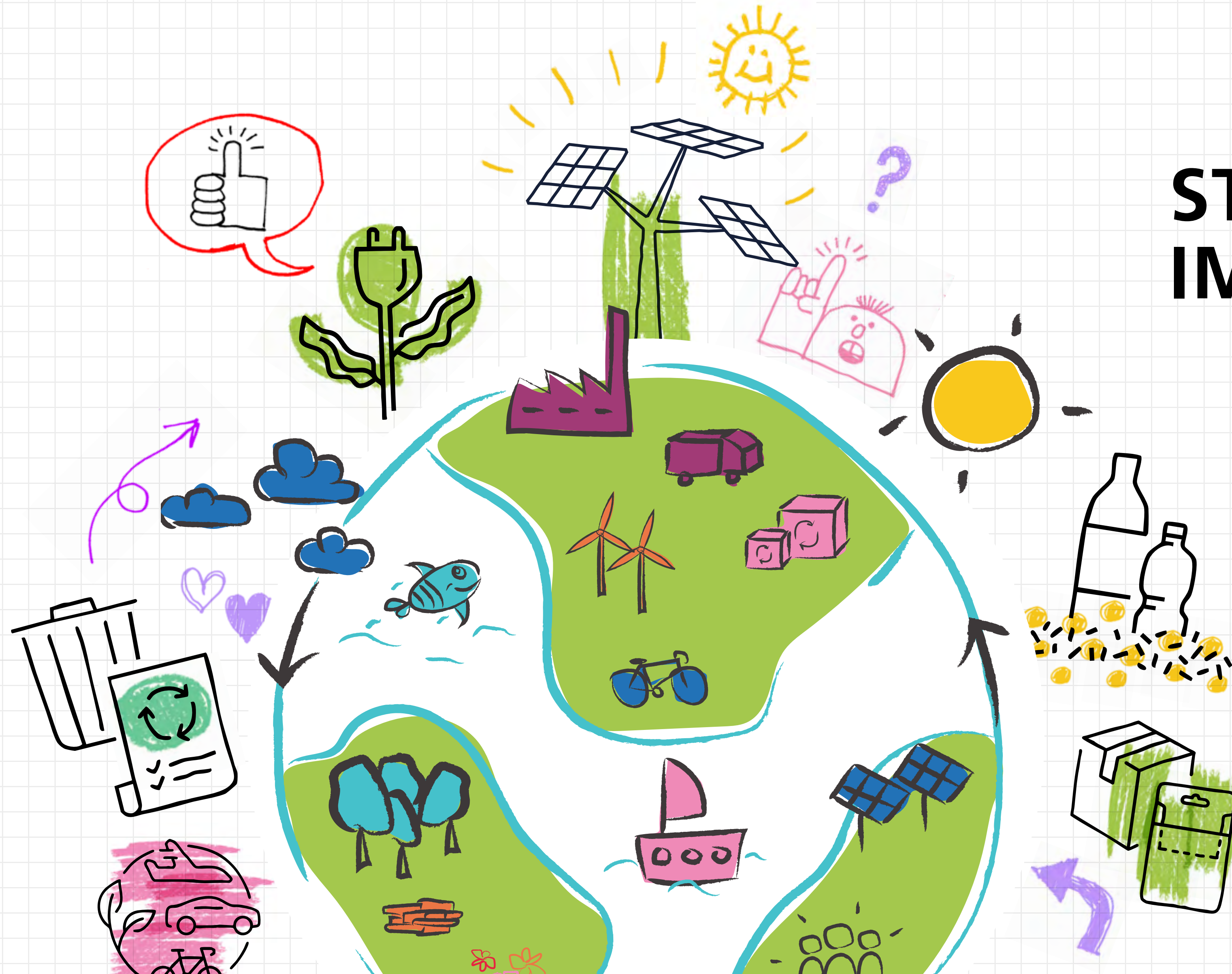


# STABILO IMPACT REPORT *2023/2024*





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Dear Readers,



As we celebrate STABILO's 170th anniversary in 2025, I am filled with a sense of pride and optimism. For nearly two centuries, we have remained a family-owned business, committed to innovation and sustainability. Over the past few years, STABILO has embarked on a journey toward greater sustainability, and we have made significant strides thanks to the dedication and hard work of our team and partners.

In 2020 we launched our sustainability initiative Together. This initiative is driven by a team of multipliers who champion sustainability topics. However, from the very beginning, we knew that true transformation could only be achieved if everyone got involved, our employees, suppliers, customers, and fans – all working together.

One of the major goals of the Together initiative was to achieve climate neutrality by 2025, with a focus on reducing as much CO<sub>2</sub> as possible through our own efforts. We aimed for a significant reduction in scope 1, 2 and 3 emissions between the fiscal years 2021/22 and 2024/25, with the remaining emissions to be offset. However, as the concept of climate neutrality

and offsetting has come under increasing scrutiny, we decided to step away from offsetting, accepting a longer path to true climate neutrality through our own actions. Therefore, we are continuing to work tirelessly toward the best possible reduction of our emissions. We have achieved impressive results and set new and challenging targets, which you can read about in detail in this report.

Long before the Together initiative, STABILO was a pioneer in many sustainable practices. As a family business, we see it as part of our DNA to act sustainably and with an eye toward future generations. Our commitment to sustainability is not just a corporate responsibility; it is a core value that drives our daily operations and long-term strategies.

In this report, you will find detailed accounts of our sustainability efforts, including the firsthand experiences of our employees across various departments. These stories highlight how our sustainability strategy is being put into practice in everyday actions and show the positive impacts it has generated.



We continue to work tirelessly toward the best possible reduction of our emissions



I extend my heartfelt gratitude to all our employees, suppliers, customers, and fans for their unwavering commitment and passion for our company. Together, we will continue to accomplish significant objectives and make a meaningful difference to our people and our planet.

I hope you enjoy reading our Impact Report.

Warm regards,

**Horst Brinkmann**  
CEO, STABILO





# STABILO – A PARTNER IN CREATIVITY AND GROWTH



Headquarters Heroldsberg

For 170 years, STABILO has been a symbol of creativity and innovation. Founded in Nuremberg, our creative heart still beats in nearby Heroldsberg. Today, our pens and pencils are crafted in our production facilities across three countries: Germany, the Czech Republic, and Malaysia. You can find STABILO products in over 180 countries, and we are grateful for this widespread support.

Our journey has been marked by dedication and hard work, which has helped us become one of Europe’s leading writing instrument manufacturers. Our 1,500 colleagues are part of the Schwan-STABILO Group, one of Germany’s most successful family-owned businesses, with around 800 million euros in revenue, over 5,200 employees, and 38 locations worldwide.

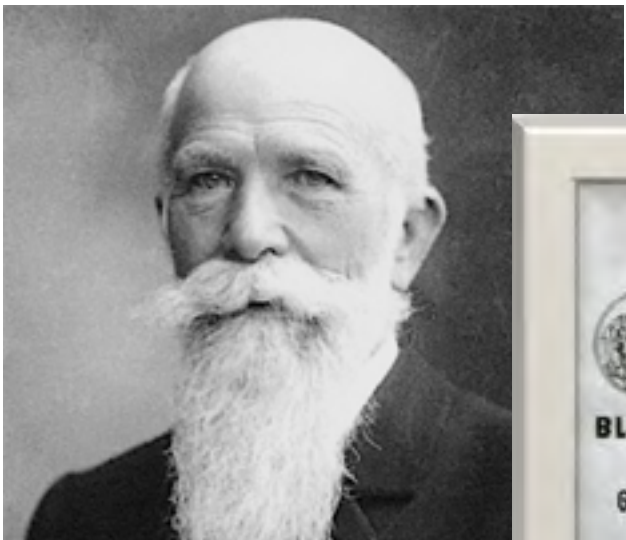
The foundations of our success were laid in 1865 by Gustav Adam Schwanhäußer. Recognizing the opportunities presented by the industrial revolution, he bought a pencil factory (founded in 1855) in Nuremberg with a loan from his father. More than 170 years and six generations later, this has grown into an international corporation with three independent business units: cosmetics, writing instruments, and outdoor.

As a family business, we have always placed great emphasis on responsible actions and sustainable business practices. Our corporate goals and processes are shaped by generations, not quarterly results. Long before sustainability management

became a common term, sustainable actions and economic practices were deeply embedded in our corporate culture.

At STABILO, we believe that everyone is born with creativity and a head full of ideas; ideas that can make the world better, more colorful, or simply more fun. That’s why we do everything we can to help people express their creativity and bring their ideas to life. Our global brand campaign START BEGINNING brings this to the forefront: It celebrates the power of starting something new, the courage behind that first step, encouraging beginners and professionals alike to pick up a pen and get started.

Looking ahead, we remain committed to fostering innovation and sustainability. We continue to explore new ways to reduce our environmental impact and enhance our social contributions, ensuring that we leave a positive legacy for future generations.



Gustav Adam Schwanhäußer



Historic price list



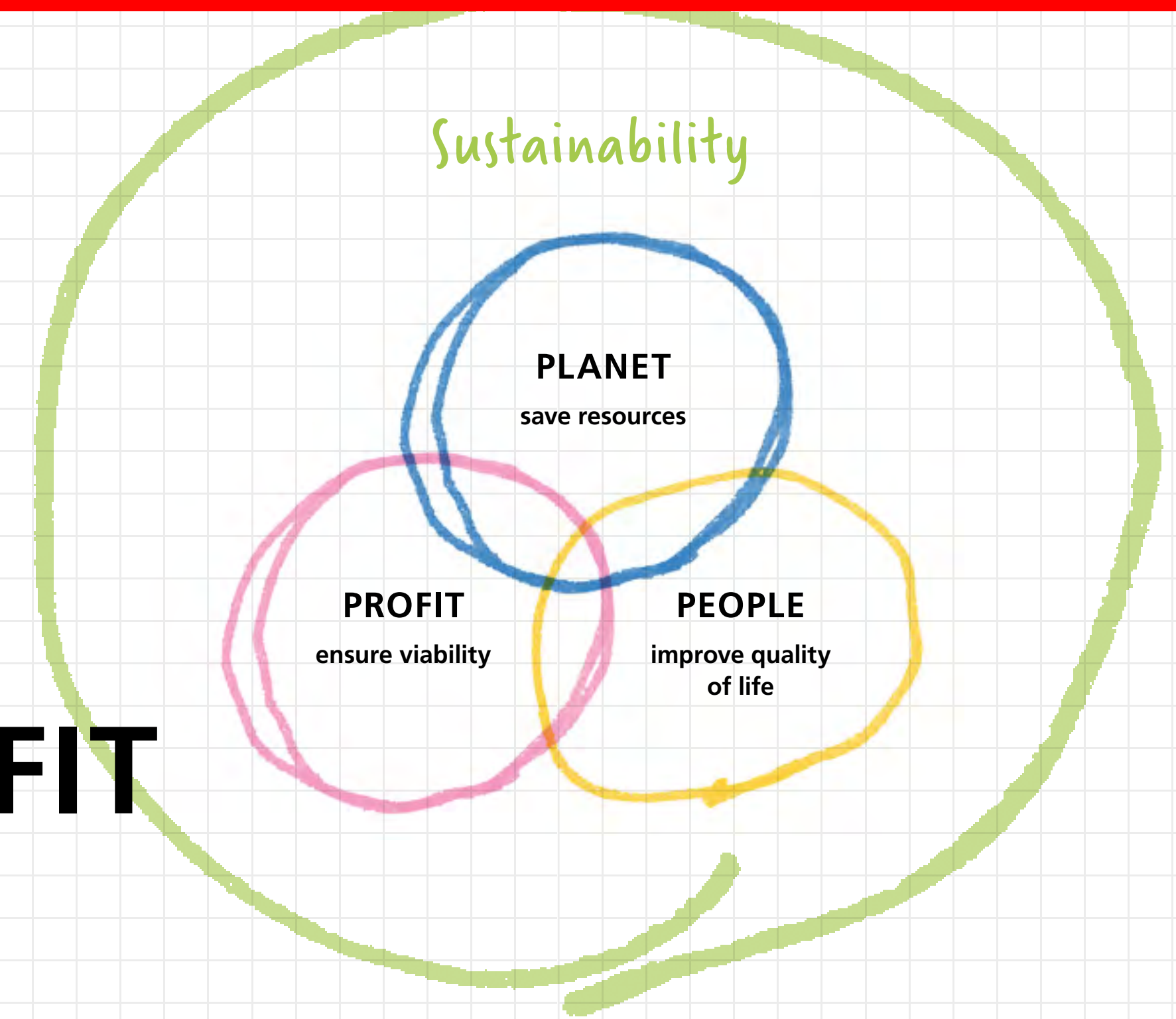


# A HOLISTIC APPROACH: PEOPLE, PLANET, AND PROFIT

Our sustainability strategy is an integral part of our 2030 corporate strategy, helping us achieve our goals as a global leader in the writing instruments industry. We strive to go beyond minimum requirements and integrate corporate social responsibility into holistic, values-driven actions.

We have listened closely to what our customers, partners, and employees expect from us. From reducing emissions to increasing transparency and improving materials, we have already taken significant steps, and we are ready to take many more.

