

FOR A BETTER TOMORROW

Sustainability 2023





Sustainability 2023

STRATECs INTENTION	2
ECOLOGICAL RESPONSIBILITY	4
RESPONSIBILITY TO EMPLOYEES	20
CORPORATE COMPLIANCE	26
SOCIAL COMMITMENT	28
CONTACT	32
IMPRINT	33

STRATEC_s INTENTION



With this brochure, STRATEC would like to inform its stakeholders and interested members of the public about the targets, activities, and progress made by the group of companies in ecological and social fields. Detailed information about developments in the economic field are provided in the 2023 Annual Report, which is available on the company's website at www.stratec.com/financial_reports. This Sustainability Brochure is predominantly based on the Non-Financial Group Declaration contained in the 2023 Annual Report. The Non-Financial Group Declaration prepared for the 2023 financial year was subject to a limited assurance review conducted by an independent auditor. The auditor's opinion was published in the 2023 Annual Report.

Unless otherwise indicated, the data provided in this declaration refers to all companies included in the scope of consolidation with the exception of the sales location newly opened in India in 2023 (which currently does not yet have any employees). The period under report is the 2023 financial year. The data for the locations of Natech Plastics, Inc. have been included from the date of first-time consolidation as of July 1, 2023. This brochure includes disclosures required by the EU Taxonomy Regulation in respect of taxonomy-eligible business activities. STRATEC has based its CSR reporting on the Global Reporting Initiative (GRI) standards.

Corporate Social Responsibility

Since its foundation more than 40 years ago, a responsible mindset and sustainable operations have been one of the foundations enabling STRATEC to grow from a small startup into what is now a company with global operations. By implementing sustainability topics in its corporate strategy, STRATEC is accounting for its responsibility towards society. Given the high priority accorded to them, corporate social responsibility topics are managed at the STRATEC Group by the Board of Management, which discusses these and formulates suitable targets with and on behalf of the members of the first management tier and for the management at subsidiaries. Within the Supervisory Board, Dr. Hiller has been appointed as the member responsible for topics relating to corporate social responsibility. Furthermore, STRATEC has established an ESG (Environmental Social Governance) Board. This comprises the managers responsible for those company divisions that are especially relevant to sustainability aspects (Procurement, Human Resources, Manufacturing, Legal & Compliance, Quality Management, Project Management, Investor Relations, Sustainability, Corporate Communications) and further employees in specialist functions. Together with the managers responsible for the risk management system described in Section D, the ESG Board addresses topics which include the materiality and risk analyses in the field of corporate social responsibility. In addition, the ESG Board identifies potential improvements for sustainability and oversees the introduction of measures aimed at achieving defined targets (as well as monitoring target achievement). Materiality aspects relevant to corporate social responsibility are continually evaluated and adapted in line with changing circumstances. The opportunities and risks associated with corporate social responsibility are regularly assessed and continually monitored within the risk management system. To date, no risks meeting the definition provided in § 289c (3) Nos. 3 and 4 HGB ("very probable" & "severely negative") have been identified.

STRATEC divides the topics relevant to corporate social responsibility into three dimensions. For each dimension, a materiality analysis was performed to evaluate the "double materiality" defined in § 289c HGB. On this basis, the individual matters requiring report and key performance indicators have been derived for each dimension. The dimensions relevant to STRATEC are:

- **ECONOMIC OPERATIONS**
for long-term growth
- **ECOLOGICAL RESPONSIBILITY**
for tomorrow's world
- **SOCIAL RESPONSIBILITY**
towards people and society

ECONOMIC OPERATIONS

We see economic operations as a core element of our company's long-term business success. Our strategic objective is to generate growth that is sustainable, ecological, socially responsible, and permanently higher than the sector average.

At the same time, as an innovation leader STRATEC aims to make a valuable contribution towards further technological advances in various areas of life sciences and diagnostics.

ECOLOGICAL RESPONSIBILITY

STRATEC has implemented extensive measures enabling it to meet its ecological responsibility. STRATEC's business activities are performed in compliance with current environmental legislation, local laws and ordinances, and recommended guidelines.

The company ensures that resources are put to economical use in all relevant processes – from forward-looking, resource-efficient product design, via measures to reduce greenhouse gas emissions, through to environmentally-friendly waste disposal. STRATEC's objective here is to detect savings potential and render this measurable for the purpose of assessing target achievement by working with defined key figures.

The aspects with double materiality recorded in the ecological responsibility section of the materiality analysis comprise the topics of climate protection and emissions.

SOCIAL RESPONSIBILITY

STRATEC's success is driven by its employees with their individual skills, wealth of ideas, and outstanding motivation. It is their work and the resultant innovations that facilitate the company's successful and sustainable development. As a group of companies with operations worldwide and 1,522 employees (including temporary staff and trainees), STRATEC is aware of its social and ecological responsibilities.

The aspects with double materiality recorded in the social responsibility section of the materiality analysis comprise the following topics: employee concerns, employer attractiveness and employee recruitment, occupational health and safety, topics relating to human rights, and measures taken to combat corruption and bribery. However, no double materiality has been identified for the social concerns aspect. The associated reporting is therefore provided on a voluntarily basis.

Stakeholder engagement

STRATEC defines its stakeholders as those persons, companies, institutions, and interest groups that may influence the company's performance or themselves be influenced by its decisions. These include customers, employees, shareholders, lenders, suppliers, other business partners, local authorities/residents, the media, authorities, associations, research institutions, rating agencies, and lawmakers.

STRATEC attaches great importance to remaining regularly in dialog with its stakeholders. Only this way is it possible to identify the interests of the respective stakeholders and address important concerns. This dialog with stakeholders is conducted, for example, by way of active investor relations and press activities, specialist fairs, social media, regional and national newspapers, membership in industry associations, employee events, questionnaires, and endowed professorships at and cooperations with universities.

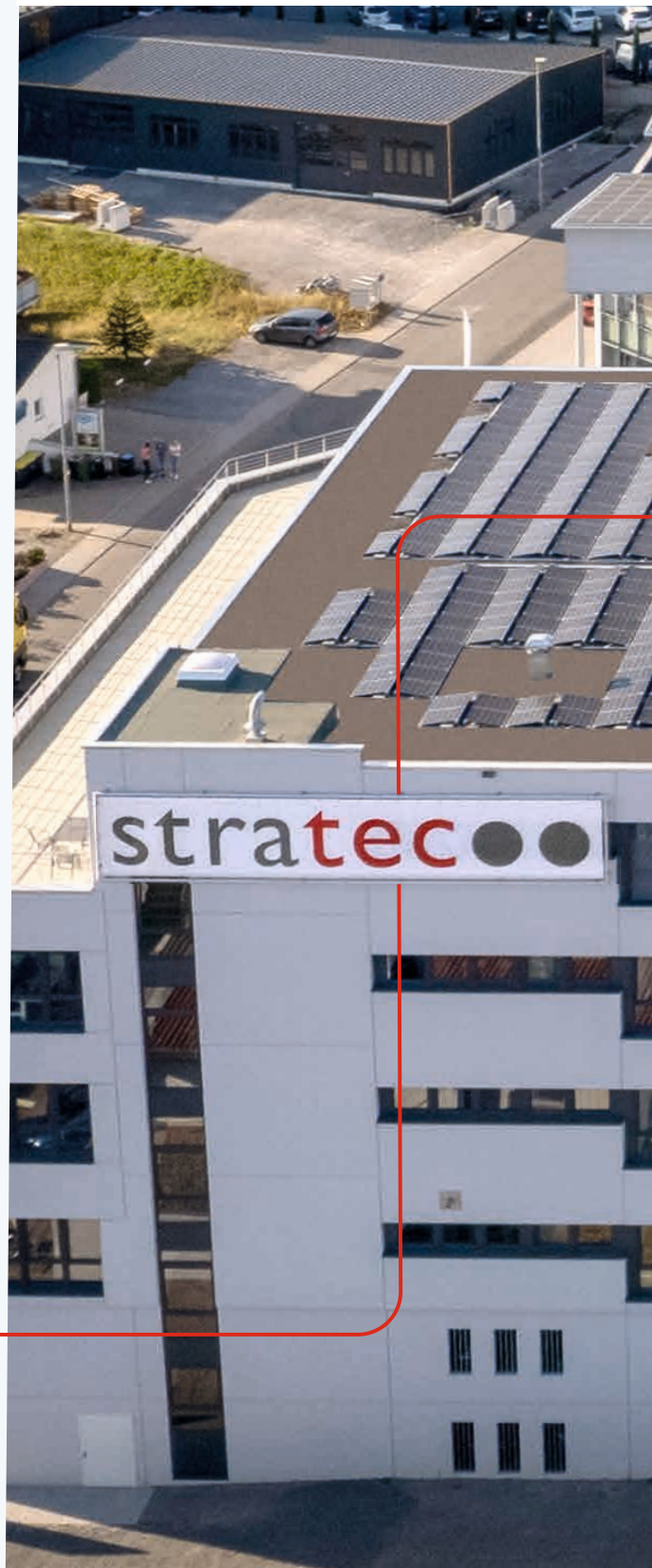
Signatory to the UN Global Compact

STRATEC is a signatory to the UN Global Compact of the United Nations, the world's largest initiative for sustainable and responsible corporate governance. As a signatory, STRATEC is committed to upholding the ten principles of the UN Global Compact, which include the topics of human rights, work, environment, and combating corruption. Furthermore, STRATEC supports the UN's 2030 Agenda for Sustainable Development and the 17 associated goals (Sustainable Development Goals). The activities and information presented in this report have therefore been designated with one of the following symbols in cases where they are significant to, or associated with one of the 17 Sustainable Development Goals.



