

Group sustainability report

76 Shaping the future
79 Introduction
80 Corporate governance
84 Environmental
91 Social

2024

Shaping the future

Building with vision

Tschekav Münch is a corporate building projects expert, responsible for coordinating construction projects for production and sales centers around the world.



How does sustainability feature in the Endress+Hauser Group's construction projects?

Our owner family is firmly committed to sustainability, so sustainability is a value that guides us in our construction projects. But it's not about buying certifications or chasing medals. It's about closely scrutinizing the rationale for building projects and taking the time for rigorous, long-term planning. To build sustainably, you must assess each individual project on its merits.

Can you explain what you mean by that?

If a location says it requires additional building space, we ask: What will the demand be ten or twenty years from now? Is a large conference room really necessary? Or will it only get used once a year, and would hiring a hall when needed work just as well? So, we gauge exactly what's required and then we explore the options.

What does that involve exactly?

Each project starts with a sustainability assessment in which we work through a whole range of criteria, such as whether we can make use of renewable energy, how we can conserve water, or whether we can incorporate elements of circularity. Much depends on location-specific factors. For example, in countries with 100 percent green power, we may not need rooftop solar or similar like we do at other locations. Then, once we have finished our plans, we check through them with a sustainability lens once again because if we are going to invest our time and energy in a project, we want to make sure it's the right thing to do.

All for a good cause

In the Endress+Hauser Water Challenge, company employees worldwide take part in runs and other sporting activities to raise money to help improve access to clean water for deprived communities. In each case, the company matches the donations one-for-one. In 2024, the proceeds went to a primary school in Lillydale in South Africa's Kruger National Park. The funds raised were used to renovate the school's well and provide Hippo Roller water carts. These carts are 90-liter, barrel-shaped containers that can be rolled along the ground, making it much easier to transport drinking water.



Exporting a successful model

Endress+Hauser promotes the dual education model worldwide. Originally developed in Germany and Switzerland, this model combines theory at vocational schools and universities with practical, on-the-job training in companies. In a first step, Endress+Hauser established dual education programs at its production centers in Greenwood in the US state of Indiana and in Chhatrapati Sambhajinagar in India's Maharashtra state. Now, in 2025, it is setting up a program in Suzhou in China's Jiangsu province. These activities, along with initiatives to help sales centers roll out dual education, are coordinated by a global dual education department. The programs are based on global standards but cater to the specific requirements of each country. "Well-trained specialists are key to our company's success," says Jens Kröger, the head of the department. "Our commitment to growing young talent is a major investment in our wider community that ultimately benefits us too."



Sustainable from the outset

Endress+Hauser is adding an award for eco-design and circular economy to the prizes presented at its annual Innovators' Meetings. "The new award is aimed at continuing to steer the company's product development toward sustainability. It will focus on inventions that combine our measuring instruments' exceptional functionality and reliability with a resource-saving and eco-friendly approach," says Daniel Persson, process and portfolio manager for innovation at Endress+Hauser. The types of inventions envisaged include designs that boost resource efficiency through material savings and more environmentally friendly raw materials; innovations that shrink the use-phase carbon footprint through reduced energy consumption; and solutions that extend the instrument's service life or improve its reusability. Just as importantly, circular business models will also be eligible for the award. "We want to use the prize to pay tribute to our inventor teams and create role models for sustainable product development," says Persson.

Small steps that add up

Endress+Hauser InfoServe, the Group's IT partner, is making its location in Freiburg, Germany, more sustainable one small step at a time. It has cut its paper consumption by reducing the number of printers from one per office to one per floor. Office materials and books are now locally sourced, all power used is from green energy, and all taps in the restrooms have been changed over to cold water. Equally importantly, employees undertake business travel only where essential and limit domestic air travel in favor of rail or electric vehicles wherever possible. To facilitate the latter, the IT provider is gradually transitioning its vehicle fleet to electric. "These are all small changes that add up to something bigger than the sum of their parts," says business process manager Karin Bucher.

Endress+Hauser wants to operate in the most eco-friendly and resource-efficient way possible. Our target is to reduce greenhouse gas emissions to net zero by 2050.



Endress+Hauser Group Sustainability Report

In 2024, Endress+Hauser reached further milestones in the field of sustainability: We have identified our key sustainability issues, calculated the carbon footprint of our lead products and set up an IT system for future reporting requirements. In addition, the Science Based Targets initiative (SBTi) has confirmed our climate targets.

Introduction

How can Endress+Hauser, as a measurement technology manufacturer, shape the path to a more climate and environmentally friendly, sustainable future? What opportunities does the company have, what risks are there and how do sustainability issues affect business success? This is what we determined in 2024 as part of a double materiality analysis (DMA). We have identified 10 fields of action in which we, as an organization, can make a difference or where we need to pay attention to particular influences.

One topic that stands out in our DMA is our corporate culture. It is the people at Endress+Hauser who deliver on our brand promise and bring our brand values of excellence, commitment, sustainability and friendliness to life. Consequently, we continued to work on anchoring sustainability in our overall organization in 2024. Our high ranking in the German Sustainability Award gives us additional motivation. Every year, the independent German Sustainability Award Foundation rewards key players from business, science and the public sector for their contributions to a sustainable transformation. Endress+Hauser was one of the three finalists for the 2024 award in the measurement and control technology sector.

Over the past two years, we have created horizontal structures across the Group, such as a steering committee and a sustainability office, and we have now rolled out the topic vertically in our core processes. Responsibilities have been defined and process-related tasks identified. In addition, we have added a sustainability reporting tool to our IT landscape that will make it easier for us to consistently collect sustainability figures across our global company network from the 2025 reporting year.

Another milestone in terms of sustainability was the validation of our climate targets by the Science Based Targets initiative (SBTi). Our goals correspond to the 1.5-degree target of the Paris Climate Protection Convention and are in line with the latest scientific findings. We have committed to reducing greenhouse gas (GHG) emissions to net zero by 2050, regardless of the expansion of our business, and we have set our near-term targets for the year 2034: By then, we want to reduce our company's direct and indirect emissions (Scope 1 and 2) by 80 percent and emissions in the upstream and downstream value chains (Scope 3) by 35 percent, compared to the base year 2023.

