

# Group sustainability report

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## Progress step by step

## Harnessing the growing volume of data

Endress+Hauser's sustainability reporting leverages IT. The company uses SAP Sustainability Control Tower to help gather information on key sustainability topics from across the entire Group in a consistent manner. "With this SAP tool, we can automatically compile, harmonize and validate the many hundreds of data points generated by diverse sources within our worldwide company network," explains project manager Enrico De Stasio. "Not only does this ensure reliable reporting of our key sustainability metrics, it also gives our employees granular transparency – right down to the smallest screw – regarding the environmental implications of certain decisions." As an early adopter of SAP Sustainability Control Tower, Endress+Hauser had significant input into the solution's design and development.

## Innovations with vision

Hans-Joachim Fröhlich is Endress+Hauser's Director of Technology and Portfolio, with responsibility for the company's strategic project 'Innovate for Sustainability'.



### What part does sustainability play in Endress+Hauser's development departments?

An increasingly important part. A measuring instrument's sustainability performance is largely determined at the very early stages of its development, often even at the predevelopment stage. The mechanical and electronic design and choice of materials and components – all these things have implications for the instrument's greenhouse gas footprint and degree of circularity. That's why we have now equipped our developers with a set of ecodesign guidelines and various other tools.

### What tools are being used to help design instruments for sustainability?

They include software tools that our developer teams can use to assess the likely environmental impacts of their ideas. So, for example, they can see the energy mix that goes into certain materials. We are already industry leaders when it comes to simulating the behavior of components made from new eco-friendly, reduced-emission materials. This is a key strength, and we will continue to build on it.

### Does ecodesign make instruments more expensive?

Good ecodesign always creates both environmental and economic benefits – by using less material or developing electronics that consume less energy, for example. Our clear strategic goal here is not merely to develop sustainable measuring instruments but to do so in a way that delivers maximum customer value.



## German Sustainability Award

Endress+Hauser won the 2025 German Sustainability Award in the measurement and control technology category. One of the most prestigious sustainability accolades in Europe, the award recognizes companies for their part in effective, exemplary solutions that contribute to sustainable transformation. In its reasoning for selecting Endress+Hauser, the judging panel wrote: "By systematically integrating technology, data and consulting services, Endress+Hauser is playing a pioneering role in the measurement and control technology sector and making a significant contribution to the sustainable transformation of industrial production processes." The panel also praised the Group for implementing a comprehensive internal sustainability strategy that encompasses both product development and business processes. The jury described the Group as both a trailblazer and a role model.

## Optimized during ongoing operations

A US-based factory building operated by Endress+Hauser Level+Pressure has achieved LEED Gold certification for its resource-efficient and environmentally responsible operation. LEED – Leadership in Energy and Environmental Design – is a globally recognized benchmark for sustainable, energy-efficient buildings. Originally placed in the LEED-certified category when it entered service in 2013, the facility has since implemented significant improvements in energy performance, water conservation and waste reduction. These enhancements, made during ongoing operations, earned the building Gold-level certification in the Operations & Maintenance category, which recognizes excellence in the sustainability of existing buildings. The certification was awarded by the U.S. Green Building Council (USGBC), underscoring Endress+Hauser's continued commitment to environmental stewardship and operational efficiency.

## Theory meets practice

In dual education programs, apprentices gain theoretical knowledge at vocational academies or universities of applied science and immediately put it into practice on the job at industrial companies. The model originated in Switzerland, Germany and Austria. Endress+Hauser is now rolling it out worldwide to give young people access to quality vocational education and build up a good pool of skilled professionals. Having exported the system to the USA and India, the company is now doing the same in Suzhou, China. There, it has been training 12 young people as mechatronics specialists in cooperation with a local vocational academy since October 2025. "With the dual program, our apprentices are able to gain versatile qualifications that prepare them well for a wide range of professional contexts," says Jens Kröger, Head of Global Dual Education at Endress+Hauser. "By having well-educated young professionals, we are also strengthening our business ecosystem as a whole."



As a family company, Endress+Hauser thinks in generations. We want to be an attractive employer for our long-term employees as well as for our young talents.



# Endress+Hauser Group Sustainability Report

**Our commitment to sustainability was particularly recognized in 2025: The German Sustainability Award acknowledged Endress+Hauser as a driving force behind the sustainable transformation of industrial production processes. Combined with a further rating upgrade from the Carbon Disclosure Project and a strong EcoVadis score, this shows us that we are on the right track. We take responsibility throughout our value chains and support customers worldwide on their journey toward sustainability.**

## General remarks

### Endress+Hauser in profile

Endress+Hauser is a global leader in measurement technology and automation solutions. We help customers in the process industry to manufacture their products in a more efficient, more environmentally friendly and increasingly resource-efficient manner. Our core industries are chemical; food & beverage; water, wastewater & waste; oil & gas; life sciences; mining, minerals & metals; and power & energy.

Our offering includes products, solutions and services related to flow, level, pressure and temperature measurement, as well as the analysis of liquids, gases and solids. Endress+Hauser provides industry expertise, application knowledge and digital competence, and as a company we stand for longevity and stability. This combination makes us unique.

### Our approach to sustainability

As a family business, we think in generations and focus our activities on the company's long-term success. Therefore, we combine economic activities with ecological and social thinking.

In this spirit, we can make a significant contribution to climate protection. Within the framework of the Science Based Targets initiative, we have set science-based targets for decarbonizing our value chain and are pursuing a net-zero goal in this regard (see 'Climate transition plan,' page 98). At the same time, our products enable our customers to design processes that are energy efficient and resource conserving and to make sustainable decisions based on transparent data.

For this dual commitment, we received the German Sustainability Award in the measurement and control technology category in 2025. Among other things, the jury recognized our organization as a "pioneer in making a future-oriented contribution to resource efficiency in the process industry and as a driving force behind the sustainable transformation of industrial production processes." This award is both a reward and an incentive for us.

To better support our customers in their sustainable transformation, we entered into a strategic partnership with German sensor manufacturer SICK in the field of process automation in 2025, which expands our portfolio to include devices, systems and solutions for gas analysis and gas measurement technology, which are used, for example, in waste-to-energy plants, power plants, steel mills and cement plants, as well as in the oil & gas industry, in chemical and petrochemical plants and in the maritime sector.

Sustainability plays a central role in the further development of our portfolio. Currently, we are establishing a product development process that incorporates sustainability from the very beginning and makes it a key product feature. Our measurement instruments, which enable resource-efficient and safe processes, should be manufactured and operated with the smallest possible environmental footprint (see interview on page 84).

### Double materiality analysis

Using a double materiality analysis (DMA), we identified the key areas of focus for our sustainability strategy in 2024. In this formalized process, the value chain was examined from two perspectives: First, we analyzed the impact our own business

activities have on the environment and society (inside-out perspective or impact materiality). Second, the assessment examined which sustainability issues – including environmental changes, social developments and regulatory requirements – impact the Group’s economic success (outside-in perspective or financial materiality).

In a first step, we identified and assessed the key impacts, risks and opportunities (IROs) across our entire value chain. This systematic assessment found 10 sustainability topics that were deemed material and are currently being integrated into the company’s organizational structure. In accordance with the European Sustainability Reporting Standards (ESRS), these are assigned to the sections of Environment, Social and Governance; the codes refer to the ESRS topical standards:

**Environment:** Climate protection (E1), Energy (E1), Substances of very high concern (E2), Water usage (E3), Resource inflows (E5)

**Social:** Working conditions of own workforce (S1), Equal treatment and equal opportunities of own workforce (S1), Human rights in own workforce (S1), Personal safety of consumers and end users (S4)

**Corporate governance:** Corporate culture (G1).

Prior to each reporting date, we review whether any significant changes have occurred that could affect the results of our previous materiality analysis, such as changes in business activities, business relationships or technological developments. If such changes are identified, the analysis will be reviewed and updated accordingly.

**Reporting and evaluation mechanisms**

In our previous sustainability reports, we have already geared our reporting toward these EU sustainability reporting requirements in anticipation of the European Corporate Sustainability Reporting Directive (CSRD). With the CSRD Omnibus, the European Commission now plans to simplify reporting requirements and is postponing the mandatory implementation date by two years. We are currently evaluating the impact of the planned changes on our company. We believe that the later start date presents an opportunity for us to prepare even better for our reporting obligations.

Independent of this, we continue to voluntarily participate in the EcoVadis sustainability rating and the Carbon Disclosure Project (CDP). EcoVadis has evaluated our sustainability performance with respect to the environment, labor and human rights, fair business practices and sustainable procurement since 2015, and in 2025 we received a Gold rating. With a score of 78 out of 100 points, we were among the top five percent of the more than 100,000 companies evaluated worldwide. In the

latest ranking in early 2026, we once again scored 78 points, placing us in the top six percent, which now means a Silver medal.

Resulting from our CDP climate reporting, we achieved a B rating in 2025. This shows that within two years we have progressed from rating level D (Disclosure, 2022 and 2023) to C (Awareness, 2024) and on to level B (Management).

In this sustainability report, we have also aligned our material sustainability topics with the United Nations Sustainable Development Goals (SDGs) (see table on page 90). These SDGs are at the core of Agenda 2030 and serve as a global framework for sustainable environmental, social and economic development. When mapping our 10 material sustainability topics to the SDGs, we refer to the United Nations Practical Guide on integrating the SDGs into corporate reports.

**Recording sustainability data**

Together with the software provider SAP, we have developed the Sustainability Control Tower (SCT). This central IT platform automatically aggregates hundreds of data points on our material sustainability topics from a wide variety of sources within our corporate network.

