STIGA

Sustainability Report Summary 2024

STIGA

A Message from the CEO

Sean Robinson

At STIGA, we believe that sustainability is not just a responsibility—it is an opportunity to innovate, grow, and contribute to a better future. Our approach is anchored in three key pillars — Products, People and Processes — ensuring that we create long-term value while minimising our environmental footprint and fostering a responsible business model.

A notable milestone this year has been achieving the Equality Certification at our Italian site. This accreditation underscores our commitment to cultivating an inclusive and equitable workplace, where every individual can thrive and contribute to our collective success. Our employees remain at the core of everything we do, and we provide a safe, dynamic and rewarding environment that nurtures talent and fuels innovation.

Furthermore, we are proud to have joined the UN Global Compact, aligning STIGA with the Ten Principles covering human rights, labour, the environment and anti-corruption. This commitment reinforces our role as a responsible corporate citizen, and from this year onwards we will formally report on our progress, embedding these principles even more deeply into our strategy and operations.

The urgency of sustainable transformation has never been greater, particularly as we approach the 2030 deadline for the UN Sustainable Development Goals. Over the past year, the STIGA Group has demonstrated resilience and adaptability, driving meaningful change in a rapidly evolving landscape. We remain firmly committed to improving the impact of our products and operations on the planet, making tangible progress across key sustainability metrics. As a leading player in the gardening sector, we take our responsibility seriously, continuously innovating to reduce emissions, enhance energy efficiency and improve product circularity.

Sustainable innovation sits at the heart of our long-term vision. In 2024, we successfully reached our target of increasing the share of battery- and electric-powered products to 27% of total sales. This shift is a crucial step in reducing our environmental impact and supporting the transition to cleaner energy solutions in garden care. At the same time, we continue to incorporate recyclable and lower-impact materials into our products and packaging, ensuring sustainability is embedded in every stage of our design and manufacturing processes.

Looking ahead, our priority for 2025 is to define a comprehensive strategy to reduce CO2 emissions from product usage. We will also refine our carbon footprint assessments, enhancing transparency in our reporting and identifying further opportunities for improvement. In parallel, we remain focused on optimising our operations—boosting energy efficiency, increasing our use of renewable energy and strengthening ethical and responsible business practices across our supply chain.

Despite the challenges posed by global economic uncertainties and climate change, STIGA remains unwavering in its commitment to sustainability. By integrating sustainable practices into our core business strategy, we are securing our long-term success while making a meaningful contribution to society and the environment. We take pride in the progress we have made and remain ambitious in our future aspirations.

I encourage you to explore this 2024 Sustainability Report, which details our achievements and sets out our roadmap for the future. Together, we will continue to drive sustainable innovation and make a lasting impact.

Sean Robinson

CEO of STIGA Group

Key Data 2024

27%

Battery and electric products sold of overall sales

vs 24% in 2023

8%

Recycled plastic in materials

vs 6.7% in 2023

66%

Recycled material in packaging

vs 59% in 2023

21k

Total training hours, or 15.8 per employee

vs 19k total, or 14.7 per employee, in 2023

1

Data breach

2

Certifications achieved (ISO 14064-1 Group Carbon Footprint and UNI PdR 125:2022 - "Gender Equality" for Italy office)

5

Audits of business-critical suppliers aimed at developing a sustainable and responsible supply chain

99%

Renewable Energy

vs 96% in 2023

Of which 15% is produced from photovoltaic system

STIGA ESG Strategy

STIGA has established its ESG Strategy as a dynamic framework that will guide the Company toward a sustainable future. This strategy is continuously evolving, shaped by ongoing contributions from management, stakeholders and new regulatory frameworks, such as the upcoming **CSRD** rules. The strategy is built on key pillars that remain relevant, while adapting to emerging requirements, including a **new focus on CO2 reduction targets** across Scope 1, 2 and 3 emissions, set for 2025.

The proposed list of projects on the following pages has been shared and sponsored by the ESG committee along with priorities, measurable targets and relevant KPIs.

Each project is assigned to a dedicated project leader for effective management.
The ESG Committee sponsors these projects, setting clear priorities, measurable targets and key performance indicators (KPIs). While the majority of our sustainability goals are voluntary, certain areas—such as Safe Chemicals and Batteries Management, Digital Products and ICT Security, Quality and Safe Products, Diversity and Inclusion, and the Transition to More Sustainable Products—are guided by established standards and regulations.

The strategic principles have been formally approved by the Board of Directors, and we have structured the Sustainability Strategy into three pillars:

PRODUCTS

"We are green-fingered engineers."

- Progressively substitute petrol engines with battery- and electric-powered engines.
- Introduce recyclable, renewable and lower environmental impact materials in packaging and in product components.
- Make high quality and connected products safer for the user and easier to repair.

PEOPLE

"Putting people first."

- Ensure people operate in a safe and stimulating work environment.
- Attract and retain talent.
- Develop internal capabilities.

PROCESSES

"The power of simplicity."

- Make plants and offices greener, saving energy, increasing renewable energy consumed, reducing waste and calculating our carbon footprint.
- Protect the Company and personal data, build a solid control system to reduce risks and comply with laws and standards.
- Promote the respect of ethics and human rights in the Group and in its supply chain.

The STIGA Sustainability Story

2021

January
Launched a sustainability project focused on managing Environment, Social and Governance (ESG) activities across STIGA.

December
Defined the structure for ESG governance and management within STIGA.

Launched the first stakeholder engagement process.

2022

January
Released a Group-wide sustainability strategy definition.

Defined the first sustainability matrix.

May
Released first Sustainability Report for the STIGA Group.

November
Obtained ISO Certifications for Health and Safety and Environment.

2023

May
Began calculating the carbon footprint of the STIGA Group, including scope 3 emissions, to baseline future efforts. Completed this in March 2024.

October
Installed solar panels at the Italian plant that provided around 4,66% of the annual electricity consumption in just 2 months.

December
96% of total energy consumed generated from renewable sources.

2024

April
Generated 1 MWh of energy from solar panels.

September
At the year end, enrolled 92% of our top 100 spending suppliers in Sedex (or an accepted equivalent) for ESG transparency in our supply chain.