Producer of medical products

The right to a standard of living that ensures good health and well-being is a fundamental human right under the Universal Declaration of Human Rights of the United Nations. As a designer and manufacturer of automation solutions for in-vitro diagnostics, STRATEC supports its partners in their mission to improve the health of people around the world. Providing innovative, reliable, and high-quality healthcare products is therefore part of the core business at the STRATEC Group. STRATEC accounts for this responsibility with its comprehensive and certified quality management system. Details about the quality management system can be found in the group management report in the 2023 Annual Report, which is available on the company's website at www.stratec.com/financial_reports.



ECOLOGICAL RESPONSIBILITY

LIMITING GLOBAL WARMING

Translation of existing climate target into a 1.5°-compatible target in 2024 according to the guidelines of the Science Based Targets initiative.

GRADUAL ELECTRIFICATION OF COMPANY VEHICLE POOL

Share of partly and fully electric vehicles to be raised to more than 50 % by 2024 at the Birkenfeld site. Status at December 31, 2023 = 48,9 %.

REDUCTION IN GREENHOUSE GAS EMISSIONS

Target: To reduce absolute greenhouse gas emissions (Scope 1 and Scope 2) by 30 % by 2030 compared with 2019.



Ecological responsibility enjoys high priority at the STRATEC Group and forms a fundamental aspect of our quality management – from forward-looking resource-efficient product design, via measures to avoid and offset greenhouse gas emissions, through to environmentally-friendly waste disposal. The STRATEC Group's impact on its environment relates in particular to its greenhouse gas emissions.

Key risks to the company's own business activities as a result of environmental concerns particularly include interruptions to production or disruptions in the supply chain due to increasing numbers of extreme weather events in connection with global climate change.

PROTECTING THE ENVIRONMENT AND NATURAL RESOURCES



The STRATEC Group has already reduced its greenhouse gas emissions (Scopes 1 and Scope 2) by 57 % compared with 2019.

Climate protection and emissions

One of the greatest risks and challenges of the 21st century is the further advance of climate change and the resultant implications for current and future generations. Examples worth mentioning in this respect are rising sea levels, extreme heatwaves, drought, and the resultant loss of harvests and water shortages. STRATEC therefore attaches great importance to protecting the climate and the associated need to cut greenhouse gas emissions.

STRATEC records, analyzes, and manages its greenhouse gas emissions on a group-wide basis. It bases its recording of greenhouse gas emissions on the internationally recognized Greenhouse Gas Protocol (GHG) and therefore breaks its emissions down into the following three categories:

Scope 1: Direct emissions from proprietary sources or sources controlled by STRATEC. At STRATEC, this category includes emissions in connection with building heating (gas and heating oil) and its vehicle pool.

Scope 2: Indirect emissions resulting from external energy procurement. At STRATEC, this involves the procurement of electricity.

Scope 3: Other emissions sources that are not within the company's control but which are associated with its business activities. In this category, STRATEC records emissions arising in connection with purchased goods, upstream logistics, the upstream energy chain, work-related flights, waste disposal, and its employees' journeys to and from work.



STRATEC's current science-based climate target is based on the agreements reached in the Paris Climate Agreement in order to limit global warming to significantly less than 2°C. Without accounting for offsetting measures, by 2030 the STRATEC Group therefore aims to reduce its absolute greenhouse gas emissions (Scopes 1 and 2) by 30 % compared with 2019. In response to the increasing urgency of global climate protection, however, in December 2022 the Board of Management of STRATEC decided to significantly further step up its climate protection ambitions. In this regard, the STRATEC Group plans to translate its existing climate target into a 1.5°-compatible target by December 21, 2024 and to have this reviewed by the Science Based Targets initiative (SBTi) on the basis of scientific calculations.

One key aspect of STRATEC's efforts to achieve the emissions targets set involves procuring electricity from renewable sources. At its Birkenfeld location (DE), the company has generated green electricity with photovoltaics systems since 2011 already. Solar modules with total nominal capacities of 330 kWp are installed at the Birkenfeld location. At the Beringen location (CH), green electricity has been supplied since 2016 by a photovoltaics system with a nominal capacity of 95 kWp. These systems generated a total of 412,943 kWh of green electricity in the 2023 financial year. Of this, the proportion of own use amounted to around 51% in the 2023 financial year. With the exception of the US locations, moreover, in the 2020 financial year the Group already converted nearly all of its electricity supply to CO₂-neutral green electricity from alternative energy sources (mainly wind power and hydroelectricity).

Not only that, since 2020 STRATEC has offset unavoidable Scope 1 and 2 emissions by supporting certified climate protection projects.

As well as procuring green electricity, another aspect that plays a key role in the STRATEC Group's efforts to reduce its CO₂ emissions in absolute terms is that of building energy efficiency. In planning the new building and extensions at the company's headquarters in Birkenfeld (construction period: 2018 to 2020), for example, STRATEC ensured optimized exterior insulation and energy-efficient light systems.

Furthermore, windows with enhanced heat insulation and a central air-conditioning system with an air heat exchanger were installed. These measures continued to promote energy efficiency in the 2023 financial year. In addition, an energy audit was performed at the Birkenfeld location in the 2023 financial year in order to identify potential savings and address these as appropriate.

Back in the 2021 financial year STRATEC also drew up a concept for gradually electrifying the vehicle pool at the company's headquarters in Birkenfeld. The aim is to increase the share of partly and fully electric vehicles from 20 % in 2021 to 50 % by 2024 and to ensure that the share of fully electric vehicles is as high as possible. The share of partly and fully electric vehicles already reached 48.9 % in the 2023 financial year, up from 31 % in the previous year.

Energy consumption¹

	2023	2022	Change
Gas consumption (MWh)	2,118.0	2,270.7	-6.7 %
per 1,000 employees ²	1,393.4	1,586.8	-12.2 %
Heating oil (MWh)	25.3	0	-
per 1,000 employees ²	16.6	0	-
Electricity consumption (MWh)	6,864.6	6,106.1	+12.4 %
per 1,000 employees ²	4,516.2	4,267.0	+5.8 %
of which procured from renewable sources	5,845.9	5,818.8	+0.5 %
of which procured from non-renewable sources	808.3	89.3	+805.2 %
of which self-generated from renewable sources	210.5	198.0	+6.3 %
Total (MWh)	9,008.0	8,376.8	+7.5 %
per 1,000 employees ²	5,926.3	5,853.8	+1.2 %
Fuel consumption in vehicle pool (l)	97,283	81,086	+20.0 %

¹ Data partly based on estimates, as not all data was yet available for some group companies at the reporting date due to the respective invoicing periods

² Based on average number of employees in financial year including temporary staff and trainees

The STRATEC Group's total energy consumption in the form of gas, heating oil, and electricity amounted to 9,008.0 MWh in the 2023 financial year and was thus 7.5 % higher than in the previous year (8,376.8 MWh). While gas consumption fell due to the savings measures initiated and a further mild winter, electricity consumption rose by 12.4 %, with this being due in particular to the first-time consolidation of Natech Plastics, Inc. (electricity consumption of 737.6 MWh). The use of heating oil, which was not included in the previous year, is also attributable to the acquisition of Natech Plastics, Inc. The significant year-on-year increase in fuel consumption in the vehicle pool is due on the one hand to the acquisition of Natech Plastics, Inc. and should on the other hand be viewed in connection with the rise in travel volumes in the 2023 financial year due to the end of the COVID-19 pandemic.

Scope 1- and Scope 2-emissions in tonnes (CO₂-equivalents)¹

	2023	2022	Change
Scope 1			
Combustion at stationary plants ⁴	394.7	459.3	-14.1 %
• of which offset	394.7	459.3	-
• per 1,000 employees ² (excluding offsetting)	259.7	321.0	-19.1 %
Combustion at mobile plants ⁵	244.4	207.4	+17.8 %
• of wich offset	244.4	207.4	-
• per 1,000 employees ² (excluding offsetting)	160.8	144.9	+11.0 %
Scope 2 (market-based)			
Purchased electricity ³	284.3	31.7	+796.8 %
• of wich offset	284.3	31.7	-
• per 1,000 employees (excluding offsetting)	187.0	22.2	+742.3 %
Gesamt Scope 1 and Scope 2	923.4	698.4	+32.2 %
• of wich offset	923.4	698.4	-
• per 1,000 employees ² (excluding offsetting)	607.5	488.1	+24.5 %
Total Scope 1 and Scope 2 (after offsetting)	0.0	0.0	-

¹ Data partly based on estimates, as not all data was yet available for some group companies at the reporting date due to the respective invoicing periods.

² Based on average number of employees in financial year including temporary staff and trainees.

