

ANNUAL GENERAL MEETING

DR. MICHAEL BÜCHSNER
CEO AND CHAIRMAN OF THE MANAGEMENT BOARD

LUXEMBOURG, FEBRUARY 16, 2022

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This document gives an update about Stabilus' recent activities and planned strategic directions towards becoming the global leader in intelligent motion control technologies.

Highlights:

- In FY2021 Stabilus maintained a solid financial basis to face future market challenges
- Recent M&A activities enable Stabilus to manage a comprehensive motion ecosystem by entering into important strategic partnerships for
 - extending our product portfolio and achieving production as well as distribution synergies
 - expanding our digital competencies
- Internal product innovations driven by global megatrends ensure profitable and sustainable growth
- Sustainability as key success factor is firmly established in the corporate strategy

The strategy 2030 paves the road for future success of the Stabilus group.

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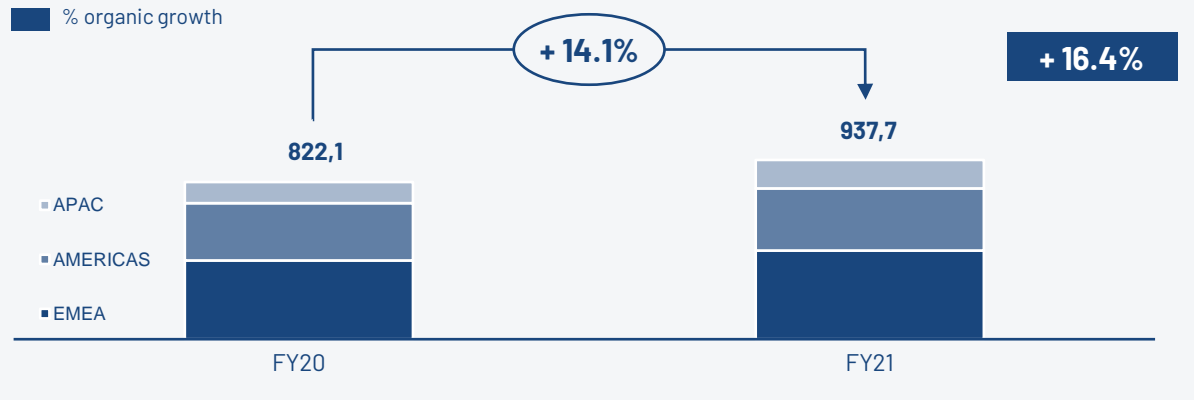
SUSTAINABILITY
CORPORATE SOCIAL RESPONSIBILITY & PURPOSE



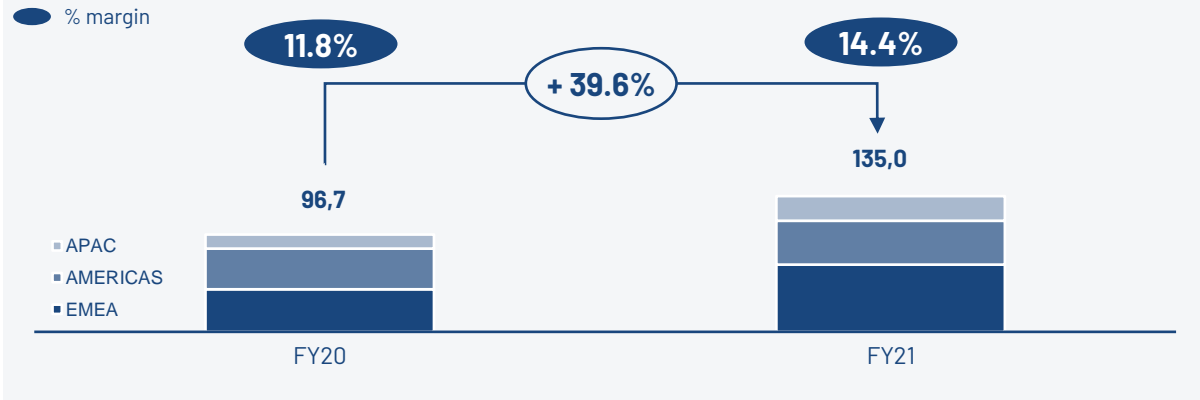
1 FINANCIAL UPDATE

KEY FIGURES FISCAL YEAR 2020 VS. 2021

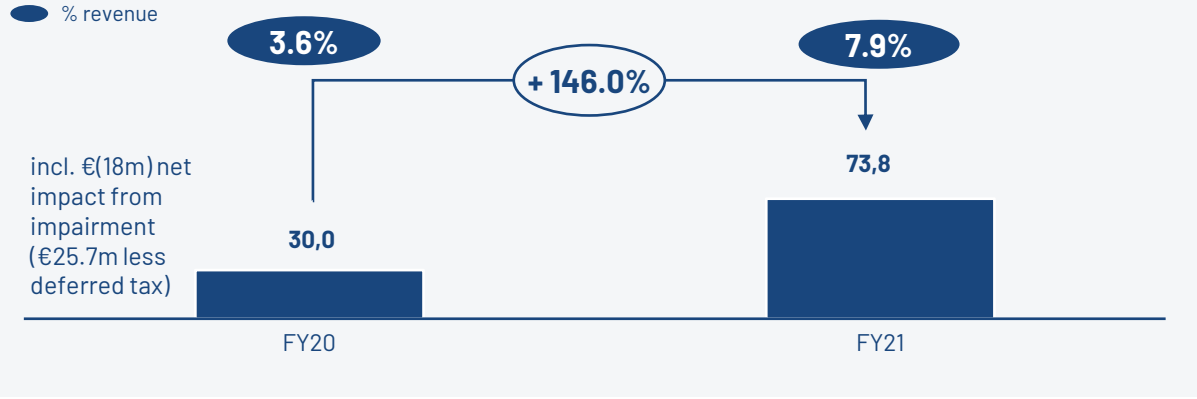
REVENUE (€M)



