HUBER+SUHNER

HUBER+SUHNER

We connect people with people by connecting things with things

Connecting – today and beyond

Global footprint with strong local presence

Serving between 4’000 and 5’000 customers worldwide

- Countries with HUBER+SUHNER representation
- Sales locations
- Production and assembly sites

20
countries

4’000
employees globally

1’200
employees in CH

Management team

*Executive Group Management
**Extended Executive Group Management

Urs Ryffel*
CEO
joined 2002
Swiss citizen

Richard Haemmerli*
CFO | Finance, Legal, Global Sourcing
joined 2025
Swiss citizen

Patricia Stolz*
CHRO | Global Human Resources
joined 2015
Swiss citizen

Susanne Buck**
Head of Group Strategy and M&A
joined 2024
Swiss citizen

Christiane Jelinek**
CCO | Corporate Communications
joined 2024
German citizen

Alexander Graf**
CIO | IT, Group Programmes
joined 2019
German citizen

Jürgen Walter*
COO
Communication segment
joined 2021
German citizen

Reto Bolt*
COO
Industry segment
joined 1993
Swiss citizen

Drew Nixon*
COO
Transportation segment
joined 2004
US citizen

Company history

1864
Founding of SUHNER & Co. AG in Herisau

1882
Founding of Aktiengesellschaft R. & E. HUBER in Pfäffikon

1969
Merger into HUBER+SUHNER AG

2012
Acquisition of Astrolab Warren, USA

2014
Acquisition of Cube Optics Mainz, Germany

2016
Acquisition of Polatis Cambridge, UK and Bedford, USA

2017
Acquisition of Inwave Reute, Switzerland

2019
Acquisition of antenna business (rail, bus, special communications) from Kathrein

2019
Acquisition of BKtel Germany

2021
Acquisition of ROADMap Systems Ltd., UK

2022
Acquisition of Phoenix Dynamics Ltd., UK

2026
Acquisition Ingun, Germany

Human needs and megatrends shape business focus

Being mobile

Communicating seamlessly

Feeling secure

Urbanisation
Third places
Smart city
Megacity
Sustainable transport

Eco-intelligence
Sustainable transport
Decarbonisation
Circular economy

Mobility
E-mobility
Autonomous driving
Third places
Seamless mobility
Decarbonisation
6G

Connectivity
Artificial intelligence
Quantum computing
Business ecosystems
Autonomous driving
Omni interaction
Intelligent automation
Smart city
6G

Knowledge culture
Open innovation

Security
Military innovation
Resilience
Autonomous driving

Source: Zukunftsinstitut

Facts & figures

Key figures 2025

HUBER+SUHNER

864.1
net sales in CHF million

10.5%
EBIT in percent of net sales

74.9
net income in CHF million

4.03
earnings per share in CHF

7.1%
R&D spend in % of net sales

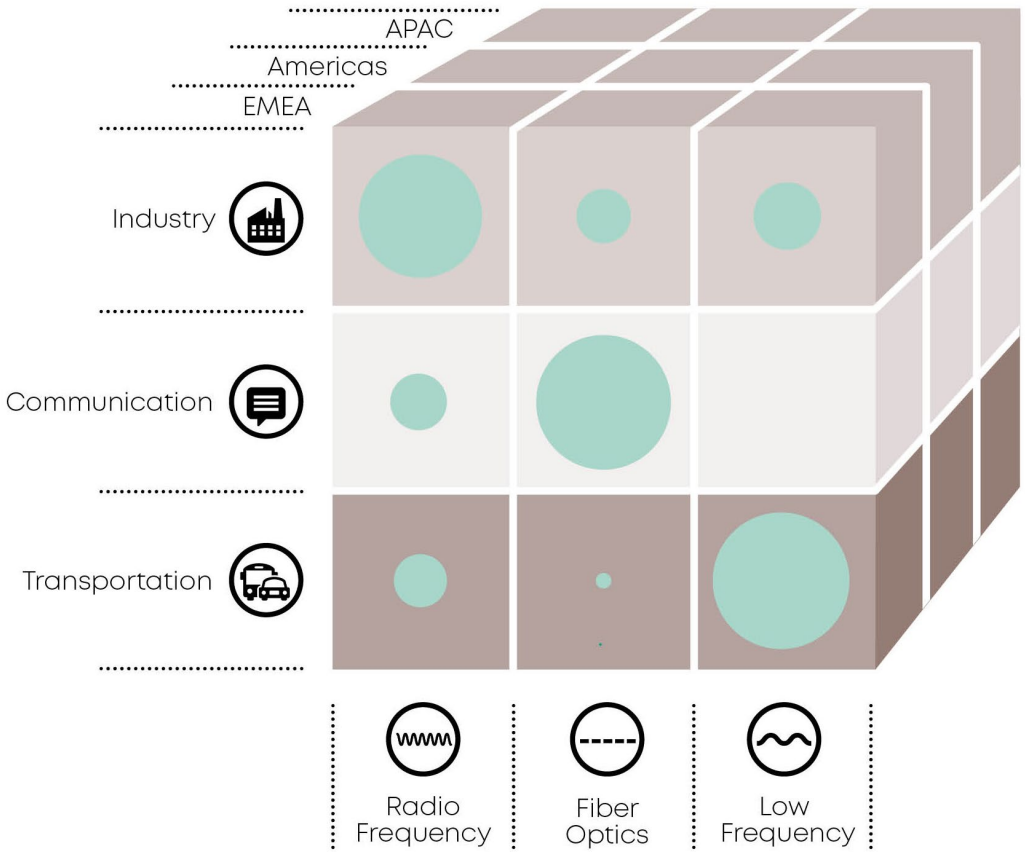
69.5
free operating cash flow in CHF million