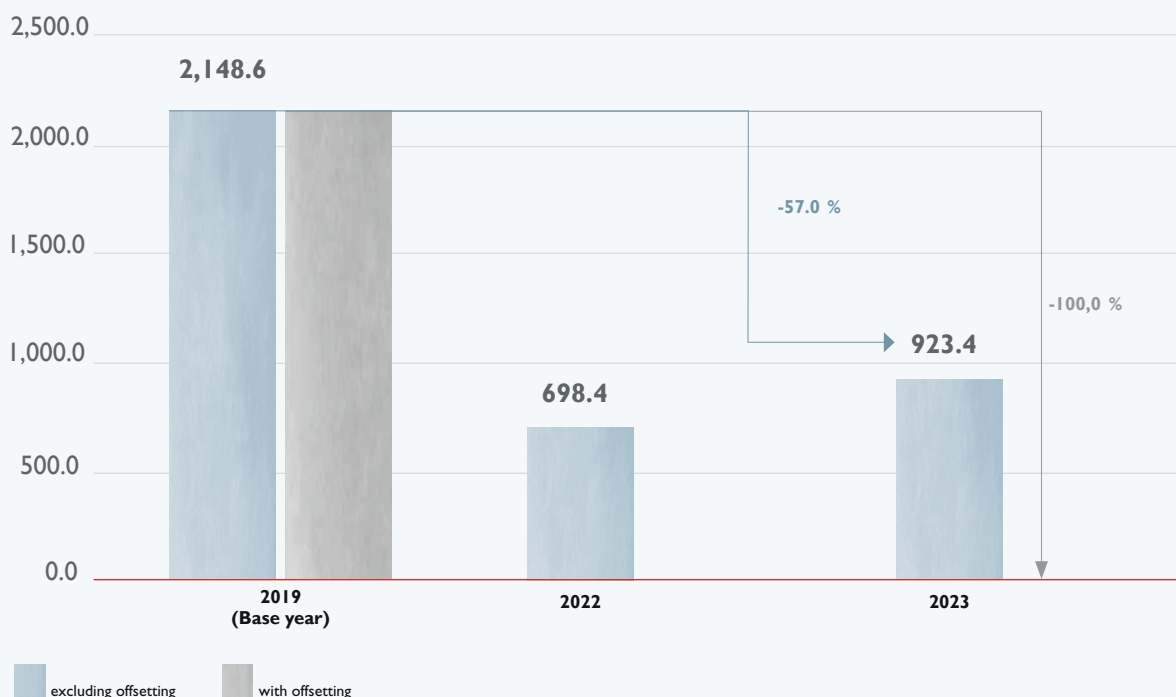
³ Scope 2 emissions calculated using the location-based method amount to 1,376.7 tonnes of CO₂ equivalents (previous year: 1,083.3 tonnes of CO₂ equivalents)

⁴ Gas and oil consumption in building heating systems

⁵ Fuel consumption in vehicle pool

Due in particular to the conversion of nearly all electricity volumes to renewable energies (photovoltaics, wind power; and hydroelectricity), since the 2019 financial year (base year for climate target) the STRATEC Group has managed to reduce its total Scope 1 and Scope 2 emissions excluding offsetting measures by 57.0 % to 923.4 tonnes of CO₂ equivalents. The year-on-year increase in emissions from combustion at mobile plants in the 2023 financial year is due among other factors to the acquisition of Natech Plastics, Inc., as well as to higher fuel consumption in the vehicle pool on account of increased travel activity. The rise in Scope 2 emissions relates almost exclusively to the acquisition of Natech Plastics, Inc. Overall, the STRATEC Group offset 1,800 tonnes of CO₂ equivalents with certified climate protection projects in the 2023 financial year. From this overall budget, corresponding sub-volumes were allocated to Scope 1 and Scope 2 emissions, meaning that these were fully offset once again in the 2023 financial year. The allocation of the remaining budget of offset CO₂ equivalents to the individual sources of Scope 3 emissions is presented in the schedule below.

Comparison with previous year and base year: Total Scope 1- and Scope 2-emissions in tonnes (CO₂-equivalents)



Scope 3-emissions in tonnes (CO₂-equivalents)¹

	2023	2022
Purchased goods and services ²	5,463.1	5,065.6
• of which offset	514.7	735.7
• per 1,000,000 € sales (excluding offsetting)	20.9	18.4
Transport and distribution (upstream)	608.9	465.2
• of which offset	57.4	67.6
• per 1,000,000 € sales (excluding offsetting)	2.3	1.7
Fuel and energy-related emissions (not included in Scope 1 or Scope 2)	192.4	371.2
• of which offset	18.1	53.9
• per 1,000 employees ³ (excluding offsetting)	126.6	259.4
Employee commuting	2,329.0	1,202.8
• of which offset	219.4	174.7
• per 1,000 employees ³ (excluding offsetting)	1,523.2	840.5
Business travel ⁴	705.9	468.2
• of which offset	66.5	68.0
• per 1,000 employees ³ (excluding offsetting)	464.4	327.2
Waste volumes	4.2	12.4
• of which offset	0.4	1.8
• per 1,000 employees ³ (excluding offsetting)	2.8	8.7
Total Scope 3	9,303.6	7,585.4
• of which offset	876.6	1,101.6
• per 1,000,000 € sales (excluding offsetting)	35.5	27.6
• per 1,000 employees ³ (excluding offsetting)	6,120.8	5,300.8
Total Scope 3 (after offsetting)	8,427.0	6,483.8

¹ When recording data and calculating Scope 3 emissions, reference was made to estimates and assumptions. In calculating Scope 3 emissions, an external service provider commissioned for this purpose referred, among other sources, to numerous internationally recognized databases, such as Ecoinvent, International Energy Agency Data Services, Exiobase.

² The figure stated accounts for circuit boards, printed circuit boards, injection-molded parts, metal or electrical modules (motors, pumps, valves) at the Birkenfeld and Beringen locations, and for plastic granulates at the Anif, Birkenfeld & Beringen locations. The figure stated does not include items such as welded constructions and casings. It also does not account for purchased volumes at the Budapest location or at Natech Plastics, Inc., which was acquired in the 2023 financial year.

³ Based on average number of employees in financial year including temporary staff and trainees.

⁴ The figure stated includes flights for the headquarters in Birkenfeld and the locations in Budapest, Anif, and Ronkonkoma.

STRATEC is continually working to enhance the precision of the estimates used to calculate its Scope 3 emissions. Consistent with this approach, a number of enhancements were introduced to the methods used to record and calculate emissions in the 2023 financial year. This means that some figures are only comparable to a limited extent with the previous year's figures. This relates, among other items, to the emissions figures for employee commuting (due to amended emissions factors and updates in the estimated average distances to the workplace). A further extensive project intended to refine the method used to calculate Scope 3 emissions is planned for the 2024 financial year. Within this project, future reporting is to be extended to include additional Scope 3 categories (particularly for downstream emissions).

In the 2023 financial year, 876.6 tonnes of CO₂ equivalents within Scope 3 emissions were offset with certified climate protection projects.



Waste and recycling

STRATEC aims to ensure that resources are treated as sparingly as possible and to use a high share of recyclable materials and packaging.

Careful and correct waste separation is a matter of course for STRATEC, as is the suitable disposal of hazardous goods.

STRATEC distinguishes between several categories of waste to facilitate classification of their environmental relevance. Since 2015, uncritical waste has been separated into municipal waste, cardboard packaging/paper, metal, and timber waste. Waste materials with electronic components, chemicals, and oils are disposed of separately, as is laboratory waste, such as blood samples. For the disposal and recycling of its waste, STRATEC works together closely with specialist waste disposal companies.

In its supply chain as well, STRATEC attaches great value to avoiding waste by working with recyclable materials. To this end, STRATEC has obliged its suppliers to use recyclable packaging. Any exceptions to this requirement have to be explicitly approved by the company. STRATEC also makes use of reusable shuttle containers which are returned to suppliers for reuse following receipt of a delivery.

Waste volumes decreased from 275.5 tonnes in the previous year to 205.5 tonnes in the 2023 financial year. This reduction is due among other factors to the slight reduction in overall production volumes, the extended use of shuttle containers for intragroup deliveries, and a lower volume of laboratory waste at the Budapest location.

Waste volumes in year-on-year comparison in tonnes¹

	2023	2022	Change
Waste volumes	205.5	275.5	-25.4 %
per 1,000 employees ²	135.3	192.5	-29.7 %
per 1,000,000 € sales	0.8	1.0	-20.0 %
of which non-hazardous waste (municipal waste, paper and cardboard, metals, timber)	164.9	209.3	-21.2 %
of which hazardous waste (electronics, laboratory waste, waste oil, chemicals, other (e.g. fluorescent lamps))	40.7	66.2	-38.5 %

¹ Data partly based on estimates, as not all data was yet available for some group companies at the reporting date due to the respective invoicing periods.

² Based on average number of employees in financial year including temporary staff and trainees.

Water and wastewater

STRATEC's production sites (Birkenfeld, Beringen, Anif, Budapest) are predominantly located in regions that according to the Aqueduct Water Risk Atlas of the World Resources Institute do not constitute risk areas (Overall Water Risk: Low [0-1]). The two sites of Natech Plastics, Inc., which was acquired in 2023, are the only locations where the overall water risk is higher than lowest risk category (Medium-High [2-3] and Low-Medium [1-2]). Furthermore, apart from the production site in Hungary, STRATEC's production processes only use a relatively low volume of water. Moreover, this water does not remain in the finished products. The volume of wastewater thus corresponds to the volume of water used at all locations with the exception here too of the Hungarian location, which fills a notable volume of reagents and other liquids.

