

FOR A BETTER TOMORROW

Sustainability in 2018





OVERVIEW

SUSTAINABILITY IN 2018

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STRATEC's INTENTION

SUSTAINABILITY AT STRATEC

With this brochure, STRATEC aims to inform its stakeholders and interested members of the general public about the Group's aims and activities with regard to its ecological and social responsibilities and about its progress in these areas. Detailed information about the economic dimension of the Group's approach to sustainability can be found in the 2018 Annual Report, which is available on the website at www.stratec.com. This Sustainability Brochure supplements and extends the Non-Financial Declaration published in the 2018 Annual Report.

Unless otherwise indicated, the data provided in this brochure refers to all companies within the STRATEC Group.

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. Sustainability-related topics represent an important and ever growing aspect of the responsibility that has steadily been factored into the company's strategy and adapted in line with changing market and environmental conditions. STRATEC bases its business activities on 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

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 through to environmentally-friendly waste disposal. STRATEC's objective here is to detect savings potential and render this measurable 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 1,200 employees, STRATEC is aware of its social and ecological responsibilities.



ECOLOGICAL RESPONSIBILITY

TO PROTECT 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 to using renewable energies through to environmentally-friendly waste disposal.

STRATEC aims to ensure that resources are put to the most efficient possible use and to reduce its carbon dioxide emissions by working with renewable energies. Moreover, the company is pursuing the objective of achieving a high share of recyclable materials and packaging.

Furthermore, to enhance its energy efficiency and reduce energy consumption, STRATEC successfully conducted an energy audit pursuant to DIN EN 16247-1 for the first time in 2015. When implementing conversion and extension measures, the company endeavors to install air conditioning and heating facilities that are particularly efficient in terms of their energy consumption. The energy audit is performed at regular four-year intervals. The next such audit is therefore scheduled for the 2019 financial year.

STRATEC only consumes a relatively low volume of raw materials and chemical substances, as the main focus of its business activities involves designing and manufacturing system and software solutions. Given the low volume of commodities and chemical substances consumed, the fact that its production activities are not energy-intensive, and the environmental protection measures applied, the environmental risks associated with STRATEC's business activities are therefore to be assessed as relatively low. The STRATEC Group has not reported any environmentally relevant incidents in the past years. Key risks to the company's own business activities are interruptions to operations due to extreme weather events in connection with global climate change.

Energy consumption and emissions

The emissions within the STRATEC Group are mostly attributable to the consumption of energy in the form of electricity and gas and to the vehicle pool. As well as vehicles for general use, the vehicle pool also includes company vehicles that are in some cases assigned to employees for private use.

Apart from the locations in Anif (Austria) and Budapest (Hungary), production activities at STRATEC mainly focus on prototype construction, final assembly, and product testing. This means that both production-related energy consumption and emissions are comparatively low.

Since 2017, STRATEC has based its recording of greenhouse gas emissions on the internationally recognized Greenhouse Gas Protocol (GHG). Consistent with this approach, the company divides its emissions into direct emissions (Scope 1) and indirect emissions (Scope 2). The direct emission data reported thus refers to the gas consumed at STRATEC's locations and the fuel consumed by the vehicle pool. Energy-related indirect emissions result from energy generation at external suppliers. Scope 3 emissions, which arise for example upon the production of upstream products, are currently not recorded.

Carbon dioxide emissions in tonnes^{1,2}

	2018	2017
Gas consumption (Scope 1)	452.0	412.9
Vehicle park (Scope 1)	321.7	291.8
Electricity consumption (Scope 2)	1,426.8	1,311.5
Total	2,200.4	2,016.2
per 1,000 employees	1,885.9	1,944.5

¹ Data partly based on estimates, as not all data was yet available for some subsidiaries due to the respective invoicing periods

² Previous year's figures adjusted due to partial use of estimates in previous year



Taking a different approach

Since early 2017, several sheep have been grazing and taking care of the green areas next to STRATEC's building in Beringen (CH). Lighter than machines, sheep do not compress the ground and also provide natural fertilization.

Group-wide carbon dioxide emissions per 1,000 employees as a result of gas and electricity consumption and the vehicle park fell by 3.0 % to 1,885.9 tonnes in 2018.



Energy generation

To reduce its carbon dioxide emissions, STRATEC is relying on renewable energies at its Birkenfeld (DE) and Beringen (CH) locations. In Birkenfeld, a photovoltaics system with a nominal capacity of 130 kilowatt peak (kWp) has been supplying renewable energy since December 2011. Since its first full year of operations, this system has produced an average of 138,598 kilowatt hours (kWh) of green energy a year, thus enabling around 70 tonnes of carbon dioxide emissions to be avoided each year compared with conventional energy generation. Since the launch of operations, the system has generated 971 megawatt hours (MWh) of green energy.

A photovoltaics system with a nominal capacity of 95 kWp was also installed at the location in Beringen (CH) in 2016. In 2018, this system generated 77,342 kWh of green energy.

Together, the two systems generated 221,091 kWh of renewable energies in the financial year. This corresponds to an increase of 6.8% compared with the previous year.

Photovoltaics system total yield (kWh)

	2018	2017
Birkenfeld (DE)	143,749	138,947
Beringen (CH)	77,342	68,140
Total	221,091	207,087

Waste and recycling

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 several categories of waste to facilitate optimal 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.

