



USU

USU Software AG

Sustainability Report 2022

Content

Foreword	3
<hr/>	
General Information	4
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Strategy	5
Strategic analysis and action	5
Materiality	8
Objectives and implementation status	12
Process Management	13
Environment	20
Society	25

Foreword

Anyone who develops software has to do with people. With their ideas, their capabilities, their knowledge, their deficits – with their personality. And diversity is always an advantage. Because in discussions, wrangling for the best path forward, having a variety of different perspectives always leads to more creativity and new knowledge. As a software company, constant development is part of our DNA. Because in IT, knowledge currently has a half-life of only two years. The recent years of crisis in particular have shown us that economic success is inextricably linked with a good corporate culture. We are working every day to create a working environment that puts people first. This is because we believe that this is the foundation for performance and lasting success.

We are focused on people: For example, our latest annual report does more than just deliver the financial figures for another record year. It paints a portrait of different people who have a hand in this success – our software developers.

Sustainability has many facets at USU – including our efforts to work for more diversity, equality and inclusion every day. It's the "small" steps that matter, such as putting together a mixed project team, a mentoring program that brings

together experienced and new co-workers alike or the digital accessibility of our software. These aspects are a crucial part of a sustainable business model, because our software serves people, not machines.

Even though many activities for more energy efficiency or more significant social projects have been implemented throughout the company, in the end many sustainability issues are personal and our shared responsibility. I am therefore proud that a number of initiatives have been founded based on the ideas and commitments of our staff. To name just one example, the suggestion came from among our workforce to take part in the "Post mit Herz" campaign. USU employees took the time to pick around 500 wonderful greetings cards and to write individual Christmas cards. Their thoughts, good wishes and kind words were received by lonely, sick and elderly people and helped them not to feel forgotten.

We are using this report to transparently document our sustainability activities, guided by internationally recognized standards to allow comparability with other sustainability reports on business, social and ecological performance indicators.



Bernhard Oberschmidt
Chief Executive Officer of USU Software AG

¹Note on gender-specific language: We practice diversity. Based on this, any pronouns or personal descriptors used throughout our communications are always inclusive of all people (male, female, other). Gender sensitivity in communications matters to us. In the rare cases where generic male forms are used, this is done so with no discrimination in mind, and exclusively for the purpose of improving readability.

General Information

This declaration of compliance for sustainable development aims to set out the considerations and efforts that the USU Group has undertaken and will undertake in the economic, ecological and social fields in accordance with the German Sustainability Code for the 2022 reporting year.

The 20 criteria of the German Sustainability Code, including the related GRI performance indicators, are discussed in the following report. The EU reporting obligation of the USU Group pursuant to the act implementing the CSR Directive is fulfilled with this declaration of conformity. The contents of this report have been checked exclusively by the Supervisory Board.

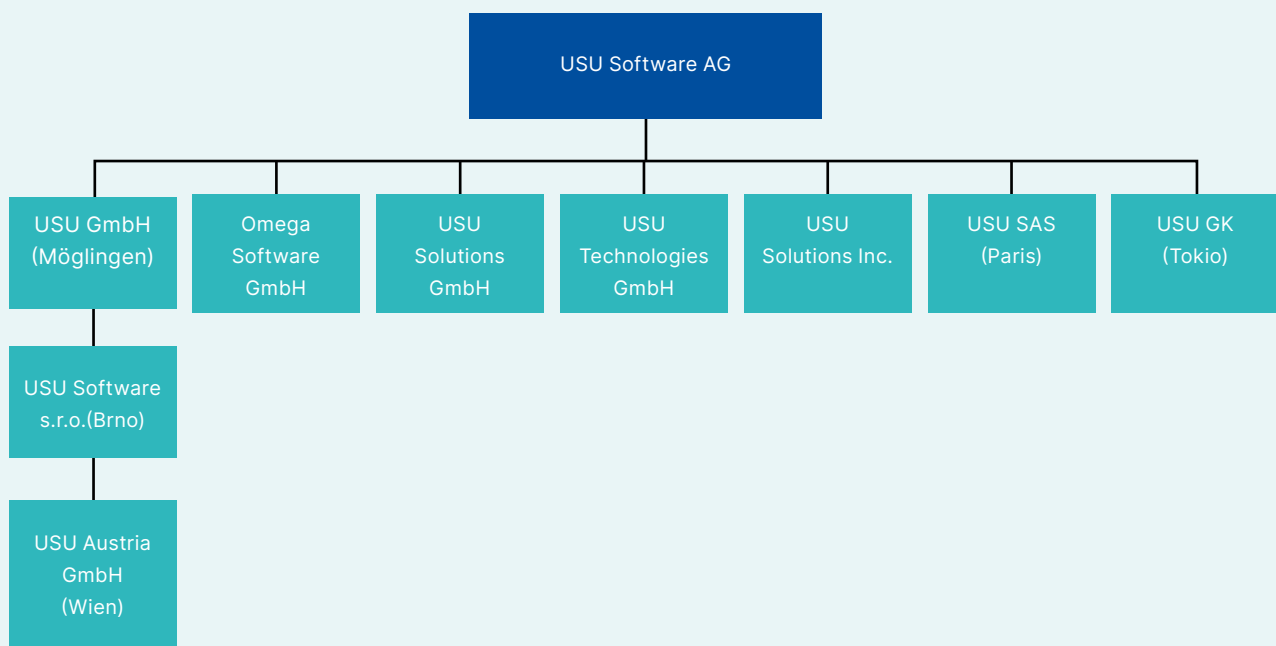
USU Software AG at a glance

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

companies to manage the requirements of today's digital world. Global organizations use USU solutions to cut costs, become more agile and reduce their risk – with smart services, simpler workflows and better collaboration. The USU team now has 45 years of experience and customers around the world to guide its customers into the future.

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

Current corporate structure



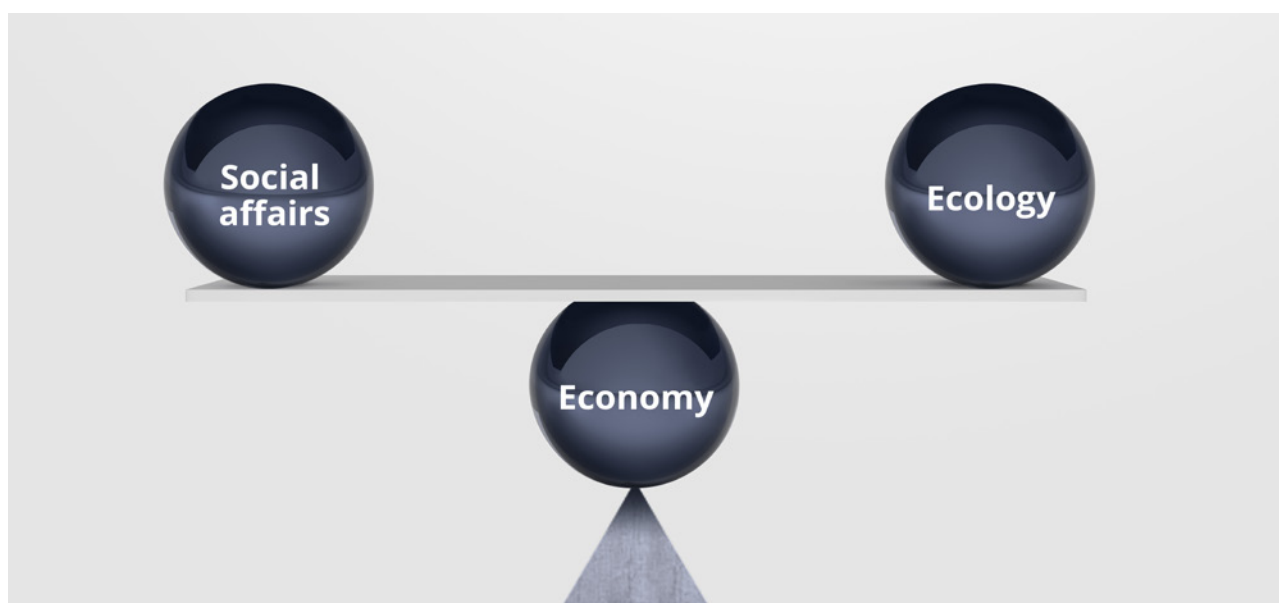
Strategy

Strategic analysis and action

The principles of sustainable action are a core element of USU's business activities. The USU Group defines sustainable action as striking the right balance between the three dimensions of sustainability – economic, ecological and social – and incorporating the interests of stakeholders into its decision-making processes. USU is aware that this is a complex process and that interdependencies cannot always be fully assessed in advance. However, USU endeavors to continuously challenge itself and develop in order to ensure that its actions make a positive contribution to its stakeholders and society. USU designs value-adding and exchange processes based on the market, the environment and society. The Management Board and the company's managers and employees accept their responsibility. Sustainability and socially and ethically aware actions have been implicitly practiced at the USU Group since its formation and are a fixed element of its corporate culture. For USU, this is a continuous improvement process that we can only achieve by maintaining a constant dialog with our stakeholders.

Social responsibility at USU Software AG has many facets and is strongly anchored in our business management and business strategy. USU does not currently have a dedicated sustainability strategy,

but rather an overarching general business strategy from which all the other sub-areas are derived. One of these sub-areas is sustainability. The overall strategy comprises the three business principles of "Company, Customers & Products," which form the basis for the company's corporate values, its commitment to sustainable action and its operational planning. The "Company" principle means that USU strives to be an attractive company for employees, investors and all those in its environment. This means dealing fairly and respectfully with stakeholders and focusing on ensuring awareness and perception of its ecological and social responsibility. This is the only way for the company to ensure its long-term success and to become more attractive to employees and investors. The "Customers" and "Products" principles also contribute to ensuring the USU Group's sustainable success. USU's actions are geared towards its customers, to whom it offers individual software solutions. This individuality and proximity helps the company to establish long-term customer relationships and partnerships. USU's products also stand for excellent software-based solutions with a high degree of innovation. The quality of its products and the development of new innovations play an important role in the company's long-term success.



The USU Group has an identity-forming corporate philosophy that was developed by USU employees on the basis of many individual discussions, surveys and workshops with all stakeholders as part of the internal “More-U” project. In an intensive communication process, the Group’s values as well as its mission and vision were devised, defined, validated and adopted together.

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

The USU vision emphasizes the direction and goal that USU is moving toward and highlights the goal for consumers, end users and citizens all around the world to come into contact with USU services: 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 especially dependent on the performance and knowledge of its technical and management employees. The company is reliant on highly qualified personnel in order to continue to satisfy market demands and individual customer requirements in the future. The shortage of technical and management employees within the industry makes it important to remain an attractive employer. The loss of management staff or employees in key positions can be just as detrimental to the company as the failure to attract new knowledge carriers. To counteract this risk, human resources activities focus on the recruitment of technical and management employees and the motivation and retention of existing staff. A variable component in the salaries of a substantial number of employees, which acts as an additional performance incentive to reward target attainment, should also be seen in this context. In addition, the Group offers an extensive and flexible company car scheme. The USU Group is also continuously investing in the development and professional training of its workforce as part of its career model. In addition to specialist training courses and the further development of soft skills, USU offers refresher and consolidation courses. Furthermore, in 2023 USU will launch a 36-month loyalty program that will distribute a loyalty bonus in the spring of 2026. Similarly, preparations are underway for a stock program to allow employees to buy discounted USU shares.

