



strattec●●



# ESG FACTBOOK 2025



With this ESG Factbook, STRATEC would like to inform its stakeholders and interested members of the public about its targets, activities, and progress in ecological and social fields. The scope of consolidation corresponds to STRATEC's scope of consolidation and covers 100% of all operating entities.

The data and information contained in this factbook are predominantly based on the "Non-financial Group Declaration" of the group management report for the financial year from 1 January to 31 December 2025 (hereinafter the "Group Sustainability Statement"), which forms part of the management report in STRATEC SE's 2025 Annual Report. Pursuant to § 289d HGB, this Non-Financial Group Declaration has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) as the framework.

PricewaterhouseCoopers GmbH has conducted a limited assurance engagement on the Group Sustainability Statement of STRATEC SE, Birkenfeld. For more details and information, please refer to the 2025 Annual Report, which is available on the company's website at [www.stratec.com/financial\\_reports](http://www.stratec.com/financial_reports).

## C O R P O R A T E V A L U E S



Sustainability is one of the four company values on which STRATEC bases its corporate strategy. This means that corporate social responsibility is firmly embedded within the strategy and ensures that sustainability-related topics are implemented. The overriding objective is to generate sustainable, ecological, and socially responsible growth while at the same time making a valuable contribution to technological advances in life sciences and diagnostics.



# OUR RATINGS

strat**tec**

**C+** Prime Status

ISS ESG

D- to A+

**C**

CDP

-D to +A

**A**

MSCI

CCC to AAA

**25.1** Medium Risk

Sustainalytics

Subindustry Rank:  
53 out of 188

**54** Committed

ecovadis

0 - 100

**32**

S&P Global

0 - 100

# MATERIALITY ANALYSIS

## DOUBLE MATERIALITY ASSESSMENT

### IMPACT MATERIALITY

How STRATEC impacts the environment & society



### FINANCIAL MATERIALITY

How ESG topics influence financial risks & opportunities at STRATEC

|                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Energy</b><br>Due to its existing use of non-renewable energies in its own operations, STRATEC has impacts on greenhouse gas emissions that contribute to climate change and associated impacts.                                                                                                                       | <b>Corporate culture</b><br>STRATEC promotes a safe and fair work environment and strong corporate culture which contributes to good working conditions for own workforce. STRATEC is committed to fair business ethics and reduction of negative impacts on society. |
| <b>Climate change mitigation</b><br>Due to the release of greenhouse gas emissions along the entire value chain, STRATEC has impacts that contribute to climate change and associated impacts.                                                                                                                            | <b>Working conditions</b><br>Flexible working conditions and a corporate health management system contribute to good working conditions for own workforce.                                                                                                            |
| <b>Resource inflows, including resource use</b><br>Ressource efficient product design contributes to saving resources and avoiding waste and associated positive impacts whereas mining and limited recycling options for commodities used in medical appliances contribute to resource depletion and associated impacts. | <b>Equal treatment and opportunities for all</b><br>Promotion of equality, fairness, and workplace safety contributes to good working conditions for own workforce.                                                                                                   |
| <b>Resource outflows related to products and services</b><br>The production of products that are difficult to receycle contribute to resource depletion and associated negative impacts.                                                                                                                                  | <b>Workers in the value chain</b><br>The production of electronic products requires the procurement of conflict mineral which leads to impacts on people and environment related to mining of conflict materials.                                                     |
| <b>Corruption and bribery</b><br>The Implementation of relevant measures as whistleblower system and corporate compliance policy contribute to reducing corruption and bribery.                                                                                                                                           | <b>Patient safety</b><br>Quality Management has impacts on Product quality and safety.                                                                                                                                                                                |

# ENVIRONMENT



# ENERGY & WASTE

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## TOTAL ENERGY CONSUMPTION (MWH)