Year-on-year, group-wide waste volumes only rose to a minor extent, namely by 1.3% to 196.3 tonnes in 2018. Per 1,000 employees, however, waste volumes decreased significantly from 186.9 tonnes to 168.3 tonnes. This was due on the one hand to lower sales in the financial year and on the other to the aforementioned measures to reduce waste – and in particular to the increasing use made of recyclable packaging.

Waste volumes in year-on-year comparison in tonnes^{1,2}

	2018	2017
Waste volumes	196.3	193.7
per 1,000 employees	168.3	186.9

¹ Data partly based on estimates, as not all data was yet available for some subsidiaries due to the respective invoicing periods

² Previous year's figures adjusted due to partial use of estimates in previous year

Water and wastewater

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. The group-wide volume of water consumed per 1,000 employees remained virtually unchanged at 14,717 m³ compared with 14,636 m³ in the previous year.

Water consumption in cubic meters^{1,2}

	2018	2017
Water consumption	17,171	15,175
per 1,000 employees	14,717	14,636

¹ Data partly based on estimates, as not all data was yet available for some subsidiaries due to the respective invoicing periods

² Previous year's figures adjusted due to partial use of estimates in previous year

Ride sharing and business bikes

Employees at our main location in Birkenfeld (DE) have formed ride sharing groups or travel to work with business bikes in order to reduce car emissions. STRATEC provided special parking spaces for ride sharing groups in the year under report.



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.

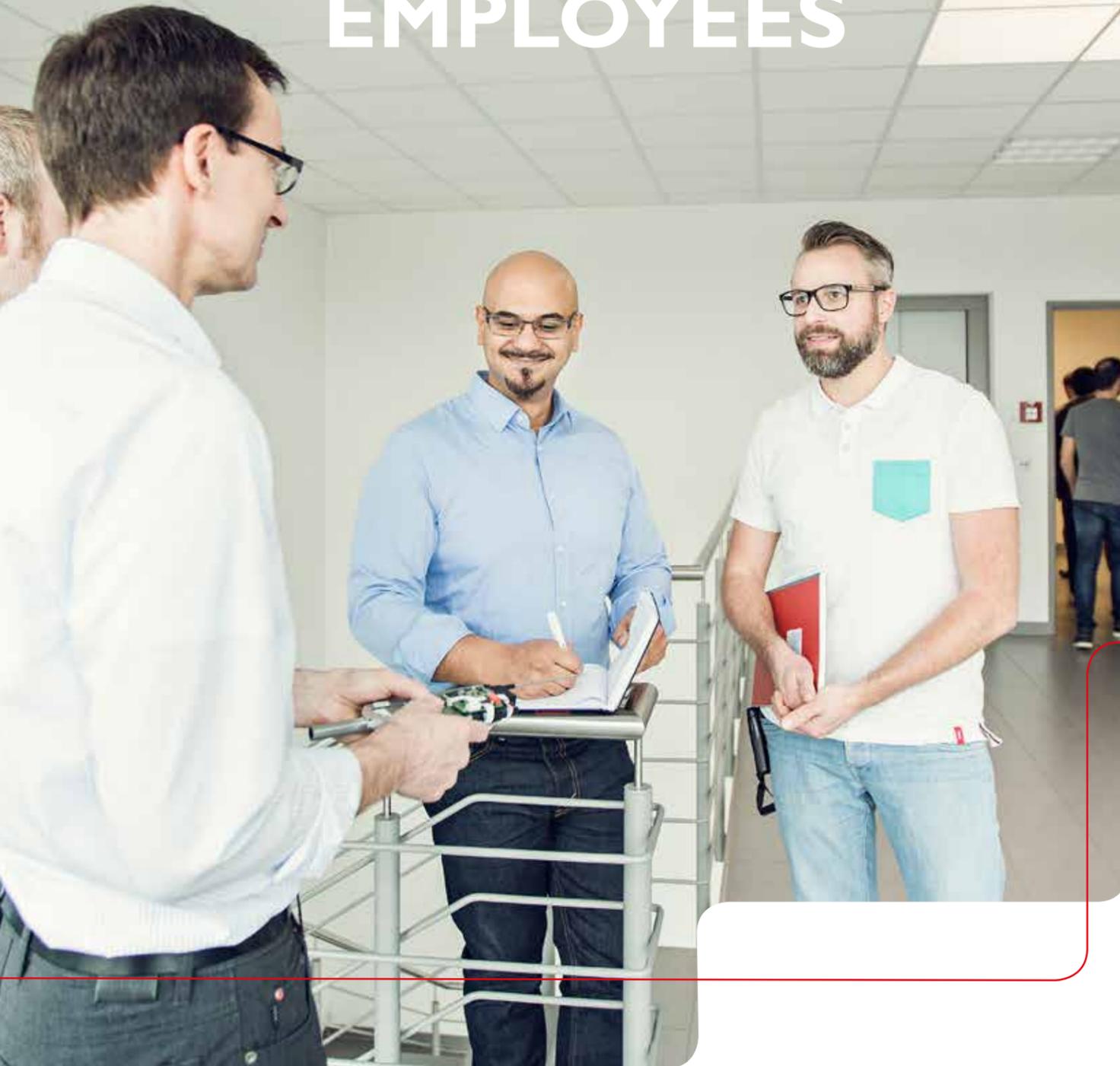
When selecting materials and technologies and procuring components, STRATEC ensures strict compliance with EU Directive 2011/65/EU. This RoHS (Restriction of Hazardous Substances) Directive serves to limit the use of specific hazardous substances in electrical and electronics appliances.