17.1%
return on invested capital

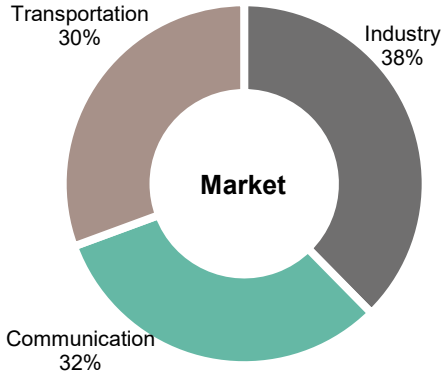
77.9%
equity ratio

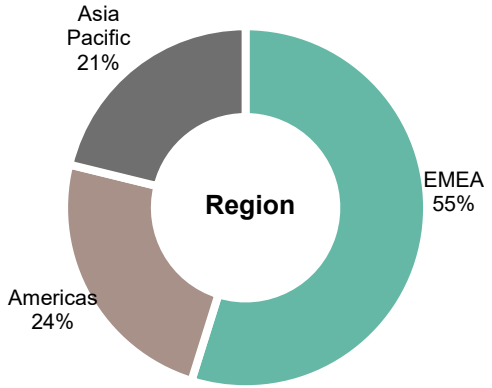
Diversified across markets, technologies and regions

