ESG FOCUS: Environment

January 2026

DAVID DUNBAR
Chief Executive Officer

Message from our leaders

*“At Standex, we see **environmental responsibility** not as a regulatory requirement, but as a **strategic lever** for long-term growth.*

*As an industrial company, we **operate** in sectors that **enable** the energy transition, advanced mobility, and next-generation manufacturing. This gives us both the **opportunity and the responsibility to reduce our footprint and accelerate sustainable solutions** for our customers.*

*Our **goal** is clear: lower emissions, increase efficiency, preserve natural resources, and embed sustainability into everything we do, from product design to operations and governance.*

*With the support of our **ESG Council** and the direct involvement of **all business units**, we are laying the **foundation** for measurable, **lasting impact**”.*

Standex at a glance

FY25 REVENUE	FY25 OPERATING INCOME	MKT CAP as of 16 Jan 2026
$790M	$94M	$3.03B

~ 4,100 employees

53 plants & service centers

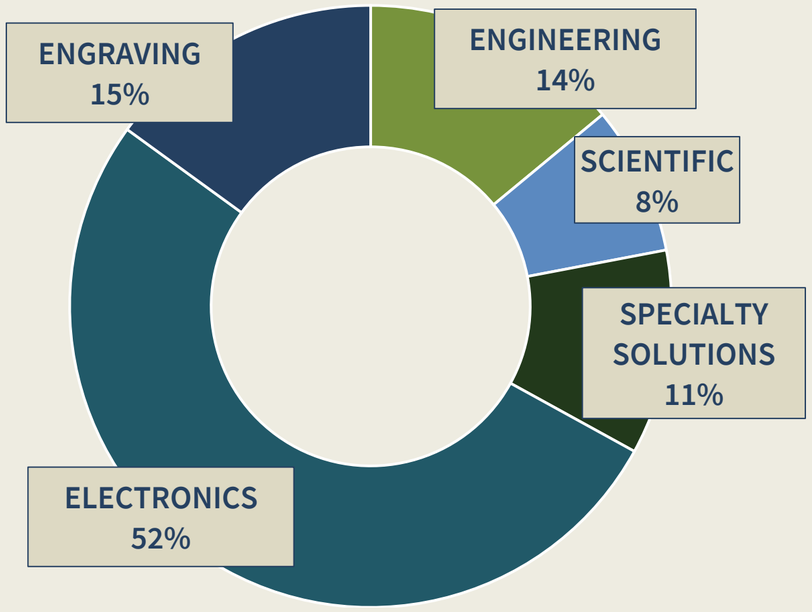
in 19 countries

Standex International Corporation is a **global industrial** growth company operating through market-leading brands in **electronics**, cutting-edge **forming technologies**, **engraving** and **scientific refrigeration**.