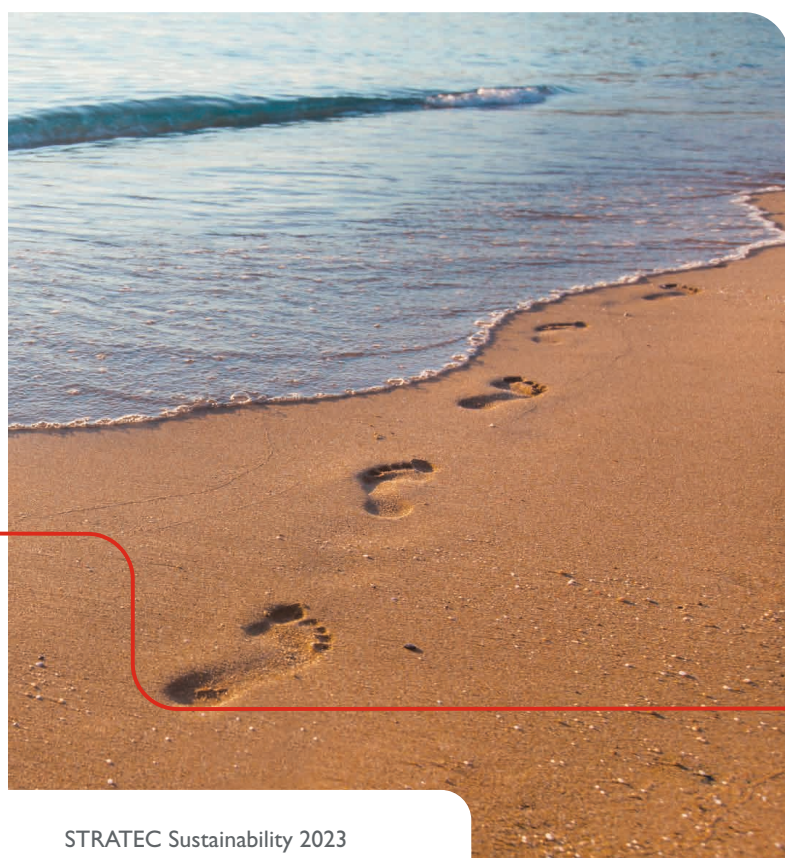
Group-wide water consumption volumes per 1,000 employees amounted to 14,573 m³ in the 2023 financial year (previous year: 15,164 m³).

Water consumption (Fresh water) in Cubic meters¹

	2023	2022	Change
Water consumption	22,151	21,700	+2.1 %
per 1,000 employees ²	14,573	15,164	-3.9 %

¹ Data partly based on estimates, as not all data was yet available for some group companies at the reporting date due to the respective invoicing periods.

² Based on average number of employees in financial year including temporary staff and trainees.





Product-related environmental protection

During appliance development, STRATEC already ensures that its products have a lean and resource-efficient design scheme and that they are made of forward-looking, recyclable materials.

- **„Smart Design“ reduces material input**

When developing product designs, resource input is minimized by working with light construction and limiting the design scheme to the most important components. This has the beneficial side-effect of reducing the cost of materials.

- **Recyclable materials**

When using stainless steel and aluminum, STRATEC avoids coatings wherever possible, as these mostly involve harmful or critical substances. STRATEC frequently uses thermoplastics as materials due to their good properties in terms of thermal usability. Due to potential contamination, these plastics may not be recycled.

- **Development of consumables**

When developing consumables, such as pipette tips, reagent vessels or reaction cuvettes, STRATEC uses thermoplastics with good thermal properties and only containing a minimum share of contaminants. Due to potential contamination, however, these plastics may also not be recycled.

- **Development of flat modules**

In developing flat modules (printed circuit board assemblies – PCBAs), STRATEC ensures that the PCB surface area selected is very small and that the circuit design is optimized in such a way that only two or four copper layers are required. Furthermore, to avoid separate assembly printing the desired information is included in the copper layer. This increases efficiency in module production, reduces the use of machinery, accelerates the galvanic processes, and thus results in a more sustainable approach to using raw materials.

- **Recycling of used consumables**

When disposing of used consumables, STRATEC ensures that liquid wastes are strictly separated in order to optimize incineration. For all appliances, the residual liquids are sucked out before the plastic components are disposed of as solid waste.

When selecting materials and technologies and procuring components, STRATEC ensures strict compliance with EU Directive 2011/65/EU. This RoHS (Restriction of Hazardous Substances) Directive serves to limit the use of specific hazardous substances in electrical and electronics appliances.

In designing and manufacturing appliances, STRATEC has complied with the necessary substance restrictions since the entry into force of the previous directive 2002/95/EC, which has now been replaced by the new requirements. This means that STRATEC's products already conformed to the RoHS Directive even before this required mandatory application in in-vitro diagnostics. STRATEC identifies further materials limitations in the context of 2011/65/EU, such as those published in the form of delegated legislation, and factors these into its product design, change management, and procurement processes.

STRATEC pursues an analogous proactive approach to materials compliance with regard to European Regulation No. 1907/2006 (REACH Regulation; Registration, Evaluation, Authorisation and Restriction of Chemicals). This way, the company ensures that the materials used to construct appliances do not pose any risk to the people processing, using, or disposing of them and also safeguards the long-term approval, availability, and usability of the appliances on the market. The main components of the products manufactured by STRATEC include aluminum, steel, and semiconductors.

Reporting pursuant to EU Taxonomy regulation

One key objective of the EU's Action Plan on Sustainable Finance is to steer capital flows towards sustainable investments. Against this backdrop, Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the Establishment of a Framework to Facilitate Sustainable Investment and Amending Regulation (EU) 2019/2088 (hereinafter "Taxonomy Regulation") has taken effect. This provides a uniform and legally binding system of classification to determine which economic activities in the EU are to be considered as "environmentally sustainable". The results of this classification have to be reported annually on a company-specific basis.

Article 9 of the Taxonomy Regulation lists the following six environmental objectives:

- a) Climate change mitigation;
- b) Climate change adaptation;
- c) Sustainable use and protection of water and marine resources
- d) Transition to a circular economy;
- e) Pollution prevention and control
- f) Protection and restoration of biodiversity and ecosystems

On November 21, 2023, the EU officially published Delegated Regulation 2023/2486 and Delegated Regulation 2023/2485. These regulations comprise the economic activities for the four remaining environmental objectives and supplements the previously published Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2021/2178.

In classifying an economic activity as "environmentally sustainable" as defined in the EU Taxonomy Regulation, a distinction has to be made between "Taxonomy eligibility" and "Taxonomy alignment". The first step involves checking whether the respective economic activity is described in the Delegated Regulation and thus Taxonomy-eligible. Only Taxonomy-eligible economic activities may count as "environmentally sustainable", and then only if specific criteria are met. Accordingly, the second step involves evaluating whether the specific economic activity satisfies the listed technical screening criteria and whether minimum safeguards are complied with. This is a prerequisite for classifying an economic activity as Taxonomy-aligned.

For the 2023 financial year, it is necessary to disclose the shares of turnover (sales), capital expenditure (CapEx) and operational expenditure (OpEx) that are attributable to Taxonomy-eligible and Taxonomy-non-eligible economic activities for all environmental objectives, as well as the respective shares of these key figures attributable to Taxonomy-aligned and Taxonomy-non-aligned economic activities for the first two environmental objectives.

The amounts used to calculate the turnover, CapEx, and OpEx key figures are based on the figures reported in the consolida-

ted financial statements. This calculation basically includes all fully and proportionately consolidated group companies.

STRATEC's activities were assessed in terms of their Taxonomy eligibility for the 2023 financial year. For Taxonomy-eligible economic activities falling within the "Climate change mitigation" and "Climate change adaptation" environmental objectives, an analysis was performed to ascertain their Taxonomy alignment.

With regard to the templates pursuant to Annex XII of Delegated Regulation 2021/2178, the company does not have any activities in the fields of electricity generation, combined heat/cooling energy and power generation or heat/cooling energy generation from fossil gas or nuclear energy. There is therefore no requirement to report the gas and nuclear energy tables.

Turnover KPI

The turnover key performance indicator presents the turnover (sales) from Taxonomy-eligible economic activities in a given financial year as a proportion of the total sales in this financial year.

The total sales of € 261,911k in the 2023 financial year provide the denominator for the turnover KPI and are presented in the consolidated income statement.

The sales reported in STRATEC's consolidated income statement (see notes to consolidated financial statements) are investigated across all group companies to ascertain whether they were generated with Taxonomy-eligible economic activities pursuant to Annex I (Climate change mitigation) and Annex II (Climate change adaptation) to Delegated Regulation 2021/2139 and Delegated Regulation (EU) 2023/24, and pursuant to Annex I (Sustainable use and protection of water and marine resources), Annex II (Transition to a circular economy), Annex III (Pollution prevention and control), and Annex IV (Protection and restoration of biodiversity and ecosystems) of Environmental Delegated Regulation 2023/2486 to the Taxonomy Regulation. Based on detailed analysis of the constituent items, the respective sales are allocated if applicable to Taxonomy-eligible economic activities. Due to the entry into effect of the four further environmental objectives, the economic activities 1.2 "Manufacture of electrical and electronic equipment", 5.1 "Repair, refurbishment and remanufacturing", and 5.2 "Sale of spare parts" have been identified as Taxonomy-eligible economic activities within the "Transition to a circular economy" environmental objective. For sales, the analysis of Taxonomy alignment is not required for the 2023 financial year, as it is only necessary to analyze the Taxonomy eligibility for the four further environmental objectives. This results in Taxonomy-eligible sales (turnover) of € 174,375k and corresponds to Taxonomy eligibility of 66.6 %. The Taxonomy alignment of sales (turnover) amounts to 0.0 % for the 2023 financial year.



CapEx KPI

Pursuant to Point 1.1.2.2 of Annex I to Delegated Regulation (EU) 2021/2178 Content and Presentation, the CapEx key performance indicators present that share of capital expenditure that

- a) Relates to assets or processes that are associated with Taxonomy-aligned economic activities, or
- b) Forms part of a plan to expand Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned (“CapEx plan”) under the conditions specified in the second subparagraph of this Point 1.1.2.2, or
- c) Relates to the purchase of output from Taxonomy-aligned economic activities and individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions, notably activities listed in Points 7.3 to 7.6 of Annex I to the Climate Delegated Act, as well as other economic activities listed in the delegated acts adopted pursuant to Article 10 (3), Article 11 (3), Article 12 (2), Article 13 (2), Article 14 (2) and Article 15 (2) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months.

