

The logo for USU, consisting of the letters 'USU' in a bold, blue, sans-serif font, is positioned in the top left corner of the page. The background of the entire page is a complex, futuristic digital landscape. It features a central square frame made of glowing cyan and blue lines, resembling a circuit board or a data center layout. Inside this frame, a green leaf is visible, symbolizing the intersection of technology and nature. The background is filled with various geometric shapes, lines, and a grid of small dots, all in shades of blue, cyan, and green, creating a sense of depth and digital connectivity.

USU

USU Software AG

Sustainability Report 2023

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Foreword

At a time when trust and reliability are key values in the digital economy, the USU Group was awarded the “Highest Trust” seal for the third time in a row at the end of 2023. The Focus study, conducted in collaboration with the IMWF Institut für Management- und Wirtschaftsforschung GmbH, was based on social listening data on the topics of reliability, recommendation, quality and trust. We are proud of this award, as it reflects our commitment to building and maintaining honest and authentic relationships with all our stakeholders – from our employees, to our customers, our partners and society as a whole.

As a software company, we stand at the intersection of technological innovation and human creativity. We understand that developing top-class software is more than just coding – it requires a multitude of ideas, talents, and visions to realize the added value in practical application. This can only be achieved in a well-functioning team that collaborates with trust.

We recognize that our actions today shape the world of tomorrow. That’s why in this report we want to show you how we integrate sustainability into many aspects of our business, how we promote diversity and inclusion in our workforce step by step, how we minimize our environmental impact through innovative practices and how our commitment to social responsibility is perceived by our USU colleagues. With this report, we aim to transparently document our sustainability activities and our progress. Our vision is a sustainable IT world in which innovation goes hand in hand with ethical behavior. It is therefore important to us to develop software solutions that are not only technologically leading, but also socially and environmentally responsible.

Our sustainability report is aligned with internationally recognized standards to enable comparability with other reports on economic, social and environmental performance indicators.



Bernhard Oberschmidt
Chairman of the Management Board of USU Software AG

General Information

For the 2023 reporting year, this declaration of conformity for sustainable development is intended to present the considerations and efforts that the USU Group has made and will make in the future in the areas of economy, ecology and social affairs.

The 20 criteria of the German Sustainability Code, including the associated GRI performance indicator set, are explained below. This report fulfills the USU Group's EU reporting obligation under the CSR Directive Implementation Act. The non-financial (Group) statement is reviewed exclusively by the Supervisory Board.

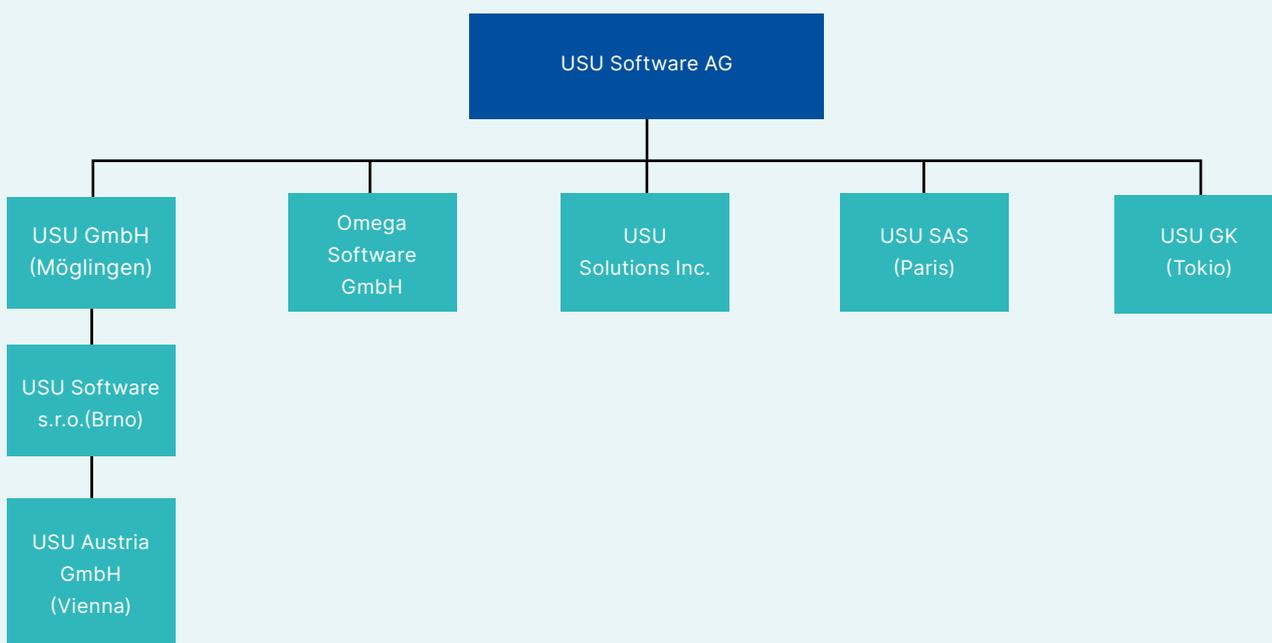
companies to master the challenges of today's digital world. Global organizations use USU solutions to cut costs, become more agile and reduce risks – with smarter services, simpler workflows and better collaboration. With over 45 years of experience and locations worldwide, the USU team brings customers into the future.

USU Software AG at a glance

As a leading provider of software and services for IT and customer service management, USU enables

In addition to USU GmbH, which was founded in 1977, the subsidiaries USU GmbH, USU Solutions Inc. OMEGA Software GmbH, USU SAS and USU GK also belong to USU Software AG, which is listed in the Prime Standard of the German Stock Exchange.

Current corporate structure



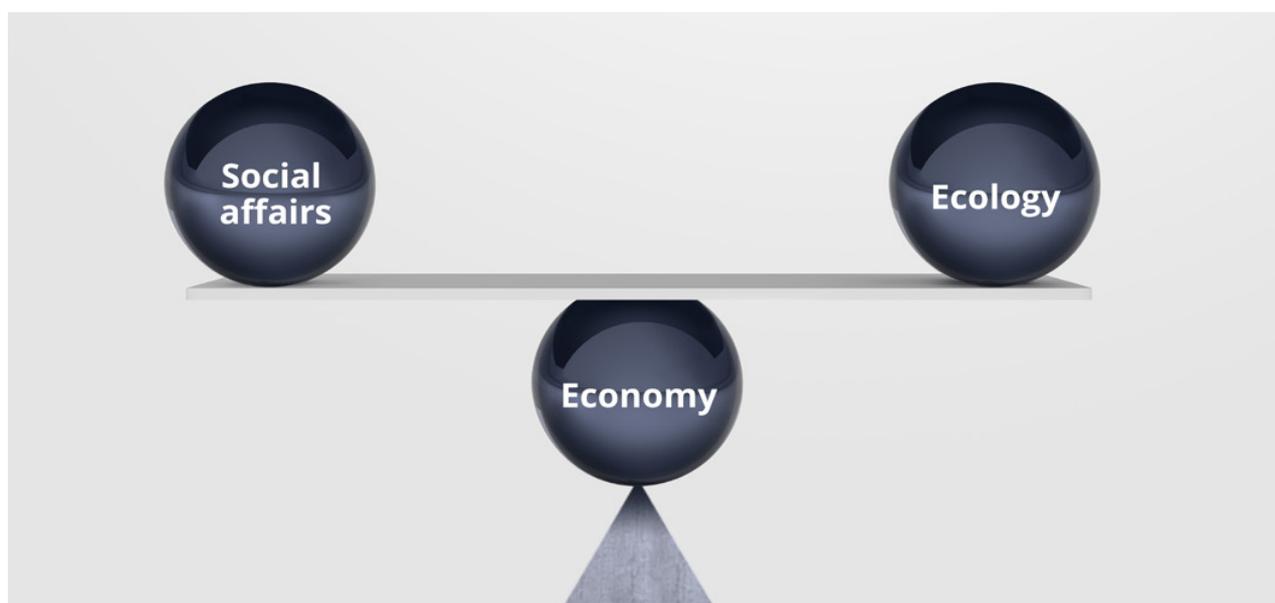
Strategy

Strategic analysis and measures

The principles for sustainability-oriented action are an important basis for USU's business activities. The USU Group understands sustainability-oriented action to mean striking a balance between the three sustainability dimensions of economy, ecology and social issues and taking the interests of stakeholders into account in decision-making processes. USU is aware that this is a complex balancing process and that interdependencies cannot always be fully assessed in advance. However, USU strives to continuously scrutinize and develop itself in order to make a positive contribution to stakeholders and society through its actions. USU therefore designs its value creation and exchange processes with a focus on the market, the environment and society. The Management Board, management and employees are aware of their responsibilities. Sustainability and social, ethical action have been implicitly practiced at the USU Group since the company was founded and are therefore firmly anchored in the corporate culture. For USU, this is a continuous improvement process that can only succeed in constant dialog with stakeholders.

Social responsibility at USU Software AG has many facets and is firmly anchored in the company's management and business strategy. USU does not currently have a dedicated sustainability strategy, but rather

an overarching overall business strategy from which all other sub-areas are derived. One of these sub-areas is sustainability. The overall strategy comprises the three business principles "Company, Customers & Products", on which the company's understanding of values, its commitment to sustainable action and the associated operational planning are based. The "Company" principle ensures that USU is an attractive company for employees and investors as well as for the entire business environment. This means maintaining a fair and respectful relationship with stakeholders and also maintaining a focus on awareness and awareness of ecological and social responsibility. Only through such behavior can the company ensure long-term success and increase its attractiveness for employees and investors. The two principles of "Customers" and "Products" also contribute to the USU Group's sustainable success. The focus of USU's activities is on its customers, who are offered customized software solutions. This individuality and proximity help to build lasting customer relationships and partnerships. With its products, USU also stands for excellent software-based solutions and a high level of innovation. The quality of its products and the development of new innovations contribute significantly to the long-term success of the company.

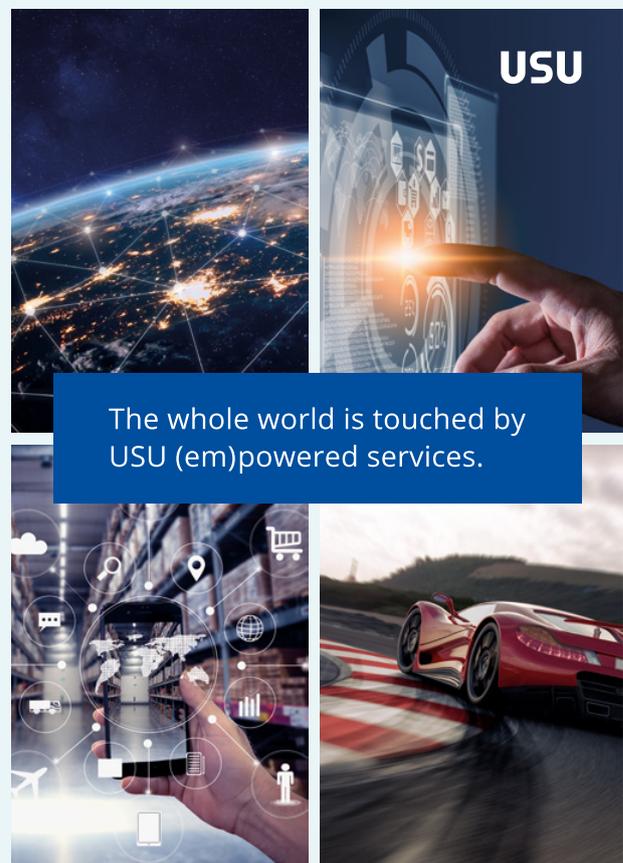


The USU Group has an identity-forming corporate mission statement, which was developed by USU colleagues on the basis of many individual discussions, questionnaires and workshops with all stakeholders as part of an internal “More-U” project. In addition to the values, the Group’s mission and vision were jointly designed, defined, tested and approved in an intensive communication process.

