

CORPORATE GOVERNANCE DECLARATION 2021

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 December 16, 2019 were complied with since the submission of the previous Declaration of Compliance on November 27, 2020 with the exception of the deviations mentioned below and that these recommendations will be complied with in future and in 2022 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 4, 10, and 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"), are due to expire in November 2023. The recommendations of the German Corporate Governance Code in Section G.1, and in particular numbers 2 to 4, 10, and 11, and the remuneration system approved by the Annual General Meeting on May 20, 2021, therefore only require application upon the appointment of new members or extension in the appointment of existing members.

Birkenfeld, November 26, 2021