SUSTAINABILITY REPORT

2025

SICK Sensor Intelligence

SICK.COM

CONTENTS

AT A GLANCE

Sales

1,850

million euros

239

million euros
of R&D expenditure

UNGC member

since 2024

10,158

employees
as of December 31

EcoVadis Sustainability medal:
Platinum

88

points

Top 1% of the
130,000 companies
rated worldwide

33.3

percent (%) of employees
are women

EBIT margin
(%)

3

Science Based Targets initiative (SBTi)

joined in 2025

BUSINESS MODEL AND STRATEGY

→ SICK is a global market and technology leader in the industry
→ The market for industrial automation is changing rapidly
→ Sustainability is a driver of innovation at SICK

SICK is a leading global technology company for intelligent sensor solutions and integrated solutions in industrial automation. Innovative technologies set benchmarks and make industrial processes more efficient, safer, and more sustainable – in both logistics and manufacturing.

SICK combines sensor intelligence with industry expertise and certified consulting services, creating the ideal foundation for scalable and tailor-made automation solutions and adding value along the entire value chain. This leads to close partnerships being formed with our customers. Together we optimize productivity, elevate quality, protect health and safety, and sustain the future. All of this with empathy and mutual trust.

Our business model is based on smart products, developing innovative solutions for the systems business, and providing individualized customer services. We use tailor-made solutions to improve the process of creating value for our customers. By focusing on intelligent, high-quality products and systems, we provide our customers with precisely those solutions that are required in industry and critical infrastructure.

The market for sensor technology is driven by megatrends such as digitalization, Industry 4.0, mobility, Industrial AI, as well as environmental protection and climate action. As an innovative company with a global presence, in-house production, development, and sales, we can participate in these trends. Specialization, broad industry knowledge, and trusting relationships with our customers will continue to provide us with a foundation for translating market opportunities into business success.

STRATEGY

SICK is an independent, family-owned company focused on sustainable growth. The guiding principles of our corporate strategy are technological and entrepreneurial independence, as well as global market leadership. Our company was founded by Dr. Erwin Sick in 1946, and since then, our activities have been guided by forward-looking, responsible governance.

SICK's concept of sustainability encompasses our corporate responsibility for employees, the environment, and society. Sustainability is an integral part of our corporate philosophy and culture. Our goal is to minimize the impact of our actions on the environment, society, and people. We have always understood sustainability to be a driver of innovative products, profitable business operations, and long-term success. This benefits our customers around the world. Our achievements in terms of sustainability are evidenced through certificates, voluntary commitments, and awards.

FOREWORD

Dear readers,

We are constantly guided by the question: How does SICK Sensor Intelligence contribute to a sustainable future? Our contribution lies largely in intelligent products, solutions, and systems that help our customers to act more efficiently and responsibly at the same time.

Collection of data from sensors is vital to be able to verify sustainability data. This is the sole basis for introducing effective actions to optimize the use of resources or reduce emissions and waste. Examples can be found in many different areas of life as well as in various industries. In logistics, for example, CO_2 emissions can be reduced through intelligent route planning using sensor tracking. In production, optimized quality control allows companies to reduce their waste. AI-enabled sensors with deep learning can optimize the recycling process in drinks bottling plants.

In addition to providing sensor solutions for our customers, we are also developing our company in such a way that we continually reduce our negative impact on people and the environment. Our focus here is on using renewables and implementing energy-efficient production processes. In 2025, we committed to science-based climate targets in accordance with the SBTi (Science Based Target initiative). We have thus committed ourselves to a far-reaching reduction in greenhouse gases at our sites and in the value chain over the next ten years. For our achievements to date, SICK has once again been awarded a Platinum medal in the internationally recognized EcoVadis sustainability rating, placing us in the top 1% of all companies assessed.

In our "Performance" magazine, you will find further exciting insights and success stories about our company, our markets, and our customers.

The Executive Board of SICK AG

DR. MATS GÖKSTORP (CHAIRMAN)

JAN-H. EBERHARDT

ULRIKE KAHLE-ROTH

NICOLE KUREK

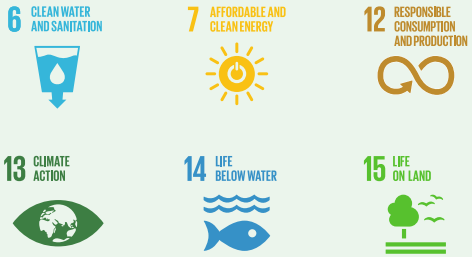
MARKUS SCAGLIOSO

DR. NIELS SYASSEN

STRATEGIC FIELDS OF ACTION FOR OUR SUSTAINABILITY

ENVIRONMENTAL SUSTAINABILITY

- → Renewables and Energy Efficiency
- → Buildings and Biodiversity
- → Mobility
- → Product Design and Manufacture
- → Supply Chain
- → Sensor Solutions



SOCIAL SUSTAINABILITY

- → Equal Opportunities
- → High-quality Jobs and Educational Opportunities
- → Promotion and Maintenance of Health and Safety

GOVERNANCE

- → Sustainable and Compliant Business Conduct and Corporate Strategy

→ HTTPS://SDGS.UN.ORG/GOALS

ABOUT THIS REPORT

This sustainability report relates to the 2025 fiscal year. It covers the reporting period from January 1 to December 31, 2025. Unless otherwise stated, it covers the sustainability activities of the SICK Group (a list of the companies included in the consolidation group can be found in the appendix on page 34). In this report, we address the sustainability of our business model from several perspectives and also consider the interdependencies with economic factors. Further details can be found in the 2025 annual report.

Due to the sale of the Cleaner Industries business unit and the founding of the joint venture Endress+Hauser SICK GmbH+Co. KG (hereinafter "EHS"), which was completed in the 2025 fiscal year, the comparative figures for previous years have been restated and therefore differ from previous sustainability reports in the items concerned.

This report is available in print and as a PDF download here: https://www.sick.com/performance

STAKEHOLDERS AND STAKEHOLDER DIALOG

We have identified the following internal and external stakeholders as key to our business and are in dialog with them:

Internal stakeholders:

→ Employees
- Annual employee survey as part of "Great Place to Work;" compliance violations can be reported internally

→ Works council
- Regular discussions with the Executive Board

→ Internal experts / knowledgeable persons from Production, Development, Purchasing, Logistics, Sales, IT, Human Resources, Finance, and Facility Management
- Regular sustainability network meetings, Compliance Committee

→ Executive Board, Supervisory Board, and management
- Board meetings and management review

→ Shareholders
- Shareholder meetings and other contacts with shareholders

Significant external stakeholders are:

→ Customers
- Direct contact, our customers' sustainability portals

→ Suppliers
- Regular meetings with relevant suppliers

→ External experts
- External council of experts for sustainability

Other external stakeholders with whom we enter into dialog as required:

Applicants, neighbors, industry trade associations and chambers of commerce, nature conservation associations, human rights organizations and compliance associations, banks, insurance companies, auditors and regional and local political bodies.

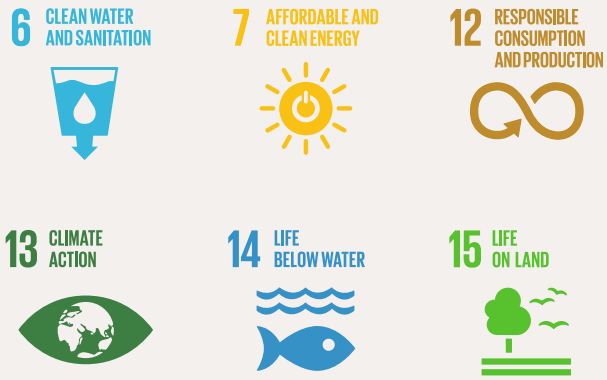
METHODS FOR MATERIALITY ASSESSMENT

We obtain input on a large number of sustainability aspects by systematically monitoring laws, standards, and norms, by analyzing the key environmental and energy aspects within the framework of ISO 14001 and 50001 each year, but also by engaging regularly with internal and external stakeholders. These aspects are subjected to a technical assessment by internal experts to see whether they are relevant for SICK. Assessment criteria include in particular the impact on the environment and society, and the relevance for stakeholders, as well as SICK's ability to exert influence.

Our ESG strategy (Environmental, Social, Governance) is the result of the materiality assessment we have conducted up to this point. It comprises six fields of action related to environmental sustainability, three fields of action related to social sustainability, and one field of action related to governance.