Our products are built to last, with German craftsmanship and decades of expertise. Nevertheless, our processes do consume resources, and we know we must keep improving. We're acting to reduce waste, improve efficiency, and encourage conscious decisions throughout our value chain. We actively promote a culture of continuous improvement and measure our progress with clarity and accountability. We've already implemented initiatives across our organization that drive resource efficiency and innovation, and we're proud of the impact these have had and will continue to have in the future.



## THREE PILLARS OF SUSTAINABILITY

We view sustainability as the result of coordinated action across three interconnected fields: people, planet, and profit. It's a shared responsibility because while no individual can do it all, nothing will change without every one of us contributing. These three pillars represent the environmental, economic, and social dimensions of sustainable development. For a system to be truly sustainable, it must balance all three aspects ensuring social well-being, protecting the environment, and maintaining economic viability.



## People – SOCIAL SUSTAINABILITY

The “people” pillar focuses on the social dimension of sustainability. It emphasizes the importance of human well-being, equity, and community development. At STABILO, we think beyond ourselves and consider the needs of our employees, their families, and their communities. A work environment characterized by mutual respect and appreciation is a fundamental part of our business activities. We believe that our differences enrich us, and we value collaboration across teams and divisions. Everyone brings unique strengths to the table, contributing to a vibrant and dynamic workplace.

Social sustainability also includes fair labor practices, access to education and healthcare, human rights, and social inclusion. A socially sustainable system ensures that all individuals and communities can thrive, now and in the future, without discrimination or exploitation.

### Key aspects

- Fair working conditions and wages
- Equal opportunities and diversity
- Community engagement and empowerment
- Health and safety standards
- Inclusive and respectful workplace culture



## Planet – ENVIRONMENTAL SUSTAINABILITY

### Key aspects

- Reducing carbon emissions and energy use
- Protecting ecosystems and wildlife
- Sustainable resource management (e.g., water, forests)
- Promoting renewable energy and green technologies
- Circular economy practices and waste reduction

The “planet” pillar addresses the environmental impact of human activities. It aims to protect natural resources and ecosystems to ensure the planet remains habitable for future generations. STABILO adopts a holistic approach, from raw material extraction to recycling, recognizing that environmental stewardship is both a responsibility and an opportunity to innovate. Protecting our environment is crucial, not only for our future but also for the well-being of everyone involved in our supply chain. By integrating sustainable practices into our daily operations, we strive to create a positive legacy for generations to come.

## Profit – ECONOMIC SUSTAINABILITY

The “profit” pillar refers to the economic dimension of sustainability. It focuses on creating long-term economic value as a key supplement to the other two pillars. At STABILO, we think and act entrepreneurially, viewing sustainability as a key success factor for the future. As a family business, we have always placed great emphasis on responsible actions and sustainable business practices. Our corporate goals and processes are shaped by generations, not quarterly results, reflecting a deep commitment to long-term thinking and ethical decision-making. By keeping a positive and optimistic outlook, we foster a culture of continuous improvement and innovation. Our work is results-driven and always focused on the needs of our customers and internal partners. We integrate environmental and social considerations into our business decisions to ensure that our practices are ethical and contribute to long-term success. A sustainable economy supports innovation, responsible investment, and ethical business practices. It ensures that businesses can thrive while also contributing positively to society and the environment.

### Key aspects

- Long-term financial planning and resilience
- Ethical supply chains and production
- Supporting local economies and fair trade
- Innovation and sustainable business models
- Customer-focused and responsible entrepreneurship
- Generational thinking and family business values



# FROM STRATEGY TO IMPLEMENTATION

Our sustainability strategy is implemented through concrete initiatives, projects, and partnerships:

We have set up an Environmental, Social, Governance (ESG) department that oversees and monitors our measures. A particular focus is on our sustainability initiative Together, which aims for significant and continuous reduction of the company's corporate carbon footprint. The overall reduction target is broken down into sub-targets, and clear responsibilities are defined for the departments responsible.

The **myclimate** organization supports and advises us in determining our corporate carbon footprint and possible improvements and savings, while the **EcoVadis** sustainability assessment helps us to assess and improve our social, ecological, and economic impact across all areas of the company.

And as a brand that inspires people across all stages of life, we believe in using our voice and visibility to spark positive change. From increasing the share of sustainable materials to reducing our carbon footprint and telling meaningful, colorful stories. Sustainability is a part of what makes STABILO a beloved brand.

Our creativity drives innovation. Our values drive impact. And our community drives us to keep going, because becoming sustainably better is a journey we are proud to walk.





# STABILO'S COMMITMENT TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)

We are committed to supporting all UN Sustainable Development Goals (SDGs) and actively integrating them into our daily decisions, strategies, and actions. These goals challenge us to think beyond the here and now and to act courageously. We stand for what they mean: sustainability, peace, justice, and partnerships. We know that we cannot change the world alone, but we can and will do our best to make our contribution. Together!



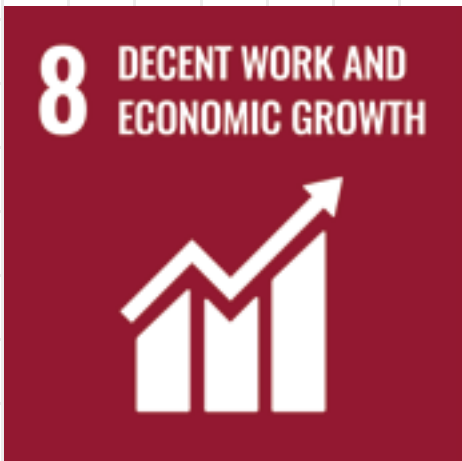


To make a meaningful impact, we have prioritized the SDGs that are particularly important for STABILO:



### SDG 3: GOOD HEALTH AND WELL-BEING

We ensure the safety and well-being of our employees through high occupational health standards, regular health offerings, benefits, and awareness-raising measures. Product safety is seen as a priority, particularly as many of our products are used by children. Our internal safety standards often exceed legal requirements.



### SDG 8: DECENT WORK AND ECONOMIC GROWTH

We provide safe, fair, transparent, and competitive working conditions in accordance with our Employer Code of Conduct. Through standardized supplier selection and approval processes incorporated into our Supplier Code of Conduct, we mitigate the risks of inadequate working conditions and human rights violations in the supply chain. We believe that everyone deserves a safe and fair workplace.



### SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We optimize resource use, reduce plastic waste, and promote recycling. Through long-lasting products and refill opportunities, we aim to minimize environmental impacts and encourage sustainable consumption practices.



### SDG 17: PARTNERSHIPS FOR THE GOALS

We foster partnerships within our corporate group, supply chain, and sales networks to drive sustainable development. By collaborating with stakeholders and obtaining external certifications, we strengthen collective growth and efforts to achieve global sustainability goals.



### SDG 7: AFFORDABLE AND CLEAN ENERGY

We are reducing our energy consumption through efficient measures and using renewable energy sources. Our headquarters and all production sites have solar power systems installed, and we are continuously expanding these capacities. All our production sites are ISO 14001 certified, proving our commitment to environmental management.



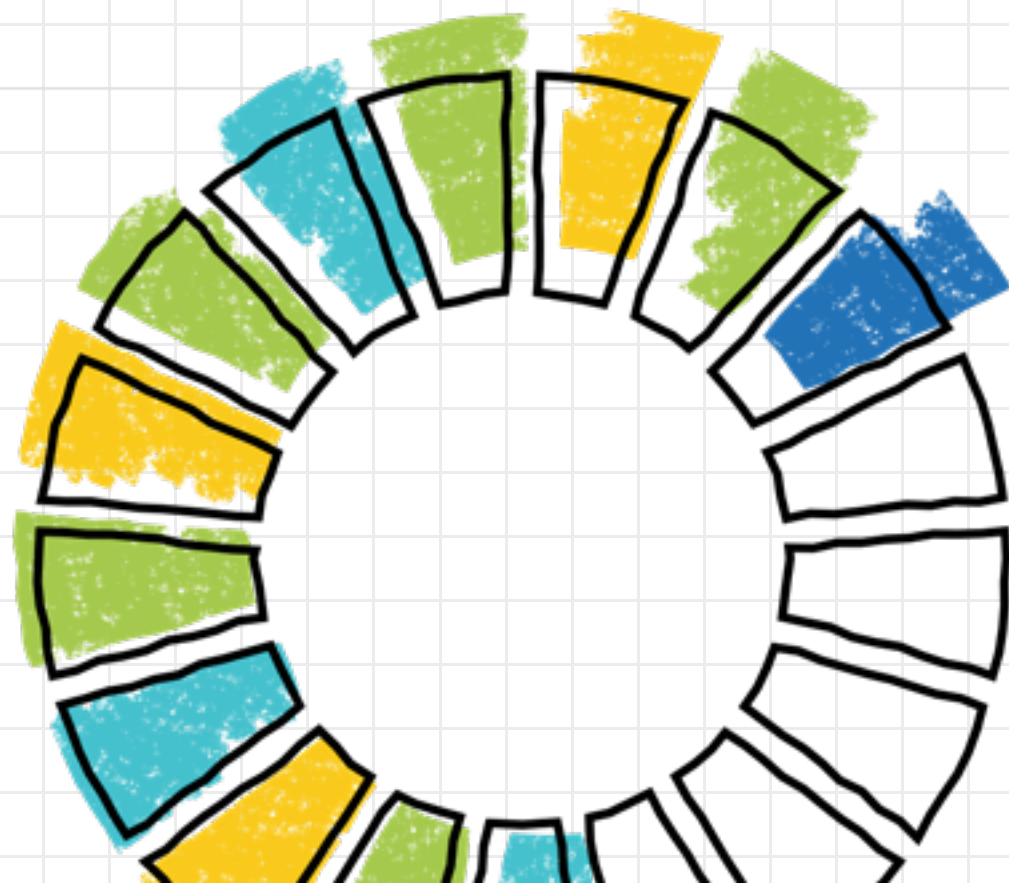
### SDG 10: REDUCED INEQUALITIES

Colorful, one of our brand values, means open-minded and diverse. We see our differences as enriching and enjoy working together across teams and divisions. We promote equal opportunities, gender equality, and fair treatment across our company and supply chain. We actively fight discrimination and foster an inclusive work environment where everyone can thrive.



### SDG 13: CLIMATE ACTION

We are striving to substantially lower our carbon footprint by analyzing our greenhouse gas emissions, setting targets and strategically working on reduction.





# OUR AMBITION: A CLEAR CLIMATE GOAL

STABILO is committed to the goals of the Paris Climate Agreement (COP21) and its subsequent developments. Our target is to reduce our CO<sub>2</sub> emissions (scopes 1, 2, and 3) by 50% by 2030, based on our 2021/22 baseline. These goals align with the Greenhouse Gas Protocol and include the entire value chain, from our suppliers, through our operations and sales to our logistics.

But for us, this is more than just a number. It's a mission. Every part of our organization is involved. From innovation, product development, and sourcing to logistics and packaging, our sustainability efforts are built on the strength of our Together Community and a shared belief that change happens through collaboration.





# SUB-TARGETS BY ACTION FIELDS

	action field	target	baseline	target year	actual (23/24)
climate action	corporate carbon footprint	reduce overall CO <sub>2</sub> emission by own efforts by 50%	21/22	29/30	-34 %
materials	alternative materials	ISCC PLUS certification and use of certified bio-based plastics on at least 2 top-selling products	-	24/25	✓
	emissions	reduce CO <sub>2</sub> emission of processed material by 35%	23/24	29/30	new
energy	climate-neutral energy	switch to 100% climate-neutral electricity in all production plants	19/20	24/25	✓
	energy in self-production	examination and implementation of further technologies and/or own climate-neutral sources (PV, wind, Co-Generation...)			ongoing
	emissions	reduce CO <sub>2</sub> emissions from energy	19/20	24/25	-91 %
	emissions	reduce CO <sub>2</sub> emissions from energy by 15% (scope 2 emissions)	23/24	29/30	new
packaging	recycled cardboard	recycling content >80% for all used cardboard for packaging	19/20	24/25	✓
	recycling share	recycling rate of >30% across all packaging	19/20	24/25	✓
	consumer packaging	switch from mixed material to mono material packaging	19/20	24/25	90 %
	packaging online shop	switch to more sustainable shipping packaging for STABILO online shop	19/20	21/22	✓
	emissions	reduce CO <sub>2</sub> emission from packaging	19/21	24/25	-41 %
	emissions	reduce CO <sub>2</sub> emission from packaging by 35%	23/24	29/30	new
reusable waste	recycling systems	reduce of mixed prodction waste by -10%	19/20	24/25	✓
	emissions	reduce CO <sub>2</sub> emission from waste	19/20	24/25	-59 %
	emissions	reduce CO <sub>2</sub> emission from waste by 15%	23/24	29/30	new
mobility	e-mobility	expansion of e-charging stations (for cars and bikes) at Heroldsberg, Weißenburg and Český Krumlov	19/20	24/25	✓
	emissions	reduce CO <sub>2</sub> emission from mobility and own vehicles by 15%	23/24	29/30	new
logistics	emission	create greenhouse gas analysis of the warehouses		26/27	new
	emission	reduce CO <sub>2</sub> emission from logistics by 10%	23/24	29/30	new
internal processes	emissions	reduce CO <sub>2</sub> emissions from heat/cold by 15% (scope 1 emissions)	23/24	29/30	new
	social KPI monitoring	measure, monitor & improve social KPI framework		27/28	new
mindset	awareness & inclusion	let's grow a together attitude			ongoing





# People



# **EMPOWERING PEOPLE: CULTURE, RESPONSIBILITY, GROWTH**

People are at the center of everything we do, whether they are our employees, our partners, or the communities we touch. Social responsibility and employee engagement are one key pillar of our sustainability approach. We work in a purposeful way, always guided by the needs of our fans and internal stakeholders. We strive to set benchmarks in our fields of expertise and continuously develop our skills and knowledge. Understanding our industry and our products helps us shape a workplace culture that values collaboration, growth, and impact.