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.



RESPONSIBILITY TOWARDS EMPLOYEES



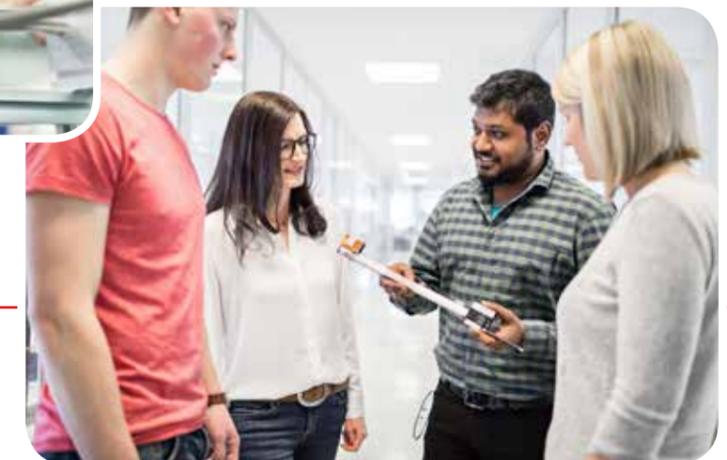
PROMOTING SATISFACTION, MOTIVATION AND PRODUCTIVITY

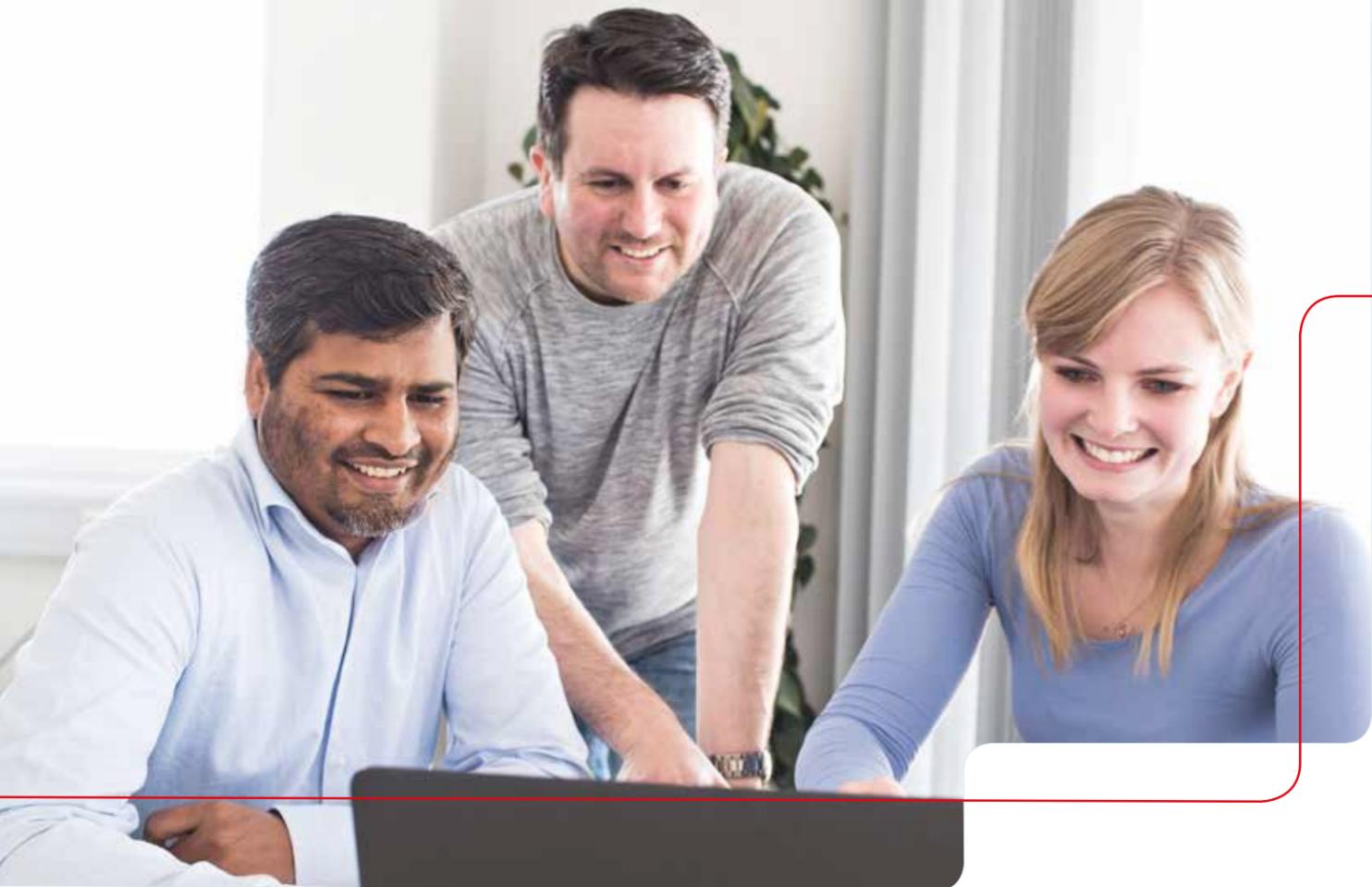
STRATEC's employees – with their individual skills, wealth of ideas, and outstanding motivation – are the source of the company's success. STRATEC therefore attaches great importance to personnel development, occupational health and safety, and health-related topics. STRATEC has set itself the long-term 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.