We can only manage this path with a workforce that lives by the principle of sustainability and with partners who are guided by the same idea. Particularly in the upstream value chain, close coordination with our suppliers is required to achieve the reduction target for Scope 3. In this respect, we build on existing relationships based on trust and cooperation in a spirit of partnership.

We want to be the partner of choice for our customers to improve their processes. In 2024, we prepared a strategic partnership with the German sensor company SICK in the area of process automation to better accompany our customers on the path to decarbonization. Advanced gas analysis and flow measurement technology by SICK is now an integral part of our instrumentation portfolio as of the beginning of 2025; around 800 sales and service staff worldwide have joined us, strengthening our expertise and giving us an even better opportunity to support companies in the process industry in increasing the efficiency of their plants and reducing their carbon footprint.

“Everyone realizes that something is happening on our planet. We need to act fast, but must not get lost in technical details and bureaucracy. Instead, suppliers, customers and other stakeholders should learn from each other really quickly. The better we manage to do this, the faster things will move in the right direction.”

Hernan Gomez, product-related carbon footprint project manager



Corporate governance

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, oil & gas, life sciences, mining, minerals & metals, and power & energy. Our offering includes products and services related to flow, level, pressure and temperature measurement, as well as the analysis of liquids, gases and solids. We provide industry expertise, application knowledge and digital competence, and as a company we stand for longevity and stability. This combination makes us unique. For our customers, this makes us a partner for the sustainable improvement of their processes and products.

Shareholder structure

The shareholder family’s role in the company is described in the Family Charter. In this charter the shareholders state that Endress+Hauser should remain a successful family-owned company. The aim of the charter is to strengthen cohesion within the family over the long term and consistently isolate the company from family issues. Various institutions foster the family members’ relationships with the company and introduce younger generations 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. Here, the younger generation provides five of the nine members. The Family Council is made up of five women and four men. Sandra Genge and Steven Endress, two members of the third generation, have seats on the Supervisory Board of Endress+Hauser AG. The family shareholders also exert influence on Endress+Hauser AG at the company’s annual general meeting.

Corporate governance

The Endress+Hauser Group comprises a network of 130 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 the CEO. Since January 2024, Dr Peter Selders has taken on this role. Business and organizational regulations define the responsibilities and roles of the Executive Board and the independent Supervisory Board. As a supervisory body, the Supervisory Board oversees the work of the Executive Board by providing constructive feedback. President of the Supervisory Board is our former CEO Matthias Altendorf. Fundamental and far-reaching decisions are taken with the approval of the Supervisory Board, whose members are appointed at the shareholders’ general meeting.

Embedding sustainability in the Group

Our aim is to reflect sustainability at all levels of our organization. To achieve this, we have taken the following measures:

- Positioning of the topic at supervisory level on the Supervisory Board through the specialist committee CARS (Committee Audits, Risk, Sustainability)
- Representation of the topic on the Executive Board via member specifically responsible for this issue
- Strategic management across the Group by a steering committee
- Consulting, support and harmonization across the Group by a sustainability office with several members
- Implementation at Group level in the core business processes
- Implementation in the Group companies by sustainability managers

Reporting mechanisms

In order to be able to report on our sustainability performance in a consistent and comparable manner, we will be following future mandatory reporting mechanisms such as CSRD and participate in voluntary reporting and ratings, specifically the Science Based Targets initiative (SBTi), the Carbon Disclosure Project (CDP) and the EcoVadis sustainability rating. EcoVadis has evaluated our sustainability performance with respect to the environment, labor and human rights, fair business practices and sustainable procurement since 2015. With 78 out of 100 points, we are among the top five percent of the companies assessed.

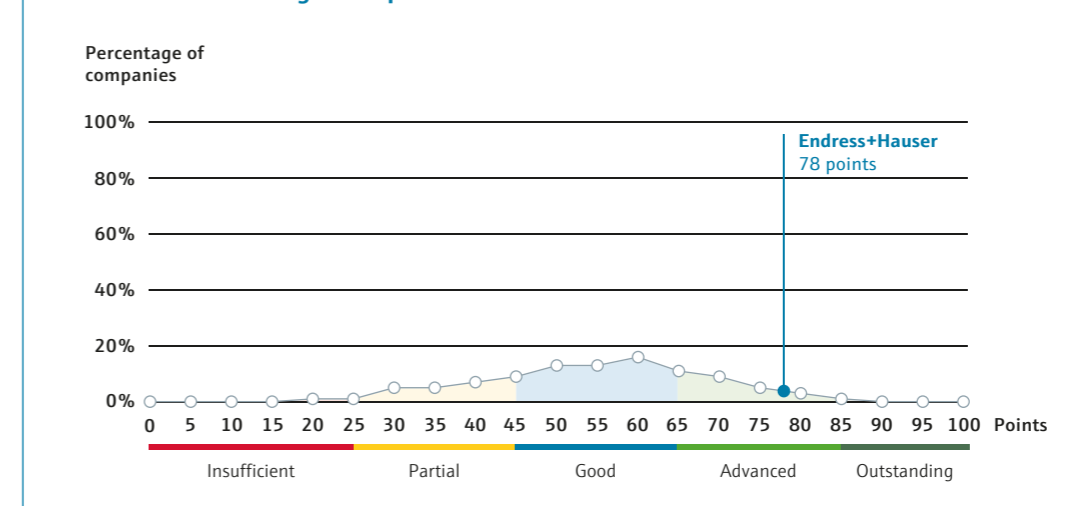
Double materiality assessment

We identified the key topics of our sustainability management in 2024 by carrying out a double materiality analysis (DMA). This formalized process includes analyzing the impact of the company’s own business activities on the environment and society (inside-out perspective or materiality of the impact). On the other hand, it determines how sustainability issues can affect the company’s own business and its economic performance (outside-in perspective or financial materiality). Based on this dual approach, we have identified 10 sustainability topics on which Endress+Hauser has a significant influence (positive or negative) or which could have a significant impact on our business model in terms of risks and opportunities.