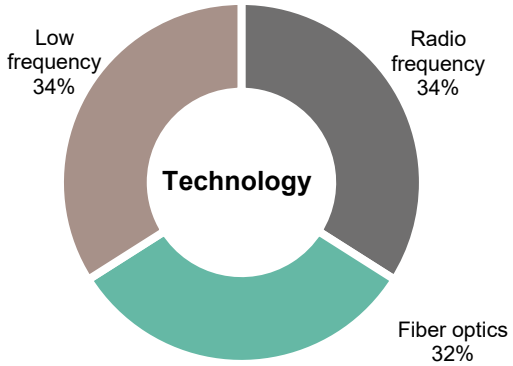
Our 3x3 approach



Sales split

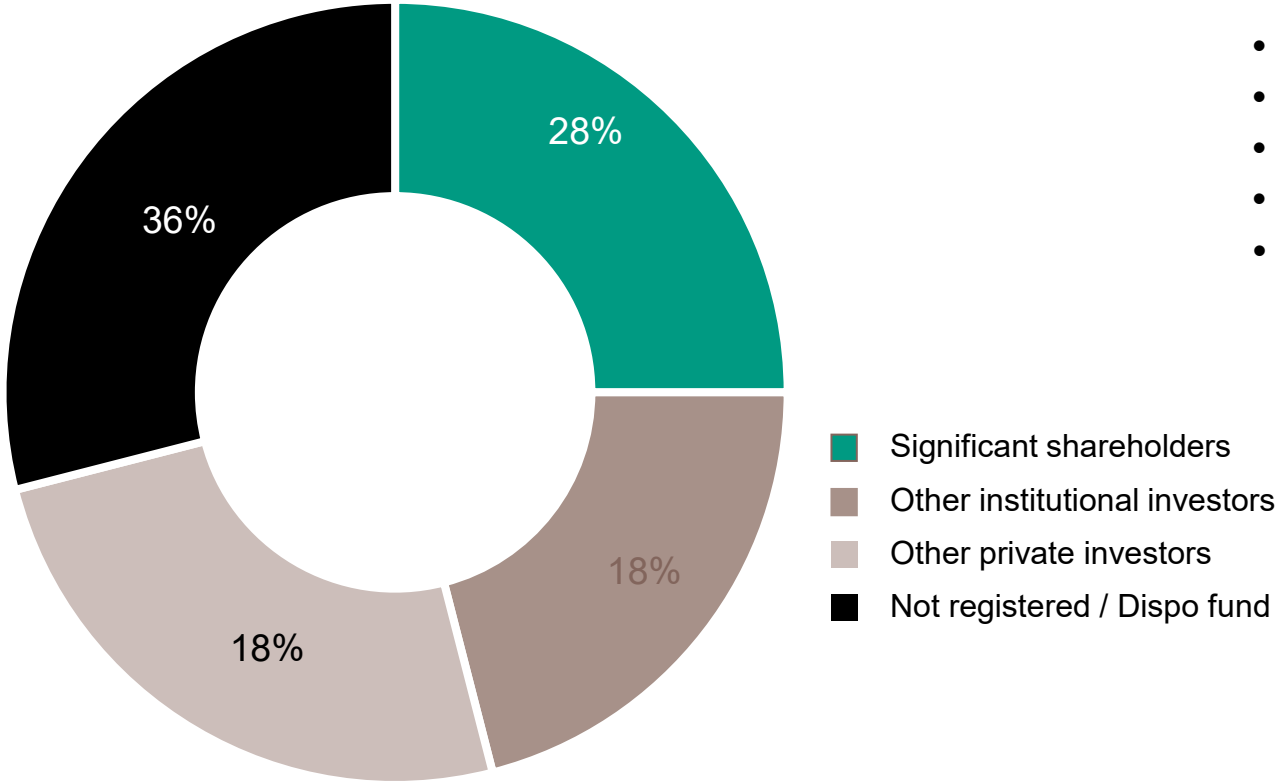






Shareholder base as of year-end 2025

Approx. 6’500 shareholders

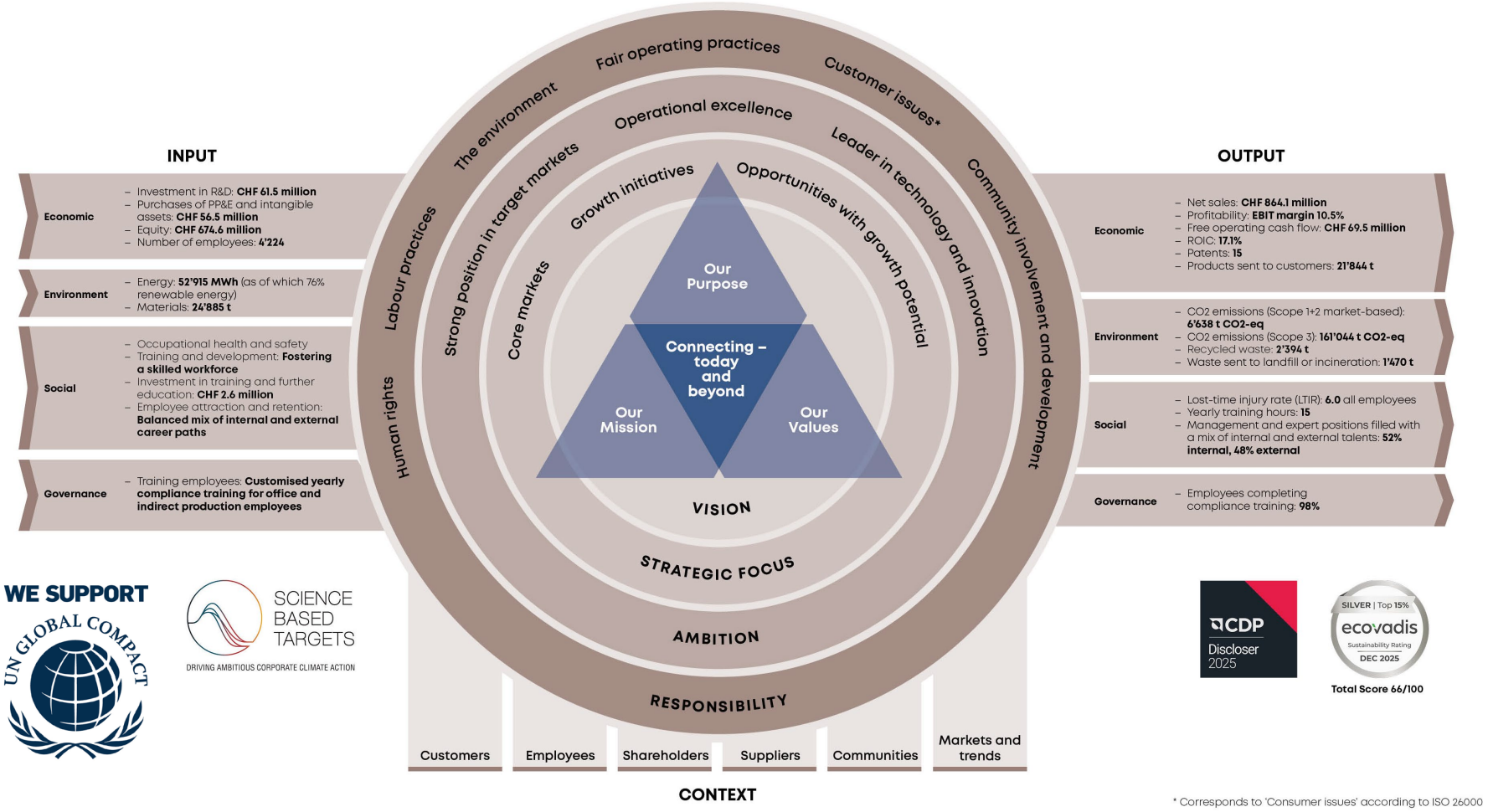


Significant shareholders (>3%)*

• EGS Beteiligungen AG	9.7%
• S. Hoffmann-Suhner	6.5%
• UBS Fund Management (Switzerland) AG**	5.0%
• Huwa Finanz- und Beteiligungs AG	3.4%
• Swisscanto Fondsleitung AG***	3.0%

*as of 31.12.2025
**disclosed value by UBS as of 14.05 2025: 5.009%
*** disclosed value by Swisscanto as of 09.04.2025: 3.008%

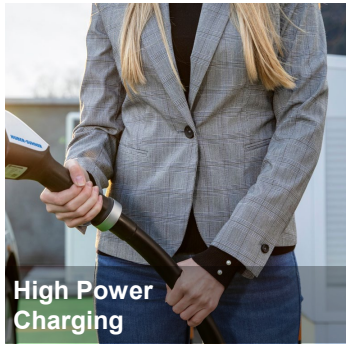
Sustainable value creation and distribution



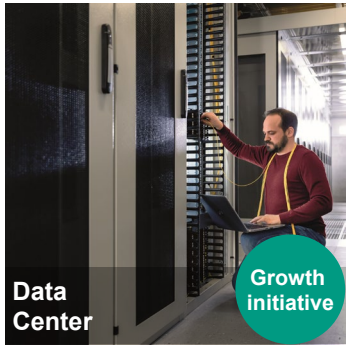
Markets and customers

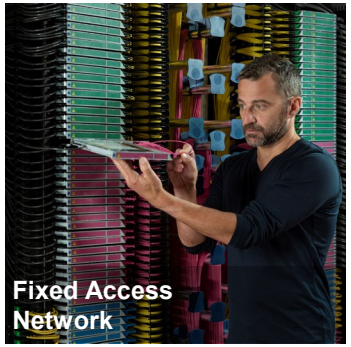
Highly attractive markets across all three segments

