

FOR A BETTER TOMORROW

Sustainability 2020



AT A GLANCE



SUSTAINABILITY 2020

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STRATEC's INTENTION



With this brochure, STRATEC would like to inform its stakeholders and interested members of the public about the targets, activities, and progress made by the group of companies in ecological and social fields. Detailed information about developments in the economic field are provided in the 2020 Annual Report, which is available on the company's website at www.stratec.com/financial_reports. This Sustainability Brochure supplements and extends the Non-Financial Group Declaration in the 2020 Annual Report.

SUSTAINABILITY AT STRATEC

Unless otherwise indicated, the data provided in this brochure refers to all companies included in the scope of consolidation. The period under report is the 2020 financial year. STRATEC has based its CSR reporting on the Global Reporting Initiative (GRI) standards in the 'Core' application level.

Corporate Social Responsibility

Since its foundation 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. At STRATEC, the sustainability topics identified in a materiality analysis cover three dimensions that account for the core elements of the company's corporate social responsibility (CSR):

- 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 more than 1,300 employees, 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, regulatory 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 co-operations with universities.

ECOLOGICAL RESPONSIBILITY

CLIMATE NEUTRAL

- SCOPE 1 AND 2 -

Climate-neutral company

Group-wide conversion to CO₂-neutral green electricity and offsetting of all unavoidable emissions (Scopes 1 and 2).

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.

Reduction in greenhouse gas emissions

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



PROTECTING THE ENVIRONMENT AND NATURAL RESOURCES

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 has not reported any environmentally relevant incidents in the past years. 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.

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 or controlled sources. 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 Accord, 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, STRATEC thus aims to reduce its absolute greenhouse gas emissions (Scopes 1 and 2) by 30% by 2030 compared with 2019.

One key component of the company's efforts to achieve this emissions target involves procuring electricity from renewable sources. The company has generated green electricity with photovoltaics systems in place at its Birkenfeld location (DE) since 2011 already and at its Beringen location (CH) since 2016. In Birkenfeld, a photovoltaics system with a nominal capacity of 130 kilowatt peak (kWp) has been installed, while at the Beringen location green electricity is supplied by a photovoltaics system with a nominal capacity of 95 kWp. Together, the two systems generated a total of 231,185 kWh of green electricity in the 2020 financial year. Of this, the proportion of own use amounted to slightly more than 30% in the 2020 financial year. Moreover, in the 2020 financial year the Group converted nearly all of its electricity supply to CO₂-neutral green electricity from additional alternative energy sources (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 CO₂ emissions in absolute terms is that of building energy efficiency. In planning the new building and extensions at the company's headquarters in Birkenfeld, for example, STRATEC opted for 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 have been installed. Moreover, a regular energy audit pursuant to DIN EN 16247-1 was successfully performed at the company's headquarters in Birkenfeld in 2019. This was intended to further improve the energy efficiency of existing buildings and reduce energy consumption. The energy audit is performed at four-year intervals, with the next audit therefore scheduled for the 2023 financial year.

In addition, a project to gradually electrify the company vehicle pool is currently underway. A suitable concept and corresponding targets are due to be compiled by the end of 2021.



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



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

Energy consumption^{1,2}

	2020	2019	Change
Gas consumption (MWh)	2,863.7	2,245.4	+27.5%
per 1,000 employees	2,179.4	1,789.2	+21.8%
Heating oil (liters)	0	37,423.0	-100.0%
per 1,000 employees	0	29,819.1	-100.0%
Electricity consumption (MWh)	5,081.5	5,067.4	+0.3%
per 1,000 employees	3,867.2	4,037.8	-4.2%

¹ 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

² Previous year's figures retrospectively adjusted in some cases due to additional inclusion of green electricity sources

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

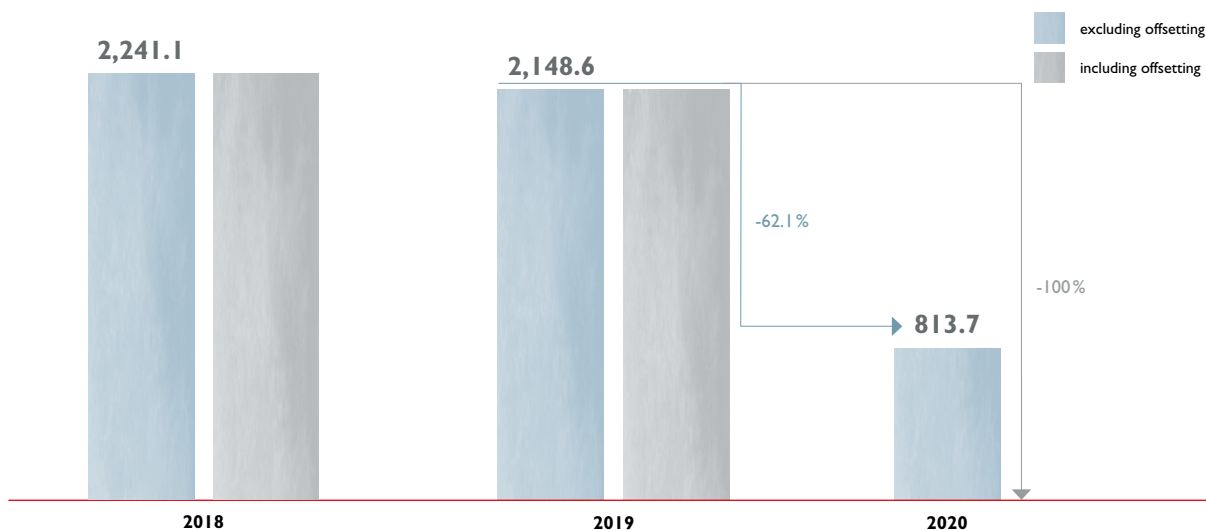
	2020	2019	Change
Scope 1			
Gas and heating oil consumption	578.9	569.8	+1.6%
• of which offset	578.9	–	–
• per 1,000 employees (excluding offsetting)	440.5	454.0	-3.0%
Vehicle pool	214.2	290.7	-26.3%
• of which offset	214.2	–	–
• per 1,000 employees (excluding offsetting)	163.0	231.6	-29.6%
Scope 2			
Electricity consumption	20.6	1,288.1	-98.4%
• of which offset	20.6	–	–
• per 1,000 employees (excluding offsetting)	15.7	1,026.4	-98.5%
Total Scope 1 and 2	813.7	2,148.6	-62.1%
• of which offset	813.7	–	–
• per 1,000 employees (excluding offsetting)	619.3	1,712.0	-63.8%