A common system of values, short lines of communication, an informal working environment and a number of staff events round off the diverse range of measures in this area. Although the USU Group considers the shortage of technical and management employees to be a significant human resources risk, the acquisition of additional qualified employees and the associated expansion of the Group's workforce represents a major opportunity to fully exploit the existing growth options in product and service business.

The USU Group is also involved in a number of activities that can be subsumed under its commitment to sustainable action.

This includes

- expanding dual training and promoting new talent in order to secure technical and management employees for the long term;
- a pronounced social and cultural commitment, with a particular focus on regionality and relevance to the company's environment;
- ergonomic office furniture for all employees;
- flexible working hours and part-time models;
- the services of a company doctor;
- flexible options for working from home;
- freshly cooked meals every day and free fruit depending on the respective location and free water dispensers to reduce resource consumption by using fewer disposable bottles;
- giving employees the opportunity to use bicycles and Pedelecs leased through the company;
- special support for company cars with a good carbon efficiency class, especially electric vehicles;
- optimizing electricity consumption, e.g. by systematically switching to LED technology or virtualizing servers;
- ensuring a balanced carbon footprint for electricity and fuel consumption in Europe by implementing energy-saving measures and purchasing climate protection certificates.



The Management Board and the company's managers intend this to create a transparent view of the company for employees, customers, partners and shareholders of USU Software AG.

The action areas identified in preparing this report are intended to help to increase awareness for key issues, record their status and document improvements.

Without orienting its efforts in the field of sustainability towards a single international standard for sustainable business activity, the USU Group acts in accordance with statutory provisions and the ten principles of the United Nations Global Compact and the core labor standards of the International Labor Organization (ILO).

Materiality

The objective of and requirement 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 this economic success. These include not only good, long-established customer relations, strategic partnerships and cooperation projects with universities and institutes, but especially motivated employees who practice this way of thinking day in, day out – true to the motto "Knowledge is the Market".

Success is not possible without cooperation based on mutual trust. And trust has to be re-earned every day. The basic principle behind this is dealing openly, fairly and respectfully with each other – not just in-house, but also with customers, shareholders and business partners. To this end, the USU Group's workforces have formulated basic values and objectives – in team meetings with colleagues and across all divisions and locations. Everything important has been summarized in core statements. These guidelines are valid as a general assessment and as goals, to which all employees repeatedly readjust.





Curiosity

- Re-examining and questioning the status quo on an ongoing basis
- Willing to learn to take the next step
- Being open for new ideas, issues, perspectives
- Taking an interest in people
- Understanding feedback as an opportunity of moving forward



Community

- Boosting and maintaining the special USU spirit
- Acting and performing as a team (also across divisions)
- Providing support to each other, not opposition
- Promoting the diversity of different types of people
- Discussing in a critical and always constructive basis



Joint responsibility

- Executing tasks independently and reliably
- Proactively taking responsibility and advancing new ideas
- Responsible empowerment – with clear objectives, assistance and feedback
- Reaching decisions based on the situation, as far as possible on a team basis



Consistency

- Acting a role model
- Taking decisions and implementing them on a sustained and comprehensible basis
- Maintaining standards across the Group
- Avoiding exceptions to standards, showing repercussions if necessary
- Aligning action to long-term corporate strategy on a targeted basis



Sustainability

- Developing strategy and portfolio from a holistic, long-term perspective
- Aiming to create a balance between economic success, environmental responsibility and social action
- Nurturing long-term good relationships with all stakeholders (customers, suppliers, partners, shareholders and employees)
- Reducing the ecological footprint (carbon emissions, energy)



Passion

- Loving what we do and fighting for implementing our vision
- Going the extra mile if needed
- Mobilizing all resources for project success and customer trust
- Showing initiative and actively bringing in ideas
- Getting involved as part of the company rather than just an employee

Employees

Anyone who develops and distributes software works with people, for people. That is why non-monetary targets play a central role alongside traditional monetary targets in the activities of USU. Surveys to determine further potential for improvement are thus also performed at regular intervals. The USU Group obtains support from independent external service providers in some cases. The successful integration of new colleagues – especially from the newly acquired USU subsidiaries – also reflects the sustainability of USU's corporate culture. This is further demonstrated by the results on the employer assessment platform kununu, where USU has received the "Top Company 2023" and "Most Wanted Employer 2022" hallmarks. From a positive working climate to the diversity of their work, USU's employees are satisfied or very satisfied with their company in almost all of the aspects evaluated. This means USU belongs to the exclusive group of best employers. USU's profile has hundreds of thousands of hits, thereby reflecting the relevance of the portal for many interested parties and potential applicants.

USU has also been recognized as one of "Germany's best employers". This award, from the Great Place to Work® institute of Germany, reflects USU's particular commitment to shaping a trusting and beneficial culture of cooperation within the company. The most recent evaluation in 2020 found USU to be one of the 100 best employers in Germany, which means that it ranks among the top 15% of the participating companies.



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In this context, USU continuously provides its employees with high-quality further training in order to ensure that it has access to the necessary expertise in the future. Accordingly, human resources are one of the main focal points of the USU Group in terms of sustainability.

Together with the IMWF Institute for Management & Economic Research, the F.A.Z. Institute conducted a study investigating the employer qualities of around 15,000 German companies in which USU Software AG was certified as "Germany's most sought-after employer 2022".

Social commitment

As an SME software firm, the USU Group views its social commitment, especially in the regional area, as an especially important aspect of sustainability. The company is aware of its social responsibility and is keen to play its part in the development of the region. It is only in an intact environment that is also characterized by suitable living standards for employees and their families that the company can also be successful in the long term. Even when choosing who they work for, employees are giving more and more weight to soft factors such as social commitment and sustainability. The shortage of specialists in the IT sector means that it is especially important to convey the company's DNA, consisting of an in-depth understanding of shared values and a very clear focus on staff, to the outside world. In addition to the direct contact we foster with our immediate surroundings, USU also contributes to society in the form of donations and sponsorship as well as its material resources and expertise. This strengthens the company's image with the public and in society, and allows it to not just be a good employer, but to be seen as one as well.

Customer focus and innovation

To be economically successful in the long term, it is important not just to take social and environmental sustainability aspects into account, but also to invest in a high level of customer satisfaction and innovation. Long-established relationships with customers and, consequently, their satisfaction particularly influence the corporate success of the USU Group as a software firm. Innovation is the key to safeguarding the future in response to the challenges of digital transformation. Among other things, it defines the cooperation with customers and partners, leads to the development of new products and services, and to the implementation of new business models. At the same time, alongside internationalization and acquisitions, USU regards "innovations" as one of the three central growth pillars of the USU Group.



Environment

USU works in the IT sector. Given its business model as a software firm, the company's environmental impact can be considered relatively minor compared to other companies. Furthermore, the USU Group's Management Board, managers and workforce have been practicing an efficient approach to resources and working sustainably for many years.

In 2018, USU was audited in accordance with DIN EN 16247. The new German sites in Möglingen and Aachen were audited in 2021. In addition, the consumption data of all foreign sites are recorded and evaluated. The energy audit of all German sites is valid until 2023. USU Software AG has a balanced carbon footprint for its electricity, fuel and paper consumption in Europe for 2020. Together with its partner First Climate, the relevant emissions at the various sites were recorded, analyzed and calculated. The emissions generated in 2020 were offset by a climate protection project carried out by USU Software AG. USU uses emissions certificates to support a project for clean drinking water for schools in Nigeria. Since the project began in September 2014, more than 10,000 schools have been provided with reliable, low-cost water treatment technologies, ensuring that more than 3 million school children have access to clean drinking water.

The data for 2021 and 2022 are not yet available. The company is striving to become a climate-neutral business in 2024.

Objectives and implementation status

USU's sustainability objectives are also discussed at the regular strategy meeting on strengths and potential for improvement. Each of the sustainability action areas – cost-effectiveness, the environment, employees and society – are considered. The focus when setting targets in the area of sustainability lies in the human resources and energy management of the USU Group.

Human resources management

→ Increasing the Group's headcount to 800 employees

Status: As of December 31, 2021, the Group's headcount was up by 2.5% year-on-year at 750, which reflects concerted growth in the workforce but is still below the target. The pandemic has meant that it has not been possible to continue recruitment at the same high pace as in previous years.

→ Increasing the number of apprentices from 10 to 15

Status: With 19 apprentices/students at the Cooperative State University working for USU as of December 31, 2022, the target for the year has been outperformed in the reporting year as well.

→ Increasing the share of women in the overall workforce from 27% to 30%

Status: As of December 31, 2021, the share of women in the workforce as a whole was 27.1%, still falling short of the target as the share of women applicants was relatively low. This notwithstanding, the share of women in the overall workforce will be actively increased in the years ahead.

→ Increasing the share of women in management positions from 10% to 15%

Status: As of December 31, 2022, the share of women in management positions was 10.9%, and therefore below the prior-year figure and the target. However, an increase in these figures is already being observed in 2023. Accordingly, the share of women in management positions will be expanded further in the years ahead.

→ Keeping the sick rate below 3%

Status: At 3.7%, the sick rate for Germany in 2022 was

higher than in the previous year and above the target of 3%, essentially due to colds.

→ Reducing the staff turnover rate to below 10%

Status: In the 2022 reporting year, the staff turnover was 12%, above the figure for the previous year and also above the target level of less than 10%.

→ Increasing the number of training and development days from 2 to 2.5 days per employee on average

Status: Thanks to the expansion of virtual training options, the number of training and professional development days throughout the USU Group averaged 2.8 days per employee, which is still higher than the target.

Environmental impact

→ Increasing the share of electric vehicles from 1% to 10% by December 31, 2025

Status: As of December 31, 2021, the share of electric vehicles in the USU fleet is 6% and that of hybrid vehicles 37%, resulting in a combined share of electric and hybrid vehicles in the USU fleet as a whole of 43%. The installation of the company's own charging stations at its respective locations suggests that this figure will rise even further. In 2022, the share of electric vehicles in the USU fleet was already 12% and that of hybrid vehicles 49%, resulting in a combined share of electric and hybrid vehicles in the USU fleet as a whole of 61%.

→ Reduce annual electricity consumption by 2%

Status: From 2020 to 2021, the total electricity consumption of the USU Group Germany (not including Munich) declined by 4.3% as a result of the ongoing centralization of Group IT and the associated centralization of IT hardware, including the selection of more energy-efficient IT hardware components (such as servers, air conditioning, laptops). And including the international Group subsidiaries/locations, USU reduced its power consumption by 2.4% despite the first-time inclusion of the US subsidiary USU Solutions Inc. and its Boston site. This positive trend will be retained or improved moving ahead.