We prepared our DMA with the assistance of an external consulting firm. As a first step, employees from various areas of the company took part in a survey to assess the extensive environmental, social and corporate governance matters listed in the European Sustainability Reporting Standards (ESRS). The participants were selected for their function, expertise and company affiliation in order to ensure a comprehensive view of the Group and the value chain.

In a second step, the results of this survey were assessed and categorized in qualitative interviews with colleagues representing various stakeholder groups, which enabled us to identify and evaluate the respective IROs – impacts, risks and opportunities – in detail. In a third step, the results were validated with top management.

2025 EcoVadis rating in comparison



The following 10 topics are essential for the Group. In accordance with the European Sustainability Reporting Standards (ESRS), these are assigned to the sections of Environment (E), Social (S) and Governance (G); 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)

Issues that do not exceed the materiality threshold are already well managed or are less relevant to our business activities. In principle, all ESRS are the focus of our attention. We will also regularly update the double materiality analysis.

Sustainability data acquisition

In order to be able to report consistently on our key sustainability issues across the entire Group in future, we are relying on IT support from the central Sustainability Control Tower. This SAP tool allows us to automatically compile the many hundreds of data points from various data sources within our global company network.

We are making great efforts to harmonize heterogeneous data from various global sources, which is not only about the standardization of metric units such as gallons and liters, but also about the harmonization of different calculation methods, for example when calculating CO₂ emissions from company cars, which in some countries is calculated according to miles driven and in others according to fuel consumption. What's more, there are different regulatory environments: An accident on the way to work is considered an occupational accident in Germany but not in the USA. Certain data sources are also protected by national laws; for example, salary information that we need to calculate a possible gender pay gap is considered confidential in many countries.

We have included artificial intelligence in our Sustainability Control Tower, which carries out a plausibility check on the data. All reporting points are compliant with the requirements of the Greenhouse Gas Protocol, the CSRD and the EU taxonomy.

Corporate culture

The Endress+Hauser Group's corporate culture is still heavily influenced by the shareholder family and their representatives in the company. Our culture is formulated within the Spirit of Endress+Hauser and relies on numerous aspects of sustainable corporate management. Key elements include comprehensive responsibility for the company, a commitment to ethical behavior and a governance principle that does not aim for profit maximization. The Spirit of Endress+Hauser furthermore contains statements regarding customer relationships, the employees, a culture of quality and communications.

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 in this area at least once every three years. They also receive anti-corruption training. Employees with online access within the EU are also trained to comply with the General Data Protection Regulation (GDPR).

Whistleblower system

Endress+Hauser employees around the world can use a 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.

In addition, the Endress+Hauser Group has maintained a publicly accessible whistleblower system – "People and the environment". Employees, business partners such as suppliers, 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).

Tax strategy

Through our tax payments at our locations and in the countries in which we operate, we contribute to the well-being of society. That means following not only the letter of the law but also the spirit. For this reason, we reject any business structures designed to evade taxes. We utilize tax advantages and tax relief only to the extent they accrue in the course of normal business operations and only if we are legally entitled to them. We strive at all locations to maintain a transparent, professional and constructive working relationship with



The people at Endress+Hauser bring our four brand values – excellence, commitment, sustainability and friendliness – to life.

tax authorities. This includes providing correct and timely information. In 2024, we paid a total of 119.1 million euros in income taxes worldwide. This equates to an effective tax rate of 22.6 percent. (All figures refer to the Group's operating business at the level of Endress+Hauser Management AG.)

Economic sustainability

We concentrate only on businesses we understand and which are a good fit for us. We believe profit is not the goal but the result of good management. The vast majority of our earnings remain in the company. Our equity ratio is 53.3 percent, cash and cash equivalents and financial assets together amount to EUR 773.1 million (based on the 2024 financial year in both cases). Based on this, we are well positioned to make the investments needed to ensure a solid and successful future, without relying on external sources, and to grow our Group from within. We essentially operate without bank loans and use these instruments only if internal financing is not possible or is unfeasible.

The company attempts to reduce uncertainty resulting from economic and sector-related developments, fluctuations in exchange rates, political events of worldwide significance or natural disasters by means of broad-based support in the market in terms of industries, regions and customer segments as well as products, solutions and services. The largest customers account for less than 1.5 percent of our net sales. We reduce financial risks from exchange and interest rates with the aid of derivative hedging instruments. Regional production facilities situated close to our customers lessen the impact of exchange rate fluctuations.

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 cyber security, 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.

Innovation

In 2024, we invested 275.6 million euros in research and development. That equates to 7.4 percent of our net sales. We applied for 285 patents at patent offices around the world. This is clear evidence of the Group's strong focus on innovation. In 2024, we launched 81 new products and added more than 1,700 product options. The intellectual property portfolio grew compared to last year and now comprises more than 9,000 active patents and patent applications.

More than 1,300 of our employees are working on the development of new products, solutions and services. Our offerings enable the efficient and resource-saving control of processes. We also consider the design of our instruments: In cooperation with an external partner, we have defined a sustainability strategy for our portfolio and identified starting points for optimizing the design of various types of instruments, starting with the metals used, the electronics or the power consumption during the product use phase. We are also investigating ways to design our instruments in such a way that they can be easily dismantled for recycling or integrated into a circular economy.

Last but not least, process improvements in manufacturing, logistics, IT and administration also contribute significantly to our success as a corporate group. That is something we acknowledge in all areas of our business by recognizing efforts and providing incentives for innovation.



“If we want to become climate neutral by 2050, all players in the supply chain have to reduce their emissions to net zero. We have therefore already agreed reduction targets with our main suppliers. In Europe, India and China, we also exchange ideas in person, and I have noticed a spirit of optimism among many partners. Sustainability is becoming an economic factor.”