We are currently in the process of bringing our sustainability reporting into line with the requirements of Directive (EU) 2022/2464 (known as the Corporate Sustainability Reporting Directive, CSRD) and are preparing to report in accordance with the CSRD starting in the 2027 fiscal year. An interdisciplinary project team assesses the requirements of the CSRD and implements the data collection processes. We finalized the materiality assessment in 2025 and engaged the auditor to verify conformity with the applicable requirements. In 2026, we will revise the materiality assessment in light of the planned changes.

ENVIRONMENTAL SUSTAINABILITY

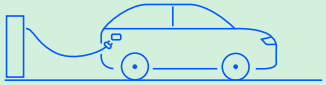


FACTS AND FIGURES ON ENVIRONMENTAL SUSTAINABILITY, 2025

87%
of electricity purchased globally is green

10,581 t
GHG emissions worldwide [1)]

[1)] Based on Scope 1 and Scope 2 emissions.



32%
of vehicles in the SICK fleet globally are electric

-4,344 t
GHG emission reduction compared to the previous year [2)]

[2)] Based on Scope 1 and Scope 2 emissions.

Science Based Targets initiative (SBTi)
joined in 2025

ISO 14001
at global production sites

ENVIRONMENTAL SUSTAINABILITY STRATEGY

→ Alignment with international standards
→ Six key fields of action

In 1956, company founder Dr. Erwin Sick invented the first flue gas density meter, used to help protect people and the environment from industrial waste gas. It laid the foundation for further innovations, as well as becoming the cornerstone of the SICK Group's approach: Our goal is to preserve the planet for future generations through technical developments and our own entrepreneurial conduct.

In 2025, we thoroughly revised and realigned our environmental sustainability strategy in order to meet the constantly changing global and regulatory requirements. One key milestone is our commitment to developing science-based emission reduction targets in line with the Paris Agreement and the criteria of the Science Based Targets initiative (SBTi).

Our strategy follows the logic of SBTi and is divided into two overarching areas:

→ Infrastructure (Scope 1 and 2)
→ Value chain (Scope 3)

We developed six strategic action areas – three for each area – on the basis of our materiality assessment. They include our infrastructure with buildings, energy efficiency, and mobility, processes.

Infrastructure (Scope 1 and Scope 2):

→ Renewables and Energy Efficiency
→ Buildings and Biodiversity
→ Mobility

Value chain (Scope 3):

→ Product Design and Manufacture
→ Supply Chain
→ Sensor Solutions

Each field of action is underpinned by specific goals that contribute to achieving our reduction targets and form the operational basis of our environmental sustainability strategy. Here we are guided by the United Nations Sustainable Development Goals (SDGs) and recognized standards such as the German Sustainability Code (DNK) and the Global Reporting Initiative (GRI). In addition, the materiality assessment conducted in 2025 focused on the topics of relevance to us, namely climate change mitigation and adaptation (ESRS E1 standard) and resource use through the raw materials and consumables we use (ESRS E5). When calculating global greenhouse gas emissions, we follow the Greenhouse Gas Protocol (GHG Protocol), an internationally recognized standard for accounting and reporting. These calculations have shown us which areas of the company are the biggest sources of its emissions.

In signing the "SBTi Near-Term Commitment," SICK commits to significantly reducing its own greenhouse gas emissions over the next ten years and thereby making an active contribution to limiting global warming. By joining the SBTi, we are underlining our corporate stance on climate action and committing to a reliable, internationally recognized seal.

KEY FIELDS OF ACTION FOR ENVIRONMENTAL SUSTAINABILITY

RENEWABLES AND ENERGY EFFICIENCY

Strategic Goals
- → Apply **ZERO Fossil Heat Strategy**
- → Use **green electricity** at all production sites
- → Increase **energy efficiency**

BUILDINGS AND BIODIVERSITY

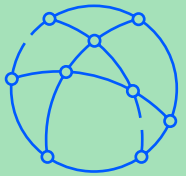
Strategic Goals
- → Apply **SICK Green Building Standard**
- → Foster **biodiversity and greening**

MOBILITY

Strategic Goals
- → Increase **E-mobility** share
- → Reduce **emissions caused by mobility**

INFRA-STRUCTURE

VALUE CHAIN



PRODUCT DESIGN AND MANUFACTURE

Strategic Goals
- → Provide and reduce **Product Carbon Footprints**
- → Reduce **hazardous substances**
- → Increase **energy efficiency of products**

SUPPLY CHAIN

Strategic Goals
- → Reduce **material-related emissions**
- → Reduce **emissions from logistics**

SENSOR SOLUTIONS

Strategic Goals
- → Provide **solutions** to increase customer's efficiency

OVERALL REDUCTION TARGETS

Reductions of Scope 1 and 2 Emissions*

Reduction of Scope 3 Emissions*

* Quantification of reduction goals is subject to SBTi validation, which is targeted for 2026.

ORGANIZATION OF ENVIRONMENTAL SUSTAINABILITY

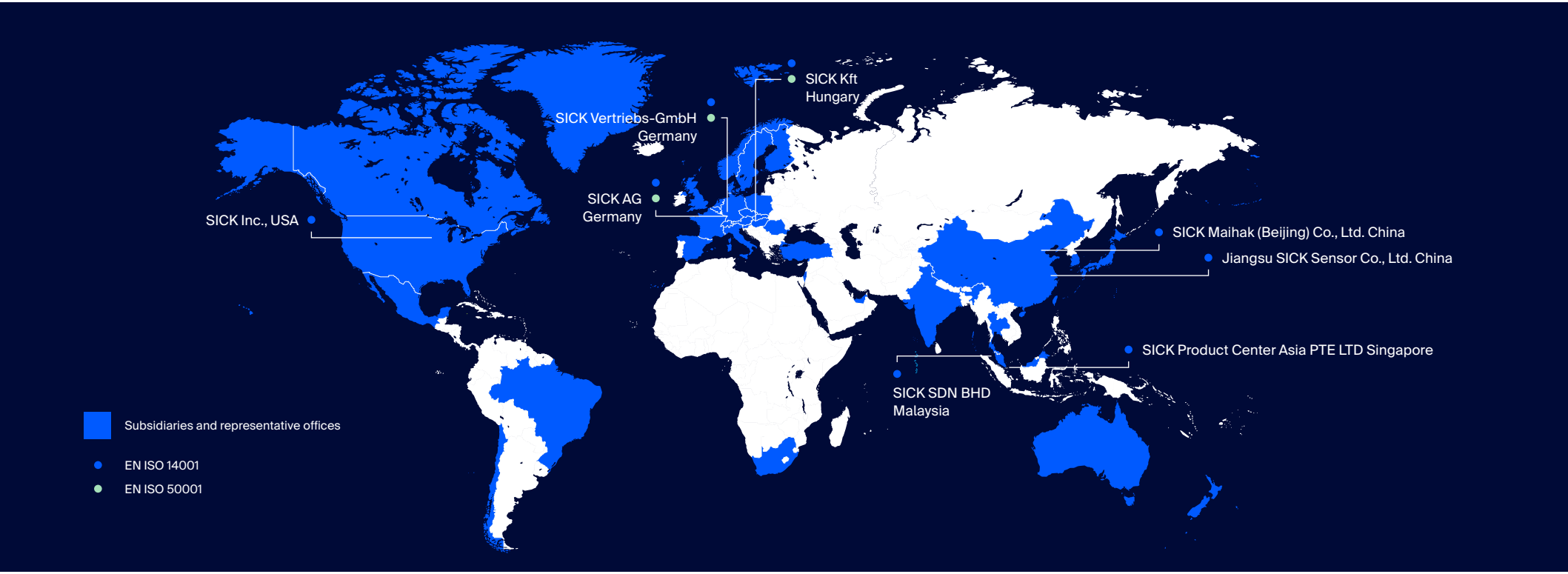
The sustainability strategy is implemented in our Group via an environmental and energy management system and an internal sustainability network. All of the SICK Group's German sites and all manufacturing subsidiaries (in Hungary, the USA, Malaysia, and China) are certified in accordance with the ISO 14001 environmental management system. The sites with particular relevance for energy are also certified in accordance with ISO 50001 (energy management). An overview of our sites with their respective certifications can be found in the graphic.