In doing so, we make considerable efforts to harmonize the diverse data from various global sources and establish clearly defined reporting processes. All data must always be traceable back to their source (audit trail), including documenting who performed which steps and when. The underlying data, assumptions and methods are systematically validated to ensure consistency, accuracy and reliability, and to support internal controls and external audits. This involves using artificial intelligence for plausibility checks.

All SCT reporting points are compliant with the requirements of the Greenhouse Gas Protocol, the CSRD and the EU taxonomy.

**Sustainability governance**

Sustainability management is integrated into the Endress+Hauser Group’s existing management and control structures and is based on the principles of corporate governance (see ‘Corporate governance,’ page 94). To integrate sustainability issues at all levels of our corporate Group, we have defined strategic and operational responsibilities and assigned roles. The topic is anchored both horizontally across all member companies and vertically throughout the relevant processes.

**Strategic management**

- The Supervisory Board determines the Group’s sustainability strategy and strategic initiatives and oversees their implementation by the Executive Board.
- The ‘Audit, Risk, Sustainability’ Committee develops recommendations and proposals for the Supervisory Board regarding the sustainability strategy and strategic initiatives and monitors their implementation.
- The Executive Board recommends the sustainability strategy and sustainability goals and reports to the Supervisory Board. It delegates tasks to the Corporate Sustainability Officer, monitors implementation and evaluates sustainability management.
- As the Executive Board member responsible for sustainability, the Chief Financial Officer serves as the liaison to the Sustainability Steering Committee.
- The Sustainability Steering Committee submits proposals regarding the sustainability strategy and sustainability goals and oversees their operational implementation.
- The Corporate Sustainability Officer supports the Group regarding strategy development and program implementation and drives the sustainability agenda forward conceptually, based on the impacts, risks and opportunities (IROs) identified in the double materiality analysis (see page 87). They advise the Executive Board and the Steering Committee and report to both.

**Operational implementation**

- The Corporate Sustainability Officer works with the Sustainability Office to implement and achieve sustainability goals. They support and advise local sustainability managers, oversee themed subprojects and report to the Steering Committee.
- The Corporate Sustainability Office supports the implementation and achievement of sustainability goals and serves as the point of contact and liaison with topic-specific project groups.
- Sustainability initiatives are implemented across processes through cross-functional, topic-specific project groups.
- The local operations of the Group, represented by their management, are responsible for achieving their respective sustainability goals.
- Local sustainability managers assist the respective management teams in implementing and achieving their goals. They serve as the interface to the Group level, represented by the Corporate Sustainability Officer and the Sustainability Office.




Winning the 2025 German Sustainability Award in the measurement and control technology category is both a reward and an incentive for us.



# Our contribution to the United Nations Sustainable Development Goals

As a family-owned company, we combine economic activities with ecological and social thinking. We support the United Nations Sustainable Development Goals (SDGs) and contribute to the achievement of individual goals with our material sustainability topics. The following sections assign our material topics to individual SDGs, referring to the United Nations practical guide on integrating the SDGs into corporate reporting. We take into account both direct contributions from our own business activities and indirect contributions resulting from the use of our products and solutions by our customers.

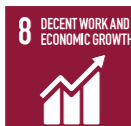



## Environment

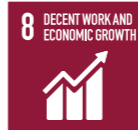



Material topic	SDG	Assignment
E1: Climate protection	  	<p><b>SDG 13 – Climate action</b></p> <p>Endress+Hauser has adopted science-based climate targets to reduce its greenhouse gas emissions, validated by the Science Based Targets initiative. Our measurement and automation technology contributes indirectly to climate protection by enabling energy- and resource-efficient operation of industrial plants. Systems can be safely operated or shut down in a controlled manner even under critical conditions, e.g., due to weather conditions. Our technology thus enhances adaptability to climate-related hazards.</p> <p><b>SDG 7 – Affordable and clean energy</b></p> <p>Endress+Hauser increases the share of renewable energy in its operations and considers energy efficiency and greenhouse gas reduction as relevant criteria when purchasing intermediate products. Our market and product strategies specifically target the renewable energy sector. At the same time, our measurement and automation technology enables the energy-efficient and low-emission operation of fossil-based and non-fossil energy systems. Thus, our products make an indirect contribution to increasing energy efficiency in various energy systems.</p> <p><b>SDG 9 – Industry, innovation and infrastructure</b></p> <p>Endress+Hauser considers sustainability an integral part of innovation, product quality and organizational development. Sustainability aspects are taken into account across all of our core business processes. We support companies from seven core industries in controlling industrial processes safely, efficiently and reliably. In our view, this includes the long-term usability and maintainability of industrial plants, as well as their continual retrofitting and further development. With technological innovations, we are helping to drive forward the use of lower-emission raw materials and processes.</p>

Material topic	SDG	Assignment
E1: Energy	 	<p><b>SDG 7 – Affordable and clean energy</b></p> <p>Measurement and automation technology from Endress+Hauser enables the recording, monitoring and control of energy consumption in industrial processes and supports systematic energy management with the help of significant measurement values. In its own procurement processes, Endress+Hauser considers energy efficiency as a lever for reducing the greenhouse gas footprint of intermediate products.</p> <p><b>SDG 12 – Responsible consumption and production</b></p> <p>We design our products for a long service life and take a systematic approach to reducing their carbon footprint. To this end, we have drafted guidelines for eco-design, which are incorporated into our global standard for product development. The goals are to use less material; use lower-carbon, more environmentally friendly materials; reduce the energy consumption and environmental impact of our devices; and improve their recyclability, i.e., their reparability and reusability.</p>
E2: Substances of very high concern	 	<p><b>SDG 3 – Good health and well-being</b></p> <p>Endress+Hauser complies with all applicable legal and regulatory requirements for handling substances of very high concern in all its operations. In addition, we are continuously working on substituting critical substances and developing alternative processes to reduce their use. Our measurement and automation technology enables the monitoring of emissions and pollutants in water and exhaust gas treatment plants, thus supporting the environmentally friendly handling of pollutants and emissions in industrial applications.</p> <p><b>SDG 12 – Responsible consumption and production</b></p> <p>Endress+Hauser commits to minimizing the risks to the environment and health posed by hazardous substances. We comply with relevant national and international regulations and closely monitor regulatory developments. We strive to minimize the content of regulated substances in our products and production processes. We start as early as the development phase to minimize the use of substances of concern.</p>
E3: Water use	 	<p><b>SDG 6 – Clean water and sanitation</b></p> <p>Operational processes at Endress+Hauser are geared towards using water sparingly, protecting groundwater and preventing contamination. Our sites are connected to utility networks; we do not use groundwater ourselves. Our measurement and automation technology enables efficient, effective and safe water and wastewater management, for example through optimized control of treatment processes, monitoring of water quality or reduction of water losses in distribution networks. Our employee initiative Endress+Hauser Water Challenge supports people in the poorest regions of the world in gaining access to clean water.</p> <p><b>SDG 12 – Responsible consumption and production</b></p> <p>Our products, solutions and services for water and wastewater management support the sustainable management and efficient use of natural resources.</p>


Material topic	SDG	Assignment
E5: Resource inflows	 	<p><b>SDG 12 – Responsible consumption and production</b> Endress+Hauser closely collaborates with suppliers to reduce emissions and resource use in the upstream supply chain. Our eco-design guideline anchors principles of sustainability in the product development process.</p> <p><b>SDG 8 – Decent work and economic growth</b> Endress+Hauser pursues systematic targets for reducing emissions, conserving resources and increasing energy efficiency. In the supply chain, we rely on risk-based management of our suppliers. Growth in our own operations is shaped by innovative organizational and process approaches to enable scaling without increasing the ecological footprint in relation to our business volume.</p>

## Social

Material topic	SDG	Assignment
S1: Working conditions of own workforce	 	<p><b>SDG 8 – Decent work and economic growth</b> Endress+Hauser has established mandatory regulations and processes that systematically ensure compliance with humane working conditions, the protection of labor rights, and safe and healthy working environments.</p> <p><b>SDG 3 – Good health and well-being</b> Endress+Hauser promotes the physical and mental health of employees through safe working conditions, preventive measures and a supportive work environment.</p>
S1: Equal treatment and equal opportunities in own workforce	 	<p><b>SDG 5 – Gender equality</b> Endress+Hauser is committed to equal treatment and equal opportunities for all employees. The Code of Conduct states that no one may be discriminated against on the basis of gender and that no form of harassment will be tolerated. In order to promote equal opportunities, particularly in management positions, Endress+Hauser sets targets for the proportion of women in management roles and supports the professional development of women through targeted support measures.</p> <p><b>SDG 10 – Reduced inequalities</b> Endress+Hauser is committed to diversity and inclusion. The Code of Conduct states that no one may be discriminated against on the basis of gender, age, ethnicity, nationality, religion, sexual orientation, disability or other comparable characteristics. The goal is to create a respectful work environment that enables equal participation and fair development opportunities within the organization.</p>