11,308 12,355

+9.3 %

2024 2025

55.2 % 66.9 %

+17.6 %

2024 2025

## SHARE OF RENEWABLE SOURCES (MWH)

## GENERATION OF RENEWABLE ENERGY (MWH)

374 431

+15.2 %

2024 2025



## WASTE GENERATION (T)

63 43

-30.5 %

2024 2025

HAZARDOUS

214 216

+0.7 %

2024 2025

NON-HAZARDOUS



## TOTAL WATER CONSUMPTION (M3)

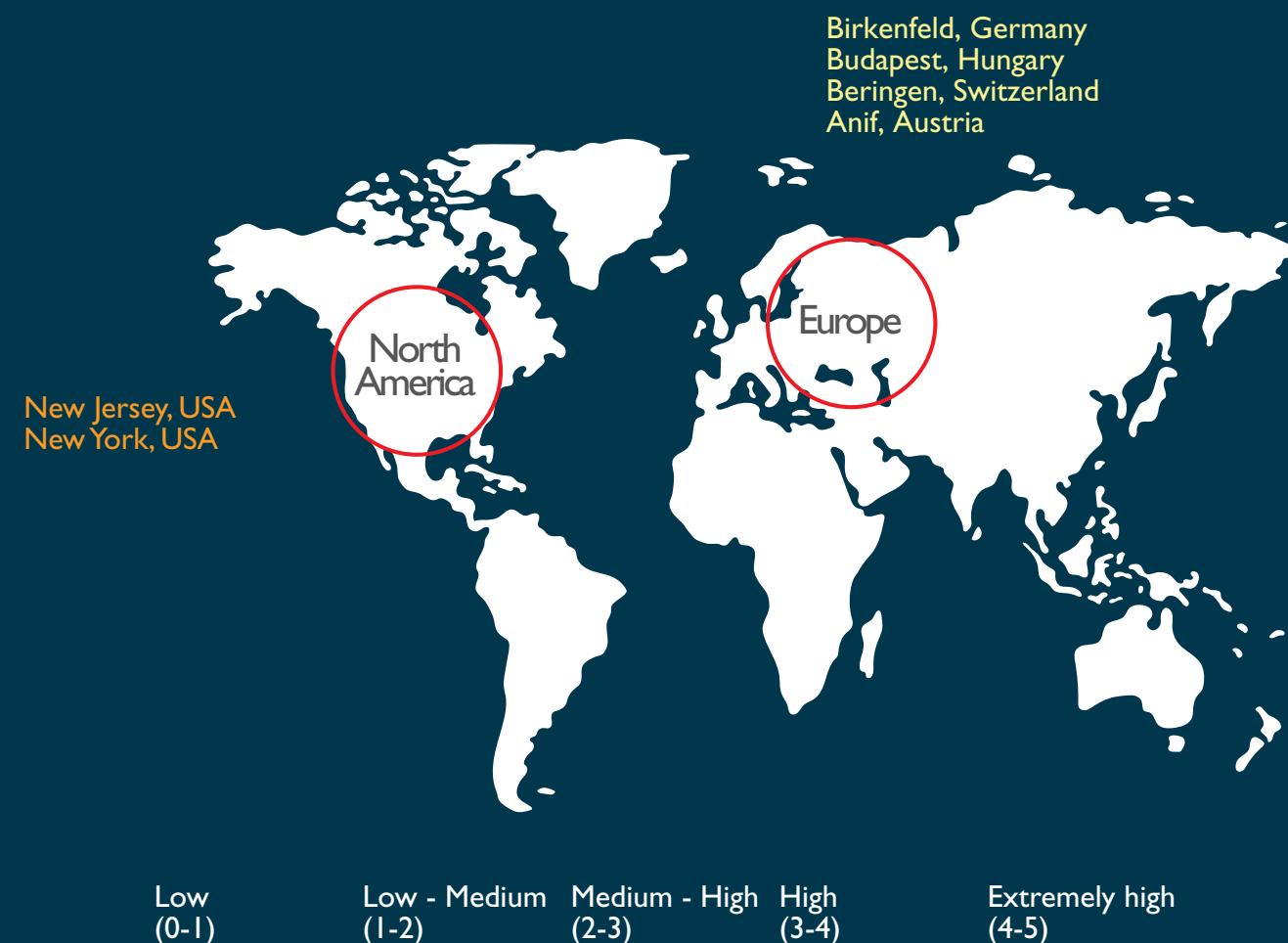
23,625    21,900  
-7.3 %

2024    2025

- Except for the Hungarian production site, STRATEC's production processes use relatively low volumes of water, and this water does not remain in the finished products.
- As a result, the volume of wastewater is essentially equal to the volume of water used at all sites, with the exception of Hungary, where a notable volume of reagents and other liquids is filled.

## OVERALL WATER RISK

This map represents all sites with their overall water risk, classified by the Aqueduct Water Risk Atlas (World Resources Institute).



# EMISSIONS

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TARGETS COMPATIBLE WITH 1.5-DEGREE TARGET IN THE PARIS CLIMATE AGREEMENT

## GOALS

Reduction of absolute greenhouse gas emissions in Scope 1, Scope 2 and Scope 3 by **50.4%** by 2032 compared to the base year 2023.

Reduction of absolute Scope 1, Scope 2 and Scope 3 greenhouse gas emissions by **90%** by 2045 compared to the base year 2023.

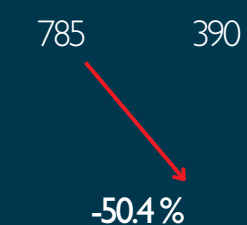
Achivement of net-zero greenhouse gas emissions along the entire value chain by 2045.

*The validation of our climate targets in line with the SBTi's Net-Zero Standard is an important milestone for our sustainability strategy and confirms the path we have taken to date.*

- Marcus Wolfinger, CEO STRATEC SE

## KEY FIGURES

### SCOPE 1 (tCO<sub>2</sub>e)



2023 2032

### SCOPE 2 (tCO<sub>2</sub>e)



2023 2032

### SCOPE 3 (tCO<sub>2</sub>e)



2023 2032

### GHG EMISSIONS (tCO<sub>2</sub>e)



2023 2032



# EMISSIONS

## TRANSITION PLAN

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### SCOPE 1 MEASURES

#### Stationary combustion

Gradual group-wide replacement of gas and oil heating systems with heat pumps by 2045.



