



STABILUS GROUP TRANSFORMATION PROGRAM

ANALYST & INVESTOR WEB CONFERENCE
SEPTEMBER 19, 2025

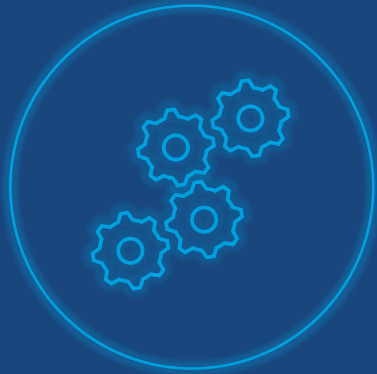
Stabilus SE (the “Company”, later “Stabilus”) has prepared this presentation solely for your information. It should not be treated as giving investment advice. Neither the Company, nor any of its directors, officers, employees, direct or indirect shareholders and advisors nor any other person shall have any liability whatsoever for any direct or indirect losses arising from any use of this presentation.

While the Company has taken all reasonable care to ensure that the facts stated in this presentation are accurate and that the opinions contained in it are fair and reasonable, this presentation is selective in nature. Any opinions expressed in this presentation are subject to change without notice and neither the Company nor any other person is under any obligation to update or keep current the information contained in this presentation. Where this presentation quotes any information or statistics from any external source, you should not interpret that the Company has adopted or endorsed such information or statistics as being accurate. This presentation contains forward-looking statements, which involve risks, uncertainties and assumptions that could cause actual results, performance or events to differ materially from those described in, or expressed or implied by, such statements. These statements reflect the Company’s current knowledge and its expectations and projections about future events and may be identified by the context of such statements or words such as “anticipate,” “believe”, “estimate”, “expect”, “intend”, “plan”, “project” and “target”. No obligation is assumed to update any such statement.

Numbers were rounded to one decimal. Due to rounding, numbers presented may not add up precisely to the totals provided.

SHIFTING INTO A HIGHER GEAR ON THE WAY TO OUR PROFITABILITY TARGETS

STABILUS



Organizational transformation: adjustments to the organizational structure, reduction of hierarchical layers, alignment of processes to foster stronger customer focus and faster decision-making

Location-related measures: consolidation of office and production facilities (e.g., consolidation of our facilities in Germany, the USA, Singapore and Thailand)

Personnel-related measures: workforce reduction by around 450 employees (c. 6% of global workforce), predominantly in EMEA and Americas

Strong commitment to STAR 2030 targets, particularly to delivering an adj. EBIT margin of 15%.



c. €18m one-off expenses, predominantly related to severance payments, real estate measures, and other restructuring costs

- › expenses/provision recognized in FY2025
- › cash outflow will be largely in FY2026

c. €19m cost savings in FY2027

c. €32m recurring annual cost savings from FY2028 onwards

FY2025 FORECAST FOR REVENUE, ADJ. EBIT MARGIN AND ADJ. FCF UNCHANGED

STABILUS

	FY2024 Actual
Revenue	€1,305.9m
Adj. EBIT margin	12.0%
Adj. FCF	€132.8m

FY2025 Forecast

c. €1.3bn

c. 11%

c. €105m

- › Due to the provision for one-off restructuring expenses of €18m (booked in Sept 2025), **the FY2025 profit is expected to amount to c. €25m, which is below the current market expectations** (Vara consensus: €47.1m).



Q&A SESSION



STABILUS

M O T I O N C O N T R O L

Experience Stabilus motion control virtually
[GROUP.STABILUS.COM/BUSINESS-PARK-MEDIA](https://group.stabilus.com/business-park-media)



Contact Stabilus IR
[IR.STABILUS.COM](https://ir.stabilus.com)