

STABILUS

2025

ANNUAL
REPORT



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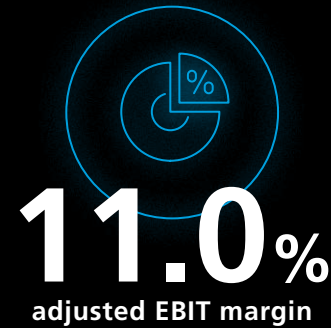
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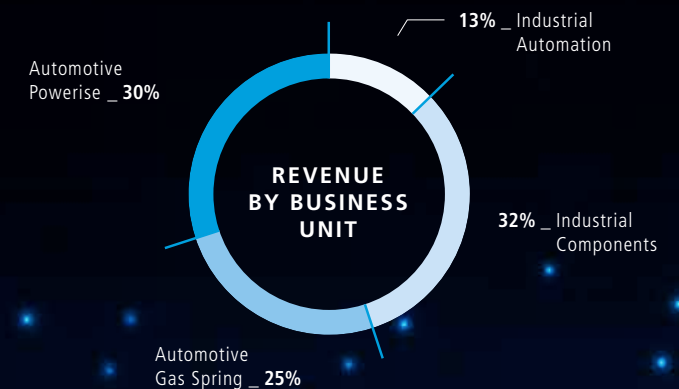
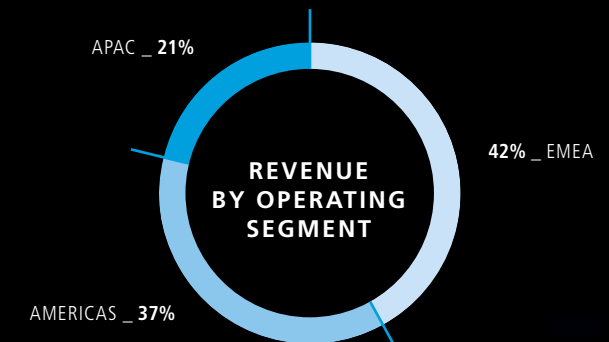
STABILUS 2025 AT A GLANCE



Key figures

IN € MILLIONS	Year ended September 30,		Change	% change
	2025	2024		
Revenue	1,296.1	1,305.9	(9.8)	(0.8)%
EBIT	84.3	113.3	(29.0)	(25.6)%
Adjusted EBIT	142.6	157.1	(14.5)	(9.2)%
Profit for the period	24.2	72.0	(47.8)	(66.4)%
Capital expenditure	(88.5)	(82.9)	(5.6)	6.8%
Free cash flow (FCF)	110.3	(520.4)	630.7	> 100.0%
Adjusted free cash flow	119.0	132.8	(13.8)	(10.4)%
EBIT margin (% of revenue)	6.5%	8.7%		
Adjusted EBIT margin (% of revenue)	11.0%	12.0%		
Profit margin (% of revenue)	1.9%	5.5%		
Capital expenditure as % of revenue	6.8%	6.3%		
FCF as % of revenue	8.5%	(39.8)%		
Adjusted FCF as % of revenue	9.2%	10.2%		
Net leverage ratio	2.96x	2.77x		
Number of employees ¹⁾	7,702	7,903		
Total assets	1,880.5	1,910.9		
Equity	635.8	677.7		
Equity ratio	33.8%	35.5%		

¹⁾ Active employees including trainees, interns, and graduates, excluding inactive employees and temporary workers.



OUR GLOBAL FOOTPRINT

EMEA

ESP Derio
ESP Sant Boi de Llobregat
FRA Poissy
FRA Sainte-Florine
GBR Banbury

GBR Haydock
GBR Wolverhampton
GER Aichwald
GER Büttelborn

GER Eschbach
GER Koblenz
GER Langenfeld
GER Oberursel

IT Pinerolo
IT Rivoli
ROU Brasov
TUR Bursa

AMERICAS

ARG Buenos Aires
BRA Itajuba
MEX Ramos Arizpe
USA Auburn Hills
USA Farmington Hills
USA Gastonia
USA Lynnwood
USA Miamisburg
USA Mt. Juliet
USA Red Wing
USA Sterling Heights
USA Stoughton
USA Wheeling

APAC

AUS Dingley
CHN Changzhou
CHN Pinghu
CHN Shanghai
CHN Suzhou

IND New Delhi
IND Pune
JPN Nagoya
JPN Yokohama
KOR Busan

KOR Suwon
NZL Auckland
SGP Singapore
THA Bangkok
TWN Tainan

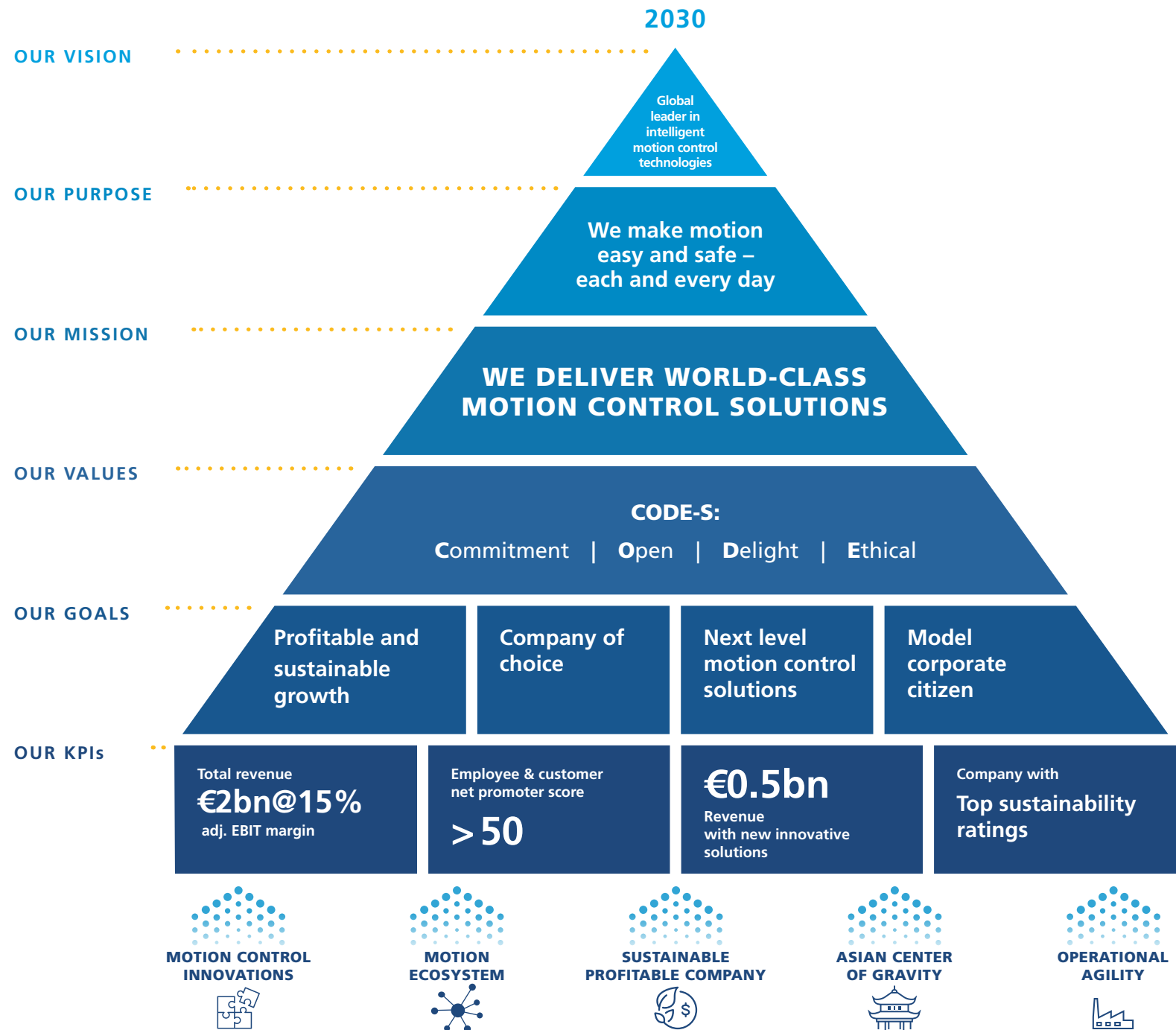


OUR STAR 2030 STRATEGY

Vision

Global leader in intelligent motion control technologies

In conjunction with STAR – which stands for “STABILUS RELOADED” – Stabilus is continuing to transition from a supplier of individual components to a system provider. Initiated ten years ago, this strategic process will be gradually implemented by 2030 to achieve our vision of becoming the world market leader for intelligent motion control technologies. This long-term strategy is based on four cornerstones: sustainable growth, customer and employee satisfaction, innovation, and sustainability.



Purpose

We make motion easy and safe – each and every day

How do we, at the Stabilus Group, benefit society and our customers? Our purpose derives from our core expertise, which is motion control. Our products and solutions make people's lives easier in countless situations. For example, we enable easy and convenient opening and closing of doors in millions of vehicles. Our advanced vibration isolation and shock absorption solutions contribute to comfort and safety in a wide range of industrial applications. What we do matters, in everyday life and in the creation of added value. We're proud of that. We make motion easy and safe – for people and for industrial equipment. Each and every day.

Mission

We deliver world-class motion control solutions

What is our daily mission? What do we demand of ourselves? We all contribute to designing, manufacturing, and marketing excellent, top-quality motion control products and solutions. We want to satisfy our customers with our high standard of quality, our innovative strength, and our ability to invent creative solutions. We deliver world-class motion control that's worthy of a global market leader.

Values

CODE-S: The inner compass of our work

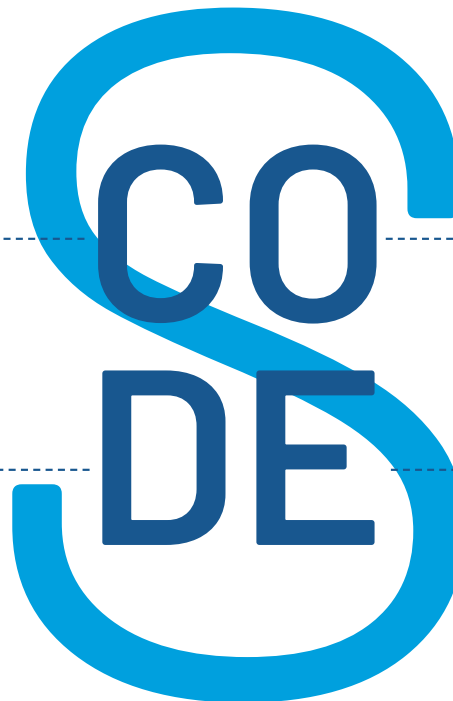
What values guide our daily work? The answer is CODE-S, where "S" stands for the Stabilus Group and "CODE" for our four core values: "Commitment" points to our willingness to approach every challenge with passion and master it with determination. Being "Open" is our starting point for curiosity, constant learning, and positive evolution. "Delight" stands for our enthusiasm and enjoyment of the work we do. "Ethical" means that we act with moral conviction and take responsibility. To sum it up, CODE-S helps us work with a strong inner compass in everything we do.



COMMITMENT
We are people of action



DELIGHT
We are winners



OPEN
We are inventors



ETHICAL
We are partners

MANAGEMENT BOARD OF STABILUS SE



Andreas Jaeger

Chief Financial Officer (CFO)

- Born in 1972, Swiss citizen, Bachelor of Business Administration, Swiss Certified Public Accountant, Executive Master in European and International Law (HSG)
- Management Board Member since November 2025
- With Stabilus since November 2025

Dr. Michael Büchsner

Chief Executive Officer (CEO)

- Born in 1975, Austrian citizen, degree in chemical engineering and business administration
- Management Board Member since 2019
- With Stabilus since 2019

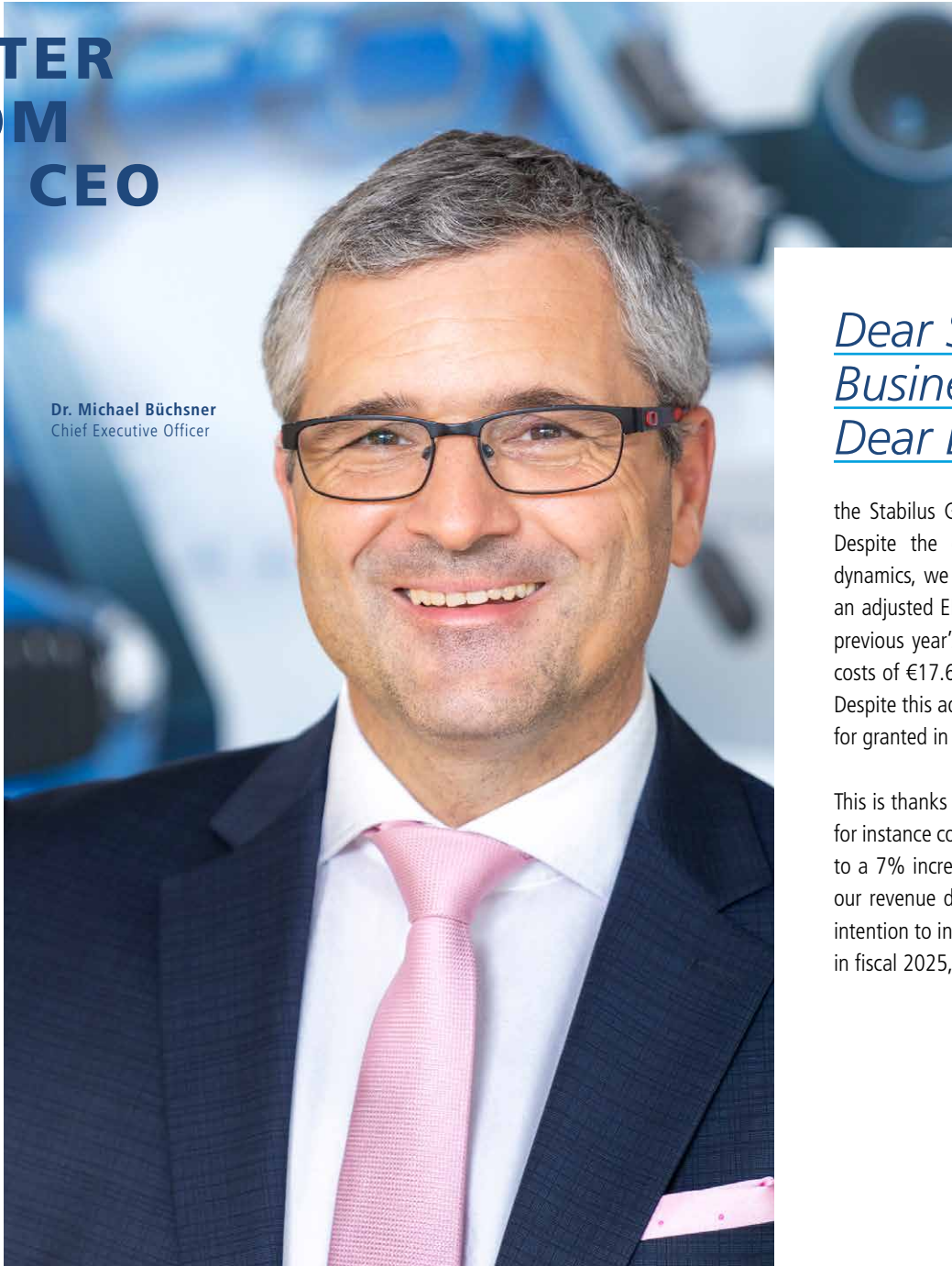
David Sabet

Chief Technology Officer (CTO)

- Born in 1973, US-American citizen, degree in mechanical engineering
- Management Board Member since October 2024
- With Stabilus since 1996

LETTER FROM THE CEO

Dr. Michael Büchsner
Chief Executive Officer



Dear Shareholders, Customers, Business Partners and Employees, Dear Ladies and Gentlemen,

the Stabilus Group once again demonstrated its resilience in the fiscal year just ended. Despite the ongoing challenging macroeconomic environment and subdued market dynamics, we achieved the targets specified in August with revenue of €1.3 billion and an adjusted EBIT margin of 11.0%. As a result, Stabilus was able to roughly maintain the previous year's level of revenue (0.8%). The profit of €24.2 million reflects non-recurring costs of €17.6 million associated with the implementation of our transformation program. Despite this adverse impact, Stabilus remains profitable – an outcome that cannot be taken for granted in our competitive environment.

This is thanks among other things to our broad positioning. The integration of Destaco was for instance completed as planned. In fiscal 2025, consolidation of the company contributed to a 7% increase in revenue and a 10.9% increase in EBIT. In the wake of consolidation, our revenue distribution by market segment has become more balanced, in line with our intention to increase diversification. Industrial business saw the most dynamic development in fiscal 2025, even without Destaco.



At the same time, the macroeconomic framework conditions had an adverse impact. Ongoing uncertainty, short-term planning horizons, and volatile US customs policies have led many customers to postpone investments in durable goods. This affected the automotive and commercial vehicle industries as well as construction, energy, and mechanical engineering. In the Asia-Pacific region in particular, price sensitivity among both automotive and export-oriented industrial customers was high and the reluctance to invest was noticeable. Revenue in fiscal 2025 fell by 12.4% year-on-year, while revenue rose moderately in the Americas (+2.5%) and EMEA (+3.2%) regions.

"Ongoing uncertainty, short-term planning horizons, and volatile US customs policies have led many customers to postpone investments in durable goods."

Military applications is a growing business segment for Stabilus with particular potential. Here, the Stabilus Group offers a broad portfolio of damping and actuator solutions that are used in both civil and specific military applications – for example, in opening systems for cockpit hoods and hatches, vibration insulation for sensitive electronics, and damping systems for reducing vibrations, recoils, and impacts. Demand in this area is clearly rising and we will continue to develop our range of technical consulting services and products in a targeted manner in order to participate even more in this market growth.

Looking ahead, Stabilus is in a strong position. The Supervisory Board appointed Andreas Jaeger as new Chief Financial Officer in July. He started work on November 1, thereby completing the management team. Together, we will consistently pursue our chosen course, and I look forward to continuing to work with my colleagues on the Management Board.

Even though we are currently faced with an unfavorable market environment, our strong market position and our clear strategic direction continue to form the basis for our long-term success. The expansion of the existing loan agreement in the summer underscored the confidence of our financing partners. This comprises an additional credit line of €150 million with a term ending in June 2029, which is intended to replace a tranche of the promissory note loan due in March 2026. The contract also provides for a temporary increase in the permissible gearing level. These measures create security and flexibility in the current market environment. However, reducing net debt remains a key objective for Stabilus. We pay close attention to capital discipline in other areas as well. For example, the ratio of net working capital to revenue for the fourth quarter of the past fiscal year was only 17.9%, which is the second lowest level in three years.

"Even though we are currently faced with an unfavorable market environment, our strong market position and our clear strategic direction continue to form the basis for our long-term success."

As in the past, we respond decisively and proactively to market changes. Quality and innovation have repeatedly proven to be effective responses to market fluctuations for Stabilus. That is why we continue to invest consistently in modernization, innovation, and efficiency. In the current economic environment, we are also focusing even more closely on absolute cost discipline and utilizing the existing potential for further cost reductions in order to secure our profitability and increase it in the long term. This is why we launched a comprehensive transformation program in September aimed at streamlining the organizational structure, reducing staff and operating costs, and optimizing the location portfolio. The resulting one-off costs of €17.6 million negatively impact our results for the past year, but will produce annual savings of around €19 million from fiscal 2027 and around €32 million from fiscal 2028.



These measures ensure our competitiveness in an ongoing challenging environment that is changing rapidly. Against this backdrop, we expect revenue of €1.1 billion to €1.3 billion and an adjusted EBIT margin of 10% to 12% for fiscal 2026. We remain committed to our dividend policy of distributing between 20% and 40% of profits. At the Annual General Meeting, we will propose a dividend of €0.35 per share for fiscal 2025, which is lower than the previous year due to declining earnings. This still equates to a distribution ratio of around 37%.

"We invest in modernization, innovation, and efficiency. In the current economic environment, we are also focusing even more closely on absolute cost discipline and utilizing the existing potential for further cost reductions in order to secure our profitability and increase it in the long term."

Our strategic goal remains the same: we aim to make Stabilus the world market leader in intelligent movement control technologies. The path to achieving this is not a linear one, but our ambition to combine sustainable growth with strong profitability remains. Advancing technology and automation worldwide opens up a wide range of opportunities for Stabilus, both as a technology partner and as a pioneer of this trend.

On behalf of the Management Board, I thank you for your trust and support. I am confident that we will continue to shape the future of Stabilus successfully together.

Sincerely yours,

DR. MICHAEL BÜCHSNER

Chief Executive Officer

SUPERVISORY BOARD REPORT



Dr. Stephan Kessel
Chairman of the
Supervisory Board

Dear Shareholders,

Stabilus SE's fiscal year from October 1, 2024, to September 30, 2025, was impacted by challenging market conditions. These were accompanied by sustained changes, especially within the automotive industry. These changes had already started to become apparent towards the end of the previous fiscal year, which meant that the company was repeatedly required to respond to a continually changing economic and geopolitical environment right from the start of the fiscal year and to quickly decide on and implement appropriate strategic measures. Of particular note in this context are the uncertainties in the US market caused by US tariff policies and the decline in sales associated with weak demand, which the company was confronted with in the second half of the fiscal year and which also had a decisive impact on the work of the Supervisory Board.

At the start of the fiscal year, following a prior resolution of the Supervisory Board, the Management Board was expanded by one person and the position of Chief Technology Officer was created, strengthening the company's R&D capabilities. The position was filled from within the company with the appointment of Mr. David Sabet, a native of the United States. This also allows us to continue focusing on the company's US business, especially after the successful acquisition of the Destaco Group.

Mr. Kai Knickmann was recruited as a new member of the Supervisory Board and elected by the Annual General Meeting in February 2025. As the Supervisory Board member and long-time Head of the Audit Committee, Dr. Joachim Rauhut, left the Supervisory Board at the conclusion of the Annual General Meeting, new members were appointed to the committees of the Supervisory Board at a constituent meeting after the Annual General Meeting. Ms. Susanne Heckelsberger was elected as the new Head of the Audit Committee.



In addition, Mr. Stefan Bauerreis, Chief Financial Officer, also left the company as of March 1, 2025. CFO duties were temporarily carried out by CEO Dr. Michael Büchsner. In June, the Supervisory Board acquired Mr. Stefan Jäger as the new CFO with effect from November 1, 2025.

In the second half of the fiscal year, against the backdrop of an extremely tense and volatile market environment, the Supervisory Board focused on the organization and profitability of the two automotive business units and on the newly acquired Destaco Group, centering primarily on its strategic direction. Shortly before the end of the fiscal year, a comprehensive transformation program was approved that will ensure the company's competitiveness for the future.

Despite the September revision of the Group's earnings expectations, the company was able to close the fiscal year with a good operating result and within the forecast given. Of particular note is the new long-term refinancing that was concluded in close coordination with the Supervisory Board. This replaces the loan maturities due in the next fiscal year.

During the reporting year, the Supervisory Board diligently performed the tasks assigned to it by law, the Articles of Association, and the rules of procedure, and advised the Management Board and monitored the Company's corporate governance. In doing so, the Supervisory Board relied on the detailed reports provided by the Management Board in oral and written form. In addition, the Management Board, the Chairman of the Supervisory Board and the entire Supervisory Board engaged in a continuous dialog on matters relating to strategy, business development, risks and risk management, compliance, financial and investment planning, and HR policy matters as well as the Company's profitability, to the effect that the Supervisory Board was informed about the Company's situation and impending decisions at all times. Insofar as the Supervisory Board's approval was required by law, the Articles of Association, or the rules of procedure for actions to be taken by Management Board, the Supervisory Board discussed such actions and granted its consent.

In all ordinary meetings, the Management Board informed the Supervisory Board about the course of business and the Company's situation, and explained current trends in revenue and earnings and the financial position. The Supervisory Board's activities this year were focused on monitoring the measures taken to maintain the company's profitability and strategic direction, on the refinancing and on the staffing of the Management Board.

During the reporting year, there were no conflicts of interest of Supervisory Board members subject to prompt disclosure to the Chairman of the Supervisory Board.

The Supervisory Board's work

During the reporting year, there were seven ordinary in-person meetings (one of which was held purely as a video conference) and four extraordinary meetings (three of which were held purely as video conferences). One of the extraordinary meetings took place as a constituent meeting (on February 5, 2025) after the resolution of the Annual General Meeting to elect the new member of the Supervisory Board, Mr. Kai Knickmann. Two resolutions, one on the conclusion of the refinancing and one on the introduction of an ABS program, were adopted by way of the circulation procedure following intensive prior consultation. None of the members of the Supervisory Board attended only half or fewer of the meetings of the Supervisory Board and the committees to which they belong. A detailed overview of the number of meetings of the Supervisory Board and its committees attended by the individual members is to be found under "Individualized Disclosure of Meeting Attendance" below.

The Supervisory Board met on October 29, 2024, in a purely virtual extraordinary meeting at which the budget for the upcoming fiscal year was once again discussed against the backdrop of the looming volatility of the market environment.

At the meeting of November 7, 2024, the budget for fiscal 2025 was discussed and approved. The new rules of procedure for the Management Board were also discussed and approved. In addition, the Supervisory Board dealt with the new remuneration system for the Supervisory Board and the agenda items for the Annual General Meeting. The preliminary results of the audit of the annual financial statements were discussed.



On November 28, 2024, the Supervisory Board discussed in detail the staff strategy and personnel development strategy of the Stabilus Group. In addition, the decision to hold the Annual General Meeting on February 5, 2025, in virtual format was taken and the agenda for the Annual General Meeting was agreed. A decision was also taken to propose Mr. Kai Knickmann to the Annual General Meeting as a new member of the Supervisory Board. The meeting was dominated by the Supervisory Board's in-depth review of the annual financial statements for Stabilus SE for the fiscal year from October 1, 2023, to September 30, 2024, as well as the consolidated financial statements, including the combined management report, the non-financial report, the Supervisory Board report, and the proposal on the appropriation of profits and the remuneration report. In addition, the new Management Board targets were approved.

At the meeting of the Supervisory Board on December 5, 2024, which took place in a purely virtual format, the Supervisory Board, in the presence of the auditor, adopted the consolidated financial statements, including the combined management report, the non-financial report, the Supervisory Board report, the proposal on the appropriation of profits, and the remuneration report for the fiscal year from October 1, 2023, to September 30, 2024, which were discussed in detail at the previous meeting.

At the Supervisory Board meeting on February 4, 2025, the focus was on the current financial and business situation after the end of the first quarter. The profitability of the Automotive Powerise® business unit and Automotive Gas Springs were discussed in detail as a special topic. Stakeholder feedback received in connection with the Annual General Meeting was also discussed.

At the Annual General Meeting on February 5, 2025, a new remuneration system for the Supervisory Board was approved and Mr. Kai Knickmann was elected to the Supervisory Board. As part of the subsequent extraordinary constituent meeting, the chairman and deputy were elected and the committees were set up. As part of a defined onboarding process, Mr. Kai Knickmann received support from both the Supervisory Board and the company on taking up office.

On February 14, 2025, the Supervisory Board met in an extraordinary meeting in a purely virtual format. During the meeting, the CFO vacancy was discussed and the corresponding responsibilities were temporarily transferred to Dr. Büchsner.

On the occasion of the meeting of the Supervisory Board of April 30, 2025, the Management Board presented a report on the Company's situation, including financial and sustainability indicators, for the second quarter. The half-yearly financial statements were discussed in detail. Further intensive discussions were also held on strategies and measures relating to the Industry business unit and the Industrial Automation business unit (Destaco Group) in the face of the emerging challenging market environment. In addition, the growing strategic importance of the ESG department was taken into account in view of the upcoming CSRD reporting and this was assigned to the CEO in a new business allocation plan for the Management Board.

At the meeting of the Supervisory Board on June 17, 2025, Mr. Andreas Jaeger was appointed as the new CFO of the Stabilus Group with effect from November 1, 2025. The Management Board and Supervisory Board also discussed options for changing the internal organization of the Stabilus Group. The upcoming refinancing to replace the loans becoming due in the next fiscal year was also discussed.

On June 18, 2025, the Management Board, Supervisory Board, and senior management met for the Strategy Day to discuss the company's strategic focus and examine the findings from the previous meeting in greater depth.

On June 27, 2025, the Supervisory Board held a virtual meeting to discuss and approve the refinancing.

At its meeting on September 18, 2025, the Supervisory Board focused on the company's budget as well as its financial position and performance shortly before the end of the fiscal year. Another focal point was the transformation program presented by the Management Board and approved at the meeting, which was discussed at length.

In the reporting year, the members of the Supervisory Board undertook further training and development in line with their duties on the committee to ensure they are able to perform their role on the Supervisory Board as effectively as possible. The training and development measures encompassed new developments in sustainability, governance and accounting, remuneration, as well as digitalization and AI. They were supported by the company.



Work in and by Supervisory Board committees

During the reporting year, the Supervisory Board had two committees to examine questions and issues and prepare resolutions which are dealt with by the full Supervisory Board: the Audit Committee and the Remuneration and Nomination Committee. To the extent permitted by law and as coordinated by the plenary meeting, these committees are vested with certain decision-making powers. Their respective chairpersons present reports on the work of the committees in the meeting of the full Supervisory Board that follows a committee meeting.

The **Audit Committee** consisted of Dr. Joachim Rauhut (Chair), Ms. Inka Koljonen, and Ms. Susanne Heckelsberger until the conclusion of the Annual General Meeting on February 5, 2025. Since the constituent meeting on February 5, 2025, following the Annual General Meeting, the Audit Committee has been made up of Ms. Susanne Heckelsberger (Chair), Ms. Inka Koljonen, and Dr. Stephan Kessel.

The Audit Committee held seven meetings in the reporting period, including two extraordinary meetings, both of which were held in a virtual format. One of the ordinary meetings was held in virtual format, while all the others were in-person meetings.

In the reporting period, in the presence of the auditor and the Management Board, the Audit Committee examined the Company's annual financial statements and the consolidated financial statements, as well as the management report and the non-financial report. It also regularly exchanged information relating to this with the auditor in the absence of the Management Board. In particular, the Audit Committee dealt with the introduction of sustainability reporting in accordance with CSRD, the refinancing of loans due for settlement, and optimizing cash flow management and reporting based on the first cash flow guidance in the fiscal year.

The meetings also focused on the further optimization of the internal control system and the introduction of an ABS program, the preparation of the SAP-S/4HANA project, and supporting the review of the half-yearly financial statements by the auditor.

The Audit Committee defined the audit priorities and monitored the quality and efficiency of the statutory audit and the half-yearly audit, among other things. It also regularly exchanged information with the Management Board and the Chief Compliance Officer on questions related to corporate governance issues and received reports about the effectiveness of the compliance system, the internal control system, and the risk management system. The Audit Committee also regularly took a look at the accounting and the accounting process as well as the audit plan of the internal audit department and its findings.

The **Remuneration and Nomination Committee** is currently composed of Dr. Ralf-Michael Fuchs (Chairman), Dr. Stephan Kessel, and Dr. Dirk Linzmeier. Six meetings were held in the reporting period as telephone / video conferences. The main topics were CFO succession and the search for and selection of two new Supervisory Board members as part of succession planning, as well as the definition of targets and target achievement for variable Management Board remuneration, including sustainability goals. In addition, the Remuneration and Nomination Committee dealt extensively with the review of the remuneration report as part of the audit of the annual financial statements. Also of particular note are the review of the Management Board rules of procedure, the review of the new remuneration system for senior management of the company, and the reorganization of the Supervisory Board's remuneration system in order to reflect the increased demands, particularly in the work of the Audit Committee.

Individualized disclosure of meeting attendance

	Supervisory Board	Audit Committee	Remuneration and Nomination Committee
Dr. Stephan Kessel	11 / 11	4 / 7**	6 / 6
Dr. Joachim Rauhut*	5 / 11	3 / 7	–
Dr. Ralf-Michael Fuchs	10 / 11	–	6 / 6
Dr. Dirk Linzmeier	11 / 11	–	6 / 6
Inka Koljonen	11 / 11	7 / 7	–
Susanne Heckelsberger	11 / 11	7 / 7	–
Kai Knickmann**	6 / 11	–	–

*Until February 5, 2025. ** Since February 5, 2025.



Annual and consolidated financial statements audit

Deloitte GmbH Wirtschaftsprüfungsgesellschaft, which was appointed by the Annual General Meeting on February 5, 2025, as the auditor of the financial statements for the fiscal year from October 1, 2024, until September 30, 2025, audited the annual financial statements for the fiscal year from October 1, 2024, until September 30, 2025, as prepared by the Management Board pursuant to the rules of the Handelsgesetzbuch (HGB – German Commercial Code). The auditor issued an unqualified audit certificate.

Stabilus SE's consolidated financial statements for the fiscal year from October 1, 2024, until September 30, 2025, and the Group management report, which is combined with the Stabilus SE management report, were prepared pursuant to section 315e HGB on the basis of the International Financial Reporting Standards (IFRS) as they are to be applied within the European Union. The consolidated financial statements and the combined management report were likewise approved in an unqualified audit opinion issued by Deloitte GmbH Wirtschaftsprüfungsgesellschaft. The auditor further found that the Management Board has established an adequate information and monitoring regime that, based on how it was conceived and is implemented, appears likely to detect developments endangering the Company's continued existence at an early stage.

The auditor materially and formally reviewed the remuneration report prepared by the Management Board and the Supervisory Board for completeness pursuant to section 162 (1) and (2) of the Aktiengesetz (AktG – German Stock Corporation Act).

The consolidated financial statements and Stabilus SE's annual financial statements for the fiscal year from October 1, 2024, until September 30, 2025, were discussed at length at the meeting of the Audit Committee and the meeting of the Supervisory Board that followed, on December 4, 2025, which were attended by all members of the Committee and the Supervisory Board along with the auditor. During the meeting of the Audit Committee, which was attended by the full Supervisory Board, the auditor reported on material audit findings. The Audit Committee once more directed its attention to the key audit items at its meeting. In

addition, the sustainability report as part of the Group's management report was discussed in this meeting in the presence of the auditor, who also conducted a limited assurance review of the sustainability report. At its subsequent meeting, the Supervisory Board reviewed the annual and consolidated financial statements and the combined management report, including the sustainability report contained in the management report, approved the results of the audits, and raised no objections after its own review. The annual and consolidated financial statements and integrated sustainability report were approved. As a result, the annual financial statements prepared by the Management Board of Stabilus SE are thus adopted.

Following its own thorough review, the Supervisory Board endorsed the recommendation of the Management Board for the appropriation of profits to the Annual General Meeting on February 4, 2026, which provides for the distribution of a dividend payment for the fiscal year from October 1, 2024, until September 30, 2025, in the amount of €0.35 per no-par value share.

Changes to Management Board and Supervisory Board

The changes to the Management Board in the fiscal year were as follows.

With effect from October 1, 2024, the Management Board was expanded to three people and Mr. David Sabet was appointed as the new Management Board member. Mr. Stefan Bauerreis resigned as Chief Financial Officer of the company as of March 1, 2025. Mr. Andreas Jaeger joined the Management Board as of November 1, 2025.

At the Annual General Meeting of February 5, 2025, Dr. Joachim Rauhut resigned as a member of the Supervisory Board. Mr. Kai Knickmann was elected to the Supervisory Board by the Annual General Meeting on February 5, 2025.

In the name of the Supervisory Board, I thank the Management Board as well as the staff of all corporate divisions for their commitment and outstanding cooperation during this past fiscal year.

DR. STEPHAN KESSEL

Chairman of the Supervisory Board

STABILUS SHARES

Stabilus share data

Ticker symbol	STM
Bloomberg ticker symbol	STM:GR
Reuters ticker symbol	STM1.DE
German security identification number(WKN)	STAB1L
ISIN	DE000STAB1L8
Number of shares outstanding (Sept 30, 2025)	24,700,000
Type of shares	Ordinary bearer shares in the form of no-par-value shares
Capital stock (Sept 30, 2025)	€24,700,000
Index memberships (selection)	SDAX, DAXsubsector Industrial Machinery

Share price development since IPO



Share price performance in fiscal year 2025 and since IPO in May 2014

The performance of the Stabilus share price in fiscal year 2025 was influenced by a challenging market environment. In the first months of the reporting year (October 2024 to February 2025), the share price remained largely stable and moved roughly in line with the relevant benchmark indices.

In spring 2025, investors focused their attention on the introduction of new import tariffs announced by the US government – known in the market as “Liberation Day”. This trade policy development led to increased uncertainty worldwide and weighed particularly heavily on export-oriented industrial and automotive supplier stocks. This volatile market phase also led to a negative share price performance at Stabilus, resulting in the share price reaching its low for the year of €19.20 on April 4. Stabilus’ business performance in the fiscal year was primarily

dampened by the indirect effects of US tariff policy and the continuing weakness in parts of the automotive and industrial business.

The company’s first Capital Markets Day in June 2025 sent out a positive signal. The presentation of the strategic direction and the reaffirmed medium-term targets were well received by the capital market and caused the share price to rise in the short term.

In the final months of the fiscal year (June to September 2025), the stock markets were once again under pressure. Negative currency effects and subdued demand in industrial industry segments in particular led to the Stabilus share underperforming the benchmark indices. Over the year as a whole, the Stabilus share price fell from €36.70 to €24.60.

On September 30, 2025, the Stabilus share price was thus 8% above the opening price of €22.75 on May 23, 2014, the first day of trading. This means that although the performance of the Stabilus share price since the IPO und until the end of the 2025 fiscal year is below the development of the SDAX and the DAXsubsector Industrial Machinery, it is around 43 percentage points above the development of the DAXsubsector All Auto Parts + Equipment over the same period.

Annual General Meeting 2025

Stabilus SE held its Annual General Meeting in virtual form on February 5, 2025. A total of 84% of share capital was represented at the General Meeting. Each item on the agenda proposed by the company management was approved by the Stabilus shareholders with required majorities. Among other things, the General Meeting approved the dividend distribution of €1.15 per share, the resolution on the election of a further member of the Supervisory Board, and the resolution on the amendment of the Articles of Association to further enable virtual General Meetings. All documents and information regarding the General Meetings can be found on Stabilus IR website at [IR.STABILUS.COM/GM](https://ir.stabilus.com/gm).

Dividend proposal of €0.35 per share

The Management Board and the Supervisory Board resolved to propose a dividend distribution of €0.35 (PY: €1.15) per share to the Annual General Meeting to be held on February 4, 2026. It corresponds to a total dividend of €8.6 million (PY: 28.4 million) and the distribution ratio of around 37% (PY: 40%) of the consolidated profit attributable to the Stabilus shareholders.

Regular information exchange with investors and analysts

In fiscal year 2025, Stabilus SE provided capital market participants with timely and reliable information on the company's business performance. The company participated in seventeen international investor conferences, organized four roadshows in the most important global financial centers, and held a Capital Markets Day in Koblenz. During the Capital Markets Day on June 4, 2025, the group presented its long-term STAR 2030 strategy, the most important growth drivers, and the planned business development of the group by region and business unit until 2030. The Capital Markets Day presentation and further information can be found on the Stabilus IR website at [IR.STABILUS.COM/CMD](https://ir.stabilus.com/cmd).

Nine stock analysts published assessments and recommendations on Stabilus shares in fiscal year 2025. Six analysts recommended buying Stabilus shares, two rated them as neutral, and only one analyst advised selling.

Diversified shareholder structure

With investors from more than 60 countries, Stabilus has a stable and diversified shareholder base. Approximately 64% of company's shares are held by investors from the EMEA region, primarily Germany, the Netherlands, Luxembourg as well as Spain, approximately 34% are held by investors from the Americas, primarily the United States, and approximately 2% of total shares is in the hands of shareholders from the Asia-Pacific region. Institutional investors hold around 89% and retail investors around 11% of Stabilus shares. Stabilus management owns 0.1% of total shares. According to the received voting rights notifications, The Goldman Sachs Group, Inc. (with NN Group N.V., through NNIP) and Allianz Global Investors GmbH each control more than 10% of voting rights attached to Stabilus shares, Teleios Capital Partners LLC (Igor Kuzniar), FMR LLC, Allianz SE and Norbel Inversiones S.L. each control between 5% and 10% of voting rights, Marathon Asset Management Limited controls between 3% and 5% of voting rights. All notifications of major shareholdings and of management transactions can be viewed on Stabilus website at [IR.STABILUS.COM](https://ir.stabilus.com).

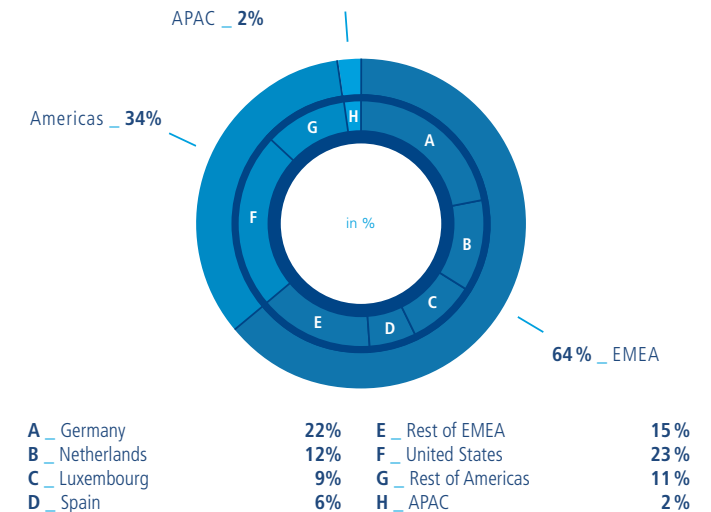
Stabilus Investor Relations online

For more information about Stabilus share, please visit [IR.STABILUS.COM](https://ir.stabilus.com).

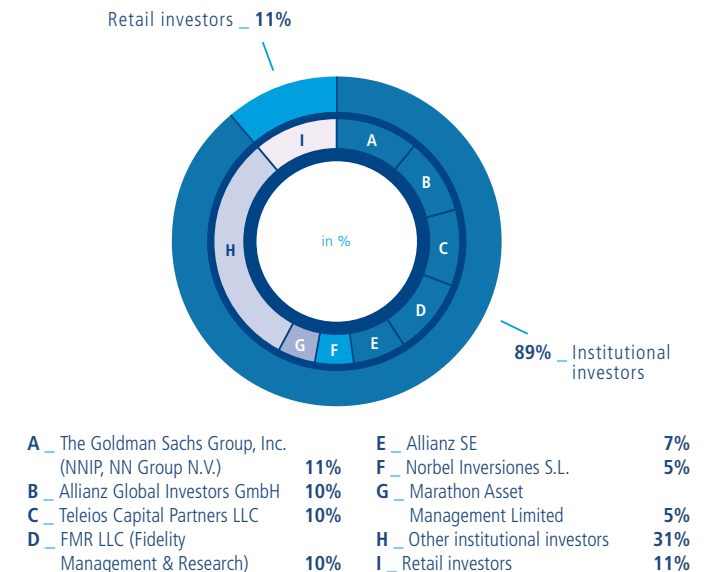
[IR.STABILUS.COM](https://ir.stabilus.com)



Shareholder structure by region



Shareholder structure by type of shareholder



Major holdings of institutional investors according to voting rights notifications, rounded to the nearest percentage point

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GENERAL INFORMATION

Reporting entity

Stabilus SE, Frankfurt am Main, is a European Company (Societas Europaea – SE). The Company is registered in the commercial register of the Frankfurt am Main Local Court under HRB 128539 and the registered office of the Company is in Frankfurt am Main with the business address Wallersheimer Weg 100, 56070 Koblenz, Germany. The Company was originally founded as Servus HoldCo S.à r.l., Luxembourg, on February 26, 2010. The shares of Stabilus SE, Frankfurt am Main, (hereinafter referred to as “Stabilus SE”), are listed in the SDAX of the Frankfurt Stock Exchange at the end of the reporting period with ISIN DE000STAB1L8. The ticker symbol is “STM.”

The object of the Company is to manage a group of companies based within and outside of Germany, specializing in particular in the development, production, and distribution of gas springs, dampers, electromechanical damper opening systems, vibration isolation products, and industrial components in the field of motion control, and also to provide consulting services and other services related thereto. With the acquisition of the Destaco Group in the previous year, the product portfolio has expanded in the field of industrial automation. Destaco’s product range includes pneumatic and electronic grippers, clamps, and end-of-arm tools for robotics, as well as indexers and conveyors. The Company is entitled to undertake all acts and measures that are related to the object of the Company or appear suitable to directly and indirectly serve the purpose of the Company. For this purpose, it may also set up branches in Germany and abroad, establish or acquire other companies, or take equity interests in them.

Basis for presentation

Accounting and auditing

Stabilus SE prepares its consolidated financial statements in accordance with International Financial Reporting Standards (IFRS[®]), as adopted by the European Union (EU). The annual financial statements of the parent company are prepared in accordance with the provisions of the German Commercial Code (Handelsgesetzbuch – HGB). The option to produce a combined fiscal management report (hereinafter: “management report”) has been exercised since fiscal 2022. This management report combines the management reports of Stabilus SE and the Stabilus Group. The management report was prepared in accordance with the relevant requirements of German commercial law and German Accounting Standard (GAS) No. 20.

It is agreed with the auditor of Stabilus SE that the Chairman of the Supervisory Board or the Audit Committee will be informed immediately about possible grounds for exclusion or bias arising during the audit, unless these are eliminated immediately. It is also agreed that the auditor will immediately report all findings and incidents significant for the duties of the Supervisory Board that become apparent during the course of the audit. In accordance with the agreement, the auditor must inform the Supervisory Board or note in the audit report if facts are discovered during the course of the audit that reveal that the statements of the Management Board and the Supervisory Board regarding the German Corporate Governance Code are incorrect. The Audit Committee monitors the independence of the auditor.

Distinction between parent company and Group

In order to clarify which disclosures concern the parent company and which the Group, the parent company is always referred to below as “Stabilus SE.” “Stabilus Group” is used for disclosures concerning the Group. Where such distinctions do not apply and separate information is not provided, the disclosures apply equally to the Group and the parent company.

Fiscal year

Stabilus SE’s fiscal 2025 (“reporting period”) began on October 1, 2024, and ended on September 30, 2025. The corresponding prior-year period (“comparative period”) therefore covers the period from October 1, 2023, to September 30, 2024.

Rounding differences

Unless indicated otherwise, all amounts are shown in thousands of euro (€ thousand). For arithmetical reasons, the information presented in this management report may contain rounding differences of +/– one unit (€ thousand or %).

Use of alternative performance measures (APMs)

In addition to performance indicators defined or listed in the IFRS accounting framework, the Stabilus Group also reports financial performance indicators that are derived from or based on the financial statements prepared (referred to as “alternative performance measures” or APMs). The Stabilus Group’s management considers these financial performance indicators as key additional information for investors and other readers of the financial reports. These financial performance indicators should therefore be considered supplementary to the information prepared in accordance with IFRS and are not a substitute for this. In this management report, in accordance with the European Securities and Markets Authority (ESMA) Guidelines on Alternative

Performance Measures, the Stabilus Group provides a definition of the APMs reported, the rationale for their use and their reconciliation to the items in the Stabilus Group's consolidated financial statements that can be reconciled directly. The Stabilus Group uses the following APMs in this management report:

- organic growth;
- adjusted EBIT margin;
- adjusted EBIT;
- free cash flow;
- adjusted free cash flow;
- adjusted EBITDA;
- net financial debt; and
- net leverage ratio.

The calculation of the net leverage ratio is based on net financial debt and adjusted EBITDA, which are also considered to be APMs. Organic growth is presented because we believe it aids in understanding the operating performance of the Stabilus Group. Organic growth is defined as reported revenue growth after removing the effects of acquisitions, divestitures and projected exchange rate fluctuations. The effects resulting from constant foreign exchange rates are calculated as current-year revenue converted at applicable current-year average exchange rates, less current-year revenue converted at average prior-year exchange rates. The definitions and required disclosures for all other APMs are provided in the relevant sections of this management report.

Links to the website

We would like to point out that all links to the Company's website and the information to which the links refer have not been subject to the audit by the auditor.

Forward-looking statements

This management report contains forward-looking statements. These statements reflect estimates and assumptions – including those of third parties (such as statistical data concerning the automotive industry or global economic developments) – either at the time that they were made or as of the date of this report. Forward-looking statements always entail uncertainty. If these estimates and assumptions later prove to be either inaccurate or only partially accurate, the actual results may differ – even significantly – from expectations.

CORPORATE PROFILE

Corporate structure and organization

Legal corporate structure

Stabilus SE is the parent company of the Stabilus Group, consisting of Stabilus SE and the subsidiaries it controls (referred to below as the "Stabilus Group"). The Stabilus Group is a leading supplier of gas springs, dampers, and vibration isolation products to automotive and industrial customers. The Stabilus Group is also successfully established in the production and distribution of automatic, electromechanical opening and closing systems (motion control solutions) that are mainly used for installation in tailgates. The Stabilus Group has expanded its product range and its regional presence with the acquisition of HAHN-Gasfedern GmbH, Aichwald, Germany, the ACE Group (both in fiscal 2016), and the acquisition of General Aerospace GmbH, Eschbach, Germany, Piston Amortisör Sanayi ve Ticaret A.S. (53%), Bursa, Turkey, and New Clevers S.A. (80%) Buenos Aires, Argentina (all in fiscal 2019). By increasing its shareholding in the Cultraro Group from 32% to now 60% in July 2023, and its associated inclusion in the consolidated financial statements, the Stabilus Group expanded its market presence in the automotive industry and in the industrial sector.

Particularly in light of the megatrend of industrial automation, the Stabilus Group expanded its motion control portfolio with the acquisition of Destaco, an industrial automation specialist based in Auburn Hills, Michigan, USA, completed on March 31, 2024. This product range of intelligent motion technologies will further expand and strengthen the Stabilus Group's industrial business.

Overall, the Stabilus Group offers a broad range of solutions for motion control, including damping and vibration control technologies. The products supplied by the Stabilus Group are used in a variety of applications in the automotive and industrial sectors. Stabilus products are typically used to support the lifting and lowering or dampening of movements. As a world market leader for gas springs, the Group supplies all well-known vehicle manufacturers. The customer base of the Stabilus Group is diversified by a broad range of industrial customers. While the Stabilus Group's products enable safe motion sequences and precise

vibration control, Destaco complements the Group's product range with pneumatic and electronic grippers, clamps, and end-of-arm tools for robotics, as well as indexers and conveyors. Destaco's core competence lies in precisely gripping, clamping, placing, moving, and repositioning components in a production system. Destaco products help customers increase their productivity, which makes them the perfect complement to the Stabilus product range. Destaco serves customers around the world in a wide variety of markets, such as consumer goods, packaging, aerospace, automotive engineering, life sciences, and nuclear technology.

The Stabilus Group is managed by its parent company Stabilus SE. The parent company performs the central administrative functions for the Stabilus Group as a whole. Together with the subsidiaries controlled by the parent company, the Stabilus Group aims to provide its customers with as full a service as possible while also establishing a leading position on all relevant markets with the expertise of the Group as a whole. Outside Germany, the Stabilus Group therefore also has a presence in the EMEA (Europe, Middle East, Africa), Americas (North and South America) and APAC (Asia-Pacific) regions, which are also the operating segments of the Stabilus Group. The economic situation of the parent company is largely defined by the economic situation of the Stabilus Group, given by its legal corporate structure. The Management Board of Stabilus SE therefore combines the management report for the Group and for Stabilus SE in a single report.

STABILUS SE

STABILUS US HOLDING CORP.	STABLE II GMBH	STABILUS MOTION CONTROLS GMBH	STABLE HOLDCO AUSTRALIA PTY. LTD.
- Fabreeka Group Holdings, Inc. - Fabreeka International Holdings Inc. - Stabilus Inc. - ACE Controls Inc. - ACE Controls International Inc. - Fabreeka International Inc. - Fabreeka GmbH Deutschland - Tech Products Corporation - Destaco US Inc. - Industrial Motion Control Ltd.	STABLE BETEILIGUNGS GMBH - Stabilus S.A. de C.V. - Stabilus UK Ltd. - Stabilus Ltda. - Stabilus Co. Ltd. - Stabilus Japan Corp. - Stabilus Romania S.R.L. - Stabilus Mecha-tronics Service Ltd. - New Clevers S.A. - Destaco (Shang-hai) Automation Engineering Co., Ltd.	- ACE Stoßdämpfer GmbH - HAHN-Gasfedern GmbH - General Aerospace GmbH - General Aerospace Inc. - YAKIDO B.V. - Cultraro Automazione Engineering S.r.l. - Firs Stampi S.r.l. - Cultraro Shanghai Company Ltd. - Cultraro Autocomp Solutions Private Ltd. - Cultraro Dampers India Private Ltd. - Destaco (Asia) Co. Ltd. - Stabilus India Private Ltd. - Destaco Europe GmbH - Destaco U.K. Ltd. - Destaco France S.A.S.	Stabilus Pty. Ltd.

Group management

The articles of association of Stabilus SE are based on the dual system, consisting of the Management Board (management body) and the Supervisory Board (supervisory body). The Management Board is responsible for managing the Company and is advised and monitored by the Supervisory Board. There was one personnel change in the Management Board in fiscal 2025: The CFO, Stefan Bauerreis, left Stabilus at his own request with effect from March 1, 2025. The Supervisory Board of Stabilus SE appointed Andreas Jaeger to the Management Board of Stabilus SE with effect from November 1, 2025.

There was also the following personnel change in the Supervisory Board: Kai-Uwe Knickmann was elected as a member of the Supervisory Board of Stabilus SE. In turn, Dr. Joachim Rauhut resigned from his position as a member of the Supervisory Board.

The disclosures on treasury shares (in accordance with section 160 (1) no. 2 AktG) can be found under Note 23 Equity in the notes to the consolidated financial statements.

Further details of the composition of the Management Board and the Supervisory Board, as well as the assignment of their duties, can be accessed using the following link: [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance).

Changes in corporate structure

One company was founded in fiscal 2025. Beyond this, there were no further material changes to the corporate structure compared with the consolidated financial statements for fiscal 2024.

Operating segments

The Stabilus Group is organized and managed primarily on a regional level. The Stabilus Group is therefore managed on the basis of the three operating segments of EMEA (Europe, Middle East and Africa), the Americas (North and South America), and APAC (Asia-Pacific). The EMEA segment bundles the activities of the Stabilus Group with locations in Germany, France, Italy, the Netherlands, Romania, Spain, Turkey, and the United Kingdom. The Americas segment includes the activities of the Stabilus Group with locations in Argentina, Brazil, Mexico, and the United States. The APAC segment comprises the activities of the Stabilus Group with locations in Australia, China, India, Japan, New Zealand, Singapore, South Korea, Taiwan, and Thailand. The expansion of our local presence (e.g., United States, China, Mexico, South Korea) enables the Stabilus Group to provide the best possible service to local customers. The Group aims to provide a comprehensive product and service offering to existing and new customers around the world. The Group seeks to fully globalize its product portfolio and to provide the widest possible range of components and systems to each customer.

Employees and corporate culture in the Stabilus Group

Personnel (Stabilus Group)

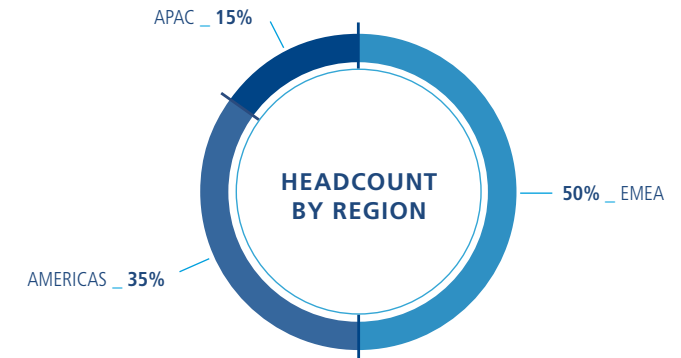
As of the end of fiscal 2025, the Stabilus Group had a total of 7,808 employees worldwide. This figure includes all active and inactive employees with the exception of contract workers, apprentices, interns, and graduates. This represents a decrease of 176 employees compared to September 30, 2024, when 7,984 employees were recorded.

The definition of headcount as used in the combined management report for fiscal 2025 was updated compared with the definition in the previous year: Instead of reporting on active and inactive employees excluding contract workers, apprentices, interns, and graduates, only active employees, including apprentices, interns, and trainees, are reported on with the exclusion of inactive employees or contract workers. Based on the updated definition, as of the end of fiscal 2025, the Stabilus Group had a total of 7,702 employees worldwide. This figure includes all active employees, but excludes contract workers.

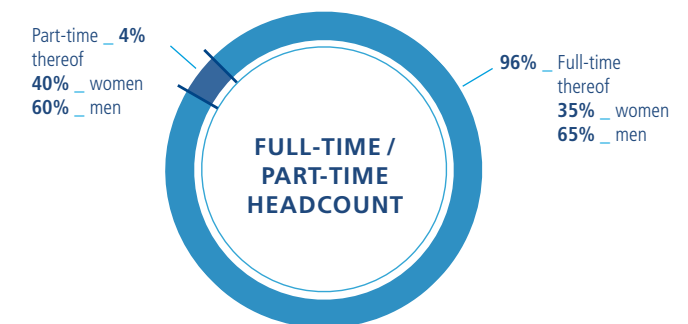
This represents a decrease of 201 employees compared to September 30, 2024, when 7,903 employees were recorded. The differences between the two figures can therefore be attributed both to the changed definition and to actual changes in the headcount.

If contract workers are included, there are 8,231 active employees in the Stabilus Group as of September 30, 2025, which represents a decline compared with the 8,479 employees recorded on September 30, 2024.

Headcount by region (active employees including apprentices, interns, and trainees. Excluding inactive employees and contract workers)¹⁾



Full-time / part-time headcount, thereof women / men (active employees, including apprentices, interns, and trainees, excluding inactive employees and contract workers)¹⁾



¹⁾ The number of employees is based on the definition applicable as of fiscal 2025 (only active employees not including contract workers). More information are provided in the adjacent notes.

Transformation program to boost competitiveness

Developing and reducing our headcount forms part of our ongoing transformation program with the aim of boosting the long-term competitiveness of the Stabilus Group, further enhancing its innovative strength, and developing the organization in a sustainable manner. As part of this program, the Stabilus Group makes targeted adjustments to its structures and processes in order to achieve efficiency gains while simultaneously increasing the Group's innovative strength.

As part of the transformation program, the Stabilus Group is laying the structural foundations for strengthening resilience and ensuring its future viability. This involves streamlining the organizational structure by reducing the number of levels of hierarchy to enable faster decision-making and a stronger customer orientation, as well as harmonizing processes to increase scalability and operational excellence.

Reducing staff and operating costs represents another focus area. This will entail the loss of around 450 jobs worldwide, primarily in the EMEA and Americas regions. At the same time, the Stabilus Group is optimizing its international site portfolio by relocating and combining office and production spaces in Germany, the USA, Singapore, and Thailand in order to boost efficiency at the sites.

Despite these necessary adjustments, the Stabilus Group attaches great importance to carefully organizing this transformation process with responsibility and with a respectful corporate culture. The Group invests in targeted training and professional development measures in order to provide the best support to our employees and create opportunities within Stabilus. With this transformation program, the Stabilus Group is laying the foundation for sustainable success, innovative strength, and resilience – for now and in the future.

Strategic vision: Company of choice

With its Strategy "STAR 2030," Stabilus has placed a clear focus on its employees and its social responsibility. The strategic goal of being a company of choice is centered around the Company's employees, and promotes an open dialog and the active involvement of all employees to achieve shared success. We want our employees to be the driving force behind our company. They should play a key role in the ongoing development and growth of our entrepreneurial activities. Increasing employee satisfaction is a key corporate strategy objective by 2030. To achieve this, the Stabilus Group plans to conduct regular global employee surveys focusing on leadership quality, collaboration, and other factors that promote a high level of satisfaction. The first of these surveys is scheduled for Q2 of fiscal 2026.

Embedding corporate values: CODE-S

CODE-S, in which the S stands for Stabilus, forms the foundation of the Company's values. These principles – commitment, open, delight, and ethical – are reflected in the principles of leadership that have been developed specifically to guide senior executives. Encouraging feedback between employees and supervisors is a key aspect of the desired corporate culture. Senior executives should not only listen to their teams, but also provide them with targeted support. At the same time, employees should be given the freedom to make independent decisions in their day-to-day work.

Health and well-being: occupational health management

At the Stabilus Group, we consider the health of our employees to be of particular importance, as committed and satisfied employees make a decisive contribution to the success of the Group. The goal of occupational health management is to establish structures and processes that promote health in the workplace. Employees are also actively encouraged to prioritize their own well-being. In order to achieve this, a number of programs and initiatives have been launched with the aim of motivating employees to actively participate. The overarching goal is: "healthy employees in a healthy company."

International diversity and individual development in decentralized organizational structures

The Stabilus Group pursues a decentralized organizational structure that highlights the Company's diverse internationality. This structure makes it possible to adapt personnel management to the different cultures and to shape it independently. This plays a key role in personnel development in particular. The organization places a high priority on this development. With clearly defined, central principles, the Company offers a personnel development concept that both takes the global goals into account and ensures the necessary local flexibility. One example of this is the STARt up global program introduced a few years ago, which focuses on leadership education and employee training. This program follows the general framework and corporate goals, but gives local units the freedom to adapt the content to the local cultural norms of the respective country.

Strategic significance of personnel development in the Stabilus Group

For the Stabilus Group, long-term business success is intrinsically linked to qualified and motivated employees. Consistent and sustainable personnel development therefore forms an essential part of the corporate strategy. The management at Stabilus is committed to encouraging and maintaining the motivation of our employees to deliver high service quality and increase customer satisfaction. The talent and succession planning process, which has been carried out annually since fiscal 2023 and has been established throughout the Company as an employee development tool, is an essential part of HR management. The aim is to identify employees with potential and assess their strengths, development areas, and possible career and development prospects within the organization. As part of this process, potential successors for critical positions are also analyzed and discussed. This process forms the basis for needs-based personnel development and is the starting point for subsequent development measures at both local and global level.

Investment in the future: Employee training and the skills shortage

The Stabilus Group is committed to being an attractive employer and thus contributes significantly to strengthening the various areas of the Company. In addition to supporting leaders and young managers, emphasis is placed on training and developing other groups of employees. The basis for this is the newly developed global development strategy, which includes clear requirements and career paths and also effective expectation management for both sides, i.e., the Company and employees.

Apprentices and interns

The Stabilus Group takes social responsibility in terms of youth development and is actively committed to training as a means of ensuring the availability of talented young employees. Stabilus offers a wide variety of apprenticeships in various professional fields and works closely with local universities. Dual study programs are offered in Germany. The same applies to semester, bachelor's, and master's theses. The main locations organize orientation days and internships for students. In fiscal 2025, the Company had 109 apprentices, trainees, and interns. This corresponds to six fewer positions compared with the previous year.

Lifelong learning: Digital learning management system (LMS)

Stabilus offers all employees targeted and ongoing training and qualification programs. In fiscal 2022, Stabilus implemented a Group-wide learning management system (LMS) to ensure Group-wide access, standardization, quality through process optimization, and the tracking and evaluation of training initiatives. In fiscal 2025, 97% (PY: 92%) of all Stabilus employees had access to the digital learning management platform, on which there are training courses and learning plans. Training in areas such as IT security, compliance, products, data protection and occupational health and safety is all centrally organized, and completed by employees across the Group. The aim is to continuously expand the LMS and, with the involvement of a multinational group of supervisors, take into account the specific needs of the various regions in addition to global standards.

Targeted programs and individual development

In addition to the ongoing and targeted qualification programs that Stabilus normally offers employees, the Company has also included specially tailored programs in its Stabilus Leadership Map. The Stabilus Leadership Map reflects the management level of employees (such as talents, team leaders, department leaders, and general managers) and defines associated potential programs for further development.

Promoting young talent and managers

Initiatives such as STARt up, STARq, and Rising STARS are intended to help dual program students, young managers and promising talent further develop their skills and qualifications in a targeted manner. These programs are an essential part of our executive development strategy and have been successfully implemented at global level.

The "TOP STARS" program, which was introduced in 2020, is aimed at high-potential Stabilus employees for top management positions. Over a period of three years, high-performing talents from senior management levels worldwide work on various topics and projects in joint training sessions and workshops, receive mentoring from the Management Board, and are offered individual coaching to prepare them for potential future positions in the Stabilus Group's top management. Like the "Rising STARS" program, the "TOP STARS" program is also in the redesign and coordination phase. The new version is intended to include cooperation with an international business school, which will add essential and important content to the program.

Succession planning, headcount, diversity, and equal opportunities: Goals for 2030

The Stabilus Group has set itself the ambitious goal of filling 60% of its successor positions from its own ranks by 2030. Promoting gender diversity is a key priority here.

An integral component of this strategy is the LadySTAR program, which is intended to promote internal networks and support communication and the career development of women at all levels of the Company.

Stabilus is also pursuing a strategy of targeted recruitment and structured support aimed at achieving a higher proportion of women in management positions within the Company in the long term. The annual talent and succession conferences at local and global level play an important role here. They not only provide an overview of current succession opportunities, but also offer a deeper insight into the personnel development situation in different countries and regions and in the Company as a whole: [IR.STABILUS.COM/INVESTOR-RELATIONS/NON-FINANCIAL-REPORTS](https://ir.stabilus.com/investor-relations/non-financial-reports).

Strategy and business model

The Stabilus Group is one of the world's leading providers of motion control solutions for customers in a wide range of industries, including mobility, health, leisure, furniture, energy, construction, industrial machinery, and automation. The Group offers a wide range of motion control solutions, such as gas springs, electromechanical drives (Powerise®), dampers, pneumatic and electronic grippers, clamps and end-of-arm tools for robotics, as well as indexers and conveyors. Stabilus's strategic aim is to become the global market leader in intelligent motion control technologies. The key focus areas of the STAR 2030 strategy are to: (i) drive profitable and sustainable growth, (ii) further develop Stabilus's

position as a company of choice for customers and employees, (iii) focus on innovations to deliver next-level motion control solutions, and (iv) be a model corporate citizen. The STAR 2030 strategy was announced in January 2022 and confirmed at Capital Markets Day on June 4, 2025. The main points are listed below and are continuously pursued by the Stabilus Group.

Profitable and sustainable growth

Stabilus has achieved strong profitable growth over the past ten years, with a compound annual growth rate of 6.5%. Stabilus will continue the path of profitable growth with a revenue target of €2 billion and a margin of 15% set to be reached around 2030. The strategy envisages robust, profitable growth in all regions in which the Company is represented worldwide for its customers.

The growth strategy pinpoints the Asia-Pacific region as a particular focus area. All forecasts indicate that the national economies in this region will develop much more dynamically than the global average in the coming years. With its products, Stabilus is already positioned on the market, and its solutions are intended to help meet the growing demand from the people in the region for safe, convenient motion control solutions. The aim is to strengthen its status as an innovative global player in the Asia-Pacific region.

Expansion of the industrial business is another key element of our growth strategy. In addition to the Stabilus core brand, this growth is primarily supported by the expert brands ACE, HAHN Gasfedern, Tech Products, and General Aerospace. The acquisition of the Destaco Group in fiscal 2024 marked another important milestone. As well as strengthening the industrial automation business, the aim of this is also to contribute to the balance in sales between the industrial and the automotive business as outlined in the STAR 2030 strategy.

Broader positioning makes success less dependent on market cycles. The growth of Stabilus is based on two pillars: firstly, to expand organically through our own efforts, and secondly, to accelerate access to new technologies and markets through acquisitions.

Company of choice

Stabilus aims to be a company of choice in every respect: for its employees as well as for customers worldwide.

Motivated, committed employees and satisfied customers are the cornerstone of top performance. This is why we regularly measure customer and employee satisfaction using the Net Promoter Score (NPS). This score shows the willingness of our customers to recommend our products and services to others. It also indicates how happy our employees are in their jobs. Our goal is to be top of mind for motion control solutions.

To ensure a high level of customer satisfaction, Stabilus measures customer satisfaction at regular intervals using the NPS, which provides information about customers' willingness to recommend products and services. As part of the STAR 2030 strategy, the Company is aiming for an NPS of 50, which indicates very high customer satisfaction (NPS calculation: percentage of promoters minus percentage of detractors). The aim is for anyone looking for a motion control solution to have one name in mind: Stabilus.

Motivated and committed employees provide the basis for excellence, which is a strong argument for the Group's products, solutions, and services. Top performance is essential to enable Stabilus to expand its market position in the competitive environment. That is why Stabilus is self-critical and maintains an open culture of discussion and close interaction with all employees. After all, their opinions, ideas, and active involvement are vital for the success of the Company and for the aim of being a company of choice at all times.

Next-level motion control solutions

Markets and customer expectations are constantly changing. To meet these challenges, we have made the targeted expansion of the product range of system solutions and software competence a central pillar of our corporate strategy. We expect great demand and great innovation potential for Stabilus's mechanical products in the future, too. At the same time, new applications must be developed: smart, digital, and automated.

From new mobility concepts to renewable energy and robotics: More and more industries and applications need complex end-to-end solutions in which the mechanical and electronic components of Stabilus and Destaco can be integrated and networked. The key to this is software. It is an essential prerequisite for achieving the desired further development from a component supplier to a system supplier, thus generating higher added value. Stabilus is therefore striving to consistently expand its expertise in intelligent motion software, including controls.

The Powerise® product line demonstrates Stabilus's many years of success in the automotive sector. The need for high-quality electromechanical drives is growing in many other industries as well, including commercial vehicles, furniture, and medical technology. For this reason, the Company is developing a specific portfolio for Powerise®, tailored in particular to the needs of industrial customers. The aim is to support them as effectively as possible in developing new products, with the expertise and quality from the automotive sector being transferred at the same time.

Product and process innovations are the key to becoming a leader in motion control. Stabilus is therefore aiming to achieve a quarter of the Group's revenue with new products and solutions by 2030. This requires a full innovation pipeline and consistent implementation.

While the Stabilus Group's products enable controlled motion sequences and precise vibration isolation, Destaco's strengths include pneumatic and electronic grippers, clamps and end-of-arm tools for robots, as well as indexers and conveyors. Destaco's core competence lies in precisely gripping, clamping, placing, moving, and repositioning components in a production system. Destaco's products help customers increase their productivity.

Model corporate citizen

Our goal is to be a responsible and sustainable model corporate citizen.

Global awareness of ecological, economic, and social sustainability has increased, and acting responsibly is a key basis of our continued sustainable growth. We see active responsibility for the environment and people as our mission. Through the implementation of our strategy, we are reinforcing our role as a model corporate citizen wherever we operate as a company.

An important target in this regard is the significant reduction of the Stabilus Group's carbon emissions worldwide by 2030. On the way to achieving this, existing climate-friendly projects will be expanded and new ones initiated. Further information on this topic is provided under ESRS E1 in sustainability statement, in the sections E1-4 Targets related to climate change mitigation and adaptation and E1-3 Actions and resources in relation to climate change policies.

In line with its strategy, Stabilus is also committed to taking social responsibility – globally as well as locally in the regions. Respect for human rights and the highest standards of workplace safety have always been non-negotiable factors for the Stabilus Group. Integrity and diversity are key elements of the corporate culture. The guiding principle of corporate management is based on the values of trust, reliability, honesty, fairness, and respect. After all, a positive working environment is crucial for the achievement of top performance and development of new ideas.

Compliance with ESG criteria (environmental, social, and governance) is playing an increasingly important role for our corporate development and for various stakeholders of Stabilus. All three ESG pillars form a central basis for Stabilus to grow steadily, solidly, and sustainably (please refer to the non-financial reporting in this management report).

Management system – financial and non-financial performance indicators

Key financial performance indicators

In fiscal 2025, the planning and management of the Stabilus Group were mainly based on the development of revenue, the adjusted EBIT margin, and the adjusted free cash flow. Therefore, the key performance indicators for financial targets were:

- revenue;
- adjusted EBIT margin;
- adjusted free cash flow.

The three key financial performance indicators are calculated, analyzed, and planned using a uniform system throughout the Group and monitored for achievement and their impact on forecasts. Adjusted free cash flow is used as a key performance indicator at Group level. Detailed information on the development of the financial performance indicators can be found in the "Economic report" and "Report on expected developments" sections of this management report.

Other financial performance indicators for 2025

Besides the three key financial performance indicators mentioned above, the Stabilus Group also has defined other financial performance indicators that are monitored by the Management Board on an ongoing basis. Unlike the key performance indicators described above, these indicators were classified as less significant and are therefore not forecasted. These other financial performance indicators in fiscal 2025 are:

- organic growth;
- free cash flow;
- net leverage ratio;
- profit/loss for the period.

Non-financial performance indicators

Stabilus has not currently defined any non-financial key performance indicators. Please refer to the sustainability statement for more information in this regard.

Key figures are collected for sustainability management based on the four action areas of the sustainability strategy: The four main action areas are: environmental and climate change mitigation, products and supply chain, employees and social engagement, governance and compliance. These key performance indicators are used as part of the operational management of sustainability measures.

As part of corporate management, the Company's management also places great emphasis on ensuring all employees of the Stabilus Group align their actions closely with the legal framework and the standards of the Code of Conduct. Stabilus is therefore doing all it can to have its Business Partner Code of Conduct recognized by all its series suppliers (see the sustainability statement in this management report).

Research and development

Innovation activities in fiscal 2025

Innovative product developments form an integral part of Stabilus's research and development activities. Several product and system concepts were refined and subsequently ready for series production in fiscal 2025. Not only were completely new products developed, but the existing portfolio was also continually improved with the addition of new functions. Examples include new products and applications in the field of actuator technology, particularly in relation to door control technology. Preliminary developments in the field of mechanical motion control and damping were also successfully completed in fiscal 2025, which has made it possible to develop new solutions for passive elements for unilaterally operated tailgates. The concept solutions are based on the Group's in-house development work and successfully entered series production in fiscal 2025. Innovative product developments form an integral part of Stabilus's research and development activities. In fiscal 2025, several new concepts were finalized ready for series production. In order to further promote the global culture of innovation, a local think tank in China was established in addition to the central think tank for the APAC region. The opening of the local think tank in China has resulted in the establishment of an R&D structure that specifically addresses regional customer requirements in the Asia-Pacific region. This initiative helps to connect development engineers across all affiliated companies, to solve specific problems within the Group, and to enable the submission of ideas for product concepts to the pre-development departments.

A test phase of a proprietary Stabilus solution was launched to harness the known advantages of AI technology, which include the ability to process large volumes of data, obtain results in real time, and facilitate knowledge sharing. In the first step, this already involves agents that contain specific information about our products. The integration of additional data sources is planned for the future and will be pursued consistently.

Highlights in the automotive sector

Following the successful market launch of the fully redesigned seat suspension technology, the technology was successfully implemented in a new vehicle system. The way in which the technology works permits direction-dependent decoupling, which has improved comfort. Other applications for this technology are conceivable. The temperature-compensating gas spring is also enjoying market success, and new application solutions are currently being developed. Development is focused on implementing expanded functionality and the optical design of the spring for use in rainwater drains. Series development projects were launched for the concept solutions for alternative passive elements adopted from pre-development.

In addition to the standard applications for tailgates and frunks (front bonnets on electric cars), solutions for controlling doors are particularly required in the Powerise® segment. Specific drive solutions such as the PCS (powered check strap) have been further developed in order to be able to offer individual solutions. The market success of this technology is particularly evident in Asia, where further projects have been secured. Advanced progress has been made on the integration of ultra-short-range radar for obstacle detection and an initial project is currently being launched. The related activities involve the implementation of compliance with the ASPICE ("Automotive Software Process Improvement and Capability Determination") development standards.

The Destaco business unit further expanded its intelligent product portfolio for body shops with the introduction of the 96W electrical pin package with single and double shafts. With adjustable strokes and speed control, the 96W package is ideal for applications that require flexibility and high repeatability. The 96W electrical pin package complements the 92W electrical power terminal, the 98W electrical swivel unit, and the 95W electrical guide/lifting unit, therefore paving the way for the future as production requirements for carbon reduction continue to evolve and deliver important data and controls for optimizing manufacturing efficiency.

Special solutions for the industrial segment

The implementation of configurable solutions for the integration of Powerise® technology has proven to be a success. New applications are continually being added for the IPR35 drive, as is the case in the bus segment and in specialized mechanical engineering. Ongoing further development of the product was driven forward by market requirements in this sector. This enabled us to push ahead with smart solutions and develop the first IPR35 Smart with integrated control. Plans are in place to roll out these smart solutions to other products as well. Market feedback and in-house findings on these new solutions are taken into account accordingly. The range of drives to cover the distributors, independent aftermarket, e-commerce market segment was expanded as planned. This segment reported substantial revenue growth and unit volume growth.

Other activities in the industrial sector include the pre-development of new solutions for the motion control of freight trains. Stabilus offers stationary brake dampers that slow down passing freight wagons to a fixed speed. The development of an innovative functional extension for these track brake damping systems was launched last year. Damping solutions for the solar industry also remain in focus. We are specifically developing new solutions to further optimize the large dampers, which should enable Stabilus to further improve its strong market position in the solar sector.

The PA-DEL 2G soft support system was successfully developed in the aerospace industry market segment. This system is an electronically controlled, self-leveling pneumatic isolation system for design validation of aircraft and drones. The system synchronizes several pneumatic springs on which the complete aircraft is mounted, enabling flight simulation tests to be carried out on the ground. This enables changes that affect the vibration behavior or the dynamics of the aircraft structure to be developed much faster and more cost-effectively.

In the industrial segment, the Destaco business unit launched the brand new eRDH electric parallel gripper with the aim of improving its market share in key markets such as consumer goods, food and packaging, pharmaceuticals, and automated storage. Demand for smart, safe electrical products continues to grow in these markets. eRDH offers several benefits, including low electricity consumption, a self-locking grip that even works in the event of power failure, and integrated, adaptive sensors for controlling speed, force, and gripping position. Thanks to its intuitive user interface, eRDH can be fully configured in just a few minutes, significantly reducing the required setup time for customers. eRDH is the first in a series of gripper products based on this advanced technology platform that offers customers a more comprehensive portfolio of electrical gripper solutions.

Value engineering processes

At Stabilus, profitability is ensured in the face of rising cost pressure through the continuous pursuit of approaches that employ value engineering (VA/VE approaches, VA = value analysis, VE = value engineering). The focus here is on innovative product development. Focusing on these development activities and establishing a process for regularly monitoring progress are key to success. The successful implementation of a VA/VE workshop also contributed to the positive outcome. We are constantly working on implementing the identified potential and developing further options. All of these measures ultimately led to the fulfilment of the targets with regard to the cost savings to be achieved through VA/VE approaches.

Further strengthening of the organizational structure

In order to better leverage the advantages of regional development cells, last year, Stabilus stepped up efforts to strengthen this decentralized organization. This has facilitated more consistency for knowledge sharing between regions. One main focus area is product development authorization in China. Creating skills and developing local supply chains contributes to the successful localization of products in the Chinese market. The "Lead the Change" strategy also involves enabling the local organization to carry out market observations, product and competition analyzes, and participation in VA/VE processes. Innovation was also further strengthened. In addition to local initiatives (such as think tanks), the first innovation projects were also launched. A key component in this regard is the development of competencies in engine and software development. Here, the strategy of developing scalable controls is being further pursued, as this is viewed as an opportunity for the future in the growing market for electronic adjustment systems. Stabilus is paving the way to becoming a system provider for these specialized solutions in this field. Examples of the successful implementation of this strategy include the successful launch of special products from the Stabilus Powerise® and Core segments, as well as from the Stabilus Group.

Setting new standards for sustainability

Sustainability is a key element of the Stabilus Group’s strategy for the future. In light of this, the Group was able to publish its sustainability report (Corporate Carbon Footprint Report) for the first time this year based on emissions simulations. In terms of product development, we have successfully launched initial projects to introduce materials with a significantly better carbon footprint. Pursuing the development of PFAS-free alternative materials and eliminating lead as an alloy component are further ways in which we are striving to improve sustainability. In the future, savings in material and energy consumption will be generated during the production of components as part of ongoing VA/VE optimizations. For example, activities that have already been launched as well as future initiatives are ushering in the transformation to a greener product portfolio, something which will significantly contribute to securing our competitiveness.

Research and development indicators

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FISCAL YEAR	2025	2024	2023	2022	2021	2020
Research and development expenses (in € thousand) ¹⁾	82,404	76,744	68,537	62,913	58,848	57,985
R&D ratio (R&D expenses as % of revenue)	6.4	5.9	5.6	5.6	6.3	7.1
Average number of employees in R&D	524	493	435	418	402	398

¹⁾ Including amortization of own work capitalized and before capitalization.

Proprietary rights and intellectual property (IP)

Protecting intellectual property makes it possible to offset high costs and expenses for innovation and development activities. Unique selling points can be protected and our innovative strength enhanced. At Stabilus, this is managed centrally by the IP department with the involvement of external law firms. Industrial proprietary rights are therefore systematically used for implementation. Patents, utility model protection, and trademarks are the primary focus. As a result, 82 new applications were filed in fiscal 2025 (September 30, 2024: 74). Thanks to these activities and the integration of companies in recent years, the number of patents rose to a total of 1,029 and the number of trademarks to 657.

Expenditure on R&D is stable

The Stabilus Group’s research and development expenses increased by +7.4% year-on-year to €82.4 million in fiscal 2025 (September 30, 2024: €76.7 million). Given the decline in sales revenues, this corresponds to an R&D ratio of 6.4% in fiscal 2025 (September 30, 2024: 5.9%). The capitalization rate, which reflects the share of research and development expenses attributable to the Group’s own contributions, was 54.4% in fiscal 2025 and thus lower than in the previous year (September 30, 2024: 57.9%). Amortization of capitalized development costs amounted to €14.4 million in fiscal 2025 (previous year: €14.2 million).

Research and development headcount virtually unchanged

On average, the Stabilus Group employed 524 people in research and development in fiscal 2025, 31 more than in the prior year. Research and development therefore accounts for around 6.7% of the Group’s global headcount (September 30, 2024: 6.5%).

ECONOMIC REPORT

Stabilus is represented around the world and focuses on automotive and industrial applications. This allows us to cater to customers and their requirements, and thereby accommodate the characteristics of local markets. All key production technologies and machinery are designed in-house. This guarantees a high quality standard for all products worldwide. With a large number of sales and production units in Germany, Romania, Turkey, Italy, Spain, the United Kingdom, France, China, South Korea, India, Thailand, the USA, Mexico, Brazil, Australia, and New Zealand, the Group has established itself as a global player. Stabilus is known for its expertise in the area of motion control in a wide variety of applications and industries and offers a wide range of reliable products for its customers.

Besides innovations and new products, the major factors that affect Stabilus's business performance are the rate of growth in gross domestic product (GDP) and, specifically for the automotive sector, the global production volume of light vehicles (including cars and light commercial vehicles with a weight of less than six metric tons) as well as the number of vehicles sold (e.g. new vehicle registrations as an indicator of automobile sales).

Economic environment

General economic developments

The world economy once again faced major challenges, after global economic output grew by +3.3% in the 2024 calendar year despite countervailing factors. In fiscal 2025, the global economic environment continued to be characterized by moderate growth overall and increased uncertainty. Following the fluctuations affecting the global economy in recent years, economic recovery continued at different paces in the world's major economies.

Economic growth in the eurozone remained subdued in 2025. The restrictive monetary policy adopted by the European Central Bank (ECB), in particular the persistently moderate interest rate level, had a negative impact on investing activities in many countries. While inflation in the eurozone continued to fall over the course of the year, core inflation in particular remained elevated. In Germany, the most important single market in the eurozone, GDP virtually stagnated. Weak domestic demand paired with a declining momentum in foreign trade created a challenging economic environment. Nevertheless, the labor market remained largely stable and the number of job vacancies fell slightly. In the United States, the country's economic expansion continued at a moderate pace. The labor market remained resilient despite the Fed's tight monetary policy. Private consumption remained a key pillar of growth, supported by rising incomes and gradually easing inflation. However, corporate investments were subdued, especially in interest-sensitive sectors. While the relative strength of the US economy provided a positive momentum for export-oriented companies in Europe, foreign trade was adversely affected by currency fluctuations and protectionist tendencies. Economic development in China was uneven over the course of the year. While the Chinese economy returned to mid-single-digit growth after a weak previous year, the upturn fell short of long-term expectations.

Economic growth was dampened by structural challenges in the real estate sector, restrained consumer spending, and geopolitical tensions, especially concerning trade relations with Western industrialized countries, in particular. The economy was also strained by the increasing number of global trade conflicts and protectionist measures. Industrial production and foreign trade only incrementally recovered. While China remains a significant market for global corporations, the economic environment is increasingly characterized by regulatory uncertainty and political influence.

On the whole, the economic environment in 2025 was defined by modest global recovery, regionally varying growth stimulus, and ongoing geopolitical risks. For global corporations, this entailed higher planning uncertainty, especially with respect to supply chains, energy prices, and the regulatory framework. As a result, the general economic environment noticeably affected the Group's market environment, revenue performance, and investment and financing conditions.

For the 2025 calendar year, the International Monetary Fund (IMF) continues to forecast global economic growth of +3.2% (World Economic Outlook – October 2025) after also expecting and forecasting growth of +3.2% in October 2024 (World Economic Outlook – October 2024). Performance in Stabilus's core markets of Europe, the US, and China will vary in 2025, according to the IMF. Within the European Union, German economic performance will largely stagnate at the level of the previous year, +0.2%, while growth of +1.2% is expected for the eurozone. The IMF anticipates growth of +4.8% for China in 2025. Within the Americas region, growth of +2.0% is forecast for the US, with Central and South America expected to grow by +2.4% in the 2025 calendar year (Brazil: +2.4%; Mexico: +1.0%). In addition to the International Monetary Fund's forecast of October 2025, the latest OECD forecast issued in September 2025 also anticipates subdued growth in global economic

Latest growth projections for selected national economies

T_002

PERCENTAGE YEAR-ON-YEAR CHANGE IN THE CALENDAR YEAR

	2025 ¹⁾	2024
World	3.2%	3.3%
European Union	1.4%	1.1%
thereof eurozone	1.2%	0.9%
thereof Germany	0.2%	(0.5)%
United Kingdom	1.3%	1.1%
United States	2.0%	2.8%
Latin America	2.4%	2.4%
thereof Brazil	2.4%	3.4%
thereof Mexico	1.0%	1.4%
Emerging and Developing Asia	5.2%	5.3%
thereof China	4.8%	5.0%

Source: International Monetary Fund, World Economic Outlook, October 2025.

¹⁾ Projections.

activity. The global economy is therefore expected to grow by +3.2% this calendar year and by +2.9% in the next calendar year. Within the European Union, very low growth of just +1.2% is anticipated for the eurozone. In the Americas region, growth of +1.8% is forecast for the United States. The OECD expects much stronger momentum for the world economy in the emerging economies, with growth in the core market of China forecast at +4.9%.

Factors affecting the economy in fiscal 2025 again included the ongoing Russia-Ukraine war, the Israel conflict, and the repercussions of these, as well as shortages of energy, raw materials, and supplier products. In addition, the announced or prospective extra tariffs along with previously implemented tariffs are causing further uncertainty in the market environment. Economic growth was particularly challenging due to the semiconductor shortage and dependence on critical raw materials. Inflation was also exacerbated by high collective wage agreements in Germany and many other countries.

According to estimates by the ifo Institute as of the time of reporting, the average global rate of inflation forecast for the 2025 calendar year will be around 4.0%. In the EMEA region, inflation in the European Union (EU) amounted to around 2.6% in September 2025, slightly exceeding the level from the previous year. In the core market of Europe, Germany reached an inflation rate of 2.4% in September 2025, which likewise represents a slight increase. Inflation in the Americas also followed a similar trajectory. Inflation in Stabilus's core US market is around 3.0% in September 2025 and has therefore risen by 0.6 percentage points compared with September 2024. In comparison, inflation rates in the APAC region are lower and amount to around (0.3)% in Stabilus's core market of China in September 2025, which is slightly above market expectations of around (0.1)%.

Financing environment

Interest rate developments at the European Central Bank (ECB) and the Federal Reserve (Fed) will continue to be a key factor in terms of economic growth. To stabilize inflation, the ECB cut the key interest rate incrementally six times between October 2024 and September 2025 by 0.25 percentage points each time. In June 2025, the ECB made its most recent cut of 0.25 percentage points, bringing the key interest rate to 2.0%. Since then, the ECB has made no further changes. The Fed lowered its key interest rate in two increments in September 2024 and December 2024. The rate was lowered by 0.25 percentage points to 4.5% in November 2024, followed by a further cut in December 2024 to 4.25%. From January to August 2025, the Fed made no further changes, and the key interest rate remained at 4.25%. In September 2025, the Fed made its most recent cut of 0.25 percentage points, bringing the key interest rate to 4.0%. Further measures affecting monetary policy by the ECB and the Fed are not excluded.

Production of light vehicles

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IN MILLIONS OF UNITS PER FISCAL YEAR

	2025 ²⁾	2024
EMEA	19.3	19.7
thereof Germany	4.2	4.2
Americas	18.3	18.5
thereof United States	10.1	10.3
APAC	54.5	51.2
thereof China	32.2	29.1
Worldwide production of light vehicles¹⁾	92.1	89.4

Source: S&P Global Mobility / Light Vehicle Production Forecast (October 2025).