Janaina Fagundes, principal for corporate social responsibility at Endress+Hauser Flow

Environment

Climate transition plan

Endress+Hauser intends to be GHG neutral across the entire value chain by 2050. In November 2024, the Science Based Targets initiative (SBTi) officially validated our company's climate targets:

- We have made a commitment to reduce our GHG emissions by 90 percent by 2050 compared to the reference year 2023. We will offset the remaining 10 percent via permanent carbon removal and storage in accordance with the SBTi guidelines.
- As a near-term goal, we have committed to reducing absolute GHG emissions from energy consumption (Scope 1) and purchased energy (Scope 2) by 80 percent by 2034 compared to 2023. Emissions in the upstream and downstream value chains (Scope 3) are planned to be reduced by 35 percent in the same period.

These targets are in line with the 1.5-degree path of the Paris Climate Change Convention and the latest climate science. In a climate transition plan that we are currently working on we describe our way to achieving these ambitious goals while continuing to grow the company. Among other things, this plan outlines our climate strategy, operational implementation and financial planning. In order to assess how climate change and potential climate risks will affect our business model, we have analyzed two emissions scenarios: a low-emission scenario, which assumes that global warming can be limited to a maximum of 1.5 degrees Celsius by 2050 compared to pre-industrial levels, and a high-emission scenario that is based on a warming of around 4 degrees Celsius.

For these two analyses, we drew on scientifically based scenarios from the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC). Among other things, we looked at health effects (e.g. absences from work) but also anticipated changes in demand and business opportunities (e.g. due to the trend towards greener products and an increasing need for measurement technology).

A key component of our climate transition plan is the net-zero roadmap, which describes in detail the measures we intend to use to implement decarbonization both in our own organization and along the entire value chain. This roadmap is currently being prepared.

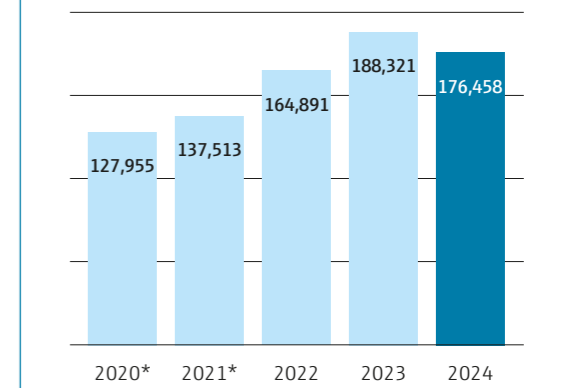
Energy demand and energy mix

The total energy demand of the Endress+Hauser Group (Scope 1 and 2) in the past year was 176,458 MWh, which means a decrease of six percent compared to the previous year and is due to lower consumption of natural gas and fuels for the vehicle fleet.

Electricity (95,403 MWh) accounted for 54 percent of the energy demand in 2024, 70 percent of which already originated from renewable sources (66,384 MWh). Seven 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 renewable electricity. These countries include Austria, Denmark, Finland, Italy, Norway, Sweden and Switzerland. Other countries have started to expand to renewable sources of energy. These include China (71 percent), India (61 percent) and Portugal (54 percent).

24 percent of our global energy requirement was covered by natural gas in 2024 (41,508 MWh). Diesel and gasoline accounted for another 20 percent, which is mainly tied to our vehicle fleet (35,522 MWh). Here too we are striving to reduce our greenhouse gas emissions, for example by gradually switching to electric vehicles where possible.

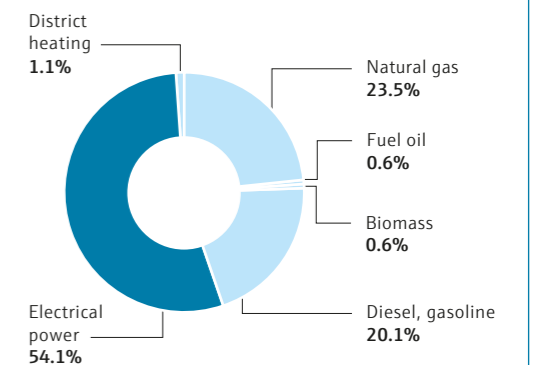
Use of energy in MWh (Scope 1 and 2)



* Limited comparability due to a change in methodology from 2022

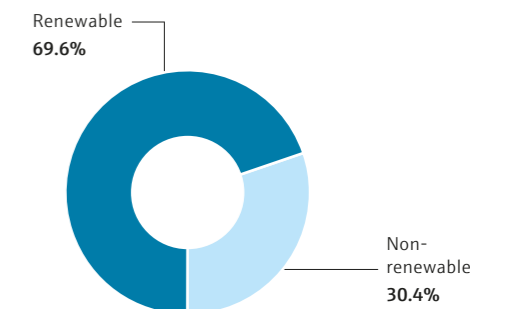
Energy demand

in MWh	2023	2024
Natural gas	45,262	41,508
Fuel oil	902	993
Biomass	1,072	1,011
Diesel, gasoline	46,147	35,522
Electrical power	93,191	95,403
District heating	1,747	2,021
Total	188,321	176,458



Electrical power demand

in MWh	2023	2024
Non-renewable	49,821	29,019
Renewable	43,370	66,384
– Own generation	4,657	4,632
– External supply	38,714	61,752
Total	93,191	95,403



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 CO₂ equivalents (CO₂e) according to their global warming potential.

In 2024 greenhouse gas emissions amounted to 1.24 million tonnes CO₂e. In the Group's own area of responsibility, 29,658 tonnes CO₂e were generated, 54 percent of which is attributable to Scope 1, i.e. emissions from stationary combustion (7,177 tonnes CO₂e), mobile combustion from our vehicle fleet (7,753 tonnes CO₂e) and fugitive emissions

(979 tonnes CO₂e). The remaining 46 percent stems from energy that we purchased, such as electricity and local and district heating, and is thus allocated to Scope 2 (13,749 tonnes CO₂e). With a total of 1.21 million tonnes CO₂e, Scope 3 emissions are the most significant. This resulted first and foremost from the utilization of our durable instruments (612,009 tonnes CO₂e). Purchased products and services and capital goods also had a significant impact (446,742 tonnes CO₂e). The transport of purchased goods and components to our production facilities, as well as the transport of our products to customers, added 94,123 tonnes CO₂e in total to our Scope 3 emissions. Other Scope 3 emissions (58,819 tonnes CO₂e) are spread across fuel- and energy-related emissions, waste, business travel,

employee commutes, products at the end of their life cycle and investments. Compared to the previous year, this equates to a calculated reduction of around 10 percent, which results from methodological adjustments in the calculation of purchased goods and services.