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

Value chain

The value added by the USU Group predominantly takes place within the company itself. As the USU Group has a service-oriented business model, the issue of a "sustainable value chain" is less relevant than in the manufacturing sector.

USU codes of conduct apply to internal processes in sales, marketing, human resources and purchasing, and 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, speak out against forced and child labor and prevent corruption. These policies are described in the USU Compliance Manual.

The USU Group pays special attention to a regional focus when selecting its suppliers. This helps to ensure short journeys and to promote regional integration. For example, regional manufacturers are used where actions are guided by integrity and appropriate payment of their employees is guaranteed.

The suppliers of the USU Group with the largest delivery volumes are a telecommunications company, a mobile communications provider, a large manufacturer of office supplies and several carmakers. These companies have established high standards for their own social and environmental conduct, which means that there is no need to impose USU's minimum social and environmental standards. When selecting other suppliers, attention is naturally paid to their environmental and social conduct, but they are not required to comply with minimum environmental and social standards on account of the low delivery volume and the low number of orders. Attention is furthermore paid to the sustainability of the products purchased – especially as far as office supplies are concerned. This will also benefit from the centralization of procurement activities. In addition, social aspects such as protection of employees' rights and consistent occupational safety are a requirement.

In addition to permanent employees, a large number of freelancers work for the USU Group and they can be used in project business if necessary. Neutrality is maintained when selecting these freelancers and only objective criteria are considered in the selection process. 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 the Chairman of the Management Board Bernhard Oberschmidt. He ensures that sustainability is always taken into consideration in business decisions and he is in charge of all environmental and social issues.

The sustainability team is in charge of the operational implementation of sustainability issues. It consists of the Assistant to the Management Board, the Managing Director for Human Resources and Legal, the Energy Management Officer and the Facility Manager.

Rules and processes

The corporate strategy of the USU Group is specified in the form of targets, actions and projects in addition to rules of conduct and process instructions.

Potential improvements, derived for example from employee and customer feedback and ideas, are integrated in the sustainability strategy with a view to a continuous improvement procedure.

Employee suggestions are currently passed on by e-mail to the relevant office. If cross-divisional issues are involved, the suggestion is assessed by the person in charge and, if the assessment is positive, put into practice.

In order to systematically identify the opportunities for economic energy savings and quantify them, an energy audit in accordance with DIN EN 16247 has been carried out since 2018. A specialist team regularly assesses energy efficiency, energy utilization and

energy consumption and arranges for the activities to be reviewed by a regular external audit. To reduce gasoline consumption at the company, and thus carbon emissions as well, the guidelines on business travel stipulate public transport as the preferred means of transport, for example. A Bahncard 100 rail card is optionally available to employees as an alternative to a company car. To encourage employees to drive an environmentally friendly car, they receive an additional bonus when they choose a car from a good efficiency class. In addition to the switch to LED lighting, old PC desktops are gradually being replaced by new, power-saving laptops. Moreover, careful attention is paid to various green certificates in purchasing decisions, for example when choosing printer paper, and to energy efficiency when selecting new data centers and the use of waste heat.

A new, energy-efficient building at USU's headquarters in Möglingen was completed and moved into in summer 2020. USU Campus provides a great deal of space for flexible, agile work. On an area of 1,300 square meters, there are light-filled workplaces, training rooms and presentation and exhibitions space. A centrally managed gas absorption heat pump, heated/chilled ceilings, bike racks with charging for e-bikes and a two-story underground garage with 37 charging stations in total for electric vehicles round off the sustainable architecture concept. Also, a photovoltaic system was installed for the company's two buildings in Möglingen in the spring of 2023. The 186 modules have a total output of 78 KW. Five accumulators have a capacity of 97.9 kWh. The system generates solar power for offices as well as electric and hybrid vehicles.

Equal opportunities and diversity are particularly taken into account when recruiting new staff. That is why there is a code that contains binding regulations concerning how we recruit and treat staff. If regulations are not complied with, the company has an obligation to take action, which can include disciplinary consequences. These policies are described in the current USU Compliance Manual. USU's principles on diversity, equality and inclusion are set out in a DEI Policy that can be viewed on the USU website.

USU Group's management is aware that only healthy, balanced and satisfied employees can make an optimal contribution to value added and the company's

success. Health management is organized by two central areas. The Human Resources team is responsible for general measures, contact with health insurance companies, organization, financing/taxation, government subsidies and procuring offers from third parties, such as for calisthenics in the workplace or promoting memberships. Facility Management is in charge of activities by the company doctor, ergonomics in the workplace and suitable office equipment. It reports to Human Resources, which makes decisions on the planned activities in coordination with the Management Board.

In investment processes, sustainability factors are also incorporated when reaching a decision. For example, when selecting locations the stage of development and the understanding of shared values of the relevant country plays a major role.

As the economic success of the USU Group is especially dependent on customer companies, various processes have been initiated that are intended to ensure their satisfaction. It is not just the high quality of products that plays an important role. On the one hand, a variety of communication channels is available which allows the requirements and demands of the customers to be recognized and subsequently to be acted on and fulfilled. These channels range from customer surveys, through the company's annual specialist and customer congress and regular user groups, through to the constant direct dialog with the company's consultants. On the other, and in addition to the various communication options and feedback mechanisms, the fulfillment of customers' specific requirements is essential for ensuring their satisfaction. To satisfy clients' individual requirements, USU's software products are typically highly customizable. These refinements are made either by USU specialists or by the client's own personnel following training by USU.

To boost USU's innovation, which is a crucial component for long-term and lasting success, the company has been investing heavily in research and development for years.

The core of business activities and personal interactions is formed by USU's corporate culture together with its values and principles. This corporate culture – a central factor – was already characterized by trust and style when the company was founded in 1977. Although it was

still a small company at the time, its corporate culture was set out in writing as early as 1988. The company's mission statement was then updated with staff over several days at a workshop in 1993, and has been reviewed at regular intervals ever since. It was most recently completely updated in 2019 in the "More U" project. Although the mission statement is laid down in writing, the USU Group attaches great importance to continuing to keep the spirit of those words alive and awake through daily practice. This is demonstrated, for example, in the selection of new employees. Here, the maxim applies that employees' emotional and social skills are at least as important as their professional qualifications. Another indicator of a living corporate culture is the fact that the doors to the Management Board's offices have stayed open to all staff for 45 years – across all boundaries of hierarchy, department and discipline.

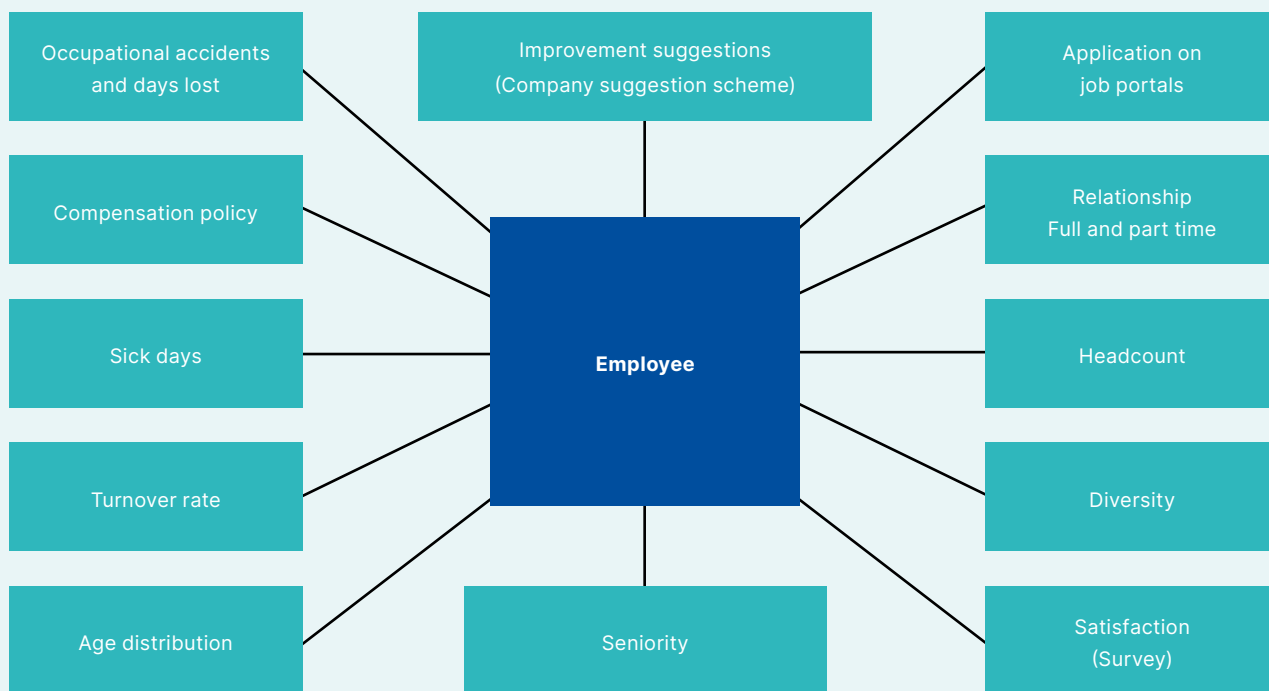


Udo Strehl, USU's founder and today the Chairman of its Supervisory Board, describes his understanding of corporate culture as follows: "For me, success is not just the financial profit that you see on the balance sheet at the end of the year. Surviving with an independent profile over the long term in a competitive market is the challenge. Only someone who can combine their day-to-day activities with their fundamental personal convictions is able to overcome this challenge. The same is as true for an individual as it is for a company. I believe a harmonious environment is the basis for cooperation practiced in a spirit of mutual trust. You have to earn and prove trust over and over again. Especially as a service provider in the fast-moving market of information technology. USU works with people, for people. This means that the company is compelled to approach people with openness and honesty in order to win their trust. The aim is to make state-of-the-art technology and expertise comprehensible and to integrate it in application solutions that the customer needs and understands. You don't earn trust through words, but through deeds. It is only by doing so that you can stand out in positive terms. That is what I stand for."

Control

In addition to the current key economic performance indicators, a variety of indicators related to sustainability are collected within the USU Group. In addition to the ongoing customer satisfaction surveys, the R&D ratio used as the basis for measuring innovation and total donations, specific performance indicators are measured and assessed specifically in the areas of human resources and the environment.

Human Resources



Key sustainability-related performance indicators are systematically collected from the Human Resources division and managed in-house.

Using the results as the basis, the Human Resources department elaborates measures to continue developing an employee-oriented corporate culture.

Environment

USU faces up to its environmental responsibility and actively strives to constantly improve energy efficiency. In conjunction with the operational energy management system, energy consumption and costs and thus the impact on the environment are systematically recorded using various performance indicators.

The key environmental performance indicators relevant for the USU Group are:

- Energy consumption: Electricity
- Share of renewable energy
- Fuel consumption
- Carbon emissions (electricity and fuel)

Incentive systems

All employees are aware that the number one corporate objective is sustainable, profitable growth. For USU, this means finding a balance between the economic, environmental and social dimensions.