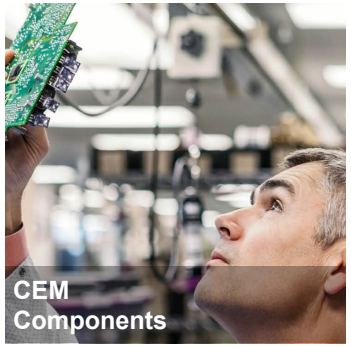
Industry



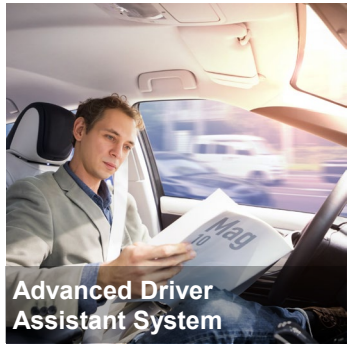
Communication



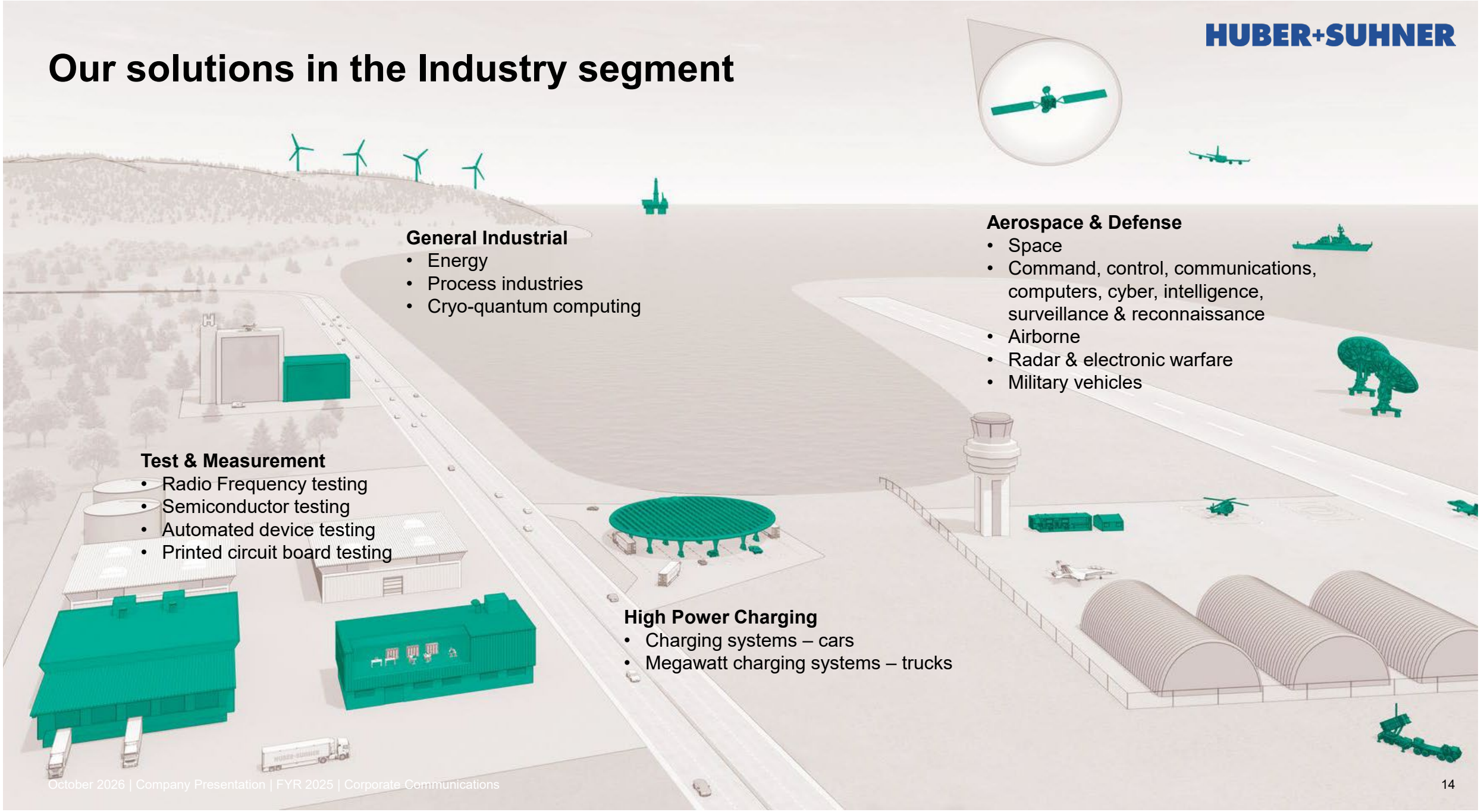




Transportation



Our solutions in the Industry segment



General Industrial
- Energy
- Process industries
- Cryo-quantum computing

Aerospace & Defense
- Space
- Command, control, communications, computers, cyber, intelligence, surveillance & reconnaissance
- Airborne
- Radar & electronic warfare
- Military vehicles

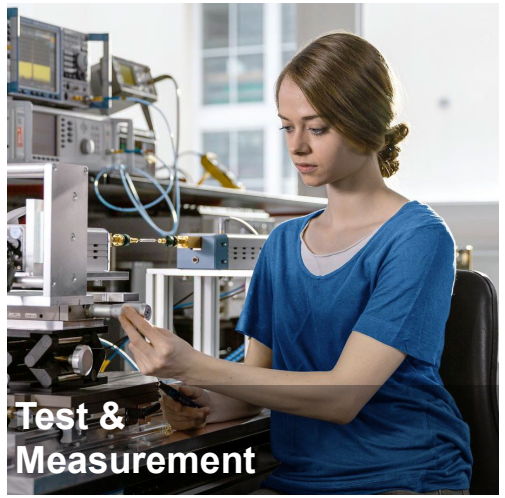
Test & Measurement
- Radio Frequency testing
- Semiconductor testing
- Automated device testing
- Printed circuit board testing

High Power Charging
- Charging systems – cars
- Megawatt charging systems – trucks

Industry: Advanced and differentiated solutions

Lifetime data integrity and power transmission for critical applications

Ensuring uncompromised reliability under extreme conditions while at the same time reducing size, costs and weight calls for highly robust connectivity solutions in aerospace and defense.