# LIVING OUR BRAND FROM THE INSIDE OUT

Our brand is more than just a promise to our customers; it's a shared commitment to one another. Our brand positioning, *"STABILO is the most trusted companion enabling people to evolve"*, guides not only how we interact with the world but also how we work and grow together internally.

From this positioning, we've derived four guiding principles that define how we think, act, and collaborate:

## TRUST

As a trusted brand, we provide solutions and make decisions with people and the planet in mind.

## COMPANION

We seek to understand the deeper needs of others and remain relevant at every stage of life.

## ENABLE

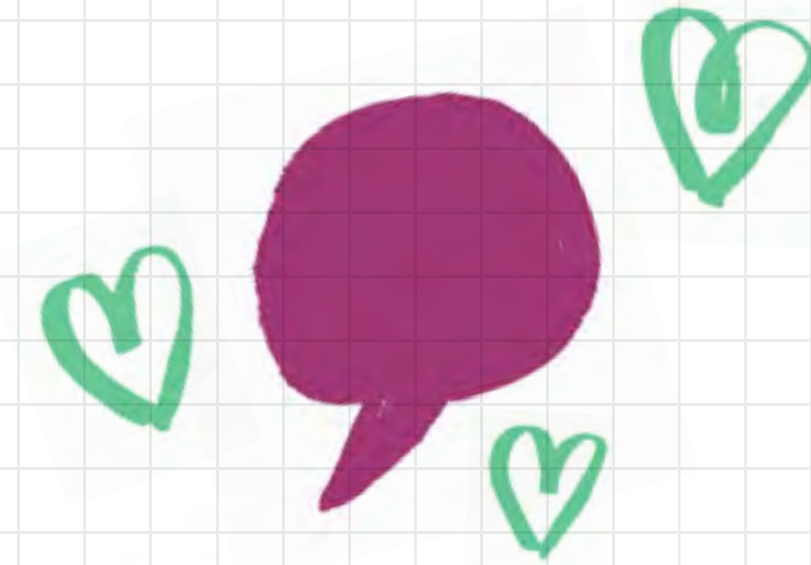
We inspire, empower, and support others through our actions and offerings.

## EVOLVE

We motivate people to grow, learn, and realize their full potential, both personally and professionally.

These principles serve a dual purpose: They guide our external relationships with customers and partners but above all, they define how we treat each other at STABILO.

Because the outside world sees how we live our brand internally. A vibrant, respectful, and empowering culture not only attracts new talent but is also a compelling reason why people choose to stay and grow with us. In today's world, company culture is no longer a "nice-to-have"; it's essential to long-term success.





# MAKING CULTURE TANGIBLE THROUGH THE COLOR CODE

To bring our values to life, we've developed the **STABILO Color Code**. It translates our brand values **Colorful, Different, People-Oriented, Expressive, Pen Expert, and German Quality** into a shared culture for how we collaborate, lead, and communicate. It's not about reinventing who we are. It's about expressing what already defines us and where we're headed next.

The **Color Code** makes our culture tangible. It...

- describes our attitude and the way we work together,
- serves as a compass for our actions and development,
- reflects our values and gives us orientation,
- and strengthens the connection between our brand and our people.

Here's what each Color Code value means in our daily work:

## COLORFUL – OPEN-MINDED AND DIVERSE

We are unique individuals who bring our strengths into teams and the organization. We see differences as enrichment and enjoy working across functions and departments. We actively share knowledge and constantly seek new ideas and inspiration.

## DIFFERENT – COURAGEOUS AND CURIOUS

We think creatively, challenge the status quo, and explore new paths. We're not afraid to experiment, embrace our freedom, and ask for it when needed. We see mistakes as a source of growth and regularly step out of our comfort zones.

## PEOPLE-ORIENTED – APPRECIATIVE AND SUSTAINABLE

We treat each other with fairness, empathy, and respect. We pursue our goals independently but support one another along the way. We hold ourselves accountable and act responsibly in our dealings with each other and the resources entrusted to us. Sustainability is part of how we work, not an afterthought.

## EXPRESSIVE – CLEAR, TRANSPARENT, AND TANGIBLE

We value optimism and open communication. We give and receive feedback directly and constructively. We celebrate milestones, share decisions transparently, and express goals clearly. We are proud of our brand, our products, and the culture we co-create every day.

## PEN EXPERT & GERMAN QUALITY – PROFESSIONAL AND POWERFUL

We are results-driven and committed to excellence. We strive to be the benchmark in our respective fields, continuously developing our expertise. We understand our industry, know our products and use both to shape the future with purpose.



# EMBRACING DIVERSITY: A STRATEGIC PRIORITY AT STABILO

Diversity is not just a value; it is a strategic success factor. In times of rapid change, diverse perspectives, experiences, and backgrounds are crucial for staying innovative, relevant, and competitive. We are convinced that diverse teams help us think more creatively, make better decisions, and shape a more inclusive and sustainable future.

With **Colorful** as one of our core brand values, we stand for openness, differences, and the belief that variety is a strength, not only in our products, but also in the way we work together.

## FROM INSIGHT TO ACTION

In 2024, we launched a diversity survey at our German sites to better understand how diversity is perceived within STABILO. Based on the findings, we set up a cross-functional **Diversity Team** tasked with translating feedback into tangible actions, defining key areas, and promoting inclusive change throughout the organization.

Diversity is anchored in our long-term strategy, **STABILO 2030**. We see it as a key business priority supported by clear goals, measurable KPIs, and a commitment to sustainable progress.

Because meaningful diversity doesn't just happen, it requires clarity, structure, and leadership. That's why we are investing in awareness, education, and inclusive processes that make diversity visible and tangible across all areas of the company.

Our aim is to create a workplace that reflects the richness of the world around us.

When people are acknowledged and their voices matter, trust, creativity, and change can flourish. That's the power of diversity in practice.

**Sabrina Reiber**

Board of Management – Business Enabling





# WORKING AT STABILO: FAIR, FLEXIBLE, SUPPORTIVE

Great work can only happen under good conditions. That's why we're committed to creating a fair, flexible, and supportive working environment where people can thrive both professionally and personally.

In Germany, we are part of the IG Metall (industrial union) collective bargaining agreement for the pencil industry. This ensures fair wages and salaries, strong social protection, and co-determination rights for employees. It also reflects our commitment to social responsibility and compliance with strict labor standards.

We know that life and work don't follow a single path. To support our employees at different life stages, we offer a wide range of working time models: part-time work, parental leave, sabbaticals, phased retirement, age-related time off, flextime accounts, and the possibility of mobile work. These options are all designed to provide greater autonomy and work-life balance.

We also care deeply about mental and physical well-being. Our support includes access to a company social worker and dedicated initiatives like W.I.N.G.S., our internal program to strengthen and empower women at STABILO. In addition, we provide regular sports classes, physiotherapy, health days, and an occupational health service including company doctors.



Our employees also benefit from a broad range of additional offers:

- Corporate benefits such as employee discounts on STABILO and Group products
- Job bike leasing for a more sustainable commute
- Subsidies for fitness and health programs through the Schwan Aktiv Club
- On-site canteen at our headquarters and production sites
- Company daycare center to support families
- Confidential support systems including reporting centers for crises, violence, or discrimination
- Comprehensive health services including mental health counselling and preventive medical care

These benefits reflect what we stand for as an employer: a culture of care, respect, and responsibility with fair pay, flexible models, and mental health support. These are some of the ways we create a workplace where people feel respected, valued, and empowered to grow.