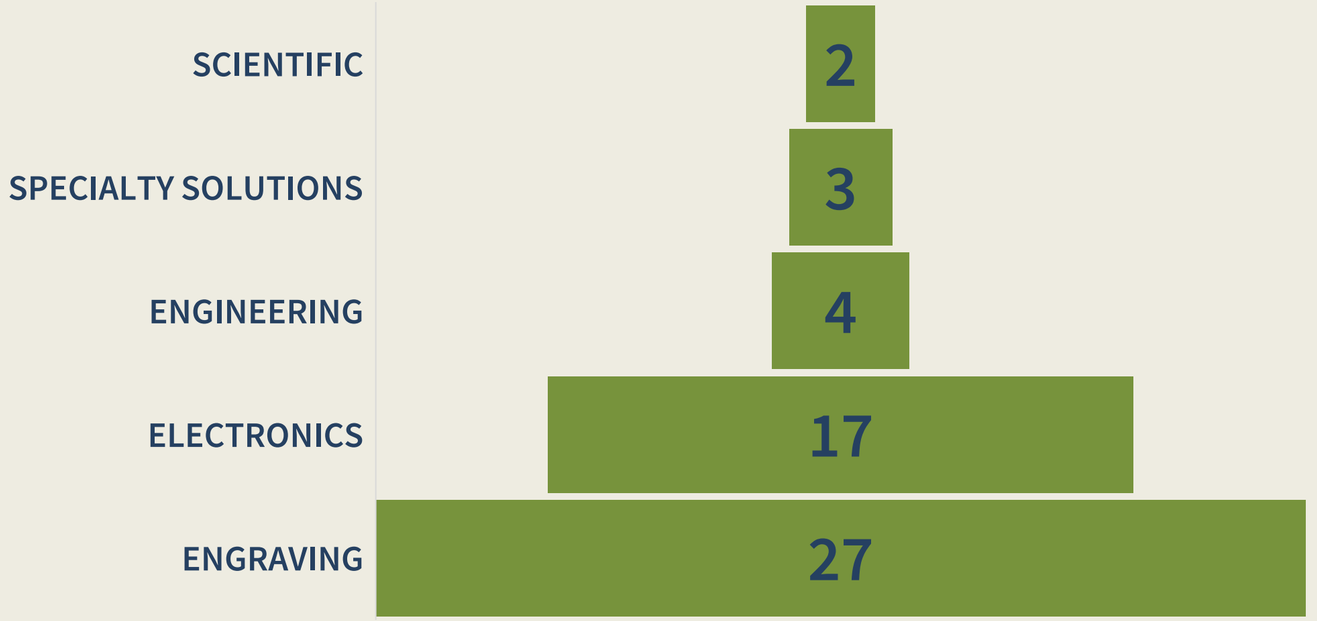
Standex is a public company, listed on New York Stock Exchange **since 1965** (NYSE: SXI).

Numbers by BU

FY25 REVENUE PROFILE



ACTIVE PLANTS & SERVICE CENTERS



Our activities

Enabling sustainability through every solution we deliver

Electronics

Designs and manufactures sensors, relays, and power management components used in automotive, aerospace, medical devices, industrial automation, and energy systems. These products play a key role in electrification, smart infrastructure, and advanced healthcare solutions.

Engineering Technologies (ETG)

Provides highly specialized metal forming for complex, mission-critical applications in aerospace, defense, energy, and transportation. Its capabilities support lighter, more efficient designs and next-generation transportation systems, including hydrogen-based mobility.

Engraving

Delivers tool engraving and surface texturing that enhance both the appearance and performance of end products. Applications range from automotive interiors to consumer goods and include innovations in photovoltaics and antimicrobial surfaces.

Scientific

Offers refrigeration and cold storage solutions serving laboratories, pharmaceuticals, and food & beverage markets. Its equipment is relied upon to protect high-value medicines and vaccines, and to maintain the integrity of food supply chains worldwide.

Specialty Solutions

Produces refrigerated food displays, foodservice equipment, and hydraulic lifting systems for grocery, retail, construction, and industrial applications. Known for reliability and efficiency, these products support essential industries in meeting everyday operational demands.

Environmental profile by BU

ELECTRONICS - Overall impact **LOW**

- **Energy**: light manufacturing, low-consumption, modern and automatic equipment.
- **Emissions**: low direct emissions; potential VOCs from resins; indirect emissions from electricity use.
- **Water**: very low; limited to cooling or minor washing.
- **Waste**: copper, PCB and resin scrap (WEEE); high recyclability.

SCIENTIFIC - Overall impact **MEDIUM-LOW**

- **Energy**: moderate use for insulated chambers, welding, vacuum pumps and cryogenic testing.
- **Emissions**: minimal direct emissions from welding and insulating foam.
- **Water**: low; mainly for cleaning or test procedures.
- **Waste**: metal scrap and insulating materials (mixed recyclability); no relevant chemical waste.

ENGRAVING - Overall impact **MEDIUM**

- **Energy**: high in laser systems, low in chemical processes. Overall moderate intensity but predictable and improvable with newer equipment.
- **Emissions**: vapors, solvents, and fumes from chemical reagents and fine particulate matter and ablation fumes from laser ablation.
- **Water**: medium-high due to rinsing, dilution and industrial washing; required wastewater treatment.
- **Waste**: chemicals from baths and solvents classified as hazardous waste.