Material topic	SDG	Assignment
S1: Human rights in own workforce	 	<p><b>SDG 8 – Decent work and economic growth</b> Endress+Hauser is committed to respecting and upholding human rights within its own workforce. The company does not tolerate any form of debt bondage, forced labor, child labor or other unsafe or degrading working conditions. Binding regulations and processes ensure safe and healthy working conditions for all employees.</p> <p><b>SDG 16 – Peace, justice and strong institutions</b> Endress+Hauser recognizes applicable law as a minimum standard and complies with laws and regulatory requirements in all countries in which the company operates. In addition, the Group has established mandatory rules, compliance structures and internal control mechanisms to ensure lawful, transparent and responsible conduct. Transparency, accountability and the responsible handling of information are central elements of corporate governance. In this way, Endress+Hauser contributes to strengthening integrity, legal compliance and reliable institutional structures within its own area of responsibility.</p>
S4: Personal safety of consumers and end users	 	<p><b>SDG 3 – Good health and well-being</b> Endress+Hauser pursues the goal of minimizing risks to the environment and to the health of consumers and end users in connection with its own products. This is achieved in particular through safe product design, the responsible handling of hazardous substances, and compliance with relevant legal and technical requirements.</p> <p><b>SDG 12 – Responsible consumption and production</b> Endress+Hauser provides transparent and comprehensible information on the properties, possible uses and sustainability-related aspects of its own products, thus supporting customers and partners in making informed decisions regarding the resource-efficient use of its products.</p>

## Governance

Material topic	SDG	Assignment
G1: Corporate culture	 	<p><b>SDG 16 – Peace, justice and strong institutions</b> Endress+Hauser maintains a value-based corporate culture focused on integrity, transparency and accountability. Clear governance structures, defined responsibilities and transparent decision-making processes form the basis for ethical and compliant conduct within the organization. Opportunities for participation and involvement within the organization support responsible decision-making and strengthen trust in internal structures and their reliability.</p> <p><b>SDG 8 – Decent work and economic growth</b> Endress+Hauser values diversity and promotes a respectful and inclusive work environment. The objective is to establish fair and transparent conditions in which employees can develop on an equal footing. Employment, job allocation, promotion and remuneration are based on transparent criteria such as function, individual performance, responsibility, qualifications and experience.</p>

*“In just two years, we have elevated our Carbon Disclosure Project rating from D to B. This achievement demonstrates that we are successfully embedding sustainability as a strategic priority across the Group – and that our efforts are paying off. It also proves that we are consistently turning our defined targets into concrete action.”*

**Lene Pundt**, Corporate Sustainability Specialist at Endress+Hauser



## Corporate governance

### Shareholder structure

Endress+Hauser is the largest family-owned company in the field of process automation and aims to remain a successful family-owned company. To ensure the stability and continuity of the company, the owner family has defined its role in a Family Charter. The aim of the charter is to strengthen cohesion within the family over the long term and consistently isolate the company from family disputes. For example, the charter specifies the conditions under which family members may work within the company and the positions they may hold.

Various institutions foster the family members' relationships with the company and introduce the younger generation in particular to the company. The Family Council, which makes important decisions regarding the relationship between the family and the company, plays an important role in this respect. Five of the nine members belong to the younger generation; the council consists of five women and four men. Steven Endress and Sandra Genge, two members of the third generation, have seats on the Supervisory Board of Endress+Hauser AG.

The company's shareholders are exclusively members of the Endress family; there are no external investors. Currently, the families of the eight children of Dr Georg H Endress and his wife Alice hold 96 percent of the shares. The remaining four percent is held by the non-profit Georg H Endress Foundation, which is dedicated to education and science. The family shareholders play a role in company decisions at Endress+Hauser AG's annual general meeting.

### Corporate governance

The Endress+Hauser Group comprises a network of 136 legally independent companies managed and coordinated by Endress+Hauser AG. Management is in the hands of the Executive Board of Endress+Hauser AG, chaired by CEO Dr Peter Selders. Business and organizational regulations define the responsibilities and roles of the Executive Board and the independent Supervisory Board. The Supervisory Board oversees the work of the Executive Board by providing constructive feedback. The President is former CEO Matthias Altendorf, who is set to be replaced by Steven Endress at the 2026 annual general meeting. Fundamental and far-reaching decisions are taken with the approval of the Supervisory Board, whose members are appointed at the shareholders' general meeting.

### Corporate culture

The Endress+Hauser Group's corporate culture is still heavily influenced by the shareholder family. The corporate culture is based on comprehensive responsibility for the company, a commitment to ethical behavior and a governance principle that does not aim for profit maximization. Over the years, this has

evolved into a distinctive corporate culture, which emerged in our double materiality analysis as the material topic with the greatest positive impact.

The core elements of this culture are our four brand values: excellence, commitment, sustainability and friendliness. These values not only guide our actions and how we present ourselves to the outside world but also shape how we relate to each other: We invest in long-term employment relationships and ensure that our employees feel valued. We foster a culture of trust in which we communicate openly and constructively. As an industry leader, we support the development of our employees so they can reach their full potential. We leverage our innovative strength and technological expertise to drive sustainable process improvement, a corporate mission that every employee can experience personally.

The specific behaviors and attitudes that shape our corporate culture are outlined in what we call the Spirit of Endress+Hauser, which is available on our website.

### Ethics and compliance

As an internationally successful company, we operate in many different jurisdictions. The Endress+Hauser Code of Conduct provides a binding, Group-wide guideline for dealing with customers, coworkers, partners and suppliers. It encompasses guidance on products and services, personal integrity, corporate integrity, personnel policies, company assets and corporate responsibility. All employees undergo training on the Code of Conduct at least once every three years. Employees with online

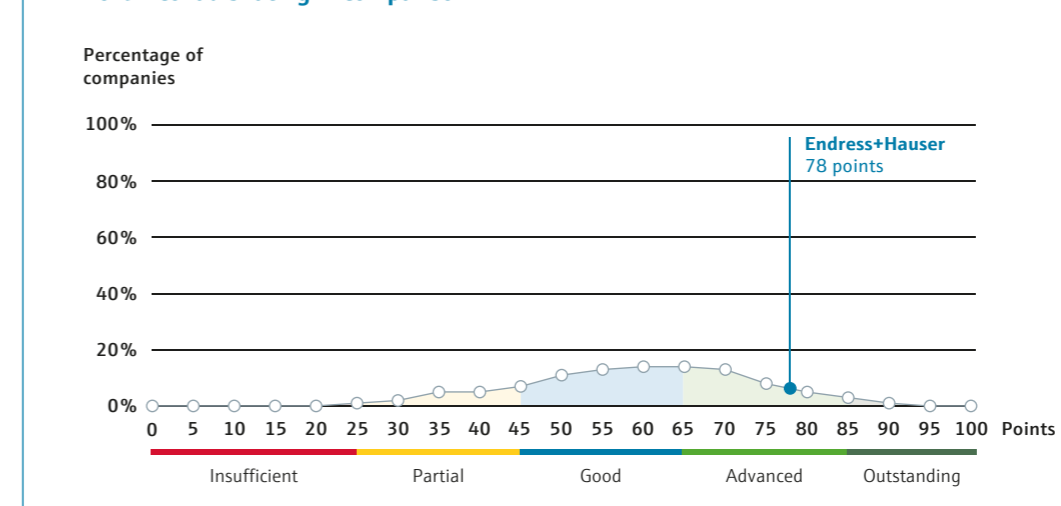
access also receive anti-corruption training every three years and are trained in the basics of the European General Data Protection Regulation (GDPR) at the same intervals. Every two years, Endress+Hauser employees undergo mandatory information security training.

### Whistleblower system

Endress+Hauser employees around the world can use an internal whistleblower system to report possible violations of the Endress+Hauser Code of Conduct. An independent complaints team carefully processes all tips and initiates appropriate measures. This system ensures protection for whistleblowers and affected parties who contribute to the investigation of a possible violation. The information is handled within the framework of a confidential and fair process.

To fulfill its human rights due diligence obligations, the Endress+Hauser Group has maintained a publicly accessible whistleblower system – 'People and the environment.' Employees, business partners and third parties can confidentially report or anonymously submit information regarding potential human rights violations or environmental issues. We therefore comply with the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG) as well as other national supply chain laws. The online form and the accompanying rules of procedure are available on our website under 'Human rights and environmental protection.' There you will also find our 'Statement of principles on the respect and protection of human rights and the environment.'

### 2025 EcoVadis rating in comparison



### Tax strategy

Our tax strategy is based on three guiding principles: taxes follow business, we avoid double taxation and we comply with tax regulations. Through our tax payments, we contribute to the social well-being of the countries in which we operate. Accordingly, the Endress+Hauser Group undertakes to follow not only the letter but the spirit of the law.

The Group believes that taxes should be based on the company's economic substance and business activities. Therefore, we do not use any artificial or contrived tax arrangements or business practices. The Group utilizes tax advantages and tax relief only to the extent they accrue in the course of normal business operations.

Endress+Hauser strives to maintain a transparent, professional and constructive working relationship with tax authorities. This includes providing correct and timely information as required by law. Where necessary, Endress+Hauser will seek to reach an agreement with the tax authorities before carrying out transactions, particularly in areas where the legal situation or the application of the law is unclear or uncertain.

### Economic sustainability

We concentrate on businesses we understand and which are a good fit for us. For us, profit is not an end in itself but the result of responsible activities. The majority of our earnings remain in the company. Our equity ratio is 56.2 percent; cash and cash equivalents and financial assets together amounted to EUR 601.7 million in the fiscal year 2025 (based on the Group's operating business at the level of Endress+Hauser Management AG). This solid foundation enables us to make the investments needed to ensure a successful future using our own resources, and to continuously grow our Group from within. We only need bank loans when internal financing is not possible or not economically viable.

To mitigate risks arising from economic developments, geopolitical events, exchange rate fluctuations or natural disasters, we rely on a broad diversification of our business across industries, customer segments, regions and products. No single client accounts for more than one percent of our net sales. We mitigate financial risks arising from exchange rates and interest rates through targeted hedging instruments. Regional production facilities situated close to our customers reduce our exposure to exchange rate fluctuations while also reducing potential disruptions to global supply chains.



We value ongoing dialogue and loyal relationships and aim to drive sustainable solutions through these principles.