Our environmental and energy management includes energy consumption and efficiency, GHG emissions, product compliance, biodiversity, water and materials consumption, raw materials, chemicals, and waste. Measures and activities aimed at addressing these issues take place both within the individual action areas and as part of the environmental management system at all of the Group's global production sites.

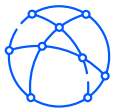
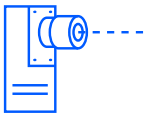
A central team of environmental and energy experts oversees the strategic development of our environmental and energy management system around the world. We use legal monitoring, internal audits, analyses of customer requirements, and other stakeholder requirements to define targets and take action to reduce impacts on the environment and environmental risks. A systematic risk assessment is carried out across all teams.

We have set up an internal sustainability network to implement our sustainability strategy. The teams of experts in the respective action areas report regularly on the progress made in achieving the targets.

All SICK employees and employees of subsidiaries worldwide are required to adhere to a set of principles and commitments that are laid out in our Environmental Protection and Energy Management Policy. The specifics are addressed on internal communication platforms and in management meetings. Training activities in environmental protection and energy management also take place in parallel.



ENVIRONMENTAL SUSTAINABILITY TARGETS

	Field of action and strategic goals	Subgoal	Status
INFRASTRUCTURE			
	Renewables and Energy Efficiency **Goal:** Reduce GHG emissions at all SICK sites with a focus on production sites*	**Renewable electricity:** - 100% renewable electricity at all production sites - Increase own generation of electrical energy (photovoltaics) **Renewable heat:** - Increase share of renewable heat at SICK sites **Energy efficiency:** - Efficiency projects to cut previous year's energy consumption by 0.5% each year	**Renewable electricity:** 100% renewable electricity at all production sites 87% renewable electricity in relation to all sites 5.6% from photovoltaic installations **Renewable heat:** 4.4% **Energy efficiency savings:** 0.8% **Target achievement:** Reduction in emissions compared with previous year: 1,667 t CO_2 eq
	Mobility **Goal:** Reduce GHG emissions caused by company's own vehicle fleet*	**Vehicle fleet:** - Increase share of electric vehicles to 50% by 2025 - Increase share of electric vehicles to 75% by 2030	**Vehicle fleet:** In 2025, the share of electromobility was 32% **Target achievement:** Reduction in emissions compared with previous year: -2,765 t CO_2 eq
	Buildings and Biodiversity **Goal:** Sustainable design of new buildings and green spaces	Meet **sustainability requirements** in the construction of buildings and the creation of new green spaces in accordance with internal standards. This includes, for example, the creation of energy and biodiversity concepts.	Standard is applied and refined. Emission reductions are included in the "Renewables and energy efficiency" action area (see above).
VALUE CHAIN			
	Product Design and Manufacture **Goal:** Reduce emissions and adverse environmental impacts caused by our products*	**Product Carbon Footprint:** Calculate the PCF for all SICK products and progressively reduce the PCF value **Energy consumption:** Reduce the emissions intensity of our sensors during their operating life **Hazardous substances:** Reduce hazardous substances in our products **Sustainable packaging material:** Reduce the use of packaging materials and use sustainable packaging alternatives	**Product Carbon Footprint:** Data architecture and calculation methodology to be finalized in 2026. First PCFs to be available by 2027 at the latest. **Energy consumption:** Focus for 2026 is an analysis of the current situation **Hazardous substances:** Systematic reduction with a focus on materials containing lead – project kick-off in 2026 **Sustainable packaging material (pilot projects):** Replacing foam with corrugated cardboard as packaging inlay Avoiding void fill bags as filling material
	Supply Chain **Goal:** Reduce emissions along the supply chain*	**Materials:** Reduce the emissions intensity of **production materials*** **Logistics:** Reduce the emissions caused by logistics*	**Materials:** Key decarbonization levers have been identified. Focus in 2026 will be on contacting suppliers and developing a more precise emissions calculation methodology **Logistics:** First pilot shipments for the change from air freight to sea freight planned for 2026
	Sensor Solutions **Goal:** Develop and provide sensor solutions to increase sustainability when used by customers*	Develop and provide sensor solutions to increase the energy and resource efficiency of our customers' production and logistics processes	The development of market-driven solutions is part of our business model and makes a relevant contribution to sustainability. By definition under the GHG Protocol, emission reductions achieved here cannot be attributed to SICK and are therefore not discussed further here.

* Some of our targets will be quantified after SBTi validation, which is planned for 2026.

TOTAL SCOPE 1, 2 AND 3 EMISSIONS

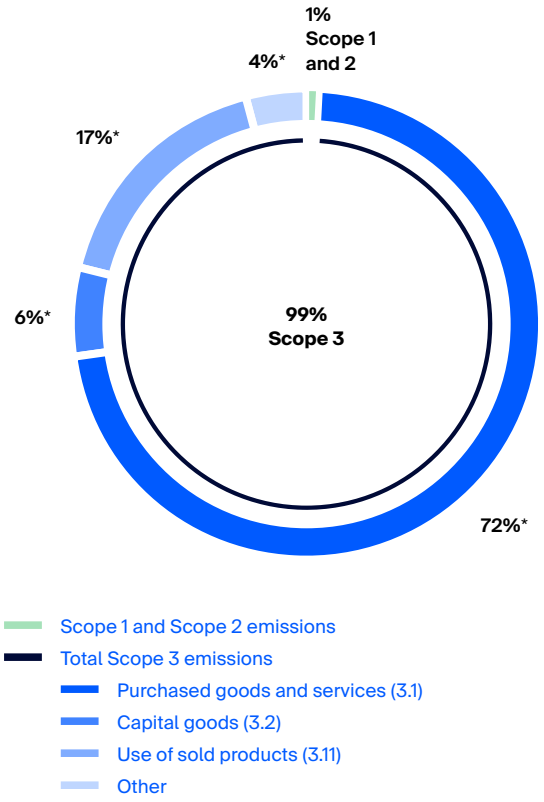
SCOPE 1 AND 2 EMISSIONS

Although Scope 1 and Scope 2 emissions make up a small proportion of SICK's total emissions, we consider them to be material as SICK is directly responsible for these emissions and can have a direct impact on them. In accordance with the "polluter pays" principle: If every polluter were to take responsibility for Scope 1 and Scope 2 emissions, then Scope 3 emissions could also be avoided in the long term.

SCOPE 3 EMISSIONS

We are taking responsibility for reducing our Scope 3 emissions – particularly within the supply chain – in the context of our strategic fields of action. The overview opposite shows the breakdown of Scope 3 emissions, the degree to which SICK can influence them, and to which action areas they are assigned.

SCOPES 1, 2, AND 3 AS A PROPORTION OF TOTAL EMISSIONS



* See the table on the next page for the categories according to the GHG Protocol.

In accordance with the GHG Protocol, companies' emissions are divided into the following three scopes:

- → **SCOPE 1 EMISSIONS** are direct emissions from sources owned or controlled by the company. In addition to emissions generated on site (such as machinery powered by natural gas), this scope includes emissions generated by company vehicles.
- → **SCOPE 2 EMISSIONS** result from energy generation that does not take place on site (purchased energy, such as electricity and district heating).
- → **SCOPE 3 EMISSIONS** comprise all other indirect emissions caused by a company's upstream and downstream value chain activities.

Note on usage of the terms greenhouse gases (GHG), CO_2, and CO_2e (CO_2 equivalents):
We use the term greenhouse gases (GHG) in this report. Greenhouse gas emissions (GHG emissions) are expressed in CO_2 equivalents (CO_2e). Emissions of greenhouse gases other than carbon dioxide (CO_2), such as methane (CH_4) or nitrous oxide (N_2O), are converted into CO_2 equivalents to make it easier to compare their potential to cause global warming (CO_2=1).

→ Source: https://www.umweltbundesamt.de/

This table shows our greenhouse gas balance broken down by the categories under the Greenhouse Gas Protocol and the relationship to our strategic fields of action.

GLOBAL GHG EMISSIONS BY SCOPE AND RELEVANCE FOR SICK

Category [1]	Scope according to GHG Protocol description	Proportion of SICK's total emissions	Relevance	Action areas to reduce emissions
1	Scope 1 – direct emissions			
1.1 1.4	Direct emissions from stationary installations Direct emissions from processes (leaks)	0.3% 0.01%	A	Renewables and Energy Efficiency Buildings and Biodiversity
1.2	Direct emissions from mobile installations	0.3%	A	Mobility
2	Scope 2 – indirect emissions			
2	Indirect emissions	0.1%	A	Renewables and Energy Efficiency Buildings and Biodiversity
3	Scope 3 – other indirect emissions [2]			
3.1	Purchased goods and services	71.6%	A	Supply Chain Product Design and Manufacture
3.2	Capital goods	5.7%	B	Buildings and Biodiversity
3.4	Upstream transportation and distribution	2.1%	B	Supply Chain
3.11	Use of sold products	17.9%	A	Product Design and Manufacture

[1] Note: Categories according to the GHG Protocol. Categories that are not listed here are not applicable/ are irrelevant to SICK.