¹ 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

The energy consumed by the STRATEC Group in connection with electricity amounted to 5,081.5 MWh in the financial year under report and was at around the same level as in the previous year despite the increase in production volumes and employee totals. Due to the significant expansion in space at the Birkenfeld location, the volume of energy consumed for building heating is only comparable to a limited extent with the previous year's figure. In particular, prior to the completion of their interior fittings the buildings were heated in the previous year not only with gas, but also on a temporary basis with heating oil.

Thanks in particular to the conversion to electricity from renewable energies (photovoltaics, wind power, and hydroelectricity) at nearly all of the Group, the STRATEC Group was able to reduce its total Scope 1 and Scope 2 emissions excluding offsetting measures by 62.1% to 813.7 tonnes of CO₂ equivalents in the 2020 financial year (previous year: 2,148.6 tonnes of CO₂ equivalents). The sale of the Data Solutions business unit in May 2020 and the fact that less use was made of the vehicle pool due to the COVID-19 pandemic also had the effect of reducing greenhouse gas emissions. The remaining volume of Scope 1 and Scope 2 emissions, amounting to 813.7 tonnes of CO₂ equivalents, was fully offset with certified climate protection projects for the first time in the 2020 financial year.

Three-year comparison: total scope 1 and 2 emissions in tonnes (CO₂ equivalents)



Scope 3 emissions in tonnes (CO₂ equivalents)¹

	2020	2019	Change
Purchased goods ²	2,865.7	1,417.0	+102.2%
• of which offset	573.1	–	–
• per € 1,000,000 sales (excluding offsetting)	11.5	6.6	+74.2%
Upstream logistics	481.9	346.3	+39.2%
• of which offset	96.4	–	–
• per € 1,000,000 sales (excluding offsetting)	1.9	1.6	+18.8%
Upstream energy chain	272.2	553.6	-50.8%
• of which offset	54.4	–	–
• per 1,000 employees (excluding offsetting)	207.2	441.1	-53.0%
Employee work travel	301.7	449.7	-32.9%
• of which offset	60.3	–	–
• per 1,000 employees (excluding offsetting)	229.6	358.3	-35.9%
Business flights ³	214.5	961.9	-77.7%
• of which offset	42.9	–	–
• per 1,000 employees (excluding offsetting)	163.2	766.5	-78.7%
Waste volumes	5.1	4.2	+21.4%
• of which offset	1.0	–	–
• per 1,000 employees (excluding offsetting)	3.9	3.3	+16.0%
Total Scope 3	4,141.1	3,732.7	+10.9%
• of which offset	828.2	–	–
• per € 1,000,000 sales (excluding offsetting)	16.6	17.4	-4.6%
• per 1,000 employees (excluding offsetting)	3,151.5	2,974.3	+6.0%

The STRATEC Group's Scope 3 emissions rose by 10.9% to 4,141.1 tonnes of CO₂ equivalents in the 2020 financial year. This increase was caused in particular by higher volumes of purchased goods due to significantly higher production volumes in the year under report. Increased stocking to secure the company's supply capacity given the COVID-19 pandemic led to an increase in the volume of purchased goods and associated emissions. In the 2020 financial year, 828.2 tonnes of CO₂ equivalents, or around 20% of Scope 3 emissions, were offset by certified climate protection projects.



Even excluding offsetting measures, the STRATEC Group reduced its total Scope 1 and Scope 2 emissions by 62.1% in 2020.

¹ 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, Ecoinvent 3.6, GEMIS 4.95, and International Energy Agency Data Services.

² 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.

³ The figure stated includes flight statistics for the headquarters in Birkenfeld and the locations in Budapest and Anif.

Ride sharing and business bikes

Employees at STRATEC have formed ride sharing groups or travel to work with business bikes in order to reduce car emissions.



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 has therefore introduced the 4R method to minimize environmental pollution or avoid this altogether:

- REDUCTION
- REUSE
- RECYCLING
- REPLACE

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 tonnes¹

	2020	2019	Change
Waste volumes	220.3	181.4	+21.4%
per 1,000 employees	167.7	144.5	+16.1%
per € 1,000,000 sales	0.88	0.85	+3.5%

¹ 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

Group-wide waste volumes rose year-on-year by 21.4% to 220.3 tonnes in the 2020 financial year. This increase was due in particular to the significant growth in production volumes in the year under report, as well as to the associated increase in purchasing volumes at suppliers.