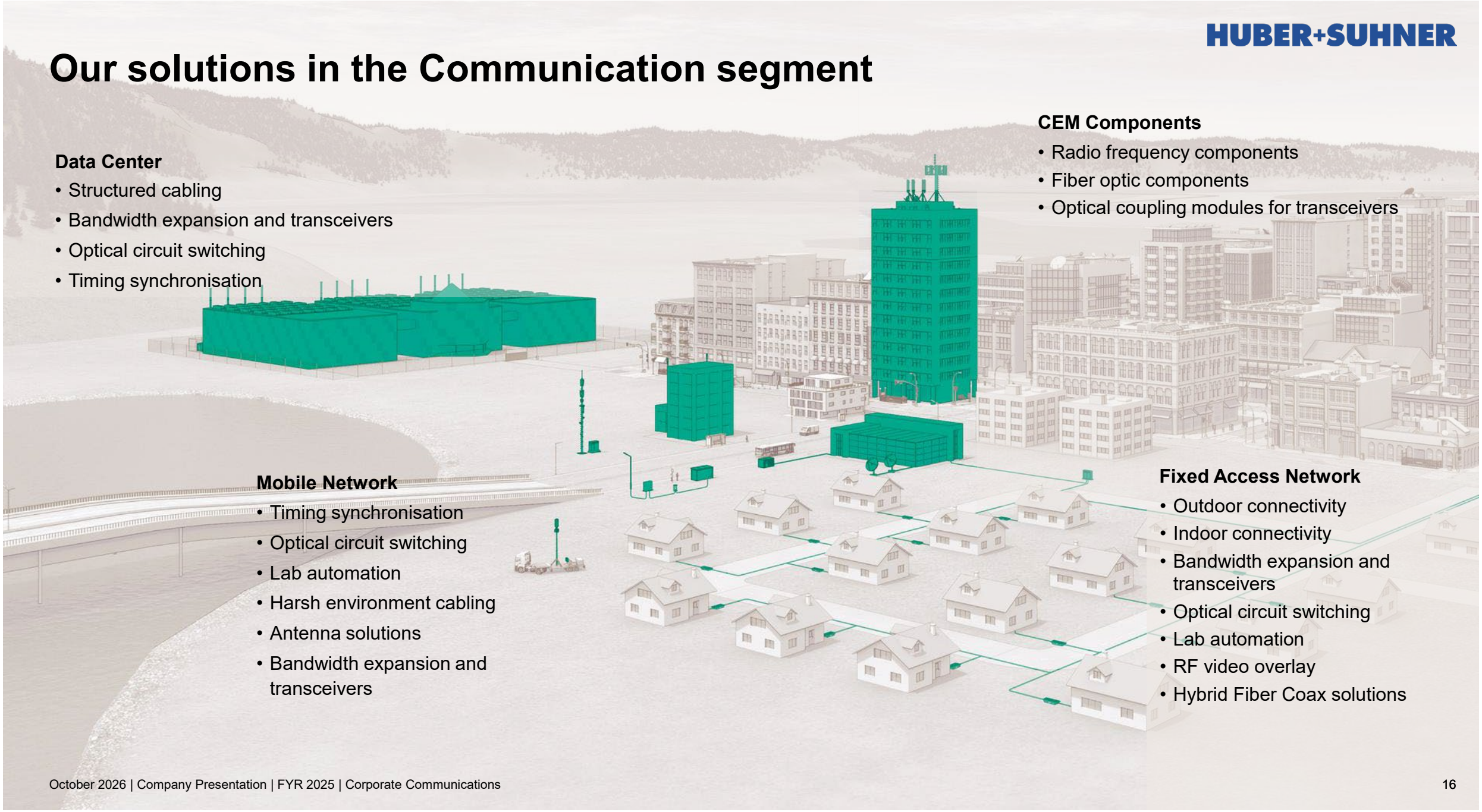


The functioning of our increasingly high-tech world relies on constant testing and measurement. Reliable performance at high speed, in high frequencies and under all conditions is what our components stand for.
.

Leading the development of future-proof solutions for high power charging infrastructure builders and station operators to meet the growing demand for safe, efficient and reliable charging of the world's electric vehicles.

Delivering delivers best-in-class connectivity solutions, capable of tackling challenges across energy, medical devices, oil and gas, and other industries such as mining and tunnelling as well as quantum computing.