¹⁾ Passenger cars and light commercial vehicles (<6t).

²⁾ S&P Global Mobility Forecast, October 2025.

Sector developments

Business and general environment

The Stabilus Group is a leading provider of motion control solutions and systems in a large number of sectors. Key customer segments include the automotive industry as well as the commercial vehicle, distributor, independent aftermarket, e-commerce, aerospace, marine, rail, energy, construction, mechanical engineering, industrial automation, health, leisure, and furniture sectors.

Development in the automotive industry

Despite the continuing tense macroeconomic situation, some high interest rates, and ongoing conflicts, especially the Russia-Ukraine war, the Israel conflict, and increasing trade conflicts and protectionist measures, +2.7 million more vehicles (light vehicles) were produced worldwide between October 2024 and September 2025 (FY 2025), according to S&P Global Mobility (as of October 2025). The total number of vehicles

produced was 92.1 million. The highest increase in the number of units produced was in the APAC region, where the number was up by +6.5% at 54.5 million units in fiscal 2025. The Americas region produced (0.7)% fewer units during the same period, bringing the total to 18.3 million units compared to the corresponding prior-year period (US: (0.2) million fewer units produced). Furthermore, the EMEA region saw a decline of (2.4)% compared with the same period of the previous year, with a total of 19.3 million units produced and vehicle production stagnating in Germany.

According to the European Automobile Manufacturers Association (ACEA), the number of new car registrations in the EU increased by around +1.0% year-on-year in fiscal 2025 (October 1, 2024 to September 30, 2025; as of October 2025). In the United States, by contrast, new car registrations fell by about (3.7)% year-on-year in fiscal 2025 (as of October 2025).

Development of the industrial sector

Sustained geopolitical tension and the resulting uncertainty affecting the global markets continued to shape the development of the industrial sector. In addition to the structural challenges (e.g. the geopolitical turning point) in conjunction with a pronounced global economic downturn, companies are also facing the increasingly perceptible effects of a monetary policy that remains partly restrictive (e.g. changing interest rates) and waning demand.

Industrial production was further impacted by global challenges, including the slowdown in global growth, unfavorable financing conditions, the impacts of the Russia-Ukraine war and the Israel conflict, the scarcity of raw materials, and trade uncertainties. New and stricter tariffs as well as corresponding countertariffs in particular have increased the cost of exports and increased competitive pressure on certain sectors. Forecasts expect these factors to place a significant burden on these sectors, especially on export-oriented industries. Uncertainty arising from announced measures yet to be implemented and the possibility of further escalations is also weighing on the situation.

According to Eurostat (the Statistical Office of the European Union), adjusted for seasonal effects, industrial production (development of the volume of production for industry excluding construction, based on data adjusted for calendar and seasonal effects) in the European Union rose by +2.0% in September 2025 as compared to September 2024. By contrast, Germany reported a decline of (0.8)%. This trend is also partially reflected in the revenue growth rates of the market segments in the EMEA region. Stabilus recorded single-digit declines in revenue in the commercial vehicles, health, recreation & furniture, energy & construction, and aerospace, marine & rail market segments compared with the same period in the previous year. By contrast, it achieved single-digit year-on-year revenue growth in the distributors, independent aftermarket, e-commerce, and industrial machinery & automation market segments. These positive trends offset the declines in revenue for the other market segments.

In the United States, industrial production was up +0.9% year-on-year in August 2025 after adjustment for seasonal effects. Due to the weakened market environment in the Americas region, Stabilus posted double-digit declines in revenue in the commercial vehicles and energy & construction market segments. By contrast, it achieved single-digit year-on-year revenue growth in the industrial machinery & automation, health, recreation & furniture, distributors, independent aftermarket, and e-commerce market segments. The aerospace, marine and rail market segment even recorded double-digit growth rates. However, these positive trends failed to fully offset the declines in revenue for the other market segments.

In China, industrial production rose by +6.5% in September 2025 compared with the same period of 2024, thereby exceeding the forecast of +5.0%. This positive trend is also reflected in the development of revenue growth rates of the market segments in the APAC region, where revenue rose in almost all market segments. The industrial machinery market segment even posted double-digit growth rates. Stabilus also achieved single-digit year-on-year revenue growth in the commercial vehicles, health, recreation & furniture, distributors, independent aftermarket, and e-commerce market segments. By contrast, double-digit year-on-year declines in revenue were recorded in the energy & construction, and aerospace, marine and rail market segments.

Development of the procurement markets

In fiscal 2025, macroeconomic uncertainties and geopolitical tensions continued to influence the procurement environment for the Stabilus Group. However, the material purchase prices for individual raw materials and intermediate products gradually eased over the course of the year. Despite the partial normalization of energy prices compared to the previous year, logistical challenges as well as persistently high transport costs continued to weigh on the cost structure of materials. In response, supply chains need to be made even more resilient to ensure that they

are as flexible as possible. Despite easing to a certain degree, high inflation rates continue to be one of the key factors impacting the various procurement markets. Regulatory and sustainability-related requirements continued to grow in relevance in procurement. The implementation of ESG requirements as well as the increasing pressure brought about by statutory regulations such as the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG) as well as the Carbon Border Adjustment Mechanism (CBAM), and the European Union Deforestation Regulation (EUDR) required the adoption of additional measures to ensure transparency, social, and environmental standards within the supply chain. In order to safeguard supply security and limit price risks, Stabilus pursued measures such as expanding reliance on regional and local sources of procurement (nearshoring), long-term partnerships with strategic suppliers, and the use of digital tools for supplier assessments and early risk identification.

With its global purchasing organization, the Stabilus Group remains well positioned to respond flexibly to future market changes.

According to estimates by the Stabilus Group, plastic prices fell by around (3.3)% over the course of fiscal 2025 despite the challenging market environment (as of September 2025). Compared with the same period in the previous year, the prices of metals fell by an average of (2.7)% (as of September 2025), resulting in a slight reduction. In addition, the prices of raw materials and components containing steel for processing piston rods fell by an average of (6.8)% and for pressure pipes by an average of (5.4)%. By contrast, the marginal increases in the prices of zinc and non-ferrous parts negatively impacted the entire economy.

While all three regions –Americas, EMEA, and APAC – saw slight declines in their materials prices, the APAC region accounted for the largest share of the decline.

Overall assessment of business performance

Overall statement on business performance and the economic situation of the Stabilus Group

The Stabilus Group recorded solid overall results in fiscal 2025 despite the challenging market conditions. It generated revenue of €1,296.1 million (2024: €1,305.9 million), which translates into an (0.8)% decline in revenue (organic growth rate: (4.6)%) as against the previous year.

Stabilus performed well despite the challenging market environment with declining volumes in China and in the European and American markets due to increasing trade conflicts and their geopolitical impacts, inflation-related uncertainty, and protectionist measures, especially rising tariffs.

Revenue in the EMEA region rose from €525.5 million to €542.2 million, which can also be attributed to the first full inclusion of the Destaco Group (prior year from April 1, 2024) with a revenue contribution of €26.3 million. Despite the (2.4)% decline in car production in the region reported by S&P Global Mobility (as of October 2025), Stabilus was able to achieve slight organic revenue growth of (1.4)%, adjusted for currency and acquisition effects, thus outperforming the market. As a result, Stabilus was able to maintain its market position. The challenging economic market conditions, partly as a result of geopolitical uncertainties, rising tariffs, and the negative impact of inflation, made for a difficult environment for the region.

Revenue in the Americas region rose from €469.0 million to €480.9 million, which can also be attributed to the first full inclusion of the Destaco Group (prior year from April 1, 2024) with a revenue contribution of €54.4 million. With organic revenue growth of (2.1)%, adjusted for currency and acquisition effects, the region recorded slightly weaker growth than forecast in the market expectations from S&P Global Mobility, which reported a decline in passenger car production in the

Americas region of (0.7)% (as of October 2025). The US automotive industry is caught between higher demand due to structural changes (e-mobility and supply chains) and higher cost pressures due to the announced – and in some cases implemented – tariff increases on US imports from China, Mexico, and the European Union. This is adding to the uncertainties in the region.

Revenue in the APAC region fell from €311.5 million to €273.0 million. The first full inclusion of the Destaco Group (prior year from April 1, 2024) contributed €11.0 million in revenue. The organic revenue growth rate, adjusted for currency and acquisition effects, was (13.6)%. In the APAC region, especially in China, global trade conflicts are causing uncertainty and slower growth compared with the same period of the previous year. In addition, the decline in revenue results from a volume effect and from lower demand in parts of the Stabilus Group (information on operating segments from page 41).

In terms of divisions, Automotive Powerise® business generated organic revenue growth of (7.3)%. Revenue in the Automotive Gas Spring division decreased organically by (4.9)% compared with fiscal 2024. In addition, organic revenue growth in the Stabilus Industrial Components and Industrial Automation division was down (1.9)% compared with fiscal 2024.

The Stabilus Group closed fiscal 2025 overall with an adjusted operating result (adjusted EBIT) of €142.6 million (September 30, 2024: €157.1 million). This corresponds to an adjusted EBIT margin of 11.0% relative to revenue (September 30, 2024: 12.0%).

In the period from October 1, 2024 to March 31, 2025, the Destaco Group contributed an adjusted operating result of €17.1 million, which corresponds to an adjusted EBIT margin of 18.6% (prior year from April 1, 2024).

Geopolitical developments and their associated effects, including high inflation rates worldwide, partially led to cost increases in individual cases. High inflation also had a negative effect on staff costs. In addition, the announced – and in some cases implemented – tariffs on US imports from China, Mexico, and the European Union are causing further uncertainty in terms of global trade, particularly for the automotive industry. The Stabilus Group counters these expenses with ongoing process optimization to compensate for the forecast cost increase through efficiency programs as far as possible. In addition, only some of the higher costs were passed on to customers in the form of price increases and only after a delay, so the partial offsetting effect will only be evident later.

On October 25, 2024, Stabilus SE issued a promissory note loan in the form of a latecomer tranche to the promissory note loan transaction conducted in September 2024 totaling €40 million. The promissory note loan consists of two tranches with maturities of three and five years, each with fixed interest rates. In addition, to further reduce the portion of the existing debt financing subject to variable interest, the Stabilus Group concluded two interest rate derivatives with a total nominal volume of €166 million in the first quarter of fiscal 2025, which have been recognized as hedge accounting (cash flow hedge). As a result, roughly 54% of the existing debt financing was secured as financial loans subject to fixed interest.

Even in a challenging market environment, Stabilus has consistently continued to invest in modernization, innovation, and boosting efficiency. In total, the Stabilus Group invested €97.6 million, of which €57.8 million was attributable to investments in property, plant, and equipment, €9.0 million to leasing agreements, and €30.8 million to investments in intangible assets.

The financial covenants of the facility agreement were complied with at all times. The net leverage ratio is 2.96x (September 30, 2024: 2.77x). This increase stems from the financing of the business combination with the Destaco Group in the previous fiscal year on the one hand and from the reduction in profit from operating activities owing to the challenging economic market environment on the other.

Goodwill and other intangible assets for which either no useful life can be determined or that are not yet ready for use at the end of the reporting period are tested for impairment annually. The impairment test for fiscal 2025 confirmed that the goodwill is fully recoverable and is not impaired. The respective underlying assumptions are further explained in Note 15. The groups of cash-generating units (CGUs) identified for the impairment testing of goodwill are the EMEA, Americas, and APAC reporting segments. The recoverable amount is determined based on fair value less costs to sell.

The consolidated financial statements were prepared on a going concern basis. From the current perspective, there are no risks to the continued existence of the Stabilus Group.

The Management Board of Stabilus SE still considers the economic situation of the Stabilus Group to be consistently solid. However, the uncertainty for the new fiscal year remains challenging due to geopolitical and macroeconomic factors.

Stabilus completes business combination with the Destaco Group

Stabilus SE had not fully completed the analysis of the acquired assets, assumed liabilities, and the determination of deferred taxes in the consolidated financial statements as of September 30, 2024, due to the complexity and in particular the scope of the valuation parameters and detailed information required to measure the acquired net assets at fair value. Consequently, the business combination was recognized as provisional in accordance with IFRS 3.45. As of March 31, 2025, Stabilus had completed the full purchase price allocation (PPA) of the business combination with the Destaco Group without any adjustments to the reported values in the consolidated financial statements as of September 30, 2024.

Financing of the Stabilus Group

The existing syndicated Group loan agreement was adjusted as of July 30, 2025. The range of the financial covenant was temporarily expanded until September 30, 2026, to a permissible net leverage ratio of up to 4.0x EBITDA (previously 3.5x) based on the contractual agreements with the banking consortium. It will be gradually reduced to 3.5x EBITDA by September 2026. Stabilus also agreed a new additional credit facility of €150 million with attractive terms and an expiry date of June 2029. Stabilus has thus achieved greater flexibility with continued stability for the future.

Andreas Jaeger to become new CFO

The Supervisory Board of Stabilus SE has appointed Andreas Jaeger as the new CFO. He took up his duties on November 1, 2025, and succeeds Stefan Bauerreis, who left Stabilus in February 2025 at his own request.

2025 Annual General Meeting decides to pay a dividend of €1.15 per share

Stabilus SE held its Annual General Meeting for fiscal 2024 on February 5, 2025. With a registration rate of 84.0% (previous year: 91.7%) of the share capital, the Annual General Meeting was again met with great interest by Stabilus's shareholders. The Annual General Meeting was held virtually, without shareholders attending in person. The shareholders who had registered in advance were able to watch the live stream of the entire Annual General Meeting in the password-protected Internet portal and to cast their votes on the items of the agenda. The shareholders approved all of the items on the agenda by a large majority:

[IR.STABILUS.COM/INVESTOR-RELATIONS/GENERAL-MEETING](https://ir.stabilus.com/investor-relations/general-meeting)

The Annual General Meeting approved the dividend payment of €1.15 per share and thus confirmed the proposal of the Management Board and the Supervisory Board. The distribution ratio for fiscal 2024 was 40.5% (PY: 42.5%) of the consolidated result attributable to the shareholders of Stabilus SE. Furthermore, the election of a new member of the Supervisory Board (Kai-Uwe Knickmann) was approved by a very large majority of the shareholders. In addition, Dr. Joachim Rauhut's mandate as a member of the Supervisory Board ended on February 5, 2025. The Supervisory Board therefore continues to comprise six members.

Stabilus hosted Capital Markets Day on June 4, 2025, in Koblenz

Stabilus SE invited investors and analysts to Koblenz for Capital Markets Day on June 4, 2025. This event featured Stabilus management reporting on the latest developments in the operating segments and business units, the integration of Destaco, and progress made with the "STAR 2030" strategy. The response to the event was consistently very positive: Investors, analysts, and banks were able to gain an insight into our strategy, our future plans, and our production processes, including directly on the ground at the plant. Stabilus SE received excellent feedback on the organization and content.

Stabilus SE launches transformation program to boost long-term competitiveness

On September 18, 2025, the Stabilus Group adopted a comprehensive transformation program to strengthen the Group's resilience, optimize its cost base, and thereby ensure its long-term competitiveness. The program includes measures to streamline the organization, to reduce staff and operating costs, and to optimize the site portfolio. It represents the Group's response to a persistently challenging market environment characterized by weak global growth, ongoing cost inflation, and structural changes in key target markets. At the same time, changing customer requirements are increasing the Group's need to position itself efficiently and resiliently in order to secure its market leadership in the long term and achieve the goals set out in the "STAR 2030" strategy.

The measures planned as part of the transformation program, which are expected to be implemented mainly in fiscal 2026, involve the following priorities.

- Streamlining the organizational structure: Stabilus plans to adjust its organizational structure with the aim of reducing the levels of hierarchy in order to enable faster decision-making and promote increased customer orientation. Processes will also be harmonized to improve scalability, operational excellence, and collaboration between sites.
- Reducing staff and operating costs: The Company plans to cut its workforce by around 450 jobs worldwide, mainly in the EMEA and Americas regions.
- Optimizing the site portfolio: Stabilus intends to relocate and combine office and production space in Germany, the USA, Singapore, and Thailand with the aim of increasing site efficiency.

To implement these measures as envisaged in fiscal 2025 and 2026, Stabilus established a provision of approximately €18 million for non-recurring restructuring expenses in fiscal 2025 pursuant to IAS 37 in conjunction with IAS 19. The majority of the associated cash outflows will be incurred in fiscal 2026. The costs of the transformation program will have been amortized as planned after just one year.

Sustainability strategy / management

The endeavors to ensure our actions are ecologically, economically, and socially sustainable so that we can help shape the future as a leading technology partner, supplier and employer form the core of Stabilus's sustainability strategy. Stabilus has broken its sustainability strategy down into the following four action areas: "Environment & Climate Change Mitigation," "Employee & Social Commitment," "Products & Supply Chain," and "Governance & Compliance." In the fiscal year just ended, Stabilus focused on reporting in accordance with the CSRD and on adapting the Group's strategy to the focal points defined in the CSRD. The focus was on the complete realignment of GHG reporting, which included setting new reduction targets as well as detailed reduction pathways through to 2030 and a net zero target for 2050. Work continued on a wide variety of renewable energy projects in fiscal 2025, including the complete conversion of the gas spring plant in Mexico to green electricity. A number of supply chain decarbonization projects were launched in partnership with Purchasing and Development. In order to better incorporate sustainability matters in the overall corporate strategy, the Supervisory Board assigned the Stabilus Group's ESG department to the CEO's remit and subsequently optimized the organization of environment, health, and safety.

As part of the aligning the Group's sustainability strategy with CSRD requirements, a Group-wide climate risk analysis was also carried out, which revealed the risks arising from climate change at the respective Stabilus sites and identified suitable mitigation measures to be implemented in the upcoming years.

Forecast and actual performance of the Stabilus Group

On December 9, 2024, when publishing the preliminary figures for fiscal 2024, the Management Board of the Stabilus Group had projected guidance for revenue of between €1.3 billion and €1.45 billion, as well as an adjusted EBIT margin in the range of 11% to 13% for fiscal 2025. In addition, Stabilus forecast a range for adjusted free cash flow for the first time, which was expected to reach between €90 million and €140 million.

On August 4, 2025, as part of the Q3 FY 2025 Quarterly Statement, the Management Board announced that it would be revising its annual forecast within the range set at the start of the fiscal year for revenue (€1.3 billion to €1.45 billion), the adjusted EBIT margin (11% to 13%), and the adjusted free cash flow of €105 million (€90 million to €140 million) in light of the challenging international market environment. For fiscal 2025, revenue and the adjusted EBIT margin were expected to come in at the lower end of the respective ranges. On September 18, 2025, as part of the announcement of the transformation program, the Management Board confirmed the forecasts for revenue, adjusted EBIT margin, and adjusted free cash flow from August 4, 2025.

Overall statement on business performance and the economic situation of Stabilus SE

Stabilus SE closed the fiscal year with a loss. Among other things, the fiscal 2025 continued to be affected by the acquisition of the Destaco Group in the previous fiscal year and the associated higher interest expense for refinancing in the amount of €26.2 million, foreign currency losses from the valuation of loans to affiliated companies (€(29.5) million), and strategic consulting costs (€(7.9) million). Income of €7.2 million was received due to the profit and loss transfer agreement concluded in fiscal 2024 between Stabilus SE and Stabilus Motion Controls GmbH. Other operating income amounted to €16.8 million (September 30, 2024: €22.1 million), which is lower than in the previous year. Overall, this resulted in a net loss of €(12.9) million for fiscal 2025 due to the effects of the acquisition (September 30, 2024: net loss for the year €(14.8) million).

Taking all the facts and circumstances into account, the Management Board of Stabilus SE still considered the economic situation (financial position and financial performance) of Stabilus SE to be solid, including after the opening weeks of fiscal 2026.

Comparison of actual and forecast performance in fiscal 2025

T_004

Stabilus Group	Forecast December 9, 2024	Forecast August 4, 2025	Actual performance 2025	Comparison ¹⁾
Revenue	€1,300 million to €1,450 million	approx. €1,300 million	€1,296.1 million	achieved
Adjusted EBIT margin	11% to 13%	approx. 11%	11.0%	achieved
Adjusted free cash flow	€90 million to €140 million	approx. €105 million	€119.0 million	outperformed

¹⁾ Compared to the adjusted forecast in August 2025.

Results of operations of the Stabilus Group

Analysis of revenue development

Revenue by region and business unit

T_005

	Fiscal year ended September 30,					
IN € MILLION	2025	2024	% change	% acquisition effect	% currency effect	% organic growth
EMEA						
Automotive Gas Spring	117.7	124.5	(5.5)%	–	0.0%	(5.5)%
Automotive Powerise®	112.6	111.5	1.0%	–	(0.8)%	1.8%
Industrial Components	261.9	261.5	0.2%	–	(0.5)%	0.7%
Industrial Automation (Destaco)	50.0	27.9	79.2%	94.3%	0.2%	(15.3)%
Total EMEA¹⁾	542.2	525.5	3.2%	5.0%	(0.4)%	(1.4)%
Americas						
Automotive Gas Spring	108.1	118.8	(9.0)%	–	(6.3)%	(2.7)%
Automotive Powerise®	138.1	161.1	(14.3)%	–	(11.1)%	(3.2)%
Industrial Components	126.8	136.4	(7.0)%	–	(4.0)%	(3.0)%
Industrial Automation (Destaco)	107.9	52.7	104.7%	103.2%	(4.0)%	5.5%
Total Americas¹⁾	480.9	469.0	2.5%	11.6%	(7.0)%	(2.1)%
APAC						
Automotive Gas Spring	96.6	106.2	(9.0)%	–	(2.4)%	(6.6)%
Automotive Powerise®	133.7	166.2	(19.6)%	–	(2.2)%	(17.4)%
Industrial Components	25.0	24.3	2.9%	–	(2.8)%	5.7%
Industrial Automation (Destaco)	17.7	14.8	19.6%	74.3%	(2.1)%	(52.6)%
Total APAC¹⁾	273.0	311.5	(12.4)%	3.5%	(2.3)%	(13.6)%
Stabilus Group						
Total Automotive Gas Spring	322.4	349.5	(7.8)%	–	(2.9)%	(4.9)%
Total Automotive Powerise®	384.4	438.8	(12.4)%	–	(5.1)%	(7.3)%
Total Industrial Components	413.7	422.2	(2.0)%	–	(1.8)%	(0.2)%
Industrial Automation (Destaco)	175.6	95.4	84.1%	96.1%	(2.5)%	(9.5)%
Revenue¹⁾	1,296.1	1,305.9	(0.8)%	7.0%	(3.2)%	(4.6)%

¹⁾ Revenue breakdown by location of Stabilus company (i. e., “billed-from view”).

As of September 30, 2025, the revenue of the Stabilus Group came to €1,296.1 million; a year-on-year decline of €9.8 million or 0.8%. The acquisition effects shown here relate solely to the acquisition of the Destaco Group in the amount of €91.7 million (October 1, 2024 to March 31, 2025). Adjusting for the exchange rate effect of €(42.3) million and the acquisition effect of +€91.7 million, the Stabilus Group achieved organic revenue growth of €(59.2) million, or (4.6)%, in fiscal 2025. The decline in organic revenue results here, on the one hand, from a volume effect due to lower demand for parts from the Stabilus Group and, on the other hand, from increased price pressure on the market, particularly in China.

Income statement

T_006

	Fiscal year ended September 30,		% change
	2025	2024	
IN € MILLION			
Revenue	1,296.1	1,305.9	(0.8)%
Cost of sales	(943.9)	(963.6)	(2.0)%
Gross profit	352.2	342.3	(2.9)%
Research and development expenses	(38.9)	(34.4)	13.1%
Selling expenses	(136.2)	(126.2)	7.9%
Administrative expenses	(76.4)	(77.7)	(1.7)%
Other income	7.1	10.6	(33.0)%
Other expenses	(23.5)	(1.3)	> 100%
Profit from operating activities (EBIT)	84.3	113.3	(25.6)%
Finance income	1.8	19.7	(90.9)%
Finance costs	(45.0)	(32.7)	37.6%
Profit / (loss) before income tax	41.1	100.4	(59.1)%
Income tax income / (expense)	(16.9)	(28.3)	(40.3)%
Profit / (loss) for the period	24.2	72.0	(66.4)%

Earnings analysis

The table above shows the condensed consolidated income statement of the Stabilus Group for fiscal 2025 compared to fiscal 2024.

Cost of sales

The cost of sales fell by +€19.7 million or (2.0)% from €(963.6) million in fiscal 2024 to €(943.9) million in fiscal 2025. The first-time full consolidation of the Destaco Group from October 1, 2024 to March 31, 2025 (prior year from April 1, 2024) led to an increase in costs of €(59.2) million in the first half of fiscal 2025.

The cost of sales was also impacted by the rise in staff costs due to inflation, which had an impact on the cost basis. Compared with the decline in revenue ((0.8)%), however, the cost of sales disproportionately ((2.0)%). As a percentage of revenue, the cost of sales declined by 1.0 percentage points from 73.8% in fiscal 2024 to 72.8% in fiscal 2025. Adjusted for the Destaco acquisition (October 1, 2024 to March 31, 2025), sales costs fell by 0.3 percentage points to 73.5% in relation to the adjusted revenue. The ratio was positively influenced by the increase in industrial business and by slightly reduced material procurement prices. The measures introduced to improve efficiency in production have also had an effect. Making the personnel structure more flexible also made it possible to achieve cost savings, especially in terms of personnel costs. This at least partially offset the inflation-induced cost increases. The gross profit margin rose as a result of these measures from 26.2% in fiscal 2024 to 27.2% in fiscal 2025.

Research and development expenses

R&D expenses (less capitalized development costs) increased by +13.1% from €(34.4) million in fiscal 2024 to €(38.9) million in fiscal 2025. The first full inclusion of the Destaco Group from October 1, 2024 to March 31, 2025 (prior year from April 1, 2024) led to an increase in costs of €(2.2) million (less capitalized development costs) in the first half of fiscal 2025. The Stabilus Group is continuing to invest in research and development so that it can keep on offering new products and product applications moving ahead. This is particularly true for the automation of the process landscape, the ongoing development of the Powerise® product range, and the cultivation of new innovation potential and forward-facing business areas such as radar technology, smart door opening technology, LOMx (an innovative method for temperature compensation), and the electronic expansion of grippers from the Destaco product portfolio. The capitalization of development costs (less customer payments) rose from +€28.0 million in fiscal 2024 to +€29.6 million in fiscal 2025. As a percentage of revenue, R&D costs rose by +0.4 percentage points from 2.6% in fiscal 2024 to 3.0% in fiscal 2025. Adjusted for the Destaco acquisition (October 1 to March 31, 2025), R&D costs rose by 0.4 percentage points to 3.1% in relation to the adjusted revenue.

Selling expenses

Selling expenses rose by +7.9% as against fiscal 2025, from €(126.2) million to €(136.2) million in fiscal 2024. The increase compared with the same period of the previous year can be attributed to the first full inclusion of the Destaco Group from October 1, 2024 to March 31, 2025 (prior year from April 1, 2024). This led to an increase in costs of €(13.3) million in the first half of fiscal 2025. In addition, tariffs introduced on US imports led to cost increases of €(4.0) million. As a percentage of revenue, selling expenses rose by +0.8 percentage points from 9.7% in fiscal 2024 to 10.5% in fiscal 2025. Adjusted for the Destaco acquisition (October 1 to March 31, 2025), selling expenses rose by 0.5 percentage points to 10.2% in relation to the adjusted revenue.

General administrative expenses

General administrative expenses fell by +€1.3 million or (1.7)% as against fiscal 2024, from €(77.7) million to €(76.4) million in fiscal 2025. The decline compared with the same period of the previous year can be attributed to the first full inclusion of the Destaco Group from October 1, 2024 to March 31, 2025 (prior year from April 1, 2024). This led to an increase in costs of €(9.3) million in the first half of fiscal 2025. The higher headcount, the reorganization, and the inflation-induced rise in salaries also led to higher expenses. The one-off consulting costs in connection with the acquisition of the Destaco Group, which amounted to €14.2 million in the same period of the previous year, had a more pronounced effect. Relative to revenues, general administrative expenses remain unchanged at 5.9% compared with fiscal 2024. Adjusted for the one-off consultancy costs in connection with the acquisition of the Destaco Group in the previous fiscal year (€14.2 million) and current fiscal year (€1.2 million) and the reorganization (€5.0 million), as well as the inclusion of the Destaco Group, general administrative expenses rose by 0.3 percentage points to 5.6%. This figure includes non-recurring integration costs of €1.5 million for the Destaco Group (September 30, 2024: €3.8 million).

Other income and expenses

Other income decreased by €(3.5) million from +€10.6 million in fiscal 2024 to +€7.1 million in fiscal 2025. This primarily included income from government subsidy programs in China and Italy in the amount of +€2.8 million (September 30, 2024: China: €2.1 million). The reduction can also be attributed to net income included in the previous year from foreign currency translation gains from operating activities in the amount of +€1.5 million, which mainly occurred in the Americas region and primarily resulted from the USD/MXN correlation. In addition, compared to the same period of the previous year, this is also due to a one-off effect of +€1.0 million from an earn-out agreement in connection with the Cultraro Group.

Other expenses increased by +€22.2 million from €(1.3) million in fiscal 2024 to €(23.5) million in fiscal 2025. This increase resulted mainly from the announced transformation program of €17.4 million and net currency losses from currency translation from operating activities in the amount of €(2.4) million (previous year: net currency income of +€1.5 million), which occurred mainly in the Americas region and resulted from the USD/MXN correlation.

Finance income and costs

Finance income fell by €(17.8) million from +€19.7 million in fiscal 2024 to +€1.8 million in fiscal 2025. This decline firstly reflects non-recurring exchange rate gains from currency forwards of €3.4 million entered into in the previous year to hedge the exchange risk in connection with the acquisition of the Destaco Group. Secondly, interest income from investments generated by the Group was down €(2.9) million compared to the same period in the previous year. In addition, gains from the change in the carrying amounts of other financial assets and liabilities (put option) of €5.3 million and net currency gains of €5.8 million were included in the previous year.

Finance costs increased by €(12.4) million from €(32.7) million in fiscal 2024 to €(45.0) million in fiscal 2025. This increase is mainly due to the increase in interest expenses of €(6.9) million as a result of the increased debt in connection with the acquisition of the Destaco Group and to net currency losses in the amount of €(2.0) million (September 30, 2024: net currency gains +€5.8 million) from the translation of foreign currency cash and cash equivalents, as well as from other financial liabilities (lease liabilities). In addition, the change in the carrying amounts of other financial assets and liabilities (put option) resulted in losses of €(3.3) million (September 30, 2024: profits +€5.3 million).

The interest expense for financial liabilities of €(36.5) million in fiscal 2025 (September 30, 2024: €(29.3) million) relates in particular to the term loan facility, €(32.6) million (September 30, 2024: €(29.1) million) of which relates to interest paid. Interest on provisions for pensions and early retirement contracts amounted to €(1.9) million (September 30, 2024: €(2.0) million).

Income taxes

Following an income tax expense of €(28.3) million in fiscal 2024, the Stabilus Group reported an expense of €(16.9) million in fiscal 2025. The effective tax rate of the Stabilus Group is 41.1% in fiscal 2025 (September 30, 2024: 28.2%). This increase is due to write-downs of deferred tax assets on interest carryforwards in the amount of €8.5 million. The tax effects from the valuation allowance on deferred tax assets relate primarily to deferred tax assets on interest carryforwards in the US amounting to €8.5 million that were not recognized in fiscal 2025. The tax effect of non-deductible expenses primarily consists of expenses that are not deductible when calculating taxable profit in Germany. In addition, withholding tax charges on intra-Group dividends had a negative impact on the tax rate in both fiscal 2024 and 2025, whereby the effect was more pronounced in fiscal 2025 due to higher dividend payments. The tax expense was influenced by withholding taxes on Group dividends amounting to €4.7 million. In addition, a total of €6.9 million in tax benefits have been incurred from previous years.

Revenue and earnings development by segment

The Stabilus Group is organized and managed primarily on a regional level. The three reportable operating segments of the Group are EMEA (Europe, Middle East and Africa), the Americas (North and South America),

and APAC (Asia-Pacific). The following table shows the development of the revenue and adjusted EBIT of the operating segments of the Stabilus Group for fiscal 2025 and fiscal 2024:

Operating segments

T_007

IN € MILLION	Fiscal year ended September 30,		
	2025	2024	% change
EMEA			
External revenue ¹⁾	542.2	525.5	3.2%
Intersegment revenue ¹⁾	41.2	42.6	(3.3)%
Total revenue ¹⁾	583.4	568.1	2.7%
Adjusted EBIT	66.1	54.8	20.6%
as % of total revenue	11.3%	9.6%	
as % of external revenue	12.2 %	10.4%	
Americas			
External revenue ¹⁾	480.9	469.0	2.5%
Intersegment revenue ¹⁾	23.7	29.8	(20.5)%
Total revenue ¹⁾	504.6	498.8	1.2%
Adjusted EBIT	37.9	47.7	(20.5)%
as % of total revenue	7.6%	9.6%	
as % of external revenue	7.9%	10.2%	
APAC			
External revenue ¹⁾	273.0	311.4	(12.4)%
Intersegment revenue ¹⁾	12.9	9.9	30.3%
Total revenue ¹⁾	286.0	321.3	(11.0)%
Adjusted EBIT	38.6	54.6	(29.3)%
as % of total revenue	13.5%	17.0%	
as % of external revenue	14.1%	17.5%	

¹⁾ Revenue breakdown by location of Stabilus company (i. e., "billed-from view").

EMEA

External revenue in the EMEA region increased as against fiscal 2024 by +€16.7 million or +3.2% from €525.5 million to €542.2 million in fiscal 2025. Adjusted for exchange rate effects of €(2.3) million and acquisition effects (from the Destaco Group) of +€26.3 million, organic revenue growth amounted to (1.4)%.

The Stabilus Automotive Powerise® business rose by +€1.1 million, or +1.0%, from €111.5 million to €112.6 million. Organic revenue growth for the Automotive Powerise® business came to +1.8%, whereas revenue for the Automotive Gas Spring business fell by €6.8 million or (5.5)%, from €124.5 million to €117.7 million. Organic growth in revenue for the Automotive Gas Spring business was (5.5)%. According to data from S&P Global Mobility (as of October 2025), passenger car production in the EMEA automotive market fell by (2.4)% compared with fiscal 2024 to 19.3 million units produced in fiscal 2025. The decline in the number of electric cars produced was particularly noticeable here, with sales of these vehicles slowing notably, particularly in Germany. The macroeconomic environment resulted in widespread consumer restraint in fiscal 2025 (October 1, 2024 to September 30, 2025). The market environment continues to be burdened by geopolitical uncertainties, which were intensified in particular by the tariffs placed on US imports, which have either been announced or partially implemented. The automotive industry is currently in the midst of profound change, characterized by a weak economic outlook and intense competition. E-mobility continues to be an important growth driver for the future for Stabilus. Despite these negative factors and the restrained macroeconomic environment, the Stabilus automotive business held its own.

Industrial business (Industrial Components and Industrial Automation) boosted revenue by +€22.5 million or +7.8% in fiscal 2025, from €289.4 million in fiscal 2024 to €311.9 million, whereas the organic revenue growth of the industrial business was (0.8)%. The increase is due to the first-time inclusion of the Destaco Group in the amount of +€26.3 million. Although the economic conditions that influence Stabilus's Industrial business unit are gradually stabilizing, growth in the European industrial sector is still low. This is also due to the effects of inflation and geopolitical uncertainties. Growth in the distributors, independent aftermarket, and e-commerce segments is notable in this respect. By contrast, the aerospace, marine & rail, commercial vehicles, energy & construction, and healthcare, recreation & furniture market segments experienced declines. Adjusted for the Destaco acquisition, the trend in revenue in the industrial machinery & automation market segment is more or less in line with the prior-year levels. The division's performance shows that the Stabilus Group is benefiting from its broad product range and can more easily offset any declines in the individual areas through other market segments.

The adverse effects of higher staff costs due to inflation and the geopolitical factors were only partially reduced by passing on price increases to our customers. The efficiency improvement measures initiated in production and stringent cost management also took effect. In addition, the introduction of transfer pricing and the IP (Intellectual Property) policy in fiscal 2025 in connection with the integration of Destaco and with the aim of contributing to standardization had a positive impact on the EMEA region's earnings of €9.6 million. Adjusted EBIT for the EMEA region rose by +€11.3 million or +20.6% from €54.8 million in fiscal 2024 to €66.1 million in fiscal 2025, with +€5.0 million from the Destaco acquisition (October 1, 2024 to March 31, 2025). The adjusted EBIT margin increased by 1.8 percentage points from 10.4% in fiscal 2024 to 12.2% in fiscal 2025.

Americas

The external revenue of the Americas region rose by +€11.9 million or +2.5% as against fiscal 2024, from €469.0 million to €480.9 million in fiscal 2025. Adjusted for exchange rate effects of €(32.9) million and acquisition effects (from the Destaco Group) of +€54.4 million, organic revenue growth amounted to (2.1)%.

The Automotive Gas Spring business contracted by €(10.7) million or (9.0)%, from €118.8 million to €108.1 million. The organic growth rate in revenue for the Automotive Gas Spring business was (2.7)%. The Stabilus Automotive Powerise® business also saw a decline of €(23.0) million, or (14.3)%, from €161.1 million to €138.1 million, corresponding to an organic revenue growth rate of (3.2)%. According to data from S&P Global Mobility (as of October 2025), the US automotive market contracted by (2.0)% year-on-year to 10.1 million units produced. Auto sales in the US are not growing as well as expected, with e-car sales slowing in particular. There are many reasons for the downturn. Consumer demand is waning because interest rates on consumer loans are still very high. This is slowing employment and income growth, prompting a decline in consumer spending. The US automotive industry is caught between higher demand due to structural changes (e-mobility and supply chains) and higher cost pressures due to the announced – and in some cases implemented – tariff increases on US imports from China, Mexico, and the European Union. This is adding to the uncertainties in the region. As a result, the United States could fall into a recession in the current calendar year 2025. In addition, the ongoing trade conflict between the US and China is weighing heavily on procurement markets.

Revenue in the industrial business (Industrial Components and Industrial Automation) grew by +€45.6 million or +24.1%, from €189.1 million to €234.7 million. The increase is due to the first-time inclusion of the Destaco Group in the amount of +€54.4 million. Organic revenue growth in industrial business amounted to (0.7)%. Incoming orders in US industrial business fell in fiscal 2025 (October 1, 2024 to September 30, 2025). The division experienced strong growth thanks to new orders, in particular in the aerospace, marine & rail, industrial machinery & automation (adjusted for the Destaco acquisition), distributors, independent aftermarket, e-commerce, and healthcare, recreation & furniture market segments. By contrast, the energy & construction and commercial vehicles market segments experienced double-digit declines compared with the same period in the previous year due to challenging market developments. The division's performance shows that the Stabilus Group is benefiting from its broad product range and can more easily offset any declines in the individual areas through other market segments.

The Americas region was similarly rocked by increases in staff costs due to inflation. It was not entirely possible to compensate for these with price increases. In addition, the introduction of transfer pricing and the IP policy in fiscal 2025 in connection with the integration of Destaco and with the aim of contributing to standardization had a negative impact on the Americas region's earnings of €(7.9) million. Adjusted EBIT in the Americas region declined by €(9.8) million or (20.5)% from €47.7 million in fiscal 2024 to €37.9 million in fiscal 2025; +€10.1 million is from the Destaco acquisition (October 1, 2024 to March 31, 2025). The adjusted EBIT margin decreased by (2.3) percentage points from 10.2% in fiscal 2024 to 7.9% in fiscal 2025.

APAC

External revenue in the APAC region fell by €(38.5) million, or (12.4)%, from €311.5 million to €273.0 million in fiscal 2025. Adjusted for exchange rate effects of €(7.1) million and acquisition effects (from the Destaco Group) of +€11.0 million, organic revenue growth amounted to (13.6)%.

Revenue in the Automotive Powerise® business declined by €(32.5) million or (19.6)% from €166.2 million to €133.7 million. Organic revenue growth amounted to (17.4)%. The Automotive Gas Spring business also recorded a drop in revenue, falling by €(9.6) million or (9.0)% from €106.2 million to €96.6 million. The organic growth rate in revenue for the Automotive Gas Spring business was (6.6)%. Economic development in the APAC region, especially in China, experienced slower growth in fiscal 2025 (October 1, 2024 to September 30, 2025) compared with the same period of the previous year. Nevertheless, the Chinese automotive market picked up by about +13.3% year-on-year (CAAM – China Association of Automobile Manufacturers), which shows that this development is accompanied by reduced demand for Stabilus parts. This growth can largely be attributed to subsidies and buyback programs introduced by the Chinese government and car manufacturers. According to S&P Global Mobility data (as of October 2025), China's passenger car production in fiscal 2025 increased by +10.8% compared with fiscal 2024 to 32.2 million units produced, while the number of units produced in the APAC region rose by +6.5% to a total of 54.5 million units produced. Despite the positive change in the automotive market, the uncertain economic outlook is dampening consumer demand and consumers are reluctant to spend.

By contrast, industrial business (Industrial Components and Industrial Automation) was on an upward trajectory in fiscal 2025 compared with fiscal 2024, with revenue rising by +€3.6 million or +9.2% from €39.1 million to €42.7 million. The increase is primarily due to the first-time inclusion of the Destaco Group in the amount of +€11.0 million. Organic revenue growth in industrial business amounted to (16.4)%. Growth rates were solid in the following industrial market segments: distributors, independent aftermarket, e-commerce, and industrial machinery & automation (adjusted for the Destaco acquisition). Business also increased in the commercial vehicles market segment. By contrast, the aerospace, marine & rail, energy & construction, and healthcare, recreation & furniture market segments experienced declines, with the aerospace, marine & rail market segment even recording a double-digit decline in revenue.

The APAC region was also squeezed by a higher cost base, including a rise in personnel costs. The region is also subject to increased price pressure on the market. In addition, the introduction of transfer pricing and the IP policy in fiscal 2025 in connection with the integration of Destaco and with the aim of contributing to standardization had a negative impact on the APAC region's earnings of €(1.7) million. Adjusted EBIT in the APAC region declined by €(16.0) million or (29.3)% from €54.6 million in fiscal 2024 to €38.6 million in fiscal 2025; +€2.1 million is from the Destaco acquisition (October 1, 2024 to March 31, 2025). The adjusted EBIT margin decreased by (3.4) percentage points from 17.5% in fiscal 2024 to 14.1% in fiscal 2025.

Reconciliation of adjusted EBIT

The following table shows the reconciliation to adjusted EBIT for fiscal 2025 and fiscal 2024. Adjusted EBIT is EBIT adjusted for non-recurring items (for example, restructuring expenses or non-recurring M&A consulting expenses) and depreciation/amortization of fair value adjustments from purchase price allocations (PPA). The Stabilus Group reports adjusted EBIT as its management is of the opinion that adjusted EBIT is more meaningful and therefore contributes to a better understanding of the operating performance of the Stabilus Group for users of the financial statements. Further details on segment reporting (Note 37) can be found in the supplementary financial information.

The effects of PPAs from previous company acquisitions came to €33.3 million in fiscal 2025 (September 30, 2024: €30.3 million). This is the straight-line depreciation of the revaluation of assets allocated to fiscal years and shown in the table below.

In addition to PPA effects, expenses of €17.6 million incurred in connection with the announced transformation program were adjusted for in fiscal 2025.

In addition, expenses of €1.1 million (September 30, 2024: €14.2 million) incurred in connection with the acquisition of the Destaco Group were adjusted for in fiscal 2025. Further costs of €5.0 million were adjusted in connection with the premature termination of Stefan Bauerreis's mandate as Chief Financial Officer and the contractually agreed remuneration commitments and non-compete clauses in accordance with the remuneration system (€2.9 million) and on the other hand with the reorganization of the central purchasing organization (€1.8 million). The change in bioremediation amounting to €1.4 million concerns the increase in the provision for the refurbishment of the former Stabilus site in Colmar (USA).

Reconciliation of EBIT to adjusted EBIT

T_008

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Profit from operating activities (EBIT)	84.3	113.3	(25.6)%
PPA adjustments – depreciation and amortization	33.3	30.3	9.8%
Consulting	1.1	14.2	(91.9)%
Reorganization	5.0	–	n / a
Earn-out (purchase price adjustments)	–	(0.7)	(100)%
Bioremediation	1.4	–	n / a
Transformation program	17.6	–	n / a
Adjusted EBIT	142.6	157.1	(9.2)%

Reconciliation of PPA adjustments

T_009

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
PPA in fiscal 2010	4.7	4.7	0.0%
PPA in fiscal 2016	7.9	8.0	(0.8)%
PPA in fiscal 2019	0.7	0.7	(0.0)%
PPA in fiscal 2023	2.2	2.6	(15.7)%
PPA in fiscal 2024	17.8	14.4	23.6%
PPA adjustments	33.3	30.3	9.8%

Financial position of the Stabilus Group

Analysis of net assets

Total assets

The Stabilus Group's total assets decreased slightly by €(30.4) million or (1.6)%, from €1,910.9 million as of September 30, 2024 to €1,880.5 million as of September 30, 2025.

Non-current assets

As of September 30, 2025, the non-current assets of the Stabilus Group decreased by €(41.3) million or (3.1)% as against September 30, 2024, from €1,339.0 million to €1,297.7 million. This decrease was due to carrying amount adjustments attributable to exchange rate effects (e.g. a decrease in goodwill of €(13.4) million). The amortization on other intangible assets of €(47.5) million, which results in part from purchase price allocation in previous fiscal years, also had an effect, as did depreciation of property, plant and equipment in the amount of €(52.9) million. Capital expenditure of +€66.8 million, of which

+€9.0 million related to new leases and +€57.8 million to property, plant and equipment, had an offsetting effect. Furthermore, investments in intangible assets of +€30.8 million were capitalized in connection with research and development costs. In total, the Stabilus Group has invested €97.6 million. Deferred income tax assets declined by €3.7 million.

Current assets

The current assets of the Stabilus Group rose by +€10.9 million or +1.9% from €571.9 million as of September 30, 2024, to €582.8 million as of September 30, 2025. This change is attributable to multiple transactions. As of September 30, 2025, cash and cash equivalents increased by +€53.2 million compared with September 30, 2024. In October 2024, Stabilus issued two further promissory note loan tranches in the amount of €40 million; these were subsequently used to make partial repayments of the credit facility taken out for the Destaco acquisition in the amount of €37.2 million. In addition, in China, working capital loans of €19.3 million were repaid and working capital loans of €12.8 million were taken out. Furthermore, the level of cash and cash

equivalents was negatively influenced by the dividend of €28.4 million paid to the Stabilus shareholders in February 2025. Cash and cash equivalents increased substantially due to the increase in operating cash flow. Other assets also increased by +€3.7 million, primarily due to prepayments and VAT receivables. The lower level of inventories as against September 30, 2024, which fell by €(19.2) million, partially offset this increase. Trade receivables fell by €(27.3) million, largely due to a new ABS Factoring program, which was launched in August 2025. Income tax receivables fell by €(0.6) million to €4.9 million.

Equity

As of September 30, 2025, the equity of the Stabilus Group reduced by €(41.9) million or (6.2)% as against September 30, 2024, from €677.7 million to €635.8 million. This decrease is essentially attributable to other reserves (accumulated other comprehensive income), which declined by €(38.7) million from €(53.2) million to €(91.9) million as a result of unrealized losses from foreign currency translation of €(39.3) million, the remeasurement in equity of derivatives acquired for hedging purposes, which changed by +€2.0 million, and unrealized actuarial losses from pensions (after tax) of +€0.6 million. The dividend payment to our shareholders of €(28.4) million in the second quarter of fiscal 2025 also led to a decrease in equity. At +€24.2 million, profit for fiscal 2025 partially offset this.

Non-current liabilities

The non-current liabilities of the Stabilus Group fell by €(54.1) million, from €942.5 million as of September 30, 2024, to €888.4 million as of September 30, 2025. This development is mainly due to a reclassification of financial liabilities in the amount of €83.0 million from non-current to current liabilities. A tranche from the promissory note loan is due for payment in March 2026. Other financial liabilities also decreased by €(2.6) million due to the repayment of lease liabilities. Pension obligations fell by €(2.4) million due to changes in actuarial assumptions. To secure further long-term refinancing, Stabilus issued another

Statement of financial position

T_010

IN € MILLION	September 30, 2025	September 30, 2024	% change
Assets			
Non-current assets	1,297.5	1,339.0	(3.1)%
Current assets	582.8	571.9	1.9%
Total assets	1,880.5	1,910.9	(1.6)%
Equity and liabilities			
Equity	635.8	677.7	(6.2)%
Non-current liabilities	888.4	942.5	(5.7)%
Current liabilities	356.4	290.7	22.6%
Total liabilities	1,244.8	1,233.2	0.9%
Total equity and liabilities	1,880.5	1,910.9	(1.6)%

promissory note loan in the form of a latecomer tranche in October 2024 to the promissory note loan transaction conducted in September 2024, totaling €40.0 million. This was used to repay the drawn-down credit facilities in the amount of €56.6 million. In August, Stabilus also drew down a total of €67.0 million from the recently concluded credit line. In addition, +€3.3 million is derived from the remeasurement of the minority shareholder's put option relating to shares in the Cultraro Group that are not controlled by Stabilus.

Current liabilities

The current liabilities of the Stabilus Group rose by +€65.7 million or +22.6% from €290.7 million as of September 30, 2024, to €356.4 million as of September 30, 2025. Current liabilities were influenced by multiple transactions. Financial liabilities increased by +€64.8 million, mainly due to the reclassification of a promissory note loan due for payment from non-current to current in the amount of €83.0 million. In addition, the announced transformation program will result in provisions of €17.6 million, mainly for personnel measures. Repayments of working capital loans in China amounting to €19.3 million had an offsetting effect. Trade accounts payable decreased by €(10.6) million. Furthermore, income tax liabilities fell by €(5.7) million and other liabilities fell by €(2.0) million, primarily as a result of the reduction in liabilities to employees and social security contributions.

Analysis of the financial position

Cash flow from operating activities

Cash flow from operating activities changed slightly by €(0.5) million or (0.3)%, from €197.0 million in fiscal 2024 to €196.5 million in fiscal 2025. This development is due to several reasons, including, on the one hand, the change in net working capital and the increased net financial result of €28.1 million, and, on the other hand, the profit or loss for the period, which fell by €47.8 million compared with the same period in the previous year. This was countered by lower income tax payments of €(12.8) million.

Cash flow from investing activities

Compared with fiscal 2024, cash flow from investing activities changed in fiscal 2025 by +€631.2 million, from €(717.4) million to €(86.2) million. The year-on-year decline is due in particular to the completed acquisition of the Destaco Group in the amount of €635.9 million. By contrast, purchases of intangible assets rose by +€1.3 million and capital expenditure for property, plant and equipment increased by +€4.2 million compared with the same period in the previous year.

Cash flow from financing activities

Compared with fiscal 2024, cash flow from financing activities changed in fiscal 2025 by €(493.0) million, from €440.7 million in fiscal 2024 to €(52.3) million. The reduction compared with the same period in the previous year is primarily due to the cash inflow from the available credit lines in the amount of €590.9 million, which was utilized in full for the purchase price payment for the Destaco Group in the previous year. Excluding the cash inflow in the previous year, cash flow from financing activities amounted to €(150.2) million. The improvement is partly due to the lower dividend payment of €(14.8) million compared with the same period of the previous year. On the other hand, the change is attributable to the inflow of funds from the revolving credit line, working capital loans, and promissory note loans in the amount of €77.9 million. This was offset by repayments of €56.6 million. In August 2025, the revolving loan facility of €67 million was reduced while the new credit line was drawn down. The balance of €67 million was settled without cash within the banking consortium. This repayment was made possible by a cash inflow from a promissory note loan, which had a compensatory effect. Interest payments for financial liabilities rose by +€3.6 million compared with the same period of the previous year.

Cash flows

T_011

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Cash flow from operating activities	196.5	197.0	(0.3)%
Cash flow from investing activities	(86.2)	(717.4)	(88.0)%
Cash flow from financing activities	(52.3)	440.7	(111.9)%
Net increase / (decrease) in cash and cash equivalents	58.0	(79.7)	(172.8)%
Effect of movements in exchange rates on cash held	(4.8)	(3.9)	23.1%
Cash and cash equivalents as of beginning of the reporting period	109.4	193.1	(43.3)%
Cash and cash equivalents as of end of the reporting period	162.6	109.4	48.6%

Reconciliation of free cash flow, adjusted free cash flow, and net leverage ratio

Free cash flow

Free cash flow is defined as the total of cash flows from operating activities and cash flows from investing activities. Management reports free cash flow because this alternative performance measure aids in assessing the ability of the Stabilus Group to generate cash flows that can be used for debt repayment, investments, or distributions. Compared with fiscal 2024, the free cash flow for fiscal 2025 changed by +€630.7 million, from €(520.4) million to €110.3 million. The free cash flow was significantly affected by the acquisition of the Destaco Group and the resulting cash outflow in the same period of the previous year. At €88.5 million, payments from investing activities not related to acquisitions remained close to the previous year's level. Despite continued high investments in intangible assets and property, plant and equipment, the Group nevertheless achieved a positive free cash flow. Most of the expenses recognized in the reporting period for the implementation of the transformation program were not yet recorded as cash transactions. The calculation of free cash flow for fiscal 2025 and fiscal 2024 is shown in the adjacent table.

Adjusted free cash flow

Adjusted free cash flow is defined as the total of cash flows from operating activities and cash flows from investing activities before acquisitions, divestments, and factors considered in EBIT adjustment (e.g. restructuring costs or non-recurring M&A consulting costs). Management has defined adjusted free cash flow as another of the most important key financial performance indicators from fiscal 2025 onwards in light of its increased importance as part of Group-level internal management. Management reports adjusted free cash flow because this key performance measure aids in assessing the ability of the Stabilus Group to generate cash flows from organic growth (i.e., disregarding acquisitions and divestments).

Compared with fiscal 2024, the adjusted free cash flow for fiscal 2025 changed by €(13.8) million, from +€132.8 million to +€119.0 million, primarily due to the increase in payments from investing activities not related to acquisitions. The adjustment of €8.7 million in fiscal 2025 relates to the subsequent purchase price payment from the adjustment of net working capital at the time of the transfer and consulting costs paid

in connection with the Destaco acquisition, as well as to reorganization and bioremediation costs paid (EPA Colmar). The adjustments in the previous year likewise relate to the consulting costs paid in connection with the Destaco acquisition and to bioremediation (EPA Colmar). The calculation of adjusted free cash flow for fiscal 2025 and fiscal 2024 is shown in the bottom table of the two tables below.

Free cash flow

T_012

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Cash flow from operating activities	196.5	197.0	(0.3)%
Cash flow from investing activities	(86.2)	(717.4)	(88.0)%
Free cash flow	110.3	(520.4)	>100.0%

Adjusted free cash flow

T_013

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Cash flow from operating activities	196.5	197.0	(0.3)%
Cash flow from investing activities	(86.2)	(717.4)	(88.0)%
Free cash flow	110.3	(520.4)	> 100.0%
Acquisition of assets and liabilities within the business combination, net of cash acquired	1.1	637.0	(99.8)%
Consulting	2.6	15.8	(83.2)%
Bioremediation	0.4	0.4	0.8%
Reorganization	4.3	–	n/a
Transformation program	0.3	–	n/a
Adjusted free cash flow	119.0	132.8	(10.4)%

Net leverage ratio

T_014

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Financial liabilities	794.4	777.8	2.1%
Cash and cash equivalents	(162.6)	(109.4)	48.6%
Net financial debt	631.8	668.4	(5.5)%
Adjusted EBITDA	213.3	241.2	(11.6)%
Net leverage ratio	2.96x	2.77x	

Financial liabilities

T_015

IN € MILLION	Fiscal year ended September 30,		% change
	2025	2024	
Financial liabilities (non-current)	710.6	757.2	(6.2)%
Financial liabilities (current)	83.7	20.5	>100.0%
Financial liabilities	794.4	777.8	2.1%

Adjusted EBITDA

T_016

IN € MILLION	Fiscal year ended September 30,		% change
	2025 ²⁾	2024 ¹⁾	
Profit from operating activities (EBIT)^{1), 2)}	85.8	132.8	(35.4)%
Depreciation	51.0	46.3	10.2%
Amortization	18.3	18.3	0.0%
PPA adjustments – depreciation and amortization	31.3	28.1	11.5%
EBITDA	186.3	225.4	(17.4)%
Consulting	1.1	14.2	(92.6)%
Reorganization	5.0	–	n/a
Purchase price allocation (PPA) adjustments – increase in inventories	2.0	2.3	(13.0)%
Bioremediation	1.4	–	n/a
Earn-out (purchase price adjustment)	–	(0.7)	(100.0)%
Transformation program	17.6	–	n/a
Adjusted EBITDA	213.3	241.2	(11.6)%

¹⁾ The operating result (EBIT) was calculated pro forma to include the result of the Destaco Group from October 1, 2023, to March 31, 2024.

²⁾ Adjusted to account for integration costs of €1.5 million for the Destaco Group.

Net leverage ratio

The net leverage ratio is defined as net financial debt divided by adjusted EBITDA. Net financial debt is the nominal amount of financial liabilities, i.e., current and non-current financial liabilities less cash and cash equivalents. Adjusted EBITDA is defined as adjusted EBIT before depreciation / amortization and before extraordinary non-recurring items (e.g. restructuring expenses or non-recurring M&A consulting expenses). Management reports the net leverage ratio because this alternative performance measure is a useful indicator for assessing the debt and financing structure of the Stabilus Group. The net leverage ratio rose in fiscal 2025 from 2.77x in fiscal 2024 to 2.96x, which can primarily be attributed to the funding of the business combination with the Destaco Group in the previous fiscal year by means of credit lines granted and available own funds as well as to the lower profit from operating activities due to the challenging market environment. The calculation of the net leverage ratio for fiscal 2024 and fiscal 2025 is shown in the adjacent table.

Principles and objectives of financial management

At the Stabilus Group, financial management mainly means liquidity management, capital structure management, and the management of interest and currencies. The objective of financial management at the Stabilus Group is to preserve financial independence by ensuring sufficient liquidity. This is intended to keep the Stabilus Group's financial capacity at a high level at all times. Risks should be largely avoided, while the risks of operating activities should be effectively protected against. For instance, the Stabilus Group does not trade in futures for speculative purposes and has entered into two derivate financial instruments at this time to hedge the interest on promissory note loans. The Stabilus Group has also entered into currency hedging arrangements for operational business. Another key area of financial management is to monitor compliance with the covenants of corporate financing. Financing and liquidity risks are presented in the opportunity and risk report.

Financial position and financial performance of Stabilus SE

As the holding company, Stabilus SE is responsible for the uniform management, economic control, and financing of the Stabilus Group. The principal management functions of the Stabilus Group are the responsibility of the Management Board of Stabilus SE. The situation of Stabilus SE is essentially determined by the business success of the Stabilus Group. The following disclosures relate to the annual financial statements of Stabilus SE prepared in accordance with the German Commercial Code (Handelsgesetzbuch – HGB) and the German Stock Corporation Act (Aktiengesetz – AktG).

Key financial performance indicator

The planning and management of Stabilus SE is based on the annual result. The key performance indicator for financial targets is:

- Annual result

The most important key financial performance indicator is analyzed, planned, and monitored with regard to achievement and its impact on forecasts.

Analysis of the results of operations

The following table shows the condensed income statement of Stabilus SE for fiscal 2025 compared to fiscal 2024.

In performing the duties of a holding company for the Stabilus Group, Stabilus SE incurred other operating income of €16.8 million (September 30, 2024: €22.1 million). This reduction stems primarily from the one-time recharging of costs related to the Destaco acquisition included in the previous fiscal year. In addition, profits from the translation of foreign currency transactions in the amount of €1.0 million (September 30, 2024: €1.2 million) were recognized in profit or loss.

Other operating expenses fell to €(32.8) million (September 30, 2024: €(39.9) million), largely due to the one-time recharging of costs (€14.1 million) included in the previous fiscal year in connection with the Destaco acquisition. In addition, €16.8 million (September 30, 2024: €18.0 million) in foreign currency losses were incurred from the valuation of loans to affiliated companies. They also include other consulting costs of €7.9 million (September 30, 2024: €14.7 million), Group insurance of €1.0 million (September 30, 2024: €1.2 million), and audit fees for the review of the half-yearly financial report and audit fees for the annual financial statements of €1.0 million (September 30, 2024: €1.3 million). Supervisory Board remuneration of €0.9 million (September 30, 2024: €0.7 million) is also included.

The profit and loss transfer agreement with the subsidiary Stabilus Motion Controls GmbH, Langenfeld, was concluded in fiscal 2024. Income from profit transfers in the amount of €7.2 million (September 30, 2024: €8.3 million) was recognized under the existing agreement in the fiscal year 2025 just ended.

Income statement of Stabilus SE (condensed)

T_017

IN € MILLIONS	Fiscal year ended September 30,		% change
	2025	2024	
Other operating income	16.8	22.1	(24.0)%
Personnel expenses	(4.8)	(3.8)	27.6%
Depreciation and amortization	(0.1)	(0.0)	12.7%
Other operating expenses	(32.8)	(39.9)	(17.7)%
Net interest income	(25.6)	(17.6)	45.3%
Impairment of financial assets	(2.5)	–	n/a
Income from loans of financial assets	33.9	17.0	>100.0%
Income from profit transfer agreements	7.2	8.3	13.1%
Income taxes	(5.1)	(0.8)	>100.0%
Result after taxes	(12.9)	(14.8)	(12.6)%
Annual result	(12.9)	(14.8)	(12.6)%

Interest and similar expenses shown in net interest income include interest expenses of €26.2 million (September 30, 2024: €17.6 million), resulting primarily from interest expenses from existing debt financing, interest expenses from cash pooling with subsidiaries, and guaranteed commissions.

The net loss for fiscal 2025 amounts to €(12.9) million (September 30, 2024: net loss for the year €(14.8) million).

Analysis of financial position and financial performance

Statement of financial position of Stabilus SE (condensed)

T_018

IN € MILLIONS	September 30, 2025	September 30, 2024	% change
Assets			
Fixed assets	1,327.0	1,346.4	(1.4)%
Current assets	13.9	26.9	(48.5)%
Prepaid expenses	0.1	0.1	1.8%
Total assets	1,341.0	1,373.4	(2.4)%
Equity and liabilities			
Equity	626.6	667.9	(6.2)%
Provisions	7.9	8.0	(1.0)%
Liabilities	706.5	697.5	1.3%
Total equity and liabilities	1,341.0	1,373.4	(2.4)%

As of September 30, 2025, the total assets of Stabilus SE declined slightly by (2.4)% as against the prior year to €1,341.0 million (September 30, 2024: €1,373.4 million). Fixed assets comprise shares in affiliated companies, which amount to €772.7 million. Compared with the previous year, this figure has fallen by €2.5 million, as one company (Stable HoldCo Australia Pty. Ltd.) had to be written down following a book value of equity test. There are also loans to affiliated companies that include a loan of €207.3 million to Stabilus Motion Controls GmbH, Langenfeld, Germany, and a loan of €360.0 million to Stabilus US Holding Corporation, Wilmington, USA (originated in USD), as well as a loan of €3.7 million to ACE Stoßdämpfer GmbH, Langenfeld, Germany. The loans granted are solely connected with the acquisition of the Destaco Group. Current assets declined from €26.9 million as of September 30, 2024 to €13.9 million as of September 30, 2025, mainly due to lower interest receivables from loans granted. For the purpose of centralized liquidity management, a cash concentration agreement was concluded with Stable Beteiligungs GmbH, Koblenz, Germany, as the cash pool

leader and Stabilus Motion Controls GmbH, Langenfeld, Germany, which results in a daily transfer of bank balances to Stable Beteiligungs GmbH, Koblenz, Germany.

The Company's equity declined from €667.9 million as of September 30, 2024, to €626.6 million as of September 30, 2025, as a result of the net loss for fiscal 2025 of €(12.9) million and the dividend payment to the shareholders of Stabilus SE of €(28.4) million (September 30, 2024: €(43.2) million). Provisions fell slightly from €8.0 million as of September 30, 2024, to €7.9 million as of September 30, 2025. Non-current liabilities to banks amounted to €538.0 million as of September 30, 2025 (September 30, 2024: €500.0 million) and are almost exclusively related to the acquisition of the Destaco Group. Current liabilities fell from €197.5 million as of September 30, 2024 to €168.4 million as of September 30, 2025, primarily as a result of cash pooling liabilities to subsidiaries.

For fiscal 2025, the Management Board and Supervisory Board propose to the Annual General Meeting to distribute a dividend of €0.35 (September 30, 2024: €1.15) per share and to carry forward the remaining unappropriated surplus of €191.5 million (September 30, 2024: €213.0 million) to new account.

Principles and objectives of financial management

The same principles for financial management apply at Stabilus SE as at the Stabilus Group.

Outlook of Stabilus SE

The financial position and financial performance of Stabilus SE depend to a large extent on economic developments and the success of its operating subsidiaries, in whose development it participates through intragroup distributions and other distributions. The management of Stabilus SE expects to report a slightly positive net income for fiscal 2026 after the net loss in fiscal 2025. We anticipate intragroup distributions and distributions from the profit and loss transfer agreement concluded with Stabilus Motion Controls GmbH, as well as interest income from loans with affiliated companies, which should have a slightly positive result. The forecast of a slightly positive net profit for fiscal 2025 was not achieved, resulting in Stabilus SE once again closing the fiscal year with a net loss for the year. In fiscal 2025, the net loss for the year was mainly due to the low call-up volumes among the operating subsidiaries.

Risks and opportunities

As a strategic management holding company, Stabilus SE is essentially dependent on the development of its global subsidiaries and is therefore essentially exposed to the same risks and opportunities as the Stabilus Group. Risks and opportunities are presented accordingly in the Group's report on risks and opportunities.

REPORT ON RISKS AND OPPORTUNITIES

Risk and opportunity management system

As a leading provider of gas springs, dampers, vibration isolation products, pneumatic and electronic grippers, clamps and end-of-arm tools for robots, as well as indexers and conveyors for automotive and industrial customers, and as an international enterprise, the Stabilus Group is exposed to a number of risks and opportunities that arise from its entrepreneurial activities and the market environment. On the basis of systematic risk management, the goal of the management of the Stabilus Group is to identify risks and opportunities as early as possible, to assess them appropriately, and to mitigate or avoid risks by implementing suitable procedures or by leveraging opportunities. At the Stabilus Group, risk management is a component of the Group-wide corporate governance structure.

Risk strategy

The Stabilus Group takes calculated business risks with caution in order to implement its corporate strategy and achieve the associated opportunities. Business success typically requires opportunities to be leveraged and the associated risks to be identified, assessed and managed at an early stage. Specific risks that can jeopardize the Company as a going concern must be avoided. This also applies to compliance violations. Using the Group-wide risk management system that has been implemented, the Stabilus Group manages all identified material risks and takes suitable, appropriate, and mitigating measures to reduce the risk or ameliorate the consequences.

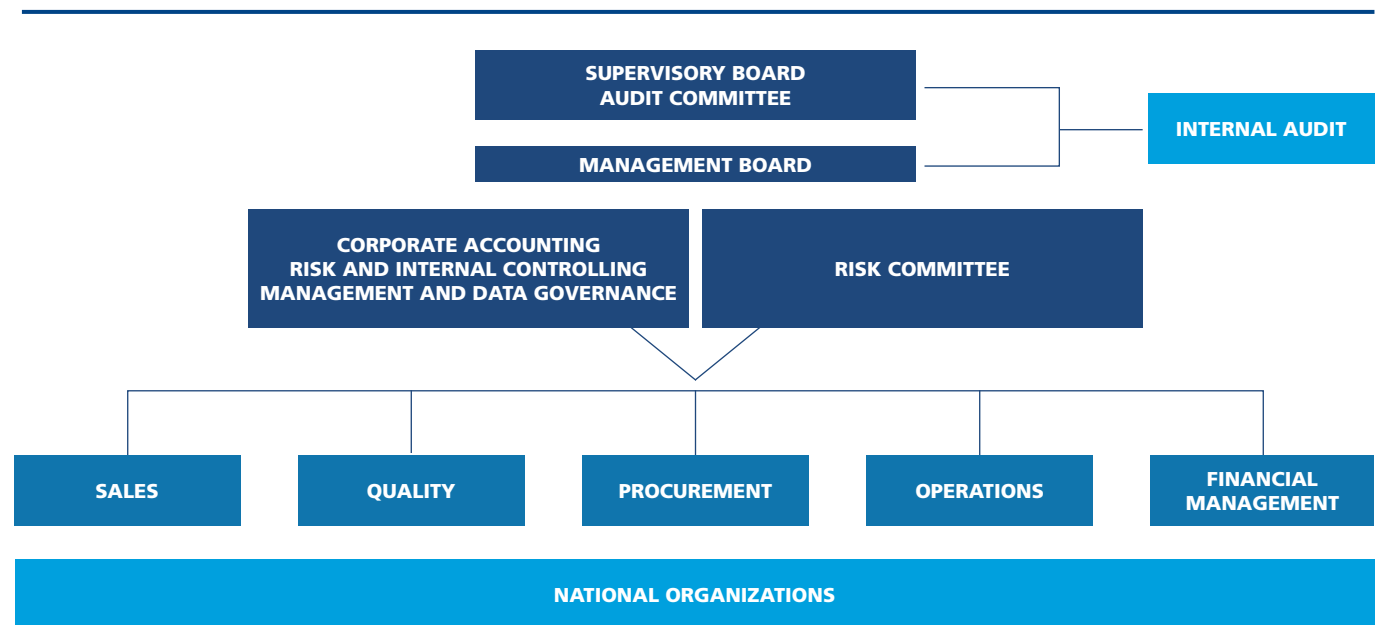
The information gathered from the risk and opportunity management system thus contributes to improved decisions by corporate management.

Risk management principles

Organization of risk management and responsibilities

Risk management at the Stabilus Group comprises all activities for a systematic approach to risks. In this context, risks are identified and analyzed early on according to a uniform system, and procedures for the optimization of net risks are derived.

The Management Board of Stabilus SE is responsible for an effective risk management system. Risk management is organizationally and systematically embedded in the Corporate Accounting department (risk manager), which allows the risk management system to be holistically designed and integrated into planning, controlling and reporting processes. The Stabilus Group can therefore detect and identify potential risks at an aggregate level at an early stage and in a targeted way, which makes planning for future developments more reliable. The top priority when using risk management instruments is to assess possible deviations in the key performance indicators of revenue, adjusted EBIT margin and adjusted free cash flow.



Responsibility for risks, risk tracking, and risk control is distributed among the managers of the operating legal entities of the Stabilus Group. The central risk manager (Corporate Accounting) is responsible for the ongoing development and definition of processes as well as the coordination of overall process execution. Corporate Accounting reports quarterly in conjunction with established risk management, coordinates the determination and calculation of risk-bearing capacity and reports this to the Management Board.

A Risk Committee has been established to ensure a targeted flow of information and integrative coordination between the various organizations. The Risk Committee is chaired by the CFO and consists of regional managers and representatives from Operations, Controlling, Group Accounting, Legal & Compliance, ESG, and Internal Audit. This interdisciplinary panel not only ensures a sustainable risk culture in operating and central business areas but is also responsible for ensuring the completeness and risk assessment, reviewing the risk position for interdependencies, and also reviewing and monitoring the measures initiated. The Risk Committee meets regularly in conjunction with the quarterly review. The reviewed risk position serves as the basis for reporting to the Management Board and Supervisory Board, and includes all financial risks as well as risks relating to non-financial reporting.

It is the duty of the Audit Committee of the Supervisory Board to monitor the activities of the Management Board and the effectiveness of the risk management system. The Management Board reports to the Audit Committee of the Supervisory Board. In addition, the review of compliance with the Group's internal risk management provisions at the Group's companies and functional areas is integrated into regular Internal Audit activities in accordance with section 91(2) of the German Stock Corporation Act (Aktiengesetz AktG).

Process of risk management in the Stabilus Group

The risk management process of the Stabilus Group consists of the core elements of risk identification, risk assessment, risk control, and risk monitoring. The risk management process is fully mapped in an integrated software solution, which the central risk officers use to record the identified and reported risks and assess them based on probabilities of occurrence and expected extent of damage. The next step is the review and approval of risks by mirroring the recorded risks to the local risk managers. The central risk managers also carry out controls and plausibility checks on the reported risks. Responsibility for risk identification, assessment, management and communication is continuously assumed by the central risk officers.

Risks are identified on a bottom-up basis at the Stabilus Group by the respective risk officers and risk managers at business unit and functional level at the end of each quarter. Risk officers and risk managers are required to regularly examine whether all risks have been recorded. The process of quarterly risk evaluation is initiated by central Group risk management. In conjunction with risk assessment, the identified risks are assessed using systematic processes and quantified in terms of their financial impact (revenue, adjusted EBIT margin and adjusted free cash flow) as well as their probability of occurrence and the expected extent of damage, i.e., their gross and net impact on planned targets.

As part of risk control, suitable risk-mitigating countermeasures are devised and initiated and their implementation is tracked. In particular, this includes the strategies for avoiding, reducing or hedging risks. It includes developing and creating action plans that reduce the financial impact/probability of occurrence of the respective risks.

The Group-wide recording and assessment of risks, as well as reporting to the Management Board by functional area and individual companies, are quarterly processes. The Audit Committee of the Supervisory Board is also informed of the Stabilus Group's risk situation on a quarterly basis. Furthermore, risks that could potentially have a material impact on the results of units of the Group are reported to the Management Board, and to the Supervisory Board if necessary, without delay.

To analyze the overall risk situation of the Stabilus Group and take suitable countermeasures, all individual risks of the local business units, functional areas, and Group-wide risks are aggregated into a risk portfolio. Since fiscal 2023, risks have been aggregated using a Monte Carlo simulation as a scenario simulation method based on the net risks identified, which are non-financially assessed risks and not part of the quantitative assessment; however, these are considered qualitatively. Financially assessed risks are quantified using the criteria of probability of occurrence and economic impact in the event of occurrence. In addition to the financial quantitative risks, the Group also considers non-financially measurable qualitative risks in its risk management. Qualitative risks are based on the same damage impact classes (impact classes and earnings effect).

Risk management primarily covers the companies included in the consolidated financial statements, with the particular exception of the existing sales offices, which are exposed to no or only immaterial risks. This allows the structured aggregation of individual risks to the risk groups. In addition to individual risk management, this structured aggregation also facilitates the identification and controlling of trends in order to thereby influence and reduce the risk factors for certain risk types. In this context, the overall risk position thus calculated is examined in relation to Stabilus' risk-bearing capacity for the period under review for developments that could pose a threat to going concern and is monitored by the Management Board continuously.

For the internal management of extreme risks (i.e., natural disasters, incidents at nuclear power plants, droughts and cold snaps, political instability), the Stabilus Group assesses all locations on the basis of qualitative dimensions (probability of occurrence and impact class). In fiscal 2025, there were no material effects of such extreme risks that would be expected to have severe adverse consequences.

The Stabilus Group's internal capital adequacy is linked firstly to the Group's financial covenants (net leverage ratio) and thereby liquidity monitoring. The liquidity bottleneck is determined mathematically by the maximum loss that does not result in this covenant being breached. The net leverage ratio is defined as net financial debt divided by adjusted EBITDA for the last twelve months (LTM). Secondly, internal capital adequacy is used as a benchmark in the form of the "equity" indicator (Stabilus' equity, including non-controlling interests). The risks are therefore presented once according to their financial impact, based on the expected value, and measured against the theoretical liquidity outflow. This is supplemented by a comparison of the total impact of all (cash and non-cash) risks to equity. A holistic risk analysis is ensured with this two-pillar principle.

Risk profile of the Stabilus Group

Our Group-wide risk and opportunity management system tracks strategic, operational, legal, financial, and sustainability risks and opportunities. The Stabilus Group assesses the identified risks (net, i.e., taking any risk-mitigating countermeasures into account) in terms of their probability of occurrence and their impact on the financial position and financial performance as per the overviews below.

Probabilities of occurrence

T_019

Very likely	>50% to 100%
Likely	>20% to 50%
Possible	>5% to 20%
Unlikely	>0% to 5%

Risk matrix

T_020

Probability of occurrence

Very likely (>50% to 100%)				
Likely (>20% to 50%)			High risk	
Possible (>5% to 20%)		Medium risk		
Unlikely (>0% to 5%)	Low risk			
	Low	Moderate	Material	High
				Impact

In addition to the Group's own experience and external opinions, comparative data from other market participants are also included in these assessments.

The severity of the identified risks and their extent of damage can extend from "low" to "high" according to the scale above. Qualitative and quantitative classification is based on the methods described below, which have been applied consistently throughout the Group. This approach also enables better comparability of risk developments over multiple years, in particular if the financial position and financial performance should

change more significantly. The period for risk identification is three years. Risks that are more difficult to classify, such as reputation risks, can be tracked and controlled more consistently as well. The period of impact assessment is at least the forecast period indicated in the report on expected developments (the fiscal year: October 1, 2025 – September 30, 2026). The Stabilus Group combines the two assessments – probability of occurrence and severity as well as extent of damage – in the form of risk priority indicators in the risk matrix above. This way, the corresponding risk class can be determined for each individual risk. This extends from "low risk" to "medium risk" to "high risk."

The impact classes are assigned to the following ranges based on the corresponding severity / extent of damage in € million (adjusted EBIT):

Impact classes	Earnings effects
High	>€10 million
Material	>€5 million to €10 million
Moderate	>€2.5 million to €5.0 million
Low	>€0 million to €2.5 million

The following risk atlas of the Stabilus Group provides an overview of the main potential risks, divided into the areas of operational risks, strategic, legal, financial, and sustainability risks, which are continuously monitored by the Stabilus Group:

Risk atlas

T_021

STRATEGIC RISKS

Market and sector risks
Risks of competitive situations with strategic partners
Climate-based transition risks (market and technology-related)
Risks of social, political, macroeconomic and regulatory developments
Russia-Ukraine war / geopolitical risks
Protectionism
Insufficient strategy implementation

OPERATING RISKS

Pandemic
Energy risks
IT risks (hardware / software / cyber risks)
Customer risks
Supplier risks
Materials risks (procurement risks, ability to deliver)
Climate-related physical and force majeure risks
Staff risks / human resources risks
Price risks
Quality risks
Bioremediation

LEGAL RISKS

Legal and compliance risks
Climate-based transition risks (climate policy and compliance risks)
Regulatory risks

FINANCIAL RISKS

Credit and liquidity risks
Pension commitments
Risks of bad debts and customer insolvencies
Tax risks
Inflation risks
Currency risks
Interest rate risks

SUSTAINABILITY RISKS

Environmental / social / governance

The respective risks identified by the Stabilus Group in conjunction with its risk management system for fiscal 2025 – which may differ from the risk atlas in terms of quantity due to relevance and potential monetary damage – are listed below and monitored on an ongoing basis:

Individual risks¹⁾

T_022

	Probability of occurrence in %	Severity / extent of damage in €	Risk class	Change compared with previous year
Strategic risks				
Market and sector risks	Possible	Moderate	Medium	Unchanged
Geopolitical risks	Likely	Material	High	Unchanged
Russia-Ukraine war (acts of war)	–	Material	High	Unchanged
Climate-based transition risks (market and technology-related)	Possible	Material	Medium	New
Protectionism	Likely	Moderate	Medium	New
Operating risks				
Materials risks (procurement risks, ability to deliver)	Likely	Moderate	Medium	Unchanged
Price risks	Likely	Low	Medium	Unchanged
Pandemic	Unlikely	Material	Low	Unchanged
Energy risks	Possible	Low	Low	Unchanged
IT infrastructure / cyber risks	Possible	Material	Medium	Unchanged
Bioremediation	Very likely	Low	Medium	Reduced
Quality risks	Very likely	Moderate	High	Increased
Staff risks / human resources risks	Possible	Low	Low	Reduced
Climate-related physical and force majeure risks	Possible	Moderate	Medium	New
Legal risks				
Legal and compliance risks	Unlikely	Material	Low	Reduced
Regulatory risks	Possible	Moderate	Medium	Unchanged
Climate-based transition risks (climate policy and compliance risks)	Possible	Material	Medium	New
Financial risks				
Currency risks	Very likely	Low	Medium	Reduced
Non-usability of tax interest and loss carryforwards	Likely	Low	Medium	Unchanged
Pension commitments	Likely	Low	Medium	Unchanged
Credit risks / liquidity risks	Possible	Material	Medium	Increased
Interest rate risks	Possible	Moderate	Medium	Reduced
Sustainability risks				
Environmental / social / governance	Possible	Material	Medium	Unchanged

¹⁾ The risk assessment applies equally to all three business segments (EMEA, Americas, APAC).

Internal control system

Accounting-related internal control management system

In accordance with section 315(4) HGB and section 289(4) HGB, Stabilus SE is required to describe the key features of its accounting-related internal control management system in its management report. The aim of the internal control management system for the accounting process is to identify and assess risks that could jeopardize the objective of the compliance of the financial statements. This is intended to provide reasonable assurance that the financial reporting is produced in accordance with the statutory provisions and the generally accepted principles of accounting.

The internal control management system for the accounting process comprises principles, processes, and procedures to ensure the effectiveness, efficiency and compliance of the Company's accounting, and to ensure adherence to the applicable laws and standards. The material elements of this are clearly defined control mechanisms (in the form of automatic and manual coordination processes), the separation of functions (four-eyes principle), and the existence of /compliance with policies and work instructions. However, it is true for any internal control system (ICS), regardless of its specific design, that only relative – but not absolute – assurance can be given that material misstatements in the accounting will be prevented or identified. Reasons for material misstatements can include, for example, false judgment, insufficient controls or criminal conduct. The Management Board of Stabilus SE bears overall responsibility for the internal control management system for the accounting process.

The companies of the Stabilus Group prepare their financial statements locally and are thus responsible both for compliance with local regulations and for correctly converting the local single-entity financial statements to the IFRS reporting packages produced according to uniform consolidated accounting policies. The Group's internal IFRS financial reporting guidelines govern the uniform accounting policies for the international and domestic companies included in the consolidated financial statements. By providing clear regulations, the IFRS Accounting Manual of the Stabilus Group is intended to limit employees' discretion in the recognition, measurement, and reporting of assets and liabilities, and thereby to minimize the risk of inconsistent accounting practices within the Group. Corporate Accounting uses a schedule and activity plan to centrally coordinate and monitor the process of preparing the consolidated financial statements.

The effects of material changes in accounting processes due to new laws, legal amendments, or changes to internal processes are promptly analyzed by Corporate Accounting and, if relevant, integrated into the Accounting Manual. Specific accounting issues or complex matters that either concern particular risks or require special expertise are monitored and processed centrally. External experts are consulted if necessary, in particular in conjunction with the measurement of pension provisions, which are measured on the basis of actuarial assumptions.

All processes material to accounting have been defined uniformly throughout the Group and are mapped in the Stabilus IT landscape. The financial reporting of the Group companies uses the COGNOS (IBM) reporting system, for which a function-based authorization concept has been set up. The integration of all material financial systems ensures data integrity regarding the single-entity financial statements and the consolidated financial statements. In connection with the Group-wide

Accounting Manual, uniform accounting for transactions of the same type is guaranteed by the use of a Group-wide chart of accounts and the centrally updated accounting framework. Above all, this standardization ensures the uniform and compliant recognition of material transactions. This also serves as a basis for a rule-compliant consolidation within the Group.

Specific accounting-related risks can arise, for example, from the performance of unusual or complex transactions. Transactions that are not performed routinely also entail elevated risk. A limited group of people can necessarily exercise judgment in the recognition and measurement of assets and liabilities, which can give rise to accounting-related risks.

Consolidation procedures and necessary coordination work are performed centrally by Corporate Accounting. The subsidiaries report their financial data to Corporate Accounting for consolidation according to the uniform, Group-wide reporting calendar. The financial statement data transferred by the Group companies are reviewed on the basis of automatic controls. The single-entity financial statements provided by the companies included in consolidation are also reviewed centrally in compliance with the reports produced by the auditors. The complete and compliant elimination of intercompany transactions is ensured by the automatic deduction / formalized retrieval of information relevant to consolidation.

The internal control system in place at the Stabilus Group is based on the globally recognized "Committee of Sponsoring Organizations of the Treadway Commission" ("COSO model"). The adequacy and effectiveness of the controls within the ICS is reviewed on an ongoing basis by Internal Audit in terms of risk and they are revised if material vulnerabilities are identified.

The accounting-related internal control system and the early warning system in accordance with section 91(2) of the Stock Corporation Act are also inspected by the external auditor in conjunction with the audit of the financial statements. The auditor is required to inform the Supervisory Board of accounting-related risks or control vulnerabilities as well as any other material vulnerabilities in the accounting-related internal control system and the early warning system in accordance with section 91(2) of the Stock Corporation Act that may be identified in conjunction with the audit of the financial statements.

Risk reporting in relation to the use of financial instruments

The risks of financial instruments are explained in detail in Note 33 of the notes to the IFRS consolidated financial statements of the Stabilus Group.

Opportunities of future business performance

Opportunities in connection with the Stabilus Group's operating activities

Demand for Stabilus Group products is closely linked to the course of global economic development. If market conditions perform better than expected as a result of economic improvements, the Stabilus Group assumes a stronger trend in demand for its product portfolio. This would lead to an increase in the Group's revenue and possibly also to a related positive development of the operating profits due to additional fixed cost recovery potential and higher utilization of production capacity.

As a result of the constantly rising demand for convenience as well as factors such as the skills shortage and decisions made by some companies to reshore sites to Europe and the United States ("reshoring"), sector-specific megatrends are emerging for the establishment and expansion of production capacity that are reflected in rising demand for automation processes. The ongoing development of the product range, system solutions, and software expertise is a central pillar of the Stabilus Group's corporate strategy. Thanks to its actuator expertise, demand for high-quality electromechanical drives in other sectors beyond the automotive sector also entails a major opportunity to tap into new markets.

The Stabilus Group has significantly strengthened its business in the area of industrial automation with the acquisition of Destaco in fiscal 2024. Moreover, the integration of Destaco is an important step in the further expansion of the Stabilus Group's industrial business. The acquisition therefore marks an important milestone in achieving the balance in revenue between the industrial and the automotive business that we are pursuing as part of our "STAR 2030" strategy. Destaco's strengths include pneumatic and electronic grippers, clamps, and end-of-arm tools for robots and grippers as well as indexers and conveyors for automation solutions in various industries. Other synergies between Stabilus and Destaco can also be expected in addition to the technological expertise. Destaco's core competence lies in precisely gripping, clamping, placing, moving and repositioning components in a production system. Destaco's products help customers increase their productivity.

In addition to entering new markets, opportunities for more rapid growth can arise from selective acquisitions. Acquisitions in the past, including in particular HAHN-Gasfedern GmbH, the ACE Group, and the Cultraro Group, have sustainably accelerated and boosted profitable growth.

Risks of future business performance of the Stabilus Group

Strategic risks

Market and sector risks

The Stabilus Group is exposed to risks associated with the development of the global economy in countries in which the Stabilus Group operates. In general, demand for products of the Stabilus Group is dependent on demand for automotive products as well as for commercial vehicles, agricultural machinery, medical equipment, renewable energy (in particular solar and wind energy), aerospace and furniture components as well as products in the industrial automation sector, which in turn is directly related to the strength of the global economy. Therefore, the earnings power and financial performance of the Stabilus Group has been influenced, and will continue to be influenced, to a significant extent by the general state and the performance of the global economy. Management can give no assurance that:

- the Stabilus Group will be successful in developing new products or systems, or in bringing them to market in a timely manner, or at all;
- products or technologies developed by others will not render the Stabilus Group's offerings obsolete or non-competitive;
- customers of the Stabilus Group's will not substitute Stabilus products with competing products or alternate technologies;
- the market will accept the Stabilus Group's innovations;
- the competitors of the Stabilus Group will not be able to produce non-patented Stabilus products at lower costs; or
- the Stabilus Group will be able to fully adjust its cost structure in the event of a contraction in demand.

The Stabilus Group develops appropriate strategies as a response to these or similar risks and market trends and to enhance existing products, develop new products, or keep pace with developing technologies, to counter the loss of growth opportunities, pressure on margins or the loss of existing customers. In addition, technological advances and wider market acceptance of the Stabilus Group's Powerise® automatic drive system (or the development and wider market acceptance of similar automatic lid drive systems by the Stabilus Group's competitors) could result in the cannibalization of the gas spring applications marketed by the Stabilus Group. The business environment in which the Stabilus Group operates is characterized by strong competition, which affects some Stabilus products and markets, and which could reduce the revenue of the Stabilus Group and/or put continued pressure on sales prices. The markets in which the Stabilus Group operates are competitive and have been characterized by changes in market penetration, increased price competition, the development and launch of new products, product designs, and technologies by existing and new competitors. With the acquisition of the Destaco Group, the product portfolio has been expanded to include pneumatic and electronic grippers, clamps and end-of-arm tools for robotics as well as indexers and conveyors. The majority of gas springs and electromechanical lifting and closing systems manufactured globally are used for either automotive, industrial or commercial furniture applications, which are core markets for the Stabilus Group. The Stabilus Group primarily competes on the basis of price, quality, delivery punctuality, and design as well as the ability to provide engineering support and services on a global basis. If the Stabilus Group fails to secure the quality of Stabilus products and the reliability of supply in the future, current customers of the Stabilus Group could decide to procure products from competitors.