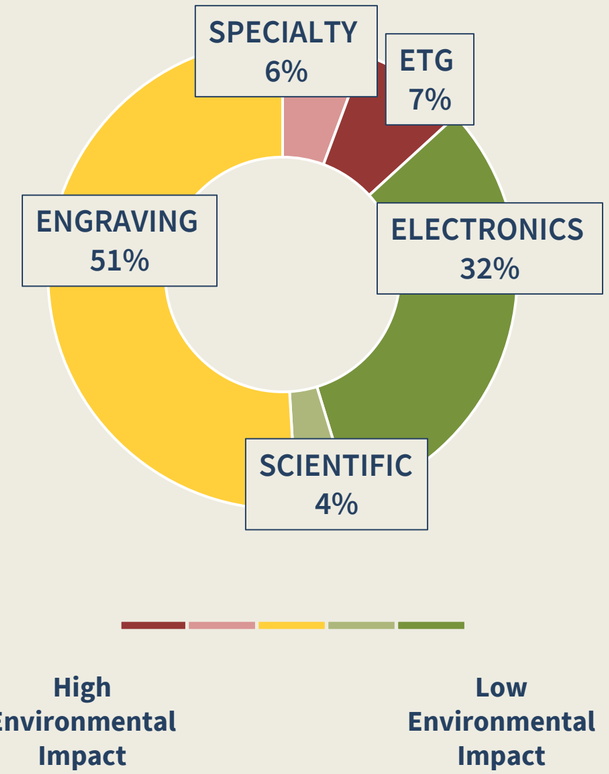
SPECIALTY SOLUTIONS - Overall impact **MEDIUM-HIGH**

- **Energy**: moderate for cutting/assembly; higher for welding, machining and surface treatment (hydraulic cylinders).
- **Emissions**: VOCs and particulates from painting; moderate emissions from welding fumes and metal cutting.
- **Water**: low-medium for cleaning and painting; higher for testing/washing cylinder.
- **Waste**: plastic/metal scrap (recyclable); hazardous waste from paints, solvents, hydraulic oils.

ETG (Engineering Technology) - Overall impact **HIGH**

- **Energy**: very energy-intensive (high-tonnage presses, CNC, heat treatments); efficiency depends on motors and cycle optimization.
- **Emissions**: processes are mainly cold, causing limited direct emissions. Indirect emissions are significant due to heavy electrical load; possible oil mists.
- **Water**: medium-high for cooling and refrigeration; required treatment for oil contamination
- **Waste**: large volumes of metal chips (highly recyclable); oils/emulsions as hazardous waste.

ENVIRONMENTAL IMPACT BY BU
(by number of facilities)



Business Units

A shared vision, with a business-specific focus on execution

President of ETG

"In our business, complex machining and forming processes are energy demanding and generate material waste. We are working toward a ***greener technology*** *while progressively embedding ESG as a company-wide priority, transitioning* ***from siloed initiatives*** *to a shared,* ***integrated approach****."*

President of Engraving

"Our business has a relatively ***low waste and carbon footprint.*** *Moreover, recycling is often more efficient than disposal. We see strong opportunities in* ***developing more sustainable products and processes*** *that bring* ***value to our customers****, with the ambition to become* ***carbon neutral*** *over time."*

"Being a ***lower-impact business*** *does not reduce* ***our responsibility****. In Electronics, we are focused on* ***strengthening the foundations*** *- from data quality and energy sourcing to design and supplier engagement - to ensure our operations remain* ***aligned with evolving sustainability expectations****."*

President of Electronics

*"****Sourcing*** *is currently our main focus area, as* ***customers*** *increasingly* ***expect stronger sustainability standards from their suppliers****. At the same time, we aim to take a* ***proactive role*** *by driving change internally and developing initiatives that go* ***beyond customer requirements****."*

President of Scientific

Environmental Management System

We aim to run our businesses in line with the principles of the **ISO 14001** standard - helpful to ensure **regulatory compliance, reduce environmental impact, and foster continuous improvement**.

ISO 14001

4 plants

McStarlite (CA-USA)
Mold-tech (Portugal) – in FY26
Standex SEJ (Japan)
Narayan (India)

With several facilities certified to **ISO 9001**, Standex also applies **standardized quality management practices** across its global operations. This focus on **process stability and efficiency** not only ensures consistent **product quality** but also **supports reduced waste, lower resource consumption, and a stronger environmental performance** over time.

