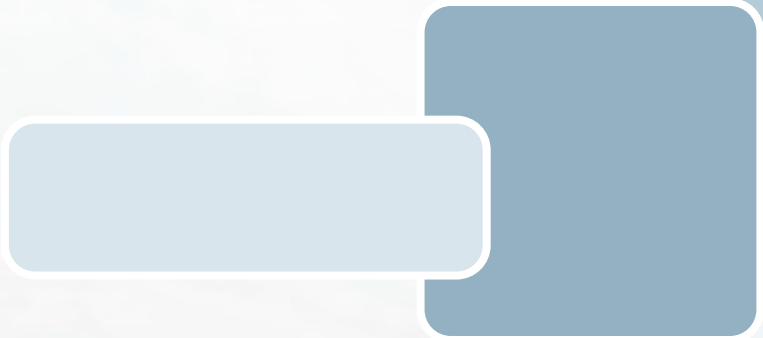
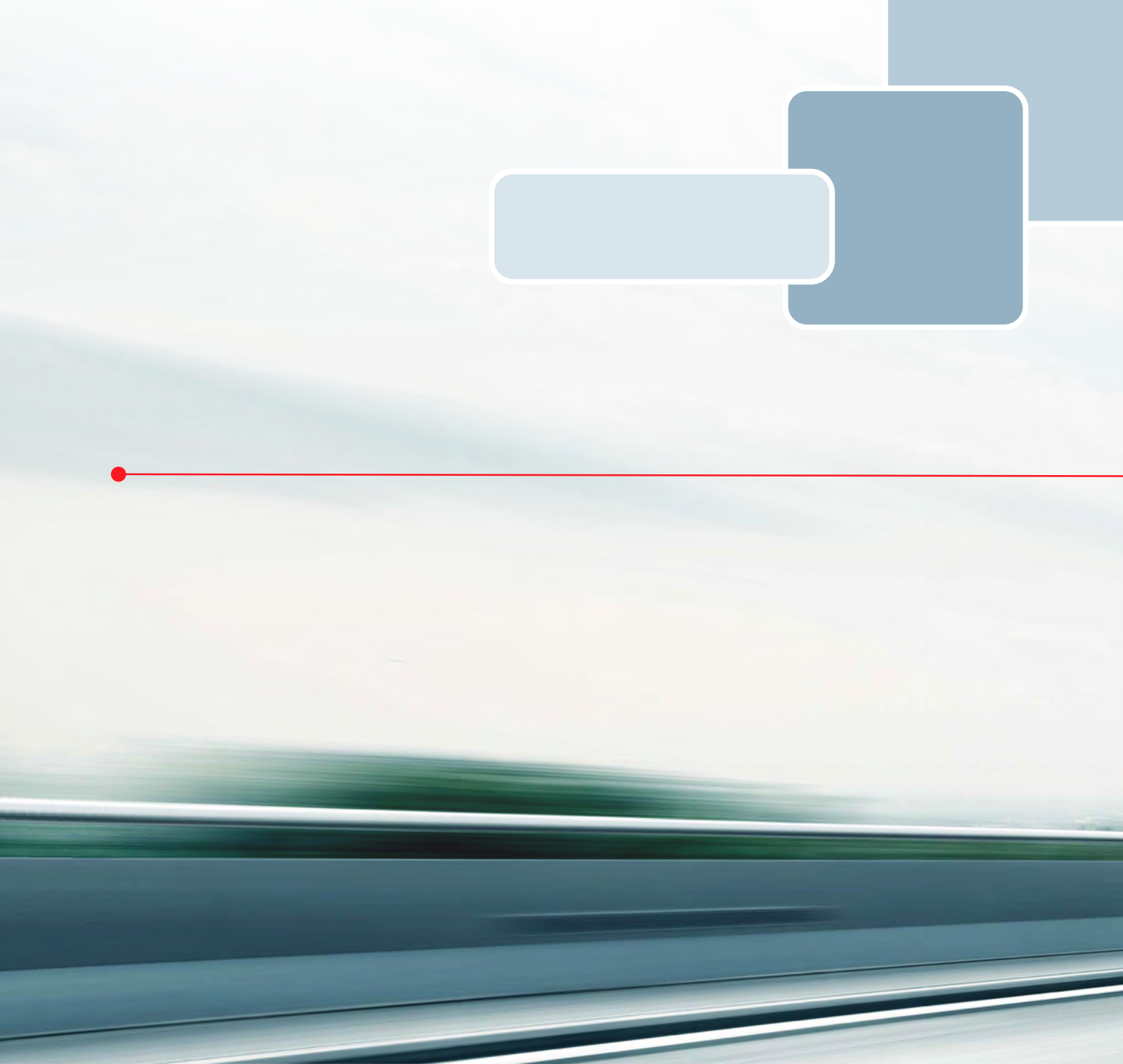


# FOR A BETTER TOMORROW

Sustainability 2021



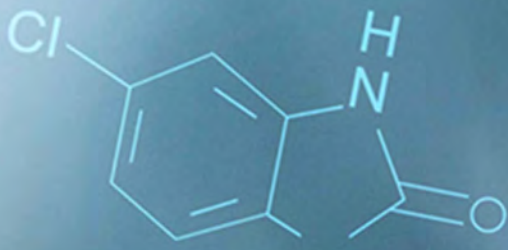
View of the photovoltaic system at the Birkenfeld site (Germany)





# SUSTAINABILITY 2021

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# STRATECs 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 2021 Annual Report, which is available on the company's website at [www.stratec.com/financial\\_reports](http://www.stratec.com/financial_reports). This Sustainability Brochure supplements and extends the Non-Financial Group Declaration in the 2021 Annual Report.

Unless otherwise indicated, the data provided in this brochure refers to all companies included in the scope of consolidation of the STRATEC Group. The period under report is the 2021 financial year. This brochure for the first time includes the disclosures required by the EU Taxonomy Regulation (Taxonomy Regulation) in respect of taxonomy-eligible economic activities. STRATEC has based its CSR reporting on the Global Reporting Initiative (GRI) standards in the 'Core' application level.

## 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, in 2021 STRATEC planned an ESG (Environmental Social Governance) Board that will meet several times a year in future.

The Board comprises the managers responsible for those company divisions that are especially relevant to sustainability aspects (Supply Chain, Human Resources, Manufacturing, Legal & Compliance, Project Management, Investor Relations & Corporate Communications).

STRATEC divides the topics relevant to corporate social responsibility into three dimensions. Based on a materiality analysis, 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.

**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 around 1,400 employees (including temporary staff and trainees), STRATEC is aware of its social and ecological responsibilities.

**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, 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 management report in the 2021 Annual Report, which is available on the company's website at [www.stratec.com/financial\\_reports](http://www.stratec.com/financial_reports).