The Stabilus Group's efforts to expand in certain markets are subject to a variety of specific risks. The Group manufactures its products in several countries and sells Stabilus products worldwide. The Stabilus Group is actively working on expanding its operations in various markets, with a focus on the rapidly growing and emerging markets in the APAC region, where the Group has production facilities (in China, South Korea and Thailand) as well as a wide network of sales offices and its own distribution network. The Stabilus Group plans to expand its Asian and North American production capacity to meet rising growth expectations and to extend the range of Stabilus products with other regional production facilities. The probability of occurrence is classified as "possible" with a "moderate" extent of damage.

Russia-Ukraine war / geopolitical risks (acts of war)

The geopolitical risks and tension in connection with the Russia-Ukraine war continue to persist. Given the potential negative impact of the Russia-Ukraine war and its repercussions, inefficiencies and cost increases can arise throughout the value chain. The sanctions imposed on Russia and Belarus as a result of the war had only a minor impact on the Stabilus Group in terms of lost revenue. Nonetheless, other effects cannot be foreseeably ruled out and could affect the future business performance of the Stabilus Group.

Ongoing geopolitical tensions in the Middle East and the South China Sea, and the related uncertainty concerning the global economy, could have significant repercussions.

Furthermore, potential social, political, legal, and economic instability could pose a significant risk to the Stabilus Group's ability to conduct business and expand its activities on certain markets. The Stabilus Group's international operations entail the inherent risk that the following circumstances could, potentially significantly, affect the Stabilus Group's operations:

- underdeveloped infrastructure;
- currency exchange controls, exchange rate fluctuations and/or devaluations;
- changes in local economic conditions;
- governmental restrictions on foreign investment, transfer or repatriation of funds;
- protectionist trade measures, such as anti-dumping measures, tariffs or embargoes;
- prohibitions or restrictions on acquisitions or joint ventures;
- changes in laws or regulations and unpredictable or unlawful government actions;
- the difficulty of enforcing agreements and collecting receivables through foreign legal systems;
- variations in protection of intellectual property or comparable legal rights;
- potential nationalization of enterprises or other expropriations; as well as
- political or social unrest or acts of sabotage or terrorism.

The financial risks associated with the Russia-Ukraine war have been classified with a "material" extent of damage. Regarding the geopolitical risks, the extent of damage has been classified as "material" with a probability of occurrence of "likely."

Protectionism

In the wake of increasing global trade conflicts and protectionist measures, Stabilus is exposed to a number of potential risks from tariff hikes and new trade barriers. This has the potential to result in higher import and export costs, supply chain disruptions and competitive disadvantages in key foreign markets. Changes in procurement and political uncertainty harbor further strategic risks. Opportunities arise in particular from the implementation of Stabilus' guiding strategy of "in the region, for the region." Our production sites have been specifically set up in close proximity to our customers and consistently expanded in recent years to enhance regional resilience and shorten transportation routes. At the same time, it should be noted that certain raw materials and/or finished products continue to originate from regions subject to customs duties and may therefore be affected by tariff hikes. Further potential lies in increasing efficiency through innovation and in the early adaptation of supply chains and production models. Stabilus is responding to recent developments with a stronger focus on regional markets, by expanding internal customs and trade expertise and by actively monitoring geopolitical developments.

In light of the announced and prospective tariffs on US imports from China, Mexico, and the European Union, the risk of tariff hikes in fiscal 2025 was newly included in the risk assessment with an assessment of "medium" (risk class), a probability of occurrence of "likely," and a "moderate" extent of damage. Overall, the geopolitical situation remains a relevant factor of uncertainty that presents both risky and strategic development opportunities.

Climate-based transition risks (market and technology-related)

A number of climate-based transition risks have arisen as a result of the transition to a low-carbon or climate-neutral economy. These risks are primarily technological, market-based or reputational in nature.

Two particularly important categories for Stabilus are:

Market-based transition risks arise from changes in supply and demand in the course of the transition to a more climate-friendly economy.

- Customer requirements for circular products, such as use of recycled material and circular design features.
- Volatile raw material prices for critical materials such as steel and aluminum with a high recycled content.
- Changing customer preferences, such as growing demand for climate-friendly products.
- Relocation of investments: Capital flows are increasingly being directed to sustainable companies, while carbon-intensive sectors are receiving poorer financing conditions.

Technological transition risks arise from the increased use of new technologies to avoid or reduce emissions.

- High pressure to adapt: Companies need to invest in new climate-friendly technologies in order to remain competitive.
- Pressure to innovate: Companies need to continuously invest in R&D in order to keep pace with climate-related technologies.
- Decarbonization of operations: Conversion of the energy mix to renewable energies and ongoing expansion of photovoltaic systems in the companies.

The climate-based transition risks for market and technology-related risks were newly included in the risk assessment in fiscal 2025 and classified with a risk class of "medium," a probability of occurrence of "possible," and a "material" extent of damage.

Operating risks

Materials risks (procurement risks, ability to deliver)

The Stabilus Group is exposed to fluctuations in prices of materials and components. The Stabilus Group procures large quantities of materials and components from third-party suppliers. The prices for these materials, components, and production services that the Stabilus Group purchases from suppliers are dependent on a number of factors. These include the development of prices of raw materials used in Stabilus products (such as steel, copper, rubber, water, and energy), which have already been volatile in the past. The development of the raw material and procurement markets has led to price increases, some of them considerable, compared to the previous year. It cannot be ruled out that the prevalent volatility on the raw materials and supplier markets could result in future cost increases (including as a result of geopolitical conflicts). The Stabilus Group therefore began making its supply chains more resilient early on in order to guarantee its high flexibility in production and sales activities. To counteract unavoidable price increases, the Stabilus Group has entered into price negotiations with its customers. If the Stabilus Group is unable to compensate for potential cost increases or pass them on to customers, such price increases could have a material adverse impact on the operating results of the Stabilus Group. Even to the extent that the Stabilus Group is successful in compensating for or passing on its increased costs to customers by increasing prices on new products, the positive effects of such price increases may not occur in the periods in which the additional expenses have been incurred, but rather in later periods. The costs of raw materials and energy could rise if the Stabilus Group is unable to implement cost-cutting measures elsewhere in its operations or to increase the selling prices of Stabilus products to an adequate level, which could have a material adverse effect on the business, financial position, and financial performance of the Stabilus Group. The long-term increase in costs (and the resultant rise in the price of Stabilus products) could also negatively impact demand for products of the Stabilus Group. The probability of occurrence is classified as "likely" with a "moderate" extent of damage.

Price risks

As a company operating in the automotive and industrial supplier sectors, the Stabilus Group is subject to a number of price risks stemming from volatile raw material, energy, and logistics costs as well as from changes in customer and market requirements. These risks directly impact our material costs, production costs, margins, and competitiveness.

The cost structure of the Stabilus Group also includes significant fixed costs. If the facilities of the Stabilus Group were to go underutilized, this could result in idle costs, write-downs of inventories, and losses on products due to falling average sales prices. Furthermore, declining production volumes typically lead to declines in revenue and earnings. On the other hand, the facilities of the Stabilus Group might have insufficient capacity in the event of a sudden and unexpected significant increase in customer demand for Stabilus products if the markets on which the Stabilus Group operates grow faster than anticipated.

The Stabilus Group generated approximately 55% of its revenue from automotive business in fiscal 2025 (September 30, 2024: 60%). In its automotive business, the Stabilus Group primarily sells its products to original equipment manufacturers (OEMs) in the automotive industry. These sales are cyclical and, among other things, are dependent on general economic conditions as well as consumer spending and preferences, which can be affected by a number of additional factors, including employment, consumer confidence and income, energy costs, interest rates, and the availability of consumer financing. Given the variety of these economic parameters influencing global automotive demand, the volume of automotive production has historically been, and will continue to be, characterized by a high level of fluctuation, making it difficult for the Stabilus Group to accurately predict demand levels for products aimed at automotive manufacturers.

The Stabilus Group generated approximately 45% (September 30, 2024: 40%) of its revenue from sales to industrial customers in fiscal 2025 (industrial business). In its industrial business, the Stabilus Group sells its products to customers in various industries, including agricultural machinery, renewable energy (the solar and wind energy sector in particular), railway, aircraft applications, commercial vehicles, marine, mechanical engineering, automation, furniture, and healthcare. The acquisition of the Destaco Group has expanded the product range in the industrial sector, thereby substantially strengthening the industrial automation business. While the Stabilus Group's products enable controlled motion sequences and precise vibration isolation, Destaco's strengths include pneumatic and electronic grippers, clamps, and end-of-arm tools for robots and grippers as well as indexers and conveyors for industrial automation solutions in various industries. The revenue generated from industrial business is dependent on the industrial production level in general and, specifically, the development of new products and technologies by customers of the Stabilus Group that include Stabilus products and components. The Stabilus Group manages and diversifies these risks as well by operating in various regions and markets for local and global customers. The probability of occurrence of this risk is classified as "likely" with a "low" extent of damage.

Pandemic

The global impact of the COVID-19 pandemic and the resulting uncertainty in the market landscape have shown how susceptible the world economy is to the handling of pandemics. Even though the economy has recovered, the overall performance of the world economy has been characterized by uncertainty and future developments are no longer possible to predict. The risk of a new pandemic is classified as "unlikely" with a "material" extent of damage.

Energy risks

While the availability of energy and the impact on the cost structure once again developed positively in fiscal 2025, energy risks may still potentially influence the cost structure of the Stabilus Group. Government action in Europe, such as the price caps on gas and electricity, significantly minimized risk. Independently of this, Stabilus has prepared corresponding countermeasures in production that could be implemented at short notice if the risk of a gas shortage were to once again become significant. In connection with their significant easing, energy risks have been assigned a probability of occurrence of "possible" with a "low" expected extent of damage.

IT infrastructure / cyber risks

The business processes of the Stabilus Group are largely dependent on its IT infrastructure. Failures or malfunctions can be caused by external or internal circumstances and have a significant impact on business performance. Countermeasures to reduce the possible operating risks included various infrastructural procedures such as the modernization of IT devices and cloud migration. Stabilus relies on accepted international standards for information security management systems (ISMS) to reduce information security risks, such as ISO 27001 and the Trusted Information Security Assessment Exchange (TISAX). Despite all the measures in relation to security risks, an emergency situation is possible on account of the constant changes in technical progress. The probability of occurrence is classified as "possible" with a "material" extent of damage and a risk class of "medium."

Bioremediation

It cannot be completely ruled out that the Stabilus Group could be held liable for soil, water or groundwater contamination, or for risks related to hazardous materials. Many of the sites at which the Stabilus Group operates have been used for industrial purposes for many years, which could lead to risks of contamination and the resulting site restoration obligations. In addition, the Stabilus Group could be held responsible for the remediation of areas adjacent to its sites if these areas were potentially contaminated due to its activities. Groundwater contamination was discovered at a site in Colmar, Pennsylvania, United States, operated by the Stabilus Group from 1979 to 1998. In June 2012, the US Environmental Protection Agency (EPA) issued an administrative order against the US subsidiary of the Stabilus Group in question. The subsidiary, together with the other responsible parties, is requested to reimburse the EPA for past and current expenses and to bear the remediation costs. If additional contamination is discovered in the future, the competent authorities could make further claims against the Stabilus Group in relation to the investigation or remediation of such soil or groundwater contamination. The Stabilus Group could also be required to indemnify the owners of plots leased or of other properties, if the authorities were to pursue claims against the relevant owner of the property and if the Stabilus Group caused the contamination. Costs typically incurred in connection with such claims are generally difficult to predict. Furthermore, at some of the sites at which the Stabilus Group operates or at which it has operated in the past, small quantities of hazardous materials were used in the past (such as asbestos-containing building materials used for heat insulation). While our top priority lies in avoiding contamination and management considers it unlikely, it cannot be ruled out that other claims could be made, and the Stabilus Group could therefore be exposed to related claims for damages in the future. Even though the Stabilus Group has contractually excluded or limited

its liability in connection with the sale of such properties, the Stabilus Group could be held responsible for currently unknown contamination on properties which it previously owned or used. The legal department of the Stabilus Group monitors these risks continuously and reports to the Management Board and the Supervisory Board of Stabilus SE. The probability of occurrence in the specific case of Colmar is classified as "very likely" with a "low" expected extent of damage. Corresponding provisions have therefore been established in response.

Quality risks

The future business success of the Stabilus Group is dependent on its ability to maintain the high quality of Stabilus products and processes. For customers, one of the determining factors in purchasing the components and systems of the Stabilus Group is the high quality of its products and manufacturing processes. Any decline in the actual or perceived quality of these products and processes could damage the image of the "Stabilus" brand, the expert brands, and the reputation of the Company and its products. Any errors or delays caused by miscalculations in project management could negatively affect customers' own production processes, resulting in reputational damage to the Stabilus Group as a supplier and to the customer concerned as a manufacturer. Furthermore, defective products could result in loss of sales, loss of customer relationships or a loss of market acceptance.

As a manufacturer, the Stabilus Group is subject to product liability lawsuits and other proceedings alleging violations of due care, safety provisions, and claims arising from breaches of contracts (such as delivery delays, recall actions). Fines or similar measures may be imposed by government or non-government authorities in relation to Stabilus products. Any such lawsuits, proceedings or other claims could result in increased costs for the Stabilus Group.

The aforementioned scenarios could result in a loss of revenue and additional costs, particularly given the fact that many of Stabilus' products are components which often have a significant impact on the overall safety, durability and performance of the end product. The risks arising from warranties, product liability and other claims are insured upwards of a certain amount. Nevertheless, insurance cover could prove insufficient in an extreme scenario. Any major defect in a Stabilus product could also have an adverse effect on the reputation and market perception of the Stabilus Group, which in turn could have an adverse effect on revenue and operating earnings.

As the products of the Stabilus Group are often developed for specific customers, delays in delivery or quality defects in production can lead to production delays for customers (such as OEMs). Such OEM customers might then, in some cases, be able to claim damages from the Stabilus Group as a result. The probability of occurrence is classified as "highly likely" with a "moderate" extent of damage.

Staff risks / human resources risks

For the Stabilus Group, lasting business success is closely tied to highly qualified and motivated employees. Systematic and sustainable HR development is therefore a central pillar of the Stabilus Group's strategy. The management of the Stabilus Group thus wishes to preserve and promote its employees' great commitment to outstanding service quality and high customer satisfaction, while also tailoring human resources to growth plans.

Nevertheless, there is a risk that it will not be possible to adequately fill vacancies within the Group and that skilled and experienced employees will leave the Company. This could cause a lack of qualified management or adequately trained personnel. As staff costs have a significant effect on business, the Stabilus Group is exposed to the risks of labor cost inflation and limited employment contract flexibility in the countries in which the Stabilus Group's production facilities are located, and where the Stabilus Group has sales personnel as well. Any of these risks could have an adverse effect on the financial position and financial performance of the Stabilus Group.

As an attractive employer, the management of the Stabilus Group is therefore strongly committed to the development of its employees and thus makes an important contribution to reducing the skills shortage. The Stabilus Group is highly committed to training. Throughout the Group, apprenticeships are offered for various vocations and there are cooperations with local universities. Promoting employee satisfaction is rated very highly in the Stabilus Group. Automation, in particular, will benefit in the long term from the existing megatrend, reshoring production to Europe and the USA and from the global shortage of skilled workers. The probability of occurrence of this risk is classified as "possible" with a "low" extent of damage.

Climate-related physical and force majeure risks

Advancing climate change harbors physical risks for the Stabilus Group caused by both acute extreme weather (e.g., storms, heat waves, and wildfires) as well as long-term changes to the climate (e.g., rising average temperatures, water scarcity).

In terms of the sector in which Stabilus operates, these climate-related incidents could significantly impact the Group's ability to continue as a going concern. Acute risks concern the flooding of production or storage sites, the interruption of transport routes, and damage to sensitive technical installations due to heat or damp, for example. Production shutdowns or supply bottlenecks may be experienced in the highly networked global automotive and supplier industries due to climate-related disruptions in upstream value-added stages as a result of extreme weather in Asian or Southeast European supplier regions, for instance. There is also a growing likelihood that events of this kind will be considered force majeure and that contractual commitments cannot be fulfilled as a result. In order to systematically counter these risks, we analyze the exposure of our sites and relevant suppliers to climate-related risks at regular intervals as part of our Group-wide risk and opportunity management. Preventive measures we have employed include contingency plans, production relocation scenarios, and the diversification of critical supply chains. Infrastructure is being adapted to improve climate resilience.

The climate-related physical risks and force majeure risks were newly included in the risk assessment in fiscal 2025 and classified with a risk class of "medium," a probability of occurrence of "possible," and a "moderate" extent of damage.

Legal risks

Legal and compliance risks

The Stabilus Group is exposed to certain risks with regard to its intellectual property, its validity, and the intellectual property of third parties. Stabilus' products and services are highly dependent on the technological expertise of the Stabilus Group and the scope and limitations of its proprietary rights. The Stabilus Group has obtained or applied for a number of intellectual property rights, which can be difficult, lengthy, and expensive to procure. In addition, where the development of Stabilus products incorporates the input of an individual customer, there is also the risk that such customer will claim ownership rights in the associated intellectual property. Competitors, suppliers, and customers of the Stabilus Group, and other third parties also submit a large number of intellectual property protection applications. Such other third parties could hold effective and enforceable intellectual property rights to certain processes, methods, or applications and, consequently, could enforce these against the Stabilus Group. A significant amount of the Stabilus Group's expertise is not patented and cannot be protected by intellectual property rights. Consequently, there is a risk that third parties, including competitors in particular, could utilize this expertise without incurring the relevant costs.

The realization of any of these risks could give rise to intellectual property claims against the Stabilus Group. If successful, such claims could require the Stabilus Group to cease manufacturing, using or marketing the relevant technologies or products in certain countries or force it to make changes to manufacturing processes or products. In addition, the Stabilus Group could be liable to pay compensation or damages for infringements or could be forced to purchase licenses to use third-party technology. This could have a material adverse effect on the financial position and financial performance of the Stabilus Group.

The market share of Stabilus products is high in most of the markets in which the Stabilus Group operates, which can lead to third parties attempting to assert claims for violations of competition law. This could adversely affect the Stabilus Group in a variety of ways. For example, it could result in the imposition of fines by one or more authorities and/or in third parties (such as competitors or customers) initiating civil litigation, claiming damages caused by anti-competitive practices. In addition, anti-competitive behavior may give rise to reputational risk for the Stabilus Group. If this risk were to materialize, this could have material impacts on the financial performance of the Stabilus Group. On the whole, legal and compliance risks can be quantified with a probability of occurrence of “unlikely” and a “material” extent of damage.

Regulatory risks

As an international enterprise, the Stabilus Group is bound by various legal and regulatory requirements, in particular with regard to regulations on the environment and hazardous substances as well as in health protection regulations. Changes in the regulatory environment may present risks to the Group’s business activities and may have an impact on the business situation, financial position and financial performance of the Stabilus Group. Stabilus continuously monitors regulatory updates in order to take immediate action in response and adapt the Group’s strategy moving forward. A proposal to ban per- and polyfluoroalkyl substances (PFAS) is currently being discussed in the EU. If adopted, this ban could have a negative impact on our product portfolio. The risk at present lies in the uncertain legal situation. As a result, the expected extent of damage is considered “moderate” with a “possible” probability of occurrence.

Climate-based transition risks (climate policy and compliance risks)

The regulatory framework related to tackling climate change is developing dynamically at national and international level. For the Stabilus Group, this has resulted in climate-based transition risks of a political and legal nature, which may have material impacts on our business activities, value chains, and cost structures, such as carbon tax (CBAM). In order to counter these risks, the Stabilus Group actively follows political and legal developments at national and EU level. Compliance with climate-related requirements forms an integral part of our compliance management. In addition, we regularly analyze the impacts of new legal requirements on our business model. Compliance with and implementation of the legal requirements may lead to rising costs for the Stabilus Group and therefore impact our financial position and results of operations.

The climate-based transition risks for legal and political risks were newly included in the risk assessment in fiscal 2025 and classified with a risk class of “medium,” a probability of occurrence of “possible,” and a “material” extent of damage.

Financial risks

Currency risks

The Stabilus Group is exposed to risks associated with changes in currency exchange rates. The Stabilus Group operates worldwide and is therefore exposed to financial risks that arise from changes in exchange rates. Currency exchange fluctuations could cause losses if assets denominated in currencies with a falling exchange rate lose value, or if liabilities denominated in currencies with a rising exchange rate appreciate. In addition, fluctuations in foreign exchange rates could enhance or minimize fluctuations in the prices of materials as the Stabilus Group purchases a considerable share of its prefabricated

materials in foreign currency. As a result of these factors, fluctuations in exchange rates could affect the results of operations of the Stabilus Group. External and internal transactions involving the delivery of products and services to and/or by third parties result in cash inflows and outflows, which are denominated in currencies other than the functional currency of the respective company of the Stabilus Group. In particular, the Stabilus Group is exposed to fluctuations of net inflows in US dollars and net outflows in Romanian leu. In order to hedge the risk arising from currency fluctuations, the Stabilus Group partially hedged currency risks in fiscal 2025 with currency forwards. Although the Stabilus Group has entered into certain hedging arrangements, there can be no assurance that hedging will be available on commercially reasonable terms. In addition, such transactions can result in mark-to-market losses. The net foreign investments of the Stabilus Group are not generally hedged against exchange rate fluctuations. The foreign currency risk, the market values of the currency derivatives, as well as developments on currency exchange markets are monitored continuously in conjunction with risk management. The Stabilus Group uses financial instruments exclusively to hedge the underlying transactions and not for speculative purposes. In addition, a number of consolidated companies report their results in currencies other than the euro, which requires the Stabilus Group to convert the relevant items into euro when preparing the IFRS consolidated financial statements. Such translational risks are not hedged. With a “very likely” probability of occurrence, the expected potential extent of damage of currency fluctuations is considered “low.”

Non-usability of tax interest and loss carryforwards

The Stabilus Group is exposed to global tax risks with regard to tax and legal requirements and, where applicable, with regard to the usability of tax loss carryforwards. Uncertainties may arise in the interpretation and application of tax provisions, which may lead to unexpected tax burdens. In addition, changes to tax legislation or tax disputes with tax

authorities can occur, which may result in subsequent payments and penalties. A subsequent payment as a result of the tax bases may have a negative impact on the assets, liabilities, financial performance, and financial position of the Stabilus Group. In order to reduce these risks, the Group continuously monitors tax regulations and adjusts its tax strategy accordingly. In addition, external experts, such as tax consultants, are engaged in special situations. Some Stabilus subsidiaries have taxable interest and loss carryforwards as a result of applying the statutory interest ceiling rules that limit the deduction of net interest expenses for tax purposes. The absence of such tax loss and interest carryforwards would increase the tax payable by the relevant subsidiary. The lost usability of loss carryforwards is considered to have a “low” extent of damage, but a “likely” probability of occurrence.

Pension commitments

The Stabilus Group has a substantial portfolio of pension obligations, especially in Germany. In connection with the acquisition of the Destaco Group in fiscal 2024, the Stabilus Group has taken on pension plans and similar commitments, including in Germany, France, and Thailand. Pension obligations are calculated on the basis of external actuarial valuations. These are based on possible future events such as changes in discount factors and life expectancy. In order to mitigate future liquidity risks, the Group’s pension policies for one major plan granted to employees who joined the Group prior to January 1, 2006, were amended as of December 21, 2010, and the entitlement earned in the former defined benefit plan was frozen. In this scenario, going forward, no additional defined benefit entitlements can be earned except by certain older employees. At the same time, the Group introduced a defined contribution plan in which direct payments to an external insurer are made. The probability of occurrence is classified as “likely” with a “low” expected extent of damage.

Credit and liquidity risks

The liquidity risk entails the fact that the Stabilus Group does not have sufficient cash to meet its future payment obligations. The Stabilus Group has established an appropriate liquidity risk management framework for the management of the short-, medium-, and long-term funding and liquidity requirements of the Group as a whole. Nevertheless, in an extreme situation, the cash flow from operating activities, current cash resources, and existing sources of external financing could be insufficient to meet the further capital requirements of the Stabilus Group, especially in the event of an extreme reduction in revenue. Moreover, disruptions on the financial markets, including the bankruptcy, insolvency, or restructuring of financial institutions, and the restricted availability of liquidity could adversely impact the availability and cost of additional financing for the Stabilus Group and could adversely affect the availability of financing already arranged or committed. Furthermore, the liquidity of the Stabilus Group could be adversely impacted if suppliers tighten terms of payment as the result of any decline in the financial condition of the Stabilus Group or if customers were to extend their agreed payment terms. The Stabilus Group continually monitors compliance with financial covenants and regularly reports to the lenders. The lenders have an extraordinary right of termination in the case of certain conditions or in the case of non-compliance with the financial covenants, which would in principle entitle them to make the loans due immediately. To date, Stabilus has complied with all the financial covenants of the facility agreement at all times. The Stabilus Group also assumes that the financial covenants will be consistently adhered to in the future. The management of the Stabilus Group has taken measures and manages its liquidity risk by conducting regular reviews and by maintaining certain cash reserves and open credit lines. The expected extent of damage arising from this risk is considered “material” with a “possible” probability of occurrence and a risk class of “medium.”

Interest rate risks

The Stabilus Group is exposed to interest rate risks through its financing activities and, as a result, is subject to future interest rate risks due to the dependence on the development of Euribor (Euribor-related loan agreements). Interest rate swaps are used in certain cases to reduce interest rate fluctuations in order to hedge the mainly variable-rate debt. Nevertheless, negative effects can arise from its market value and influence the financial position and results of operations. Derivatives are managed centrally and the developments on the interest markets are monitored continuously in conjunction with risk management. The Stabilus Group uses derivative financial instruments exclusively to hedge the underlying operational and financial transactions and not for speculative purposes. The expected extent of damage is considered “moderate” with a “possible” probability of occurrence.

Sustainability risks

Environmental / social / governance

Non-financial reporting is fully mapped in an integrated software solution in the risk management system.

Non-financial risks in the categories of environmental and climate change mitigation, employees and social engagement, supply chain, products, and governance and compliance (including human rights) are of key significance to the Stabilus Group. Please refer to the risk atlas, which can be found in the sustainability statement, for more information in this regard. The Stabilus Group reviews potential non-financial risks and assesses their potential impact on the Stabilus Group on the basis of qualitative dimensions (probability of occurrence, impact class). The process entails a gross assessment of non-financial risks, followed by the definition of remedial action to mitigate their probability of occurrence and the severity of their impacts. A conclusive net analysis of the non-financial risks is produced on this basis.

No non-financial risks were identified in connection with Stabilus's business activities, products, services, or business relationships in fiscal 2025 that would be expected to have severe adverse consequences. The risk analysis and its results were assessed and approved by the Management Board. The expected extent of damage is considered "material" with a "possible" probability of occurrence.

Overall assessment of risks and opportunities

The Management Board does not anticipate any individual risk or risk resulting from the aggregation of opportunities and individual risks of all categories that could endanger the future of Stabilus SE or the Stabilus Group as a going concern in a material way. The risk-bearing capacity of the Stabilus Group is linked to the Group's financial covenants (net leverage ratio) and equity and is monitored on an ongoing basis. The aggregated total risk level had no material impact on the risk-bearing capacity in fiscal 2025, as the Group's overall risk profile did not change significantly year-on-year.

REPORT ON EXPECTED DEVELOPMENTS

General economic outlook

As in the previous year, the development of the global economy in fiscal 2026 (Stabilus fiscal year from October 1, 2025, to September 30, 2026) will be accompanied by considerable challenges and depend on the stability of the key markets such as the US, EU, and China. The

ongoing Russia-Ukraine war, the Israel conflict and the effects thereof, such as the shortage of energy, raw materials and subcontracted products, are expected to influence general economic performance. The macroeconomic outlook may be volatile in the context of various uncertainties and geopolitical risks stemming from current developments. Declining inflationary momentum and foreseeable cuts in key interest rates go hand in hand with moderate economic activity. Nevertheless, the economic outlook remains subject to significant downside risks – the current geopolitical crises in particular harbor high risks to economic growth and inflation. However, a tightening or a delayed loosening of monetary policy and the associated high interest rates could also influence the development of the world economy.

Latest growth projections for selected national economies

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% YEAR-ON-YEAR CHANGE IN THE CALENDAR YEAR	2025 ¹⁾	2026 ¹⁾
World	3.2%	3.1%
European Union	1.4%	1.4%
thereof eurozone	1.2%	1.1%
thereof Germany	0.2%	0.9%
United Kingdom	1.3%	1.3%
United States	2.0%	2.1%
Latin America	2.4%	2.3%
thereof Brazil	2.4%	1.9%
thereof Mexico	1.0%	1.5%
Emerging and Developing Asia	5.2%	4.7%
thereof China	4.8%	4.2%

Source: International Monetary Fund, World Economic Outlook, October 2025.

¹⁾ Projections.

The macroeconomic challenges are reflected in the forecast recently published by the International Monetary Fund (October 2025 World Economic Outlook). In light of the forecast, an increase in global gross domestic product of +3.1% is expected for the 2026 calendar year. Within the European Union, very low growth of +1.1% is forecast for the eurozone, while even lower growth of just +0.9% is expected for Germany. Within the Americas region, growth of +2.1% is assumed for the United States with Central and South America expected to grow by +2.3% (Brazil: +1.9%; Mexico: +1.5%). Significantly higher growth rates are projected in the APAC region. For instance, gross domestic product of +4.2% is expected for Stabilus's core market of China. The latest OECD forecast issued in September 2025 likewise anticipates only a moderate recovery in global economic activity. The world economy is expected to grow by +3.2% in the current calendar year and +2.9% in the coming year. Within the European Union, very low growth of just +1.2% is now anticipated for the eurozone in this calendar year, and the economy is expected to grow by a mere +1.0% in the coming year. In the Americas region, growth of +1.8% is forecast for the United States this calendar year, with the economy expected to grow by +1.5% in the coming year. The OECD expects the emerging economies to deliver considerably more in the way of momentum for the world economy, with growth in the core market of China forecast at +4.9% in this calendar year and 4.4% for the coming year.

Future inflation rates will continue to affect general economic performance as well. The global rate of inflation for the 2025 calendar year is forecast by the ifo Institute ("Institut für Wirtschaftsforschung" – ifo) to average +4.0%, before falling slightly to an average level of around +3.9% in the 2026 calendar year. In the long term, inflation is expected to stabilize at an average rate of around +3.7% by 2028.

Interest rate developments at the European Central Bank (ECB) and the Federal Reserve (Fed) will be a key factor in this regard. To stabilize inflation, the ECB cut the key interest rate incrementally six times between October 2024 and September 2025, by 0.25 percentage points each time. In June 2025, the ECB made its most recent cut of 0.25 percentage points, bringing the key interest rate to 2.0%. Since then, the ECB has made no further changes.

The Fed lowered its key interest rate in two increments from September 2024 to December 2024. The rate was lowered by 0.25 percentage points to 4.5% in November 2024, followed by a further cut in December 2024 to 4.25%. No further changes were made between January 2025 and August 2025, causing the key interest rate to remain at 4.25%. The rate was cut once again by 0.25 percentage points in September 2025, followed by a further cut of 0.25 percentage points in October 2025, bringing the key interest rate to its present 3.75%. Further changes to rates by the ECB and the Fed cannot be ruled out.

The Stabilus Group counters all these burdens with ongoing process optimizations in order to compensate as far as possible for the forecast cost increase in the entire business model through efficiency programs. The Group expects to further reduce staff and operating costs as part of the comprehensive transformation program.

The global economy has lost momentum recently. Overall, the latest economic indicators show no sign of a recovery in the coming months. The subdued macroeconomic environment as well as the economic trend are unlikely to lead to any significant improvement after the end of the year.

Forecast industry development

Forecast development in the automotive industry

Based on the S&P Global Mobility forecasts for the automotive sector (October 2025), the Stabilus Group is anticipating a slight decline in global automotive production of around (1.7)%, to approximately 90.5 million units in fiscal 2026 (for comparison: production of approximately 91.6 million units was still forecast for fiscal 2026 as of September 30, 2024). S&P Global Mobility expects production figures to fall in all three regions of EMEA, the Americas, and APAC. The APAC region is expected to produce around (1.2) million fewer vehicles, followed by the Americas ((0.3) million) and EMEA ((0.2) million) regions.

Forecast development in the industrial sector

Alongside the structural challenges such as geopolitical shifts in conjunction with the pronounced global economic downturn, companies are also facing the increasingly perceptible effects of a more restrictive monetary policy, despite the fact that the leading central banks are not expected to cut interest rates until the end of 2025. Demand has also leveled off. In light of this, a palpable rebound in investment and demand activity is not expected until the second half of 2026 at the earliest. Given the economic weakness in Germany, France, and Italy at present, we expect industrial output to remain below average, especially in Europe. Nevertheless, certain structural factors are driving growth: The advancing transformation toward climate-neutral production, investments in digitalization and automation, governmental subsidy programs under the Green Deal, and national industrial policies could open up opportunities for growth in the medium term. Notably, these factors are only expected to affect certain subsegments in fiscal 2026. In terms of global development, North America is expected to benefit from a stable political environment, lower energy costs, and extensive infrastructure programs. Targeted industrial policy measures are also expected to stabilize growth in China, even though structural problems could hamper a full recovery.

Across all industries, industrial companies will continue to face flattening demand, higher financing costs, and high cost pressure. The outlook for fiscal 2026 is therefore subdued. The industrial sector can only be expected to stabilize or experience moderate growth toward the end of the reporting period if there is a sustained recovery of global demand, an easing of the geopolitical situation, and a loosening of monetary policy.

Forecast development on the procurement markets

In fiscal 2026, the procurement environment for the Stabilus Group is expected to remain challenging due to geopolitical uncertainty, volatile raw materials markets, and technological upheavals. The general economic slowdown in key sales markets, especially in Europe, is leading to restrained demand in automotive and industrial production. At the same time, the raw materials markets – especially energy and metals – are beginning to ease, which is providing relief in certain areas. The general economic situation remains subdued. Global economic uncertainty, weaker demand, and rising logistics and staff costs are having a negative impact on supply chains.

Production of light vehicles¹⁾

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IN MILLIONS OF UNITS PER FISCAL YEAR	2025 ²⁾	2026 ²⁾	2027 ²⁾	2028 ²⁾	2029 ²⁾	2030 ²⁾
EMEA	19.3	19.1	19.6	20.0	20.3	20.2
thereof Germany	4.2	4.0	3.9	3.8	3.8	3.8
Americas	18.3	18.0	18.8	19.2	19.9	20.4
thereof United States	10.1	9.5	10.0	10.5	10.7	11.2
APAC	54.5	53.3	54.1	54.4	54.5	55.8
thereof China	32.2	31.2	31.7	31.7	31.4	32.2
Worldwide production of light vehicles¹⁾	92.1	90.5	92.4	93.7	94.7	96.4

Source: S&P Global Mobility / Light Vehicle Production Forecast (October 2025).

¹⁾ Passenger cars and light commercial vehicles (<6t).

²⁾ S&P Global Mobility Forecast, October 2025.

The increasing share of electrified vehicle architectures as well as the greater integration of mechatronic systems in automotive and industrial applications are leading to changing material and technology requirements. In response, Stabilus needs to continually develop its procurement strategy and pursue close partnerships with strategic suppliers and long-term supply contracts. Regionalization of supply chains is also becoming more important (nearshoring), especially in order to reduce geopolitical risks and improve security of supply. Stabilus is strengthening its security of supply and reducing dependencies on individual markets or suppliers through targeted measures to diversify its sources of supply and to expand regional purchasing and production structures.

Sustainability matters are also gaining importance in terms of the supply chain. Meeting international ESG requirements (e.g., Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), carbon footprint) is increasingly becoming a factor relevant to competition in procurement and influences our choice of materials and suppliers.

Overall, Stabilus will have to contend with a complex procurement environment in 2026 characterized by stringent requirements regarding flexibility, transparency, and technological adaptability. A proactive and resilient procurement strategy remains a key success factor.

Forecast development of the Stabilus Group and Stabilus SE

According to leading economic institutes, the global economy is only expected to recover moderately for Stabilus's fiscal 2026 (October 1, 2025, to September 30, 2026) and economic developments will likely pose several challenges due to several factors, including semiconductor shortages and dependence on critical raw materials. The Stabilus Group's business performance is forecast to experience a slight decline as a result. The range of the guidance communicated by the Management Board for revenue, adjusted EBIT, and adjusted free cash flow reflects the current macroeconomic and geopolitical uncertainty.

Given the uncertainties in the market at present, the guidance for fiscal 2026 is based on a revenue range of approximately €1,100.0 million to €1,300.0 million and an adjusted EBIT range of between 10.0% and 12.0% of revenue. In addition, the Stabilus Group expects adjusted free cash flow in a range of €80 million to €110 million.

The revenue, cash flow, and earnings forecasts for the Stabilus Group are based on the assumptions of S&P Global Mobility with regard to the expected development of global light vehicle production in 2026 (decline by approximately (1.7)% to 90.5 million light vehicles) and S&P Global Mobility's forecast with respect to the development of global gross national product for the industrial business. Existing price pressure with a

focus on the automotive sector is not expected to let up, meaning prices will likely fall in this sector. By contrast, in recent years, individual price increases have been possible as a result of general inflation (higher labor costs) and inflationary developments resulting from the Russia-Ukraine war (high material prices, shortages). In the industrial business, the price level is expected to remain constant in 2026.

The Stabilus Group expects material prices to fall slightly in fiscal 2026. In contrast, Stabilus estimates average increases in worldwide staff costs of 4%. In the 2026 budget year, the Group plans to invest around €60 million in property, plant, and equipment. In addition to supporting existing growth potential, one key focus behind this investment is also on rationalizing and optimizing production.

In addition, on September 18, 2025, the Stabilus Group adopted a comprehensive transformation program to strengthen the Group's resilience, optimize its cost base, and thereby ensure its long-term competitiveness. The program includes measures to streamline the organization, to reduce staff and operating costs, and to optimize the site portfolio. It represents the Group's response to a persistently challenging market environment characterized by weak global growth, ongoing cost inflation and structural changes in key target markets. At the same time, changing customer requirements are increasing the Group's need to position itself efficiently and resiliently in order to secure its market

leadership in the long term and achieve the goals set out in the "STAR 2030" strategy. The majority of the cash outflows associated with the transformation program will be incurred in fiscal 2026. The Stabilus Group has made a commitment to profitable and sustainable growth in its new STAR 2030 strategy. Stabilus will continue the path of profitable growth with a revenue target of €2 billion and a margin of 15% set to be reached around 2030.. These targets were most recently confirmed again at the Capital Market Day on June 4, 2025.

For the EMEA region (Europe, Middle East, and Africa), the Stabilus Group anticipates external revenue to range between €500.0 million and €570.0 million in fiscal 2026. At the same time, management is assuming an adjusted EBIT margin in the range of 10.0% to 11.5% in fiscal 2026. The adjusted EBIT margin is based on the total revenue for the region (external and intersegment revenue). Revenue development in the EMEA region is based on the S&P Global Mobility forecast (car production slightly down at (0.2) million lower year-on-year to 19.1 million units). The Stabilus Group expects higher staff costs in fiscal 2026 with a slight decline in the cost of materials. In addition to the wage cost increases expected in Germany on the basis of negotiations with trade unions, mid-single-digit percentage increases are expected, particularly in Romania. To offset this, the Group has introduced measures to boost efficiency at all plants. The recently launched comprehensive transformation program will also positively impact the gross profit margin and overhead costs.

Forecast of expected development in fiscal 2026

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IN € MILLIONS (UNLESS INDICATED OTHERWISE)	Forecast for 2026	Actual performance 2025
Stabilus Group		
Revenue	1,100 – 1,300	1,296.1
Adjusted EBIT margin	10.0% to 12.0%	11.0%
Adjusted free cash flow	80 – 110	119.0

For the Americas region (North and South America), the Stabilus Group anticipates revenue with external customers to range between €400.0 million and €460.0 million in fiscal 2026. At the same time, management is assuming an adjusted EBIT margin in the range of 9.0% to 11.0% in fiscal 2026. The adjusted EBIT margin is based on the total revenue for the region (external and intersegment revenue). Revenue development in the Americas region is based on the S&P Global Mobility forecast (car production slightly down at (0.3) million lower year-on-year to 18.0 million units). In the Americas region, the Group is exposed to a highly volatile market environment involving protectionist measures and global trade conflicts. We expect costs of materials to decline slightly in fiscal 2025. We expect to see mid-single-digit increases in staff costs, with particular attention to Mexico, which is expected to see high wage cost increases. The Group has launched extensive efficiency enhancements intended to compensate for the effects on the adjusted EBIT margin in the Americas region as well. In addition, the recently launched transformation program will positively impact the gross profit margin and overheads costs.

For the APAC (Asia-Pacific) region, the Stabilus Group anticipates revenue with external customers to range between €200.0 million and €270.0 million in fiscal 2026. At the same time, management is assuming an adjusted EBIT margin in the range of 12.0% to 14.5% in fiscal 2026. The adjusted EBIT margin is based on the total revenue for the region (external and intersegment revenue). Revenue development in the APAC region is based on the S&P Global Mobility forecast (car production down at (1.2) million lower year-on-year to 53.3 million units). In the APAC region, we also expect to see increased price pressure in the automotive sector in particular due to the highly dynamic market. We plan to counter this price pressure with efficiency enhancement programs and by passing on a proportion of the costs to suppliers. Under staff costs, the Stabilus Group expects increases of a mid-single-digit percentage in wages and salaries.

Outlook of Stabilus SE

The financial position and financial performance of Stabilus SE depend to a large extent on economic developments and the success of its operating subsidiaries, in whose development it participates through distributions. The management of Stabilus SE expects to report a slightly positive net income for fiscal 2026 after the net loss in fiscal 2025. We anticipate intragroup distributions and distributions from the profit and loss transfer agreement concluded with Stabilus Motion Controls GmbH, as well as interest income from loans with affiliated companies, which should have a slightly positive result.

Overall statement of the Management Board on the expected development

In view of the demanding and challenging market conditions and macroeconomic and geopolitical uncertainties, the Management Board of the Stabilus Group anticipates that fiscal 2026 will be another very challenging year. The uncertainty remains for the new fiscal year. The range of revenue, cash flow, and earnings forecasts is intended to reflect this macroeconomic and geopolitical uncertainty as this significantly influences forecast accuracy.

TAKEOVER DISCLOSURES

Disclosure of takeover-related information and explanatory report of the Management Board on information pursuant to sections 289a and 315a of the German Commercial Code (Handelsgesetzbuch – HGB)

Composition of issued capital (no. 1)

As of September 30, 2025, the share capital of Stabilus SE amounts to €24,700,000.00 and is divided into 24,700,000 no-par value bearer shares, each with a notional value of €1.00. Each such share is eligible for dividends, and grants one vote at the general meeting.

Restrictions on voting rights or the transfer of shares of stock (no. 2)

The articles of association impose no restrictions on voting rights or transfers of shares of stock. Likewise, the Management Board is not aware of agreements among shareholders from which restrictions concerning voting rights or transfers of shares of stock could result. Restrictions of voting rights may result from provisions under stock corporation law, such as section 136 of the Stock Corporation Act. At this time, Stabilus SE does not hold any shares of its own from which it cannot derive any rights pursuant to section 71b of the Stock Corporation Act, particularly voting rights.

Direct or indirect participating interests in the capital comprising more than 10% of the voting rights (no. 3)

According to the voting rights notifications received by September 30, 2025, the following shareholders held more than 10% of the total voting rights associated with Stabilus shares: The Goldman Sachs Group, Inc., Wilmington, USA (11.02%), Allianz Global Investors GmbH, Frankfurt am Main, Germany (10.06%), and NN Group N.V., Amsterdam, Netherlands (10.05%).

Holders of shares of stock endowed with special rights granting powers of control (no. 4)

There were and are no Stabilus SE shares of stock endowed with special rights granting powers of control.

Type of voting rights control in case of employee participation (no. 5)

No employee who invested in the share capital of Stabilus SE exercises any indirect voting rights control within the meaning of sections 289a (1) no. 5 and 315a (1) no. 5 HGB.

Legal provisions and clauses in the articles of association concerning the appointment of members of Management Board or their removal from office, or amendments to articles of association (no. 6)

a) Appointment of members of the Management Board

The appointment and removal of members of the Stabilus SE Management Board are governed by arts. 39 (2) and 46 of the Council Regulation (EC) on the Statute for a European Company (SE Regulation), section 16 of the SE Implementation Act (SE-Ausführungsgesetz – SEAG), sections 84 and 85 of the Stock Corporation Act, as well as article 8 of the Stabilus SE articles of association. Accordingly, the Management Board shall be

composed of at least two members; The Supervisory Board may increase the number of members of the Management Board. The Supervisory Board may appoint a chairperson as well as a deputy chairperson of the Management Board. Members of the Management Board shall be appointed for a term of no more than four years; Reappointments of members of the Management Board are admissible. The Supervisory Board may remove a member of the Management Board if and when there is cause for removal.

b) Amending the Company's articles of association

As a rule, changes to the Stabilus SE articles of association are determined pursuant to art. 59 of the SE Regulation, section 179 of the Stock Corporation Act as well as article 21 of the Stabilus SE articles of association. Pursuant to article 21 of the Stabilus SE articles of association, a resolution adopted by the Annual General Meeting – with two thirds of valid votes cast or, provided that at least half of the share capital is represented, a simple majority of valid votes cast – is required for changes to the articles of association unless applicable legal provisions mandate otherwise. Insofar as applicable law prescribes a capital majority for resolutions of the Annual General Meeting in addition to a majority of votes, a simple majority of the share capital represented for purposes of the resolution suffices to the extent permitted by law. Additional provisions of stock corporation law may be applicable in certain cases of changes to articles of association, modifying the aforementioned regulations, including sections 182 et seqq. of the Stock Corporation Act in cases of capital increases, or sections 222 et seqq. of the Stock Corporation Act in cases of capital decreases. Pursuant to article 13 para. 4 of the Stabilus SE articles of association, changes that concern only the wording of the articles of association may be enacted by the Supervisory Board without a resolution of the Annual General Meeting.

Powers of the Management Board to issue or repurchase shares of stock (no. 7)

a) Issuing shares of stock

Authorized Capital 2022

Pursuant to article 5 para. 3 of the articles of association, the Management Board is authorized, subject to Supervisory Board approval, to increase the Company's share capital in the period until August 10, 2027, either at once or in installments, by up to €2,470,000.00, by issuing new shares of stock against cash and/or non-cash contributions (Authorized Capital 2022).

As a rule, new shares of stock are to be offered to the Company's shareholders for subscription. They may also be transferred to one or several credit institutions or other enterprises within the meaning of Art. 5 of Council Regulation (EC) 2157/2001 in conjunction with section 186 (5) sentence 1 of the Stock Corporation Act on the condition that they be offered to the shareholders for subscription (indirect pre-emption right).

Subject to Supervisory Board approval, the Management Board is authorized, however, to exclude shareholders' subscription rights with a view to:

- exempting fractional shares from the subscription right;
- issuing shares of stock against cash contributions if (i) the issue amount of the new shares of stock does not fall materially (within the meaning of sections 203 (1) and (2), 186 (3) sentence 4 of the Stock Corporation Act) short of the exchange price of shares of the same class and rights that are already listed, and (ii) the pro-rated amount of share capital attributable to new shares of stock issued to the exclusion of the subscription right in accordance

with section 186 (3) sentence 4 of the Stock Corporation Act does not exceed 10% of the share capital, although this maximum limit could be subject to adjustment by certain shares of the Company; or

- issuing shares of stock against non-cash contributions, especially for the purpose of granting shares of stock as part of corporate mergers or for the purpose of the acquisition of enterprises, parts of enterprises, stakes in enterprises or other assets or claims for the acquisition of assets, including claims against the Company or its Group divisions.

The pro-rated amount of share capital attributable to shares of stock issued during the term of such authorization to the exclusion of shareholders' subscription rights against cash and/or non-cash contributions must not exceed 10% of the Company's share capital in total, although this maximum limit could be subject to adjustment by certain shares of the Company. Subject to Supervisory Board approval, the Management Board is authorized to determine the other details of capital increases. The 2022 authorized share capital has not been exhausted to date.

Authorized Capital 2023

Furthermore, pursuant to article 5 para. 4 of the articles of association, the Management Board is authorized, subject to Supervisory Board approval, to increase the Company's share capital in the period until February 14, 2028, either as a one-time capital injection or in installments, by up to €4,940,000.00, by issuing new shares of stock against cash contributions (Authorized Capital 2023).

Shareholders are to be granted pre-emption rights. With the approval of the Supervisory Board, the Management Board can stipulate that the new shares be offered to one or more credit institutions, securities institutions or other undertakings as referred to by section 186 (5) sentence 1 of the Stock Corporation Act with the obligation to offer them to shareholders for subscription (indirect pre-emption right). With the approval of the

Supervisory Board, the Management Board is authorized to disapply shareholders' pre-emption rights to the extent necessary to compensate for fractional amounts. The Management Board is also authorized, with the approval of the Supervisory Board, to determine the further content of the shares' rights and the conditions for their issue. The 2023 authorized share capital has not been exhausted to date.

b) Authorization to acquire treasury shares

By way of the resolution of the Annual General Meeting on February 15, 2023, the Company is authorized to acquire treasury shares of up to 10% of the lower of Stabilus SE's share capital as of the date of the resolution or the date that this authorization is exercised, in the period until February 14, 2028. At the discretion of the Management Board, the shares can be acquired either on the stock exchange or by way of a public tender offer/invitation to submit offers. If acquired on the stock exchange, the price paid per share must not be more than 10% higher or lower than the price determined by the opening auction in Xetra trading on the trading date. If acquired by way of a public purchase offer or a public invitation to submit offers, the purchase price offered or the range of purchase prices per share must not be more than 10% higher or lower than average closing price of Stabilus SE shares in Xetra trading on the last three trading days before the day on which the offer or the invitation to submit offers is published. The shares acquired on the basis of this authorization, together with other treasury shares held by Stabilus SE or attributable to it in accordance with sections 71a et seqq. of the Stock Corporation Act, must not exceed 10% of the share capital at any time. The authorization cannot be used for the purposes of trading in treasury shares. The Management Board is authorized to use the shares acquired on the basis of this authorization for all purposes permitted by law, with shareholders' pre-emption rights disapplied in certain cases. The shares can also be redeemed without a further resolution by the Annual General Meeting. The authorization to acquire and use treasury shares has not been exercised to date.

Material agreements contingent on change of control following takeover bid (no. 8)

Stabilus SE is currently party to a syndicated loan agreement and several promissory note loan agreements, which can be terminated by the respective lenders in the event of a change of control. A change of control as defined by the syndicated loan agreement and the promissory note loan agreements occurs, for instance, if a shareholder or multiple shareholders acting in concert have acquired more than 50% of the voting rights in the Company, or hold more than 50% of the voting rights in the Company, or have achieved control through the composition of the Management Board.

Furthermore, the syndicated loan agreement stipulates a termination of the credit facility/facilities if the respective lender is prohibited from continuing as a creditor on legal grounds (e.g. due to sanctions). The promissory note loan agreements stipulate a termination of the loans by the respective lender should Stabilus SE or one of its subsidiaries have violated sanctions, among other grounds.

Compensation agreements in event of takeover bid (no. 9)

There are compensation agreements in place that the Company has concluded with the members of the Management Board in the event of a takeover bid. Should a change of control occur, members of the Management Board are given the right to resign for cause on three months' notice within six months of the change of control, and to terminate the employment agreement with effect at such time (special right of termination). According to the contractual provision, a change of control is to be assumed whenever a shareholder or several shareholders acting in concert have acquired control by holding more than 50% of the voting rights for the Company. When exercising such special right of termination or if the service agreement is suspended by mutual agreement within six months of the time that the change of control occurred, members of the Management Board are entitled to have their contractual claims for compensation under the service agreement for the remainder of the term of the service agreement disbursed in a single payment. Such claims are capped at 150% of the severance payment limit. There are no compensation agreements that the Company has concluded with employees in the event of a takeover bid.

CORPORATE GOVERNANCE STATEMENT*

in accordance with section 289f and section 315d HGB

As a European Company (Societas Europaea, SE) with its seat in Frankfurt am Main, Germany, Stabilus SE (the "Company") is governed by European and German SE regulations as well as German (stock corporation) law. The Company's shares are admitted to trading on the regulated market at the Frankfurt Stock Exchange. Accordingly, Stabilus SE's corporate governance is aligned with the German Corporate Governance Code, and the Company is obligated under sections 289f and 315d HGB to submit a corporate governance statement. This declaration follows the declaration of November 28, 2024. At Stabilus SE, corporate governance stands for the kind of leadership and control of the Company and its Group divisions that is geared toward responsible and sustainable value creation, and the effective implementation of the corporate governance principles is a central element of the Company's policy.

With this statement, the Management Board and the Supervisory Board of Stabilus SE present a report pursuant to sections 289f and 315d HGB on the Company's corporate governance, the diversity concept as well as the work and composition of both the Management Board and the Supervisory Board (including its committees) in the fiscal year from October 1, 2024, until September 30, 2025.

1. Statement of compliance with German Corporate Governance Code

On November 6, 2025, the Management Board and the Supervisory Board of Stabilus SE issued the following statement pursuant to section 161 of the Stock Corporation Act:

The Management Board and the Supervisory Board of Stabilus SE declare in accordance with section 161 of the Stock Corporation Act that they have complied with the recommendations of the Government Commission on the German Corporate Governance Code (as amended April 28, 2022, also referred to as the "Code") since their last declaration of compliance on November 28, 2024, and will continue to do so in the future, barring the following exceptions:

- **Recommendation B.1 of the Code:** Pursuant to Recommendation B.1 of the Code, the Supervisory Board is to be mindful of diversity when it comes to the composition of the Management Board. The Supervisory Board expressly welcomes the Code's commitment to diversity on the Management Board and at all levels of the enterprise, and considers the prospective increase in the representation of women and therefore – also gender-specific – diversity an important cause. With respect to the composition of the Management Board, however, the Supervisory Board is primarily concerned with the personal qualifications, including experience, skills and knowledge of candidates, with the criterion of diversity being given secondary consideration. The presiding members of the Management Board represent a mix of experience and educational backgrounds, providing critical competencies and qualifications for the individual Management Board areas and the composition of the Management Board as a whole.
- **Recommendation C.2 of the Code:** Pursuant to Recommendation C.2 of the Code, an age limit is to be set for members of the Supervisory Board and disclosed in the corporate

governance statement. This recommendation has not been and is not being implemented as the introduction of a rigid age limit would indiscriminately and improperly restrict the selection of suitable candidates. The members of the Stabilus SE Supervisory Board are chosen solely on the basis of such personal and professional knowledge, skills, and experience as may be needed for them to discharge their responsibilities. The Supervisory Board should be able to continue to tap into the expertise of experienced and proven members in this regard.

Koblenz, November 6, 2025

The Management Board

The Supervisory Board

The current statement of compliance is published on the Company's website under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance). The substitute statements of compliance with the Code from recent fiscal years and the Articles of Association of the Company as well as the Rules of Procedure for the Management Board and the Supervisory Board can also be accessed there.

2. Remuneration Report / Remuneration System

The remuneration report pursuant to section 162 of the Stock Corporation Act for the fiscal year from October 1, 2024, until September 30, 2025, including the audit opinion, may be viewed on the Company's website under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance); it can also be found in the corresponding chapter of this annual report. The Company's website also features the remuneration system in effect for the Management Board as well as the most recent compensation resolution concerning the remuneration of the members of the Supervisory Board, and is made available to the public under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance).

3. Relevant information on corporate governance practices

Stabilus' global business activities are characterized by entrepreneurial action in compliance with applicable law and regulations as well as ethical standards and principles. Stabilus has embedded these principles and standards in its code of conduct as the central document of the Stabilus compliance regime. The Stabilus Code of Conduct defines the corporate culture as well as the rules applicable to each employee, thereby creating a framework for lawful and responsible behavior. It governs all of the Stabilus Group's business activities, both internally and in interaction with external parties such as stakeholders, customers, suppliers and other business partners. The Stabilus Code of Conduct is available at [GROUP.STABILUS.COM/COMPANY/COMPLIANCE-AT-STABILUS](https://group.stabilus.com/company/compliance-at-stabilus). The guidelines laid down in the Business Partner Code of Conduct are mandatory for business partners of the Stabilus Group, and compliance with them is ensured by appropriate control measures.

The Business Partner Code of Conduct is available at [GROUP.STABILUS.COM/MEDIA/DEFAULT/STABILUS/PDF/COMPLIANCE/SCC_01-24_007E_-BUSINESS_PARTNER_CODE_OF_CONDUCT.PDF](https://group.stabilus.com/media/default/stabilus/pdf/compliance/scc_01-24_007E_-BUSINESS_PARTNER_CODE_OF_CONDUCT.PDF).

Stabilus has put in place a Group-wide compliance management system and has defined compliance as a key management task. The compliance management system in place at the Stabilus Group is described in the "Compliance Rules of Procedure." Following last year's focus on integrating the Destaco Group into the compliance management system, this year saw targeted training courses held on how to use the anonymous whistleblower system and on corruption and antitrust law topics. Another focus was on training courses on export control and foreign trade law (trade compliance).

Stabilus SE's Chief Compliance Officer, who reports to the Chief Executive Officer (CEO) and, at least twice annually, directly to the Audit Committee of the Stabilus SE's Supervisory Board, bears responsibility across the Group for all matters arising in connection with compliance, particularly

in the areas of anti-trust law, corruption, and capital market law. The Chief Compliance Officer and the Compliance team prepare directives, advise employees, receive tips and complaints – including anonymously – and manage the investigation of compliance cases, including with the involvement of external specialists as required.

In addition, the corporate leadership is committed to sustainability. The Chief Executive Officer (CEO) is responsible for integrating sustainability matters into the Group's strategy and into key processes at various levels of the Stabilus Group, and the Head of Sustainability reports directly to him. The Head of Sustainability also reports to the Supervisory Board's Audit Committee at least twice a year. The focus this year was on implementing CSRD-compliant reporting and related reporting. In this context, work continued throughout the value chain on optimizing the sustainability strategy with a particular focus on reducing carbon emissions, the responsible use of water resources, occupational health and safety issues, and social responsibility in supply chain. More information can be found in our integrated sustainability statement, which is available at [IR.STABILUS.COM/INVESTOR-RELATIONS/NON-FINANCIAL-REPORTS](https://ir.stabilus.com/investor-relations/non-financial-reports).

4. Description of the functioning of Management Board and Supervisory Board

Stabilus SE is subject to the German Stock Corporation Act and has a dual governance structure characterized by the organizational separation of management (represented by the Management Board) and supervision (represented by the Supervisory Board). Aside from applicable legal regulations, both the functioning and the cooperation of the Management Board and the Supervisory Board are governed by the articles of association, the rules of procedure and, in the case of the Management Board, the schedule of responsibilities.

Management Board

The Management Board of Stabilus SE currently has two members, Dr. Michael Büchsner (Chief Executive Officer) and David Sabet (Chief

Technology Officer), who were on the Management Board of Stabilus SE throughout the whole of the fiscal year from October 1, 2024, to September 30, 2025. Stefan Bauerreis was also a member of the Management Board of Stabilus SE in his capacity as CFO from October 1, 2024, to March 1, 2025. In the new fiscal year, Andreas Jaeger will join the Management Board as the new CFO from November 1, 2025, onwards. No members of the Management Board held a position at a company outside the Group in the fiscal year under review.

The Supervisory Board appoints the members of the Management Board. The Supervisory Board also passes rules of procedure, including a schedule of responsibilities, for the Management Board, which governs the cooperation of members of the Management Board among themselves, but also with the Supervisory Board, and was revised this year. The rules of procedure for the Management Board may be viewed under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE/MANAGEMENT-BOARD](https://ir.stabilus.com/investor-relations/corporate-governance/management-board). The age limit for members of the Management Board has been set at 65 years.

The Management Board directs the enterprise on its own responsibility in the service of sustainable value creation. It ensures compliance with legal provisions, settles fundamental issues of business policy, develops the corporate strategy – which also incorporates sustainability topics – and consults with the Supervisory Board in these matters.

The Management Board is responsible for the preparation of the annual accounts and the consolidated accounts, the combined management report for Stabilus SE and the Group, as well as the separate sustainability statement. Insofar as individual members of the Management Board have been assigned certain divisions under the schedule of responsibilities, they direct such divisions on their own responsibility. Measures and transactions of critical importance to the enterprise require the consent of all members of the Management Board, even if they fall within a division's purview.

The Management Board conducts meetings regularly, generally every two weeks, to discuss questions related to the general business situation. Meetings must be convened whenever the Company's wellbeing so requires, or a member of the Management Board so demands.

The Supervisory Board and the Management Board work together closely and based on mutual trust in directing the enterprise. The Supervisory Board is regularly informed by the Management Board about relevant issues of general business performance as well as strategy and planning. The Management Board likewise addresses matters such as compliance, the internal control systems, and risk management, and reports to the Supervisory Board on these issues and the Company's performance indicators. The internal control system and the risk management system are dynamic systems that are constantly reviewed for changes to the business model, the type and scope of business transactions, or responsibilities and, if necessary, adapted. Both systems also cover sustainability-related aspects. The analyses carried out by third parties and the advice provided by the auditor regarding improvements to the systems were incorporated and largely implemented. In its overall assessment of these management systems, the Management Board notes that none of the areas for improvement identified in the reporting year that remain unleveraged call into question the appropriateness or effectiveness of the two management systems, and that there are no other indications that would lead to a different evaluation.

Supervisory Board

Pursuant to article 11 para. 1 of the Company's current articles of association, the Stabilus SE Supervisory Board is composed of six members elected by the Annual General Meeting.

The Supervisory Board of Stabilus SE had six members in the fiscal year from October 1, 2024, to September 30, 2025. Dr. Joachim Rauhut resigned from his position as a member of the Supervisory Board at the Annual General Meeting on February 5, 2025. Kai Knickmann was appointed as a new member of the Supervisory Board.

Since then, the Supervisory Board has been composed as follows:

- Dr. Stephan Kessel (born 1953, German citizen), independent consultant, has served as member of the Supervisory Board since 2014 and as Chairman of the Supervisory Board since 2018. Dr. Kessel's appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year from October 1, 2024, to September 30, 2025. He also serves as the Chairman of the Supervisory Board of Novem Group S.A. and as a member of the Advisory Board of svt GmbH. In addition, he is a member of the Management Board of Hitched Holdings 1 B.V., ACPS' holding company.
- Dr. Ralf-Michael Fuchs (born 1958, German citizen), independent consultant, has served as member of the Supervisory Board since 2015 and as Deputy Chairman of the Supervisory Board since September 2022. Dr. Fuchs' appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year from October 1, 2025, to September 30, 2026.
- Dr. Joachim Rauhut (born 1954, German citizen), independent consultant, has served as member of the Supervisory Board since 2015. Dr. Rauhut resigned from the Supervisory Board at the Annual General Meeting tasked with the discharge for the fiscal year from October 1, 2023, to September 30, 2024.
- Dr. Dirk Linzmeier (born 1976, German citizen) is the Chief Operating Officer (COO) and a member of the Management Board of the OC Oerlikon Group. He has also been a member of the Supervisory Board of the OC Oerlikon Group since 2018. Dr. Linzmeier's appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year from October 1, 2026, to September 30, 2027. He has undertaken to stand for re-election one year in advance at the Annual General Meeting that will adopt the resolution on official approval of the actions of the Supervisory Board for the fiscal year ending September 30, 2026.
- Inka Koljonen (born 1973, Finnish citizen), member of the Management Board of MAN Truck & Bus SE, has served as a

member of the Supervisory Board since 2022. Ms. Koljonen's appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year ended September 30, 2026. She has been a member of the Supervisory Board of OC Oerlikon Corporation AG, Pfäffikon, Switzerland (member of the Board Directors, Chair of the Audit & Finance Committee), since March 2023.

- Susanne Heckelsberger (born 1964, German citizen) has been a member of the Supervisory Board since February 2024. The independent consultant has been a member of the Supervisory Board of Villeroy & Boch AG since July 2020, the Supervisory Board of Schaeffler AG since April 2025, and the Supervisory Board of WashTec AG since May 2025. Ms. Heckelsberger's appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year that ends on September 30, 2027.
- Kai Knickmann (born 1964, German citizen) has been a member of the Supervisory Board since February 2025. The qualified engineer is a member of the Management Board of the global KOSTAL Group, CEO of KOSTAL Automobil Elektrik GmbH & Co. KG, and a member of the Management Board of KOSTAL Mobility Holding SE. He is also the chairman of the Supervisory Board of Zapp AG. Mr. Knickmann's appointment ends with the Annual General Meeting tasked with the discharge for the fiscal year that ends of September 30, 2028.

The Supervisory Board appoints, monitors, and advises the Management Board in matters related to management in accordance with applicable law, the articles of association as well as the respective rules of procedure for the Management Board and the Supervisory Board. The fundamental strategic issues and business development are discussed on the occasion of regular joint meetings. The rules of procedure for the Supervisory Board may be viewed under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE/SUPERVISORY-BOARD](https://ir.stabilus.com/investor-relations/corporate-governance/supervisory-board). Insofar as the rules of procedure for the Management Board tie business matters of great significance to Supervisory Board approval, such matters will be discussed at these meetings.

The Supervisory Board reviews the annual accounts and the consolidated accounts of Stabilus SE in addition to the combined management report of Stabilus SE and the Group as well as the sustainability statement, approves the annual accounts, and endorses the consolidated accounts. It reviews the proposed appropriation of unappropriated surplus and submits the proposal to the Annual General Meeting for a decision together with the Management Board. Furthermore, the Supervisory Board proposes the auditor to be elected by the Annual General Meeting on the basis of the Audit Committee's reasoned recommendation. In particular, the Audit Committee of the Supervisory Board is concerned with the implementation, efficiency, and continued development of internal control and risk management, the accounting regulations, and compliance as well as with sustainability issues, in particular the related reporting requirements.

Furthermore, the Supervisory Board establishes the remuneration system for the members of the Management Board, including targets for the variable remuneration. Finally, it prepares the remuneration report in cooperation with the Management Board.

The Supervisory Board's meetings typically take the form of in-person meetings. However, members of the Supervisory Board may also attend meetings by video conference. The Supervisory Board also convenes on a regular basis without the attendance of the members of the Management Board. The members of the Supervisory Board are obligated to disclose any conflicts of interest. The members of the Supervisory Board are obligated to disclose any conflicts of interest. The Supervisory Board will state such conflicts of interest in its report, which also provides additional details on the activities of the Supervisory Board during the fiscal year from October 1, 2024, until September 30, 2025.

The members of the Supervisory Board are responsible for the training and further education measures required for their tasks, for example, in responses to changes to the regulatory framework and sustainability, digitalization, AI, and governance topics, and are assisted in this by

Stabilus SE. Internal information events for targeted training were held on a regular basis in the reporting year. In addition, special onboarding events were held to familiarize new members of the Supervisory Board with the Stabilus Group.

Supervisory Board committees

The Supervisory Board has constituted the Audit Committee and the Remuneration and Nomination Committee as permanent committees from its midst.

Pursuant to section 14 para. 1 of the current rules of procedure for the Supervisory Board, the **Audit Committee** is composed of three members of the Supervisory Board. At this time, they are: Susanne Heckelsberger as Chairwoman, Inka Koljonen, and Dr. Stephan Kessel. Prior to the Annual General Meeting on February 5, 2025, the Audit Committee was composed of Dr. Joachim Rauhut, Inka Koljonen, and Susanne Heckelsberger. The members of the Committee were re-elected following the Annual General Meeting.

At least one member of the Audit Committee must have expertise in the field of financial reporting and at least one other member must have expertise in the field of audits. Financial reporting and audits in this context also include the sustainability report and the corresponding audit. All of the members must be familiar with the industry in which the Company does business (sections 107 (4) and 100 (5) of the Stock Corporation Act).

In Ms. Heckelsberger, the Audit Committee has a member with special knowledge of accounting, including sustainability reporting, and audits, including audits of the sustainability reports. This particular knowledge and experience in the application of accounting principles, internal control and risk management systems, and auditing has been acquired by Ms. Heckelsberger over the course of her extensive career as an auditor and tax advisor for several well-known audit firms, as well as in management and supervisory board positions at various companies. In light of the

aforementioned positions and ongoing training, the knowledge and skills described also include sustainability reporting and the corresponding audit, as well as sustainability-related risk management.

In Ms. Koljonen, the Audit Committee has a further member with special knowledge in the field of financial reporting and audits, including sustainability and the corresponding audit; Ms. Koljonen also acquired this special expertise and experience through her many years working for various companies, including in the position of CFO for a number of listed companies. As part of her CFO activities, Ms. Koljonen is actively involved in current developments in the field of sustainability reporting and the corresponding auditing.

As a member of the Management Board of Hitched Holdings 1 B.V., Chairman of the Supervisory Board of Novem Group S.A., and presiding Chairman of the Supervisory Board of Stabilus SE, Dr. Stephan Kessel also has extensive knowledge of accounting and auditing.

The Audit Committee sets the stage for the Supervisory Board's negotiations and decisions, particularly with regard to the Company's annual accounts and consolidated accounts, including the sustainability statement and the selection of the auditor to be nominated to the Annual General Meeting, and also enters into the contractual arrangements with the auditor regarding the fee for and the areas of emphasis of the audit. It discusses the audit plan for an internal review with the Management Board, along with questions related to the internal control system, risk management and compliance.

Pursuant to section 15 para. 1 of the current rules of procedure for the Supervisory Board, the **Remuneration and Nomination Committee** is composed of three members of the Supervisory Board. At this time, they are: Dr. Ralf-Michael Fuchs as Chairman, Dr. Stephan Kessel, and Dr. Dirk Linzmeier. The Remuneration and Nomination Committee is tasked with selecting suitable candidates for positions on the Supervisory Board on the basis of extensive prior research as well as in accordance with

the Supervisory Board's competence profile and the adopted diversity concept, and submitting the Supervisory Board's recommendations to the Annual General Meeting for purposes of the election of members of the Supervisory Board. The committee is further responsible for selecting candidates for the Company's Management Board. Finally, it creates the remuneration system for the Management Board in cooperation with the same, and reviews the remuneration of members of the Supervisory Board.

The Supervisory Board's report provides information on the matters handled by the Supervisory Board and its committees, especially with regard to sustainability issues.

Supervisory Board's self-assessment

The Supervisory Board and its committees regularly review the effectiveness and efficiency of their work internally in their own meetings or in separate votes. The results of these reviews confirm the professional and constructive nature of the collaboration between the Supervisory Board and its committees, including with the Management Board. The composition and structure of the Supervisory Board and its committees are considered to be effective and efficient. Individual suggestions are also implemented over the course of the year.

5. Targets for the representation of women on the Management Board and at the two upper management levels, diversity concept for the composition of Management Board and long-term succession planning

Representation of women on the Management Board

At the start of the fiscal year from October 1, 2024, to September 30, 2025, the Supervisory Board extended the Management Board from two people to three with effect from October 1, 2024, with the addition of a Chief Technology Officer (CTO); this is in order to place greater

emphasis on the Company's innovation and development expertise and to strengthen its business in the Americas. After a thorough examination of the requirements profile – R&D expertise and US background – the Supervisory Board decided in favor of David Sabet. David Sabet is the long-standing Head of the Development Department at the Stabilus Group and a US citizen. This also meant that a Management Board position could be filled internally for the first time in a long time.

In addition, Andreas Jaeger was appointed to the position of Chief Financial Officer which had been vacant since March 1, 2025, effective November 1, 2025, in accordance with the requirements profile. Andreas Jaeger was most recently CFO of the listed Forbo Holding Ltd. Prior to that, he spent around five years at Geberit as Head of Corporate Controlling and in various financial functions at Holcim from 2006 to 2016, most recently as Chief Financial Officer of Holcim Ecuador S.A.

In light of both of the above personnel decisions, the Supervisory Board has therefore continued to set a target of zero female members of the Management Board up to 2027. However, the Supervisory Board is also aware of the importance of gender diversity and would like to emphasize that suitable female candidates will also be taken into account in future appointments to the Management Board as a matter of course – just as in every appointment to the Management Board – and will then once again consider revising the target.

Representation of women at upper management levels

When staffing leadership positions in the enterprise, the Management Board is mindful of diversity, especially as regards gender and internationality. The Group's diversity guideline provides for target quotas for middle management in addition to levels with statutory target quotas. For both management levels just below the Management Board, the Management Board sets a target of 10% in each case (target for Management level 1 in absolute terms: 1 woman; target for Management

level 2 in absolute terms: 7 women) and determined that the target is to be met by September 30, 2027. Management level 1 is the Stabilus Management Board (SMB). This includes the executive positions of particular relevance to corporate governance, who also participate in the annual strategy meeting with the Management Board to advise and make decisions on long-term strategic objectives. Management level 1 currently has 13 members who are men and two members who are women, equivalent to a share of representation by women of 13.3% (previous year: 13.3%). Management level 2 is composed of employees who either report to Management level 1 and oversee staff of their own, or of employees who report directly to the Management Board without serving on the SMB. Management level 2 currently comprises 63 employees, seven of whom are female, which corresponds to a current quota of 11.1% (rounded) (previous year: 9.3%).

Diversity concept for composition of the Management Board

In staffing the Management Board, the Supervisory Board aims for an appropriate level of diversity in terms of professional background, professional expertise and experience, age and gender, taking into account the following selection criteria in particular:

- Members of the Management Board should have multiple years of experience leading a global enterprise.
- If at all possible, members of the Management Board should combine various training and career paths.
- As a whole, the Management Board should command technical expertise, especially knowledge and experience in the manufacturing and the distribution of components for the automotive industry and industry in general, as well as in the areas of corporate development, R&D, production, finance, IT, law and HR management.

In its current composition, the Management Board meets the requirements of the diversity concept. The members of the Management Board jointly cover a remarkably broad spectrum of knowledge and professional experience, and even offer extensive international experience. Before joining Stabilus, Dr. Büchsner held a number of senior positions at auto parts supplier TRW in Austria, Germany, and the USA, and, following its takeover of TRW, at ZF Friedrichshafen AG. David Sabet has held various positions within the Development Department of the Stabilus Group and, as a US citizen, has always been employed at Stabilus's US sites. In recent years, he has also headed the Powerise® business unit and the Development Department of the Stabilus Group. Andreas Jaeger has many years of international experience at listed companies in a broad range of industries.

Long-term succession planning

Mindful of the criteria of the diversity concept and with the intention of elevating the female quota, the Supervisory Board and the Management Board are jointly engaging in long-term succession planning for the Management Board. In this context, special emphasis is placed on filling positions internally – i.e. by promoting from within the Company – in order to ensure the greatest degree of stability and continuity in corporate development.

6. Targets for representation of women on Supervisory Board, competence profile and diversity concept for Supervisory Board

Representation of women on Supervisory Board

The Supervisory Board set a target of 20% for the proportion of women among its members – based on a five-member board – and determined that this target must be achieved by the end of September 30, 2027. Inka Koljonen and Susanne Heckelsberger are current members of the

Supervisory Board of Stabilus SE, which is currently composed of six persons. This represents a percentage of women of approximately 33.3% and achieves the aforementioned target.

Competence profile

The Supervisory Board takes care to ensure that the body combines any and all knowledge and experience deemed essential for the fulfillment of the responsibilities of the Stabilus SE Supervisory Board. These competencies required for the full board have been defined by the Supervisory Board as follows – and are met in its current composition:

- relevant leadership experience in an industrial enterprise of sufficient size and complexity (sales, organization and number of staff, product and service diversity, type of customers, and nationality);
- multiple years of operational experience in an industrial manufacturing enterprise with global operations, as well as with the strategic development of comparable enterprises;

- in-depth knowledge in the fields of IT, digitalization and Industry 4.0;
- multiple years of experience in research and development related to industrial products as a developer or manager;
- in-depth industry knowledge of the various applications, business fields, and distribution channels of Stabilus SE or similar enterprises;
- comprehensive financial experience with regard to controlling, corporate financing, financial accounting and audits, as well as risk management;
- special qualifications in financial reporting and audits (three members of the Audit Committee cover each of these areas);
- experience in corporate governance and compliance with enterprises listed on the capital market;
- experience with sustainability strategies relevant to the enterprise and the corresponding regulatory framework;
- experience in sustainability reporting and the corresponding audit.

The board's competence profile is composed of its members' individual competencies listed in the table below:

Competence profile of the body

T_026

Member	Management	International character	Digitalization	R&D	Industry knowledge	Finance	Governance & Compliance	Sustainability	Sustainability reporting and the corresponding audit
S. Kessel	●	●		●	●	●	●		
J. Rauhut*	●	●	●			●	●	●	
R.-M. Fuchs	●	●	●	●	●	●	●	●	
D. Linzmeier	●	●	●	●	●		●	●	
I. Koljonen	●	●	●		●	●	●	●	●
S. Heckelsberger	●	●	●		●	●	●	●	●
K. Knickmann**	●	●		●	●		●	●	

*Until February 5, 2025. **Since February 5, 2025.

Diversity concept for composition of the Supervisory Board

The composition of the Supervisory Board must reflect an adequate level of diversity. In light of this, the Stabilus SE Supervisory Board established the following criteria with regard to internationality, professional background, professional expertise and experience, age and gender, to which it gives consideration for purposes of its composition and succession planning – and which its current composition meets:

- as a rule, a six-member board should include two women and two men;
- at least half of the members have international experience given their origin or work;
- at least half of the members combine various training and professional backgrounds;
- at least one member is less than 60 years of age; and
- as a rule, no member older than 70 years will be appointed or re-appointed.

Independence

In the Supervisory Board's assessment, all of its members are to be regarded as independent from the Company and its Management Board. The fact that Dr. Stephan Kessel served as the enterprise's interim CEO from August 2018 until July 2019 does not, in the opinion of the Supervisory Board, compromise his independence from the Company and the Management Board. It is the Supervisory Board's assessment that this

past interim tenure, which lasted less than a year, does not amount to a personal or business relationship with the Company or its Management Board that might give rise to a conflict of interest. Prior to serving as CEO, Dr. Kessel had already been a member of the Company's Supervisory Board for four years, and his tenure as interim Chief Executive Officer was only brief, at less than a year. In addition, the Supervisory Board believes that Dr. Kessel has enough experience and objectivity to act without prejudice in a critical situation or whenever controversial decisions are debated. In addition, more than six years separate his tenure as interim CEO from his membership on the Supervisory Board today. In addition, the newly introduced "Staggered Board System" ensures that no member has been on the Supervisory Board for more than 12 years.

7. Stock transactions of board members

Under Art. 19 of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of April 16, 2014, on market abuse (market abuse regulation), members of the Management Board and the Supervisory Board are required by law to disclose transactions for their own account involving the Company's shares or debt instruments, or derivatives or other financial instruments related thereto, if the total amount of the transactions executed by a member or persons related to them reaches or exceeds €20,000 within a calendar year. The transactions reported to the Company for the past fiscal year have been properly disclosed and may be viewed under [IR.STABILUS.COM/INVESTOR-RELATIONS/FINANCIAL-NEWS](https://ir.stabilus.com/investor-relations/financial-news) (tab: Manager's Transactions).

8. Annual General Meetings, shareholder rights and communication

On the occasion of the Annual General Meeting, shareholders exercise their rights, particularly their rights to vote and to obtain information. At the Annual General Meeting, each share conveys one vote; the voting right may also be exercised by representatives. The Annual General Meeting ordinarily takes place within the first five months of the fiscal year. The Annual General Meeting will typically adopt resolutions on the use of profits, on approving the actions of both the members of the Management Board and of the Supervisory Board, on electing the auditor and on endorsing the remuneration report. Furthermore, the Annual General Meeting may pass resolutions to amend the articles of association or adopt capital measures, among other items. In connection with the Annual General Meeting, shareholders are entitled to various rights; For instance, they may – subject to certain conditions – file motions with respect to resolutions proposed by the Management Board and the Supervisory Board, or challenge resolutions of the general meeting. On the Company's website, shareholders have access to all the documents and information on the Annual General Meeting that are required by law. With the approval of the Supervisory Board, the Management Board decided to hold the Annual General Meeting for the fiscal year ended September 30, 2025, as a virtual meeting.

As part of our investor relations work, we inform ourselves about developments in the Company. Aside from quarterly notices, six-month financial reports and annual reports, earnings releases, ad-hoc notifications, analyst presentations and press statements, manager's transactions and voting rights announcements are published along with the financial calendar for the current year, which contains the publication dates of significance to financial communications as well as the date of the Annual General Meeting. The corresponding information can be found at [IR.STABILUS.COM](https://ir.stabilus.com).

SUSTAINABILITY STATEMENT

GENERAL INFORMATION

Introduction

Sustainability statement in full compliance with the European Sustainability Reporting Standards (ESRS) – Non-financial statement in accordance with Sections 315 b and 315 c of the German Commercial Code (HGB)

Stabilus SE, Frankfurt am Main, is a public-interest entity within the meaning of Sections 316a and 264d of the German Commercial Code (Handelsgesetzbuch – HGB) and is required by the EU Directive and German law¹⁾ to provide non-financial reporting. Given that the Corporate Sustainability Reporting Directive (CSRD) had not yet been transposed into German law as of the close of the fiscal year ended on September 30, 2025, Stabilus has chosen to apply the ESRS framework in this sustainability statement in addition to the required disclosures under Sections 315b in conjunction with 289c HGB on environmental, employee and social matters as well as respect for human rights and the fight against corruption and bribery.

The sustainability statement of Stabilus SE, which applies to the entire group, was prepared to comply with the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (CSRD) and Article 8 of regulation (EU) 2020/852 as well as Sections 315b and 315c HGB.

The report was prepared in accordance with the ESRS (ESRS as per Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023, published in the Official Journal of the EU L 2023/2772 of December 22, 2023, as amended on August 9, 2024).

The sustainability statement for the 2025 fiscal year (fiscal year from October 1, 2024, to September 30, 2025), also referred to below as “fiscal 2025”, was audited by the Supervisory Board of Stabilus SE and, on the Audit Committee’s behalf, was subject to a limited assurance engagement by Deloitte Wirtschaftsprüfungsgesellschaft.

The sustainability statement is structured in line with ESRS requirements. In order to ensure a clear structure and precise allocation within the report, the respective disclosure requirements (DR) are indicated after the related headings.

ESRS 2 – Basis for preparation

BP-1 – General basis for preparation of sustainability statements

Framework (BP-1.3) / Reporting basis (BP-1.5a)

The following sustainability statement of Stabilus SE was prepared on a consolidated basis based on the European Sustainability Reporting Standards.

Disclosures on the scope of consolidation (BP-1.5b i) / Subsidiaries included (BP-1.5b ii)

The scope of consolidation for this sustainability statement corresponds to that in the Consolidated Financial Statements of Stabilus SE. Therefore, all disclosures about business activities relate to all subsidiaries that have been fully included in their consolidated financial statements. Further information on the scope of consolidation and the companies listed in connection with Stabilus SE can be found in the “Basis for presentation” section of the consolidated financial statements.

No subsidiary of Stabilus SE is exempt from sustainability reporting pursuant to Article 19a(9) or Article 29a(8) of Directive (EU) 2013/34.

Coverage of upstream and downstream value chain (BP-1.5c)

In the ESRS double materiality assessment, the Stabilus Group systematically analyzed its own business activities as well as the upstream and downstream value chain stages for potential impacts, risks, and opportunities [IROs]. In this sustainability statement, the associated policies, actions, targets and, where applicable, metrics are disclosed for the material IROs along the value chain. Stabilus has made use of certain omission options and phase-ins for the gradual disclosure of disclosure requirements or datapoints, which is why some disclosures need only be reported in subsequent years.

Option to omit information (BP-1.5d)

No use was made of the option to omit specific pieces of information corresponding to intellectual property, know-how or the results of innovation (ESRS 1 Section 7.7) due to confidentiality or in connection with impending developments or matters in the course of negotiation.

¹⁾ The CSR Directive Implementation Act (CSR-Richtlinie-Umsetzungsgesetz – CSR-RUG) of March 9, 2017, set out in Sections 289b et seq. HGB, which implements European Directive 2014/95/EU of October 22, 2014.

Use of exemption (BP-1.5e)

Stabilus does not make use of the option provided to omit adverse disclosures from the sustainability statement.

BP-2 – Disclosures in relation to specific circumstances

Definitions of time horizons (BP-2.9)

Stabilus uses the definitions of short-, medium-, and long-term time horizons set out in Section 6.4 of ESRS 1 for reporting. According to this definition, “short-term” means one year, “medium-term” means one year to five years, and “long-term” means more than five years. The same time horizons were chosen for determining the impacts and risks. When identifying and assessing material climate-related physical risks, longer time horizons were deliberately taken into account in order to reflect the long-term nature of climate-related developments. The period up to 2030 is considered to be short-term, the medium-term period up to 2040, and the long-term period up to 2050.

Value chain estimation (BP-2.10)

Stabilus reports disclosures about value chain estimations and sources of estimation and outcome uncertainty in the respective topical standards of the sustainability statement. These relate to ESRS E1 Climate change as part of the Scope 3 emissions survey (see ESRS E1 - Climate change, section E1-6).

Changes in preparation or presentation of sustainability information (BP-2.13)/Reporting errors in prior periods (BP-2.14)

The sustainability statement was prepared for the first time in accordance with ESRS requirements and therefore does not contain comparative information for previous reporting periods.

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements (BP-2.15)

The sustainability statement contains the disclosures set out in Article 8 of regulation 2020/852 (EU Taxonomy Regulation). These are presented in the “Environmental information” section.

Incorporation by reference (BP-2.16)

The table below lists the disclosures incorporated by reference.

Overview of ESRS disclosure requirements and related references T_027

Disclosure Requirements	Reference
GOV-1 21 c	Corporate governance statement from page 73
GOV-1 23 a	Corporate governance statement from page 73
	Remuneration report (IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE)*
GOV-3 27	
SBM-1 40 a i, ii	Organizational structure and business activities from page 21

* Unaudited reference.

Governance

GOV-1 – The role of the administrative, management and supervisory bodies

Stabilus SE is the holding company of the Stabilus Group and is headquartered in Koblenz. The management and supervisory bodies of Stabilus SE consist of the Management Board and the monitoring Supervisory Board. The Supervisory Board of Stabilus SE does not include any employee representatives. The Supervisory Board of Stabilus GmbH has an employee representative in accordance with the German One-Third Participation Act (Drittelbeteiligungsgesetz – DrittelbG). Stabilus SE is subject to the German Stock Corporation Act (Aktiengesetz – AktG)

and has a dual governance structure characterized by the organizational separation of management (represented by the Management Board) and supervision (represented by the Supervisory Board). Aside from applicable legal regulations, both the functioning and the cooperation of the Management Board and the Supervisory Board are governed by the articles of association, the rules of procedure and, in the case of the Management Board, the schedule of responsibilities.

The Stabilus Group was managed in fiscal 2025 by Dr. Michael Büchsner, Chief Executive Officer (CEO), and David Sabet, Chief Technical Officer (CTO). Through March 1, 2025, Mr. Stefan Bauerreis was also appointed as Chief Financial Officer (CFO) of the Group. As of November 1, 2025, Mr. Andreas Jaeger was appointed as the new CFO. Management Board members are appointed by the Supervisory Board of Stabilus SE. The Management Board has no female members. The Supervisory Board has continued to set the target figure of zero for the representation of women on the Management Board up to 2027. Should a position on the Management Board become vacant in the future, the Supervisory Board will naturally give consideration to suitable female candidates as well, as it does for any appointment to the Management Board, and revisit the question of targets at that time as needed. The Management Board directs the enterprise on its own responsibility in the service of sustainable value creation. It ensures compliance with legal provisions, settles fundamental issues of business policy, develops the corporate strategy – which also incorporates sustainability topics – and consults with the Supervisory Board in these matters.

The Supervisory Board, chaired by Dr. Stephan Kessel, consists of six members appointed by the Annual General Meeting. All members of the Supervisory Board, i.e., 100% of the Supervisory Board, are independent within the meaning of the German Corporate Governance Code (DCGK). The Supervisory Board set a target of 20% for the proportion of women among its members and determined that this target must be achieved by the end of September 30, 2027. Inka Koljonen and Susanne Heckelsberger

are current members of the Supervisory Board of Stabilus SE, which is currently composed of six persons. This represents a percentage of women of 33.3% and achieves the aforementioned target.

The Supervisory Board appoints, monitors, and advises the Management Board in matters related to management in accordance with applicable law, the articles of association as well as the respective rules of procedure for the Management Board and the Supervisory Board. The fundamental strategic issues and business development are discussed on the occasion of regular joint meetings.