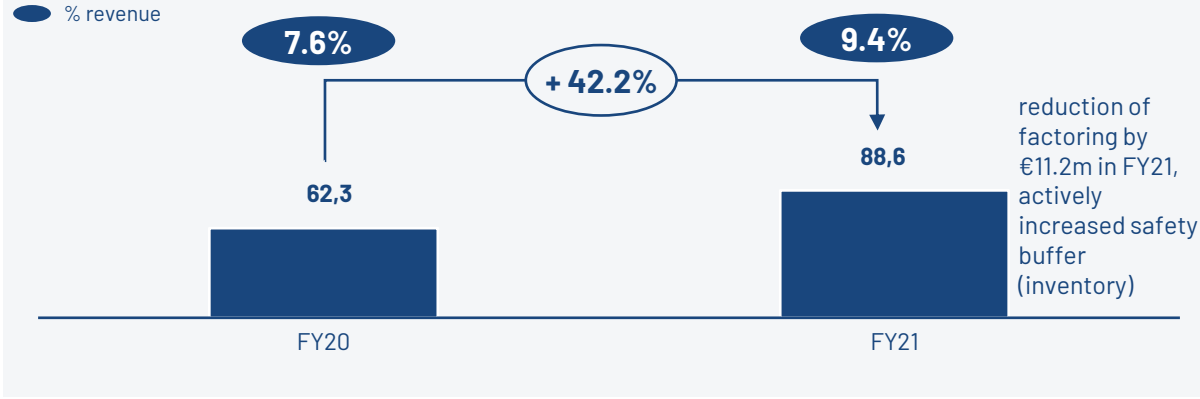
ADJUSTED EBIT (€M)



PROFIT (€M)



ADJUSTED FCF (€M)



Despite challenging circumstances, our key figures recovered faster than the market after the economic impact by the pandemics in FY2020.

GUIDANCE

	FY2021 Actual	FY2022 Guidance
Revenue	€937.7m	€940m - €990m
Adj. EBIT margin	14.4%	14% - 15%

The FY2022 forecast is based on the assumption of an FX rate of 1.25 US\$/€ and y/y flat light vehicle production development in FY2022

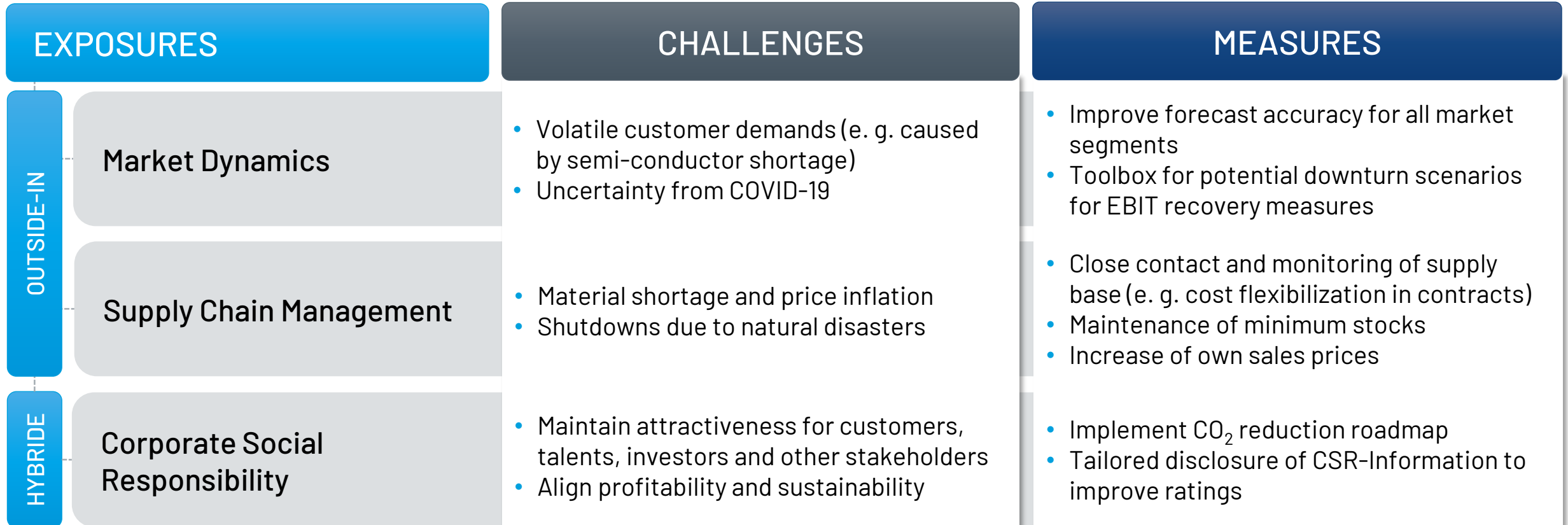
COMMENTS

- IHS Markit expects **global light vehicle production to grow by c. 2.7% y/y** in the Stabilus fiscal year 2022 (i.e., c. 81.7m in FY22 vs. c. 79.5m in FY21)
- Stabilus **confirms the FY2022 forecast** published in November 2021
- **Price negotiations** with customers well-advanced
- Due to semiconductor supply issues at several OEMs and higher inflation of material and labor costs, the **uncertainty remains high**
- We continue to pursue our long-term strategy, focusing on **sustainable, profitable growth, globalization, excellence, innovation as well as team spirit** (One Stabilus)

Based on the current light vehicle production and GDP assumptions, we strive for organic revenue CAGR 2020-2025 of 6% and an adj. EBIT margin of 15%.