November
Audit of ISO 14064-1 carbon footprint by external body DNV with positive outcome. Technical review and certification by January 2025.

December
Obtained the "Gender Equality Certification" UNI PdR 125:2022 for the Italian site.

Achievements: Products and People

Project	Description	2024 Commitment	2024 Result	2025 Target	Page
Equality Certification	Analyse and update internal processes to improve gender equality metrics at STIGA.	Initiate project to seek a "gender equality certification" for the Italy office.	Certification achieved in December 2024.	Maintain the certification.	29
Transition to Electric	Increase the percentage of electric powered products in overall sales mix, supported by consumer incentives.	Electric powered products to represent 28% of total by 2024.	27%	This will be part of the STIGA CO2 Reduction strategy currently being drafted.	32
Mulching	Encourage and promote the mulching technique to STIGA consumers.	Keep the percentage of "mulch-ready" products sold above 80% in the STIGA lawn care segment.	85%	Keep the percentage of "mulch-ready" products sold above 80% in the STIGA lawn care segment.	35
Recycled & Renewable	Increase the percentage of recycled, renewable and lower environmental impact components and packaging materials in the supply mix.	**Packaging**: 61% recycled packaging with elimination of polystyrene. 5% reduction in plastic use in packaging for internally manufactured products. **Plastics**: 7.5% recycled polymers.	**Packaging**: 66% recycled packaging. **Plastics**: 8% recycled plastic.	**Packaging**: 66% recycled packaging. **Plastics**: 8.2 % recycled plastic.	37
Talent Attraction	Improve job opportunities and training for local talent pool.	Interns - Hire 100 interns across the entire Group. Events - Hold 35 employer branding events.	Interns - 54 internships activated. Events - 50 employer branding events held.	Interns - Hire 100 interns across the entire Group. Events - Hold 35 employer branding events.	52
Training	Increase employee skills and knowledge, including on ESG topics.	15 hours of training per employee, on average.	15.8 Training hours per employee.	15 hours of training per employee, on average.	55

Achievements: Processes

Project	Description	2024 Commitment	2024 Result	2025 Target	Page
Cybersecurity	Ensure strong cybersecurity and personal data protection by investing in servers and networks.	Maintain state-of-the-art safety standards and minimise issues to realise 0 data breaches.	1 Breach -third party supplier	Maintain state-of-the-art safety standards and minimise issues to realise 0 data breaches.	72
Efficient & Low Impact Plants & Offices	Reduce energy consumption per unit of volume produced and increase self-produced and purchased renewable energy.	Increase the percentage of renewable energy compared to 2023 (96%).	99% renewable energy across the entire Group.	This will be part of the STIGA CO2 Reduction strategy currently being drafted.	77
Group Carbon Footprint	Analyse and inventory the greenhouse gas emissions of the entire Group, including mapping upstream and downstream processes.	Third-party certification of the 2022/2023 carbon footprint data and improvement of the data collection process.	Certification achieved in December 2024.	Maintain the certification.	82
Responsible Supply Chain	Collect information on the supply chain to ensure alignment with our Code of Ethics and goals for a responsible and sustainable supply chain.	Enroll all top suppliers by 2024, audit risky suppliers and update internal vendor rating score with ESG metrics.	Enrolled 92% of our top 100 suppliers in Sedex (or an accepted equivalent) to enhance ESG transparency in our supply chain. Carried out audits of five business-critical suppliers.	Continue auditing higher-risk suppliers, follow up on actions and begin onboarding suppliers for CO2 targets.	84

Carbon Footprint

In 2023, STIGA made the strategic decision to assess its carbon footprint more comprehensively by incorporating Scope 3 emissions into its calculations, building on the Scope 1 and Scope 2 assessments already being conducted since 2022.

Demonstrating its commitment to transparency and environmental responsibility, the company further decided in 2024 to certify its calculation methodology.

As a result, STIGA is set to achieve ISO 14064-1 certification in the first month of 2025, ensuring that its carbon footprint assessment aligns with internationally recognised standards.

As illustrated in the following pages, the majority of emissions stem from Scope 3, with the primary contributor being the use of our products.

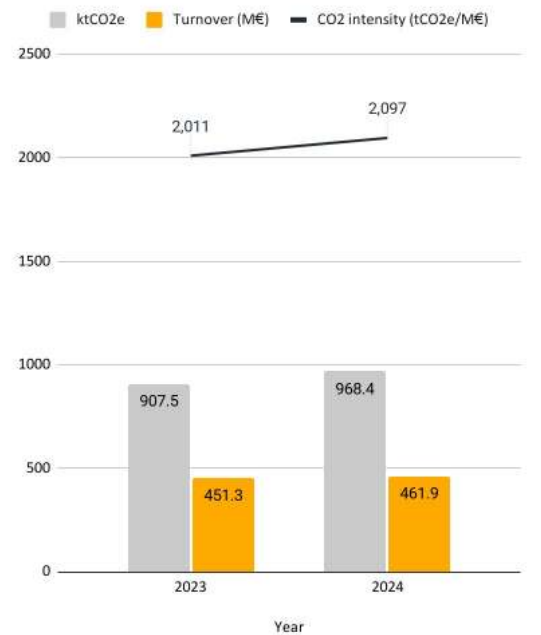
Although a formal reduction strategy has yet to be established, STIGA has made significant progress in lowering the emissions it directly controls. This has been achieved through the purchase of green energy and investments in self-generation, including the installation of photovoltaic panels at its plants in Italy and China.

Additionally, the Company's strategy of gradually replacing internal combustion engine products with electric motor alternatives is expected to contribute to a reduction in Scope 3 emissions.