### Environment

#### Greenhouse gas emissions

We tracked the Group-wide carbon footprint in accordance with the Greenhouse Gas Protocol and for better comparability converted emissions of greenhouse gases other than carbon dioxide into CO<sub>2</sub> equivalents (CO<sub>2</sub>e) according to their global warming potential. Scope 1 and Scope 2 emissions from the business activities of the at-equity consolidated joint venture Endress+Hauser SICK are included in Scope 3.15. There are no other Scope 3 emissions relevant to us resulting from this collaboration at this time; these will be included in the next sustainability report.

In 2025 greenhouse gas emissions amounted to 1.13 million tonnes CO<sub>2</sub>e. In the Group's own area of responsibility, 31,225 tCO<sub>2</sub>e were generated, 61 percent of which is attributable to Scope 1, i.e., emissions from stationary combustion (Scope 1.1: 8,027 tCO<sub>2</sub>e), mobile combustion from our vehicle fleet (Scope 1.2: 9,497 tCO<sub>2</sub>e) and fugitive emissions (Scope 1.4: 1,471 tCO<sub>2</sub>e). The remaining 46 percent stems from energy that we purchased, and is thus allocated to Scope 2: emissions from purchased electricity (Scope 2.1: 11,737 tCO<sub>2</sub>e) and from district heating (Scope 2.2: 493 tCO<sub>2</sub>e).

With a total of 1.09 million tonnes CO<sub>2</sub>e, Scope 3 emissions are the most significant. This resulted first and foremost from the use of our equipment over many years (Scope 3.11: 508,058 tCO<sub>2</sub>e). For instance, the sampling of natural gas results in the release of methane, a gas with a strong impact on the climate (241,756 tCO<sub>2</sub>e). In addition, the energy consumption of our long-lasting devices has a significant impact (266,302 tCO<sub>2</sub>e). In 2025, we determined the emissions from this electricity consumption on a country-by-country basis for the first time, rather than using global averages, which results in lower measured emission levels. The value for the base year 2023 was recalculated and adjusted accordingly. The useful life of the Endress+Hauser SICK joint venture's instruments could not yet be taken into account in the current report. This gap will be closed in 2026.

Purchased products and services also had a significant impact (Scope 3.1: 358,155 tCO<sub>2</sub>e). This year, we switched the calculation method in Scope 3.1 from a purely expenditure-based approach to a hybrid calculation: We rely on a combination of expenditure-based data and, where available, primary data from our suppliers. For this reason, the value for the base year 2023 has been adjusted.

Capital goods (Scope 3.2) account for 98,101 tCO<sub>2</sub>e of our Scope 3 emissions, while the transport of purchased goods and components to our facilities and of sold products to our customers (Scope 3.4 and 3.9) accounts for 68,019 tCO<sub>2</sub>e. Last year, we were able to improve the calculation method for both capital goods and transportation, and for some of the data, we were able to refer to actual consumption figures, thereby



*“We aim to be the trusted partner guiding customers along their sustainability journey. With deep industry expertise and an innovative portfolio, we provide solutions that enable rapid, well-informed process decisions based on precise insights into quality, quantity and composition. In doing so, we help businesses minimize waste, reduce greenhouse gas emissions and accelerate the transition toward a circular economy.”*

Eric Sifferlen, Director of Marketing Intelligence and Industries at Endress+Hauser

reducing the expenditure-based portion of the calculation. Emissions for the base year 2023 have been adjusted for Scope 3.2, whereas the adjustment for Scope 3.4 is still pending.

Other Scope 3 emissions (61,723 tCO<sub>2</sub>e) are spread across fuel and energy-related emissions, waste, business travel, employee commutes, products at the end of their life cycle and investments (see table on page 100).

When considering Scope 3 as a whole against a backdrop of simultaneous growth in revenue and unit sales, this results in calculated savings of approximately nine percent compared with the previous year. These discrepancies stem primarily from methodological adjustments in the calculation of transport volumes (less expenditure based), although the base year has not yet been adjusted accordingly.

### Energy demand and energy mix

The total energy demand of the Endress+Hauser Group (Scope 1 and 2) in the past year was 196,012 MWh, which means an increase of 11 percent compared with the previous year and is due to higher consumption of natural gas, fuel for the vehicle fleet and electricity.

Electricity (104,111 MWh) accounted for 53 percent of the energy demand in 2025, 69 percent of which originated from renewable sources (71,751 MWh). Nine percent of this green electricity was autonomously generated at our sites, while the rest was purchased. Our subsidiaries in Germany almost entirely relied on green electricity (95 percent). In some countries, we have already switched to 100 percent electricity from renewable

sources. These countries include Belgium, Denmark, Finland, Italy, the Netherlands, Norway, Austria, Portugal, Sweden and Switzerland. In China and India, we are continuously increasing the share of electricity generated from renewable sources.

Twenty-four percent of our global energy requirement was covered by natural gas in 2025 (46,556 MWh). Diesel and gasoline accounted for another 20 percent, which is mainly tied to our vehicle fleet (39,392 MWh). Here we are striving to reduce our greenhouse gas emissions, for example by gradually switching to electric vehicles where possible. For the remaining three percent (5,953 MWh) of our energy needs, we use biomass, heating oil and district heating.

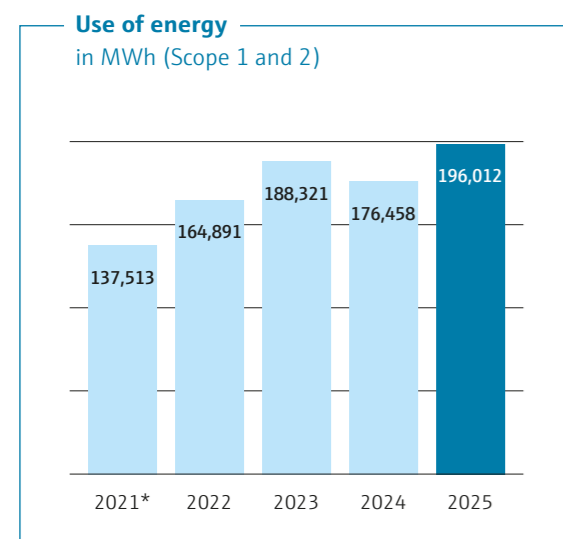
### Climate transition plan

We are pursuing a net-zero target by 2050 in line with the Science Based Targets initiative (SBTi), which we joined in 2023. The SBTi has officially validated our 2024 climate targets, which means they are consistent with the Paris Climate Change Convention and science based:

- By 2050, we intend to reduce our greenhouse gas emissions by 90 percent compared with the 2023 baseline, in line with our SBTi commitment. We will offset the remaining 10 percent via permanent carbon removal and storage in accordance with the SBTi guidelines.
- Within the SBTi framework, we have committed to a science-based near-term target of reducing absolute greenhouse gas emissions from our own operations (Scope 1) and from purchased energy (Scope 2) by 80 percent by 2034 compared with 2023. Emissions in the upstream and downstream value chains (Scope 3) are planned to be reduced by 35 percent in the same period.

How we will achieve these goals is outlined in a climate transition plan (CTP), which outlines our climate strategy, operational implementation and financial planning. It also includes a climate risk analysis as well as scenario and resilience analyses. Our climate transition plan is consistent with our financial report and complies with the requirements of the CSRD.

In order to assess how climate change will affect our Group, we have evaluated two emissions scenarios: a low-emission scenario, which assumes that global warming can be limited to a maximum of 1.5 degrees Celsius by 2100 compared with pre-industrial levels, and a high-emission scenario that is based on a warming of around four degrees Celsius by the end of the century.



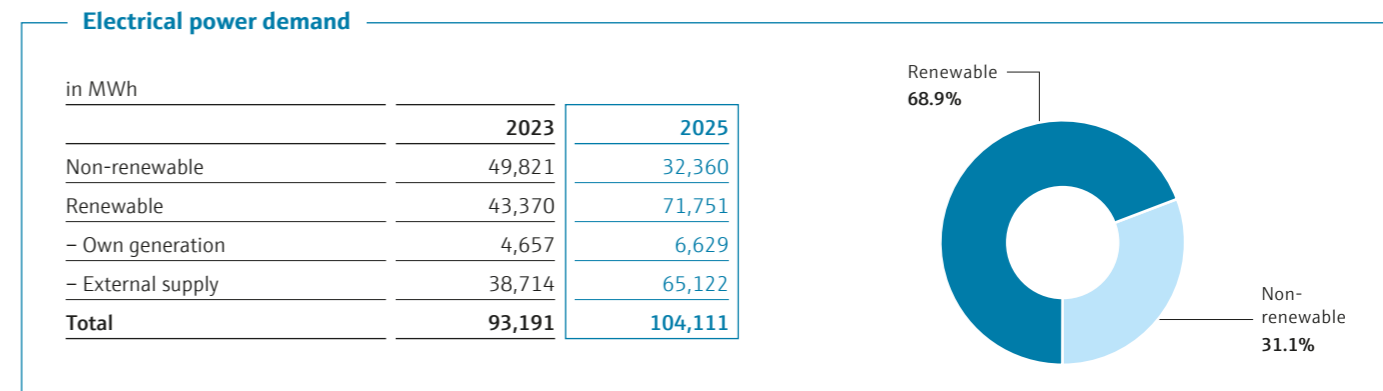
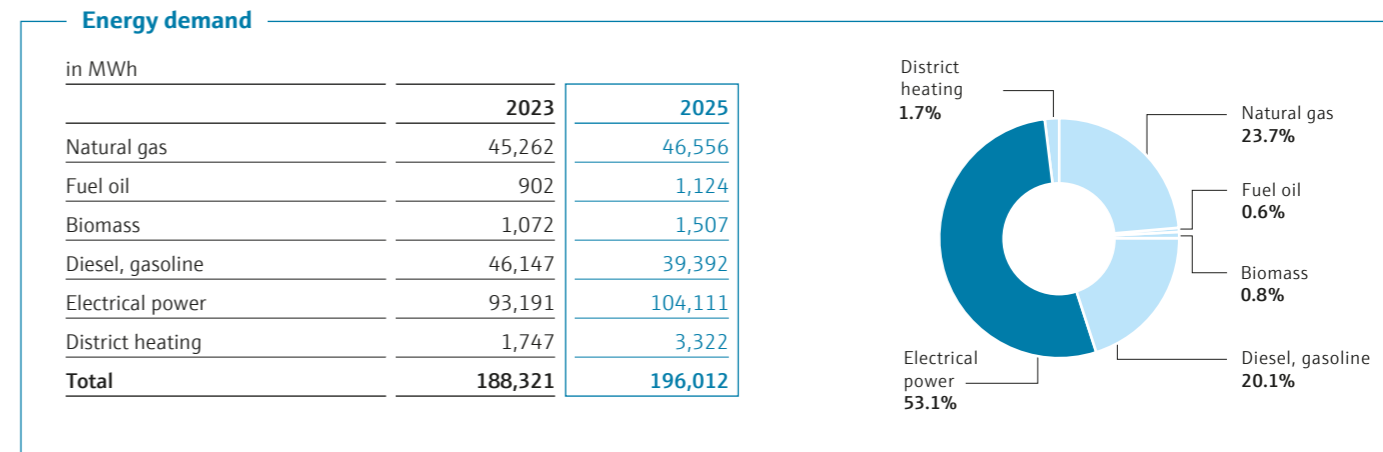
\* Limited comparability due to a change in methodology from 2022