The target agreements and remuneration for executives and employees are primarily based on commercial performance indicators and the long-term value added, such as efficiency enhancements in processes or the sustainable development of new services for customers. USU's economic success as a software company depends to a large extent on good client relationships and client satisfaction. However, achieving sustainability targets, such as customer satisfaction, is not yet an explicit element of target agreements and remuneration. Compliance with and promotion of sustainable action is, however, a fundamental requirement for all employees and is regarded as a precondition for long-term value added.

The entire workforce is encouraged to submit new ideas and proposals for improvements in the area of sustainability, which are then examined to determine their feasibility.

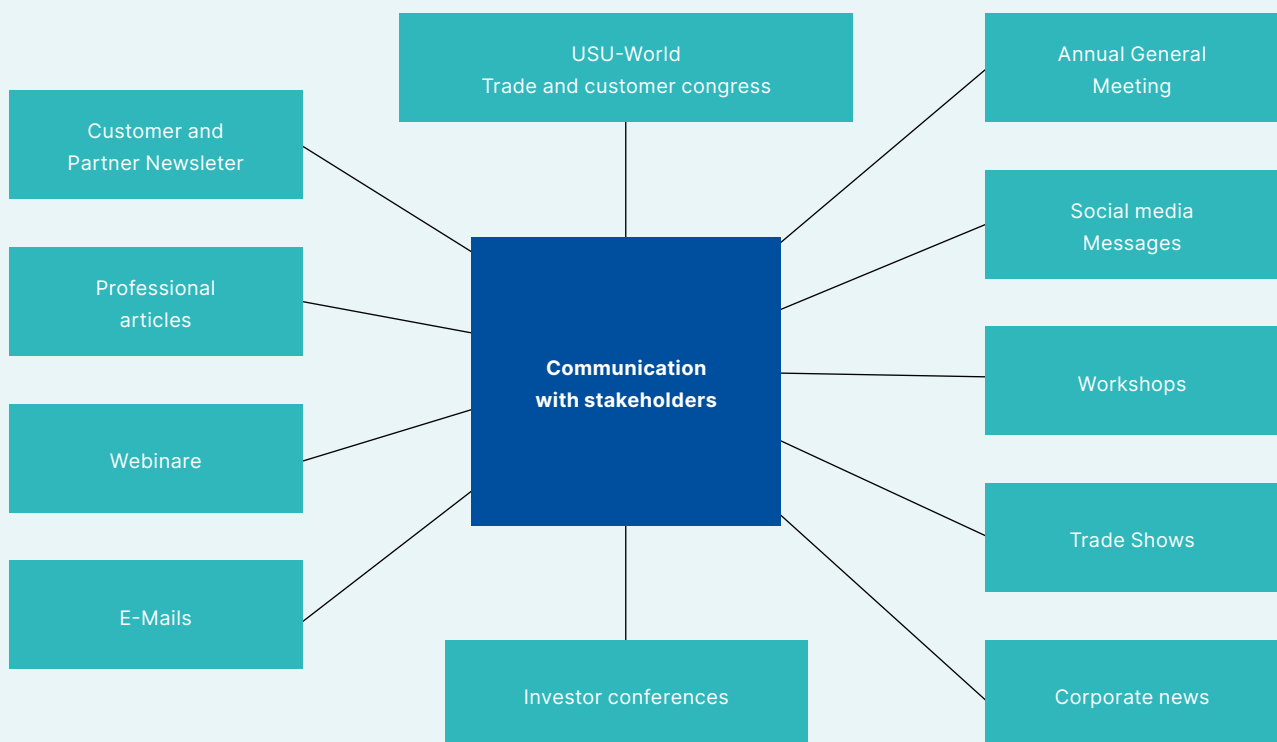
Remuneration policy

The remuneration of the Supervisory Board as the company's highest governing body is published in the annual report and is thus transparent. The total remuneration of the Supervisory Board comprises a fixed and a performance-based component. Total Supervisory Board remuneration is capped at 200% of the fixed annual remuneration.

Furthermore, the remuneration model for all managers of the USU Group establishes a variable component. Some of the individual target agreements also contain qualitative targets in the CSR action areas, such as product quality or customer satisfaction.

In Germany, where around 70% of Group sales are generated, the ratio of the total annual remuneration of the highest paid employee to the average level is around 3.5 (2021: 3.2), which again demonstrates the narrow spread of salaries.

All locations outside Germany together generate the remaining approximately 30% of Group sales and are not listed here due to their relatively low level of business activity.



Stakeholder engagement

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

Stakeholder groups are identified by means of a stakeholder analysis in conjunction with risk management. The USU Group sees existing and future employees, customers, shareholders, investors, suppliers and technology partners, communities, associations, the public and competitors as its most important stakeholders.

The active dialog with these groups is conducted on a regular basis using the most varied of channels. For all groups, a dialog is defined in a range of formats that vary in depth and number as circumstances require.

Thanks to active public relations work, the USU Group thus offers stakeholders transparency concerning its own activities – from both economic and social perspectives on the issue of sustainability. For USU, its employees, the customers, the community in the region and investors, are the stakeholder groups that have the greatest interest in and place the highest demands on the company's sustainability. This is why contact and dialog with these four stakeholder groups are particularly significant to USU's sustainable development and practices.

Employees

Identifying what employees expect and require is particularly important to the USU Group. An awareness of these is essential in being able to guarantee a tailored and sustainable Human Resources policy. That is why USU uses a variety of measures to foster a personal dialog with and among staff across different departments and divisions. As a Group-wide intranet, the USU Inside platform on Liferay technology offers the possibility of exchanging information, ideas and opinions. Published information and articles can be commented on, questions can be asked and ideas can be put forward. Wiki Confluence, MS Sharepoint, the project management tool Wrike and the USU e-learning platform are used for Group-wide knowledge documentation and communication. In addition,

employee surveys are conducted on a regular basis that offer among other things the opportunity to put forward suggestions, criticisms and requests for changes concerning various sustainability issues. All staff are invited to a kick-off event at the start of the year where the management strategy and objectives are discussed and the employees' questions are fielded. There is also another information event for all employees in the middle of the fiscal year. Moreover, the two-day onboarding event "U Step In!" is organized for all new employees, at which the strategy, organization and business units of the USU Group are presented, among other things. Furthermore, besides regular team-building activities, continuous professional development through seminars and training programs form part of the day-to-day working life of USU employees. A number of other events, including skiing trips, Christmas celebrations or summer parties, and the principle of keeping office doors open, round off the communication options. Owing to the COVID restrictions, many of these events had to be canceled in 2022 as well or were shifted to online channels such as MS Teams or Zoom.

Local authorities/schools/colleges/community (regional)

The local region in particular stands at the heart of the Group's community and social commitment. Here, USU supports a large number of benevolent, charitable and cultural institutions, organizations and projects. The constant dialog with the various groups within society is of great importance to the USU Group. It is only through intensive communication that it becomes possible to actively appreciate the different requirements and aspirations.

The close cooperation with schools and universities, which includes training courses, lectures and the participation of students at the Annual General Meeting of USU, allows them to inform USU of their needs. Various types of support and sponsorship are discussed together on a regular basis.

To foster the dialog with the Möglingen community, which is home to the headquarters of the USU Group, meetings with the local mayor are held as necessary, where options possibilities for supporting the community and joint projects are discussed, e.g. for the Möglingen church community or the Möglingen youth fire service.

Helping organizations, clubs, teams, sportspeople and artists from around the region is especially important to the company. Employees are encouraged to put forward suggestions for specific possibilities for supporting these groups. As a result of this opportunity, the requirements and the need of various interest groups from the region for support can be identified and also fulfilled where this is feasible.

Customers

The comprehensive fulfillment of customer needs and their special requirements is particularly important to the long-term success of the USU Group as a software house. Various communication channels are available for exchanging information and for identifying demands. The most intensive contact is between customers and USU's consultants, as it is here that a direct and constant dialog take place. Furthermore, long-established partnerships with existing customers promote optimal communication and the identification of growing demands. As a result of these close contacts, a joint and individual development of projects can be realized. The communication options are rounded off by regular customer surveys and USU's annual specialist and customer conference. Independent studies, such as market studies by Research in Action, attest to USU's high scores for customer satisfaction and a recommendation rate well above 90%. On its Gartner Peer Insights customer rating portal, Gartner Peer Insights allows international customer organizations to post detailed reviews of USU Software. USU's service management has a very high score of 4.7 out of 5, and the USU solution for license management also scores very well at 4.6.

Especially in times of crisis, trust is the best currency. F.A.Z.-Institut für Management-, Markt- und Medieninformationen GmbH has investigated the credibility of more than 15,000 companies in Germany. With 100 out of 100 possible points, USU Software AG scored highest in its industry and is a "highly trustworthy company".

Investors / Shareholders

As providers of capital, investors and shareholders have an especially large interest in sustainable corporate management. This is why it is important to provide these stakeholder groups with sufficient information

about business processes and to identify their requirements. Investors and shareholders have the option of contacting the internal representative for the USU Group's investors ("Investor Relations") with their demands and requirements, which are then forwarded to the Management Board. In addition, information is shared and interests discussed at the Annual General Meeting and USU's specialist and customer conference, to which investors and shareholders are also invited, and at various investor events where USU Software AG takes part. These events were primarily held online due to COVID. The investors and shareholders are actively informed of all key transactions and new developments through a variety of information channels, including the financial reports, press releases by e-mail and the use of the USU Group's homepage as an information platform. Sustainable investments are a central component of the avesco portfolio. USU's shares have been included in the sustainable investment fund for years. In 2022 as well, USU achieved an excellent result in its follow-up analysis and is one of the top companies in the Sustainable Hidden Champions Equity Fund.

Innovation and product management

The software products of the USU Group have only a minor impact on the environment throughout their entire development and lifecycle. Also as a non-manufacturing company, however, the USU Group has only 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 its own establishment and to minimizing its ecological footprint as far as possible. Through the virtualization of servers, the rising use of cloud solutions and the switch from desktops to environmentally friendly and mobile laptops and LED monitors, the company is gradually promoting the less intensive use of resources.

Virtually all the software products of the USU Group are also available as what are known as software-as-a-service solutions. This means that customers use USU's software as a service, with infrastructure and operational support provided by USU or purchased from a professional cloud provider. This guarantees

not only the highest data security, but also optimal utilization and energy efficiency of the server rooms.

To this end, USU has been using an energy audit in accordance with DIN EN 16247 for its German sites since 2018. The consumption data of all foreign sites is also regularly recorded and evaluated. Key energy performance indicators have been determined to monitor energy performance. These are documented and regularly reviewed. A team led by the energy management officer ensures that the energy efficiency, energy usage and energy consumption are regularly assessed, energy-efficient products and services are used and all activities are reviewed in regular audits. Guidelines for energy management have been produced, documented and communicated to the workforce. After USU reported a slight reduction in total electricity consumption of 3.6% year-on-year at its German locations (not including Munich), despite adding another site in Möglingen, as a result of the COVID pandemic in 2020, its corresponding electricity consumption fell by 4.3% from 2020 to 2021 as well.