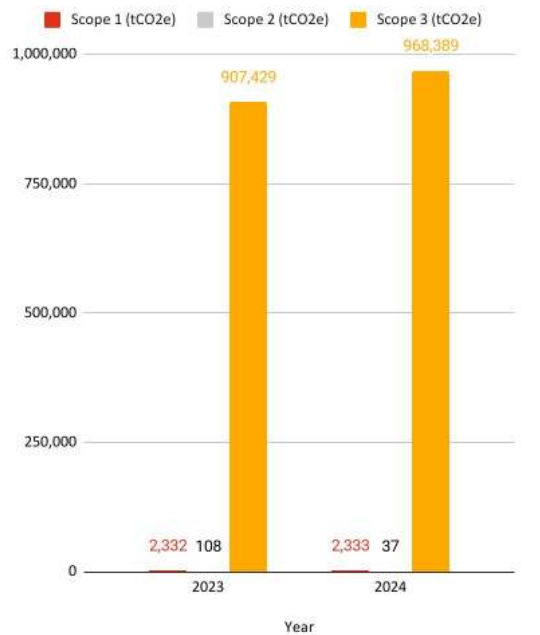
For the other categories of Scope 3, we are preparing a strategy that will be implemented in 2025.

The graph on the right illustrates carbon intensity, measuring the relationship between the tonnes of CO2 emitted and the Company's turnover.

CO2 Intensity (tCO2e/M€)



Scope 1* - 2* - 3



**Both Scope 1 and Scope 2 were calculated using the market-based method.*

UN Global Compact

In 2023, we made the decision to apply for membership in the United Nations Global Compact, an initiative led by the UN Secretary-General.

The Global Compact encourages companies to align with the Ten Principles related to human rights, labour, environment and anti-corruption, while also advancing the 17 UN Sustainable Development Goals.

This year, we took our commitment to the next level by joining the Climate Ambition Accelerator programme. This programme focuses on equipping companies with the knowledge and tools needed to set science-based targets for emission reduction. Through hands-on activities, learning sessions and peer-to-peer exchanges, we gained valuable insights and strategies for accelerating our environmental efforts.

Gender Equality
Obtained the "Gender Equality Certification" UNI PdR 125:2022 for the Italy office.

Responsible Consumption and Production
Ongoing audits on high risk suppliers and expanding the use of recycled materials in product parts and packaging.

Decent Work and Economic Growth
Improve employee safety to reduce injury rates for employees and workers.

Climate Action
Certified the Scope 1-3 GHG emissions and began setting emissions reductions targets.

Ten Principles of the UN Global Compact

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

UN Global Compact: https://unglobalcompact.org/what-is-gc/mission/principles

STIGA ESG Strategy: Looking Ahead

In 2024, STIGA took meaningful steps to further its sustainability strategy and align with global and regional ESG initiatives. This year was marked by our active engagement with leading sustainability platforms, certifications and a renewed commitment to reducing our carbon footprint. These milestones highlight our focus on continuous improvement and our dedication to making STIGA a more sustainable organisation.

A significant achievement was joining the **United Nations Global Compact**, demonstrating our commitment to aligning business operations with universal principles on human rights, labour, environment and anti-corruption. As part of this commitment, we held key meetings in Milan to establish concrete goals for improving sustainability across our operations.

Regionally, STIGA strengthened its collaboration by becoming part of the **Confindustria Nord-Est Sustainability Community**, joining 80 other companies in exchanging best practices and collaborating on long-term strategies for sustainability. This partnership underscores our dedication to fostering a sustainable ecosystem in our territory and beyond.

Our focus on operational excellence also led to the achievement of two critical certifications in 2024:

- **UNI PdR 125:2022 "Gender Equality Certification"**, recognising our efforts to promote inclusivity and equal opportunities within our workforce.
- **ISO 14064-1 "Carbon Footprint Certification"**, which lays the groundwork for transparent monitoring of our environmental impact.

Building on this, we initiated the development of our carbon reduction strategy. This plan will serve as a roadmap for achieving our climate goals and reducing emissions in a measurable and science-driven way.

"This year we focused on consolidating our past achievements while laying the foundation for a more sustainable future. Building on the insights gained from calculating our carbon footprint, we are now working on a robust CO2 reduction strategy. At the same time, we are expanding our ESG network by joining key initiatives, enabling collaboration and the exchange of best practices. These efforts reflect our commitment to driving impactful change and building a better future for the Group and our stakeholders."
Andrea Frassetto, Process Improvement and ESG Director

We are green-fingered engineers.

Products

Transition to More Sustainable Products

2024 STIGA Material Topic

In 2024, we continued to focus on promoting a complete range of battery-powered gardening machines designed to meet the needs of gardens of all sizes, from the smallest to the largest. We aim to lead the shift toward sustainable gardening practices that prioritise ecosystem health, including wildlife.

Everything we do - from design to product development, material selection to communication - focuses on consumer needs, offering sustainable solutions and educating users on responsible gardening practices.

Driving the transition to sustainable products is a key objective, supported by innovation and improved technology. Our commitment to battery solutions has resulted in the development of efficient, high quality products, supported by a team dedicated to the advancement of battery and electric powertrain technology. Our in-house laboratory ensures rigorous testing to international standards and beyond, and extensive field trials for reliability and performance. Manufacturing batteries in-house enhances design efficiency and aligns with our sustainability roadmap.

In 2024, **78% of our R&D investment** was allocated to battery technology, strengthening our expertise and capacity to develop superior products and maintain competitiveness.

Impact

When developing our products, we must consider the impact on energy consumption across their lifecycle, their repairability, the potential use of chemical fertilisers, and the end of life disposal of our products, including batteries.

Mitigation

STIGA continues to look to expand the sales of battery- and electric- powered products, considering a process to assess product repairability and disposal, and funding research on the environmental benefits of mulching with the University of Padova.

Sustainable Packaging

2024 STIGA Material Topic

Each new year is an opportunity to improve our packaging and we're committed to developing increasingly sustainable solutions.
Sustainable packaging is a key factor in our supplier selection process, with preference given to those with a lower environmental impact.

We recognise that packaging innovation conserves resources - from raw materials to energy and water - while meeting consumer needs and improving operational efficiency. These advances often come with challenges, such as adjustments to our assembly lines and employee activities.

While the journey towards more sustainable packaging has been challenging, to further reduce the environmental impact of our packaging each year. A key goal is the complete elimination of polystyrene.

STIGA's commitment to sustainable packaging is unwavering. We will continue to work diligently, address challenges transparently, innovate passionately and act responsibly to create a more sustainable future for our products, our customers and the environment.

Ultimately, consumer disposal choices based on the materials we choose also contribute to overall sustainability.