Product-related carbon footprint

Since 2024, we have been providing information on the product carbon footprint (PCF) for our lead products on endress.com. They include all GHG emissions up to the point where the product leaves the factory ('cradle to gate'), i.e. GHG emissions caused by the extraction of raw materials, upstream logistics, intermediate products and production.

Given that around three million devices 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 a first approach, we made the calculations using secondary data on country-specific variables, but we are currently collaborating with our suppliers to further develop our PCF information into a primary data-based Environmental Product Declaration.

By providing such data, we meet market requirements and help our customers to calculate the carbon footprint of their plants. At the same time, this allows us to align our portfolio more specifically with sustainability criteria: PCF data shows which source materials or appliance parts generate a particular emission load, which in turn helps us to identify particular levers for reduction that we can use to redesign our devices or can take into account when we are designing new instruments.

Scope 1 and Scope 2 measures

Our Scope 1 and Scope 2 measures for reducing emissions can be implemented relatively quickly. Apart from increasing the share of renewable energy, the activities will also include the expansion of electromobility and efficiency measures. We have set up a CO₂ dashboard so that our Group companies can see where they stand on their path to our near-term emission reduction target for 2034. This tool shows the individual Group companies the extent of their emissions through the use of fuels (Scope 1) as well as the external procurement of electricity and heat (Scope 2), and also indicates the share of green energy. Emissions from our vehicle fleet are also transparently represented.

Scope 3 measures

Scope 3 presents the greatest challenges. At 358,742 tonnes CO₂e, more than a third of our total GHG emissions are generated on the procurement side. The greatest impact here is the steel and aluminum that goes into manufacturing our measurement instruments. Therefore, we are working intensively on the use of green steel and green aluminum. However, there is currently no global market for these materials. Their availability will largely depend on the expansion of global capacities for green electricity and hydrogen.

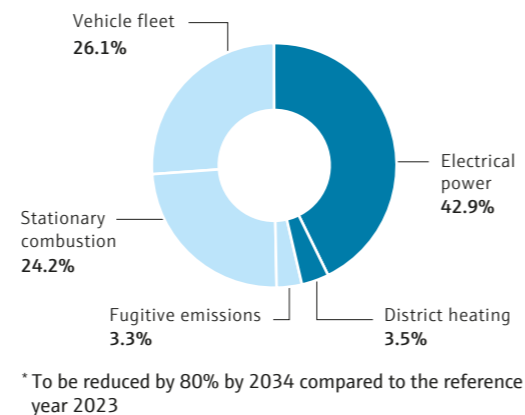
Until a corresponding market has developed, we are relying on other ways to improve the carbon footprint of our products. We are increasingly sourcing low-emission primary products, e.g. from suppliers that utilize green electricity and low-emission raw materials. In a pilot project, corresponding target agreements have already been made with important suppliers, and concrete action plans for reducing emissions on the supplier side have been prepared. A newly created function at Group level will identify and establish suitable processes to reduce the GHG footprint of our instruments in collaboration with our suppliers. In addition, procurement and innovation work closely together, as we focus not only on materials but also on design.

When designing our devices, we look for ways to further extend their service life, for example by allowing hardware to be partially retrofitted. In many instances, measurement devices are swapped out after 15 to 20 years because of their electronics or because newer devices offer advanced software functionalities. Other possibilities include the miniaturization of electronics with their own housing or the elimination of displays on devices that can be operated wirelessly. Not least, we are examining to what extent material requirements can be further reduced by design and whether our customers would support such measures.

Another area of action regarding Scope 3 is the utilization phase of our durable measuring devices in our customers' plants. Around 612,009 tonnes CO₂e and therefore just under half (49 percent) of our carbon footprint is attributable to this phase. Individual product centers are researching ways to reduce the demand for electrical energy. In the field of analysis instruments, we are looking for ways to recycle extracted methane instead of emitting it. We are investigating the possibilities of the circular economy and are, among other things, working towards making our instruments easier to dismantle and recycle.

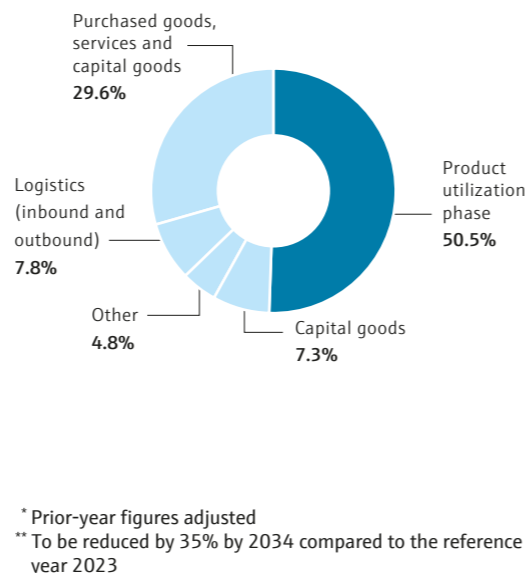
Greenhouse gas emissions Scope 1 and 2

in tonnes CO ₂ e			
	2023	2024	SBTi near-term target*
Scope 1	18,970	15,909	
– Stationary combustion	8,270	7,177	
– Vehicle fleet	10,700	7,753	
– Fugitive emissions	–	979	
Scope 2	22,708	13,749	
– Electrical power	22,459	12,713	
– District heating	249	1,036	
Total Scope 1 and 2	41,678	29,658	8,336



Greenhouse gas emissions Scope 3

in tonnes CO ₂ e			
	2023*	2024	SBTi near-term target**
Product utilization phase	604,261	612,009	
Purchased goods and services	486,675	358,742	
Capital goods	86,019	88,005	
Logistics (inbound and outbound)	91,353	94,123	
Other	60,866	58,819	
– Fuel- and energy-related emissions			
– Waste			
– Business travel			
– Employee commutes			
– End of product life cycle			
– Investments			
Total Scope 3	1,329,174	1,211,698	863,963



EU taxonomy

With the EU Taxonomy Regulation, the European Union aims to channel capital flows into sustainable investments. The regulation was developed as part of the European Green Deal and is intended as a classification system that uses specific test criteria to comprehensively determine whether an economic activity is considered environmentally sustainable.