The calculation of capital expenditure is based on additions to property, plant and equipment, intangible assets, and IFRS 16 right-of-use assets before depreciation, amortization, and any remeasurements for the respective financial year and excluding changes in fair values. Total capital expenditure pursuant to Article 8, Annex I No. 1.1.2.1 of the Taxonomy Regulation amounts to € 52,214k (see respective disclosure in group asset schedule).

Based on a project description of the additions, these items are analyzed to ascertain their Taxonomy eligibility and compared with Annex I (Climate Change Mitigation) and Annex II (Climate Change Adaptation) of Delegated Regulation (EU) 2021/2139 and Delegated Regulation (EU) 2023/24, as well as with Annex I (Sustainable use and protection of water and marine resources), Annex II (Transition to a circular economy), Annex III (Pollution prevention and control), and Annex IV (Protection and restoration of biodiversity and ecosystems) of Environmental Delegated Regulation 2023/2486 to the Taxonomy Regulation. The total of additions reflecting Taxonomy-aligned capital expenditure forms the nominator for the CapEx KPI. These additions are calculated based on Taxonomy-eligible capital expenditure of € 7,850k. Taxonomy-eligible capital expenditure includes capital expenditure that is associated with Taxonomy-aligned economic activities (CapEx letter a) - 1.2 “Manufacture of electrical and electronic equipment). Furthermore, Taxonomy-eligible capital expenditure includes capital expenditure relating to the purchase of Taxonomy-eligible services and products (CapEx letter c) in the following categories 6.5 “Transport by motorbikes, passenger cars and light commercial vehicles”, 7.3 “Installation, maintenance and repair of energy efficiency equipment”, and 7.7 “Acquisition and ownership of buildings” within the “Climate change mitigation” environmental objective and 1.2 “Manufacture of electrical and electronic equipment” in the “Transition to a

circular economy” environmental objective. This results in Taxonomy-eligible CapEx of 15 %. Pursuant to letters a) and c) of Point 1.1.2.2 to Annex I of Delegated Regulation (EU) 2021/2178 Content and Presentation, this capital expenditure can be classified as Taxonomy-eligible. For Taxonomy-eligible capital expenditure within the “Climate change mitigation” environmental objective, pursuant to letter c) the Taxonomy alignment criteria require fulfilment by the respective business partners. The business partners were unable to provide suitable documentary evidence. The capital expenditure pursuant to letter a), which was identified exclusively in the “Transition to a circular economy” environmental objective, does not require a Taxonomy alignment assessment for the 2023 financial year. Accordingly, Taxonomy-aligned CapEx amounts to 0.0 %.

OpEx KPI

Pursuant to Point 1.1.3.2 of Annex I to Delegated Regulation (EU) 2021/2178 Content and Presentation, the OpEx key performance indicators present that share of operational expenditure that

- a) Relates to assets or processes associated with Taxonomy-aligned economic activities, including training and other human resources adaptation needs, and direct non-capitalized costs that represent research and development, or
- b) Forms part of the CapEx plan to expand Taxonomy-aligned economic activities or allow Taxonomy-eligible economic activities to become Taxonomy-aligned within a predefined timeframe as set out in the second paragraph of this Point 1.1.3.2, or
- c) Relates to the purchase of output from Taxonomy-aligned economic activities and to individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions as well as individual building renovation measures as identified in the delegated acts adopted pursuant to Article 10 (3), Article 11 (3), Article 12 (2), Article 13 (2), Article 14 (2) or Article 15 (2) of Regulation (EU) 2020/852 and provided that such measures are implemented and operational within 18 months

The calculation of this KPI is based on total expenditure on direct, non-capitalized research and development expenses, building renovation measures, short-term leases, and maintenance and repairs. Total operational expenditure pursuant to Article 8, Annex I No. 1.1.3.1 of the Taxonomy Regulation amounts to € 9,642k.

Pursuant to Article 8, Annex I No. 1.1.3.2 of the Taxonomy Regulation, the nominator of the OpEx KPI is obtained by analyzing the aforementioned expenditure relating to Taxo-

nomy-aligned economic activities. In the first step, Taxonomy-eligible operational expenditure of € 662k was identified. This comprises operational expenditure in connection with the Taxonomy-eligible economic activities (OpEx category a) - 1.2 "Manufacture of electrical and electronic equipment" within the "Transition to a circular economy" environmental objective and operational expenditure in connection with 7.3 "Installation, maintenance and repair of energy efficiency equipment" within the "Climate change mitigation" environmental objective. This corresponds

Key performance indicators for EU Taxonomy – 2023 turnover¹

	2023		2023 Substantial contribution criteria						
	Codes	Turnover (T€)	Proportion of turnover, year 2023 (%)	Climate change mitigati- on	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity
				Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
Economic activities									
A. Taxonomy-eligible activities									
A.1 Environmentally sustainable activities (taxonomy-aligned)									
Turnover of environmentally sustainable activities (taxonomy-aligned) (A.1)		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which enabling (E)		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which transitional (T)		0.0	0.0 %	0.0 %					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)									
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL
Manufacture of electrical and electronic equipment	CE 1.2	110,801.2	42.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Repair, refurbishment and remanufacturing	CE 5.1	793.0	0.3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Sale of spare parts	CE 5.2	62,780.2	24.0 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Turnover of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		174,374.5	66.6 %	0.0 %	0.0 %	0.0 %	66.6 %	0.0 %	0.0 %
A. Turnover of taxonomy eligible activities (A.1+A.2)		174,374.5	66.6 %	0.0 %	0.0 %	0.0 %	66.6 %	0.0 %	0.0 %
B. Taxonomy-non-eligible activities									
Turnover of taxonomy-non-eligible activities		87,536	33 %						
Total (A+B)		261,911	100 %						

¹ Y = Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N = No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL = not eligible, Taxonomy-non-eligible activity for the relevant environmental objective; EL = Taxonomy-eligible activity for the relevant environmental objective

to Taxonomy eligibility of 6.9 %. Pursuant to letter c) of Point 1.1.3.2 of Annex I to Delegated Regulation (EU) 2021/2178 Content and Presentation, this operational expenditure can be classified as Taxonomy-eligible as it relates to the purchase of output from Taxonomy-eligible economic activities. For this reason, the Taxonomy alignment criteria for the “Climate change mitigation” environmental objective require fulfillment by the respective business partners. The business partners were unable to provide suitable documentary evidence. For the “Transition to a circular economy” environmental

objective, the Taxonomy alignment does not yet have to be assessed for the 2023 financial year. Accordingly, the Taxonomy-aligned OpEx KPI amounts to 0.0 %.

When calculating the aforementioned key performance indicators, any double counting of economic activities was avoided by performing various audit steps, including documenting data generation and safeguarding the reconcilability of the figures with the other financial information.

**DNSh criteria
(‘Does Not Significantly Harm’)**

Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of taxonomy aligned (A.1) or eligible (A.2) turnover, year 2022 (%)	Category (enabling activity) (E)	Category (transition activity) (T)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
							-		
							-		
							-		

Table according to footnote (c) of Environmental DA Annex V

	Proportion of turnover / Total turnover	
	aligned per objective	eligible per objective
CCM	0.0 %	0.0 %
CCA	0.0 %	0.0 %
WTR	0.0 %	0.0 %
CE	0.0 %	66.6 %
PPC	0.0 %	0.0 %
BIO	0.0 %	0.0 %

Key performance indicators for EU-Taxonomy – 2023 CapEx¹

	2023		Substantial contribution criteria						
	Codes	CapEx	Proportion of CapEx, year 2023 (%)	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity
		(T€)		Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
Economic activities									
A. Taxonomy-eligible activities									
A.1 Environmentally sustainable activities (taxonomy-aligned)									
		-	-	-	-	-	-	-	-
CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which enabling		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which transitional		0.0	0.0 %	0.0 %					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)									
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL
Manufacture of electrical and electronic equipment	CE 1.2	2,311.8	4.4 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	699.4	1.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	4,828.9	9.3 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	10.4	0.0 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	-	-	-	-	-	-	-	-
CapEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		7,850.5	15.0 %	10.6 %	0.0 %	0.0 %	4.4 %	0.0 %	0.0 %
A. CapEx of taxonomy eligible activities (A.1+A.2)		7,850.5	15.0 %	10.6 %	0.0 %	0.0 %	4.4 %	0.0 %	0.0 %
B. Taxonomy-non-eligible activities									
CapEx of taxonomy-non-eligible activities		44,364	85 %						
Total (A+B)		52,214	100 %						

¹ Y= Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N = No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL = not eligible, Taxonomy-non-eligible activity for the relevant environmental objective; EL = Taxonomy-eligible activity for the relevant environmental objective

**DNSh criteria
(‘Does Not Significantly Harm’)**

Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of taxonomy aligned (A.1) or eligible (A.2) CapEx, year 2022 (%)	Category (enabling activity) (E)	Category (transition activity) (T)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
							0.9 %		
							22.4		
							0.1 %		
							0.1 %		
							23.5 %		
							23.5 %		

Table according to footnote (c) of Environmental DA Annex V

	Proportion of CapEx / Total CapEx	
	aligned per objective	eligible per objective
CCM	0.0 %	10.6 %
CCA	0.0 %	0.0 %
WTR	0.0 %	0.0 %
CE	0.0 %	4.4 %
PPC	0.0 %	0.0 %
BIO	0.0 %	0.0 %