Sustainable Materials

2024 STIGA Material Topic

We are continuing our research into options for minimising environmental impact by increasing the amount of recycled materials in our product components and improving their recyclability. We have analysed the types of plastics used across our products, from high carbon footprint plastics such as ABS and polyamide to polypropylene, which has a lower overall carbon footprint. In 2023, we first introduced recycled ABS in cases where it was not possible to replace ABS with polypropylene. Our engineers use our analyses to progressively substitute materials with a lower carbon impact. As a result, we reached 8% of total recycled plastics in 2024 against a target of 7.5% and increased the overall PP-to-ABS ratio of our products from 1.95 in 2023 to 2.87 in 2024.

During quarterly meetings with the ESG Committee, we review our progress on the percentage of recycled material, and discuss areas for improvement based on current technologies and their use in planned product components. Not all plastics can be converted to recycled plastics as some parts of our products require structural and safety related performance guarantees. However, we actively test newly available recycled plastic materials for use in components to overcome these limitations.

We currently track the use of four different plastic material categories used in components by weight. This information has provided us with an initial understanding of types and amounts of plastics used, including recycled plastics. We continue to explore the possible development of a data collection system that allows tracking of all other material sources like iron, steel, aluminum, copper and rubber, paving the way for a future project to complete initial Life Cycle Assessments on selected products. Ultimately, we are driven by the idea of providing our customers with sustainable, high-quality products.

"The use of recycled polymers is a vital step in aligning our operations with ESG principles by creating products that are more sustainable and recyclable. By integrating Life Cycle Assessments, we establish a strong foundation for continuous improvements that enhance sustainability, repairability and recyclability. These efforts not only reduce our environmental footprint but also reflect our dedication to creating long-term value for stakeholders and the broader community."

Luca Cappellazzo, R&D Operations Director

Quality and Product Safety

2024 STIGA Material Topic

Quality and product safety are key to ensuring consumer satisfaction and addressing increasing market demands, making them essential to the success of the business. Internally, they influence our Research & Development, Manufacturing, Quality and Product Compliance teams, while externally, they affect the supply chain and overall customer experience.

STIGA's Research & Development and Product Compliance departments use several analytical tools, such as the Design Failure Mode and Effects Analysis (DFMEA) to inform the process of designing safe, high quality products. The Product Certification department supports this activity by leading a structured Product Certification process based on International Notified Test Laboratory reports and/or internal Research & Development experimental tests.

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

	2022	2023	2024
Number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Number of incidents of non-compliance with regulations resulting in a warning	0	0	0
Number of incidents of non-compliance with voluntary codes	3	3	0
Total number of incidents of non-compliance	3	3	0

The Product Development process includes different control gates. Pre-production (PP1) is the most relevant gate before the Start of Production (SOP) and is carried out at the end of the Product Compliance and Certification Process, for which product certifications, user manuals and technical files should be completed. In adherence with these controls, all product components, industrial processes and tests must be successful before a new product goes to market. In this context, STIGA's medium-term objective is to continuously improve its product development, validation and certification processes to ensure a more sustainable and robust design.

A monthly Public Incident Board Report and monitoring system helps us track any incidents. In 2024, STIGA did not receive any notifications of non-compliance. Notifications received in previous years have been resolved. The only notable event was reported at the end of the year, coinciding with the entry into force of the new General Product Safety Regulation (GPSR), with a request from the retail market (DYI & e-commerce) to also include the company name of STIGA (ST. S.p.A.) on packaging (already present on the machine and in the instruction booklet, as per the Machinery Directive).

Impact

Malfunctions during product use, whether caused by a failure of safety measures or improper handling of the product, can lead to injuries to the user or those nearby. All STIGA products include components that could pose a risk to users if not used or handled correctly.

Mitigation

The Research & Development and Quality departments are dedicated to reducing safety incidents by conducting testing and reporting in accordance with international standards and applicable regulations. Additionally, to help prevent injuries, we simulate potential misuse scenarios and integrate insights gathered from market feedback.

Putting people first.

People

STIGA's Approach to People Management

2024 STIGA Material Topic

STIGA places great importance on creating and maintaining a positive and proactive work environment. Every decision concerning employees is made with a focus on equal opportunities. All HR processes are based strictly on merit, competence and other professional criteria. Employment agreements, including salary, pension, insurance and working hours, vary by individual companies but adhere to national regulations and industry standards. Above all, we reject any form of disrespectful or defamatory behaviour and utilise measures to avoid favouritism or discrimination against nationality, skin colour, religious beliefs, political opinions, trade union affiliation and gender.

These principles are reaffirmed in our "Gender Equality Certification" obtained in November 2024.

Processes and activities related to talent attraction, employee development and wellbeing are managed through formalised policies and procedures. These include the Recruiting & Selection policy and the Development & Training procedure, as well as specific projects and initiatives, based on the specific needs in each country.

Impact

There is employment uncertainty at STIGA due to high turnover, particularly at production plants, in part due to the seasonality of the business. In addition, there is turnover in the offices among younger employees who are more transitional in their careers.

Mitigation

STIGA is investing in initiatives to attract and retain talent and knowledge by increasing training opportunities, offering wellbeing benefits such as engagement events and carrying out employee surveys.

Human Rights

At all plants and offices, the Group promotes a positive work environment. We reject violations of human rights including forced or child labour, and respect local labour laws in terms of wages, benefits and working hours. We also train employees using our Code of Ethics.

Employees (FTE)

1,351.3

On 31 December 2024, STIGA counted employees by their FTE (Full Time Equivalent), recording an increase of 61 FTE from 1,290.9 FTE in 2023. The Increase in employees was mainly due to temporary workers hired at the end of the year.

The majority of these employees are on permanent contracts (76.7%). The remaining temporary contracts reflect the seasonality of the business and increases in production.

Workers Who Are Not Employees (FTE)

257.0

There was also a significant increase in external workers at STIGA's offices and plants in 2024 compared with 2023, when there were 83.7 external workers. These workers were provided by employment agencies or are leased staff, trainees and interns.