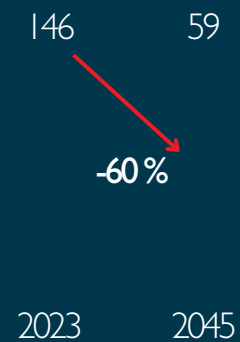
#### Mobile combustion

Group-wide transition to CO<sub>2</sub> neutral vehicle pool by 2032.



#### Fugitive emissions

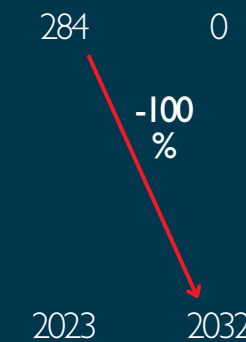
Gradually improve efficiency of air conditioning systems at group facilities and drive 60% reduction in usage of refrigerating medium by 2045.



### SCOPE 2 MEASURES

#### Purchased electricity

Convert electricity consumption of sites in the USA to CO<sub>2</sub> neutral sources.



### SCOPE 3 REDUCTION LEVERS

- Utilize general decarbonization trends of global economy (set to decrease emission factors significantly)
- Further expansion of engagement with suppliers and logistics providers with regard to less CO<sub>2</sub>-intensive solutions and production techniques

# EMISSIONS

## CO<sub>2</sub> BALANCE - GROSS SCOPES 1,2,3, AND GHG EMISSIONS<sup>I</sup>

|   |  |          |          |          |         |
|---|--|----------|----------|----------|---------|
| e |  | 785.3    | 813.9    | 867.4    | 6.6 %   |
|   |  |          |          |          |         |
| e |  | 1,376.7  | 1,466.8  | 1,760.7  | 20 %    |
| e |  | 284.3    | 553.5    | 165.6    | -70.1 % |
|   |  |          |          |          |         |
| e |  | 69,823.6 | 48,802.1 | 44,644.3 | -8.5 %  |
|   |  | 44,295.0 | 28,969.7 | 25,507.8 | -1.6 %  |
|   |  | 2,061.4  | 1,781.2  | 1,873.0  | 5.2 %   |
|   |  | 192.4    | 250.4    | 289.0    | 15.4 %  |
|   |  | 1,345.2  | 1,301.2  | 930.1    | -28.5 % |
|   |  | 4.2      | 1.8      | 1.2      | -33.3 % |
|   |  | 818.5    | 902.9    | 593.7    | -34.2 % |
|   |  | 2,761.0  | 2,468.8  | 2,174.5  | -11.9 % |
|   |  | 1,355.6  | 1,307.1  | 938.3    | -28.2 % |
|   |  | 16,810.3 | 11,732.1 | 9,268.4  | -21 %   |
|   |  | 180.0    | 86.9     | 68.3     | -21.4 % |
| e |  | 71,985.6 | 51,082.8 | 47,272.4 | -7.5 %  |
| e |  | 70,893.2 | 50,169.5 | 45,677.3 | -9 %    |

Explanatory comments on GHG emissions:

<sup>I</sup> GHG emissions were calculated in accordance with the GHG Protocol and cover all subsidiaries included in the scope of consolidation and all material emission categories. Activity-based data and emission factors were referred to when calculating Scope 1 and Scope 2 emissions. Where no activity-based data were available for Scope 3 emissions, reference was made to spend-based data and corresponding emission factors. For Scope 3, this applied to the categories 1, 2, 4, 6, and 9. Emission factors from various sources were used for the calculation (main sources used: Climatiq, Exiobase 3.8.2, Ecoinvent 3.11, DEFRA 2025 / BEIS). The share of Scope 3 GHG emissions calculated on the basis of primary data in 2025 amounted to 29 % (secondary data: 71 %). In this, the total emissions from individual Scope 3 categories were accounted for; unless a not inconsiderable share of the data for these categories were based on primary data. In addition to the emissions presented above, biogenic emissions of 21.12 tonnes were incurred in the 2025 financial year.

# CLIMATE RISK ANALYSIS

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## USED SCENARIOS

- SSP5-8.5 (Physical risks)
- IEA Net Zero Emissions (Transition risks / opportunities)

## USED TIME HORIZONS

- Short-term (until 2030)
- Medium-term (until 2060)
- Long-term (until 2090)