Key performance indicators for EU-Taxonomy – 2023 OpEx¹

	2023			Substantial contribution criteria					
	Codes	OpEx	Proportion of OpEx, year 2023 (%)	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity
		(T€)		Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL
Economic activities									
A. Taxonomy-eligible activities									
A.1 Environmentally sustainable activities (taxonomy-aligned)									
		-	-	-	-	-	-	-	-
OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which enabling		0.0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %
of which transitional		0.0	0.0 %	0.0 %					
A.2 Taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities)									
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL
Manufacture of electrical and electronic equipment	CE 1.2	509.5	5,3 %	N/EL	N/EL	N/EL	EL	N/EL	N/EL
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	17.0	0,2 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	74.8	0,8 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Acquisition and ownership of buildings	CCM 7.7	60.3	0,6 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	-	-	-	-	-	-	-	-
Electricity generation using solar photovoltaic technology	CCM 4.1	-	-	-	-	-	-	-	-
OpEx of taxonomy-eligible but not environmentally sustainable activities (not taxonomy-aligned activities) (A.2)		661.6	6.9 %	1.6 %	0.0 %	0.0 %	5.3 %	0.0 %	0.0 %
A. OpEx of taxonomy eligible activities (A.1+A.2)		661.6	6.9 %	0.8 %	0.0 %	0.0 %	5.3 %	0.0 %	0.0 %
B. Taxonomy-non-eligible activities									
OpEx of taxonomy-non-eligible activities		8,981	93 %						
Total (A+B)		9,642	100 %						

¹ Y = Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N = No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL = not eligible, Taxonomy-non-eligible activity for the relevant environmental objective; EL = Taxonomy-eligible activity for the relevant environmental objective

**DNSH criteria
(‘Does Not Significantly Harm’)**

Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity	Minimum safeguards	Proportion of taxonomy aligned (A.1) or eligible (A.2) OpEx, year 2022 (%)	Category (enabling activity) (E)	Category (transition activity) (T)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
-	-	-	-	-	-	-	-		
							0.4 %		
							0.2 %		
							0.0 %		
							0.6 %		
							0.6 %		

Table according to footnote (c) of Environmental DA Annex V

	OpEx-Anteil / Gesamt OpEx	
	aligned per objective	eligible per objective
CCM	0.0 %	1.6 %
CCA	0.0 %	0.0 %
WTR	0.0 %	0.0 %
CE	0.0 %	5.3 %
PPC	0.0 %	0.0 %
BIO	0.0 %	0.0 %

RESPONSIBILITY TO EMPLOYEES



PROMOTING
SATISFACTION,
MOTIVATION AND
PRODUCTIVITY



STRATEC's employees – with their individual skills, wealth of ideas, and outstanding motivation – are the source of the company's success. STRATEC therefore attaches great importance to personnel development, occupational health and safety, and health-related topics. STRATEC has set itself the long-term objective of continually extending its personnel development opportunities and permanently enhancing its occupational health and safety and health promotion activities. A further self-evident aspect of STRATEC's approach involves positioning the company in the labor market as an open, tolerant, and flexible company, and thus as an attractive employer.

Attractiveness as employer and measures to attract employees

STRATEC makes every effort to position itself as an attractive employer both for its existing and for its future employees. One key task for human resources therefore involves offering STRATEC's employees an interesting and attractive working environment.

One way in which we act early to present STRATEC as an attractive employer to young people is by taking part in careers' fairs to raise awareness of the wide variety of activities on offer at the company. We are also active on various social media channels. Furthermore, STRATEC offers training posts to young people in a variety of areas and employs students in the context of internships, student research projects, and dual training and study programs.

With 260 new hires, the STRATEC Group successfully attracted a large number of highly qualified employees once again in the 2023 financial year (previous year: 379). Women accounted for 44.4 % of employees newly hired in 2023. A further criterion referred to by STRATEC to assess the attractiveness of its working environment is the voluntary personnel turnover rate. Excluding employees whose temporary contracts expired, employees in their probationary periods, employer-issued redundancies, and employees entering retirement, this figure amounted to 11.8 % in 2023.

New hires

	2023	2022
Total new hires	260	379
of which women	115	179
of which men	145	200
Employees aged below 30	93	138
Employees aged between 30 and 50	142	192
Employees aged 50 and older	25	49

Personnel turnover rate

	2023	2022
Voluntary personnel turnover rate ¹	11.8 %	9.5 %

¹ Excluding employees whose temporary contracts expired, employees in their probationary periods, employer-issued redundancies, and employees entering retirement.

Further training

The wealth of new ideas and willingness to perform shown by our employees are the driving force for developing new, innovative technologies. STRATEC therefore accords high priority to promoting its employees. The company offers its employees individually tailored further development programs which include training for all employees on general topics as well as training courses tailored to the functions and tasks performed in individual departments. Managers also receive a variety of training on personnel management at regular intervals.

As well as being recommended or instructed to take part in training by their managers, employees may themselves also apply to participate in specific training sessions or courses. Further training is also a fixed item at the regular feedback meetings and annual appraisals between employees and their managers.

Occupational health and safety

Occupational health and safety is one key element of STRATEC's responsibility towards its employees and part of its Corporate Compliance Policy. The company's top safety objective is to ensure a working environment that is free of injury and illness, and one that benefits all employees, suppliers, partners, and customers.

STRATEC achieves this by ensuring forward-looking occupational health and safety management. To this end, the company has appointed a safety engineer who is responsible for the topic of occupational safety. The company regularly offers special health protection programs for first-aiders and evacuation assistants, as well as occupational health and training sessions. Work-related accidents are recorded and accident logbook

entries are documented to enable suitable measures to be taken to further enhance workplace safety.

The Corporate Compliance Policy obliges all STRATEC Group employees to adhere to the occupational health and safety guidelines and adopt the company's basic approach to these areas. Employees are also required to immediately report any potential safety risks.

In terms of health promotion, the company also implements preventative measures, programs, and courses. These include various sports programs, for example. Not only that, medical checks tailored to employees' specific workplaces are also offered, as are special vaccinations for employees (COVID-19 and influenza).

Work-related accidents

	2023	2022
Work-related accidents ¹	6	6
per 1,000 employees ²	13.2	4.2
Lost time injury frequency (LTIF) rate ³	8.2	2.8
of which severe work-related accidents ⁴	0	0

¹ Based on GRI definition (work-related accidents leading to absence on day after).

² Based on average number of employees in financial year including temporary staff and trainees.

³ Number of work-related accidents leading to absence on day after per million working hours (including temporary staff and trainees). The calculation of working hours is partly based on estimates.

⁴ Based on GRI definition (work-related accidents in which the employee does not regain his/her previous state of health within six months).

The total number of work-related accidents leading to absence on the day after the accident per 1,000 employees rose from 4.2 in the previous year to 13.2 in 2023. The resultant accident frequency rate amounts to 8.2 per million working hours. As in the previous year; no severe work-related accidents were reported in the 2023 financial year. To keep the number of avoidable accidents as low as possible in future as well, individual accidents are analyzed and suitable measures taken to minimize the risk of such accidents recurring.

Sickness Quota

	2023	2022
Sickness quota in %	4.8 ¹	4.6

¹ Excluding locations at Natech Plastics, Inc., which was consolidated for the first time as of July 1, 2023.

The sickness quota for the STRATEC Group, i.e. the number of working days missed due to sickness as a proportion of planned working time, increased slightly from 4.6 % in the previous year to 4.8 % in the 2023 financial year. The development in the sickness quota is particularly dependent on seasonal factors, such as the varying intensity, frequency, and duration of any influenza outbreaks.

Working hour regulations, family and work

The STRATEC Group offers its employees flexible working hours and flexi-time arrangements. Part-time models are also available and particularly benefit employees with children. This makes it easier for them to return to work and may lead to full-time employment at a later date. Throughout the STRATEC Group, employees who find themselves in unforeseeable situations are supported by being granted individual working hour models. In the course of the COVID-19 pandemic and since then as well, extended regulations have been introduced for employees with children to provide them with flexible working hours and facilitate mobile work. This way, they were assisted in meeting their work and family commitments at times when childcare services were not always available. In the 2023 financial year, a total of 36 female and 31 male employees took parental leave or comparable periods of leave.

Diversity

Innovation driven by diversity – STRATEC views a diverse workforce as a great source of added value. A wide range of personal and cultural diversity is seen as a force driving innovation and enabling the company to respond more closely and swiftly to technological changes and customers' needs. Maintaining an open and tolerant corporate culture is therefore a matter of course for STRATEC. It also makes it easier for the company to attract highly qualified employees, particularly at times when specialists are in short supply.

STRATEC treats all employees equally and provides them with the same career opportunities irrespective of their age, disability, chronic illnesses, ethnic origin, religious affiliation, gender, sexual identity, or of any other reasons for potential discrimination. The Corporate Compliance Policy obliges all employees worldwide to behave with respect and in compliance with legal requirements towards their employees, colleagues, business partners, customers, and the authorities.

In practice, diversity is lived on a top-down basis

STRATEC is aware that its managers have a key role to play in promoting diversity and inclusion. In view of this, diversity is actively promoted in practice by STRATEC's Board of Management.

One key focus here as well is on raising the share of management positions held by women. To this end, in 2020 the company set targets for the share of women on the first and second management tiers below the Board of Management at the parent company of the STRATEC Group. The share of women in the first management tier is to be increased to 25.0 % by December 31, 2024. As of December 31, 2023, women accounted for 16.7 % of managers in the first management tier. For the second management tier below the Board of Management, the company has set a target of 20.0 % to be achieved by December 31, 2024; as the labor market is still very robust and given the low

number of women newly graduating from technology-related courses at universities, the company still fell significantly short of this target as of December 31, 2023.