Talent Attraction

We have further strengthened our Talent Attraction strategy, focusing on two key pillars:

- We are committed to building an engaging and inclusive work environment where our talent feels valued, supported and part of a community.
- We invest in professional development programmes, diversity & inclusion initiatives and personalised career paths to ensure that every employee has the opportunity to grow and realise their potential.

At the same time, we want to raise awareness of our Company as a great place to work, where people can make a difference and contribute to a sustainable future. To this end, we continue nurturing relationships with schools, universities and external organisations, participating in industry events and communicating our Employer Value Proposition and commitment to sustainability in a transparent way.

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Employer Branding Activities

We continued focusing on engaging students from high schools and universities. Several events have been organised internally to celebrate STIGA's 90th Anniversary with employees and their friends and families.

54

Internships Activated

Hosting students or recent graduates gives us the opportunity to challenge ourselves while helping them take their first steps in a dynamic working environment. 13% of our most talented interns had the opportunity to pursue their path in our STIGA Family with employment contracts!

Training and Development Programme

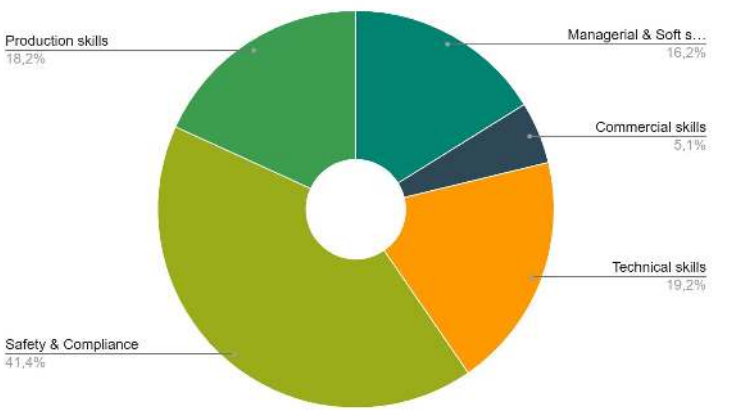
Across all Group companies, STIGA promotes access to training programmes both by organising internal courses and by financing participation in external initiatives. These initiatives are selected based on their consistency with corporate priorities and individual development needs. The development of competencies and skills is based on an analysis of training needs, which is carried out together with representatives of the various departments using structured assessment tools and interviews. At the same time, training initiatives are constantly offered to employees to develop and strengthen technical skills and specialist knowledge.

A significant focus this year was on workplace safety training, which accounted for approximately one-third of all training delivered. Technical and specialised training remained the second most prevalent area, with a particular emphasis on lithium-ion battery technology and ergonomic production programming methodologies.

GRI 404-1: Average hours of training per year per employee

	2022			2023			2024		
Average hours of training	Hours	Empl.(FTE)	Avg. (hr)	Hours	Empl.(FTE)	Avg. (hr)	Hours	Empl.(FTE)	Avg. (hr)
Men	15,951.2	1,127.4	14.1	14,385.0	943.6	15.2	17,080.3	1,021.9	16.7
Women	5,274.5	369.6	14.3	4,626.0	346.3	13.4	4,224.1	329.4	12.8
Executives	927.0	41.0	22.6	1,051.7	42.0	25.0	391.1	41.0	9.5
Managers	2,469.4	109.0	22.7	2,878.8	102.8	28.0	1,715.5	99.7	17.2
Office Staff	8,401.0	533.9	15.7	9,797.6	491.6	19.9	9,022.1	487.7	18.5
Production-site Workers	9,428.3	813.1	11.6	5,282.8	653.5	8.1	10,175.8	722.9	14.1
Totals	21,225.7	1,497.0	14.2	19,011.0	1,289.9	14.7	21,304.4	1,351.3	15.8

In-House Training Categories



Workforce Composition and Diversity

2024 STIGA Material Topic

STIGA promotes diversity within the Company through policies designed specifically to improve the gender balance of the workforce, attract more young talent and increase the number of positions available for people with disabilities.

Looking at the workforce, more than half of employees belong to the category "Production-site Workers" (722.9 out of 1,351.3). Across all categories, male employees account for the majority of staff, with female employees making up approximately 24% of the workforce (329.4 out of 1,351.3).

14.6% **Female Executives**
vs 19% in 2023

24.1% **Female Managers**
vs 23.3 % in 2023

Impact

Diversity is both an opportunity and a challenge for large scale companies like STIGA. Currently the Company does not have any female board members, and female employees account for around a quarter of the overall workforce.

Mitigation

STIGA rejects any form of disrespectful or defamatory behaviour, including gender discrimination. HR processes are based strictly on merit, competence and other professional criteria. STIGA Italy and China have implemented policies specifically aimed at increasing the number of positions available for people with disabilities.

Human Rights

Equal opportunities are critical to a strong workforce free from discrimination, harassment or misconduct. STIGA is actively working to improve both gender diversity and inclusion through partnerships and recruiting efforts.

GRI 405-1: Diversity of employees

	2022		2023		2024	
Diversity of employees	n	%	n	%	n	%
Executives	41.0	2.7%	42.0	3.3%	41.0	3.0%
Men	34.0	82.9%	34.0	81.0%	35.0	85.4%
Women	7.0	17.1%	8.0	19.0%	6.0	14.6%
< 30 years	0.0	0.0%	0.0	0.0%	0.0	0.0%
30 ≤ x ≤ 50 years	17.0	41.5%	17.0	40.5%	12.0	29.3%
> 50 years	24.0	58.5%	25.0	59.5%	29.0	70.7%
Managers	109.0	7.3%	102.8	8.0%	99.7	7.4%
Men	87.0	79.8%	78.8	76.7%	75.7	75.9%
Women	22.0	20.2%	24.0	23.3%	24.0	24.1%
< 30 years	1.0	0.9%	2.0	1.9%	2.0	2.0%
30 ≤ x ≤ 50 years	76.0	69.7%	68.8	66.9%	61.7	61.9%
> 50 years	32.0	29.4%	32.0	31.1%	36.0	36.1%
Office Staff	533.9	35.7%	491.6	38.1%	487.7	36.1%
Men	323.0	60.5%	303.7	61.8%	307.7	63.1%
Women	210.9	39.5%	187.9	38.2%	180.0	36.9%
< 30 years	83.7	15.7%	71.3	14.5%	64.8	13.3%
30 ≤ x ≤ 50 years	361.4	67.7%	331.4	67.4%	323.6	66.4%
> 50 years	88.9	16.6%	88.9	18.1%	99.2	20.3%
Production-site Workers	813.1	54.3%	653.5	50.7%	722.9	53.5%
Men	683.4	84.1%	527.1	80.7%	603.5	83.5%
Women	129.7	15.9%	126.4	19.3%	119.4	16.5%
< 30 years	291.7	35.9%	210.5	32.2%	276.5	38.2%
30 ≤ x ≤ 50 years	317.6	39.1%	239.9	36.7%	245.3	33.9%
> 50 years	203.8	25.1%	203.1	31.1%	201.1	27.8%
Total employees	1,497.0	100%	1,289.9	100%	1,351.3	100%