## MOST SEVERE CLIMATE HAZARDS IDENTIFIED

Heatwave   Drought   Hail   Windstorm   Coldwave

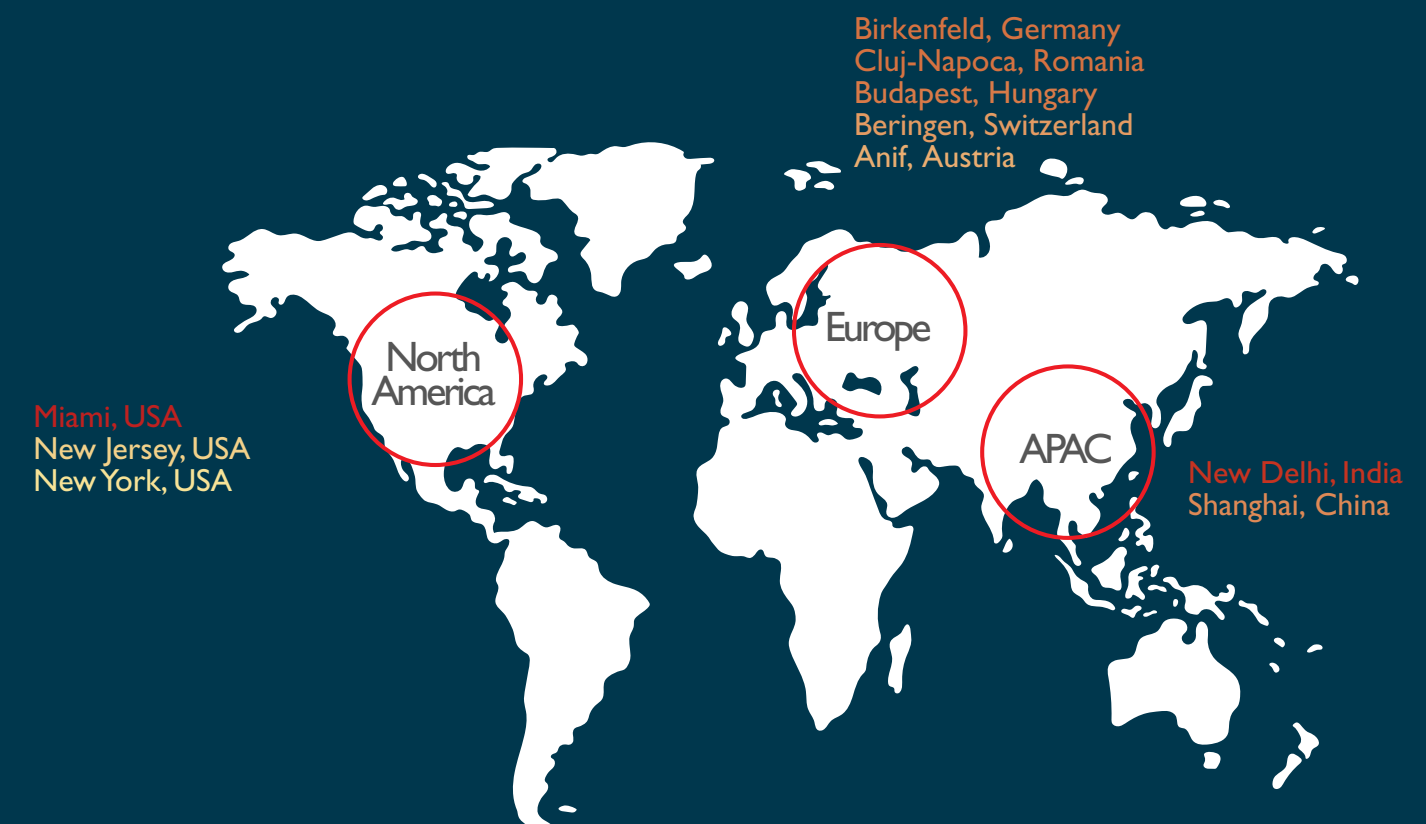
## TRANSITION RISKS

Restrictions on required materials, Rising input costs due to transition to less carbon intensive products, Substitution of existing products and services with lower-emission options.

Mitigation measures: Sustainable procurement trainings, expansion of engagement with suppliers and logistics service providers with regard to less CO2-intensive solutions, human rights and environmental protection (code of conduct)

## PHYSICAL RISKS

This map represents all sites with their respective hazard scores





## W W F B I O D I V E R S I T Y R I S K F I L T E R

- The impact on biodiversity at locations in Anif, Beringen, Birkenfeld, Budapest, Ronkonkoma, Shanghai, and New Jersey was analyzed and assessed with the WWF Biodiversity Risk Filter
- The results of this analysis led to the conclusion that the activities connected to the locations considered do not present any increased risks for negative impacts in these areas. Based on these findings, no remedial actions are deemed necessary with regard to biodiversity.

# ENVIRONMENTAL POLICY

strat**tec**

Guiding principles and minimum standards of STRATEC's environmental strategy

Basis to set STRATEC's global environmental objectives and incorporate environmental considerations into all business decisions and activities

Applies to the whole STRATEC group, including all members of the Management Board and employees

100% of employees trained

STRATEC's  
Environmental  
Policy

# SOCIAL



# CORPORATE VALUES

strat**tec**



## PEOPLE

Embracing Diversity, Driving Success

Our success is based on the talent and dedication of our employees. We embrace diversity and integration, recognizing that the unique strengths, skills, and experiences of individuals from all backgrounds drive our innovation and growth. We foster a culture of fairness, respect, and open-mindedness, encouraging critical thinking and valuing differing perspectives.



## PARTNERSHIP

Challenging Boundaries, Inspiring Solutions

Our passion for innovation is permanently channeled into new developments and transformative solutions. Collaborating closely with our partners, we understand their needs and create value for them and thus patients throughout the world. Together, we redefine the future of diagnostics, unlocking new possibilities for a healthier world.