Our analysis was based on the scientifically backed scenarios developed by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC). We have considered both transitional and physical scenarios and based our analyses on a combination of the low-emission scenarios RCP 1.9, NZE 2050 and SSP1, as well as the high-emission scenarios RCP 8.5, STEPS and SPP5. In our analysis, we also examined the consequences of regulatory changes, technological innovations, disruptions in supply chains and business operations, and the health impacts on employees.

At the same time, we conducted a resilience analysis to assess the risks and business opportunities associated with global warming. We see a serious risk that climate-related environmental changes will exacerbate geopolitical tensions and conflicts over increasingly scarce resources. This can disrupt supply chains and lead to shortages of raw materials, resulting in rising material costs. At the same time, demand is becoming more volatile, while it is becoming more difficult to reliably maintain high standards of service and delivery.

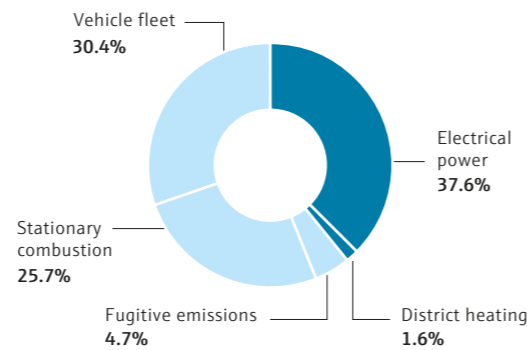
The health of our employees can also be affected by climate-related stressors, such as higher rates of illness, increased sick leave and losses in productivity, as well as rising healthcare costs. Last but not least, pandemic risks and changing employee expectations regarding safe, flexible and healthy working conditions are placing greater demands on the company.

As regards business opportunities, we see ourselves as a manufacturer of measurement technology in a unique position: We expect an increased demand for measurement technology as we adapt to climate change. Many customers will adapt, optimize or re-establish their core processes and support systems in order to achieve their sustainability goals and conserve resources. As a partner for safe, energy- and resource-efficient processes, sustainability is both a core brand value and a key driver of value creation for us (see 'Products and solutions for sustainability,' page 102).



**Greenhouse gas emissions Scope 1 and 2**

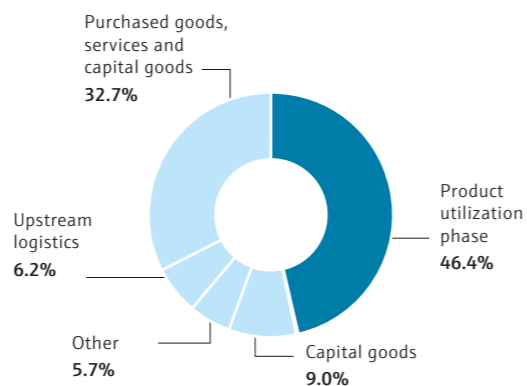
in tonnes CO <sub>2</sub> e			
	2023	2025	SBTi near-term target*
Scope 1	18,970	18,995	
– Stationary combustion	8,270	8,027	
– Vehicle fleet	10,700	9,497	
– Fugitive emissions	–	1,471	
Scope 2	22,708	12,230	
– Electrical power	22,459	11,737	
– District heating	249	493	
<b>Total Scope 1 and 2</b>	<b>41,678</b>	<b>31,225</b>	<b>8,336</b>



\* To be reduced by 80% by 2034 compared with the reference year 2023

**Greenhouse gas emissions Scope 3**

in tonnes CO <sub>2</sub> e			
	2023	2025	SBTi near-term target* **
Product utilization phase	554,776	508,058	
Purchased goods and services*	356,080	358,155	
Capital goods*	61,542	98,101	
Upstream logistics	91,353	68,019	
Other			
– Fuel- and energy-related emissions	10,131	9,035	
– Waste	3,111	3,700	
– Business travel	12,403	13,193	
– Employee commutes	21,706	21,627	
– End of product life cycle	13,499	13,945	
– Investments	16	223	
<b>Total Scope 3</b>	<b>1,124,617</b>	<b>1,094,056</b>	<b>491,712</b>



\* Figures for 2023 adjusted

\*\* To be reduced by 35% by 2034 compared with the reference year 2023

A central element of our climate strategy is our net-zero roadmap. In a first step, we are focusing particularly on areas where we can have a significant impact: Scope 3.1 (purchased goods and services) and Scope 3.11 (use phase of sold products) are prioritized because they account for 77 percent of Scope 3 emissions. In addition, the focus is on Scopes 3.4 and 3.9 (upstream and downstream transportation) as well as 3.2 (purchased capital goods), which account for 14 percent of these emissions.

**We are currently implementing the following measures:**

- Energy efficiency and renewable energy (Scope 1 and 2):** We are reducing direct and indirect emissions at all our sales and product centers worldwide through energy efficiency measures, the use of renewable energy, energy-efficient buildings and the electrification of our vehicle fleet. Our Group companies can track their individual emission types and volumes on a CO<sub>2</sub> dashboard, as well as see where they stand on the path to achieving our near-term CO<sub>2</sub> reduction target by 2034.
- Greenhouse gas reduction in the upstream value chain (Scope 3):** We record our suppliers' carbon footprints and work with them to develop solutions for further decarbonizing their processes and products. In our procurement activities, which account for 32 percent of our total emissions, we increasingly rely on low-emission primary products, e.g., from suppliers who utilize green electricity and low-emission raw materials. We are also working on improving our logistics processes, for example through alternative modes of transport, fuels, routing or optimized loading.
- Sustainable product design (Scope 3):** A strong lever for decarbonizing our portfolio is our product design. We examine whether we can design assemblies and components in such a way that less material needs to be used or the manufacturing process becomes lower in emissions. Furthermore, we are working on optimizing the energy consumption of our devices during the use-phase, which overall and over the long service life of our devices makes a measurable contribution. Another focus is on improving the reparability and recyclability of our products in order to increase their longevity and circularity.

We place special emphasis on the design of newly developed instruments: We are currently establishing an innovation process that takes sustainability into account from the very beginning. An eco-design guideline will help our developers keep the carbon footprint of an instrument small. In doing so,

we anticipate emerging future EU regulations, for example by aligning ourselves with the sustainability requirements currently being developed for consumer electronics. The eco-design guideline will be mandatorily integrated into the innovation process in the future. We already recognize groundbreaking sustainable innovations with our annual internal 'Eco-Design and Circularity Award.'

**Product carbon footprint**

In the future, we would like to provide our customers with detailed information about the product carbon footprint (PCF) of our devices. This PCF information is now available for two-thirds of our products, including all of our flagship products, and is available at endress.com. Included are all greenhouse gas emissions generated up to the point the product leaves the factory, such as those from raw material extraction, upstream logistics, intermediate products and manufacturing ('cradle to gate').

Given that around three million units are sold each year, most of which are manufactured on a customer-specific basis at various locations with different supply chains, calculating such a device-specific PCF is a complex task. In addition, these devices are individually configured millions of times and installed in a wide variety of environments

The PCF available on endress.com therefore currently refers to the respective base unit. The calculation is based on a combination of primary data provided directly to us by suppliers and database-based secondary data, in cases where our suppliers are unable to provide direct emissions data. Our aim is to work with our suppliers to further develop our PCF information into a primary data-based Environmental Product Declaration. We are increasingly receiving raw data for our key components from our suppliers and are setting up an IT infrastructure that accounts for the wide range of possible configurations in the PCF calculation.

By providing such data, we meet market requirements and help our customers to calculate the carbon footprint of their plants. We also use them to shape our portfolio for the long term: We identify which raw materials or components cause particularly high emissions and use this knowledge when redesigning or developing new equipment.