[2] All Scope 3 emissions with a share of < 2% are not shown due to their low relevance. These are: Scope 3.3 Fuel and energy-related activities, 3.5 Waste generated in operations, 3.6 Business travel, 3.7 Employee commuting, 3.12 End-of-life treatment of sold products, 3.15 Investments.

A: High - directly influenced
B: Medium - indirectly influenced

CALCULATION AND METHODOLOGY

Emissions were calculated in accordance with the GHG Protocol. Two methods were combined. Primary data (consumption data) was used for Scopes 1 and 2. Scope 3 emissions were mainly calculated using secondary data ("spend-based"). However, our aim is to improve data quality primarily through the use of primary data.

INFRASTRUCTURE (SCOPES 1 AND 2)

→ Renewables and Energy Efficiency
→ Buildings and Biodiversity
→ Mobility

SICK's infrastructure includes all buildings and production facilities, as well as the company's own vehicle fleet. The goal is to reduce emissions in the fields of action.

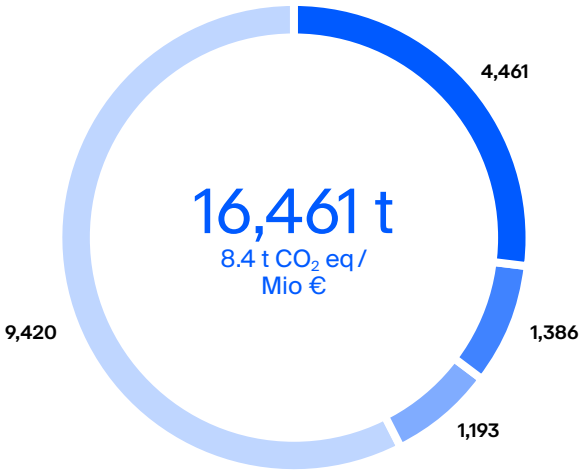
The main decarbonization levers here are:

→ **Vehicle fleet 44%**
→ **Power supply 12%**
→ **Heat supply 42%**

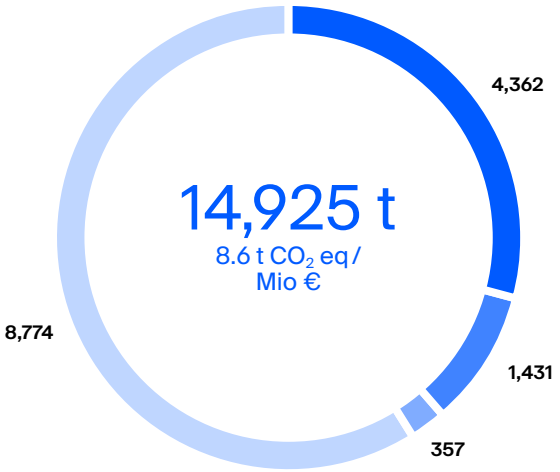
Our water consumption and waste volumes are of less relevance to the environment than our GHG emissions. Our water consumption is mainly for sanitary use. Most of the waste produced is non-hazardous, and a high proportion of it is recycled or used to generate energy.

GHG EMISSIONS AT OUR GLOBAL SITES

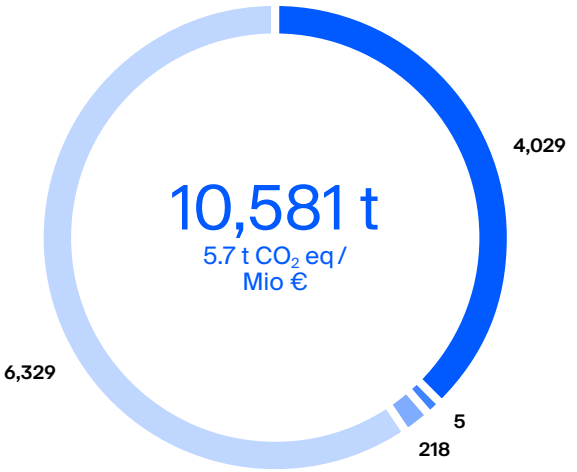
2023



2024



2025



Production Europe
Production Asia
Production America
Sales global

RENEWABLES AND ENERGY EFFICIENCY

Photovoltaics (PV)

Our goal is to increase the proportion of total electricity consumption met by PV electricity generated at SICK's own sites. In order to increase the proportion of PV electricity, we continuously analyze the potential of existing and planned buildings, as well as alternative potential areas (such as parking lots or facades). In 2025, two buildings in Germany were fitted with PV systems with a total output of 0.3 MWp.

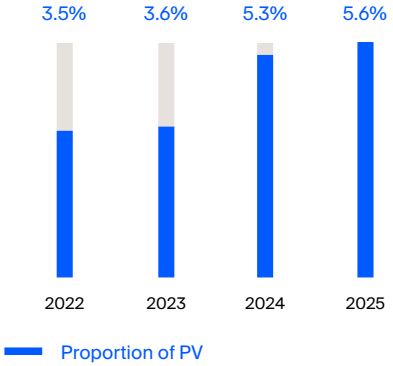
Purchase of green electricity

As the electricity we generate ourselves only meets a portion of our power requirements, we purchase the rest as green electricity. All German sites have been purchasing 100% green electricity since 2013; our production facility in Hungary has been doing so since 2022. Our manufacturing location in the USA started purchasing 100% green electricity in 2024. Since 2025, all production sites in Asia have switched to renewable electricity, which we document with certificates of origin.* We are therefore close to attaining our target of operating all global production sites with 100% green electricity. Only 7% of non-renewable electricity is generated in our combined heat and power plants by burning natural gas. In relation to total electricity demand across the Group, the proportion of green electricity has also increased to 87%.

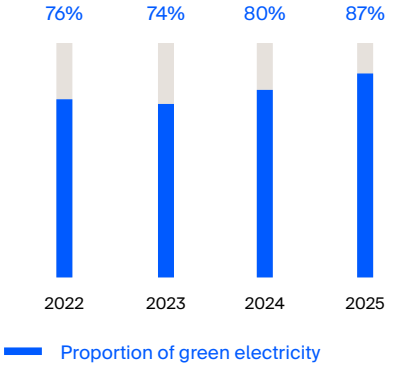
Renewable heat supply

Another of our goals is to reduce GHG emissions generated in the provision of heat. The current global proportion of renewable heat supply is 4.4%. As a rule, new heating systems are only planned if they are based on a sustainable energy supply, such as by using heat pumps or waste heat, especially from the supply of compressed air. For example, a geothermal heat pump is used to heat the newest part of the building on SICK's US campus. For the time being, existing combined heat and power units and gas-fired heating systems will continue to be operated and gradually replaced.

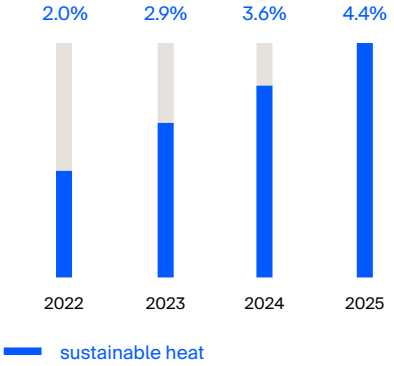
Proportion of self-generated photovoltaics (PV) electricity at SICK sites relative to total electricity consumption



Proportion of green electricity in total electricity consumption



Proportion of renewable heat supply

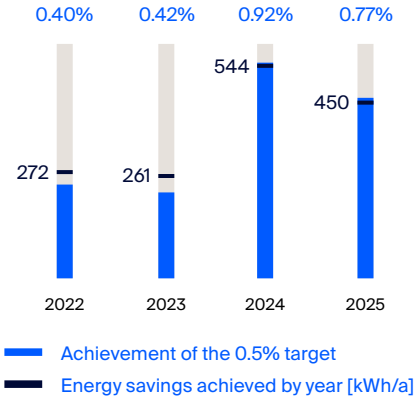


* From the 2025 reporting year onward, we will stop using offsetting measures. Instead, we will focus on the actual avoidance and reduction of emissions within our own value chain.