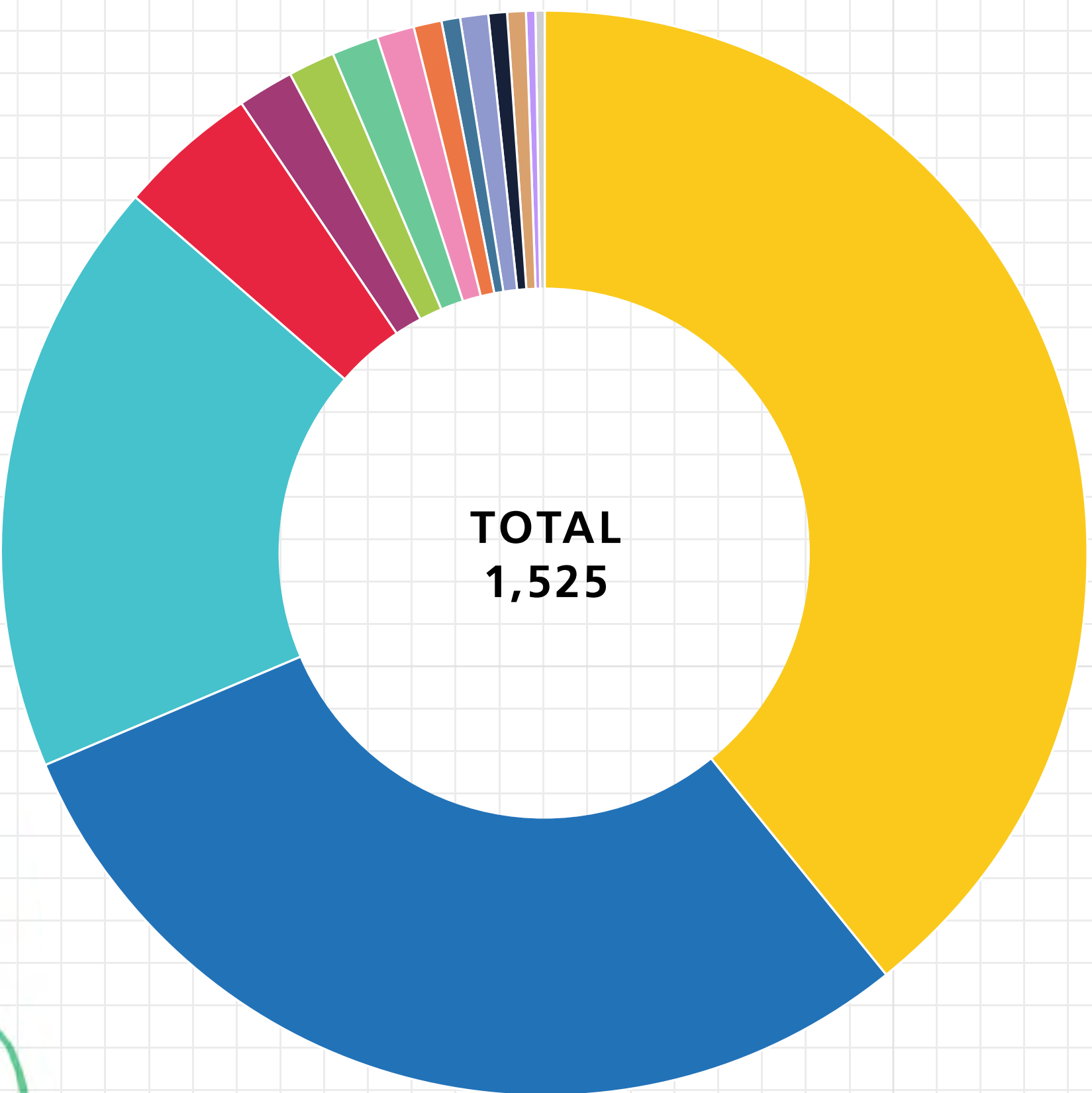




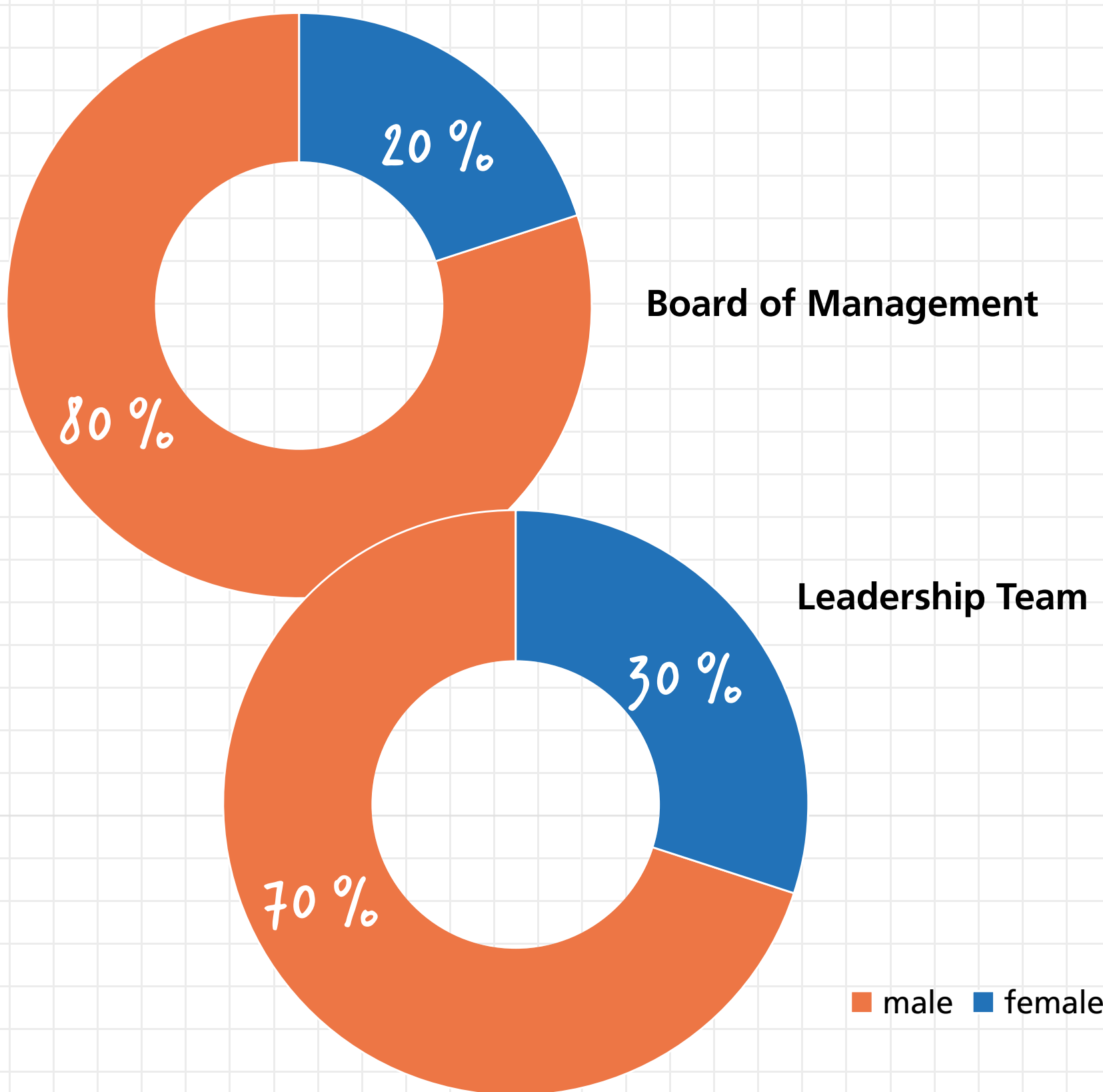
# EMPLOYEES IN NUMBERS

## EMPLOYEES PER COUNTRY (JUNE 2024)

Germany	599
Czech Republic	450
Malaysia	269
France	66
Spain	24
China	23
Italy	20
Singapore	16
UK	12
Hungary	11
Poland	10
Belgium	10
Netherlands	8
Austria	4
Slovakia	3



## LEADERSHIP BY GENDER







Planet



# UNDERSTANDING AND MANAGING OUR CARBON FOOTPRINT

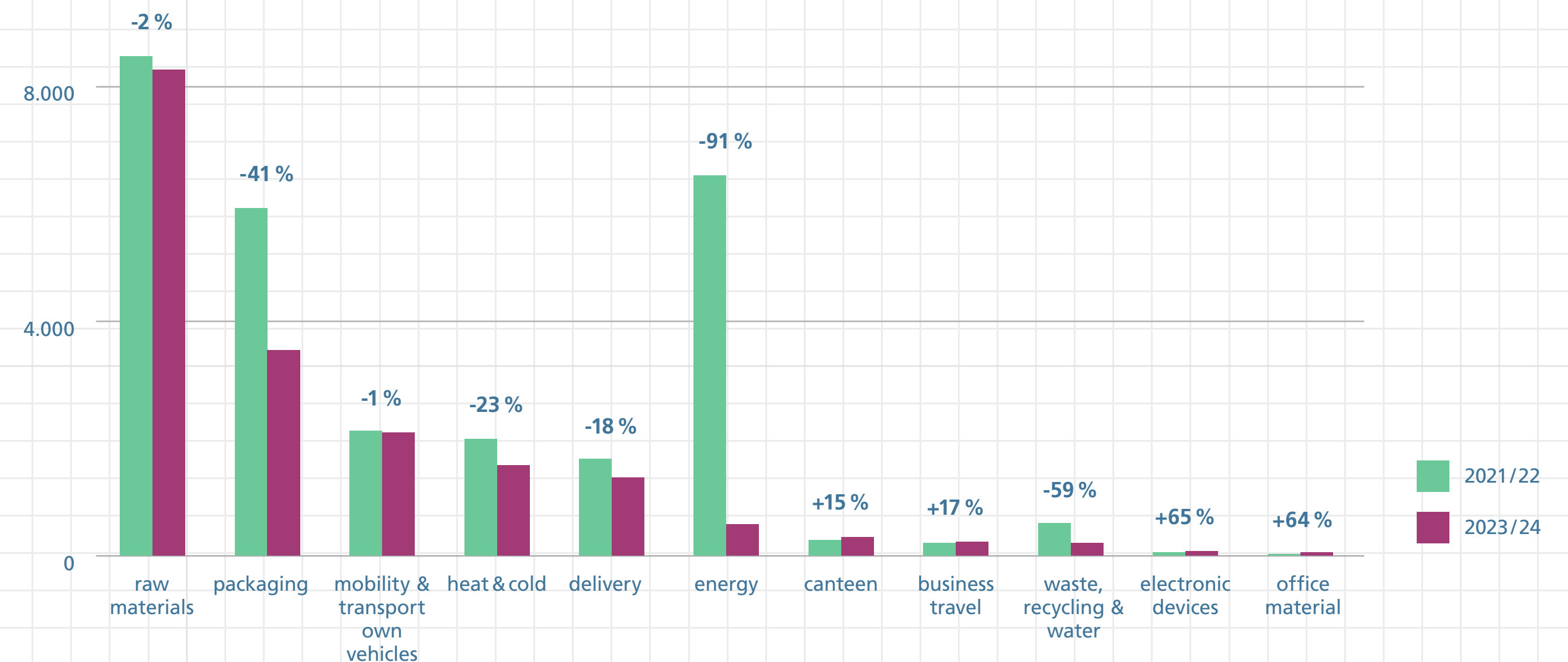
Transparency is the foundation of meaningful climate action. That's why we have been calculating our Corporate Carbon Footprint (CCF) in collaboration with myclimate since the 2019/20 fiscal year. This first measurement marked a crucial milestone, as it revealed the biggest sources of our emissions and laid the groundwork for a strategic roadmap aimed at reducing them.

In the early years, the focus was also on improving the quality and consistency of our data collection processes. This enabled us to create a more accurate picture of our environmental impact and to identify where targeted reductions would be most effective.

Since the 2021/22 measurement, we have significantly expanded the scope and depth of our data, allowing for more precise insights and clearer tracking of progress. For this reason, 2021/22 now serves as the baseline for our current climate targets and reduction efforts.

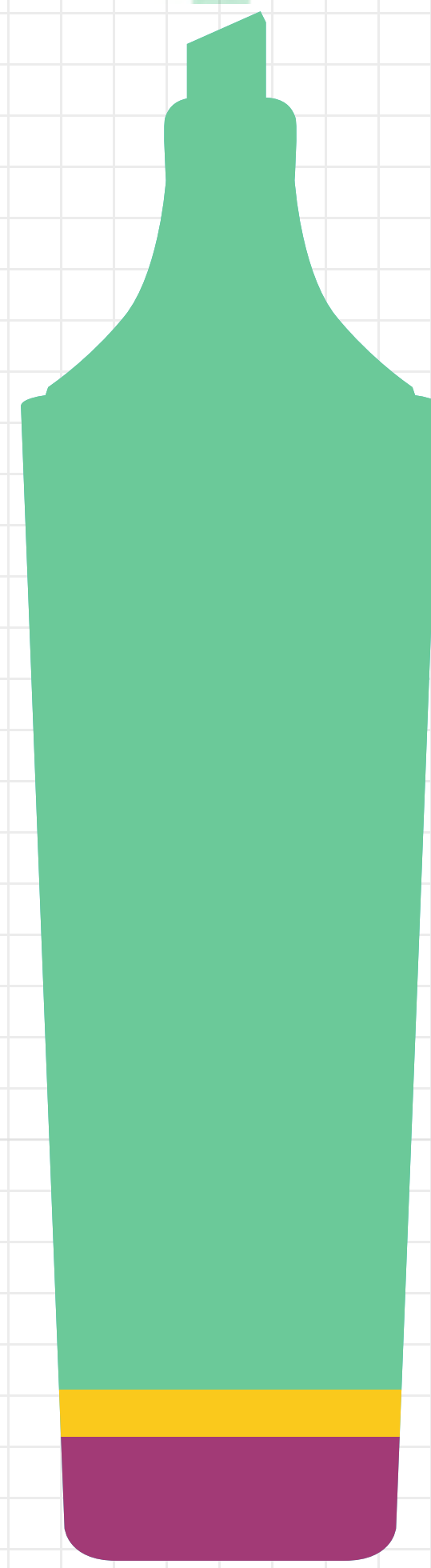
By building a strong data foundation, we are turning our climate ambition into measurable, accountable progress step by step, always guided by our commitment to becoming sustainably better.

PROGRESS 21/22 VS 23/24  
CO<sub>2</sub> emissions by Category



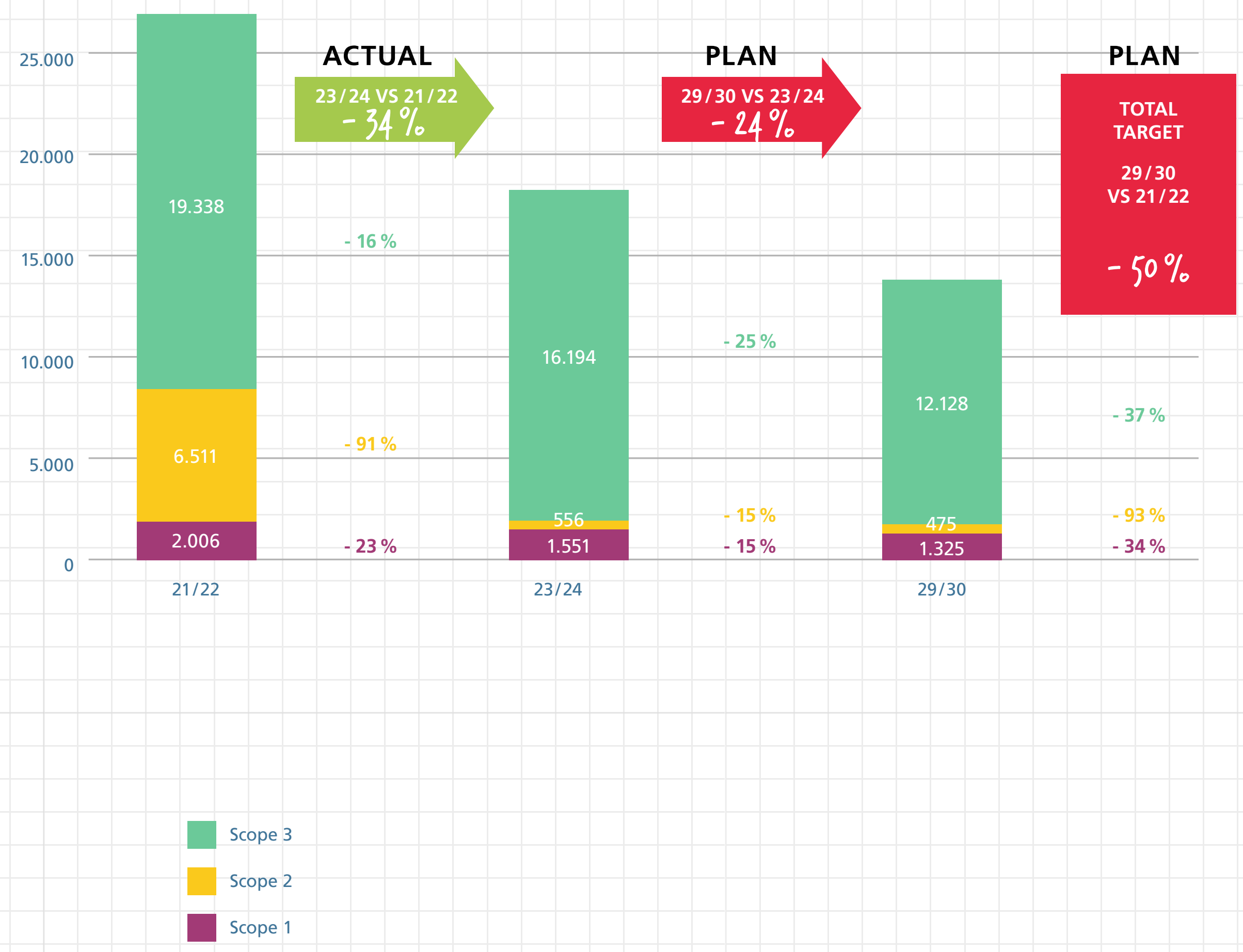


CO<sub>2</sub> emissions by scope 2023/24



- SCOPE 3** 89 %
  - Raw materials (45 %)
  - Packaging (19 %)
  - Mobility & Transport own vehicles (12 %)
  - Delivery
  - Canteen
  - Business travel
  - Waste, recycling, water
  - Electronic devices
  - Office material
- SCOPE 2** 3 %
  - Energy
- SCOPE 1** 8 %
  - Heat & cold

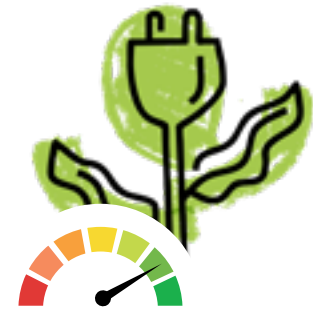
CO<sub>2</sub> emissions reduction targets by scope





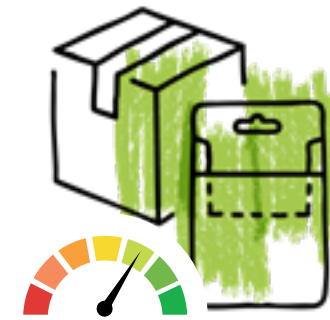
# OUR STRATEGIC ACTION FIELDS

To drive our measures with focus and commitment, we've defined nine strategic action fields to steer our transformation. They give our efforts direction, amplify our impact, and ensure we create meaningful changes across every part of our business.