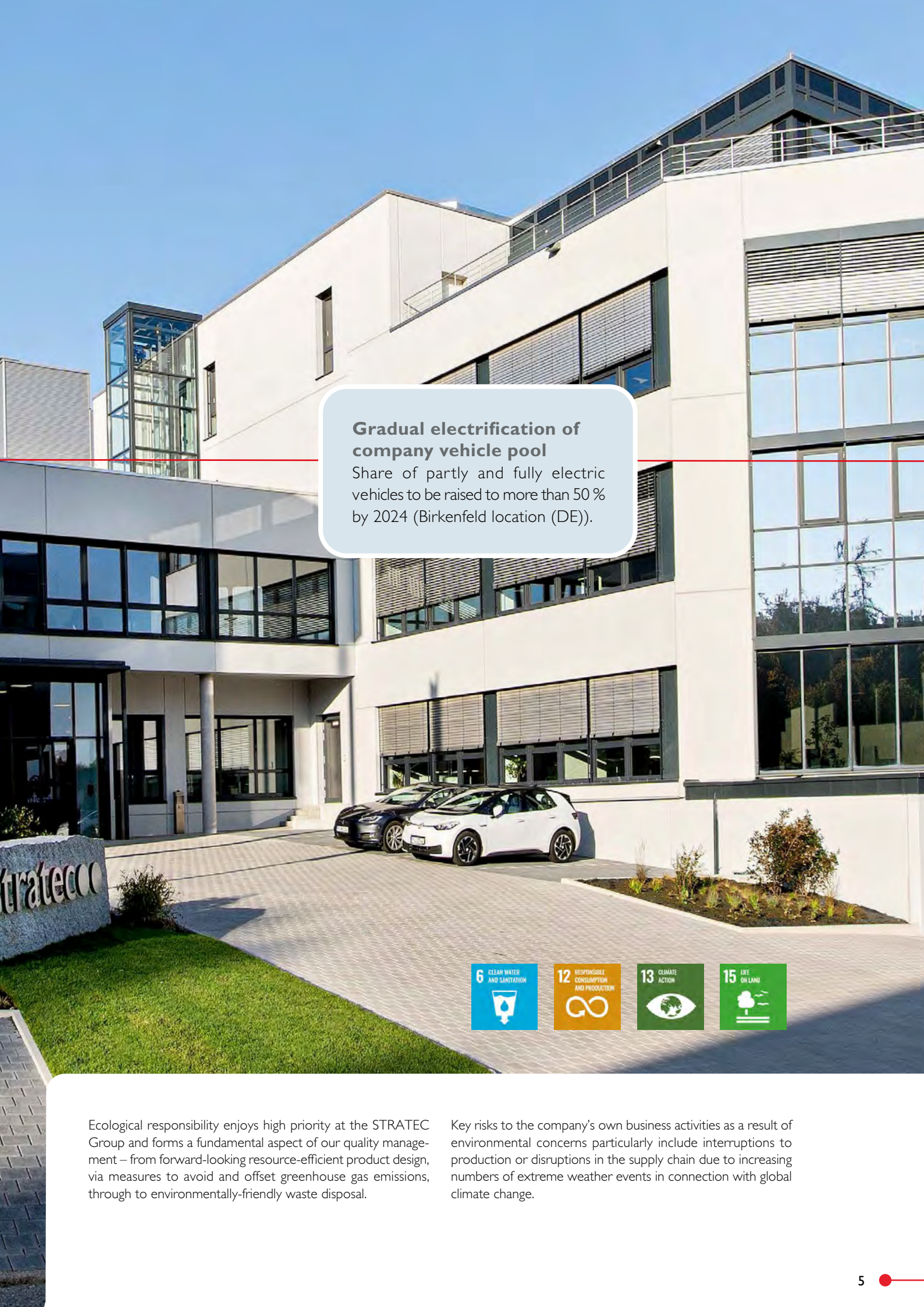
### **Reduction in greenhouse gas emissions**

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

### **Limiting global warming**

Clear commitment to the climate target agreed in the Paris Climate Accord to limit global warming to significantly less than 2°C.

# ECOLOGICAL RESPONSIBILITY



### Gradual electrification of company vehicle pool

Share of partly and fully electric vehicles to be raised to more than 50 % by 2024 (Birkenfeld location (DE)).



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.

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



## 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 heat-waves, 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 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 is committed to the climate target in the Paris Climate Agreement, namely to limit global warming to significantly less than 2 °C. Consistent with this commitment, the company's climate target is based on the internationally recognized requirements of the Science-Based Targets initiative. Excluding offsetting measures, the STRATEC Group thus aims to reduce its absolute greenhouse gas emissions (Scopes 1 and 2) by 30% by 2030 compared with 2019.

One key aspect of the company's efforts to achieve this emissions target involves procuring electricity from renewable sources. At its Birkenfeld location (DE), the company has generated green electricity with photovoltaics systems since 2011 already. In the 2021 financial year, the nominal capacity here was significantly increased by installing a further photovoltaics system with a capacity of 200 kilowatt peak (kWp). Overall, solar modules with nominal capacities of 330 kWp are now installed at the Birkenfeld location. Operations with the newly installed system are scheduled to begin in 2022.



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 206,900 kWh of green electricity in the 2021 financial year. Of this, the proportion of own use amounted to around 35% in the 2021 financial year. Moreover, in the 2020 financial year the Group already converted nearly all of its electricity supply to CO<sub>2</sub>-neutral green electricity from alternative energy sources (mainly wind power and hydroelectricity).

Not only that, since 2020 STRATEC has offset all of its unavoidable Scope 1 and 2 emissions by supporting certified climate protection projects. In selecting the climate projects to support, the company strictly ensures that these meet high, certified standards for climate protection projects, such as the Gold Standard or the Verified Carbon Standard (VCS) and the Climate, Community and Biodiversity Standards (CCBS).

Alongside the procurement of green electricity, another aspect that plays a key role in the STRATEC Group's efforts to reduce its CO<sub>2</sub> 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 a supply air heat exchanger were installed. Moreover, an energy audit was performed in the year under report at the production location in Beringen (Switzerland) in order to detect and implement potential improvements. The next regular energy audit at the company's headquarters in Birkenfeld is scheduled for the 2023 financial year.

In addition, in the 2021 financial year STRATEC drew up a concept for gradually electrifying the company vehicle pool at the company's headquarters in Birkenfeld and decided to significantly expand the charging infrastructure. The aim is to increase the share of partly and fully electric vehicles from its current level of 20% to 50% by 2024 and to ensure that the share of fully electric vehicles is as high as possible.

The STRATEC Group consumed energy totaling 8,836.2 MWh in connection with building heating and electricity in the financial year under report. Its energy consumption therefore rose year-on-year by 11.2%, a development which was due among other factors to higher electricity consumption resulting from increased production volumes in the Smart Consumables business unit.

