

# FOR A BETTER TOMORROW

Sustainability 2022





# SUSTAINABILITY 2022

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# STRATEC's INTENTION



GO FUTURE – street art at STRATEC's headquarters in Birkenfeld  
Since August 2022, a work of street art by the French artist Falco has adorned STRATEC's new premises in Birkenfeld. Using the motive "GO FUTURE", he expressed the company's core message in visual form.

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 2022 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 is predominantly based on the Non-Financial Group Declaration contained in the 2022 Annual Report. The Non-Financial Group Declaration prepared for the 2022 financial year was subject to a limited assurance review conducted by an independent auditor. The auditor's opinion was published in the 2022 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 2022 financial year. 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 "Core" application level of 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 established an ESG (Environmental Social Governance) Board in 2021 already. This 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). 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 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 1,480 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. 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 co-operations 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.



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 2022 Annual Report, which is available on the company's website at [www.stratec.com/financial\\_reports](http://www.stratec.com/financial_reports).



# ECOLOGICAL RESPONSIBILITY

**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.

**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, 2022 = 31%.

**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 67.5% 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 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'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, the STRATEC Group therefore aims to reduce its absolute greenhouse gas emissions (Scope 1 and Scope 2) by 30% by 2030 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 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 within a 24-month period (until December 21, 2024) and to have this reviewed by the Science Based Targets initiative (SBTi) on the basis of scientific calculations.

At STRATEC, one key aspect of the 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. In the 2022 financial year, the nominal capacity was further significantly increased by launching operations with an additional photovoltaics system with a capacity of 200 kilowatt-peak (kWp). Overall, solar modules with 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 486,604 kWh of green electricity in the 2022 financial year. Of this, the proportion of own use amounted to around 41% in the 2022 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 Scope 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 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 an air heat exchanger were installed. These measures continued to promote energy efficiency in the 2022 financial year.

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 and decided to significantly expand the charging infrastructure. 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 rose from 20% in 2021 to 31% at the end of the 2022 financial year.

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

	2022	2021 <sup>2</sup>	Change
Gas consumption (MWh)	2,270.7	2,626.6	-13.5%
per 1,000 employees <sup>3</sup>	1,586.8	1,893.7	-16.2%
Electricity consumption (MWh)	6,106.1	6,069.0	+0.6%
per 1,000 employees <sup>3</sup>	4,267.0	4,375.7	-2.5%
of which procured from renewable sources	5,818.8	5,921.7	-1.7%
of which procured from non-renewable sources	89.3	73.2	+22.0%
of which self-generated from renewable sources	198.0	74.2	+166.8%
<b>Total (MWh)</b>	<b>8,376.8</b>	<b>8,695.6</b>	<b>-3.7%</b>
per 1,000 employees <sup>3</sup>	5,853.8	6,269.4	-6.6%
Fuel consumption in vehicle pool (l)	81,086	72,036	+12.6%

<sup>1</sup> 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  
<sup>2</sup> Retrospectively adjusted to account for the actual figures now available and the enhanced measurement method used to calculate gas consumption  
<sup>3</sup> 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 and electricity amounted to 8,376.8 MWh in the 2022 financial year and thus fell 3.7% short of the previous year's figure. This reduction was due in particular to the measures taken to cut gas consumption in response to the war in Ukraine. The significant year-on-year increase in fuel consumption in the vehicle pool is to be viewed in connection with the resumption of travel activity in the 2022 financial year as the COVID-19 pandemic receded.



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

	2022	2021 <sup>2</sup>	Change
<b>Scope 1</b>			
Gas consumption	459.3	502.1	-8.5%
• of which offset	459.3	502.1	-
• per 1,000 employees <sup>3</sup> (excluding offsetting)	321.0	362.0	-11.3%
Vehicle pool	207.4	181.9	+14.0%
• of which offset	207.4	181.9	-
• per 1,000 employees <sup>3</sup> (excluding offsetting)	144.9	131.1	+10.5%
<b>Scope 2 (market-based)</b>			
Electricity consumption <sup>4</sup>	31.7	31.0	+2.3%
• of which offset	31.7	31.0	-
• per 1,000 employees <sup>3</sup> (excluding offsetting)	22.2	22.4	-0.9%
<b>Total Scope 1 and Scope 2</b>	<b>698.4</b>	<b>715.0</b>	<b>-2.3%</b>
• of which offset	698.4	715.0	-
• per 1,000 employees <sup>3</sup> (excluding offsetting)	488.1	515.5	-5.3%
<b>Total Scope 1 and Scope 2 (after 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 group companies at the reporting date due to the respective invoicing periods.

