

## GLOBAL ENVIRONMENTAL POLICY

STRATEC GROUP



## INTRODUCTION

As the innovative and technological market leader for automation and instrumentation solutions in In-vitro diagnostics, STRATEC is committed to continuously improving its environmental performance, preventing pollution, and complying with all applicable environmental laws, local regulations, and recommended guidelines.

This policy outlines the guiding principles and minimum standards of STRATEC's environmental strategy. The company has implemented extensive measures, enabling it to meet its ecological responsibility.

STRATEC ensures the efficient use of resources across all relevant processes, from sustainable, resource-conscious product design to initiatives aimed at reducing greenhouse gas emissions and environmentally friendly waste management.

## SCOPE

This policy applies to STRATEC SE and its subsidiaries, including all members of the Management Board and employees.

This policy is effective as of 18/10/2024 and will be reviewed every two years by the ESG Board (Environmental Social Governance) to ensure it remains relevant and effective in addressing emerging environmental challenges and opportunities. Each version of this policy will be approved by the STRATEC SE Executive Board and communicated to all employees and stakeholders.

The principles outlined in this policy form the basis for the Management Board to set STRATEC's global environmental objectives and incorporate environmental considerations into all business decisions and activities.

The global environmental objectives, along with the environmental policy, are relevant to all STRATEC employees with responsibilities for establishing environmental measures, initiatives, and programs.

## PRINCIPLES OF THE ENVIRONMENTAL POLICY

### 1. COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

STRATEC is committed to complying with all applicable local, national, and international environmental laws, regulations, and standards. This includes, but is not limited to, directives such as REACH, RoHS, WEEE, the Packaging and Packaging Waste Directive (PPWD), and battery regulations. The company will continuously monitor changes in environmental legislation to ensure our practices remain compliant.

## 2. SUSTAINABLE OPERATION

STRATEC aims to reduce its environmental footprint by optimizing resource efficiency, preventing pollution, and reducing emissions.

**Climate Protection:** STRATEC is committed to reducing its greenhouse gas emissions by adopting energy-efficient technologies and practices, promoting the use of renewable energy sources, and working together with its partners to establish less carbon-intensive solutions along the value chain. We have set ourselves ambitious and science-based greenhouse gas reduction targets, aligned with the Paris Agreement's objective of limiting global temperature rise to 1.5 degrees Celsius.

**Pollution Prevention:** STRATEC will continuously work to identify and mitigate sources of pollution within its operations. Hazardous waste is managed with the highest level of care, adhering to all relevant regulations, and with a commitment to minimizing its generation and ensuring safe disposal.

**Sustainable Product Design:** STRATEC will integrate environmental considerations into the design and development of its products. This includes resource-efficient design, prioritizing the use of environmentally friendly materials, reducing energy consumption, and minimizing the environmental impact throughout the product lifecycle.

**Collaboration with Partners:** STRATEC requires its suppliers to comply with applicable environmental laws, regulations, and standards, and aims to work with suppliers who demonstrate an interest in environmental sustainability. Where possible, our procurement processes consider environmentally friendly materials, low-impact production methods, sustainable material transport, and ethical sourcing. We collaborate with our supply chain partners to explore opportunities for improving environmental performance and reducing the overall ecological footprint of our products.

## 3. CONTINUOUS IMPROVEMENT

STRATEC is committed to the continuous improvement of environmental protection, sustainable product design, and energy efficiency. We regularly assess and improve our environmental performance through the establishment of environmental objectives and targets. To guide our efforts, we regularly review and measure our progress towards achieving these goals.

## 4. STAKEHOLDER ENGAGEMENT

STRATEC respects, considers, and responds to the interests of its stakeholders. The company is committed to involving and informing its stakeholders in efforts to improve energy efficiency, sustainable product design, and environmental protection.

Regular sustainability reports are being published, outlining our progress towards sustainability goals, challenges faced, and areas for future improvement.

## 5. TRAINING AND AWARENESS

STRATEC is committed to involving, informing, and training its employees, business partners, and relevant service providers accordingly. Our employees play a critical role in achieving our environmental objectives. We provide ongoing training and education to ensure all staff understand their responsibilities and can contribute to our sustainability goals.

Suppliers are expected to adhere to our environmental standards and relevant regulations. We will provide guidance and support to help them meet these expectations and integrate compliance into their operations. We encourage employee initiatives and suggestions for improving our environmental practices.

All employees are expected to comply with this policy, report any concerns, and participate in training and awareness programs.