Water and wastewater

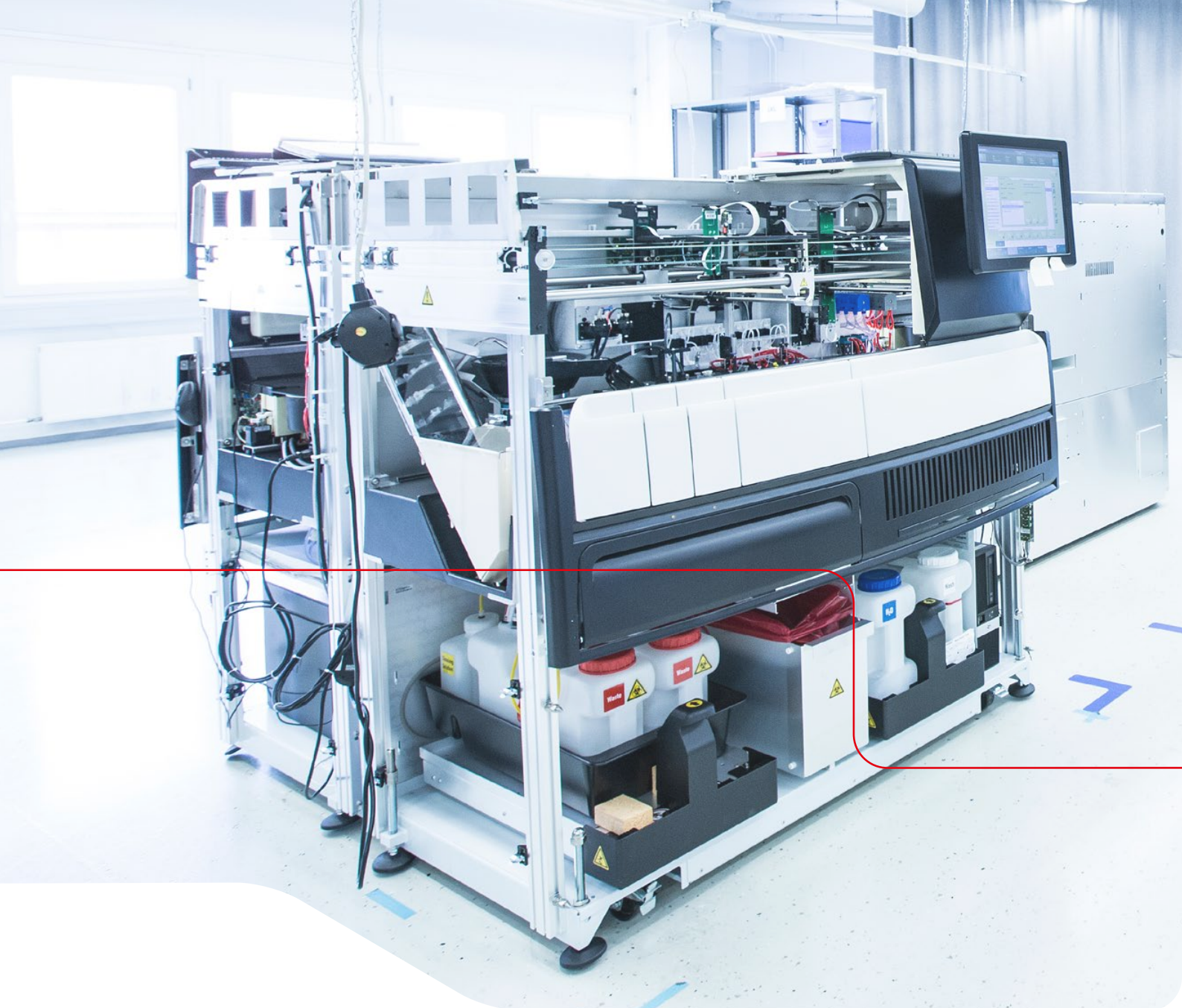
STRATEC's production sites (Birkenfeld, Beringen, Anif, Budapest) are all located in regions that according to the Aqueduct Water Risk Atlas of the World Resources Institute do not constitute risk areas. Furthermore, apart from the production site in Hungary, STRATEC's production processes only use a 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 fell year-on-year by 12.9% to 14,931 m³ in the 2020 financial year (previous year: 17,134 m³). Among other factors, this substantial reduction was due to employees increasingly working from home during the COVID-19 pandemic, as well as to the sale of the Data Solutions business unit in May 2020.

Water consumption (fresh water) in cubic meters¹

	2020	2019	Change
Water consumption	14,931	17,134	-12.9%
per 1,000 employees	11,363	13,653	-16.8%

¹ 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



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.



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 in terms of their workplace, workload, future prospects, and internal communications. An employee satisfaction survey, for example, was carried out again at the Budapest location in the 2020 financial year.

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 160 new hires, the STRATEC Group successfully attracted a large number of highly qualified employees once again in the 2020 financial year. Women accounted for 31.2% of the newly hired employees in 2020. 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 4.9% in 2020, as against 7.9% in the previous year.