Further training

The wealth of new ideas and willingness to perform on the part of 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. This training program was extended to employees in other management tiers in 2018.

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 a fixed item at the regular feedback meetings between employees and their managers.





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



The group-wide sickness quota, i.e. the number of working days missed due to sickness as a proportion of planned working time, rose year-on-year by 20 basis points to 3.9% in the 2018 financial year. The development in the sickness quota is particularly dependent on season factors, such as the intensity, frequency, and duration of any influenza outbreaks.

	2018	2017
Sickness quota in %	3.9	3.7

Occupational health and safety

Occupational health and safety is one key element of STRATEC's responsibility towards its employees. 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.

Not only that, medical checks tailored to employees' specific workplaces are also offered, as are special vaccinations for employees.

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 further officer who is responsible for company healthcare management. 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.

	2018	2017
Work-related accidents	17	12
per 1,000 employees	14.6	11.6
Accidents on way to work	9	6
per 1,000 employees	7.7	5.8
Total	26	18
per 1,000 employees	22.3	17.4

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.

The total number of work-related accidents and accidents on the way to work per 1,000 employees rose from 17.4 to 22.3 in the 2018, but nevertheless remains low. Due to a conversion in the data collection method at some subsidiaries in the financial year under report, however, the previous year's figures are only comparable to a limited extent with the 2018 figures. To maintain a low number of accidents in future as well, individual accidents are analyzed and suitable measures to taken to minimize the risk of such accidents recurring.

In terms of health promotion, the company implements preventative measures, programs, and courses, such as voluntary annual eye checks, various sports programs, advice on healthy nutrition, and ways to relax and cope with stress.

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.

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 inclusivity. In view of this, diversity is actively promoted in practice by STRATEC's Board of Management.

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.

One key focus here as well is on raising the share of management positions held by women. To this end, in 2017 the company set targets for the share of women on the first and second management tiers below the Board of Management. These targets amount to 20% for each tier and are to be met by June 30, 2020. The target for the first management tier below the Board of Management was already met as of December 31, 2018. To increase the share of women in the second management tier as well, the company took a number of additional measures in 2018. Specifically, these include designing a training program for first and second management tiers aimed at further raising awareness of diversity and inclusivity among all of the Group's managers. Furthermore, a management training program specifically designed for women was implemented in 2018.

	2018	2017
Female employees in %	28.0	25.5

The female share of the STRATEC Group's workforce rose from 25.5% in the previous year to 28.0% in the 2018 financial year.



The Birkenfeld running team at the AOK Company Running Event © STRATEC

The Birkenfeld mountain bike team at the 24-hour race at the Nürburgring © STRATEC



The Romania running team at the Crosul Companiilor in Cluj © STRATEC

Supporting voluntary activities

STRATEC has great respect for the ways in which its employees meet their responsibility to society. Several employees at the group of companies are active as volunteers with the rescue dog service, in the voluntary fire brigade, or the German Federal Agency for Technical Relief. Others assist by donating blood or thrombocytes or as first-aiders. STRATEC gives leave to its employees for the time required to donate blood or thrombocytes and for training sessions and deployments at aid organizations.

Sports programs for and by employees

STRATEC promotes team-building measures in various sports disciplines, for example by covering the costs of participation fees or sponsoring jerseys for STRATEC teams.

There are many employees who are keen on sports, and that throughout the STRATEC Group. The programs on offer vary from location to location and in line with employees' interest over running, cycling, mountain biking, soccer and ski-trips.

There are running teams in Germany, the US, Austria, Hungary and Romania. In Romania, nearly 20% of the workforce consistently takes part in locally organized running competitions.



The Anif running team © STRATEC

Ski trip for employees from the Birkenfeld location © STRATEC



The winning photo "STRATEC Shirt on the Road": Alexander Geithoff on the ascent at Mount Galatzo (Mallorca) © Alexander Geithoff



The DIATRON Hungary running team at the 33rd Wizz Air Budapest Félmaraton © STRATEC



CORPORATE COMPLIANCE

"Human dignity is inviolable."