The mission statement defines what USU stands for and what the driving factors are: We master digital challenges in IT and Customer Service with efficiency, passion, innovation and knowledge.

The USU vision underlines the direction and the goal of where USU is heading and emphasizes the claim that services supported by USU are used worldwide: The whole world is touched by USU (em)powered services.

Mission and vision of the USU Group



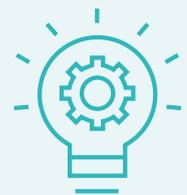
USU's economic success as a software company is based in particular on the performance and knowledge of its specialists and managers. The company is reliant on highly qualified personnel in order to continue to meet market requirements and individual customer needs in the future. It is also important to be an attractive employer in view of the shortage of specialists and managers in the industry. The loss of managers or employees in key positions can damage the company just as much as the absence of new knowledge carriers. In order to counteract this personnel risk, personnel measures focus not only on recruiting specialists and managers, but also on retaining and motivating existing staff. The partial variability of salaries for a large number of employees should also be seen in this context, which serves as an additional performance incentive to reward the achievement of targets. An extensive and flexible company car program is also provided. The USU Group also continuously invests in the development and training of its workforce as part of its career and career path model. In addition to specialist qualification measures and the further development of soft skills, refresher and in-depth training courses are also offered for personnel development. In addition, a 36-month USU loyalty program was launched in 2023 with the distribution of a loyalty bonus in spring 2026. A share program was also implemented in which employees were able to purchase USU shares at a discount.

A shared value system, short information channels, a familiar working atmosphere and numerous employee events round off the wide range of measures. Although the USU Group sees a major risk in the area of human resources due to the shortage of specialists and managers, the recruitment of additional qualified employees and the associated expansion of the Group's workforce represents a significant opportunity to fully utilize the existing growth options in the product and service business.

The USU Group is also involved in numerous activities that can be subsumed under the postulate of sustainability-oriented action.

This include

- The expansion of dual training and talent development to secure specialists and managers in the long term
- A pronounced social and cultural commitment, with particular attention paid to regionality and a connection to the corporate environment
- Ergonomic office equipment for all employees
- Flexible working hours and part-time models
- Services provided by a company doctor
- Flexible options for working from home
- Depending on the location, freshly cooked meals and free fruit every day, as well as the free provision of water dispensers to reduce resource consumption by reducing the use of disposable bottles
- The option for employees to use bicycles and pedelecs leased from the company
- The special promotion of company cars with a good CO₂ efficiency class, especially electric vehicles
- Optimizing power consumption, for example by consistently switching to LED technology or virtualizing servers
- A balanced CO₂ balance for electricity and fuel consumption in Europe through energy-saving measures and the purchase of climate protection certificates



Materiality

The Management Board and management hope that this will provide a transparent view of the company, both for employees and for customers, partners and shareholders of USU Software AG.

The fields of action identified during the preparation of this report are intended to help raise awareness of the important issues, record their status and document improvements.

Without specifically aligning its efforts for sustainable action with a single international standard for sustainable business, the USU Group acts in accordance with the ten principles of the United Nations Global Compact (UN Global Compact) and the core labor standards of the International Labor Organization (ILO) in addition to legal requirements.

The goal and prerequisite for all activities is the sustainable economic success of the USU Group. In addition to highly innovative products and solutions, a wealth of intangible assets ensure economic success. These include not only long-standing good customer relationships, strategic partnerships and cooperation with universities and institutes, but above all motivated employees who practice thinking in contexts and networks on a daily basis – true to the motto “Knowledge is market”.

Success is not possible without cooperation based on trust. And trust has to be earned anew every day. The basic principle for this is open, fair and respectful interaction with one another – not only internally, but also with customers, shareholders and business partners. The USU Group’s employees have formulated basic values and goals in team discussions with colleagues and across all divisions and locations. What is important has been summarized in core statements. These guidelines are used to determine where we stand and as goals to which all employees are constantly realigning themselves.





Curiosity

- Continuously rethink and question the status quo
- Be willing to learn in order to take the next step
- Be open to new ideas, topics and perspectives
- Take an interest in people
- Understanding feedback as an opportunity for personal development



Community

- Revitalize and preserve the special USU spirit
- Act and perform as a team (also across departments)
- Work for each other instead of acting against each other
- Promote the diversity of different personalities
- Discuss critically, but always constructively



Personal responsibility

- Carry out own tasks independently and reliably
- Take responsibility proactively, drive forward new topics proactively
- Hand over responsibility appropriately (empowerment): with clear targets, offers of help, feedback.
- Make situational decisions in a team if possible



Consequence

- Act and act as a role model
- Making decisions and implementing them sustainably and comprehensibly
- Comply with Group-wide standards,
- Avoid exceptions to set standards, point out effects if necessary
- Align your own actions with the long-term corporate strategy in a targeted manner



Sustainability

- Develop strategy and portfolio from a holistic, long-term perspective
- Strive for a balance between economic success, ecological responsibility and social action
- Maintain long-standing good relationships with all stakeholders (customers, suppliers, partners, shareholders and employees)
- Reduce the ecological footprint (CO₂ emissions, energy)



Passion

- Love what we do and fight for the realization of our vision
- Go the "extra mile" if necessary
- Mobilize all resources for the benefit of project success and customer confidence
- Show initiative and actively contribute your own ideas
- Engage as a co-entrepreneur, not as a co-employee

Employees

Anyone who develops and sells software works with people for people. For this reason, non-monetary targets play a central role in USU's activities alongside traditional monetary targets. Accordingly, surveys are conducted at regular intervals to identify additional potential for improvement. In some cases, the USU Group is supported by independent, external service providers. The successful integration of new colleagues also reflects the sustainability of USU's corporate culture. USU GmbH has been awarded the "Top Company 2023" and "Most Wanted Employer 2022" seals of approval on the employer rating platform kununu.



USU was once again certified as an "Attractive Employer" by Great Place to Work® at the end of 2023. With this seal of approval, the Great Place to Work® Institute once again honors USU's special commitment to creating a trusting and supportive workplace culture.

The study includes independent, anonymous feedback from employees and an analysis of HR measures and programs. Overall, the participation rate among USU employees was an above-average 71%. Of these, 80 percent confirmed that USU is a "Great Place to Work", taking all aspects into account. The "leadership culture" of the respective direct manager was rated particularly positively. Employees rewarded aspects such as trust, recognition, dealing with mistakes and accessibility with top marks of between 93-97% ("almost completely agree", "mostly agree").

USU has also once again been recognized as an attractive employer. The latest study by Focus Business awarded USU the "Top Arbeitgeber Mittelstand 2024" seal.

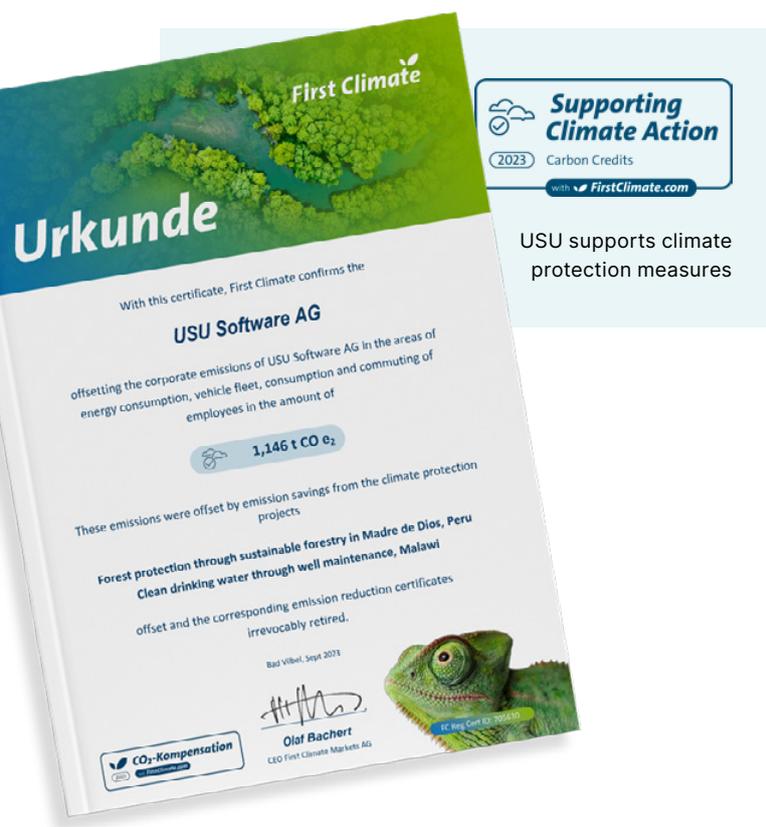
In connection with this, continuous, high-quality employee training ensures that the required expertise will also be available in the future. In terms of sustainability, a key focus of the USU Group is therefore on human resources.

Social commitment

As a medium-sized software company, the USU Group considers its social commitment, particularly in the regional area, to be a particularly important aspect of sustainability. The company is aware of its social responsibility and wants to make a contribution to regional development. The company can only be successful in the long term in an intact environment in which appropriate living conditions prevail for employees and their families. Employees are also attaching increasing importance to soft factors such as social commitment and sustainability when choosing an employer. Due to the shortage of skilled workers in the IT sector, it is particularly important to communicate the company's inner DNA, consisting of a high understanding of values and a very good employee orientation, to the outside world. In addition to direct contact with the immediate environment, donations and sponsoring, USU also contributes to society in the form of material resources and expertise. This strengthens the company's public and social image and means that it is not only a good employer, but is also perceived as such.

Customer orientation & innovative strength

In order to be economically successful in the long term, it is not only important to take social and ecological sustainability aspects into account, but also to invest in a high level of customer satisfaction and innovative strength. As a software company, long-standing customer relationships and consequently their satisfaction have a particular influence on the USU Group's corporate success. Innovative strength is the key to securing the future in the face of the challenges of digital transformation. Among other things, it shapes cooperation with customers and partners, leads to the development of new products and services and the implementation of new business models. At the same time, USU considers "innovation" to be one of the USU Group's three central pillars of growth alongside internationalization and acquisitions.



Calculated CO2 emissions from USU

Environment

USU operates in the IT sector. Due to its business model as a software company, the impact on the environment is relatively low compared to other companies. In addition, the Management Board, management and employees of the USU Group have been striving for many years to work in a resource-conserving and sustainable manner. Until 2018, the USU Group was certified in accordance with EN ISO 50001:2011 in the area of energy management and has instead undergone an energy audit that is valid until 2025. USU Software AG has a balanced CO₂ balance for its electricity, fuel and paper consumption in Europe for 2021. Together with its partner First Climate, a greenhouse gas (GHG) protocol was drawn up as a first step, which summarizes the most important direct and indirect emissions. Emissions from the following areas were taken into account:

- Energy consumption (incl. heating, water, electricity)
- Fuel consumption
- Paper consumption
- Average commute of all employees

In 2021, a total of 1,146 tons of CO₂ equivalents were determined.

USU therefore promotes climate protection measures that lead to a reduction in greenhouse gas emissions that corresponds to the amount of emissions identified. The following two projects were supported:

01 | Sustainable forestry in the Amazon:

The project includes effective monitoring of two forest concessions in the Amazon to prevent illegal logging and environmentally damaging use of the rainforest area.

02 | Well repair in Malawi:

Only 12% of the Malawian population has access to clean drinking water. Since 2012, the project has been supporting the repair of faulty wells and providing technical training for local people to expand and maintain the wells themselves.