The percentage of financial assets that have undergone a positive or negative selection test based on environmental or social factors is not known. However, in 2022 as well, approximately 1% of sales were invested in ergonomic office equipment and in the switch to energy-efficient hardware, air conditioning inverters and LED lighting. Furthermore, the consideration of environmental and social factors is firmly embedded in the M&A strategy of the USU Group. For example, only companies that are a cultural fit with the USU Group come into consideration for a purchase.

Environment

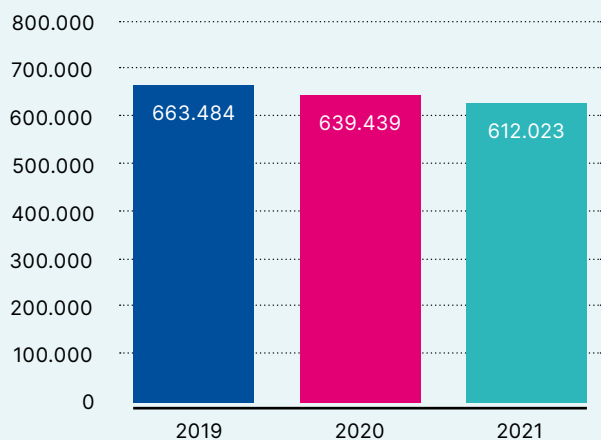
Usage of natural resources

The USU Group follows the same high demand for efficiency in its environmental policy as it does in its operating business. Negative environmental impact has to be avoided as far as possible, while consumables have to be used efficiently. As an IT company, the USU Group uses natural resources to a relatively low extent. Nevertheless, the management system includes the following performance indicators:

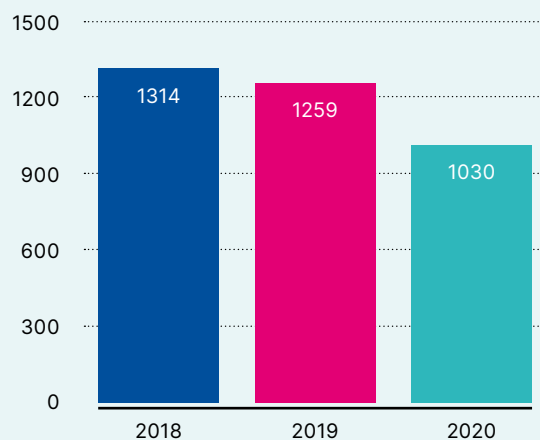
- Total electricity consumption in kWh
- Electricity consumption in kWh per MA
- Total energy costs in EUR (primarily electricity)
- Share of renewable energy (electricity) in percent
- Fuel consumption and average carbon emissions per car

As the USU Group is a non-manufacturing company, its water consumption is limited to the consumption usual in offices for restroom facilities and the consumption of beverages. Water dispensers are available to staff at USU sites to minimize the use of plastic bottles. The electricity consumption is also limited to the consumption that is normal in offices for lighting, heating and the use of electrical devices.

Gesamtstromverbrauch der USU Gruppe Deutschland (ohne München) in kWh



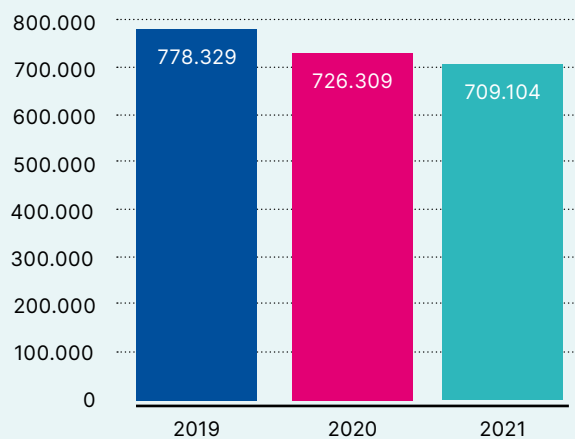
Stromverbrauch pro Mitarbeiter der USU Gruppe Deutschland in kWh



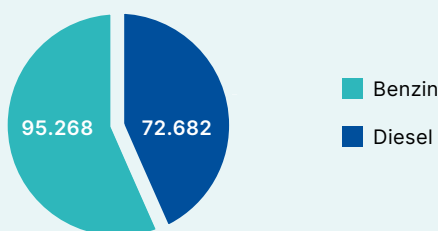
The above charts show both total electricity consumption of the USU Group Germany (not including Munich) and consumption per employee in Germany. The values refer to the years 2019 to 2021. The data are not available yet for 2022, as the offices are exclusively rented premises and the corresponding utility bills had not yet been received at the time that this report was prepared.

Consumption only relates to Germany, not including the Munich site as it uses an "all-in agreement" under which consumption volumes are not explicitly recorded. As stated above, total electricity consumption in Germany was reduced by 4.3%. Global electricity consumption was reduced by 2.4% despite the first-time inclusion of the US and the electricity consumption of the US subsidiary.

Gesamtstromverbrauch der USU Gruppe weltweit in kWh



Kraftstoffverbrauch der USU-Gruppe Deutschland in Litern 2021(in l)



The above chart shows the total fuel consumption of the USU Group (Germany) in liters, broken down by type of fuel. To maintain consistency in reporting, these key environmental indicators and all other indicators, such as electricity consumption, also refer to 2021. The figures for liters are equivalent to 2.58 trillion joules (2020: 2.59 trillion) for the fuel type diesel and 3.00 trillion joules (2020: 2.48 billion) for the fuel type gasoline. Total fuel consumption rose again slightly in 2021 following the decline due to the pandemic in the previous year, but was still significantly lower than consumption before the pandemic in 2019. This was largely because more meetings were held in person again in 2021. The increased demand for hybrid and electric vehicles in the fleet is another positive factor. Even though the share of gasoline consumption is up slightly as most of the hybrid vehicles are gasoline vehicles with an electric engine, the share of electric and hybrid vehicles in the USU fleet is now 43% and is set to rise further.

The USU Group's paper consumption is relevant as well. Alongside the hardware infrastructure, USU almost exclusively uses office supplies to perform its services. The vast majority of those supplies is still paper – with the downward trend continuing, as the endeavor to move to a digital, paperless office is resulting in fewer hard copies of documents being printed out. Employees are instructed to be economical in their paper consumption and printer use. Paper is

printed on both sides. Fax machines are hardly ever used now. The paper currently used by the USU Group bears the EU Ecolabel and is PEFC-certified. PEFC certification shows that the paper has been obtained from sustainable, managed timber sources. The paper consumption data for 2021 and 2022 are not yet available. 456,620 sheets of printer paper were used in 2020, equivalent to 2.96 t of carbon. The printers that are in use are predominantly multifunctional devices and can be found on the relevant office floors. Toner cartridges for the printers are sent for recycling. Sustainability is a key criterion – where possible – in the purchasing process for all office supplies.

Soil, land and biodiversity are not affected to a notable extent by the business activities of the USU Group. As the USU Group only produces software products and offers related consulting services, no materials at all or only negligible quantities are used for direct production and packaging. The details of the consumption of heating energy, cooling energy and water, waste volumes and disposal methods cannot be provided as the offices at all locations are rented and these details cannot be derived the utility bills available. If it were possible, the collection of the data would entail a disproportionately high workload. The consumption volumes correspond to the normal consumption in office premises. Steam is not consumed by the USU Group. No electrical power, heating energy, cooling energy or steam has been sold. Water was not drawn from any sources other than the local water supply companies. No hazardous or special waste at all is generated as a result of business operations. As a rough estimate, refuse in 2022 was 25% residual waste/ organic waste/packaging and 75% paper. Paper waste will continue to be reduced in the coming years as a result of the increasing use of electronic documentation and, for example, paperless invoicing. Environmentally friendly cloth towels in restrooms contribute to this as well.

The USU Group is striving to extensively avoid waste in its operations, for example by employing reusable systems for transport packaging.

Resource management

The USU Group is looking to minimize the negative environmental impact of its business activities as far as possible and to constantly increase its resource efficiency.

The USU Group has set itself the following target in order to reduce its ecological footprint:

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

The energy efficiency measures planned in conjunction with energy management concern the following areas:

→ **Lighting**

→ **Information technology (IT)**

→ **Building and vehicle fleet**

The offices of the USU Group are exclusively located in rented premises, which means that the company cannot implement its own energy efficiency measures. That is why a key aspect involves raising the awareness of staff and regularly communicating with them by providing training courses and information. For example, at the onboarding event, all new employees are made aware of the implementation of energy management and basic practices are discussed (e.g. avoiding stand-by consumption on PCs and monitors, switching off lights and conserving heat). Selected aspects of the energy management are also regularly discussed at management meetings to guarantee consistent implementation within the USU Group. Furthermore, there is an energy management section on USU's intranet, which is being gradually expanded.

The total electricity consumption of the USU Group Germany (not including Munich), and also the global USU Group (not including the US) is kept on a slight downward trajectory by the ongoing centralization of Group IT and the associated centralization of IT hardware, including the selection of more energy-

efficient IT hardware components (such as servers, air conditioning, laptops). This positive trend will be retained moving ahead. The stated medium-term goal is to reduce the electricity consumption of the USU Group Germany by 2% per year, which will be achieved by enhancing efficiency.

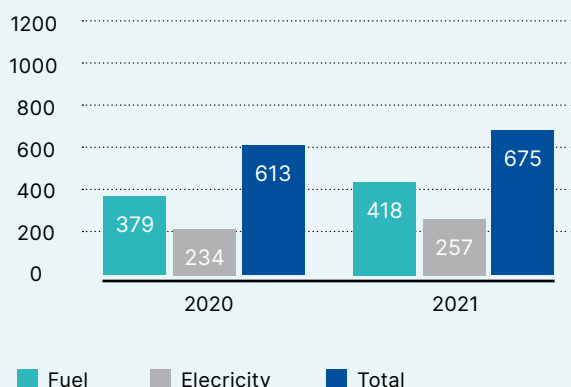
It is intended to achieve this by continuing to expand the measures mentioned above, such as the switch to LED lighting. In addition, the virtualization of the servers will continue to be built on. This will mean less hardware and thus also less cooling energy will be needed. Furthermore, the company is planning to increase its use of cloud solutions. The electricity that the USU Group will save as a result will be consumed by the respective cloud service provider, but they will be able to use the electricity that is utilized more efficiently thanks to innovative cooling technology methods. Huge savings potential will be achieved at the Spitalhof and Wagnerstrasse sites in Möglingen in 2023. The construction of a photovoltaic system including an accumulator will begin at these sites in the spring of 2023. A significant double-digit saving is anticipated.

There are also plans to further reduce fuel consumption. Realistic potential savings for this are to be calculated in the next few years. An annual budget of up to EUR 50,000 is available for efficiency enhancements.