BUSINESS MODEL RESILIENCE

AS PART OF OUR PROVEN STRATEGY



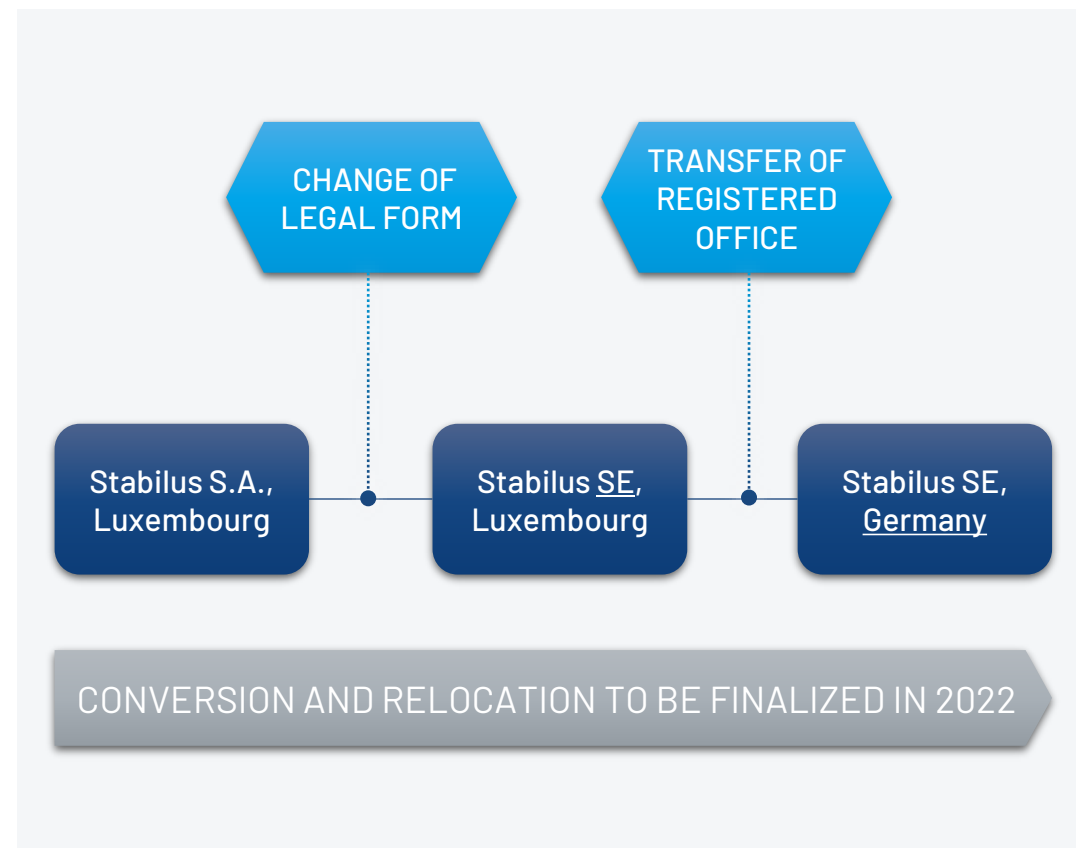
Stabilus is aware of today's main exposures. Lessons learned from previous market situations substantially strengthen our business model and prepare us for upcoming challenges.

CONVERSION AND RELOCATION

CHANGE TO SOCIETAS EUROPAEA (SE) AND TRANSFER TO GERMANY

Stabilus S.A. resolved to prepare the **change of the legal form into a Societas Europaea (SE)** and a subsequent transfer of the registered office of the Company from Luxembourg to Germany.

- **Conversion and relocation require shareholders' approval** in two separate EGM's. Both resolutions require a quorum and the approval of more than 2/3 of the votes of the shareholders present or represented.
- Rationale for the relocation:
 - **Simplification of Group's structure**, reduction of administrative complexity which will lead to cost savings and efficiency gains
 - Location of Group headquarters and stock exchange listing in the same country
 - Parent company of Stabilus Group in same country as substantial investments



Shareholders' legal status will in principle remain unaffected.