New hires

	2020	2019
Total new hires	160	250
of which women	50	91
of which men	110	159
of which employees aged below 30	56	116
of which employees aged between 30 and 50	96	125
of which employees aged 50 and older	8	9

Personnel turnover rate

	2020	2019
Personnel turnover rate ¹	4.9%	7.9%

¹ 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 regular training on personnel management.

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 2020 financial year, STRATEC once again created various new employee programs while also further developing existing programs. One particular current focus, for example, involves designing a new talent management and next-generation management program on a uniform basis across the Group. This is scheduled to be rolled out to the subsidiaries in 2021.



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, such as 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.



Vitamin Day

A health awareness day was held at the Beringen location in October 2020 – employees were given various high-vitamin juices, drinks, and healthy snacks.

One factor of overriding importance in 2020 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

	2020	2019
Total work-related accidents	20	17
per 1,000 employees	15.2	13.6
of which accidents leading to absence on day after	7	4
per 1,000 employees	5.3	3.2
Lost time injury frequency (LTIF) rate ¹	2.8	1.6
of which severe work-related accidents ²	0	0

¹ Number of work-related accidents leading to absence on day after per million working hours

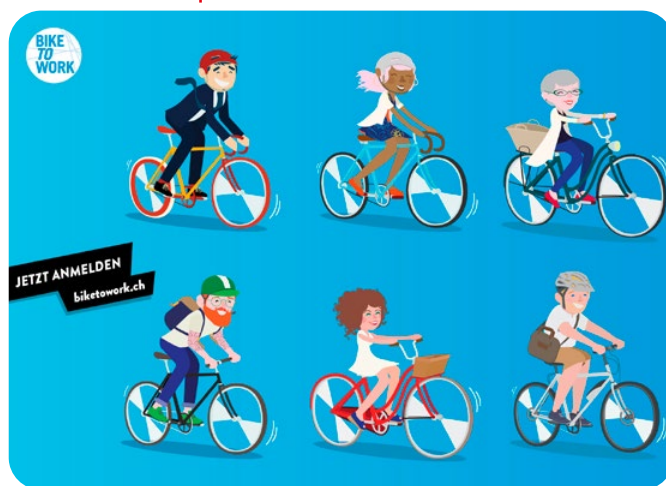
² Work-related accidents with consequences from which the employee has not fully recovered within six months

The total number of work-related accidents leading to absence on the day after the accident per 1,000 employees rose year-on-year from 3.2 to 5.3 in 2020, but still remains at a low level. The resultant accident frequency rate amounts to 2.8 per million working hours. No severe work-related accidents were reported in the 2020 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.

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, fell year-on-year by 90 basis points to 3.5% in the 2020 financial year. The development in the sickness quota is particularly dependent on seasonal factors, such as the intensity, frequency, and duration of any influenza outbreaks.