Climate-relevant emissions

The USU Group views the protection of the climate and the reduction of greenhouse gases as one of the greatest challenges of our times and is therefore trying to keep its ecological footprint as small as possible. The energy management system focuses on carbon emissions caused by the vehicle fleet and the consumption of electricity. Other performance indicators are not currently collected for the reasons mentioned above, but will gradually be extended in the future.

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



The above chart shows the carbon emissions of the USU Group in Germany for 2020 and 2021. The rise in carbon emissions is due to the fact that gasoline-powered vehicles were used again more in 2021. Another reason is that the generation of 1 kWh of electricity 2021 caused higher carbon emissions than in 2020. The figures below related to the German locations of the USU Group:

Fuel CO₂ in t: 418
Electricity CO₂ in t: 257
Total CO₂ in t: 675

USU has made it one of its goals to continue reducing the carbon emissions caused by the fleet. The introduction in 2017 of an additional bonus in the form of a staggered annual payment has encouraged employees to choose a car from a good carbon efficiency class. There was a sharp rise thanks to the government subsidies for hybrid and electric vehicles. They accounted for 43% of the fleet as a whole in 2021 after 22.8% in 2020. Charging stations have now been installed and are in use in Aachen, Munich and Cologne in addition to those already operational in Möglingen.

USU also offers employees attractive leasing conditions for e-bikes. Furthermore, the business travel policy provides for internal meetings in particular to be conducted via digital communications and for business trips to be carried out primarily using public transport. Traveling by air to project deployments is extensively avoided. The level of business travel fell dramatically during the COVID pandemic and has recovered only slightly by the end of 2022.

In addition to saving electricity, USU is also endeavoring to expand the share of electricity from renewable energy sources. The following table shows the share of electricity from renewable energy sources (if available) and the respective electricity consumption for the individual companies and locations. A majority of the electricity contracts were gradually switched to green electricity tariffs. Worldwide, USU used 52% green electricity in 2021. The total share, including climate-neutral electricity, is 70%. The company does not yet have exact data for 2022.

Company/ location	Share of renewable energy/ climate neutral	Electricity consump- tion in kWh
USU Technologies GmbH Cologne	100 %	9.638
USU Technologies GmbH Aachen	60% / 100 %	171.478
USU Technologies GmbH Marburg	100 %	18.450
USU Solutions GmbH	60% / 100 %	58.054
Omega Software	100 %	23.343
USU Bonn	60% / 100 %	67.000
USU Berlin	60% / 100 %	18.973
USU Möglingen Bahnhofstr.	60 % / 100 %	44.187
USU Möglingen Wagnerstr.	60 % / 100 %	28.220
USU Möglingen Spitalhof	60 % / 100 %	167.917
USU Karlsruhe	60 % / 100 %	17.314
USU Munich	46 %*	n/a
USU SAS Paris	24 %**	27.129
USU SAS Lyon	24 %**	n/a
USU SAS Sophia	24 %**	n/a
USU Software s.r.o. Brno	12,8 %**	25.993
USU Software s.r.o. Prostějov	12,8 %**	46.353
USU Solutions Inc. Boston (USA)	20,01 %**	19.761
*National German average in 2021		
**National average of respective country in 2021		

The reduction in carbon emissions achieved as a direct result of measures such as the reduction of electricity

produced by replacing lighting and air conditioners has not been measured, as the extent to which electricity consumption was reduced as a result of which measures cannot be precisely verified.

Society

Employment rights

The business locations of USU Software AG guarantee the protection of employment rights within the framework of the German legislation here. At its international locations as well, which are exclusively located in Europe and the US, the company is committed to the core labor standards of the International Labor Organization (ILO) and to the UN Global Compact.

Staff involvement is an integral part of the corporate culture of the USU Group. The company's management attaches great importance to the opinion of each individual and creates ways in which these opinions can reach top management. The door to the members of the Management Board and to the human resources management is literally open in principle to all staff without having to schedule a meeting. Management advocates constructive criticism and shares its opinion. Employees must be encouraged to contribute criticisms constructively and openly. This is also consistent with the guiding principle of continuous improvement. Employees can also contact management anonymously and indirectly through their staff representatives, who then discuss their concerns with management.

There are a number of feedback mechanisms for all employees to bring up issues related to sustainability, for example on the intranet or through the employee survey that is conducted on a regular basis. Information from the Management Board, the company's managers and the various departments is regularly published on the intranet. All employees have the chance to express their opinion and to take part using a comment function. Regular workshops are offered on product development, product design and the improvement of internal processes. Employees are involved at an early stage in office relocations or renovation measures and asked for their suggestions and wishes so that these can be taken into consideration where possible in planning and implementation. Staff can also contact the Internal Service and the IT department directly when it comes to changes to their personal workstation (office

equipment, furniture, IT equipment). The regular employee surveys that are carried out on various subjects, such as management, job satisfaction and workplace culture in addition to individual issues such as sustainability, allow the overall feeling within the company to be systematically monitored. The analysis of the employee survey is forwarded to the company's managers and staff, providing an opportunity to address emerging problems, suggestions and shortcomings. With a Group-wide employee survey USU regularly participates in the competition to be named Germany's best employer run by the Great Place To Work Institute. The most recent survey, from fall 2020, produced a trust index, which includes questions on credibility, respect, fairness, pride and team spirit, of 79% – an excellent result achieved by fewer than 5% of companies. An active feedback culture is generally practiced at the company. The members of the Management Board and the heads of the business divisions regularly hold meetings with all staff in their division and actively ask for feedback from them.

The employees of the USU Group do not receive any direct share in the profit. However, they share indirectly in the company's success through variable salary components, which are linked to factors such as the company's profits.

Equal opportunities

A fair and respectful corporate culture is very important to the Management Board and the managers of the USU Group. This includes respect and appreciation for each individual and it includes treating each other politely and fairly whatever the situation. The latest employee indicators, which are presented below, for this criterion and criterion 16, Qualifications, refer to USU Group Germany and for the first time – with a few exceptions – the Group as a whole. Further details can be found in the USU Compliance Manual.

Equal opportunities, diversity, integration

For the USU Group, equal opportunities means that each applicant or employee can have the same opportunities for hiring and promotion in the USU Group, regardless of their gender, sexual identity, race, ethnic origin, religion or belief, age or disability. USU's principles on diversity, equality and inclusion are set out in the DEI Policy.

USU understands the term diversity to mean the positive contribution made by the social diversity of staff to enriching and changing the corporate culture, especially in the recruitment of new employees and in the international environment. For us, the vision derived from this definition means: We want to develop the diversity of the workforce and believe that this enriches our corporate culture. As part of the Group's internationalization strategy, we are looking to employ and enhance the career opportunities of staff who can contribute special skills in terms of languages and (professional) experience in other cultural circles and who are also happy to be deployed on international projects. USU had employees from 49 countries of birth as of December 31, 2021. Moreover, the hiring of and affirmative action for women within the company are supported in order to create a more balanced employee structure. For this reason, USU's goal is to increase the share of female employees in its departments, in particular in the areas of consulting and development and in middle management. In addition, an increase in the number of staff with international experience and multilingual skills is pursued, especially for projects abroad.

To achieve these goals and to promote the integration of staff in teams, USU relies on the cooperation of various employee groups. For example, attention is paid to ensuring mixed teams in professional development programs such as "U Step Up!" on social and specialist skills and in projects and development work. Furthermore, the USU Group organizes workshops to enhance cooperation. Also, the company's managers and the members of staff representation committee receive training on the German General Act on Equal Treatment. Participation in online training for diversity, equity & inclusion (DEI) is mandatory for all employees.

In 2022, the share of women in the workforce as a whole was 27.1% and the share of women in management positions was 10.9%, which is down on the previous year and below the company's stated target. However, an increase in these figures is already being observed in 2023. The Management Board consisted of two men in 2022, and the Supervisory Board two men and one woman. The share of women on the Supervisory Board is thus 33.3%. To increase the share of women in the workforce and in management positions in particular, women with the same qualifications are favored for

recruitment and promotion.

The premises (access, restroom facilities, workstations, etc.) of the USU Group's locations allow step-free access and are wheelchair-accessible. In addition, the possibility exists of adapting the company cars for employees with physical impairments. These conditions allowed the USU Group to employ 22 people with severe disabilities in total in 2022, an increase of 15.8% as against the previous year.

The recruitment of foreign IT employees forms part of the efforts to secure the foundation of specialist staff. The employment of foreign workers is encouraged, for example by enabling them to acquire a Blue Card, the work permit for highly skilled non-EU citizens. However, the number of employees who come from minority groups is not recorded.

It is not only the professional qualifications that count, but also emotional intelligence when it comes to selecting employees. No one is discriminated against on account of their gender, age, religion, appearance or ethnic origin. The USU Policy on Diversity, Equity & Inclusion (DEI) contains mandatory regulations on this. The USU Group is proud that again it did not have to report any case of discrimination in 2022.

Fair and appropriate remuneration

Fair remuneration is paid according to the work done and the qualifications required, the level of education expertise, the responsibility taken (technical/personnel) and the length of service. This remuneration is also set at standard levels for the industry.

Once a certain annual salary is reached, all employees receive a target salary that includes a variable component. This variable component is paid out in full if 100% of the targets are met and is accordingly higher if the target achievement rate is more than 100%, while a maximum of double the variable component is paid out from a target achievement rate of 160% and above. The target salary, the variable component and any pay increases are calculated within the framework of the existing job levels (junior, consultant, senior, chief, executive). This guarantees that pay is fair in terms of comparable target and performance-based remuneration.

The targets are discussed and defined jointly by the

manager in charge and the employee each year. The personnel officers conduct a salary review with each employee once a year.

One aspect of remuneration at USU is an annual budget for a company car or a Bahncard 100 rail card, or an alternative financial settlement if the employee does not use a company car. All employees (except at junior level and employees in the administration who have been employed for fewer than five years) receive the benefit described depending on the level of their position. A corresponding table is posted transparently and can be viewed by all employees on the intranet.

For 2023, USU has set up a loyalty program that will run for 36 months. A loyalty bonus will be distributed in the spring of 2026. Furthermore, preparations are underway for a stock program to allow employees to buy up to 75 USU shares at a discount of 50%.

Health protection, reconciliation of family and work life, occupational safety

The USU Group complies with all standards of occupational safety. Ergonomic computer workstations are guaranteed for employees. Regular inspections on-site inspections take place for this purpose. Also, a company doctor is regularly on site to review the design and ergonomics of employees' workstations. Documented accident prevention regulations are in force for all areas, e.g. relating to the use of cars and to the office workplace. The Group officer for this issue is the Facility Manager. There is also regular training on the e-learning portal.

Employee health is a top priority. Only healthy, balanced and satisfied employees can make an optimal contribution to value added and the company's success. A company's workforce is its most valuable asset, and its value added is essentially built on their expertise and consulting performance. This also includes enabling employees to create and maintain a balance between their professional and private interests.