## Energy consumption<sup>1</sup>

	2021	2020	Change
Gas consumption (MWh)	2,767.2	2,863.7	-3.4%
per 1,000 employees <sup>2</sup>	1,995.1	2,179.4	-8.5%
Electricity consumption (MWh)	6,069.0	5,081.5	+19.4%
per 1,000 employees <sup>2</sup>	4,375.7	3,867.2	+13.1%
<b>Total (MWh)</b>	<b>8,836.2</b>	<b>7,945.2</b>	<b>+11.2%</b>
per 1,000 employees <sup>2</sup>	6,370.8	6,046.6	+5.4%

<sup>1</sup> Data partly based on estimates, as not all data was yet available for some subsidiaries at the reporting date due to the respective invoicing periods

<sup>2</sup> Based on average number of employees in financial year including temporary staff and trainees

## Scope 1 and scope 2 emissions in tonnes (CO<sub>2</sub> equivalents)<sup>1</sup>

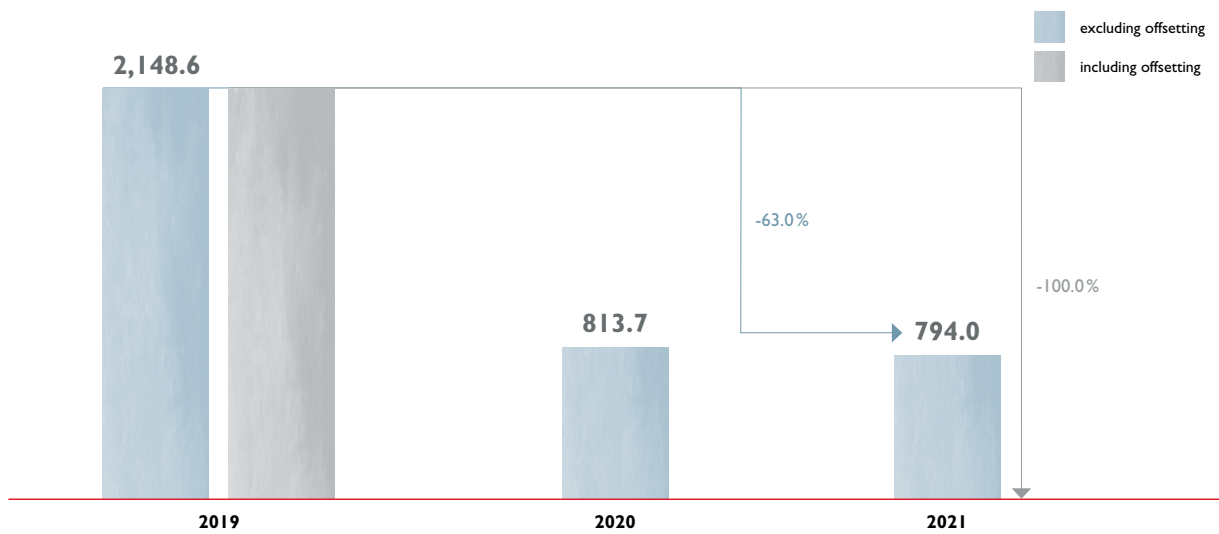
	2021	2020	Change
<b>Scope 1</b>			
Gas consumption	581.1	578.9	+0.4%
• of which offset	581.1	578.9	-
• per 1,000 employees <sup>2</sup> (excluding offsetting)	419.0	440.5	-4.9%
Vehicle pool	181.9	214.2	-15.1%
• of which offset	181.9	214.2	-
• per 1,000 employees <sup>2</sup> (excluding offsetting)	131.1	163.0	-19.6%
<b>Scope 2</b>			
Electricity consumption	31.0	20.6	+50.5%
• of which offset	31.0	20.6	-
• per 1,000 employees <sup>2</sup> (excluding offsetting)	22.4	15.7	+42.7%
<b>Total Scope 1 and 2</b>	<b>794.0</b>	<b>813.7</b>	<b>-2.4%</b>
• of which offset	<b>794.0</b>	<b>813.7</b>	<b>-</b>
• per 1,000 employees <sup>2</sup> (excluding offsetting)	<b>572.5</b>	<b>619.3</b>	<b>-7.6%</b>
<b>Total Scope 1 and 2 (excluding offsetting)</b>	<b>0.0</b>	<b>0.0</b>	<b>-</b>

<sup>1</sup> Data partly based on estimates, as not all data was yet available for some subsidiaries at the reporting date due to the respective invoicing periods

<sup>2</sup> Based on average number of employees in financial year including temporary staff and trainees

Thanks in particular to the conversion to electricity from renewable energies (photovoltaics, wind power, and hydroelectricity) at nearly all of the Group, since the 2019 financial year the STRATEC Group has managed to reduce its total Scope 1 and Scope 2 emissions excluding offsetting measures by 63.0% to 794.0 tonnes of CO<sub>2</sub> equivalents. Overall, the STRATEC Group offset 1,800 tonnes of CO<sub>2</sub> equivalents with certified climate protection projects in the financial year under report. From this overall budget, corresponding sub-volumes were allocated to Scope 1 and Scope 2 emissions, meaning that these too were fully offset in the 2021 financial year. The allocation of the remaining budget of offset CO<sub>2</sub> equivalents to the individual sources of Scope 3 emissions can be seen in the schedule below.

**Three-year comparison: total scope 1 and 2 emissions in tonnes (CO<sub>2</sub> equivalents)**



**Peru: Avoided deforestation in Madre De Dios**

This project has been awarded Gold Status in the Climate, Community & Biodiversity Standards (CCBS), as it makes a particularly great contribution to adapting to climate change and offers above-average benefits for local communities and biodiversity. Protecting the forests conserves the habitats of irreplaceable species of animals and plants, some of which are at acute risk of extinction to advancing deforestation. © First Climate Markets AG



### Scope 3 emissions in tonnes (CO<sub>2</sub> equivalents)<sup>1</sup>

	2021	2020	Change
Purchased goods <sup>2</sup>	3,221.6	2,865.7	+12.4%
• of which offset	573.8	573.1	–
• per € 1,000,000 sales (excluding offsetting)	11.2	11.5	-2.6%
Upstream logistics	1,434.8	481.9	+197.7%
• of which offset	255.5	96.4	–
• per € 1,000,000 sales (excluding offsetting)	5.0	1.9	+163.2%
Upstream energy chain	284.2	272.2	+4.4%
• of which offset	50.6	54.4	–
• per 1,000 employees <sup>4</sup> (excluding offsetting)	204.9	207.2	-1.1%
Employee work travel	422.6	301.7	+40.1%
• of which offset	75.3	60.3	–
• per 1,000 employees <sup>4</sup> (excluding offsetting)	304.7	229.6	+32.7%
Business flights <sup>3</sup>	278.1	214.5	+29.7%
• of which offset	49.5	42.9	–
• per 1,000 employees <sup>4</sup> (excluding offsetting)	200.5	163.2	+22.9%
Waste volumes	7.1	5.1	+39.2%
• of which offset	1.3	1.0	–
• per 1,000 employees <sup>4</sup> (excluding offsetting)	5.1	3.9	+30.8%
<b>Total Scope 3</b>	<b>5,648.4</b>	<b>4,141.1</b>	<b>+36.4%</b>
• of which offset	<b>1,006.0</b>	<b>828.2</b>	<b>–</b>
• per € 1,000,000 sales (excluding offsetting)	<b>19.7</b>	<b>16.6</b>	<b>+18.7%</b>
• per 1,000 employees <sup>4</sup> (excluding offsetting)	<b>4,072.4</b>	<b>3,151.5</b>	<b>+29.2%</b>
<b>Total Scope 3 (excluding offsetting)</b>	<b>4,642.4</b>	<b>3,312.9</b>	<b>+29.2%</b>