Safe Work Environment

At STIGA, risk mitigation begins with conscientious practices and adherence to high standards. The STIGA Quality, Health & Safety and Environment Policy* reflects the Company's commitment to protecting the environment and exceeding customer expectations while reducing risk. All machinery, equipment and technical systems used by employees are maintained in compliance with local safety regulations, and these standards are communicated through clear signs and detailed instruction manuals. Regular monitoring ensures tools are properly maintained, while buildings and appliances undergo routine maintenance and design reviews to enhance safety at facilities. STIGA also focuses on producing only small, simple types of equipment, which are externally certified by an auditor.

Employee training is a key element of STIGA's safety measures. These tailored programmes cover current workplace health and safety legislation, general and job-specific risks, fire emergencies, first aid and preventative measures to adopt in the workplace. Training equips employees with the knowledge to effectively mitigate risks.

Additionally, all employees in our plants are subject to initial and periodic medical examinations by a designated doctor, as outlined by national legislation. These evaluations determine job suitability and note any necessary prescriptions or limitations. Only job suitability reports are shared with the Human Resources and EHS departments, while personal medical data, health history and other sensitive information remain strictly confidential with the doctor.

*https://corporate.stiga.com/qhse-policy/

Employees receive health and safety information through:

- On-site safety notices.
- Plant-specific meetings.
- Emergency training sessions.
- A dedicated section on the intranet for the OHS Management System.
- Increased visibility indicators.
- Mandatory safety gear usage.
- Security updates displayed on TV screens at plant entrances.

In June, STIGA was audited for compliance with these activities under the ISO for Quality (9001), Environment (14001) and Health and Safety (45001), with only three minor non-conformities detected. Prior to this external audit, Headquarters conducted an internal audit on the Slovakia plant, demonstrating our ongoing commitment in this area.

Impact

Manufacturing activities inherently carry a "high-risk" profile within any organisation, especially in plants where mitigating work-related injuries and chemical exposure is critical.

Mitigation

STIGA has long focused on health and safety, continually enhancing its efforts and investing in additional measures to minimise work-related injuries.

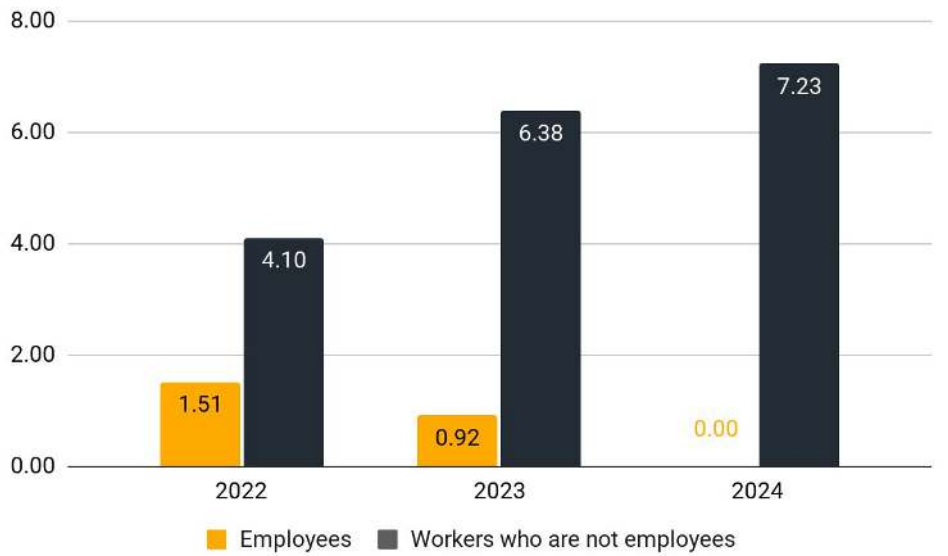
Human Rights

Every employee has the right to a workplace where risks are minimised, a goal STIGA achieves through training, meticulous implementation of procedures and continuous management and performance enhancements.

Injuries Data

Our goal at STIGA will always be zero/0 injuries. In 2024, the data on lost time accident (defined as accidents where injury resulted in more than three days of absence) show a decrease for recordable employee work-related injury rates (0.00 per 1 million hours in 2024, down from 0.92 in 2023). While the absolute number of recorded injuries for non-employees (2) remains the same in 2024 as it was in 2023, the injury rate has increased (7.23 in 2024, up from 6.38 in 2023). This is because, although the number of non-employees tripled in 2024, they still worked fewer total hours than in 2023. Neither of the injuries posed a fatal risk - both were contusive traumas to the hand. As of 31 December 2024, the China plant had achieved 1,778 days without a lost-time accident, thanks to the staff's active participation in safety reporting and sharing ideas.

GRI 403-9: Work-related injuries



The injuries are consistent with those identified in the risk assessment activities:

- Unintentional impacts with work equipment, containers and worker's surroundings at their workstations.
- Unintentional collisions with moving forklift trucks (which may lead to significant injuries).
- Cuts due to handling sharp objects, and burns.