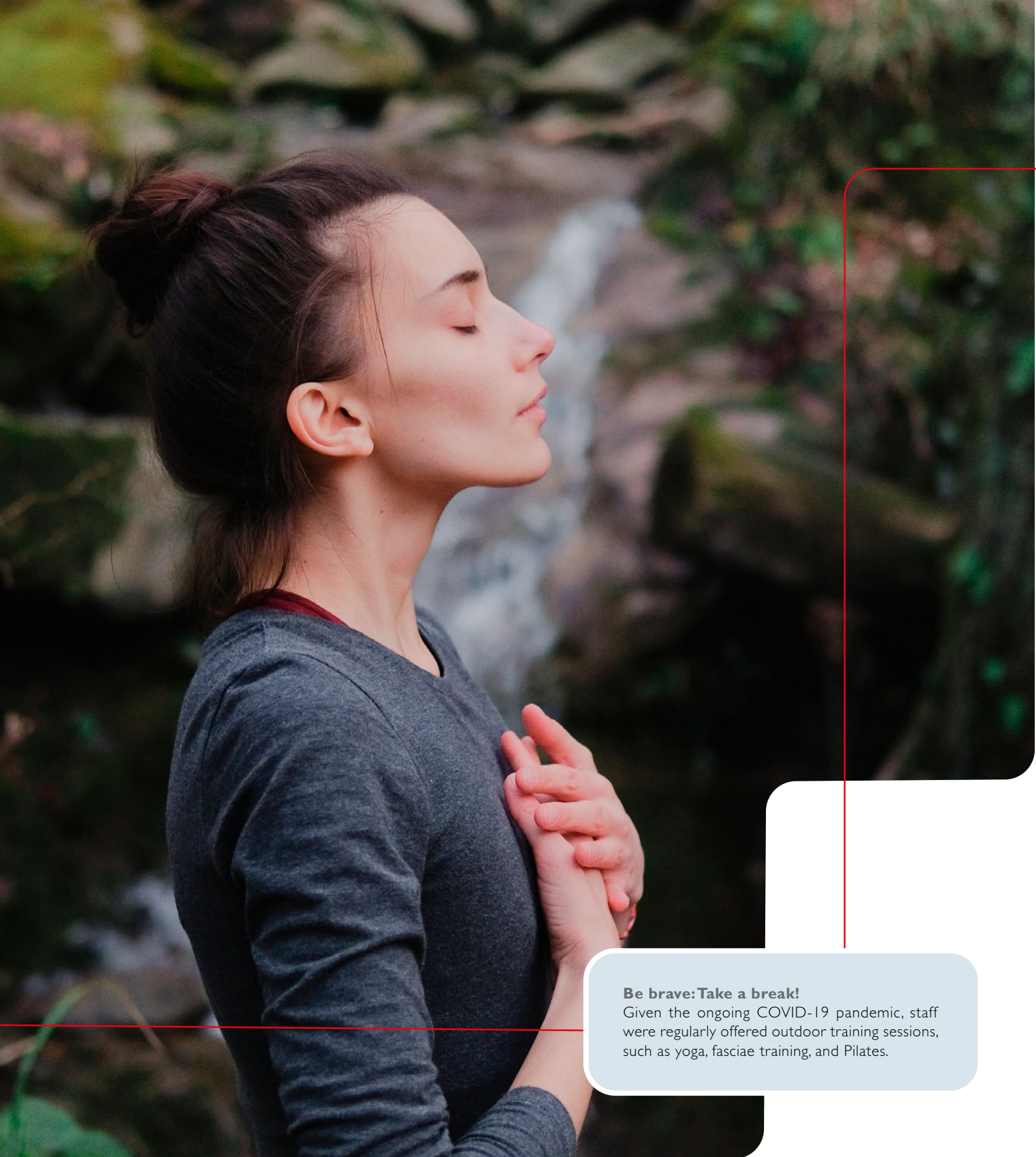
Sickness quota

	2020	2019
Sickness quota in %	3.5	4.4



bike to work Challenge 2020

Staff in Beringen (CH) took part in the company's "bike to work" health promotion campaign. This challenge promotes employees' health and boosts their team spirit. It also showcases cycling as an environmentally-friendly, energy-saving, and healthy means of transport. In connection with the project, a donation was also made to a tree-planting campaign.



Be brave: Take a break!

Given the ongoing COVID-19 pandemic, staff were regularly offered outdoor training sessions, such as yoga, fasciae training, and Pilates.

Working hour regulations, family and work

STRATEC 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 2020 financial year, a total of 21 female and 21 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% by December 31, 2024. As of December 31, 2020, women made up 25% of managers in the first management tier (including planned positions). In the 2020 financial year, the only position newly filled in the first management tier was assigned to a female manager. For the second management tier below the Board of Management, the company has set a target of 20% to be achieved by December 31, 2024.

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 originally scheduled for 2020, has been postponed to 2021 due to the COVID-19 pandemic.

Percentage of female employees

	2020	2019
Female employees in %	29.6	28.2

The female share of the STRATEC Group's total workforce rose from 28.2% in the previous year to 29.6% in the 2020 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 > Investors > Corporate Governance.

Supporting voluntary activities

STRATEC truly supports its employees' social commitment. Several company employees are active in the rescue dog team, the voluntary fire brigade, and the Agency for Technical Relief (THW), while others help by donating blood and thrombocytes or by acting as first-aiders. STRATEC offers leave to employees for the time they need to donate blood or thrombocytes, as well as for training sessions and deployments at aid organizations.



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 in Germany, Austria, Hungary, and Romania.

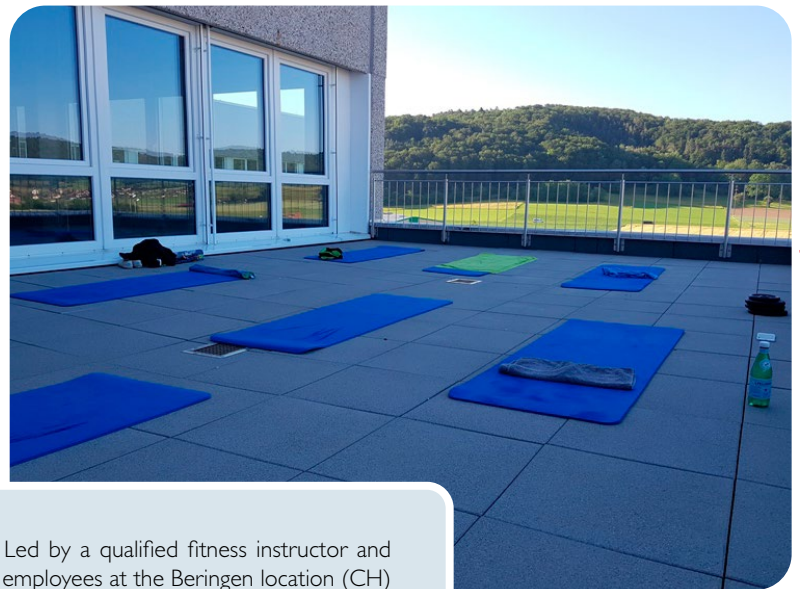


Generali Night Run Budapest 2020 © DIATRON






Virtual DiatRun running competition © DIATRON



Rooftop fitness: Led by a qualified fitness instructor and personal trainer; employees at the Beringen location (CH) were able – when permitted by coronavirus regulations – to take part in weekly "Train with your own bodyweight" sessions to strengthen their muscles and stimulate their metabolisms. © STRATEC

The Birkenfeld (DE) running team at the 2020 Virtual AOK Company Run © STRATEC





"Human dignity is inviolable."

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

TREATING EACH OTHER FAIRLY AND WITH RESPECT

- 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 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.

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 an external service provider. 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 whistleblower 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 the guidelines 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 companies with international operations. 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 2020 financial year or the preceding financial years.