Our solutions in the Communication segment



Data Center
- Structured cabling
- Bandwidth expansion and transceivers
- Optical circuit switching
- Timing synchronisation

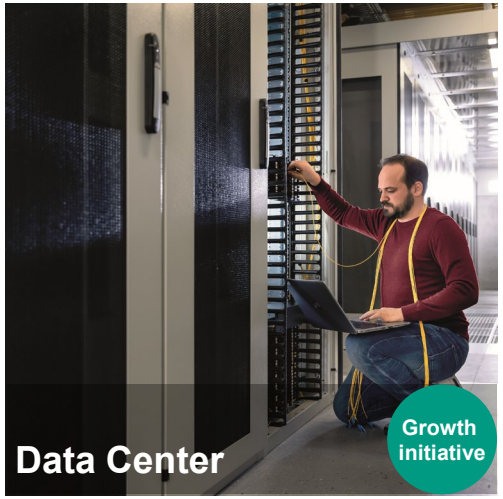
CEM Components
- Radio frequency components
- Fiber optic components
- Optical coupling modules for transceivers

Mobile Network
- Timing synchronisation
- Optical circuit switching
- Lab automation
- Harsh environment cabling
- Antenna solutions
- Bandwidth expansion and transceivers

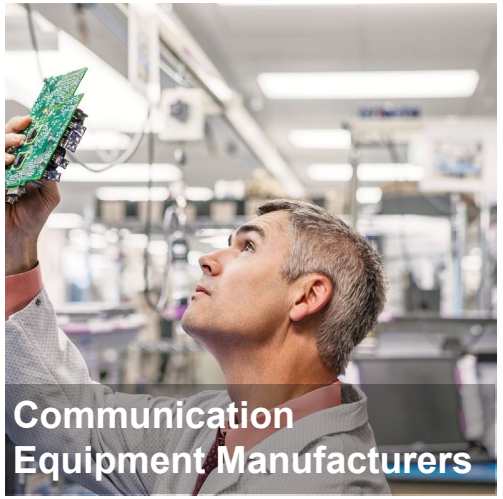
Fixed Access Network
- Outdoor connectivity
- Indoor connectivity
- Bandwidth expansion and transceivers
- Optical circuit switching
- Lab automation
- RF video overlay
- Hybrid Fiber Coax solutions

Communication: Comprehensive connectivity solutions

A secure, future-ready physical layer that ensures performance, density and scalability

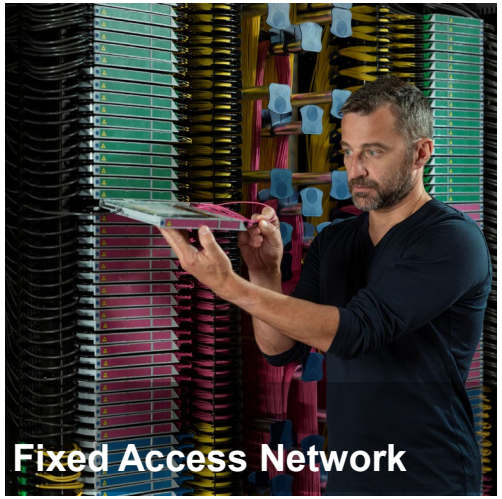


Simplicity is the key to developing compact, easy-to-install and expandable data center solutions in an ever-growing market.



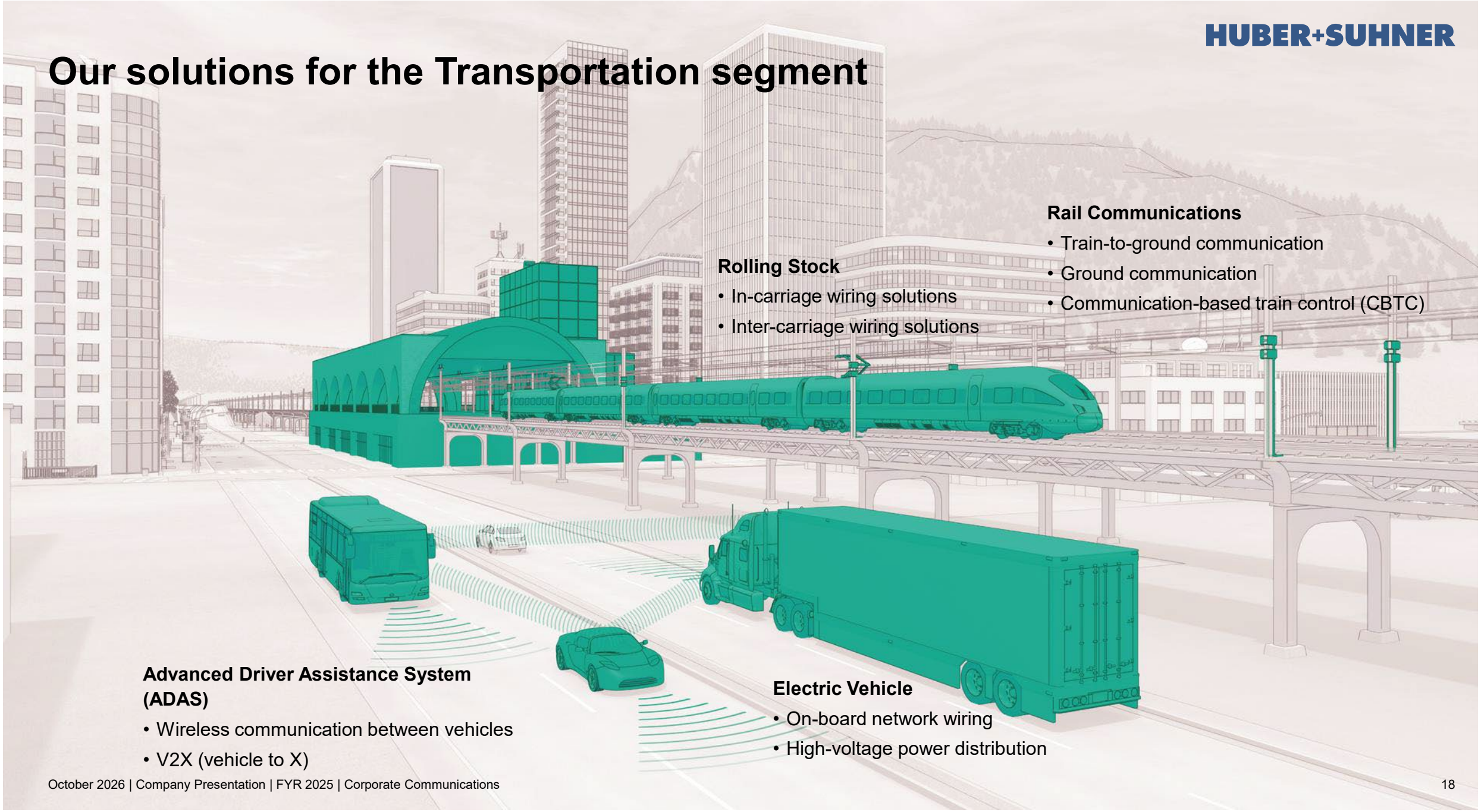
Extending network coverage and capacity at competitive costs and at a fast pace is made possible by partnering with our customers in technology and innovation.