To further raise the share of women in management tiers, the company is continually taking additional measures. In 2019, for example, a training program aimed at raising awareness for diversity and inclusion among all of the Group's managers was held for members of the first and second management tiers. Further measures to increase diversity were drawn up and implemented once again in the 2023 financial year. In 2023, for example, a program aimed at increasing diversity in management positions was developed and implemented worldwide in 2023. This included components such as training for women in management positions, diversity awareness training for all management staff, and the compilation of a diversity portal with resources for all employees. This program will be further promoted in 2024, with one focus on introducing management groups aimed at further raising diversity awareness.

Percentage of female employees

	2023	2022
Female employees in %	36.1	33.7

Women's share of the STRATEC Group's total workforce rose from 33.7 % in the previous year to 36.1 % in the 2023 financial year.

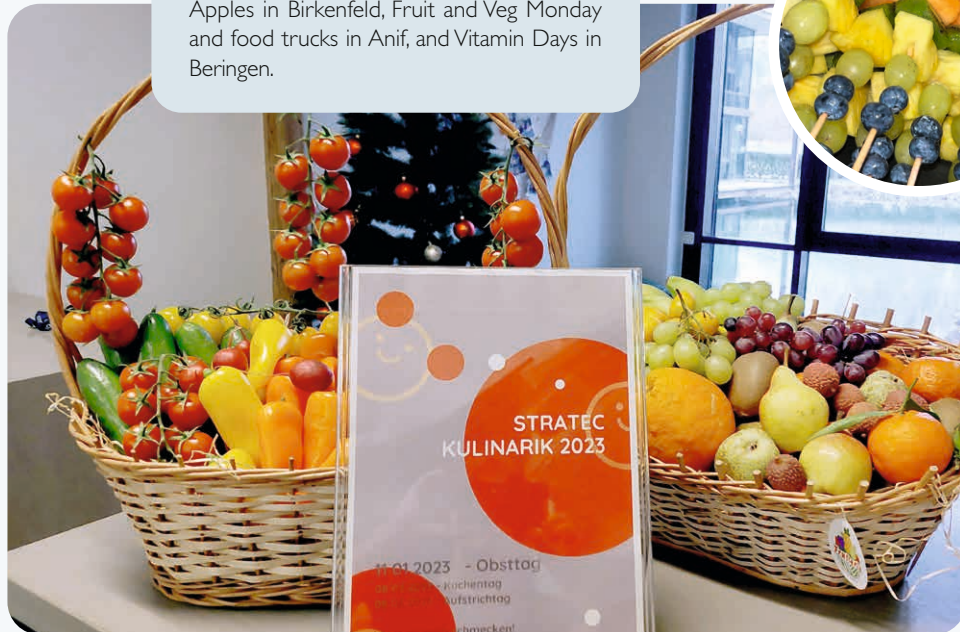
With regard to the diversity concept for the composition of the Board of Management and Supervisory Board, reference is made to the Corporate Governance Statement, which is available at the company's homepage at www.stratec.com > Investors > Corporate Governance.



INCENTIVES FOR EMPLOYEES

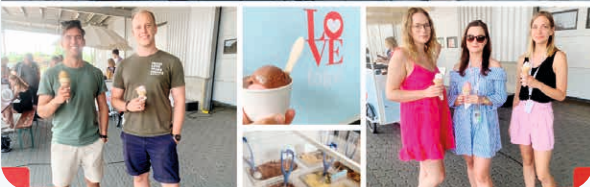
VITAMIN DAYS

An alternating range of offerings, such as Staff Apples in Birkenfeld, Fruit and Veg Monday and food trucks in Anif, and Vitamin Days in Beringen.



ICE CREAM DAY

In Budapest, Diatron has held various events, such as a Ice Cream Day and a Cake Day, for its employees.



YOGA DAY

For mental relaxation and physical balance, there is always a time-out with yoga after work on Mondays at our Austrian site. A perfect and relaxing start to the week.

ROOFTERRACES

As part of health management, roof terraces were set up for relaxation in Birkenfeld and Beringen.

RUNNING TEAM Running Team Cluj-Napoca



RUNNING AND WALKING CHALLENGE
77 colleagues from five countries participated in the Running und Walking Challenge. They covered a total of 6.401 km in 21 days.

Sports programs for and by employees

STRATEC promotes team-building measures, covers the costs of participation fees for contests, and provides jerseys for STRATEC teams. There are many employees who are keen on sports, and that throughout the STRATEC Group. Depending on the individual location and employees' interests, the programs offer range from running, cycling, mountain biking, and soccer through to ski trips.

There are running teams at nearly all of the STRATEC Group's locations.



Running @Diatron



TOWN CYCLING

37 Birkenfeld employees took part in the Enzkreis town cycling challenge to collect kilometers cycled within the 21-day campaign. Having cycled a total of 15,679 km, STRATEC's team came third in the overall ranking of 191 teams taking part in the challenge.



CORPORATE COMPLIANCE



Corporate compliance and measures to combat corruption and bribery

Any incidence of corruption, bribery or other illegal actions within the STRATEC Group may impact on the company's reputation and its existing and future business relationships. Corruption also has enormously negative implications for society as a whole, as well as for political integrity, and general prosperity.

Measures to prevent corruption, bribery, and any other violations of the law therefore form an integral component of STRATEC's understanding of compliance and of its compliance management system. At STRATEC, compliance-related measures are summarized in its Corporate Compliance Policy, which is binding for all employees, line managers, and executives throughout the Group and is communicated in regular mandatory training. In this respect, compliance with a variety of legal systems and statutory regulations is just as important as adherence to ethical principles.

Core elements of STRATEC's Corporate Compliance Policy include the following:

- A basic explanation of STRATEC's understanding of compliance, as well as an explanation of the compliance management system
- Preventing corruption, i.e. upholding the integrity necessary in business dealings, and in particular the prohibition of any illegitimate exercising of influence
- Information and assistance for compliance with all requirements set out by the law and the respective authorities, as well as with internal requirements
- Assistance to avoid conflicts of interest ,
- The obligation to provide a fair and respectful working environment at the company
- Assistance to avoid conflicts of interest between private and business matters
- Compliance with the applicable legal requirements in Germany and abroad

- Copyright and license conformity
- Regular training of employees and information material on the intranet
- Respectful and professional conduct at the company,
- Opportunities to report suspected breaches of compliance

The Corporate Compliance Policy can be viewed on the company's website at www.stratec.com/company/about-us/corporate-compliance

STRATEC expects all of its employees, line managers, and executives to adhere to compliance requirements and to ensure that all business decisions and actions taken in their areas of responsibility are consistent with relevant legal requirements and the Corporate Compliance Policy and also serve the company's best interests. To this end, the company aims to ensure that all new employees are trained in person by the compliance department at company headquarters or the relevant local compliance officer with regard to the Corporate Compliance Policy within three months of joining the company. Training is provided to all full-time and part-time employees, as well as to all interns, trainees, and freelance employees at all locations. In addition to initial training provided to individuals coming into contact with the Corporate Compliance Policy for the first time, mandatory training is also provided at regular intervals to STRATEC's existing workforce. This is intended on the one hand to inform employees about the latest developments in this area while on the other hand creating a permanent awareness of compliance among employees.

STRATEC's compliance system is continually being enhanced and optimized. Moreover, regular compliance summits are held to which all active compliance officers are invited in order to share their experiences and receive further training. A further component of STRATEC's compliance management system involves the annual meeting of the Compliance Board, which comprises six permanent members and two alternating members whose specialist departments at STRATEC are assessed as potentially being exposed to risks. This body discusses and decides on compliance targets and separate relevant topics. The risk reports compiled by compliance officers at individual locations form the basis for the compliance report provided to the Board of Management. The Board of Management discharges its reporting duties towards the Supervisory Board.

An anonymous whistleblowing system enabling employees or other parties to notify the company of any breaches of regulations or legal requirements has been in place since 2017. In 2023, the system was extended to include an online tool that is available to the public via the company's website. A total of 14 notifications was received via the anonymous whistleblowing system and other channels in 2023 (previous year: 13). Of these 14 notifications, two cases were classified as not being relevant to compliance. The other 12 cases were assessed as uncritical or, at most, forwarded for investigation either by local compliance officers or the Global Compliance Officer. The resultant measures involved talks with the individuals involved, reviewing and clarifying internal regulations, and agreements with the Human Resources department.

Respecting human rights

STRATEC is committed to the Human Rights' Charter of the United Nations and, via its Board of Management, is a signatory of the UN Global Compact. It provides employees throughout the Group with a high degree of social security and performance-based remuneration. The group-wide Corporate Compliance Policy ensures that all employees behave with respect and in compliance with legal requirements within the STRATEC Group and in their dealings with employees, colleagues, business partners, customers, and the authorities. The company's approach towards human rights and employee rights is laid down in guidelines that are mandatory throughout the Group. The Board of Management of STRATEC SE is informed about human rights-related topics in the annual compliance report. Furthermore, the ESG Board also performs an advisory function towards the Board of Management in this respect.

To create an even clearer focus on respecting human rights and raise awareness among all of STRATEC's employees, STRATEC has compiled its own Human Rights Strategy. This also involves reviewing and aligning relevant processes, documents, and the risk management system to the requirements of the German Supply Chain Due Diligence Act (LkSG). Although STRATEC is not yet within the scope of the LkSG Act, the company aims to meet the obligations resulting from this legislation today already.

Even though STRATEC's suppliers predominantly operate in western industrial economies, it is not possible to fully exclude the risk of human rights' breaches, particular in the upstream supply chain. STRATEC therefore expects its suppliers to meet the same standards in terms of safeguarding and complying with human rights.