## INNOVATION

Collaborating for Extraordinary Outcomes

STRATEC believes in strong partnerships, working together on equal terms. All partnerships are built on mutual trust, continuity and professionalism. We are committed to create win-win scenarios for the long-term, where success is achieved without shortcuts. We understand the importance of shared risk and reward, aligning the interests of both partners.



## SUSTAINABILITY

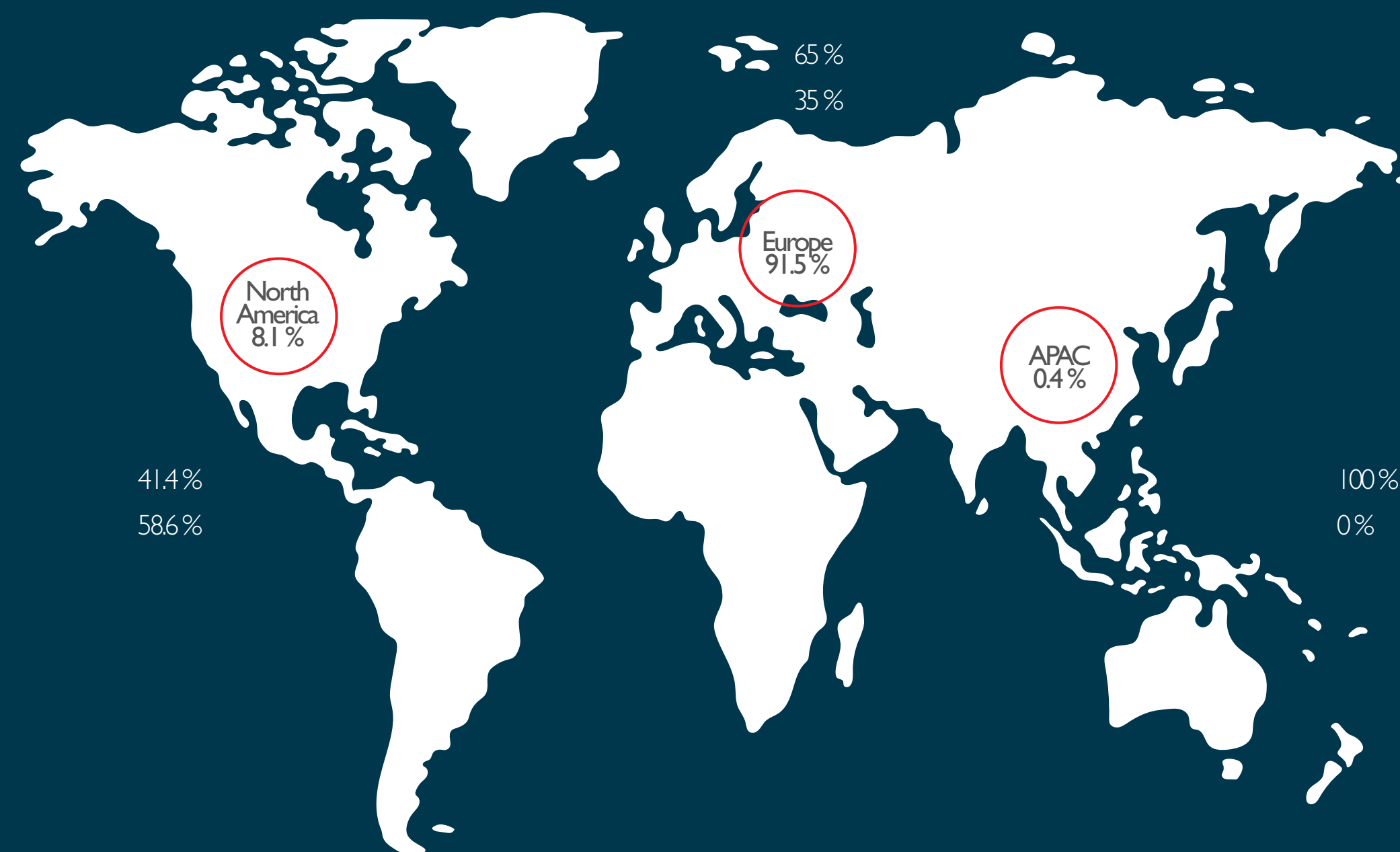
Responsibility towards the Environment, People and Society

A responsible mindset and sustainable operations are among our core foundations. We conduct our business with sound economic practices, stringent regulatory compliance, and unwavering integrity, prioritizing patient safety. We aim to minimize our environmental impact, attach the highest priority to human rights and treat people with dignity and respect.

