

Press Release

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smaXtec launches Ownership Program for all Employees

smaXtec is introducing *OwnX*, a pioneering employee ownership program supported by KKR, Highland Europe, and Sophora Unternehmerkapital. Through this initiative, approximately 250 employees in the US and worldwide will gain the opportunity to benefit financially from the growth and shared success of the innovative ag-tech company. The program spans all teams – from the US to Europe and New Zealand. smaXtec is setting a strong precedent for progress, fairness, and shared ownership as an employer in the dairy industry.

smaXtec's cutting-edge bolus technology is transforming the dairy industry globally – proof of the company's pioneering vision.

"With OwnX, we're giving our employees the opportunity to directly share in smaXtec's success. Our growth is only possible because of their dedication – which is why it's natural for us to roll out this program to make every team member an owner. OwnX is a strong signal of smaXtec's innovative culture and of our ambition to drive lasting change in the dairy industry," said Stefan Scherer, CEO of smaXtec.

Marta Szczerba, Director on KKR's Tech Growth team, added: *"OwnX shows that management and leadership truly see, hear, and value employees. It is a milestone in our collaboration, and we look forward to the next stage of our shared journey with smaXtec."*

While equity schemes are often reserved for a select few, smaXtec is joining the movement of inclusive ownership – opening the opportunity to the entire workforce. The OwnX program follows international best practices for broad-based ownership and creating ownership cultures, which KKR has developed with its portfolio companies for the past 15 years. smaXtec's investors Highland Europe and Sophora Unternehmerkapital are also supporting the new program.

Employee Enthusiasm

The introduction of OwnX has generated significant excitement among employees. "What makes me happiest is being able to truly share in the company's growth – it makes me feel more valued in my role," one team member noted. Many see OwnX as a powerful recognition of their contributions: their efforts are acknowledged, and their impact is visible.

Beyond financial participation, the program inspires motivation, creates new opportunities, and strengthens engagement. OwnX reflects smaXtec's modern workplace culture – one that empowers innovation, passion, and collective success.

About smaXtec

smaXtec is the global leader in digital health management for dairy cows. With innovative bolus technology and artificial intelligence, the company helps dairy farmers detect illnesses early, stabilize milk production, reduce antibiotic use, and lower costs. Founded as a research project at a technical university, smaXtec has grown into a global player with real impact: advancing animal welfare, cutting CO₂ emissions, and improving profitability for dairy farms worldwide. For more information, visit smaXtec.com.