2 STRATEGY 2030

» *We deliver world class motion control solutions.* «

OVERVIEW OF KEY STRATEGY ELEMENTS

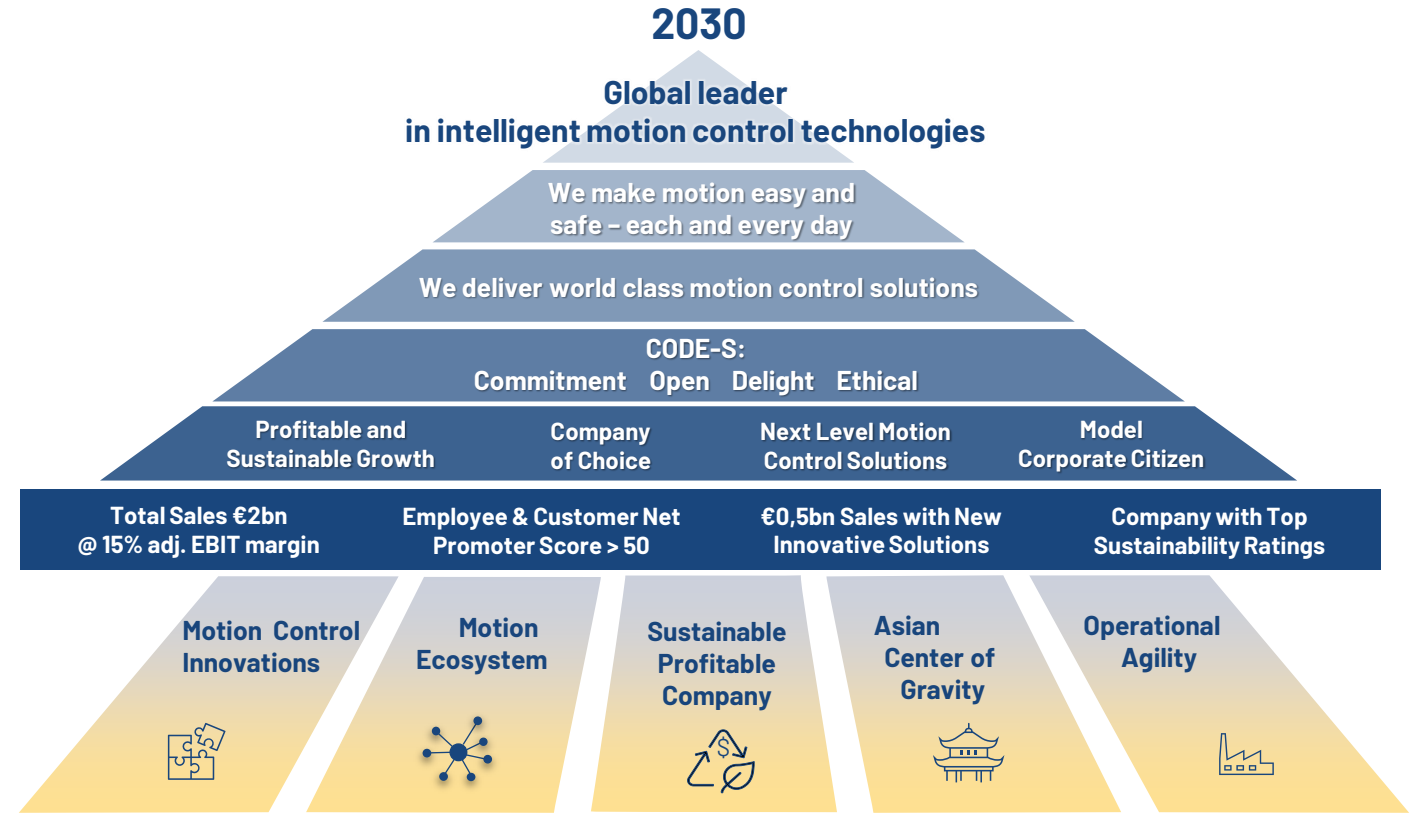
Our Strategy

The overarching vision is defined by our top goals, against which we measure our long-term success:

- Profitable and Sustainable Growth
- Company of Choice
- Next Level Motion Control Solutions
- Model Corporate Citizen

Stabilus is taking the role as **Motion Ecosystem Manager** to build the foundation that supports our strategic directions and enables next level **motion control innovations** to continue being a profitable and **sustainable company**.

Our **strategic directions** are the key drivers to achieve our top goals and fuel our current focus initiatives:



MOTION ECOSYSTEM

INNOVATIONS

SUSTAINABILITY

3 MOTION ECOSYSTEM

- 3.1 STABILUS E-BUSINESS
- 3.2 PARTNERSHIP MODELS

4 INNOVATIONS

- 4.1 DIGITALIZATION
- 4.2 EFFICIENCY
- 4.3 SMARTIFICATION

5 SUSTAINABILITY

- 5.1 CORPORATE SOCIAL RESPONSIBILITY



3 MOTION ECOSYSTEM

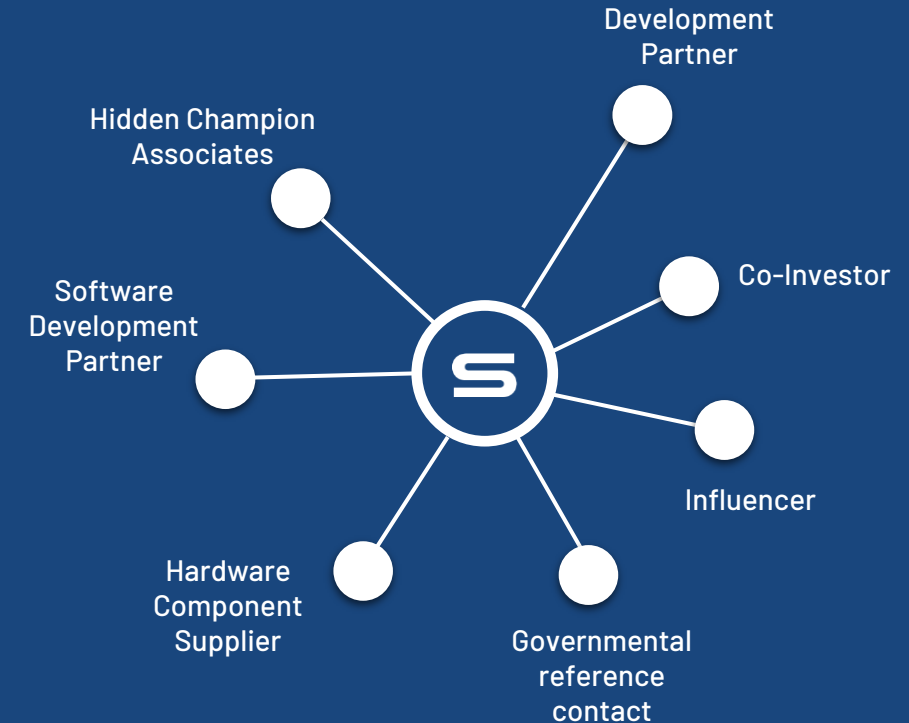
MOTION ECOSYSTEM MANAGER

STRONG PARTNERSHIPS FOR INNOVATIVE SOLUTIONS

- We strive to serve our motion ecosystem as a one-stop shop. Therefore, we seek to intensify **collaboration with universities and innovation labs**.
- We are a **development partner** for hardware and software to offer tailor-made solutions for our customers.
- Start-ups and yet unknown companies can benefit from projects with us. As a reliable co-investor we **support hidden champion associates**.
- For governmental topics, we are a **trustworthy and influential reference** for associations and all motion control enthusiasts.