<sup>2</sup> Retrospectively adjusted to account for the actual figures now available and the enhanced measurement method used to calculate gas consumption.

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

<sup>4</sup> Scope 2 emissions calculated using the location-based method amount to 1,083.3 tonnes of CO<sub>2</sub> equivalents.

Due in particular to the conversion to electricity from renewable energies (photovoltaics, wind power, and hydro-electricity) 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 67.5% to 698.4 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 2022 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 2022 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.

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

	2022	2021
Purchased goods and services <sup>2</sup>	5,065.6	3,221.6
• of which offset	735.7	573.8
• per € 1,000,000 sales (excluding offsetting)	18.4	11.2
Transport and distribution (upstream)	465.2	1,434.8
• of which offset	67.6	255.6
• per € 1,000,000 sales (excluding offsetting)	1.7	5.0
Fuel and energy-related emissions (not included in Scope 1 or Scope 2)	371.2	284.2
• of which offset	53.9	50.6
• per 1,000 employees <sup>3</sup> (excluding offsetting)	259.4	204.9
Employee commuting	1,202.8	422.6
• of which offset	174.7	75.3
• per 1,000 employees <sup>3</sup> (excluding offsetting)	840.5	304.7
Business travel <sup>4</sup>	468.2	278.1
• of which offset	68.0	49.5
• per 1,000 employees <sup>3</sup> (excluding offsetting)	327.2	200.5
Waste volumes	12.4	7.1
• of which offset	1.8	1.3
• per 1,000 employees <sup>3</sup> (excluding offsetting)	8.7	5.1
<b>Total Scope 3</b>	<b>7,585.4</b>	<b>5,648.4</b>
• of which offset	1,101.6	1,006.1
• per € 1,000,000 sales (excluding offsetting)	27.6	19.7
• per 1,000 employees <sup>3</sup> (excluding offsetting)	5,300.8	4,072.4
<b>Total Scope 3 (after offsetting)</b>	<b>6,483.8</b>	<b>4,642.3</b>

<sup>1</sup> 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 DEFRA 2022, Ecoinvent 3.9.1, GEMIS 5.0, International Energy Agency Data Services 2022.

<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.

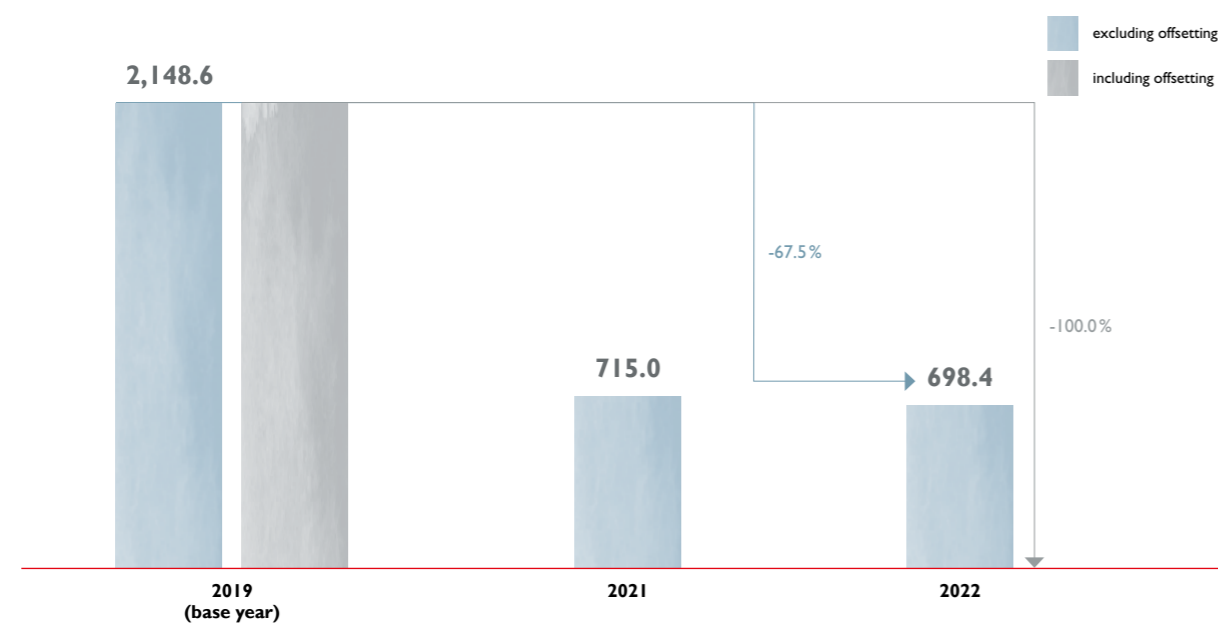
<sup>3</sup> Based on average number of employees in financial year including temporary staff and trainees.