Energy Efficiency

SICK has set a target of reducing its energy consumption every year by at least 0.5% of the total energy consumed in the previous year through energy efficiency measures. Examples of efficiency measures include switching to LED lighting, utilizing waste heat, optimizing ventilation systems and heat supply, and replacing inefficient pumps. In the past two years, we have exceeded the target.

Energy Efficiency



BUILDINGS AND BIODIVERSITY

We optimize existing buildings and their technical facilities in order to continuously reduce our energy consumption. Potential savings are systematically identified, prioritized, and implemented as part of action plans. In 2025, we implemented various measures to improve indoor air conditions, such as adjusting set temperatures outside production times, optimizing air exchange rates, and checking and adjusting humidity ranges.

In terms of new buildings and extensive refurbishments, we apply the SICK building standard, which is based on a defined procedure. The building standard is designed around the idea of creating an energy concept before the project begins.

Natural areas for people and the environment

The aim is to preserve biodiversity at SICK's sites and to create green areas that are adapted to climate change. By creating habitats for insects and small animals, SICK is simultaneously creating attractive open spaces that also have a positive impact on the well-being of employees. Green areas also reduce surface temperatures, provide shade, reduce heat islands, and improve air quality. Our actions in this regard ensure a comfortable climate and a relaxing outdoor environment.

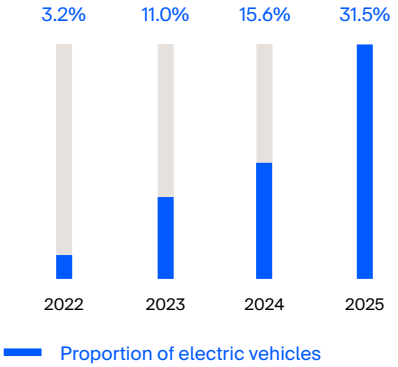
These and other measures are defined as part of a biodiversity standard and applied worldwide when planning new areas. For our new building in Malaysia, we have already given consideration to biodiverse planning of spaces, in addition to energy efficiency measures.

MOBILITY

Our strategic goal in this field of action is to reduce greenhouse gas emissions caused by company-owned vehicles. Emissions account for 44% of Scope 1 and Scope 2 emissions and are therefore a key decarbonization lever. We achieve the greatest possible impact here by switching from internal combustion engines to electric vehicles. We have set ourselves specific targets in this respect (see table Environmental sustainability targets on p. 13).

We make it possible for employees to charge company vehicles by continuously expanding the charging infrastructure available. We have installed around 200 electric charging points at our German sites and are also expanding charging points at our other sites in line with demand.

Proportion of electric vehicles in SICK's global company car fleets



INFRASTRUCTURE (SCOPE 1 AND 2)
ENERGY CONSUMPTION AND KEY FIGURES AT A GLANCE

	2022	2023	2024	2025
Total CO_2 emissions in t CO_2	16,315	16,461	14,925	10,581
Scope 1 – Direct emissions	12,334	12,358	11,739	8,546
Scope 2 – Location-based indirect emissions	3,980	4,103	3,186	2,034
Energy consumption figures				
Energy consumption [MWh]	92,345	91,938	89,711	80,524
Natural gas	25,203	22,118	22,043	20,415
Heating oil	129	628	131	79
District heating	1,879	1,814	1,673	1,730
Electricity	34,893	34,511	34,844	38,503
Fuel	30,240	32,867	31,021	19,797
Proportion of renewables				
absolute [MWh]	29,800	28,479	31,189	36,233
relative [%]	32%	31%	35%	45%
Electricity performance indicators				
Electricity performance indicators [MWh]				
Total consumption, electricity	39,119	38,475	38,608	41,498
Own use	1,373	1,389	2,039	2,312
Own use, CHP (from gas)	4,226	3,964	3,764	2,996
Purchased energy, including electricity for mobility	33,521	33,122	32,806	36,191

INFRASTRUCTURE (SCOPE 1 AND 2)
ENERGY CONSUMPTION AND KEY FIGURES AT A GLANCE (continued)

	2022	2023	2024	2025
Proportion of renewable electricity in total electricity consumption				
absolute [MWh]	29,684	28,363	31,073	36,117
relative [%]	76%	74%	80%	87%
Mobility [MWh]				
Fuel	30,240	32,867	31,021	19,797
Electricity	249	613	1,314	2,306
Water [m³]	93,594	88,880	83,120	80,673
Waste [t]	2,430	2,540	2,228	2,539
Non-hazardous waste	2,303	2,406	2,087	2,369
Hazardous waste	128	134	141	170

Note regarding sale of Cleaner Industries: All EHS sites were retroactively excluded from the calculations from 2022, and the data is therefore not comparable with the prior-year report.

VALUE CHAIN (SCOPE 3)

The value chain includes all upstream and downstream processes outside of SICK's sphere of responsibility in line with the definition of the Greenhouse Gas Protocol (Scope 3).

The following areas have been identified as key decarbonization levers:

→ Use of emission-intensive materials
→ Energy consumption of SICK products when used by the customer

PRODUCT DESIGN AND MANUFACTURE

The goal of this field of action is to make the environmental impact of our products transparent by means of a Product Carbon Footprint (PCF) and, in the next step, to reduce it. It is important to plan environmentally friendly production processes right from the development stage and to optimize the use of materials in our products and their packaging. Likewise, an important lever for reducing emissions is increasing the energy efficiency of our products. The first PCF calculations will be published in 2027. Another goal is to reduce environmentally harmful substances in our products (particularly lead) as far as possible. Packaging has a very short life cycle and quickly becomes waste. Therefore, our goal is to reduce packaging material and promote the use of sustainable, recyclable packaging materials.

SUPPLY CHAIN

In the life cycle of a sensor, environmental impacts arise primarily from the extraction, processing, and transportation of raw materials such as metals and plastics. Our calculation of Scope 3 emissions shows that 72% of our total emissions are attributable to the supply chain, especially purchased materials.

In particular, electronic components, aluminum, and steel have been identified as emission-intensive materials. We work closely with our suppliers to reduce environmental impacts along the supply chain and emissions during transportation.

We also aim to reduce emissions from transportation within our sites (operational logistics) and from shipping our products to customers. Our strategic focus here is on expanding transportation by ship instead of air freight.

SENSOR SOLUTIONS

We develop sensor solutions that enable our customers to achieve precise process control. This involves, for example, recording material flows and energy consumption more accurately, planning transportation more efficiently, or controlling production processes more precisely, thereby conserving energy and resources.

Potential applications include the optimization of logistics processes (for example, by improving the use of cargo space in transport vehicles) or the use of precise measurement and control technology that can reduce energy consumption in production facilities. The extent to which efficiency gains are realized depends on the respective application and process design in use by our customers. We offer tailor-made solutions in this area. These potential emission reductions are attributed to our customers in accordance with the Greenhouse Gas Protocol.

SOCIAL SUSTAINABILITY

1 NO POVERTY

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

FACTS AND FIGURES ON SOCIAL SUSTAINABILITY

10,158
employees
around the world

More than
100,000
training sessions
held worldwide

Fair treatment regardless of gender,
sexual orientation or
origin is rated positively by

> 90%
of employees

33.3%
of employees are women

OUR EMPLOYEES

→ Working conditions aligned with international standards
→ AI training drive launched
→ Employees confirm equal opportunities in practice

Our employees' expertise, performance, and reliability are key prerequisites for SICK's success. In 2025, we again focused on ensuring that these success factors can be developed.

In the past fiscal year, we modernized our established Principles of Leadership and Collaboration. These principles describe how we work together, take responsibility, and make an impact together. They emphasize trust, expertise, mutual respect, and a results-driven approach.

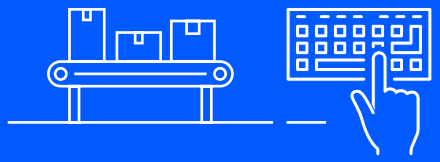
Our close integration of strategy, culture, and leadership helps to ensure our organization's ability to act in a challenging global environment. We have also implemented various measures in the areas of training, occupational safety, health, diversity, and inclusion. By creating a respectful working environment and promoting talent, we allow our employees to develop their potential and actively shape the transformation of our company.