### Products and solutions for sustainability

As a close partner for companies in seven key industries (see 'Endress+Hauser in profile,' page 87), we contribute to the sustainable transformation of the process industry. We are at the forefront of developing new technologies and are serving new markets that are emerging as a result of the energy transition and the alignment with a circular economy. This strength of our offering is also reflected in our materiality analysis (see 'Double materiality analysis,' page 87) with the material topics of climate protection (E1), energy (E1) and water usage (E3).

Numerous production processes will need to be adapted, optimized or redesigned over the course of decarbonization. Endress+Hauser supplies the measurement and analysis technology that enables these processes to be controlled safely, reliably and cost-effectively, ensuring that energy and resources are used as efficiently as possible. Thanks to digital networks, our sensors also create transparency and help in identifying potential for process improvements. Measurement and analysis technology thus offers a powerful tool for achieving the net-zero goal in the process industry.

At the same time, systems for accurate and reliable emissions monitoring are required to comply with legal requirements and optimize facilities in terms of their environmental impact. In this respect, Endress+Hauser has strengthened its expertise in the field of gas analysis and gas measurement technology through a strategic partnership with sensor manufacturer SICK. Our joint venture Endress+Hauser SICK, launched in 2025, offers emission monitoring solutions that can measure even aggressive or toxic gases and be installed in potentially explosive atmospheres.

In the course of the sustainability transformation in the process industry, we are working intensively on new developments. Key topics include the production, transport and utilization of hydrogen, particularly green hydrogen, filtering CO<sub>2</sub> from the air (direct air capture), and carbon capture, usage and storage at the emissions site. We regularly publish individual examples of how our customers achieve a significant increase in sustainability with the help of measurement solutions on endress.com.

### Substance and materials handling

Endress+Hauser commits to minimizing the risks to the environment and health posed by hazardous substances. Under the EU's REACH regulation, substances of very high concern (SVHCs) are defined as chemicals that may have serious, critical effects on human health or the environment.

We comply with relevant national and international regulations and closely monitor regulatory developments. We obtain declarations of conformity from our suppliers and have them reviewed by experts.

Our own declarations of conformity for various materials and fabrics are available for download on our website. These include the European and Chinese RoHS guidelines (restriction of hazardous substances), the EU regulation REACH (registration, evaluation, authorization and restriction of chemicals) and the US TSCA (Toxic Substances Control Act).

Given that our customers can individually configure the vast majority of the products in the Endress+Hauser portfolio when ordering, device-specific information related to material compliance is highly complex. We are continuing to work on a software solution that will allow us to automatically retrieve more detailed information based on the serial number and the individual configuration (order code).

We strive to minimize the presence of regulated substances in our products and processes, provided that this is technically and economically feasible, so that our customers can plan with confidence. We also evaluate components and materials early in the development process to ensure compliance with legal requirements and reduce the use of substances of concern.

### Water and water consumption

In the water & wastewater sector, we can make a significant contribution to climate, environmental and resource protection; this topic has been identified as material in our double materiality analysis. Our measurement and analysis technology helps operators to ensure supply reliability, quality and compliance, as well as to optimize energy consumption, chemical usage and operating costs.

In our own business operations, water is not a primary raw material but is mainly used in sanitary facilities and for cleaning buildings. We also need water for certain sensor tests, such as calibrating flowmeters. In most cases our companies are located in industrial areas with connections to the public water system. In 2025, our water consumption amounted to 346,133 cubic meters, an increase of 19 percent from the prior year, which is related to construction activities and a new calibration facility in China.



1

- 1 In water and wastewater treatment facilities, we help our customers optimize the use of chemicals and reduce operating costs.
- 2 Plant operators can use our products to conserve energy and resources in their processes and make sustainable decisions based on transparent data.

2



**Resource inflows**

About one-third of our total greenhouse gas emissions (expenditure-based calculation; see 'Greenhouse gas emissions,' page 97) stem from the purchase of goods and services (Scope 3.1), in particular steel and aluminum, which we use in our measuring instruments. Based on our efforts to date, we are intensifying our collaboration with suppliers to transparently track the greenhouse gas footprint of our raw materials and implement targeted reduction measures.

For our two largest product categories, steel and aluminum, we have already identified the CO<sub>2</sub>-intensive areas in our procurement process and systematically assessed opportunities for reduction. As concerns steel, 70 percent of the stainless steel we purchase is produced using low-emission methods. An increase in the recycling rate (currently around 60 percent) can also be considered to further reduce the carbon footprint. Other options include the supplier's energy mix and process optimizations.

In the aluminum segment, the recycling rate is already over 90 percent, which is comparatively high for the market. To further reduce emissions, suppliers must implement additional measures to improve energy efficiency and streamline processes.

Since a significant amount of CO<sub>2</sub> emissions already results from our suppliers' procurement processes, we are also reaching out to key upstream suppliers. We have set the goal of entering into agreements to source low-emission raw materials. In future, we will set specific reduction targets with key suppliers and monitor the implementation of these measures on an annual basis.

Whereas we previously calculated the greenhouse gas footprint of the steel and aluminum we purchased based on expenditure, we now have access to more primary data from our suppliers. Calculations are therefore increasingly activity based, using either supplier-specific emissions data or the weight of the purchased materials.

As regards electronic components, calculations are much more detailed and complex. We continue to use the expense-based approach as our primary method, while at the same time collaborating with other companies to explore more advanced methodologies. Starting in 2026, we will conduct an in-depth analysis of the plastics, packaging and other materials sectors.

In addition, we reduce our greenhouse gas footprint in procurement through our 'from the region, for the region' principle: Local needs are met from regional sources whenever possible in order to minimize transportation distances and the associated emissions.

Beyond procurement, we consider product development a particularly powerful lever for reducing the greenhouse gas footprint of our devices. We are establishing an innovation process that incorporates sustainability from the very beginning.

**Waste and recycling**

Waste accumulation within the Endress+Hauser Group is strongly influenced by factors such as growth in units produced, demand-driven changes in the product mix or special effects such as construction work or inventory adjustments. In the past financial year, we accumulated 2,861 tonnes of municipal waste worldwide, 11 percent more than the prior year. The amount of hazardous waste totals 8,086 tonnes, a decrease of five percent. The amount of scrap metal decreased by 17 percent to 1,376 tonnes. The volume of electronic scrap decreased by four percent during the reporting period to 69 tonnes. Individual locations reduce waste and conserve resources through recycling.

**Certification and auditing**

All Endress+Hauser production facilities are certified to the ISO 9001 standard (quality management). More than four-fifths of our production sites are certified in line with ISO 14001 (environmental management) and/or ISO 45001 (occupational health and safety). Some are also ISO 50001 certified (energy management). In addition, meeting social and environmental standards is a vital part of our procurement processes.

**EU taxonomy**

With the EU Taxonomy Regulation, the European Union has established a classification system for environmentally sustainable economic activities to ensure transparency and comparability and to channel capital flows into sustainable investments.

Economic activities are considered potentially sustainable under the EU taxonomy ('taxonomy eligible') if they are listed in the Taxonomy Regulation and can make a significant contribution to one of six environmental objectives: climate protection, adaptation to climate change, sustainable use and protection of water resources, transition to a circular economy, prevention and reduction of pollution, and protection and restoration of biodiversity and ecosystems.

Economic activities are considered environmentally sustainable under the EU taxonomy ('taxonomy compliant') if they make a significant contribution to at least one of these six environmental objectives without causing harm to another ('Do No Significant Harm,' DNSH), and if they meet minimum social standards.

Companies that fall under the EU taxonomy have to disclose the taxonomy-eligible and taxonomy-compliant share of their turnover, their capital expenditure (capex) and their operating expenditure (opex). The requirement is that their respective economic activity is described in the Taxonomy Regulation. Endress+Hauser is allocated to the group 'Manufacture of electrical and electronic equipment.' The economic activities relevant to Endress+Hauser in this group can be found in the environmental objective 'Transition to a circular economy.'

However, as an electronics manufacturer serving industrial customers, we find that our contribution to sustainability is only partially reflected in the criteria of the EU taxonomy. We manufacture long-lasting goods that are installed in industrial facilities and are often only properly removed and disposed of when the facility is decommissioned. The assessment criteria of the EU taxonomy, which are based on consumer goods with relatively short lifespans, do not adequately reflect these industrial practices.

We are diligently implementing the reporting requirements of the EU taxonomy, while striving to convey a clear, consistent picture of our commitment to sustainability. The basis for our taxonomy disclosures is our financial report. We use the sales, capital expenditure and operating expenses reported there to determine the taxonomy-eligible and taxonomy-compliant portions in accordance with the requirements of the EU Taxonomy Regulation.

**Taxonomy eligibility**

- 100 percent of our **sales** are taxonomy eligible, as the economic activity of manufacturing electrical and electronic equipment is listed in the relevant categories of the EU taxonomy.
- As concerns our **operating expenses**, the category of 'non-capitalized research and development (R&D) costs' is by far the most significant taxonomy category for our company. We therefore assume the Group's R&D costs as the relevant value. We are also 100 percent taxonomy eligible in this area.

- In the area of our **capital expenditure**, just over half of our expenses are taxonomy eligible. This includes our investments in sustainable means of transportation, solar systems and heat pumps as well as new buildings.

**Taxonomy compliance**

- However, our **sales** are not currently taxonomy compliant. The criteria of the EU circular economy taxonomy do not fully reflect key sustainability aspects of our products, such as their long service life under demanding environmental conditions, their reparability by qualified personnel, and compliance with industry-specific safety and efficiency standards.
- Our **non-capitalizable R&D** expenses are currently not considered taxonomy compliant, as the technical assessment criteria of the EU taxonomy relating to the circular economy require product development to be directly aligned with specific sustainability characteristics that do not fully align with our industrial application objectives.