GRI 403-9: Work-related injuries

	2022		2023		2024	
Employee Injuries	n	Rate	n	Rate	n	Rate
Recordable work-related injuries at end of year	4	1.51	2	0.92	0	0.00
of which fatalities	0	0	0	0	0	0
of which were high-consequence	0	0	1	0	0	0
Hours worked	2,641,467		2,185,360		2,202,102	
Total number of employees	1,497.0		1,289.9		1,351.3	

	2022		2023		2024	
Workers who are non-employee Injuries	n	Rate	n	Rate	n	Rate
Recordable work-related injuries at end of year	3	4.10	2	6.38	2	7.23
of which fatalities	0	0	0	0	0	0
of which were high-consequence	0	0	0	0	0	0
Hours worked	730,920		313,443		276,774	
Total number of workers who are not employees	488.3		83.7		257.0	

The metric has been updated to use a coefficient of 1,000,000 (instead of 200,000 used in previous reports) because it is more appropriate for companies of this size. In addition, the total worked hours for 2021 and 2022 have been updated for China and the Czech Republic to include missing hours for white collar employees.

The power of simplicity.

Processes

Cybersecurity and Data Protection

2024 STIGA Material Topic

The STIGA ICT department directly monitors the security of all of the Company's ICT devices, including PCs, servers, networks, mobile devices and applications. This also includes all STIGA products connected to the Group ICT systems through apps. Furthermore, vendors, logistics providers, employees and customers using the STIGA network have their safety monitored and data secured.

The STIGA ICT department has implemented the following security measures: antivirus software, web-filters, antispam systems, penetration tests (for Information and Communication Technologies/Operational Technology and Internet of Things landscapes), firmware and software patch upgrades, reinforced Wi-Fi security, backups, disaster recovery, cybersecurity insurance, user training and reviews of policies and procedures.

The existing ICT Security Plan was extended to 2023, with additional improvements aiming to:

- Reduce overall cybersecurity risks through a strong focus on endpoint equipment protection and endpoint behaviour changes (end user protection).
- Introduce an improvement cycle approach to security (Map and Measure, Prioritise and Plan, Protect, Evolve) to increase the cybersecurity maturity model of STIGA Group.

In 2024, the ICT Security Plan was further revised to address internal risks as well as implementing the latest standards for mitigating and reducing overall cybersecurity risks.

In order to bring all of our employees up to speed on this topic, we provided specific training on data privacy and cybersecurity.

STIGA has adopted an internal procedure for Personal Data Protection. It is applied across the whole organisation and defines data protection activities that are GDPR-compliant. The main objectives of the Personal Data Protection procedures are to:

- Define procedures which best ensure compliance with regulatory provisions on data protection with respect to the handling of personal data, rights of data subjects and relationships with supervisory authorities.
- Provide the standard forms to be used when fulfilling the data protection obligations.
- Define roles and responsibilities of the main subjects involved in the process.
- Define, support and coordinate the incident management flow to address the data breaches that can arise in an enterprise company.

The risks inherent to data confidentiality are measured each year through three main Key Risk Indicators (KRIs):

- Antivirus pattern compliance (software update), measuring the implementation rate of the latest anti-malware software across all company devices.
- Number of information security incidents classified as unauthorised disclosure by the Incident Management Committee, composed of the SVP Group Legal & HR, the Data Protection Officer (DPO) and representatives of the specific business units involved in the incident. This Committee is called to decide whether the Information Security Incident can be mitigated by adopting proper containment and resolution activities or if it is necessary to activate the Crisis Management Plan.
- Number of detected security attacks blocked by the anti-intrusion systems.

Product Connectivity and Digital Innovation

STIGA's connectivity project began in 2020 when we connected our first battery powered tractors to mobile apps. In 2024, we had our first robot-focused year, with 10,000 autonomous lawn mowers activated by consumers.

Using the STIGA.GO connected app, customers can manage their robot mowers remotely, check their status and create a map telling the robots where to mow. The STIGA Service app provides support for dealers, including with information on how products are being used by customers. STIGA manages this information exchange through the cloud, carrying out regular tests to ensure data is protected.

This three-part connectivity project contributes to increased product life and improved performance.

The **STIGA.GO App** The STIGA.GO App alerts customers when their product needs maintenance, and when firmware upgrades are available, and also allows them to set cutting parameters. With battery powered products, customers can also track charge levels, set charging to take place during optimal hours, and see the total reduction in CO2 emissions.

The **STIGA Service App** allows dealers to monitor products sold to consumers and receive reports if they malfunction. The app also lets dealers order parts prior to servicing machines, and provides information that allows them to understand whether customers have been using their machines correctly.

In the past two years, STIGA has invested in the usability of these apps and added features that encourage customers to follow best practices for gardening. As can be seen in the Non-GRI 2 table, the proportion of smart products that users have connected to the STIGA.GO App at least once has grown from 25% in 2022 to 42% in 2024. As the number of smart products increases along with new features on the mobile app, we expect this percentage to continue to rise.

Non GRI - 2: Technology usage Index

	2022	2023	2024
Quantity of sold products that have been connected to STIGA app at least once	4,069	7,268	14,500
Quantity of sold products that can be connected to STIGA app	16,200	17,882	34,800
Share of sold app-ready products that have been connected to STIGA app	25%	41%	42%

Efficient and Low Impact Plants and Offices

STIGA's sustainability strategy aims to reduce emissions across the organisation. To achieve this, STIGA is improving internal processes and procedures to minimise environmental impact.

A key milestone was the completion of our largest project focused on energy efficiency and sustainability: the installation of solar panels (also known as a photovoltaic system) on the roof of STIGA's headquarters, in addition to those already in use at the Chinese plant.

Installing a photovoltaic system offers multiple benefits for STIGA. It lowers energy costs by generating clean, independent energy, reducing reliance on the grid. It also supports environmental sustainability by decreasing CO2 emissions and the Company's ecological footprint. The use of renewable technologies boosts production efficiency and aligns with corporate responsibility goals, enhancing the Company's reputation as an innovative and sustainable leader in its sector and building trust with clients and stakeholders.