There are three key fields of action for social sustainability derived from our purpose.

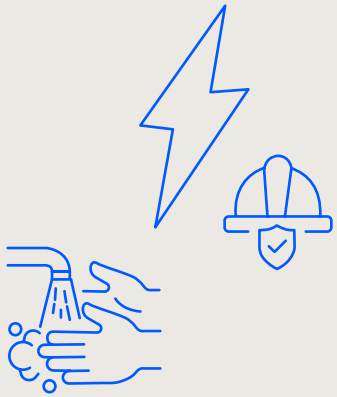
KEY FIELDS OF ACTION FOR SOCIAL SUSTAINABILITY

EQUAL OPPORTUNITY FOR ALL EMPLOYEES WORLDWIDE

HIGH-QUALITY JOBS AND EDUCATIONAL OPPORTUNITIES FOR ALL EMPLOYEES WORLDWIDE



THE PROMOTION AND MAINTENANCE OF HEALTH AND SAFETY FOR ALL EMPLOYEES WORLDWIDE



KEY FIGURES FROM THE WORKFORCE

The number of employees in the Group remained largely unchanged at 10,158 as of December 31, 2025, compared with 10,176 in the previous year.

The employee figures are presented in detail in the following table:

BREAKDOWN BY REGION AND GENDER (SICK GROUP WORLDWIDE)

	2025
Employees as of 12/31, total [1]	10,158
Employees as of 12/31 Germany	5,662
Employees as of 12/31 Europe, Middle East, and Africa	2,063
Employees as of 12/31 North, Central, and South America	1,034
Employees as of 12/31 Asia-Pacific	1,399
Average age of the SICK workforce (years)	42.0
Average length of service (years)	10.0
Proportion of women (%)	33.3
Research and development employees	1,495
Apprentices in the SICK Group	297
Training and education expenses (in millions of euros)	13.4
Staff turnover	1,006
Staff turnover rate (%)	9.7

[1] This information for the previous year includes discontinued operations. The information is therefore not comparable.´

DIVERSITY PARAMETERS [2]

BREAKDOWN BY GENDER OF THE EXECUTIVE BOARD

Company	Male	Female	Overall
Total	4	2	6

The basic values of our corporate culture are based on the conviction that all genders are equal. We also promote diversity within the workplace with respect to age, origin, ethnicity, or religion. This attitude is firmly embedded in our Principles of Leadership and Collaboration. In 2022, we signed the Charta der Vielfalt [3], thus committing ourselves to the goal of promoting diversity and appreciation in all areas.

A very large proportion of our employees rate the working environment at SICK as fair and inclusive. In the “Great Place to Work” survey, 95% of respondents stated that people at SICK are treated equally regardless of their sexual orientation. With regard to nationality and ethnic origin, 94% said that people are treated equally. 90% of employees consider gender equality to be guaranteed.

[2] The Supervisory Board of SICK AG set a target of 17% of women on the Supervisory Board and the Executive Board for the period from July 1, 2023 to June 30, 2027, in accordance with Section 111 of the German Stock Corporation Act (AktG).

[3] Charta der Vielfalt (= Diversity Charter) is a German employer initiative aimed at promoting diversity in the workplace.

Embracing diversity in our workforce opens up new opportunities: Different perspectives increase our ability to innovate, help us to better understand our customers’ needs, and as a result give us a competitive edge in the long term. Conversely, a lack of diversity harbors risks, such as a reduced ability to adapt to changing market conditions or limited development opportunities, which may erode our competitiveness. This is why we continuously invest in measures to promote diversity and inclusion.

WORKING CONDITIONS

Remuneration

We offer all employees fair, appropriate, and transparent remuneration based on structured job evaluation methods. Depending on the region, we use either collectively agreed rules or a global classification system based on the Towers-Watson method. These procedures ensure that remuneration is transparent and aligned with the actual tasks of the respective role. Such evaluations are also reviewed by committees in which employer and employee representatives are represented equally. Furthermore, all employees have the opportunity to have their job classification reviewed. We apply the model described above worldwide in order to create uniform principles and evaluation standards for all positions. At the same time, we use regular market analyses at an international level to ensure that remuneration at SICK remains internationally competitive. Through this approach we ensure that all employees in the SICK Group are paid an appropriate salary.

Health and safety

SICK operates a structured occupational health and safety management system (S&GA-MS). It aims to ensure the health and safety of employees in the workplace and to minimize work-related risks. This management system essentially follows the principles and requirements of ISO 45001. All of SICK AG's production sites in Germany as well as SICK-Vertriebs GmbH (SVD) are certified in accordance with ISO 45001. As a result, 70% of employees at production sites are covered by the certification. By integrating the production site in Hungary, we will increase this share to 81% in 2026.

The occupational health and safety policy is an integral part of SICK's corporate policy. Key features of our occupational health and safety management system therefore apply to all employees worldwide. This also includes the process of identifying workplace risks and implementing measures to minimize and control risks. By continually adjusting and improving the management system based on management reviews, audits, the analysis of accidents and incidents, and employee feedback, we ensure continuous improvement in this area.

SICK has been committed to the "Luxembourg Declaration on Workplace Health Promotion" since 2007 and has established active and systematic health management. This includes measures ranging from health promotion and prevention to rapid support measures in acute cases and rehabilitation.

Our indicators in the area of occupational health and safety management are:

Indicator	Target	Result
Agreement with the statement "Mental and emotional health is guaranteed in this workplace"	Over 60% agree	2025: 66% agree

Indicator	2023	2024	2025
KPI Lost Time Injury Frequency (LTIF)			
LTIF (200,000)[1]	0.48	0.41	0.52
LTIF (1,000,000)[1]	2.41	2.03	2.6
KPI Lost Workday Rates (LWDR)[2]			
LWDR (200,000)[2]	6.15	4.46	6.4
LWDR (1,000,000)[2]	30.75	22.28	31.98
Number of deaths in own workforce due to work-related injuries and work-related illnesses	0	0	0
Number of injuries with downtime (more than 1 day's absence; the date of accident does not count)	49	38	42
Number of days lost due to injuries with downtime	624	417	517
Number of cases of employee work-related illnesses (more than 1 day's absence; the date of accident does not count)	26	5	3
Number of days lost due to employees' work-related illnesses	224	201	84

[1] LTIF: Number of recordable occupational accidents resulting in lost work time, relative to a defined number of hours worked (200,000 and 1,000,000).
[2] LWDR: Number of workdays lost due to occupational accidents, relative to a defined number of hours worked (200,000 and 1,000,000).

APPROACH TO OUR OWN WORKFORCE

Workforce engagement

We take measures to involve our employees and include them in decision-making processes. We therefore regularly provide training to all employees worldwide on our Code of Conduct and our Principles of Leadership and Collaboration.

Employee surveys

We carry out a structured employee survey every year to obtain valuable feedback directly from our employees and understand their perspectives. We ask about various aspects of the workplace atmosphere and corporate culture. The results of this employee survey are not only a guide to targeted measures to improve working conditions, but also promote open dialog between employees and senior management. Our goal is to involve all employees worldwide in this process. In 2025, we conducted a survey of 96% of our employees.

	2024	2025
Percentage of employees interviewed as part of the employee experience	81%	96%

TRAINING AND SKILLS DEVELOPMENT

The Sensor Intelligence Academy (SIA)

The SIA is the central point of contact at SICK for developing employees' skills. It combines almost 80 years of automation expertise with modern, high-quality didactic learning methods. Through its comprehensive program, the SIA supports employees of the SICK organization around the world in the areas of methodologies and technical expertise, product-related knowledge, industry and application knowledge, as well as corporate topics. At the same time, it offers a diverse range of learning formats – from classroom training to digital training courses and interactive webinars. These formats facilitate international cooperation and help to reduce travel expenses and resource consumption.

In addition, the SIA provides an open training program for customers and develops training and consulting services for them. By systematically training both its own employees and the users of our products, the SIA is making an active contribution to key UN sustainable development goals: It promotes quality education (SDG 4) and supports the development of decent work and economic growth (SDG 8).