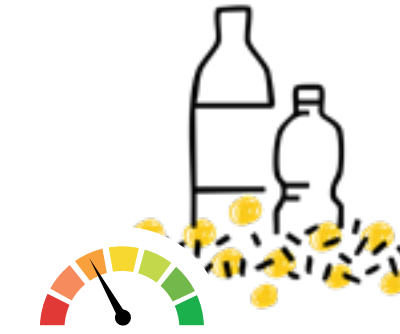
## ENERGY

How can we reduce energy consumption and make it environmentally friendly?



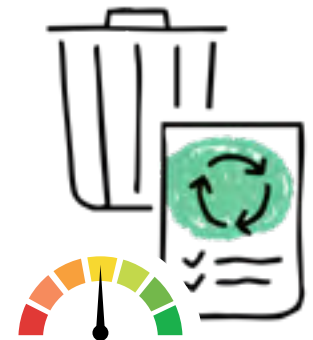
## PACKAGING

How can we reduce and reuse packaging and how can we increase recycled material and recyclability?



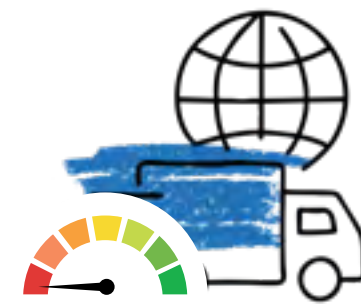
## MATERIAL

How can we decrease material use and increase the use of recycled/renewable materials?



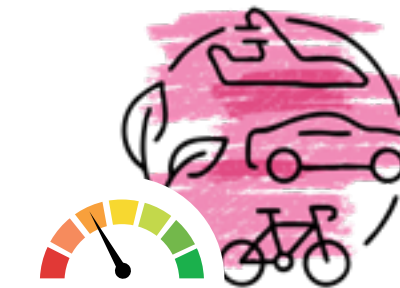
## REUSABLE WASTE

How can we produce less waste and better reuse it?



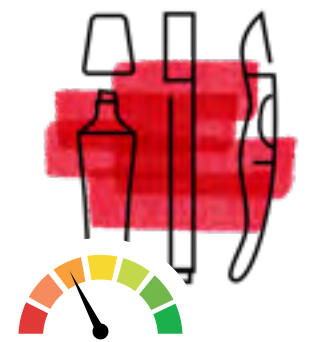
## LOGISTICS

How can we reduce the environmental impact of transport and shipping?



## MOBILITY

How can we travel less and encourage greener commute?



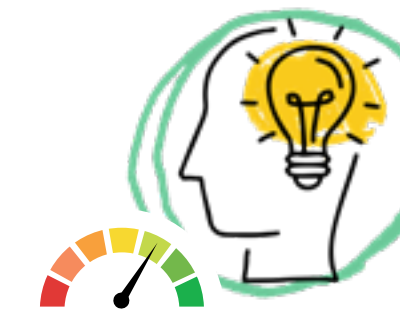
## PRODUCTS

How can we improve sustainability traits and recyclability of our products, without any compromise on quality and performance?



## INTERNAL PROCESSES

How can we challenge and adapt our processes to reduce waste, inefficiencies, and the CO<sub>2</sub> impact?



## THINKING

How can we raise awareness and anchor sustainability in our minds and hearts?







# ENERGY

Energy has been our second-largest driver of CO<sub>2</sub> emissions despite our long-standing commitment to responsible energy management. Our largest production site in Weißenburg has been powered by hydropower since 2011, and yet, we found new levers for even greater change. Between fiscal years 2021/22 and 2023/24, we achieved a remarkable

**-91%** 91% reduction in energy-related emissions, proof that consistent effort and bold decisions go hand in hand.

Contributing to SDGs



Solar System Headquarters Heroldsberg



## SMART MACHINES, LASTING IMPACT

We've replaced four hydraulic injection molding machines with energy-efficient electric models, saving nearly 68 kW per hour. Over the year, that's 257,804 kWh of electricity conserved. This upgrade is a long-term investment in smarter, cleaner manufacturing.

## SMART LIGHTING, BRIGHT SAVINGS

Our lighting thinks ahead. By switching to LED systems with intelligent controls in our plants in Weißenburg and Český Krumlov, we reduce energy use by up to 70%.

**-70%**

## 100% GREEN POWER

From Weißenburg to Johor Bahru – our operations are powered by the planet, not at its expense. Our headquarters in Heroldsberg and all our production sites run entirely on renewable electricity.

## SOLAR AT SCALE

We harness the sun across all production sites, generating 1,267,000 kWh of clean solar power annually. This is roughly equivalent to the annual electricity consumption of 362 average European households. (\*assuming a consumption of 3,500 kWh per year)

## 130 EYES ON ENERGY

Smart meters give us real-time insights into our consumption of electricity, water, gas, heating and cooling. With 130 meters in operation across our sites, we're making data-driven decisions to save energy and protect resources.



## CERTIFIED TO MAKE A DIFFERENCE

We hold ISO 14001 and 9001 certifications at all production sites – proof of our commitment to environmental and quality standards. At Weißenburg, our energy management meets ISO 50001 standards, with climate-neutral heating sourced from 25% heat recovery and 75% green gas.

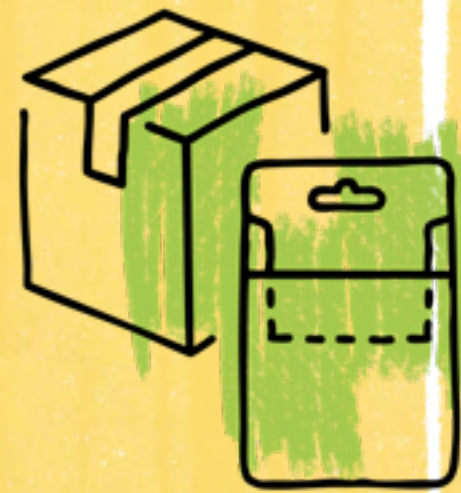


## LOOKING AHEAD: MORE IMPACT, LESS FOOTPRINT

Our journey doesn't stop here. All our sites continue working to reduce energy demand and shift further toward climate-neutral sources. In Český Krumlov, we're taking bold next steps: Two new solar systems are in the works, along with a heating system that turns wood production waste into renewable heat. Because real progress means thinking long-term and acting today.







# PACKAGING

Packaging is more than product protection: it's a lever for climate action. As it is among the top three sources of our CO<sub>2</sub> emissions, it demands smart solutions. And we're making progress: Between fiscal years 2021/22 and 2023/24, we've

**-41%** already cut packaging-related emissions by 41%. The journey takes us toward materials that matter less for the planet and more for the future.

Contributing to SDGs



**>120** converted packaging formats

## DESIGNED TO RECYCLE

We're switching to mono-material packaging made from cardboard to simplify waste separation for consumers and boost recyclability. Over 120 packaging formats have already been converted, and all new packaging is now developed with mono-material design in mind. Because sustainable packaging starts with smart decisions from the very beginning.

## INVEST IN SUSTAINABLE CHANGE

We've invested over €2 million in four state-of-the-art packaging machines in Weißenburg and Český Krumlov. Custom-built for 100% cardboard solutions, these systems are the result of close collaboration between our engineers and suppliers.



## FOCUS ON RECYCLING

Whenever possible, we use cardboard and paper made from at least 80% recycled material. Our goal is to close loops and keep valuable resources in use.

## PACKAGING THAT LASTS

We create packaging with purpose: durable, reusable, and multifunctional, like refillable displays or cases that double as desk accessories. It's smart packaging that adds value far beyond the shelf.



## LESS IS MORE

We reduce transport packaging to the bare minimum. Every gram we save avoids unnecessary emissions and waste without compromising product safety.



## LOOKING AHEAD: FROM PLASTIC TO PAPER

Our packaging transformation continues step by step. In 2026, we'll replace even more plastic packaging with smart cardboard solutions, assuming savings of around 34 tons of plastic per year. We aim to reduce greenhouse gas emissions coming from packaging by another 35% by 2029/30.

## FROM SINGLE-USE TO SMART USE

We're phasing out single-use plastic packaging step by step, replacing it with cardboard or recycled plastic from post-consumer waste.

Our milestones so far:

- **BOSS ORIGINAL wallets:** 100% recycled plastic, saving 84 tons per year.
- **Display inserts:** 100% recycled plastic, 6 tons saved annually.
- **Blister covers:** Replaced by cardboard solutions step by step: Remaining covers are increasingly made from recycled material.







# MATERIAL

The materials we process are our largest source of CO<sub>2</sub> emissions, mainly because we work with plastics. We are continuously exploring alternatives to virgin plastic and have already applied several options in our products.

Contributing to SDGs



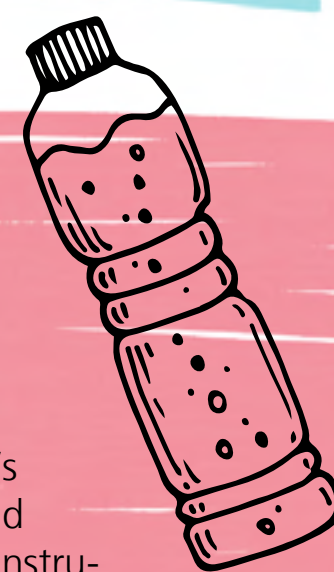
## BIO-BASED. CERTIFIED. FUTURE-READY.

Since 2021, we've been ISCC PLUS certified, and since 2025, we have been proud to announce that eight of our products are linked to certified bio-based plastics.

With this material, we are replacing fossil raw materials like crude oil with **bio-circular feedstocks**, including used cooking oil or tall oil, a by-product extracted from wood during paper production. The material emits significantly less CO<sub>2</sub> than fossil-based plastic and helps reduce the carbon footprint of our products, as verified by **myclimate** assessments. By applying the mass-balance approach, a bookkeeping method covering the whole supply-chain, existing supply chains can be used and transformed step by step.

## WHY WE STICK TO PLASTIC

We know plastic is controversial, but for good reasons we still rely on it. It's currently the safest, most durable, and best-performing material for writing instruments, especially when it comes to everyday use and child safety. At the same time, we're actively increasing the use of recycled and bio-based plastics across our portfolio.



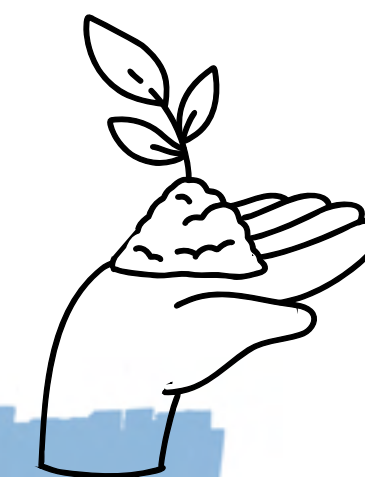
# 100%

## CERTIFIED WOOD

All the wooden pencils we produce ourselves are made of certified wood. Our plant in Český Krumlov only buys and processes wood from certified sources, either FSC® or PEFC certified. As early as 1998, we became the first in our industry to earn FSC® certification, followed by PEFC in 2011. These trusted labels reflect our deep commitment to sustainable forestry and our belief in transparent, independent standards that others can rely on.



The mark of responsible forestry  
FSC® C106072



## LESS IS MORE

We've been PVC-free since 2012 because harmful additives have no place in our products and packaging. And when it comes to ink, simplicity is the key: our inks consist of 97.5% water. That means fewer chemicals, safer products, and a smaller environmental footprint.

## FEEDSTOCKS, NOT FOOD STOCKS

Not all bio-based plastics are created equally. That's why we only use materials that don't compete with food production or agricultural land. You won't find any plastics made from corn starch or sugarcane in our products. Instead, we rely on bio-circular feedstocks to offer ethically sound products.

## LOOKING AHEAD: BETTER MATERIALS, LESS MATERIAL

By 2026, more of our products will transition to ISCC PLUS-certified bio-based plastics and ISCC PLUS-certified recycled plastic (PCR), further expanding our commitment to renewable, low-impact materials. At the same time, a dedicated project team is exploring **smart material reductions** across our portfolio, identifying where we can use less without compromising on quality, performance, or design.