Information on the further composition of the Supervisory Board, in particular, in relation to the expertise and skills of the administrative, management and supervisory bodies with regard to sustainability matters, and access to such expertise and skills, as well as their skills profile and diversity policy, is provided in the corporate governance statement.

The Management Board of Stabilus SE serves as the central decision-making body for all sustainability matters and is responsible for the sustainability strategy. The Supervisory Board/Audit Committee is informed about sustainability matters at quarterly meetings. The Head of ESG (Environmental, Social, Governance) reports directly to the Audit Committee at least twice a year.

The “Stabilus ESG” department (hereinafter: ESG department), which has existed since fiscal 2023, is a staff function within the Group and is the responsibility of the CEO. The ESG department is responsible for defining targets and actions, for rolling these out throughout the Group, and for monitoring legal requirements and standards. Integrating the ESG strategy into the overall organization is one of the ESG department’s key tasks. In addition, the department is responsible for all sustainability

reporting, which ensures rapid and efficient management and control of the actions implemented via the environment, health, and safety (EHS) department or strategic units. Stabilus implemented a global EHS system by establishing a functional reporting line between Corporate EHS and the EHS site managers. This ensures continuous communication and close links with all of the Stabilus sites. This makes it possible to define and control standardized metrics and to optimize processes across all locations with respect to all matters related to the environment, energy, carbon reduction, and occupational safety. The ESG department is supported by the Human Rights Officer, who is part of the Compliance department and, jointly with Strategic Purchasing, deals with all matters relating to the supply chain, including the introduction of the necessary processes and measures for the Carbon Border Adjustment Mechanism and the EU Deforestation Regulation. All other matters relevant to reporting are handled directly by the specialist departments.

The heads of Compliance, Human Resources, Operations, Purchasing, Research and Development, Sales, Logistics, Controlling and Group Accounting meet regularly with employees from the ESG department on the Global Sustainability Board, which acts as an interdisciplinary development, coordination and implementation body for the Group-wide sustainability strategy. The Global Sustainability Board acts as a coordinating committee for the implementation and communication of all sustainability issues arising within the Group and as a central point of contact for internal and external stakeholders. It meets quarterly to discuss emerging issues as well as the implementation of the sustainability initiatives from the Group strategy “STAR 2030”. It handles the necessary coordination with the specialist departments, this year in particular in connection with the upcoming CSRD implementation. The Management Board participates in the Global Sustainability Board and discusses the issues at Management Board meetings.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking’s administrative, management and supervisory bodies

The Head of ESG, together with the ESG department as a staff function, is responsible for the sustainability-related processes that fall within the remit of the CEO.

The Global Sustainability Board acts as a coordinating committee for the implementation and communication of all sustainability issues arising within the Group and as a central point of contact for internal and external stakeholders. Furthermore, it functions as an interdisciplinary development, coordination, and implementation body for the Group-wide sustainability strategy. In addition to the departments for Compliance, Human Resources, Operations, Purchasing, Research, Development, Sales, Logistics, Controlling, and Corporate Accounting, the Management Board also participates in the Global Sustainability Board. The Board meets on a quarterly basis.

The material topics arising from the materiality assessment were presented to the Management Board. Furthermore, the Management Board is informed on a quarterly basis about the status of actions for implementation as well as the status of performance against targets. In addition to the Management Board, the Supervisory Board is also briefed on target achievement at least twice a year. In this fiscal year, the Audit Committee of the Supervisory Board was briefed on the progress and results of the materiality assessment, including the material IROs. The list of material IROs is listed in section SBM-3.

GOV-3 – Integration of sustainability-related performance in incentive schemes

This is also reflected in the inclusion of selected ESG components as part of Management Board remuneration. Remuneration for the members of Stabilus SE’s Management Board was expanded to include long-term sustainability objectives.

The ESG LTI is long-term variable remuneration with a particular focus on sustainability objectives. Tranches are allocated annually, each with a four-year term or performance period. The payout of the ESG LTI is calculated by multiplying an individual target amount by the target achievement of relevant sustainability objectives determined according to the strategy. The target amount is agreed with each Management Board member in the service agreement and generally amounts to 20% of individual basic remuneration.

The sustainability objectives, including measurement methods and targets, are defined by the Supervisory Board before each tranche and are based on a catalog of environmental, social and governance criteria that were published in the relevant remuneration system. The Supervisory Board also approves the targets.

The Supervisory Board can decide the number of sustainability objectives with different weightings for each tranche. Target achievement for each sustainability objective can be between 0% and 150%. The Supervisory Board ensures that the sustainability objectives are relevant to the strategy and, where possible, can be quantified.

The following ESG LTIs have been defined:

- ESG LTI 2023: “CO₂ reduction in Stabilus Group’s energy mix” and “Further development of the ESG strategy in the Stabilus Group”
- ESG LTI 2024: “Reduction of the Stabilus Group’s water intensity (water withdrawal in relation to the number of parts produced)” and “Reduction of accident-related lost days”
- ESG LTI 2025: “Reduction of the Stabilus Group’s electricity consumption relative to the revenue”

Sustainability-related KPIs were not considered as benchmarks of excellence or included in the remuneration policy.

The climate-related sustainability targets are presented in ESRS E1 – Climate change GOV-3. Further information on all sustainability targets is available in the remuneration report of Stabilus SE ([IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://www.stabilus.com/investor-relations/corporate-governance))*.

GOV-4 Statement on due diligence in accordance with key elements from ESRS 1 Section 61

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Main aspects and steps of due diligence	Reference in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	General information: ESRS 2 GOV-1 ESRS 2 GOV-2 ESRS 2 GOV-3 ESRS SBM-3
b) Engaging with affected stakeholders	General information: ESRS 2 GOV-2 ESRS 2 SBM-2 ESRS 2 IRO-1 Disclosures on targets in the topical standards
(c) Identifying and assessing negative impacts on people and the environment	General information: ESRS 2 IRO-1 ESRS 2 SBM-3
d) Taking action to address negative impacts on people and the environment	Disclosures on actions in the topical standards
e) Tracking the effectiveness of these efforts	Disclosures on actions and targets in the topical standards

GOV-5 – Risk management and internal controls over sustainability reporting

Organization of non-financial risk management and responsibilities

Using the Stabilus Group’s risk management system, the management team aims to identify sustainability-related opportunities and risks as early as possible, assessing them appropriately and taking suitable steps to limit or avoid risks or exploit opportunities.

GOV-4 – Statement on due diligence

Stabilus has established due diligence procedures to ensure compliance with sustainability standards. The table below shows the relevant sections that provide further information on meeting due diligence obligations, with a reference to where this information is included in the sustainability statement:

Risk management is an integral part of the Group-wide corporate governance structure. Sustainability-related risks are identified and analyzed according to a standardized system.

Risk management is organizationally and systematically embedded in the ESG department in close cooperation with Group Accounting, allowing the risk management system to be holistically designed and integrated into planning, controlling, and reporting processes. The Stabilus Group

* Unaudited reference.

can therefore detect and identify potential risks at an aggregate level at an early stage and in a targeted way, which makes planning for future developments more reliable. Going forward, risk identification, risk assessment, and risk controlling/monitoring will be the responsibility of the managers in the Stabilus Group's operating legal entities. The central risk manager in the ESG department is responsible for the ongoing development and definition of processes as well as the coordination of overall process execution. The ESG department and Group Accounting are in close contact.

Non-financial risk management process

Non-financial risk reporting is fully mapped in an integrated software solution in the risk management system (enterprise risk management approach). Sustainability-related risks are also included in the risk-bearing capacity calculation. Risks are aggregated using a Monte Carlo simulation as a scenario simulation method based on the net risks identified.

The management process for sustainability-related risks is structured according to the top-down principle – with the involvement of the global functional risk managers. The tasks of functional and regional risk managers concerning sustainability-related risks are integrated in the financial reporting process.

Sustainability-related risks are assessed based on qualitative assessment dimensions (probability of occurrence, impact classes). The process entails a gross assessment of sustainability-related risks, followed by the definition of remedial action to mitigate their probability of occurrence and the severity of their impacts. A conclusive net analysis of the sustainability-related risks is produced on this basis. The risks to be reported were identified in the materiality assessment (see ESRS 2 IRO-1).

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

Overall assessment of risks

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

Implementing the internal control system (ICS)

In fiscal 2025, Stabilus began implementing the ICS for sustainability reporting. The methodology is consistent with the Group-wide methodology of the ICS (see Report on risks and opportunities: "Internal control system"). In the first step, appropriate process flow charts were drawn up for selected metrics based on process definitions in accordance with the established ICS methodology; risks were identified; and central controls were defined and implemented to mitigate them. The sustainability-related controls were integrated into the Group-wide internal control system.

Plans for the next reporting period include further expansion of the ICS by defining ICS controls for additional metrics and rolling them out to the companies at the local level as well.

In addition to the ICS controls, Stabilus analyzes the reported data for all metrics and conducts specified quality and plausibility checks to validate the data accuracy.

Strategy

SBM-1 – Strategy, business model and value chain

The Stabilus Group is an international manufacturing company supplying motion control solutions for various sectors, with automotive and industrial applications particularly important in the mix.

With 45 locations in 21 countries worldwide, Stabilus has a presence in the EMEA (Europe, Middle East and Africa), Americas (North and South America), and APAC (Asia-Pacific) regions. As of September 30, 2025, the Stabilus Group had 7,702 employees worldwide, including active employees, apprentices, interns, and trainees.

Disclosures on number of employees by region

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Number of employees (head count)	2025
EMEA	3,882
Americas	2,681
APAC	1,139

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

Stabilus SE is the parent company of the Stabilus Group, consisting of Stabilus SE and the subsidiaries it controls (referred to below as the "Stabilus Group"). The Stabilus Group is a leading supplier of gas springs, dampers and vibration isolation products to automotive and industrial customers. The Stabilus Group is also successfully established in the production and distribution of automatic, electromechanical opening and closing systems (motion control solutions) that are mainly

used for installation in tailgates. The Stabilus Group has expanded its product range and its regional presence with the acquisition of HAHN-Gasfedern GmbH, Aichwald, Germany, the ACE Group (both in fiscal 2016) and the acquisition of General Aerospace GmbH, Eschbach, Germany, Piston Amortisör Sanayi ve Ticaret A.S. (53%), Bursa, Turkey, and New Clevers S.A. (80%) Buenos Aires, Argentina (all in fiscal 2019). By increasing its shareholding in the Cultraro Group from 32% to now 60% in July 2023, and its associated inclusion in the consolidated financial statements, the Stabilus Group expanded its market presence in the automotive industry and in the industrial sector. Particularly in view of the megatrend of industrial automation, the Stabilus Group expanded its motion control portfolio with the acquisition of Destaco, an industrial automation specialist based in Auburn Hills, Michigan, USA, completed on March 31, 2024. This product range of intelligent motion technologies will further expand and strengthen the Stabilus Group's industrial business.

Stabilus generated revenue of €1,296.1 million in fiscal 2025.

For more information on the strategy and the business model, see Corporate profile, "Strategy and business model".

Sustainability-related goals in terms of significant groups of products and services, customer categories, geographical areas and relationships with stakeholders (SBM-1.40e,f)

Stabilus has established a sustainability strategy that includes social, environmental, and governance targets through 2030. These are named and described in the respective topical standards. Stabilus works closely with its partners to promote sustainable production methods that create sustainable value and make the Company more competitive. Currently, there are no sustainability targets related to products, services, customer groups, geographical areas, or stakeholder relationships.

Sustainability strategy (SBM-1.40g)

Sustainability is an integral part of Stabilus's strategic focus. The Stabilus sustainability strategy comprises four action areas and also encompasses the overarching Group targets from the global Group strategy "STAR 2030". The four main action areas are: "Environment & Climate Change Mitigation", "Employee & Social Commitment", "Products & Supply Chain", and "Governance & Compliance". These four action areas are broken down into different categories that address individual tasks and activities. Each of the four action areas comprises targets and measures for the period up to 2030.

In line with stakeholder requirements, the top priorities in the Stabilus reporting strategy are CO₂ reduction, health and safety at work, and governance. The Stabilus Group places particular emphasis on reducing CO₂ emissions across the Group. Stabilus has set itself the target of permanently reducing CO₂ emissions at its own production facilities and throughout the supply chain. In order to achieve the defined reduction targets, Stabilus has set up a strategic initiative: the "CO₂ roadmap". The carbon reduction plan includes measures that will be implemented at various locations of the Group by 2030. Targeted procurement strategies and supplier management will be used to reduce CO₂ emissions in the supply chain.

Business model and value chain (SBM-1.42)

The Stabilus Group is an international manufacturing company supplying motion control solutions for various sectors, with automotive and industrial applications particularly important in the mix.

For more information on the business model, see Corporate profile, "Strategy and business model".

As a globally active group, Stabilus sources services and materials from all over the world. The processes in purchasing and supplier management are based on ethical, social, and environmental principles. Sustainability is a high priority in the Company's purchasing strategy. Stabilus expects its suppliers to follow these principles as well, thus helping to improve sustainability in the supply chain. Stabilus pursues the "in the region, for the region" approach. This is reflected in the purchasing strategy. Regional sourcing improves the carbon footprint by reducing transportation emissions in the supply chain and increases the reliability of supply and just-in-time deliveries.

Stabilus's upstream value chain consists of three value-creation elements. The purchase of metal and electronic components includes raw material procurement and processing by suppliers for the production of metal components (including electrical parts, tubes, and piston rods [including steel, zinc, and non-ferrous parts]). The procurement of goods and services includes the procurement of raw materials and the supply of components by suppliers, including rubber and plastic parts and packaging, as well as other services. Inbound logistics involves transporting components from external suppliers to Stabilus's production facilities.

The Company's own operations are the core element of the value chain. This includes product manufacturing and the operation of Stabilus's production facilities and warehouses.

The downstream value chain includes outbound logistics as well as the use phase/end-of-life. Outbound logistics encompass activities undertaken by external logistics providers for the storage and supply of finished products to customers or end users. The use phase/end-of-life comprises the integration of Stabilus products into the end product, the use of Stabilus products by the end user, and managing their disposal at the end of their useful life (repair, recycling, or disposal).

Stabilus's customers are international companies from the automotive and industrial sectors. Within the value chain, the products find their way into various end products, which means they are integrated into the life cycle of those end products.

SBM-2 – Interests and views of stakeholders

Stabilus recognizes the central importance of dialogue with its stakeholders in order to ensure targeted coordination between entrepreneurial sustainability objectives, strategic focus, and the expectations of various stakeholders. Stakeholder engagement is an integral part of Stabilus's corporate governance and helps to promote sustainable and responsible corporate development.

Stabilus's key stakeholders include:

- Customers
- Employees
- Suppliers / service providers
- Investors / analysts / shareholders

The following summary is intended to provide an overview of Stabilus's key stakeholders, as well as the type of engagement, the purpose of the engagement, and the results of the engagement that are taken into account.

Stakeholders	Type of engagement	Purpose of engagement	Results of engagement taken into account
Customers	• Customer discussions • Customer inquiries • Trade shows	• Understand sustainability requirements and expectations • Promote sustainable innovation	• Adjust the product portfolio • Integrate into sustainability targets
Employees	• Performance reviews • Employee survey • Training • Internal corporate communication • Whistleblower system	• Employee retention • Promote acceptance and co-creation in sustainability matters • Identify internal interests • Working conditions	• Actions to strengthen the sustainability culture • Sustainability-related training courses • Actions to attract talent and retain employees • Actions on workplace health and safety
Suppliers / service providers / worker in the upstream and downstream value chain	• Supplier discussions • Supplier convention • Whistleblower system	• Ensure sustainable practices along the supply chain • Compliance with ESG standards in supply chain (e. g., human rights, environmental protection) • Influence the supply chain	• ESG criteria in selection processes • Develop joint sustainability initiatives • Adjust purchasing strategies
Investors / analysts / shareholders	• Conferences • Discussions • Roadshows • Answering questions • Annual General Meeting • Capital Markets Day	• Understand sustainability requirements and expectations • Transparency around ESG risks • Consideration of financial impacts of sustainability	• Consideration of investor feedback • Consideration of sustainability targets • Discuss relevant ESG metrics • Transparent reporting

In the materiality assessment (IRO assessment), the perspectives of different stakeholders are actively incorporated into the assessment of sustainability-related matters. The company representatives responsible bring relevant insights from exchanges with stakeholders to the relevant bodies, e.g., the Global Sustainability Board.

The Head of ESG informs management about stakeholder interests with respect to sustainability-related matters.

The Audit Committee is also provided with quarterly information on sustainability-related topics.

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

In fiscal 2024, Stabilus carried out its first double materiality assessment in accordance with ESRS requirements, and identified material impacts and risks. In fiscal 2025, Stabilus re-evaluated the materiality assessment and revised the material IROs in light of the continued failure to transpose the CSRD into German law, the future simplifications announced for sustainability reporting, and the geopolitical situation. Based on the adjusted materiality assessment, Stabilus revised and adjusted the reporting strategy. The integrated materiality assessment process is presented in IRO-1 (Description of the process to identify and assess material impacts, risks and opportunities). The overview of all material IROs is also presented in IRO-1. The individual topical standards describe each of the material IROs in more detail.

Stabilus continually reviews the impacts of its material IROs on business model, value chain, strategy, and decision-making. In the reporting period, neither the material IROs nor the related actions resulted in an adjustment to the corporate strategy or a change in the business model.

Stabilus has not identified any events regarding the current financial impacts of the material risks on its financial position, financial performance, and cash flows. Currently, Stabilus does not assume that there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.

The sustainability strategy covers a time horizon through 2030. The resilience of the strategy and the business model is monitored and assessed annually with respect to material impacts and risks. The resulting actions reduce the potential risks and have a positive effect on the business model's resilience. This also takes into account findings from the climate and environmental resilience analyses, as well as the water risk analysis and biodiversity analysis, as presented in ESRS E1 SBM-3, ESRS E3 IRO-1, and ESRS E4 IRO-1, respectively.

Management of impacts, risks and opportunities (IROs)

Disclosures on the materiality assessment process

IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

The double materiality assessment process (IRO-1.53 a)

In the 2024 reporting period (with revisions in 2025 – see notes in SBM-3), Stabilus undertook the double materiality assessment process in accordance with CSRD requirements for the first time. The following two dimensions were considered in order to identify the material topics:

- Positive and negative impacts on people and the environment (inside-out)
- Impact of financial risks and opportunities on business activities (outside-in)

The first step involved analyzing the entire value chain. To this end, Stabilus identified the relevant upstream, in-house, and downstream activities that are part of the value chain as defined in the ESRS. The objective of defining the value chain is to identify and describe all relevant activities along the value chain and/or individual value creation elements in order to identify the impacts, risks, and opportunities. Stabilus has divided its overall value chain into the following value creation elements:

- Upstream: Purchasing of metal and electronic components; purchasing of goods and services; inbound logistics
- Own business operations
- Downstream activities: Outbound logistics; use phase/end-of-life

A matrix approach was adopted with respect to the materiality assessment, which allocates the topics in accordance with ESRS 1 AR 16 to the various dimensions of the value chain or value chain elements. The aim was to obtain a double materiality assessment with the following possible dimensions in the matrix:

- not material
- low materiality
- medium materiality
- high materiality

Stabilus has not identified any additional entity-specific topics in addition to the topics listed in ESRS 1 AR 16.

A narrative has been provided for each of the topics listed in ESRS 1 AR 16. This incorporates information based on available internal and external data, previous assessments, desk research, and industry benchmarks. The narrative summarizes the Stabilus-specific context for each subtopic and considers whether it is a positive or negative aspect, a risk, or an opportunity.

The following overview shows the material IROs clustered by time horizon and value chain stage.

Impacts, risks, and opportunities (IROs)

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	Time horizon			Value chain			
	short-term	medium-term	long-term	upstream	own business	downstream	Re-ference
ESRS E1 Climate-related impacts							
● Climate change mitigation	○	○	●	●	●	●	ESRS E1
● Energy	●	○	○	○	●	○	ESRS E1
ESRS E1 Climate-related¹⁾ physical risks²⁾							
● Damage and interruption of operations due to extreme weather events	○	○	●	●	●	○	ESRS E1
ESRS E1 Climate-related²⁾ transition risks and opportunities							
● Climate policy and compliance risks	○	○	●	●	●	●	ESRS E1
● Customer requirements for circular products	○	●	●	○	○	●	ESRS E1
● Rising decarbonization and energy costs	○	○	●	○	●	●	ESRS E1
● Industrial automation and internal efficiency	○	●	●	○	●	●	ESRS E1
ESRS E3 Water-related impacts and risks							
● Water withdrawal	○	●	○	●	●	○	ESRS E3
● Water withdrawal	○	●	○	○	●	○	ESRS E3
ESRS E4 Biodiversity and ecosystems							
● Climate change ³⁾	○	○	●	●	●	●	ESRS E4
ESRS E5 Impacts and risks related to resource use and circular economy							
● Waste	○	○	●	○	●	○	ESRS E5
● Resource outflows related to products and services	○	●	○	○	○	●	ESRS E5
ESRS S1 Impacts related to own workforce							
● Health and safety	○	○	●	○	●	○	ESRS S1
● Gender equality and equal pay for work of equal value	○	○	●	○	●	○	ESRS S1
● Diversity	○	○	●	○	●	○	ESRS S1

Impacts, risks, and opportunities (IROs)

T_030

	Time horizon			Value chain			
	short-term	medium-term	long-term	upstream	own business	downstream	Re-ference
● Training and skills development	○	●	○	○	●	○	ESRS S1
● Collective bargaining	○	●	○	○	●	○	ESRS S1
● Secure employment	●	○	○	○	●	○	ESRS S1
● Work-life balance	●	○	○	○	●	○	ESRS S1
ESRS S2 Impacts and risks related to workers in the value chain							
● Child labor	○	○	●	●	○	●	ESRS S2
● Forced labor	○	○	●	●	○	●	ESRS S2
● Adequate wages	○	●	○	●	○	●	ESRS S2
● Adequate wages	○	●	○	●	○	○	ESRS S2
● Freedom of association, including the existence of works councils	○	●	○	●	○	○	ESRS S2
● Health and safety	○	○	●	●	○	●	ESRS S2
● Working time	○	●	○	●	○	●	ESRS S2
● Gender equality and equal pay for work of equal value	○	○	●	●	○	●	ESRS S2
ESRS G1 Impacts related to business conduct							
● Corporate culture	○	○	●	○	●	○	ESRS G1
● Protection of whistleblowers	○	●	○	●	●	●	ESRS G1
● Management of relationships with suppliers	○	●	○	○	●	○	ESRS G1
● Incidents of corruption and bribery	○	○	●	○	●	○	ESRS G1
● Prevention and detection of corruption and bribery, including training	○	●	○	●	●	●	ESRS G1

¹⁾ Longer time horizons were selected for the evaluation of physical climate risks: through 2030 (short-term), through 2040 (medium-term), and through 2050 (long-term).

²⁾ The physical risks as well as the transition risks and opportunities were identified in the climate risk analysis. These can be found under ESRS E1 SBM-3 and represent an evolution of the double materiality assessment.

³⁾ Disclosures on E4 – Climate change are reported in ESRS E1 – Climate change in accordance with ESRS E4.AR 4. Stabilus's policies, actions and targets as outlined here help to mitigate climate change, which is a key driver of biodiversity loss.

Stakeholder engagement (IRO-1.53 a)

Stabilus involved various internal and external stakeholders in the materiality assessment process. Stabilus has followed a step-by-step approach to ensure that all relevant expertise is sufficiently taken into account. In a first step, a list of relevant internal stakeholders was drawn up based on the list of defined experts.

In the second step, the internal stakeholders were informed about the ESRS requirements and the steps in the materiality assessment. An initial assessment of the potential impacts of all topics listed in ESRS 1 AR 16 along the value-creation elements was carried out by the ESG department. The assessments were then reviewed and validated by the various expert groups for the topics. In addition and in parallel, the ESG department assessed the financial risks and opportunities. Subsequently, the materiality assessment, in particular the methodology and substantive matters, was discussed with the Management Board and its views were also included in the assessment.

Once the internal assessment was completed, external stakeholders were included in the process to validate the results.

Processes to identify material impacts (IRO-1.53 b)

The starting point for identifying material impacts is all the topics listed in accordance with ESRS 1 AR 16 along the value chain together with the time horizons defined in ESRS 1 section 6.4 (short-term: less than 12 months, medium-term: 1-5 years, long-term: longer than 5 years). Stabilus assessed the material impacts against the criteria set by the ESRS:

- Positive impacts: Scale, scope, probability of occurrence
- Negative impacts: Scale, scope, remediability, probability of occurrence

A standardized assessment scale for the scale, scope, and remediability of losses and their probability of occurrence was used for the purpose of the assessment. The assessment was made on a five-point scale, with five representing the highest impact, taking into account ESRS 1.45, which specifies that severity in the event of a human rights impact should be considered before probability of occurrence. Stabilus identified underlying social issues as material regardless of the probability and final assessment of the materiality of the impact, if the scale, scope, or remediability score was five. The impacts were assessed using the gross method (without taking remedies into account). Sector benchmarks were considered in the assessment, taking into account the business activities specific to Stabilus. After evaluating the listed topics, all results were converted into a matrix, and the material topics were identified based on defined materiality thresholds. All impacts above the defined threshold were classified as material. The overview of the material impacts can be found in section SBM-3. A detailed description of each material impact has been included in the respective topical standards (IRO-1 Description in the respective topical standards).

Processes used to identify material risks and opportunities (IRO-1.53 c)

The starting point for identifying financial risks and opportunities is all the topics listed in accordance with ESRS 1 AR 16 along the value chain together with the time horizons defined in ESRS 1 section 6.4 (short-term, medium-term, long-term). Stabilus assessed the financial risks and opportunities against the criteria set by the ESRS:

- Scale: Severity of the risk or opportunity
- Probability of occurrence: Likelihood of the risk or opportunity occurring

A standardized scale for assessing the extent and probability of occurrence was used in accordance with the scales established in the risk management process. The assessment was made on a four-point scale, with four representing the highest severity or probability. The impacts were measured using the net method (taking remedies into account). After evaluating the listed topics, all results were converted into a matrix, and the material topics were identified based on defined materiality thresholds. All risks above the defined threshold were classified as material. The overview of the material risks can be found in section SBM-3. A detailed description of each material risk has been included in the respective topical standards (IRO-1 Descriptions in the respective topical standards).

Adoption of materiality assessment/ Internal controls (IRO-1.53 d)

During the reporting period, the materiality assessment – in particular the methodology and substantive matters – were discussed with the Management Board. The Management Board issued final approval of the material IROs identified in the materiality assessment. In addition, the results of the materiality assessment were presented to and adopted by the Audit Committee of the Supervisory Board. Furthermore, the process for identifying material impacts, risks, and opportunities was integrated into Stabilus's overall management process.

Integration into risk management (IRO-1.53 e, f)

The material impacts, risks, and opportunities identified by Stabilus were integrated into the risk management process, the risk portfolio assessment, and Stabilus's overall management process.

Annual review (IRO-1.53 h)

Stabilus will revalidate the results of its materiality assessment and the resulting material IROs annually and, if necessary, adjust the materiality assessment and have it approved by the Management Board.

IRO-2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability statement

The table below shows the disclosure requirements followed in preparing the sustainability statement based on the results of the materiality assessment.

IRO-2 List of the Disclosure Requirements complied with in preparing the sustainability statement following the outcome of the materiality assessment

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Disclosure Requirement	Reference	Page
General Disclosures		
ESRS 2 BP-1	General basis for preparation of sustainability statements	pp. 80 f.
ESRS 2 BP-2	Disclosures in relation to specific circumstances	p. 81
ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	pp. 81 f.
ESRS 2 GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	p. 82
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	pp. 82 f.
ESRS 2 GOV-4	Statement on due diligence	p. 83
ESRS 2 GOV-5	Risk management and internal controls over sustainability reporting	pp. 83 f.
ESRS 2 SBM-1	Strategy, business model and value chain	pp. 84 ff.
ESRS 2 SBM-2	Interests and views of stakeholders	p. 86
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	p. 87
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	pp. 87 ff.
ESRS 2 IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	pp. 90 ff.
Environment		
ESRS E1 Climate Change		
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	p. 108
E1-1	Transition plan for climate change mitigation	p. 108
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	pp. 108 ff.
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	pp. 110 ff.
E1-2	Policies related to climate change mitigation and adaptation	p. 112

IRO-2 List of the Disclosure Requirements complied with in preparing the sustainability statement following the outcome of the materiality assessment

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Disclosure Requirement	Reference	Page
E1-3	Actions and resources in relation to climate change policies	pp. 112 ff.
E1-4	Targets related to climate change mitigation and adaptation	pp. 115 ff.
E1-5	Energy consumption and mix	pp. 119 f.
E1-6	Gross Scope 1, 2, 3 and total GHG emissions	pp. 121 ff.
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	p. 124
E1-8	Internal carbon pricing	p. 124
ESRS E2 Pollution		
ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	p. 124
ESRS E3 Water and marine resources		
ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	p. 125
E3-1	Policies related to water and marine resources	p. 125
E3-2	Actions and resources related to water and marine resources	pp. 125 f.
E3-3	Targets related to water and marine resources	pp. 126 f.
E3-4	Water withdrawal (entity-specific disclosure)	p. 127
ESRS E4 Biodiversity and ecosystems		
ESRS 2 IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	p. 127
ESRS E5 Resource use and circular economy		
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	p. 128
E5-1	Policies related to resource use and circular economy	p. 128

IRO-2 List of the Disclosure Requirements complied with in preparing the sustainability statement following the outcome of the materiality assessment

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Disclosure Requirement	Reference	Page
E5-2	Actions and resources in relation to resource use and circular economy	p. 128
E5-3	Targets related to resource use and circular economy	p. 128
E5-5	Resource outflows	pp. 128 f.
Social		
ESRS S1 Own workforce		
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	p. 130
S1-1	Policies related to own workforce	pp. 131 f.
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	p. 132
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	pp. 132 f.
S1-4	Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches	pp. 133 f.
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 134
S1-6	Characteristics of the undertaking's employees	pp. 134 f.
S1-8	Collective bargaining coverage	p. 136
S1-9	Diversity metrics	p. 136
S1-13	Training and skills development metrics	p. 137
S1-14	Health and safety metrics	p. 137
S1-16	Remuneration metrics (pay gap and total remuneration)	p. 138
S1-17	Incidents, complaints and severe human rights impacts	p. 138
ESRS S2 Workers in the value chain		
ESRS 2 SBM-3	Impacts, risks and opportunities and their interaction with strategy and business model	pp. 139 f.
S2-1	Policies related to value chain workers	pp. 140 f.
S2-2	Processes for engaging with value chain workers about impacts	p. 141
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	pp. 141 f.
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	p. 142
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	p. 142

IRO-2 List of the Disclosure Requirements complied with in preparing the sustainability statement following the outcome of the materiality assessment

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Disclosure Requirement	Reference	Page
Governance		
ESRS G1 Business conduct		
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	p. 143
G1-1	Business conduct policies and corporate culture	pp. 143 f.
G1-2	Management of relationships with suppliers	pp. 144 f.
G1-3	Prevention and detection of corruption and bribery	p. 145
G1-4	Incidents of corruption or bribery	p. 145

An explanation on identifying the material topics (impacts, risks, opportunities) can be found in IRO-1.

Datapoints that derive from other EU legislation as listed in Appendix B of this Standard

The table below provides an overview of all datapoints that derive from other EU legislation, including where they can be found and whether they have been identified as “not material” under ESRS 2 IRO-2.

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
ESRS 2	GOV-1	21d	ESRS 2 GOV-1 Board gender diversity paragraph 21(d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		pp. 81 f.
ESRS 2	GOV-1	21e	ESRS 2 GOV-1 Percentage of independent board members paragraph 21(e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		pp. 81 f.
ESRS 2	GOV-4	30	ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				p. 83
ESRS 2	SBM-1	40d i	ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40(d)i	Indicator number 4 Table #1 of Annex 1	Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		pp. 84 ff.
ESRS 2	SBM-1	40d ii	ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40(d)ii	Indicator number 9 Table #2 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2	SBM-1	40d iii	ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) (iii)	Indicator number 14 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1818, Article 12(1) Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2	SBM-1	40d iv	ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Commission Delegated Regulation (EU) 2020/1818, Article 12(1) Commission Delegated Regulation (EU) 2020/1816, Annex II		Not material

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
E1	E1-1	14	ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	p. 108
E1	E1-1	16g	ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16(g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Commission Delegated Regulation (EU) 2020/1818, Article 12(1) (d) to (g), and Article 12(2)		p. 108
E1	E1-4	34	ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: Alignment metrics	Commission Delegated Regulation (EU) 2020/1818, Article 6		pp. 115 ff.
E1	E1-5	37	ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				pp. 119 f.
E1	E1-5	38	ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex 1				pp. 119 f.
E1	E1-5	40-43	ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40-43	Indicator number 6 Table #1 of Annex 1				pp. 119 f.
E1	E1-6	44	ESRS E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Commission Delegated Regulation (EU) 2020/1818, Articles 5(1), 6 and 8(1)		pp. 121 ff.
E1	E1-6	53-55	ESRS E1-6 Gross GHG emissions intensity paragraphs 53-55	Indicator number 3 Table #1 of Annex 1	Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: Alignment metrics	Commission Delegated Regulation (EU) 2020/1818, 8(1)		pp. 121 ff.

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
E1	E1-7	56	ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	p. 124
E1	E1-9	66	ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Commission Delegated Regulation (EU) 2020/1818, Annex II Commission Delegated Regulation (EU) 2020/1816, Annex II		n.a. Use of phase-in option
E1	E1-9	66a & 66c	ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66(c).		Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraphs 46 and 47 Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			n.a. Use of phase-in option
E1	E1-9	67c	ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67(c).		Article 449a, Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralized by immovable property – Energy efficiency of the collateral			n.a. Use of phase-in option
E1	E1-9	69	ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Commission Delegated Regulation (EU) 2020/1818 Annex II		n.a. Use of phase-in option
E2	E2-4	28	ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material
E3	E3-1	9	ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				p. 125
E3	E3-1	13	ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				p. 125

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
E3	E3-1	14	ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				p. 125
E3	E3-4	28c	ESRS E3-4 Total water recycled and reused paragraph 28(c)	Indicator number 6.2 Table #2 of Annex 1				Not Material
E3	E3-4	29	ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not Material
E4	E4 SBM 3	16a (i)	ESRS 2 – IRO-1 – E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not Material
E4	E4 SBM 3	16b	ESRS 2 – IRO-1 – E4 paragraph 16(b)	Indicator number 10 Table #2 of Annex 1				Not Material
E4	E4 SBM 3	16c	ESRS 2 – IRO-1 – E4 paragraph 16(c)	Indicator number 14 Table #2 of Annex 1				Not Material
E4	E4-2	24b	ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24(b)	Indicator number 11 Table #2 of Annex 1				Not Material
E4	E4-2	24c	ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24(c)	Indicator number 12 Table #2 of Annex 1				Not Material
E4	E4-2	24d	ESRS E4-2 Policies to address deforestation paragraph 24(d)	Indicator number 15 Table #2 of Annex 1				Not Material
E5	E5-5	37d	ESRS E5-5 Non-recycled waste paragraph 37(d)	Indicator number 13 Table #2 of Annex 1				pp. 128 f.
E5	E5-5	39	ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				pp. 128 f.
S1	S1-SBM 3	14f	ESRS 2 – SBM3 – S1 Risk of incidents of forced labor paragraph 14(f)	Indicator number 13 Table #3 of Annex I				p. 130
S1	S1-SBM 3	14g	ESRS 2 – SBM3 – S1 Risk of incidents of child labor paragraph 14(g)	Indicator number 12 Table #3 of Annex I				p. 130

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
S1	S1-1	20	ESRS S1-1 Human rights policy commitments Human rights policy paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				pp. 131 f.
S1	S1-1	21	ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		pp. 131 f.
S1	S1-1	22	ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				pp. 131 f.
S1	S1-1	23	ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				pp. 131 f.
S1	S1-3	32c	ESRS S1-3 Complaints handling paragraph 32(c)	Indicator number 5 Table #3 of Annex I				pp. 132 f.
S1	S1-14	88b-c	ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88(b) and (c)	Indicator number 2 Table #3 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		p. 137
S1	S1-14	88e	ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88(e)	Indicator number 3 Table #3 of Annex I				n.a. Use of phase-in- option
S1	S1-16	97a	ESRS S1-16 Unadjusted gender pay gap paragraph 97(a)	Indicator number 12 Table #1 of Annex I		Commission Delegated Regulation (EU) 2020/1816, Annex II		p. 138
S1	S1-16	97b	ESRS S1-16 Excessive CEO pay ratio paragraph 97(b)	Indicator number 8 Table #3 of Annex I				p. 138
S1	S1-17	103a	ESRS S1-17 Incidents of discrimination paragraph 103(a)	Indicator number 7 Table #3 of Annex I				p. 138

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
S1	S1-17	104a	ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 104(a)	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		CDR Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12(1)		p. 138
S2	S2-SBM 3	11b	ESRS 2 – SBM3 – S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex I				pp. 139 f.
S2	S2-1	17	ESRS S2-1 Human rights policy commitments human rights policy paragraph 17	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				pp. 140 f.
S2	S2-1	18	ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				pp. 140 f.
S2	S2-1	19	ESRS S2-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12(1)		pp. 140 f.
S2	S2-1	19	ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 paragraph 19			Commission Delegated Regulation (EU) 2020/1816, Annex II		pp. 140 f.
S2	S2-4	36	ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				p. 142
S3	S3-1	16	ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not Material
S3	S3-1	17	ESRS S3-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12(1)		Not Material

IRO-2 Table of all the datapoints that derive from other EU legislation as listed in Appendix B of this standard

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ESRS Standard	DR	Section	Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Reference
S3	S3-4	36	ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not Material
S4	S4-1	16	ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not Material
S4	S4-1	17	ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II Commission Delegated Regulation (EU) 2020/1818 Article 12(1)		Not Material
S4	S4-4	35	ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not Material
G1	G1-1	10b	ESRS G1-1 United Nations Convention against Corruption paragraph 10(b)	Indicator number 15 Table #3 of Annex 1				pp. 143 f.
G1	G1-1	10d	ESRS G1-1 Protection of whistleblowers paragraph 10(d)	Indicator number 6 Table #3 of Annex 1				pp. 143 f.
G1	G1-4	24a	ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24(a)	Indicator number 17 Table #3 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		p. 145
G1	G1-4	24b	ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24(b)	Indicator number 16 Table #3 of Annex 1				p. 145

ENVIRONMENTAL INFORMATION

EU Taxonomy

Compliance with the transparency requirements of the EU Taxonomy

The EU Taxonomy, in accordance with Article 8 of Regulation (EU) 2020/852, is a classification system that aims to promote investments by the financial services sector in economic activities that the EU considers to be environmentally sustainable. The regulation thus establishes a standardized understanding of the environmental sustainability of economic activities and obligates companies to report on this.

In accordance with the regulations (2023/2485 and 2023/2486), Stabilus reports on the taxonomy-eligible and taxonomy-aligned proportions of turnover*, capital expenditure (CapEx), and operational expenditure (OpEx) for the following environmental objectives:

- Climate change mitigation (CCM)
- Climate change adaptation (CCA)
- Sustainable use and protection of water and marine resources
- Transition to a circular economy (CE)
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems

Stabilus acknowledged and considered the notices published by the European Commission on October 20, 2023, regarding the interpretation and implementation of certain legal provisions of the EU Taxonomy Climate Delegated Act and the Disclosures Delegated Act under Article 8 of the EU Taxonomy Regulation, in preparing its EU Taxonomy disclosures for the fiscal year ending September 30, 2025.

Taxonomy eligibility analysis

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

Economic activities relevant to turnover

Stabilus's activity of manufacturing of gas springs and Powerise® products in the Automotive Gas Spring and Automotive Powerise® business units is not covered by the EU Taxonomy, as these products are used primarily to ensure movement, motion control, and damping functions. As a result, they contribute to enhanced safety and comfort but do not improve a vehicle's environmental performance.

The taxonomy eligibility of all products in the Industrial Components business unit was also analyzed. Accordingly, the production of dampers for solar installations falls under economic activity CCM 3.1. Manufacture of renewable energy technologies and is therefore taxonomy-eligible. The production of thermal insulation material (TIM), which is used in building insulation, falls under economic activity CCM 3.5. Manufacture of energy efficiency equipment for buildings of the EU Taxonomy. Under activity CE 1.2. Manufacture of electrical and electronic equipment, which contributes to the environmental objective of transition to a circular economy, Stabilus identified products from its Industrial business that meet the taxonomy eligibility criteria for the Manufacturing of electrical and electronic equipment for industrial, professional and consumer use. Consequently, the products, including Industrial Powerise® from the Industrial Components business unit as well as Destaco Power Clamps, Indexers and Conveyors from the Industrial Automation business unit, are classified under economic activity CE 1.2. Manufacture of electrical and electronic equipment.

These three activities under CCM 3.1., 3.5., and CE 1.2. generate low turnover as a percentage of total turnover. This also applies to the associated capital expenditure (CapEx) and operational expenditure (OpEx).

In sum, the majority of activities within Stabilus's business model are not yet covered by the EU Taxonomy. This means that most of Stabilus's core business activities cannot currently be presented as taxonomy-eligible.

In fiscal 2024, Stabilus assessed the economic activity CCM 3.18. Manufacture of automotive and mobility components, which applied for the first time in 2024. The manufacture of components for the automotive industry is generally taxonomy-eligible if the components contribute significantly to improving the environmental performance of a vehicle. Stabilus concluded that its automotive components do not meet this requirement. Therefore, the turnover in the Automotive business unit remains excluded from the EU Taxonomy reporting for the fiscal year ending September 30, 2025.

Economic activities outside the core business

Taxonomy-eligible activities were identified outside of the core business activities in the following categories in fiscal 2025 (category numbering aligns with the EU Taxonomy):

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

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

In fiscal 2025, no activities were identified outside of Stabilus's core business that contribute to the EU environmental objectives of climate change adaptation, 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.

Taxonomy alignment analysis

Taxonomy-eligible activities are considered environmentally sustainable and aligned if they make a significant contribution to at least one of the six EU environmental objectives and do not lead to any significant harm to one or more of the other environmental objectives (do no significant harm; DNSH principle). In addition, the company must comply with the required minimum social safeguards when performing these activities. These frameworks cover compliance with human rights, social and labor standards, anti-corruption, fair competition, and taxation.

As explained below in the section "Do no significant harm to the other environmental objectives (DNSH)", Stabilus has not yet fully met the requirements of Annex A of Delegated Regulation (EU) 2021/2139 regarding Climate Change Adaptation due to the lack of information on the long-term nature of the underlying climate scenarios. In fiscal 2025, Stabilus prepared its first climate risk analysis in accordance with the requirements of the CSRD (see ESRS E1 section ESRS 2 IRO-1). However, the content of the CSRD climate analysis differs from the requirements of the EU Taxonomy.

Consequently, Stabilus does not report any taxonomy-aligned turnover, CapEx, or OpEx in this year's EU Taxonomy report.

Substantial contribution to the environmental objective of climate change mitigation (CCM)

The substantial contribution of the taxonomy-eligible activities to the environmental objective of climate change mitigation is explained below:

CCM 3.1. Manufacture of renewable energy technologies

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

CCM 3.5. Manufacture of energy efficiency equipment for buildings

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

CCM 6.4. Operation of personal mobility devices, cycle logistics

With the JOBRAD leasing model, Stabilus enables its employees to use emission-free mobility with bicycles and e-bikes.

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

In Germany and the EU in particular, Stabilus is driving forward the electrification of the vehicle fleet by creating active incentives for employees to use electric vehicles or vehicles with reduced CO₂ emissions. Stabilus already complies with the CO₂ thresholds set by the EU Taxonomy when purchasing new vehicles.

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

Stabilus continues to invest in improving the energy efficiency of its administrative buildings and in photovoltaic systems at its locations, as well as installing charging stations for electric vehicles. Therefore, the activities fall under the above-mentioned EU Taxonomy activity codes. The activities meet the criteria for a substantial contribution to the EU environmental objective of climate change mitigation as defined in the respective categories of the EU Taxonomy.

Substantial contribution to the environmental objective of transitioning to a circular economy (CE)

The substantial contribution of the taxonomy-eligible activities to the environmental objective of transitioning to a circular economy is explained below:

CE 1.2. Manufacture of electrical and electronic equipment

Stabilus develops and produces the industrial business products Industrial Powerise® as well as Destaco Power Clamps, Indexers, and Conveyors. They are generally designed for a long lifetime and recyclability. A full assessment of the alignment criteria for the Industrial Powerise® and Destaco Power Clamps, Indexers, and Conveyors products was not completed in fiscal 2025.

No significant harm to the other environmental objectives (DNSH)

Climate change adaptation

Stabilus has analyzed the climate risks for all major production sites. The aim of the analysis was to determine which acute or chronic climate risks the production sites are exposed to. This enables relevant climate risks to be identified in good time and, if necessary, counteracted.

No significant physical climate risks were identified for the production sites. Hence, mitigation measures are not necessary.

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

As the EU Taxonomy requires a climate risk and vulnerability analysis to report alignment of any of the activities, Stabilus will not be able to report the turnover-relevant economic activities or the activities outside the core business activities as taxonomy-aligned in fiscal 2025.

Sustainable use and protection of water and marine resources

The production sites for the activities CCM 3.1. Manufacture of renewable energy technologies, CCM 3.5. Manufacture of energy efficiency equipment for buildings, and CE 1.2. Manufacture of electrical and electronic equipment for the Industrial Powerise® product were assessed for their environmental impact as part of ISO 14001 certification. This evaluation included assessments of water quality and water scarcity

impacts. Where necessary, measures to address potential water-related issues will be applied and monitored. This means that the criteria listed in Annex B of the EU Taxonomy Regulation, which are decisive for the turnover-relevant activities CCM 3.1., CCM 3.5., and CE 1.2. for Industrial Powerise®, are considered met in terms of compliance. For the production of Destaco Power Clamps, Indexers, and Conveyors, no such assessment was completed in fiscal 2025.

Transitioning to a circular economy

The DNSH criterion for transitioning to a circular economy must be met for the turnover-relevant economic activities (CCM 3.1. and CCM 3.5.) and the two transport-related activities (CCM 6.4. and CCM 6.5.).

As with the development of all the products, Stabilus places great importance on durability and recyclability in the development of the dampers for solar systems (CCM 3.1.) and the Thermal Insulation Material – TIM (CCM 3.5.). The DNSH assessment of these two activities has shown that the requirements for the transitioning to a circular economy criterion are considered met.

In terms of the transport-related activities, the transitioning to a circular economy criterion is likewise met due to the mandatory type approval for the registration of motor vehicles in the EU for activity CCM 6.5. Regarding the operation of personal mobility devices and cycle logistics (CCM 6.4.), bicycles and e-bikes can be returned to the leasing company at the end of the leasing term. It is also possible to either hand them in free of charge at municipal collection centers or to dispose of them properly via bicycle dealers.

Pollution prevention and control

The DNSH criterion for pollution prevention and control is applicable to the turnover-relevant activities CCM 3.1., CCM 3.5., and CE 1.2., as well as the activities outside the core business CCM 6.5. (Transport by motorbikes, passenger cars, and light commercial vehicles) and CCM 7.3. (Installation, maintenance, and repair of energy efficiency equipment).

For the turnover-relevant activities CCM 3.1., CCM 3.5., and CE 1.2., Stabilus ensures compliance with the requirements of Annex C of the EU Taxonomy Regulation by neither manufacturing nor placing on the market the substances listed in the various EU regulations referenced by the EU Taxonomy Regulation.

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

With regard to activity CCM 7.3., the components and materials used comply with the criteria set out in Annex C to Regulation (EU) 2020/852.

Protection and restoration of biodiversity and ecosystems

The main production sites are certified in accordance with the international environmental management system standard ISO 14001. The environmental management system meets the requirements of Annex D of the EU Taxonomy. For the production of Destaco Power Clamps, Indexers, and Conveyors, no such assessment was completed in fiscal 2025.

Minimum social safeguards

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

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

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

To comply with the minimum social safeguards for taxation, Stabilus is committed to adhering to the tax regulations of the countries in which it operates. This commitment is set out in the Code of Conduct and is intended to ensure compliance. Compliance with tax regulations is maintained through internal controls and monitored as part of tax risk management.

Determination of KPIs

The Consolidated Financial Statements of the Stabilus Group as of September 30, 2025, have been prepared in accordance with the International Financial Reporting Standards (IFRS). The key performance indicators relevant for the EU Taxonomy – turnover, capital expenditure (CapEx), and operating expenditure (OpEx) – were calculated based on the figures reported in the Consolidated Financial Statements.

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

Turnover*

The total taxonomy-eligible and taxonomy-non-eligible turnover of €1,296.1 million corresponds to the revenue recognized in Stabilus's consolidated income statement. This is indicated in table T_033 below as total turnover "Total (A. + B.)", forming the denominator in calculating the share of taxonomy-eligible and taxonomy-aligned turnover.

The numerator indicates Stabilus's turnover for activity CCM 3.1. Manufacture of renewable energy technologies from the sale of the dampers for solar systems and CCM 3.5. Manufacture of energy efficiency equipment for buildings from the sale of the Thermal Insulation Material TIM as well as the turnover for activity CE 1.2. Manufacture of electrical and electronic equipment from the sale of the products Industrial Powerise® and Destaco Power Clamps, Indexers, and Conveyors. The clear allocation of the turnover to product and customer groups as well as to the production locations allows for the precise determination of taxonomy-eligible turnover.

Capital expenditure (CapEx)

The total taxonomy-eligible and taxonomy-non-eligible capital expenditure of €97.6 million corresponds to additions to property, plant, and equipment and intangible assets (excluding goodwill, less customer

subsidies, including additions from business acquisitions) during the fiscal year before depreciation and amortization in accordance with IAS 16, 38, and IFRS 16, as reported in the Group's asset schedule. These are shown in table T_034 below as absolute CapEx "Total (A. + B.)", forming the denominator in the calculation of the proportion of taxonomy-eligible and taxonomy-aligned capital expenditure.

Capital expenditure attributable to the taxonomy-eligible activities is recognized in the numerator. For the turnover-relevant activities CCM 3.1. Manufacture of renewable energy technologies, CCM 3.5. Manufacture of energy efficiency equipment for buildings, and CE 1.2. Manufacture of electrical and electronic equipment, an allocation key is selected based on the number of units produced, which is then used to allocate capital expenditure to taxonomy-eligible and taxonomy-non-eligible CapEx. CapEx outside the core business is clearly allocated to taxonomy-eligible activities.

Operational expenditure (OpEx)

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

The operational expenditure associated with the taxonomy-eligible activities is also not material since the main part of Stabilus's business model is not covered by the EU Taxonomy. As a result, Stabilus uses the provision in Annex 1, point 1.1.3.2 of the EU Taxonomy Regulation. Accordingly, taxonomy-eligible and taxonomy-aligned operating expenses are not to be reported if they are not material to the business model. Therefore, in table T_035 below, Stabilus only reports the total amount of operating expenses according to the above definition as OpEx "Total (A. + B.)".

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

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Turnover*

T_033

ECONOMIC ACTIVITIES (1)	Code (2)	2025		Criteria for a substantial contribution						DNSH criteria (Do No Significant Harm)										Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		Turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)								
		€ thousand	%	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	%	E	T				
A. Taxonomy-eligible activities																							
A.1 Environmentally sustainable activities (taxonomy-aligned)																							
Manufacture of electrical and electronic equipment	CE 1.2.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
Manufacture of renewable energy technologies	CCM 3.1.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–				
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																							
				EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL														
Manufacture of electrical and electronic equipment	CE 1.2.	31,691	2.4	N / EL	N / EL	N / EL	N / EL	EL	N / EL								1.2						
Manufacture of renewable energy technologies	CCM 3.1.	9,287	0.7	EL	N / EL	N / EL	N / EL	N / EL	N / EL								1.2						
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	3,688	0.3	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.2						
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		44,666	3.4	1.0%	–	–	–	2.4%	–								2.7						
A. Turnover of taxonomy-eligible activities (A.1 + A.2)		44,666	3.4	1.0%	–	–	–	2.4%	–								2.7						
B. Taxonomy-non-eligible activities																							
Turnover of taxonomy-non-eligible activities		1,251,469	96.6																				
Total (A. + B.)		1,296,135	100.0																				

* The term “turnover” as used in the EU Taxonomy corresponds to the term “revenue” as used in the Annual Report.

(2) The Code comprises the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i. e. – Climate change mitigation (CCM) – Circular economy (CE).

Y – Yes: Activity that is taxonomy-eligible and taxonomy-aligned with the relevant environmental objective // N – No: Activity that is taxonomy-eligible but not taxonomy-aligned with the relevant environmental objective
EL – Eligible, taxonomy-eligible activity for the relevant environmental objective // N / EL – Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

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CapEx

T_034

ECONOMIC ACTIVITIES (1)	Code (2)	2025		Criteria for a substantial contribution						DNSH criteria (Do No Significant Harm)									
		CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) CapEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ thousand	%	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (taxonomy-aligned)																			
Manufacture of electrical and electronic equipment	CE 1.2.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacture of renewable energy technologies	CCM 3.1.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Operation of personal mobility devices, cycle logistics	CCM 6.4.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling the energy performance of buildings	CCM 7.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Acquisition and ownership of buildings	CCM 7.7.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

(2) The Code comprises the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i. e. – Climate change mitigation (CCM) – Circular economy (CE).

Y – Yes: Activity that is taxonomy-eligible and taxonomy-aligned with the relevant environmental objective // N – No: Activity that is taxonomy-eligible but not taxonomy-aligned with the relevant environmental objective
EL – Eligible, taxonomy-eligible activity for the relevant environmental objective // N / EL – Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

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ECONOMIC ACTIVITIES (1)	2025			Criteria for a substantial contribution						DNSH criteria (Do No Significant Harm)									
	Code (2)	CapEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or eligible (A.2) CapEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ thousand	%	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	%	E	T
A. Taxonomy-eligible activities																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
Manufacture of electrical and electronic equipment	CE 1.2.	5,013	5.1	N / EL	N / EL	N / EL	N / EL	EL	N / EL								1.8		
Manufacture of renewable energy technologies	CCM 3.1.	310	0.3	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.2		
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	34	0.0	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.1		
Operation of personal mobility devices, cycle logistics	CCM 6.4.	434	0.4	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.0		
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5.	2,221	2.3	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.7		
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3.	393	0.4	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.2		
Installation, maintenance, and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	8	0.0	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.0		
Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling the energy performance of buildings	CCM 7.5.	25	0.0	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.0		
Installation, maintenance, and repair of renewable energy technologies	CCM 7.6.	34	0.0	EL	N / EL	N / EL	N / EL	N / EL	N / EL								0.0		
Acquisition and ownership of buildings	CCM 7.7.	6,094	6.2	EL	N / EL	N / EL	N / EL	N / EL	N / EL								5.8		
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		14,566	14.9	9.6%	–	–	–	5.1%	–								8.9		
A. CapEx of taxonomy-eligible activities (A.1 + A.2)		14,566	14.9	9.6%	–	–	–	5.1%	–								8.9		
B. Taxonomy-non-eligible activities																			
CapEx of taxonomy-non-eligible activities		82,987	85.1																
Total (A. + B.)		97,553	100.0																

(2) The Code comprises the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i. e. – Climate change mitigation (CCM) – Circular economy (CE).

Y – Yes: Activity that is taxonomy-eligible and taxonomy-aligned with the relevant environmental objective // N – No: Activity that is taxonomy-eligible but not taxonomy-aligned with the relevant environmental objective // EL – Eligible: Activity that is taxonomy-eligible for the relevant environmental objective // N / EL – Not eligible: Activity that is not taxonomy-non-eligible for the relevant environmental objective

OpEx

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ECONOMIC ACTIVITIES (1)	Code (2)	2025		Criteria for a substantial contribution							DNSH criteria (Do No Significant Harm)									
		OpEx (3)	Proportion of CapEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1) or eligible (A.2) OpEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)	
		€ thousand	%	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y; N; N / EL	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	%	E	T	
A. Taxonomy-eligible activities																				
A.1 Environmentally sustainable activities (taxonomy-aligned)																				
Manufacture of electrical and electronic equipment	CE 1.2.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacture of renewable energy technologies	CCM 3.1.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling the energy performance of buildings	CCM 7.5.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Acquisition and ownership of buildings	CCM 7.7.	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	

(2) The Code comprises the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i. e. – Climate change mitigation (CCM) – Circular economy (CE).

Y – Yes: Activity that is taxonomy-eligible and taxonomy-aligned with the relevant environmental objective // N – No: Activity that is taxonomy-eligible but not taxonomy-aligned with the relevant environmental objective
EL – Eligible, taxonomy-eligible activity for the relevant environmental objective // N/EL – Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

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ECONOMIC ACTIVITIES (1)	2025		Criteria for a substantial contribution							DNSH criteria (Do No Significant Harm)									
	Code (2)	OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of taxonomy-aligned (A.1.) or eligible (A.2.) OpEx, 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		€ thousand	%	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	EL; N / EL	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	Y / N	%	E	T
A. Taxonomy-eligible activities																			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)																			
Manufacture of electrical and electronic equipment	CE 1.2.	–	–	–	–	–	–	–	–								–		
Manufacture of renewable energy technologies	CCM 3.1.	–	–	–	–	–	–	–	–								–		
Manufacture of energy efficiency equipment for buildings	CCM 3.5.	–	–	–	–	–	–	–	–								–		
Transport by motorbikes, passenger cars, and light commercial vehicles	CCM 6.5.	–	–	–	–	–	–	–	–								–		
Installation, maintenance, and repair of energy efficiency equipment	CCM 7.3.	–	–	–	–	–	–	–	–								–		
Installation, maintenance, and repair of instruments and devices for measuring, regulating, and controlling the energy performance of buildings	CCM 7.5.	–	–	–	–	–	–	–	–								–		
Acquisition and ownership of buildings	CCM 7.7.	–	–	–	–	–	–	–	–								–		
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		0	0	0%	–	–	–	0%	–								0		
A. OpEx of taxonomy-eligible activities (A.1 + A.2)		0	0	0%	–	–	–	0%	–								0		
B. Taxonomy-non-eligible activities																			
OpEx of taxonomy-non-eligible activities		106,205	100.0																
Total (A. + B.)		106,205	100.0																

(2) The Code comprises the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the section number of the activity in the relevant Annex covering the objective, i.e. – Climate change mitigation (CCM) – Circular economy (CE).

Y – Yes: Activity that is taxonomy-eligible and taxonomy-aligned with the relevant environmental objective // N – No: Activity that is taxonomy-eligible but not taxonomy-aligned with the relevant environmental objective
EL – Eligible, taxonomy-eligible activity for the relevant environmental objective // N / EL – Not eligible, taxonomy-non-eligible activity for the relevant environmental objective

ESRS E1 – Climate Change

ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes

The Management Board of Stabilus SE attaches great importance to sustainable corporate development, which is also reflected in the inclusion of selected ESG components as part of Management Board remuneration. Remuneration for the members of the Management Board of Stabilus SE has been expanded to include long-term sustainability targets focused on workplace safety, reducing greenhouse gases, and reducing water consumption.

Climate-related sustainability targets that are part of Management Board remuneration include:

- Reducing CO₂ in the energy mix of the Stabilus Group (ESG LTI 2023)
- Reduction of electricity consumption of the Stabilus Group relative to the revenue (ESG LTI 2025)

Reducing CO₂ in the energy mix (ESG LTI 2023)

The target is to reduce the carbon-intensive proportion of the Stabilus Group's electricity mix. It was set up by the Supervisory Board to support the Group's long-term carbon reduction targets. The basis of consolidation applicable to the Management Board's target encompasses all major production facilities except Destaco and Cultraro because these were not yet part of the Stabilus Group when the targets were set. Electricity generated at the Koblenz site from the cogeneration plant is included in the calculation of the metric, although to avoid double counting in accordance with ESRS requirements, it cannot be included in section E1-5. The target is therefore not directly linked to the energy consumption and mix disclosures set out in section E1-5. Target achievement is tracked separately in the reporting tool and determined by the Supervisory Board once a year as part of the remuneration report.

Reduction of electricity consumption relative to the revenue (ESG LTI 2025)

This target encompasses all major production sites of the Stabilus Group, including Destaco and Cultraro, and likewise aims to further reduce Scope 2 carbon emissions, by reducing electricity consumption. Electricity generated at the Koblenz site from the cogeneration plant is included in the calculation of the metric, although to avoid double counting in accordance with ESRS requirements, it cannot be included in section E1-5. The target is therefore not directly linked to the energy consumption and mix disclosures set out in section E1-5. Target achievement is tracked separately in the reporting tool and determined by the Supervisory Board once a year as part of the remuneration report.

Stabilus has not yet assessed the ESG LTIs against the greenhouse gas (GHG) emissions reduction targets that are reportable under Disclosure Requirement E1-4.

The target amount is agreed with each Management Board member in the service agreement and generally amounts to 20% of individual basic remuneration. The ESG LTI tranches were not yet paid out as of the reporting date (September 30, 2025) because they are only paid out after the respective term expires. The percentage of remuneration recognized in fiscal 2025 is therefore 0%. Further details on the ESG LTIs are provided in Section ESRS 2 GOV-3 and in the remuneration report ([IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://www.stabilus.com/investor-relations/corporate-governance))*.

E1-1 – Transition plan for climate change mitigation

At this time, Stabilus does not have a final transition plan within the meaning of the ESRS. However, the Company has defined specific decarbonization actions and targets as part of the disclosures under E1-3 and E1-4 and implements them accordingly. On this basis, Stabilus plans to finalize and publish a comprehensive transition plan in the next fiscal year.

* Unaudited reference.

ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities

Impacts on climate change – particularly GHG emissions

As described in ESRS 2 IRO-1, the Stabilus Group conducted a double materiality assessment to examine both its own business activities and the upstream and downstream value chain for potential material and actual impacts related to GHG emissions.

The emissions from the automotive supplier industry were compared with the global total emissions of all sectors in the value chain in order to assess climate impacts, especially those of GHG emissions. The scale, scope, remediability, and probability of occurrence of the emissions were assessed. The material impacts from the double materiality assessment are explained below. The results of the resilience analysis under SBM-3 present the material risks and opportunities related to climate change.

Impacts related to climate change

● Climate change mitigation*

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☒ downstream

The production of Stabilus products generates carbon emissions that exacerbate climate change. In Stabilus's own operations, these are mainly caused by energy-intensive manufacturing processes that are not yet fully powered by renewable energy. In the upstream and downstream value chain stages, raw material extraction, material processing, component production, transportation, as well as the disposal and recycling of products cause additional emissions.

* Disclosures on E4 – Climate change are reported in this section in accordance with ESRS E4.AR 4. Stabilus's policies, actions, and targets help to mitigate climate change, which is a key driver of biodiversity loss.

● Energy			
Time horizon:	● short-term	○ medium-term	○ long-term
Stage of value chain:	○ upstream	● own business operations	○ downstream
There are actual negative impacts on the environment from Stabilus's business operations, as the production of Stabilus products is energy-intensive. Depending on the energy source used, this can lead to carbon emissions and increase the Company's environmental footprint.			

Climate-related physical risks in own operations and along the value chain

Stabilus has analyzed the exposure to physical climate risks in its own business operations and throughout the value chain. Various analysis horizons were defined:

- present (baseline date)
- short-term, through 2030
- medium-term, through 2040
- long-term, through 2050

When assessing climate-related physical risks, Stabilus takes into account expanded time horizons in order to appropriately record the long-term impacts of climate change. The useful life of the assets extends well beyond 2030. The strategic planning horizon and the capital allocation plans currently extend to 2030.

For the analysis of physical risks, Stabilus used two climate scenarios from the Shared Socioeconomic Pathways (SSP) to map a plausible range of possible physical risks. These scenarios cover relevant uncertainties and enable an assessment of the resilience of assets and business activities in different climate scenarios:

- **SSP5-8.5:** The scenario of unchecked emissions growth with heavy use of fossil fuels. The temperature rise is expected to exceed 4°C by 2100, with extreme physical climate risks such as heat waves, wildfires, storms, and rising sea levels.
- **SSP2-4.5:** A moderate scenario in which emissions peak around 2040 and decline thereafter. Global warming is limited to around 2.5-3°C, which means that although risks are significant, they are less extreme than in the worst-case scenario.

The physical risks were identified and assessed in four steps:

1. Preparation – The first step was to define which Stabilus sites and which sections of the value chain to include in the analysis. At the same time, the Company defined the relevant climate scenarios and time horizons considered. This was based on an internationally recognized database of the latest scientific evidence and simulations of climate-related natural hazards. The two scenarios mentioned above were included.

2. Identification – The next step was a qualitative assessment of potential climate risks. This was done based on location-specific geographic coordinates and modeled climate pathways. A preliminary check and stakeholder engagement at Group and site level ruled out irrelevant risks so that the analysis focused specifically on the key risks that could negatively impact assets and business activities. In addition to acute natural events such as floods, extreme weather events such as storms or torrential rain, chronic stresses such as hot spells and water scarcity were also taken into account. The analysis was carried out for the 22 sites specified in E1 ESRs 2 SBM-3.

3. Gross assessment – based on the results of the identification step, a detailed risk assessment was carried out for each site. This assessment was based on the parameters of probability of occurrence, exposure, and vulnerability and was supplemented by feedback from the local sites, for example on the assessment of hazards.

4. Resilience/Net assessment – In the final step, the results were combined and the resilience of the sites evaluated. The net assessment was informed by the established climate impact chains and adaptation actions. Information on these adaptation actions was obtained with the involvement of local site experts. The focus was on both existing and planned actions aimed at increasing the ability to adapt to climate-related risks. This resilience analysis allowed Stabilus to make a structured assessment of the extent to which the sites are already protected and where further action is required.

The findings serve as the basis for future adaptation strategies.

Climate-related transition risks and opportunities

The time horizons for assessing transition risks and opportunities were chosen in such a way that they align with those for the double materiality assessment:

- short-term: <1 year
- medium-term: 1 to 5 years
- long-term: >5 years

Stabilus identified and assessed these in line with the regulatory scenario (1.5°C scenario with no or limited overshoot). This climate change mitigation scenario makes it possible to assess potential risks to assets and business activities and to incorporate them into strategic planning as required:

- **SSP1-2.6:** This scenario is a best-case scenario consistent with the Paris Agreement's objectives of limiting global warming to well below 2°C, ideally 1.5°C, by 2100. It relies on comprehensive political measures, international cooperation, technological innovation, and social change. This creates both risks and opportunities: On the one hand, tighter regulatory requirements, rising carbon prices and market changes may lead to higher costs or lower revenue. On the other hand, sustainable products, energy efficiency, and green technologies provide opportunities for cost savings and growth.

The transition risks and opportunities were identified and assessed in three steps:

1. Preparation – First, Stabilus's value chain and business model were analyzed and the aforementioned scenario was defined.

2. Identification – Based on this, possible transition risks (policy & legislation, technology, market, reputation) and opportunities (resource efficiency, new energy sources, products and services, markets, resilience) were identified using the TCFD framework (TCFD = Task Force on Climate Related Financial Disclosures).

3. Gross and net assessment – The risks and opportunities were assessed both qualitatively and quantitatively in workshops with internal experts, based on the methodology of the Group-wide risk and opportunity management system, which takes probability of occurrence and financial effects into account. The financial effects of the specified risks and opportunities on business activities and assets were estimated, taking the chosen scenario into account. Stabilus carried out both gross and net assessments: While the gross assessment looks at risks and opportunities without taking possible countermeasures into account, the net assessment includes risk-mitigation actions. The material net risks and opportunities were incorporated into the corporate resilience analysis.

The scenarios used in the climate risk analysis were also taken into account in the opportunity and risk report.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The climate risk analysis to assess the business model's resilience to climate-related physical risks and transition risks and opportunities was carried out in fiscal 2025. The climate risk analysis covered the entire value chain of the Stabilus Group insofar as no individual elements could be excluded.

The 22 sites prioritized for the local analysis of physical climate risks include 19 of Stabilus's production sites with the highest revenue or strategic relevance, and three strategically relevant supplier sites identified as having a higher dependence on Stabilus.

A location-based climate risk analysis at the level of individual customer sites was not carried out. This is due to the broad diversification of the customer portfolio. The largest customers are multinational companies that operate globally and whose business models are not dependent on individual production sites. Due to this wide dispersion and the low concentration at individual sites, there is currently no material exposure to customers' climate-related physical risks. When analyzing the 22 sites, the building structure, the interior and exterior facilities, the production facilities, the water and energy supply, access to the site, as well as employees were all assessed using extreme climate-related events.

The analysis also assessed whether the raw materials required for Stabilus's products and the logistics routes used are exposed to material physical risks and to what extent this would be likely to have a material impact on operations.

Results of the resilience analysis

The following physical risks were assessed as material:

● Damage and interruption of operations due to extreme weather events

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☐ downstream

At six of the Stabilus sites, material physical climate risks were identified, particularly in relation to heat, water scarcity, floods, and extreme weather events such as storms or tornadoes / typhoons. In the supply chain, there is a higher degree of uncertainty due to limited information on adaptation measures. Individual supplier sites can be affected by heat, heavy precipitation, floods, or droughts, potentially affecting security of the supply chain.

The following transition risks and opportunities were assessed as material:

● Climate policy and compliance risks

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☒ downstream

GHG emissions, especially from the use of natural gas and electricity in the Company's own production processes, expose Stabilus to regulatory measures such as carbon taxes or emissions trading systems. This leads directly to emission-related costs and indirectly to higher procurement costs, as suppliers of components – especially steel and other metal parts – could pass on their own compliance costs.

In addition, the introduction of mechanisms such as the EU Carbon Border Adjustment Mechanism can further increase procurement costs by charging for imports with a high carbon footprint.

Increasing operating and procurement costs could reduce Stabilus's profit margins unless they are offset by price adjustments. However, higher prices could negatively impact competitiveness and lead to lower demand, especially in heavily price-sensitive markets.

● Customer requirements for circular products

Time horizon:	☐ short-term	☒ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☐ own business operations	☒ downstream

Stabilus is confronted with increasing customer requirements for circular products, including the use of recycled material and circular design features. Meeting these requirements can require costly redevelopment, additional testing, and operational adjustments.

At the same time, the potentially limited availability of raw materials such as steel and aluminum with a high recycled content is driving up procurement costs, putting a strain on margins if these costs cannot be passed on to customers.

In addition, Stabilus is exposed to the risk of substitution if competitors launch products with a lower carbon footprint that are particularly attractive to customers looking for sustainability. This could result in falling demand, declining sales, and a loss of market share.

● Rising decarbonization and energy costs

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☒ downstream

Stabilus faces rising costs for green energy in the EU, which is necessary for the decarbonization of its own companies. Higher energy prices could force Stabilus to raise product prices, potentially undermining competitiveness in price-sensitive markets. This financial risk is exacerbated by the increasing pressure from OEMs and customers to drive decarbonization.

● Industrial automation and internal efficiency

Time horizon:	☐ short-term	☒ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☒ downstream

The megatrend of industrial automation is driving demand for low-carbon technologies. Customers are increasingly looking for solutions that combine innovation with a lower environmental footprint. By acquiring Destaco with its strong portfolio of electronic grippers, clamps, and end-of-arm tools for robotics, Stabilus has expanded its portfolio of low-emission, energy-efficient products. This strengthens Stabilus's position in the market and supports the transition to more sustainable industries. At the same time, Stabilus uses its own automation solutions internally to increase energy efficiency and reduce operating costs.

Climate-related physical risks

Stabilus shows a high level of resilience to climate-related physical risks. Of the 19 sites analyzed, 13 were resilient, while six were exposed to residual physical risks – mainly floods, droughts, and water stress. Many sites have already implemented adaptation actions or are in the process of implementing further steps.

Potential risks in the upstream value chain cannot be entirely ruled out, because the degree of adaptation at critical supplier sites is only known to a limited extent. Therefore, Stabilus is taking a conservative approach and stepping up cooperation with key suppliers in order to strengthen common resilience. Purchased product components are sourced from widely available raw materials, so no material risks were identified in this area. Stabilus's local-for-local sourcing approach means that there are currently no material risks with regard to logistics routes. However, possible future vulnerabilities cannot be ruled out. There are also no critical dependencies related to physical climate risks on the customer side, as the customer base is broadly and geographically diversified.

Transition risks and opportunities

Stabilus's business model is also proving resilient in the face of the challenges of climate change. The Company's products are required in vehicles of all drive types and can therefore be used in a technology-neutral way. This means that demand for the products remains undiminished – irrespective of whether the automotive industry is moving towards electromobility or alternative drive concepts. At the same time, the diversification of the Industrial Components and Industrial Automation business units reduces dependence on the automotive business and opens up growing markets. Industrial Components covers applications in construction and agricultural machinery, aerospace, railway vehicles, furniture and office technology, and medical technology. Industrial Automation is benefiting from the megatrend of automation, which is boosting demand for Stabilus's energy-efficient products. The takeover of Destaco has enabled Stabilus to expand its portfolio of robotics solutions and further expand its market position in the technology sector.

In the European Union, regulatory measures and rising energy prices are creating additional risks. Mechanisms such as carbon pricing or the EU Carbon Border Adjustment Mechanism can make procurement more expensive and put pressure on margins. In addition, rising renewable energy prices are leading to higher decarbonization costs. Stabilus is countering these risks with energy efficiency and energy savings projects and the gradual expansion of solar installations at its own sites.

Customer requirements are also increasing with respect to the circular economy. Targets and actions concerning recycled material use as well as circular design are currently under development. By increasingly integrating these factors into product development, Stabilus is gradually helping to mitigate potential risks related to customer and regulatory requirements.

Risks and opportunities arising from climate change are closely monitored at the highest level: The Management Board reports regularly and in detail to the Supervisory Board on the Company's business performance, risk position, and profitability; several ordinary and extraordinary meetings were held for this purpose in the fiscal year. This way, climate-related risks and opportunities are directly incorporated into strategic planning and decision-making. Due to its broad diversification, Stabilus is also sufficiently resilient to material transition risks and is actively able to adapt its business model and strategy to climate change requirements in the medium term.

E1-2 – Policies related to climate change mitigation and adaptation

As a manufacturing company, the Stabilus Group is aware of its responsibility toward the environment and climate change mitigation. In an effort to actively promote and support global sustainable development, Stabilus consistently aligns its economic activities with the following principles: Stabilus follows the principles of the Paris Agreement and joined the UN Global Compact in 2018. Stabilus is aligned with the United Nations Sustainable Development Goals (SDGs). Stabilus aims to promote sustainable development worldwide in accordance with the SDGs and at the same time align its business with the future. Furthermore, Stabilus is committed to continuously improving its external ESG ratings in schemes such as the Carbon Disclosure Project (CDP).

Stabilus has authored guidelines and key documents to specifically address material impacts and risks related to climate change mitigation and adaptation. These include the EHS Policy.

The Group's EHS Policy describes the Company's basic approach to managing EHS processes. The EHS Policy is published internally and applies to all of Stabilus's sites worldwide. The EHS Policy was signed by the Head of ESG and covers climate change mitigation, energy efficiency, and the use of renewable energies. Compliance with the policy is reviewed through the annual calculation of GHG emissions, and by actions implemented from the CO₂ roadmap.

E1-3 – Actions and resources in relation to climate change policies

Global EHS management has three main tasks: improving environmental performance (including carbon emissions) as part of an environmental mandate, ensuring the health, safety and well-being of employees as part of an occupational health and safety mandate, and continuously reducing the resources used in operations as part of the production efficiency mandate.

The Stabilus Group has implemented environmental management systems in accordance with ISO 14001 and energy management systems in accordance with ISO 50001 at most of its production sites. The main plant in Koblenz was the first location to receive ISO 14001 certification back in 1997. Since then, 14 Stabilus plants (PY: 14), which account for 81% of total production, have been certified to ISO 14001. The certifications include environmental risk assessments. In light of the increasing importance of energy efficiency measures, Stabilus Koblenz and HAHN-Gasfedern, which together account for 26% of global production output, were certified in accordance with ISO 50001, the international standard for setting up an energy management system.

Stabilus uses targeted strategic actions as outlined in the decarbonization pathway (see E1-4: Scope 1 and 2 decarbonization pathway) to effectively address climate change. The focus here is on reducing GHG emissions, increasing energy efficiency, and using renewable energies. Stabilus also promotes sustainable processes along the value chain; these are likewise shown in a decarbonization pathway (see E1-4: Scope 3 decarbonization pathway). These initiatives are an essential part of the sustainability strategy and are consistent with global efforts to combat climate change.

Stabilus has planned and already implemented various actions to reduce the negative climate-related impacts and risks that were identified as material in the materiality assessment.

The Company's ability to implement these actions is not dependent on the availability and allocation of funds.

The following actions relate to the mitigation actions in the Scope 1 and 2 decarbonization pathway required under E1-4:

Global CO₂ roadmap

In fiscal 2024, Stabilus refined its global CO₂ roadmap, which is a global strategic initiative to reduce and decarbonize the Company's energy consumption. The roadmap includes the actions for reducing Scope 1 and 2 emissions and is used to track target achievement. One focus in the reporting period was on modifying and optimizing this roadmap. The action plan focuses in particular on reducing GHG emissions, increasing energy efficiency, and using renewable energy. Under the CO₂ roadmap, Stabilus will switch completely to renewable energy for its own electricity supply, push ahead with the expansion of its own photovoltaic systems to increase its own electricity generation from green electricity, and gradually reduce its gas consumption through a wide variety of optimization and efficiency measures.

Key priorities for fiscal 2025 include various energy efficiency projects that contribute to CO₂ reduction and are documented in the roadmap. Converting existing lighting systems to energy-efficient LED technology, lowering temperatures in heating and washing processes, and optimizing compressed air supply are just a few examples. Stabilus continued expanding its photovoltaic systems globally and completed additional

projects to increase the proportion of renewables in the electricity mix. Stabilus is also gradually pushing ahead with the changeover to renewable sources of electricity. For example, during the course of the fiscal year, more plants were able to switch entirely to renewable sources of electricity. Stabilus is working on the global reduction of carbon emissions at its plants through a wide variety of optimization approaches (see Scope 1 and 2 decarbonization pathway in E1-4).

The actions implemented in fiscal 2025 resulted in a reduction of 630 metric tons of CO₂.

Use of renewable energies

The Stabilus Group implemented further projects in fiscal 2025 that promote the transition to renewable energy sources in the electricity mix or through self-generation. The share of renewable energies in the overall electricity mix was increased primarily through the purchase of renewable electricity, but also through the construction of photovoltaic systems at the sites (see E1-5, table on Energy consumption and mix, point 11).

Solar projects

The Group further expanded its own solar power production in fiscal 2025 (see E1-5, table on Energy consumption and mix, point 10). For example, a photovoltaic system was brought on stream at the Busan site in South Korea, and has been producing solar power since this fiscal year. Stabilus is taking forward the expansion of further photovoltaic systems.

The expansion of the photovoltaic installations has helped to reduce GHG emissions. The share of self-generated electricity from photovoltaics for own use amounted to 2,464 MWh in this fiscal year.

Changing the electricity mix

In fiscal 2025, the share of renewable energies in the electricity mix (see E1-5, table on Energy consumption and mix, point 9) was improved at some locations, and two more locations switched entirely to renewable electricity. For example, the plant in Brazil and Destaco France switched entirely to renewable electricity at the start of the fiscal year. In all, nine Stabilus Group production sites have switched entirely to electricity from renewable energies. Further conversions will be implemented gradually at other locations.

These changes in the electricity mix have made it possible to reduce GHG emissions. The share of renewable energies in the electricity mix was 52,411 MWh in the fiscal year.

Short-term energy-saving projects

In addition to the CO₂ roadmap as a long-term reduction plan, Stabilus is pushing ahead with short-term energy-saving projects. These are low-investment measures that can be implemented quickly. The aim is to consume only the energy that is absolutely necessary and to avoid wasting energy. The ESG department therefore provided the sites with a list of measures and recommendations for action so that they can swiftly launch projects to reduce energy consumption. The locations were asked to check the feasibility of these. As such, global meetings were held with the EHS managers at the sites, where practical suggestions were made for faster implementation. Examples of short-term measures include lowering temperatures in heating processes, shutdown plans for lighting, production facilities and processes, leak tests on compressed air systems, and optimization proposals for technical building systems.

Energy efficiency projects

The Stabilus Group increased energy efficiency in fiscal 2025 by implementing further projects from its action plan. We are continuously driving ways to reduce energy consumption by introducing efficiency measures. As such, global meetings are held regularly with the energy managers at the locations.

In fiscal 2025, the next step in the project involved installing LED technology in additional production areas and offices at the Koblenz site. Old conventional lighting technology is gradually being replaced with modern, efficient lighting technology at all locations worldwide, and some have already completed the changeover in full. Stabilus aims to record energy consumption at the individual plants in more detail internally so that it can introduce targeted energy efficiency measures. Globally, Stabilus is focusing on the digitalization of meters to record energy consumption in detail and is pushing ahead with their use. For example, digital electricity meters were put in place and connected to data management systems.

The CO₂ reduction plan includes further measures to be implemented at various Group sites by 2030, such as optimizing the compressed air supply systems, further transitions to LED technology, and projects to reduce process temperatures, which are making a significant contribution to reducing gas consumption.

Measures to reduce Scope 3 emissions along the decarbonization pathway

Stabilus refocused its climate strategy in fiscal 2025 and also set new greenhouse gas reduction targets, which now include a new Scope 3 reduction target. The target was based on the Stabilus Group's corporate carbon footprint in 2024, which was also defined as a new base year. In setting the targets, Stabilus followed the principles of the Science Based Targets initiative (SBTi), which stipulate that the Scope 3 reduction

target must cover at least 67% of total Scope 3 emissions. Subcategories representing at least 67% of total Scope 3 emissions are to be selected and included in the definition of the target boundaries. For this purpose, Stabilus has selected Scope 3.1 Purchased goods and services; Scope 3.4 Upstream transportation and distribution; and Scope 3.11 Use of sold products, which together cover as much as 90% of Scope 3 emissions in the base year 2024.

Reduction actions were identified and quantified as part of the newly developed climate strategy for the Stabilus Group in cooperation with Purchasing, Development, Logistics, and ESG departments with the support of external sustainability advisors. The decarbonization actions relate to Scope 3 emissions for Scope 3.1, Scope 3.4, and Scope 3.11. No reduction actions have been developed at this stage for categories 3.2 Capital goods, 3.3 Fuel and energy-related activities, and 3.9 Downstream transportation.

The decarbonization levers in Scope 3.1 encompass decarbonization in the supply chain by taking account sustainability factors in supplier selection. In particular, with respect to the purchase of metal products and plastic components, targeted supplier selection (use of green electricity in the production of the purchased components) will reduce carbon emissions in the supply chain.

Supplier selection and project award processes that reward suppliers' commitment to sustainability have been introduced in stages. These are set out in the internal guideline for sustainable procurement. Stabilus works with suppliers to discuss and agree sustainable development targets and actions. Lack of cooperation or failure to achieve development targets may result in suppliers not being taken into account when awarding projects. In addition, Stabilus informs suppliers about climate change mitigation, emissions reduction, and emissions targets in the Stabilus Procurement Guideline and at the annual supplier convention.

Supplier qualification with respect to sustainability matters is assessed, including via a risk assessment. This is based on self-evaluation by suppliers in structured questionnaires on the environment, social standards, and information security.

The Company is also working with suppliers and the Stabilus Development department on the substitution of conventional materials. Changes in product design are aimed at using materials that are less energy-intensive in terms of production and disposal, have a better carbon footprint, and are generally more environmentally friendly. Here, too, the focus is on metal and plastic components in particular.

Among other things, this includes evaluating the use of secondary materials in Stabilus products. The first products from the Stabilus product range that incorporate lower-carbon steel are already on the market. In addition, the Development and Production department is conducting tests on additional products in order to expand the use of recycled materials.

The Stabilus Development department calculates the carbon footprint of the Stabilus Group's core products. The insights gained from this process are shared with the Purchasing and Sales department and are used as a basis for developing further decarbonization actions.

To reduce transportation emissions in category 3.4, the Company is implementing actions to improve transportation efficiency and change the mode of transport. Stabilus works with external transportation service providers and is currently evaluating various options for reducing emissions. The focus here is on optimizing capacity utilization on selected routes for the modes of transport used.

A pilot project aimed at electrifying a logistics route was implemented during the fiscal year in cooperation with external logistics service providers at the main plant in Koblenz, Germany.

An electric truck was used between the external warehouse and the plant instead of conventional truck transportation, and the resulting carbon savings were reviewed and evaluated. Going forward, this project will be relaunched on a larger scale. In addition, Stabilus expects electrification in the logistics sector to advance, with a corresponding reduction in emissions that will also support the Company's decarbonization target.

Other reduction actions relate to emissions during the product use phase, which are reported in category 3.11. The aim is to reduce emissions during the product use phase by optimizing energy use during this phase. The Stabilus Development department is working closely with customers to improve product design with the aim of ensuring customer-specific product usage with lower energy consumption.

Financial resources

The Stabilus Group provides the necessary financial resources to implement new energy efficiency measures that help to reduce carbon emissions (CapEx). Stabilus continuously improves energy-related processes, ensures that they function reliably through regular maintenance, and makes all necessary repairs as part of operational maintenance (OpEx).

E1-4 – Targets related to climate change mitigation and adaptation

GHG emissions contribute to global climate change. Stabilus is therefore pursuing the goal of measuring and continuously reducing its carbon emissions in order to mitigate its climate impact. As part of the implementation of the CSRD, Stabilus has fundamentally revised its climate targets and set new ones that are consistently aligned with the specifications for the 1.5-degree target under the Paris Agreement. In developing its climate targets, the Stabilus Group has followed the recommendations of the Science Based Targets initiative, but the specific targets for reducing GHG emissions have not yet been scientifically verified. The new climate targets take the requirements into account and are an important step towards decarbonization and achieving long-term climate neutrality.

Environmental protection and resource-efficient production are a key element of the EHS Policy. Climate change mitigation is a key element of the EHS Policy and is incorporated as a corporate objective in the "Environment and Resources" section. The opinions of various stakeholders were included in the target-setting process. This was done through targeted stakeholder surveys, both internally and externally. Stabilus attaches particular importance to investor feedback on ESG matters. This is also reflected in the investor survey from fiscal 2024, which specifically addressed ESG matters with the investor community.

Starting from the 2024 base year, Stabilus has the following climate targets:

2030 near term

- Reduction of Scope 1 and Scope 2 emissions by 42% by 2030 relative to base year (4% reduction in Scope 1 emissions and 38% reduction in Scope 2 emissions)
- Reduction of Scope 3 emissions by 25% by 2030

2050 net zero

- Reduction of Scope 1 and Scope 2 emissions by 90% by 2050 relative to base year (62% reduction in Scope 1 emissions and 28% reduction in Scope 2 emissions)
- Reduction of Scope 3 emissions by 90% by 2050

For Scope 3 emissions, the focus of the reduction is on the following Scope 3 categories: 3.1 Purchased goods and services, 3.4 Upstream transportation and distribution, and 3.11 Use of sold products. These categories cover the target boundary of the SBTi Scope 3 target to be verified.

When revising and expanding its targets to meet the requirements of the Greenhouse Gas Protocol (GHG Protocol), Stabilus set the base year as 2024 because it also includes Destaco, which was acquired in the previous fiscal year. To this end, the reporting under the GHG Protocol was applied retrospectively for the last fiscal year, which is why the figures in the non-financial report for the last fiscal year differ from the newly determined base year.

The emissions for the 2024 base year were as follows:

Scope 1, 2, and 3 emissions

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	2024	
Total GHG emissions in the base year*	GHG emissions (t CO ₂ e)	%**
Scope 1	12,886	1.8
Scope 2 – location-based	47,716	–
Scope 2 – market-based	28,579	4.1
Scope 3 significant categories	656,630	94.1
Total GHG emissions (Scopes 1, 2, and 3 significant categories) – location-based	717,232	–
Total GHG emissions (Scopes 1, 2, and 3 significant categories) – market-based	698,095	100.0
Scope 3 – all categories	678,314	–
Scope 3 – applicable to climate target	612,419	–

* Unaudited prior-year figures.

** % of total GHG emissions (Scopes 1, 2 and 3 significant categories) – market-based.

Stabilus tracks progress toward target achievement using the gross GHG emissions determined annually for Scopes 1, 2, and 3. See E1-6 for more information on gross GHG emissions.

As part of its reporting, the Stabilus Group discloses its strategic actions to reduce GHG emissions and outlines the actions it is taking to achieve its climate targets in the decarbonization pathway for Scopes 1 and 2. These actions include transitioning to renewable electricity, and improving energy efficiency in production processes to reduce electricity and gas consumption.

In addition, the Scope 3 decarbonization pathway includes actions to reduce emissions in the supply chain by considering sustainability factors in supplier selection (sourcing strategy), changes in product design (use of lower-carbon steel and secondary raw materials), and the introduction of carbon reduction metrics in logistics to optimize transportation services.

An overview of all actions (Scopes 1, 2, and 3) can be found in section E1-3.

For each of these levers, the expected contribution to emissions reduction is quantified and assigned to the respective emission categories (Scopes 1, 2, and 3). In addition, the Stabilus Group takes into account science-based climate scenarios when setting targets, in particular those that are consistent with the 1.5-degree target under the Paris Agreement.