Objectives and implementation status

The USU sustainability goals are also discussed as part of the regular strategy discussion on strengths and potential for improvement. Each of the sustainability action areas – profitability, environment, employees and society – is considered. The USU Group's HR and energy management are the main focus of sustainability targets.

Personnel management

→ Increase in the Group workforce to 800 employees

Status: As at 31.12.2023, the Group workforce had increased by 24 to 807 employees compared to the previous year. This means that the target figure was reached slightly later than planned, as the increase in personnel was unfortunately unable to continue at the high level of previous years, mainly due to the pandemic.

→ Increase the number of trainees to 15

Status: With 14 trainees/DH students working at USU as of December 31, 2023, the target set was not quite achieved in the reporting year.

→ Increase proportion of women in total workforce from 27% to 30%

Status: As at 31.12.2023, the proportion of women in the total workforce was 29%, which is still below the target value, as the proportion of female applicants was comparatively low. Irrespective of this, the proportion of women in the total workforce is to be increased in a targeted manner in subsequent years.

→ Increase the proportion of women in management positions from 10 % to 15 %

Status: As at 31.12.2023, the proportion of women in management positions was 11%, which is still well below the target value. This should be reached or exceeded by 31.12.2026.

→ Keep sickness rate below 3%

Status: With a sickness rate of 4.1%, the figure in 2023 was slightly above the previous year and also above the target threshold of 3%, which is mainly due to

colds. Nevertheless, the USU figure in 2023 was still well below the average sickness rate in Germany of 6.8%.

→ Reduce fluctuation rate to below 10 %

Status: In the 2023 reporting year, the staff turnover rate was 8.3%, well below the previous year's figure of 12% and also below the target threshold.

→ Increase training and development days from an average of 2 to 2.5 days per employee

Status: Thanks to the expansion of the virtual training programs and the extension of the range of courses on offer, the USU Group's training and development days averaged 2.5 days per employee across the Group in the year under review and were therefore within the target corridor.

Environmental impact

→ Increase share of electric vehicles from 1 % to 10 % by 31.12.2025

Status: As of December 31, 2022, the proportion of electric vehicles in the USU fleet was 12% and the proportion of hybrid vehicles was 49%, which corresponds to a 61% share of electric and hybrid vehicles in USU's total fleet. A further increase is foreseeable thanks to the company's own charging stations at the respective company locations. In 2023, the proportion of electric vehicles in the USU fleet will already be 24% and that of hybrid vehicles 41%, which corresponds to a 65% share of electric and hybrid vehicles in USU's total fleet.

→ Reduction of annual electricity consumption by 2%.

Status: From 2021 to 2022, the total electricity consumption of the USU Group Germany (excluding Munich) increased by 6%. The reasons for this are the increased presence at the locations and the increased number of electric vehicles. The electricity consumption of the e-charging stations is allocated directly to the consumption of the locations. Including the foreign Group subsidiaries and locations, USU recorded a slightly lower increase in electricity consumption of 5%. This trend could continue in the future due to the increased number of electric vehicles.

The targets are communicated by the Management Board and their implementation and progress are regularly monitored.

Value chain

The USU Group's value creation mainly takes place within its own company. Due to the USU Group's service-oriented business model, the topic of "sustainable value chain" is less relevant than in the manufacturing industry.

USU's Code of Conduct applies to internal processes in sales, marketing, human resources and purchasing as well as to external contacts in customer service and with cooperation partners. Care is taken to ensure that the USU Group's suppliers comply with human rights, oppose forced and child labor and prevent corruption. These guidelines are summarized in the USU Compliance Manual.

When selecting suppliers, the USU Group pays particular attention to regionality. This ensures short travel distances and regional integration. For example, regional tradesmen are used who act with integrity and pay their employees appropriately. The USU Group's suppliers with the largest delivery volumes are a telecommunications company, a mobile communications provider, a large office supplies manufacturer and several automobile manufacturers. These companies have each set high standards for themselves in terms of social and ecological behavior, which means that USU is not required to comply with minimum social and ecological standards. When selecting other suppliers, attention is naturally paid to their ecological and social behavior, but they are not currently obliged to comply with minimum ecological and social standards due to the low delivery volume and the small number of orders. Attention is also paid to the sustainability of the products purchased – especially office supplies. This is also ensured by the central purchasing department.

In addition to its permanent staff, the USU Group employs a large number of freelancers who can be called upon in the project business if necessary. When selecting these freelancers, neutrality is maintained and only objective criteria are included in the selection

decision. Gender, religion and other diversification factors are not included in the decision-making process.

Process Management Responsibility

The central responsibility for sustainability within the USU Group lies with CEO Bernhard Oberschmidt. He ensures that sustainability is always taken into account in business decisions and manages all environmental and social issues.

The sustainability team is responsible for the operational implementation of sustainability issues. This team is made up of the Management Board Officer, the Managing Director Human Resources & Legal Affairs, the Energy Management Officer and the Facility Manager.

Rules and processes

The USU Group's corporate strategy is specified in the form of targets, measures and projects as well as rules of conduct and process instructions.

As part of the drive for continuous optimization, identified potential for improvement, for example from feedback and ideas from employees and customers, is incorporated into the sustainability strategy. Suggestions from the workforce are currently sent by e-mail to the relevant specialist department. In the case of issues that affect several areas, those responsible in each case review the suggestion and forward it for implementation if the assessment is positive. A corresponding system in accordance with EN ISO 50001:2011 was introduced in the area of energy management in 2016, which was replaced by an audit in 2018. A specialist team carries out a regular assessment of energy efficiency, energy use and energy consumption and has the activities reviewed by a regular external audit. In order to reduce fuel consumption in the company and thus also CO₂ emissions, the guidelines for business trips, for example, stipulate that public transport should be preferred. Employees also have the option of a "Bahn-card 100" as an alternative to a company car. To encourage employees to drive an environmentally

friendly car, they receive an additional bonus if they choose a vehicle with a good efficiency rating. In addition to switching to LED lighting, old PC desktops are gradually being replaced with new energy-saving laptops. In addition, attention is paid to eco-labels when making purchasing decisions, for example when selecting printer paper, and to energy efficiency and the degree to which waste heat is used when selecting new data centers.

The construction of a new, energy-efficient building at USU's headquarters in Möglingen was completed and occupied in summer 2020. The USU Campus offers plenty of space for flexible, agile working. On an area of over 1,300 square meters, there are light-flooded modern workplaces, training rooms as well as presentation and exhibition facilities. A centrally controlled gas absorption heat pump, heating and cooling ceilings, bicycle parking spaces with charging facilities for e-bikes and a two-storey underground car park with a total of 37 charging points for electric vehicles complete the sustainable architectural concept. In addition, a photovoltaic system was installed for the two company buildings in Möglingen in spring 2023. The 186 modules deliver a total output of 78 KW. 5 storage units have a capacity of 97.9 kWh. The system supplies offices, electric and hybrid vehicles with solar power.

When recruiting new employees, particular attention is paid to equal opportunities and diversity. For this reason, there is a code that contains binding regulations regarding the recruitment and treatment of colleagues. In the event of non-compliance with the regulations, the company is obliged to take action, including consequences under labor law. These guidelines are described in the current USU Compliance Manual. The USU principles relating to diversity, equality and inclusion are set out in a DEI policy, which can be viewed on the USU website.

Management is aware of the importance of healthy, balanced and satisfied employees for value creation and the company's success. Health management is coordinated by two main areas. The HR team is responsible for general measures, contact with health insurance companies, organization, financing/taxation, state funding and for obtaining offers from third parties, such as gymnastics at the workplace or promoting memberships. Facility Management is

responsible for occupational health measures, ergonomics in the workplace and appropriate office equipment and reports to the HR department, which decides on planned measures in consultation with the Management Board.

Sustainability aspects are also included in the decision-making process for investment processes. For example, the stage of development and the values of the respective country play a major role in the choice of locations.

As the economic success of the USU Group is particularly dependent on customer companies, various processes have been initiated to ensure their satisfaction. It is not only the high quality of the products that plays an important role here. On the one hand, there are various communication channels that serve to identify the needs and requirements of customers in order to subsequently address and fulfill them. These range from customer surveys, the company's annual specialist and customer congress and regular user groups to ongoing direct communication with the company's consultants. On the other hand, in addition to the various communication options and feedback mechanisms, the fulfillment of specific customer wishes is essential for their satisfaction. USU software products can generally be customized to meet individual customer requirements. These customizations are carried out either by USU specialists or by USU-trained personnel from the customer company.

In order to strengthen USU's innovative power, which is a key component of its long-term and sustainable success, the company has been investing an above-average amount in research and development for years.

USU's corporate culture, together with its values and principles, forms the core of our business activities and behavior towards one another. When the company was founded in 1977, the corporate culture was already recognized as a central factor of trust and style. The company, which was still small at the time, drew up a written version of its corporate culture at an early stage in 1988. The corporate mission statement was then updated in 1993 as part of workshops lasting several days together with employees and has been reviewed at regular intervals ever since. It was last completely revised in 2019 as part of the "More U" project. Despite the written form, the USU Group attaches great importance to keeping the spirit of these letters alive and

vibrant through daily practice. This is also evident, for example, in the selection of new employees. The motto here is that the emotional and social skills of colleagues are at least as important as their professional qualifications. Another indication of a vibrant corporate culture is the fact that the doors to the Management Board have been open to all employees for 45 years – across all hierarchical, divisional and specialist boundaries.

USU founder and current Chairman of the Supervisory Board Udo Strehl describes his understanding of corporate culture as follows: “For me, success is not just the economic profit that appears on a balance sheet at the end of the year. The challenge is to survive in the long term in a competitive market with your own profile. Only those who harmonize their daily activities with their personal convictions can meet this challenge. The same applies to a person as it does to a company. I believe that a harmonious environment is the basis for trusting cooperation. Trust has to be earned and proven time and again. Especially as a service provider in the fast-moving information technology market. USU works with people for people. The company is therefore required to approach them openly and honestly and to gain their trust. The aim is to make the latest technology and know-how understandable and to incorporate it into application solutions that the customer needs and understands. Trust is not earned with words, but with deeds. This is the only way to differentiate yourself positively. That’s what I stand for.”

Control

In addition to the standard business performance indicators, various sustainability-related indicators are collected within the USU Group. In addition to surveying customer satisfaction through continuous surveys, the R&D rate as a basis for measuring innovative strength and the amount of donations, specific performance indicators are measured and evaluated, particularly in the areas of human resources and the environment. Key figures relevant to sustainability in the area of human resources are systematically collected and managed internally.

Based on the results, the HR department develops measures to further develop an employee-oriented corporate culture.