- Our **capital expenditure** is not currently considered taxonomy compliant. Previous investments in photovoltaic systems have already been completed, so no significant taxonomy-eligible investments were made in this area during the current reporting year. New buildings are constructed in line with regional sustainability considerations; we do not apply for external certification, which means we do not provide evidence in accordance with the EU taxonomy. While we are continuously expanding the use of electric vehicles in our fleet, there are certain criteria – such as tire noise emissions – that we do not aim to meet for functional and economic reasons.





*“We value a dependable working environment that offers long-term prospects and fosters strong team spirit. At Endress+Hauser, people can make a meaningful contribution while actively shaping their professional development.”*

Tobias Reuter, Head of Global Center of Excellence Masterdata & Analytics at Endress+Hauser

## Social

### Workforce in numbers

At the end of 2025, a total of 18,306 people (including temporary contracts) were employed by the Endress+Hauser Group, 1,260 more than the previous year. The strategic partnership with sensor manufacturer SICK in the field of process automation, which was implemented in 2025, alone added around 800 new employees: In 42 countries, sales and service staff have moved from SICK to Endress+Hauser and are now strengthening our expertise in the field of gas analysis and gas measurement technology.

In total, people from 125 countries were employed by the Group at the end of 2025. The age groups are equally distributed across the Group, with little change compared with 2024. On average globally, our employees have been working for Endress+Hauser for 10.0 years. The Group-wide turnover rate (excluding internal job transfers) is an unchanged 4.3 percent.

### Employer attractiveness

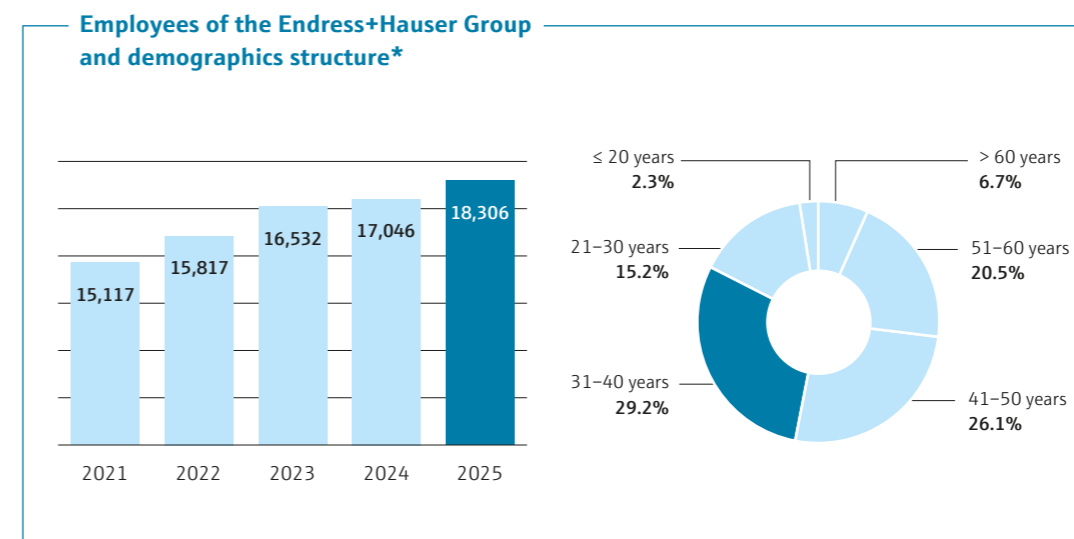
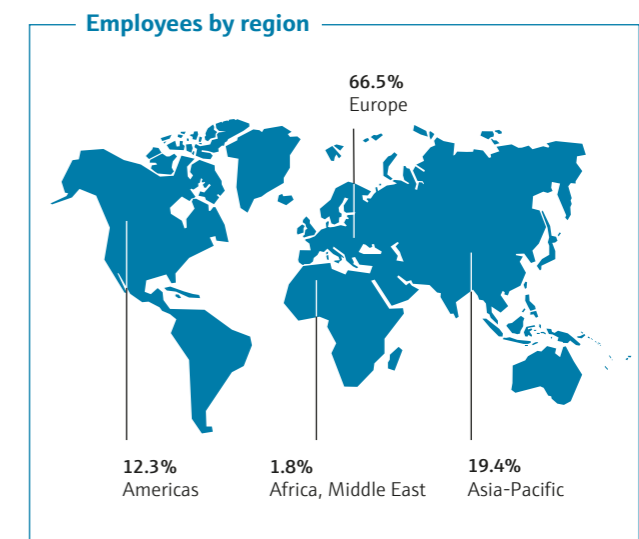
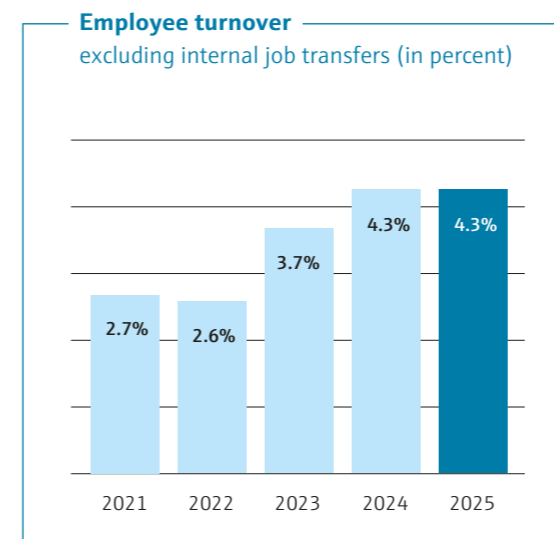
As a family-owned company, we view the creation, development and preservation of secure jobs as an important part of our social responsibility. We want to attract the best employees and retain them at our company. To keep knowledge within the company and ensure we can continue to fulfill our role as a reliable partner to the process industry, we rely on long-standing, experienced teams and a workforce that identifies with us as an employer.

In addition to role- and performance-related compensation, we offer above-average benefits and a wide range of career opportunities. Depending on local conditions and guidelines, the subsidiaries in the various countries set additional priorities to position themselves as attractive employers. These include flexible work schedules, additional vacation days for caring for family members, health programs and specialized training opportunities.

To attract employees from around the world who are a good fit for us, we take a clear position as an employer both internally and externally. Our employer branding strategy covers the entire employee career, from reaching out to potential candidates through onboarding and the employee journey to offboarding and alumni management. The four brand values of excellence,

commitment, sustainability and friendliness form the foundation of our corporate Group. They guide our global operations as ‘People for Process Automation’ and are visible to our business partners across different cultural regions. At the same time, our employer branding allows us to tailor our approach to specific target groups or local characteristics. This allows our subsidiaries to act swiftly, flexibly and as needed.

We regularly assess how satisfied our employees are through Group-wide standardized surveys, which ensure that the results are comparable. The survey results form the basis of our joint efforts to improve.



\* Demographics excluding temporary contracts

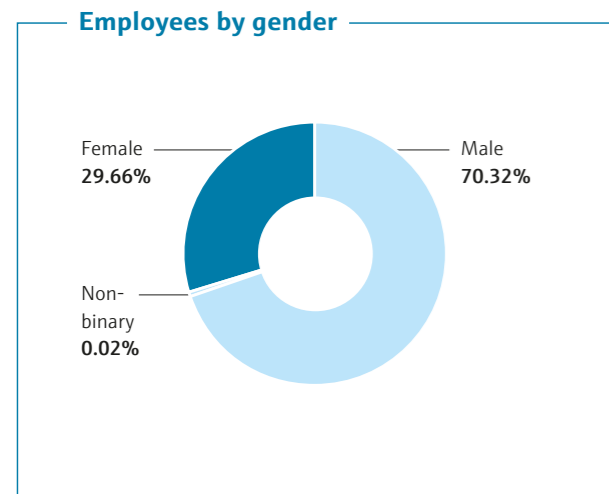
### Promoting diversity

A diverse workforce increases productivity, encourages innovation and increases resilience. Diversity is therefore an integral part of our sustainable human resources policy at Endress+Hauser and is anchored as a value in our Code of Conduct. Our goal is to create a working environment that is free from discrimination, unequal treatment and harassment: No one shall be discriminated against on the basis of gender, age, ethnicity, nationality, religion, sexual orientation, disability or other comparable characteristics. We do not tolerate any form of harassment in the workplace.

At Endress+Hauser, compensation is based on clearly defined criteria such as job function, individual performance, level of responsibility, qualifications and experience. The basis for the hiring, assignment of duties and promotion of our employees is their skills, performance and ethical conduct.

To actively promote diversity, we have been focusing on supporting women for several years through our global initiative 'Women's Integrated Network (WIN).' The goal is to increase the share of women in the workforce as a whole from the current 30 percent to 40 percent by 2030. In management positions the target is 30 percent.

Some Group companies have made visible progress toward this goal at the executive level. Nevertheless, we recognize that it will likely take us longer than 2030 to achieve both target rates in the Group. The keys to success are clear: It requires the commitment of managers, the integration of the topic of diversity into HR processes and a corresponding culture of role models.



At the Group level, we promote the development of a diverse workforce through various initiatives. In our 'Licence to Hire' training sessions, we help our HR managers to become more aware of unconscious biases. Through our training course 'Diversity, Equity & Inclusion,' we offer all employees – regardless of hierarchical level or gender – assistance on how to achieve diversity, equal opportunities and inclusion in day-to-day business.

### Career development

As a global leader in measurement and automation technology, we want our employees to develop their strengths and reach their full potential. We want to be and remain an attractive employer for our long-term employees as well. That is why we provide our employees with personalized career paths and development opportunities, in line with our corporate goals.