# RECYCLABLES & WASTE

Wherever possible, we aim to reduce waste at the source, separate it cleanly, and return recyclable materials to the resource cycle. Because every gram we avoid, sort, or recover helps us conserve raw materials and protect the environment.

Contributing to SDGs



## IN-HOUSE CIRCULARITY

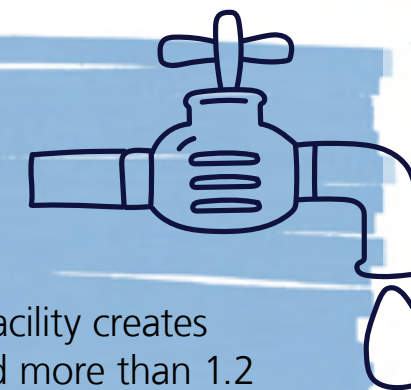
Through regranulation, we feed plastic production waste directly back into our manufacturing cycle. This process keeps valuable material in use and avoids unnecessary waste turning offcuts into new beginnings.

## FROM PLASTIC TO PAPER – WITHOUT WASTE

In 2023, we redesigned the 10-piece packaging of two of our bestsellers, point 88 and Pen 68, switching from two plastic components to 100% cardboard. This move not only replaced fossil-based materials with recyclable ones, but also ended punch waste that previously had to be incinerated. The packs can now be produced without any punch waste and zero thermal disposal.



## CLEAN COLORS, CLEAN PROCESS



Our state-of-the-art ink production facility creates over 200 unique ink formulations and more than 1.2 million liters of ink each year. To keep the process safe and clean, pigment dust is captured by an advanced air purification system. And when it comes to wastewater, we go a step further: Out of 200 tons of dirty water annually, our in-house distillation system recovers 196 tons of clean water, leaving behind only four tons of solid waste.

## LOOKING AHEAD: DESIGNED FOR WHAT COMES AFTER

Recyclability, refillability, and durability are key priorities for our future product development. A dedicated working group explores how to make our products more recyclable without compromising on safety or performance.

Today, components like ink reservoirs are often permanently sealed into the pen body to ensure functionality and meet safety standards. But we're working on smart solutions so that tomorrow's pens are not just built to last but also designed for circularity.





# PRODUCTS

Nearly everything we do revolves around our products. They're not only the heart of our business but often long-time companions in people's everyday lives. As true pen experts with a long-standing heritage of German quality, we are committed to combining craftsmanship, innovation, and responsibility in everything we create. That's why we strive to make every product better, more durable, and with less environmental impact. From design and material choice to manufacturing and usability, we aim to deliver high-quality, long-lasting performance with a focus on sustainable progress.

Contributing to SDGs



## PRODUCED WITH GREEN ENERGY

All our production sites run on 100% renewable energy, which means the pens we manufacture are made using electricity from climate-friendly sources.

## 83% RECYCLED PLASTIC

STABILO GREEN BOSS conserves natural resources as it is produced from 83% recycled plastic. Neon variants of the highlighter are also refillable using the standard STABILO BOSS refill, extending their life and reducing plastic use.



## STABILO GROW: DESIGNED WITH SUSTAINABILITY IN MIND

From the very beginning, sustainability was at the heart of the Grow product line. The pens combine smart design with carefully selected materials that emit significantly less CO<sub>2</sub> than fossil-based plastics:

- Barrel: made from 100% FSC®-certified wood
- Grip zone: crafted from 100% bio-based plastics derived from renewable resources.
- Cap: conventional plastic partially replaced by natural fibers, such as sunflower seed hulls

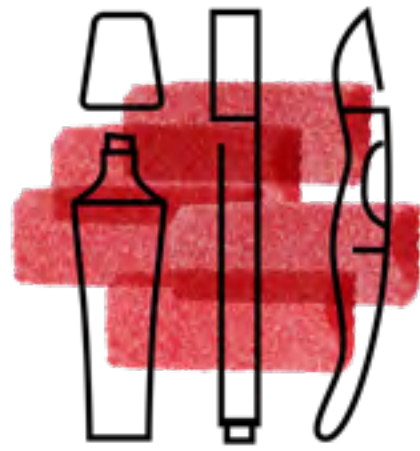
All bio-based materials used are waste products from the food and paper industries, ethically sound, responsibly sourced, and better for the planet.



## LOOKING AHEAD: SUSTAINABILITY BUILT INTO EVERY NEW IDEA

For every new product we develop, sustainability is a key decision-making factor, from design, the choice of materials, and packaging to production methods and manufacturing locations. Interdisciplinary teams across departments are already working together to embed environmental responsibility into every stage of product development. Our goal is to create writing instruments that not only inspire creativity but also meet the demands of a more responsible future.





## TRANSPARENT AND APPROVED

We're proud to carry recognized, third-party sustainability certifications on many of our products because transparency, trust, and accountability matter.

Our FSC® certified products  
GREENgraph, GREENtrio, GREENcolors,  
EASYgraph S, and Grow.



Our PEFC certified products  
EASYcolors, EASYgraph. woody 3 in 1,  
woody 3 in 1 duo, Original, Carbothello,  
and MARKdry.



Our ISCC PLUS certified products  
point 88, point 88 mini, Pen 68, Pen 68 mini,  
Pen 68 brush, Pen 68 metallic, Creative Tips,  
driver medium and fine.







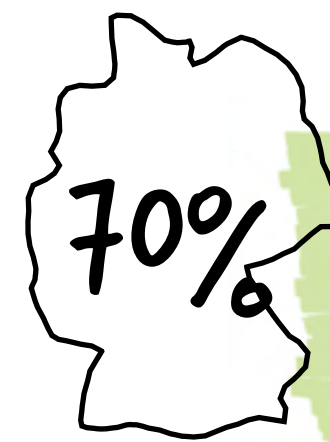




# LOGISTICS

Logistics is more than just trucks transporting goods from A to B. It covers everything from sourcing to packaging and distribution – and is currently our number five driver of CO<sub>2</sub> emissions. That's why we are increasingly focusing on this field and working to make our logistics smarter and more climate friendly.

Contributing to SDGs

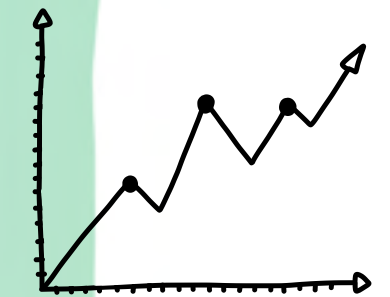


## SHORT DISTANCES, BIG IMPACT

More than 70% of our products are manufactured in Germany at our own production site. This significantly shortens transport routes, improves our carbon footprint, and helps secure local jobs.

## SMART LOGISTICS: POWERED BY TECHNOLOGY

Efficiency and sustainability go hand in hand at our logistics centers. That's why we rely on innovative technology to move goods intelligently. Our largest warehouse in Weißenburg uses fully automated high-bay racking, and pick-by-light systems. They enable fast, precise order processing with streamlined workflows and data-driven operations, ensuring that our logistics are smart and future proof.



## RELIABLE PARTNERSHIPS, CLIMATE-FRIENDLY PROCESSES

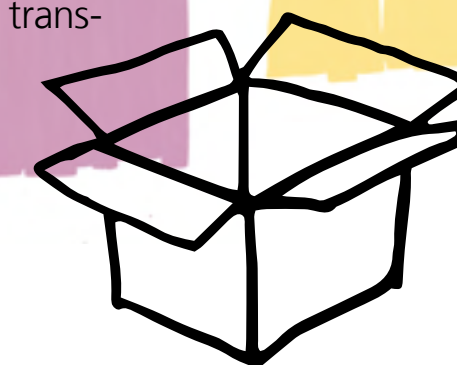
Our sourcing is also strongly rooted in the region: 92% of our total purchasing volume comes from Germany and Europe. Our decision to collaborate with suppliers from Europe is a clear commitment not only to quality and safety, but also to sustainability. Close collaboration with our European partners allows us to minimize transport distances, avoid unnecessary CO<sub>2</sub> emissions, and support regional economic cycles. Of course, the same principles apply to Asia, where local products, packaging and displays are sourced and produced where they are needed.

## SUSTAINABLE E-COMMERCE LOGISTICS

For our German online shop, we are committed to minimizing environmental impact along the shipping process. We use grass-based packaging<sup>1</sup>, which requires significantly less water and energy to produce compared to conventional paper packaging. Additionally, all parcels are shipped climate-neutrally via DHL GoGreen, helping us reduce transportation-related emissions.

## LOOKING AHEAD – A STRATEGIC SHIFT IN MOTION

As we move forward, logistics will become a major area of transformation. We aim to reduce emissions across the entire value chain by 10% by 2029/30 vs. the 2023/24 baseline – that is why we have scheduled a detailed emission analysis to detect reduction potentials.



<sup>1</sup> Source: IHK Bonn/Rhein-Sieg, "Graspapier – Eine nachhaltige Verpackungslösung" <https://www.ihk-bonn.de>





# MOBILITY

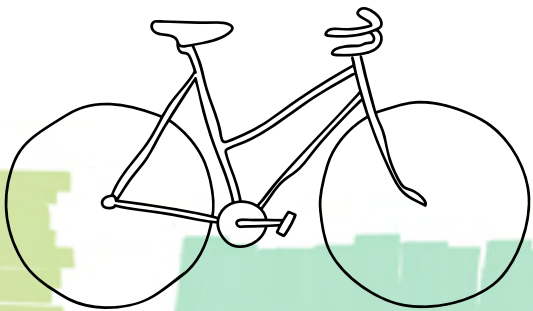
Mobility affects our environmental impact in many ways – from business travel and company cars to the daily commute of our employees. Every kilometer saved or traveled more consciously counts.

Contributing to SDGs



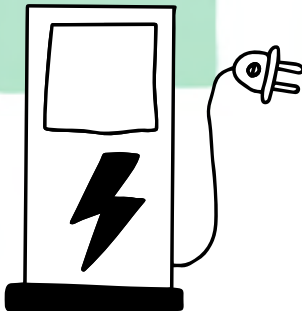
## SMART TRAVEL CHOICES

We've updated our travel policy to focus on necessity, efficiency, and environmental responsibility. Unnecessary business trips should be avoided, and short-haul flights should be replaced by rail travel whenever possible. In addition, we've introduced a company-wide CO<sub>2</sub> limit for fleet vehicles to encourage more climate-friendly car choices.



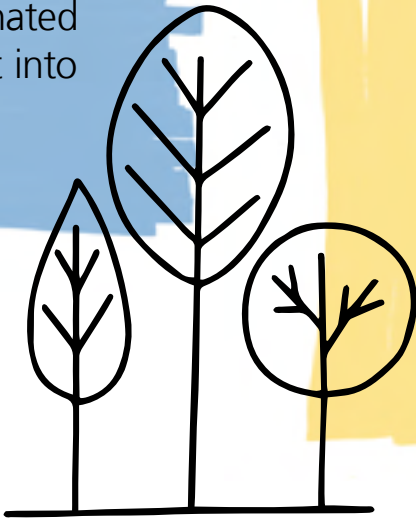
## FOSTERING ELECTRIC MOBILITY

We are continuously expanding our commitment to electric mobility. At our sites in Heroldsberg, Weißenburg and Český Krumlov, charging stations are available for employees to use, making it easier to choose low-emission transport. Currently, 42% of our company cars are electric or hybrid vehicles. In 2024, **around 74,400 kilometers**, which is about 8.5%, were driven fully electric – a first step in our shift toward more climate-friendly mobility solutions.



## GREENER WAYS TO WORK

We support our employees in choosing more climate-friendly commuting options. Working remotely helps reduce unnecessary travel. In addition, we offer the opportunity to lease a job bike and promote cycling as a sustainable alternative. In 2023, our groupwide Global Swan Sports Challenge brought together colleagues from around the world: Every kilometer cycled, walked, jogged or hiked contributed to a donation pool. In total, €8,000 was donated to eight charitable organizations – turning movement into meaningful impact.



## LOOKING AHEAD

In the future, we aim to further strengthen the mindset and motivation of our employees when it comes to sustainable mobility. Our objective is to reduce greenhouse gas emissions coming from mobility by 15% by 2029/30 vs. the baseline of 2023/24. Therefore, we continue to support and encourage environmentally-friendly commuting options and keep our commitment to flexible, mobile working – making sustainable choices easier and more accessible for everyone at STABILO.



# INTERNAL PROCESSES

Process optimization can take many forms from digitalization to material savings. That is why we believe it's essential that all employees think critically about their own areas of responsibility and actively contribute to improvement. Modern and efficient processes are the key to any company's long-term success.

At STABILO, we've already achieved measurable progress in many areas. New digital systems have made workflows more transparent and opened up new potential. One standout example is the introduction of a Manufacturing Execution System (MES) at our Weißenburg site, which saves around 43,000 sheets of paper per year.

Contributing to SDGs



# THINKING

Sustainability starts in the mind. One of the most important questions we ask ourselves is: How can we ensure that sustainability becomes second nature to all employees – a natural part of their daily thinking and actions?

To support this, we regularly share content on our company's intranet. Our Sustainability Coordinator provides updates, shares knowledge, and motivates colleagues in a friendly and relatable way. Additionally, our leadership team actively reinforces the importance of sustainability as a core company value and a central element of our corporate strategy.