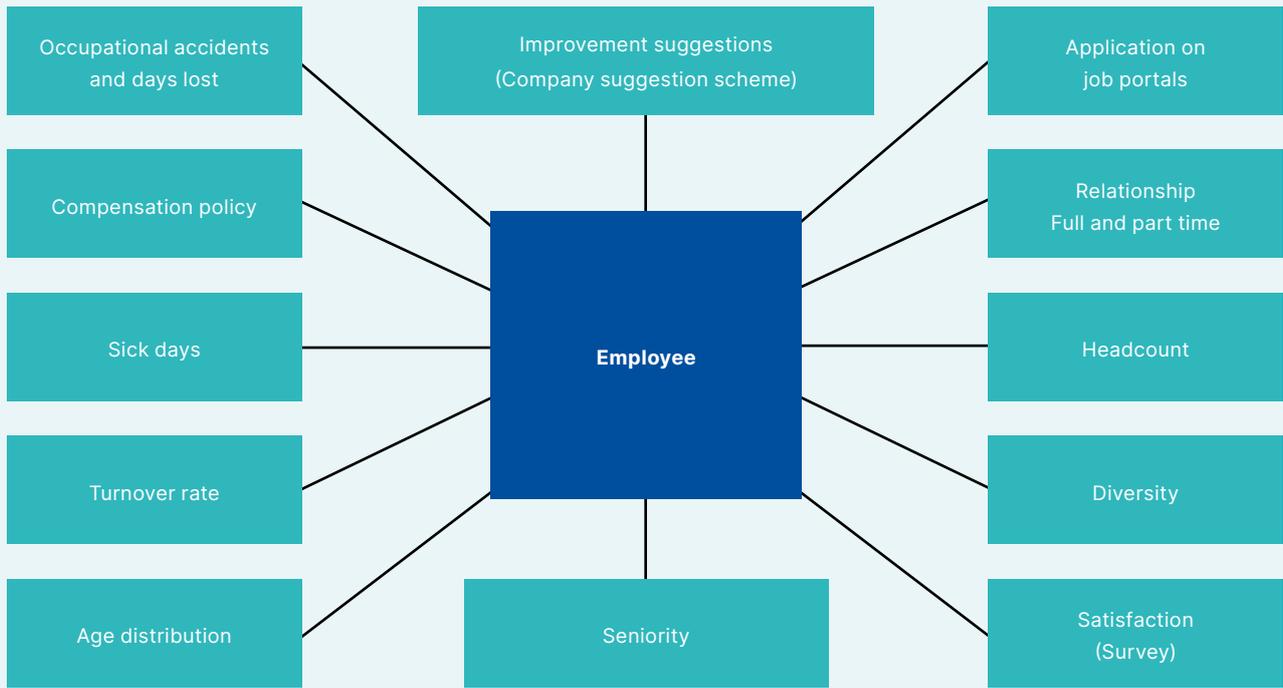
Environment

USU accepts its environmental responsibility and actively strives to continuously improve energy efficiency. As part of the operational energy management system, energy consumption and costs and thus the impact on the environment are systematically recorded using various performance indicators.

The environmental indicators relevant to the USU Group are:

- Energy consumption: Electricity
- Share of renewable energies
- Fuel consumption
- CO₂ emissions (electricity & fuel)

Personnel



Incentive systems

All employees are aware that the primary corporate goal is sustainable, profitable growth. For USU, this means creating a balance between the economic, ecological and social dimensions.

The target agreements and remuneration for managers and employees are primarily based on key commercial figures and long-term value creation, such as increasing the efficiency of processes or the sustainable development of new services for customers. The long-term success of the USU Group as a software company is particularly dependent on good customer relationships and customer satisfaction. However, the achievement of sustainability targets, such as customer satisfaction, has not yet been an explicit component of target agreements and remuneration. However, compliance with and promotion of sustainable action is a fundamental requirement for all employees and is seen as a prerequisite for long-term value creation.

The entire workforce is encouraged to submit new ideas and suggestions for improvement in the area of sustainability, which are then checked for feasibility.

Remuneration policy

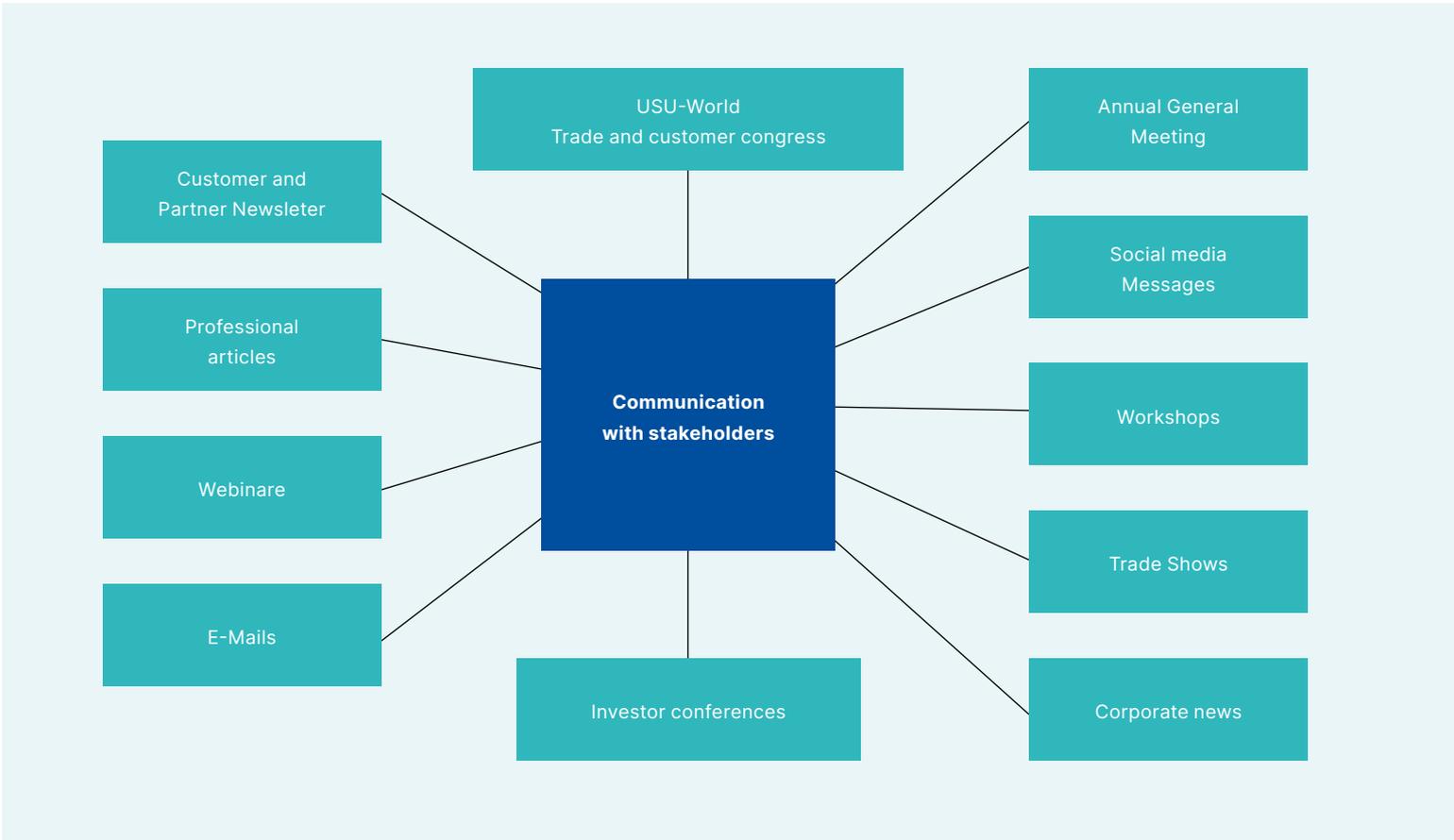
The remuneration of the Supervisory Board as the company's highest controlling body is published in the annual report and is therefore transparent. The total remuneration of the Supervisory Board consists of a fixed component and a performance-related component. The total remuneration is limited to 200% of the fixed annual remuneration.

In addition, the remuneration model provides for a variable component for all managers in the USU Group. In some cases, the individual target agreements also include qualitative targets in the CSR action areas, such as product quality or customer satisfaction.

All locations outside Germany together generate the remaining almost 30% of Group sales and are not listed here due to their comparatively lower business activities.



In Germany, where around 70% of Group sales are generated, the ratio of the total annual remuneration of the highest-paid employee to the median level is around 3.98 (2022: 3.5), which continues to reflect a comparatively low spread in salaries.



Participation of stakeholder groups

The USU Group attaches great importance to dialog with its stakeholders and is in constant communication with them. The aim is to understand the growing demands, requirements and expectations that various stakeholders have with regard to the sustainable development of the company, to take up suggestions and incorporate findings into business and decision-making processes.

Stakeholder groups are identified using a stakeholder analysis as part of risk management. The USU Group considers its most important stakeholders to be existing and future employees, customers, shareholders, investors, supply and technology partners, local authorities, associations, the general public and competitors.

Active dialog with these groups takes place regularly via various channels. An exchange is defined for all groups in the form of various formats that vary in depth and number depending on requirements.

Through active public relations work, the USU Group thus offers stakeholders transparency about its own actions - in both economic and social terms with regard to sustainability. For USU, employees, customers, society in the region and investors are the stakeholder groups that place the greatest interest and the highest demands on the company in terms of sustainable action. Contact and dialog with these four stakeholder groups is therefore particularly important for USU's sustainable development and actions.

Employees

Identifying the needs and requirements of employees is of particular importance to the USU Group. Awareness of these is necessary in order to ensure a customized and sustainable HR policy. This is why USU promotes personal exchange with and between employees across departments and divisions through a variety of measures. As a Group-wide intranet, the USU Inside platform on Liferay technology offers the opportunity to exchange information, thoughts and opinions. Published information and articles can be commented on, questions can be asked and ideas can be suggested. The intranet, the knowledge database U Know it, MS Sharepoint, the project management tool Wrike and

the USU e-learning platform are used for Group-wide documentation and communication of knowledge. In addition, regular employee surveys offer the opportunity to make suggestions, criticism and requests for change regarding various sustainability issues. All employees are invited to a kick-off event once a year, at which management explains the strategy and goals and answers questions from the workforce. There are also regular site meetings with the Management Board members. Further information events are also held for all employees on a quarterly basis. The two-day introductory event "U Step In!" is also organized for all new colleagues, at which the USU Group's strategy, organization and business areas are presented, among other things. In addition to regular team-building measures, the continuous development of qualifications through seminars and training courses is also part of everyday working life for USU employees. Many other events such as ski trips, Christmas parties and summer festivals as well as the principle of open office doors round off the communication opportunities. Online meetings and events via online channels such as MS Teams or Zoom are also used and have become increasingly important.

Municipality / Schools / Universities / Society (Regional)

The Group's social commitment focuses in particular on the local area. Here, USU supports a large number of charitable, non-profit and cultural institutions, organizations and projects. Constant exchange with the various groups within society is of great importance to the USU Group. Only through intensive communication is it possible to actively meet the different needs and requirements.

Close cooperation with schools and universities, which includes training courses, lectures and the participation of students in the USU's Annual General Meetings, enables them to communicate their needs to the USU. Various types of support and funding are regularly discussed together. In order to promote exchange with the community of Möglingen, which is the headquarters of the USU Group, meetings are held as required to discuss ways of supporting the community and joint projects, e.g. for the Möglingen church community, the street festival or the Möglingen youth fire department.

The company attaches particular importance to supporting organizations, clubs, teams, athletes and

artists from the region. Employees are encouraged to make suggestions for specific ways to support these groups. This opportunity allows the needs and support requirements of various interest groups from the region to be identified and, depending on feasibility, fulfilled.

Customers

For the long-term success of the USU Group as a software company, the complete fulfillment of customer needs and their special requirements is of particular importance. Various communication channels are available for exchanging information and meeting requirements. The most intensive contact is between customers and USU consultants, as this is where a direct and constant exchange takes place. In addition, long-term partnerships with existing customers promote optimal communication and the recording of growing demands. This close exchange enables the joint and individual development of projects. The communication opportunities are rounded off by regular customer surveys and the annual USU specialist and customer congress. Independent studies, such as the international market studies conducted by the analyst firm Research in Action, attest to USU's high customer satisfaction ratings and a recommendation rate of well over 90 percent. Gartner also offers international customer organizations the opportunity to submit detailed reviews of USU Software via its Gartner Peer Insights customer review portal. USU Service Management achieved a very high score of 4.7 out of 5, and the USU solution also performed very well in the license management area with a score of 4.5 (as of January 2024).

Trust is the best currency, especially in times of crisis. For the third time in a row, USU was awarded the "Highest Trust" seal in the FOCUS DEUTSCHLAND TEST study at the end of 2023. USU sets standards in the "Industry and Special Software" segment with 100 points.

