

## smaXtec launches Ownership Initiative for all Employees

smaXtec is introducing **OwnX**, a pioneering employee ownership programme supported by KKR, Highland Europe, and Sophora Unternehmerkapital. Around 250 employees worldwide participate in the financial growth and collective success of the innovative agri-technology company. The programme includes all teams – from the UK and rest of Europe to the US and New Zealand. smaXtec is setting a clear example of progress, fairness, and participation as an employer in the dairy industry.

smaXtec's smart bolus technology for preventative dairy cow health management is revolutionising dairy farming globally – a testament to the company's pioneering spirit.

*"With OwnX, we are enabling our employees to directly participate in smaXtec's success. Our growth is only possible because of their commitment – which is why it is natural for us to introduce this programme to make every team member an owner. OwnX is a strong signal of smaXtec's innovative culture and of our ambition to sustainably transform 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 programme 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 programme.

### Employee Excitement

The launch of OwnX has been met with enthusiasm among staff. *"What excites me most is that I can be a real part of the company's growth – it makes me feel even more valued in my role,"* said one team member. For many, OwnX sends a strong signal of recognition: their dedication is acknowledged, and their contribution to success truly counts.

Beyond financial rewards, the programme fosters motivation, new perspectives, and a sense of belonging. OwnX embodies smaXtec's modern workplace culture – one that sparks joy, passion, and innovation, fuelling collective success.

### About smaXtec

smaXtec is the global leader in digital health management for dairy cows. Using innovative bolus technology and artificial intelligence, the company helps dairy farmers detect diseases at an early stage, stabilise milk yields, reduce antibiotic use, and cut costs. Founded as a research project at a technical university, smaXtec has grown into a global player with real impact: promoting animal welfare, reducing CO<sub>2</sub> emissions, and boosting profitability on dairy farms worldwide. For more information, visit [smaXtec.com](https://www.smaXtec.com).

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