<sup>4</sup> The figure stated includes flights for the headquarters in Birkenfeld and the locations in Budapest and Anif.

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 2022 financial year. This means that some figures are only comparable to a limited extent with the previous year's figures. This relates in particular to the emissions figures for purchased services (due to amended emissions factors and updates in the estimates used to calculate volumes of materials) and to those for employee commuting (more precise calculation of distances from homes to places of work and enhanced consideration of location situation). By contrast, the significant reduction in emissions for upstream logistics was due not least to the improvement seen in global logistics chains in the 2022 financial year after the shocks caused by COVID-19. Compared with 2021, less use had to be made of high-carbon air freight. Not only that: The normalization in the product mix led to lower transport distances for upstream products.

In the 2022 financial year, 1,001.6 tonnes of CO<sub>2</sub> equivalents within Scope 3 emissions were offset with certified climate protection projects.

### Comparison with previous year and base year: total Scope 1 and Scope 2 emissions in tonnes (CO<sub>2</sub> equivalents)



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

	2022	2021 <sup>2</sup>	Change
Waste volumes	275.5	265.5	+3.8%
per 1,000 employees <sup>3</sup>	192.5	191.4	+0.6%
per € 1,000,000 sales	1.00	0.92	+8.7%
of which non-hazardous waste (municipal waste, paper and cardboard, metals, timber)	209.3	187.9	+11.4%
of which hazardous waste <sup>4</sup> (electronics, laboratory waste, waste oil, chemicals, other (e.g. fluorescent lamps))	66.2	77.6	-14.7%

<sup>1</sup> 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  
<sup>2</sup> Retrospectively adjusted to account for the actual figures now available and the enhanced measurement method used  
<sup>3</sup> Based on average number of employees in financial year including temporary staff and trainees  
<sup>4</sup> The year-on-year reduction is predominantly due to further standardization of the classification method.

## Water and wastewater

STRATEC's production sites (Birkenfeld, Beringen, Anif, Buda-pest) 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 15,164 m<sup>3</sup> in the 2022 financial year (previous year: 12,106 m<sup>3</sup>). The implied year-on-year increase is due among other factors to increased reagent filling volumes at the Hungarian location. Furthermore, due to enhanced recording methods at the Hungarian location, the figures are only comparable to a limited extent with those for the previous year.

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

	2022	2021 <sup>2</sup>	Change
Water consumption	21,700	16,791	+29.2%
per 1,000 employees <sup>3</sup>	15,164	12,106	+25.3%

<sup>1</sup> 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.  
<sup>2</sup> Retrospectively adjusted to account for the actual figures now available and the enhanced measurement method used.  
<sup>3</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 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". These economic activities are listed in Delegated Regulation 2021/2139. 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.

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

For the 2022 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, as well as to taxonomy-aligned and taxonomy-non-aligned 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.