SOCIAL COMMITMENT

WORLDWIDE ASSISTANCE FOR PEOPLE IN NEED



Sierra Leone: A health worker distributes malaria medicines in the village of Gbapi in the Kenema district. If malaria is treated in good time, the chances of survival are very high. © Casey/MFS

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 2020, STRATEC supported these kinds of organizations with a total of € 122,289. 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, Daruieste Viata (modernization of oncology centers in Rumania), DKMS, Familienherberge Lebensweg, Pforzheim University, and Verein Down-Syndrom Salzburg. A selection of these projects is presented on the following pages.

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 CO₂ emissions, STRATEC is also pursuing the objective of increasingly working with suppliers in its respective regions.

Donations and benefit payments in €

	2020	2019
Donations/benefit payments	122,289	110,673



CHARITABLE ACTIVITIES AT
STRATEC SE, Germany
("STRATEC DE")



An employee at the DKMS Life Science Lab makes sure a prepared panel of blood samples has been filled correctly. © DKMS



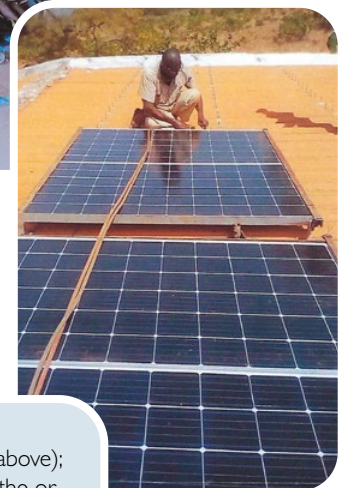
Erde der Kinder e.V. – Aid for Burkina Faso

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

- Launch of "New Interior Fittings for Children's Dormitories at Orphanage" project
- Installation of first solar panels on the roof of the orphanage
- Construction of a security wall around the orphanage site
- Construction of accommodation for the watchman who guards the area
- Purchase of five new computers to instruct the older godchildren
- Christmas hospitality and presents for 70 poor infants in the refectory at the orphanage
- Great popularity of the sewing center
- Ongoing supply of powdered milk to infants who lost their mothers at birth



Mrs. Bado with the orphans (above); solar panels being installed on the orphanage roof (right) © Straub



THIS PROJECT SUPPORTS THE FOLLOWING SUSTAINABLE DEVELOPMENT GOALS!



New water points for schools and communities in Ghana

© Plan International



Plan International Deutschland e.V.

STRATEC has supported the children's charity Plan International Deutschland e.V. (hereinafter "Plan") since 2012. Over the past 83 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. Children are the key focus of its program activities. The charity pursues the aim of helping girls and boys and improving their living environments with long-term programs and projects. 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 in 2020

In the year under report, STRATEC provided financial support for five aid projects. These were the "Emergency Assistance Fund", the "Water for Schools and Communities" project in Ghana, the "Work Perspectives for Young People" project in Bolivia, the "Good Education for Children" project in Rwanda, and the "Protect Children from Poverty" Christmas project in Ecuador.

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. Due to the emergency resulting from the COVID-19 pandemic, in 2020 this donation was used, among other purposes, for hygiene kits which equipped 60 girls and young women with soap, a toothbrush, toothpaste, and sanitary towels.

Furthermore, hand washing stations were installed for 60 children at schools and healthcare centers and the important role of hygiene in combating the virus was communicated.

Water for Schools and Communities, Ghana

This project aims to improve the sanitary and hygienic situation and the supply of drinking water in 36 project communities. The project aims to provide around 32,000 community members with access to clean and affordable water and sanitary facilities. To this end, 20 new water supply points are being built and renovated, while further water supply points are being renovated in schools, communities and healthcare stations. The project is raising awareness in the communities for the connections between hygiene, sanitary facilities, and disease prevention.

Project progress

- Completion of 36 water supply systems; increase in the planned number of supply points from 36 to 40.
- Refreshment course on sustainable water management for 216 workgroup members (maintaining water systems and performing basic repairs themselves).
- The improvement in sanitary facilities is intended to enable 36 communities in the project region to become free of open-air defecation. So far, 18 project communities have obtained this status.
- By working with inexpensive "DigniLoos", the target of equipping 72 poor households with material to build toilet facilities has been raised to 324 households.
- Construction of girl-friendly sanitary facilities at 36 schools in the project region. To date, 29 of these facilities have been completed, while seven are under construction.
- 252 schoolchildren and 36 teaching staff took part in hygiene training.
- Distribution of sanitary towels to 1,179 girls to enable them to attend school during menstruation.



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 aims to provide young people aged between 15 and 24, and young women in particular, with opportunities to improve their work skills and thus their economic situations. The young people receive support to found their own companies and benefit from vocational training. The aim is to provide the young people with access to secure and humane jobs offering them long-term employment and an adequate income. In this project, we also aim to promote gender equality by encouraging young women and men to question existing role models and power structures.

Livestock farming is a potentially good source of income for young women and men © Plan International

THIS PROJECT SUPPORTS THE FOLLOWING SUSTAINABLE DEVELOPMENT GOALS¹



Project progress

- Animal farming training for 153 participants
- 28 radio broadcasts on animal farming and health
- Equipping animal farmers with materials for enclosures, grazing areas, and water tanks
- 15 participants received llamas or sheep to farm
- 54 women and 29 men took part in professional training
- 53 women and 24 men completed a paid internship

Good Education for Children, Rwanda

Only around half of children in Rwanda finish primary school. This is due to many schools having inadequate equipment and poor quality of teaching, as well as to the poverty of parents and child labor. Only 18 percent of children attend nursery school, even though that is where a foundation for successful learning could be laid.