# EMPLOYEES

HEADCOUNT

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**1,369**  
EMPLOYEES



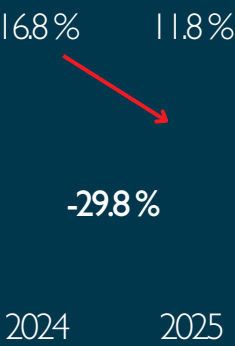
# EMPLOYEES

## CHARACTERISTICS

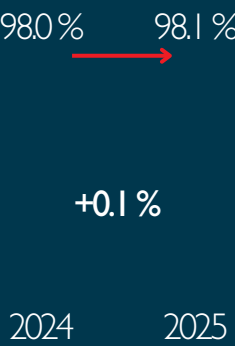
strat**tec**



### Employee turnover rate



### High share of permanent employees



### Diversity

- Diversity program to increase diversity in management positions
- Training programs for women in management positions and “diversity awareness” training for all managers
- Diversity portal with resources for all employees; diversity training and language courses offered



### Remuneration

The ratio of the annual total remuneration of the highest paid individual to the median for all employees (FTEs) amounted to 23.4.

### Pay gap

The gender pay gap amounted to 23.9% in the 2025 financial year.

### COMPREHENSIVE HEALTH AND SAFETY MANAGEMENT

- Group-wide system aiming for an injury- and illness-free workplace
- Appointed safety engineer, regular health and safety trainings
- Special programs for first aiders and evacuation assistants
- All work-related accidents are recorded and analyzed; staff must report safety risks immediately

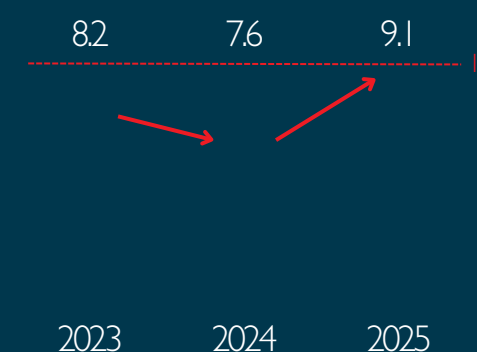
### WORKING CONDITIONS

- Resources for good working conditions (height-adjustable desks, health and sports programs)
- Flexible working hours, mobile work options, professional development opportunities

### HEALTH PROMOTION AND PREVENTION

- Ongoing preventive measures and programs, including various sports activities
- Workplace-specific medical checks
- Vaccination offers (e.g. COVID-19 and influenza) for employees

### LOST TIME INJURY FREQUENCY RATE



Accident rate per  
1,000,000 working  
hours

The definition of the metric  
corresponds to the definition of the  
ratio of work-related accidents  
requiring report provided in ESRS  
(SI § 88c).

GOAL  
LTIFR target  
value <10





# • PATIENT SAFETY

strat**tec**

## Patient safety at the core

STRATEC develops medical products for in-vitro diagnostics and sees reliable, high-quality solutions as part of its responsibility for patient health.

## Strong quality management

End-to-end QM from development to serial production ensures compliance with strict regulatory and legal requirements in global healthcare markets.

## Quality assurance and vigilance

Strict QA processes, audits and a structured complaint- and vigilance system support error analysis, risk assessment and continuous learning.

## Risk and supplier management

Systematic risk management (incl. FMEA) and strict supplier quality management help prevent defects and safeguard product safety.

## Certified and compliant

Certified and registered for key regulations, enabling safe access to international markets.

## STRATEC GROUP CERTIFICATIONS

- ISO 9001
- ISO 13485
- ISO 15379
- QM System compliant with 21 CFR part 820
- FDA registered establishment
- NRTL registered (NEMKO)
- Compliance with GMP requirements of Taiwan (TCP participation)
- Foreign Manufacturer Accreditation in Japan
- Compliance with QMS requirements in several other markets
- Medical devices registered with UK MHRA



# GOVERNANCE

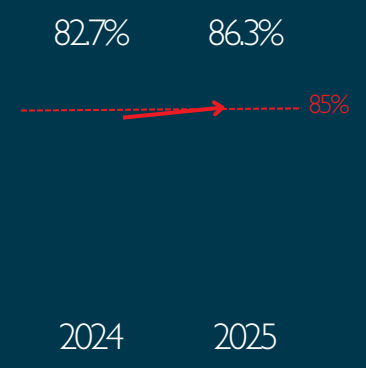




# COMPLIANCE

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The STRATEC Group has set itself the target of achieving a specified training quota in the field of corporate compliance. It is intended to reach a groupwide training quota of at least 85 %.



## STRATEC's Compliance Policy

### Prevent – detect – respond

STRATEC operates a group-wide Compliance Management System to ensure adherence to all relevant laws, internal regulations and ethical standards.

### Clear roles and responsibilities

Board of Management oversight, a dedicated Compliance organization and trained managers, with all employees obliged to follow the rules and report concerns.

### Key compliance topics

Including anti-corruption and anti-money laundering, fair and safe working conditions, data protection, capital market and anti-trust compliance, and a protected whistleblowing system without retaliation.

# COMPLIANCE

## WHISTLEBLOWING

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The STRATEC Group has put mechanisms in place for people to provide tip-offs of any irregularities either openly or anonymously. Employees, service providers, suppliers, and other stakeholders can report any suspected potential or actual breaches of laws, internal regulations, or policies, including any breaches of human rights or environmental risks/obligations.