As part of our vision we are striving to be the industry's leading motion ecosystem manager.

In cooperation with our strong network, we aspire to be the first choice for innovative motion control solutions.

STABILUS

3.1 STABILUS E-BUSINESS

STABILUS E-BUSINESS

ONLINE VISIBILITY FOR OUR STAKEHOLDERS

STABILUS

Stabilus and its Expert Brands are focusing on **virtual touchpoints** to be prepared for the future **hybrid business ecosystem**.

- Besides several strategic lighthouse projects in **E-Commerce** our motion control solutions are amongst others already available via
 - WeChat
 - Gasfedershop.de - in cooperation with Yakido
 - eBay
 - our own web shops
- LinkedIn™ established as the first **corporate social media platform** to get in touch with stakeholders such as customers, investors and potential new talents.
- **Further online channels** are permanently being evaluated to be integrated to our E-Business.



Activities in E-Business represent one important element in our overall Motion Ecosystem Management strategy.

3.2 PARTNERSHIP MODELS

PARTNERSHIP WITH SYNAPTICON GMBH

ACCESS TO DIGITALIZATION AND SOFTWARE COMPETENCE



Key Facts

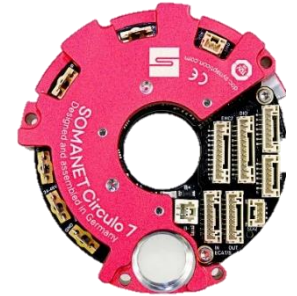
- Founded in 2012, Synapticon is a **technology company** headquartered in Schönaich, Germany
- Locations in Germany, USA and China
- Specialized in the development of highly compact, **high-performant motion control electronics**
- Alongside organic growth, strategic investments and acquisitions are an integral part of our corporate strategy



Microchips developed by Synapticon



Motion software development and customization



Synapticon's integrated digital motion hardware for a diversity of applications

Stabilus drives forward motion control digitalization strategy and enters into partnership with technology company Synapticon.

PARTNERSHIP WITH CULTRARO AUTOMATZIONE

STABILUS

SATISFYING INCREASED DEMAND FOR MINIATURIZED COMFORT SOLUTIONS



Key Facts

- Founded in 1997, Cultraro is a world leader in the **production of small dampers**, headquartered in Rivoli near Turin, Italy
- Locations and partners in the USA, China, India and Germany
- Portfolio focus on **miniaturization**. Products include rotary and axial dampers, linear dampers, and push-push latches.

CORE COMPETENCIES

DAMPERS

- Rotary Dampers
- Axial Dampers
- Linear Dampers



LATCHES

- Push-Push Latches



MARKET SEGMENTS

Automotive and Transport	Home and Appliances	Electronics and Tools	Services and Activities
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Cultraro's portfolio softens any opening and closing, offering high quality and maximum safety, even in the smallest installation spaces.

4

MOTION CONTROL INNOVATIONS

MOTION CONTROL INNOVATIONS

OUR MOTIVATION

Motion control applications based on megatrends

The **innovation tree** shows how Stabilus maps the search fields after aligning innovation with megatrends.

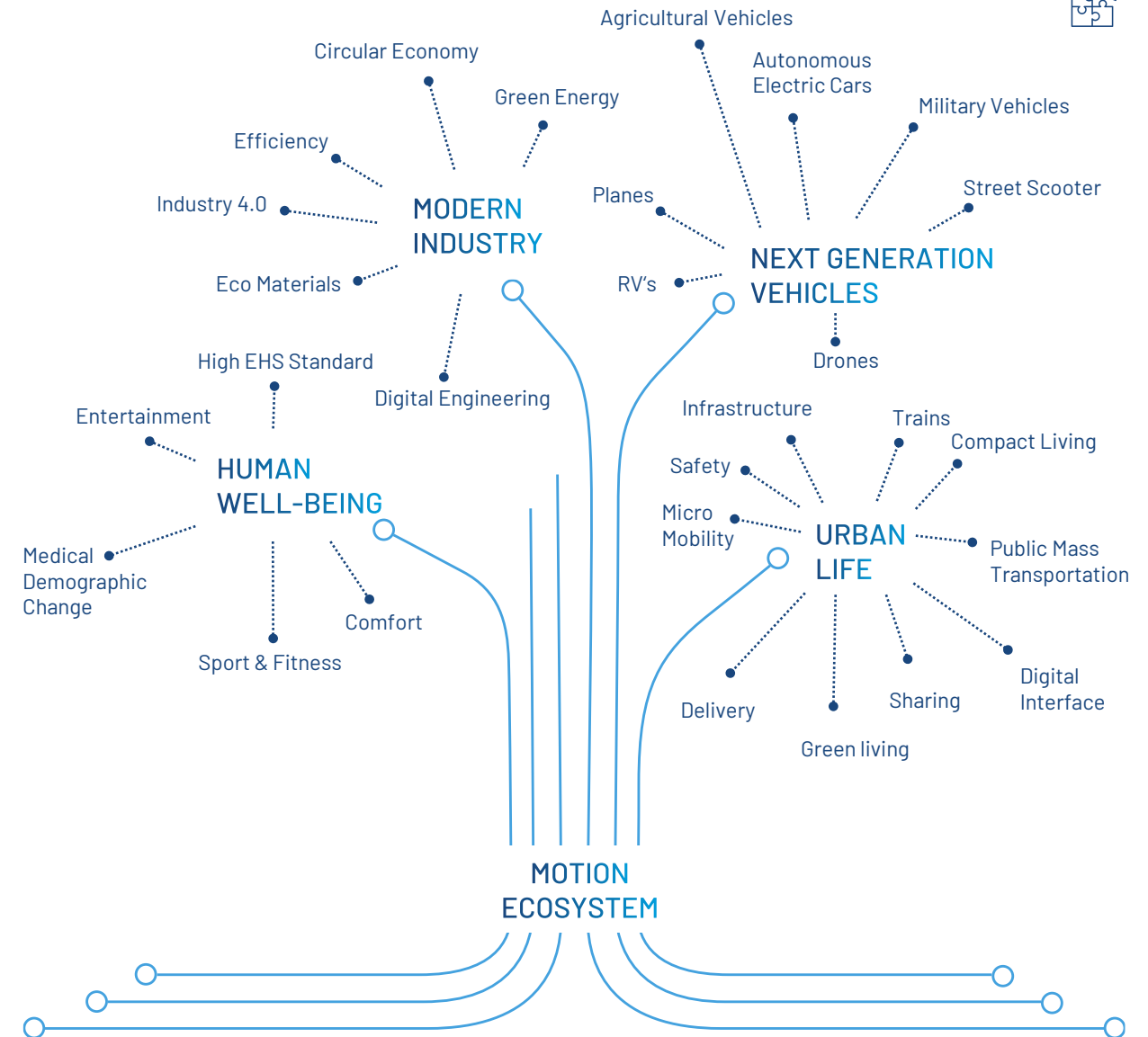
Stabilus is well-positioned to serve these **megatrends** by continuously providing innovative motion control solutions aligned with the main technological drivers such as:

- Digitalization
- Efficiency
- Smartification

Moreover, Stabilus attaches great importance to increase **sustainability** not only within the production sites but also along the whole value chain.

Our Motion Ecosystem is constantly screened for relevant megatrends and future applications, ensuring that we develop market-driven motion control solutions.

STABILUS





4.1 DIGITALIZATION

DIGITALIZATION STRATEGY

MOTION CONTROL SOLUTIONS OF THE FUTURE



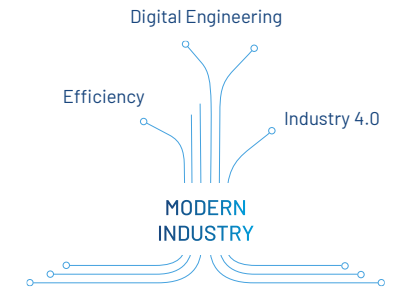
Digitalization of our product and competence portfolio



- Stabilus has entered into a partnership with **Synapticon** GmbH as part of our **digitalization strategy**
- **Electrification, smartification** and **digitalization** widens the range of applications in both the industrial and automotive sectors massively
- Partnership with Synapticon enables Stabilus to expand its **digital competence**
- Partnership synergy offers **significant opportunities** for our actuator product lines and applications in the automation sector, which will be increasingly dominated by decentralized and digital motor technologies

» Digitalization is one of the clear growth drivers of our business. Our motion control solutions of the future will be **smarter**, provide a higher degree of **connectivity** and **interact** with the environment via state-of-the-art sensors.«

Dr. Michael Büchsner, CEO



OUR MOTION CONTROL PORTFOLIO STRATEGY





4.2 EFFICIENCY

MINIATURIZATION AND LIGHTWEIGHT SOLUTIONS

SATISFYING INCREASED DEMAND FOR COMFORT SOLUTIONS

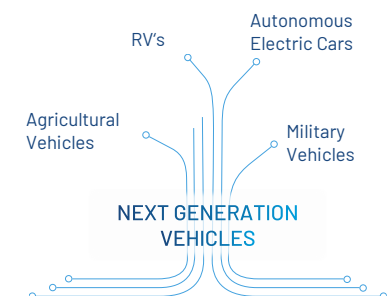
STABILILUS


Miniaturized 3D motion control solutions for next generation vehicles

- Stabililus entered into a partnership with **Cultraro Automazione** to enlarge our portfolio by motion control solutions majorly made of synthetic, **light-weight materials**
- **Miniaturized** motion control solutions enable controlled motion in automotive as well as industrial applications, which represents an important extension of our portfolio

» As an established supplier, the company meets the **high-quality requirements** of both automotive and industrial customers. Together with the dedicated team of Cultraro, we want to **realize synergies** based on our **complementary product portfolios** as well as through our strong customer relationships and distribution channels worldwide.«

Dr. Michael Büchsner, CEO



The partnership with Cultraro Automazione expands our portfolio and development competencies in order to maintain our success in next-generation vehicles.

LIFT-O-MAT X

THE NEW TEMPERATURE COMPENSATION SOLUTION

Challenge

Temperature sensitivities are perhaps the primary deficiency of gas springs, especially in wide temperature ranges such as in vehicle applications, -30 to $+80^{\circ}\text{C}$ is not unusual.

Solution: LIFT-O-MAT X

- Cost efficient and quiet
- Requires low installation space
- Lighter than most alternatives
- **Min. 50% less temperature dependency vs. a conventional gas spring**

Key applications

- Single-sided automotive powerlift gate systems in next generation vehicles
- Applications across all industries, wherever challenging kinematics and/or temperature influences appear

The temperature-compensating gas spring has been recently awarded with first automotive orders; start of production is scheduled for 2024.

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Graphic/Rendering: LIFT-O-MAT X Concept

YOUR MOTION. OUR SOLUTION.



4.3 SMARTIFICATION

DOOR ACTUATION SYSTEM DA90

AUTOMOTIVE ENTRY SYSTEM BY STABILUS

STABILUS


Challenge

Increasing **demand for comfort functions** in next generation vehicles need to be served by intelligent product solutions not only in rear and front flaps, but also side doors.