STRATEC's activities have been analyzed by reference to the descriptions of economic activities provided in the Delegated Regulations accompanying the Taxonomy Regulation to assess whether and, if so, to what extent the economic activities are taxonomy-eligible with regard to the "climate change mitigation" and "climate change adaptation" environmental objectives.

By analogy with the previous year, no sales activities were identified for STRATEC within the "climate change mitigation" and "climate change adaptation" environmental objectives.

STRATEC does not have any natural gas or nuclear energy facilities. These activities therefore have no relevance for the company's reporting pursuant to Delegated Regulation (EU) 2022/1214.

### 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 € 274,625k in the 2022 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 (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 if applicable to taxonomy-eligible economic activities. As in the previous year, no taxonomy-eligible economic activities were identified. It is therefore not necessary to analyze the taxonomy alignment of the respective sales.

### 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) Relate to assets or processes that are associated with taxonomy-aligned economic activities, or
- b) Form 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) Relate 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 € 25,049k (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 (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-aligned capital expenditure forms the nominator for the CapEx KPI. These additions are calculated based on taxonomy-eligible capital expenditure of € 5,896k relating to the acquisition of taxonomy-eligible services and products in the categories 6.5 "Transport by motorbikes, passenger cars and light commercial vehicles", 7.3 "Installation, maintenance and repair of energy efficiency equipment", 7.4 "Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)" and 7.7 "Acquisition and ownership of buildings" within the "climate change mitigation" environmental objective. This results in taxonomy-eligible CapEx of 23.5%. Pursuant to letter c) of Point 1.1.2.2 of Annex I to Delegated Regulation (EU) 2021/2178 Content and Presentation, this capital expenditure can be classified as taxonomy-eligible, meaning that the taxonomy alignment criteria have to be provided by the respective business partner. The business partners were unable to provide suitable documentary evidence. Accordingly, taxonomy-aligned CapEx amounts to 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) Relate 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) Form 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) Relate 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 € 7,757k.

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 taxonomy-aligned economic activities. In a first step, an amount of € 47k was classified as taxonomy-eligible in connection with activities 7.3 "Installation, maintenance and repair of energy efficiency equipment", 4.1 "Electricity generation using solar photovoltaic technology", and 7.6 "Installation, maintenance and repair of renewable energy technologies" within the "climate change adaptation" environmental objective. This corresponds to taxonomy eligibility of 0.6%. 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, meaning that the taxonomy alignment criteria have to be provided by the respective business partner. The business partners were unable to provide suitable documentary evidence. Accordingly, the taxonomy-aligned OpEx KPI amounts to 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.



## Key performance indicators for EU Taxonomy – 2022 turnover

Economic activities	Codes	Substantial contribution criteria								DNSH criteria						Taxonomy-aligned share of turnover Year N (%)	Taxonomy-aligned share of turnover Year N-1 (%)*	Category (enabling activity) €	Category (transition activity) (T)
		Absolute turnover (€ 000s)	Share of turnover (%)	Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Climate change adaptation (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)				
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																			
Turnover in environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>																			
Turnover in taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)		0	0.0%													0.0%	-	-	
<b>Total (A.1 + A.2)</b>		<b>0</b>	<b>0.0%</b>													<b>0.0%</b>	<b>-</b>	<b>-</b>	
<b>B. Taxonomy-non-eligible activities</b>																			
Turnover in taxonomy-non-eligible activities (B)		274,625	100.0%																
<b>Total (A+B)</b>		<b>274,625</b>	<b>100.0%</b>																