The EU taxonomy is therefore geared towards the following six environmental objectives:

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

A principal distinction is made between taxonomy-eligible and taxonomy-compliant economic activities: Taxonomy-eligible activities are those that are described in the EU taxonomy and have the potential to support one of the stated environmental objectives. An economic activity is considered to be taxonomy-compliant (or aligned) if it also fulfills all associated assessment criteria and thereby significantly supports one environmental objective without significantly harming another.

Companies that fall under the EU taxonomy are obliged to annually disclose the extent to which their economic activities contribute to one or several of the said environmental objectives. To prove this, they 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 EU taxonomy. Under the taxonomy, Endress+Hauser is allocated to the group “Manufacture of electrical and electronic equipment”. The relevant economic activities in this group can be found in the environmental objective “Transition to a circular economy”.

As a manufacturer of industrial measurement technology, we have to cope with particular challenges with regard to this environmental goal, because the assessment criteria for the circular economy are based on goods with a comparatively short lifespan for consumers, whereas, given that we are an electronics manufacturer for industrial customers, the longevity of our products for us is a central concept. We achieve this through robust design, professional maintenance (in part inherent to the device through our Heartbeat Technology), repair and

the availability of spare parts. The assessment criteria of the EU taxonomy do not reflect this significant contribution to sustainability. They also take only limited account of our industrial practice: Our measuring instruments are installed in larger systems, mostly industrial plants. Their life cycle usually ends when the entire system is taken out of service, a process that is carried out by trained technicians and engineers, which also sets us apart from the consumer goods industry.

We are diligently implementing the reporting requirements of the EU taxonomy, while striving to convey a clear, consistent picture of our commitment to sustainability:

According to the EU taxonomy, our **sales** are considered fully taxonomy eligible, as the economic activity of manufacturing electrical and electronic equipment is listed in the relevant categories of the taxonomy. The underlying global sales figures correspond to the information in our financial reporting.

However, our sales are not currently classified as taxonomy compliant. Our products significantly contribute to resource conservation and sustainability since they are durable, can be repaired and are energy efficient, but we cannot adequately reflect these strengths with the assessment criteria of the EU taxonomy for the circular economy.

As concerns our **operating expenses** (OpEx), the category of “Non-capitalized research and development (R&D) costs” is by far the most significant taxonomy category for our company, while the amounts in other categories are negligible. We therefore assume the Group’s R&D costs as the relevant value. We are also considered 100 percent taxonomy capable in this area.

Nevertheless we are currently unable to report any of these R&D costs as taxonomy compliant, as our products supporting the circular economy described by the EU do not at present fully meet the technical test criteria. Our innovation strategy therefore concentrates on further improving sustainability aspects requested by our customers, such as low carbon footprint, durability, reparability and energy efficiency of our products, while we keep track of the development of further EU directives on eco-design.

In the area of our **capital expenditure**, just over half of our economic activities are taxonomy eligible. This includes our investments in sustainable means of transportation, solar systems and heat pumps as well as new buildings. Currently, four percent of our capital expenditure is taxonomy compliant. This primarily includes our investments in electrification. As most photovoltaic projects have already been completed, there are hardly any significant investments left. We build new buildings sustainably; however, we would have to prove this with appropriate certificates in line with the EU taxonomy.

- 1 More than 1,300 of our over 17,000 employees worldwide are involved in the development of new products, services and solutions.
- 2 Endress+Hauser sells around three million device units a year. Most of them are manufactured to customers’ individual requirements.
- 3 Our measurement technology enables the safe, reliable, economical and eco-friendly operation of process plants.



1



3



2

Substance and materials handling

Endress+Hauser is committed to complying with all relevant laws and regulations regarding the handling of materials and substances. We provide a wide range of declarations of conformity for various materials and substances. These include the European and Chinese RoHS guidelines (restriction of hazardous substances) and the EU regulation REACH (registration, evaluation, authorization and restriction of chemicals), as well as declarations regarding conflict minerals and drinking water. These declarations can be downloaded from our website.

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 continue to work on software solutions to provide even more detailed information in the future and to fully comply with the requirements.

Product safety and recalls

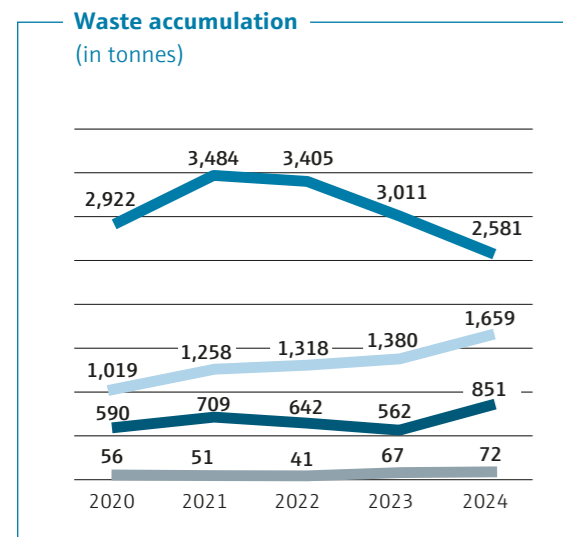
Endress+Hauser measurement instruments are sold through our own sales centers or select partners in more than 125 countries around the world. Our central device and service database contains data related to more than 64 million instruments, sensors and components. In the case of service, this allows us to contact and provide targeted and proactive assistance to customers with a potentially malfunctioning instrument. We can use a dashboard to monitor and ensure that this occurs within a specific period of time.