Investors / Shareholders

As providers of capital, investors and shareholders have a particularly strong interest in sustainable corporate governance. It is therefore important to provide this stakeholder group with sufficient information about company processes and to identify their requirements. Investors and shareholders have the

opportunity to address their requirements and needs to the internal representative of the USU Group's investors ("Investor Relations"), who forwards their concerns to the Management Board. In addition, a regular exchange of interests and information takes place at the Annual General Meeting and the USU Specialist and Customer Congress, to which investors and shareholders are also invited, as well as at various investor events in which USU Software AG participates. Due to the coronavirus pandemic, these events were primarily held online. Investors and shareholders are actively informed of all significant events and new developments through various information channels such as financial reports, press releases by e-mail and the USU Group's website as an information platform. Sustainable investments are a central component of the avesco portfolio. USU shares have been part of the Sustainable Hidden Champions Equity Fund for years. USU also achieved a very good result in the follow-up analysis in 2023.

Innovation and product management

The USU Group's software products have only a minor impact on the environment throughout their entire development and life cycle. On the other hand, as a non-manufacturing company, the USU Group only has limited opportunities to significantly reduce the company's energy consumption through innovation or product management. Nevertheless, the company attaches great importance to using resources sparingly in-house and keeping its ecological footprint as small as possible. By virtualizing servers, increasing the use of cloud solutions and switching from desktops to environmentally friendly and mobile laptops and LED screens, the company is gradually promoting resource-conserving use.

Almost all of the USU Group's software products are also available as so-called Software-as-a-Service solutions. In this case, customer companies use the USU software as a service. The infrastructure and operation are provided by USU or procured from a professional cloud provider. This not only ensures maximum data security, but also optimum utilization and energy efficiency of the server rooms.

One of the Management Board's key objectives is to increase energy efficiency in the USU Group in the long term as part of a continuous improvement process. To this end, an energy audit in accordance with DIN EN 1624 was introduced in 2018. Energy performance indicators were determined to monitor energy-related performance. These are documented and regularly reviewed. A team led by the energy management officer ensures that energy efficiency, energy use and energy consumption are regularly assessed, energy-efficient products and services are used and all activities are reviewed through regular audits. Energy management guidelines have been drawn up, documented and communicated to the workforce.

After USU recorded a slight year-on-year decline of 3.6% in total electricity consumption at its German locations (excluding Munich) as a result of the coronavirus pandemic in 2020, despite moving into a further location in Möglingen, the USU Group's corresponding electricity consumption rose by 5% from 2021 to 2022 due to e-mobility.

The percentage of financial investments that have undergone a positive or negative screening based on environmental or social factors is not known. However, around 1% of sales were invested in ergonomic office equipment and the switch to energy-efficient hardware, climate inverter devices and LED lighting in 2022. In addition, the consideration of environmental and social factors is firmly anchored in the USU Group's M&A strategy. For example, only companies that are culturally compatible with the USU Group are considered for acquisition.

Environment

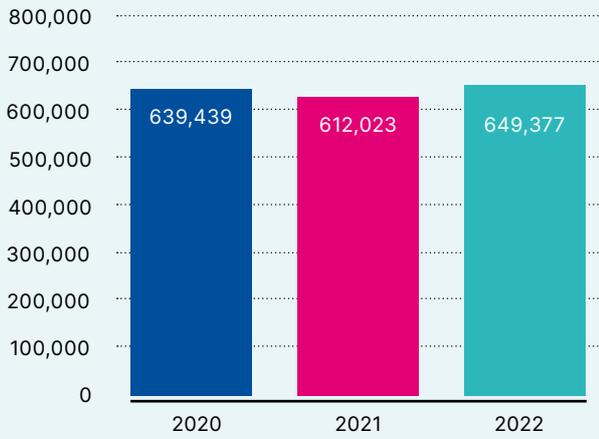
Use of natural resources

The USU Group pursues the same high standards of efficiency in its environmental policy as it does in its operating business. Negative environmental impacts should be avoided wherever possible and consumables used efficiently. As an IT company, the USU Group uses relatively few natural resources. Nevertheless, the management system includes the following key figures:

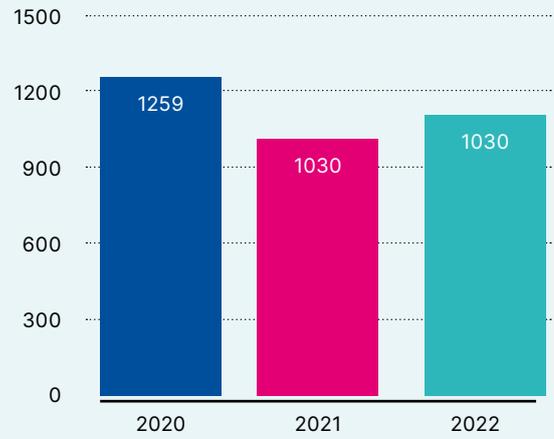
- Total power consumption in kWh
- Electricity consumption in kWh per employee
- Total energy costs in EUR (primarily electricity)
- Share of renewable energy (electricity) in percent
- Fuel consumption and average CO₂ emissions per car

As the USU Group is a non-manufacturing company, water consumption is limited to the usual consumption in offices for sanitary facilities and beverage consumption. Water dispensers are available to employees at USU locations to minimize the use of plastic bottles. Electricity consumption is also limited to the usual office consumption for lighting, heating and the use of electrical appliances.

Total electricity consumption of the USU Group Germany (excluding Munich) in kWh



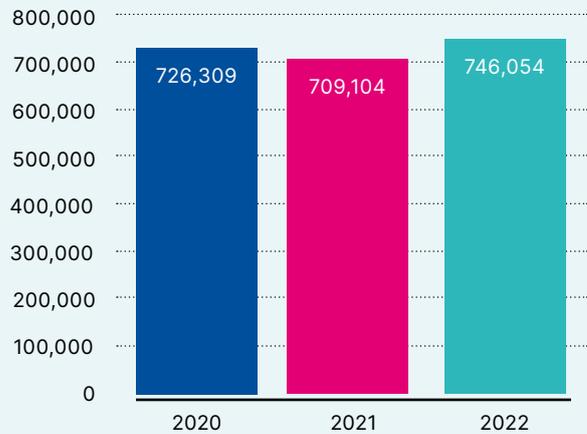
Electricity consumption per employee of the USU Group Germany in kWh



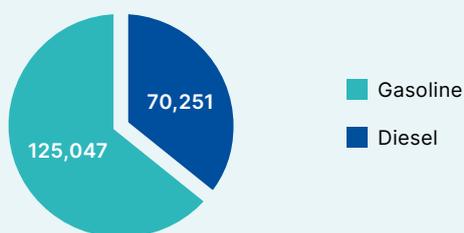
The charts above show both the total electricity consumption of the USU Group in Germany (excluding Munich) and the consumption per employee in Germany. The values relate to the years 2020 to 2022. No data is yet available for 2023, as the offices are exclusively rented properties and the corresponding utility bills were not yet available at the time of reporting.

Consumption only relates to Germany, with the exception of the Munich location, as this location has an “all-in contract” in which consumption volumes are not explicitly recorded. As already mentioned, total electricity consumption in Germany increased by 6%. The increase in global electricity consumption is slightly lower at 5%.

Total electricity consumption of the USU Group worldwide in kWh



Fuel consumption of the USU Group Germany in liters 2022



The chart above shows the total fuel consumption of the USU Group (Germany) in liters, broken down by fuel type. In order to maintain the consistency of the report, this environmental indicator and all others, such as electricity consumption, also refer to the year 2022. The liter figures correspond to 2.49 (2021: 2.58) trillion joules for diesel and 3.94 (2021: 3.00) trillion joules for petrol. Total fuel consumption continued to rise in 2022 following the pandemic-related decline in previous years but was still below the level of the years prior to the 2019 pandemic. The main reason for this is that more in-person appointments continued to be made in 2022. The increased demand for hybrid and electric vehicles in the vehicle fleet is also a positive factor. Even though petrol consumption is rising slightly, as the majority of hybrid vehicles are petrol vehicles with an electric motor. The proportion of electric and hybrid vehicles in the USU fleet is now 65% and is set to increase further.

The USU Group's paper consumption is also relevant. In addition to the hardware infrastructure, USU uses office supplies almost exclusively to provide its services. The majority of this is still paper – and the trend is continuing to decline, as the drive towards a digital, paperless office has resulted in a reduction in printouts. Employees are encouraged to use paper sparingly and handle printouts with care. Paper is

printed on both sides. Fax machines are hardly ever used. The paper currently used by the USU Group bears the EU Ecolabel and the PEFC certificate. The latter indicates that the paper is obtained from sustainable, controlled timber management. Paper consumption for 2022 fell by 6% compared to the previous year to 428,916 sheets of printer paper and note paper. Printers are primarily multi-function devices for the respective office floors. Toner cartridges for the printers are sent for recycling. Sustainability is taken into account wherever possible when purchasing office supplies.

Soil, land and biodiversity are not significantly affected by the USU Group's business activities. As the USU Group only manufactures software products and offers corresponding consulting services, no or only an insignificant amount of materials are used for direct production and packaging. The consumption of heating energy, cooling energy and water as well as the amount of waste and its disposal method cannot be stated, as the offices at all locations are rented properties and the above data is not available from the existing utility bills. Collecting the data, if possible, would involve a disproportionate amount of effort. The consumption quantities correspond to the usual consumption in offices. Steam is not consumed by the USU Group. No electricity, heating energy, cooling energy or steam was sold. Water was not drawn from any sources other than municipal utilities. No hazardous or special waste is generated as a result of business activities. The waste in 2023 was roughly broken down as follows 25% residual waste / organic waste / packaging and 75% paper. The latter will continue to decrease in the coming years due to increasing electronic documentation or paperless invoices, for example. Environmentally friendly cloth towels in the toilet facilities also contribute to this.

The USU Group strives to avoid waste as far as possible in its operations, e.g. by using reusable systems for transport packaging.

Resource management

The USU Group aims to minimize the negative environmental impact of its business activities and continuously increase resource efficiency.

The USU Group has set itself the following goal to reduce its ecological footprint:

→ **Reduction in electricity consumption by 2% p.a. (USU Group Germany)**

The energy measures planned as part of energy management relate to the following areas:

→ **Lighting**

→ **Information technology (IT)**

→ **Building and vehicle fleet**

The USU Group's offices are located exclusively in rented properties, which means that it is not possible to carry out energy-related measures itself. A key aspect is therefore to raise awareness and regularly communicate with employees through training and information. As part of the induction event, all new colleagues are made aware of the implementation of energy management and basic behavior is discussed (e.g. avoiding stand-by consumption for PCs and screens, switching off lighting and saving heat). Selected aspects of energy management are also regularly discussed at management meetings to ensure consistent implementation within the USU Group. There is also an energy management section on the USU intranet, which is being successively expanded.

The total electricity consumption of the USU Group in Germany (excluding Munich) and the global USU Group (excluding the USA) should remain at a low, ideally slightly declining level due to the ongoing centralization of Group IT and the associated centralization of IT hardware, including the selection of more

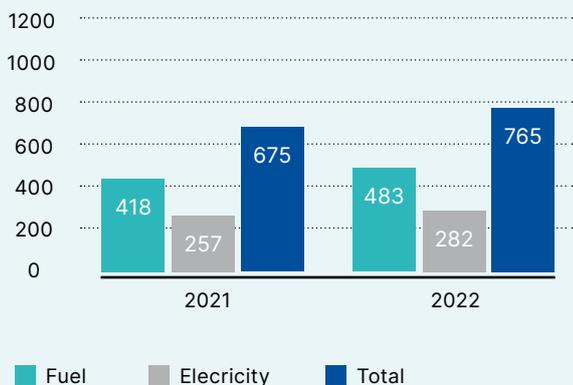
energy-efficient IT hardware components (including servers/air conditioning units/laptops). This positive trend should be maintained in the future. The medium-term goal is to reduce the USU Group's electricity consumption in Germany by 2% p.a., which is to be achieved by increasing efficiency.