<sup>1</sup> When recording data and calculating Scope 3 emissions, reference was made to estimates and assumptions. In calculating Scope 3 emissions, the external service provider commissioned for this purpose referred, among other sources, to numerous internationally recognized databases, such as UBA (Probas) 2021, DEFRA 2021, Ecoinvent 3.8.1, GEMIS 5.0, International Energy Agency Data Services.

<sup>2</sup> The figure stated accounts for circuit boards, printed circuit boards, injection-molded parts, metal or electrical modules (motors, pumps, valves), and plastic granulates from the top 5 respective suppliers. The figure stated does not include items such as welded constructions and casings.

<sup>3</sup> The figure stated includes flights for the headquarters in Birkenfeld and the locations in Budapest and Anif.

<sup>4</sup> Based on average number of employees in financial year including temporary staff and trainees

The STRATEC Group's Scope 3 emissions increased by 36.4% to 5,648.4 tonnes of CO<sub>2</sub> equivalents in the 2021 financial year. This growth was due in particular to increased volumes of purchased goods and upstream logistics. The rise in emissions from upstream products was largely due to higher production volumes in the financial year under report. The growth in logistics emissions was caused by a high share of upstream products imported from the US due to product mix considerations. Furthermore, due to significant bottlenecks in container ship transport, greater use had to be made of more CO<sub>2</sub>-intensive air freight solutions.

In the 2021 financial year, 1,006.0 tonnes of CO<sub>2</sub> equivalents, or around 18% of Scope 3 emissions, were offset by certified climate protection projects.



### Cambodia: Clean drinking water

The goal of this project is to manufacture ceramic water filters and distribute these to households in Cambodia, especially in rural areas. These filters, which can be used by families directly in their households, reliably remove microbes and germs from contaminated water. This removes the need to boil unsafe water to make it drinkable. It also lowers fuel requirements and actively reduces greenhouse gas emissions harmful to the climate. The water filters used are manufactured locally and can filter enough water to supply a five-member family for five to seven years. © First Climate Markets AG



## 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 renewed use following receipt of a delivery.

### Waste volumes in year-on-year comparison in tonnes<sup>1</sup>

	2021	2020	Change
Waste volumes	233.4	220.3	+5.9%
per 1,000 employees <sup>2</sup>	168.3	167.7	+0.4%
per € 1,000,000 sales	0.81	0.88	-8.0%
of which non-hazardous waste (municipal waste, paper and cardboard, metals, timber)	165.4	159.9	+3.4%
of which hazardous waste (electronics, laboratory waste, waste oil, chemicals, other (e.g. fluorescent lamps))	67.9	60.4	+12.4%

<sup>1</sup> Data partly based on estimates, as not all data was yet available for some subsidiaries at the reporting date due to the respective invoicing periods

<sup>2</sup> Based on average number of employees in financial year including temporary staff and trainees

Group-wide waste volumes rose year-on-year by 5.9% to 223.4 tonnes in the 2021 financial year. This increase was due in particular to the significant growth in production volumes in the year under report.

## Water and wastewater

STRATEC's production sites (Birkenfeld, Beringen, Anif, Budapest) are all 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]). 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 11,433 m<sup>3</sup> in the 2021 financial year and were thus at around the previous year's level (11,363 m<sup>3</sup>).

### Water consumption (fresh water) in cubic meters<sup>1</sup>

	2021	2020	Change
Water consumption	15,858	14,931	+6.2%
per 1,000 employees <sup>2</sup>	11,433	11,363	+0.6%

<sup>1</sup> Data partly based on estimates, as not all data was yet available for some subsidiaries at the reporting date due to the respective invoicing periods

<sup>2</sup> 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 generally only 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 now 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:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems.

For two of the environmental objectives (climate change mitigation and climate change adaptation), the EU has currently published requirements governing sustainable economic activities as defined in the EU Taxonomy Regulation.

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 social safeguards are complied with; this is a prerequisite for classifying an economic activity as taxonomy-aligned.

For the 2021 year under report, it is only 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.

The amounts used to calculate the turnover, CapEx, and OpEx key figures are based on the figures reported in the consolidated financial statements. This calculation basically includes all fully and proportionately consolidated group companies.

As a result of § 315b in conjunction with § 289b (1) of the German Commercial Code (HGB) and Article 8 of the Taxonomy Regulation, STRATEC is obliged to apply the regulatory provisions of the Taxonomy Regulation. Pursuant to § 315e (1) HGB, the consolidated financial statements of STRATEC as of 31 December 2021 have been prepared in accordance with IFRS. The IFRS consolidated financial statements therefore serve as a basis for calculating the following figures.

## 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 € 287,335k in the 2021 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 are investigated across all group companies to ascertain whether they were generated with taxonomy-eligible economic activities pursuant to Annex I (Substantial Contribution to Climate Change Mitigation) and Annex II (Substantial Contribution to Climate Change Adaptation) of Delegated Regulation 2021/2139 to the Taxonomy Regulation. Based on detailed analysis of the constituent items, the respective sales are allocated to taxonomy-eligible economic activities.

Based on the current status of the regulatory framework, no relevant economic activities could be identified for STRATEC in the Delegated Regulations. As a result, no taxonomy-eligible turnover was identified.

### Turnover key performance indicator (in € 000s)

	2021
Taxonomy-eligible activities	0
Taxonomy-non-eligible activities	287,335
Total	287,335
Share of taxonomy-eligible activities	0%

## CapEx KPI

Pursuant to the Delegated Regulation (EU) 2021/2178 Annex I No. 1.1.2.2 to the Taxonomy Regulation, the CapEx key performance indicator presents the proportion of the capital expenditure of an economic activity that is already associated with a taxonomy-eligible economic activity, is part of a credible plan to extend or reach an environmentally sustainable economic activity, or refers to the acquisition of products and services from a taxonomy-eligible economic activity.