Contributing to SDGs



## LOOKING AHEAD – MANY SMALL STEPS – ONE BIG IMPACT

In the coming years, we will continue to promote a culture of continuous improvement and digital innovation. By empowering our teams to challenge the status quo and rethink established processes, we aim to unlock even greater potential – for efficiency, sustainability, and long-term success.



## LOOKING AHEAD

In the future, we will continue to build on this momentum. Our goal is to strengthen awareness and personal responsibility at every level of the organization by providing knowledge, inspiration, and the space to contribute. Because only together can we make a real and lasting difference.







# Profit





# ENTREPRENEURIAL THINKING MEETS SUSTAINABLE ACTION



We think and act with an entrepreneurial mindset, guided by the belief that long-term success goes hand in hand with sustainable business practices. We view sustainability not as a barrier to profitability, but as a key driver of future viability.

As pen experts with a deep-rooted tradition of German quality, we are dedicated to developing high-performance, durable products that inspire our customers and stand out in a competitive marketplace. For us, competition is an opportunity to continuously improve. That is why we are committed to fair, open, and transparent market practices. We believe that true innovation flourishes where ideas are valued, rules are respected, and excellence sets the standard.

Sustainable profitability is the foundation for innovation and future-oriented business development. By reducing our carbon footprint and increasing the share of sustainable materials in our products, we make a difference through forward-thinking solutions, supported by unique and vibrant storytelling.

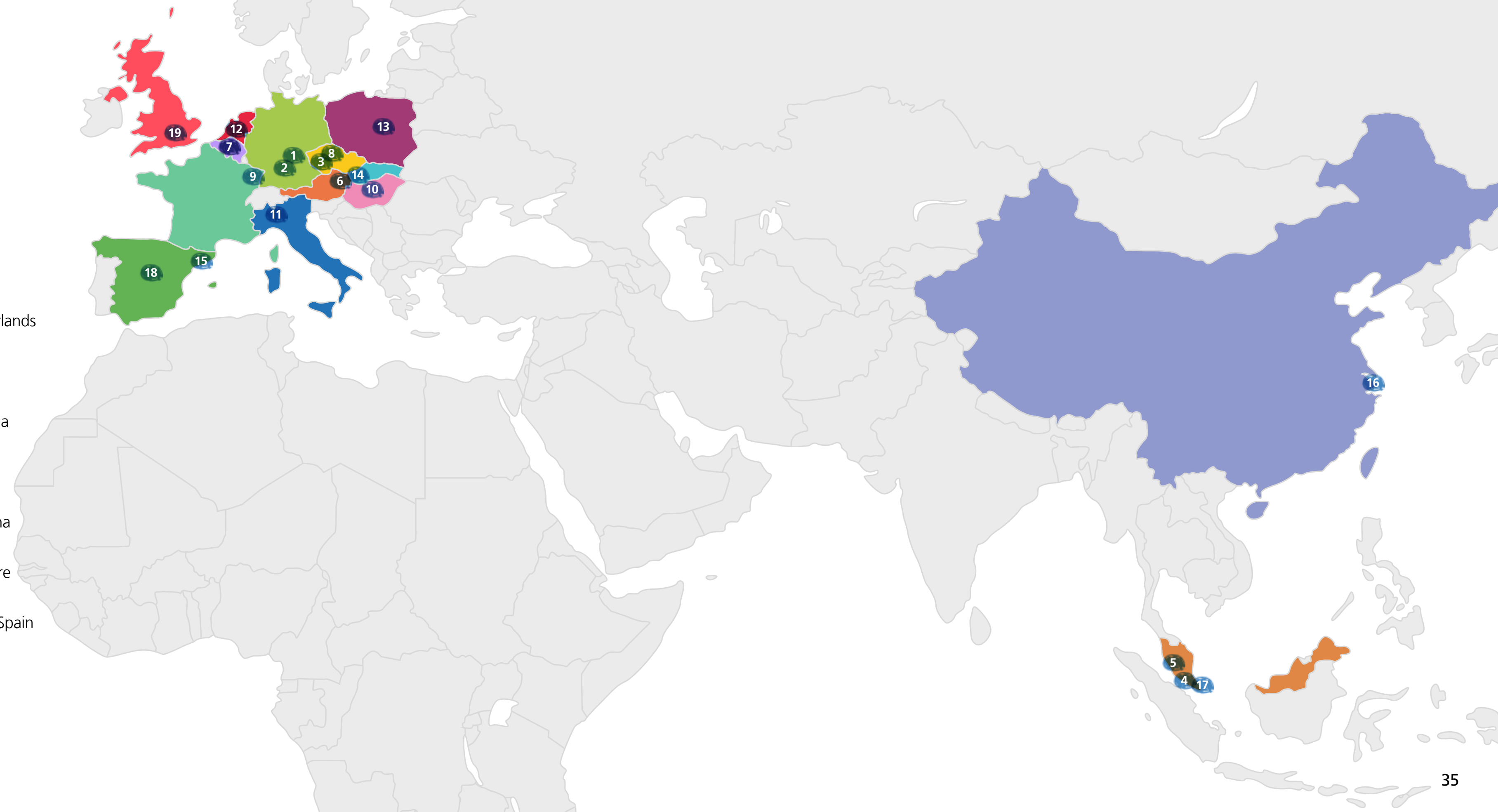




# SITES AND SUPPLY CHAIN ACTIVITIES

STABILO products find their way into over 180 countries around the globe. Our headquarters is in Heroldsberg (Germany), and our production sites are in Weißenburg (Germany), Český Krumlov (Czech Republic), and Johor Bahru (Malaysia). With sales offices, subsidiaries and distribution centers (DC) in 17 countries, our global presence is built on local expertise and strong connections to our markets.

- 1 Headquarters & Sales Office Germany
- 2 Plant & DC Germany
- 3 Plant & DC Czech Republic
- 4 Plant & DC Malaysia
- 5 Sales Office Asia Pacific & Subsidiary Malaysia
- 6 Sales Office Austria
- 7 Sales Office Belgium
- 8 Sales Office Czech Republic
- 9 Sales Office & DC France
- 10 Sales Office & DC Hungary
- 11 Sales Office Italy
- 12 Sales Office Netherlands
- 13 Sales Office Poland
- 14 Sales Office Slovakia
- 15 Sales Office Spain
- 16 Subsidiary P.R. China
- 17 Subsidiary Singapore
- 18 Sales and logistics Spain
- 19 Sales Office UK

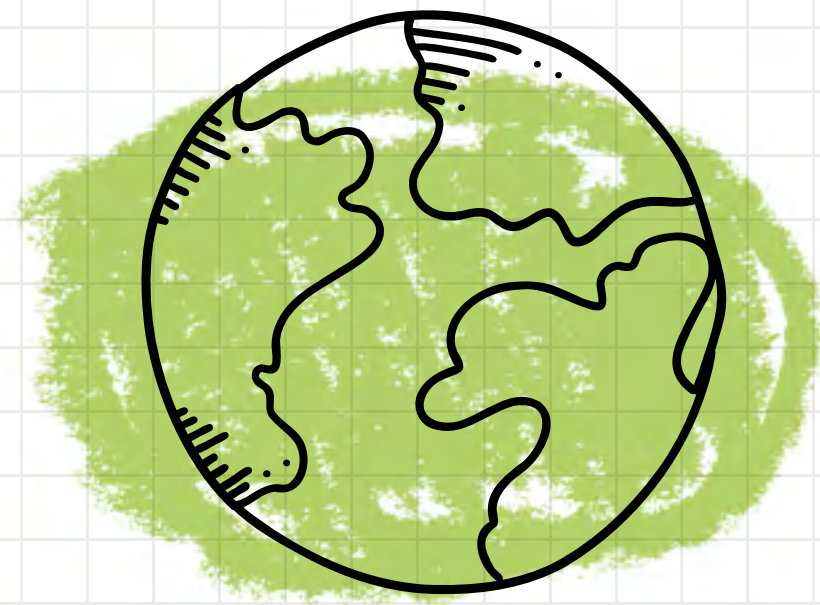




# OUR CODE OF CONDUCT

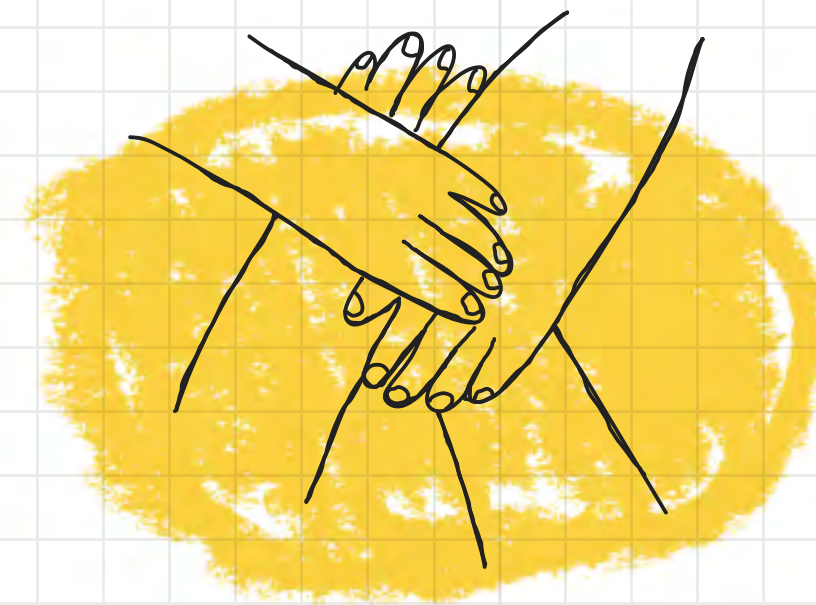
Our group-wide Code of Conduct, revised and updated in 2023, sets clear standards for how we treat people and the environment, and underpins the way we do business across all locations and in collaboration with our partners and suppliers.

It focuses on three key areas:



## ENVIRONMENTAL RESPONSIBILITY

We are committed to resource-efficient production and environmentally responsible sourcing – aiming to reduce our ecological impact and protect natural ecosystems.



## SOCIAL STANDARDS

We uphold international labor and human rights standards, ensure fair and safe working conditions, and prohibit any form of forced labor, child labor, or discrimination.



## ETHICAL BUSINESS PRACTICES

We act with integrity — protecting data and company assets, ensuring compliance with laws, and standing for transparency, fairness, and accountability in everything we do.

The full code of conduct is available on our website and the group website: [our Code of Conduct - Schwanhäußer Industrie Holding](#).





# WHISTLEBLOWING

We are committed to transparency and integrity, both within our company and across our supply chain. To ensure we are aware of potential violations, we have established internal and external reporting channels. Our whistleblower system allows individuals to report serious misconduct anonymously and securely. This enables concerns to be raised while protecting the identity of the whistleblower. Further information can be found on our website: [www.stabilo.com/de](http://www.stabilo.com/de).

# SUPPLIER ASSESSMENT AND SUPPLIER CODE OF CONDUCT



Responsible sourcing is essential to our sustainability efforts. That's why we require all our suppliers to sign and comply with our Supplier Code of Conduct. Based on international frameworks such as the UN Global Compact, ILO conventions, and the UN Guiding Principles on Business and Human Rights, the Code requires suppliers to comply with all applicable laws and uphold high standards in environmental protection, labor rights, and ethical governance. It sets clear expectations for ethical, social, and environmental standards across our global supply chain. Furthermore, it encourages continuous improvement, mandates transparent reporting of concerns via a whistleblower platform, and allows for audits and assessments. Suppliers must cascade these standards through their own supply chains and commit to joint measures with STABILO in case of identified risks, with termination possible if compliance is not achieved. Through these regular assessments and transparent collaboration, we ensure that our partners share our commitment to fair working conditions, environmental protection, and integrity in business.



# RISK ASSESSMENT THROUGHOUT THE SUPPLY CHAIN

## RESPECT FOR HUMAN RIGHTS IS FIRMLY ANCHORED IN OUR COMPANY VALUES.

We are convinced that forward-looking and responsible business practices are not only a moral obligation, but also a basis for long-term business success. Our aim is to recognize risks at an early stage and take preventive and remedial measures. Through our commitment, we want to make a positive contribution to respecting human rights and protecting the environment. Which is why we have already established processes in accordance with the German Supply Chain Due Diligence Act. Further information on our declaration of principles, supply chain due diligence, and whistleblowing can be found on our website and the website of Schwanhäußer Industry Holding.

In response to the German Supply Chain Due Diligence Act, we updated our supplier due diligence process and supplier risk assessment, incorporating additional criteria in alignment with all Schwanhäußer Industry Holding divisions.