Environmental Priorities currently in focus

DATA HARMONIZATION

Rapid **growth** through **M&A** expanded the **perimeter and amplified diversity** across business units.
A key priority is to **align reporting processes** and ensure that **data** collected through Lumina™ can be **consistently aggregated and interpreted** at Company-wide level.

Creates a solid foundation for future target-setting and performance tracking

SITE-LEVEL BASELINES

Establish environmental **baselines at facility level to reflect** operational **specificities** and **improve accuracy**. This **granular approach** enables better understanding of emissions, waste and water profiles with the aim to set company targets.

Build a realistic foundation for future commitments

INTEGRATED ENVIRONMENTAL STRATEGY

Focus on **strengthening governance**, harmonizing **methodologies** and supporting each business unit in **identifying reduction levers**. Better **data quality** will enable **credible target setting** and **performance tracking**.

Supports long-term environmental goals

Governance & Responsibility

1 **BOARD OF DIRECTORS**
provides oversight and sets priorities

2 **ESG COUNCIL**
coordinates ESG corporate strategy and alignment across sites

3 **SENIOR MANAGERS**
oversee EHS implementation at each operational site

4 **COORDINATORS & ENGINEERS**
manage local compliance, reporting and training, ensuring technical expertise on environmental standards

5 **EHS RISK AND SITE ASSESSMENT TEAMS**
identify and mitigate workplace risks

Shared responsibility and vertical oversight

Risk Management

Environmental risk management is a key component of our Enterprise Risk Management framework.

The Board of Directors, through its **Audit Committee**, oversees the ERM process, ensuring that **environmental factors** are progressively **embedded in strategic and operational decision-making**.

In line with best practices, our risk assessments increasingly consider **potential physical, regulatory, operational, and reputational impacts** related to environmental and climate issues.

We evaluate these risks **across our value chain and over different time horizons** to better anticipate emerging challenges.

This structured approach helps us **identify vulnerabilities**, **prioritize mitigation actions**, and **capture opportunities** for efficiency and innovation, ultimately strengthening our resilience and supporting **sustainable growth**.

Climate Change

Our ambition is to align our growth with the transition toward a low-carbon economy and to contribute to climate resilience, creating value for our stakeholders and preserving the planet for future generations.

At Standex, we recognize climate change as one of the defining challenges of our time. We believe that responsible leadership means not only managing climate-related risks but **actively contributing to the solutions**.
Therefore, we are committed to a **long-term journey** that will allow us to:

- **Integrate** climate considerations into **our strategic planning**, capital allocation, and operations
- **Reduce** our greenhouse gas **emissions** (Scope 1 & 2) and set the foundation for future Scope 3 ambition
- Improve **energy efficiency**, transition to lower-carbon energy sources, and **optimize resource use** (including water)
- Engage our **supply chain** in climate action through voluntary efforts, **responsible sourcing**, and transparency
- Support **innovation in low-carbon technologies** that align with our markets (e.g., renewable energy, smart grid, e-mobility)
- Monitor, disclose, and validate our **climate performance** with credible systems and external assurance where feasible
- Build **internal capabilities, governance, and culture** so that climate leadership is not siloed but company-wide
- Continuously review **risks and opportunities** stemming from climate change and integrate them into our **Enterprise Risk Management**.

GHG Emissions - 1/2

Reducing greenhouse gas emissions is a key pillar of our environmental strategy and a **priority** area as we build a more **structured, data-driven approach** to sustainability.
We currently monitor **Scope 1 and Scope 2** emissions across our global operations. We are working to **strengthen data quality, consistency, and coverage** through standardized measurement and reporting.
We plan to expand the scope of our assessments as soon as possible, to include relevant **Scope 3 categories**, thus ensuring a more complete view of our carbon footprint.