Water consumption

For Endress+Hauser, 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. In most cases our entities are located in industrial areas with connections to the public water system. In 2024, our water consumption amounted to 290,416 cubic meters, a decrease of 10 percent from the prior year.

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 2,581 tonnes of municipal waste worldwide, 14 percent less than the prior year. The volume of hazardous waste increased by 50 percent to 851 tonnes, because soil had to be removed and disposed of as hazardous waste as part of a construction project in Germany. The amount of scrap metal rose 20 percent to 1,659 tonnes. The volume of electronic scrap increased eight percent during the reporting period to 72 tonnes. Individual locations reduce waste and conserve resources through recycling.



Certification and auditing

How to deal with social and environmental standards is a vital part of many procurement processes. Our product centers are certified in accordance with ISO 9001 (quality management). More than four-fifths of our production sites are certified in line with ISO 14001 (environmental management) and ISO 45001 (occupational health and safety). Some are also ISO 50001 certified (energy management).

Products and solutions for sustainability

As a close partner for companies in seven key industries from food & beverage to oil & gas (see Endress+Hauser in profile, page 80), 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 orientation to a circular economy. This strength of our offering is also reflected in our materiality analysis (see page 81) with the key topics of climate protection, energy and energy management, and water usage.

Numerous production processes currently need to be adapted, optimized or redesigned over the course of decarbonization. Endress+Hauser supplies the measurement technology needed to control these processes safely, resource efficiently and economically. Thanks to digital communication, our measurement technology also creates transparency and reveals potential for process improvements. The energy efficiency of core processes and utilities is one of the biggest levers on the way to net zero. Utilities such as steam, compressed air, heat, cooling or industrial gases offer numerous starting points for reducing greenhouse gas emissions.

We already offer a wide range of measurement solutions and are simultaneously working on new developments. Key topics include the production, transport and utilization of hydrogen, particularly green hydrogen, filtering CO₂ 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.

Social

Human rights

We firmly believe that integrity and ethical behavior are among the most important pillars 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.

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, a position that reports to the Executive Board. Endress+Hauser wants to ensure adherence to human rights and environmental obligations and minimize the risk of violations. To ensure due diligence, we maintain a human rights and environmental risk management system for our own business area and supply chains.

Responsible supply chain management

We rely on a wealth of preventive measures within the framework of our risk management system to ensure that our suppliers adhere to human rights and environmental standards. We expect our suppliers to sign the ZVEI (German Electro and Digital Industry Association) code of conduct or comparable common industry codes of conduct. In addition, we carry out general preventive measures such as online training programs, supplier days and on-site visits. We also use risk analysis software that monitors suppliers for potential violations by screening online media. This risk management system allows us to meet the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), as well as the Swiss Ordinance on Due Diligence and Transparency regarding Minerals and Metals from Conflict-Affected Areas and Child Labor (VSoTR).

Workforce in numbers

On a global basis, the average years of service for Endress+Hauser employees is 9.8. The Group-wide turnover rate (excluding internal job transfers) is 4.3 percent, and thus higher than in the previous year (2023: 3.7 percent). At the end of 2024, a total of 17,046 people (including temporary contracts) were employed by the Endress+Hauser Group, 514 more than the previous year. The creation of new jobs was once again especially strong in production.



“It is becoming increasingly important for companies to prove their own sustainability performance with key figures. It’s not just customers who ask for this – various legal regulations also require relevant reporting. With the Sustainability Control Tower, Endress+Hauser has introduced an IT system that allows data to be collected, harmonized and validated consistently across companies in the future.”

Enrico De Stasio, head of corporate quality, lean and IT



1

1
Endress+Hauser considers diversity a competitive advantage. Diversity is therefore strengthened in a targeted manner.

2
Our family-owned company relies on collaboration. We are convinced that lasting success can only be achieved through the open exchange of ideas and constant cooperation.

2



At the end of 2024, people from 115 nations worked for the Endress+Hauser Group. Women represent 30.2 percent of the workforce, which is only a minor change compared to the prior year (2023: 30.1 percent) and a high figure compared to other companies in the industrial sector. The age groups are equally distributed across the Group, with little change compared to 2023.

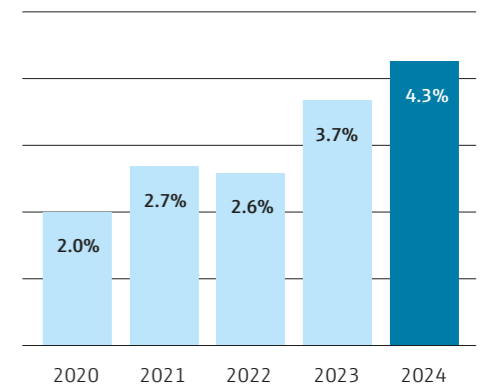
Employer attractiveness

We view the creation, development and preservation of secure jobs as an important part of our corporate social responsibility. To create a good working environment for our employees, we offer function-based, performance-related compensation, above-average social benefits, good opportunities for career development and a program that allows them to strike an effective work-life balance, including additional vacation days for caring for relatives and flexible work models. We furthermore invest in the health of our employees and promote their growth through targeted personnel development and training programs.

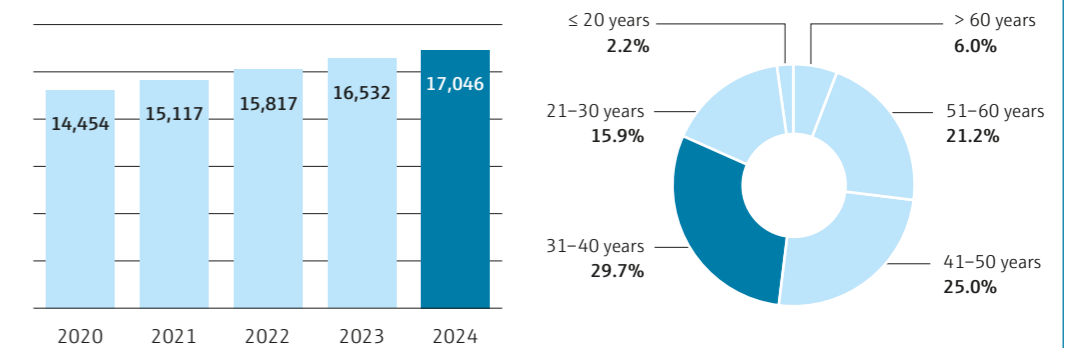
As a technology company, we rely on qualified specialists and want to attract the best employees, independent of gender, age, ethnic origin, religious or philosophical convictions or sexual orientation. We have laid down this principle in a human rights policy. Fair and gender-neutral compensation based on comprehensible criteria is also important to us. The basis is the respective function, in addition to criteria such as individual performance, responsibility, qualifications and experience.