KEY FIGURES FOR THE SIA

(as of 12/31/2025)

EMPLOYEE TRAINING WORLDWIDE

Training courses	Participants	E-learning courses completed
1,653	24,151	102,692

CUSTOMER TRAINING

Customers

544

100%

of our employees have taken part in at least one training program

Skills development

Lifelong learning is a key component of our sustainable corporate success and opens up valuable development opportunities for our employees. The SIA's skills management plays a key role here: It specifically strengthens digital skills in the areas of leadership, collaboration, and innovative technologies. As part of the SIA skills management, we provide our employees with individually tailored training courses and structured learning pathways anchored in clearly defined skills development profiles. These profiles are precisely tailored to the respective fields of activity and enable targeted, needs-oriented skills development.

In addition, we promote continuous professional development throughout our employees' entire professional career – not only within their own specialty, but also in related topics that meet future needs. This creates a variety of prospects for personal development and potential job changes within the company.

In 2025, SICK launched a comprehensive AI training drive and introduced basic generative AI e-learning for all employees worldwide. The program achieved its full training quota within just four months.

APPRENTICESHIPS

In 2025, apprenticeships remained an important element of our efforts to promote young talent. We consistently align the apprenticeships and study programs we offer with the needs of the company. Emphasis continues to be placed on promoting and motivating talented female prospective candidates. We are actively committed to increasing women's interest in STEM education and expanding their participation in the long term.

310
young talented employees worldwide

100%
training participation rate for basic generative AI e-learning

The **Master@SICK training** program expands SICK's existing training portfolio and creates a continuous development path from trainee to bachelor's degree and master's degree. To date, up to four people have been supported each year. Ideally, a candidate's master's thesis should be written in the field in which they plan to work. The program is a strategically important building block for retaining and developing young talent.

The **SensorPRO** Global Graduate Program is another key component of our international development of young talent. The program's goal is to recruit outstanding graduates from STEM degrees for strategically relevant positions that are difficult to fill, to systematically develop them further, and to retain them in the company in the long term. One core aspect is the development of an internationally networked graduate community. Joint events, training sessions, and intragroup activities promote the exchange of ideas, strengthen identification with the global organization, and create synergies across sites. Smaller national companies also benefit from this globally accessible development program. In 2025, we focused on further expanding and consolidating the global graduate community and the structural framework of the program.

GOVERNANCE

GOVERNANCE

SEPARATION OF CORPORATE GOVERNANCE AND CONTROL

- → SICK is a family-owned company.
- → The Executive Board consists of six members and the Supervisory Board of twelve.
- → Good corporate governance is ensured by internal company regulations.

The SICK Group is a family-owned company with nearly 80 years of successful business development. Together, the family of owners holds more than 95% of SICK AG. SICK Holding GmbH holds the majority of the shares.

A trusting cooperation between the Executive Board and the Supervisory Board with a clear separation of responsibilities for corporate governance and control are the cornerstones of our company's corporate governance structures.

The Executive Board has six members and manages the company. It is responsible for the SICK Group's strategy and business development. The Chairman of the Executive Board is responsible for the functional coordination of the business areas of the Executive Board members. The Supervisory Board consists of twelve members and is composed of equal numbers of shareholder representatives and employee representatives. The Annual General Meeting elects the six shareholder representatives on the Supervisory Board, while the workforce of the German Group companies elects the employee representatives. The founding family is represented by two members on the Supervisory Board.

The Supervisory Board oversees the work of the Executive Board and consults with it on the broad outlines of the business policy and corporate strategy. The Supervisory Board's duties and responsibilities include, for example, reviewing the annual and consolidated financial statements, appointing and removing members of the Executive Board, and representing the company in dealings with the members of the Executive Board. The Chairman of the Supervisory Board chairs the Supervisory Board meetings and presides over the Annual General Meeting. In particular, he also represents the Supervisory Board in dealings with the Executive Board.

Shareholders exercise their rights at the Annual General Meeting. The resolution authority of the Annual General Meeting is based on the German Stock Corporation Act and includes amendments to the Articles of Association and capital actions, for example. At the Annual General Meeting, the shareholders decide on the approval of the actions of the Executive Board and the Supervisory Board, as well as on the appropriation of net retained profit, and elect an auditor. Each share entitles the holder to one vote at the Annual General Meeting.

KEY FIELD OF ACTION FOR GOVERNANCE AND COMPLIANCE

The main field of action relating to governance and compliance is sustainable and compliant business conduct and corporate strategy. This includes ensuring good governance and compliance at SICK.

Governance defines the mechanisms, processes, and rules for managing and controlling an organization reliably, efficiently, and responsibly. Within the existing governance structures, compliance aims to ensure adherence to laws, standards, and the company's internal rules. Clearly defined roles, coordinated policies, effective control mechanisms, and transparent management methods ensure the organizational, procedural, and cultural prerequisites for responsible and transparent management of the SICK Group.

The Chairman of the Executive Board is responsible for Governance & Compliance. The Chief Compliance Officer reports directly to him. Together with other employees who are tasked with compliance duties, the Chief Compliance Officer is responsible for implementing, monitoring, and continually refining the compliance management throughout the Group. He regularly informs the entire Executive Board and the Audit Committee of the Supervisory Board.

The Compliance Committee, which is chaired by the Chief Compliance Officer, defines the compliance requirements at SICK and supports the operating units in adopting and maintaining corresponding measures. It monitors the effectiveness of the compliance management system and initiates additional compliance activities if necessary. The Compliance Committee is supported in this by regular internal and external audits that examine both potential compliance violations and any weaknesses in the compliance processes. All areas relevant to compliance are represented on the Compliance Committee, in particular Internal Audit, Data Protection, Information Security, Export Control, Occupational Safety, Risk Management, and the Works Council.

In fiscal year 2025, we continued to develop our compliance management system and adapt it to new regulatory and company-specific requirements. In addition, mandatory compliance training courses are in place, including training on our Code of Conduct and anti-corruption. Here we achieved training rates of over 90% across the Group. This ensures that our employees have the information they need to act in accordance with the applicable laws and our own ethical principles.

STATEMENT ON DUE DILIGENCE

Protecting and respecting people and the environment is a top priority for SICK and an indispensable part of its corporate responsibility. According to the German Supply Chain Due Diligence Act (“LkSG”), SICK is obligated to comply with certain human rights and environmental due diligence obligations. We are also committed to respecting fundamental labor rights in accordance with the applicable laws and the International Labor Organization’s (ILO) core labor standards. One of our objectives is to identify and minimize the risks of human rights violations and breaches of certain environmental regulations, both in our supply chains and in our company. These risks are analyzed and managed as part of the risk management.

The Executive Board of SICK AG has approved a policy statement on the human rights strategy that is published on the company’s website. In addition to ensuring compliance with existing regulations, we focused during the 2025 fiscal year on the changes and the implementation of the upcoming legal requirements of the EU (Corporate Sustainability Due Diligence Directive) to be prepared for the new requirements.

We assess all relevant suppliers using a risk-based approach. As a basic requirement for a long-term business relationship with SICK, we expect our suppliers to comply with the principles of our Supplier Code and to promote them to the best of their ability with their own suppliers. Compliance with these standards can be verified through audits.

RISK MANAGEMENT AND INTERNAL CONTROL OF SUSTAINABILITY REPORTING

We have integrated the identification, assessment, and management of our material sustainability-related impacts, risks, and opportunities into our Group-wide risk management process. Enterprise risk assessments are conducted annually using the internal risk management system to query and analyze risks. This is how we identify and assess them. If necessary, we minimize risks through specific measures and also create awareness and transparency.

Compliance with sustainability-related requirements and legal requirements is monitored by an internal control system. The Sustainability Framework was established for this purpose. It consists of internal stakeholders and is tasked with continuously monitoring sustainability issues and targets, as well as reporting on sustainability.

The SICK Group already has extensive and well-established measures, processes, and evaluation options for meaningful reporting on sustainability. In view of the upcoming mandatory sustainability reporting in the EU under the Corporate Sustainability Reporting Directive (CSRD), we are currently working on further improving the data situation at a global level. In doing so, we are consolidating and defining long-term development goals that are geared towards the strategic targets of sustainability.

We ensure that ambitious targets are set and calculations are audited through internal audits as well as through our environmental, climate, and occupational health and safety certifications (ISO 14001, 50001, 45001), the signing of the UN Global Compact, and our registration and evaluation with EcoVadis. Receiving the EcoVadis Platinum medal again in the 2025 fiscal year places us among the top 1% of all companies rated by EcoVadis worldwide.

INCIDENTS RELATED TO HUMAN RIGHTS AT SICK

For SICK, adherence to human and employee rights applying both nationally and internationally is self-evident. We condemn all forms of discrimination or harassment; for example, on grounds of ethnicity, religion, political opinion, gender, physical constitution, appearance, age, or sexual orientation.