TREATING EACH OTHER FAIRLY AND WITH RESPECT



Measures to combat corruption and bribery

Any incidence of corruption or bribery 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 and bribery therefore form an integral component of STRATEC's understanding of compliance and have also been summarized in the Corporate Compliance Policy which requires application throughout the Group. This policy is binding for all employees. In this respect, compliance with a variety of legal systems and statutory regulations is just as important as compliance with ethical principles. Core elements of STRATEC's Corporate Compliance Policy:

- Preventing corruption, i.e. upholding the integrity necessary in business dealings, and in particular the prohibition of any illegitimate exercising of influence
- Regular training of employees and information material on the intranet and bulletin boards
- Compliance with all requirements set by law and the respective authorities
- The obligation to ensure fair, respectful working conditions at the company
- The provision of assistance to enable employees to avoid conflicts of interest between private and business matters
- Compliance with the requirements of capital market, antitrust, and tax laws
- Copyright and license conformity
- Respectful and professional conduct at the company.

To reinforce the company-wide compliance culture, back in the 2016 financial year STRATEC already devised a new and uniform design for its compliance and rolled this out with group-wide compliance training sessions at all subsidiaries.

STRATEC's compliance system is subject to permanent enhancement and optimization. Consistent with this approach, 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. Managers are also obliged to provide their employees with regular compliance training. The provision of such training is monitored and documented, enabling the company to act early to detect and remedy any omissions on the part of managers in this respect. The compliance officer reports the findings of his or her talks with managers directly to the Board of Management. The Board of Management meets its reporting obligations towards the Supervisory Board.

Further measures aimed at continually optimizing the group-wide compliance management system were taken once again in the 2018 financial year. In the first quarter of 2018, for example, STRATEC held a Compliance Summit to which all of the local compliance officers at its subsidiaries were invited. One key focus at the summit involved checking all existing local compliance management systems to ascertain their conformity with the defined group-wide guidelines. The summit enabled the

officers to share their experiences in detail while also providing a further communications platform for compliance-related topics.

STRATEC expects all of its employees to adhere to compliance requirements and to ensure that all 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.

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 compensation. The group-wide Corporate Compliance Policy ensures that all employees worldwide 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 module suppliers in the Instrumentation business unit 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.

STRATEC has set itself the aim of contractually obliging all production-relevant suppliers to the Instrumentation business unit and to the subsidiaries acquired in 2016 (Diatron and STRATEC Consumables) to comply with its generally valid Code of Conduct by the end of 2019.

No breaches of human rights were identified within the STRATEC Group or its supply chain in the 2018 financial year or the preceding financial years.

SOCIAL COMMITMENT

"Protecting girls and boys from child labor" in Tanzania (2015 to 2018)
© Plan International / James Stone

WORLDWIDE ASSISTANCE FOR PEOPLE IN NEED

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, education, and nature conservation organizations, as well as associations.

In 2018, STRATEC supported these kinds of organizations with a total of € 100,530.

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 its 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. This dialog with stakeholders is conducted, for example, by way of press releases, social media, regional and national newspapers, membership in industrial associations and endowed professorships at and cooperations with universities.

PROJECTS IN 2018

STRATEC supported aid projects at a variety of organizations once again in 2018. A selection of these projects is presented below.

Donations and assistance in €

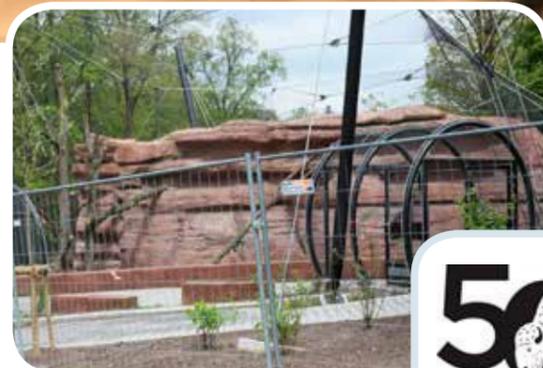
	2018	2017
Donations / assistance	100,530	97,250

"We will do all we can not only to help you die peacefully, but also to live until you die!"
(Ciceley Saunders)

REGIONAL COMMITMENT



Nico's dream come true – a weekend in Paris. The group included 2 drivers, 2 carers, Nico and his Insel assistant Doro.
© Sterninsel e.V.



Support in building a new conservation aviary
© Wildpark Pforzheim



Sterninsel e.V.

Outpatient hospice service for children and young people in Pforzheim and Enzkreis district

Sterninsel 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 this important work with a financial donation since 2017.

A diagnosis with a severe or untreatable illness means that families and relatives often live for years in the knowledge that the sick child or young person will not live to become an adult or that a parent will not survive.

Sterninsel 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.

The activities are performed by a team of full-time employees and volunteers. In what are absolutely exceptional circumstances, the organization can provide assistance tailored to the needs of the individual families. In its activities, Sterninsel aims to tackle 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.

Sterninsel'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.



Experiencing therapy dogs at close range at the Open House can help brothers, sisters, and children / young people in coping with their grief.
© Sterninsel e.V.



A small group of mothers enjoying the "Spoil Yourself Stayover" in cooperation with the family hostel
© Sterninsel e.V.



Birkenfeld Voluntary Fire Brigade

“WE ARE THERE FOR YOU!
DO YOU WANT TO HELP?”

With 83 volunteers organized in two divisions, Birkenfeld’s Voluntary Fire Brigade helps to keep 10,000 people safe in the town where STRATEC has its headquarters. STRATEC supports this work with donations and by granting time off to its staff for deployments.

The Youth Fire Brigade teaches young people about ways to prevent fires and of course about the dangers of fire in a variety of interesting ways tailored to their age groups. Activities include sports competitions with other youth fire brigades, as well as theoretical lessons and practical exercises.