This is to be achieved by further expanding the above-mentioned measures, such as changing the lighting. In addition, the virtualization of servers is to be continued. This means that less hardware and therefore less cooling energy is required. Cloud solutions are also to be increasingly used. The electricity that the USU Group saves as a result will be consumed by the corresponding cloud provider, but the latter will be able to use the electricity more efficiently, for example through innovative methods of cooling technology. Major savings potential will be realized from 2023 at the locations in Möglingen. The construction of a PV system including storage began at these locations in spring 2023. A significant double-digit percentage saving is expected here. However, the use of the charging stations at the USU office buildings due to the increasing number of hybrid and electric vehicles in the USU fleet will lead to rising electricity consumption in this area. In this context, fuel consumption is to be further reduced.

Climate-relevant emissions

The USU Group sees climate protection and the reduction of greenhouse gases as one of the greatest challenges of our time and is therefore trying to keep its ecological footprint as small as possible. The energy management system focuses on CO₂ emissions caused by the vehicle fleet and electricity consumption. Other key figures are not currently collected for the reasons mentioned above but are to be successively expanded in the future.

CO₂ emissions of the USU Group Germany (excluding Munich) in t



The chart above shows the CO₂ emissions of the USU Group Germany for the years 2021 and 2022. The increase in CO₂ emissions is due to the fact that more petrol vehicles were driven again in 2022 and the emissions are higher here. Another reason is that the generation of 1kWh of electricity in 2022 has increased CO₂ emissions compared to 2021. This resulted in the following key figures for the USU Group's German locations:

Fuel CO₂ in t: 483
Electricity CO₂ in t: 282
Total CO₂ in t: 765

USU has set itself the goal of further reducing CO₂ emissions from its vehicle fleet. Since 2017, employees have been encouraged to choose a car with a good CO₂ efficiency class by means of an additional bonus in the form of a staggered annual payment. As a result of government subsidies for hybrid and electric vehicles, a significant increase was recorded.

This accounted for 61% of the total vehicle fleet in 2022. In 2021, the share was already 43%. In addition to the existing charging stations at the Möglingen site, charging stations were also installed and put into operation in Aachen, Munich and Cologne together with the landlords.

USU also offers employees attractive leasing conditions for e-bikes. Furthermore, the business travel policy provides for internal meetings in particular to be held via digital communication and for public transport to be used primarily for business trips. Air travel for project assignments is largely avoided. In the course of the coronavirus pandemic, the proportion of business trips fell drastically, but gradually recovered in 2023 without reaching the 2019 level.

In addition to saving electricity, USU is also aiming to increase the proportion of electricity from renewable energies. The following table shows the proportion of electricity from renewable energy sources (where available) and the respective electricity consumption for the individual companies and locations. The majority of electricity contracts were gradually converted to sustainable green electricity contracts. In 2022, USU sourced 52% of the electricity it required worldwide from green electricity. The total share including climate-neutral electricity is 70%. The company does not yet have precise data for 2023.

Company/ Location	Share of renewable energies/ climate- neutral	Power consump- tion in kWh
USU Technologies GmbH Cologne	100%	7.713
USU Technologies GmbH Aachen	60% / 100%	182.703
USU Technologies GmbH Marburg	100%	17.910
USU Solutions GmbH	60% / 100%	52.131
Omega Software	100%	17.640
USU Bonn	60% / 100%	16.155
USU Berlin	60% / 100%	33.745
USU Möglingen Bahnhofstr.	60 % / 100%	39.016
USU Möglingen Wagnerstr.	60 % / 100%	94.574
USU Möglingen Spitalhof	60% / 100%	171.991
USU Karlsruhe	60% / 100%	15.799
USU Munich	44%*	n/a
USU SAS Paris	24%**	18.762
USU SAS Lyon	24%**	n/a
USU SAS Sophia	24%**	n/a
USU Software s.r.o Brno	12,7%**	22.567
USU Software s.r.o. Prostejov	12,7%**	43.353
USU Solutions Inc. Boston (USA)	20%**	11.995
*Federal average for Germany 2022 **Country-specific average 2022		

The reduction in CO₂ emissions, which was achieved as a direct result of measures such as reducing electricity

consumption by replacing lighting and air conditioning units, was not measured as it is not possible to prove exactly to what extent electricity consumption was reduced by which measures.

Society

Employee rights

USU Software AG's business locations guarantee the protection of employee rights within the framework of German legislation. The company is also committed to the core labor standards of the International Labor Organization (ILO) and the UN Global Compact program at its foreign sites, which are located exclusively in Europe and the USA.

Employee involvement is an integral part of the USU Group's corporate culture. The company management attaches great importance to the opinions of individuals and creates opportunities for their views to reach the top of the company. In principle, the door to the Management Board and HR management is literally open to all employees without appointment. Management encourages constructive criticism and takes a stand on it. Employees should be encouraged to express criticism constructively and openly. This is also in line with the mission statement of continuous improvement. Employees can also contact management anonymously and indirectly via the employee representatives, who then discuss their concerns with management.

There are a number of feedback mechanisms for all employees, e.g. on the intranet or the regular employee survey, to address sustainability issues. Information from the Management Board, management or the various departments is regularly published on the intranet. Everyone has the opportunity to express their opinion and participate via a comment function. Regular workshops are held on product development and product design as well as on improving internal processes. Employees are involved at an early stage in relocations or conversion measures and asked for their suggestions and wishes so that these can be taken into account as far as possible during planning and implementation. Employees can also contact Internal Services and the IT department directly for changes to their personal workplace (office equipment, furniture, IT equipment). The regular employee surveys,

which are carried out on various topics such as management, job satisfaction, work culture and individual topics such as sustainability, allow the mood in the company to be systematically recorded. The evaluation of the employee survey is forwarded to managers and employees and provides an opportunity to address any problems, suggestions and shortcomings that arise. USU regularly takes part in the "Great Place to Work" institute's competition for Germany's best employers with a Group-wide employee survey. USU was once again certified as an "Attractive Employer" by Great Place to Work® at the end of 2023.

In general, an active feedback culture is practiced in the company. The Management Board members and division heads hold regular discussions with all employees in their division and actively request their feedback.

USU Group employees do not receive any direct profit-sharing. However, they participate indirectly in the company's success via their variable salary, which is linked to the company's profit, among other things.

Equal opportunities

A fair and respectful corporate culture is very important to the Management Board and management of the USU Group. This includes respect and esteem for each individual person and treating each other politely and fairly, regardless of the situation. The key employee indicators listed below under this criterion and under criterion 16 Qualification relate to the USU Group in Germany and – with a few exceptions – to the Group as a whole. Further details are set out in the USU Compliance Manual.

Equal opportunities, diversity, integration

For the USU Group, equal opportunity means that every applicant or employee, regardless of gender, sexual identity, race, origin, religion or belief, age or disability, is given equal opportunities in recruitment and further development within the USU Group. The USU guidelines for diversity, equality and inclusion are set out in the DEI policy, which can be viewed on the company's website.

USU understands the term diversity to mean the positive contribution of the social diversity of

employees to enriching and changing the corporate culture, particularly when recruiting new employees and in an international environment. For us, the vision derived from the definition means that we want to expand the diversity of our workforce and see this as an enrichment for our corporate culture. As part of our internationalization strategy, we want to recruit and increase the career opportunities of colleagues who have special skills in terms of languages and (professional) experience in other cultures and who are also happy to work on international projects. As of December 31, 2022, USU employed people from 51 countries of origin. In addition, the recruitment and internal development of women is promoted to create a more balanced workforce structure. USU has therefore set itself the goal of increasing the proportion of female employees in the specialist areas, particularly in the areas of consulting and development and in middle management. It also aims to increase the number of employees with international experience and multilingualism, particularly for projects abroad.

In order to achieve these goals and promote the integration of employees into teams, USU relies on cooperation between different employee groups. For example, attention is paid to mixed teams in training courses such as "U Step Up!" on social and professional skills as well as in projects and development work. The USU Group also organizes workshops to improve cooperation. In addition, managers and employee representatives receive training on the General Equal Treatment Act. Participation in online training courses for Diversity, Equity & Inclusion (DEI) is mandatory for all employees.

As at 31.12.2023, the proportion of women in the total workforce was 29%, for management positions at management level I 12.5% and at management level II 10.8%, which is still well below the target value of 15% for both management levels. However, an increase is planned for subsequent years. To this end, a number of measures have been initiated, including the development of targeted recruitment strategies as well as internal measures such as mentoring programs and tailored training opportunities to prepare women for management positions. The aim is to achieve the target of 15% for the proportion of women in management positions by 31.12.2026.

In 2023, the Executive Board consisted of two men and the Supervisory Board of two men and one woman. The proportion of women on the Supervisory Board is therefore 33.3%. In order to promote the proportion of women in the workforce and especially in management positions, women with equal qualifications are given preference in recruitment and promotion.

The premises (access, sanitary facilities, workstations, etc.) at the USU Group sites are barrier-free and wheelchair-accessible. It is also possible to convert company cars for employees with physical disabilities. Thanks to these framework conditions, the USU Group was able to employ a total of 20 severely disabled people in 2022.

Recruiting foreign IT employees is part of securing the skilled labor base. The employment of foreign workers is promoted, for example through the possibility of acquiring a Blue Card. However, the number of employees from minority groups is not recorded.

When selecting employees, it is not only professional qualifications that count, but also emotional intelligence. No one is discriminated against on the basis of their gender, age, religion, appearance or origin. The USU Policy on Diversity, Equity & Inclusion (DEI) contains binding regulations in this regard. The USU Group is proud not to have had to report an incident of discrimination in 2023 either.

Fair and appropriate remuneration

Fair remuneration is paid taking into account the work performed and the qualifications required for it, the level of training, the level of knowledge, the responsibility assumed (technical and/or personnel) and the length of service and is customary in the industry.

From a certain annual salary, all employees receive a target salary with a variable component. The variable component is paid out in full if 100% of the target is achieved, and correspondingly higher if more than 100% is achieved, up to a maximum doubling of the variable component from 160% target achievement. The target salary, variable component and increases are calculated within the framework of existing job levels (Junior, Consultant, Senior, Chief, Executive). This ensures fair remuneration that is comparable and based on targets and performance.

The targets are discussed and set annually between the respective manager and the employees. The HR managers conduct a salary review with each employee once a year.

The remuneration of employees at USU also includes an annual budget for a company car or "Bahncard 100" or alternative financial compensation if a company car is not used. All employees (with the exception of junior level and administrative employees who have been employed for less than five years) receive the described benefit, depending on their job level. A corresponding table can be viewed transparently by everyone on the intranet.

In 2023, USU has set up a loyalty program that runs for 36 months. A loyalty bonus will be paid out in spring 2026. A share program was also implemented in which employees were able to purchase up to 75 USU shares at a 50% discount in 2023.

USU also promotes long-term employee retention by granting an additional day of vacation after every five years of service. The "Vacation Plus" model also allows employees to earn additional vacation days through a small salary reduction. For older employees aged 60 and over, this model is offered in an extended form, with the option of taking even more additional vacation days. In addition, the introduction of a "workation agreement" allows employees to work up to 10 working days per year from other EU countries. Last but not least, a sabbatical model offers the opportunity to take a longer break after a savings phase. These measures reflect USU's commitment to promoting a flexible, employee-centered work culture that contributes to both increasing employee satisfaction and improving the work-life balance.