Scope 1 and Scope 2 emissions

tCO_2e (K)	FY22	FY23	FY24	FY25
Scope 1*	86.3	119.0	87.8	62.8
Scope 2*	19.3	31.6	18.8	19.9

Carbon intensity

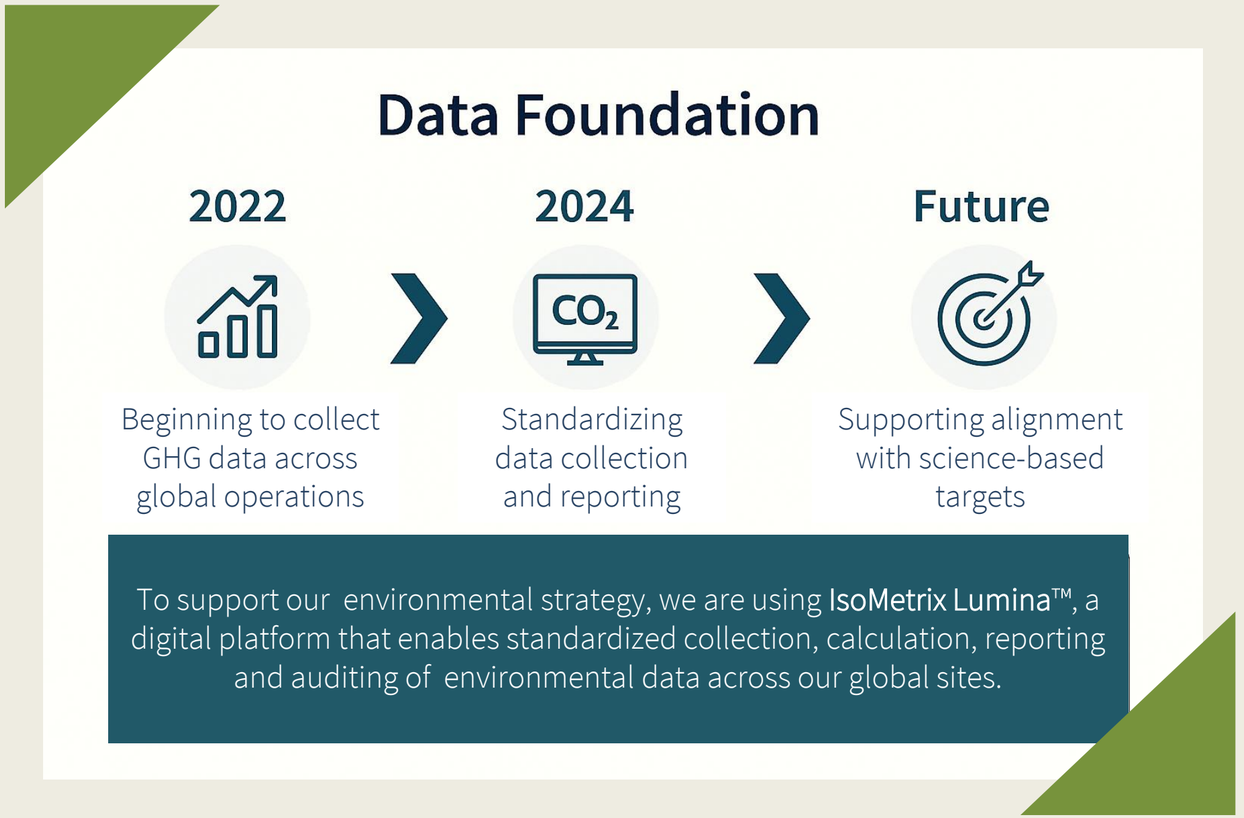
Segment	Total Sales (in 000s) in FY25	Tons CO_2 eq (Scope 1 & 2) – FY25	Carbon Intensity CO_2 (Kg / $)
Electronics	400,130	12,630	0.031
Engraving	128,360	53,920	0.42
ETG	102,595	12,720	0.123
Scientific	72,380	1,230	0.017
Specialty	86,642	2,130	0.024

In FY25, China operations produced 4,650 tons of CO_2 eq, representing 5.6% of total Standex's emissions.

Figures updated under the new Lumina™ methodology. They may differ from previously published data due to the entry of recent acquisitions in the reporting perimeter, which may also limit the comparability of historical KPIs. FY2025 data has been reviewed by Internal Audit.