Hence, a key aspect of the USU Group's health management is promoting work-life balance. To guarantee an appropriate work-life balance for employees and to enable individual and flexible work, employees can schedule the times they work flexibly

and on their own initiative – no core working hours are set. Furthermore, a wide range of time models and part-time offers are available. For example, staff have the possibility of gradually reducing their work hours of being able to take more days' vacation in return for a pay-cut. Furthermore, staff can take individual days of the week off by compressing their work hours. Naturally, employees also have the option of working from home thanks to the work from home policy. Especially during the COVID crisis, more than 90% of employees worked from home at times.

To promote employees' health and to raise their awareness of its importance, there are regular and voluntary sessions for calisthenics and ergonomics in the workplace, plus other presentations on stress management, for example, in order to prevent burn-out. Moreover, the company's management is encouraged to address issues such as burn-out and work-life balance in an annual meeting. USU also offers a company medical service with regular consultations, vaccinations, medical check-ups, etc. Health offers and memberships, for example at a fitness studio, are also promoted. There are regular running groups as well as badminton and volleyball matches. Employees also have the opportunity to attend first aid seminars and road safety training free of charge. Fresh food is cooked every day in the bistro at the company's headquarters in Möglingen, and free fruit is available at all locations.

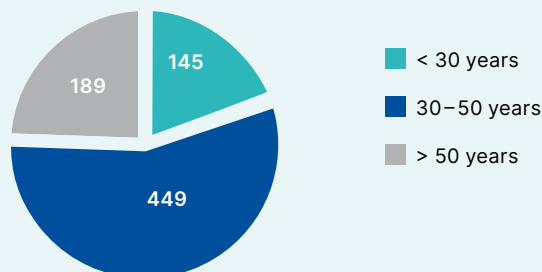
The USU Group's work in the field of health management is validated by the comparatively low sick rate of 3.7%. This is well below the average for all companies – which was 5.4% among those covered by state health insurance in Germany alone in the first half of 2022, according to the German Federal Ministry of Health. Data for 2022 as a whole were not yet available from the Ministry at the time that this report was finalized. It is also good to know that there were again no industrial accidents, no work-related illness and no work-related deaths at USU in 2022.

Qualifications

The corporate success of the USU Group is based on the knowledge and skills of its employees, their professionalism, their character and their creativity. USU sees itself as a learning organization, in which each employee transparently shares their knowledge and newly acquired skills for the company and their co-workers. Continuous professional development programs and training courses characterize the world of work and careers at the USU Group. These are carried out on the basis of individual specialist requirements regardless of age, gender and career stage. There was therefore an average of 2.8 days of training and continuing professional development per USU employee in 2022.

It is important for the USU Group to align training and professional development measures closely with the strategy in order to have the right skills profiles available at the right time and to motivate staff to take part in the company's development. To counter the effects of demographic change, the technical and social skills of older employees are promoted in particular on the one hand, while great importance is attached to reinforcing the education and training of young people on the other. Mixed teams help to ensure that the abilities of the various employee groups complement each other well. The age structure of the workforce of the USU Group Germany for 2022 is as follows:

Age Structure of the USU Group Germany 2021



As in the previous year, this works out as an average age within the USU Group of 41. A breakdown of the age structure by employee category is not available. The Supervisory Board of the USU Group consists of one female and two male members, each of whom is older than 50.

USU's in-house personnel development and training program "U Step up!" has formed an important building block of the company's philosophy for many years. The individual modules are tailored to the different employee groups and their body of experience – from career entrants (Young Professionals) and experienced professionals (Senior Professionals) to executives. The program provides a broad range of technical and methodological training courses in addition to workshops on social skills. Key areas include supporting and managing projects, designing change processes and communicating with customers and colleagues.

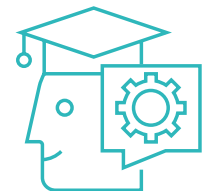
To take individual needs into consideration based on employees' specific training opportunities, staff are asked at their annual performance reviews and the necessary requirement is assessed. A tailored training program is accordingly produced for each individual, which is defined each year and can be adjusted in line with any change in circumstances. Among other things, individual offers are provided for staff, including training and certification in international project management standards or individual and project-based offers for IT skills development and certification.

USU strengthens the management skills of its current and future managers using the "Executive training" course module. This is a regular two-day seminar for

managers, including the Management Board and the company's founder, that includes a block on team building.

The USU Group offers both a range of apprenticeships for different career profiles and the possibility to complete integrated courses of study. Apprentices also have the opportunity to attend external seminars. Furthermore, the USU Group encourages employees to work on dissertations and doctoral theses. In 2022, the USU Group employed 19 apprentices and students at the Cooperative State University plus 39 interns and students on work placements.

In addition to professional development and training measures, a distinct focus is placed on health management so that employees of the USU Group can apply their services to the best possible effect over the long term. The focus is on an appropriate work-life balance and options that raise awareness, build team spirit and promote employee health. These measures are described in more detail under criterion 15, Equal opportunities.



The table below provides an overview of all key personnel indicators of the USU Group collected in 2022 plus reference values for 2021.

Overview of the key personnel indicators of the USU Group

	2022	2021
Number of employees Group-wide	783	753
Number of employees in Germany	628	607
Number of apprentices/Cooperative State University students	19	16
Number of students on work placements/interns	39	34
Number of temporary workers	8	8
Number of severely disabled employees	22	19
Share of women in the total workforce	27,1 %	28,3 %
Share of women in management positions	10,9 %	13,7 %
Share of women on the Supervisory Board	33,3 %	33,3 %
Share of employees with a university degree	67,7 %	69,7 %
Average age	40,6	41
Number of employees working part-time	17,3 %	19,3 %
Sick rate	3,7 %	3,0 %
Turnover rate	12 %	7,4 %
Professional development and training days/ employee	2,8	2,7

Human rights

The USU Group is committed to the respect for human rights and recognizes its social responsibility. Further details can be found in the USU Compliance Manual and USU's DEI Policy. As the USU Group maintains locations exclusively within Europe and the US, where high standards apply by law, the observance of human rights is protected in the full extent at all business locations.

As purchasing consists for the most part in buying office supplies and equipment, special measures relating to the supply chain of the USU Group are a relatively secondary priority. Nevertheless, as a small and medium-sized enterprise, the USU Group maintains

intensive, personal contacts with suppliers and banks on the basis of cooperation practiced in a spirit of mutual trust. In procurement, USU focuses on the principle of "local sourcing" and where possible prefers to work with suppliers in Germany and Europe. Furthermore, USU ensures compliance with its procurement criteria. Every partner has to document their commercial responsibility at the beginning of the business relationship by signing a code of conduct. This is based primarily on the ILO core labor standards. The US Group can confirm that it is not aware of any negative impact on human rights from its supply chain that may have been caused by the activities performed by the company.

Gemeinwesen

A core element of the corporate culture of the USU Group is the awareness of its social responsibility. Great importance is ascribed to social responsibility within the USU Group. USU is aware that its success is dependent on a positive setting and is therefore committed to social, cultural and environmental concerns beyond its core business. Regional projects are thus at the heart of USU's community and social commitment.

The educational partnership with schools and universities in the region is a key issue – partnerships of this kind are currently in place with the Friedrich-List-Gymnasium grammar school in Asperg and the universities in Stuttgart and Furtwangen. Employees conduct training courses and workshops there – based on their individual expertise – and provide training or give lectures, for example on preparing job applications and PowerPoint Presentations. In addition, schools are equipped with computer hardware. Student internships are also offered. The benefits that the grammar school in the neighboring municipality of Asperg enjoys from its partnership with USU include exchanges in the areas of economics and marketing plus regular training for job applicants. In 2022, USU also sponsored Robotics Week at the Sophie Scholl School in Ludwigsburg. In addition to the educational partnerships with schools, USU maintains intensive cooperation with universities. Students are offered the opportunity to complete their integrated studies or their degree dissertation or doctoral thesis at USU. Furthermore, the partnership is characterized by broad cooperation in the fields of research, development and innovation.

Also, the company has provided its own premises for exhibitions by local artists for more than 35 years. And finally, USU is also interested in sport 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 involving children of company employees are provided with special support, for example in the form of sports equipment, uniforms or buses for trips to tournaments. In 2022, USU supported KSV Hoheneck's "Wertewandel im Turnsport" project and KSG Oh Do Kwan for a taekwondo world cup tournament.

In fall 2022, there was a charity run at USU organized by employees that raised EUR 8,500 in total. This was donated to the following projects based on employees' suggestions:

- Heiligenbronn bike track: The construction of the small bike track makes dreams of action-packed exercise come true for children and teenagers with an emphasis on fun.
- WABe Aachen: WABe has been helping people who face special social difficulties since 1985. This includes self-help for those affected and civil engagement.
- Arche Berlin: Arche is a child poverty charity in Germany. It runs leisure facilities and school care for socially disadvantaged children in various German cities.

In the spirit of helping people who help, the USU Group has donated EUR 30,000 to selected aid projects benefitting Ukraine. As proposed by staff, seven initiatives were chosen where USU employees have a personal interest:

- Little Lambs child welfare organization: This charity provides donations of food and medicine for orphan children in Europe and Asia, particularly in Ukraine.
- HC Weiden Aid for Ukraine: Founded by two handball clubs, this group organizes, for example, the transport of relief supplies, the evacuation of refugees and their accommodation.
- Töging Aid for Romania/Caritas Satu Mare: For more than 30 years, Töging Aid for Romania has been supporting relief projects in Satu Mare close to the Ukrainian border. The organization finances care for refugees from the war in Ukraine.

- WeAreWithU. The “We are with Ukraine” private initiative provides humanitarian aid for people in Ukraine and organizes accommodation and day-to-day help for Ukrainian women and children.
- The Baptist congregation in Bialystok (Poland) not only provides accommodation for refugees from the war but humanitarian aid in Ukraine as well.
- “Helping Not Hoarding” is a campaign set up by a citizens’ initiative in Sindelfingen to organize donations in kind and to transport them to three border regions. There is also a starter boutique in Sindelfingen for refugee families from Ukraine.
- The #TierhilfeUkraine alliance collects cash and non-cash donations to care for people and animals in the border region and directly in Ukraine.

USU has made a donation of EUR 5,000 to the Engelbaum, a child poverty charity in Germany that helps needy and disadvantaged children. The Engelbaum project’s goal is to make an individual Christmas wish come true for children in need.

A total of 800 trees will be planted as part of a Christmas campaign by USU employees in cooperation with Treedom. Disadvantaged farmers in Colombia, Ecuador, Cameroon, Ghana, Kenya and Tanzania tend to crops such as avocado, mango, orange or cocoa trees. And harvest the fruit. The trees also boost biodiversity and reduce soil erosion. As a result, USU is gradually creating a virtual forest – and making a small contribution to sustainable growth. A donation was also made to NABU in Ludwigshafen.

In December, many USU employees took the time to write more than 500 individual Christmas cards in total. The “Post mit Herz” organization sends good wishes and kind words to lonely, sick and elderly people.