CONFIDENTIALITY | ANONYMITY | PROTECTION OF WHISTLEBOWER

Concern  
(potential violation)

Reporting  
(Whistleblowing  
tool, Compliance  
mailbox, Line  
manager)

Review by  
Compliance

Investigation incl.  
management /  
authorities if needed

Actions  
(remediation,  
discipline, process  
change)

# CODE OF CONDUCT

FOR PARTNERS

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Commitment to socially responsible and environmentally friendly conduct; basis for business relationships.

Risk identification, regular audits, measures and consequences for violations up to contract termination.

Prohibition of forced and child labor, fair wages and working hours, protection against discrimination and for freedom of association, health and safety at the workplace, responsible sourcing of conflict minerals, grievance mechanisms.

Partners commit to adhering to, communicating, and implementing the Code within their organization and supply chain.



Proper handling of wastewater, emissions, and waste; sustainable use of raw materials and energy efficiency.

## STRATEC's Code of Conduct

Fair competition, data protection, protection of intellectual property, integrity with zero tolerance for corruption and bribery.

GOAL

95% K1/K2  
suppliers to  
sign code of  
conduct

# HUMAN RIGHTS

strat**tec**

TAKING RESPONSIBILITY

ANCHORING HUMAN  
RIGHTS PROTECTION

IDENTIFYING AND  
ASSESSING RISKS

STAYING ALERT

STRATEC's commitment to upholding human rights is based on the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) issued by the United Nations and the OECD Guidelines for Multinational Enterprises. Its approach is guided by the Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization.

[STRATEC's declaration of principles  
for the respect of human rights](#)



United Nations  
Global Compact



# • IMPRINT & CONTACT

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## **BOARD OF MANAGEMENT**

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## **CHAIRMAN OF THE SUPERVISORY BOARD**

Prof. Dr. Georg Heni

## **REGISTRATION COURT**

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## **VALUE ADDED TAX IDENTIFICATION NUMBER**

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## **EDITORIAL RESPONSIBILITY, CONCEPT & DESIGN**

STRATEC SE

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# APPENDIX

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

|                                                                                                                          | 2025            | 2024               |
|--------------------------------------------------------------------------------------------------------------------------|-----------------|--------------------|
| <b>Total energy consumption (MWh)</b>                                                                                    | <b>12,355.3</b> | <b>11,308.4</b>    |
| <b>Total energy consumption from fossil sources (MWh)</b>                                                                | <b>4,133.6</b>  | <b>5,069.9</b>     |
| Fuel consumption from coal and coal products (MWh)                                                                       | -               | -                  |
| Fuel consumption from crude oil and petroleum products (MWh)                                                             | 871.8           | 985.4 <sup>3</sup> |
| Fuel consumption from natural gas (MWh)                                                                                  | 2,846.3         | 2,515.4            |
| Fuel consumption from other fossil sources (MWh)                                                                         | -               | -                  |
| Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)                      | 415.5           | 1,569.1            |
| <b>Total energy consumption from nuclear sources (MWh)</b>                                                               | <b>-</b>        | <b>-</b>           |
| <b>Total energy consumption from renewable sources (MWh)</b>                                                             | <b>8,269.5</b>  | <b>6,238.5</b>     |
| Fuel consumption from renewable sources (MWh)                                                                            | 47.8            | 46.5               |
| Consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources (MWh)                   | 7,984.6         | 6,001.3            |
| Consumption of self-generated renewable energy not involving fuel (MWh)                                                  | 237.1           | 190.7              |
| <b>Energy generation</b>                                                                                                 | <b>430.9</b>    | <b>374.0</b>       |
| Generation of non-renewable energy (MWh)                                                                                 | -               | -                  |
| Generation of renewable energy (MWh)                                                                                     | 430.9           | 374.0              |
| Total energy consumption per net revenue from activities in high climate impact sectors (MWh/currency unit) <sup>2</sup> | 0.000049        | 0.000044           |

<sup>1</sup> The data was mostly calculated based on the invoices received from each energy supplier. Where no invoice-es were yet available for individual months due to the period involved, the values were estimated based on historic figures. To calculate the fuel consumption of the vehicle pool, in cases where no direct liter consumption figures were available consumption was estimated by calculating the liter consumption figure per 100 km for the respective vehicle type. Furthermore, in cases where no real-time kilometer figures were available, the annual kilometers driven were estimated by applying the kilometer allowance agreed in the lease contract. Apart from the external body responsible for quality assurance, the data were not validated by any further external body. Compared with the previous year, furthermore, changes arose in the survey method used at the Ronkonkoma location (USA). These resulted in the identification of additional electricity consumption of 582.5 MWh in 2025.

<sup>2</sup> All of STRATEC's activities are classifiable to NACE Code C "Manufacturing". No activities have therefore been allocated to high climate impact sectors. Net revenue for the financial year under report amounted to € 250,863k.

<sup>3</sup> Restated due to reclassification of 961.6 MWh from other fossil sources category.

# APPENDIX

## Greenhouse gas intensity

| Greenhouse gas intensity                                                     | 2025 <sup>2</sup> | 2024 <sup>1</sup> | % N / N-I |
|------------------------------------------------------------------------------|-------------------|-------------------|-----------|
| Total GHG emissions (location-based) per net revenue (t CO <sub>2</sub> e/€) | 0.000188          | 0.000198          | -5.1      |
| Total GHG emissions (market-based) per net revenue (t CO <sub>2</sub> e/€)   | 0.000182          | 0.000195          | -6.7      |

<sup>1</sup> Net revenue for the 2024 financial year amounted to € 257,624k.