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 Delegated Regulation (EU) 2021/2178 Annex I No. 1.1.2.1 to the Taxonomy Regulation amounts to € 20,860k (see relevant disclosures in the 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 (Substantial Contribution to Climate Change Mitigation) and Annex II (Substantial Contribution to Climate Change Adaptation) of Delegated Regulation (EU) 2021/2139 to the Taxonomy Regulation. The total volume of additions reflecting taxonomy-eligible capital expenditure forms the nominator for the CapEx KPI. At € 1,125k, these additions relate to the acquisition of taxonomy-eligible services and products in the fields of buildings, vehicle pool management, and photovoltaics systems.

### CapEX KPI (in € 000s)

	2021
Taxonomy-eligible activities	1,125
Taxonomy-non-eligible activities	19,735
<b>Total</b>	<b>20,860</b>
<b>Share of taxonomy-eligible activities</b>	<b>5%</b>

### OpEx KPI

The OpEx key performance indicator presents the proportion of operational expenditure as defined in the EU Taxonomy Regulation that is associated with taxonomy-eligible economic activities, with a CapEx plan as outlined above, or with the acquisition of products from a taxonomy-eligible economic activity.

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 meeting the definition in Delegated Regulation (EU) 2021/2178 Annex I No. 1.1.3.1 to the Taxonomy Regulation amounts to € 10,261k.

Pursuant to Delegated Regulation (EU) 2021/2178 Annex I No. 1.1.3.2 to the Taxonomy Regulation, the nominator of the OpEx KPI is obtained by analyzing the taxonomy eligibility of the expenditure recognized in the aforementioned accounts. Expenses of € 31k for building management measures have been classified as taxonomy eligible.

When calculating the aforementioned key performance indicators, various audit steps were taken to avoid any double counting of economic activities. These included documenting data generation and safeguarding the reconcilability of the figures with the other financial information.



More far-reaching analyses to meet specific criteria in respect of the identified economic activities will be necessary from the 2022 financial year. Alongside the evaluation in respect of the conformity criteria, these will also include assessing whether the taxonomy-eligible economic activities make a substantial contribution to any of the environmental objectives defined in the Taxonomy Regulation and establishing that no significant harm is done to any other environmental objective. Furthermore, it will have to be ensured that the activities comply with minimum social safeguards as set out in the OECD – Guidelines for Multinational Enterprises, UN – Guiding Principles on Business and Human Rights, ILO Core Labour Standards and International Human Rights Charter.

### OpEx KPI (in € 000s)

	2021
Taxonomy-eligible activities	31
Taxonomy-non-eligible activities	10,230
<b>Total</b>	<b>10,261</b>
<b>Share of taxonomy-eligible activities</b>	<b>&lt; 1 %</b>



# 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 is making 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. The tools we draw on to evaluate the success of various measures and identify potential improvements include performing surveys to assess our employees' satisfaction. Due to the COVID-19 pandemic, however, these could unfortunately only be held at highly irregular intervals.

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. 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. Diverse cooperations with universities also serve to arouse students' interest in STRATEC as a potential employer at an early stage. One example worth mentioning here is the close cooperation with Pforzheim University, where STRATEC co-finances an endowed professorship for medical technology. STRATEC also supports a number of student competitions in robotics, especially in the field of software development, on local and international level.

With 187 new hires, the STRATEC Group successfully attracted a large number of highly qualified employees once again in the 2021 financial year (previous year: 160). Women accounted for 37.4% of the employees newly hired in 2021 (previous year: 31.2%). A further criterion referred to by STRATEC to assess the attractiveness of its working environment is the personnel turnover rate. Excluding employees whose temporary contracts expired and those entering retirement, this key figure amounted to 9.7% in 2021, as against 4.9% in the previous year. Among other factors, this increase was due to catch-up effects after the very low level reported for the previous year on account of the pandemic.

## New hires

	2021	2020
<b>Total new hires</b>	<b>187</b>	<b>160</b>
of which Women	70	50
of which Men	117	110
of which Employees aged below 30	76	56
of which Employees aged between 30 and 50	81	96
of which Employees aged 50 and older	30	8

## Personnel turnover rate

	2021	2020
Personnel turnover rate <sup>1</sup>	9.7%	4.9%

<sup>1</sup> Excluding employees whose temporary contracts expired 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.

In the 2021 financial year, STRATEC once again created various new employee programs while also further developing existing programs. In 2021, for example, the company designed a new talent management and next-generation management program on a uniform group-wide basis.

## 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 and a company healthcare management

officer. 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 to the extent permitted by the pandemic. These include voluntary annual eye checks, various sports programs, advice on healthy nutrition, exercise during the lunchbreak, and ways to relax and cope with stress. Not only that, medical checks tailored to employees' specific workplaces are also offered, as are special vaccinations for employees (COVID-19 and influenza).

One factor of overriding importance once again in 2021 was to make sure that our employees were protected during the COVID-19 pandemic. STRATEC introduced suitable measures at a very early stage of developments to reduce as far as possible the infection risks faced by employees in connection with their work activities. Among others, these included introducing separate production shifts, strict travel restrictions, extending flexible working hours regulations, and comprehensive use of mobile work.

## Work-related accidents

	2021	2020
<b>Total work-related accidents</b>	<b>12</b>	<b>20</b>
per 1,000 employees <sup>3</sup>	8.7	15.2
of which accidents leading to absence on day after	7	7
per 1,000 employees <sup>3</sup>	5.0	5.3
Lost time injury frequency (LTIF) rate <sup>1</sup>	2.5	2.8
of which severe work-related accidents <sup>2</sup>	0	0

<sup>1</sup> Number of work-related accidents leading to absence on day after per million working hours (including temporary staff and trainees)

<sup>2</sup> Work-related accidents in which the employee does not regain his/her previous state of health within six months

<sup>3</sup> Based on average number of employees in financial year including temporary staff and trainees

The total number of work-related accidents leading to absence on the day after the accident per 1,000 employees showed a slight year-on-year reduction from 5.3 to 5.0 in 2021 and still remains at a low level. The resultant accident frequency rate amounts to 2.5 per million working hours. No severe work-related accidents were reported in the 2021 financial year or the previous year. To maintain a low number accidents in future as well, individual accidents are analyzed and suitable measures taken to minimize the risk of such accidents recurring.

## Sickness quota

	2021	2020
Sickness quota in %	3.8	3.5

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, remained relatively stable compared with the previous year and amounted to 3.8% in the 2021 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. During the COVID-19 pandemic, extended regulations were 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 2021 financial year, a total of 20 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, 2021, women accounted for 25.0% 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; this target had not yet been met as of December 31, 2021.

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. The rollout of further diversity and inclusion training for the human resources departments at subsidiaries, which was already put back from 2020 to 2021, was further postponed due to the ongoing COVID-19 pandemic.

## Percentage of female employees

	2021	2020
Female employees in %	30.7	29.6

The female share of the STRATEC Group's total workforce rose from 29.6% in the previous year to 30.7% in the 2021 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 website at [www.stratec.com](http://www.stratec.com) > Investors > Corporate Governance.