GHG Emissions - 2/2

Our **decarbonization journey** is still in its early stages, but we are **actively identifying the most effective levers** to reduce emissions - from **process optimization** and **operational improvements** to future efficiency and **low-carbon technology investments**.
This will enable us to set a **clear trajectory for emissions reduction** and align with recognized international standards, including **science-based targets**, in the future.



Water Stewardship

NO SIGNIFICANT POLLUTANT DISCHARGES	OPERATIONS IN LOW WATER STRESS REGIONS	FY25 WATER INTENSITY (m^3 per $1M sales)	NO MATERIAL WATER-RELATED RISK
		232	

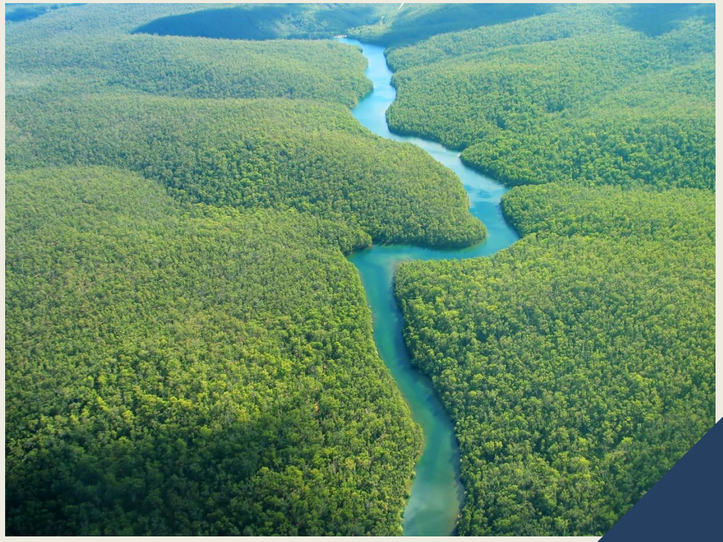
Water is an essential natural resource. Although our operations have a **limited water footprint**, we are focused on using it responsibly and efficiently.

Our primary uses includes equipment cooling, surface treatment, and sanitary purposes. Our facilities are located **in regions classified as low water stress;** thus, we **do not face material water-related risks**.

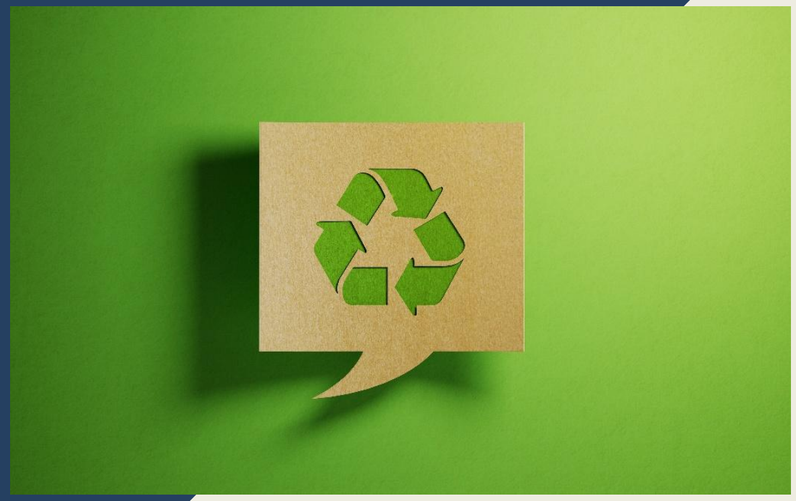
There are **no significant pollutant discharges** associated with our operations. All **water use and discharge** activities **comply with local regulations** and permitting requirements. Standex began collecting water consumption data in FY2022, implementing a standardized process **for tracking water consumption data across sites**. As the scope of our operations has evolved, we are now working to **harmonize measurement across all sites to ensure consistent reporting at global level.**

To support this effort, starting from FY25, we are leveraging **IsoMetrix Lumina™** also for water data. This structured approach enables us to build a robust and **comparable baseline**, enhance transparency, and gain critical insights into our **impact on local water withdrawals and quality**.

These insights will guide our efforts to improve efficiency, support local water stewardship and lay the foundation for **future science-based targets** as part of our broader sustainability journey.