The newest emergency vehicle at Birkenfeld Fire Brigade © Feuerwehr Birkenfeld



Exercises at Birkenfeld Fire Brigade © Feuerwehr Birkenfeld



German Red Cross (DRK)

The German Red Cross (Deutsches Rotes Kreuz – DRK) rescues people, helps people in emergency situations, provides people with company, and supports the poor and needy. One valuable service within communities involves the “Help on Hand” (“Helfer vor Ort”) groups. These groups play an important role in making sure that first aid is quickly available on site. The help provided may involve checking vital functions, stemming dangerous bleeding, or performing cardiopulmonary resuscitation (CPR).

Not only that, DRK also offers regular training for company first aiders. In Pforzheim and Enzkreis District, the Help on Hand groups were called on more than 3,600 times in 2018. The figure for Birkenfeld was 300.

STRATEC has supported DRK with an annual financial donation since 2015.

“Help on Hand” volunteers in Birkenfeld © DRK



Deutsche Krebshilfe

Around 500,000 people in Germany are diagnosed with cancer each year: Even though the chances of successful treatment have steadily improved in recent decades, a cancer diagnosis is still a great shock that turns life on its head. The most important aim of the cancer charity Deutsche Krebshilfe is to help those affected and their loved ones. Working under the motto “Help. Research. Inform.”, Deutsche Krebshilfe has been committed for more than 40 years now to improving the care provided to people suffering from cancer and to making further advances with cancer research in Germany.

Thanks to donations received from members of the public, Deutsche Krebshilfe each year provides financial assistance to numerous research projects working to reduce the threat posed by cancer in the long term. Since 2017, STRATEC has made a donation to support projects promoted by Deutsche Krebshilfe.

Scientists at the University Hospital in Göttingen, for example, are looking for new ways of treating a particularly dangerous form of pancreatic cancer, the so-called ductal pancreatic carcinoma. In most cases, this type of tumor cannot be operated and rapidly becomes resistant to the usual medicines. For nearly all patients, the chemotherapy loses its effect as treatment progresses. The researchers in Göttingen now aim to find out why this is.

By conducting an international study, medics at the University Hospital in Münster are looking into non-Hodgkin’s lymphoma, the fourth most common type of cancer among children and young people. Their aim is to improve the treatment for this type of cancer; reduce the side-effects of the treatment, and avoid relapses.

To promote important and necessary research projects such as these, Deutsche Krebshilfe and its counterpart Deutsche Kinderkrebshilfe are dependent on support from the general public. As charitable organizations, they finance all of their activities exclusively with donations and do not receive any public funds.



DKMS

More or less every 15 minutes, someone in Germany is diagnosed with leukemia. Worldwide, this diagnosis is made every 35 seconds.

DKMS is an international charity dedicated to fighting life-threatening blood cancers. It has set itself the goal of offering a second chance to as many patients as possible and of finding unrelated, suitable stem cell donors. Anyone who is healthy and aged between 17 and 55 may be eligible to act as a donor.

The commitment shown by volunteers is immensely important for the work performed by DKMS.

The organization also depends on financial assistance. Voluntary donations enable DKMS to organize more second chances for leukemia patients. Cooperations with companies also play a major role. STRATEC is very keen to support the work performed by DKMS.

DKMS uses all donations and support received to increase the chances of survival for people living with leukemia, actively improve their situations, and press ahead with identifying suitable donors for stem cell transplants.

Out-patient peripheral stem cell harvesting for a leukemia patient © DKMS





Many Syrians have fled to Egypt to escape the civil war in their home country
© Plan International



GLOBAL COMMITMENT

Plan Deutschland

STRATEC has supported Plan International Deutschland e.V. (hereinafter "Plan") since 2012. Over the past 80 years, this children's charity has drawn on donations to successfully implement numerous projects in various countries.

Plan is an international children's charity with operations in 70 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 a society that protects children's rights and treats 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.

Plan projects supported in 2018

In the year under report, STRATEC supported four aid projects with monthly donations, namely the Emergency Assistance Fund, the "Protecting Syrian Refugee Children" project in Egypt, Aid for Rohingya Refugees, and the "Water for Schools and Communities" project in Ghana.

Protecting Syrian Refugee Children

Large numbers of Syrians have fled to Egypt to escape the civil war in their home country. Unlike Europe, Egypt does not have reception centers for refugees. That means they live side-by-side with Egyptian communities and receive virtually no support from the government. Their living conditions are precarious and many refugees live in poverty.

Around 70% of the men and 96% of the women are unemployed – and that despite their comparatively high level of education. Children in particular are in great danger. They face the risk of child labor, sexual attacks, and early marriage. On the other hand, economic instability means that the Egyptian population also has to contend with poverty and difficult living conditions. Of the population, 25% live under the national poverty line.

With this project, Plan aims to create a safe environment for Syrian and Egyptian children and improve their living conditions. To this end, it is strengthening the protective structures in the districts of Faisal and Haram and in the city and project region of Giza. In each of these districts, a child protection committee is being established and a safe space created for children to play and learn together.