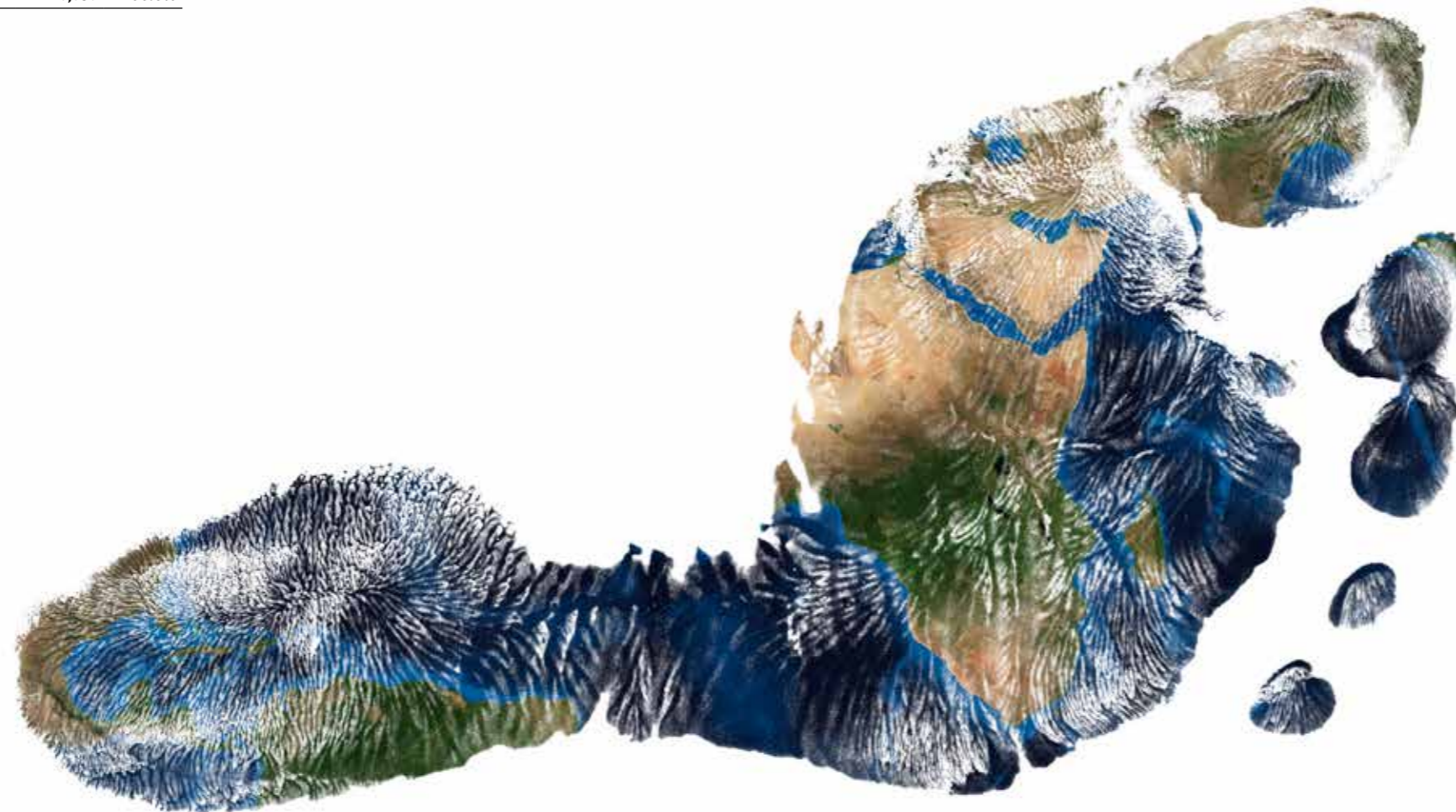
## Key performance indicators for EU Taxonomy – 2022 CapEx

Economic activities	Codes	Substantial contribution criteria								DNSH criteria						Taxonomy-aligned share of CapEx Year N (%)	Taxonomy-aligned share of CapEx Year N-1 (%)*	Category (enabling activity) €	Category (transition activity) (T)
		Absolute CapEx (€ 000s)	Share of CapEx (%)	Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Climate change adaptation (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)				
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																			
CapEx in environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>																			
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	231	0.9%																
Installation, maintenance and repair of energy efficiency equipment	7.3	22	0.1%																
Acquisition and ownership of buildings	7.7	5,610	22.4%																
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	33	0.1%																
CapEx in taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)		5,896	23.5%													0.0%	-	-	
<b>Total (A.1 + A.2)</b>		<b>5,896</b>	<b>23.5%</b>													<b>0.0%</b>	<b>-</b>	<b>-</b>	
<b>B. Taxonomy-non-eligible activities</b>																			
CapEx in taxonomy-non-eligible activities (B)		19,153	76.5%																
<b>Total (A+B)</b>		<b>25,049</b>	<b>100.0%</b>																