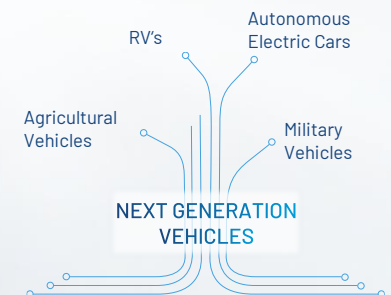
Solution: **POWERISE**® DA90

- Spindle replaces standard door check
- Unique actuator for side doors providing a broad range of features
- Scope of functions configurable by customer
- Optional: Sensorics and integrated ECU

Key application

- Automated opening and closing of automotive side doors

Stabilus is currently developing the second generation with lower building space requirements and less weight.



YOUR MOTION. OUR SOLUTION.

DOOR ACTUATION SYSTEM DA90

SIDE DOOR ENTRY SYSTEM IN NEXT GENERATION VEHICLES

STABILILUS

Functional Highlights:



Power Mode

- Automatic open and close of doors in vehicles
- Controllable remotely
- Obstacle detection – sensors required



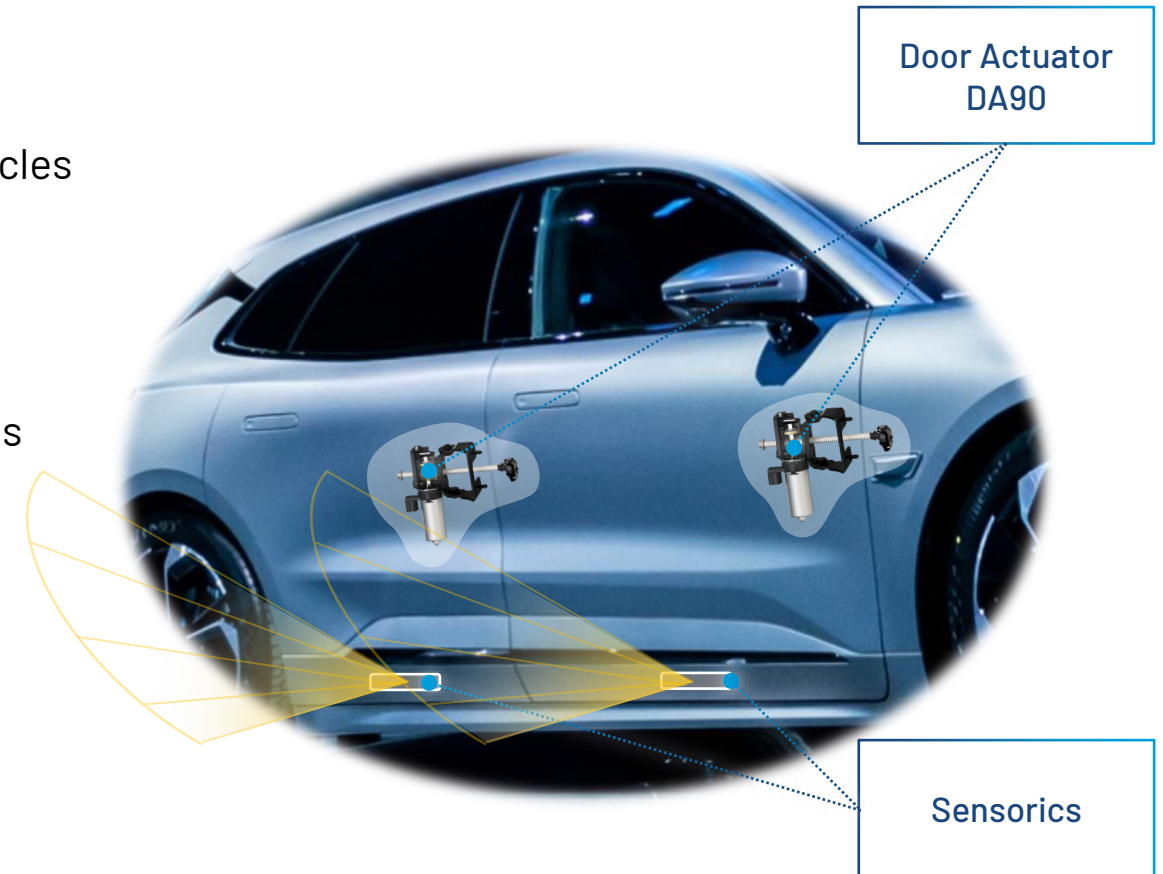
Manual Assist Mode

- Low hand forces, even in inclined positions
- Intuitive manual operation
- Infinite check positions



End Position Dampening

- Programmable ramp out speed
- No door bounce back

Door Actuator
DA90

Sensorics

Our experience in tailgate and front door automation is now being utilized to offer a customized, intuitive and safe solution for side doors in next generation vehicles.

SMART SPEEDBUMP

OUR MOTION CONTROL INNOVATION FOR SAFE ROADS

Challenge

Conventional speedbumps force the car driver to slow down and keep the speed limit. But even slowly moving cars get shaken up which leads to **increased vehicle wear-and-tear** and **noise emissions**.

Solution: Smart speed bump

- Integrating dampers with **velocity dependent characteristics** into the roadway
- Almost no damping until speed restriction is reached, speedbump can be pushed away with **little resistance if speed limit is kept**
- High damping force if driver exceeds the defined speed limit

Key application

- Installation into roadways within **traffic-calmed areas**

Rewarding the responsible driver for keeping speed limits to ensure safe roads for everyone.

STABILUS



SMART SOLAR DAMPER

SUPPORTING SUSTAINABLE ENERGY PRODUCTION

Challenge

Solar panels are often exposed to **inclement weather conditions**, such as high wind speeds, threatening to damage the panels.