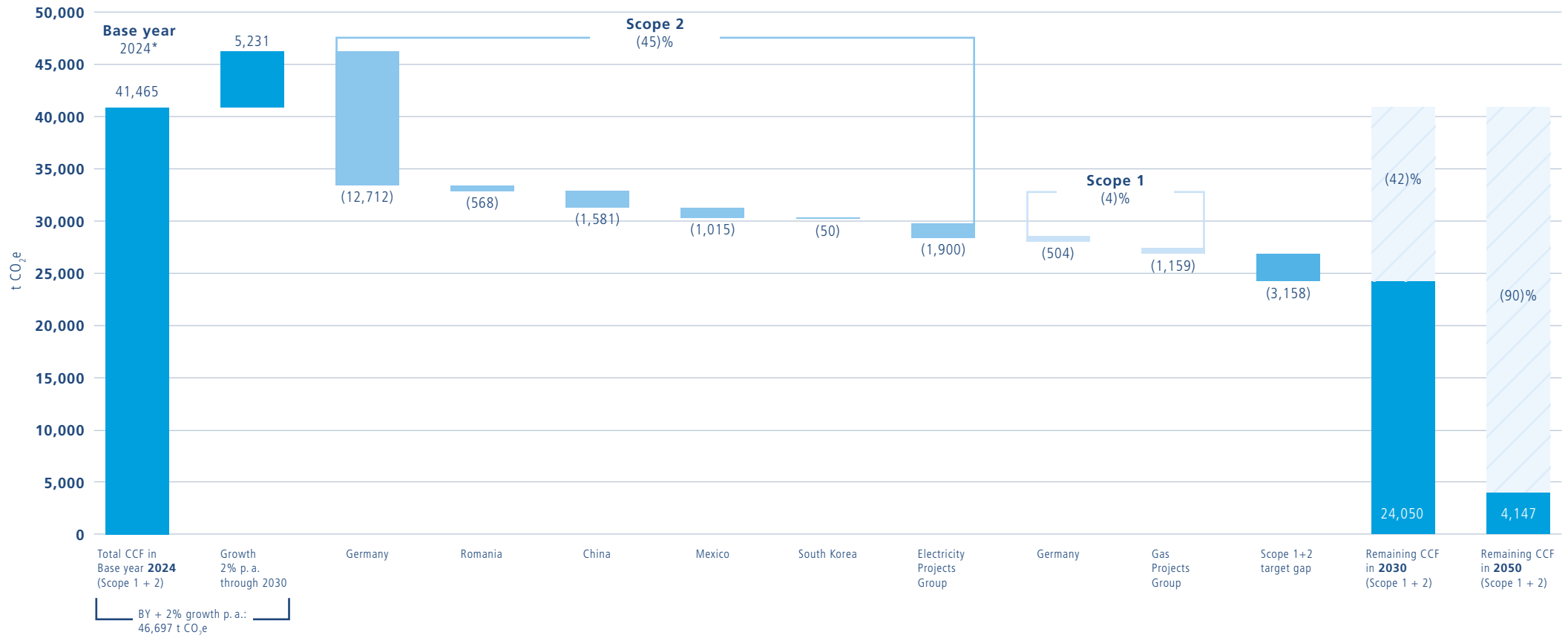
Stabilus presents the expected decarbonization levers (climate change mitigation actions) for achieving the GHG emissions reduction targets for Scopes 1 and 2 by 2030 and 2050 (net-zero target) in the chart below.

The transition to renewable electricity is expected to reduce Scope 2 emissions by (45)%, while process optimization is expected to reduce Scope 1 emissions by (4)% (post growth). Consequently, Stabilus will reduce the GHG emissions for Scopes 1 and 2 by (42)% from the base year by 2030. The 2050 decarbonization pathway aims to reduce total Scope 1 and 2 emissions by (90)% relative to the base year. The plan

is to reduce Scope 1 emissions by (28)% and Scope 2 emissions by (63)% (post growth). For Scope 1 emissions, this is to be achieved by transitioning from fossil fuels to electricity and/or green hydrogen, as well as through an electrified vehicle fleet. For Scope 2 emissions, this is to be achieved through a holistic transition to renewable electricity.

Decarbonization by country, Scopes 1 and 2

T_037



* Unaudited prior-year figures.

The chart below shows the decarbonization pathway of Stabilus's Scope 3 categories within the SBTi Scope 3 target boundary. These include Scope 3.1 Purchased goods and services; Scope 3.4 Upstream transportation and distribution; and Scope 3.11 Use of sold products.

When developing the decarbonization levers, Stabilus focused on the Scope 3 categories within the target boundaries (3.1, 3.4, 3.11). No decarbonization levers have been identified for categories 3.2, 3.3, and 3.9.

Decarbonization levers in Scope 3.1 encompass decarbonization in the supply chain by taking account sustainability factors in supplier selection, as well as projects for the use of environmentally friendly materials.

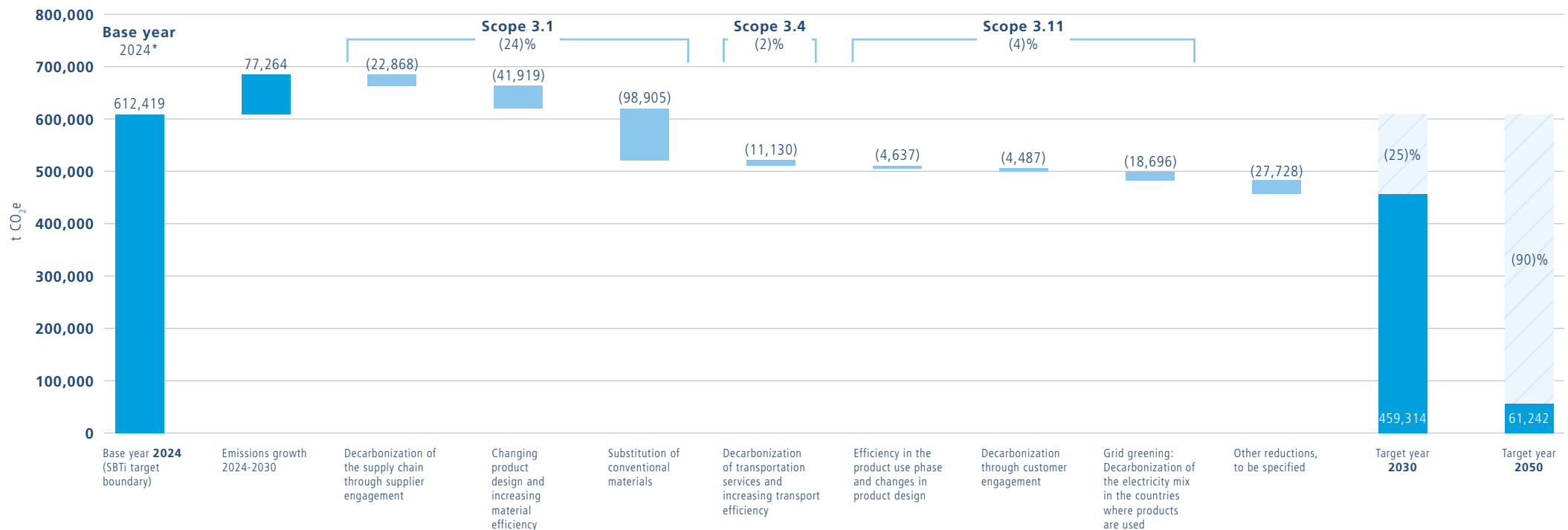
The emissions reduction in Scope 3.4 is to be achieved by improving efficiency in logistics.

Product design development projects that reduce energy consumption during the use phase are intended to reduce emissions in Scope 3.11.

Stabilus's redefined climate targets were prepared in accordance with the SBTi standards. Stabilus plans to join the SBTi in the coming fiscal years.

SBTi Scope 3 target boundary decarbonization pathway

T_038



* Unaudited prior-year figures.

E1-5 – Energy consumption and mix

The collection and reporting of EHS data are rooted in a fixed process. Metrics for energy, water, and waste data are reported monthly. The reporting process for calculating energy consumption and mix, water withdrawal and waste generation is carried out using Group-wide reporting software, which makes it possible to aggregate, evaluate, and analyze data from all companies. The data is recorded based on primary data (e.g., invoices, meter readings).

For the smallest production sites (sites with predominantly assembly activities) and for office sites, Stabilus extrapolated the figures using head count as a reference value from two defined reference sites. This was used to extrapolate consumption values for the other sites. The estimation accounts for 1% of total energy consumption. The extrapolation approach was also applied to waste generation (see ESRS E5 section E5-5).

Measurement of the metrics for energy consumption and mix (E1-5), water withdrawal (E3-4), and waste generation (E5-5) has not been validated by an external body.

The table below shows the total energy consumption of all Stabilus locations for fiscal 2025 in MWh:

E1-5 Energy consumption and mix

T_039

Energy consumption and mix	2024	2025
(1) Fuel consumption from coal and coal products (MWh)	–	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	–	5,627
(3) Fuel consumption from natural gas (MWh)	–	49,563
(4) Fuel consumption from other fossil sources (MWh)	–	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	–	31,885
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	–	87,076
Share of fossil sources in total energy consumption (%)	–	54.3%
(7) Consumption from nuclear sources (MWh)	–	21,002
Share of consumption from nuclear sources in total energy consumption (%)	–	13.1%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	–	0
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	–	49,947
(10) Consumption of self-generated non-fuel renewable energy (MWh)	–	2,464
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	–	52,411
Share of renewable sources in total energy consumption (%)	–	32.7%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	–	160,489

In fiscal 2025, energy generation from non-renewable energy was 1,836 MWh, while 3,033 MWh was generated from renewable energies.

To calculate the energy intensity based on net revenue, Stabilus takes into account the total energy consumption and revenue of the Stabilus Group, as all Stabilus's activities are classified as being in a climate-intensive sector. All of the Stabilus Group's activities fall within the climate-intensive Sector C – Manufacturing Division 27 Manufacture of electrical equipment and Division 29 Manufacture of motor vehicles, trailers and semi-trailers:

E1-5 Energy intensity per net revenue

T_040

Energy intensity per net revenue	2024	2025	% change
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/€m)	–	123.8	–

E1-5 Connectivity of energy intensity based on net revenue with financial reporting information

T_041

IN € MILLIONS

	2025
Net revenue from activities in high climate impact sectors used to calculate energy intensity	1,296.1
Net revenue (other)	1,296.1
Total net revenue (Financial statements)	1,296.1

E1-6 – Gross Scope 1, 2, and 3 GHG emissions and total GHG emissions

The GHG emissions of the Stabilus Group for fiscal 2025 are presented in the table below:

E1-6 Total GHG emissions by Scope 1, Scope 2 and significant Scope 3 emissions

T_042

	Retrospective				Milestones and target years			Annual % target / Base year
	Base year 2024*	2024	2025	% change	2025	2030	(2050)	
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions (t CO ₂ e)	12,886	–	12,285	–	–	12,849	1,312	(5)%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	–	–	–	–	–	–	–	–
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (t CO ₂ e)	47,716	–	46,175	–	–	–	–	–
Gross market-based Scope 2 GHG emissions (t CO ₂ e)	28,579	–	25,706	–	–	11,201	2,835	(10)%
Significant Scope 3 GHG emissions								
Total gross indirect (Scope 3) GHG emissions (t CO ₂ e)	656,630	–	584,597	–	–	–	–	–
Scope 3 GHG emissions applicable to climate target (SBTi boundary)	612,419	–	549,040	–	–	459,314	61,242	(10)%
1 Purchased goods and services	505,063	–	457,088	–	–	–	–	–
2 Capital goods	26,029	–	23,704	–	–	–	–	–
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	14,087	–	8,320	–	–	–	–	–
4 Upstream transportation and distribution	40,949	–	35,329	–	–	–	–	–
9 Downstream transportation	4,095	–	3,533	–	–	–	–	–
11 Use of sold products	66,406	–	56,623	–	–	–	–	–
Total GHG emissions								
Total GHG emissions (location-based) (t CO ₂ e)	717,232	–	643,057	–	–	–	–	–
Total GHG emissions (market-based) (t CO ₂ e)	689,095	–	622,588	–	–	–	–	–
Total GHG emissions (market-based) (applicable to climate target, SBTi target boundary) (t CO ₂ e)	653,884	–	587,032	–	–	–	–	–

* Unaudited prior-year figures.

The above table shows the GHG emissions of the Stabilus Group for base year 2024 and fiscal 2025.

A breakdown by location-based and market-based emissions was prepared. In addition, the GHG emissions that are relevant to the Stabilus Group's strategic climate targets in accordance with the SBTi requirements are shown separately.

Location-based total GHG emissions fell by (10)% and market-based GHG emissions by (11)%. GHG emissions applicable to the climate target fell by (10)%.

In terms of Scope 1 and 2 emissions, the largest decline in market-based Scope 2 was (10)%, and in location-based Scope 2 this was (3)%. Scope 1 emissions changed by (5)% compared with the base year.

The reduction is attributable to the actions already implemented at the Stabilus plants (100% green electricity in Mexico) and general optimizations aimed at boosting production efficiency. The underlying reduction actions are part of the CO₂ roadmap that was established in fiscal 2023, and have been adopted in the Scope 1 and Scope 2 reduction pathways (see E1-4 Targets). Both the reduction actions already implemented and those planned in accordance with the roadmap are in line with plans for meeting the Scope 1 and 2 climate targets.

The significant Scope 3 GHG emissions in the fiscal year also declined compared with the base year, with an (11)% reduction in total significant Scope 3 GHG emissions and a (10)% reduction in Scope 3 GHG emissions applicable to the climate target.

The largest absolute reduction was in Scope 3.1, with GHG emissions down by (9)% compared with the base year. Scope 3.2 has fallen by (9)% compared with the base year. Scope 3.4 and Scope 3.9 have fallen by (14)% against the base year. Scope 3.11 is down by (15)% and Scope 3.3 by (41)% compared with the base year 2024.

Measurement and reporting of Scope 3 GHG emissions was prepared for the first time in 2024 and has been defined as the basis for the reduction targets. The actions for reducing Scope 3 emissions in the context of the climate target have been identified and are continuing the projects initiated in previous fiscal years, particularly with respect to supply chain decarbonization. At the same time, new actions to reduce emissions in Scope 3.11 are being developed. It is not yet possible to specifically allocate the plans and target achievements to each action in Scope 3.

E1-6 GHG intensity per net revenue

T_043

GHG intensity per net revenue	2024	2025	% change
Total GHG emissions (location-based) per net revenue (t CO ₂ e/€m)	–	496.1	–
Total GHG emissions (market-based) per net revenue (t CO ₂ e/€m)	–	480.4	–

E1-6 Connectivity of GHG intensity per revenue with financial reporting information

T_044

IN € MILLIONS	2025
Net revenue used to calculate GHG intensity	1,296.1
Net revenue (other)	1,296.1
Total net revenue (in financial statements)	1,296.1

Scopes 1-3 GHG emissions

Stabilus has been reporting GHG emissions in accordance with the GHG Protocol for Scopes 1, 2, and 3 for the entire Stabilus Group since fiscal 2025. The GHG emissions were calculated using the two standards of the GHG Protocol: Corporate Accounting and Reporting Standard 2004 and Corporate Value Chain (Scope 3) Accounting and Reporting Standard 2011.

GHG emissions from the Group itself are reported for Scope 1, indirect GHG emissions from the production of purchased electricity are reported for Scope 2, and emissions from the upstream and downstream value chain are reported for Scope 3. For the Scope 3 emissions reporting, the decision was made to focus on the significant Scope 3 categories. These significant Scope 3 categories are determined by the threshold of 5% of all Scope 3 emissions from the total inventory of the corporate carbon footprint for fiscal 2024 (including all 15 Scope 3 categories) and include Scope 3 categories 3.1, 3.2, 3.3, 3.4, 3.9, and 3.11. The remaining nine Scope 3 categories of the GHG Protocol (3.5, 3.6, 3.7, 3.8, 3.10, 3.12, 3.13, 3.14, and 3.15) are not material to Stabilus's business activities because there are no activities in those categories, or they comprise

emissions of insignificant magnitude (totaling <5% of total Scope 3) and are therefore not included in the reporting.

GHG reporting includes all relevant greenhouse gases. Where available, the Stabilus Group publishes biogenic CO₂ emissions from the combustion or bio-degradation of biomass. No such GHG emissions in categories 1, 2, and 3 were recorded for fiscal 2025. Operational control in accordance with the requirements of E1-6 was chosen as the consolidation approach. The basis of consolidation for Scopes 1, 2, and 3 is the same as the basis of financial consolidation.

Scope 1 and 2 category GHG emissions

The report shows direct Scope 1 emissions from direct combustion sources (natural gas, LPG, fuels such as gasoline and diesel, heating oil, volatile gases). Scope 1 emission factors are based on the available data from DBEIS. The global warming potential (GWP) is based on the data from the IPCC (Intergovernmental Panel on Climate Change) Sixth Assessment Report (IPCC AR 6).

Indirect Scope 2 emissions arise from the generation of purchased energy in the form of electricity. Stabilus calculates Scope 2 emissions based on the electricity purchased and the resulting emissions. In this report, Stabilus presents both market-based and location-based emissions. Market-based emissions are calculated using a three-level hierarchy as follows:

Where primary data is available, the emission factors of the local energy suppliers are used, based on the electricity mix of the purchased/used energy (level 1). In the absence of specific data, Stabilus uses the residual mix (level 2). If this information is also not available, the location-based emission factor (level 3) is used. Levels 2 and 3 for calculating market-based emissions are generally only used for sites in the Stabilus Group whose data has to be extrapolated.

For the purpose of reporting the location-based emissions, Stabilus calculates these based on country emission factors from ecoinvent.

In Scopes 1 and 2, for the smallest production sites (sites with predominantly assembly activities) and for office sites, Stabilus extrapolated the figures using head count as a reference value from two defined reference sites. This was used to extrapolate consumption values for the other sites. Where available, the residual mix was used for the extrapolated sites. Otherwise, the location-based emission factor was used.

Scope 3 category GHG emissions

The GHG emissions in the Scope 3 category are calculated using emission factors databases whose factors are based on different values for global warming potential (GWP). The information on global warming potential can be found in IPCC Assessment Report (AR) version AR5 (2013) at DBEIS, the item+s expenditure-specific emission factors database, and IPCC Assessment Report version AR6 (2021) in the ecoinvent 3.11 database.

The GHG emissions in **Scope 3.1 Purchased goods and services** comprise of all upstream emissions arising from the production of goods and services purchased or leased by Stabilus in the fiscal year. Scope 3.1 emissions are calculated using a combined approach to include both expenditure-based and activity-based data. GHG emissions from goods and services purchased are largely determined by the procurement spend (expenditure-based calculation) of the global sites. Furthermore, the GHG emissions are calculated using weight-based data (activity-based calculation) for high-volume components and materials, and lease expenditures (expenditure-based calculation) are also included in the total. Emission factors from various databases were used for the combined calculation. The item+s database was used for expenditure-based sector- and country-specific emission factors; ecoinvent's emission factors were used for the weight-based calculation.

For category 3.1, Stabilus extrapolated the figures for individual small production sites based on external revenue. The figures are extrapolated based on the average of the total GHG emissions from purchased goods and services per external revenue of the reporting companies. For purely office locations with sales and administration activities, the extrapolation was waived due to insignificant magnitude.

The calculation approach in 3.1 is designed to exclude double-counting of emissions calculated using an expenditure-based and weight-based approach, by clearly assigning the calculation methodologies to each part number and thus eliminating any overlap in this methodology.

Category **3.2 Capital goods** comprises the upstream GHG emissions from the production of capital goods acquired by Stabilus in the reporting period. The GHG emissions in this category are calculated for the Stabilus Group using the expenditure-based methodology based on global additions of capital goods by Group site and company, and the emission factors of the item+s database, which specializes in expenditure-based emission factors.

GHG emissions in category **3.3 from fuel and energy-related activities** that are not included in Scope 1 or Scope 2 are calculated using Stabilus's energy and fuel use data. Consumption data, which is also used to calculate emissions in Scopes 1 and 2, is used for this purpose, with emission factors from the ecoinvent and DBEIS databases.

The GHG emissions from upstream and downstream transportation and distribution in categories **3.4 and 3.9** comprise the **emissions generated during transportation and storage of purchased and manufactured goods**. This includes deliveries from Tier 1 suppliers to Stabilus as well as deliveries within the Stabilus Group and also to customers.

Scope 3.4 emissions are calculated using expenditures from the biggest production companies in the Stabilus Group for external transportation services (inbound and outbound), the relevant mode of transport, and the expenditure-based, regional emission factors in the item+s database. For smaller production companies and sales offices, Stabilus extrapolates the figures based on their external and intercompany revenue. The figures are calculated using the average GHG emissions for deliveries based on revenue (external and intercompany) of the production companies included in the calculation. Furthermore, GHG emissions for transport deliveries from suppliers to Stabilus were calculated using assumptions regarding transport costs in proportion to procurement spend. The GHG emissions in category 3.9 are extrapolated using a qualified expert assessment based on the total of the GHG emissions in category 3.4. This assumes that the GHG emissions in category 3.9 account for 10% of the emissions in category 3.4. The expert assessment is based on industry benchmarks and scientific studies.

Scope 3 category **3.11** includes emissions generated when **using products sold** by the Stabilus Group. These emissions are calculated based on the number of end products sold externally by sales country and product category as well as the calculated lifetime emissions for the product categories. The emissions are calculated using parameters that include use, energy consumption, the useful life of product categories, country-specific emission factors from ecoinvent, and secondary literature on mobile energy generation.

Disclosure of estimates

For the significant Scope 3 categories, the calculation of the corporate carbon footprint for the fiscal year is based on the global departments' activity data for eleven months (from October 1, 2024 to August 31, 2025). These activity data were used to calculate emissions in the respective Scope 3 categories and the emissions were subsequently extrapolated to the full 2025 fiscal year. The calculated emissions per Scope 3 category at the company level were extrapolated on a straight-line basis from eleven months to twelve months.

This approach was chosen in order to provide the Stabilus Group's corporate carbon footprint in a timely fashion for reporting and for review by the external auditor in the CSRD report.

The Group's corporate carbon footprint is calculated based on secondary data, such as internally available information on expenditure, weight, consumption, and performance data for calculating emissions in the respective scopes, as explained above. Primary data from suppliers has not yet been used to calculate the corporate carbon footprint.

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

Stabilus is not currently implementing any projects aimed at reducing greenhouse gases financed through carbon credits. Currently, the focus is on quantifying all emissions caused along the value chain (Scopes 1-3) and reducing them by optimizing and adjusting production processes and adjusting the energy mix used. For this reason, no initiatives have yet been initiated through the purchase of emission allowances within or outside the Company's own value chain.

Taking into account the net-zero target for 2050 and the actual carbon reductions required, Stabilus will consider and validate all options for reducing greenhouse gases in the coming fiscal years, including the possible purchase of carbon credits.

E1-8 – Internal carbon pricing

Stabilus has not introduced an internal system for pricing carbon emissions. As things stand, there are no plans to implement one in the coming fiscal years either, because the focus is currently on process-related actions to reduce GHG emissions within the Company's activities.

ESRS E2 – Pollution

ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

In the double materiality assessment, the Stabilus Group systematically examined its own sites and business activities as well as the upstream and downstream stages of its value chain for potential impacts, risks, and opportunities related to pollution.

The following aspects in particular were taken into account:

- upstream: the extraction of the relevant raw materials, production of the materials and components used
- own business operations: the in-house production processes of the Stabilus Group and administrative activities
- downstream: the life cycle of the products

Results of the assessment

No material negative impacts related to pollution were identified within the Stabilus Group. The production sites are subject to local legal environmental requirements, compliance with which is regularly monitored. No positive impacts, risks, or opportunities related to pollution were identified in the company's own business operations. Similarly, no material negative impacts, risks, or opportunities related to Stabilus's business activities and products were identified in the upstream and downstream value chain. Based on these results, no further consultation with affected communities was held.

ESRS E3 – Water and marine resources

ESRS 2 IRO-1 – Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities

In the double materiality assessment, the Stabilus Group systematically examined its own sites and business activities as well as the upstream and downstream stages of its value chain for potential impacts, risks, and opportunities related to water and marine resources. The underlying methodology and assumptions are explained in ESRS 2 IRO-1. No consultation with affected communities took place.

The following material impacts and risks were identified:

Impacts and risks related to water

● Water withdrawal

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☐ downstream

Stabilus's production activities require the withdrawal of water from local sources, in particular for cooling and cleaning processes. High water withdrawals can compromise local ecosystems, especially in regions with water scarcity. A material negative environmental impact due to water withdrawal was identified in the upstream value chain. Water-intensive processes in raw materials extraction, processing, and the production of intermediate products and components lead to material impacts on local water resources and ecosystems, especially in connection with the procurement of metal and electronic components.

● Water withdrawal

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Stabilus's production processes require water to be withdrawn from local sources. This creates a financial risk, especially at large production sites with water scarcity. Limited water availability increases the risk of production disruptions, which can lead not only to downtime and delays, but also to financial pressures resulting from lost earnings, rising costs for alternative water supplies, and potential reputational damage.

Water risk analysis

In fiscal 2024, Stabilus prepared a global water risk analysis of all major production sites for the first time. The analysis population comprises 27 production sites, as these have a material impact due to water withdrawal. The smallest production sites (sites with predominantly assembly activities) and office sites are not part of the analysis. This analysis is reviewed annually to ensure that it is up to date and adjusted accordingly. The AQUEDUCT Water Risk Atlas data tool is used for this to analyze for water stress and water risk in the areas around the Stabilus sites. The unit of assessment for both indicators is a five-point rating scale from "low" to "extremely high".

In addition to the local and geographical conditions, Stabilus also compared the total water intake at each location. The Stabilus Group's five major production sites (Germany [here: Koblenz], Romania, China [here: Changzhou], USA [here: Gastonia] and Mexico) account for 82% of the total water consumption (calculated based on water withdrawal), with the Changzhou site in China being the largest consumer in the Stabilus Group in fiscal 2025. These five locations offer the greatest reduction potential.

Based on the water risk analysis in fiscal 2025, Stabilus has identified a risk of very high water stress (>80%) at the sites in Mexico and China (here: Changzhou), taking into account the total water withdrawal. A risk of a high water stress (40% to 80%) was determined at the site in the United States (here: Gastonia), taking into account the total water withdrawal. At the locations in Germany (here: Koblenz) and Romania, a risk of medium to high water stress (20% to 40%) was determined, taking into account the total water withdrawal. At these locations in particular, water reduction projects will be stepped up in the coming fiscal years.

E3-1 – Policies related to water and marine resources

To date, Stabilus has no stand-alone policy for water and marine resources in line with the requirements of ESRS E3-1. This policy is planned for the coming reporting years to ensure consistent and targeted implementation of the requirements of ESRS E3.

However, both the Stabilus Code of Conduct and the Business Partner Code of Conduct provide for responsible use of water and the efficient use of this resource, which means that these two documents address this important issue both in the supply chain and in the Company's own business operations. Using these two policies, it is important for Stabilus to contribute to better availability of water for people in areas of water stress.

E3-2 – Actions and resources related to water and marine resources

Stabilus has planned and implemented various actions to reduce the negative impacts and risks relating to water and marine resources in its own business operations that were identified as material in the materiality assessment. The actions are presented below.

Water reduction roadmap

Saving water has become increasingly important for Stabilus in recent years and will become an even greater focus in the future.

Stabilus aims to reduce water withdrawal per unit of production at site level and reduce water intensity by (10)% by 2030 (2021: 2.11 liters/unit).

To achieve this long-term goal, Stabilus plans projects to save water, implements them, and documents the associated savings. Stabilus therefore established its first water reduction roadmap in fiscal 2024. The water reduction roadmap addresses the whole process of reducing water consumption from planning through to monitoring the progress of projects implemented at the sites. The ESG department provides technical support for individual measures and projects, documents them centrally, and tracks their status. Best practice measures are highlighted in global EHS meetings with the aim of generating further global water-saving projects at the sites. Water reduction measures relate to optimizing water use in production and technical infrastructure.

The first water-saving projects have already been launched. Rainwater harvesting projects were implemented at the plants in Mexico in fiscal 2025 and internal water flows are being analyzed in order to launch further water-saving projects. Pilot projects to save water in cooling systems are currently underway at the Koblenz site. The plant in Romania has retrofitted the sanitary facilities with water-saving sensor technology and new water-saving projects are currently being defined at the plants in the USA and China. No significant operating or capital expenditure has been incurred for the completed measures. The time horizons for completing the planned measures have not yet been precisely defined.

Short-term water-saving projects

In addition to the water reduction roadmap as a long-term plan, Stabilus is pushing ahead with short-term water-saving projects. These are low-investment measures that can be implemented quickly. The aim is to use only the water that is absolutely necessary and to avoid wastage. The ESG department therefore provided the major production sites with a list of measures and recommendations for action so that they can swiftly

launch projects to reduce water consumption. The locations were asked to check the feasibility of these. As such, global meetings were held with the EHS managers at the sites, where practical suggestions were made for faster implementation. Short-term measures include shutdown plans for cooling towers, cooling water technology and irrigation systems as well as the elimination of leaks and the documentation of the largest consumers.

Actions in the upstream supply chain

The Stabilus Business Partner Code of Conduct includes a chapter on the responsible use of water and the efficient use of this resource. In particular, suppliers are encouraged to avoid polluting and wasting water. By signing the Business Partner Code of Conduct, suppliers are obligated to comply with it.

The supplier assessment also assesses whether the supplier has its own measures for the environmentally friendly use of water resources and also takes care of this in its own upstream supply chain. In addition, Stabilus attaches great importance to the ISO 14001 certification of its suppliers, as it provides clear guidelines for the responsible use of water.

E3-3 – Targets related to water and marine resources

In the materiality assessment, Stabilus classified the topic of water consumption as not material and water withdrawal as material in its own business operations. For this reason, Stabilus reports on water withdrawal as an entity-specific metric. Therefore, reporting is focused on water withdrawal and not on water consumption.

Stabilus has set itself a target for the entity-specific metric of water withdrawal in order to measure progress in reducing water withdrawal and address the identified material impacts. Stabilus aims to reduce water withdrawal per unit of production at site level by (10)% by 2030 (base year 2021: 2.11 liters/unit). The base year for tracking progress toward target achievement is 2021. The target applies to 20 Stabilus Group production sites. Destaco and Cultraro are not included because their acquisition took place after 2021. Smaller production and office locations are also excluded.

Stabilus does not use revenue as the denominator as required under the ESRS. Instead, it uses the unit quantities (entity-specific metric). The unit quantities are finished goods produced. Water withdrawal is used as the numerator (entity-specific metric).

A key element of the Code of Conduct with respect to water resources is responsible use and consistent compliance with local and national legal requirements. There is therefore a link between the target and the Code of Conduct.

The five largest production sites of the Stabilus Group, which account for 82% of all water withdrawal at production sites, are located in areas of water risk. These were specifically included in the reduction target in order to reduce water withdrawal there with particular efficiency (see water risk analysis). The targeted reduction is therefore directly linked to the risk areas identified.

The reduction target does not relate to the management of impacts, risks, and opportunities related to marine resources, as none of Stabilus's sites are located close to the coast, and marine resources are not used in any other way.

The target set is not based on scientific evidence. The opinions of various internal stakeholders were included when setting the target. The target is set on a voluntary basis. Neither environmental thresholds nor specific breakdowns were taken into account when defining the target. Stabilus tracks progress toward target achievement using a defined entity-specific metric for water withdrawal. See E3-4 Water withdrawal for more information.

E3-4 – Water withdrawal (entity-specific disclosure)

Stabilus reports water withdrawal as an entity-specific metric. Therefore, reporting is focused on water withdrawal and not on water consumption. Contrary to the CSRD requirement to report water consumption under E3-4 (if it is material), Stabilus reports water withdrawal here as an entity-specific metric. Reporting on water withdrawal is critical to Stabilus because water is used in manufacturing processes, primarily for cooling and cleaning. It is also used in sanitary facilities.

The survey for the water withdrawal metric included 20 key production sites. In order to ensure comparability with the target set against the 2021 base year, the survey did not take into account the smallest production sites, office locations, or the Destaco and Cultraro acquisitions.

The water sources are third-party water and well water. The data collection process for water withdrawal follows the explanations set out in the section on ESRS E1-5.

Total water withdrawal for the 20 key production sites in fiscal 2025 amounted to 304,760 m³ (PY: 351,773 m³), down therefore by (47,013) m³ or (13)%. This yields a water withdrawal per unit of production (in relation to all products) of 2.00 liters/unit (PY: 2.12 liters/unit).

Compared with the base year (fiscal 2021), water withdrawal per unit of production was reduced from 2.11 liters/unit to 2.00 liters/unit, which is a decline of (5)%.

ESRS E4 – Biodiversity and ecosystems

ESRS 2 IRO-1 – Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities

The Stabilus Group's double materiality assessment assessed potential and actual impacts, risks, dependencies, and opportunities related to biodiversity and ecosystem services. This included both the Group's own business activities and the upstream and downstream value chain. The assessment was sector-specific for the automotive supplier industry.

In the materiality assessment, the Company systematically assessed its own sites as well as the upstream and downstream value chain for actual and potential impacts on biodiversity and ecosystems. Generally accepted criteria were applied, such as the type of business activity and the proximity of the sites to ecologically sensitive areas. The assessment included checking whether relevant production sites of the Stabilus Group are located in or near Natura 2000 protected areas, UNESCO World Heritage Sites, Key Biodiversity Areas, or areas in the World Database on Protected Areas (WDPA). The assessment showed that there is currently no site within a protected area. However, two sites are in the immediate vicinity, each within a radius of three kilometers. There is currently no evidence that the business activities at these sites have negative impacts on the areas concerned, for example, due to impacts on natural habitats or habitats for protected species, or that they disturb

the species for which the respective area has been designated. Only E4 – Climate change was classed as material, i.e. for reasons of consistency with E1 – Climate change, which is also classed as material.¹⁾ Nor were any material negative or positive impacts on biodiversity and ecosystems detected along the upstream and downstream value chain.

Biodiversity-related dependencies, risks, and opportunities were identified and assessed in the double materiality assessment, especially in the context of risk and opportunity assessments. Both transition risks – such as tighter regulatory requirements or rising expectations around environmentally friendly production processes – and physical risks such as increasing water scarcity were taken into account. A material risk related to water availability has already been identified in the climate risk analysis and is also addressed in Standard ESRS E3 – Water and marine resources. Systemic risks – such as the collapse of entire ecosystems, or aggregated physical and transition risks – were not identified. In summary, no material dependencies, risks, or opportunities related to biodiversity came to light in the reporting period.

Furthermore, no affected communities were identified and consulted. Based on these results, no remedies related to biodiversity were implemented.

¹⁾ Disclosures on E4 – Climate change are reported in accordance with ESRS E4.AR 4 ESRS E1 – Climate change. Stabilus's policies, actions and targets as outlined here help to mitigate climate change, which is a key driver of biodiversity loss.

ESRS E5 – Resource use and circular economy

ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

In its double materiality assessment, the Stabilus Group systematically examined its own sites and business activities as well as its upstream and downstream value chain stages for potential impacts, risks, and opportunities related to resource use and the circular economy. The underlying methodology and assumptions are explained in ESRS 2 IRO-1. No consultation with affected communities took place.

The following material impacts and risks were identified:

Impacts and risks related to resource use and circular economy

● Waste

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Stabilus's business activities generate waste in numerous process steps. Waste is generated in particular from the production of products, the use of packaging materials, repairs, and in the course of construction activities. This results in both non-hazardous and hazardous waste, which can be harmful to the environment due to disposal and treatment.

● Resource outflows related to products and services

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☐ own business operations	☒ downstream

A potential financial risk for Stabilus arises from the increasing customer requirements, especially on the part of automotive manufacturers, for circular product design, and the use of recycled materials. Given that some products and materials are not currently aligned with the principles of the circular economy, there is a risk that Stabilus might not be included in future calls for tender. Added to that is the risk of regulatory measures such as levies or tariffs on non-circular products. These developments could lead both to revenue losses and significant costs for customizing products and processes.

E5-1 – Policies related to resource use and circular economy

To date, Stabilus has no stand-alone policy for resource use and the circular economy in line with the requirements of ESRS E5-1. This policy is planned for the coming reporting years to ensure consistent and targeted implementation of the requirements of ESRS E5.

However, both the Stabilus Code of Conduct and the Business Partner Code of Conduct provide for dealing responsibly with waste and chemicals, which means that these two documents address this important issue both in the supply chain and in the Company's own business operations. In accordance with applicable legal requirements, waste is to be avoided, reduced, or diverted to safe reuse or recycling as far as possible. Chemicals and other potentially hazardous substances are handled in a way that ensures their safe storage, use, transportation, reuse, and disposal at all times.

E5-2 – Actions and resources related to resource use and circular economy

Stabilus is working hard to follow the principles of the circular economy, including increased recycled content, circular product design, extended useful life, reparability, reusability, and recyclability. Reporting on actions is planned for future reporting periods as part of the process of updating the targets (see explanation in E5-3).

E5-3 – Targets related to resource use and circular economy

In the current reporting period, Stabilus did not define a target for material topics under ESRS E5.

Due to a change in the methodology used to calculate the metrics in accordance with the ESRS, the previous waste targets can no longer be transferred to the new metrics. Initially, the current targets will continue to be the basis for implementing actions. They are currently being revised and will be reported in the coming fiscal years. Where resource outflows are concerned, Stabilus is currently working on a target that will check for the use of recycled materials.

Nonetheless, progress in avoiding waste and increasing recycling rates is monitored and evaluated based on monthly deviation analyses. Via the requirements for ISO 14001 environmental certification at 14 sites and the waste monitoring that has been rolled out worldwide for all companies, Stabilus tracks waste development using the metrics defined in accordance with E5-5.

E5-5 – Resource outflows Products and materials

In accordance with ESRS 1.34(b) and Appendix E of ESRS 1, Stabilus is not required to disclose certain metrics if they are not classified as material and do not contribute to meeting the corresponding disclosure requirements.

The materiality assessment identified a potential risk related to external customer requirements in the downstream value chain. This risk arises primarily from customers' regulatory or market-based expectations and may potentially have impacts on future contractual relationships with Stabilus. However, this is not a risk directly linked to negative environmental impacts such as those from non-sustainable product design.

In light of this, the datapoints under ESRS E5.35 and E5.36 are not material, which is why there is no reporting on them.

Waste

Waste is generated in a wide variety of process steps during product manufacturing, packaging, repair, and construction. Reusable containers are used as the standard packaging method for deliveries to car manufacturers. Stabilus works continuously to reduce material losses in production through efficient production processes.

Stabilus launched the process for collecting waste figures in fiscal 2025. The process for collecting the waste figures generally follows the explanations set out in the section on ESRS E1-5 with respect to monthly data reporting and site extrapolation. Generated waste is divided into hazardous and non-hazardous waste. In these two groupings, a further breakdown is provided by disposal and recovery operations, which also take into account the calculation of recycling rates. Stabilus primarily categorizes its waste according to the codes in the European Waste Catalog (EWC), but the locally applicable waste disposal legislation at the respective sites is also taken into account.

The table below provides a detailed overview of total waste generated (in metric tons) by the Stabilus Group's activities, broken down into hazardous and non-hazardous waste and their recovery operations.

Waste generation

T_045

IN METRIC TONS	2025
Total amount of non-hazardous waste	11,631
of which diverted from disposal	9,818
by preparation for re-use	0
by recycling	8,914
by other recovery operations	904
of which directed to disposal	1,813
by incineration	125
by landfill	1,528
by other disposal operations	160
Total amount of hazardous waste	1,822
of which diverted from disposal	1,045
by preparation for re-use	17
by recycling	303
by other recovery operations	725
of which directed to disposal	777
by incineration	113
by landfill	66
by other disposal operations	598
Total amount of waste generated	13,453

According to the table on the left, the amount of non-recycled waste was 4,236 metric tons. This equates to 31.5% of total waste generated.

The total hazardous waste generated was 1,822 metric tons. This equates to 13.5% of total waste generated. No radioactive waste was generated.

Most of the waste streams relevant to the Group's activities originate from its production processes. These are primarily metal-containing materials made of iron and steel, ferrous metal filings, and turnings. Metal sludge and machining emulsions are also generated.

SOCIAL INFORMATION

ESRS S1 – Own workforce

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Stabilus recognizes the importance of its own workforce as the key foundation for implementing the corporate strategy and achieving long-term corporate goals. Employees make a significant contribution to value creation and are vital to the Company's quality, innovative strength, and competitiveness.

Stabilus's own workforce includes all direct employees at all of its sites worldwide. It also includes non-employees who work for Stabilus under contracts for works, as freelancers, or via third-party undertakings that provide temporary workers, as long as those workers are routinely involved in operational processes.

Potential impacts on people in our own workforce were systematically examined in the double materiality assessment. The assessment was based on internal analyses, industry-specific benchmarks, and applicable regulatory requirements.

The following material impacts were identified:

Impacts related to own workforce

● Health and safety

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Workplace accidents can occur in business operations at Stabilus, especially if health protection and occupational safety are not fully complied with. These incidents can lead to injuries and may cause long-term mental and / or physical impairments for employees.

● Gender equality and equal pay for work of equal value

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Inequalities in terms of equal pay and female representation can have actual negative impacts. Unequal pay for work of equal value can exacerbate long-term socioeconomic disparities and negatively impact the well-being of affected women in the Company.

● Diversity

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

In everyday work at Stabilus, there may be actual negative impacts from cases of harassment and discrimination. As a result, affected employees may experience disadvantages in their professional development, psychological stress, and restrictions in their social participation in the workplace. These incidents can exacerbate existing inequalities and can affect the overall working environment.

● Training and skills development

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts on the Company's own workforce can arise if training and continuing professional development are neglected. Lack of skills can lead to reduced performance capacity and workplace safety.

● Collective bargaining

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts on the workforce can arise if collective bargaining outcomes are not met. This can lead to violations of employees' social and economic rights, for example due to inadequate wages, working hours, social benefits, working conditions, or the lack of opportunities for complaint.

● Secure employment

Time horizon:	☒ short-term	☐ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

There are positive impacts within Stabilus as a result of respecting labor rights and ensuring stable employment at production and administrative sites. This supports social stability and reliable incomes, and offers long-term prospects for the workforce.

● Work-life balance

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts on the workforce can arise if work-life balance is not ensured. Especially in countries with fewer labor rights, this can result in irregular working hours, stressful shift schedules, and high-pressure deadlines, which adversely affect the well-being and health of employees.

The double materiality assessment did not identify any risks and opportunities in Stabilus's own workforce.

How impacts interact with strategy and business model

The identified negative and positive impacts on the workforce are indirectly related to Stabilus's business model. They arise in particular from the general conditions in industrial production and the associated working methods. This includes, for example, physical stresses or workplace-related stresses in specific functional areas. These impacts are not specific to Stabilus's business model but are intensifying in the operational context. Insights gained from the materiality assessment are incorporated into the ongoing development of the human resources strategy and into operational measures to improve working conditions.

S1-1 – Policies related to own workforce

The sustainable corporate success of Stabilus is underpinned by its employees. As an employer, Stabilus focuses on its own defined corporate values and a dialogue-focused corporate culture based on trust and respect for diversity and equal opportunities. Stabilus offers its employees attractive conditions and a wide range of individual development opportunities. In view of the current and future challenges of the labor market, Stabilus's goal is to support the development of its employees, retain them, and promote innovation. Stabilus is also aware of its responsibility for the physical and mental health and safety of its employees and takes the task of preventing accidents and health hazards very seriously.

Responsibility

Human Resources (HR) is responsible for managing the HR organization and therefore for the Group-wide guidelines and standards for employees. HR is headed by the Vice President HR. HR is responsible for the operational design, implementation, and management of HR processes with the aim of accelerating employee development and talent promotion.

National laws, such as the German Supply Chain Due Diligence Act (LkSG), and international standards and conventions, in particular the United Nations Universal Declaration of Human Rights and the principles of the UN Global Compact, the UN Guiding Principles (UNGPs) on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labour Organization (ILO), and the United Nations Sustainable Development Goals (SDG), form the basis for Stabilus's actions.

To comply with the aforementioned international standards and conventions, as well as other laws and requirements and ethical principles and standards, Stabilus has implemented the documents below, which apply to all workers. They aim to identify, mitigate, and, where appropriate, eliminate material negative impacts on workers and related material risks with respect to working conditions, equal treatment and opportunities as well as other work-related rights, and to promote material positive impacts.

Code of Conduct

The Code of Conduct is binding worldwide for all of the Stabilus Group's activities and employees, both in internal cooperation and in cooperation with business partners, state institutions, and the general public. The Code of Conduct contains detailed guidelines aligned with internationally proclaimed human and labor rights, and in particular the following topics:

- Working conditions, e.g., the right to freedom of association and equal pay for men and women, compliance with the core standards of the ILO
- Human rights, e.g., the fight against child labor, forced labor, human trafficking, and discrimination under the UN Bill of Human Rights
- Fair business practices, e.g., respecting the principles of fair competition, preventing corruption and bribery, and ensuring data protection
- Environmental protection, e.g., improving the protection of the environment and natural resources in the Group's business activities and throughout the value chain
- Health protection and occupational safety, e.g., compliance with the applicable laws and active promotion of safe working conditions

To ensure that all Stabilus employees are familiar with the applicable standards and rules, the Stabilus Code of Conduct is part of the induction plan for new employees and is publicly available on the Stabilus Group's website.

Policy Statement on Respecting Human Rights and Environmental Standards

To complement the Code of Conduct and the Business Partner Code of Conduct, Stabilus developed a Policy Statement on Respecting Human Rights and Environmental Standards, which is based on the UNGPs on Business and Human Rights. It describes the human rights strategy and, in particular, the processes implemented to meet the due diligence obligations of the LkSG at the Stabilus Group, not only in its own business operations but also throughout its value chain, with the aim of identifying and minimizing human rights and environmental risks and preventing, ending, and, if necessary, redressing the violation of these due diligence obligations. The Policy Statement is published on the Stabilus Group's website.

In order to meet the due diligence obligations of the LkSG, Stabilus has established various processes both in its own business operations and vis-à-vis its suppliers. The effectiveness of these processes is continually reviewed and improved.

EHS Policy

The Group's EHS Policy provides global guidelines related to occupational health and safety, emergency management, and environmental standards. It is published internally and applies to all Stabilus locations worldwide. The EHS Policy was signed by the Head of ESG. The concept of preventing occupational accidents through global training is anchored in the EHS Policy. It also provides for employees and external stakeholders to be involved in identifying potential risks and preventive action. Group

management is seeking to expand health and occupational safety management systems. The EHS Policy also stipulates that, in accordance with applicable law, the existing certification is continuously reviewed by means of external audits.

ESG Policy

The ESG Policy addresses policies concerning the material impacts of business activities on the Company's own workforce. The action areas in the policy are diversity, gender equality and equal pay for work of equal value, further training and skills development, and health and safety. Stabilus is committed to protecting human rights, including the rights of workers. As such, the UNGPs on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Sustainable Development Goals (SDGs) are the basis for Stabilus' actions. These policies apply to all employees, including the Management Board, executives, and managers at the Stabilus Group. The Vice President Global HR at Stabilus is the most senior person responsible for implementing these policies, with the exception of health and safety, which is the responsibility of the Chief Operating Officer. The interests of the Company's key stakeholders, especially its employees, were considered and integrated into the development of the policies. Where necessary, workers' representatives were involved. The Human Resources department was also involved in preparing this policy. The ESG Policy is internally accessible via document management and is published on the Stabilus Group's website.

Secure employment, work-life balance, and collective bargaining were also identified as material topics in the double materiality assessment (DMA). These matters are highly relevant for Stabilus and its own workforce and are already embedded in the Code of Conduct. For this reason, separate policies within the meaning of the CSRD are not yet available.

S1-2 – Processes for engaging with own workforce and workers' representatives about impacts

In its "STAR 2030" Group strategy, Stabilus has placed a clear focus on its employees and its social responsibility. The strategic goal of being the "Company of Choice" is centered around employees and aims for open dialogue, shared success, and active employee involvement. Stabilus attaches great importance to trusting cooperation, and, in its Code of Conduct, respects the rights of its employees to freedom of association, freedom of assembly, and to collective bargaining in accordance with applicable law. Stabilus is a member of the UN Global Compact and has works councils in several Group companies.

This means that workers' representatives can be established at all Stabilus locations in accordance with their national regulations. Stabilus therefore upholds the right to freedom of association and promotes regular discussion with its local works councils and representatives. A Group Works Council was also established in the reporting period. The Stabilus SE works council has also met once a year since 2022. Engagement with the Group's own workforce is also addressed in the Code of Conduct, which includes information on freedom of association; the Code of Conduct is rolled out not only as part of the induction process but also to employees through annual compliance training.

The quarterly Global Sustainability Board is another forum for engagement. It acts as the coordinating committee for implementing and communicating all sustainability matters arising in the Group and as a central point of contact, especially for internal stakeholders.

The Stabilus Ethics Line whistleblower system and the annual risk analysis under the LkSG are further mechanisms with which all employees can engage. Identified violations are followed by targeted preventive and remedial action. The Human Rights Officer has operational responsibility for regularly involving Stabilus's own workforce in human rights matters.

In addition, line managers are responsible for conducting employee performance and development reviews at least once a year, and matters relevant to human rights can also be addressed during these reviews. In the coming fiscal years, employee surveys will be conducted with a particular focus on assessing the effectiveness of cooperation with the Company's own workforce.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

The Stabilus Group uses various methods to prevent or mitigate material negative impacts on its own employees. In addition, various channels are provided for employees and external persons to raise grievances.

For example, during the reporting period, internal operations at all Group locations were reviewed on all aspects of the LkSG. Based on the results of an abstract risk analysis to identify country- and sector-specific human rights risks, a concrete risk analysis was conducted using questionnaires. Where necessary, the results of the risk analysis are used to develop an action plan, and its implementation and appropriateness are reviewed at regular intervals.

The Stabilus Group provides various reporting channels not only to all suppliers and business partners, but also to all employees for the purpose of reporting human rights risks and violations as well as other issues concerning irregular conduct. In addition to the contact details of the Chief Compliance Officer (postal/email address and telephone number), there is an online whistleblower system. This anonymous whistleblower system, the Stabilus Ethics Line, is available on the Stabilus website in over 15 languages for all countries with Stabilus locations. A training document on the various reporting channels available to employees, in particular on using the Stabilus Ethics Line, is rolled out annually to all employees via the digital learning management system, Cornerstone. The Code of Conduct also draws employees' attention to the various reporting channels. The Code of Conduct assures employees that no employee who reports possible misconduct by others in good faith based on specific indications will be placed at a disadvantage by Stabilus. The Stabilus Group assessed the effectiveness of its internal grievance process as satisfactory in the reporting period.

The details of access to, responsibility for, and implementation of the grievance process are also precisely stipulated in the publicly available Rules of Procedure for Complaint Proceedings under the LkSG. Internal processes and guidelines protect whistleblowers as effectively as possible against disadvantage or retaliation. This is accomplished by conducting an impartial review and by processing reports independently rather than bound by directions. The specialists entrusted with this task are bound to secrecy. Investigations should be objective, unbiased, focused on the facts, prompt, efficient, and effective.

S1-4 – Taking action on material impacts and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions and approaches

In its corporate governance, Stabilus is committed to full respect for human rights, aiming to ensure that its actions neither cause nor exacerbate material negative impacts on its own workforce. For this purpose, Stabilus uses a variety of documents (see ESRS S1-1) and processes (see ESRS S1-3). Procurement (see ESRS S2-1) and data protection are also part of this.

Stabilus has also put in place processes to identify and address material potential and actual negative impacts on its workforce as well as material risks for the Stabilus Group. These include communication formats and dialogue with stakeholders (see ESRS S1-2) as well as appropriate data evaluation (such as based on reports received from the Stabilus Ethics Line and the risk analysis under the LkSG), on the basis of which targeted actions can be developed and implemented.

Promotion of health and safety

Occupational safety and the protection of the health of our own workforce include the prevention of work-related accidents and illnesses, the assessment of potential hazards, comprehensive risk management, and the creation of a healthy working environment. Health and safety risks should be excluded as far as possible. The focus here is primarily on the production areas and maintenance. In particular, workplaces with higher risk profiles, such as metalworking and painting/coating processes, are permanently monitored for potential hazards. The Management Board, managers, and employees are informed monthly about changes in the accident figures and, if necessary, about individual incidents. EHS management systems have been implemented throughout the Group.

Stabilus continuously promotes an active safety culture through preventive measures such as hazard assessments, inspections, and regular preventive and target group-oriented training. This is based on the belief that Stabilus can only create safe working conditions with a motivated and comprehensively trained workforce. The effectiveness of these occupational health and safety measures is assessed, in particular, by means of certifications in accordance with ISO 45001 in order to ensure compliance with and effectiveness of safety standards.

Promotion of diversity

Stabilus is developing and implementing appropriate measures to boost diversity within the Group. These include initiatives for succession planning and a better work-life balance, as well as cooperation with agencies that focus on recruiting female senior managers.

Another measure to promote women is the "LadySTAR" initiative, to support the female workforce in developing a women's network. This serves to motivate, network, and promote the careers of women at Stabilus. At the Koblenz location, an HR network has also been set up in cooperation with the local Chamber of Industry and Commerce and other companies in the region with the aim of promoting women in management.

In addition, Stabilus has been a sponsor of the Women Automotive Network (WAN), a network supporting women in the automotive industry, since January 2024. The platform provides for professional growth, networking, and industry insights. The network currently has a strong and growing presence in Europe, the USA, Mexico, and across 114 countries. Currently, the network has more than 40 thousand active members. The aim of this group is to create a network for passionate representatives of the automotive industry who are inspired to change the dynamics of the

industry. The network strives for the perfect balance between the future of the industry and diversity issues. Stabilus sponsorship actively supports annual events (live summits) with keynote speeches by managers, online events in the form of leadership interviews on a wide range of topics, and mentoring of female managers. Stabilus employees benefit from the six-month mentorship programs both as mentors and mentees. The measure is considered effective due to a high participation rate (more and more Stabilus employees are attending over time) and positive feedback from the participants.

Secure employment, work-life balance, collective bargaining, and training and skills development were identified as material topics in the DMA. Actions on these matters have not yet been developed. Stabilus sees no need for them at present.

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Stabilus has defined the following target for diversity:

- By 2027: 10% women at management levels 1 and 2 and 20% women on the Supervisory Board

The diversity target was set up in 2022 and is based on the Company's current strategic direction. The target for women at management level 1 was achieved in the previous fiscal year. The Supervisory Board currently consists of six people, including two women; this equates to 33% female representation, which means that the Supervisory Board target has also been met. Stabilus met the management level 2 target ahead of time during this fiscal year. For more information, please refer to ESRS S1-9 Diversity metrics.

Relevant internal stakeholders, such as Global HR, were involved in the process. Employees and employee representatives were not directly engaged in the processes for setting targets, checking performance, and identifying insights or potential for optimization.

Secure employment, health and safety, work-life balance, collective bargaining, and training and skills development were identified as material topics in the DMA, but targets have not yet been set for these topics.

S1-6 – Characteristics of the undertaking's employees

Stabilus employees are defined as active employees, including apprentices, interns, and trainees. As regards the number of employees, the figures below are all as of September 30, 2025, unless explicitly stated as an average.

The number of employees is reported in the section Corporate profile "Employees and corporate culture in the Stabilus Group" of the management report.

To determine the required data in accordance with Standard S1-6, the internal HR data collected by the HR department on a quarterly basis was evaluated and disaggregated by gender, country, contract type, resignations, and age.

S1-6 Disclosures on the number of employees by gender

T_046

	2025
Gender	Number of employees (head count)
Male	5,018
Female	2,684
Other	0
Not reported	0
Total employees	7,702

S1-6 Disclosures on employee head count in countries where the undertaking has at least 50 employees representing at least 10% of its total number of employees

T_047

	2025
Country	Number of employees (head count)
China	871
Germany	2,049
Mexico	1,658
Romania	1,532
United States	916

S1-6 Information on employees by contract type, broken down by gender (head count)

T_048

2025	Female	Male	Other*	Not disclosed	Total
Number of employees (head count)	2,684	5,018	0	0	7,702
Number of permanent employees (head count)	2,635	4,822	0	0	7,457
Number of temporary employees (head count)	32	104	0	0	136
Number of non-guaranteed hours employees** (head count)	17	92	0	0	109
Number of full-time employees (head count)	2,569	4,849	0	0	7,418
Number of part-time employees (head count)	115	169	0	0	284

* Gender as specified by the employees themselves.

** Apprentices, interns, trainees.

The vast majority of employees have permanent employment contracts. Temporary employment arises, for example, in special projects and representations. In the reporting period, 96.8% of employees had permanent contracts.

S1-6 Disclosures on employee turnover

T_049

	Unit	2025
Number of employees who have left the undertaking	Number	2,252
Employee turnover as a percentage of total employees*	%	30%

* Calculated on the number of employees with permanent contracts.

Employee turnover was 30%. In the reporting period, this was mainly due to employee resignations at the plants in Mexico on account of local competition and a favorable market for job seekers.

S1-8 – Collective bargaining coverage

In the Stabilus Group, 64% of all employees are covered by collective bargaining agreements.

To calculate the metric, the number of employees in the Company's own workforce who are covered by a collective bargaining agreement is divided by the total number of employees. A collective bargaining agreement refers to a contract between a trade union or individual companies and an employer (association) that regulates the rights and obligations of the parties to the agreement, in particular working conditions for the entire workforce.

Germany and Romania are among the countries of the European Economic Area (EEA) where the number of employees is significant, i.e., more than 50 workers representing at least 10% of total employees. Collective bargaining coverage in these countries is 69% and 100%, respectively. The lack of full coverage in Germany stems from the fact that some employees are outside the scope of collective bargaining because of their job characteristics and/or remuneration level. There are also companies that are not bound by collective bargaining agreements.

The table below shows the collective bargaining coverage of workers in EEA countries and non-EEA countries (shown here by region):

S1-8 Reporting on collective bargaining coverage

T_050

2025	Collective Bargaining Coverage	
	Employees – EEA countries (for countries with >50 empl. representing >10% total empl.)	Employees – Non-EEA countries (regions with >50 empl. representing 10% total empl.)
Coverage Rate		
0-19%		APAC
20-39%		
40-59%		
60-79%	Germany	Americas
80-100%	Romania	

S1-9 – Diversity metrics

When staffing leadership positions at Stabilus, the Management Board is mindful of diversity – especially as regards gender and internationality. The Group's diversity guideline provides for target quotas for middle management in addition to levels with statutory target quotas. For both management levels just below the Management Board, the Management Board set a target of 10% and determined that the target is to be met by September 30, 2027. Management level 1 is the Stabilus Management Board (SMB). This includes the executive positions of particular relevance to corporate governance, who also participate in the annual strategy meeting with the Management Board to advise and make decisions on long-term strategic objectives. Management level 1 currently has 13 members who are men and two members who are women, which means that 13.3% of managers at this level are women. Management level 2 is composed of employees who either report to management level 1 and oversee staff of their own, or report directly to the Management

Board without serving on the SMB. Management level 2 currently counts 63 employees, seven of whom are female, which equates to a quota of 11.1%. Stabilus met the management level 1 target in the previous year and has now also achieved the management level 2 target.

S1-9 Distribution of employees by age group

T_051

	2025
	Number of employees (head count)
Number of employees under 30 years old	1,497
Number of employees 30 to 50 years old	3,947
Number of employees over 50 years old	2,258
Total number of employees	7,702

S1-13 – Training and skills development metrics

As of September 30, 2025, 76% of the entire workforce took part in a performance and career development review. By gender, the figures were 39% female employees and 61% male employees.

S1-13 Number of employees with regular performance and development reviews

T_052

	2025	
	Number of employees (head count)	in %
Female	2,288	39
Male	3,528	61
Other	0	0
Not reported	0	0
Total	5,816	100

S1-13 Number of regular performance and career development reviews in proportion to the agreed number of reviews by the management

T_053

	2025
Agreed number of reviews	6,571
Number of reviews carried out	6,464
Number of reviews in proportion to the agreed number of reviews by the management (%)	98%

S1-14 – Health and safety metrics

Occupational safety and the health of employees are of paramount importance at all Stabilus locations. Occupational safety and health protection include the prevention of occupational accidents, the assessment of potential hazards, comprehensive risk management, and the creation of a healthy working environment.

The percentage of employees covered by health and safety management systems (such as ISO 45001 or other management systems) was 84% in fiscal 2025. To calculate the metric, the number of own workers covered by a health and safety management system based on legal requirements and /or generally accepted standards or guidelines is divided by the total number of employees.

Figures for work-related incidents and the incident frequency rate are shown in the table below:

S1-14 Health and safety metrics

T_054

	2025
Number of work-related incidents	111
Incident frequency rate (per 1,000,000 hours worked) (Lost Time Injury Incident Rate – LTIIR)	7.55

There were no fatalities or work-related injuries with serious consequences in fiscal 2025.

To determine the “Number of work-related incidents” metric, the local EHS managers record work-related incidents in an incident database, where they are systematically classified and assessed to establish which events qualify as recordable occupational incidents. An incident is considered work-related if medical treatment was necessary and there was a direct link to the occupational activity. Only incidents classified as work-related under the ESRS’s general definition are taken into account.

S1-16 – Remuneration metrics (pay gap and total remuneration)

Fiscal 2025 is the first year in which Stabilus has compiled the metrics for the gender pay gap and the remuneration ratio of the highest-paid individual to the median annual total remuneration for all other employees.

Information on the respective remuneration components is collected locally by the business units and consolidated centrally for the Group. The HR department is responsible for calculating the metrics based on locally collected information. Monetary remuneration in the form of basic salary, allowances, and variable salary components is taken into account in full when calculating the remuneration metrics. In-kind contributions are taken into account in part, depending on the effort required to collect data. In-kind contributions such as company vehicles, rent subsidies, or meal subsidies are included in the calculation, specific to the employees of each company. In-kind contributions such as private health and life insurances are also included in the calculation.

Remuneration data is compiled locally from the two payroll systems used throughout most of the Group. Actual data is available for 95% of all Group employees. Other sites in the Group that have different payroll systems or are paid by external payroll accountants are extrapolated based on the number of employees and the salary data of the sites that report actual data. These sites have a comparable distribution of gender, salary levels, and also a comparable type of activity.

The calculation of the remuneration metrics takes account of all Group employees, including permanent and temporary employees as well as apprentices, interns, and trainees, with the exception of employees who are absent all year round. Employees with absences during the year are taken into account and their remuneration is extrapolated to the fiscal year. Working time per employee is defined as the hours actually worked.

The reporting cycle for calculating total remuneration is the fiscal year of the Stabilus Group. Consequently, the payments made during that period are included in the calculation of total remuneration. This applies to all individuals defined as employees, including the highest-paid individual, to ensure comparability of groups across different reporting cycles. In the Stabilus Group, the payment dates for variable remuneration vary worldwide depending on the company, employee type, and type of bonus payment. The definition of the reporting cycle ensures continuity in reporting.

Gender pay gap

The gender pay gap is defined as the difference between the average hourly wage of female and male employees, expressed as a percentage of the average hourly wage of male employees. This is the unadjusted gender pay gap, meaning that factors such as age, qualifications, and role are not taken into account.

The gender pay gap at Stabilus is 43%.

Ratio of the highest-paid individual to the median annual total remuneration for all other employees

The annual salary of the highest-paid employee is 63 times higher than the median annual salary of all other employees. All relevant salary components were included in the calculation of both remuneration parameters. Less significant salary components that have no major impact on the overall results were disregarded.

S1-17 – Incidents, complaints and severe human rights impacts

Ten cases of discrimination, including harassment, were reported through various whistleblower channels in fiscal 2025. Another human rights complaint was filed via channels through which employees can submit their report. The cited incidents and complaints regarding human rights did not result in fines, sanctions, or damages in the reporting period, and no severe human rights incidents related to the Company's own workforce were identified. This was verified by a compliance check with regional contacts.

The National Contact Points for OECD Multinational Enterprises are checked on a quarterly basis for reports received, but none were submitted in fiscal 2025.

ESRS S2 – Workers in the value chain

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As a global enterprise with a diverse and complex supply chain, Stabilus recognizes its special responsibility not only towards its own employees, but also towards all workers throughout the value chain. This responsibility includes, in particular, matters of occupational safety and respect for human rights at all stages of value creation.

This understanding of responsibility extends to all workers who are not directly employed by Stabilus but who make a significant contribution to the production or distribution of its products. This includes workers at suppliers in upstream stages, such as in the extraction of raw materials, processing, and manufacturing. It also includes workers in downstream areas such as logistics and trade as well as people who work at Stabilus sites but are employed by third parties and are therefore not part of our own workforce.

In its double materiality assessment, the Stabilus Group systematically analyzed all relevant stages of upstream and downstream value creation for potential impacts on workers. This assessment is based on internal findings, industry benchmarks, and externally validated sources.

The following material impacts and risks were identified:

Impacts and risks related to the workers in the value chain

● Child labor

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Potential negative impacts throughout the upstream and downstream value chain can arise from the risk of child labor. Child labor can occur particularly in the extraction of raw materials and in downstream production stages, violating fundamental human rights and significantly affecting the social development of the children concerned.

● Forced labor

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Potential negative impacts throughout the upstream and downstream value chain arise from the risk of forced labor. Certain stages of raw materials extraction or production can involve working conditions based on forced or exploitative employment. This violates fundamental human rights and can lead to severe physical and psychological stress on the individuals concerned.

● Adequate wages

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Potential negative impacts throughout the upstream value chain arise from inadequate wages. This applies to both components procurement and to upstream and downstream logistics activities, where workers may receive wages that do not meet standards for adequate remuneration. This can create social disadvantages and exacerbate existing inequalities.

● Adequate wages

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☐ downstream

A financial risk for Stabilus arises on the one hand from rising wages in the upstream supply chain, which can lead to higher procurement costs. On the other hand, a lack of fair compensation for suppliers can cause reputational damage, which can affect the trust of customers and business partners and negatively impact Stabilus's competitiveness and orders in the long term.

● Freedom of association, including the existence of works councils

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☐ downstream

Potential material negative impacts in the upstream value chain arise when supplier employees are unable to bring their interests to bear due to a lack of co-determination and representation structures. As a result, they lose their influence on working conditions, safety, and well-being, which can result in isolation and an impaired working environment.

● Health and safety

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Potential negative impacts on health and safety exist throughout the value chain. In the upstream supply chain, manufacturing and logistics workers are exposed to the risks posed by machinery, chemicals, and stressful work processes. In the downstream phase, such as during recycling and disposal, inadequate protective measures when handling hazardous substances and machinery can result in accidents and damage to health.

● Working time

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Potential negative impacts in upstream and downstream logistics arise from long working hours and challenging schedules. Legally prescribed working hours and rest periods are frequently not observed, partly due to a lack of prescribed control systems. This leads to overwork and fatigue for drivers and thus increases the risk of ill health and accidents.

● Gender equality and equal pay for work of equal value

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☒ upstream	☐ own business operations	☒ downstream

Negative impacts related to gender equality and equal pay arise in the upstream and downstream value chain. Employees in fields such as mining, production, and logistics often experience discrimination and unequal wages. This leads to financial uncertainty, disadvantages, and lower motivation among employees.

The double materiality assessment did not identify positive impacts on workers in the value chain.

How impacts interact with strategy and business model

The identified actual and potential impacts on workers in the value chain are directly linked to Stabilus's globally oriented business model. These are not known individual cases or specific incidents in the direct supply chain, but systemic risks as documented in certain high-risk regions or sectors. At the same time, risks influence Stabilus's strategic direction. Insights gained from risk analyses and audits are incorporated into the ongoing development of supplier management, the adaptation of procurement strategies, and the integration of human rights criteria into corporate decision-making processes. Risks related to workers in the value chain are thus both a consequence and a driver of Stabilus's strategic and operational development. No significant risk of child labor or forced labor was identified for workers in the value chain.

S2-1 – Policies related to value chain workers

Stabilus is committed to respecting ethical, social, and ecological standards and to treating others with dignity and respect. Stabilus expects not only its suppliers, but also manufacturers, service providers, and all its other partners to act in the same way. The Vice President Global Purchasing and the Chief Compliance Officer are responsible for implementing these policies.

Business Partner Code of Conduct

The Business Partner Code of Conduct defines Stabilus's minimum requirements in ethical, social, and environmental standards and is based on the conviction that business activities should only be carried out in full compliance with legal requirements and in accordance with ethical, social, and environmental values. These values are based on principles that apply worldwide and are reflected in national laws, such as the LkSG, and international standards and conventions, in particular the United

Nations Universal Declaration of Human Rights and the principles of the Global Compact, the UNGPs on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the core labor standards of the ILO. All material topics are addressed in the Business Partner Code of Conduct.

By signing the Business Partner Code of Conduct, Stabilus's business partners must confirm that they ensure compliance with specified social and environmental standards as well as rules on combating corruption and bribery in their company and their own supply chain. Stabilus will only enter into a business relationship with a new series supplier if the supplier commits to the Business Partner Code of Conduct. For existing business partnerships, the local companies coordinate recognition by the series suppliers. In this way, Stabilus aims to have all its series suppliers recognize the Business Partner Code of Conduct.

Depending on their severity, violations of the Business Partner Code of Conduct may result in sanctions up to and including immediate termination of the business relationship with the supplier concerned.

Policy Statement on Respecting Human Rights and Environmental Standards

The Policy Statement on Respecting Human Rights and Environmental Standards supplements the Business Partner Code of Conduct (see ESRS S1-1). It outlines the human rights strategy and the processes implemented to meet the due diligence obligations of the LkSG at the Stabilus Group, including throughout the value chain, with the aim of identifying and minimizing human rights and environmental risks and preventing, ending, and, if necessary, redressing the violation of these due diligence obligations.

Procurement Sustainability Guideline

The internal Procurement Sustainability Guideline defines the Stabilus Group's assessment criteria with respect to sustainability requirements for suppliers. It specifies purchasing processes that also incorporate ESG criteria, in particular environmental standards and human rights, in order to counter compliance and ESG impacts. The Procurement Sustainability Guideline is brought to suppliers' attention as part of the global supplier management communication and evaluation tool (supplier platform). For more information on the Procurement Sustainability Guideline, please refer to ESRS G1-2 Management of relationships with suppliers.

ESG Policy

The ESG Policy addresses policies concerning the material impacts of business activities on workers in the value chain in the action areas "Child labor" and "Forced labor". Stabilus is committed to compliance with internationally recognized human rights and environmental standards in all of its operations and throughout the value chain. This includes an explicit and strict prohibition of child labor, forced or compulsory labor, and human trafficking. To meet its due diligence obligations, Stabilus has implemented various internal and external processes in line with the OECD Due Diligence Guidelines. These are continuously reviewed and improved in order to ensure their effectiveness. This commitment applies to everyone, including supply chain workers. To implement the policy, Stabilus has put in place a due diligence process in line with the OECD Guidelines and other international standards, including the UNGPs on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. Stakeholder input and sector-wide dialogue are also taken into account when setting expectations of suppliers. The Management Board of Stabilus SE is responsible for compliance and has appointed a human rights officer to monitor risks related to human rights and the environment. The ESG Policy is publicly available on the Stabilus Group's website.

Other material topics identified in the DMA were adequate wages, freedom of association, health and safety, working time, and gender equality and equal pay for work of equal value. These matters are highly relevant for Stabilus and its value chain workers, and are already embedded in the Business Partner Code of Conduct. For this reason, separate policies within the meaning of the CSRD are not yet available.

The above documents aim to identify, reduce, and, where appropriate, eliminate material negative impacts on workers in the value chain and related material risks for the Company with respect to working conditions, equal treatment and opportunities, as well as other work-related rights. In doing so, the Stabilus Group aims to contribute to good working conditions and promote diversity and inclusion, while ensuring compliance with ethical principles as well as human rights and labor law standards.

S2-2 – Processes for engaging with value chain workers about impacts

In its due diligence processes, Stabilus routinely takes into account the interests of its value chain workers alongside those of its own workforce.

For example, in accordance with the IATF requirements, on-site audits of series suppliers are conducted up to twice a year as well as on an ad hoc basis, covering qualitative and technical factors. Sustainability matters relating to health protection and occupational safety, working conditions, and human rights as well as the environment and energy are also increasingly taken into account. If deficiencies in compliance or human rights are identified during these on-site audits, a predefined escalation process involving the Chief Compliance Officer follows.

The Stabilus Group is a member of various organizations in order to promote cooperation with stakeholders and to develop appropriate risk mitigation measures. Here, the focus is not only on discussing current developments in the field of human rights, especially with respect to national and international legislative activities, but also on examples of best practice concerning the views of workers in the value chain.

At the start of the fiscal year, the “Stabilus Supplier Convention 2024” took place in Koblenz with numerous global suppliers. This forum serves, in particular, as a platform for collaboration and discussion on a wide range of topics such as reliability and future competitiveness, as well as good business practices and the views of workers.

An effectiveness check is carried out annually as part of action planning. This involves evaluating whether the processes address the material impacts and risks and whether the defined target is being achieved. In the coming fiscal year, Stabilus will establish a function with operational responsibility for engagement and for ensuring that the results are incorporated into the Company’s policy.

S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns

As an international enterprise, the Stabilus Group cannot exclude the possibility of material negative impacts and risks for workers in the value chain. However, the Group has also implemented various methods in the value chain to address material negative impacts on value chain workers. Various channels are also made available to affected parties outside the Company so that they can raise complaints.

For example, during the reporting period, the top suppliers by revenue at all of the Stabilus Group’s locations were reviewed on all aspects of the LkSG. Based on the results of an abstract risk analysis to identify country- and sector-specific human rights risks, a concrete risk analysis was conducted using questionnaires. Where necessary, the results of the risk analysis are used to develop an action plan for value chain workers, and its implementation and appropriateness are reviewed at regular intervals. Please refer to ESRS G1-2 for more information on processes to address negative impacts on workers in the value chain.

The Stabilus Group provides various reporting channels not only to all employees, but also to all suppliers and business partners for the purpose of reporting human rights risks and violations as well as other issues concerning irregular conduct. In addition to the reporting channels described under ESRS S1-3, this includes in particular the electronic whistleblowing system: the Stabilus Ethics Line. Information on this grievance mechanism is provided not only in the Business Partner Code of Conduct, but also in the publicly available Rules of Procedure for Complaint Proceedings under the LkSG.

In addition, by signing the Business Partner Code of Conduct, the business partner commits to grant its employees access to the Stabilus grievance mechanism with guaranteed confidentiality and effective protection against discrimination. Likewise, the business partner must inform its suppliers about the mechanism, including the fact that (sub-) suppliers and their workers can also use it. The Stabilus Group sees the use of channels and processes as an indication that they are known and trusted.

As is the case for Stabilus employees, internal processes and guidelines protect whistleblowers in the value chain as effectively as possible against disadvantage or penalties. This is also accomplished by conducting an impartial review and by processing reports independently rather than bound by directions. The responsible specialists, for their part, are bound to secrecy, and investigations are to be objective, unbiased, and focused on the facts. In addition, importance is placed on investigating reports promptly, efficiently, and effectively.

S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Stabilus is committed to full respect for human rights, not only in its own workforce but also among workers in the value chain, to ensure that its actions neither cause nor exacerbate material negative impacts on value chain workers. To this end, Stabilus uses various documents (see ESRS S2-1), suitable reporting channels, and insights gained from the established procedures (see ESRS S2-3), as well as the accompanying measures described below.

Stabilus has also put in place processes to identify and address material potential and actual negative impacts on value chain workers as well as material risks for the Stabilus Group. These include communication formats and dialogue with value chain workers (see ESRS S2-2) as well as appropriate data evaluation, in particular the data from the risk analysis under the LkSG, on the basis of which targeted actions can be developed and implemented.

One such action is training series suppliers on the LkSG, which aims to combat forced labor and child labor in global supply chains.

Stabilus also uses the Responsible Minerals Initiative (RMI)¹⁾ Conflict Minerals Reporting Template (CMRT) for reporting on conflict minerals. Stabilus requires its direct suppliers at risk of sourcing conflict minerals (mined using forced or child labor) to complete this standardized report in order to trace the minerals throughout the supply chain. The information is then made available to Stabilus's customers via various platforms.

In fiscal 2025, 55% (PY: 55%) of series suppliers signed the Business Partner Code of Conduct. The survey is conducted at individual company level. The metric does not include any data from Destaco companies. The Destaco companies are now included in the reporting processes, but it is not yet possible to collect key figures due to a lack of data.

The Stabilus Group is constantly working on further actions to improve sustainability in its supply chains. To prevent material potential negative impacts and risks related to working conditions, equal treatment and equal opportunities for all, as well as other work-related rights of value chain workers, Stabilus will revise its contractual documents with suppliers in the next fiscal year. In the course of this review, the Company will incorporate sustainability provisions concerning value chain workers, forced labor, and child labor in particular.

Adequate wages, freedom of association, health and safety, working time, gender equality, and equal pay for work of equal value were identified as further material topics in the DMA. Actions on these matters have not yet been developed.

No severe human rights issues or incidents connected to the upstream and downstream value chain were reported to Stabilus in the reporting period.

S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Stabilus has not yet defined any measurable, outcome-oriented targets in relation to value chain workers, as the reporting is still under development.

¹⁾ www.responsiblemineralsinitiative.org

GOVERNANCE INFORMATION

ESRS G1 – Business conduct

ESRS 2 IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities

In the double materiality assessment, the Stabilus Group systematically examined its own sites and business activities as well as the upstream and downstream stages of its value chain for potential impacts, risks, and opportunities related to business conduct.

The following material impacts were identified:

Impacts related to business conduct

● Corporate culture

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts can arise from corporate culture if values, norms, and principles of behavior are not put into practice. Such a culture can encourage misconduct, for example, through lack of transparency, unethical behavior, or tolerance of discrimination.

● Protection of whistleblowers

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☒ downstream

Potential negative impacts throughout the value chain arise when whistleblowers are not adequately protected. Lack of protection can prevent employees from reporting unethical behavior, which leaves misconduct in procurement processes or other business areas undetected. This can foster a culture of non-transparency and impunity.

● Management of relationships with suppliers

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts can arise from inadequate management of relationships with suppliers. Unfavorable payment practices or biased contract terms can jeopardize the economic stability of suppliers and put them under pressure to reduce costs by cutting back on quality or working conditions.

● Incidents of corruption or bribery

Time horizon:	☐ short-term	☐ medium-term	☒ long-term
Stage of value chain:	☐ upstream	☒ own business operations	☐ downstream

Potential negative impacts arise in cases of corruption and bribery within Stabilus. Such incidents lead to legal consequences, financial losses, and reputational damage. They also foster a culture of non-transparency and unethical behavior that diminishes stakeholder trust.

● Prevention and detection of corruption and bribery, including training

Time horizon:	☐ short-term	☒ medium-term	☐ long-term
Stage of value chain:	☒ upstream	☒ own business operations	☒ downstream

Potential negative impacts throughout the value chain arise if the Company fails to ensure that corruption and bribery are prevented and detected, including through appropriate training. Insufficient action can encourage unethical business practices, undermine the integrity of the Company, and undermine the trust of business partners, customers, and the public.

G1-1 – Business conduct policies and corporate culture

The Stabilus Group acts responsibly and in accordance with the laws and regulations of the countries in which it operates. Stabilus does not tolerate any violations of applicable laws, codes or internal regulations. Stabilus considers compliance to be essential for sustainable commercial success.

Responsibility

The Group's Management Board is fully committed to compliance. Stabilus's global business activities are characterized by entrepreneurial action in compliance with applicable law and regulations as well as ethical standards and principles. Stabilus has embedded these principles and standards in its Code of Conduct as the central document of the Stabilus compliance regime. The Stabilus Code of Conduct defines the corporate culture as well as the rules applicable to each employee, creating a

framework for lawful and responsible behavior. It applies to all of the Stabilus Group's business activities, both internally and in interaction with external parties such as stakeholders, customers, suppliers, and other business partners. To ensure that all Stabilus employees are familiar with the applicable standards and rules, the Stabilus Code of Conduct is part of the induction plan for new employees. They are familiarized with the Code of Conduct by the employees of the HR department and declare by signature that they have understood and will comply with the applicable principles. The Code of Conduct is supplemented by the values set out in the Stabilus Declaration of Corporate Values and the Stabilus Business Ethics. The Code of Conduct is publicly available on the Stabilus Group's company website.

Global compliance management

Stabilus has introduced a Group-wide compliance management system that defines compliance as a key management task and lays down the Stabilus Compliance Rules of Procedure. Stabilus's Chief Compliance Officer, who reports to the Chief Executive Officer (CEO) and, at least twice annually, directly to the Audit Committee of the Supervisory Board, bears responsibility for all matters arising in connection with compliance, including but not limited to anti-trust law, bribery and corruption, and insider trading. The Audit Committee informs the full Supervisory Board accordingly. The Supervisory Board monitors the actions of the Management Board in accordance with the applicable laws and the Articles of Association. Information on the Management Board and the members of the Supervisory Board is available on the Stabilus website and in the Corporate governance statement.

Whistleblower system

Violations of the Code of Conduct, applicable laws, codes, or internal regulations can be reported via the anonymous whistleblower system, the Stabilus Ethics Line. Reports are investigated as independently and objectively as possible and without delay. Where it is not possible to carry out the investigation independently because the investigators are biased or there is a conflict of interest, the investigation is conducted

by an independent body. Internal processes and provisions are designed to ensure that whistleblowers are effectively protected against discrimination or punishment. This also applies to the efforts made to follow-up on reports related to corruption and bribery. Compliance training courses keep employees of the Stabilus Group informed about the whistleblower system.

Compliance training

The Chief Compliance Officer also provides annual training to ensure that all employees are informed about the content of the Code of Conduct. The e-learning tool Cornerstone is used in particular for this purpose. The training courses held in the fiscal year covered in particular the criteria of the Code of Conduct, including ethical behavior, combating bribery and corruption, and dealing with conflicts of interest. The Stabilus Code of Conduct itself as well as supplementary compliance training documents on the Code of Conduct (basic compliance training) and the Stabilus Ethics Line were rolled out to all employees via Cornerstone. As managers and employees in purchasing, sales, and M&A are particularly exposed to the risk of corruption and bribery, separate compliance training is provided for these functions (see ESRS G1-3). In addition to compliance training, adherence to compliance standards is also ensured through audits in close cooperation with Internal Audit and through specific approval procedures for sensitive transactions (e.g., donation guidelines).

ESG Policy

The ESG Policy addresses policies for the material impacts of business activities on business conduct. The action areas it covers are the protection of whistleblowers and the management of relations with suppliers. Stabilus is committed to upholding high standards of ethical, fair, honest, and sustainable conduct in business and society. This commitment shapes the way in which Stabilus manages its internal and external relationships, monitors its business practices, and responds to

the concerns of affected stakeholders, including those within its value chain. Stabilus sets clear expectations that its business activities and relationships must be conducted in accordance with these principles. The governance framework that guides Stabilus's approach to responsible business conduct incorporates due diligence in accordance with applicable laws such as the Supply Chain Due Diligence Act, and is based on internationally generally accepted standards, including OECD Guidelines. To ensure that these efforts meet the expectations of key stakeholders, Stabilus is in regular contact with internal and external parties – such as employees, compliance experts, and partners in the supply chain – in order to gather information on relevant risks, reportable topics, and procedural fairness. These insights contribute to the continuous improvement of Stabilus's mechanisms, ensuring that policies remain effective and fit for purpose, and in order to be able to respond to the evolving challenges in the value chain. The Chief Compliance Officer at Stabilus is responsible for implementation. The ESG Policy is publicly available on the Stabilus Group's website.

G1-2 – Management of relationships with suppliers

In the global economy with its strong international division of labor, the supply chain is of central importance for functioning corporate processes and for implementing and measuring the success of sustainable business conduct. A reliable and sustainable supply chain that meets the requirements for delivery reliability, quality, and sustainability of our own products and processes is crucial to Stabilus's success. Payment terms – in particular a reasonable payment period – are included in Stabilus's General Terms and Conditions of Purchase and serve to prevent payment default, in particular to small and medium-sized enterprises.

Group-wide control and coordination of procurement and supply chain management is the remit of Strategic Purchasing. The local purchasing managers are responsible for implementation. Operational decisions,

for example on the awarding of contracts, are the responsibility of the Procurement Committee. This is made up of representatives from various functional areas such as Procurement, Logistics, Research and Development (R&D), and Controlling. The process of collecting supplier and supply chain data on a quarterly basis is managed centrally by Strategic Purchasing and encompasses Stabilus's global purchasing organizations. Key figures are reported via a centralized system. By signing the Stabilus Business Partner Code of Conduct, suppliers must confirm that they ensure compliance with defined social and environmental standards as well as rules to combat corruption and bribery. Stabilus will only enter into a business relationship with a new series supplier if the supplier commits to the Business Partner Code of Conduct. For existing business partnerships, the local companies coordinate recognition by the series suppliers. In this way, Stabilus aims to have all its series suppliers recognize the Business Partner Code of Conduct.

Supplier qualification and supplier management

Potential series suppliers go through a system-based pre-qualification process in which a basic risk assessment is carried out. The assessment covers financial factors, sustainability and information security issues as well as a sanctions list check. New series suppliers must complete a self-assessment questionnaire, which includes information on their existing environmental, energy, occupational health and safety, quality and information security management, and related certifications. Verifying that the supplier has a valid certification according to ISO 14001, EMAS or ISO 50001 as well as ISO 45001 is part of this evaluation. The renewal of series suppliers' certifications is systematically and automatically checked by the Purchasing department on a regular basis.

Expansion of sustainable supplier management and supplier qualification

Stabilus uses a web-based program (Risk Radar) to record supply chain risks worldwide. Stabilus has also expanded its own web-based supplier platform so that supplier risk assessments on environmental and IT security issues, and in particular on compliance with human rights, could be managed as of fiscal 2024. An internal Procurement Sustainability Guideline has been in place since fiscal 2022. It defines the Group's assessment criteria with regard to sustainability requirements for suppliers. Projects have already been launched to implement the guideline with regard to supplier self-evaluation, risk assessment and supplier qualification based on fulfillment of the criteria. Three specific self-evaluation questionnaires have been integrated into the aforementioned global communication and evaluation tool for supplier management (supplier platform): Energy consumption and CO₂ emissions, human rights, social standards, and compliance as well as information security. The questionnaire on energy consumption and CO₂ emissions is initially aimed at large component suppliers and records their performance, the targets and key figures for the CO₂ and energy certificate, as well as the reduction of consumption and emissions. The pre-selection of major component suppliers was based on size, component type, and global presence. Once the requested information has been received, an initial indication of significant proportions of Scope 3 emissions is possible. Reduction measures can then also be developed together with the suppliers. The human rights, social standards, and compliance element of supplier qualification aims to take into account the requirements for implementing the German Supply Chain Due Diligence Act, particularly with respect to supplier risk analysis. All suppliers are currently assessed based on a questionnaire on compliance and human rights. The next step is to define measures for suppliers identified as having a higher risk potential. In addition, a highly automated digital software solution is used to fulfill the due diligence obligations of the Act, such as performing abstract and concrete risk analyses.

Stabilus works with suppliers to set and achieve targets and actions for the sustainable development of the supply chain based on the feedback from suppliers as part of the self-evaluation process using the questionnaires on the supplier platform, as well as based on the results of the risk analysis required by the Act. A lack of cooperation or failure to meet performance targets can lead to the supplier being phased out.

G1-3 – Prevention and detection of corruption and bribery

Actions to prevent and detect corruption and bribery (in line with the United Nations Convention against Corruption) include the basic documents and guidelines implemented – such as the Code of Conduct, the Business Partner Code of Conduct, the Donation and Sponsorship Guideline and the Anti-Corruption Policy – appropriate internal control system controls, the segregation of duties (dual control principle), verification and approval processes (for example, for donations and sponsorships), the whistleblower system (Stabilus Ethics Line), and compliance training. For example, the basic compliance training, which is rolled out to all employees annually via Cornerstone together with the aforementioned basic documents and guidelines, includes information on preventing corruption and bribery. During the reporting period, every single person (thus 100%) in functions-at-risk, such as managers and employees in Purchasing, Sales, and M&A, received specific web-based training on preventing corruption and bribery via Cornerstone in addition to the basic compliance training. The members of the Management Board also completed these two additional training courses during the reporting period and are also being trained on the EU Market Abuse Regulation (MAR) and capital market law. Training courses are run by the Chief Compliance Officer/General Counsel. The Supervisory Board members take their training externally, with support from the Company as required.

To ensure that suppliers understand and uphold the Stabilus Group's policies, they are obligated to comply with the Business Partner Code of Conduct during onboarding. In addition, the Business Partner Code of Conduct and the whistleblower system, the Stabilus Ethics Line, are publicly available on the Stabilus Group's website. The Chief Compliance Officer is tasked with conducting investigations into compliance violations. Investigations proceed independently, objectively, and without delay, in accordance with the principles and guidelines of the Stabilus Group. The Chief Compliance Officer reports investigation findings monthly to the Management Board, and directly to the Audit Committee of the Supervisory Board at least twice a year (and on an ad hoc basis if required). The Audit Committee informs the full Supervisory Board accordingly.