## Key performance indicators for EU Taxonomy – 2022 OpEx

Economic activities	Codes	Substantial contribution criteria								DNSH criteria							Taxonomy-aligned share of OpEx Year N (%)	Taxonomy-aligned share of OpEx Year N-1 (%)*	Category (enabling activity) €	Category (transition activity) (T)
		Absolute OpEx (€ 000s)	Share of OpEx (%)	Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)	Climate change mitigation (Y/N)	Climate change adaptation (Y/N)	Water and marine resources (Y/N)	Circular economy (Y/N)	Pollution (Y/N)	Biodiversity and ecosystems (Y/N)	Minimum safeguards (Y/N)				
<b>A. Taxonomy-eligible activities</b>																				
<b>A.1 Environmentally sustainable activities (taxonomy-aligned)</b>																				
OpEx in environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	-	-	-	-	-	0.0%	-	-	-	
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)</b>																				
Installation, maintenance and repair of energy efficiency equipment		7.3	31	0.4%																
Installation, maintenance and repair of renewable energy technologies		7.6	15	0.2%																
Electricity generation using solar photovoltaic technology		4.1	1	0.0%																
OpEx in taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)		47	0.6%													0.0%	-	-	-	
<b>Total (A.1. + A.2)</b>		<b>47</b>	<b>0.6%</b>													<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>B. Taxonomy-non-eligible activities</b>																				
OpEx in taxonomy-non-eligible activities (B)		7,710	99.4%																	
<b>Total (A+B)</b>		<b>7,757</b>	<b>100.0%</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.

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. Diverse cooperations with universities also serve to arouse students' interest in STRATEC as a potential employer at an early stage.

With 379 new hires, the STRATEC Group successfully attracted a large number of highly qualified employees once again in the 2022 financial year (previous year: 187). Women accounted for 47.2% of employees newly hired in 2022 and thus for a significantly higher share than the previous year's figure of 37.4%. 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 9.5% in 2022.



## New hires

	2022	2021
<b>Total new hires</b>	<b>379</b>	<b>187</b>
of which Women	179	70
of which Men	200	117
of which Employees aged below 30	138	76
of which Employees aged between 30 and 50	192	81
of which Employees aged 50 and older	49	30

## Personnel turnover rate

	2022	2021
Voluntary personnel turnover rate <sup>1</sup>	9.5%	9.7%

<sup>1</sup> Excluding employees whose temporary contracts expired, employees in their probationary periods, employer-issued redundancies, and employees entering retirement. Due to the first-time exclusion of employees in their probationary periods, the 2022 figure is only comparable to a limited extent with the previous year's figure.

## 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 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. These include voluntary health checks, various sports programs, healthy nutrition courses, 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).

## Work-related accidents

	2022	2021
<b>Total work-related accidents<sup>1</sup></b>	<b>6</b>	<b>7</b>
per 1,000 employees <sup>2</sup>	4.2	5.0
Lost time injury frequency (LTIF) rate <sup>3</sup>	2.8	3.2
of which severe work-related accidents <sup>4</sup>	0	0

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

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

<sup>3</sup> 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. The previous year's figure has been adjusted to account for the enhanced estimation methods used to calculate working hours.

<sup>4</sup> 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 fell from 5.0 in the previous year to 4.2 in 2022 and still remains at a low level. The resultant accident frequency rate amounts to 2.3 per million working hours. No severe work-related accidents were reported in the 2022 financial year or the previous year. To maintain a low number of accidents in future as well, individual accidents are analyzed and suitable measures taken to minimize the risk of such accidents recurring.

## Sickness quota

	2022	2021
<b>Sickness quota in %</b>	<b>4.6</b>	<b>3.8</b>

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 from 3.8% in the previous year to 4.6% in the 2022 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 2022 financial year, a total of 28 female and 35 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, 2022, 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; 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, 2022.