Waste management

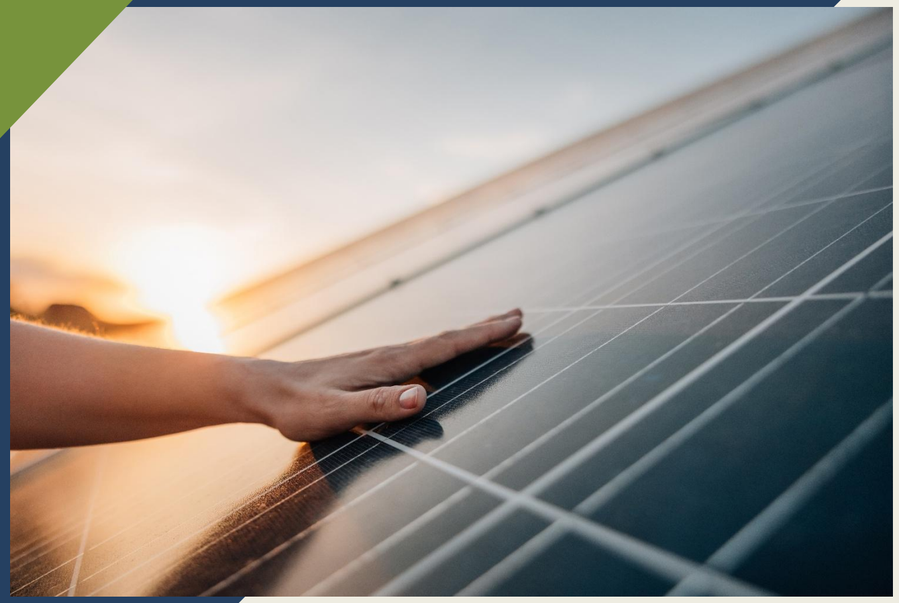


We view waste reduction as an **opportunity to drive efficiency** and support **circularity**, by rethinking **materials use** and improving recovery and **recycling processes**.
We aim to **reduce waste** through **lean manufacturing, higher recycling rates and circularity initiatives,** such as **closed-loop programs** for metals and plastics, **supplier take-back** of packaging and components, and **pilots** toward “**zero waste to landfill**” where feasible.

HAZARDOUS MATERIAL

Hazardous waste - such as solvents, oils, or chemical residues - is managed through **proper classification**, **secure storage**, and disposal by certified third parties, thus ensuring **full traceability** and regulatory **compliance**.
In its operations, Standex had **no incidents** involving **hazardous** materials and **does not generate toxic emissions.**

CleanTech



Clean Tech represents not only a commercial opportunity but also a driver of innovation and resilience in a decarbonizing economy.
Our ambition is to make it a core engine of growth across multiple business units.

Clean Technology is an increasingly important **pillar** of Standex's growth strategy.

Our technologies enable critical components and solutions across key clean tech markets, including **renewable energy, smart grids, e-mobility and advanced manufacturing**.

Over the past years, we have expanded our product portfolio and technical capabilities to **support customers in accelerating their energy transition goals**.

Investments in innovation and advanced manufacturing capabilities are focused on **applications that contribute to a lower-carbon economy**.

In FY25, total **R&D spending** amounted to $21.2 million, up 3.4% vs. FY24. Within this, slightly less than 10% of R&D investments and around 20% in annual CAPEX were allocated to Clean Tech initiatives - including grid components, EV sensors, energy-efficiency solutions, and precision components for clean-energy systems.

Total **FY26 expected sales** into **Smart Grid, EV and Solar** segment are ~$189M, i.e., **~21% of total sales**.

Over the coming years, Standex aims to increase this share further through **strategic R&D investment, targeted product development and partnerships** in high-potential markets.

Energy efficiency

Energy efficiency is a **core lever to reduce** both **costs and emissions** while supporting our long-term **decarbonization goals.** We are actively identifying opportunities to **optimize processes, upgrade equipment, and improve performance**, aiming to **reduce** overall **energy intensity** across operations.