Health protection, work-life balance, occupational safety

The USU Group complies with all occupational health and safety standards. Employees are guaranteed ergonomic VDU workstations. Regular occupational safety inspections are carried out for this purpose. In addition, a company doctor is regularly on site to check the design and ergonomics of employees' workstations. There are documented accident prevention regulations

for all areas, e.g. in the area of cars or office workstations. The Group representative for these topics is the Facility Manager. In addition, regular training is provided via the e-learning portal.

The health of the workforce is a top priority. Only healthy, balanced and satisfied employees make the best possible contribution to value creation and the success of the company. They are the most valuable asset of a company whose value creation is essentially based on the knowledge and consulting services of its employees. This also includes enabling them to establish and maintain a balance between their professional and private interests.

A key aspect of health management at the USU Group is therefore to promote the compatibility of family and career. In order to ensure an appropriate work-life balance and enable individual and flexible working, employees can organize their working hours flexibly and independently - there are no prescribed core working hours. There are also various time models and part-time options. For example, there is the option to gradually reduce working hours as well as the option to take more vacation days by reducing pay. In addition, individual days of the week can be taken off by compressing working hours. Of course, employees also have the option of working from home thanks to the home office arrangement.

To promote the health of employees and raise their awareness, regular impulse events are held on gymnastics and ergonomics in the workplace, as well as other presentations, for example on stress management to prevent burnout. Managers are also encouraged to address topics such as burn-out and work-life balance in an annual meeting. The USU also offers company medical care with regular consultations, vaccinations, check-ups, etc. In principle, health offers and memberships, for example in a fitness studio, are also promoted. There is also the offer of regular running meetings and the organization of

meetings to play badminton or volleyball. Employees also have the opportunity to take part in free first aid seminars and car driving safety training. Fresh food is cooked daily in the bistro at the company's headquarters in Möglingen, and fruit is provided free of charge at all locations.

The USU Group's work in the area of health management is confirmed by a comparatively low sickness rate of 4.1%, which was well below the average for all companies – according to the Bundesministerium für Gesundheit (BMG), this was 6.8% in Germany in 2023 and thus at a historic high. It is also pleasing to note that there were no accidents at work, occupational illnesses or work-related fatalities at USU in 2023.

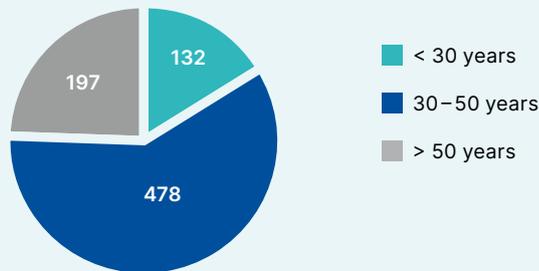
Qualification

The success of the USU Group is based on the knowledge and skills of its employees, their professionalism, their characters and their creativity. USU sees itself as a learning organization in which everyone makes their knowledge and newly acquired skills transparent for the company and their colleagues. Further education and training characterize the working and professional world at the USU Group. These are carried out regardless of age, gender and career level based on individual professional requirements. An average of 2.5 days were therefore spent on training and development per USU employee in 2023.

It is important to the USU Group to closely align training and development measures with its strategy in order to have the right profiles available at the right time and to motivate employees to participate in the company's development. In order to counteract demographic change, the professional and social skills of older colleagues in particular are promoted on the one hand and emphasis is placed on strengthening the training of young people on the other. Mixed teams should help to ensure that the skills of the different employee groups complement each other well.

The age structure of the USU Group Germany workforce for 2023 is as follows.

Age Structure of the USU Group Germany 2021



This results in an average age within the USU Group of 41 years, as in the previous year. A breakdown of the age structure by employee category is not available. The Supervisory Board of the USU Group is made up of one female and two male members, both of whom are over 50 years of age.

USU's own personnel development and training program "U Step Up!" has been an important component of the corporate philosophy for many years. The individual modules are tailored to the various employee groups and their wealth of experience – from young professionals and senior professionals to managers. The program covers a broad spectrum of technical and methodological training as well as workshops on social skills. The focus is on supporting and managing projects, shaping change processes and communicating with customers and colleagues.

In order to be able to take employees' individual needs for specific further training opportunities into account, they are interviewed as part of annual employee appraisals and the necessary requirements are

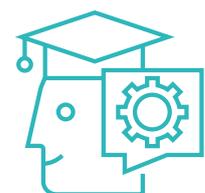
determined. This results in an individual training plan for each individual, which is defined annually and possibly adapted to changing conditions. Among other things, individual offers are made available to employees, such as training and certification in international project management standards or individual and project-related offers on the topics of IT expertise development and certifications.

USU strengthens the leadership skills of current and future managers through the "management training" module. This is a regular two-day management seminar including the Management Board and the company founder, which includes a block on team building.

The USU Group offers various apprenticeships for different job profiles as well as the opportunity to complete a dual study program. Trainees also have the opportunity to take part in external seminars. In addition, the USU Group supports the preparation of theses and dissertations. In 2023, the USU Group employed 14 trainees and DH students as well as 21 interns and working students. The temporary decline in this area is due to the industry-related shortage of professionally qualified talent as well as restructuring measures as part of the ONE USU strategy.

To ensure that the USU Group's employees can make the best possible use of their performance in the company in the long term, a strong focus is placed on health management in addition to training and development measures. The focus here is on an appropriate work-life balance and on offers that serve to raise awareness, strengthen team spirit and promote the health of employees. These measures are described in more detail under criterion 15 Equal opportunities.

The following table provides an overview of all key personnel figures for the USU Group in 2023, as well as a comparative value for 2022.



Overview of the USU Group's key personnel figures

	2023	2022
Number of employees Group-wide	807	783
Number of employees in Germany	643	628
Number of trainees / DH students	14	19
Number of working students / interns	21	39
Number of temporary staff	7	8
Number of severely disabled employees	20	22
Share of women in total workforce	29%	27,1%
Proportion of women in management positions	10,9%	10,9%
Percentage of women on the Supervisory Board	33,3%	33,3%
Proportion of employees with a university degree	67%	67,7%
Average age	41,5	40,6
Proportion of employees working part-time	18,8%	17,3%
Sickness rate	4,1%	3,7%
Fluctuation rate	8,3%	12%
Training and further education days / employee	2,5	2,8

Human rights

The USU Group is committed to respecting human rights and recognizes its social responsibility. Details on this are described in the USU Compliance Manual and in the USU DEI Policy. As the USU Group only has locations within Europe and the USA, where high legal standards prevail, compliance with human rights is fully ensured at all business locations.

As purchasing largely consists of the purchase of office materials and equipment, special measures relating to the supply chain tend to have a lower priority for the USU Group. Nevertheless, as a medium-sized company, the USU Group maintains intensive, personal contact

with suppliers and relies on cooperation based on trust.

In its procurement activities, USU follows the principle of local sourcing and gives preference to suppliers within Germany and Europe wherever possible. In addition, USU ensures compliance with its procurement criteria. Each partner must demonstrate its corporate responsibility at the beginning of the business relationship by signing a code of conduct. This is primarily based on the ILO core labor standards. The USU Group can confirm that it is not aware of any negative human rights impacts in its supply chain that may have been caused by the company's activities.

Community

A central aspect of the USU Group's corporate culture is the assumption of social responsibility in society. Social responsibility is a high priority within the USU Group. USU is aware that its success depends on a good environment and is therefore committed to social, cultural and ecological issues above and beyond its core business. Regional projects are also at the center of USU's social commitment.

An important topic is the educational partnership with schools and universities in the region – these currently exist with the Friedrich-List-Gymnasium in Asperg and with the universities in Stuttgart and Furtwangen. Depending on their specialist expertise, employees conduct training courses and workshops there and give training sessions or lectures, for example on creating job applications and PowerPoint presentations. Schools are also equipped with computer hardware. Student internships are also offered. The grammar school in the neighboring municipality of Asperg benefits from a partnership with USU through exchanges in the areas of business and marketing as well as regular job application training.

In addition to its educational partnerships with schools, USU also works closely with universities. Students are offered the opportunity to complete their dual studies or their final thesis and doctoral dissertation at USU. The partnership is also characterized by broad cooperation in the areas of research, development and innovation.

In addition, the company has been making company premises available for exhibitions by local artists for over 35 years. Last but not least, USU is committed to sports aid – this includes direct financial support for sports clubs, individual teams and athletes as well as donations to the German Sports Aid Foundation. In particular, youth teams of employees' children are sponsored, e.g. in the form of sports equipment, jersey sets or buses for trips to competitions. USU also supported the sporting activities of USU employees in 2023, e.g. for the Cheerleading World Championships or the Aïcha des Gazelles du Maroc rally.

In the fall of 2023, USU once again organized a charity run through an employee initiative, which raised a total of 9,000 euros. The donation amount was split between three charities that focus on supporting children and young people:

- Construction of a kindergarten and a Protestant school in Sudice, Czech Republic: a project to create educational facilities for around 60 children. Further information: <https://www.sudickaskola.cz>
- Deutsch-französisches Jugendwerk (DFJW): An organization that promotes cultural exchange between young people in Germany and France. Further information: <https://www.dfjw.org>
- Kifa Kinderpädagogik (Neumayer Foundation): An educational program for mothers to educate children and families. Further information: <https://kifa.de>; <https://www.neumayer-stiftung.de/en/our-projects>

USU made a corporate donation of EUR 5,000 to the Deutsche Kinder- und Jugendstiftung (DKJS). Among other things, the DKJS promotes digital transformation in German schools - with a particular focus on disadvantaged children and young people.

For years, USU employees have had the opportunity to voluntarily donate the cent amount after the decimal point from their monthly pay slip to a charitable cause selected by the voluntary employee representatives on the basis of employee suggestions. USU then adds the same amount that the colleagues have donated in total per year. In 2023, the Ludwigsburg children's hospice was again supported with a total of EUR 2,335. The Turkish Red Cross, SOS Children's Village, Plan International and the breakfast4kids initiative also received donations.

To illustrate USU's social interest, the following overview shows the economic value directly generated and distributed (Economic Value Generated and Distributed – EVG&D) by the USU Group for fiscal year 2023, as well as the resulting retained economic value. This shows the monetary share that the company returns to the community and reinvests in its environment. The information relates to the Group as a whole and is not broken down by national, regional or market level, as this would have required a disproportionate amount of effort due to the lack of presentation options within the accounting software.



Direct economic value generated	2023	2022
Proceeds	133,528,333.91	128,026,971.11
= Total economic value generated	133,528,333.91	128,026,971.11
– Economic value distributed		
Operating costs	51,895,348.21	45,312,484.30
+ Wages and other benefits	68,821,113.79	65,360,537.04
+ Payments to providers of capital	5,500,000.00	5,298,642.30
+ Payments to the government	1,714,026.63	1,123,513.76
Germany	1,584,671.74	1,084,827.31
Czechia	123,071.57	31,781.84
Austria	1,750.00	1,103.00
USA	4,425.84	5,294.61
Japan	107.48	507.00
+ Investments in the community	27,794.52	51,267.52
– Total economic value distributed	127,958,283.15	117,146,444.92
= Retained economic value	5,570,050.76	10,880,526.19

Political influence

USU Software AG generally refrains from lobbying activities and all political influence. No donations or lobbying contracts were made to governments, parties or politicians until 2023. Irrespective of this, the Management Board of the USU Group participates in the activities of the local Chamber of Industry and Commerce and industry trade associations and attends events in this context. USU Software AG is a member of the German Association for Information Technology, Telecommunications and New Media (BITKOM), itsMF Deutschland e.V., Call Center Verband Deutschland e.V., Kundendienst-Verband Deutschland e.V. (KVD), Verband Deutscher Maschinen- und Anlagenbau e.V. (VDMA), Deutscher Investor Relations Verband e.V. (DIRK) and BVMW - Bundesverband mittelständische Wirtschaft, Unternehmerverband Deutschlands e.V. and pays the specified membership fees. Donations in cash and in kind are made exclusively for charitable purposes and are listed under criterion 18 Community.