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. No such training was held in the 2022 financial year; however current and upcoming female managers at the Birkenfeld location were invited to participate in a questionnaire. This was aimed at identifying ways to provide targeted support to this group, with the findings thereby obtained due to be accounted for in a forthcoming training program.

## Percentage of female employees

	2022	2021
<b>Female employees in %</b>	<b>33.7</b>	<b>30.7</b>

Women's share of the STRATEC Group's total workforce rose from 30.7% in the previous year to 33.7% in the 2022 financial year.

Further information about the diversity concept for the composition of the company's governing bodies can be found in the Corporate Governance Declaration, which is available under Investors > Corporate Governance on the company's website at [www.stratec.com](http://www.stratec.com).





# INCENTIVES FOR EMPLOYEES



**DRAWING COMPETITION**  
A drawing competition for children of the Diatron team.



**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.



**ROOF TERRACES**  
As part of the health management concept, roof terraces where staff can relax have been installed in Birkenfeld and Beringen.



**SELF-DEFENSE FOR WOMEN**  
A self-defense workshop for women employees was held in Birkenfeld.



**HEALTH DAY**  
A day of health-related activities at Diatron.



**DONUT DAY**  
In Budapest, Diatron has held various events, such as a Donut Day and a Cake Day, for its employees.



## 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. In the wake of the COVID-19 pandemic, life slowly returned to normal in 2022 and various sport events moved from virtual formats to in-person events.

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



**FASCIA TRAINING**  
Introduction to Liebscher & Bracht pain training at Birkenfeld.



Anif running team at the Salzburg Business Run in 2022.

## STADTRADELN 2022

Wir waren dabei!

### STRATEC



stratec

STADTRADELN  
Radeln für ein gutes Klima

Klima-Bündnis

### TOWN CYCLING

36 Birkenfeld employees took part in the Enzkreis town cycling challenge to collect kilometers cycled within the 21-day campaign. Having cycled a total of 14,468 km, STRATEC's team came third in the overall ranking of 195 teams taking part in the challenge.

## Global Running Challenge



=9x



**STRATEC / DIATRON RUNNING AND WALKING CHALLENGE**  
85 colleagues from five countries covered a total of 7,300 km in 29 days.



### LAUF FÜR DAS LEBEN (RUN FOR LIFE)

17 Birkenfeld employees ran a total of 284 km to raise donations for a project in Sierra Leone. STRATEC donated a specific amount for each kilometer run.

25 x



+ 24 x



**GLOBAL STAIRWAY CHALLENGE**  
In this challenge, 33 colleagues mounted a total of 9,800 stairs.

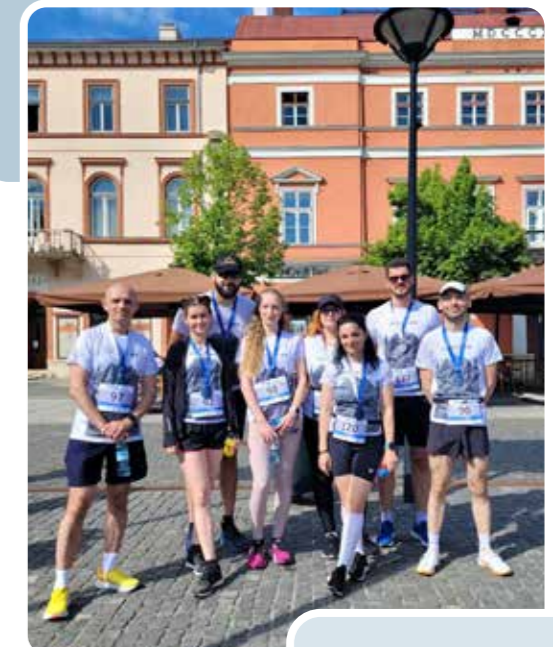


### KARLSBAD FUN RUN

The Birkenfeld running team completed 135 km in total and achieved the highest number of kilometers in the ranking of companies participating in the event.



Diatron running team at the Generali Night Run.



Running team from Cluj at "Cross of Companies 2022".