High volumes and increasing cost pressure demand continuous improvements in efficiency. Integrated solutions reduce installation costs and create competitive advantages for our customers.



Bringing high-speed internet into every home is becoming a global commodity. Ensuring the expandability of fiber networks at low costs and with high efficacy is what helps to make this happen.

Our solutions for the Transportation segment



Rolling Stock
- In-carriage wiring solutions
- Inter-carriage wiring solutions

Rail Communications
- Train-to-ground communication
- Ground communication
- Communication-based train control (CBTC)

Advanced Driver Assistance System (ADAS)
- Wireless communication between vehicles
- V2X (vehicle to X)

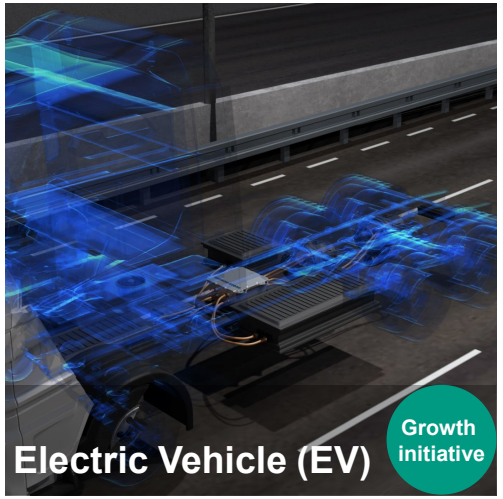
Electric Vehicle
- On-board network wiring
- High-voltage power distribution

Transportation: Sustainable solutions for rail and road mobility

Efficient electrical transmission, high-speed data transfer and autonomous control

Rail Communication

Connectivity solutions in transportation utilise reliable and high-performance communications which ensure operational efficiency, safety and improved passenger experience.



Electric Vehicle (EV)

Cutting emissions and making our mobility more sustainable is driving the worldwide need for compact, safe and reliable connectivity systems in electric vehicles.

Rolling Stock

Rolling stock is now highly complex and requires innovative on-board technologies to efficiently transmit data and power. Our comprehensive connectivity solutions ensure efficiency, reliability, and safety.

Advanced Driver Assistant System (ADAS)

Self-driving vehicles are revolutionising the future mobility. High-performing radar systems and high data transmission solutions will ensure safety and offer comfortable driving experience.

Sustainability

Sustainability strategy: responsible ESG practices

Ensuring health and safety:

Occupational accidents with lost time per one million hours worked per year (LTIR): **≤ 3.0**

Addressing climate change:

- Scope 1+2 emissions: **-55% by 2030**
- Scope 3 emissions: **-25% by 2030**
- Scope 1, 2 and 3 emissions: **Net zero by 2050**

Lowering intensity of resource use by 2030:

- Energy intensity: **-15%**
- Intensity of waste sent to landfill/incineration: **-25%**

Maintaining a workforce with balanced mix of internal and external career paths:

Ensure that all management and expert positions are filled with a **40–60%** mix of internal and external talent

Fostering a skilled workforce with an agile mindset:

Yearly training hours per employee: **≥ 16h**

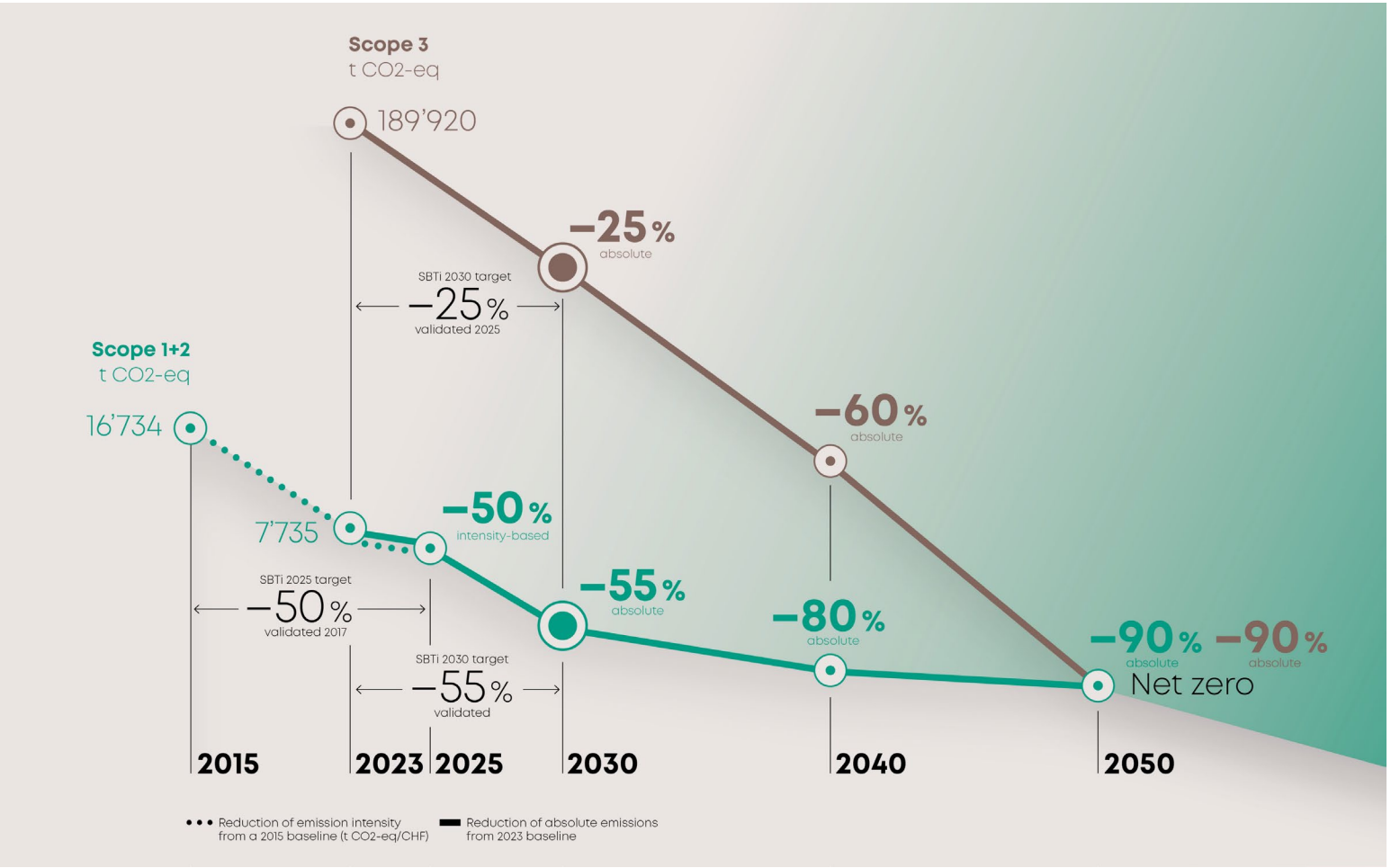
Combating corruption and bribery:

Annual employee online compliance training participation rate: **≥ 95%**

The non-financial reporting 2025 was prepared in reference to the European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards' (ESRS) Sector agnostic Set 1. An independent assurance report was performed on selected sustainability disclosures and indicators by Ernst & Young Ltd.

Science Based Target initiative (SBTi)

Greenhouse gas emission goals 2030 and 2050 validated



The near-team SBTi target until 2030 is to reduce absolute emissions in Scope 1+2 by 55% from a 2023 baseline, and by 25% in Scope 3 (emissions that arise in the upstream and downstream value chain).
The long-term SBTi target until 2050 is an absolute reduction of 90% of all emissions.

Further information can be found in the media release and in our Non-financial Report.

HUBER+SUHNER

Sustainability strategy: progress 2025

	2025	2024	Δ
Scope 1+2 target validated by the SBTi in 2017, reached in 2025[1)]	-	-	-
Scope 1+2 (market-based) in tCO2-eq, Target: -55% by 2030	6’631	6’128	8.3%
Scope 3 in tCO2-eq, Target: -25% by 2030	161’044	209’384	(23.1%)
Intensity waste sent to landfill/incineration in kg as of net revenue Target -25% by 2030	1.7	1.7	1.5%[1)]
Energy intensity in MWh as of net revenue, Target: -15% by 2030	61	60	2.7%[1)]
LTIR (Occupational accidents with lost time per one million hours worked per year), Target ≤ 3.0	6.0	2.6	3.4
Average training per employee per year in hours, Target ≥ 16	15	17	(12%)
Participation in online compliance training per year in % Target: : ≥ 95%	98%	98%	

1) The scope 1+2 target from 2017, energy intensity and the intensity of waste sent to landfill/incineration were previously calculated relative to added value (VA). Using added value as the reference, we observe a 6.3% decrease in waste sent to landfill/ incineration and a 5.2% decrease in energy intensity.

Commitments, disclosures and ratings

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

HUBER+SUHNER achieved the SBTi validated target from 2017 of -55% for its Scope 1+2 in 2025. At the beginning of January 2025, the Science Based Target initiative (SBTi) validated our greenhouse gas emission reduction targets in Scope 1, 2, and 3 for 2030 and 2050.

CDP Discloser 2025

Climate change rating 2025: A- (Implementing current best practices). HUBER+SUHNER is among the 22‘100 companies worldwide that discloses data about climate change and water via the CDP platform.

SILVER | Top 15%
ecovadis
Sustainability Rating
DEC 2025

With an overall score of 75/100, HUBER+SUHNER achieves a silver medal and is among the top 15% of companies globally among all sectors which participated in the EcoVadis rating.

WE SUPPORT
UN GLOBAL COMPACT

HUBER+SUHNER AG and its subsidiaries are a signatory of the UN Global Compact since 2020.

Connecting – today and beyond

Disclaimer

This document is for presentation purposes only. It contains certain forward-looking statements including, but not limited to, those using the words “believes”, “assumes”, “expects” or formulations of a similar kind. Such forward-looking statements are made on the basis of assumptions and expectations that the company believes to be reasonable at this time, but may prove to be erroneous. Such statements are subject to known and unknown risks and uncertainties. The actual results of HUBER+SUHNER may differ materially from those anticipated in forward-looking statements and outlook. The company is making great efforts to include accurate and up-to-date information; however, no representations or warranties are made, expressed or implied, as to the accuracy or completeness of the information provided in this handout, and the company disclaims any liability for the use of it.