Training sessions are offered to show parents ways to create protective environments for their children and cope with their own stress. Plan supports Syrian and Egyptian families in improving their economic outlooks, founding their own companies, and finding work.

Overall, 2,190 children and adults, 70% of which Syrian refugees, are directly benefiting from the project measures. A further 11,000 individuals are benefiting indirectly from the activities.

Plan's activities in this project:

- Offering protection and supervision
- Youth clubs to promote integration and equal opportunities
- Contact points for child protection
- Savings groups to offer new perspectives
- Professional and entrepreneurial training

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 in the event of crises and disasters. It has therefore supported Plan's Emergency Assistance Fund with a monthly donation since June 2016.

Numerous examples from the recent past show how important and valuable this aid is. In the assistance it provides to refugees around the world, for example, Plan operates not only in crisis-hit regions, but also in countries accepting refugees. It also helps people affected by earthquakes, flooding, and starvation. As well as offering humanitarian assistance, Plan's programs also aim to promote the sustainable development and improvement of living conditions on location.



Flooding in Peru
© Plan International



A girl cooking in her provisional tent at Balikhali Camp in Cox's Bazar. Thousands of Rohingya refugees have virtually no protection. © Plan International

Aid for Rohingya Refugees

In August 2017, 700,000 Rohingyas were suddenly and violently driven out of Myanmar. Today, they are still living in disastrous conditions in huge refugee camps in the city of Cox's Bazar in south-eastern Bangladesh. More than half the refugees are children. In the overcrowded camps they are exposed to numerous risks – such as violence, abuse, child trafficking, and early marriage.

Plan is offering emergency assistance to around 256,000 Rohingya refugees (38,650 households) and is active both at the refugee camps in Cox's Bazar and in the guest communities that have taken in refugees.

Key focuses of its activities include:

- Founding and training child protection committees and youth groups
- Setting up child protection areas
- Issuing safety wristbands to children to prevent emergencies. The information on the wristbands is intended to protect them from being separated from their families
- Water, sanitary facilities, and hygiene
- Setting up and maintaining latrines and wash facilities, particularly for girls and women
- Distributing hygiene sets with soap, toothbrushes, water canisters, and waste buckets, as well as menstruation sets for girls and women
- Offering hygiene training on easily performed hygiene and disease prevention routines
- Training on emergency situations
- Training helpers from the refugee communities on psycho-social support and disaster protection, health, and hygiene. These helpers then pass on their skills to their communities.
- Offering alternative learning concepts for children, with the involvement of their parents and community members.



Water for schools and communities in Ghana
© Plan International / Daniela Hensel

Water for Schools and Communities, Ghana

Clean water, sanitary facilities, and hygiene – these are basic needs of all people and form a crucial basis for healthy development. According to UNICEF, only 14% of the population in Ghana – 3.6 million out of a total of 25.9 million inhabitants – has access to sanitary facilities. More than three million people do not have access to clean drinking water. The volume and quality of water available at the collection points also vary widely and numerous wells are located far away from communities.

This limited access to sanitary facilities and clean drinking water has severe hygiene and health implications. Contaminated water often leads to diarrhea and worm diseases and these present substantial health risks, especially for infants under the age of five. The infections further increase the risk of malnutrition and make people even more vulnerable to other diseases, some of which life-threatening.

At 20%, access to clean water in the project communities still falls far short of the national average of 87%. Many schools in the region also do not have any school toilets or facilities for children to wash their hands. The children go to the toilet outdoors, a situation which leads girls in particular to avoid or leave school altogether from the onset of puberty.

With this project, STRATEC is supporting Plan in improving water and sanitary conditions and thus helping to reduce child mortality rates in the project communities in the districts of Afadzato South (Volta region) and Akuapem North (Eastern region). By the end of the project, 80% of the 19,500 community members living there should have access to clean drinking water.

Access to sanitary facilities in the communities should rise from its current level of 12% to 25%. Functional school toilets with washing facilities are being installed in 19 schools in the project communities. Sustainable water and sanitary solutions developed together with the community are being installed in 20 villages. This way, the project is also raising awareness for the connection between hygiene and disease prevention. Working in close cooperation with the communities, Plan will be building gender-specific, child-friendly school toilets and washrooms at 19 schools. These will provide the children with greater privacy for their physical hygiene. In workgroups, the children are addressing hygiene-related topics, such as keeping the sanitary facilities clean, physical and menstrual hygiene, waste disposal, and hygienic food handling.

Plan will be working in close cooperation with the communities to build 20 wells and water supply facilities.

Hope for Life

The volunteer service at Hope for Life offers a space for people to discover and develop their skills. Since its foundation, Hope for Life has relied on the voluntary commitment of its members and friends, without which its work would not be possible. Major objectives of any voluntary assignment are to introduce young people to development topics, promote their interest in and commitment to development policy, and help organize voluntary service in suitable posts. Assignments involve development-related information and education work and are based on a "Global Learning" approach. They are intended to promote the next generation of development professionals.