To attract new employees who are a good fit for us, the Endress+Hauser Group strives to continuously improve the working conditions for its employees. We try to position ourselves clearly in our role as an employer both internally and externally. On the one hand, our revised employer branding concept ensures consistency of messages and a coherent employer identity. On the other hand, it enables our entities to address specific target groups and local needs effectively and thus act quickly and flexibly. We monitor the satisfaction of our employees with regular surveys based on a Group-wide standard to ensure the results provide a comparison.

Employee turnover
excluding internal job transfers (in percent)



Employees of the Endress+Hauser Group and demographics structure*



* Demographics excluding temporary contracts

Promoting diversity

A diverse workforce not only reduces risks but also makes us more resilient against crises. It also increases productivity, fosters innovation, improves customer loyalty, intensifies the feeling of solidarity and helps us compete for talent. In order to specifically strengthen diversity, we have placed a focus on promoting women. By 2030, Endress+Hauser wants to increase the share of women in management positions to around 30 percent and for the workforce as a whole to 40 percent.

To reach these goals, our global initiative the Women's Integrated Network (WIN) has defined several areas of focus: an employer brand that appeals to women, a career development program geared toward women as well as men, flexible work models, measures to address unconscious bias in recruitment and the use of networks to draw the attention of female professionals to Endress+Hauser. Apart from that, female role models in the company should become more visible.

Clear success factors have become apparent in the Group companies that have made significant progress along this path: It requires the commitment of managers, the integration of diversity into HR processes and a corresponding culture with role models. We have therefore set further impetus at Group level in 2024: Our license-to-hire training courses, which we use to sensitize our HR managers to unconscious biases, were further expanded in the course of new train-the-trainer courses throughout the Asia-Pacific region and in other larger Group entities. The new training module "Impact and Gravitas for Women" addresses issues such as different communication styles and the question of one's own visibility within the company. Another new training course, "Diversity, Equity & Inclusion", offers all employees – regardless of hierarchical level or gender – assistance on how to achieve diversity, equal opportunities and inclusion in day-to-day business.

Young talent and personnel development

Well-trained professionals are key to the success of our company. At the same time, we also believe that our commitment to vocational training of young people is a way of demonstrating our social responsibility: Skilled junior staff benefit not only us but also our communities. We therefore promote training and studies beyond our immediate needs and aim to achieve a training ratio of five percent of the workforce worldwide. We are particularly committed to dual vocational training models (see page 77) and therefore enable and promote country-specific training programs worldwide. At the end of 2024, 636 young people in the entire Group were undergoing an apprenticeship

or vocational training, studying with Endress+Hauser at a university or university of applied sciences or were involved in our company as external students. This equates to a training ratio of 3.7 percent.

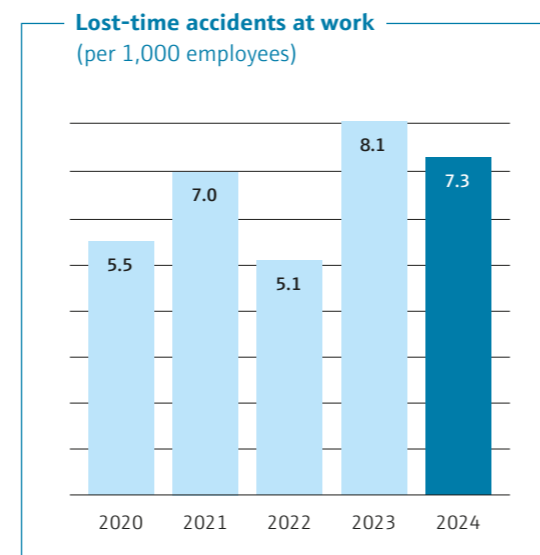
Occupational health and safety

With respect to Group-wide occupational safety, we put significant effort into ensuring our employees enjoy a safe, pleasant and productive work environment, which includes safe and ergonomic workplaces as well as protection against physical and psychological hazards. In 2024, the rate of occupational accidents with lost time decreased to 7.3 per 1,000 employees (previous year: 8.1).

We initiate accident prevention, risk awareness and work safety measures at our locations. Our occupational safety specialists are generally involved in workplace-related decisions at a very early stage. Company restaurants at numerous locations all around the world offer our employees a varied and well-balanced selection of nutritional meals. Added to that are numerous campaigns and activities related to health promotion and prevention. The guiding principles of our occupational health and safety program, which are defined in a health and safety policy, are monitored on a regular basis.

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, efficient 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 for our donation and sponsorship activities, as well as for 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.

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. Regular survey cycles reveal long-term developments and make the success of the various actions visible and measurable. Loyal relationships show that trust-based collaboration and learning from one another is beneficial to all parties involved. This is what carries us right now, as we strive for a sustainable transformation of the process industry.

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Editorial team
Michael Loh, Lene Pundt, Martin Raab (editorial management), Julia Schempp, Christoph Stockburger, Kirsten Wörnle

Translation, language adaptation
Thomas Adolph, Down Under Translation, Helen White

Photography
Adobe Stock, Pino Covino, Endress+Hauser, Christoph Fein, Pauline Kupper, Andreas Mader, Kristoff Meller, Benedikt Ruf, Julian Salinas, Unsplash, Andreas Zimmermann

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