G1-4 – Incidents of corruption or bribery

During the reporting period, there were no convictions or fines for violation of anti-corruption and anti-bribery laws. Stabilus believes that the procedures described in section ESRS G1-3 for the prevention and detection of corruption and bribery are currently effective and as such, no further actions were required.

Koblenz, December 4, 2025



DR. MICHAEL BÜCHSNER



ANDREAS JAEGER



DAVID SABET

Stabilus SE
Management Board

ADDITIONAL INFORMATION

Assurance Report of the Independent German Public Auditor on a limited assurance engagement in relation to the Consolidated Sustainability Statement included in the Combined Management Report

To Stabilus SE, Frankfurt am Main / Germany

Assurance Conclusion

We have conducted a limited assurance engagement on the Consolidated Sustainability Statement of Stabilus SE, Frankfurt am Main / Germany, included in section "Sustainability Statement" of the combined management report for the parent and the group, for the financial year from 1 October 2024 to 30 September 2025 (hereafter referred to as "the Consolidated Sustainability Statement"). The Consolidated Sustainability Statement was prepared to fulfil the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (Corporate Sustainability Reporting Directive, CSRD) and Article 8 of Regulation (EU) 2020/852 and Sections 315b and 315c German Commercial Code (HGB) for a consolidated non-financial statement.

Not subject to our assurance engagement are

- the prior year's disclosures marked as unassured,
- the references to information of the Company outside of the combined management report marked as unassured.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Consolidated Sustainability Statement is not prepared, in all material respects, in accordance with the requirements of the CSRD and Article 8 of Regulation (EU) 2020/852, Sections 315b and 315c HGB for a consolidated non-financial statement, and the specifying criteria presented by the executive directors of the Company. This assurance conclusion includes that nothing has come to our attention that causes us to believe

- that the accompanying Consolidated Sustainability Statement does not comply, in all material respects, with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the entity to identify information to be included in the Consolidated Sustainability Statement (the materiality assessment) is not, in all material respects, in accordance with the description set out in section "Management of effects, risks and opportunities (IROs)" of the Consolidated Sustainability Statement, or
- that the disclosures in the Consolidated Sustainability Statement do not comply, in all material respects, with Article 8 of Regulation (EU) 2020/852.

We do not express an assurance conclusion on the above-mentioned parts of the Consolidated Sustainability Statement that were not covered by our assurance engagement.

Basis for the Assurance Conclusion

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in section "German Public Auditor's Responsibilities for the Assurance Engagement on the Consolidated Sustainability Statement".

We are independent of the entity in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements of the IDW Quality Management Standards. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Sustainability Statement

The executive directors are responsible for the preparation of the Consolidated Sustainability Statement in accordance with the requirements of the CSRD and the applicable German legal and other European requirements as well as with the specifying criteria presented by the executive directors of the Company and for designing, implementing and maintaining such internal control as they have considered necessary to enable the preparation of a consolidated sustainability statement in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e. fraudulent reporting in the Consolidated Sustainability Statement) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the Consolidated Sustainability Statement as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Consolidated Sustainability Statement.

Inherent Limitations in Preparing the Consolidated Sustainability Statement

The CSRD and the applicable German legal and other European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative comprehensive interpretations have yet been published. The executive directors have disclosed interpretations of such wording and terms in the Consolidated Sustainability Statement. The executive directors are responsible for the reasonableness of these interpretations. As such wording and terms may be interpreted differently by regulators or courts, the legality of

measurements or evaluations of the sustainability matters based on these interpretations is uncertain. The quantification of non-financial performance indicators disclosed in the Consolidated Sustainability Statement is also subject to inherent uncertainties.

These inherent limitations also affect the assurance engagement on the Consolidated Sustainability Statement.

German Public Auditor's Responsibilities for the Assurance Engagement on the Consolidated Sustainability Statement

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Consolidated Sustainability Statement has not been prepared, in all material respects, in accordance with the CSRD, the applicable German legal and other European requirements and the specifying criteria presented by the executive directors of the Company and to issue an assurance report that includes our assurance conclusion on the Consolidated Sustainability Statement.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgement and maintain professional scepticism. We also

- obtain an understanding of the process used to prepare the Consolidated Sustainability Statement, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Consolidated Sustainability Statement.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a

material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources not within the entity's control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the entity's control, as both the entity's executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.

- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgement.

In performing our limited assurance engagement, we

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Consolidated Sustainability Statement.
- inquired of the executive directors and relevant employees involved in the preparation of the Consolidated Sustainability Statement about the preparation process, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Consolidated Sustainability Statement, and about the internal controls related to this process.
- evaluated the reporting policies used by the executive directors to prepare the Consolidated Sustainability Statement.
- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive

directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain.

- performed analytical procedures or tests of details and made inquiries in relation to selected information in the Consolidated Sustainability Statement.
- considered the presentation of the information in the Consolidated Sustainability Statement.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Consolidated Sustainability Statement.

Restriction of Use

We issue this report as stipulated in the engagement letter agreed with the Company (including the “General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)” dated 1 January 2024 of the Institut der Wirtschaftsprüfer (IDW)). We draw attention to the fact that the assurance engagement was conducted for the Company’s purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other than the aforementioned purpose. Accordingly, the report is not intended to be used by third parties as a basis for making (financial) decisions.

Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion is not modified in this respect.

Frankfurt am Main / Germany, 4 December 2025

Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

STEFAN DORISSEN

Wirtschaftsprüfer
(German Public Auditor)

DANIEL OEHLMANN

Wirtschaftsprüfer
(German Public Auditor)

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CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

for the fiscal year ended September 30, 2025

Consolidated statement of comprehensive income

T_055

		Fiscal year ended September 30,	
		2025	2024
IN € THOUSANDS			
Revenue	5	1,296,135	1,305,926
Cost of sales	6	(943,907)	(963,635)
Gross profit		352,228	342,291
Research and development expenses	6	(38,933)	(34,378)
Selling expenses	6	(136,244)	(126,204)
Administrative expenses	6	(76,435)	(77,679)
Other income	7	7,133	10,550
Other expenses	8	(23,497)	(1,250)
Profit from operating activities (EBIT)		84,252	113,330
Finance income	10	1,836	19,675
Finance costs	11	(45,017)	(32,650)
Profit / (loss) before income tax		41,071	100,355
Income tax income / (expense)	12	(16,871)	(28,325)
Profit / (loss) for the period		24,200	72,030
thereof attributable to non-controlling interests		1,111	1,852
thereof attributable to shareholders of Stabilus		23,089	70,178
Other comprehensive income			
Foreign currency translation differences	23	(39,291)	(47,422)
Hedge of cash flows from financial instruments	23	2,000	(2,559)
Items that can be reclassified to consolidated profit or loss in future periods		(37,291)	(49,981)
Unrealized actuarial gains and losses	23	621	(3,451)
Items not to be reclassified to consolidated profit or loss in future periods		621	(3,451)
Other comprehensive income, net of tax		(36,670)	(53,432)
Total comprehensive income for the period		(12,470)	18,598
thereof attributable to non-controlling interests		3,214	944
thereof attributable to shareholders of Stabilus		(15,684)	17,654
Earnings per share (in €):			
Basic (EPS)	13	0.93	2.84
Diluted (DEPS)	13	0.93	2.84

The accompanying notes form an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

as of September 30, 2025

Consolidated statement of financial position

T_056

IN € THOUSANDS	Note	Sept 30, 2025	Sept 30, 2024
Assets			
Property, plant and equipment	14	303,949	300,311
Goodwill	15	526,585	539,999
Other intangible assets	16	450,439	477,903
Other investments	9	6,000	6,000
Other financial assets	17	711	41
Other assets	18	773	1,807
Deferred tax assets	12	9,262	12,960
Total non-current assets		1,297,719	1,339,021
Inventories	19	204,389	223,590
Trade and other receivables	20	176,071	203,386
Income tax receivables	21	4,934	5,559
Other financial assets	17	1,897	759
Other assets	18	32,883	29,147
Cash and cash equivalents	22	162,619	109,426
Total current assets		582,793	571,867
Total assets		1,880,512	1,910,888

Consolidated statement of financial position

T_056

IN € THOUSANDS	Note	Sept 30, 2025	Sept 30, 2024
Equity and liabilities			
Issued capital	23	24,700	24,700
Capital reserves	23	201,395	201,395
Retained earnings	23	471,632	476,948
Other reserves	23	(91,947)	(53,174)
Equity attributable to shareholders of Stabilus		605,780	649,869
Non-controlling interests		29,981	27,859
Total equity		635,761	677,728
Financial liabilities	24	710,635	757,246
Other financial liabilities	25	56,002	58,626
Provisions	27	16,832	15,083
Pension plans and similar obligations	28	44,917	47,334
Deferred tax liabilities	12	60,004	64,180
Total non-current liabilities		888,390	942,469
Trade accounts payable	29	149,032	159,652
Financial liabilities	24	83,728	20,546
Other financial liabilities	25	13,245	10,825
Income tax liabilities	30	8,513	14,194
Provisions	27	55,620	37,257
Other liabilities	31	46,223	48,217
Total current liabilities		356,361	290,691
Total liabilities		1,244,751	1,233,160
Total equity and liabilities		1,880,512	1,910,888

The accompanying notes form an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

for the fiscal year ended September 30, 2025

Consolidated statement of changes in equity

T_057

IN € THOUSANDS	Note	Issued capital	Capital reserves	Retained earnings	Other reserves	Equity attributable to shareholders of Stabilus	Non-controlling interests	Total equity
Balance as of September 30, 2023		24,700	201,395	458,285	(650)	683,730	28,271	712,001
Profit / (loss) for the period		–	–	70,178	–	70,178	1,852	72,030
Other comprehensive income	23	–	–	–	(52,524)	(52,524)	(908)	(53,432)
Total comprehensive income for the period		–	–	70,178	(52,524)	17,654	944	18,598
Dividends	23	–	–	(43,225)	–	(43,225)	(1,082)	(44,307)
Change in ownership interest in subsidiaries without a change of control		–	–	(1,168)	–	(1,168)	(274)	(1,442)
Change in non-controlling interests		–	–	–	–	–	–	–
Liabilities from put / call options	25	–	–	(7,122)	–	(7,122)	–	(7,122)
Balance as of September 30, 2024		24,700	201,395	476,948	(53,174)	649,869	27,859	677,728
Profit / (loss) for the period		–	–	23,089	–	23,089	1,111	24,200
Other comprehensive income	23	–	–	–	(38,773)	(38,773)	2,103	(36,670)
Total comprehensive income for the period		–	–	23,089	(38,773)	(15,684)	3,214	(12,470)
Dividends	23	–	–	(28,405)	–	(28,405)	(1,097)	(29,502)
Change in ownership interest in subsidiaries without a change of control		–	–	–	–	–	–	–
Change in non-controlling interests		–	–	–	–	–	5	5
Liabilities from put / call options		–	–	–	–	–	–	–
Balance as of September 30, 2025		24,700	201,395	471,632	(91,947)	605,780	29,981	635,761

The accompanying notes form an integral part of these consolidated financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

for the fiscal year ended September 30, 2025

Consolidated statement of cash flows

T_058

IN € THOUSANDS	Note	Fiscal year ended September 30,	
		2025	2024
Profit / (loss) for the period		24,200	72,030
Income tax income / (expense)		16,871	28,325
Net financial result	10 / 11	43,181	12,975
Interest received		1,836	5,142
Depreciation and amortization (incl. impairment losses)	14 / 16	100,507	92,589
Gains / losses from the disposal of assets		(134)	(289)
Changes in inventories		19,201	3,462
Changes in trade and other receivables		27,315	26,535
Changes in trade payables		(9,548)	13,804
Changes in other assets and liabilities		(20,090)	(27,247)
Changes in provisions		16,276	5,593
Income tax payments	36	(23,112)	(35,943)
Cash flow from operating activities		196,503	196,976
Proceeds from disposal of property, plant and equipment		3,350	2,601
Purchase of intangible assets	16	(30,764)	(29,444)
Purchase of property, plant and equipment	14	(57,748)	(53,548)
Acquisition of assets and liabilities within the business combination	4	(1,072)	(632,197)
Losses from currency hedging in connection with a business combination	4	–	(4,805)
Cash flow from investing activities		(86,234)	(717,393)

Consolidated statement of cash flows

T_058

IN € THOUSANDS	Note	Fiscal year ended September 30,	
		2025	2024
Receipts under credit facility	24	13,143	19,195
Receipts under financial liabilities	24	24,774	321,747
Receipts under promissory note loans	24	40,000	250,000
Receipts under bridge financing	24	–	250,000
Payments for redemption of financial liabilities	24	(56,583)	(66,073)
Payments for redemption of bridge financing	24	–	(250,000)
Payments for the acquisition of non-controlling interests		(5)	(1,442)
Payments for lease liabilities	36	(11,524)	(9,366)
Dividends paid	23	(28,405)	(43,225)
Dividends paid to non-controlling interests		(1,097)	(1,082)
Payments for interest	36	(32,620)	(29,064)
Cash flow from financing activities		(52,317)	440,690
Net increase / (decrease) in cash and cash equivalents		57,952	(79,727)
Effect of movements in exchange rates on cash and cash equivalents held		(4,759)	(3,946)
Cash and cash equivalents as of beginning of the period		109,426	193,099
Cash and cash equivalents as of end of the period		162,619	109,426

The accompanying notes form an integral part of these consolidated financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

for the fiscal year from October 1, 2024, to September 30, 2025

1 General information

Reporting entity

Stabilus SE, Frankfurt am Main, is a European Company (Societas Europaea – SE). The Company is registered in the commercial register of Frankfurt am Main Local Court under HRB 128539. The registered office of the Company is in Frankfurt am Main at the business address Wallersheimer Weg 100, 56070 Koblenz, Germany. The Company was originally founded as Servus HoldCo S.à r.l., Luxembourg, on February 26, 2010. The shares of Stabilus SE, Frankfurt am Main, (hereinafter referred to as “Stabilus SE”) are listed in the SDAX of the Frankfurt Stock Exchange at the end of the reporting period with the ISIN DE000STAB1L8. The ticker symbol is “STM.”

The Company’s fiscal year is from October 1 to September 30 of the following year (12-month period). The corresponding prior-year period (comparative period) therefore covers the period from October 1, 2023, to September 30, 2024. The consolidated financial statements of the Stabilus Group include Stabilus SE and its subsidiaries (hereinafter also referred to as “Stabilus Group” or the “Group”).

The Stabilus Group is a leading manufacturer of gas springs and dampers, as well as electric opening and closing equipment (Powerise® product portfolio). The products are widely used in the automotive industry and in many other industrial applications, with a focus on industrial machinery & automation, energy & construction, distributors, independent aftermarket and e-commerce, as well as in the furniture industry. The products are typically used to support the lifting and lowering or dampening of movements. The Industrial Automation product portfolio was expanded through the acquisition of the Destaco Group in fiscal 2024. The product ranges of Stabilus and Destaco complement each other and can be combined to the benefit of our customers to create integrated solutions, particularly for industrial customers. While the Stabilus Group’s products enable controlled motion sequences and precise vibration isolation, Destaco’s strengths include pneumatic and electronic grippers, clamps, and end-of-arm tools for robots, as well as indexers and conveyors. Destaco’s core competence lies in precisely gripping, clamping, placing, moving, and repositioning components in a production system. Destaco’s products help customers increase their productivity. Destaco serves customers around the world in a wide variety of markets, such as consumer goods, packaging, aerospace, automotive engineering, life sciences, and nuclear technology.

As the world market leader for gas springs, the Group ships to all key vehicle manufacturers. Various Tier 1 suppliers of the global car industry, as well as large tech-focused distributors, further diversify the Group’s customer base.

The consolidated financial statements are prepared in euro. Unless indicated otherwise, all amounts are shown in thousands of euro (€ thousand). For arithmetical reasons, the information presented in the notes to the consolidated financial statements can contain rounding differences of + / – one unit (€ thousand or %).

For the sake of simplicity, generally only one gender form is used in this report. All other gender forms are expressly intended.

We would like to point out that all links to the Company’s website and the information to which the links refer have not been subject to the audit by the auditor.

The consolidated financial statements of the Stabilus Group and its subsidiaries have been prepared in accordance with the applicable regulations of the International Financial Reporting Standards (IFRS), as adopted by the European Union (EU), for the fiscal year ended September 30, 2025, subject to the application of Section 315e of the German Commercial Code (Handelsgesetzbuch – HGB).

The consolidated financial statements of Stabilus SE were authorized for issue by the Management Board on December 4, 2025.

Statement on the German Corporate Governance Code

The statements on the German Corporate Governance Code required under Section 161 of the Stock Corporation Act (Aktiengesetz – AktG) were submitted by the Management Board and Supervisory Board and made permanently available to shareholders on the Stabilus website ([IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://www.stabilus.com/investor-relations/corporate-governance)).

2 Basis for presentation

Preparation

In the statement of financial position, assets and liabilities are classified as non-current and current. An asset is classified as current if: (a) the asset is expected to be recognized within the standard operating cycle or the asset is held for sale or consumption within that period; (b) the asset is held primarily for trading; (c) the asset is expected to be recognized within 12 months after the reporting period; or (d) it pertains to cash or cash equivalents, unless the asset is restricted from being exchanged or used to settle an obligation for a period of at least 12 months after the reporting period. All other assets are classified as non-current.

An entity classifies a liability as current when: (a) the liability is expected to be settled within the standard operating cycle; (b) the liability is held primarily for trading; (c) the liability is due to be settled within 12 months after the reporting period; or (d) the entity does not have the right to defer settlement of the liability at the end of the reporting period for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities, as well as provisions for defined benefit pension plans and similar obligations, are reported as non-current. The consolidated statement of comprehensive income is presented using the cost of sales method.

Measurement

The consolidated financial statements have been prepared on a historical cost basis, except for certain items that are measured at fair value, such as derivative financial instruments. Exceptions are described below in the section "Significant judgments, estimates and assumptions."

Significant judgments, estimates and assumptions

The preparation of financial statements requires estimates that involve complex and subjective judgments and the use of assumptions for matters that are uncertain and are subject to change. Assumptions and estimates can change from period to period and can have a significant impact on financial positions, income, and expenses. Estimates and underlying assumptions are reviewed by the Management on an ongoing basis and updated if necessary. Revisions to estimates are recognized prospectively.

Accordingly, estimates assume that costs will normalize and that inflation is expected to be lower overall.

The following list states matters for which assumptions and estimates have been made that could lead to an adjustment of the carrying amounts of the reported assets and liabilities in the future should there be changes in the current assumptions and estimates made:

- Income taxes (Note 12)
- Property, plant and equipment and other intangible assets, in particular assumptions about the useful lives and impairment losses, if any (Notes 14 and 16)
- Estimates of impairment of goodwill, especially assumptions underlying the recoverable amounts (Note 15)

- Estimates and assumptions concerning impairment of inventories with regard to net realizable value (Note 19)
- Estimates and assumptions of credit risk and expected credit loss on trade and other receivables (Note 20)
- Estimates and assumptions regarding the approximation of fair value from the discounted cash flow method with regard to exercise and the final purchase price obligation (Note 25)
- Estimation uncertainties regarding the terms of leases, particularly with regard to renewal and termination options (Note 26)
- Estimates for provisions for guarantees and warranties, in particular regarding actual cash outflows due to utilization (Note 27)
- Pension obligations, in particular assumptions of discount rates, pension increases, and mortality rates (Note 28)
- Provisions and contingent liabilities, especially from the change in the probability estimate of a current obligation and the economic outflow of resources and the applicable cost increase rate based on the latest reliable market data (Notes 27 and 32)

Impairment of non-financial assets

Stabilus monitors whether there are indications that its non-financial assets may be impaired. Goodwill and other intangible assets for which either no useful life can be determined or that are not yet available for use at the end of the reporting period are tested for impairment annually. Further tests are carried out if there are indications of impairment. Other non-financial assets are tested for impairment if there are indications that the carrying amount may not be recoverable. If the fair value less costs to sell is calculated, the Management must estimate the expected future cash flows from the asset or the cash-generating unit and select an appropriate discount rate in order to determine the present value. Please refer to Notes 15 "Goodwill" and 16 "Other intangible assets."

Climate-related matters

Budgets are based on assumptions regarding the impact of climate change and other sustainability aspects on the Stabilus Group's business performance. For example, these assumptions relate to changes in customer demand, regulatory requirements, and changes to production conditions. Climate-related risks for the Stabilus Group in this regard, inter alia due to the need to implement regulatory requirements to promote a circular economy and mitigate climate change, did not as a whole have a material impact on the determination of recoverable amounts for the CGUs or groups of CGUs.

Estimates, judgments, and assumptions – geopolitical and customs risks

When preparing the consolidated financial statements, assumptions and estimates that are affected by current geopolitical developments were made. These relate in particular to the assessment of customs risks as a result of changed trade relations, sanctions, or regulatory measures in individual markets.

The geopolitical situation in different regions – including ongoing trade wars, sanctions, regional instabilities, and changes in customs tariffs – can impact supply chains, procurement costs, inventories, and transfer prices. The Group regularly reviews the appropriateness of the underlying assumptions with respect to possible revaluation of inventories due to higher import duties or logistical restrictions, as well as the recoverability of assets in the markets concerned.

Due to the uncertainties regarding future geopolitical developments and the corresponding reactions of customs and trade authorities, there are estimation uncertainties which did not have any overall material impacts. The Group monitors political and regulatory developments on an ongoing basis and adjusts its estimates and risk assessments accordingly as soon as reliable new information becomes available.

Trade and other receivables

The allowance for doubtful accounts requires judgment by Management and a review of individual receivables based on individual customer creditworthiness, current economic trends, analysis of historical allowances, and determination of expected credit losses (ECL) on financial assets. Details of the bad debt allowance on trade receivables are presented in Note 20.

Deferred tax assets

The measurement of deferred tax assets is based on medium-term business plans of the entities carrying the deferred tax asset. The medium-term business plans cover five-year periods and include various assumptions and estimates relating to the business development, strategic changes, cost optimization, and business improvement, and also general market and economic development. Deferred tax assets are recognized to the extent that sufficient taxable profit will be available for the utilization of the deductible temporary differences. Stabilus recognizes valuation allowances for deferred tax assets when it is unlikely that sufficient future taxable profit will be generated. Please refer to Note 12.

Provisions

Estimates are required in the determination of provisions related to pensions and other obligations, contract losses, warranty costs, and legal proceedings. Please refer to Notes 27 and 28.

Risks and uncertainties

The Group's net assets, financial position, and results of operations are subject to risks and uncertainties. Actual results may vary from expectations due to changes in the overall economy, the involvement of competitors with aggressive pricing, significant price changes for raw materials, and overall purchase costs. Furthermore, quality issues may result in significant costs for the Group. The Group's financing is based on variable interest rates and is subject to risks and uncertainties determined by the development of Euribor and the net leverage level of the Group.

Going concern

These consolidated financial statements have been prepared under the going concern assumption. From the current perspective, there are no risks to the continued existence of the Stabilus Group.

Consolidated entities

The consolidated financial statements include the financial statements of Stabilus SE and all subsidiaries that are directly or indirectly controlled by Stabilus. Control exists if the Company has decision-making power over the relevant activities of an entity and it participates in the positive and negative variable returns of the entity in question and it can affect these returns with its decision-making power.

Non-controlling interests represent the portion of profit and loss and net assets not held by the Company. They are presented separately in the consolidated statement of comprehensive income and the consolidated statement of financial position.

The results of subsidiaries acquired or sold during the period are included in the consolidated statement of comprehensive income from the date of acquisition or until the date of disposal, as appropriate. In addition to Stabilus SE, a total of 49 subsidiaries (September 30, 2024: 48), zero associated companies (September 30, 2024: 0) and one investment (September 30, 2024: 1) are included in the consolidated financial statements as of September 30, 2025 (see list below).

One Group entity (Cultraro Dampers India Private Ltd.) was founded in fiscal 2025. Beyond this, there were no further material changes to the corporate structure compared with the consolidated financial statements for fiscal 2024.

List of shareholdings

T_059

Number	Name of the company	Registered office of the company	Interest and control held by	Holding in %	Consolidation method
1	Stable II GmbH	Frankfurt am Main, Germany	Stabilus SE	100.00%	Full
2	Stable Beteiligungs GmbH	Koblenz, Germany	Stable II GmbH	100.00%	Full
3	Stabilus UK Ltd.	Charwelton, United Kingdom	Stable Beteiligungs GmbH	100.00%	Full
4	Stabilus Japan Corp.	Yokohama, Japan	Stable Beteiligungs GmbH	100.00%	Full
5	New Clevers S.A.	Buenos Aires, Argentina	Stable Beteiligungs GmbH	80.00%	Full
6	Piston Amortisör Sanayi ve Ticaret Anonim Şirketi	Bursa, Turkey	Stable Beteiligungs GmbH	53.00%	Full
7	Stabilus (Zhejiang) Ltd.	Pinghu, China	Stable Beteiligungs GmbH	100.00%	Full
8	Stabilus GmbH	Koblenz, Germany	Stable Beteiligungs GmbH	100.00%	Full
9	Stabilus Romania S.R.L.	Brasov, Romania	Stable Beteiligungs GmbH Stabilus GmbH	0.001% 99.999%	Full
10	Stabilus Ltda.	Itajubá, Brazil	Stabilus GmbH	99.9999%	Full
11	Stabilus Co. Ltd.	Busan, South Korea	Stabilus GmbH	100.00%	Full
12	Stabilus S.A. de C.V.	Ramos Arizpe, Mexico	Stabilus GmbH Stabilus UK Ltd.	99.9998% 0.0002%	Full
13	Stabilus Limited	Auckland, New Zealand	Stabilus GmbH	80.00%	Full
14	Stabilus France S.à r.l.	Poissy, France	Stabilus GmbH	100.00%	Full
15	Stabilus (Jiangsu) Ltd.	Wujin, China	Stabilus GmbH	100.00%	Full
16	Stabilus PTE Ltd.	Singapore	Stabilus GmbH	100.00%	Full
17	Stabilus Mechatronics Service Ltd.	Shanghai, China	Stabilus GmbH	100.00%	Full
18	Destaco (Shanghai) Automation Engineering Co., Ltd.	Shanghai, China	Stabilus Mechatronics Service Ltd.	100.00%	Full
19	Destaco Suzhou Ltd.	Suzhou, China	Stabilus Mechatronics Service Ltd.	100.00%	Full
20	Stable HoldCo Australia Pty. Ltd.	Dingley, Australia	Stabilus SE	100.00%	Full
21	Stabilus Pty. Ltd.	Dingley, Australia	Stable HoldCo Australia Pty. Ltd.	100.00%	Full
22	Stabilus US Holding Corporation	Wilmington, USA	Stabilus SE	100.00%	Full
23	Stabilus Inc.	Gastonia, USA	Stabilus US Holding Corp.	100.00%	Full
24	Fabreeka Group Holdings, Inc.	Stoughton, USA	Stabilus US Holding Corp.	100.00%	Full
25	ACE Controls Inc.	Farmington Hills, USA	Stabilus US Holding Corp.	100.00%	Full
26	ACE Controls International Inc.	Farmington Hills, USA	Stabilus US Holding Corp.	100.00%	Full
27	Destaco US Inc.	Wilmington, USA	Stabilus US Holding Corp.	100.00%	Full
28	Industrial Motion Control Ltd.	Auburn Hills, USA	Stabilus US Holding Corp.	100.00%	Full
29	Fabreeka International Holdings Inc.	Stoughton, USA	Fabreeka Group Holdings Inc.	100.00%	Full
30	Fabreeka International Inc.	Stoughton, USA	Fabreeka International Holdings Inc.	100.00%	Full
31	Tech Products Corporation	Miamisburg, USA	Fabreeka International Holdings Inc.	100.00%	Full
32	Fabreeka GmbH Deutschland	Büttelborn, Germany	Fabreeka International Holdings Inc.	100.00%	Full
33	Stabilus Motion Controls GmbH	Langenfeld, Germany	Stabilus SE	100.00%	Full

List of shareholdings (continued)

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Number	Name of the company	Registered office of the company	Interest and control held by	Holding in %	Consolidation method
34	General Aerospace GmbH	Eschbach, Germany	Stabilus Motion Controls GmbH	95.00%	Full
35	General Aerospace Inc.	Lynnwood, USA	General Aerospace GmbH	95.00%	Full
36	ACE Stoßdämpfer GmbH	Langenfeld, Germany	Stabilus Motion Controls GmbH Stabilus SE	94.90% 5.10%	Full
37	HAHN-Gasfedern GmbH	Aichwald, Germany	Stabilus Motion Controls GmbH	100.00%	Full
38	YAKIDO B.V. ¹⁾	Zwijndrecht, Netherlands	HAHN-Gasfedern GmbH	50.00%	Full
39	Cultraro Automazione Engineering S.r.l.	Rivoli, Italy	Stabilus Motion Controls GmbH	60.00%	Full
40	Firs Stampi S.r.l.	Rivoli, Italy	Cultraro Automazione Engineering S.r.l.	51.00%	Full
41	Cultraro Shanghai Company Ltd.	Shanghai, China	Cultraro Automazione Engineering S.r.l.	100.00%	Full
42	Cultraro Autocomp Solutions Private Ltd.	New Delhi, India	Cultraro Automazione Engineering S.r.l.	51.00%	Full
43	Cultraro Dampers India Private Ltd.	Palwal, India	Cultraro Automazione Engineering S.r.l.	99.00%	Full
44	Destaco (Asia) Co. Ltd.	Bangkok, Thailand	Stabilus Motion Controls GmbH ACE Stoßdämpfer GmbH	75.00% 25.00%	Full
45	Stabilus India Private Ltd.	Pune, India	Stabilus Motion Controls GmbH ACE Stoßdämpfer GmbH	99.00% 1.00%	Full
46	Destaco Europe GmbH	Oberursel (Taunus), Germany	Stabilus Motion Controls GmbH	100.00%	Full
47	Destaco U.K. Ltd.	Wolverhampton, United Kingdom	Stabilus Motion Controls GmbH	100.00%	Full
48	Destaco France S.A.S.	Sainte-Florine, France	Stabilus Motion Controls GmbH	100.00%	Full
49	Synapticon GmbH	Schönaich, Germany	Stabilus Motion Controls GmbH	9.4499%	Investment

¹⁾ The entity has been included in consolidation, as the Stabilus Group can exercise control over the company pursuant to IFRS 10.

Principles of consolidation

The assets and liabilities of domestic and foreign entities included in the consolidated financial statements are accounted for in accordance with the uniform accounting policies of the Stabilus Group. Entities are included in the consolidated financial statements from the acquisition date, i.e., the date on which the Stabilus Group achieves control, until the date when control is lost. Receivables and liabilities or provisions between the consolidated entities are eliminated. Intragroup revenue and other intragroup income and the corresponding cost and expenses are eliminated. Intercompany gains and losses on intragroup delivery and service transactions are eliminated through profit or loss.

Business combinations

Business combinations are accounted for using the acquisition method as of the acquisition date, i.e., as of the date on which control is obtained by the Group. The goodwill is determined as follows: the fair value of the consideration transferred, plus the recognized amount of any non-controlling interests in the acquiree, less the net recognized amount (generally the fair value) of the identifiable assets acquired and liabilities assumed.

The consideration transferred does not include amounts related to the settlement of transactions existing before the business combination. Such amounts are generally recognized in profit or loss. Costs related to the acquisition, other than those associated with the issue of debt or equity securities that the Group incurs in connection with the business combination, are expensed as incurred.

Non-controlling interests

Non-controlling interests in the net assets of consolidated subsidiaries consist of the value of those interests at the date of the original business combination and their share of changes in equity since that date. The non-controlling interest in the Group's equity and the net result for the reporting period are reported separately.

Foreign currency translation

The consolidated financial statements are presented in euro (€).

The functional currency is determined for each entity in the Group, which is the currency of the primary economic environment in which the entity operates. Transactions in foreign currencies are initially translated into the functional currency using the exchange rate on the date of the transaction. Monetary assets and liabilities denominated in foreign currency are translated into the functional currency using the exchange rate at the end of the reporting period. The resulting foreign currency exchange gains or losses are recognized in profit and loss.

Non-monetary items in a foreign currency that are measured at historical cost are translated using the exchange rates as of the date of the initial transaction (date of transaction). Non-monetary items denominated in a foreign currency measured at fair value are translated using the exchange rate on the date when the fair value is determined (exchange rate applicable on the date of revaluation).

Assets and liabilities of foreign subsidiaries with a functional currency other than euro (€) are translated using the exchange rates as of the end of the reporting period, while their income and expenses and cash flows are translated using the average exchange rates during the period.

Foreign currency exchange gains and losses on operating activities are included in other operating income and expenses. Foreign currency gains and losses on financial receivables and debts are included in the financial result.

Translation differences arising from the translation of the financial statements of the Group's foreign operations are recognized in other comprehensive income and reported in a separate reserve in equity.

On disposal of a foreign operation, the related amount is reclassified out of the cumulative foreign currency translation adjustment into profit or loss where it is recognized as part of the gain or loss on disposal.

In fiscal 2025, two functional currencies, Turkish lira (TRY) and Argentine peso (ARS), of two entities included in consolidation were classified as hyperinflationary as referred to by IAS 29 (Financial Reporting in Hyperinflationary Economies); further details can be found in Note 34, "Risk reporting."

The exchange rates of the significant currencies of non-euro countries used in the preparation of the consolidated financial statements were as follows:

Exchange rates

T_060

Country	ISO code	Closing rate as of September 30,		Average rate for the year ended September 30,	
		2025	2024	2025	2024
Argentina	ARS	1,592.3923	1,078.6727	1,258.7546	842.3396
Australia	AUD	1.7760	1.6166	1.7169	1.6445
Brazil	BRL	6.2432	6.0504	6.2940	5.6029
China	CNY	8.3591	7.8511	7.9714	7.8110
India	INR	104.2548	93.8130	95.0801	90.3942
Mexico	MXN	21.5314	21.9842	21.7066	19.1860
New Zealand	NZD	2.0257	1.7616	1.8851	1.7830
Romania	RON	5.0806	4.9753	5.0133	4.9732
South Korea	KRW	1,648.0500	1,469.1100	1,556.3479	1,457.7010
Thailand	THB	38.0880	36.1070	36.8110	38.6994
Turkey	TRY	48.8227	38.2693	41.6894	34.0256
United States	USD	1.1741	1.1196	1.1053	1.0842

Changes in accounting policies / new standards issued

The accounting policies applied in the consolidated financial statements comply with the IFRS required to be applied in the EU as of September 30, 2025. In fiscal 2025, the following new and revised standards and interpretations had to be applied for the first time in the Stabilus Group's financial statements.

New standards, interpretations, and amendments in fiscal 2025

T_061

Standard / Interpretation / Amendment	Definition	Effective date stipulated by the IASB	Effective date stipulated by the EU	Impact on Stabilus consolidated financial statements
Amendments to IFRS 16	Lease Liability in a Sale and Leaseback (published on September 22, 2022)	January 1, 2024	January 1, 2024	No impact
Amendments to IAS 1	Classification of Liabilities as Current or Non-current, Amendments to Non-current Liabilities with Covenants, and Deferral of Effective Date (published on January 23, 2020, on July 15, 2020, and on October 31, 2022)	January 1, 2024	January 1, 2024	No material impact
Amendments to IAS 12 ¹⁾	Amendment to IAS 12 "Income Taxes" – International Tax Reform – Pillar Two Model Rules (published on May 23, 2023)	January 1, 2023	January 1, 2023	Reference is made to the descriptions below
Amendments to IAS 7 and IFRS 7	Amendment to IAS 7 "Statement of Cash Flows" and IFRS 7 "Financial Instruments" – disclosure of finance arrangements with suppliers (published on May 25, 2023)	January 1, 2024	January 1, 2024	No impact

The effective date presented above is the date of mandatory application in fiscal years beginning on or after that date.

¹⁾ Entities apply the exemption immediately, but the disclosure requirement applies to fiscal years beginning on or after January 1, 2023.

Amendments to IAS 12

On May 23, 2023, the IASB (International Accounting Standards Board) published amendments to IAS 12 "Income Taxes" on the basis of Pillar Two. The amendment provides a temporary exemption from the obligation to recognize deferred taxes resulting from the implementation of Pillar Two rules as well as specific disclosure requirements for affected entities in IAS 12.

The European Union endorsed the "International Tax Reform – Pillar Two Model Rule (Amendments to IAS 12)" amendment issued by the IASB in May 2023 on November 8, 2023. In Germany, the draft law presented by the federal government in July 2023 on the EU Directive on global minimum taxation (the "Minimum Tax Directive Implementation Act") was approved by the German Federal Parliament (Bundestag) on November 10, 2023. The Federal Council (Bundesrat) approved the draft law on December 15, 2023.

Pillar Two (introduction of 15% global minimum tax for entities with group revenue of over €750 million) describes the second pillar of the OECD's guidance on addressing the tax challenges arising from the digitalization of the economy published in March 2022.

The amendment requires the following information to be disclosed:

- the fact that the mandatory exemption has been applied
- current tax expense / income related to Pillar Two income taxes
- in periods in which Pillar Two legislation is enacted or substantively enacted, but not yet in effect, information must be disclosed that helps users of financial statements understand the impact of the Pillar Two regulations and the resulting income taxes on the entity.

Accordingly, known or reasonably estimable qualitative and quantitative information on the impact must be disclosed at the end of the reporting period. If the impact is not known or reasonably estimable, information must be disclosed on the progress the entity has made on estimating the impact of the Pillar Two regulations.

The Stabilus Group is within the scope of the OECD Pillar Two model rules. In view of this, the Group initiated a project to analyze the actual impact of the amended accounting rules on its consolidated financial statements in fiscal 2023.

The amendments are effective for annual periods beginning on or after January 1, 2023. First-time adoption must apply the modified retrospective approach.

The Stabilus Group falls within the scope of the regulations on global minimum taxation ("Pillar Two"). The regulations on global minimum taxation entered into force in Germany in the form of the Minimum Tax Act (Mindeststeuergesetz – MinStG) with effect from December 28, 2023. The MinStG applies for the first time to fiscal years beginning after December 30, 2023. Under the MinStG, a supplementary tax is payable for each jurisdiction whose effective tax rate is below 15%. Determining the effective tax rate under the MinStG is very complex and involves a number of specific adjustments. As the MinStG was not yet applicable to the German Group companies in fiscal 2024, no tax liability arose from the MinStG.

As the parent company of the minimum tax group within the meaning of section 3 MinStG, Stabilus SE has borne any resulting additional tax burden for all business units located in Germany, plus the tax burden arising from foreign minimum tax laws for jurisdictions in which no national supplementary tax is levied, as of fiscal 2025.

Based on calculations made using data from fiscal 2025, only one jurisdiction (South Korea) is not expected to apply the CbCR Safe Harbor Rule (country-by-country reporting). However, based on a preliminary assessment, Stabilus SE does not expect any significant additional taxes to arise. The expected minimum tax of €348 thousand was recognized at the level of the parent company, Stabilus SE. Due to the complexity of the rules, it cannot be ruled out that the actual quantitative effects of the enacted MinStG on current taxes and tax payments for those jurisdictions that do not comply with the safe harbor rule in the future will deviate from current expectations.

In accordance with the amendments to IAS 12, which were endorsed by the EU on November 8, 2023, the exception is used that no deferred taxes are recognized in relation to income taxes under the Pillar Two rules.

The IASB has issued new standards and amendments that have been published and ratified by the EU but whose application is not yet compulsory in fiscal 2025. The Stabilus Group is not planning the early application of these standards, amendments, and interpretations.

In fiscal 2026, the following new and revised standards and interpretations have to be applied for the first time in the Stabilus Group's consolidated financial statements.

New standards, interpretations, and amendments in fiscal 2026

T_062

Standard / Interpretation / Amendment	Definition	Effective date stipulated by the IASB	Effective date stipulated by the EU	Impact on Stabilus consolidated financial statements
Amendments to IAS 21	Effect of change in foreign exchange rates – Lack of Exchangeability (published on August 15, 2023)	January 1, 2025	January 1, 2025	Following description in text

The effective date presented above is the date of mandatory application in fiscal years beginning on or after that date.

Amendments to IAS 21

On August 15, 2023, the IASB published “Lack of Exchangeability” (Amendments to IAS 21). The statement contains guidance that specifies when a currency is exchangeable and how to determine the exchange rate when it is not.

With the amendments in “Lack of Exchangeability” (Amendments to IAS 21), IAS 21 is amended as follows:

- Specifying when a currency is exchangeable into another currency and when not – a currency is exchangeable if, at the measurement date and for a specific purpose, an entity is able to exchange that currency for another currency through markets or exchange mechanisms that create enforceable rights and obligations without undue delay. A currency is not exchangeable into the other currency if an entity can receive only a negligible amount of the other currency.
- Determining how an entity determines the applicable rate on the reporting date if a currency is not exchangeable – if a currency is not exchangeable at the measurement date, an entity estimates the rate as the rate that would have applied to a proper transaction between market participants and which would faithfully reflect prevailing economic conditions.
- Disclosure of additional information required when a currency is not exchangeable – when a currency is not exchangeable, an entity provides information that enables users of financial statements to assess how the lack of exchangeability affects or could affect the entity’s financial performance, financial position, and cash flows.

The statement also includes new notes with guidance on exchangeability and a new explanatory example.

The amendments also cover corresponding amendments to IFRS 1, in which exchangeability was previously mentioned but not defined.

An entity shall apply the amendments for annual reporting periods beginning on or after January 1, 2025. Earlier application is permitted.

Based on our current assessments, the regulations do not have a significant impact on the consolidated financial statements of the Stabilus Group.

The new and revised standards, interpretations, and amendments published by the IASB are currently being evaluated. Based on our current assessments, the new and revised standards and interpretations will probably have no material impact on the Stabilus Group’s consolidated financial statements, with the exception of the presentation of the consolidated statement of comprehensive income (IFRS 18).

**New standards, interpretations, and amendments issued by the IASB and approved by the EU
(mandatory for the Stabilus Group in the future)**

T_063

Standard/ Interpretation/ Amendment	Definition	Effective date stipulated by the IASB	Effective date stipulated by the EU	Impact on Stabilus consolidated financial statements
Amendments to IFRS 9 and IFRS 7	Amendments to the classification and measurement of financial instruments (published on May 30, 2024); amendments relating to electricity supply contracts (published on December 18, 2024)	January 1, 2026	January 1, 2026	No impact
Amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10, and IAS 7 as part of Annual Improvements to IFRS Accounting Standards – Volume 11	Clarifications, narrow amendments to address inconsistencies between individual IFRS	January 1, 2026	January 1, 2026	No impact

The effective date presented above is the date of mandatory application in fiscal years beginning on or after that date.

**New standards, interpretations, and amendments issued by the IASB and not yet approved by the EU
(mandatory for the Stabilus Group in the future)**

T_064

Standard/ Interpretation/ Amendment	Definition	Effective date stipulated by the IASB	Effective date stipulated by the EU	Impact on Stabilus consolidated financial statements
IFRS 10 and IAS 28	Clarification on recognizing gains from the sale or contribution of assets between an investor and an associate or joint venture	Outstanding	Outstanding	–
IFRS 18	Presentation and disclosure in financial statements (published on April 9, 2024)	January 1, 2027	Outstanding	Currently in evaluation
IFRS 19	Subsidiaries without public accountability: disclosures (published on May 9, 2024); amendments (published on August 21, 2025)	January 1, 2027	Outstanding	Currently in evaluation

The effective date presented above is the date of mandatory application in fiscal years beginning on or after that date.

3 Accounting policies

Revenue

Revenue is recognized when control over distinct goods or services is transferred to the customer, and when it is probable that the economic benefit (amount of consideration) will flow to the Group and the revenue can be measured reliably.

Stabilus maintains long-standing relationships with its customers. However, a contract exists only when the parties have approved the contract and each party's rights regarding the goods or services and the payment terms can be determined. This is the case when a customer has placed a purchase order for standard products, usually for the next production period (typically just for two or four weeks). A purchase order determines the number of products to be delivered, price per unit, the terms of delivery, and warranty.

Accordingly, Stabilus typically has only one performance obligation: delivery of the ordered goods. Shipping and handling activities are fulfillment activities, and warranties are provided within the scope of legal obligations. Stabilus does not involve third parties in fulfilling its performance obligation.

The effects of significant financing components can be ignored if the vendor expects, at contract conclusion, that the period between the transfer of a promised good or service to the customer and the date of payment will be one year or less. Stabilus's payment terms generally provide for payment within 30 to 90 days after transfer of goods.

Revenue is measured at the fair value of the consideration received or receivable and recognized upon delivery, i.e., when the goods are shipped. Customer bonuses, discounts, rebates, and other sales taxes or duties are typically recorded as a reduction of the recognized revenue. The expected customer bonuses are taken into consideration according to the expected value method and based on historical data and expectations in respect of the individual customer. The Group accrues such amounts on a monthly basis. Warranty obligations are recognized in accordance with IAS 37. The Group typically offers warranties prescribed by law to rectify defects that existed as of the time of sale. These assurance-type warranties are recognized as warranty provisions.

Stabilus occasionally performs research and development services in its contracts, mainly customizing products for customer requirements. The contracts in question are also evidenced by a purchase order and represent a service obligation (performance obligation). The completion periods of such services are usually within one month and the payment terms provide for payment within 30 to 90 days after acceptance of the service. Such a service is recognized at a point of time or over time according to the stage of completion depending on the terms of the contract.

Cost of sales

Cost of sales comprises costs for the production of merchandise sold. In addition to directly attributable material and production costs, indirect production-related overheads such as production and purchase management, warranty expenses, depreciation on production plants, and amortization of intangible assets are included. Cost of sales also includes write-downs on inventories to the lower net realizable value.

Research expenses and non-capitalized development expenses

Research expenses and non-capitalized development expenses are recognized in profit or loss as incurred.

Selling expenses

Selling expenses include costs for sales personnel and other sales-related costs such as marketing and business travel expenses, as well as depreciation on intangible assets. Shipping and handling costs are expensed within selling expenses as incurred. Fees charged to customers are reported as revenue. Advertising costs (expenses for advertising, sales promotion, and other sales-related activities) are expensed within selling expenses as incurred.

Borrowing costs

Borrowing costs are expensed as incurred, unless they are directly attributable to the acquisition, construction, or production of a qualifying asset and therefore form part of the cost of that asset.

Interest income and expenses

Interest income and expenses include the interest expenses from liabilities and the interest income from the investment of cash. The interest components from defined benefit pension plans and similar obligations are also reported within interest expenses.

Other financial income and expenses

The other financial result includes all remaining income and expenses from financial transactions that are not included in interest income and expenses.

Income taxes

Income tax expense comprises current and deferred tax.

Current tax comprises the expected tax payable or receivable for the year and any adjustment related to prior years and is measured using tax rates enacted or substantively enacted at the end of the reporting period. Current tax assets and liabilities are offset only if relevant requirements are met.

For potential risks related to uncertain tax positions, the Group recognized provisions in accordance with IFRIC 23. Measurement is based on either the most probable amount or the expected value, depending on which amount best reflects the expectations.

Deferred tax is recognized on temporary differences between the carrying value of assets and liabilities under IFRS and their tax base, except for temporary differences arising from goodwill or from the initial recognition, other than in a business combination, of assets and liabilities in a transaction that affects neither taxable nor accounting profit.

Deferred tax assets are recognized for deductible temporary differences, tax loss carryforwards and tax credits to the extent that it is probable that future taxable profit will be available against which they can be utilized. Deferred tax assets are reviewed at the end of each reporting period to determine whether it is probable that the related tax benefit will be realized. The carrying amount is adjusted accordingly.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, based on tax rates enacted or substantively enacted at the end of the reporting period. The measurement of deferred tax reflects the tax consequences that would follow from the manner in which Stabilus expects to recover or settle the carrying amount of its assets and liabilities. Deferred tax assets and liabilities are offset only if the required criteria are met.

Goodwill

Goodwill is measured at cost less any accumulated impairment losses and is not amortized. It is tested for impairment at least annually and when there are triggering events for impairment.

The Group tests goodwill for impairment by comparing its recoverable amount with its carrying amount. For this purpose, goodwill is allocated to the cash-generating units (group of CGUs) that are expected to benefit from the business combination. Goodwill is tested for impairment at the lowest level within the Group at which goodwill is monitored.

An impairment loss on goodwill is recognized if the recoverable amount of the cash-generating unit (group of CGUs) is below its carrying amount. Impairment losses are recognized in profit or loss. Impairment losses on goodwill are not reversed.

Other intangible assets

Purchased intangible assets are measured at acquisition cost and internally generated intangible assets at production cost less any accumulated amortization and impairment losses. Internally generated intangible assets are recognized only when the criteria in accordance with IAS 38 are met.

Intangible assets with finite useful lives are amortized on a straight-line basis over their useful economic life and tested for impairment if there is an indication that the intangible asset may be impaired. The estimated useful life and the amortization method are reviewed at the end of each reporting period. The effect of changes in the estimate is accounted for prospectively. Intangible assets with indefinite useful lives are not amortized periodically, but are tested for impairment at least annually and if there is an indication of impairment.

Stabilus's existing intangible assets are listed below, with their amortization period indicated in brackets:

- software (3 to 5 years);
- purchased patented technology (14 to 16 years);
- customer relationships (11 to 24 years);
- unpatented technology (10 to 20 years); and
- trade names (5 to 20 years).

Capitalized development costs

Development costs are capitalized when the criteria in accordance with IAS 38 are met, or otherwise expensed as incurred.

To meet the recognition criteria of IAS 38, Stabilus has to demonstrate the following: (1) the technical feasibility of completing the intangible asset so that it will be available for use or sale; (2) the intention to complete the intangible asset and use or sell it; (3) the ability to use or sell the intangible asset; (4) how the intangible asset will generate probable future economic benefits; (5) the availability of adequate technical, financial, and other resources to complete the development and to use or sell the intangible asset; and (6) the ability to measure reliably the expenditure attributable to the intangible asset during its development.

Capitalized development costs comprise all costs directly attributable to the development process and are amortized systematically from the start of production over the expected product cycle of three to 15 years depending on the lifetime of the product.

Property, plant and equipment

Property, plant and equipment, except for right-of-use assets under leases (IFRS 16), is measured at cost less accumulated depreciation and impairment losses.

Cost for property, plant and equipment includes the purchase price and the costs directly attributable to bringing the asset to the location and condition necessary to be capable of operating in the manner intended. This also applies to self-constructed plant and equipment, taking into account the cost of production.

Subsequent costs are capitalized only if they increase the future economic benefit embodied in the specific asset to which they relate.

Depreciation on property, plant and equipment is recognized on a straight-line basis over the estimated useful lives of the assets. The residual values, depreciation methods, and useful lives are reviewed annually and adjusted if necessary.

Depreciation is primarily based on the following useful lives:

- buildings (40 years);
- machinery and equipment (5 to 10 years); and
- other equipment (5 to 8 years).

Any gain or loss on disposal of an item of property, plant and equipment is recognized in profit or loss.

For all leases under IFRS 16 (except practical expedients), a right-of-use asset has to be capitalized. The Stabilus Group reports the right-of-use assets to property, plant and equipment in the same statement of financial position item as the underlying assets, as if they were owned by the Group.

Stabilus recognizes government grants when there is reasonable assurance that the conditions attached to the grants are complied with and the grants will be received. Government grants related to the purchase or the production of fixed assets are generally offset against the acquisition or production costs of the respective assets so that the grant is recognized in profit or loss over the life of the asset through reduced depreciation expense.

Leases

A lease is defined as a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration. For all leases that are not recognized as low-value leases (underlying asset [total consideration] <€5,000), short-term leases (lease term less than 12 months), or intangible assets, a right-of-use asset with a corresponding lease liability is classified. The right-of-use assets are measured at cost. All right-of-use assets are depreciated over the total lease term on a straight-line basis. The lease liabilities are measured by increasing the carrying amount to reflect the interest expenses for the leases and by reducing the carrying amount to reflect the lease payments made.

When determining lease terms, management considers all facts and circumstances that create an economic incentive with sufficient certainty to exercise extension options or not exercise termination options. The use of such lease term options provides the Group with the greatest possible flexibility concerning its leased assets. The majority of the current options to extend or terminate the leases can only be exercised by the Group and not by the respective lessor. Within the Stabilus Group, the extension options are solely used for the asset class "buildings." For all other leases, the minimum term of lease is considered.

The lease terms are as follows:

- Buildings and land improvements (IFRS 16): 2 to 20 years
- Machinery and equipment (IFRS 16): 2 to 10 years
- Other equipment, operating, and office equipment (IFRS 16): > 1 to 11 years

The Stabilus Group reports the right-of-use assets to property, plant and equipment in the same statement of financial position item as the underlying assets, as if they were owned by the Group.

For all leases that are not recognized under IFRS 16 (Leases), the corresponding lease payments are recognized as an expense in profit or loss on a straight-line basis over the lease term.

The Stabilus Group acts only as a lessee.

Impairment of non-financial assets

At the end of each reporting period, Stabilus assesses whether there is an indication that an asset may be impaired. If a corresponding indication exists, Stabilus estimates the recoverable amount of the asset. Goodwill and intangible assets under construction are tested annually for impairment.

The recoverable amount is determined for individual assets, unless an asset does not generate cash inflows that are largely independent of those from other assets or groups of assets (cash-generating units).

The recoverable amount is the higher of fair value less costs to sell and value in use. Stabilus determines the recoverable amount as fair value less costs of disposal and compares this with the carrying amounts (including goodwill). The fair value less costs of disposal is measured by discounting future cash flows using a risk-adjusted interest rate. The future cash flows are estimated on the basis of the operative planning (five-year window). Periods not included in the business plans are taken

into account by applying a residual value that considers a growth rate of 1.0%. The value in use is determined if the fair value less costs of disposal cannot be determined or is lower than the carrying amount. If the carrying amount exceeds the recoverable amount, an impairment loss has to be recognized.

The calculation of the value in use and the fair value less costs of disposal is primarily based on the following assumptions: (1) Gross profit margins are based on average values achieved in the last two years, which were assumed to be reasonably certain for the planning periods, taking account of the differing circumstances in the various markets. (2) Discount rates reflect the current market assessments of the risks of the cash-generating unit. The rate is estimated based on the average percentage of a weighted average cost of capital for the industry. (3) Estimates regarding the raw materials price developments are obtained by published indices from countries in which the resources are mainly bought. Forecast figures (mainly in Europe and the US) and past price developments are used as an indicator for future developments. (4) Management notes that, around the globe, customers are shifting their purchases to larger and more stable companies with a local presence. Therefore, there is no need for any doubt regarding the assumption of market share. (5) Revenue growth rates are estimated based on published industry research.

At the end of each reporting period, an assessment is made to determine whether there is any indication that impairment losses recognized in earlier periods no longer exist. In this case, Stabilus recognizes a reversal of the impairment loss up to a maximum of the amortized historical cost. Impairment losses on goodwill are not reversed.

Inventories

Inventories are recognized at the lower of cost and net realizable value using the average cost method. Production costs include all direct costs of material and labor and an appropriate portion of fixed and variable overhead expenses that can be directly allocated to the manufacturing process. Net realizable value is calculated as the estimated selling price less all estimated costs of completion and costs necessary to make the sale. Borrowing costs for the production period are not included. Previously recognized impairment losses must be reversed if the reasons for the impairment no longer exist. Impairment losses are reversed up to a maximum of the amortized historical cost. Write-downs are recognized on the basis of the analysis of stock movements or obsolete stock.

Government grants

According to the regulations of IAS 20, government grants are reported only if there is reasonable assurance that the conditions are complied with, and the grants will be received. Government grants are recognized at fair value. Government grants related to expenses are recognized in the same period as the corresponding expenses.

The accounting for government grants related to the purchase or production of fixed assets is separately described in Note 14 "Property, plant and equipment."

Financial instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or an equity instrument of another entity. Financial instruments recognized as financial assets or financial liabilities are reported separately. Financial instruments are recognized as soon as the Stabilus Group becomes a party to the contractual provisions of the financial instrument. Financial instruments comprise financial receivables or liabilities, trade accounts receivable or payable, cash and cash equivalents, and other financial assets or liabilities. A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not measured at fair value through profit and loss, transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price in accordance with IFRS 15.

The financial instruments are allocated to one of the categories defined in IFRS 9 "Financial Instruments." The measurement categories relevant for Stabilus are:

- financial assets measured at amortized cost,
- financial assets measured at fair value through profit or loss (FVtPL), and
- financial liabilities measured at amortized cost.

Financial assets

IFRS 9 contains three categories for classifying financial assets: measured at amortized cost (AC), measured at fair value through profit or loss (FVtPL), and measured at fair value through other comprehensive income (FVOCI). The classification of financial assets whose cash flows are comprised entirely of interest and redemption payments is then dictated by the business model. Financial instruments held so as to collect contractual cash flows are recognized at amortized cost. With the exception of derivative financial instruments and other investments, all financial assets fulfill these criteria and are recognized at amortized cost. The category fair value through other comprehensive income (FVOCI) is not used.

Financial assets measured at amortized cost

Financial assets measured at amortized cost include trade accounts receivable, other receivables, assets related to the sale of trade accounts receivable (security retention amount), cash and cash equivalents, and loans originated by the Group. They are held for the purpose of the Stabilus business model, which is to hold the assets and generate contractual cash flows. The cash flow criteria for these financial assets are met. After initial recognition, the assets are subsequently carried at amortized cost using the effective interest method. Gains and losses are recognized in profit or loss when the assets are derecognized or impaired. Interest from using the effective interest method is similarly recognized in profit or loss. Assets bearing no or lower interest rates compared to market rates with a maturity of more than one year are discounted. Dividends are recognized in profit or loss when legal entitlement to the payment arises.

For trade accounts receivable, the Stabilus Group elects to use the simplified approach based on expected credit losses. Default rates are based on historical losses and forward-looking expectations under consideration of the relevant economic environment to determine regional risks. To determine the forward-looking economic conditions, the Group considers in particular the credit default swaps (CDS) of the respective customer's geographical location, which ensures the risks of the counterparty in the respective country are taken into account. In addition, the Group has taken out trade credit insurance to insure against the default risk. Trade accounts receivable impaired due to insolvency or other similar situations or longer than 360 days overdue are written down through profit or loss on a case-by-case basis. The carrying amount of the asset is reduced through use of an allowance account. The amount of the loss is recognized in profit or loss. The appropriateness of the risk provision is reviewed on a regular basis. Impaired debt instruments are derecognized once classified as uncollectible. Cash and cash equivalents are measured using the general impairment approach. Details of the impairment approach for cash and cash equivalents are presented in Note 22.

Impairment of financial assets

Under IFRS 9, valuation allowances for expected credit losses ("expected loss model") must be recognized directly in profit or loss for all financial assets measured at amortized cost. IFRS 9 provides a three-level method for this purpose. At each reporting date, the Stabilus Group measures the loss allowance for a financial instrument (risk provision) at an amount equal to the lifetime expected credit losses if the credit risk on that financial instrument has changed significantly since initial recognition. The simplified approach is adopted for trade accounts receivable with no material financing component. As such, the expected credit losses are always determined for the lifetime expected losses of the financial instruments.

Derivative financial instruments

The Stabilus Group uses derivative financial instruments to hedge against interest rate risks from financing transactions and currency risks. Derivative financial instruments are generally measured at fair value through profit or loss unless they are recognized as part of a hedging relationship (hedge accounting). Changes in the fair value of undesignated derivatives are recognized either in other income or in other expenses or in financial income or financial expenses, depending on whether the underlying hedged item is recognized in operational or financial business.

Initial recognition and subsequent measurement

The Stabilus Group uses interest rate swaps to hedge against interest rate risks. Such derivative financial instruments are initially carried at fair value and remeasured at fair value through profit or loss in subsequent periods. Derivative financial instruments with a positive fair value are recognized as financial assets, while derivative financial instruments with a negative fair value are recognized as financial liabilities.

Hedges are classified as follows for accounting purposes:

- Fair value hedges when hedging the exposure to changes in the fair value of a recognized asset or liability or an unrecognized firm commitment.
- Cash flow hedges when hedging the exposure to variability in cash flows that are attributable either to a particular risk associated with a recognized asset or liability or a highly probable forecast transaction or the foreign currency risk in an unrecognized firm commitment.
- Hedges of a net investment in a foreign operation.

At the inception of the hedge, both the hedge and the risk management goals and strategies of the Group for hedging are formally stipulated and documented.

The documentation includes identification of the hedging instrument, the hedged item, the nature of the risk being hedged, and how the Group will assess whether the hedging relationship meets the hedge effectiveness requirements (including an analysis of the sources of hedge ineffectiveness and how it determines the hedge ratio). A hedging relationship qualifies for hedge accounting only if all of the following criteria are met:

- There is an economic relationship between the hedged item and the hedging instrument.
- The effect of credit risk does not dominate the value changes that result from that economic relationship.
- The hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of the hedged item.

Cash flow hedges

The effective portion of the gain or loss on the hedging instrument is recognized in OCI in the cash flow hedge reserve, while any ineffective portion is recognized immediately in profit or loss. The cash flow hedge reserve is adjusted to the lower of the following amounts: (i) the cumulative gain or loss on the hedging instrument from inception of the hedge or (ii) the cumulative change in the fair value of the hedged item.

The amounts accumulated in other comprehensive income are accounted for according to the nature of the hedged item. If the hedged transaction subsequently results in the recognition of a non-financial item, the amount cumulatively recognized in equity is removed from the separate component of equity and reclassified to the initial cost or other carrying amount of the hedged asset or liability. This is not a reclassification adjustment and hence is not recognized in other comprehensive income for the period. This also applies in cases in which the hedged forecast transaction for a non-financial asset or non-financial liability subsequently becomes a firm commitment to which fair value hedge accounting is applied.

For all other cash flow hedges, the amount cumulatively recognized in other comprehensive income is reclassified to profit or loss as a reclassification adjustment in the same period or periods during which the hedged forecast transaction affects profit or loss.

When hedge accounting for cash flow hedges ends, the amount cumulatively recognized in other comprehensive income remains there if the hedged future cash flows are still expected to occur. Otherwise, the amount is immediately reclassified to profit or loss as a reclassification adjustment. After the end of hedge accounting, any amounts remaining in cumulative other comprehensive income are accounted for as described above based on the nature of the underlying transaction when the hedged cash flows occur.

Financial liabilities and equity instruments

Debt and equity instruments are classified either as financial liabilities or as equity in accordance with the substance of the contractual arrangement.

Equity instruments

An equity instrument is any contract that evidences a residual interest in the assets of an entity after deducting all of its liabilities. Equity instruments are recorded in the amount of the proceeds received, net of transaction costs.

Financial liabilities

Financial liabilities primarily include a term loan, promissory note loans, trade accounts payable, and other financial liabilities. Non-derivative financial liabilities are recognized at fair value plus directly attributable transaction costs at the time of initial accounting. In subsequent years, they are recognized at amortized cost using the effective interest method (AC). This means that current liabilities are recognized at their redemption or settlement amount. The reported carrying amounts are a reasonable approximation of fair value. A financial liability is derecognized when it is repaid or legally released by the creditor or by law.

Financial liabilities measured at amortized cost

Financial liabilities that are measured at amortized cost include a term loan. After initial recognition, the financial liabilities are subsequently measured at amortized cost applying the effective interest method. Gains and losses are recognized in profit or loss when the liabilities are derecognized.

Liabilities from put options

As part of the business combination with the Cultraro Group, a put option was concluded for 40% of the non-controlling interests in fiscal 2023. When exercising this put option within the set period of time, the Stabilus Group is required to purchase all non-controlling interests at the estimated market value at the time the option is exercised. When exercising the put option, the remaining Stabilus shareholders will request the acquisition of the 40% interest in the target company at a price based on an agreed EBITDA multiple, which constitutes a lower limit. If there is a higher market multiplier, the EBITDA multiplier agreed in the contract can also be increased to a certain extent in accordance with a contractually agreed calculation formula. The assumed EBITDA market multiplier was determined based on a peer group. The present value of the purchase price liability from the shareholders' put option as of the measurement date was calculated using a Monte Carlo simulation. The simulation was carried out until 2031 using adjusted inputs. For each simulation, the present value of the purchase price liability resulting from the shareholders' put option was used by applying the contractually agreed formula and the EBITDA market multipliers and the target company's EBITDA. In addition, the present value of the purchase price liability was discounted to the measurement date using the WACC.

Pensions and similar obligations

The contributions to existing pension plans are recognized as an expense when the entity consumes the economic benefits arising from the services provided by the employees in exchange for employee benefits. For defined benefit pension plans, the projected unit credit method is used to determine the present value of a defined benefit obligation. For the measurement of defined benefit plans, differences between actuarial assumptions used and actual developments as well as changes in actuarial assumptions result in actuarial gains and losses, which have a direct impact on the consolidated statement of financial position and on other comprehensive income (OCI). The pension obligations are measured on the basis of actuarial reports by independent actuaries.

Other provisions

Provisions are recognized when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that the Group will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. All cost elements that are relevant flow into the measurement of other provisions, in particular those for warranties and expected losses from onerous contracts. Non-current provisions with a residual term of more than one year are recognized at their discounted settlement amount as of the end of the reporting period. The amount recognized as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the expected cash flows estimated to settle the obligation, its carrying amount is the present value of those cash flows. When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognized as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

A restructuring provision is recognized when a Stabilus Group company has developed a detailed formal plan for the restructuring and has raised a valid expectation in those affected that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected by it. The measurement of a restructuring provision includes only the direct expenditure arising from the restructuring, which are those amounts that are both necessarily entailed by the restructuring and not associated with the ongoing activities of the entity.

Termination benefits are granted if an employee is terminated before the normal retirement age or if an employee leaves the Company voluntarily in return for the payment of a termination benefit. The Group recognizes termination benefits if it is demonstrably committed, without realistic possibility of withdrawal, to a formal detailed plan to terminate the employment of current employees, or if it is demonstrably committed to pay termination benefits if employees leave the Company voluntarily.

Provisions for warranties are recognized at the date of sale of the relevant products, at the management's best estimate of the expenditure required to settle the Group's obligation. Provisions for expected losses from onerous contracts are recognized if the unavoidable costs of meeting the obligations under the contract exceed the economic benefit expected to be received under it.

4 Business combination

The purchase price allocation (PPA) for the business combination with the Destaco Group as of March 31, 2024, was recognized as provisional in the consolidated financial statements of Stabilus SE as of September 30, 2024, in accordance with IFRS 3.45. As of March 31, 2025, Stabilus has completed the full purchase price allocation of the business combination with the Destaco Group without any adjustments to the reported values in the consolidated financial statements as of September 30, 2024.

Business combinations

T_065

IN € THOUSANDS	Destaco Group
Assets	
Property, plant and equipment	50,940
Other intangible assets	271,002
Other assets	1,110
Deferred tax assets	1,781
Total non-current assets	324,833
Inventories	49,813
Trade and other receivables	31,932
Other assets	1,315
Cash and cash equivalents	1,499
Total current assets	84,559
Total assets	409,392

Business combinations

T_065

IN € THOUSANDS	Destaco Group
Equity and liabilities	
Other financial liabilities	12,325
Pension plans and similar obligations	4,602
Deferred tax liabilities	27,549
Total non-current liabilities	44,476
Trade accounts payable	22,598
Other financial liabilities	441
Provisions	3,212
Other liabilities	11,432
Total current liabilities	37,683
Total equity and liabilities	82,159
Net assets	327,233
Consideration transferred	630,248
Goodwill	303,015
Goodwill adjustment from cash flow hedges for the purchase price	8,181
Goodwill	311,196

Please refer to the disclosures on page 107 onwards in the annual report as of September 30, 2024, for more information on the business combination. The fair values of the identifiable assets and liabilities of the acquired company as of the acquisition date in accordance with IFRS 3.18 are shown in the following table:

5 Revenue

The Group's revenue developed as follows:

Revenue by region and business unit

T_066

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
EMEA		
Automotive Gas Spring	117,653	124,516
Automotive Powerise®	112,591	111,531
Industrial Components	261,932	261,526
Industrial Automation (Destaco)	50,007	27,891
Total EMEA¹⁾	542,183	525,464
Americas		
Automotive Gas Spring	108,047	118,842
Automotive Powerise®	138,134	161,065
Industrial Components	126,780	136,430
Industrial Automation (Destaco)	107,938	52,698
Total Americas¹⁾	480,899	469,035
APAC		
Automotive Gas Spring	96,592	106,172
Automotive Powerise®	133,690	166,177
Industrial Components	25,039	24,254
Industrial Automation (Destaco)	17,732	14,824
Total APAC¹⁾	273,053	311,427
Stabilus Group		
Total Automotive Gas Spring	322,292	349,530
Total Automotive Powerise®	384,415	438,773
Total Industrial Components	413,751	422,210
Industrial Automation (Destaco)	175,677	95,413
Revenue¹⁾	1,296,135	1,305,926

¹⁾ Revenue breakdown by location of Stabilus company (i. e., "billed-from view").

The Group's revenue results from the sale of goods or services. Stabilus operates in automotive and industrial markets. The regions of the Group are EMEA (Europe, Middle East, and Africa), Americas (North and South America), and APAC (Asia-Pacific). These regions are the operating segments of the Stabilus Group.

6 Cost of sales, research and development, selling and administrative expenses

Expenses by function

T_067

IN € THOUSANDS	Fiscal year ended September 30, 2025				
	Cost of sales	Research and development expenses	Selling expenses	Administrative expenses	Total
Capitalized development costs	–	29,026	–	–	29,026
Personnel expenses	(240,729)	(40,053)	(54,489)	(53,211)	(388,481)
Material expenses	(605,617)	(11,688)	(18,527)	(12,294)	(648,126)
Depreciation and amortization	(65,924)	(3,080)	(25,935)	(5,569)	(100,508)
Other miscellaneous	(31,637)	(13,138)	(37,293)	(5,361)	(87,430)
Total	(943,907)	(38,933)	(136,244)	(76,435)	(1,195,519)

IN € THOUSANDS	Fiscal year ended September 30, 2024				
	Cost of sales	Research and development expenses	Selling expenses	Administrative expenses	Total
Capitalized development costs	–	28,155	–	–	28,155
Personnel expenses	(238,768)	(36,685)	(48,177)	(45,567)	(369,197)
Material expenses	(636,675)	(11,950)	(17,842)	(9,140)	(675,607)
Depreciation and amortization	(59,960)	(2,731)	(24,350)	(5,550)	(92,591)
Other miscellaneous	(28,232)	(11,167)	(35,835)	(17,422)	(92,656)
Total	(963,635)	(34,378)	(126,204)	(77,679)	(1,201,896)

The expense items in the statement of comprehensive income include the following personnel expenses:

Personnel expenses

T_068

	Fiscal year ended September 30,	
IN € THOUSANDS	2025	2024
Wages and salaries	(287,258)	(268,866)
Compulsory social security contributions	(80,281)	(74,809)
Pension costs	(15,593)	(14,333)
Other social benefits	(5,349)	(11,189)
Personnel expenses	(388,481)	(369,197)

Personnel expenses rose significantly year-on-year in fiscal 2025, from €369.1 million in fiscal 2024 to €388.5 million in fiscal 2025. This is primarily attributable to the first full inclusion of the Destaco Group from October 1, 2024, to March 31, 2025 (previous year: from April 1, 2024; additional effect in 2025: €28.7 million). The following table shows the Group's average number of employees:

Average number of employees

T_069

	Fiscal year ended September 30,	
	2025	2024
Wage earners	5,465	5,596
Salaried staff	2,220	1,989
Trainees and apprentices	102	100
Average number of employees	7,786	7,684

7 Other income

Other income decreased by €(3.5) million from +€10.6 million in fiscal 2024 to +€7.1 million in fiscal 2025. This primarily included income from government subsidy programs in China and Italy in the amount of +€2.8 million (September 30, 2024: China: €2.3 million). The reduction can also be attributed to net income included in the previous year from foreign currency translation gains from operating activities in the amount of +€1.5 million, which mainly occurred in the Americas region and primarily resulted from the USD / MXN correlation. In addition, compared to the same period of 2024, this is also due to a one-off effect of +€1.0 million from an earn-out agreement in connection with the Cultraro Group.

Other income

T_070

	Fiscal year ended September 30,	
IN € THOUSANDS	2025	2024
Net foreign currency translation gains	–	1,511
Gains on sale / disposal of assets	633	608
Income from the release of other provisions	100	307
Miscellaneous other income	6,400	8,124
Other income	7,133	10,550

8 Other expenses

Other expenses increased by +€22.2 million from €(1.3) million in fiscal 2024 to €(23.5) million in fiscal 2025. This increase resulted mainly from the announced transformation program in the amount of €17.4 million and from net currency losses from currency translation from operating activities in the amount of €(2.4) million (previous year: net currency income of +€1.5 million), which occurred mainly in the Americas region and resulted from the USD / MXN correlation.

Other expenses

T_071

	Fiscal year ended September 30,	
IN € THOUSANDS	2025	2024
Net foreign currency translation losses	(2,358)	–
Losses on sale / disposal of tangible assets	(499)	(319)
Transformation program	(17,366)	–
Miscellaneous other expenses	(3,274)	(931)
Other expenses	(23,497)	(1,250)

9 Other investments

In conjunction with its digitalization strategy, the Stabilus Group entered into a partnership with the technology company Synapticon GmbH (Synapticon) in Schönaich (near Stuttgart), Germany, in October 2021. The partnership will allow Stabilus to expand its digital expertise, which means significant opportunities for its Powerise® product line in particular. For this strategic partnership, Stabilus acquired a minority interest of around 12% of the shares in Synapticon by way of a capital increase. The agreed purchase price was €6.0 million. In subsequent measurement, the investment is measured at fair value through profit or loss (FVtPL). There was a further round of financing in which Stabilus did not participate on December 13, 2021, as a result of which its minority interest was reduced to around 11%. There was a further round of financing in which Stabilus did not participate on November 10, 2023, as a result of which its minority interest was reduced to around 10.5%. In addition, there was a further round of financing in which Stabilus did not participate on July 7, 2025, as a result of which its minority interest was reduced to around 9.4%.

10 Finance income

Finance income fell by €(17.8) million from +€19.7 million in fiscal 2024 to +€1.8 million in fiscal 2025. This decline firstly reflects non-recurring exchange rate gains from currency forwards of €3.4 million entered into in the previous year to hedge the exchange risk in connection with the acquisition of the Destaco Group. Secondly, interest income from investments generated by the Group was down €(2.9) million compared to the same period in the previous year. In addition, gains from the change in the carrying amounts of other financial assets and liabilities (put option) of €5.3 million and net currency gains of €5.8 million were included in the previous year.

Finance income

T_072

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Interest income on loans and financial receivables	917	3,841
Net foreign exchange gains	–	5,832
Gains from derivative financial instruments	828	4,047
Gains from changes in the carrying amount of other financial assets and liabilities	–	5,326
Other interest income	91	629
Finance income	1,836	19,675

11 Finance costs

Finance costs increased by €(12.4) million from €(32.7) million in fiscal 2024 to €(45.0) million in fiscal 2025. This increase is mainly due to the increase in interest expenses of €(6.9) million as a result of the increased debt in connection with the acquisition of the Destaco Group and to net currency losses in the amount of €(2.0) million (September 30, 2024: net currency gains +€5.8 million) from the translation of foreign currency cash and cash equivalents, as well as from other financial liabilities (lease liabilities). In addition, the change in the carrying amounts of other financial assets and liabilities (put option) resulted in losses of €(3.3) million (September 30, 2024: gains +€5.3 million).

The interest expense for financial liabilities of €(36.5) million in fiscal 2025 (September 30, 2024: €(29.3) million) relates in particular to the term loan facility, €(32.6) million (September 30, 2024: €(29.1) million) of which relates to interest paid. Interest on provisions for pensions and early retirement contracts amounted to €(1.9) million (September 30, 2024: €(2.0) million).

Finance costs

T_073

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Interest expense on financial liabilities	(34,488)	(27,614)
Net foreign exchange losses	(1,984)	–
Losses from changes in the carrying amount of other financial assets and liabilities	(3,287)	–
Interest expenses for lease liabilities	(2,002)	(1,696)
Other interest expenses	(3,256)	(3,341)
Finance costs	(45,017)	(32,650)

12 Income taxes

Income tax income / (expense)

T_074

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Income tax income / (expense)	(25,156)	(33,475)
Prior-year income tax income / (expense)	6,926	1,220
Deferred taxes	1,359	3,930
Income tax expense	(16,871)	(28,325)

Income taxes comprise current taxes on income (paid, owed, or refunded) in the individual countries and deferred taxes. The tax rates applicable at the end of the reporting period are used for the calculation of current taxes. For the calculation of deferred taxes, tax rates for the expected period of reversal are used that are enacted or substantively enacted at the balance sheet date and will apply shortly. Deferred taxes are recognized as deferred tax expenses or income in the statement of comprehensive income, either through profit or loss or other comprehensive income, depending on the underlying transaction. For potential risks related to uncertain tax positions, the Group recognized provisions in accordance with IFRIC 23. Measurement is based on either the most probable amount or the expected value, depending on which amount best reflects the expectations. The respective local rates have been used to calculate the deferred taxes. The current income taxes comprise prior-year taxes amounting to €6.9 million (September 30, 2024: €1.2 million).

The individual items that reconcile the expected income tax expense to the actual income tax expense are disclosed in the table below:

Tax expense reconciliation (expected to actual)

T_075

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Profit / (loss) before income tax	41,071	100,355
Expected income tax expense	(11,787)	(28,842)
Foreign tax rate differential	1,294	2,421
Withholding taxes	(4,736)	–
Tax-free income	550	531
Non-deductible expenses	(1,948)	(4,237)
Prior-year taxes	6,926	1,220
Valuation allowance on deferred taxes	(10,123)	(315)
Tax rate changes	3,343	419
Other miscellaneous	(390)	478
Actual income tax expense	(16,871)	(28,325)
Effective tax rate	41.1%	28.2%

The actual income tax expense of €(16,871) thousand is higher than the expected income tax expense of €(11,787) thousand that results from applying the Company's combined income tax rate of 28.70% (previous year: 28.74%) to the Group's consolidated profit before income tax.

The tax effect reported as a foreign tax rate differential reflects the difference between the combined income tax rate of 28.70% (previous year: 28.74%) relevant to Stabilus SE and the combined income tax rates applicable to the individual subsidiaries in varying countries. Stabilus SE's combined statutory income tax rate changed from 28.74% in fiscal 2024

to 28.70%. The tax effects from the valuation allowance on deferred tax assets relate primarily to deferred tax assets on interest carryforwards in the US amounting to €8.5 million that were not recognized in fiscal 2025. The tax effect of non-deductible expenses consists primarily of expenses that are not deductible in the determination of taxable profit in Germany. In addition, the effects of the changes in tax rates concern the incremental reduction of German corporate income tax (Act for a Tax-Based Immediate Investment Program to Strengthen Germany as a Business Location).

From today's perspective, the retained earnings at subsidiaries are to remain predominantly invested. No deferred tax liabilities have been calculated on retained earnings at foreign subsidiaries (€800.6 million; September 30, 2024: €730.7 million) and domestic subsidiaries (€595.5 million; September 30, 2024: €548.3 million) that are not earmarked for distribution. In the event of distribution, the profits would be subject to German taxation at 5%; if applicable, foreign withholding taxes would be incurred. In addition, if the profits of a foreign subsidiary were distributed to a foreign intermediate holding company, further income tax consequences might have to be taken into account. Distributions would therefore generally lead to an additional tax expense. The determination of taxable temporary differences would involve a disproportionately high effort.

The Stabilus Group applies the regulations on global minimum taxation ("Pillar Two") as of September 30, 2025. The minimum tax is levied at the level of Stabilus SE as the parent company of the Group (ultimate parent entity). Based on calculations made using data from fiscal 2025, only one jurisdiction (South Korea) is not expected to apply the CbCR Safe Harbor Rule (country-by-country reporting). As of September 30, 2025, a minimum tax of €348 thousand was recognized.

The deferred tax assets (DTA) and deferred tax liabilities (DTL) for each type of temporary difference and each type of unused tax losses are as follows:

Deferred tax assets and liabilities

T_076

September 30, 2024		September 30, 2025					
IN € THOUSANDS	Net	Recognized in profit or loss*	Changes in the consolidated entities	Recognized in other comprehensive income	Net	Deferred tax assets	Deferred tax liabilities
Intangible assets	(82,114)	5,591	–	–	(76,523)	7,958	(84,482)
Property, plant and equipment	(10,840)	(1,895)	–	–	(12,735)	4,981	(17,716)
Inventories	3,929	138	–	–	4,067	4,775	(708)
Receivables	991	5,363	–	–	6,354	7,731	(1,378)
Other assets	2,720	(4,447)	–	–	(1,727)	9,258	(10,985)
Provisions and liabilities	21,067	(1,169)	–	(1,521)	18,377	28,351	(9,972)
Tax loss and interest carryforwards	13,027	(1,582)	–	–	11,445	11,445	–
Subtotal	(51,220)	1,999	–	(1,521)	(50,742)	74,499	(125,241)
Netting	–	–	–	–	–	(65,237)	65,237
Total	(51,220)	1,999	–	(1,521)	(50,742)	9,262	(60,004)

* Includes an amount of €639 thousand resulting from exchange differences.

Deferred tax assets and liabilities

T_077

September 30, 2023		September 30, 2024					
IN € THOUSANDS	Net	Recognized in profit or loss	Changes in the consolidated entities	Recognized in other comprehensive income	Net	Deferred tax assets	Deferred tax liabilities
Intangible assets	(56,878)	1,441	(26,677)	–	(82,114)	3,581	(85,695)
Property, plant and equipment	(4,843)	(1,431)	(4,566)	–	(10,840)	7,259	(18,099)
Inventories	3,834	(768)	863	–	3,929	4,934	(1,005)
Receivables	321	1,060	(390)	–	991	1,432	(441)
Other assets	(3,465)	5,714	471	–	2,720	4,824	(2,104)
Provisions and liabilities	17,016	(2,277)	3,748	2,580	21,067	26,010	(4,943)
Tax loss and interest carryforwards	12,836	191	–	–	13,027	13,027	–
Subtotal	(31,178)	3,930	(26,552)	2,580	(51,220)	61,067	(112,287)
Netting	–	–	–	–	–	(48,107)	48,107
Total	(31,178)	3,930	(26,552)	2,580	(51,220)	12,960	(64,180)

Deferred income tax assets and liabilities developed as follows in fiscal 2025:

Reconciliation movement in deferred tax assets and liabilities

T_078

IN € THOUSANDS	2025	2024
Deferred tax liabilities (net) – as of Oct 1	51,220	31,178
Deferred taxes	(1,359)	(3,930)
Taxes recognized in other comprehensive income	1,521	(2,580)
Taxes on business combination	0	27,561
Foreign exchange rate differences	(639)	(1,009)
Deferred tax liabilities (net) – as of Sept 30	50,742	51,220

Deferred tax assets and deferred tax liabilities have been offset if they relate to income taxes levied by the same tax authorities and if there is a right to offset current tax assets against current tax liabilities.

The following table provides a detailed overview of the tax loss and interest carryforwards and the expiration dates:

Tax loss and interest carryforwards

T_079

Fiscal year ended September 30, 2025						
IN € THOUSANDS	Tax loss and interest carryforwards	Tax rate	Deferred tax assets (gross)	Loss allowance	Deferred tax assets (net)	Expiration date
Germany	50,711	24.40% – 30.0%	11,455	(10)	11,445	Indefinite
United States	37,825	22.50%	8,479	(8,479)	–	Indefinite
Japan	237	33.58%	80	(80)	–	10 years
Argentina	–	–	–	–	–	–
Total	88,773		20,014	(8,569)	11,445	

Fiscal year ended September 30, 2024						
IN € THOUSANDS	Tax loss and interest carryforwards	Tax rate	Deferred tax assets (gross)	Loss allowance	Deferred tax assets (net)	Expiration date
Germany	61,343	27.0% – 31.0%	14,834	(1,852)	12,982	Indefinite
Japan	603	34.6%	209	(209)	–	10 years
Argentina	207	22.0%	45	–	45	5 years
Total	62,154		15,088	(2,061)	13,027	

As of September 30, 2025, the Group has unused tax loss and interest carryforwards in Germany, the US, and Japan amounting to €88,773 thousand (September 30, 2024: €62,154 thousand).

The interest carryforward comes from the German entities in the amount of €44,212 thousand and from the entities in the US in the amount of €37,825 thousand. This gives rise to a deferred gross tax asset of

€19,007 thousand. In addition, there is an unused tax loss carryforward from the companies in Germany and Japan in connection with corporate income tax and trade tax amounting to €6,736 thousand and a deferred gross tax asset of €1,007 thousand attributable to this. The amount recognized as a deferred tax asset is calculated under consideration of the actual corporate planning and its utilization within the planning period.

13 Earnings per share

The weighted average number of shares used to calculate earnings per share in the fiscal years ended September 30, 2025 and 2024 is shown in the following table:

Weighted average number of shares

T_080

DATE	Number of days	Transaction	Change	Total shares	Total shares (time-weighted)
September 30, 2023				24,700,000	24,700,000
October 1, 2023	365			24,700,000	24,700,000
September 30, 2024				24,700,000	24,700,000
October 1, 2024				24,700,000	24,700,000
September 30, 2025	364			24,700,000	24,700,000

The earnings per share for the fiscal years ended September 30, 2025 and 2024 are as follows:

Earnings per share

T_081

	Fiscal year ended September 30,	
	2025	2024
Profit / (loss) attributable to shareholders of the parent company (in € thousands)	23,089	70,178
Weighted average number of shares	24,700,000	24,700,000
Earnings per share (in €)	0.93	2.84

Basic and diluted earnings per share are calculated by dividing the profit attributable to the shareholders of the Company by the weighted average number of shares outstanding. As in the previous year, there were no dilutive items as of September 30, 2025. Accordingly, diluted earnings per share are the same as basic earnings per share.

14 Property, plant, and equipment

Property, plant and equipment with beneficial and legal ownership including IFRS 16 are presented in the following table:

Property, plant and equipment

T_082

IN € THOUSANDS	Land	Building and land improvements	Technical equipment and machinery	Other tangible assets	Construction in progress	Total
Gross value						
Balance as of September 30, 2024	23,188	166,396	431,138	129,753	52,588	803,065
Foreign currency difference	(503)	(4,445)	(9,039)	(3,172)	(627)	(17,786)
Additions	7	7,701	21,888	9,748	27,446	66,790
Disposals	–	(972)	(7,408)	(10,261)	(208)	(18,849)
Reclassifications	–	1,192	22,245	3,282	(27,308)	(589)
Balance as of September 30, 2025	22,692	169,872	458,824	129,350	51,891	832,629
Cumulative depreciation and amortization						
Balance as of September 30, 2024	–	(82,684)	(318,711)	(101,361)	–	(502,754)
Foreign currency difference	–	2,114	5,760	2,383	–	10,257
Depreciation expense	–	(13,184)	(27,380)	(12,390)	–	(52,954)
thereof impairment loss	–	–	(50)	–	–	(50)
Disposals	–	766	6,034	9,971	–	16,771
Reclassifications	–	2	(14)	14	–	2
Balance as of September 30, 2025	–	(92,986)	(334,311)	(101,383)	–	(528,680)
Carrying amount						
Balance as of September 30, 2024	23,188	83,713	112,428	28,392	52,588	300,311
Balance as of September 30, 2025	22,692	76,886	124,513	27,967	51,891	303,949

Property, plant and equipment

T_083

IN € THOUSANDS	Land	Building and land improvements	Technical equipment and machinery	Other tangible assets	Construction in progress	Total
Gross value						
Balance as of September 30, 2023	16,485	142,654	413,631	121,806	37,728	732,304
Additions from business combination	7,019	20,577	18,600	1,556	3,189	50,940
Foreign currency difference	(379)	(4,576)	(15,898)	(2,712)	(1,691)	(25,258)
Additions	–	6,841	10,594	10,799	33,193	61,428
Disposals	–	(1,626)	(8,883)	(5,749)	(8)	(16,267)
Reclassifications	64	2,526	13,095	4,053	(19,821)	(82)
Balance as of September 30, 2024	23,188	166,396	431,138	129,753	52,588	803,065
Cumulative depreciation and amortization						
Balance as of September 30, 2023	–	(75,181)	(312,560)	(97,412)	–	(485,153)
Foreign currency difference	–	2,112	10,583	2,169	–	14,865
Depreciation expense	–	(10,493)	(25,189)	(11,593)	–	(47,275)
thereof impairment loss	–	–	–	–	–	–
Disposals	–	879	8,454	5,475	–	14,808
Reclassifications	–	–	–	–	–	–
Balance as of September 30, 2024	–	(82,684)	(318,711)	(101,361)	–	(502,754)
Carrying amount						
Balance as of September 30, 2023	16,485	67,473	101,071	24,394	37,728	247,151
Balance as of September 30, 2024	23,188	83,713	112,428	28,392	52,588	300,311

Property, plant, and equipment with beneficial and legal ownership including IFRS 16 are presented in the adjacent table:

Property, plant and equipment includes right-of-use assets due to the application of IFRS 16 (Leases). Please refer to Note 26 "Leases" for additional information on future lease payments.