STRATEC has supported the voluntary service performed by Paul Kellings in Ghana by donating cash and materials. To this end, computers no longer needed by STRATEC were transported by ship along with monitors, keyboards, mouse devices, cables, software, and a special ten-finger typing program to Church of Christ Preparatory School in Agona Swedru. This donation enabled the school to set up a new computer room and integrate this into day-to-day tuition. Previously, the school only had five very old computers that were always breaking down, and these had to meet the needs of around 300 pupils. That made work more difficult for Paul Kellings, who teaches basic computer skills to Classes 1 to 6. For every lesson, each pupil had only 5 minutes at the computer while the rest of the class had to look on. With a total of 17 computers, the class now only has to be split in half, which means that each pupil can spend half of each lesson at the computer and the other half learning theory in the classroom. This leads to far more effective tuition. Thanks to the practical units, the pupils find it much easier to remember what they have learned.

Currently, Paul Kellings is working on linking up all the computers with network cables and then connecting them to the internet via a hotspot. This will enable the pupils to explore the internet for the first time.

After just a few months, the first pupils had already mastered correct typing using all ten fingers.



Paul Kellings at the handover of the computers © Paul Kellings



Yemen: People are living in catastrophic conditions in the city of Tais and surrounding area. The front runs through the city center. MSF operates a hospital and an accident clinic in the region.
© Malak Shafer / MSF



Bangladesh: An MSF employee examines a two-month old baby. The lack of hygiene in the overcrowded camps makes babies and infants particularly vulnerable to diarrhea and respiratory infections. © Pablo Tosco / Angular

Ärzte ohne Grenzen – unconditionally human



Ärzte ohne Grenzen (Médecins sans Frontières – MSF) offers emergency medical assistance to people in crisis-hit and war-stricken regions and also in the wake of natural disasters. The international organization offers rapid, efficient and uncomplicated assistance without asking any questions about the origins, religion, or political beliefs of the people thereby affected. MSF's physicians, nursing staff, midwives, and logistics specialists work in more than 70 countries. They treat sick and wounded people, look after malnourished children, and provide clean drinking water and latrines.

MSF works without government funding and aims to help people in need irrespective of political interests. MSF relies on donations to finance its emergency interventions. STRATEC has supported this organization with an annual donation since 2013 already.



Newly built sewing center in Sindou © Straub



Sponsored children at the primary school enjoying a meal with "Erde der Kinder" © Straub

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, a former teacher from Enzkreis district, began helping needy children in Burkina Faso in West Africa on a private basis in 2008. Since then, he has consistently stepped up his voluntary activities on behalf of these children 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.

As well as organizing godparenting schemes (currently for 150 godchildren), Erde der Kinder e.V. also supports measures such as clean drinking water for four schools, vaccinations, buying mosquito nets, medical treatment for the children, school clothes, and learning materials.

Not only that, the charity has established a sewing center and a literacy center for women, thus enabling them to train as tailors. Thanks to the donation of reworked second-hand laptops from Germany, teachers and pupils had their first opportunity to learn how to work on a computer.

Siegfried Straub travels to Burkina Faso each year to maintain his personal contacts.

Thanks to STRATEC's donation, work on building an orphanage for young children in south-western Burkina Faso has progressed further. The interior fittings are now being planned. To found this organization, a state-approved charity dedicated to promoting the orphanage was established in Sindou in 2015 already.

Moreover, a well for drinking water was drilled in the year under report. Using solar power, the water is pumped from 82 meters under the ground into an overhead tank. This way, the entire orphanage can be supplied with drinking water.

United Methodist Church – "Run for Life"

15 men, women, and children in STRATEC's "BLACK FOREST CREW" took part in the "Run for Life" charity event in Pforzheim. Together, the team ran a combined total of 145 kilometers. STRATEC donated a suitable cash amount for every kilometer completed. This was supplemented by donations made by the runners' own personal sponsors.

The aid project

The 10th "Run for Life" attracted 1,378 participants, who together ran 16,171 kilometers and raised a total of around € 99 thousand. With its 10th "Run for Life", the United Methodist Church has for the first time supported aid projects in Nigeria. Africa's largest country in terms of population, Nigeria faces many opportunities and even greater problems.

The country has very many ethnic groups with hundreds of languages. In the years after decolonization, it was shaken and set back by civil wars and a long period of military dictatorship. It has only been democratically governed since 1998 and the government has had to contend with large-scale corruption. Not only that, the country is permanently under threat from the terrorist organization Boko Haram and the underlying conflict in central and northern regions between semi-nomadic, mostly Muslim cattle owners and predominantly Christian farmers.

In Nigeria, the United Methodist Church (UMC) is mainly present in the State of Taraba in the east of the country. This region has very poor infrastructure: electricity and a public water supply are only available in a few towns and cities and are only affordable for a small part of the population.

In this region, the church operates a hospital and several health centers, various welfare centers and above all numerous schools – local primary schools and secondary schools. The huge catchment areas involved mean that most of these schools also offer boarding facilities. Education is seen as a key to the future.

Given the population, which is very young and growing, there is an enormous need for new schools and for extending existing schools. Under the leadership of Bishop John Wesley Yohanna, the UMC in Nigeria sees the provision of school education as one key focus of its work. The aim is for even more children and young people to receive a high-quality education and thus be enabled to build a better future for themselves. That is why the church would like to build even more primary schools in more remote areas and extend its secondary schools.

Part of STRATEC's running team at the 10th "Run for Life" © STRATEC



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Further information

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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 definitive.

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