There were isolated reports in the reporting year of harassment or discrimination, and we thoroughly investigated the respective cases. Where applicable, appropriate steps were taken after the completion of an internal investigation to protect affected persons and prevent further incidents.

In the 2025 fiscal year, the process for reporting inappropriate conduct in the workplace, such as bullying, harassment, or discrimination, was also optimized as part of a collaborative project between Compliance, HR, and the Works Council.

PROCEDURES AND CHANNELS FOR COMPLAINTS

The SICK Integrity Line, the SICK Group's internal reporting system, allows employees, customers, suppliers, and other external stakeholders to raise questions about compliance matters and provide reports – anonymously if preferred – about misconduct. This includes, for example, corrupt behavior or anti-competitive practices. The SICK Integrity Line is a web-based platform with the option of communicating with anonymous whistleblowers via an electronic mailbox. The SICK Integrity Line is also the reporting system for the complaints procedure established at SICK regarding violations of human rights or environmental obligations within the organization, or by a direct or indirect supplier, under the German Supply Chain Due Diligence Act. In addition, whistleblowers and complainants can also contact the Chief Compliance Officer, the Compliance team, or their line manager directly. Some Group companies additionally have their own reporting channel.

Any indication of a compliance violation and any human rights- or environment-related complaint is reviewed and assigned to a suitably trained case manager, who will initiate internal investigations if necessary. Information is processed on a need-to-know basis, which ensures strict confidentiality. The Chief Compliance Officer, who is also SICK AG's Human Rights Officer, is responsible for investigating any reports received. In this respect, the Chief Compliance Officer is independent and not bound by instructions. The company will determine appropriate measures to eliminate and prevent misconduct. SICK's management welcomes the reporting of concrete evidence of compliance violations and does not tolerate any retaliation against whistleblowers and complainants who raise concerns in good faith.

SCOPE OF CONSOLIDATION OF SUSTAINABILITY REPORTING

(based on the list of full shareholdings as of 31.12.2025)

Name and registered offices of the entity	Investment (%)	Indirect investment via no.	Consolidation
Parent company			
SICK AG, Waldkirch, Germany			
I. Shares in affiliates			
1. SICK SARL, Émerainville, France	100		
2. SICK (UK) Ltd., St. Albans, United Kingdom	100		
3. SICK, Inc., Minneapolis, MN, USA	100		
4. SICK B.V., De Bilt, Netherlands	100		
5. SICK AG, Stans, Switzerland	100		
6. SICK Pty Ltd., Heidelberg West, VIC, Australia	100		
7. SICK A/S, Værløse, Denmark	100		
8. SICK NV/SA, Asse, Belgium	100		
9. SICK K.K., Tokyo, Japan	100		
10. SICK Optic-Electronic S.A.U., Sant Just Desvern, Spain	100		
11. SICK Oy, Vantaa, Finland	100		
12. SICK Pte. Ltd., Singapore, Singapore	100		
13. SICK AS, Fornebu, Norway	100		
14. SICK AB, Stockholm, Sweden	100		
15. SICK Sp. z o.o., Warsaw, Poland	100		
16. SICK Solução em Sensores Ltda., São Paulo, Brazil	100		
17. Sick Optic-Electronic Co., Ltd., Hong Kong, China	100		
18. SICK S.p.A. società unipersonale, Vimodrone (MI), Italy	100		
19. SICK Kft., Kunsziget, Hungary	100		
20. SICK GmbH, Wiener Neudorf, Austria	100		
21. SICK spol. s r.o., Prague, Czech Republic	100		
22. SICK Co., Ltd., Seoul, Korea	100		
23. SICK Automatisierung International GmbH, Waldkirch, Germany	100		
24. SICK China Co., Ltd., Guangzhou, China	100	17.	
25. SICK IVP AB, Linköping, Sweden	100		
26. Sensörler ve İleri Cihazlar Kontrol A.Ş., Istanbul, Türkiye	100		
27. SICK LLC, Moscow, Russia [1]	100	23.	
28. SICK Vertriebs-GmbH, Düsseldorf, Germany [2]	100		
29. SICK d.o.o., Ljubljana, Slovenia	100	20.	N
30. SICK INDIA Pvt. Ltd., Mumbai, India	100	23.	
31. SICK Sensors Ltd., Tzur Yigal, Israel	100		
32. SICK S.R.L., Dumbravita, Romania [3]	100	23.	N
33. SICK TAIWAN Co., Ltd., Taipei, Taiwan	100		
34. SICK Automation Solutions S.A. de C.V., León, Guanajuato, Mexico	100	23.	
35. SICK Ltd., Moncton, New Brunswick, Canada	100	3.	
36. SICK Automation Southern Africa (Pty) Ltd., Lanseria, South Africa	100	23.	
37. SICK Sdn. Bhd., Johor Bahru, Malaysia	100	39.	
38. SICK System Engineering AG, Buochs, Switzerland	100		

SCOPE OF CONSOLIDATION OF SUSTAINABILITY REPORTING (continued)

(based on the list of full shareholdings as of 31.12.2025)

Name and registered offices of the entity	Investment (%)	Indirect investment via no.	Consolidation
39. SICK Product Center Asia Pte. Ltd., Singapore, Singapore	100		
40. SICK FZE, Dubai, United Arab Emirates	100	23.	
41. SICK Sensor (Malaysia) Sdn. Bhd., Petaling Jaya, Malaysia	100	23.	
42. SICK (THAILAND) Co., Ltd., Bangkok, Thailand [4]	100	23.	
43. SICK NZ Ltd., Auckland, New Zealand	100	23.	
44. SICK Ertekesito Szolgaltato Kft., Budapest, Hungary	100	23.	N
45. SICK VSE s.r.o., Prague, Czech Republic	100	23.	
46. SICK Product & Competence Center Americas LLC, Minneapolis, MN, USA	100	3.	
47. SICK ATech GmbH, Witten, Germany	100		
48. SICK Hellas Ltd., Kifisia, Greece [5]	100	23.	
49. Zhejiang SICK Sensor Co. Ltd., Jiaxing, Zhejiang Province, China	100		
50. SICK SpA, Santiago de Chile, Chile	100	23.	
51. Jiangsu SICK Sensor Co., Ltd., Changzhou, Jiangsu Province, China	100		
52. SICK Slovakia s.r.o., Bratislava, Slovakia	100		
53. SICK MOBILISIS d.o.o., Varaždin, Croatia	100		
54. MOBILISIS d.o.o., Belgrade, Serbia	100	53.	N
55. SICK Real Estate GmbH & Co. KG, Waldkirch, Germany	100		
56. SICK Real Estate Management GmbH, Waldkirch, Germany	100	55.	N
57. SICK Beteiligungs-GmbH, Waldkirch, Germany	100		N
58. SICK Vietnam LLC, Ho Chi Minh City, Vietnam	100	12.	N
59. SICK Arabia Maintenance Co. (LLC – one person), Riyadh, Saudi Arabia	100	23.	N
60. ZIGPOS GmbH, Dresden, Germany	100	57.	N
61. SICK Accerion B.V., Venlo, Netherlands	100	62.	
62. SICK Accerion Holding B.V., Venlo, Netherlands	100	23.	
63. SICK Perú S.A.C., Lima, Perú	100	50.	N
II. Equity investments and other interests			
64. Endress+Hauser SICK GmbH+Co. KG, Ottendorf-Okrilla, Germany	50		A
65. EHS Administration GmbH, Ottendorf-Okrilla, Germany	50	64.	N
66. SICK OPTEX Co., Ltd., Kyoto, Japan	50		A
67. WABE gGmbH, Waldkirch, Germany	17		N

[1] 15% of the shares are held by SICK AG, Waldkirch, Germany.
[2] The entity has exercised the exemption provision pursuant to Sec. 264 (3) and Sec. 264b HGB.
[3] 0.5% of the shares are held by SICK AG, Waldkirch, Germany.
[4] SICK AG, Waldkirch, Germany, and SICK Pte. Ltd., Singapore, Singapore, each hold 0.1% of the shares.
[5] 1% of the shares are held by SICK AG, Waldkirch, Germany.

The companies marked with "N" are not included in sustainability reporting due to their subordinate importance.
Companies marked "A" are included in sustainability reporting in accordance with normative requirements.

PUBLISHING DETAILS

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