<sup>2</sup> Net revenue for the 2025 financial year amounted to € 250,863k.

Diversity metrics

Gender distribution at top management level in 2024<sup>1</sup>

|                              | Female | Male  | Diverse | Total<br>(12.31.2024) |
|------------------------------|--------|-------|---------|-----------------------|
| Gender distribution (number) | 19     | 68    | -       | 87                    |
| Gender distribution (in %)   | 21.8%  | 78.2% | -       | 100%                  |

<sup>1</sup> The "top management level" was taken to include the first two levels below the Board of Management. The first level comprises managing directors and managers who report directly to the Board of Management. The members of the second level report directly to members of the first management level.

Gender distribution at top management level in 2025<sup>1</sup>

|                              | Female | Male  | Diverse | Total<br>(12.31.2025) |
|------------------------------|--------|-------|---------|-----------------------|
| Gender distribution (number) | 19     | 66    | -       | 85                    |
| Gender distribution (in %)   | 22.4%  | 77.6% | -       | 100%                  |

<sup>1</sup> The "top management level" was taken to include the first two levels below the Board of Management. The first level comprises managing directors and managers who report directly to the Board of Management. The members of the second level report directly to members of the first management level.

Distribution of employees by age group

|                                                       | 2025 <sup>1</sup> | 2024 <sup>2</sup> |
|-------------------------------------------------------|-------------------|-------------------|
| Share of employees under 30 years old (in %)          | 15.2%             | 17.5%             |
| Share of employees between 30 and 50 years old (in %) | 61.6%             | 58.9%             |
| Share of employees over 50 years old (in %)           | 23.2%             | 23.6%             |

<sup>1</sup> The figures were calculated using internal HR reporting. They reflect the actual number of people as of December 31, 2025.

<sup>2</sup> The figures were calculated using internal HR reporting. They reflect the actual number of people as of December 31, 2024.

## Health and safety metrics

| Health and safety management system <sup>1</sup>                                                                                                                       | 2025  | 2024  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|
| Percentage of own workforce who are covered by the company's health and safety management system based on legal requirements and/or recognized standards or guidelines | 100 % | 100 % |
| Number of fatalities as a result of work-related injuries and work-related ill health                                                                                  |       |       |
| Total number of fatalities as a result of work-related injuries and work-related ill health (own workforce)                                                            | –     | –     |
| Number and rate of recordable work-related accidents                                                                                                                   |       |       |
| Work-related accidents (own workforce) <sup>2</sup>                                                                                                                    | 20    | 18    |
| Rate of recordable work-related accidents (own workforce) <sup>3</sup>                                                                                                 | 9.1   | 7.6   |

<sup>1</sup> Based on legal requirements and/or recognized standards or guidelines

<sup>2</sup> The number of recordable work-related accidents includes both accidents at the workplace and accidents on the way to the workplace, to the extent that legal requirements in the respective country require the latter category to be allocated to work-related accidents. Pursuant to ESRS requirements, the above figures do not include contract workers.

<sup>3</sup> Calculation based on the format stipulated by ESRS: Number of cases / total number of working hours per-formed by persons in the own workforce x 1,000,000

# APPENDIX

## Incidents, complaints, and severe human rights impacts

### Incidents / complaints submitted via reporting channels<sup>1</sup>

|                                                                                                                                                                                                                                  | 2025 | 2024 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|
| Disciplinary measures                                                                                                                                                                                                            | 0    | 0    |
| Total number of incidents of discrimination, including harassment, reported in the reporting period                                                                                                                              | 0    | 0    |
| Number of complaints filed through channels for people in the company's own workforce to raise concerns                                                                                                                          | 5    | 21   |
| Number of complaints filed by people in the company's own workforce through national contact points for OECD Multinational Enterprises                                                                                           | 0    | 0    |
| Number of severe human rights violations and incidents related to people in the company's own workforce                                                                                                                          | 0    | 0    |
| Number of severe human rights violations and incidents related to people in the company's own workforce that involve non-respect of the principles of the UN Global Compact or the OECD Guidelines for Multinational Enterprises | 0    | 0    |

<sup>1</sup> The basis of data referred to particularly included the anonymized whistleblower system and the incident management system and corresponding reports in the Compliance department.

### Total amount of fines, penalties, and compensation for damages as a result of incidents and complaints<sup>1</sup>

|                                                                                                                                            | 2025 | 2024 |
|--------------------------------------------------------------------------------------------------------------------------------------------|------|------|
| Total amount of fines, penalties, and compensation for damages as a result of incidents and complaints                                     | 0    | 0    |
| Total amount of fines, penalties, and compensation for damages for human rights-related incidents connected to the company's own workforce | 0    | 0    |

<sup>1</sup> The basis of data referred to particularly included the anonymized whistleblower system and the incident management system and corresponding reports in the Compliance department.