

Inclusion, Diversity & Equity Statement

Building a TOP culture of belonging

B1 Business | September 2026

As a Swiss family enterprise with a history of over 160 years, we are driven by a strong sense of purpose, and our strategy is based on deeply held values. Our purpose is to create innovations for a better world. And our values of trust, ownership, and passion (TOP) are the guiding principles of our behavior.

To create and accelerate impact as a global organization, we see it as our corporate responsibility to represent the societies we operate in. It is a business priority for us to harness the diversity of our global workforce and include them in their uniqueness to create a culture of belonging guided by our TOP values.

Inclusion, Diversity, and Equity, at Bühler means that we want every individual to have the same opportunities for personal development. This also means creating the best possible environment for collaboration and performance, while respecting each individual

with their unique characteristics and valuing them for their competence, experience, performance, and behavior. We believe in the power of inclusive diversity because different perspectives, knowledge, and beliefs will lead to better solutions for technologies, people, companies, and the world.

We formally started our journey towards inclusive diversity in 2017, when the IDE core team was formed. It has since grown to become a global community full of passionate people eager to support Bühler on this exciting journey.

To help us track and report our progress, we compile a report about Inclusion, Diversity & Equity at Bühler every year. In the report, we highlight what we have done so far and what we are planning to do in the future for each part of our Inclusion, Diversity & Equity structure.