To this end, all suppliers relevant to the company's production activities have been contractually obliged to abide by STRATEC's generally valid Code of Conduct, which is based on the guidelines of the UN Global Compact, the conventions of the ILO, the UN Declaration of Universal Human Rights and Children's Rights, and the OECD Guidelines for Multinational Enterprises. Furthermore, sanction list, watch list and blacklist screenings are performed whenever contracts are initiated with new business partners. Furthermore, in 2023 STRATEC extended its supplier audit process to include additional aspects addressing the protection of human rights. These will be applied in audits from 2024 onwards.

No breaches of human rights were identified within the STRATEC Group or its supply chain in the 2023 financial year or the preceding financial years.



SOCIAL COMMITMENT



As a company with global operations but regional roots, the STRATEC Group is aware of its social responsibility on both global and local levels. STRATEC therefore regularly supports both regional and global charities, healthcare and education organizations, conservation organizations, and associations. In 2023, the organizations which STRATEC supported with financial donations once again included: Plan International, Erde der Kinder e.V., Kinderhospiz Sterneninsel e.V., die Familienherberge Lebensweg, and Birkenfeld Fire Brigade.

Furthermore, STRATEC supports its employees in their commitment to charitable organizations or voluntary activities. The company offers leave to employees for the time they need to donate blood or thrombocytes, as well as for training sessions and deployment at aid organizations.

No donations whatsoever were made to political parties, lobbyists, or comparable organizations in the 2023 financial year or in previous years.





A project participant grows lettuce.
© Plan International



Plan International

STRATEC has supported the children's charity Plan International Deutschland (hereinafter "Plan") since 2012. Over the past 86 years, donations have enabled Plan, as a global organization, to successfully implement projects in numerous countries. Plan is an international children's charity with operations in more than 75 countries in Africa, Asia, and Latin America which campaigns for children's rights. Plan calls for a world in which all children are free to develop and flourish in societies that protect their rights and treat them with dignity and respect, irrespective of their origin, religion, gender, or political factors. Plan also bears the DZI fundraising integrity seal.

STRATEC supported the "Protecting Children against the Climate Crisis" project in Malawi in 2023. This project helps to improve the livelihoods of 2,500 households in Mulanje and Machinga by boosting their ability to withstand the effects of climate change.

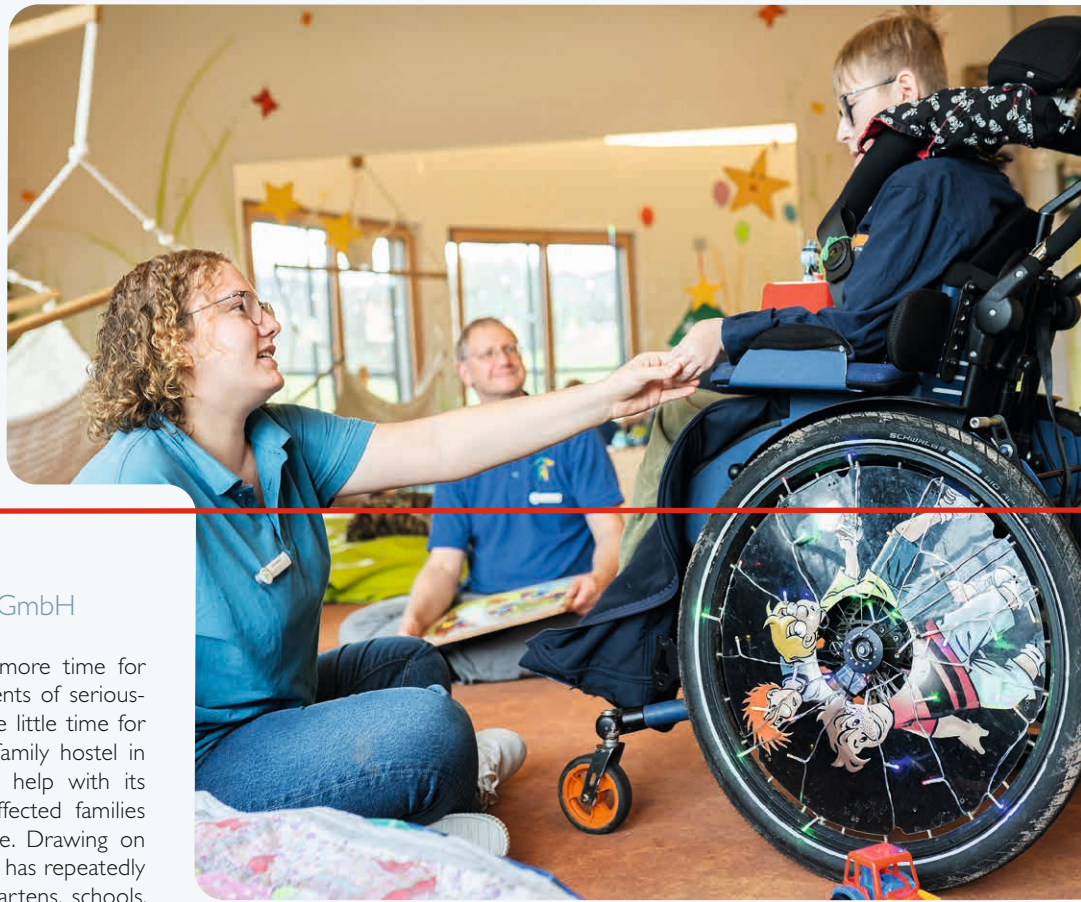
© Plan International

Huts in Burkina Faso
© Straub



Erde der Kinder e.V. – Aid for Burkina Faso

STRATEC has supported the charity Erde der Kinder e.V. since 2015. Siegfried Straub began helping needy children in Burkina Faso in West Africa on a private basis in 2008. In 2014, he founded the charity Erde der Kinder e.V., which to date has been exclusively driven by the unpaid voluntary activities of its members and helpers. As well as organizing godparenting schemes, Erde der Kinder e.V. also supports other measures, such as clean drinking water for schools, vaccinations, buying mosquito nets, medical treatment for the children, school clothes, and learning materials.



Familienherberge Lebensweg gGmbH

Find some peace and quiet. Have more time for yourself. Build up new strength. Parents of seriously ill and disabled children often have little time for this. That is where the Lebensweg family hostel in Illingen-Schützingen in Enzkreis can help with its groundbreaking concept enabling affected families to share a break from their routine. Drawing on creative inclusion projects, the hostel has repeatedly brought children from local kindergartens, schools, and clubs together with the guest children and enabled them to share common adventures.

Family hostel Lebensweg
© Familienherberge Lebensweg



Sterneninsel e.V.

Outpatient children's and youth hospice service for Pforzheim and Enzkreis District

Sterneninsel accompanies and supports families in which a child, young person, or parent is suffering from a life-threatening or life-shortening disease. STRATEC has supported these worthwhile activities with financial donations since 2017.

The Sterneninsel offer of help also includes:
Bereavement support for children and adolescents.
© Sterneninsel e.V.

CONTACT

QUESTIONS REGARDING CONTENT

Jan Keppeler
Head of Investor Relations,
Sustainability & Corporate Communications
Phone +49 7082 7916-6515

csr@stratec.com
www.stratec.com



IMPRINT

Published by
STRATEC SE
Gewerbestr. 37
75217 Birkenfeld
Deutschland
Phone +49 7082 7916-0
info@stratec.com
www.stratec.com

Board of Management
Marcus Wolfinger (Vorsitzender),
Dr. Robert Siegle, Dr. Claus Vielsack und Dr. Georg Bauer

Chairman of the Supervisory Board
Prof. Dr. Georg Heni

Registration Court
Mannheim HRB 732007

Value Added Tax Identification Number
DE812415108

Editorial Responsibility
STRATEC SE

Concept and Design
STRATEC SE

Photography
STRATEC SE is the exclusive holder of all image rights without copyright

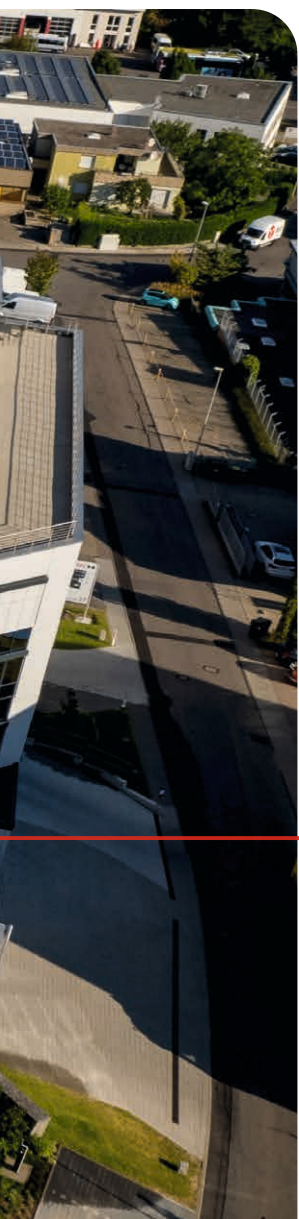
Further information

Our 2023 Sustainability Report provides you with supplementary information accompanying our 2023 Annual Report.

All disclosures made in this brochure may be amended at any time and without prior notice. We provide no guarantee concerning the exactness, completeness, accuracy, or usefulness of this information for any specific purpose.

Discrepancies may arise throughout the brochure due to the arithmetic rounding up or down of the underlying figures.

This brochure is available in both German and English. Both versions can be downloaded from the company's website at www.stratec.com. In cases of doubt, the German version is authoritative.



STRATEC SE

Gewerbestr. 37
75217 Birkenfeld
Deutschland
Phone +49 7082 7916-0
info@stratec.com
www.stratec.com