Conduct in compliance with the law and guidelines

As a stock corporation, USU Software AG bears a special responsibility for corporate governance with clear ethical principles and for setting an example of ethical and legally compliant behavior. These begin with the company's mission statement and continue through compliance guidelines and codes of conduct to work instructions and descriptions of the processing procedures.

The USU Group is not active in any critical markets. As a result of the war in Ukraine, the company has discontinued its business activities in Russia. The foreign subsidiaries are located exclusively in European countries, the USA and Japan. Transparency International's Corruption Perception Index, which measures the perception of corruption, confirms that there is a low risk of corruption in Europe, the USA and Japan. Due to the low risk of the markets, there is no anti-corruption policy within the USU Group. Nevertheless, all employees and managers are of course made aware of this issue. They are also required to complete online training courses with modules on the respective areas in which they work. Details on this can be found in the USU Compliance Manual. All sales employees are also

trained and sensitized through special compliance training courses. In addition, all USU Group locations are checked annually for corruption risks and countermeasures are taken where necessary. Contracts are reviewed for corruption risks by the Managing Director Human Resources & Legal Affairs. Potential sales partners are also checked. As a preventive measure, every employee is obliged to comply with the dual control principle, whereby all contracts and agreements are checked by at least one other person. There is also a guideline that regulates the value limits for gifts to and from business partners. Expense reports and all payment transactions are checked by the Finance department and the relevant specialist department. In the event of suspicious circumstances, employees and other stakeholders have the option of contacting the USU Group's Compliance Officer directly or an external ombudsman anonymously via the whistleblower system set up on the website. In addition, the partners of the USU Group are obliged to comply with a code of conduct specified by the USU Group.

Operational responsibility for compliance lies with the Managing Director Human Resources & Legal Affairs. There are no known cases of corruption for the 2023 reporting year and no fines or non-monetary penalties were imposed on the USU Group for non-compliance with laws and regulations.

EU Taxonomy

As part of the European Green Deal, the EU has placed sustainability at the center of its political agenda, aiming for climate neutrality by 2050. To achieve this ambitious goal, the European Commission adopted its action plan for financing sustainable growth in 2018. Central to the action plan is the direction of capital flows into sustainable investments. The EU Taxonomy Regulation (2020/852) was introduced to classify sustainable activities and is a key component of the action plan.

The EU taxonomy differentiates between taxonomy-eligible and taxonomy-aligned activities. Taxonomy-eligible activities are those economic activities described in the supplementary delegated acts for which technical screening criteria are available.

An activity is considered taxonomy-aligned if it significantly contributes to one of six environmental objectives (“substantial contribution”) and does not significantly harm any of the other environmental objectives (“Do no significant harm,” abbreviated as “DNSH”). Additionally, certain minimum safeguard standards must be met for an economic activity to be conclusively classified as taxonomy-aligned. The six environmental objectives of the EU taxonomy include:

- 01 | Climate change mitigation**
- 02 | Adaptation to climate change**
- 03 | Sustainable use and protection of water and marine resources**
- 04 | Transition to a circular economy**
- 05 | Pollution prevention and control**
- 06 | Protection and restoration of biodiversity and ecosystems**

For the fiscal year 2023, comprehensive reporting on the taxonomy-eligible and -aligned economic activities under environmental objectives 1 “Climate change mitigation” and 2 “Adaptation to climate change” must continue to be prepared. Additionally, for the first time, the taxonomy-eligible economic activities of the remaining four environmental objectives must be reported. However, reporting according to the EU Taxonomy Regulation is currently associated with uncertainties. Clarifications and extensions of the already published delegated acts, as well as the ongoing dynamic developments of the taxonomy regulations, may impact the future assessment of taxonomy-eligible and -aligned activities and the associated reporting indicators as well as the information presented below.

The analysis of the taxonomy eligibility of USU Software AG’s economic activities conducted in the previous year was updated and expanded to include environmental objectives three to six. USU Software AG offers its customers a wide range of IT and customer service solutions. Thanks to the professional consulting of USU Software AG and the different service components, customers can acquire a tailor-made solution. Therefore, USU Software AG is responsible, in various forms across its entire product and service portfolio, for the development, licensing (SaaS or on-premise), maintenance, and data hosting of software solutions. Data hosting can be assigned to activity 8.1 (Data processing, hosting, and related activities) according

to Annex I (Climate change mitigation) and is thus taxonomy-eligible.

Furthermore, the solution development and consulting services provided by USU Software AG could be assigned to activity 8.2 (Provision of information technology services) according to Annex II (Adaptation to climate change). However, a prerequisite for the allocation of corresponding revenues would be that the activity is considered to enable other companies to support adaptation to climate change. This is not provided for by the EU for activity 8.2, and therefore this activity is not considered taxonomy-eligible.

In addition, USU Software AG invests in leasing company vehicles (cars), with the share of electric and hybrid vehicles in the vehicle fleet being continuously expanded. In the analysis conducted, vehicle leasing could be assigned to activity 6.5 (Transport using motorcycles, passenger cars, and light commercial vehicles) according to Annex I (Climate change mitigation) and thus identified as taxonomy-eligible.

As an international company, USU Software AG is present at over 17 locations. To provide comprehensive services and consulting, USU Software AG leases numerous buildings. As a provider of software solutions, these are mainly office buildings. Leasing these buildings can be assigned to activity 7.7 (Acquisition and ownership of buildings) according to Annex I (Climate change mitigation) and is consequently taxonomy-eligible.

Investments were made in photovoltaic projects in the fiscal year 2023 to expand renewable energies. These investments can be allocated to economic activity 7.6 (Installation, maintenance, and repair of renewable energy technologies) according to Annex I (Climate change mitigation) and are therefore considered taxonomy-eligible.

Activities according to Delegated Regulation 2022/1214 relating to nuclear energy and fossil gas are not present at USU Software AG. Other products and services of USU Software AG currently do not fall within the scope of the EU taxonomy. Nevertheless, these activities are used to pursue and promote the objectives of the sustainability strategy.

In the next step, the economic activities identified as taxonomy-eligible were examined for their taxonomy alignment. This involved an initial analysis of the technical screening criteria (comprising Substantial Contribution and DNSH criteria) and, finally, an assessment of compliance with the minimum safeguards.

For the data centers used for activity 8.1, the corresponding technical screening criteria could not be fully met. Therefore, this activity does not qualify as taxonomy-aligned.

Activities 6.5 and 7.7 involve services procured from third parties. Thus, the criteria for taxonomy alignment were inquired for these activities. However, at this point in time, sufficient evidence could not be provided to conclude the taxonomy alignment of these activities.

The taxonomy alignment of activity 7.6 could also not be confirmed due to the lack of evidence.

Furthermore, the evidence for compliance with all minimum safeguard standards across the entire value chain is not yet sufficient to meet the requirements of the EU Taxonomy. Information on the current implementation of minimum safeguards and the measures taken can be found in the sustainability report.

Consequently, USU Software AG did not have any taxonomy-aligned economic activities in the fiscal year 2023. However, the classification of activities as "taxonomy-aligned" is aimed for in the coming fiscal years.

On this basis, the key figures regarding revenue, CapEx, and OpEx of the taxonomy-eligible activities were determined. Accordingly, the individual components were first analyzed and, where possible, allocated to the taxonomy-eligible activities.

The revenue key figure is composed of the portion of net revenue mentioned in the numerator that was generated with taxonomy-eligible economic activities and the consolidated revenue as defined by IAS 1 82(a) mentioned in the denominator.

The CapEx key figure encompasses additions and investments in intangible assets, property, plant, and equipment, as well as capitalized research and development costs. The numerator represents the taxonomy-eligible portion of CapEx, while the denominator comprises additions and investments in assets according to IAS 16, IAS 38, IAS 40, IAS 41, and IFRS 16.

Significant additions to investments in the fiscal year 2023 include:

- **Building leases**
- **Extensions/additions to the company car fleet**
- **Technical systems (photovoltaic systems)**
- **Operating equipment**

The taxonomy-eligible OpEx describes the share of taxonomy-eligible operating expenses out of the total operating expenses. This considers expenses for non-capitalized research and development costs, short-term leasing, building renovation measures, as well as maintenance and repair. The numerator describes the taxonomy-eligible operating expenses, while the denominator also considers the non-taxonomy-eligible operating expenses.

The amounts used for the calculations of taxonomy-eligible revenue, CapEx, and OpEx are based on the figures reported in the consolidated financial statements. To avoid double counting, care was taken to ensure that revenue, CapEx, and OpEx were each allocated to only one taxonomy-eligible economic activity.

The figures for the fiscal year are as follows:

				Criteria pertaining to substantial contribution						Do no significant harm (DNSH) criteria									
Economic activities (1)	Code (2)	Turnover EUR thousand	Turnover share, 2023 (4) %	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution prevention and control (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution prevention and control (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) turnover, 2022 (18) %	Enabling activities category (19) E	Transitional activities category (20) T
				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (taxonomy-aligned)																			
-		0	0%														0%		
Turnover for environmentally sustainable activities (taxonomy-aligned) (A.1)		0	0%														0%		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Activity 8.1 - Data processing, hosting and related activities		CCM 8.1	3,581	3%	EL	N/EL	N/EL	N/EL	N/EL								2%		
Turnover for Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)			3,581	3%	100%	0%	0%	0%	0%								2%		
A. Turnover of Taxonomy-eligible activities (A.1+A.2)			3,581	3%	100%	0%	0%	0%	0%								2%		
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																			
Turnover for non-taxonomy-eligible activities (B)			128,503	97%															
Total (A + B)			132,083	100%															

Economic activities (1)	Criteria pertaining to substantial contribution										Do no significant harm (DNSH) criteria									
	Code (2)	CapEx	CapEx share, 2023 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution prevention and control (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution prevention and control (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover CapEx, 2022 (18)	Enabling activities category (19)	Transitional activities category (20)	
				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (taxonomy-aligned)																				
-		0	0%														0%			
CapEx for environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%														0%			
Of which Enabling		0	0%														0%	E		
Of which Transitional		0	0%														0%		T	
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL											
Activity 6.5 – Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	1,320	28%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								27%			
Activity 7.6 – Installation, maintenance and repair of renewable energy technologies	CCM 7.6	217	5%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%			
Activity 7.7 – Acquisition and ownership of buildings	CCM 7.7	1,765	37%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								36%			
Activity 8.1 – Data processing, hosting and related activities	CCM 8.1	328	7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8%			

Economic activities (1)	Code (2)	OpEx EUR thousand	OpEx share, 2023 (4)	Criteria pertaining to substantial contribution						Do no significant harm (DNSH) criteria										Proportion of Taxonomy-aligned (A.1.) or eligible (A.2.) turnover OpEx, 2022 (18)	Enabling activities category (19)	Transitional activities category (20)
				Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution prevention and control (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution prevention and control (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)						
			%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1. Environmentally sustainable activities (taxonomy-aligned)																						
-		0	0%															0%				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%															0%				
Of which Enabling		0	0%															0%	E			
Of which Transitional		0	0%															0%		T		
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																						
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL												
Activity 6.5 – Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6,5	145	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%				
Activity 7.6 – Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%				
Activity 7.7 – Acquisition and ownership of buildings	CCM 7.7	243	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								1%				
OpEx for Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		388	2%	100%	0%	0%	0%	0%	0%	0%								1%				



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