Impact

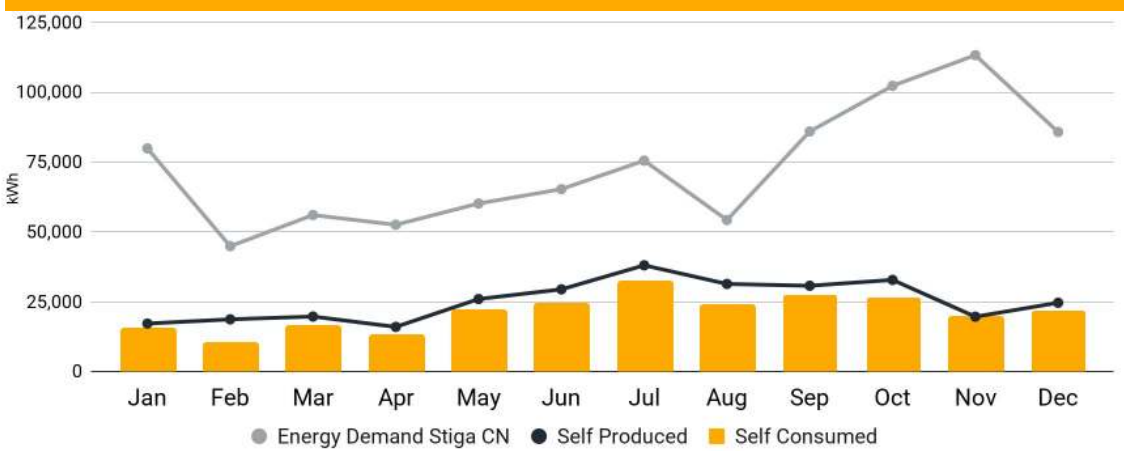
STIGA's plants and offices do not consume energy as intensively as many organisations, but their impact is still significant in the global context of climate change and the overall need to improve sustainability in business.

Mitigation

STIGA is reducing the impact of its energy consumption by installing solar panels at owned plants and purchasing renewable energy certificates at eight offices. Installation of solar panels started in 2022 at the China plant and continued in 2023 in Italy. Now that the majority of our energy is renewable, we will turn our focus toward energy savings measures.

Energy & Photovoltaic Trend - Italy

Energy & Photovoltaic Trend - China



Group Carbon Footprint

As industry aims to respond to climate change, it's crucial for companies to understand the individual impact they are having and seek ways to evolve. That's what we're doing at STIGA: setting objectives to reduce our impact by calculating the STIGA Group Carbon Footprint.

STIGA has been calculating its carbon footprint since 2022, measuring emissions across Scope 1, Scope 2 and Scope 3. This approach ensures we capture a comprehensive view of our environmental impact, encompassing direct emissions, energy use and the full life cycle of our products. This year we took a step further, by deepening our research and improving the accuracy of our data.

While the carbon footprint calculation is still ongoing, early results have highlighted two key areas where we can make significant improvements: logistics, particularly the last mile; and the use phase of our products. Improving the efficiency of our logistics network and reducing the impact associated with product use are crucial steps toward achieving our sustainability targets.

Nevertheless, the audit by the external body DNV yielded positive results, confirming the robustness of our data and methodologies. We expect to complete the technical review and receive ISO 14064-1 certification by January 2025.

Looking ahead, we are committed to further refining the carbon footprint calculation, which will help us continue to strengthen our sustainability initiatives and provide transparency to our stakeholders about the progress we are making in reducing our environmental impact.

"Assessing our carbon footprint is one small step in the journey we are on to improve the future of our planet. This has excited me the most from the beginning: a chance to make a difference by understanding the areas where we can reduce our impact on the climate. Then, with this information, we can start implementing emission reduction projects and, drop by drop, our efforts will add up to a sea of change."

Andrea Fogo
QHSE System Engineer

Responsible Supply Chain

2024 STIGA Material Topic

Our supplier network is a key element underpinning success for the Company. In 2024, STIGA utilised 1,520 suppliers*, selected based on quality, technology, ESG and commercial criteria.

Since 2022, we have been actively onboarding our suppliers onto Sedex, a key platform that allows us to measure and monitor the risks within our supply chain. This initiative has been crucial in understanding and addressing potential challenges, measuring progressive performances and ensuring responsible practices throughout our operations.

In 2024, we took a significant step forward by conducting our first ESG audits, with a total of five audits carried out—some by our internal team and others with external auditors. These audits were focused on identifying and addressing the most critical risks highlighted by the Sedex risk map.

Nicole Luo
Global commodity Leader

GRI 2-6: Supply chain (Number of suppliers)

For suppliers identified as underperforming, we are committed to working collaboratively with them to implement corrective actions and improve their practices. Moving forward, starting in 2025, we will require all suppliers to provide CO2 data in compliance with the Corporate Sustainability Reporting Directive (CSRD), and we will also ask them to commit to a reduction plan.

This ongoing effort underscores our dedication to driving sustainable practices and fostering a resilient, responsible supply chain.

As part of our commitment to sustainability, in collaboration with R&D, we are enhancing the use of recycled materials, with a focus on plastics, and actively engaging suppliers to drive innovative, sustainable solutions across the entire value chain.

*Suppliers with purchases > €5,000. **https://corporate.stiga.com/code-of-ethics/

Impact

By integrating sustainability criteria into the supplier selection process, the Company aims to raise awareness of ESG topics across its supply chain.

Mitigation

We will gain additional visibility into suppliers, including risks, through our collaboration with Sedex, for a more proactive and informed approach to supplier ESG selection moving forward.

Human Rights

The STIGA Code of Ethics ensures that our suppliers and employees adhere to our values and principles, including a respect for human rights. We enrolled our top spending suppliers in Sedex to gain insights on human rights practices as well as other ESG topics.

For further details of anything discussed in this document, please contact our Sustainability department at the following e-mail address:
esg.sustainability@stiga.com

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We believe…
In the power of **simplicity**:
making the complex intuitive.
In **giant leaps**, not small steps.
In questions, not answers.
Because **curiosity** drives us.
In breaking the rules and **challenging** convention,
while working in harmony with nature.
In putting **people** first –
giving them the power they need,
when and where they need it.
In having the **courage** to do the right thing –
for our people, customers and planet.
In doing more with less, but performing better.
In the strength of **logic** and rationality.
In the power of imagination and **magic**.
In the joy and ever-changing wonder of gardening.
And, above all, knowing if you look after the planet,
it will look after you.

We are **green-fingered engineers**.
We are STIGA.

”

STIGA