As of September 30, 2025, property, plant, and equipment amounted to €303,949 thousand (September 30, 2024: €300,311 thousand). In fiscal 2025, the Group invested €57,748 thousand (September 30, 2024: €53,548 thousand) in property, plant, and equipment.

In addition, the Group concluded new leasing contracts in the amount of €9,042 thousand (September 30, 2024: €21,733 thousand), especially for buildings in the amount of €5,550 thousand (September 30, 2024: €18,120 thousand) and for other property, plant, and equipment in the amount of €3,264 thousand (September 30, 2024: 3,490 thousand) as well as for technical equipment and machinery in the amount of €227 thousand (September 30, 2024: €42 thousand).

No government grants were provided for property, plant, and equipment in fiscal 2025 or fiscal 2024.

Contractual commitments for the acquisition of property, plant, and equipment amount to €5,662 thousand (September 30, 2024: €13,334 thousand).

The advance payments of the Stabilus Group for property, plant, and equipment and intangible assets in the amount of €1,788 thousand (September 30, 2024: €365 thousand) were included in construction in progress. Larger prepayments are typically secured by a bank guarantee or an in-depth check of the relevant supplier.

Property, plant and equipment – carrying amount

T_084

IN € THOUSANDS	September 30, 2025	September 30, 2024
Land	22,692	23,188
Building and land improvements	44,336	46,834
Technical equipment and machinery	124,163	112,011
Other tangible assets	22,440	22,988
Construction in progress	51,889	52,588
Right-of-use-asset – Building and land improvements	32,552	36,881
Right-of-use-asset – Technical equipment and machinery	350	418
Right-of-use-asset – Other tangible assets	5,527	5,404
Total	303,949	300,311

The total depreciation expense for property, plant and equipment is included in the consolidated statement of comprehensive income in the following line items:

Depreciation expense for property, plant and equipment

T_085

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Cost of sales	(41,716)	(38,019)
Research and development expenses	(2,798)	(2,420)
Selling expenses	(4,527)	(3,615)
Administrative expenses	(3,913)	(3,221)
Depreciation expense	(52,954)	(47,275)

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Right-of-use-assets

T_086

IN € THOUSANDS	Building and land improvements	Technical equipment and machinery	Other tangible assets	Total
Gross value				
Balance as of September 30, 2024	62,680	1,862	10,633	75,174
Foreign currency difference	(2,611)	(42)	(128)	(2,781)
Additions	5,550	227	3,264	9,041
Disposals	(972)	(59)	(1,926)	(2,958)
Reclassifications	–	–	–	–
Balance as of September 30, 2025	64,647	1,989	11,843	78,478
Cumulative depreciation and amortization				
Balance as of September 30, 2024	(25,799)	(1,445)	(5,229)	(32,473)
Foreign currency difference	1,152	32	72	1,256
Depreciation expense	(8,215)	(284)	(3,004)	(11,503)
thereof impairment loss	–	–	–	–
Disposals	767	59	1,845	2,671
Reclassifications	–	–	–	–
Balance as of September 30, 2025	(32,095)	(1,638)	(6,315)	(40,049)
Carrying amount				
Balance as of September 30, 2024	36,881	418	5,404	42,702
Balance as of September 30, 2025	32,552	350	5,527	38,429

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Right-of-use-assets

T_087

IN € THOUSANDS	Building and land improvements	Technical equipment and machinery	Other tangible assets	Total
Gross value				
Balance as of September 30, 2023	48,115	1,851	8,871	58,837
Additions from business combination	13,378	–	475	13,853
Foreign currency difference	(2,151)	(31)	(254)	(2,436)
Additions	4,822	43	3,015	7,879
Disposals	(1,483)	–	(1,475)	(2,959)
Reclassifications	–	–	–	–
Balance as of September 30, 2024	62,680	1,862	10,633	75,174
Cumulative depreciation and amortization				
Balance as of September 30, 2023	(21,148)	(1,445)	(4,239)	(26,529)
Foreign currency difference	964	24	145	1,133
Depreciation expense	(6,443)	(327)	(2,543)	(9,313)
thereof impairment loss	–	–	–	–
Disposals	828	–	1,406	2,234
Reclassifications	–	–	–	–
Balance as of September 30, 2024	(25,799)	(1,144)	(5,229)	(32,473)
Carrying amount				
Balance as of September 30, 2023	26,967	709	4,632	32,308
Balance as of September 30, 2024	36,881	418	5,404	42,702

15 Goodwill

Goodwill was divided between the EMEA, Americas, and APAC reporting segments, which correspond to groups of CGUs and can be seen in the table below.

The groups of cash-generating units (CGUs) identified for the impairment testing of goodwill are the EMEA, Americas, and APAC reporting segments. The realizable amount is determined on the basis of the fair value less selling costs. This is based on the present value of future net cash inflows, as typically no market prices are available. Accordingly, fair value less costs to sell is calculated based on unobservable inputs (Level 3). Projected future net cash inflows to calculate the recoverable amount are based on current internal planning and the five-year medium-term plan ("MTP") approved by the Management Board and the Supervisory Board. The cash flow planning assumes price agreements based on experience, as well as a price target determined in particular on the basis of the development of the global economy and the industry environment of approximately 4.0% (FY 2024: 7.3%) for EMEA, 6.0% (FY 2024: 8.7%) for the Americas, and 4.6% (FY 2024: 6.1%) for APAC. The free cash flow growth rate is also impacted by the product mix effects and the assumed slight increase in gross profit margins and improved fixed costs absorption. While the macroeconomic outlook is currently volatile, the Group believes that its market-oriented approach and leading products and services allow for some revenue growth. Cash flows after the five-year period were extrapolated by applying a 1% (PY: 1%) terminal growth rate. The Group's weighted average cost of capital (WACC) has been used as the discount rate for the operating segments. The Stabilus Group uses the recommendation of the Institut der Wirtschaftsprüfer (IDW) to determine a proxy for the risk-free rate and the market risk premium. The beta factor represents the individual risk of a share compared to a market index.

The discount rates applied also reflect the individual country risk of each operating CGU. The discount rate on cash flow projections is 9.38% (September 30, 2024: 10.59%) for EMEA, 10.40% (September 30, 2024: 10.46%) for the Americas, and 9.49% (September 30, 2024: 11.01%) for APAC.

Goodwill

T_088

IN € THOUSANDS	EMEA	Americas	APAC	Total
Gross value				
Balance as of September 30, 2024	266,184	213,327	60,488	539,999
Foreign currency difference	(1,014)	(9,300)	(3,100)	(13,414)
Additions	–	–	–	–
Disposals	–	–	–	–
Impairment losses	–	–	–	–
Reclassifications	–	–	–	–
Balance as of September 30, 2025	265,170	204,027	57,388	526,585
Carrying amount				
Balance as of September 30, 2024	266,184	213,327	60,488	539,999
Balance as of September 30, 2025	265,170	204,027	57,388	526,585

Goodwill

T_089

IN € THOUSANDS	EMEA	Americas	APAC	Total
Gross value				
Balance as of September 30, 2023	147,812	76,285	12,523	236,621
Foreign currency difference	138	(8,507)	552	(7,818)
Additions	118,234	145,549	47,413	311,196
Disposals	–	–	–	–
Impairment losses	–	–	–	–
Reclassifications	–	–	–	–
Balance as of September 30, 2024	266,184	213,327	60,488	539,999
Carrying amount				
Balance as of September 30, 2023	147,812	76,285	12,523	236,621
Balance as of September 30, 2024	266,184	213,327	60,488	539,999

The following table shows the input parameters by which the weighted average cost of capital (WACC), free cash flow, and gross margins to budget would have to change for the fair value of the CGU to correspond to the carrying amount. The impairment test performed in the fourth quarter of 2025 did not indicate any need for impairment of the goodwill allocated to the EMEA, Americas, and APAC CGUs. For Americas and EMEA (groups of CGUs), the recoverable amount exceeds the carrying amount by approximately €87 million and €114 million:

Goodwill sensitivity analysis

T_090

	Fiscal year ended September 30, 2025		
	Input parameters for the fair value to equal the carrying amount		
	EMEA	Americas	APAC
Increase in WACC (% points)	1.2	1.4	4.9
Planned gross margin reduction to budget (% points)	1.9	1.7	4.5
Free cash flow reduction (in %)	14.1	13.3	38.9

16 Other intangible assets

Other intangible assets are presented in the following table:

Intangible assets

T_091

IN € THOUSANDS	Development cost	Internally generated intangible assets	Patents	Customer relationships	Technology	Trade names	Others	Total
Gross value								
Balance as of September 30, 2024	103,393	35,999	2,865	431,337	141,534	41,619	27,628	784,375
Foreign currency difference	(522)	(477)	(3)	(8,342)	(2,629)	(394)	(767)	(13,134)
Additions	4,683	24,962	98	–	–	3	1,019	30,765
Disposals	(36,286)	(716)	(1)	–	–	–	(3,188)	(40,191)
Reclassifications	7,274	(7,819)	(27)	–	–	–	1,161	589
Balance as of September 30, 2025	78,542	51,949	2,932	422,995	138,905	41,228	25,853	762,404
Cumulative depreciation and amortization								
Balance as of September 30, 2024	(57,119)	–	(2,394)	(148,624)	(64,097)	(15,423)	(18,815)	(306,474)
Foreign currency difference	(11)	–	2	1,904	404	102	609	3,010
Amortization expenses	(14,445)	–	(110)	(19,662)	(5,486)	(1,958)	(5,894)	(47,555)
thereof impairment loss	(1,318)	–	–	–	–	–	–	(1,318)
Disposals	35,876	–	1	–	–	–	3,176	39,053
Reclassifications	–	–	27	–	–	–	(28)	(1)
Balance as of September 30, 2025	(35,699)	–	(2,474)	(166,382)	(69,179)	(17,279)	(20,952)	(311,965)
Carrying amount								
Balance as of September 30, 2024	46,274	35,999	471	282,713	77,437	26,196	8,812	477,903
Balance as of September 30, 2025	42,843	51,949	458	256,613	69,726	23,949	4,901	450,439

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Intangible assets

T_092

IN € THOUSANDS	Development cost	Internally generated intangible assets	Patents	Customer relationships	Technology	Trade names	Others	Total
Gross value								
Balance as of September 30, 2023	94,318	31,670	2,753	260,298	77,296	19,150	20,318	505,803
Additions from business combination	–	–	99	176,564	65,913	22,794	5,632	271,003
Foreign currency difference	(1,637)	(166)	(13)	(5,526)	(1,676)	(325)	(349)	(9,690)
Additions	7,294	20,755	26	–	–	–	1,368	29,444
Disposals	(11,699)	–	(1)	–	–	–	(568)	(12,268)
Reclassifications	15,120	(16,261)	–	–	–	–	1,225	84
Balance as of September 30, 2024	103,393	35,999	2,865	431,337	141,534	41,619	27,628	784,375
Cumulative depreciation and amortization								
Balance as of September 30, 2023	(55,172)	–	(2,330)	(130,299)	(60,670)	(14,099)	(13,271)	(275,842)
Foreign currency difference	1,420	–	3	1,306	220	87	232	3,267
Amortization expenses	(14,211)	–	(68)	(19,632)	(3,647)	(1,412)	(6,344)	(45,314)
thereof impairment loss	(1,783)	–	–	–	–	–	–	(1,783)
Disposals	10,844	–	1	–	–	–	568	11,413
Reclassifications	–	–	–	–	–	–	–	–
Balance as of September 30, 2024	(57,119)	–	(2,394)	(148,624)	(64,097)	(15,423)	(18,815)	(306,474)
Carrying amount								
Balance as of September 30, 2023	39,146	31,670	423	129,999	16,626	5,051	7,047	229,962
Balance as of September 30, 2024	46,274	35,999	471	282,713	77,437	26,196	8,812	477,903

As of September 30, 2025, other intangible assets amounted to €450,439 thousand (September 30, 2024: €447,903 thousand).

Additions to intangible assets totaled €30,765 thousand in fiscal 2025 after €29,444 thousand in fiscal 2024, of which €29,645 thousand in costs was capitalized in fiscal 2025 (September 30, 2024: €28,049 thousand) (net of related customer grants) for development projects.

Amortization of capitalized internal development projects amounted to €(14,445) thousand (September 30, 2024: €(14,211) thousand). The total amortization expense and impairment loss for intangible assets is included in the consolidated statements of comprehensive income in the following line items:

Amortization expense for intangible assets

T_093

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Cost of sales	(24,207)	(21,940)
Research and development expenses	(282)	(311)
Selling expenses	(21,408)	(20,734)
Administrative expenses	(1,658)	(2,330)
Amortization expense (incl. impairment losses)	(47,555)	(45,315)

Amortization expenses on development costs include impairment losses of €(1,318) thousand (September 30, 2024: €(1,783) thousand) due to the withdrawal of customers from the respective projects. The impairment losses are included in the cost of sales.

Other intangible assets – carrying amount

T_094

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Development cost	42,843	46,274
Internally generated intangible assets	51,949	35,999
Software	4,901	8,812
Patents	458	471
Customer relationships	256,613	282,713
Technology	69,726	77,437
Trade names	23,949	26,195
Total	450,439	477,903

Previously recognized impairment on other intangible assets is reversed if the reason for the impairment no longer exists. In this case, the Group would recognize a reversal of the impairment loss up to a maximum of the amortized historical cost.

Contractual commitments for the acquisition of intangible assets amount to €644 thousand (September 30, 2024: €962 thousand).

17 Other financial assets

Other financial assets

T_095

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
Derivatives designated as hedges	–	696	696	–	–	–
Call option	–	15	15	–	41	41
Other miscellaneous	1,897	–	1,897	759	–	759
Other financial assets	1,897	711	2,608	759	41	800

Other financial assets in fiscal 2025 primarily comprise derivative financial instruments consisting of interest rate swaps and a recognized call option for the acquisition of interests (Cultraro) from non-controlling interests in the amount of €15 thousand (September 30, 2024: €41 thousand). In addition, an amount of €1.9 million (September 30, 2024: €66 thousand) relates to the haircut retained by the factor from

the sale of trade accounts receivable from an ABS factoring arrangement (previous year TPS program). Receivables of €25.8 million sold as at the reporting date (September 30, 2024: €11.9 million) relate to a group of customers from the automotive and industrial sectors. Stabilus considers that its other financial assets have a low credit risk based on the external credit ratings of the customers.

18 Other assets

Other assets

T_096

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
VAT	8,211	–	8,211	7,108	–	7,108
Prepayments	3,237	–	3,237	4,086	–	4,086
Deferred charges	18,644	–	18,644	14,827	–	14,827
Other miscellaneous	2,791	773	3,564	3,126	1,807	4,933
Other assets	32,883	773	33,656	29,147	1,807	30,954

19 Inventories

Inventories

T_097

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Raw materials and supplies	121,649	124,605
Finished products	48,712	42,873
Work in progress	26,253	32,322
Merchandise	7,775	23,790
Inventories	204,389	223,590

Inventories that are expected to be turned over within 12 months amounted to €204,389 thousand (September 30, 2024: €223,590 thousand). Write-downs of inventories to net realizable value amounted to €(23,752) thousand (September 30, 2024: €(21,589) thousand). Consumption of raw materials and consumables and changes in finished goods and work in progress recognized as cost of sales amounted to €(605,617) thousand (September 30, 2024: €(636,675) thousand) in the reporting period.

Prepayments on the Stabilus Group's inventories in the amount of €2,016 thousand (September 30, 2024: €3,082 thousand) are included in prepayments in other current assets.

20 Trade and other receivables

Trade and other receivables include the following items:

Trade and other receivables

T_098

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Trade accounts receivable	175,613	206,630
Other receivables	3,765	444
Allowance for doubtful accounts	(3,307)	(3,688)
Trade and other receivables	176,071	203,386

Trade receivables reduced in the fiscal year ended September 30, 2025, to €176,071 thousand (September 30, 2024: €203,386 thousand). Other receivables contain bills of exchange guaranteed by a bank for trade receivables of our Chinese clients.

In fiscal 2025, the Stabilus Group entered into a contract for the sale of customer receivables (Receivables Purchase Agreement/ABS transaction) with Weinberg Capital DAC, Ireland (Program Special Purpose Entity), and Landesbank Baden-Württemberg as administrator and security trustee. The aim of the agreed transaction is the sale of Stabilus Group trade receivables in an ABS transaction that was successfully initiated in August 2025. The Stabilus Group will sell the trade receivables to a Program Special Purpose Entity. As part of this ABS program with a volume of up to €40.0 million, individual Group entities of the Stabilus Group sold receivables in the amount of €25.8 million as of September 30, 2025 (September 30, 2024: –). Of this amount, €1.8 million (September 30, 2024: –) was not paid out as purchase price retentions but was held as security and recognized as other financial assets. The assignment of trade receivables of individual Stabilus Group entities is a silent assignment to a Program Special Purpose Entity. In accordance with IFRS 10, this Program Special Purpose Entity need not be consolidated because the Stabilus Group neither has control over nor is in contractual relationships with the aforementioned entities, which would require control or inclusion in the basis of consolidation. The requirements for the disposal of receivables in accordance with IFRS 9.3.2.3 are met because the receivables are transferred in accordance with IFRS 9.3.2.4 (a). The examination of IFRS 9.3.2.6 shows that neither almost all the opportunities nor risks were transferred or retained. Consequently, in accordance with IFRS 9.3.2.16, the remaining continuing involvement must be recognized by the Stabilus Group. Continuing involvement in the amount of €0.5 million (September 30, 2024: –) was recognized as an other financial liability. It comprises the maximum amount that the Stabilus Group might have to repay in the event of a default on the assumed guarantee and the expected interest payments up to the receipt of payment in relation to the carrying amount of the transferred receivables.

The Stabilus Group uses an allowance matrix to measure expected credit losses (ECLs) over the remaining life of trade accounts receivable segmented by geographic region (EMEA, Americas and APAC). Credit loss rates are determined on the basis of revenue generated in the customer's country of residence and are thus country-specific. Loss rates are based on actual credit loss rates in recent years (average of the last three years). These rates take into account the current conditions and the Group's view of economic conditions over the expected lives of the receivables. The Group considers a financial asset to be in default when the borrower exceeds the payment terms. Trade accounts receivable impaired due to insolvency or other similar situations or longer than 360 days overdue are written down through profit or loss on a case-by-case basis. The gross carrying amount of a trade account receivable is written off when the Group has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof.

The following table provides information about the exposure to credit risk and ECLs for trade receivables as of September 30, 2025:

Exposure to credit risk and ECLs

T_099

September 30, 2025			
IN € THOUSANDS	Weighted average loss rate	Gross carrying amount	Loss allowance
Region			
EMEA	0.57%	52,763	303
Americas	0.33%	70,568	231
APAC	0.17%	56,047	96
Total		179,378	630

September 30, 2024			
IN € THOUSANDS	Weighted average loss rate	Gross carrying amount	Loss allowance
Region			
EMEA	0.27%	62,806	170
Americas	0.20%	75,277	153
APAC	0.14%	68,992	99
Total		207,074	422

Allowances of €(3,307) thousand (September 30, 2024: €(3,688) thousand) were recognized as of the reporting date.

The Group provides payment to its customers in the normal course of business and performs ongoing credit evaluations on certain customers' financial condition, but generally does not receive collateral to support such receivables. The Group has recognized an allowance for doubtful receivables based on historically observed default rates, supplemented by forward-looking estimates to account for expected credit losses. To

determine the forward-looking economic conditions, the Group considers in particular the credit default swaps (CDS) of the respective client's geographical location, which ensures the risks of the counterparty in the respective country are taken into account. In connection with the Russia-Ukraine war and the conflict in the Middle East, there were no material defaulted trade account receivables and no additional allowances for receivables were recognized. In addition, the Group has taken out trade credit insurance to insure against the default risk.

The allowance for doubtful accounts developed as follows:

Allowance for doubtful accounts

T_100

IN € THOUSANDS	2025	2024
Allowance for doubtful accounts as of October 1	(3,688)	(2,551)
Additions from business combination	–	(773)
Foreign currency translation differences	108	(59)
Increase in the allowance	(576)	(517)
Decrease in the allowance	849	212
Allowance for doubtful accounts as of September 30	(3,307)	(3,688)

21 Current tax assets

Current tax assets amounted to €4,934 thousand (September 30, 2024: €5,559 thousand) and are measured at the amount expected to be recovered from the taxation authorities when the amount already paid in respect of current and prior periods exceeds the amount due for those periods.

22 Cash and cash equivalents

Cash and cash equivalents include cash on hand and liquid funds and demand deposits in banks. As of September 30, 2025, cash and cash equivalents amounted to €162,619 thousand (September 30, 2024: €109,426 thousand). Cash in banks earned interest at floating rates based on daily bank deposit rates.

The cash and cash equivalents are held with banks and financial institution counterparties, which are investment grade rated as of the end of the reporting period. The estimated impairment on cash and cash equivalents has been measured on a 12-month expected loss basis and reflects external credit ratings of the counterparties and the short remaining maturities of the exposures. The Stabilus Group believes that the credit risk associated with the banks in which the Stabilus Group manages its cash and cash equivalents is low. No significant impairment on cash and cash equivalents was identified in fiscal 2024 and 2025.

23 Equity

The development of equity is presented in the statement of changes in equity.

Issued capital

The capital subscribed as of September 30, 2025, was €24.7 million (September 30, 2024: €24.7 million) and was fully paid up.

Authorized capital

By way of resolution of the Annual General Meeting on February 15, 2023, the authorized capital (authorized capital 2023/1) of the Company was to be increased by €4,940 thousand until February 14, 2028, and currently amounts to €7,410 thousand. Stabilus could therefore issue a further 7.4 million shares (shares with a par value of €1.00 each), which represents 30% of shares issued to date. By resolution of the Extraordinary General Meeting on August 11, 2022, the Company's authorized capital was set at €2,470 thousand (authorized capital 2022).

Authorization to acquire treasury shares

In the Annual General Meeting on February 15, 2023, the company was authorized up to February 14, 2028, to acquire and use treasury shares in line with the provisions of German corporate law. The treasury shares must not exceed 10% of the share capital of the Company at any time.

The Company did not acquire any treasury shares in fiscal year 2025 or fiscal year 2024.

Capital reserves

As of September 30, 2025, capital reserves amounted to €201,395 thousand (September 30, 2024: €201,395 thousand). The capital reserves are reported separately to show the total amount of capital that shareholders have contributed to the Company in addition to the Company's issued capital.

Retained earnings

Retained earnings as of September 30, 2025, are €471,632 thousand (September 30, 2024: €476,948 thousand) and included the consolidated result of €23,089 thousand in fiscal 2025.

Dividends

By resolution of the Annual General Meeting on February 5, 2025, a dividend payment was agreed of €1.15 per share (PY: €1.75 per share); the distribution ratio is 40.5% (PY: 42.5%) of the consolidated result attributable to the shareholders of Stabilus SE. A dividend of €28.41 million (PY: €43.23 million) was thus paid to our shareholders in the first half of fiscal 2025. In addition, dividends of €1,097 thousand (PY: €1,082 thousand) were also paid to non-controlling shareholders of a Stabilus subsidiary in fiscal 2025.

The Management Board and the Supervisory Board have resolved to propose an unchanged dividend distribution of €0.35 per share (PY: €1.15 per share) to the Annual General Meeting to be held in Koblenz on February 4, 2026. The total dividend thus amounts to €8.65 million (PY: €28.41 million) and the distribution ratio 37.5% (PY: 40.5%) of the consolidated result attributable to the shareholders of Stabilus SE. As this dividend is subject to shareholder approval by the Annual General Meeting, no liabilities were recognized in the consolidated financial statements as of September 30, 2025.

Non-controlling interests

As of September 30, 2025, the non-controlling interest amounted to €29,981 thousand (September 30, 2024: €27,859 thousand). Changes in fiscal year 2025 related essentially to the profit from operating activities attributable to non-controlling interests and the change from currency translation.

The Stabilus Group holds a 60% stake in Cultraro Automazione Engineering S.r.l. ("Cultraro"), headquartered in Rivoli, Italy (near Turin). The Cultraro Group is a leading manufacturer of dampers. Cultraro's products, essentially rotary and linear dampers, are used in a variety of compact motion control applications in the automotive industry and other industrial applications. Cultraro's non-current assets amount to €51.6 million (September 30, 2024: €52.6 million) and current assets amount to €11.0 million (September 30, 2024: €10.9 million). Non-current liabilities amount to €8.5 million (September 30, 2024: €8.0 million) and current liabilities amount to €3.7 million (September 30, 2024: €3.9 million). Sales revenue for fiscal 2025 totaled €15.7 million (PY: €16.6 million). Total profit in fiscal 2025 amounted to €408 thousand (PY: €464 thousand). The profit attributable to non-controlling interests in the reporting period amounted to €163 thousand (PY: €186 thousand). In fiscal 2025, dividends totaling €0.7 million (PY: €0.6 million) were distributed to non-controlling interests. The cumulative non-controlling interest in Cultraro as of September 30, 2025, was €20.2 million (September 30, 2024: €20.7 million).

Other reserves

The following table shows a breakdown of the line item “Other reserves” and the movements in such reserves during the reporting period.

Exchange differences arising on the translation of the financial statements of the Group’s foreign operations are recognized in other comprehensive income and shown in a separate reserve within equity, which is reported in the table as the cumulative foreign currency translation adjustment. On disposal of a foreign operation, the related amount is reclassified out of the cumulative foreign currency translation adjustment into profit or loss, where it is recognized as part of the gain or loss on disposal.

Hedge accounting is used for hedges of cash flows from financial instruments. When hedge accounting for cash flow hedges ends, the amount cumulatively recognized in other comprehensive income remains there if the hedged future cash flows are still expected to occur. Otherwise, the amount is immediately reclassified to profit or loss as a reclassification adjustment. The ineffective portion is recognized directly in profit or loss.

The unrealized actuarial gains and losses relate to the Stabilus defined benefit pension plan, which is further explained in Note 28.

Other reserves

T_101

IN € THOUSANDS	Unrealized foreign currency translation adjustment	Unrealized actuarial gains and losses	Hedge of cash flows from financial instruments	Other reserves attributable to shareholders of Stabilus	Non-controlling interests	Total
Balance as of September 30, 2023	2,758	(3,538)	130	(650)	(3,756)	(4,406)
Before tax	(46,512)	(4,918)	(3,674)	(55,104)	(908)	(56,012)
Tax (expense) / benefit	–	1,466	1,114	2,580	–	2,580
Other comprehensive income, net of taxes	(46,512)	(3,452)	(2,560)	(52,524)	(908)	(53,432)
Balance as of September 30, 2024	(43,754)	(6,990)	(2,430)	(53,174)	(4,664)	(57,838)
Before tax	(41,394)	1,347	2,795	(37,252)	2,103	(35,149)
Tax (expense) / benefit	–	(726)	(795)	(1,521)	–	(1,521)
Other comprehensive income, net of taxes	(41,394)	621	2,000	(38,773)	2,103	(36,670)
Balance as of September 30, 2025	(85,148)	(6,369)	(430)	(91,947)	(2,561)	(94,508)

24 Financial liabilities

Financial liabilities comprise the following items:

Financial liabilities

T_102

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
Senior facilities	–	100,000	100,000	–	100,000	100,000
Promissory note loan	83,000	356,245	439,245	–	399,715	399,715
Revolving credit facility	–	242,678	242,678	–	257,145	257,145
Other facilities	728	11,712	12,440	20,546	386	20,932
Financial liabilities	83,728	710,635	794,363	20,546	757,246	777,792

On June 28, 2022, Stabilus entered into a new facilities agreement with Commerzbank Aktiengesellschaft, DZ Bank AG, Landesbank Baden-Württemberg, Landesbank Hessen-Thüringen Girozentrale, Erste Group, Fifth Third Bank, and UniCredit Bank AG as the mandated lead arranger and facility agent. The facilities agreement is for an amount of €450.0 million with a basic term of five years and a prolongation option of two additional years up to no longer than 2029. The facilities comprise a syndicated loan facility of €100.0 million and a syndicated revolving loan facility of €350.0 million. Depending on the Company's gearing, the facility bears interest at between 50 and 150 basis points above Euribor. The Group's liabilities under the senior facility (the syndicated credit facilities, loans with a nominal value in the amount of €278.0 million) are measured at amortized cost. The second prolongation option up to June 28, 2029, was drawn in April 2024.

The credit facilities were drawn down with a nominal value of €345.0 million as of the reporting date. This utilization is linked to compliance with a financial key performance indicator (net leverage ratio), which is reviewed quarterly. The financial covenants set out in the credit agreements were complied with at all times. The net leverage ratio is calculated using net financial debt divided by adjusted EBITDA.

A new additional credit facility of €150 million was also taken out by Stabilus on July 31, 2025, with a total term that ends in June 2029. Depending on the Company's gearing, the facility bears interest at between 120 and 240 basis points above Euribor. The credit line amounted to €67.0 million as of September 30, 2025.

In August 2025, the revolving loan facility of €67 million was reduced while the new credit line was drawn down. The balance of €67 million was settled without cash within the banking consortium.

The existing syndicated Group loan agreement was adjusted as of July 30, 2025. The range of the financial covenants was temporarily expanded until September 30, 2026, to a permissible net leverage ratio

of up to 4.0x EBITDA (previously 3.5x) based on the contractual agreements with the banking consortium. It will be gradually reduced to 3.5x EBITDA by September 2026.

As of September 30, 2025, the promised revolving credit line of €350.0 million with a volume of €178.0 million was utilized to refinance the acquisition of the Destaco Group (September 30, 2024: €257.2 million). The Group also utilized €5.0 million of the revolving credit facility of €350.0 million to secure existing guarantees.

Stabilus issued a promissory note loan (Schuldscheindarlehen) with a total volume of €95.0 million on March 4, 2021, through its subsidiary Stabilus GmbH and with Stabilus SE acting as guarantor. The tranches of the promissory note loan with maturities of five and seven years bear variable interest rates. On March 4, 2026, the first tranche of €83.0 million will become due for repayment and has been reported as a current financial liability.

Stabilus issued a second promissory note loan with a volume of €55.0 million through its subsidiary Stabilus GmbH on January 28, 2022. Stabilus SE serves as the guarantor. This promissory note loan has a maturity of five years and bears interest at a floating rate.

On September 27, 2024, Stabilus SE issued a promissory note loan of €250.0 million. Stabilus GmbH serves as the guarantor. The term is between three and five years, with fixed and variable interest rates in each case.

On October 25, 2024, Stabilus SE issued a promissory note loan in the form of a latecomer tranche to the promissory note loan transaction conducted in September 2024 totaling €40 million.

The promissory note loan consists of two tranches with maturities of three and five years, each with fixed interest rates.

Stabilus now has a total promissory note loan volume of €440.0 million. Further details are described in the table below:

Overview of promissory note loan tranches

T_103

IN € THOUSANDS

Tranche	Volume	Interest rate	Expiry date
5 years variable	83,000	6M Euribor + 100bps	March 4, 2026
5 years variable	55,000	6M Euribor + 80bps	January 28, 2027
3 years variable	87,000	6M Euribor + 140bps	September 27, 2027
3 years fixed	23,000	3.781%	September 27, 2027
3 years fixed	20,000	3.803%	September 27, 2027
7 years variable	12,000	6M Euribor + 125bps	March 4, 2028
5 years variable	79,000	6M Euribor + 160bps	September 27, 2029
5 years fixed	61,000	3.944%	September 27, 2029
5 years fixed	20,000	3.998%	September 27, 2029
Total	440,000		

25 Other financial liabilities

Other financial liabilities include lease liabilities, derivative financial instruments, and a put option concluded as part of the business combination with the Cultraro Group for 40% of the non-controlling interests. The increase essentially reflects the put option concluded with the current minority shareholders of the Cultraro Group.

Determination of the fair value measurement of the put option is described in the accounting and valuation methods under liabilities of a put option and in the financial instruments (Level 3). The liabilities from ABS factoring include liabilities of €0.5 million (September 30, 2024: –) from the remaining continuing involvement recognized under the ABS

Other financial liabilities

T_104

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
Liabilities from ABS factoring	2,150	–	2,150	–	–	–
Lease liabilities	10,011	29,428	39,439	9,625	33,550	43,175
Derivatives designated as hedges	1,084	249	1,333	1,200	2,050	3,250
Put option	–	26,287	26,287	–	23,026	23,026
Others	–	38	38	–	–	–
Other financial liabilities	13,245	56,002	69,247	10,825	58,626	69,451

26 Leases

In the ordinary course of business, the Stabilus Group is the lessee of property, plant and equipment (e.g., IT hardware, cars, and other machinery and equipment). When determining lease terms, management considers all facts and circumstances that create an economic incentive with sufficient certainty to exercise extension options or not exercise termination options. The use of such lease term options provides the Group with the greatest possible flexibility concerning its leased assets. The majority of the current options to extend or terminate the leases can only be exercised by the Group and not by the respective lessor. Within

program and liabilities of €1.6 million (September 30, 2024: –) from customers' deposits for receivables already sold in the ABS factoring program as part of the accounts receivables/receivables management carried out by the Stabilus Group.

the Stabilus Group, the extension options are solely used for the asset class "buildings." For all other leases, the minimum term of lease is considered. The Stabilus Group applied the practical expedient in IFRS 16.6 by not accounting for short-term leases (leases with a lease term of less than 12 months) and low-value assets (underlying asset <€5,000, e.g., printers and copiers) as right-of-use assets.

Lease payments in the amount of €11.5 million (September 30, 2024: €9.6 million) were made in fiscal 2025.

The future lease payments from existing leases are expected to amount to €45.9 million over the next few years (September 30, 2024: €50.8 million). Of this amount, €11.7 million (September 30, 2024: €11.4 million) in lease payments are due within fiscal 2026.

The Stabilus Group expects interest expenses on lease liabilities of €1.6 million (September 30, 2025: €1.7 million) for fiscal 2026.

As of September 30, 2025, lease liabilities were €39.4 million (September 30, 2024: €43.2 million). Of this amount, €10.0 million (September 30, 2024: €9.6 million) are due within fiscal year 2026.

In fiscal 2025, the Group made lease payments due to low-value leases of €0.6 (September 30, 2024: €0.3 million) and due to short-term leases in the amount of €0.2 million (September 30, 2024: €0.3 million).

Outflows for lease payments

T_105

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Within 1 year	11,655	11,359
After 1 year but not more than 5	23,407	27,357
More than 5 years	10,822	12,120
Total	45,884	50,835

Interest expense on lease liabilities

T_106

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Within 1 year	1,644	1,734
After 1 year but not more than 5	3,363	3,885
More than 5 years	1,438	2,041
Total	6,446	7,660

Maturity of lease liabilities

T_107

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Within 1 year	10,011	9,625
After 1 year but not more than 5	20,044	23,472
More than 5 years	9,384	10,078
Total	39,439	43,175

Expenses related to short-term and low-value leases

T_108

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Expenses related to short-term leases	202	327
Expenses related to low-value leases	563	309
Total	765	636

27 Provisions

Provisions

T_109

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
Anniversary benefits	9	269	278	8	192	200
Early retirement contracts	1,299	1,647	2,946	1,810	1,903	3,713
Personnel expenses	11,338	4,093	15,431	12,492	3,981	16,473
Bioremediation	1,263	2,579	3,842	2,590	496	3,086
Purchase commitments	6,844	–	6,844	3,292	–	3,292
Legal and litigation costs	138	–	138	118	–	118
Warranties	6,012	7,764	13,776	6,761	8,020	14,781
Transformation program	16,977	–	16,977	–	–	–
Other miscellaneous	11,741	480	12,221	10,186	491	10,677
Provisions	55,621	16,832	72,453	37,257	15,083	52,340

The discount rate for part-time retirement used to calculate long-term provisions (range from 2.85% to 4.12%) was applied in accordance with the external expert report (September 30, 2024: range from 3.17% to 3.52%). As of September 30, 2025, the interest rate on all other non-current provisions ranged from 4.8% to 5.8% (September 30, 2024: range from 4.8% to 5.8%). Non-current provisions developed as follows:

Changes in non-current provisions

T_110

IN € THOUSANDS	Anniversary benefits	Early retirement contracts	Bioremediation	Employee-related costs	Warranties	Other miscellaneous	Total
Balance as of September 30, 2023	148	1,200	1,241	5,103	7,145	408	15,245
Additions from business combination	–	703	–	–	–	–	703
Reclassifications	–	(209)	(700)	(461)	380	(49)	(1,039)
Foreign currency translation differences	(1)	–	(45)	(419)	(547)	(21)	(1,033)
Costs paid	–	–	–	(672)	(1,974)	–	(2,646)
Release to income	(5)	–	–	(29)	–	–	(34)
Additions	50	209	–	459	3,016	153	3,887
Balance as of September 30, 2024	192	1,903	496	3,981	8,020	491	15,083
Additions from business combination	–	–	–	–	–	–	–
Reclassifications	–	397	880	29	(2,689)	–	(26)
Foreign currency translation differences	(1)	–	(154)	49	(159)	(19)	(284)
Costs paid	(8)	(653)	–	–	(6,978)	(43)	(7,682)
Release to income	–	–	–	(365)	(177)	–	(542)
Additions	86	–	1,357	399	9,747	51	10,283
Balance as of September 30, 2025	269	1,647	2,579	4,093	7,764	480	16,832

The development of current provisions is set out in the table below:

Changes in current provisions

T_111

IN € THOUSANDS	Employee- related costs	Bioremediation	Purchase commitments	Legal and litigation costs	Anniversary benefits	Early retirement contracts	Warranties	Transformation program	Other miscellaneous	Total
Balance as of September 30, 2023	9,736	2,375	2,783	75	11	1,386	8,492	–	6,513	31,371
Additions from business combination	1,104	–	332	642	–	320	411	–	666	3,475
Foreign currency translation differences	(558)	(139)	(51)	(10)	–	–	(459)	–	(557)	(1,774)
Reclassifications	461	700	–	–	–	209	(380)	–	–	290
Costs paid	(8,952)	(346)	(2,039)	(604)	(5)	(286)	(868)	–	(4,392)	(17,492)
Release to income	(34)	–	(8)	–	(1)	–	(684)	–	–	(727)
Additions	10,735	–	2,275	15	3	181	249	–	7,956	21,482
Balance as of September 30, 2024	12,492	2,590	3,292	118	8	1,810	6,761	–	10,186	37,257
Additions from business combination	–	–	–	–	–	–	–	–	–	–
Foreign currency translation differences	(164)	(44)	(189)	(4)	–	–	(94)	–	(177)	(672)
Reclassifications	(123)	(880)	–	–	–	(397)	2,689	–	–	(68)
Costs paid	(12,196)	(403)	(3,142)	–	(3)	(735)	(2,357)	–	(9,441)	(28,277)
Release to income	(20)	–	–	–	–	–	(2,897)	–	–	(2,917)
Additions	11,349	–	6,883	24	4	621	1,910	16,977	11,173	50,298
Balance as of September 30, 2025	11,338	1,263	6,844	138	9	1,299	6,012	16,977	11,741	55,621

The provision for personnel expenses comprises employee bonuses and termination benefits.

The provisions for the transformation program mainly comprise severance payments. For further details, please refer to page 24 of the summarized management report and to our website: [IR.STABILUS.COM](https://ir.stabilus.com).

The provision for bioremediation relates to the former Stabilus Inc. US site in Colmar, PE, USA at the North Penn Area 5 that was vacated in 1985. The North Penn Area 5 was identified by the United States Environmental Protection Agency (EPA) as an area in which environmental bioremediation is required. In 2011, the EPA contacted seven companies in the North Penn Area 5 as potential responsible parties for cost sharing, Stabilus being one of them. The Group is currently unable to develop a reasonable estimate of its share of the ultimate obligation. The cost

apportionment method of the EPA and Stabilus' insurance reimbursement are unclear at this time. The discount rate with matching maturity to be applied is determined based on the latest reliable market data over an extended period under review. The settlement amount also covers the cost increases at the end of the reporting period. As such, a liability for an EPA reimbursement was not recognized in the statement of financial position as of September 30, 2025.

As of September 30, 2025, a short-term provision in the amount of €1,263 thousand (September 30, 2024: €2,590 thousand) and a long-term provision in the amount of €2,579 thousand (September 30, 2024: €496 thousand) were recognized for the corresponding ongoing long-term bioremediation.

The provision for other risks from purchase commitments represents expected customer bonuses and other revenue-based liabilities.

The provision for legal and litigation costs represents costs of legal advice and notary charges, as well as the costs of litigation.

The provision for guarantees and warranties represents the accrued liability for pending risks from warranties offered by the Group for their products. The Group issues various types of contractual warranties under which it generally guarantees the performance of products delivered and services rendered. The Group accounts for costs associated with product warranties at the date products are sold. This also comprises provisions that are calculated for individual cases. Insurance reimbursements related to individual cases are reported in other financial assets if the recognition criteria are met.

28 Pension plans and similar obligations

Liabilities for the Group's pension plans and other post-employment benefit plans comprise the following:

Pension plans and similar obligations

T_112

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Principal pension plan	44,825	47,201
Deferred compensation	92	133
Pension plans and similar obligations	44,917	47,334

Defined benefit plans and deferred compensation

Defined benefit plan

The Stabilus Group grants post-employment pension benefits to employees in Germany. The level of post-employment benefits is generally based on eligible compensation levels or seniority within the Group hierarchy and years of service.

In order to mitigate future liquidity risk, the Group's pension policies for one major plan granted to employees who joined the Group prior to January 1, 2006, were amended as of December 21, 2010, and the entitlement earned in the former defined benefit plan was frozen. Going forward, no additional defined benefit entitlements can be earned except by certain older employees. At the same time, the Group introduced a defined contribution plan in which direct payments to an external insurer are made.

The liabilities for the most important retirement plans in the amount of €44,825 thousand (September 30, 2024: €47,201 thousand) result from unfunded accumulated benefit obligations.

The weighted average duration of the defined benefit obligations in fiscal 2025 is 14.79 years (PY: 15.74 years), based on actuarial calculations.

The unfunded status is as follows:

Unfunded status

T_113

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Present value of defined benefit obligations	46,357	48,723
Less: fair value of plan assets	(1,439)	(1,389)
Unfunded status	44,917	47,334

Deferred compensation

Deferred compensation is a form of retirement pay financed by the employees where, based on an agreement between the Group and the employees, part of their income is retained by the Group and paid to the respective employees after retirement.

The total amount of the fee conversion as of September 30, 2025, is €92 thousand (September 30, 2024: €133 thousand).

The plan assets are invested as savings contributions in the traditional cover fund of ERGO Lebensversicherung.

The present value of the net pension liability developed as follows:

Present value of the net pension liability obligations T_114		
	Fiscal year ended September 30,	
IN € THOUSANDS	2025	2024
Present value of net pension liability as of beginning of fiscal year	47,334	37,669
Additions from business combination	–	4,602
Service cost	233	163
Interest cost	1,650	1,651
Effect of change in financial assumptions	(2,533)	4,364
Experience assumptions	233	844
Actuarial (gains) / losses	(2,300)	5,208
Pension benefits paid	(2,000)	(1,959)
Present value of net pension liability as of fiscal year-end	44,917	47,334

The pension cost in the consolidated statement of comprehensive income includes the following expenses for defined benefit plans:

Pension cost for defined benefit plans T_115		
	Fiscal year ended September 30,	
IN € THOUSANDS	2025	2024
Service cost	233	163
Interest cost	1,650	1,651
Pension cost for defined benefit plans	1,883	1,815

The present value of the defined benefit obligation and the experience adjustments arising on the plan liabilities are as follows:

Present value of the defined benefit obligation and experience adjustments on plan liabilities T_116			
	Defined benefit obligation	Experience adjustments	Change in demographic assumptions
IN € THOUSANDS			
September 30, 2021	54,689	(1,315)	–
September 30, 2022	37,158	(1,043)	–
September 30, 2023	37,669	3,306	–
September 30, 2024	47,334	844	–
September 30, 2025	44,917	233	–

The measurement date for the Group's pension obligations is usually September 30 each year. The measurement date for the Group's net periodic pension costs is usually the beginning of the reporting period.

Assumed discount rates, pension increases, and long-term return on plan assets vary according to the economic conditions in the country in which the pension plan is situated.

The following assumptions (measurement factors) were used to determine the pension obligations:

Significant factors for the calculation of pension obligations T_117		
	Fiscal year ended September 30,	
IN % P. A.	2025	2024
Discount rate	4.12%	3.52%
Pension increases	2.00%	2.00%
Turnover rate	4.00%	4.00%
Biometric assumptions	Heubeck mortality table 2018G	Heubeck mortality table 2018G

The discount rates for the pension plans are determined annually as of September 30 on the basis of first-rate, fixed-interest industrial bonds with maturities and values matching those of the pension payments.

Sensitivity analysis

If the discount rate were to differ by +0.5%/–0.5% from the interest rate used at the end of the reporting period, the defined benefit obligation for pension benefits would be an estimated €3,350 thousand lower or €1,734 thousand higher respectively. If the future pension increase used were to differ by +0.2%/–0.2% from management's estimates, the defined benefit obligation for pension benefits would be an estimated €132 thousand lower or €1,924 thousand higher respectively. The reduction/increase of the mortality rates by one year results in an increase/decrease of life expectancy depending on the individual age of

each beneficiary. The impacts on the defined benefit obligation (DBO) as of September 30, 2025, due to a one-year decrease/increase in life expectancy would lead to an increase of €2,531 thousand or a reduction of €425 thousand.

When calculating the sensitivity of the DBO to significant actuarial assumptions, the same method (present value of the DBO calculated using the projected unit credit method) has been applied as when calculating the post-employment benefit obligation recognized in the consolidated statement of financial position. Increases and decreases in the discount rate or the rate of pension progression used in determining the DBO do not have a symmetrical effect on the DBO due to the compound interest effect created when determining the net present value of the future benefit. If more than one of the assumptions are changed simultaneously, the combined impact due to the changes would not necessarily be the same as the sum of the individual effects due to the changes. If the assumptions change at a different level, the resulting effect on the DBO is not necessarily linear.

The obligations and any pension assets of existing retirement plans are exposed to demographic, legal, and economic risks. Economic risks result mainly from unforeseen developments in goods and capital markets. This relates, for example, to pension adjustments depending on inflation in Germany as well as effects of discount rates on the amount of pension obligations.

Expected pension benefit payments for fiscal 2026 amount to €2,524 thousand (PY: €2,452 thousand).

Defined contribution plans

The expenses incurred under defined contribution plans are primarily related to government-run pension plans. Expenses for these plans amounted to €15,593 thousand in the reporting period (September 30, 2024: €14,109 thousand).

29 Trade accounts payable

Trade accounts payable amount to €149,032 thousand (September 30, 2024: €159,652 thousand) as of the end of the fiscal year. The total amount is due within one year. The liabilities are measured at amortized cost. For information on liquidity and exchange rate risks for trade accounts payable, please see Note 34.

30 Income tax liabilities

Current income tax liabilities amounted to €8,513 (September 30, 2024: €14,194 thousand) and comprise corporate and trade taxes.

31 Other liabilities

The following table sets out the breakdown of the Group's other current and non-current liabilities:

Liabilities to employees essentially comprise outstanding wages and salaries.

Other liabilities

T_118

IN € THOUSANDS	September 30, 2025			September 30, 2024		
	Current	Non-current	Total	Current	Non-current	Total
Liabilities to employees	14,919	–	14,919	15,938	–	15,938
Social security contributions	3,469	–	3,469	6,148	–	6,148
Advance payments received	9,265	–	9,265	4,606	–	4,606
Vacation expenses	6,314	–	6,314	5,603	–	5,603
Other personnel-related expenses	11,576	–	11,576	10,913	–	10,913
Other miscellaneous	680	–	679	5,010	–	5,010
Other liabilities	46,223	–	46,223	48,218	–	48,218

32 Contingent liabilities and other financial commitments

Contingent liabilities

A contingent liability is: a) a possible obligation that arises from past events and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the entity, or b) a present obligation that arises from past events but is not recognized because

- it is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- the amount of the obligation cannot be measured with sufficient reliability.

Further information regarding actual and constructive obligations imposed by the US EPA for the former Stabilus site in Colmar can be found in Note 27.

Guarantees

On September 22, 2005, Stabilus S. A. de C.V. ("STMX") entered into a lease agreement with Deutsche Bank Mexico, S. A., and Kimex Industrial BEN, LLC, for a production facility with an area of 28,951 square meters of land and 5,881 square meters of construction buildings in Ramos Arizpe, State of Coahuila, Mexico. The lease agreement had an initial term of ten years and has already been extended. Stabilus GmbH, Koblenz, issued a declaration of entry for the event that STMX will be unable to meet its payment obligation.

Given a normal course of economic development and a normal course of business, management believes these guarantees should not result in a material adverse effect for the Group.

Other financial commitments

The purchase commitment for property, plant, and equipment and other intangible assets reduced from €14,296 thousand as of September 30, 2024, to €6,306 thousand as of September 30, 2025.

The nominal values of other financial commitments are as follows:

Contingent liabilities and other financial commitments

T_119

September 30, 2025				
IN € THOUSANDS	Within 1 year	After 1 year but not more than 5	More than 5 years	Total
Purchase commitment for non-current assets	5,662	–	–	5,662
Purchase commitment for other intangible assets	644	–	–	644
Total	6,306	–	–	6,306

September 30, 2024				
IN € THOUSANDS	Within 1 year	After 1 year but not more than 5	More than 5 years	Total
Purchase commitment for non-current assets	13,334	–	–	13,334
Purchase commitment for other intangible assets	962	–	–	962
Total	14,296	–	–	14,296

33 Financial instruments

The following table shows the carrying amounts and fair values of the Group's financial instruments within the meaning of IFRS 7 and by measurement category. The fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Financial instruments

T_120

IN € THOUSANDS	Measurement category acc. to IFRS 9	September 30, 2025		September 30, 2024	
		Carrying amount	Fair value ¹⁾	Carrying amount	Fair value ¹⁾
Other investments	FVtPL	6,000	6,000	6,000	6,000
Trade and other receivables	AC	176,071	–	203,386	–
Cash and cash equivalents	AC	162,619	–	109,426	–
Other financial assets	AC	1,897	–	66	–
Derivatives designated as hedges	n/a	696	–	–	–
Assets from call option	FVtPL	15	15	41	41
Contingent consideration	FVtPL	–	–	693	693
Total financial assets		347,298	6,015	319,612	6,734
Financial liabilities	FLAC	795,996	812,875	777,792	805,817
Trade accounts payable	FLAC	149,032	–	159,652	–
Lease liabilities	n/a	39,439	–	43,175	–
Liabilities from put option	FVtPL	26,287	26,287	23,026	23,026
Liabilities from ABS factoring	FLAC	2,150	2,150	–	–
Derivatives designated as hedges	n/a	1,333	–	3,251	–
Other financial liabilities	FVtPL	38	38	–	–
Total financial liabilities		1,014,275	841,312	1,006,896	828,843
Aggregated according to IFRS 9 categories:					
Financial assets measured at amortized cost (AC)		340,587	–	312,878	–
Financial assets measured at fair value through profit or loss (FVtPL)		6,015	6,015	6,734	6,734
Financial liabilities measured at fair value through profit or loss (FVtPL)		26,325	26,325	23,026	23,026
Financial liabilities measured at amortized cost (FLAC)		947,178	815,025	937,444	805,817

¹⁾ The simplification option under IFRS 7.29a was utilized. This does not apply to contingent consideration.

The following table provides an overview of the classification of financial instruments presented above in the fair value hierarchy (Level 1 to Level 3), except for financial instruments with fair values corresponding

to the carrying amounts (i.e., trade accounts receivable and payable, cash, and other financial assets):

Financial instruments

T_121

IN € THOUSANDS	September 30, 2025				September 30, 2024			
	Total	Level 1 ¹⁾	Level 2 ²⁾	Level 3 ³⁾	Total	Level 1 ¹⁾	Level 2 ²⁾	Level 3 ³⁾
Financial liabilities								
Senior facilities	346,368	–	346,368	–	359,498	–	359,498	–
Promissory note loan	455,892	–	455,892	–	425,773	–	425,773	–
Liabilities from put option	26,287	–	–	26,287	23,026	–	–	23,026
Other facilities	10,615	–	10,615	–	20,546	–	20,546	–
Derivatives designated as hedges	1,333	–	1,333	–	3,251	–	3,251	–
Liabilities from ABS factoring	2,150	–	2,150	–	–	–	–	–
Other financial liabilities	38	–	38	–	–	–	–	–
Financial assets								
Investments	6,000	–	–	6,000	6,000	–	–	6,000
Call option	15	–	–	15	41	–	–	41
Derivatives designated as hedges	696	–	696	–	–	–	–	–
Contingent consideration	–	–	–	–	693	–	693	–

¹⁾ Fair value measurement based on quoted prices (unadjusted) in active markets for these or identical instruments.

²⁾ Fair value measurement based on inputs that are observable in active markets either directly (i.e., as prices) or indirectly (i.e., derived from prices).

³⁾ Fair value measurement based on inputs that are not observable market data.

The hierarchy level to which the fair value measurement is assigned is determined based on the lowest level input that is significant to the measurement as a whole. If circumstances arise that require a different classification, reclassification will take place as of the effective date. It is the Group's policy to recognize transfers into and out of a level of the fair value hierarchy at the date of the event or change in circumstances that caused the transfer. In fiscal 2024 and fiscal 2025, there was no transfer between Level 2 and Level 3 of the fair value hierarchy.

The fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The following methods and assumptions were used to estimate the fair values in the current and in the prior fiscal year:

- Senior secured bonds, revolving long-term credit line, other loans, and the promissory note loans are classified in Level 2 of the fair value hierarchy because the instruments themselves are not traded in an active market, but all the material inputs required

to measure fair value are observable in active markets. Their fair value is estimated using a present value technique by discounting the contractual cash flows using the implied returns on similar instruments from entities of similar standing and marketability. The most significant input is the discount rate that reflects the credit risk of the issuer. The Group obtains the valuation for its senior secured bonds from an independent service provider on a quarterly basis. The fair value of the contingent consideration is not subject to any variation. The recognized amount is fixed in the purchase agreement. The carrying amounts of trade accounts receivable, cash and cash equivalents, other financial assets, and trade accounts payable closely approximate their fair value due to their predominantly short-term nature.

- Due to the nature of the interest rate swap and currency hedges, the valuation is carried out in accordance with Level 2 using standard market methodologies for currency hedges with valid exchange rates on the reporting date and interest rate swaps for which market interest rates valid at the time of valuation (3M / 6M Euribor and ESTR interest rate) are used as input factors.
- Gains and losses in connection with financial instruments recognized in Level 3 are accounted for through profit or loss in the other financial result. The financial instruments reported within Level 3 include an investment for which sensitivity cannot be reliably determined. Risks from this essentially result from changes to planning assumptions with regard to future business performance. Level 3 also includes a liability from a put option resulting from the acquisition of an interest in the Cultraro Group as part of a business combination. This option is measured using unobservable market data. The market value of the interest, which is based on an agreed EBITDA multiplier, also constitutes a lower limit. If there is a higher market multiplier, the EBITDA multiplier agreed in the contract can also be increased to a certain extent in accordance with a contractually agreed calculation formula. The assumed EBITDA market multiplier (median 7.3x; September 30, 2024: 8.6x) was determined based on a peer group. A discount

rate of 8.6% (September 30, 2024: 10.2%) was used to calculate the fair value. The present value of the purchase price liability from the shareholders' put option as of the measurement date was calculated using a Monte Carlo simulation. The simulation was carried out until 2031 using adjusted inputs. For each simulation, the present value of the purchase price liability resulting from the shareholders' put option was used by applying the contractually agreed formula along with the EBITDA market multipliers and the target company's EBITDA.

Derivative financial instruments

The following table contains the carrying amounts and market values of the individual classes of financial instruments. The market value of the interest rate swaps was determined based on the interest rates applicable at the end of the reporting date for corresponding maturities/repayment structures, based on available market information. The fair value of the foreign exchange hedges has been calculated on the basis of the exchange rates prevailing at the balance sheet date.

The nominal volume of the interest rate swap indicated here as of September 30, 2025, amounts to a total of €304 million (September 30, 2024: €138 million). In the reporting period, all gains and losses were recognized upon recognition of financial assets and liabilities, as fair value could be reliably determined using market data. As of September 30, 2025, no currency hedges were used (September 30, 2024: €114 million).

Carrying amount and fair value

T_122

	September 30, 2025	
	Carrying amount	Fair value
IN € THOUSANDS		
Derivative financial liabilities		
Interest rate swaps	1,333	1,333
thereof current	1,084	1,084
thereof non-current	249	249
Derivative financial assets		
Interest rate swaps	696	696
thereof current	–	–
thereof non-current	696	696
	September 30, 2024	
	Carrying amount	Fair value
IN € THOUSANDS		
Derivative financial liabilities		
Interest rate swaps	2,050	2,050
thereof current	–	–
thereof non-current	2,050	2,050
Currency hedges	1,201	1,201
thereof current	1,201	1,201
thereof non-current	–	–

Sensitivity analysis

The sensitivity analysis below shows how the market values of interest rate derivatives and currency hedges change if the interest rate identified as the price risk variable were different as of the reporting date. A change in interest rates of more than 50 basis points was not considered probable. Therefore, the change in interest rates was limited to this amount.

Change in fair value

T_123

	September 30, 2025	
	+50 bp	–50 bp
IN € THOUSANDS		
Derivative financial assets / liabilities		
Interest rate swaps	(31)	(28)
Currency hedges	–	–
	September 30, 2024	
	+50 bp	–50 bp
IN € THOUSANDS		
Derivative financial liabilities		
Interest rate swaps	(75)	(68)
Currency hedges	(72)	49

The yield curve risks would therefore result in an overall change in equity due to the changes in value assumed in the sensitivity analysis (not accounting for tax effects).

Market values of derivative financial instruments used for hedging

To hedge risks from changes in interest rates for a promissory note loan, hedges (interest rate swaps) and currency hedges in the operating business were in place as of the end of the reporting date that are designated as hedging instruments and changed as follows in the fiscal year:

Derivative financial instruments used for hedging purposes

T_124

	Sept 30, 2025	Sept 30, 2024
	Interest rate swaps	Interest rate swaps / currency hedges
IN € THOUSANDS		
Cash flow hedges		
Positive market values	696	–
Negative market values	(1,333)	(3,251)
Fair value change in hedging instrument – designated risk from interest rate swaps	(637)	(2,050)
Fair value change in hedging instrument – designated risk from currency hedges	–	(1,201)
OCI – cash flow hedge reserve from interest rate swaps	2,000	(1,592)
OCI – cash flow hedge reserve from currency hedges	–	(968)
Hedge ineffectiveness recognized through profit or loss – designated risk	–	–
OCI recycling earnings contribution	(785)	–

Stabilus designates interest rate swaps and currency hedges as cash flow hedges and recognizes them accordingly. Inefficiencies are essentially to be expected as a result of different basic parameters for the hedged item

and the hedge (e.g., fixed interest rates) and potential initial fair values of the hedging instruments. In accordance with IFRS 9, we will carry out a rebalancing in subsequent years if material ineffectiveness is identified.

Value changes for hedged items designated in hedge accounting are calculated using the hypothetical derivative method.

Hedged items designated in hedge accounting 2025

T_125

	September 30, 2025	
	Fair value change in hedged item (hypothetical) – designated risk	Fair value change in hedged item – non-designated risk
IN € THOUSANDS		
Cash flow hedges		
Promissory note loan	529	–
Currency hedges	–	–

Hedged items designated in hedge accounting 2024

T_126

	September 30, 2024	
	Fair value change in hedged item (hypothetical) – designated risk	Fair value change in hedged item – non-designated risk
IN € THOUSANDS		
Cash flow hedges		
Promissory note loan	(1,723)	–
Currency hedges	(1,560)	–

Net gains and losses on financial instruments

The net gains and losses on financial instruments in the fiscal year ended September 30, 2025, result from currency translation and from changes in the estimate of future cash flows of financial assets measured at amortized cost, financial liabilities measured at amortized cost, and gains from changes in the fair value of derivative instruments. They are set out in Notes 10 and 11. Net foreign exchange losses amounted to €(1,984) thousand (September 30, 2024: net currency gain +€5,832 thousand).

Total interest income and expense from financial instruments are reported in Notes 10 and 11.

34 Risk reporting

Internal risk management

Within the budgeting process, the Group employs an integrated system for the early identification and monitoring of risks specific to the Group in order to identify changes in the business environment and deviations from targets at an early stage and to initiate countermeasures in advance. This also includes the monthly short- and medium-term analysis of the order intake, inventories, and the accounts receivable and accounts payable balances. Based on the results of this initial assessment, further evaluations are frequently conducted for individual companies if deemed appropriate. Customer behavior is ascertained and analyzed continuously, and the information obtained from this serves as an early warning indicator for possible changes in demand patterns. Interest rate and currency risks, as well as developments on currency exchange markets, are monitored continuously in conjunction with risk management.

In addition, significant KPIs are reported monthly by all Group companies and are assessed by the Group's management.

Financial risks

The Group's Corporate Treasury function provides services to the business, coordinates access to domestic and international financial markets, and monitors and manages the financial risks relating to the operations of the Group. These risks include credit risk and liquidity risk (including currency risk and fair value interest rate risk).

The Group seeks to minimize the effects of financial risks by using derivative financial instruments wherever this is considered economically reasonable. The use of financial derivatives is governed by the Group's policies released by the Management Board, which provide principles on foreign currency risk, interest rate risk, credit risk, and non-derivative financial instruments, and the investment of excess liquidity. The Group does not enter into or trade highly speculative derivative financial instruments. As of September 30, 2025, the Group had derivative financial instruments (PY: interest rate swaps/currency hedges).

Credit risks

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Group. The Group has adopted a policy of dealing only with creditworthy counterparties and obtaining sufficient collateral where appropriate, as a means of mitigating the risk of financial loss from payment defaults. The Stabilus Group does not hold any collateral as of the end of the reporting period. The Group's exposure and the credit ratings of its counterparties are monitored, and the aggregate value of transactions entered into is spread among approved counterparties.

There are trade accounts receivable from a large number of customers, spread across diverse industries and geographical areas. Credit evaluation is performed on the financial condition of accounts receivable and, where this is considered appropriate, credit guarantee insurance cover is purchased. Besides this, commercial considerations are taken into

account when determining the maximum volume of the credit lines granted to each customer. The Group has established a policy to subject all trade receivables to a writedown when there is no reasonable expectation of payment. Among others, the failure to make payments within 360 days from the invoice date or the initiation of bankruptcy proceedings are considered indicators of no reasonable expectation of recovery. In addition, the Group has recognized an allowance for receivables based on historically observed default rates, adjusted for forward-looking estimates to account for expected credit losses. To determine the forward-looking economic conditions, the Group considers in particular the credit default swaps (CDS) of the respective client's geographical location, which ensures the risks of the counterparty in the respective country are taken into account.

There was no significant increase in defaulted trade account receivables or other receivables in connection with the Russia-Ukraine war and the conflict in the Middle East, and no additional allowances for receivables were recognized. In addition, the Group has taken out trade credit insurance to insure against the default risk.

The maximum exposure to credit risk is reflected by the carrying amounts of the following financial assets:

Credit risks included in financial assets

T_127

September 30, 2025

IN € THOUSANDS	Neither past due nor impaired	<30 days	30–60 days	60–90 days	90–360 days	>360 days	Total
Financial assets							
Trade and other receivables	153,513	15,677	2,878	1,437	2,820	(254)	176,071
Other miscellaneous	1,897	–	–	–	–	–	1,897
Cash and cash equivalents	162,619	–	–	–	–	–	162,619
Total	318,029	15,677	2,878	1,437	2,820	(254)	340,587

September 30, 2024

IN € THOUSANDS	Neither past due nor impaired	<30 days	30–60 days	60–90 days	90–360 days	>360 days	Total
Financial assets							
Trade and other receivables	179,317	16,401	2,177	1,834	2,766	891	203,386
Other miscellaneous	759	–	–	–	–	–	759
Cash and cash equivalents	109,426	–	–	–	–	–	109,426
Total	289,502	16,401	2,177	1,834	2,766	891	313,571

Credit risk resulting from other financial assets, which comprise cash and cash equivalents and miscellaneous financial assets, arises from a possible default of the counterparty, with a maximum exposure equal to the carrying amount of these instruments.

The Group does not have any critical credit risk exposure to any individual counterparty or any group of counterparties having similar characteristics. The credit risk on cash and cash equivalents is limited because the counterparties are banks with high credit ratings assigned by international credit rating agencies and are also typically lenders to the Group. Therefore, the credit quality of financial assets that are neither overdue due nor impaired is considered to be high.

In fiscal 2025, the Group had one customer that accounted for about 9% of total external revenue, one customer that accounted for about 5%, and one customer that accounted for about 4% of total external revenue. Revenue with these customers amounted to €120,781 thousand (PY: €130,704 thousand), €72,851 thousand (PY: €89,512 thousand), and €53,377 thousand (PY: €67,594 thousand) respectively. Revenue was generated in all three operating segments in fiscal 2025 and fiscal 2024 and no single customer in a region accounted for more than 10% of total consolidated revenue.

Liquidity risks

The Management Board has established an appropriate liquidity risk management framework for the management of the Group's short-, medium-, and long-term funding and liquidity management requirements. The Group manages liquidity risk by maintaining adequate banking facilities and reserve borrowing facilities and by monitoring the forecast cash flow of the Group entities at regular intervals. The Stabilus Group uses an asset-backed securities (ABS factoring) program to manage liquidity, optimize working capital, and improve the predictability of cash flows.

The following maturities summary shows how the cash flow from the Group's liabilities as of September 30, 2025, will influence its liquidity position. The summary describes the course of the undiscounted principal and interest outflows of the financial liabilities and the undiscounted cash outflows of the trade accounts payable. The undiscounted cash outflows are subject to the following conditions:

- If the counterparty can request payment at different dates, the liability is included on the basis of the earliest payment date. The underlying terms and conditions are described in Notes 24 and 26.

In fiscal 2024 and fiscal 2025, the Russia-Ukraine war and unrest in the Middle East did not have any material adverse effects on the liquidity of the Stabilus Group.

Financial market risks

The Group's activities expose it primarily to the financial risks of changes in foreign currency exchange rates (see below) and interest rates (see below). The Group entered into two more derivative financial instruments (interest rate swap) in fiscal 2025. The Group closely monitors its exposure to interest rate risk and foreign currency risk and regularly checks the opportunities of entering into derivative financial instruments.

Market risks

The Stabilus Group is exposed to various market risks. Market crises for Stabilus chiefly comprise changes to stock market prices, changes to the prices of goods and raw materials, and price fluctuations on energy markets. Stabilus hedges the prices of goods and raw materials through long-term supply contracts that include price adjustment clauses. The Group has not concluded any futures contracts related to energy price risks. For more information, please see the Report on risks and opportunities.

Foreign exchange risks

As a result of its subsidiaries, the Group has significant assets and liabilities outside the euro area, especially in US dollars. These assets and liabilities are denominated in local currencies. When the net asset values are converted into euro, currency fluctuations result in period-to-period changes in those net asset values. The Group's equity position reflects these changes in net asset values. The Group entered into hedging transactions for currency fluctuations in fiscal 2025.

The Group also has transactional currency exposures that arise from sales or purchases denominated in currencies other than the functional currency and loans denominated in foreign currencies. In order to mitigate the impact of currency exchange rate fluctuations for the operating business, the Group continually assesses its exposure and attempts to balance revenue and costs in a currency to reduce the currency risk.

Besides the statement of financial position, the Group's revenue and costs are also impacted by currency fluctuations.

Stabilus' main exposure to currency risk (USD) is \$20.8 million as of the end of the reporting period. An increase/decrease in the value of the US dollar compared to the euro of 10% would lead to an increase/decrease in EBIT of approximately €1.9 million.

Liquidity outflows for liabilities

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IN € THOUSANDS	Senior facilities	Promissory note loan	Other facilities	Lease liabilities	Trade accounts payable	Total
Within 1 year	9,833	99,130	5,143	11,655	149,024	274,785
After 1 year but not more than 5	305,860	383,210	86,528	23,407	–	799,005
More than 5 years	–	–	26,287	10,822	–	37,109
Total	315,693	482,341	117,958	45,884	149,024	1,110,899

Hyperinflation

The Group has entities located in Argentina and Turkey, as well as in countries where inflation has been high for several years. Given that the cumulative inflation rate in Argentina and Turkey over a three-year period has exceeded 100% and the qualitative indicators of hyperinflation are, to varying degrees, also present, we consider Argentina and Turkey to be hyperinflationary economies. Accordingly, IAS 29 has to be applied,

which requires that the financial statements of subsidiaries reporting in the currencies of hyperinflationary economies are restated by applying a suitable general price index. This requirement also applies to our subsidiaries New Clevers S.A. and Piston Amortisör Sanayi ve Ticaret Anonim Şirketi. The effects of the application of IAS 29 have no material impact on the consolidated financial statements of the Stabilus Group as the revenue of the Argentinian and Turkish companies accounts for less than 1% of the Group's total revenue. We continuously monitor the development of our activities in Argentina and Turkey.

Interest rate risks

The Group is exposed to interest rate risks that mainly relate to bonds, as the Group's financing is primarily based on Euribor-based credit agreements (for details see Financial liabilities, Note 24).

The interest rate risk is assessed and managed by central financial risk management by analyzing the cash flow sensitivity of the Group's cash flows due to floating interest loans.

Stabilus' exposure to interest rate risk includes variable-rate liabilities with a nominal amount of €661.0 million. The Stabilus Group uses interest rate swaps with a nominal volume of €304 million, which are concluded in correspondence to the maturities of the promissory note loans (maturing in March 2026 and September 2027). The fixed interest rates of the interest rate swaps are 3.484%, 2.983%, 2.074%, and 2.069%. The use of interest rate swaps hedges the Euribor interest rate risk until March 2026 or September 2027, leaving an interest rate risk of €357.0 million without interest rate swap coverage. An increase in variable interest rates (Euribor) of +1%/–1% would lead to an increase/decrease in finance costs of around €3.6 million.

35 Capital management

The Stabilus Group's capital management objectives are to ensure the Group's ability to continue as a going concern and to maintain an optimal capital structure through a balanced mix of debt and equity considering the positive effects of the debt tax shield and the additional costs of financial distress that result from increased leverage. To accomplish this objective, the Group monitors various internal factors like the development of some financial ratios over time, but also considers external factors like changes in the competitive environment or in the overall economic conditions.

The Stabilus Group is not subject to any externally imposed capital requirements.

Given its broad product range and well-balanced global presence, under normal economic conditions, the Stabilus Group generates predictable and sustainable cash flows.

For monitoring our capital structure, we utilize, among others, the ratio of "equity" to "total capital" as well as the ratio of "net debt" to "adjusted EBITDA (earnings before interest, taxes, depreciation and amortization)." The latter is also used as a covenant in the senior facilities agreement and its development is further explained in the management report. The Company does not expect a breach of this covenant.

The development of the equity ratio is set out in the table below:

Equity ratio

T_129

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Equity	635,761	677,728
Total assets	1,880,512	1,910,887
Equity ratio	33.8%	35.5%

36 Notes to the consolidated statement of cash flows

The statement of cash flows is prepared in compliance with IAS 7. The statement of cash flows of the Stabilus Group shows the development of the cash flows from operating, investing, and financing activities. Inflows and outflows from operating activities are presented in accordance with the indirect method and those from investing and financing activities by the direct method.

The cash funds reported in the statement of cash flows comprise all liquid funds, cash balances, and cash at banks reported in the statement of financial position.

Interest payments in the amount of €32,620 thousand (September 30, 2024: €29,064 thousand) are reflected in cash outflows from financial activities. Income tax payments in the amount of €23,112 thousand (September 30, 2024: €35,943 thousand) are recognized in the cash flow from operating activities.

The table below shows the details of changes in the Group's liabilities arising from financing activities, including both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows will be classified in the Group's consolidated statement of cash flows as cash flows from financing activities.

In August 2025, the revolving loan facility of €67 million was reduced while the new credit line was drawn down. The balance of €67 million was settled without cash within the banking consortium.

37 Segment reporting

The Stabilus Group is organized and managed primarily on a regional level. The three reportable operating segments of the Group are EMEA (Europe, Middle East and Africa), the Americas (North and South America), and APAC (Asia-Pacific). Based on Stabilus' guiding strategy of "in the region, for the region," we have established our locations near the Group's customers and have continuously expanded this approach in recent years. The segment reporting structure is based on management reporting. In fiscal 2025 and fiscal 2024, no single customer in a region accounted for more than 10% of total consolidated revenue. The customer structure, products, and services offered (product portfolio) are largely the same in all three regional segments.

The Group measures the performance of its operating segments through a measure of segment profit or loss (key performance indicator) which is referred to as "adjusted EBIT." Adjusted EBIT represents EBIT adjusted for exceptional non-recurring items (e.g., restructuring or one-time advisory costs) and depreciation / amortization of fair value adjustments resulting from purchase price allocation (PPA).

Reconciliation of financing activities

T_130

IN € THOUSANDS	Senior facilities	Promissory note loan	Other facilities	Lease liabilities
Balance as of September 30, 2024	357,145	399,715	20,872	43,175
Cash receipts	25,000	40,000	12,917	–
Cash payments	(37,238)	–	(19,345)	(11,524)
Changes from financing cash flows	(12,238)	40,000	(6,428)	(11,524)
Effect of changes in foreign exchange rates	93	–	(2,004)	(1,253)
Addition from business combination	–	–	–	–
Other changes	(2,322)	(470)	–	9,041
Balance as of September 30, 2025	342,678	439,245	12,440	39,439

Segment information for the fiscal years ended September 30, 2025, and September 30, 2024, is as follows:

Segment reporting

T_131

IN € THOUSANDS	EMEA		Americas		APAC	
	Fiscal year ended September 30,		Fiscal year ended September 30,		Fiscal year ended September 30,	
	2025	2024	2025	2024	2025	2024
External revenue ¹⁾	542,183	525,464	480,899	469,035	273,053	311,427
Intersegment revenue ¹⁾	41,171	42,615	23,669	29,804	12,938	9,851
Total revenue ¹⁾	583,354	568,079	504,568	498,839	285,991	321,278
Cost of sales	(441,476)	(443,028)	(368,754)	(370,457)	(210,282)	(231,249)
Depreciation and amortization (incl. impairment losses)	(48,987)	(46,839)	(30,652)	(26,676)	(16,210)	(14,416)
EBIT	32,321	37,737	20,870	27,527	35,719	52,723
Adjusted EBIT	66,107	54,804	37,937	47,705	38,559	54,636
Adjusted EBIT margin as % of external revenue	12.2 %	10.4%	7.9%	10.2%	14.1%	17.5%

IN € THOUSANDS	Segment total		Other / Consolidation		Stabilus Group	
	Fiscal year ended September 30,		Fiscal year ended September 30,		Fiscal year ended September 30,	
	2025	2024	2025	2024	2025	2024
External revenue ¹⁾	1,296,135	1,305,926	–	–	1,296,135	1,305,926
Intersegment revenue ¹⁾	77,778	82,270	(77,778)	(82,270)	–	–
Total revenue ¹⁾	1,373,913	1,388,196	(77,778)	(82,270)	1,296,135	1,305,926
Cost of sales	(1,020,512)	(1,044,734)	(76,605)	(81,099)	(943,907)	(963,635)
Depreciation and amortization (incl. impairment losses)	(95,849)	(87,931)	(4,658)	(4,658)	(100,507)	(92,589)
EBIT	88,910	117,987	(4,658)	(4,658)	84,252	113,330
Adjusted EBIT	142,603	157,145	–	–	142,603	157,145
Adjusted EBIT margin as % of external revenue	11.0%	12.0%	–	–	11.0%	12.0%

¹⁾ Revenue breakdown by location of Stabilus company (i. e., billed-from view).

The column “Other/Consolidation” includes the effects from the purchase price allocation for the April 2010 business combination.

EBIT for the EMEA operating segment in the fiscal year ended September 30, 2025, contains impairment losses of €(1,151) thousand (September 30, 2024: €(1,656) thousand) and the Americas segment includes impairment losses of €(217) thousand in the fiscal year ended September 30, 2025 (September 30, 2024: €(127) thousand). The revenue between the segments was calculated at market rates. The amounts presented in the column “Other/Consolidation” above include the elimination of transactions between the segments and certain other corporate items that are related to the Stabilus Group as a whole and are not allocated to the segments, e.g., depreciation from purchase price allocations.

The EBIT corrections mainly contain the effects of the PPAs of the past business acquisitions in the amount of €33.3 million (PY: €30.3 million). In addition, incurred expenses of €7.5 million (PY: €14.2 million) and a transformation program of €17.6 million (PY: –) were adjusted for in fiscal 2025. In the previous year, these arose mainly in connection with the acquisition of the Destaco Group. The following table sets out the reconciliation of the total segments' profit (adjusted EBIT) to profit before income tax:

Reconciliation of the total segments' profit to profit / (loss) before income tax

T_132

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Adjusted EBIT of all segments	142,603	157,145
Other / Consolidation	–	–
Group adjusted EBIT	142,603	157,145
Adjustments to EBIT	(58,351)	(43,815)
Profit from operating activities (EBIT)	84,252	113,330
Finance income	1,836	19,675
Finance costs	(45,017)	(32,650)
Profit / (loss) before income tax	41,071	100,355

The information about geographical areas is set out in the following tables:

**Geographical information:
Revenue by country (by country of residence of the Stabilus company)**

T_133

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Germany	367,128	358,239
Romania	132,244	129,970
United Kingdom	8,441	6,573
Turkey	6,123	6,714
Italy	14,492	15,330
Netherlands	1,088	1,010
France	7,539	4,300
Spain	5,128	3,327
EMEA	542,183	525,464
Mexico	183,662	217,664
United States	281,778	236,762
Brazil	11,774	11,339
Argentina	3,685	3,514
Americas	480,899	469,279
China	226,934	263,136
South Korea	32,180	36,403
Australia	3,000	3,006
Japan	5,203	4,356
New Zealand	1,575	2,178
India	2,644	1,432
Thailand	1,517	671
APAC	273,053	311,183
Turnover	1,296,135	1,305,926

**Geographical information:
non-current assets by country (by country of residence of the Stabilus company)**

T_134

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Germany	320,009	333,884
Romania	40,468	33,299
United Kingdom	7,038	8,068
Turkey	1,390	1,928
France	8,289	9,570
Italy	7,220	4,986
Spain	500	436
Goodwill	265,170	266,184
EMEA	650,084	658,354
United States	212,590	235,222
Mexico	54,492	43,025
Brazil	3,184	3,080
Argentina	332	306
Goodwill	204,027	213,327
Americas	474,625	494,961
China	85,523	90,156
South Korea	13,670	12,927
Australia	865	906
Singapore	107	174
Japan	784	979
New Zealand	513	589
India	1,044	1,586
Thailand	3,853	4,941
Goodwill	57,388	60,488
APAC	163,747	172,746
Total	1,288,456	1,326,061

The non-current assets do not include financial instruments, deferred tax assets, post-employment benefit assets, or rights arising under insurance contracts.

**Geographical information:
non-current liabilities by country
(by residence of the Stabilus company)**

T_135

IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Germany	776,074	829,530
Romania	2,701	3,797
Netherlands	0	0
United Kingdom	298	375
Turkey	0	446
France	612	568
Italy	3,307	1,950
Spain	202	263
EMEA	783,194	836,930
United States	15,610	22,716
Mexico	7,384	6,877
Brazil	0	51
Argentina	75	0
Americas	23,069	29,644
China	20,758	10,062
South Korea	283	370
Australia	8	37
Singapore	59	131
Japan	143	286
New Zealand	272	332
India	108	23
Thailand	492	474
APAC	22,123	11,715
Total	828,386	878,289

Non-current liabilities do not include deferred tax liabilities.

38 Share-based payments

The Group established share-based payment arrangements for members of the Management Board (matching stock program). The matching stock program was discontinued in prior years and no further tranches have been granted. The Performance Share Plan is the current share-based payment agreement for members of the Management Board and senior management employees. Both systems are cash-settled share-based payment.

Matching Stock Program

The variable compensation for the individual former members of the Management Board included a matching stock program. The matching stock program (MSP) provides for four annual tranches granted each year during the fiscal years from September 30, 2014, until September 30, 2017. The program "MSP A" was extended by one year to September 30, 2018. Owing to the unpredictable and extraordinary impact of COVID-19 on the share price development of Stabilus, which was beyond management's influence, the Supervisory Board decided to extend the two-year exercise period for the tranches 2016 to 2018 by two years. This measure retained the incentive effect of the MSP tranches. However, the performance targets, including number of options and exercise prices, remain unchanged. Participation in the matching stock program requires the members of the Management Board to invest in the Company's shares. The investment must generally be held for the duration of a lock-up period.

The fictitious options are subject to a lock-up period of four years and can be exercised during a subsequent two-year exercise period. The options may be exercised only if the stock price of the Company exceeds a set threshold for the relevant tranche, which the Supervisory Board will determine at the time of granting the options, and which needs to be between 10% and 50% growth over the base price, which is the share price on the grant date. If exercised, the fictitious options are transformed into a gross amount equaling the difference between the option price and the relevant stock price multiplied by the number of exercised options. The Company is planning a cash settlement. The maximum gross amounts resulting from the exercise of the fictitious options of one tranche in general is limited in amount to 50% of the base price. The reinvestment of IPO proceeds from previous equity programs is not taken into account for MSP A.

Measurement of fair values

The fair value of the share-based payments of the MSP has been measured using a binomial simulation (Black-Scholes).

The inputs used in the measurement of the fair values at the grant date and the measurement date of the MSP include market conditions and were as follows. The expected volatility is based on the historical volatility of the three-year period ending September 30, 2025.

Input parameters for fair value measurement of MSP

T_136

MEASUREMENT DATE	September 30, 2025	September 30, 2024	September 30, 2023
MSP A (2018)			
Fair value	€0.05	€0.45	€3.03
Stabilus's share price	€24.60	€36.70	€52.95
Expected annual volatility	48.0%	32.0%	26.0%
Expected annual dividend yield	2.0%	2.0%	2.0%
Expected remaining duration (exercise date)	–	–	–
Risk-free interest rate	1.96%	2.05%	2.92%
Exercise price	€74.22	€74.22	€74.22

Number of share options

T_137

	MSP A (2017)		MSP A (2018)	
	Number of options	Exercise price	Number of options	Exercise price
Outstanding as of October 1, 2022	6,474	€74.74	10,423	€74.22
Granted during the year	–	–	–	–
Forfeited during the year	5,134	–	–	–
Exercised during the year	–	–	–	–
Outstanding as of September 30, 2023	1,340	€74.74	10,423	€74.22
Exercisable as of September 30, 2023	–	–	–	–
Outstanding as of October 1, 2023	1,340	€74.74	10,423	€74.22
Granted during the year	–	–	–	–
Forfeited during the year	–	–	–	–
Exercised during the year	–	–	–	–
Outstanding as of September 30, 2024	1,340	€74.74	10,423	€74.22
Exercisable as of September 30, 2024	1,340	€74.74	10,423	€74.22
Outstanding as of October 1, 2024	1,340	€74.74	10,423	€74.22
Granted during the year	–	–	–	–
Forfeited during the year	1,340	–	–	–
Exercised during the year	–	–	–	–
Outstanding as of September 30, 2025	–	–	10,423	€74.22
Exercisable as of September 30, 2025	–	–	10,423	€74.22

Performance Share Plan

The members of the Management Board of Stabilus SE and individual senior management employees received allocations under the Performance Share Plan (PSP) in the form of virtual shares. The virtual shares of the Performance Share Plan are based on an annual target amount granted at the beginning of a three-year performance period followed by a one-year holding period as a future entitlement. To determine the target number of virtual shares granted, the annual target amount is divided by the start share price, whereby the start share price refers to the arithmetic mean of the Company's share closing price over the last 60 trading days prior to the respective performance period start date.

The performance factor that determines the final number of virtual shares is calculated at the end of the three-year performance period via the relative total shareholder return (weighted at 70%) and the adjusted EBIT margin (weighted at 30%). The payout of each tranche of the performance share plan is determined by multiplying the final number of virtual shares by the respective closing price plus the dividends paid during the term. The closing price is calculated as the arithmetic mean of the closing prices of the Company's shares recorded over the last 60 trading days before the respective end of the four-year period.

The target achievement for the relative total shareholder return (TSR) is based on a comparison with the constituents of the MDAX index. To determine the relative TSR, firstly, the absolute TSR values of Stabilus as well as each index constituent of the MDAX over the respective performance period are calculated. The absolute TSR value of each company equals the theoretical growth in value of a share holding over the performance period, assuming that (gross) dividends are directly reinvested. Secondly, the calculated absolute TSR values of Stabilus and of each index constituent are ranked by size in order to calculate the target achievement.

The target achievement for adjusted EBIT margin is based on a comparison with a strategic target. To determine the percentage of target achievement, the actual adjusted EBIT margin at the end of the respective performance period is compared with the strategic adjusted EBIT margin defined for the respective performance period.

The final number of virtual shares is determined by multiplying the overall target achievement by the target number of virtual shares granted. The final number of virtual shares is capped at 150% of the target number of

virtual shares granted. The payout of the respective tranche of the Performance Share Plan is calculated by multiplying the final number of virtual shares with the relevant end share price including any dividends paid during the performance period. The end share price refers to the arithmetic mean of the Company's share closing price during the last 60 trading days prior to the respective performance period end date. The payout amount is limited to a maximum of 250% of the target amount (payout cap). The Performance Share Plan is paid out in cash at the end of the performance period.

Performance Share Plan

T_138

MEASUREMENT DATE	September 30, 2024	September 30, 2025	September 30, 2025
Performance period	Oct 1, 2023–Sept 30, 2026	Oct 1, 2023–Sept 30, 2026	Oct 1, 2024–Sept 30, 2027
Price of the Stabilus share	€36.70	€24.60	€24.60
"Initial price" of the Stabilus share	€52.07	€52.07	€40.65
Expected annual dividend yield	2.0%	–	–
Remaining duration of granted performance shares	2.0 years	1.0 year	3.0 years
Risk-free annual interest rate (duration 2.0 years)	2.05%	1.96%	2.08%
Expected target achievement for internal target EBIT	100%	100%	100%
Cap per performance share used in the valuation	250% x €52.07	250% x €52.07	250% x €40.65

Measurement of fair values

The fair value of the share-based payments of the PSP has been measured using a binomial simulation (Black-Scholes).

The following virtual shares were issued in fiscal 2025:

Number of share options

T_139

	PSP (2023)		PSP (2024)		PSP (2025)	
	Number of share options	Fair value	Number of share options	Fair value	Number of share options	Fair value
Outstanding as of October 1, 2023	21,159	€54.41	–	–	–	–
Granted during the year	–	–	28,109	€52.07	–	–
Forfeited during the year	–	–	–	–	–	–
Exercised during the year	–	–	–	–	–	–
Outstanding as of September 30, 2024	21,159	€25.22	28,109	€29.32	–	–
Exercisable as of September 30, 2024	–	–	–	–	–	–
Outstanding as of October 1, 2024	21,159	€25.22	28,109	€29.32	–	–
Granted during the year	–	–	–	–	48,265	€40.65
Forfeited during the year	18,132	–	456	–	4,280	–
Exercised during the year	–	–	–	–	–	–
Outstanding as of September 30, 2025	3,027	–	27,653	€12.56	43,985	€12.41
Exercisable as of September 30, 2025	3,027	–	–	–	–	–

The Supervisory Board can decide the number of sustainability objectives with different weightings for each tranche. Target achievement for each sustainability objective can be between 0% and 150%. Payment is also restricted to 150% of the individual target amount and is made in cash after the four-year performance period. The Supervisory Board ensures that the sustainability objectives are relevant to the strategy and, where possible, can be quantified. The selected sustainability objectives, including their weighting, are published in the remuneration report, which provides information on the allocation of an ESG LTI tranche ([IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance)). Targets for each sustainability objective and the resulting target achievement are disclosed in the remuneration report detailing the payment.

Expenses recognized in profit or loss

An amount of €55 thousand (September 30, 2024: €177 thousand) was recognized in employee benefit expenses and an amount of €502 thousand (September 30, 2024: €698 thousand) was recognized in provisions for personnel expenses. The provisions recognized as of September 30, 2025, are €1.1 million (September 30, 2024: €1.9 million).

ESG LTI (ESG = Environmental, Social, Governance)

Remuneration for the members of Stabilus SE's Management Board was expanded to include long-term sustainability objectives. The ESG LTI is long-term variable remuneration with a particular focus on sustainability objectives. Tranches are allocated annually, each with a four-year term or performance period. The payout of the respective tranche of the ESG LTI is calculated by multiplying an individual target amount by the target achievement of relevant sustainability objectives determined according

to the strategy. The target amount is agreed with each Management Board member in the service agreement and amounts to 20% of individual basic remuneration. The sustainability objectives, including measurement methods and targets, are defined by the Supervisory Board before each tranche and are based on a catalog of environmental, social, and governance criteria. Further details can be found in the Remuneration of Management Board members section at [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance).