Solution: Smart solar damper

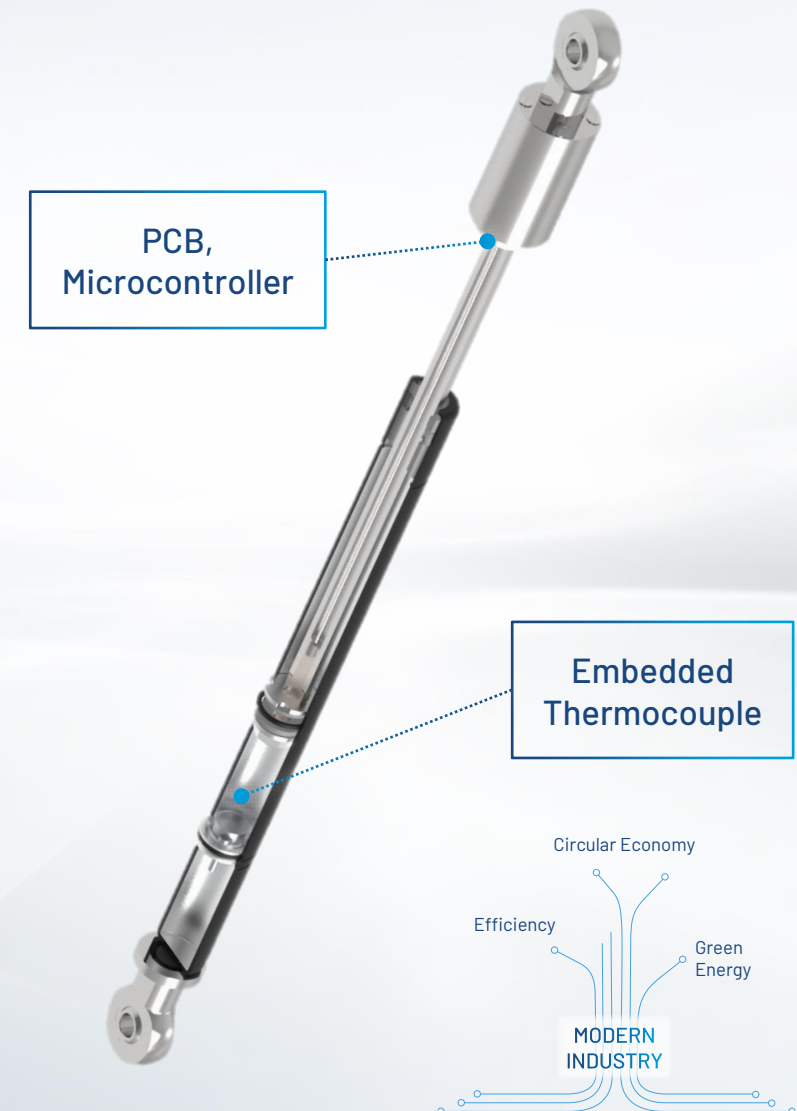
- **Detecting harmonic events** experienced in a tracker unit independent of wind speed and direction to minimize the effects of wind anomalies and vibrations by
 - moving panels to a position of reduced harmonic condition to ensure further power generation
 - parking panels to a standard stow position
- **Wireless monitoring** for end of useful life

Key application

- Solar tracker units within wind-intensive areas

The Stabilus smart solar damper protects solar tracker to ensure green energy around the globe.

STABILUS



Graphic/Rendering: Smart Speedbump Concept

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5 SUSTAINABILITY

CORPORATE SOCIAL RESPONSIBILITY

INTEGRAL PART OF OUR LONG-TERM STRATEGY

STABILUS



Our Approach

Sustainability has always been important to us. Consequently, we take **responsibility** for our impact on environment, society and governance.

We have established a CSR steering committee headed by the CEO as an integral strategy. To accomplish its goals, new processes were introduced and supported by the whole team.

Our aim is to lead Stabilus into a **successful and sustainable future**.



ESG RATING



CO₂ EMISSIONS



RESPONSIBILITY



We strive to provide protected and attractive workplaces throughout the Stabilus Group. In addition, respect for human rights is a pillar of cooperation within and with Stabilus. A significant part of our CSR strategy will be reducing our CO₂ emissions.

OUR SUCCESS STORIES

BECAUSE OUR NATURE MATTERS

Our achievements

We are member of the UN Global Compact Initiative* and are committed to the UN's Sustainable Development Goals (SDGs).

We believe in the future, which is why

- the majority of our plants have environmental as well as health and safety management certifications
- an increasing number of plants maintain a certified and internationally recognized energy management system

Some production facilities already purchase 100% **CO₂ neutral electricity**. We are continually working on using even more environmentally friendly energy at other center of operations.

Furthermore, we started studies on the carbon footprint of our main products to **evaluate product specific emissions**.

We measure and monitor the progress of CSR topics such as:

- **Energy and water consumption**
- **Responsible sourcing**
- **Talent management and employee health and safety**

STABILUS

OUR WAY TO AN A-RATED ESG COMPANY

FIRST STEPS IN FISCAL YEAR 2022

Next Steps

- Continuously increase the share of purchased **electricity from renewable sources** for our centers of operations globally
- Increase **energy self-generation** by installing solar panels in different sites
- Strive for **reducing our overall resource consumption** such as electricity, natural gas and fuels, water consumption and waste by continuously optimizing our products and processes
- Support the local economy and shorten transportations in order to reduce emissions
- **Regular supplier audits** to check compliance, environment and human rights requirements to secure a responsible supply chain
- **Increase diversity** on management and top management level through diversity objectives

We have set ourselves ambitious sustainability targets and consistently introduce measures to reach our overarching CSR goals.

STABILUS

TOP GOALS 2030



TOP RATED
ESG COMPANY



CO₂
NEUTRALITY



RESPONSIBLE
SUPPLY CHAIN

» We make motion easy and safe –
each and every day.«



STABILUS

YOUR MOTION. OUR SOLUTION.

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