# 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 company's Corporate Compliance Policy can be viewed at [www.stratec.com/company/about-us/corporate-compliance](http://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, within three months of joining the company 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. 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. 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 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. A further component of STRATEC's compliance management system involves the meetings held twice a year by the Compliance Board. This comprises six permanent members and two alternating members whose departments at STRATEC are assessed as being potentially exposed to relevant risks. This group of individuals discusses and agrees compliance targets, as well as addressing other relevant topics.

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. A total of 13 notifications was received via the anonymous whistleblowing system and other channels in 2022. Of these 13 notifications, five cases were classified as not being relevant to compliance. The other eight 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 individual involved, reviewing and clarifying internal regulations, agreements with the Human Resources department and, in one case, further investigation over the following six months.

## 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, in 2022 STRATEC compiled its own Human Rights Strategy. In keeping with the targets set by the Board of Management, this also involved 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.

No breaches of human rights were identified within the STRATEC Group or its supply chain in the 2022 financial year or the preceding financial years.





# SOCIAL COMMITMENT

## WORLDWIDE ASSISTANCE FOR PEOPLE IN NEED

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 supports both regional and global charities, healthcare and education organizations, conservation organizations and associations. In 2022, for example, STRATEC supported the following organizations with donations: 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, and Pforzheim Fire Brigade.

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.

No donations whatsoever were made to political parties, lobbyists, or comparable organizations in the 2022 financial year or previous years.



Kenya: Terrible drought has afflicted the north-east part of the country. Foizia, a healthcare assistant from the village of Illeret, feeds two-year-old Murikow with high-calorie special nutrition. With its mobile teams, MSF is on hand to assist in the region. © MSF / Lucy Makori



Blood samples from new donors are analyzed in the DKMS Life Science Lab to assess the HLA characteristics relevant for transplants. © DKMS



The STRATEC Group has foregone sending printed Christmas cards for several years now and donates the funds saved to good causes. In 2022, the Christmas donation benefited Ärzte ohne Grenzen (MSF).



**Raport de BINE**  
**1 Ianuarie-31 Octombrie = 113.484 copii, ajutati gratuit, non stop**  
**670 copii ajutati in 25 septembrie**  
**Octombrie: 14.531 copii ajutati**  
**447.261 minute vorbite**

CERT Transilvania: Aid for elderly and disabled people living in poverty who do not have family and live in remote districts (STRATEC RO) © CERT Transilvania

Peditel is an emergency hotline for children in Romania. From January to October 2022, 113,484 children received free assistance in the non-stop program (STRATEC RO). © Peditel







Plan Deutschland

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.

In 2022, STRATEC provided donations for the following projects: Emergency Assistance Fund (including aid for those affected by the war in Ukraine), "Preventing Malnutrition" emergency assistance to combat starvation in Cambodia, and "Future Opportunities for Sustainable Agriculture and Climate Protection" in Laos.

Girls learn together in the school library in Stung Treng Province, Cambodia.  
© Plan International / 606 Digital

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.



Huts in Burkina Faso  
© Straub

Sterneninsel e.V.

**Outpatient hospice service for children and young people in 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.

Families being accompanied at the hospice and through the mourning process, volunteers, full-time staff, firefighters, and rescue dog handlers celebrated together at the Family Festival organized by Sterneninsel at the fire station in Nussbaum. © Sterneninsel e.V.



Familienherberge Lebensweg  
© 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. 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.

Aid for Ukraine and Ukrainian refugees. STRATEC RO supports several organizations offering hands-on assistance for refugees, such as the Romanian Red Cross.  
© Rumänisches Rotes Kreuz (Crucea Rosie Romana)



CHARITY COOKIE DAY  
Diatron held a Charity Cookie Day to support Hungarian Church Aid, which supplies food and medicines to people affected by the Ukraine war.



Ukrainian refugees arriving at the Polish-Ukrainian border crossing in Medyka. Here, refugees are supplied with warm food and clothes and then taken by bus to large towns and cities and mass accommodation facilities.  
© Frank Schultze / Diakonie Katastrophenhilfe



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## Further information

Our 2022 Sustainability Report provides you with supplementary information accompanying our 2022 Annual Report.

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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](http://www.stratec.com). In cases of doubt, the German version is authoritative.





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