This project aims to improve learning conditions for girls and boys in 20 primary and secondary schools by training teachers and providing new teaching material and school equipment. Girls in particular need education on sexual and reproductive health to help them avoid having to leave school due to premature pregnancies. Overall, 6,900 school children are benefiting from the project measures.

In addition, aid is being provided to 25 nursery schools. This way, around 5,250 infants are being prepared for school by receiving community-based nursery education. On a political level, the project campaigns for suitable payment of the teachers at the nursery schools and for the inclusion of children living with disabilities.

Project progress

- Construction of eleven nursery school rooms
- Five training sessions for 245 pupils on child protection and children's rights
- Equipping teachers and supervisors with audiovisual teaching material on sexual and reproductive health
- Discussion group with teachers on children's rights, gender-specific violence, and child protection measures

At the schools, girls and boys talk about child protection and their rights © Plan International

THIS PROJECT SUPPORTS THE FOLLOWING SUSTAINABLE DEVELOPMENT GOALS¹



¹The Sustainable Development Goals were adopted by the UN in 2015.



THIS PROJECT SUPPORTS THE FOLLOWING SUSTAINABLE DEVELOPMENT GOALS¹



¹The Sustainable Development Goals were adopted by the UN in 2015.

Healthy nutrition for infants
© Plan International

**Christmas project:
Protecting Children from Poverty, Ecuador**

In this project, Plan is developing the skills of young parents and promoting the healthy all-round development of children aged eight and under. Many children in the project regions of Loja and Santa Elena suffer from the effects of poverty and chronic malnutrition. This threatens their healthy development. Often, their parents know too little about health, nutrition, and infant development. That is particularly true of young parents who themselves did not complete their schooling and have few opportunities on the labor market.

In 27 communities, infant development centers are being established and support is also being granted to existing facilities that look after and promote young children in line with their needs. To provide young mothers with economic assistance, we are teaching them how to found their own micro-businesses and thus raise their incomes. Fathers are also closely integrated into project measures to enable them to take an active role in promoting and raising their children. Overall, the project activities are benefiting around 3,000 children aged eight and under, as well as 2,000 mothers, fathers and carers.

Project progress

- 520 parents attended 75 workshops on active fatherhood
- 8,337 mothers, fathers, and children took part in information events about positive child-raising methods
- 2,576 women attended business training
- Training workshops in gastronomy, agriculture, and craftsmanship for 160 women and 32 men

Familienherberge Lebensweg gGmbH

This organization (“life’s journey family hostel”) supports severely ill and/or disabled children and their families by providing suitably equipped temporary accommodation with professional and considerate all-round care from specialist staff. The hostel attaches great importance to making people feel at home and creating a friendly atmosphere – making it a place to relax, reflect, and meet new people, and that for all the family. The relatives themselves determine the extent to which they place the care of their child in the hands of the committed care team. In the meantime, parents and siblings have time to care for their own needs, are free to spend their day as they wish, and can recharge their batteries. This needs-based concept is the only one of its kind in Southern Germany.

“An open-air haven – Adventureland playground”

In February 2020, a new playground suitable for disabled children was completed and officially opened right next to the hostel. This is open not only to young guests at the hostel, but also to children and families from the surrounding area. The playground aims to foster inclusion within society and reduce people’s inhibitions about people living with disabilities.



“Adventureland Playground” inclusion project © Familienherberge Lebensweg



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 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. Sterneninsel 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, Sterneninsel 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.

Sterneninsel'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.



Nikola playing at Sterneninsel: When playgrounds are closed and schooling takes place at home, children are delighted to have a care-free time here © Sterneninsel e.V.



Dogs from the North Black Forest rescue dog team visit the yard at Sterneninsel and receive a pat and a stroke from the children © Sterneninsel e.V.



Bread and Future project in the village of Caseiu
© Fundatia World Vision Romania

CHARITABLE ACTIVITIES AT
STRATEC Biomedical S.R.L., Romania
("STRATEC RO")

STRATEC RO supports various projects helping children living from cancer, assists people living under the poverty line, and sponsors rescue and aid organizations.

Accommodation for people living with cancer who are being treated at hospitals in Cluj but have not received a hospital bed © Fundatia Osana



Modernization of children's oncology centers
© Daruieste Viata



Child Rescue Association
© Asociatia Salvati Copiii

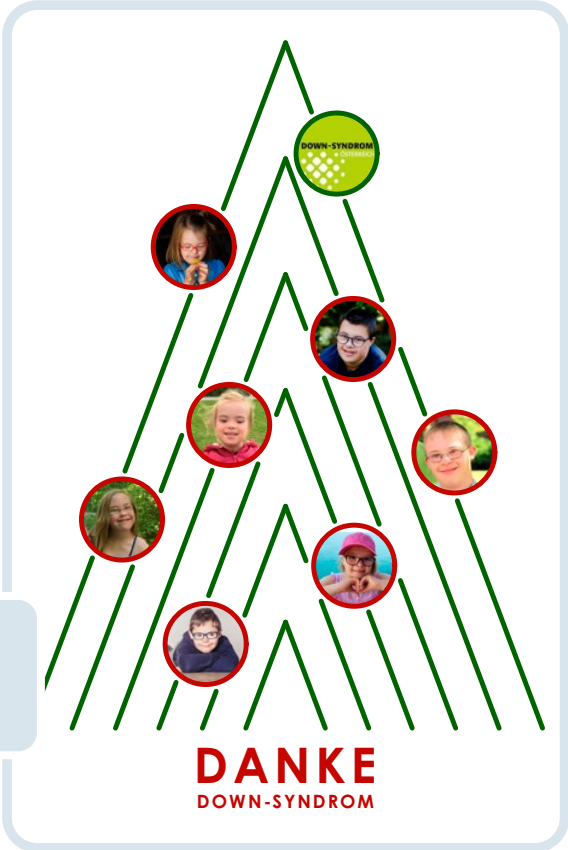
Right to Life project
© Asoc. Dreptul La Viata