39 Auditor's fees

The audit firm Deloitte GmbH, Frankfurt am Main, has been appointed the Group auditor since fiscal year 2023. As the German Public Auditors responsible, Mr. Stefan Dorissen and Mr. Sven Henrich have signed the auditor's report for the consolidated financial statements for the third time. The following auditor's fees were reported in the fiscal year:

Auditor's fees

T_140

	Fiscal year ended September 30, 2025	Fiscal year ended September 30, 2024
IN € THOUSANDS (EXCLUDING VAT)		
Audit fees	1,325	1,259
Confirmation services	368	304
Tax fees	–	–
Other fees	–	30
Total	1,693	1,593

For the fiscal year ended September 30, 2025, a fee (excluding VAT) of €1,693 thousand (September 30, 2024: €1,593 thousand) was agreed with the Group auditors for the audit of the consolidated and annual financial statements of the Stabilus entities. These fees are included in the Group's administrative expenses. The fee for auditing services provided by Deloitte GmbH Wirtschaftsprüfungsgesellschaft related primarily to the audit of the consolidated financial statements and the annual financial statements together with the combined management report of Stabilus SE, the review of the half-year financial report, and various audits of the annual financial statements of its German subsidiaries. The assurance services comprised the review of the sustainability statement, the content audit of the remuneration report, agreed-upon investigative procedures on contractual obligations, and the system audit for compliance with capital market law requirements.

40 Related party disclosures

According to IAS 24, the reporting entity has to disclose specific information on transactions between the Group and other related parties. Balances and transactions between the Company and its consolidated subsidiaries, which constitute related parties within the meaning of IAS 24, have been eliminated in the course of consolidation and are therefore not commented on in this note. To our knowledge, no individual shareholder of Stabilus SE can exercise significant influence over the Company or the Group. None of the Group entities can exercise significant influence over entities not included in consolidation.

Related parties of the Stabilus Group primarily comprise members of key management personnel at the Stabilus Group and their close relatives. At the Stabilus Group, members of the Management Board and the Supervisory Board and key management personnel, as well as their close family members, are considered related parties.

The remuneration of and other transactions with key managers of the Company constitute related party transactions pursuant to IAS 24. For business transactions with related companies and persons that are members of the Management Board and members of the Supervisory Board, see Notes 38 "Share-based payments" and 41 "Remuneration of key management personnel."

41 Remuneration of key management personnel

The key management personnel are the members of the Management Board, Dr. Michael Büchsner (CEO), David Sabet (CTO), and Andreas Jaeger (CFO) since November 1, 2025, and Stefan Bauerreis (CFO) until March 1, 2025.

Stabilus is required by the European Directive to establish a remuneration policy for the Supervisory Board and the Management Board. The principles and the evaluation of the remuneration policy for the Management Board and the Supervisory Board of Stabilus SE are prepared in accordance with the Second Shareholders' Directive (ARUG II) and the recommendations of the German Corporate Governance Code (GCGC) as amended. The remuneration report is published separately from this annual report and is available on the Company's website at [IR.STABILUS.COM/DE/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/de/investor-relations/corporate-governance).

The total remuneration paid to key management personnel of the Group is calculated as the amount of remuneration paid in cash, benefits in kind, and expenses for share-based payments. Benefits in kind primarily comprise the provision of company cars and pensions.

In fiscal 2025, regional responsibilities were distributed among the Management Board members, which means the total remuneration of the Management Board (PY: Management Board and regional managers) of the Stabilus Group in the reporting period is as follows:

Remuneration

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IN € THOUSANDS	Fiscal year ended September 30,	
	2025	2024
Benefits due in the short term	1,500	2,026
Share-based payments ¹⁾	502	1,120
Termination benefits	2,268	–
Total	4,270	3,146

¹⁾ Expenses for share-based payments.

Emoluments pursuant to HGB Art. 314 No. 6a

The total remuneration for the members of the Supervisory Board, which comprised exclusively short-term payments, came to €875 thousand (September 30, 2024: €736 thousand).

The total compensation of the Management Board amounted to €4,270 thousand (September 30, 2024: €2,365 thousand), comprising share-based remuneration at fair value at the grant date in the amount of €1,007 thousand, with a number of 24,793 virtual shares (September 30, 2024: €918 thousand) and termination benefits of €2,268 thousand.

The members of the Management and Supervisory Board have a combined direct interest in Stabilus SE of around 0.1% (September 30, 2024: 0.1%) of the total issued shares.

42 Use of Section 264 (3) HGB

The following domestic subsidiaries availed themselves of the facilitation provisions of Art. 264 (3) HGB with respect to the provisions of the first Subsection (financial statements of the Company and Management Report) and the fourth Subsection (disclosure) for fiscal year 2025:

- HAHN-Gasfedern GmbH, Aichwald
- ACE Stoßdämpfer GmbH, Langenfeld
- Destaco Europe GmbH, Oberursel (Taunus)
- Stabilus Motion Controls GmbH, Langenfeld

43 Subsequent events

As of December 4, 2025, there were no events or developments that could have had a material impact on the measurement and presentation of the Group's assets and liabilities as of September 30, 2025.

Koblenz, December 4, 2025

Stabilus SE

Management Board

RESPONSIBILITY STATEMENT

We, Dr. Michael Büchsner (Chief Executive Officer), Andreas Jaeger (Chief Financial Officer), and David Sabet (Chief Technology Officer), confirm, to the best of our knowledge, that the consolidated financial statements that have been prepared in accordance with the International Financial Reporting Standards as adopted by the European Union give a true and fair view of the assets, liabilities, financial position, and profit or loss of Stabilus SE and the undertakings included in the consolidation

taken as a whole, and that the combined management report includes a fair review of the development and performance of the business and the position of Stabilus SE and the undertakings included in the consolidation taken as a whole, together with a description of the principal risks and uncertainties that they face.

Koblenz, December 4, 2025



DR. MICHAEL BÜCHSNER



ANDREAS JAEGER



DAVID SABET

Stabilus SE
The Management Board

MANAGEMENT BOARD OF STABILUS SE

The Management Board consists of three members:

Dr. Michael Büchsner (born 1975, Austrian citizen) is the Chief Executive Officer. Over the past 20 years, he has held a number of senior positions at components supplier TRW in Austria, Germany and the United States, and, following its takeover of TRW, at ZF Friedrichshafen AG. Most recently, he was global head of the Passive Safety Systems division. The main focus areas of his activities were strategy, finance, investments, and customer relations. Dr. Michael Büchsner holds a degree in chemical engineering from the Technical University of Graz, at which he later completed a doctorate, and an Executive MBA awarded by the St. Gallen Institute.

Andreas Jaeger (born 1972, Swiss citizen) is the Chief Financial Officer (CFO) and, since November 2025, a member of the Management Board of Stabilus SE. Over the past 20 years, he has worked in various responsible financial functions in industrial companies. Since 2021, he has served as a member of Group management and Chief Financial Officer of Forbo Holding Ltd, a listed company based in Baar (Switzerland) and a leading manufacturer of floor coverings, building adhesives, and belts for drive technology and lightweight conveyor technology.

David Sabet (born 1973, US citizen) is the Chief Technology Officer (CTO) and has been a member of the Management Board of Stabilus SE since October 2024. He began his career at Stabilus in 1996 as an engineer and held management positions in Application Engineering at the Stabilus Group from 2004 to 2014. From 2014, he served as the Head of the Business Unit Automotive Powerise®. In 2015, he was appointed as Chief Technology Office in the extended management group of Stabilus. He holds a Bachelor of Science degree in Mechanical Engineering from Pennsylvania State University.

SUPERVISORY BOARD OF STABILUS SE

The Supervisory Board comprises six members:

Dr. Stephan Kessel (born 1953, German citizen) has served as a member of the Supervisory Board since 2014 and as the Chairman of the Supervisory Board since 2018. From August 2018 to July 2019, he led Stabilus as interim CEO and then returned to the position of Chairman of the Supervisory Board. He was a long-time member of the Management Board and, until 2002, the CEO of Continental AG. Since then, Dr. Kessel has taken up a number of board positions at European companies, including Stabilus from 2008 onwards. In addition to his position at Stabilus, he currently serves as Chairman of the Supervisory Board of Novem Group S.A. and member of the Advisory Board of svt GmbH. In addition, he is a member of the Management Board of Hitched Holdings 1 B.V., the holding company of ACPS.

Dr. Ralf-Michael Fuchs (born 1958, German citizen) has served as a member of the Supervisory Board since 2015 and as the Deputy Chairman of the Supervisory Board since September 2022. Until 2017, he was a member of the Dürr Senior Board and Head of the Measuring and Process Systems business unit at Dürr AG. He was also Chairman of the Management Board of Carl Schenk AG and Chairman of the Supervisory Board at several Dürr companies. Prior to that, he held several senior positions, including positions at IWKA AG and AGIV AG. From 2004 to 2018, he was a member of the Management Board of Nagahama Seisakusho Ltd., Japan.

Dr. Dirk Linzmeier (born 1976, German citizen) has served as a member of the Supervisory Board since 2018. He is Chief Operating Officer (COO) and member of the Group Management Board of the OC Oerlikon Group. From 2022 until April 2025, he was CEO of TTTech Auto AG, and from 2017 to 2022, he was CEO of Osram Continental Group (joint venture). From 2006 to 2017, he held several leading positions in the development of driver assistance systems and automotive electronics at Robert Bosch GmbH. From 2014 to 2017, he served as Managing Director and Business Unit Leader Automotive Electronics and as Vice President of Corporate Start-up Management. Prior to that, he worked as a research engineer in Advanced Development at DaimlerChrysler AG.

Inka Koljonen (born 1973, Finnish citizen) has been a member of the Supervisory Board since February 2022. As a member of the Executive Board, she has been responsible for Finance, IT, and Legal Affairs at MAN Truck & Bus SE since February 2022. Previously, she was Chief Financial Officer at SAF-HOLLAND SE and, among other positions, CFO for the Catalysts business unit at Clariant AG and CFO of the Russia region for Siemens AG. She has been a member of the Supervisory Board of OC Oerlikon Corporation AG, Pfäffikon, Switzerland (member of the Board Directors, Chair of the Audit & Finance Committee), since March 2023. Inka Koljonen holds a degree in business administration from Ludwig Maximilian University in Munich.

Susanne Heckelsberger (born 1964, German citizen) has been a member of the Supervisory Board since February 2024. The independent consultant has been a member of the Supervisory Board of Villeroy & Boch AG since July 2020, of the Supervisory Board of Schaeffler AG since April 2025, and the Supervisory Board of WashTec AG since May 2025. Prior to that, she was responsible for commercial management of the entire s.Oliver Group as Chief Financial Officer. In previous positions, she worked as Chief Operating Officer for Allianz Capital Partners, in Finance on the Management Board of Zimmer AG, and as an auditor and tax consultant for several well-known audit firms.

Kai Knickmann (born 1964, German citizen) has been a member of the Supervisory Board since February 2025. The graduate engineer is a member of the management of the global KOSTAL Group, CEO of KOSTAL Automobil Elektrik GmbH & Co. KG, and member of the Management Board of KOSTAL Mobility Holding SE. From 1999 to 2019, he held leading positions at MANN+HUMMEL, most recently as President & General Manager of Original Equipment for cars, commercial vehicles, and industry. He was previously employed at Hengst Automotive SE from 1990 to 1999. He is Chairman of the Supervisory Board of Zapp AG.

INDEPENDENT AUDITOR'S REPORT

To Stabilus SE, Frankfurt am Main / Germany

Report on the Audit of the Consolidated Financial Statements and of the Combined Management Report

Audit Opinions

We have audited the consolidated financial statements of Stabilus SE, Frankfurt am Main / Germany, and its subsidiaries (the Group) which comprise the consolidated balance sheet as at 30 September 2025, the consolidated statement of profit and loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the financial year from 1 October 2024 to 30 September 2025, and the notes to the consolidated financial statements, including material accounting policy information. We have not audited the content of the remuneration report, to which reference is made in the sections "Share-based payments" and "Key management personnel compensation" of the notes to the consolidated financial statements. In addition, we have audited the combined management report for the parent and the group of Stabilus SE, Frankfurt am Main / Germany, for the financial year from 1 October 2024 to 30 September 2025. In accordance with the German legal requirements, we have not audited the content of the non-financial statement pursuant to Section 315b and Section 315c German Commercial Code (HGB)

included in section 'Sustainability statement' of the combined management report and the combined corporate governance statement pursuant to Section 289f, Section 315d HGB included in section 'Corporate governance statement' of the combined management report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying consolidated financial statements comply, in all material respects, with the IFRS® Accounting Standards issued by the International Accounting Standards Board (IASB) (hereinafter "IFRS Accounting Standards") as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB and, in compliance with these requirements, give a true and fair view of the assets, liabilities and financial position of the Group as at 30 September 2025 and of its financial performance for the financial year from 1 October 2024 to 30 September 2025; our audit opinion on the consolidated financial statements does not cover the content of the remuneration report mentioned above, and
- the accompanying combined management report as a whole provides an appropriate view of the Group's position. In all material respects, this combined management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the combined management report does not cover the content of the statements referred to above.

Pursuant to Section 322 (3) sentence 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the combined management report.

Basis for the Audit Opinions

We conducted our audit of the consolidated financial statements and of the combined management report in accordance with Section 317 HGB and the EU Audit Regulation (No. 537/2014; referred to subsequently as "EU Audit Regulation") and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW). Our responsibilities under those requirements and principles are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the consolidated financial statements and on the combined management report.

Key Audit Matters in the Audit of the Consolidated Financial Statements

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements for the financial year from 1 October 2024 to 30 September 2025. These matters were addressed in the context of our audit of the consolidated financial statements as a whole and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In the following, we present the recoverability of the accounted goodwill, which we have determined as the key audit matter in the course of our audit.

Our presentation of this key audit matter has been structured as follows:

- a) description (including reference to corresponding information in the consolidated financial statements)
- b) auditor's response

Recoverability of the accounted goodwill

- a) As of 30 September 2025, the carrying value of the goodwill as presented in the consolidated financial statements amounts to mEUR 526.6 (corresponding to 28.0% of the consolidated balance sheet total). The impairment test is conducted at the level of the operative segments, which represent the cash-generating unit or a group of cash-generating units, whereby the corresponding realisable amount is determined and compared with the corresponding carrying value. The realisable amount is determined on the basis of the fair value less costs to sell. As market values are usually not available, the realisable amount is determined based on the planning of Stabilus SE for the next five years, as prepared by the executive directors and approved by the Supervisory Board, using the discounted cash flow method.

The result of this measurement is highly dependent on the executive directors' assessment of the future cash inflows of the individual operative segments as well as the discount rate applied in each case and is therefore subject to considerable uncertainty. Against this background and due to the underlying complexity of the valuation model, this matter was of particular importance in the context of our audit.

The Company's disclosures on goodwill are included in notes 3 ("Accounting policies") and 15 ("Goodwill") to the consolidated financial statements.

- b) As part of our audit, we reviewed, among other things, methodology used to perform the impairment test, the planning process of Stabilus SE and the determination of the weighted average cost of capital. In doing so, we took into account the Group's adherence to planning in the past.

As part of our audit, we integrated internal valuation experts into our audit team and, with their support, verified that the valuation model and the key parameters underlying the calculations were appropriate. We have reconciled the expected future cash inflows with the planning for which the executive directors are responsible and which has been approved by the Supervisory Board, and have carried out plausibility checks of the key assumptions made and parameters applied with general and sector-specific market expectations. As a significant portion of the fair value has been determined based on projected cash flows for the period following the five-year budget (period of perpetuity), we also examined in particular the sustained growth rate applied for the period of perpetuity based on industry-specific market expectations. We also reviewed the region-specific discount rates (weighted average cost of capital – WACC) applied in the impairment test by performing our own control and comparative calculations and verified their plausibility using market data.

In addition, we performed sensitivity analyses both with regard to the growth expectations of the future cash inflows of the operative segments and the discount rate applied and assessed whether the methods applied, the assumptions made, the data used and the parameters adopted by the executive directors were acceptable.

Finally, we verified that the disclosures in the notes to the consolidated financial statements on the recoverability of goodwill were complete and in accordance with the requirements of IAS 36.

Other Information

The executive directors and/or the Supervisory Board are responsible for the other information. The other information comprises

- the report of the Supervisory Board,
- the remuneration report pursuant to Section 162 German Stock Corporation Act (AktG),
- the non-financial statement,
- the combined corporate governance statement,
- the executive directors' confirmations pursuant to Section 297 (2) sentence 4, Section 264 (2) sentence 3, Section 315 (1) sentence 5, Section 289 (1) sentence 5 HGB regarding the consolidated financial statements and annual financial statements, respectively, and the combined management report, and
- all other parts of the annual report,
- but not the consolidated financial statements, not the audited content of the disclosures in the combined management report and not our auditor's report thereon.

The Supervisory Board is responsible for the report of the Supervisory Board. The executive directors and the Supervisory Board are responsible for the statement according to Section 161 AktG concerning the German Corporate Governance Code, which is part of the combined corporate governance statement, and for the remuneration report. Otherwise the executive directors are responsible for the other information.

Our audit opinions on the consolidated financial statements and on the combined management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information identified above and, in doing so, to consider whether the other information

- is materially inconsistent with the consolidated financial statements, with the audited content of the disclosures in the combined management report or our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Financial Statements and the Combined Management Report

The executive directors are responsible for the preparation of the consolidated financial statements that comply, in all material respects, with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB, and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities,

financial position and financial performance of the Group. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e. fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, the executive directors are responsible for assessing the Group's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, the executive directors are responsible for the preparation of the combined management report that as a whole provides an appropriate view of the Group's position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a combined management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the combined management report.

The Supervisory Board is responsible for overseeing the Group's financial reporting process for the preparation of the consolidated financial statements and of the combined management report.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the combined management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the consolidated financial statements and on the combined management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Section 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this combined management report.

We exercise professional judgement and maintain professional scepticism throughout the assurance work. We also

- identify and assess the risks of material misstatement of the consolidated financial statements and of the combined management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures relevant to the audit of the combined management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of internal control or these arrangements and measures of the Group.
- evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.
- conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in

the auditor's report to the related disclosures in the consolidated financial statements and in the combined management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.

- evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with IFRS Accounting Standards as adopted by the EU and with the additional requirements of German commercial law pursuant to Section 315e (1) HGB.
- plan and perform the audit of the consolidated financial statements in order to obtain sufficient appropriate audit evidence regarding the financial information of the entities or of the business activities within the Group, which serves as a basis for forming audit opinions on the consolidated financial statements and on the combined management report. We are responsible for the direction, supervision and review of the audit procedures performed for the purposes of the group audit. We remain solely responsible for our audit opinions.
- evaluate the consistency of the combined management report with the consolidated financial statements, its conformity with German law, and the view of the Group's position it provides.

- perform audit procedures on the prospective information presented by the executive directors in the combined management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, the actions taken or safeguards applied to eliminate independence threats.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements for the current period and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes public disclosure about the matter.

Other Legal and Regulatory Requirements

Report on the Assurance Work on the Electronic Reproductions of the Consolidated Financial Statements and of the Combined Management Report Prepared for Publication Pursuant to Section 317 (3a) HGB

Assurance Opinion

We have performed assurance work in accordance with Section 317 (3a) HGB to obtain reasonable assurance whether the electronic reproductions of the consolidated financial statements and of the combined management report (hereinafter referred to as "ESEF documents") prepared for publication, contained in the file, which has the SHA-256 value 10b2fa85637673c4c9dd71c0ea3129700ac846b4b1f87417ceb-dd50f6bc147fc, meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB ("ESEF format"). In accordance with the German legal requirements, this assurance work only covers the conversion of the information contained in the consolidated financial statements and the combined management report into the ESEF format, and therefore covers neither the information contained in these electronic reproductions nor any other information contained in the file identified above.

In our opinion, the electronic reproductions of the consolidated financial statements and of the combined management report prepared for publication contained in the file identified above meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB. Beyond this assurance opinion and our audit opinions on the accompanying consolidated financial statements and on the accompanying combined management report for the financial year from 1 October 2024 to 30 September 2025 contained in the "Report on the Audit of the Consolidated Financial Statements and of the Combined Management Report" above, we do not express any assurance opinion on the information contained within these electronic reproductions or on any other information contained in the file identified above.

Basis for the Assurance Opinion

We conducted our assurance work on the electronic reproductions of the consolidated financial statements and of the combined management report contained in the file identified above in accordance with Section 317 (3a) HGB and on the basis of the IDW Assurance Standard: Assurance Work on the Electronic Reproductions of Financial Statements and Management Reports Prepared for Publication Purposes Pursuant to Section 317 (3a) HGB (IDW AsS 410 (06.2022)). Our responsibilities in this context are further described in the "Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm has applied the requirements of the IDW Quality Management Standards.

Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the Company are responsible for the preparation of the ESEF documents based on the electronic files of the consolidated financial statements and of the combined management report according to Section 328 (1) sentence 4 no. 1 HGB and for the tagging of the consolidated financial statements according to Section 328 (1) sentence 4 no. 2 HGB.

In addition, the executive directors of the Company are responsible for such internal control that they have considered necessary to enable the preparation of ESEF documents that are free from material intentional or unintentional non-compliance with the requirements for the electronic reporting format pursuant to Section 328 (1) HGB.

The Supervisory Board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

Group Auditor's Responsibilities for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB. We exercise professional judgement and maintain professional scepticism throughout the assurance work. We also

- identify and assess the risks of material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.
- obtain an understanding of internal control relevant to the assurance work on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.
- evaluate the technical validity of the ESEF documents, i.e. whether the file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815, in the version in force at the balance sheet date, on the technical specification for this electronic file.
- evaluate whether the ESEF documents enable an XHTML reproduction with content equivalent to the audited consolidated financial statements and to the audited combined management report.
- evaluate whether the tagging of the ESEF documents with Inline XBRL technology (iXBRL) in accordance with the requirements of Articles 4 and 6 of the Delegated Regulation (EU) 2019/815, in the version in force at the reporting date, enables an appropriate and complete machine-readable XBRL copy of the XHTML reproduction.

Further information pursuant to Article 10 of the EU Audit Regulation

We were elected as group auditor by the general meeting on 5 February 2025. We were engaged by the Supervisory Board on 29 May 2025. We have been the group auditor of Stabilus SE, Frankfurt am Main / Germany, without interruption since the financial year 2022/2023.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

Other Matter – Use of the Auditor's Report

Our auditor's report must always be read together with the audited consolidated financial statements and the audited combined management report as well as with the assured ESEF documents. The consolidated financial statements and the combined management report converted into the ESEF format – including the versions to be submitted for inclusion in the Company Register – are merely electronic reproductions of the audited consolidated financial statements and the audited combined management report and do not take their place. In particular, the ESEF report and our assurance opinion contained therein are to be used solely together with the assured ESEF documents made available in electronic form.

German public auditor responsible for the engagement

The German Public Auditor responsible for the engagement is Stefan Dorissen.

Frankfurt am Main / Germany, December 4, 2025

Deloitte GmbH
Wirtschaftsprüfungsgesellschaft

STEFAN DORISSEN
German Public Auditor

SVEN HENRICH
German Public Auditor

ANNUAL FINANCIAL STATEMENTS

for fiscal 2025

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STATEMENT OF FINANCIAL POSITION

Statement of financial position as of September 30, 2025

Assets

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IN € THOUSANDS		Sept 30, 2025	Sept 30, 2024
A.	Fixed assets		
I.	Intangible assets		
1.	Purchased concessions, industrial and similar rights and assets and licenses in such rights and assets	75	86
II.	Property, plant and equipment		
1.	Other equipment, operating and office equipment	26	43
III.	Financial assets		
1.	Shares in affiliated companies	772,718	775,218
2.	Loans to affiliated companies	554,218	571,009
		1,327,037	1,346,356
B.	Current assets		
I.	Receivables and other assets		
1.	Receivables from affiliated companies	13,740	26,890
2.	Other assets	110	0
		15,568	26,890
II.	Bank balances	30	42
		15,698	26,932
C.	Prepaid expenses	109	107
		1,341,025	1,373,395

Equity and liabilities

T_142

IN € THOUSANDS		Sept 30, 2025	Sept 30, 2024
A.	Equity		
I.	Issued capital	24,700	24,700
II.	Capital reserves	395,348	395,348
III.	Retained earnings		
1.	Legal reserve	1,597	1,597
2.	Other revenue reserves	4,835	4,835
		213,037	256,192
IV.	Retained profits	(12,886)	(14,750)
V.	Annual result	626,632	667,923
B.	Provisions		
1.	Tax provisions	4,148	489
2.	Other provisions	3,782	7,519
		7,930	8,008
C.	Liabilities		
1.	Liabilities to financial institutions	538,048	500,000
2.	Trade accounts payable	1,410	1,466
3.	Liabilities to affiliated companies	167,006	195,099
4.	Other liabilities	0	900
		706,464	697,464
		1,341,025	1,373,395

INCOME STATEMENT

Income statement for the fiscal year from October 1, 2024, to September 30, 2025

Income statement

T_143

		Fiscal year ended September 30,	
		2025	2024
IN € THOUSANDS			
1.	Other operating income	16,834	22,138
		16,834	22,138
2.	Personnel expenses		
	a) Wages and salaries	(4,827)	(3,784)
	b) Social security, post-employment and other employee benefit costs	0	0
		(4,827)	(3,784)
3.	Depreciation and amortization		
	a) Amortization of intangible fixed assets	(53)	(47)
4.	Other operating expenses	(32,794)	(39,865)
		(32,847)	(39,912)
5.	Interest and similar expenses	(26,213)	(17,692)
	of which to affiliated companies €4,093 thousand (PY: €4,537 thousand)		
6.	Income from loans of financial assets	33,922	16,953
	of which from affiliated companies €33,922 thousand (PY: €16,953 thousand)		
7.	Other interest and similar income	650	102
8.	Impairment of financial assets	(2,500)	0
9.	Income from profit transfer agreements	7,197	8,279
		13,056	7,642
10.	Income taxes	(5,101)	(834)
		(5,101)	(834)
11.	Profit / (loss) before income tax	(12,886)	(14,750)
12.	Annual result	(12,886)	(14,750)

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

of Stabilus SE, Frankfurt am Main, for the fiscal year from October 1, 2024, to September 30, 2025

1 General information

Stabilus SE, Frankfurt am Main, is a European stock corporation (Societas Europaea – SE). The Company is registered in the commercial register of the Frankfurt am Main Local Court under HRB 128539, and the registered office of the Company is in Frankfurt am Main with the business address Wallersheimer Weg 100, 56070 Koblenz, Germany. The Company was originally founded as Servus HoldCo S.à r.l., Luxembourg, on February 26, 2010. The shares of Stabilus SE, Frankfurt am Main, (hereinafter referred to as “Stabilus SE”), were listed in the SDAX of the Frankfurt Stock Exchange on the reporting period with ISIN DE000STAB1L8. The ticker symbol is “STM.”

The object of the Company is to manage a group of companies based within and outside of Germany specializing in particular in the development, production, and distribution of gas springs, dampers, electromechanical damper opening systems, vibration isolation products, and industrial components in the field of motion control and also to provide related consulting and other services. With the acquisition of the Destaco Group, the product portfolio has expanded in the field of industrial automation. Destaco’s product range includes pneumatic and electronic grippers, clamps, and end-of-arm tools for robotics, as well as

indexers and conveyors. The Company is entitled to undertake all acts and measures that are related to the object of the Company or appear suitable to directly and indirectly serve the purpose of the Company. For this purpose, it may also set up branches in Germany and abroad, establish or acquire other companies or take equity interests in them.

The annual financial statements of Stabilus SE are prepared in line with German accepted accounting principles in accordance with the provisions of the Handelsgesetzbuch (HGB – German Commercial Code) on accounting for large corporations and the supplementary provisions of the Aktiengesetz (AktG – German Stock Corporation Act) under the going concern assumption. In accordance with Regulation (EC) No. 1606/2002, Stabilus SE prepares IFRS consolidated financial statements in accordance with section 315e HGB, which includes the parent company and all its subsidiaries (largest and smallest basis of consolidation). In accordance with section 315 (5) HGB in conjunction with section 298 (2) HGB, the management report of Stabilus SE was combined with the Group management report of Stabilus SE. All Stabilus SE documents that are subject to disclosure are submitted to the operator of the Company Register and also made available on the Company’s website at [IR.STABILUS.COM](https://ir.stabilus.com).

For classifying the income statement, the nature of expense method in accordance with section 275 (2) HGB was selected. The fiscal year of Stabilus SE begins on October 1 and ends on September 30 of the following year. The prior-year period covers the period from October 1, 2023, through September 30, 2024. The reporting currency for the Stabilus SE annual financial statements is the euro (€). Unless indicated otherwise, all amounts are shown in thousands of euro (€ thousands). For arithmetical reasons, the information presented in the notes to the annual financial statements may contain rounding differences of +/– one unit (€ thousand, %, etc.).

We would like to point out that all links to the Company’s website and the information to which the links refer have not been subject to the audit by the auditor.

2 Accounting policies

2.1. Presentation of the material accounting policies

Intangible assets and **tangible assets** are recognized at cost less scheduled amortization. Scheduled amortization is recognized on a straight-line basis over a useful life between three and five years. Intangible assets at Stabilus SE are amortized over three years, and property, plant, and equipment are assumed to have an estimated useful life of three to five years.

Low-value fixed assets up to a value of €1,000 are expensed directly in the fiscal year of acquisition. Low-value assets valued at over €250 and up to €1,000 are written down immediately in the year of acquisition.

To the extent required under commercial law, **unscheduled write-downs** are recognized for property, plant and equipment as well as for intangible assets. Reversals are recognized if the reasons for unscheduled write-downs recognized in previous years no longer apply.

Financial assets (which include shares in affiliated companies and loans to affiliated companies) are recognized at cost or the lower fair value. Cost comprises not only the acquisition price, but also incidental acquisition costs and subsequent acquisition costs. The fair values of shares in affiliated companies are calculated using the discounted cash flow method. Impairment to a lower value is recognized only if the impairment is expected to be permanent. Impairment is expected to be permanent if the fair value determined on the basis of company planning (discounted cash flow method) as of the reporting date is below the carrying amount of the shares in affiliated companies. Reversals are recognized to the extent the reasons for previous unscheduled write-downs no longer exist.

Receivables and other assets are recognized at nominal values or the lower fair value and – if non-interest bearing – are discounted to the reporting date where they have a remaining duration of over a year. Account is taken of all discernible individual risks.

Cash balances and **bank balances** are recognized at nominal value.

Prepaid expenses comprise expenses before the reporting date to the extent these relate to expenses for a certain subsequent period.

Deferred taxes are determined for timing differences between the carrying amounts of assets, liabilities, and prepaid expenses in accordance with trade law and tax law, as well as for income from losses and interest. The differences between the trade balance and the tax balance of the management subsidiaries are also taken into account. The deferred tax liabilities are offset against the deferred tax assets. The excess assets are not recognized in the statement of financial position.

The Stabilus Group falls within the scope of the regulations on global minimum taxation (Pillar 2). The regulations on global minimum taxation entered into force in Germany in the form of the Minimum Tax Act (MinStG) with effect from December 28, 2023. The MinStG applies for the first time to fiscal years beginning after December 30, 2023. Under the MinStG, a supplementary tax is payable for each jurisdiction whose effective tax rate is below 15%. Determining the effective tax rate under the MinStG is very complex and involves a number of specific adjustments. As the MinStG was not yet applicable to the German Group companies in fiscal 2024, no tax liability arose from the MinStG.

As the parent company of the minimum tax group within the meaning of section 3 MinStG, Stabilus SE has borne any resulting additional tax burden for all business units located in Germany, plus the tax burden arising from foreign minimum tax laws for jurisdictions in which no national supplementary tax is levied since fiscal 2025.

Based on calculations made using data from fiscal 2025, only one jurisdiction (South Korea) is not expected to apply the CbCR Safe Harbor Rule (country-by-country reporting). However, based on a preliminary assessment, Stabilus SE does not expect any significant additional taxes to arise. The expected minimum tax of €348 thousand was recognized at the level of the parent company, Stabilus SE. Due to the complexity of the rules, it cannot be ruled out that the actual quantitative effects of the enacted MinStG on current taxes and tax payments for those jurisdictions that do not comply with the safe harbor rule in the future will deviate from current expectations.

The Stabilus Group applies the exception pursuant to section 274 (3) HGB, according to which no deferred tax assets and liabilities are recognized in connection with the income taxes of the MinStG regulations.

Subscribed capital is recognized at nominal value. **Equity** is recognized and presented in accordance with section 272 HGB.

In accounting for **share-based remuneration commitments**, a differentiation is made between cash-settled and equity-settled transactions. The latter are irrelevant for Stabilus SE as there are currently no rights with possible equity settlement. For both instruments, the fair value is determined as of the grant date. It is then distributed as remuneration expense over the period within which the employees have an unrestricted claim to the instruments. At each reporting date, cash-settled commitments are reassessed at fair value until the commitment is settled. To the extent Stabilus SE has an option to fulfill the commitments either on the basis of cash settlement or by providing equity instruments (shares), Stabilus SE recognizes the commitment as an equity-settled transaction if there is no current obligation to cash settlement. The fair values are determined using a suitable option price model. Accounting in accordance with HGB is thus largely similar to accounting in accordance with IFRS 2 Share-based Payment.

Provisions cover all identifiable risks and uncertain obligations and are recognized at the necessary settlement amount according to prudent business judgment. Account is taken of future price and cost increases at the time the obligation is fulfilled. In accordance with section 253 (2) sentence 1 HGB, material provisions with a remaining term exceeding one year are discounted according to the average market interest rate of the past seven fiscal years published by Deutsche Bundesbank in line with the individual remaining term.

Liabilities are recognized at their settlement amounts on the reporting date.

Foreign currency assets and liabilities with a term of less than one year are translated at the middle spot rate as of the reporting date. Foreign currency receivables and liabilities with a remaining term exceeding one year are recognized at the middle spot rate, providing that the original exchange rates were not lower (in the case of asset items) or higher (in the case of liability items). Gains and losses resulting from the translation of foreign currency transactions in the reporting currency (€) are taken to profit or loss and recognized in the income statement separately under “Other operating income” or “Other operating expenses.”

When preparing the annual financial statements, the management has to make **estimates** and **assumptions** that impact the recognition and measurement of assets and liabilities as of the reporting date as well as the expenses and revenue for the reporting period and the disclosure of risks and uncertainties. Accordingly, actual results can deviate from these estimates. In particular, fiscal year 2025 at Stabilus SE was once again shaped by geopolitical uncertainties resulting from the Russia-Ukraine war and from the Israel conflict. High rates of inflation and rising staff costs in relation to this also resulted in major cost increases.

3 Notes on the statement of financial position

3.1. Fixed assets

As of the reporting date, Stabilus SE has holdings in the following companies in accordance with section 271 (1) HGB:

List of shareholdings

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Number	Company	Registered office		Holding in %		Equity in € thousand ²⁾	Annual result in € thousand ²⁾
		Town / city	Country	Direct holding	Indirect holding ¹⁾	Fiscal 2025	Fiscal 2025
1	Stable II GmbH	Frankfurt am Main	Germany	100.00		301,577	(20)
2	Stable Beteiligungs GmbH	Koblenz	Germany		100.00	373,197	35,864
3	Stabilus UK Ltd.	Charwelton	United Kingdom		100.00	1,333	65
4	Stabilus Japan Corp.	Yokohama	Japan		100.00	1,741	214
5	New Clevers S.A.	Buenos Aires	Argentina		80.00	1,346	441
6	Piston Amortisör Sanayi ve Ticaret Anonim Şirketi	Bursa	Turkey		53.00	3,993	675
7	Stabilus (Zhejiang) Ltd.	Pinghu	China		100.00	73,633	16,589
8	Stabilus GmbH	Koblenz	Germany		100.00	227,335	19,976
9	Stabilus Romania S.R.L.	Braşov	Romania		100.00	121,206	8,911
10	Stabilus Ltda.	Itajubá	Brazil		99.99	8,173	584
11	Stabilus Co. Ltd.	Busan	South Korea		100.00	19,324	2,962
12	Stabilus S. A. de C.V.	Ramos Arizpe	Mexico		100.00	117,658	2,020
13	Stabilus Limited	Auckland	New Zealand		80.00	911	6
14	Stabilus France S.à r.l.	Poissy	France		100.00	313	26
15	Stabilus (Jiangsu) Ltd.	Wujin	China		100.00	76,131	9,481
16	Stabilus PTE Ltd.	Singapore	Singapore		100.00	203	37
17	Stabilus Mechatronics Service Ltd.	Shanghai	China		100.00	10,085	(1,206)
18	Destaco (Shanghai) Automation Engineering Co., Ltd.	Shanghai	China		100.00	5,908	537
19	Destaco Suzhou Ltd.	Suzhou	China		100.00	(359)	(284)
20	Stable HoldCo Australia Pty. Ltd.	Dingley	Australia	100.00		9,496	(34)
21	Stabilus Pty. Ltd.	Dingley	Australia		100.00	1,987	451
22	Stabilus US Holding Corporation	Wilmington	United States	100.00		162,165	(30,726)
23	Stabilus Inc.	Gastonia	United States		100.00	(12,464)	(1,150)

List of shareholdings (continued)

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Number	Company	Registered office		Holding in %		Equity in € thousand ²⁾	Annual result in € thousand ²⁾
		Town / city	Country	Direct holding	Indirect holding ¹⁾	Fiscal 2025	Fiscal 2025
24	Fabreeka Group Holdings, Inc.	Stoughton	United States		100.00	0	0
25	ACE Controls Inc.	Farmington Hills	United States		100.00	26,476	5,752
26	ACE Controls International Inc.	Farmington Hills	United States		100.00	2,538	867
27	Destaco US Inc.	Wilmington	United States		100.00	50,391	8,084
28	Industrial Motion Control Ltd.	Auburn Hills	United States		100.00	33,412	8,188
29	Fabreeka International Holdings Inc.	Stoughton	United States		100.00	14,497	4,950
30	Fabreeka International Inc.	Stoughton	United States		100.00	75	0
31	Tech Products Corporation	Miamisburg	United States		100.00	7,528	1,584
32	Fabreeka GmbH Deutschland	Büttelborn	Germany		100.00	3,859	676
33	Stabilus Motion Controls GmbH	Langenfeld	Germany	100.00		105,924	6,469
34	General Aerospace GmbH	Eschbach	Germany		95.00	7,052	1,175
35	General Aerospace Inc.	Lynnwood	United States		95.00	37	25
36	ACE Stoßdämpfer GmbH ³⁾	Langenfeld	Germany	5.10	94.90	15,553	1,471
37	HAHN-Gasfedern GmbH ³⁾	Aichwald	Germany		100.00	12,815	(152)
38	YAKIDO B.V.	Zwijndrecht	Netherlands		50.00	557	649
39	Cultraro Automazione Engineering S.r.l.	Rivoli	Italy		60.00	11,083	1,887
40	Firs Stampi S.r.l.	Rivoli	Italy		51.00	1,201	63
41	Cultraro Shanghai Company Ltd.	Shanghai	China		100.00	702	56
42	Cultraro Autocomp Solutions Private Ltd.	New Delhi	India		51.00	870	79
43	Cultraro Dampers India Private Ltd.	Palwal	India		99.00	10	0
44	Destaco (Asia) Co. Ltd.	Bangkok	Thailand		100.00	3,340	204
45	Stabilus India Private Ltd.	Pune	India		100.00	750	(305)
46	Destaco Europe GmbH	Oberursel (Taunus)	Germany		100.00	7,744	1.920
47	Destaco U.K. Ltd.	Wolverhampton	United Kingdom		100.00	997	85
48	Destaco France S.A.S	Sainte-Florine	France		100.00	4,752	(593)
49	Synapticon GmbH ^{4), 5)}	Schönaich	Germany		9.4499	3,564	(5,471)

¹⁾ The indirect holdings via Stabilus SE subsidiaries are shown with the respective stake of the respective parent company.

²⁾ The figures shown are based on unconsolidated IFRS figures. When converting into euro, the spot price on the reporting date is used for equity, the annual average price for the result.

³⁾ A profit and loss transfer agreement exists and the annual result is given before profit transfer.

⁴⁾ Investment.

⁵⁾ Based on the 2023 annual financial statements.

Development of fixed assets

of Stabilus SE; fiscal year from October 1, 2024, to September 30, 2025

Development of fixed assets

T_145

		Acquisition / production cost				Cumulative depreciation and amortization					Carrying amounts			
IN € THOUSANDS		As of Oct 1, 2024	Additions	Reclassifications	Disposals	As of Sept 30, 2025	As of Oct 1, 2024	Additions	Reversals	Disposals	Foreign currency measurement	As of Sept 30, 2025	As of Sept 30, 2025	As of Sept 30, 2024
I.	Intangible assets													
1.	Purchased concessions, industrial and similar rights and assets and licenses in such rights and assets	132	15	0	0	147	46	25	0	0	0	72	75	86
		132	15	0	0	147	46	25	0	0	0	72	75	86
II.	Property, plant and equipment													
1.	Other equipment, operating and office equipment	137	10	0	0	147	95	27	0	0	0	122	26	43
		137	10	0	0	147	95	27	0	0	0	122	26	43
III.	Financial assets													
1.	Shares in affiliated companies	775,218	0	0	0	775,218	0	2,500	0	0	0	2,500	772,718	775,218
2.	Loans to affiliated companies	571,009	0	0	0	571,009	0	0	0	0	16,791	16,791	554,218	571,009
		1,346,227	0	0	0	1,346,227	0	2,500	0	0	16,791	19,291	1,326,936	1,346,227
		1,346,497	25	0	0	1,346,521	141	2,553	0	0	16,791	19,484	1,327,037	1,346,356

Development of fixed assets

T_146

		Acquisition / production cost					Cumulative depreciation and amortization					Carrying amounts		
		As of Oct 1, 2023	Additions	Reclassi- fications	Disposals	As of Sept 30, 2024	As of Oct 1, 2023	Additions	Reversals	Disposals	Foreign currency measure- ment	As of Sept 30, 2024	As of Sept 30, 2024	As of Sept 30, 2023
IN € THOUSANDS														
I.	Intangible assets													
1.	Purchased concessions, industrial and similar rights and assets, and licenses in such rights and assets	57	75	0	0	132	32	14	0	0	0	46	86	24
		57	75	0	0	132	32	14	0	0	0	46	86	24
II.	Property, plant and equipment													
1.	Other equipment, operating and office equipment	124	13	0	0	137	62	33	0	0	0	95	43	62
		124	13	0	0	137	62	33	0	0	0	95	43	62
III.	Financial assets													
1.	Shares in affiliated companies	775,218	0	0	0	775,218	0	0	0	0	0	0	775,218	775,218
2.	Loans to affiliated companies	0	571,009	0	0	571,009	0	0	0	0	0	0	571,009	0
		775,218	571,009	0	0	1,346,227	0	0	0	0	0	0	1,346,227	775,218
		775,399	571,097	0	0	1,346,497	94	47	0	0	0	141	1,346,356	775,305

One Group entity (Cultraro Dampers India Private Ltd.) was founded in fiscal 2025. Beyond this, there were no further material changes to the corporate structure compared with the consolidated financial statements for fiscal 2024.

The loans to affiliated companies comprise a loan of €207.3 million to Stabilus Motion Controls GmbH, Langenfeld, Germany, and a loan of €360.0 million to Stabilus US Holding Corporation, Wilmington, USA (originated in USD), as well as a loan of €3.7 million to ACE Stoßdämpfer GmbH, Langenfeld, Germany. The loans granted are solely connected with the acquisition of the Destaco Group.

On June 20, 2024, a **profit and loss transfer agreement** was concluded between Stabilus SE as the parent company and Stabilus Motion Controls GmbH as the controlled subsidiary company. This agreement is effective for the fiscal year of the controlled subsidiary companies for the first time and therefore retrospectively from October 1, 2023. The agreement is concluded for an indefinite period. It may be duly terminated by giving three months' notice at the end of a fiscal year of the controlled subsidiary company, but not earlier than at the end of five years' notice (i.e., a minimum term of 60 months) from the beginning of the fiscal year to which the agreement first applies.

There were no further changes against the annual financial statements for fiscal year 2024.

The impairment test for fiscal 2025 revealed that the subsidiary Stable HoldCo Australia Pty. Ltd. had to be impaired by €2,500 thousand. In addition, the impairment test for fiscal 2025 confirmed that no further carrying amounts of the financial assets held by Stabilus SE required impairment.

3.2 Current assets

Receivables from affiliated companies amounting to €8,981 thousand (September 30, 2024: €10,310 thousand) arose from receivables for the provision of administrative services to affiliated companies and receivables from cash pooling. In addition, receivables from affiliated companies in the amount of €4,759 thousand (September 30, 2024: €16,580 thousand) from interest claims resulting from loans to Stabilus Motion Controls GmbH, Langenfeld, Germany, in the amount of €207.3 million, a loan to Stabilus US Holding Corporation, Wilmington, USA, in the amount of €343.2 million (originated in USD), and a loan to ACE Stoßdämpfer GmbH, Langenfeld, Germany, in the amount of €3.7 million. The loans granted are solely connected with the acquisition of the Destaco Group. There were no receivables with a remaining duration exceeding one year, neither as of September 30, 2025, nor as of September 30, 2024.

In fiscal 2025, other assets comprised tax receivables of €110 thousand; there were no other assets in the previous year.

For the purpose of centralized liquidity management, a cash concentration agreement was concluded with Stable Beteiligungs GmbH, Koblenz, Germany, as the cash pool leader and Stabilus Motion Controls GmbH, Langenfeld, Germany, which results in a daily transfer of bank balances to Stable Beteiligungs GmbH, Koblenz, Germany.

3.3. Prepaid expenses

The prepaid expenses relate primarily to advance payments for insurance contracts and other advance payments amounting to €109 thousand (September 30, 2024: €107 thousand).

3.4. Equity

There were the following changes in equity in fiscal years 2025 and 2024:

Equity

T_147

IN € THOUSANDS	Oct 1, 2024	Annual result	Distribution / dividends	Allocation to reserves	Withdrawals from reserves	Sept 30, 2025
Issued capital	24,700	–	–	–	–	24,700
Capital reserves	395,348	–	–	–	–	395,348
Legal reserve	1,597	–	–	–	–	1,597
Other revenue reserves	4,835	–	–	–	–	4,835
Unappropriated surplus	241,442	(12,886)	(28,405)	–	–	200,151
Total	667,923	(12,886)	(28,405)	–	–	626,632

IN € THOUSANDS	Oct 1, 2023	Annual result	Distribution / dividends	Allocation to reserves	Withdrawals from reserves	Sept 30, 2024
Issued capital	24,700	–	–	–	–	24,700
Capital reserves	395,348	–	–	–	–	395,348
Legal reserve	1,597	–	–	–	–	1,597
Other revenue reserves	4,835	–	–	–	–	4,835
Unappropriated surplus	299,417	(14,750)	(43,225)	–	–	241,442
Total	725,898	(14,750)	(43,225)	–	–	667,923

The share capital as of September 30, 2025 amounted to €24,700 thousand (September 30, 2024: €24,700 thousand), divided into 24.7 million bearer shares, each with a notional value of €1.00. Each such share is eligible for dividends, and grants one vote at the general meeting. All Stabilus SE shares are fully paid in.

Pursuant to article 5 para. 3 of the articles of association, the Management Board is authorized, subject to Supervisory Board approval, to increase the Company's share capital in the period until August 10, 2027, either at once or in installments, by up to €2,470,000.00 by issuing new shares of stock against cash and / or non-cash contributions (Authorized Capital 2022).

By way of resolution of the Annual General Meeting on February 15, 2023, the authorized capital (Authorized Capital 2023/1) of the Company was to be increased by €4,940 thousand until February 14, 2028, and currently amounts to €7,410 thousand. Stabilus SE can therefore still issue 7.4 million shares (each with a nominal value of €1.00), which corresponds to 30% of the shares issued to date.

In addition, at the Annual General Meeting on February 15, 2023, Stabilus SE was authorized until February 14, 2028, to acquire and use treasury shares in line with the provisions of the German Stock Corporation Act. The treasury shares must not exceed 10% of the share capital of the Company at any time.

The Company did not acquire any treasury shares in fiscal year 2025 or in the whole of fiscal year 2024.

The Annual General Meeting on February 5, 2025, agreed a dividend of €1.15 per share. The total distribution was €28,405 thousand.

In fiscal year 2025, the unappropriated surplus developed as follows:

Reconciliation of unappropriated surplus

T_148

IN € THOUSANDS	Sept 30, 2025	Sept 30, 2024
Unappropriated surplus as of September 30	241,442	299,417
Dividend payments	(28,405)	(43,225)
Annual result	(12,886)	(14,750)
Total	200,151	241,442

3.5. Provisions

The provisions mainly consist of outstanding invoices in the amount of €1,778 thousand (September 30, 2024: €4,935 thousand), bonus provisions of €1,318 thousand (September 30, 2024: €1,534 thousand), and provisions for the audit and preparation of the Group and financial statement in the amount of €638 thousand (September 30, 2024: €1,003 thousand).

The development of other provisions is set out in the table below:

Due to the profit and loss transfer agreement concluded in the 2024 fiscal year with the subsidiary Stabilus Motion Controls GmbH, Langenfeld, the income and income taxes are payable to Stabilus SE and thus have been recognized in the tax provisions for the first time.

Development of statement of changes in provisions for the fiscal year from October 1, 2024, to September 30, 2025

T_149

		As of Oct 1, 2024	Costs paid	Addition	Reclassification	Reversal		Foreign currency measurement	As of Sept 30, 2025
						Expense	Income		
IN € THOUSANDS									
I.	Provision for management bonus								
1.	Management bonus (short-term)	1,040	(1,040)	395	313	0	0	0	708
	Management bonus (long-term)	494	0	430	(313)	0	0	0	610
		1,534	(1,040)	824	0	0	0	0	1,318
II.	Provision for other expenses								
1.	Preparation of annual financial statements	142	(142)	120	0	0	0	0	120
2.	Audit of annual financial statements	860	(860)	518	0	0	0	0	518
		1,003	(1,003)	638	0	0	0	0	638
III.	Provision for outstanding invoices								
1.	Outstanding invoices	4,935	(4,935)	1,778	0	0	0	0	1,778
		4,935	(4,935)	1,778	0	0	0	0	1,778
IV.	Provision for holiday wages and salaries								
1.	Holiday wages and salaries	48	(48)	48	0	0	0	0	48
		48	(48)	48	0	0	0	0	48
V.	Tax provisions								
1.	Tax provisions	489	(489)	4,148	0	0	0	0	4,148
		489	(489)	4,148	0	0	0	0	4,148
		8,009	(7,515)	7,436	0	0	0	0	7,930

3.6. Liabilities

Liabilities essentially comprise liabilities to financial institutions of €538,048 thousand (September 30, 2024: €500,000 thousand) and to affiliated companies in the amount of €167,006 thousand (September 30, 2024: €195,099 thousand), with liabilities to affiliated companies mainly made up of liabilities from cash pooling. Trade accounts payable come to €1,410 thousand (September 30, 2024: €1,466 thousand).

Liabilities to financial institutions relate to the promissory note loan of €290,000 thousand taken out by the Company on September 27, 2024, and October 25, 2024, and to the syndicated revolving credit facility of €178,000 thousand that was drawn down. In addition, €67,000 thousand of the new additional credit facility was drawn down. Interest accrued on liabilities to financial institutions came to €3,048 thousand.

On October 25, 2024, Stabilus SE issued a promissory note loan totaling €40 million. The promissory note loan consists of two tranches with maturities of three and five years, each with fixed interest rates.

A new additional credit facility of €150 million was also taken out by Stabilus on July 31, 2025, with a total term that ends in June 2029. Depending on the Company's gearing, the facility bears interest at between 120 and 240 basis points above Euribor.

Liabilities to financial institutions were used exclusively for the acquisition of the Destaco Group in the year prior.

As of September 30, 2025, there are liabilities of €538,048 thousand (September 30, 2024: €500,000 thousand) with a remaining term of more than one year.

Notes on the income statement

3.7. Other operating income

As the parent company of the Stabilus Group, within the framework of corporate management, Stabilus SE provides services in the areas of Public Relations, Treasury, Legal, Tax, Compliance, Internal Audit, and Management. In fiscal year 2025, Stabilus SE generated other operating income of €16,834 thousand (September 30, 2024: €22,138 thousand). In the previous year, this figure included charges of €11,741 thousand for costs of extraordinary significance in connection with the acquisition of Destaco and charges of €9,242 thousand for subsidiaries under the Service Agreement.

In addition, profits from the translation of foreign currency transactions in the amount of €978 thousand (September 30, 2024: €1,154 thousand) and reversals of provisions of €333 thousand (September 30, 2024: –) were recognized in profit or loss.

3.8. Other operating expenses

Other operating expenses mainly contain foreign currency losses incurred on the valuation of loans to affiliated companies in the amount of €16,791 thousand (September 30, 2024: €17,952 thousand). Also included are consulting costs of €7,943 thousand (September 30, 2024: €14,702 thousand), Group insurance of €1,007 thousand (September 30, 2024: €1,223 thousand), and audit fees for the review of the half-yearly financial report and audit fees for the annual financial statements of €1,042 thousand (September 30, 2024: €1,300 thousand). Supervisory Board remuneration of €875 thousand (September 30, 2024: €736 thousand) is also included. In the previous year, other operating expenses were impacted by acquisition costs related to the acquisition of the Destaco Group in the amount of €12,703 thousand.

3.9. Income from profit transfer agreements

Under the profit and loss transfer agreement concluded with the subsidiary Stabilus Motion Controls GmbH, Langenfeld, in fiscal 2024, a total of €7,197 thousand in income from profit transfers was recognized in fiscal 2025 (September 30, 2024: €8,279 thousand).

3.10. Interest and similar expenses

Interest and similar expenses shown in net interest income include interest expenses of €26,213 thousand (September 30, 2024: €17,692 thousand), resulting primarily from interest expenses from existing debt financing, interest expenses from cash pooling with subsidiaries, and guaranteed commissions.

3.11. Impairment of financial assets

Impairment of financial assets includes the devaluation of shares held in Stable HoldCo Australia Pty. Ltd. in the amount of €2,500 thousand.

3.12. Income taxes

Income taxes comprise non-deductible withholding taxes from administrative expense allocations within the Group of €227 thousand (September 30, 2024: €318 thousand), corporation tax of €2,151 thousand (September 30, 2024: €156 thousand), and trade tax and solidarity surcharge of €2,723 thousand (September 30, 2024: €360 thousand).

4 Supplemental disclosures

4.1 Employees

In fiscal 2025, an average of 16 employees worked at Stabilus SE (September 30, 2024: 13).

4.2 Share-based payment commitments

Matching Stock Program (MSP)

The variable compensation for the individual former members of the Management Board included a matching stock program. The matching stock program (MSP) provides for four annual tranches granted each year during the fiscal years from September 30, 2014, until September 30, 2017. The program "MSP A" was extended by one year to September 30, 2018. Owing to the unpredictable and extraordinary impact of COVID-19 on the share price development of Stabilus, which was beyond management's influence, the Supervisory Board decided to extend the two-year exercise period for the tranches 2016 to 2018 by two years. This measure retained the incentive effect of the MSP tranches. However, the performance targets, including number of options and exercise prices, remain unchanged. Participation in the matching stock program requires the members of the Management Board to invest in the Company's shares. The investment must generally be held for the duration of a lock-up period.

The fictitious options are subject to a lock-up period of four years and can be exercised during a subsequent two-year exercise period. The options may be exercised only if the stock price of the Company exceeds a set threshold for the relevant tranche, which the Supervisory Board will determine at the time of granting the options, and which needs to be between 10% and 50% growth over the base price, which is the share price on the grant date. If exercised, the fictitious options are transformed into a gross amount equaling the difference between the option price and the relevant stock price multiplied by the number of exercised options. The Company is planning a cash settlement. The maximum gross amounts resulting from the exercise of the fictitious options of one

tranche in general is limited in amount to 50% of the base price. The reinvestment of IPO proceeds from previous equity programs is not taken into account for MSP A.

In fiscal year 2025, the number of MSP A share options developed as shown in the table below:

Number of share options

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	MSP A (2017)		MSP A (2018)	
	Number of shares	Exercise price	Number of shares	Exercise price
Outstanding as of October 1, 2024	1,340	€74.74	10,423	€74.22
Granted during the year	–	–	–	–
Forfeited during the year	1,340	–	–	–
Exercised during the year	–	–	–	–
Outstanding as of September 30, 2025	–	–	10,423	€74.22
Exercisable as of September 30, 2025	–	–	10,423	€74.22

Performance Share Plan (PSP)

The members of the Management Board of Stabilus SE receive allocations under the Performance Share Plan (PSP) in the form of virtual shares. The virtual shares of the PSP are based on an annual target amount granted at the beginning of a three-year performance period as a future entitlement.

In order to determine the target number of virtual shares granted, the annual target amount is divided by the start share price, whereby the start share price refers to the arithmetic mean of Stabilus SE's share closing price over the last 60 trading days prior to the respective performance period start date. The performance factor that determines the final number of virtual shares is calculated at the end of the three-year performance period followed by a one-year holding period via the relative total shareholder return (weighted with 70%) and the adjusted EBIT margin (weighted with 30%). The payout of each tranche of the performance share plan is determined by multiplying the final number of virtual shares by the respective closing price plus the dividends paid during the term. The closing price is calculated as the arithmetic mean of

the closing prices of the Company's shares recorded over the last 60 trading days before the respective end of the four-year period.

The target achievement for the relative total shareholder return (TSR) is based on a comparison with the constituents of the MDAX index. In order to determine the relative TSR, firstly the absolute TSR values of Stabilus SE as well as each index constituent of the MDAX over the respective performance period are calculated. The absolute TSR value of each company equals the theoretical growth in value of a share holding over the performance period, assuming gross dividends are directly reinvested. The calculated absolute TSR values of Stabilus SE and each index constituent are ranked by size in order to calculate the target achievement.

The target achievement for adjusted EBIT margin is based on a comparison with a strategic target. To determine the percentage of target achievement, the actual adjusted EBIT margin at the end of the respective performance period is compared with the strategic adjusted EBIT margin defined for the respective performance period.

The final number of the virtual shares is determined by multiplying the overall target achievement by the target number of virtual shares granted. The final number of virtual shares is capped at 150% of the target number of virtual shares granted. The payout of the respective tranche of the PSP is calculated by multiplying the final number of virtual shares by the relevant end share price, including any dividends paid during the performance period. The end share price refers to the arithmetic mean of

the Stabilus SE's share closing price during the last 60 trading days prior to the respective performance period end date. The payout amount is limited to a maximum of 250% of the target amount (payout cap). The PSP is paid out in cash at the end of the performance period.

The number of performance shares developed as follows in fiscal year 2025:

Performance Share Plan

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MEASUREMENT DATE	Sept 30, 2024	Sept 30, 2025	Sept 30, 2025
Performance period	Oct 1, 2023 – Sept 30, 2026	Oct 1, 2023 – Sept 30, 2026	Oct 1, 2024 – Sept 30, 2027
Price of the Stabilus share	€36.70	€24.60	€24.60
"Initial price" of the Stabilus share	€52.07	€52.07	€40.65
Expected annual dividend yield	2.0%	0.0%	0.0%
Remaining duration of granted performance shares	2.0 years	1.0 year	3.0 years
Risk-free annual interest rate (duration 2.0 years)	2.05%	1.96%	2.08%
Expected target achievement for internal target EBIT	100%	100%	100%
Cap per performance share used in the valuation	250% x €52.07	250% x €52.07	250% x €40.65

Number of virtual shares

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	PSP (2023)		PSP (2024)		PSP (2025)	
	Number of virtual shares	Fair value	Number of virtual shares	Fair value	Number of virtual shares	Fair value
Outstanding as of October 1, 2024	16,304	€25.22	17,630	€29.32	–	–
Granted during the year	–	–	–	–	29,073	€40.65
Forfeited during the year	13,859	–	–	–	4,280	–
Exercised during the year	–	–	–	–	–	–
Outstanding as of September 30, 2025	2,445	–	17,630	€12.56	24,793	€12.41
Exercisable as of September 30, 2025	2,445	–	–	–	–	–

ESG LTI (ESG = Environmental, Social, Governance)

Remuneration for the members of Stabilus SE's Management Board was expanded to include long-term sustainability objectives. The ESG LTI is long-term variable remuneration with a particular focus on sustainability objectives. Tranches are allocated annually, each with a four-year term or performance period. The payout of the respective tranche of the ESG LTI is calculated by multiplying an individual target amount by the target achievement of relevant sustainability objectives determined according to the strategy. The target amount is agreed with each Management Board member in the service agreement and generally amounts to 20% of individual basic remuneration. The sustainability objectives, including measurement methods and targets, are defined by the Supervisory Board before each tranche and are based on a catalog of environmental, social and governance criteria. Further details can be found in the Remuneration of Management Board members section at [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance).

The Supervisory Board can decide the number of sustainability objectives with different weightings for each tranche. Target achievement for each sustainability objective can be between 0% and 150%. Payment is also restricted to 150% of the individual target amount and is made in cash after the four-year performance period. The Supervisory Board ensures that the sustainability objectives are relevant to the strategy and, where possible, can be quantified. The selected sustainability objectives, including their weighting, are published in the remuneration report, which provides information on the allocation of an ESG LTI tranche ([IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance)). Targets for each sustainability objective and the resulting target achievement are disclosed in the remuneration report detailing the payment.

4.3. Executive bodies

Members of the Management Board

Dr. Michael Büchsner (Chairman of the Management Board), since October 1, 2019

Andreas Jaeger (Chief Financial Officer), since November 1, 2025

David Sabet (Chief Technology Officer) since October 1, 2024

Members of the Supervisory Board

Dr. Stephan Kessel, independent consultant (Chairman of the Supervisory Board, member of the Remuneration and Nomination Committee since February 2023, and member of the Audit Committee since February 2025).

- Member of the Management Board of Hitched Holdings 1 B.V., Schiphol, Netherlands

Additional memberships on Supervisory Boards and executive bodies in accordance with section 125 (1) sentence 5 AktG:

- Novem Group S.A., Luxembourg (Chairman of the Supervisory Board)
- svt GmbH, Schwelm, Germany (member of the Advisory Board)

Dr. Ralf-Michael Fuchs, independent consultant (Deputy Chairman of the Supervisory Board since September 2022, Chairman of the Remuneration and Nomination Committee since February 2023)

Dr. Dirk Linzmeier (member of the Remuneration and Nomination Committee since September 2022)

- Chief Operating Officer (COO) of the OC Oerlikon Group, Pfäffikon, Switzerland

Inka Koljonen (member of the Audit Committee)

Additional memberships on Supervisory Boards and executive bodies in accordance with section 125 (1) sentence 5 AktG:

- Member of the Executive Board at MAN Truck & Bus SE, Munich, Germany
- Member of the Board of Directors and Chairman of the Audit and Finance Committee at OC Oerlikon Corporation AG, Pfäffikon, Switzerland

Susanne Heckelsberger, independent consultant (Member of the Audit Committee since February 2024)

Additional memberships on Supervisory Boards and executive bodies in accordance with section 125 (1) sentence 5 AktG:

- Villeroy & Boch AG, Mettlach, Germany (Member of the Supervisory Board)
- Schaeffler AG, Herzogenaurach, Germany (Member of the Supervisory Board)
- WashTec AG, Augsburg, Germany (Member of the Supervisory Board)

Kai Knickmann, Graduate engineer (Member of the Supervisory Board since February 2025)

Additional memberships on Supervisory Boards and executive bodies in accordance with section 125 (1) sentence 5 AktG:

- Zapp AG, Schwege, Germany (Chairman of the Supervisory Board)
- Member of the Management Board of the KOSTAL Group
- CEO of KOSTAL Automobil Elektrik GmbH & Co. KG
- Member of the Executive Board of KOSTAL Mobility Holding SE

The total compensation of the Management Board amounted to €2,002 thousand (September 30, 2024: €2,365 thousand), comprising share-based remuneration at fair value at the grant date in the amount of €1,007 thousand, with a number of 24,773 virtual shares (September 30, 2024: €918 thousand). Detailed information on the remuneration system and the remuneration components are shown in the Stabilus SE Remuneration Report.

Total remuneration of members of the Supervisory Board

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IN € THOUSANDS	Fiscal 2025	Fiscal 2024
Fixed remuneration	875	736
Total¹⁾	875	736

¹⁾ Share of Supervisory Board remuneration attributable to the respective fiscal year.

4.4. Related parties

Neither in fiscal 2025 nor in fiscal 2024 were there any related party transactions which were not implemented on an arm's-length basis.

4.5. Auditor's fees

The fees of the auditing services provided in accordance with section 285 No. 17 of the German Commercial Code (HGB) were not disclosed, as they are included in the consolidated financial statements of Stabilus SE, Frankfurt am Main. The fee for the auditor of the consolidated financial statements in fiscal 2025 was recognised as an expense in the consolidated financial statements and consisted of auditing services, assurance services, and other services. The assurance services comprised the business audit in relation to certain financial information in the half-year financial report, the review of the separate non-financial Group report, the content audit of the remuneration report, and the agreed-upon investigative procedures on contractual obligations. The other services related to services in connection with a regulatory investigation.

4.6. Liability conditions

On June 28, 2022, Stabilus SE entered into a new facilities agreement with Commerzbank Aktiengesellschaft, DZ Bank AG, Landesbank Baden-Württemberg, Landesbank Hessen-Thüringen Girozentrale, Erste Group, Fifth Third Bank, and UniCredit Bank AG as the mandated lead arranger and facility agent. The facilities agreement is for an amount of €450.0 million with a basic term of five years and a prolongation option of two additional years until not longer than 2029. The facilities comprise a syndicated loan facility of €100.0 million and a syndicated revolving loan facility of €350.0 million. Depending on the Company's gearing, the facility bears interest at between 50 and 150 basis points above Euribor. The Group's liabilities under the senior facility (the non-current loan of €250.0 million) are measured at amortized cost. The second prolongation option up to June 28, 2029, was drawn in April 2024.

On March 4, 2021, and on January 28, 2022, via its subsidiary Stabilus GmbH, Koblenz, Germany, Stabilus SE issued two promissory note loans with a total volume of €150 million. The tranches of the promissory note loan with maturities of five and seven years bear variable interest rates. Stabilus SE is the guarantor of the syndicated credit facilities in the amount of €450.0 million as well as of the promissory note loans. The economic situation of the affiliated companies for which the contingent liabilities exist is positive. In this respect, the Management Board assumes a low probability of utilization.

On September 27, 2024, Stabilus SE issued a promissory note loan totaling €250 million. The promissory note loan consists of four tranches with maturities of three and five years, each with fixed and variable interest rates.

On October 25, 2024, Stabilus SE issued a promissory note loan in the form of a latecomer tranche to the promissory note loan transaction conducted in September 2024 totaling €40 million. The promissory note loan consists of two tranches with maturities of three and five years, each with fixed interest rates.

A new additional credit facility of €150 million was also taken out by Stabilus SE on July 31, 2025, with a total term that ends in June 2029. Depending on the Company's gearing, the facility bears interest at between 120 and 240 basis points above Euribor.

4.8. Disclosures in accordance with section 160 AktG

As of the reporting date of September 30, 2025, Stabilus had received the following notifications in accordance with section 33 WpHG:

Voting rights notifications in accordance with section 33 WpHG

NOTIFYING PERSON/ENTITY AND REGISTERED OFFICE	Threshold crossed (from below or above)	Date threshold crossed	Share of voting rights in %	Voting rights (number)
The Goldman Sachs Group, Inc., Wilmington, United States	Over 10%	April 11, 2022	11.02%	2,722,563
Allianz Global Investors GmbH, Frankfurt am Main, Germany	Over 10%	March 15, 2023	10.06%	2,485,396
NN Group N.V., Amsterdam, Netherlands	Over 10%	September 2, 2022	10.05%	2,482,445
Teleios Capital Partners LLC, Zug, Switzerland (Igor Kuzniar)	Over 5%	July 23, 2025	9.77%	2,413,329
FMR LLC, Wilmington, United States	Over 5%	September 30, 2025	9.70%	2,395,418
Allianz SE, Munich, Germany	Over 5%	September 3, 2025	6.59%	1,627,443
Marathon Asset Management Limited, London, United Kingdom	Over 3%	April 17, 2023	5.00%	1,234,866
Fidelity Investment Trust, Boston, United States	Over 3%	September 2, 2022	3.70%	912,724
Norbel Inversions S.L., Madrid, Spain	Over 3%	September 5, 2025	3.19%	787,247
Norwegian Ministry of Finance, Oslo, Norway	Over 3%	June 17, 2024	3.07%	757,463
Janus Henderson Group Plc, St. Helier, Jersey	Over 3%	May 10, 2024	3.01%	744,339

4.7. Appropriation of net profit

The Management Board and the Supervisory Board of Stabilus SE propose using the unappropriated surplus as of September 30, 2025, as follows:

Appropriation of net profit

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IN € THOUSANDS

1. Net loss	(12,886)
2. Retained profits from previous years	213,037
3. Dividend distributed to shareholders (€0.35 per share)	(8,645)
4. Unappropriated surplus as of September 30, 2025	191,506

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4.9. Declaration of compliance in accordance with section 161 AktG

The Management Board and the Supervisory Board of Stabilus SE issued the declaration of compliance on the recommendations of the German Corporate Governance Code in accordance with section 161 AktG (section 285 (16) HGB) and made this available to shareholders. The full declaration is permanently available on the Stabilus SE website under [IR.STABILUS.COM/INVESTOR-RELATIONS/CORPORATE-GOVERNANCE](https://ir.stabilus.com/investor-relations/corporate-governance).

4.10. Subsequent events

As of December 4, 2025, there were no events of material importance for the annual financial statements of Stabilus SE in the period after September 30, 2025, and up until the approval of the annual financial statements.

Koblenz, December 4, 2025



DR. MICHAEL BÜCHSNER



ANDREAS JAEGER



DAVID SABET

Stabilus SE
Management Board

Responsibility statement

To the best of our knowledge, and in accordance with the applicable reporting principles, we, Dr. Michael Büchsner (Chief Executive Officer), Andreas Jaeger (Chief Financial Officer), and David Sabet (Chief Technology Officer), confirm that the annual financial statements give a true and fair view of the assets, liabilities, financial position, and profit or loss of the Company, and the management report, which is combined with the Group management report of Stabilus SE, includes a fair review of the development and performance of the business and the position of the Company, together with a description of the principal opportunities and risks associated with the expected development of the Company for the remaining months of the fiscal year.

Koblenz, December 4, 2025



DR. MICHAEL BÜCHSNER



ANDREAS JAEGER



DAVID SABET

Stabilus SE
Management Board

INDEPENDENT AUDITOR'S REPORT

To Stabilus SE, Frankfurt am Main / Germany

Report on the Audit of the Annual Financial Statements and of the Combined Management Report

Audit Opinions

We have audited the annual financial statements of Stabilus SE, Frankfurt am Main / Germany, which comprise the balance sheet as at 30 September 2025, and the statement of profit and loss for the financial year from 1 October 2024 to 30 September 2025, and the notes to the financial statements, including the presentation of the recognition and measurement policies. We have not audited the content of the remuneration report, to which reference is made in the section "Share-based payment awards" of the notes. In addition, we have audited the combined management report for the parent and the group of Stabilus SE, Frankfurt am Main / Germany, for the financial year from 1 October 2024 to 30 September 2025. In accordance with the German legal requirements, we have not audited the content of the non-financial statement pursuant to Section 315b and Section 315c German Commercial Code (HGB) included in section "Sustainability statement" of the combined management report and the combined corporate governance statement pursuant to Section 289f, Section 315d HGB included in section "Corporate governance statement" of the combined management report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying annual financial statements comply, in all material respects, with the requirements of German commercial law applicable to business corporations and give a true and fair view of the assets, liabilities and financial position of the Company as at 30 September 2025 and of its financial performance for the financial year from 1 October 2024 to 30 September 2025 in compliance with German Legally Required Accounting Principles; our audit opinion on the annual financial statements does not cover the content of the remuneration report mentioned above, and
- the accompanying combined management report as a whole provides an appropriate view of the Company's position. In all material respects, this combined management report is consistent with the annual financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our audit opinion on the combined management report does not cover the content of statements referred to above.

Pursuant to Section 322 (3) sentence 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the annual financial statements and of the combined management report.

Basis for the Audit Opinions

We conducted our audit of the annual financial statements and of the combined management report in accordance with Section 317 HGB and the EU Audit Regulation (No. 537/2014; referred to subsequently as "EU Audit Regulation") and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW). Our responsibilities under those requirements and principles are further described in the "Auditor's Responsibilities for

the Audit of the Annual Financial Statements and of the Combined Management Report" section of our auditor's report. We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2) point (f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions on the annual financial statements and on the combined management report.

Key Audit Matters in the Audit of the Annual Financial Statements

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the annual financial statements for the financial year from 1 October 2024 to 30 September 2025. These matters were addressed in the context of our audit of the annual financial statements as a whole and in forming our audit opinion thereon; we do not provide a separate audit opinion on these matters.

In the following, we present the recoverability of shares in affiliated companies, which we have determined as the key audit matter in the course of our audit.

Our presentation of this key audit matter has been structured as follows:

- a) description (including reference to corresponding information in the annual financial statements)
- b) auditor's response

Recoverability of the Shares in Affiliated Companies

- a) As of 30 September 2025, the book value of the shares in affiliated companies as reported in the annual financial statements is mEUR 772.7 (i.e. 57.6% of the balance sheet total).
- b) Once a year, the shares in affiliated companies are tested for expected permanent impairment and any resulting impairment need to the lower fair value. Valuation is performed using the discounted cash flow method. In the reporting period, an impairment loss of mEUR 2.5 on the shares in Stable HoldCo Australia Pty. Ltd., Dingley/Australia, was reported.

Due to the material significance of the shares in affiliated companies for the annual financial statements as well as the fact that their valuation requires the executive directors to make assessments on the basis of judgement, this matter was of particular significance within the scope of our audit.

The disclosures made by the Company on the shares in affiliated companies are included in section 2.1 ("Presentation of the material accounting methods") and 3.1 ("Fixed assets") of the notes to the financial statements.

- c) As part of our test for permanent impairment of shares in affiliated companies, we reviewed the valuation process implemented by the executive directors of Stabilus SE.

In accordance with our audit strategy, we performed audit procedures in line with our risk assessment, which was based in particular on headroom and sensitivity analyses together with our evaluation of the Company's past reliability in meeting its plans. As part of our impairment test, we integrated internal valuation experts into our

audit team and, with their support, verified that the valuation model and the key parameters underlying the calculations were appropriate. Furthermore, we tested the expected future cash inflows using the planning for which the executive directors are responsible and which has been approved by the Supervisory Board, as well as the perpetual annuity on the basis of general and industry-specific market expectations. As part of our assessment, our audit steps included the adherence to planning with regard to the individual affiliated companies. We also reviewed the country-specific discount rates applied for valuation purposes (weighted average cost of capital – WACC) by performing our own control and comparative calculations and verified their plausibility using market data. Finally, we performed sensitivity analyses both with regard to the growth expectations of the future cash inflows of the affiliated companies and the discount rates applied and assessed whether the methods applied, the assumptions made, the data used and the parameters adopted by the executive directors were acceptable.

Other information

The executive directors and/or the Supervisory Board are responsible for the other information. The other information comprises

- the report of the Supervisory Board,
- the remuneration report pursuant to Section 162 German Stock Corporation Act (AktG),
- the non-financial statement,
- the combined corporate governance statement,
- the executive directors' confirmations pursuant to Section 264 (2) sentence 3, Section 297 (2) sentence 4, Section 289 (1) sentence 5, Section 315 (1) sentence 5 HGB regarding the annual financial statements and consolidated financial statements, respectively, and the combined management report, and

- all other parts of the annual report,
- but not the annual financial statements, not the audited content of the disclosures in the combined management report and not our auditor's report thereon.

The Supervisory Board is responsible for the report of the Supervisory Board. The executive directors and the Supervisory Board are responsible for the statement according to Section 161 AktG concerning the German Corporate Governance Code, which is part of the combined corporate governance statement, and for the remuneration report. Otherwise the executive directors are responsible for the other information.

Our audit opinions on the annual financial statements and on the combined management report do not cover the other information, and consequently we do not express an audit opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information identified above and, in doing so, to consider whether the other information

- is materially inconsistent with the annual financial statements, with the audited content of the disclosures in the combined management report or our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

Responsibilities of the Executive Directors and the Supervisory Board for the Annual Financial Statements and the Combined Management Report

The executive directors are responsible for the preparation of the annual financial statements that comply, in all material respects, with the requirements of German commercial law applicable to business corporations, and that the annual financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Company in compliance with German Legally Required Accounting Principles. In addition, the executive directors are responsible for such internal control as they, in accordance with German Legally Required Accounting Principles, have determined necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud (i.e. fraudulent financial reporting and misappropriation of assets) or error.

In preparing the annual financial statements, the executive directors are responsible for assessing the Company's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting, provided no actual or legal circumstances conflict therewith.

Furthermore, the executive directors are responsible for the preparation of the combined management report that as a whole provides an appropriate view of the Company's position and is, in all material respects, consistent with the annual financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, the executive directors are responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a combined management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the combined management report.

The Supervisory Board is responsible for overseeing the Company's financial reporting process for the preparation of the annual financial statements and of the combined management report.

Auditor's Responsibilities for the Audit of the Annual Financial Statements and of the Combined Management Report

Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the combined management report as a whole provides an appropriate view of the Company's position and, in all material respects, is consistent with the annual financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our audit opinions on the annual financial statements and on the combined management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Section 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these annual financial statements and this combined management report.

We exercise professional judgement and maintain professional scepticism throughout the audit. We also

- identify and assess the risks of material misstatement of the annual financial statements and of the combined management report, whether due to fraud or error, design and perform audit

procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our audit opinions. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- obtain an understanding of internal control relevant to the audit of the annual financial statements and of arrangements and measures relevant to the audit of the combined management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an audit opinion on the effectiveness of internal control or these arrangements and measures of the Company.
- evaluate the appropriateness of accounting policies used by the executive directors and the reasonableness of estimates made by the executive directors and related disclosures.
- conclude on the appropriateness of the executive directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the annual financial statements and in the combined management report or, if such disclosures are inadequate, to modify our respective audit opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to be able to continue as a going concern.
- evaluate the overall presentation, structure and content of the annual financial statements, including the disclosures, and whether the annual financial statements present the underlying transactions and events in a manner that the annual financial

statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Company in compliance with German Legally Required Accounting Principles.

- evaluate the consistency of the combined management report with the annual financial statements, its conformity with German law, and the view of the Company's position it provides.
- perform audit procedures on the prospective information presented by the executive directors in the combined management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by the executive directors as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate audit opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, the actions taken or safeguards applied to eliminate independence threats.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the annual financial statements for the current period and are therefore the key audit matters. We describe these matters in the auditor's report unless law or regulation precludes public disclosure about the matter.

Other Legal and Regulatory Requirements

Report on the assurance work on the Electronic Reproductions of the Annual Financial Statements and of the Combined Management Report Prepared for Publication Pursuant to Section 317 (3a) HGB

Assurance Opinion

We have performed assurance work in accordance with Section 317 (3a) HGB to obtain reasonable assurance whether the electronic reproductions of the annual financial statements and of the combined management report (hereinafter referred to as "ESEF documents") prepared for publication, contained in the file, which has the SHA-256 value bf9c3b0-b637cc7d0dd395473483a1f023dcc59c8bc63ddfdeb68318e2-efd3652, meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB ("ESEF format"). In accordance with the German legal requirements, this assurance work only covers the conversion of the information contained in the annual financial statements and the combined management report into the ESEF format, and therefore covers neither the information contained in these electronic reproductions nor any other information contained in the file identified above.

In our opinion, the electronic reproductions of the annual financial statements and of the combined management report prepared for publication contained in the file identified above meet, in all material respects, the requirements for the electronic reporting format pursuant to Section 328 (1) HGB. Beyond this assurance opinion and our audit opinions on the accompanying annual financial statements and on the accompanying combined management report for the financial year from 1 October 2024 to 30 September 2025 contained in the "Report on the Audit of the Annual Financial Statements and of the Combined Management Report" above, we do not express any assurance opinion on the information contained within these electronic reproductions or on any other information contained in the file identified above.

Basis for the Assurance Opinion

We conducted our assurance work on the electronic reproductions of the annual financial statements and of the combined management report contained in the file identified above in accordance with Section 317 (3a) HGB and on the basis of the IDW Assurance Standard: Assurance Work on the Electronic Reproductions of Financial Statements and Management Reports Prepared for Publication Purposes Pursuant to Section 317 (3a) HGB (IDW AsS 410 (06.2022)). Our responsibilities in this context are further described in the "Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm has applied the requirements of the IDW Quality Management Standards.

Responsibilities of the Executive Directors and the Supervisory Board for the ESEF Documents

The executive directors of the Company are responsible for the preparation of the ESEF documents based on the electronic files of the annual financial statements and of the combined management report according to Section 328 (1) sentence 4 no. 1 HGB.

In addition, the executive directors of the Company are responsible for such internal control that they have considered necessary to enable the preparation of ESEF documents that are free from material intentional or unintentional non-compliance with the requirements for the electronic reporting format pursuant to Section 328 (1) HGB.

The Supervisory Board is responsible for overseeing the process for preparing the ESEF documents as part of the financial reporting process.

Auditor's Responsibilities for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB. We exercise professional judgement and maintain professional scepticism throughout the assurance work. We also

- identify and assess the risks of material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.
- obtain an understanding of internal control relevant to the assurance work on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.
- evaluate the technical validity of the ESEF documents, i.e. whether the file containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815, in the version in force at the balance sheet date, on the technical specification for this electronic file.
- evaluate whether the ESEF documents enable an XHTML reproduction with content equivalent to the audited annual financial statements and to the audited combined management report.

Further information pursuant to Article 10 of the EU Audit Regulation

We were elected as auditor by the general meeting on 5 February 2025. We were engaged by the Supervisory Board on 29 May 2025. We have been the auditor of Stabilus SE, Frankfurt am Main/Germany, without interruption since the financial year 2022/ 2023.

We declare that the audit opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

Other Matter – Use of the Auditor's Report

Our auditor's report must always be read together with the audited annual financial statements and the audited combined management report as well as with the assured ESEF documents. The annual financial statements and the combined management report converted into the ESEF format – including the versions to be submitted for inclusion in the Company Register – are merely electronic reproductions of the audited annual financial statements and the audited combined management report and do not take their place. In particular, the ESEF report and our assurance opinion contained therein are to be used solely together with the assured ESEF documents made available in electronic form.

German public auditor responsible for the engagement

The German Public Auditor responsible for the engagement is Stefan Dorissen.

Frankfurt am Main / Germany, December 4, 2025

Deloitte GmbH

Wirtschaftsprüfungsgesellschaft

STEFAN DORISSEN
German Public Auditor

SVEN HENRICH
German Public Auditor

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FINANCIAL CALENDAR

Financial calendar

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DATE ^{1), 2)}	PUBLICATION / EVENT
January 26, 2026	Publication of quarterly statement Q1 FY2026
February 4, 2026	2026 General Meeting
May 4, 2026	Publication of interim report H1 FY2026
August 3, 2026	Publication of quarterly statement Q3 FY2026
December 7, 2026	Publication of 2026 Annual Report

¹⁾ We cannot rule out changes of dates. We recommend looking at the information in the Investors / Financial Calendar section of our website (ir.stabilus.com/investor-relations/financial-calendar).
²⁾ Please note that our fiscal year (FY) ends in September (e. g. FY2026 comprises a 12-month period from October 1, 2025, to September 30, 2026).

DISCLAIMER

This Annual Report is also published in English. The German version takes precedence in case of doubt.

Forward-looking statements

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

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

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

Rounding

Certain numbers in this Annual Report have been rounded up or down. There may therefore be discrepancies between the actual totals of the individual amounts in the tables and the totals shown, as well as between the numbers in the tables and the numbers given in the corresponding analyses in the text of the Annual Report. All percentage changes and key figures in the Combined Management Report were calculated using the underlying data in millions of euros (€ millions) to one decimal place.

QUARTERLY OVERVIEW

Quarterly overview¹⁾

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IN € MILLIONS	Q4 2025	Q3 2025	Q2 2025	Q1 2025	Q4 2024	Q3 2024	Q2 2024	Q1 2024
Revenue	316.1	316.0	338.0	326.0	336.3	350.7	313.5	305.4
EBIT	5.5	24.8	25.9	28.1	22.9	39.3	30.9	20.3
Adjusted EBIT	34.0	33.1	37.7	37.8	41.9	43.1	38.9	33.3
Profit / (loss) for the period	(11.4)	10.1	11.2	14.3	17.5	24.3	18.1	12.2
Capital expenditure (capex)	(22.3)	(20.1)	(24.0)	(22.1)	(22.8)	(23.4)	(19.3)	(17.4)
Free cash flow (FCF)	56.4	30.9	16.1	6.9	52.7	28.9	(634.4)	32.4
Adjusted free cash flow	58.7	33.3	18.1	8.9	54.9	37.9	3.7	36.2
EBIT margin as % of revenue	1.7%	7.8%	7.7%	8.6%	6.8%	11.2%	9.9%	6.6%
Adjusted EBIT margin as % of revenue	10.8%	10.5%	11.2%	11.6%	12.5%	12.3%	12.4%	10.9%
Profit / (loss) for the period as % of revenue	(3.6)%	3.2%	3.3%	4.4%	5.2%	6.9%	5.8%	4.0%
Capital expenditure (capex) as % of revenue	7.1%	6.4%	7.1%	6.8%	6.8%	6.7%	6.2%	5.7%
FCF as % of revenue	17.8%	9.8%	4.8%	2.1%	15.7%	8.2%	(202.4%)	10.6%
Adjusted FCF as % of revenue	18.6%	10.5%	5.4%	2.7%	16.3%	10.8%	1.2%	11.9%
Net leverage ratio	2.96x	3.03x	2.97x	2.81x	2.82x	2.84x	2.82x	0.18x
Employees ²⁾ *	7,702	7,693	7,823	7,861	7,903	7,879	7,421	7,361
Total assets ³⁾	1,880.5	1,868.5	1,910.2	1,964.1	1,910.9	1,971.3	1,956.4	1,343.7
Equity ³⁾	635.8	646.1	689.2	736.2	677.7	704.6	692.6	695.9
Equity ratio ³⁾	33.8%	34.6%	36.1%	37.5%	35.5%	35.7%	35.4%	51.8%

* The headcount is based on the definition that will be in effect from FY2025 onwards (only active employees, excluding temporary workers).

Please refer to the management report on page 23 for further details.

¹⁾ The sum totals of quarterly figures may deviate slightly from the figures for the year as a whole due to rounding.

²⁾ Active employees including apprentices, interns, and trainees. Excluding inactive employees and contract workers.

³⁾ Figures at the end of the quarter.

MULTI-YEAR OVERVIEW

Multi-year overview

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IN € MILLIONS	2025	2024	2023	2022	2021	2020	2019
Revenue	1,296.1	1,305.9	1,215.3	1,116.3	937.7	822.1	951.3
EBIT	84.3	113.3	137.1	142.2	121.3	56.0	124.0
Adjusted EBIT	142.6	157.1	158.4	156.2	135.0	96.7	142.7
Profit / (loss) for the period	24.2	72.0	103.3	104.3	73.8	30.0	80.9
Capital expenditure (capex)	(88.5)	(82.9)	(73.7)	(45.1)	(40.6)	(47.6)	(56.5)
Free cash flow (FCF)	110.3	(520.4)	96.7	58.2	88.6	61.2	48.5
Adjusted free cash flow	119.0	132.8	107.3	81.7	88.6	62.3	89.9
EBIT margin as % of revenue	6.5%	8.7%	11.3%	12.7%	12.9%	6.8%	13.0%
Adjusted EBIT margin as % of revenue	11.0%	12.0%	13.0%	14.0%	14.4%	11.8%	15.0%
Profit / (loss) for the period as % of revenue	1.9%	5.5%	8.5%	9.3%	7.9%	3.6%	8.5%
Capital expenditure (capex) as % of revenue	6.8%	6.3%	6.1%	4.0%	4.3%	5.8%	5.9%
FCF as % of revenue	8.5%	(39.8)%	8.0%	5.2%	9.4%	7.4%	5.1%
Adjusted FCF as % of revenue	9.2%	10.2%	8.8%	7.3%	9.4%	7.6%	9.5%
Net leverage ratio	2.96x	2.82x	0.30x	0.42x	0.58x	1.16x	1.03x
Employees ^{1)*}	7,702	7,903	7,319	6,704	6,494	6,385	6,728
Total assets	1,880.5	1,910.9	1,334.3	1,266.6	1,166.6	1,083.6	1,099.2
Equity	635.8	677.7	712.0	669.7	544.3	469.6	499.6
Equity ratio	33.8%	35.5%	53.4%	52.9%	46.7%	43.3%	45.5%

* The headcount is based on the definition that will be in effect from FY2025 onwards (only active employees, excluding temporary workers).

Please refer to the management report on page 23 for further details.

¹⁾ Active employees including apprentices, interns, and trainees. Excluding inactive employees and contract workers.

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