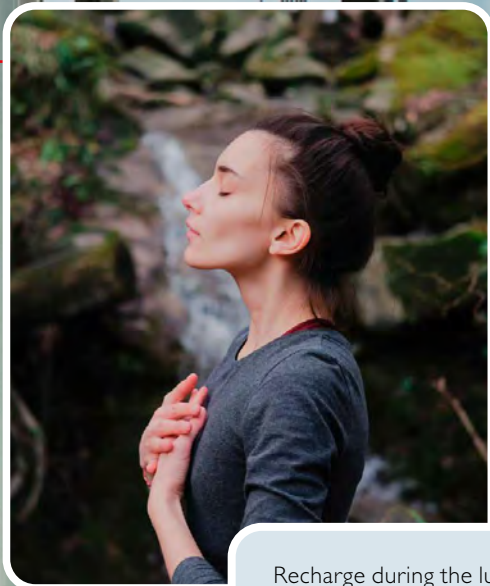


# INCENTIVES FOR EMPLOYEES

**COVID-19 vaccination campaign**  
STRATEC offered several rounds of vaccination to its employees in 2021.



DIATRON staff photo competitions  
1. "Back to the Office"  
2. "Life During a Pandemic"  
The best photos in each category received awards and were displayed in meeting rooms.  
© DIATRON



Recharge during the lunch-break: Exercises to relax, stretch, and mobilize.



Special offers such as team apples in Birkenfeld or soft ice cream and muesli bar weeks in Anif.



Team-building measures were on offer for all departments in Budapest during the summer months. © DIATRON



## Sports programs for and by employees

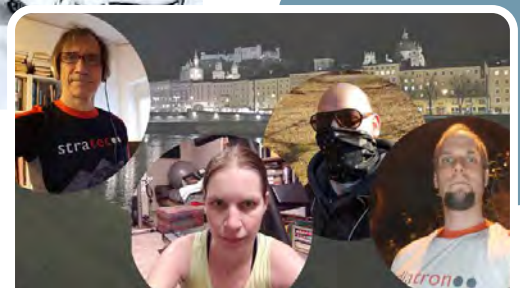
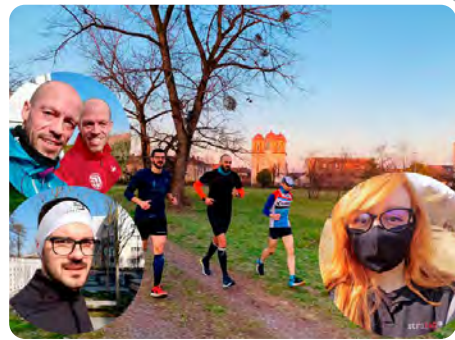
STRATEC promotes team-building measures, covers the costs of participation fees for contests, and provides jerseys for STRATEC teams.

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 on offer range from running, cycling, mountain biking, and soccer through to ski trips.

Due to the COVID-19 pandemic, numerous programs could regrettably not be offered in the year under report, neither was participation in most sports events possible. In line with the motto "let's find new ways to stick together", employees took part in virtual running events or, if permitted by coronavirus regulations, set off in small groups together.

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

30 Day Challenge – Running and Step Challenge: 160 colleagues from different countries jointly ran more than 20,000 km.





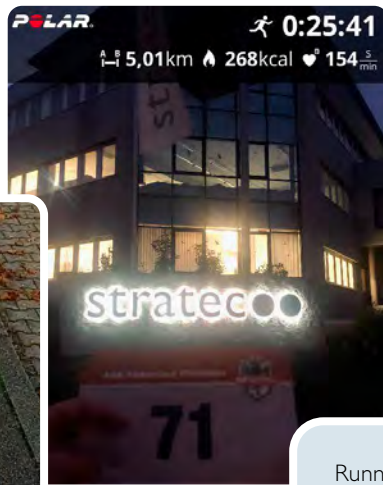
Running team Anif (A) at Salzburg Business Run in 2021.



**STADTRADELN**  
Radeln für ein gutes Klima



32 employees cycled 13,359 kilometers for the team Birkenfeld (DE).



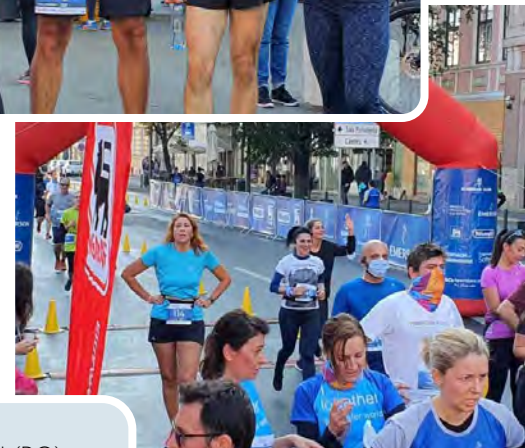
Running team Birkenfeld (DE) at Virtual AOK Company Run in 2021.



Running team Birkenfeld (DE) together run 70 km at Karlsbad Fun Run.



Running team DIATRON at Spar Marathon.  
© DIATRON



Running team Cluji (RO) at "Crosul Comaniilor 2021".  
©Crosul Comaniilor

# 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 have severe implications for the company's reputation and for 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 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



# TREATING EACH OTHER FAIRLY AND WITH RESPECT



- Compliance with the applicable legal requirements in Germany and abroad
- Copyright and license conformity
- Regular training of employees and information material on the intranet and on information boards
- 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](http://www.stratec.com/company/about-us/corporate-compliance).

STRATEC expects all of its employees 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, soon after they join the company all new employees are trained in person by the Global Compliance Officer or the local compliance officer with regard to the Corporate Compliance Policy. Training is provided to all full-time and part-time employees, as well as to all interns, trainees, and freelance employees at all locations. Furthermore, managers are obliged to provide compliance-related training to their employees once a year. To detect and remedy any omissions on the part of the managers at an early stage, the provision of this training is monitored and documented.

STRATEC's compliance system is subject to permanent enhancement and optimization. To this end, the Compliance Officer is provided with regular training by external service providers. Furthermore, one-to-one meetings are held at regular intervals between all managers and the relevant compliance officer. These talks are intended to identify any potential risks at an early stage, continually raise awareness of compliance among the management teams, and address any current topics. This enables STRATEC's management teams to detect specific risks, avoid risks by analyzing situations and developing suitable strategies, comply with operational imperatives, and take any necessary measures. The Compliance Officer reports the findings of his or her talks with managers directly 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.

## Respecting human rights

STRATEC is committed to the Human Rights' Charter of the United Nations and 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.

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. Compliance with the Code of Conduct is also reviewed in the context of regular audits. Furthermore, sanction list, watch list and blacklist screenings are performed whenever contracts are initiated with new business partners.

No breaches of human rights were identified within the STRATEC Group or its supply chain in the 2021 financial year or the preceding financial years.