ENERGY AUDITS & EQUIPMENT UPGRADES	PROCESS OPTIMIZATION & SMART CONTROLS
Regular site energy assessments to identify high-consumption areas and inefficiencies, followed by targeted upgrades, such as high-efficiency motors, compressors, HVAC systems, and LED lighting. ***Reduce baseline energy use and operational costs***	Improvement of energy performance through lean manufacturing, automation, and real-time monitoring systems to reduce idle time and optimize equipment loads. ***Drive continuous improvement and lower energy intensity per unit***

We are working to define meaningful **reduction targets** and progressively **increase the share of renewables sources** over time.

Total volume of electricity consumed (purchased)

YEAR	MWh
2022	43,612
2023	66,938
2024	40,179
2025	43,196

Supply Chain Environmental Responsibility

Standex expects its **supply chain** to **reduce environmental impacts**, improve **resource and energy efficiency** and comply with **transparent and ethical sourcing** standards.

This approach is embedded in our **Supplier Code of Conduct** and aligned with our broader environmental strategy.

Environmental criteria are progressively being integrated into **supplier selection, qualification and monitoring** processes, covering aspects such as **energy use, waste management and material compliance**.

Suppliers that do not meet these standards are required to implement **corrective actions** within a defined timeframe; persistent **non-compliance may result in discontinuation** of the business relationship.

We are also working to **improve data collection** to better quantify and manage **Scope 3 emissions**, which represent a significant share of our **environmental footprint**.

Our goal is to progressively **expand the coverage of these assessments across 100% of Tier1 suppliers** over the next years and integrate their results into our overall emissions reduction strategy.

Through collaboration with customers, suppliers and partners we aim to **drive collective impact reduction and build a more resilient, lower-carbon value chain**.

Engagement & Training

1. **Awareness & Responsibility -** all employees are expected to understand how their daily activities affect energy use, waste generation, and resource consumption. Environmental responsibility is part of our operational culture.

2. **Training & Learning Modules -** employees receive targeted environmental training, both classroom and online, covering efficient use of resources, waste segregation, and spill prevention. Site EHS coordinators provide additional on-the-job coaching.

3. **Local Initiatives -** each site promotes local campaigns (e.g., energy saving, recycling programs, material efficiency) encouraging participation and sharing of best practices.

4. **Recognition -** initiatives that reduce environmental impact or improve operational efficiency are recognized internally to foster engagement and ownership.

Metrics highlights - FY25

-28.5%

Change in **Scope 1 GHG emissions** vs. FY24

+5.8%

Change in **Scope 2 GHG emissions** vs. FY24

-34.8%

Change in **Scope 1 tCO2e per Revenue** vs. FY24

-3.5%

Change in **Scope 2 tCO2e per Revenue** vs. FY24

183,780

FY25 Total **Water Consumption** (m^3)

-16%

Change in **Water Intensity** vs. FY22 baseline

54.7

Energy Intensity (MWh / $M sales)

Striving for Net Zero

Our ambition to move toward **Net Zero** is a **guiding aspiration** that informs our long-term environmental strategy.
We recognize this is a complex, multi-year journey that requires robust data, clear priorities, and disciplined execution.
At this stage, our focus is on **building the foundations**: understanding where our climate impact is generated across business units, identifying the most **material and actionable levers**, with the aim **to reduce emissions**, while ensuring that future actions are **operationally feasible** and **economically sustainable**.

BUILDING DATA FOUNDATION

We are strengthening our **data framework** across all operations. This includes standardizing the **collection and validation of Scope 1 and Scope 2** emissions data and improving **consistency** across sites. A robust data foundation **enables informed decision-making** and supports the **identification of credible reduction opportunities**.

FY25/FY26

IDENTIFYING PRIORITY LEVERS

Each business unit is assessing its most relevant levers. This includes evaluating energy use, process efficiency, electrification potential, technology upgrades or other high-impact initiatives. The objective is to define a portfolio of actions that **balance emissions reduction, operational resilience and financial discipline.**

FY26/FY27

CO_2 ROADMAP

The next step is to translate these initiatives into a **structured roadmap**. As priorities are validated, we intend to define **clear reduction targets and time horizons** where action is **feasible and measurable**. Over time, this will support more **comprehensive disclosure**, including **sustainability reporting**, and provide a **credible pathway toward** our long-term **Net Zero ambition**.

by end of FY27

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