A key element is the regular, structured exchange between managers and employees. During these discussions, we review progress toward existing goals, agree on new goals for the coming period, and identify personal interests and organizational needs. Thus, we promote a sustainable leadership style and help further enhance our employees' satisfaction with Endress+Hauser as an employer.

In 2025, we began to introduce a standardized tool worldwide to support performance reviews. It simplifies documentation and helps employees and supervisors engage in meaningful dialogue that both parties find valuable.

To provide our workforce with Group-wide and subject-specific training, we offer a wide range of online and offline training courses ranging from mandatory anti-corruption training and courses on work techniques and social skills to specialized topics such as hydrogen technology. We offer both open learning modules and role-specific courses, as well as specialized leadership programs such as Leadership Days. In 2025, we won several Brandon Hall Group Excellence Awards for our learning and development programs. Through our learning modules, we are able to retain knowledge within the company and pass it on in a sustainable way.

We firmly believe that diversity is an asset. Therefore it is firmly anchored in our human resources policy and in our corporate culture.



- 1 Endress+Hauser is fully aware of its responsibility toward its employees and places great emphasis on workplace safety.
- 2 By offering workplace health programs, we aim to support the health of our employees.
- 3 We promote sustainable transportation via programs and initiatives.



**Promotion of young talent**

Well-trained professionals are key to the success of our company. At the same time, we believe that our commitment to the vocational training of young people is a way of demonstrating our social responsibility: Skilled junior staff benefit not only us but also our corporate environment. We therefore promote training and studies beyond our immediate needs and aim to achieve a training quota of five percent of the workforce worldwide.

In particular, we are committed to dual vocational training models. We establish country-specific structures for dual vocational training programs or degree programs around the world (for example in India, the United States and China), form partnerships with universities and create support mechanisms for graduates who wish to pursue advanced degrees after completing their initial training. It is important to us not only to qualify our employees for their current roles but also to provide them with long-term career opportunities.

The number of trainees across the entire Endress+Hauser Group rose again in 2025 and now amounts to 676 (previous year: 636): These young people are either completing an apprenticeship or vocational training at Endress+Hauser or pursuing studies. Compared with 2021, the number of trainees has thus increased by 39 percent; our Group-wide training rate now stands at 3.7 percent.

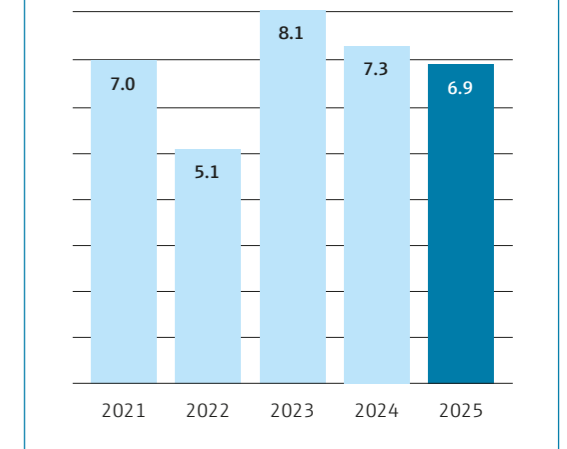
**Occupational health and safety**

We want to provide our employees around the world with a safe, healthy and productive work environment, and therefore we take a holistic, preventive approach, which we are constantly refining. Our goal is to identify health and safety risks as early as possible, minimize them or eliminate them entirely in order to protect lives and health.

For this purpose, we regularly identify all relevant hazards in the workplace, ranging from emergency and accident risks to long-term physical and mental health risks. Based on these risk assessments, we identify appropriate protective measures. Occupational safety experts are involved at an early stage in the planning of new workstations, processes and technologies.

To ensure a swift and coordinated response in emergencies, we have structured emergency plans in place which are reviewed regularly and tested through exercises. Our emergency management plan also includes guidelines for external parties such as contractors, visitors and guests to ensure that all procedures run seamlessly in the event of an emergency.

**Lost-time accidents at work**  
(per 1,000 employees)



We are addressing long- and medium-term health risks with a comprehensive set of measures. These include ergonomically designed workstations, health programs and preventive care services, as well as a balanced menu in our company canteens. In addition, we enable our employees to adopt healthy and safe behaviors through training and instruction.

In 2025, the rate of occupational accidents with lost time decreased to 6.9 per 1,000 employees (previous year: 7.3). To our great regret, an employee was killed in a traffic accident while on a business trip in 2025. The incident was thoroughly investigated by both the respective authorities and the company. The investigations revealed that this was a chain of extraordinary circumstances beyond anyone's control. The existing prevention and safety measures were confirmed subsequently.

The guiding principles of our occupational health and safety program are defined in our Group Health and Safety Policy and are monitored on a regular basis. Each local unit is required to adapt and implement the provisions of this policy in accordance with applicable legal requirements and local conditions. We have outlined roles and responsibilities at the Group and entity levels in a responsibility matrix.

At the same time, we have committed ourselves to the continuous improvement of our occupational health and safety management system. We also involve our employees in this process. All measures are planned in a targeted manner, documented and evaluated for effectiveness. In this way, we aim to meet the highest standards in occupational safety and health protection.

#### Human rights due diligence obligations

We firmly believe that integrity and ethical behavior are among the foundations of a sustainably successful company. We are therefore committed to respecting and safeguarding human rights as outlined in internationally recognized human rights principles and the United Nations Guiding Principles on Business and Human Rights. Our aim is to identify human rights risks at an early stage, prevent violations and assume responsibility throughout our value chain.

Overall responsibility for respecting and safeguarding human rights lies with the Executive Board of the Endress+Hauser Group. Monitoring and control of human rights-related activities is delegated to the Group's Human Rights Officer, who reports to the Executive Board. The guidelines for collaboration across the entire Endress+Hauser Group are described in a Code of Conduct, which reflects the expectations regarding the conduct of all employees in their daily work and is regularly shared with employees. We also expect our business partners to adhere to these standards of conduct (see 'Ethics and compliance,' page 95). Our 'Statement of principles on the respect and protection of human rights and the environment' is available to internal and external partners on our website.

The protection of human rights among our own workforce (ESRS S1) is a key sustainability topic for our company. Local risk analyses are the responsibility of the management teams of the country subsidiaries. Particular attention is paid to health, the environment and labor standards. Certifications such as ISO 45001 or OSHAS (occupational safety and health) are an important part of identifying, eliminating or minimizing site-specific risks. Employees can report potential violations worldwide through a whistleblower system (see 'Whistleblower system,' page 95).

We implement a wide range of preventive measures with our suppliers to ensure compliance with human rights and environmental due diligence obligations. They are expected to sign the ZVEI (German Electro and Digital Industry Association) code of conduct or comparable common industry codes of conduct. In addition, we conduct online training sessions, supplier days and on-site visits to educate participants about due diligence requirements. We verify compliance through on-site visits and audits. In addition, Endress+Hauser uses risk



Employees demonstrate their social commitment and raise funds by taking part in the global Endress+Hauser Water Challenge.

management software that detects potential violations by monitoring online media. Stakeholders can report relevant risks or potential breaches of duty through our publicly accessible whistleblower system, 'People and the environment' (see 'Whistleblower system,' page 95).

#### Social engagement

Endress+Hauser is engaged in volunteer activities wherever the company is located in the world. We sponsor select projects involving social, cultural, educational, scientific and sports activities, as well as the promotion of young talent. In the area of charitable contributions, we focus our assistance mainly on non-profit initiatives and social organizations.

Our employees are also willing to be active for a good cause. In the Endress+Hauser Water Challenge, employees raise funds through charity runs to give people worldwide access to clean drinking water, with the company doubling the amount donated. The funds go to select aid projects in Asia, South America or Africa. We have thus taken our business commitment to a safe, economical and eco-friendly water supply and transferred it to the non-profit sector.

Endress+Hauser also maintains research and educational partnerships with scientific institutions and training centers around the globe. Contributions to our donation and sponsorship activities, as well as to research and education partnerships in the form of financial aid, contributions in kind or personnel deployment, are so far not recorded centrally because these activities are the responsibility of the Endress+Hauser Group entities.

#### Product safety

Endress+Hauser's quality promise includes that our measuring devices meet the highest safety standards. We implement ISO 61508 for functional safety in almost all our devices. As concerns cybersecurity, with certification in line with IEC 62443-4-1, Endress+Hauser meets the highest industry standard for information security for measurement instruments and components. In concrete terms, this means products are developed from the start by taking into account the relevant security requirements. This is in addition to code analyses and reviews, as well as penetration tests and security updates. Endress+Hauser Digital Solutions, our product center for IIoT and digitalization, is certified in accordance with ISO 27001 for information security. Furthermore, external auditors have confirmed that our Netilion IIoT ecosystem meets the requirements outlined in ISO 27017.

We also contribute our expertise to expert committees that advance safety standards. We anticipate these constantly developing rules in our product specifications, product concepts and standards for product development.

#### Customer, partner and supplier relationships

Long-term success is possible only by sharing ideas and maintaining a constant dialogue. We are convinced that combined strengths make us more successful. This philosophy is reflected in the way we manage our relationships with customers, business partners and suppliers around the world, which calls for maintaining an open and constructive dialogue with all our stakeholders.

We try to earn this trust by regularly measuring their level of satisfaction. We systematically analyze those aspects that can be optimized and address them with individual measures to continually improve. Loyal relationships show that trust-based collaboration and learning from one another is beneficial to all parties involved. It is especially in the context of far-reaching transformation processes that the value of stable relationships becomes apparent: They enable us to shape change together and drive sustainable solutions forward.

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