# SOCIAL COMMITMENT



As a company with global operations but regional roots, STRATEC is aware of its social responsibility on both global and local levels. STRATEC therefore supports both regional and global charities, healthcare and education organizations, conservation organizations and associations. In 2021, STRATEC supported these kinds of organizations with a total of € 131,772. Organizations worth mentioning here include: Ärzte ohne Grenzen e.V., Plan International, Erde der Kinder e.V., Kinderhospiz Sterneninsel e.V., Deutsches Rotes Kreuz e.V., Deutsche Krebshilfe, DKMS, Familienherberge Lebensweg, Flutopferhilfe Aktionsbündnis Katastrophenhilfe, and Pforzheim University. In Romania, the company supported sports events, as well as three institutions that tackle rare inflammatory metabolic syndromes and genetic diseases among children and offer assistance to their families. These were Asociația JoyStory,

Fundatia Parinti din Romania and Asociația Inovare in Boli Rare Innorog.

Furthermore, STRATEC supports the commitment shown by its employees to charitable organizations and voluntary activities and grants them leave for the time they need to donate blood or thrombocytes, or for training and call-outs at aid organizations.

Not only that, the company maintains an open and constructive dialog with a wide variety of stakeholders in the fields of politics, business, science, and society at all of our locations. This dialog is intended to improve the competitiveness of the individual regions and to inform local populations about activities and developments which affect them. To this end, and also with the aim of reducing transport-related CO<sub>2</sub> emissions, STRATEC is also pursuing the objective of increasingly working with suppliers in its respective regions.



## Donations and benefit payments in €

	2021	2020
Donations / benefit payments	131,772	122,289

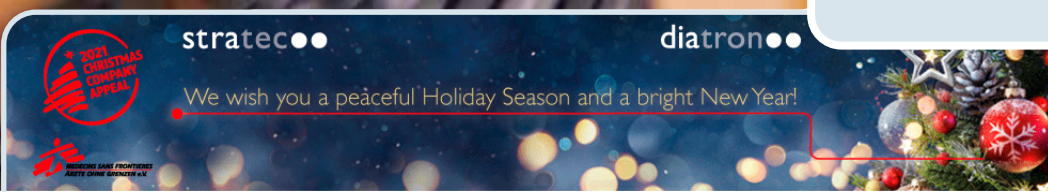
Games afternoon at the Lebensweg family hostel.  
© Familienherberge Lebensweg



In January 2021, all employees were called on to register as stem cell donors in cooperation with DKMS. © DKMS



The STRATEC Group has foregone sending printed Christmas cards for several years now and donates the funds saved to good causes. In 2021, the Christmas donation benefited Ärzte ohne Grenzen (MSF).



Thank you for the cooperative partnership and the trust you have placed in us throughout the years. We wish you a Happy Holiday Season and look forward to continuing our joint success in the New Year! Social responsibility, especially during these challenging times, is important to us. In order to reduce our ecological footprint we will refrain from sending season's greeting cards and support Médecins Sans Frontières / Doctors without Borders instead.

Tanya Haj-Hassan, a pediatrician at Ärzte ohne Grenzen (MSF), examines a newly born child. The team treats more than 2,000 children each year at the hospital in western Mosul in Iraq.  
© Ärzte ohne Grenzen (MSF) / Peter Bräunig



# WORLDWIDE ASSISTANCE FOR PEOPLE IN NEED



Lebensweg family hostel  
© Familienherberge Lebensweg

## 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. More than 50 employees and dedicated volunteers lovingly take care of the needs of the guest families who come for a break at the hostel. Drawing on creative inclusion projects, the hostel has repeatedly managed to bring children from local kindergartens, schools, and clubs together with the guest children and enabled them to share common adventures.

Since summer 2021, the hostel has been able to host six families at the same time again. This was not possible at the peak of the pandemic.

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

STRATEC has provided financial support to Erde der Kinder e.V., a children's charity close to our main location in Birkenfeld, since 2015 already. Siegfried Straub began helping needy children in Burkina Faso in West Africa on a private basis in 2008. He consistently stepped up his voluntary activities and in 2014 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. Thanks to additional financial support, the charity was able to build an orphanage for young children in Burkina Faso in 2015.

As well as organizing godparenting schemes, Erde der Kinder e.V. also supports measures such as clean drinking water for schools, vaccinations, buying mosquito nets, medical treatment for children, school clothes, and learning materials.

### Project progress

- Renewal of several huts destroyed by severe rainfall.
- Eight sponsored children have passed their baccalaureate and started to study.
- 40 registrations received from young people wishing to train at the sewing center; commercialization of work thanks to customer orders; numerous sewing machines need repairing.
- Alongside two roofed pavilions, kitchens have been installed at six of the huts for external sponsored children. Here, the children can now look after part of their own needs.
- Furniture purchased for the orphanage, which is to be opened in 2022.
- Supply of dried milk to six half-orphans whose mothers died at birth.
- The computer training center has been opened and is in great demand.



Infants school in Burkina Faso  
© Straub

Noah visits Sternenisel.  
© Sternenisel e.V.



Sternenisel e.V.

**Outpatient hospice service for children and young people in Pforzheim and Enzkreis District**

Sternenisel 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 a financial donation since 2017.

A diagnosis involving a severe or untreatable illness often leads to families and their relatives living for years in the knowledge that the sick child or young person will never live to become an adult or that a parent will not survive. Sternenisel is also on hand to help these families after the death of their family member. Not only that, the organization accompanies children and young people through the mourning process irrespective of who has died and when this happened. In its activities, Sternenisel aims to reduce the inhibitions surrounding death and mourning and to enable society as a whole, and children and young people in particular, to address these topics openly.

**Sternenisel's objectives are**

- To create opportunities for families to have time for themselves to regain strength and for parents to come to terms with the situation together.
- To find ways to ensure that brothers and sisters are not neglected.
- To enable families to help themselves by offering families / parents / children space to share their experiences with each other.
- To ensure that extensive palliative support is available to anyone facing death and to his or her family.
- To draw on its public profile to gather support for the further development of hospice activities in the region.



Handover of gifts from suppliers and customers of STRATEC CH to residents at the emergency shelter "Soziales Wohnen Geissberg".



**Diakonie**  
Katastrophenhilfe

July 2021: Flood damage in Bad Münster-eifel, North Rhine-Westphalia.  
© Diakonie Katastrophenhilfe



Growing vegetables in Malawi.  
© Plan International



## Plan Deutschland

STRATEC has supported the children's charity Plan International Deutschland (hereinafter "Plan") since 2012. Over the past 85 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 campaigns 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, and that irrespective of their origin, religion, gender and of political factors. Plan also bears the DZI fundraising integrity seal.

## Projects with Plan 2021

In the year under report, STRATEC provided financial support for four aid projects. These were the "Emergency Assistance Fund", the "Saving Children from the Climate Crisis" project in Malawi, the "Work Perspectives for Young People" project in Bolivia, and the "Safe and Inclusive Schools" Christmas project in Nepal.