CHARITABLE ACTIVITIES AT
**STRATEC Consumables GmbH,
Austria ("STRATEC AT")**

STRATEC AT supports the Samariterbund and the Voluntary Fire Brigade in Anif. It also made a large Christmas donation to the Verein Down-Syndrom Salzburg.

Thank you card sent to STRATEC Consumables GmbH
© Verein Down-Syndrom Salzburg



CHARITABLE ACTIVITIES AT
**STRATEC Switzerland AG
Switzerland, ("STRATEC CH")**

STRATEC CH supports several regional sports clubs. At Christmas, all gifts from suppliers, such as chocolate, cookies, sausages, vinegar and oil, were handed over to residents at the "Soziales Wohnen Geissberg" housing project (picture to the right).



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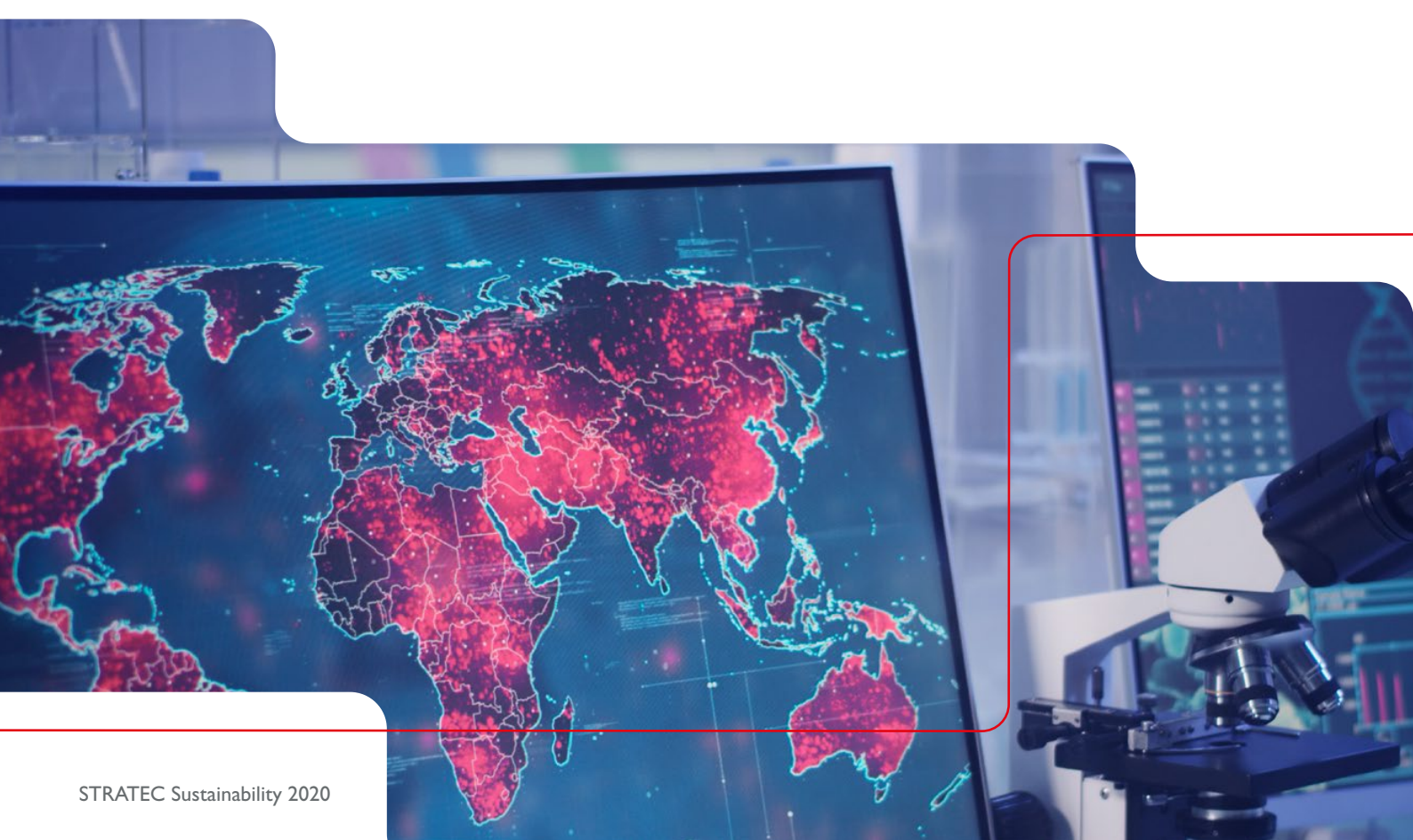
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Further information

Our 2020 Sustainability Report provides you with supplementary information accompanying our 2020 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. In cases of doubt, the German version is authoritative.

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