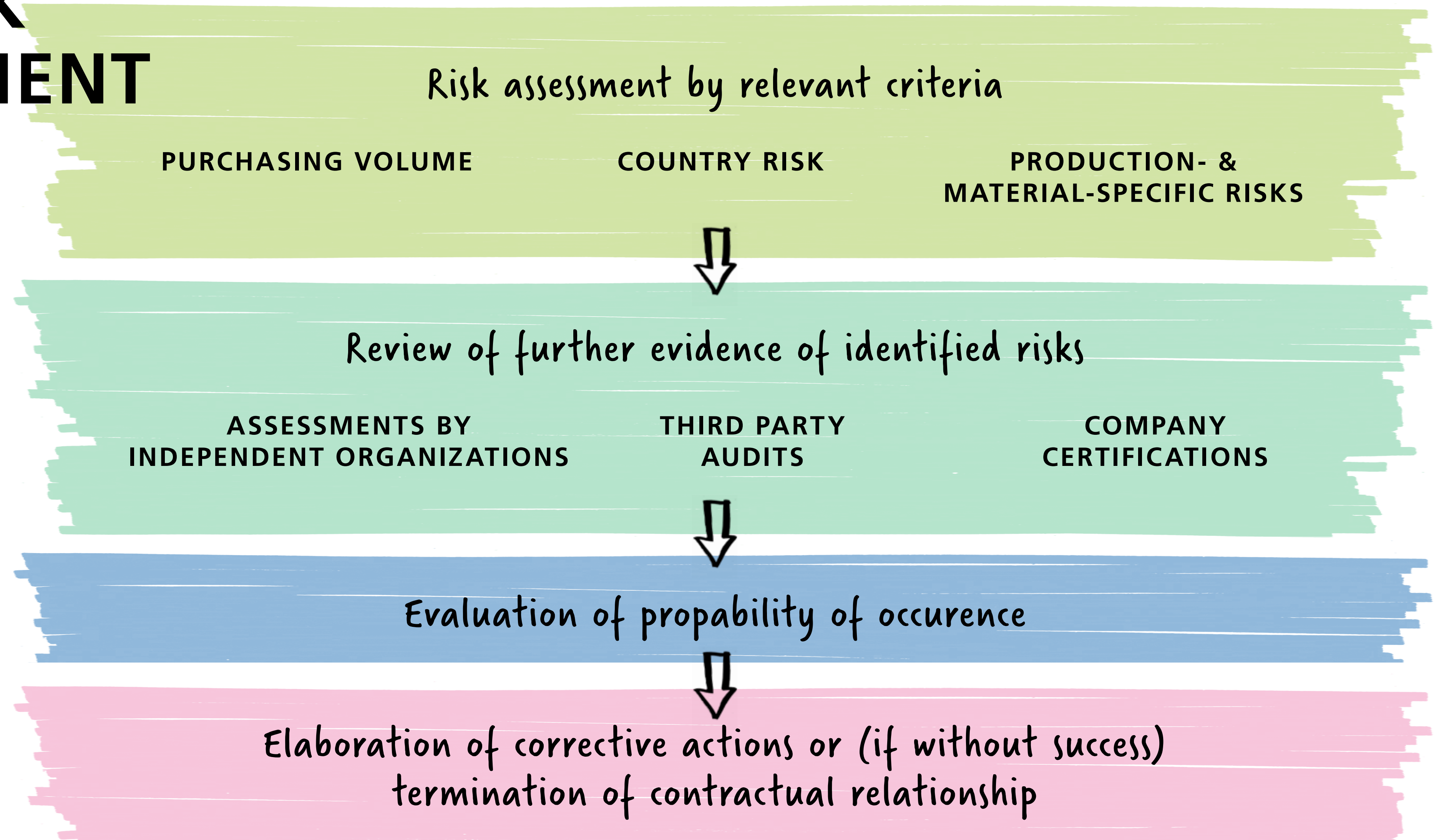
Once a year and on an ad hoc basis, we conduct risk analyses in our own business area and at our suppliers to identify and assess potential risks or actual violations and to counter these with suitable preventive and/or remedial measures.

Relevant criteria used for the assessment of actual risks may include:

- Purchasing volume
- SDG and BSCI country profiles
- Production- and/or material- specific risks associated with purchased goods



# OUR RISK ASSESSMENT PROCESS





# TURNOVER SCHWAN-STABILO GROUP



TURNOVER  
OF GROUP AND DIVISIONS  
(fiscal year 2023/24 | ending June 30, 2024)

797.2 million euros  
(previous year: 850.3 million euros | -6,2 %)



COSMETIC DIVISION

372.9 million euros  
(previous year: 387.2 million euros | -3,7 %)



STABILO DIVISION

213.6 million euros  
(previous year: 217.9 million euros | -2,0 %)



OUTDOOR DIVISION

210.5 million euros  
(previous year: 245 million euros | -14,1 %)



# COMMITMENT TO PRODUCT SAFETY, STAKEHOLDER TRUST, AND CONTINUOUS IMPROVEMENT

At STABILO, product safety is not merely a legal requirement, it is a cornerstone of our corporate responsibility. We proudly uphold the value of “German quality” by adhering to the highest standards of product safety and regulatory compliance. Our dedication to excellence ensures that every writing instrument we produce meets rigorous safety criteria, offering our customers reliable and trustworthy products.

Product safety is a shared concern among key stakeholders like parents, educators, retailers, and regulatory authorities. For parents and teachers, the assurance that STABILO products are safe for children fosters trust and peace of mind. Retailers rely on this trust to confidently promote our products, while regulators recognize our proactive compliance with EU legislation such as REACH, the Toy Safety Directive, and the General Product Safety Regulation as a sign of responsible corporate conduct.

We are committed to the continuous improvement of our products’ safety and sustainability. Interdisciplinary teams across STABILO proactively identify and replace potentially hazardous substances with safer alternatives. We also apply eco-design principles to minimize environmental impact through thoughtful material selection, product durability, and recyclability.

To ensure transparency, we make product safety information easily accessible through multiple channels. Key details, such as age recommendations, CE markings, and usage warnings are clearly displayed on packaging, at points of sale, and in our Online Shop. Our responsive feedback and complaint system, available via our website and international sales offices, enables consumers to report incidents, ask questions, or share concerns. In the case of customer complaints, we thoroughly analyze the root cause and use the insights gained to further improve our products. These mechanisms not only support compliance but also foster trust and continuous improvement through open dialogue.

Product safety begins long before a STABILO product reaches the consumer. We require formal declarations from all suppliers confirming the safety and regulatory compliance of materials delivered. These declarations are a binding prerequisite for acceptance into our production processes.



# PRODUCT SAFETY REGULATIONS AND CHEMICAL COMPLIANCE

STABILO complies with key European regulations, including but not limited to:

- General Product Safety Regulation (EU) 2023/988
- EU Toy Safety Directive 2009/48/EC
- REACH Regulation (EC) No. 1907/2006
- Biocidal Products Regulation (EU) No 528/2012

These frameworks ensure the highest levels of consumer protection, chemical safety, and environmental responsibility.

All STABILO products undergo comprehensive internal risk assessments to confirm their safety under normal and reasonably foreseeable conditions of use. Where applicable, safety warnings and regulatory information are presented clearly.

A significant portion of our product range is designed for or used by children under 14, a particularly vulnerable group. These products are subject to rigorous safety assessments by independent, certified laboratories. Compliance with the EU Toy Safety Directive is a top priority, ensuring that our products are free from mechanical, physical, or chemical hazards and do not contain substances harmful to children's health. All CE-

marked items meet these strict requirements through careful material selection and thorough conformity evaluations.

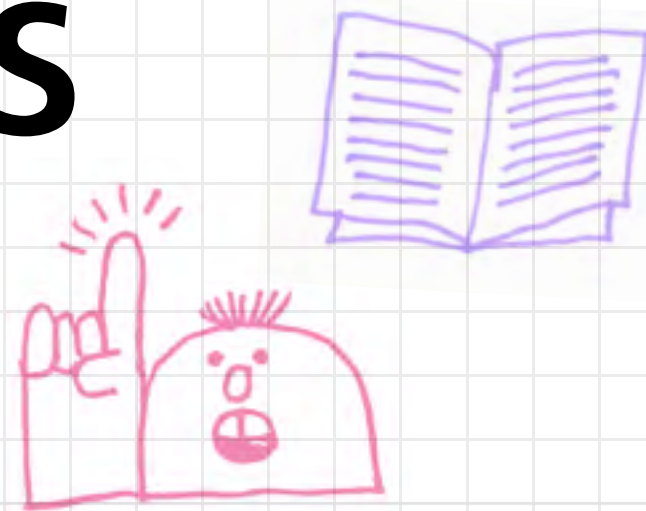
To stay ahead of regulatory developments, STABILO actively participates in industry associations and working groups, including:

- European Writing Instrument Manufacturers Association (EWIMA)
- Industrieverband Schreib- und Zeichengeräte (ISZ)
- Deutscher Verband der Spielwarenindustrie (DVSI)
- Deutsches Institut für Normung (DIN)

These collaborations promote knowledge exchange, harmonization of safety standards, and advocacy for practical, science-based regulation.



# COMPLIANCE WITH LAWS AND REGULATIONS



In the fiscal year 2023–24, STABILO recorded zero incidents of non-compliance with applicable laws, regulations, or consumer safety standards. No penalties, warnings, or sanctions—monetary or non-monetary—were issued or outstanding.

This outcome reflects our strong commitment to transparency, safety, and sustainability across all operations and throughout our supply chain.



# PARTNERS AND INITIATIVES



## Klimaschutzunternehmen (KSU)

STABILO International GmbH is now an official member of the Climate Protection Excellence Initiative. This is a huge success and shows how committed we are to energy and resource efficiency. Klimaschutzunternehmen (Climate Protection Companies) is a cross-industry network that is committed to finding innovative solutions to achieve Germany's climate policy goals. Our inclusion in this initiative is the result of a demanding selection process in which we were able to prevail thanks to our exemplary achievements in climate protection.



## myclimate

The experts from myclimate help us to calculate and avoid emissions where they currently occur in our company. myclimate is a leading climate protection organization, that has been committed to sustainable development and effective climate protection – on both a local and global level – since it was established in 2002. Through consulting, education, and climate protection projects, it aims to shape the future of our world. It is staffed by motivated and experienced experts in sustainability and climate protection and works with its partners and supporters towards a sustainable future.



## FSC® – Forrest Stewardship Council

In 1998, STABILO was a pioneer in our industry when it became FSC®-certified. Today, FSC® is the world leader in sustainable forestry, a non-profit organization providing trusted solutions to help protect the world's forests and tackle current deforestation, climate, and biodiversity challenges. FSC® operates the most rigorous forest certification system: Its members, who contribute equally balanced social, economic, and environmental perspectives, ensure the robustness of these standards. Organizations throughout the forest supply chain are certified against these standards, driving sustainability from forest to shelf. The “check tree” label is found on millions of products worldwide, verifying sustainable sourcing from the forest to store shelves.



## PEFC – Program for the Endorsement of Forest Certification

Since 2011, STABILO has been PEFC certified. PEFC is a international certification system that ensures wood and paper products come from sustainably managed forests. PEFC promotes responsible forest management, taking environmental protection, social responsibility, and economic viability into account – from forest to final product.



## ISCC – The International Sustainability and Carbon Certification

ISCC is an independent multi-stakeholder initiative and leading certification system supporting sustainable, fully traceable, deforestation-free and climate-friendly supply chains. Through this certification, we are contributing to environmentally, socially, and economically sustainable production. ISCC certification covers sustainable agricultural biomass, biogenic wastes and residues, non-biological renewable materials, and recycled carbon-based materials. Since 2021, STABILO has been ISCC PLUS certified and since 2025 we have been communicating products such as point 88 and Pen 68 as linked to ISCC certified bio-based plastics using the mass balance approach.

## EcoVadis

We use the EcoVadis sustainability management tool to assess and improve our social, ecological, and economic impact across all areas of the company. EcoVadis has grown into a globally trusted provider of business sustainability ratings with a network of more than 150,000+ rated companies. The EcoVadis sustainability assessment methodology is at the heart of its rating and scorecards and is an evaluation of how well a company has integrated the principles of sustainability/CSR into its business and management system.



# SUSTAINABILITY STORIES AROUND THE WORLD



## STABILO "KRITZELPATEN"

Since autumn 2017, STABILO has given employees the opportunity to volunteer in kindergartens in and around Nuremberg and Weißenburg. The STABILO "Kritzelpaten Project" is a collaboration between STABILO and the Schreibmotorik Institut e.V.. It aims to train the hand motor skills of pre-school children at an early age to prepare them for learning to write later.

In recognition of successful volunteering, STABILO donates 300 euros to a charitable organization chosen by the employees themselves.



## SALES OFFICE SINGAPORE: COLORING FOR HEALTHIER MINDS

In collaboration with a local member of parliament the Sales Office Singapore introduced coloring for mental well-being in local community centers. The team held sessions on coloring for adults and informed them about the benefits coloring can have on mental health.



## DONS SOLIDAIRES PARTNERSHIP AT SALES OFFICE FRANCE

With just a few days to go before the first summer holidays in 2024, employees took part in a volunteering session driven by our partnership with the Dons Solidaires association. The team prepared 250 school kits for distribution to children and families in need at the start of the school year. Including STABILO highlighters, felt-tip pens and pencils, the kits were donated to the Secours populaire francais organization in Strasbourg.



## SALES OFFICE CZECH REPUBLIC XMAS CHARITY

The Czech team responded to a Christmas wish from a retirement and nursing home and organized a caricature workshop for inhabitants with local artist Ivan Křemeček. The participants enjoyed this creative time and loved to work with paper and pencils!



# IMPRINT / LEGAL DISCLOSURE



**Company Name:** STABILO International GmbH

**Legal Form:** The Company is a limited liability company (GmbH).

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**Registration Number:** HRB 9784

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