### Plan's Emergency Assistance Fund

Speedy assistance for children! The emergency assistance fund makes it possible to provide children and their families in situations of need with fast, uncomplicated assistance in the form of relief goods. The fund enables clean water, food, emergency accommodation, and sanitary facilities, as well as covers,

protective sheets, and personal hygiene products, to be provided and distributed at short notice. Not only that, Plan is committed to protecting children affected by disasters, rebuilding facilities in the wake of disasters, and providing aid to child refugees and their families worldwide.

STRATEC is keen to offer help to people where it is most needed. It therefore supports Plan's Emergency Assistance Fund with regular donations. In 2021, the cash was used to help children affected by the flooding in Germany, child refugees, and measures to ease the effects of the Corona-pandemic.

### Saving Children from the Climate Crisis, Malawi

This project aims to improve the livelihoods of 2,500 households in Mulanje and Machinga by making them more resistant to the effects of climate change. In this context, community members are trained in sustainable agriculture, their food security and water supply are improved, and the families are supported in founding micro-companies and savings groups. The provision of seeds for drought-resistant plants and establishment of a seed bank additionally increase food security. The project activities benefit a total of 12,500 women, men, and children.

### Work Perspectives for Young People, Bolivia

Young people living in rural regions of Bolivia have a difficult time finding paid work. Youth unemployment is high and the country's wealth is very unevenly distributed. 30 percent of young people between 20 and 24 do not receive any pay for their labor, as they work for their families, for example in agriculture. There is also great gender inequality in terms of access to education and work, with young women far less likely than men to benefit from paid employment or education opportunities. In this project, Plan also aims to promote gender equality by encouraging young women and men to question existing role models and power structures.

#### Project progress

- 312 young women and men completed their livestock training
- Workshops on growing vegetables, processing fruits, and baking and cooking for 186 young people
- 18 young people completed their tourism training
- In vocations training, 145 women and men improved their work and social skills
- Six meetings with 25 representatives of local authorities and companies to improve women's economic status



Livestock training  
© Plan International

### Christmas Project: Safe and Inclusive Schools, Nepal

This project aims to provide girls and boys with equal access to high-quality education in safe and inclusive schools. Furthermore, targeted measures are performed to promote the children's reading skills and improve sanitary conditions and the supply of water to the schools. With STRATEC's support, reading corners have been set up at the schools to help promote the children's reading skills. Pupils can also borrow the books to practice reading at home with their parents. Not only that, the project financed tuition for 13 classes in the winter: Mobile tuition was provided in the cold winter months to children living in remote or high-up villages in Dolpa.

#### Project progress

- 144 pupils took part in psychological consultations
- Taking account of safety and hygiene requirements, all 80 project schools were able to open again
- Home visits convinced the families of 17 children to register their daughters and sons at a school
- Eight children with disabilities received learning assistance at home
- 13 discussion groups on gender equality with 335 participants
- 30 project schools equipped with hygiene articles



School class in Nepal  
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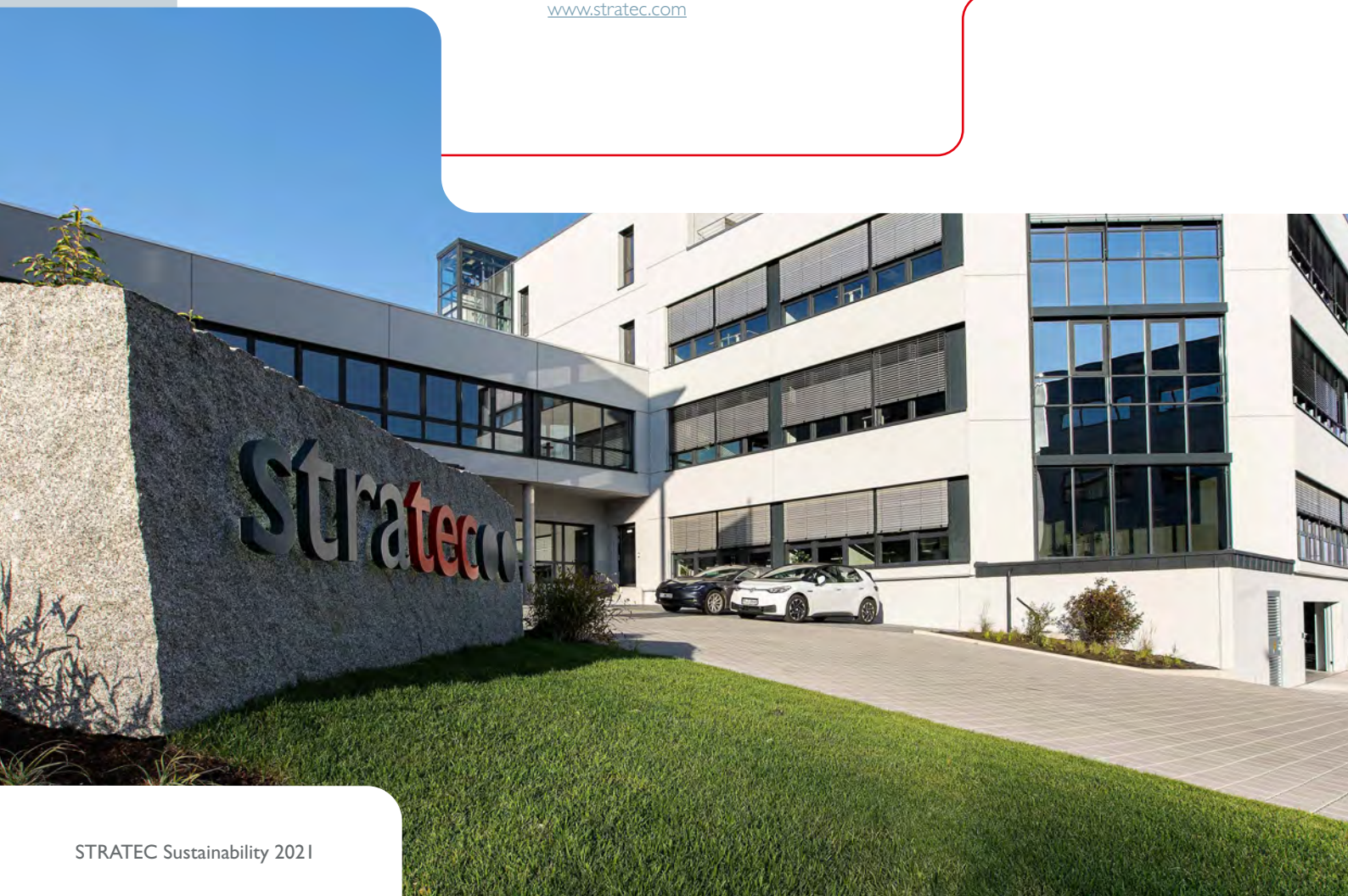
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# IMPRINT

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