

CORPORATE GOVERNANCE DECLARATION 2023

Declaration of Compliance by the Board of Management and the Supervisory Board of STRATEC SE with the recommendations of the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act (AktG)

The Board of Management and Supervisory Board of STRATEC SE declare that the recommendations of the German Government Commission on the German Corporate Governance Code in the version dated April 28, 2022 were complied with since the submission of the previous Declaration of Compliance on November 24, 2022 with the exception of the deviations mentioned below and that these recommendations will be complied with in future with the exception of the deviations mentioned below:

Section F.2

The German Corporate Governance Code recommends that the consolidated financial statements and the group management report should be made publicly accessible within 90 days from the end of the financial year and that mandatory interim financial information should be made publicly accessible within 45 days from the end of the reporting period.

The aforementioned publication deadlines for the consolidated financial statements and the group management report have not been and in some cases are not complied with. However, the company does comply with the legal publication deadlines as well as the deadlines stated in the stock exchange rules (“Börsenordnung”) of the Frankfurt Stock Exchange regarding the regulated market with additional obligations arising from admissions (“Prime Standard”), namely of four months for the annual financial report, three months for the half-yearly financial report, and two months for the quarterly statements. In the absence of uniform rules and regulations regarding publication deadlines, the company reserves the right to deviate from Section F.2.

Sections G.2 to G.4, G.10, and G.11

The contracts with members of the Board of Management of STRATEC SE, which were newly concluded in connection with the company's conversion to a *societas europaea* ("SE"), expired in November 2023. The recommendations of the German Corporate Governance Code in Section G.I, and in particular G.2 to G.4, G.10, and G.11, and the remuneration system approved by the Annual General Meeting on May 20, 2021, therefore only required application upon the appointment of new members or extension in the appointment of existing members. The new remuneration system approved by the Annual General Meeting was applied in the extension of appointments and associated amendment of contracts executed in 2023 with members of the Board of Management.

Birkenfeld, November 24, 2023