Furthermore, for years USU’s employees have had the option of voluntarily donating the cents behind the



decimal point of their monthly payroll statement to a charity selected by the voluntary employees’ representation committee on the basis of employee proposals. USU then adds the same amount, matching the total donation made by staff each year. Donations were also made to the Ludwigsburg Children’s Hospice in 2021. The company made a donation of EUR 2,000 to the German Children’s Hospice Association. Finally, 34 USU employees registered with DKMS as potential stem cell donors. USU covered the costs of EUR 1,360.

To highlight USU’s social interests, the table below shows the economic value generated and distributed (EVG&D) and the resultant economic value retained for the USU Group for fiscal 2022. This indicates the monetary share that the company puts back into the community and reinvests in its local area. The data refer to the whole Group and are not broken down by national, regional or market level, as this would have required a disproportionate amount of effort due to a lack of presentation options within the accounting software.

Direkt erwirtschafteter wirtschaftlicher Wert	€
Proceeds	
= Total economic value generated	128.026.971,11
- Economic value distributed	
Operating costs	45.312.484,30
+ Wages and other benefits	65.360.537,04
+ Payments to providers of capital	5.298.642,30
+ Payments to the government	1.123.513,76
Germany	1.084.827,31
Czechia	31.781,84
Austria	1.103,00
USA	5.294,61
Japan	507,00
+ Investments in the community	51.267,52
- Total economic value distributed	117.146.444,92
= Retained economic value	10.880.526,19

Political influence

USU Software AG does not generally engage in lobbying activities and does not exert any political influence. Up to 2022, no donations or lobbying mandates at all were offered to governments, political parties or politicians. This notwithstanding, the Management Board of the USU Group takes part in the activities by the local chambers of commerce and industry as well as the sector's trade associations and gets involved in events within this framework. USU Software AG is a member of the German Association for Information Technology, Telecommunications and New Media (Bitkom), the German IT Service Management Forum, the Call Center Association of Germany, the German Customer Service Association (KVD), the German Mechanical Engineering Industry Association (VDMA), the German Investor Relations Association (DIRK) and the German Association for Small and

Medium-sized Businesses (BVMW), for which it pays its membership fees. Cash and non-cash donations are made exclusively for charitable purposes and are listed under criterion 18, Corporate citizenship.

Conduct that complies with the law and policy

As a stock corporation, USU Software AG bears a special responsibility for managing the company in accordance with clear ethical principles and for setting an example in terms of conducting itself with integrity and in compliance with the law. This starts with the company's mission statement and covers everything from compliance policies and a code of conduct to work instructions and descriptions for the workflows of operating processes.

The USU Group is not active in any critical markets. The company has discontinued its business activities in Russia as a result of the war in Ukraine. The foreign subsidiaries are located exclusively in European countries, the US and Japan. The Corruption Perception Index of Transparency International, which measures the awareness of corruption, confirms that there is a low risk of corruption in Europe, the US and Japan. Given the low risk on the markets, the USU Group has not been prepared an anti-corruption policy. Naturally, however, the company's employees and managers are made aware of this subject. They are furthermore subject to the obligation to undergo online training courses with modules on the relevant areas in which they work. Further details can be found in the USU Compliance Manual. All Sales employees also receive special compliance training. Furthermore, all locations of the USU Group are audited for corruption risks on an annual basis and countermeasures are initiated if called for. Contracts are reviewed by the Human Resources & Legal managing director to ensure there are no risks of corruption. In addition, a check is conducted of potential sales partners. As a preventive measure, every employee is required to comply with the dual control principle, in which all contracts and agreements are checked by at least one other person. There is also a policy that limits the of gifts to and from business partners. Claims for expenses and all payment transactions are checked by the Finance division and the relevant specialist department. If circumstances are thought to be suspicious, employees and other stakeholders have the possibility of contacting the compliance officer of the USU Group directly or an external ombudsman anonymously through the whistleblower system that has been integrated on the homepage. Moreover, the partners of the USU Group are required to comply with a code of conduct that it has defined.

Operational responsibility for the issues related to compliance lies with the Human Resources & Legal Managing Director. No cases of corruption have been identified for the 2022 reporting year, and no administrative fines or non-monetary penalties have been imposed on the USU Group for failure to comply with laws and regulations.

EU Taxonomy

In 2018, the European Commission passed its action plan for financing sustainable growth. So that capital flows can be channeled towards sustainable investment, criteria have to be established to measure an investment's environmental sustainability. This action plan therefore led to the introduction of an EU classification system for sustainable activities, which the European Commission adopted in the form of the Taxonomy Regulation (2020/852) in June 2020.

The Commission has already announced further delegated regulations and criteria that address additional environmental objectives and amend previous standards. These acts can affect the performance indicators to be reported by companies and the information presented below.

Six environmental objectives have been defined in the EU Taxonomy Regulation (Article 9):

- 01 | climate change mitigation**
- 02 | climate change adaptation**
- 03 | 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**

The first two environmental objectives are now required to be included in reporting, while the other environmental objectives will become relevant when the corresponding delegated regulation is adopted. The determination of whether USU Software AG's economic activities are Taxonomy-eligible, i.e. whether they fall within the scope of the EU taxonomy, in the previous year has been updated. The next step was to check whether these activities are Taxonomy-aligned. They are considered Taxonomy-aligned if they fulfill all the technical screening criteria for the first two environmental objectives as defined in the annexes to the relevant delegated regulation. These criteria set out the conditions under which an activity can be considered sustainable. Furthermore, these activities must not have a significant negative impact on other environmental objectives (do no significant harm) and minimum social standards must be upheld. Annex I to the delegated regulation on the first two environmental

objectives relates to climate change mitigation, while Annex 2 relates to climate change adaptation.

In order to implement the EU taxonomy, USU Software AG first looked at its contributions to the environmental objectives of climate change mitigation and climate change adaptation. This was done by conducting a comprehensive analysis of the relevant economic activities in terms of their Taxonomy-eligibility.

USU Software AG offers its customers a wide range of solutions for IT and customer service. Professional consulting by USU Software AG, and its different performance modules, allow customers to acquire a bespoke solution. Throughout its entire portfolio of products and services, USU Software AG is therefore responsible for the development, licensing (SaaS or on-premises), maintenance and data hosting for software solutions in various forms. Data hosting can be assigned to activity 8.1 (Data processing, hosting and related activities) in Annex I and is therefore Taxonomy-eligible.

Also, the solutions developed and consulting provided by USU Software AG can be assigned to activity 8.2 (Computer programming, consultancy and related services) in Annex II. However, the allocation of corresponding turnover would require the activity to enable other companies to be supported in their climate change adaptation. As the EU does not provide for this with regard to activity 8.2, this cannot be the case here. The allocation in the previous year was based on a different interpretation of the EU Taxonomy, which was still subject to further clarification in many areas. Accordingly, the turnover KPI differs from its prior-year counterpart.

USU Software AG also invests in the leasing of company cars, thereby steadily increasing the share of electric and hybrid vehicles in its fleet. According to the analysis performed, vehicle leasing can be assigned to activity 6.5 (Transport by motorbikes, passenger cars and light commercial vehicles).

USU Software AG is an international company that operates at more than 17 locations. In order to perform its extensive services and consultations, USU Software AG leases a number of buildings. As a provider of software solutions, these are mainly office buildings. Renting these buildings can be assigned to activity 7.7

(Acquisition and ownership of buildings) and is therefore Taxonomy-eligible. USU Software AG does not engage in any activities relating to nuclear energy and fossil gas in accordance with Delegated Regulation 2022/1214.

No other products or services of USU Software AG fall within the scope of the EU Taxonomy. Nonetheless, these activities help the company to pursue and advance its sustainability strategy.

In the next step, the economic activities identified as Taxonomy-eligible were then examined for the purposes of Taxonomy alignment. The data centers used for activity 8.1 did not fully comply with the corresponding technical screening criteria, hence they are not considered Taxonomy-aligned.

As activities 6.5 and 7.7 involve activities purchased from third parties, who were asked about the criteria for Taxonomy alignment. At present, it has not been possible to obtain sufficient evidence to confirm the Taxonomy alignment of these activities.

Accordingly, USU Software AG does not have any Taxonomy-aligned economic activities.

The KPIs for the turnover, CapEx and OpEx of the Taxonomy-eligible activities was determined on this basis. Accordingly, the individual components were first analyzed and, if possible, assigned to Taxonomy-eligible activities.

“Turnover” is defined as the net turnover associated with Taxonomy-eligible economic activities (numerator) divided by consolidated revenue as referred to by IAS 1 82(a) (denominator).

CapEx comprises additions to intangible assets, property, plant and equipment and capitalized research and development costs. The numerator is the Taxonomy-eligible share of CapEx, while the denominator comprises additions to intangible assets in accordance with IAS 16, IAS 38 and IFRS 16.

Material additions to CapEx in fiscal 2022 related to:

- building leases;
- additions to the fleet of company cars;
- operating equipment.

Taxonomy-eligible "OpEx" describes the share of Taxonomy-eligible operating expenditure to total operating expenditure. This covers non-capitalized costs that relate to research and development, short-term leases, building renovation measures, maintenance and repair. The numerator describes the Taxonomy-eligible operating expenditure, while the denominator covers the non-Taxonomy-eligible operating expenditure.

The amounts used to calculate Taxonomy-eligible turnover, CapEx and OpEx are based on the figures reported in the consolidated financial statements. To prevent figures from being counted twice, turnover, CapEx and OpEx were each only assigned to one Taxonomy-eligible economic activity.

The figures for the fiscal year are as follows:

				Criteria pertaining to substantial contribution						DNSH criteria (do no significant harm)											
Economic activities (1)	Code(s) (2)	Absolute CapEx (3)	CapEx share (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned turnover share, 2022 (18)	Taxonomy-aligned turnover share, 2021 (19)	Enabling activities category (20)	Transitional activities category (21)	
		EUR thousand	%	%	%	%	%	%	%	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	Percentage	Percentage	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
CapEx for environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																		
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																					
Activity 6.5 – Transport by motorbikes, passenger cars and light commercial vehicles	6.5	987	27%																		
Activity 7.7 – Acquisition and ownership of buildings	7.7	1,311	36%																		
Activity 8.1 – Data processing, hosting and related activities	8.1	290	2%																		
CapEx for Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)(A.2)		2,588	72%																		
Total (A.1 + A.2)		2,588	72%														0%				
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																					
CapEx for non-Taxonomy-eligible activities (B)		1,018	28%																		
Total (A + B)		3,607	100%																		

			Criteria pertaining to substantial contribution								DNSH criteria (do no significant harm)											
Economic activities (1)	Code(s) (2)	Absolute turnover (3)	Turnover share (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned turnover share, 2022 (18)	Taxonomy-aligned turnover share, 2021 (19)	Enabling activities category (20)	Transitional activities category (21)		
		EUR thousand	%	%	%	%	%	%	%	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	Percentage	Percentage	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1. Environmentally sustainable activities (Taxonomy-aligned)																						
Turnover for environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																			
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																						
Activity 8.1 Data processing, hosting and related activities	8.1	3,126	2%																			
Turnover for Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		3,126	2%																			
Total (A.1 + A.2)		3,126	2%														0%					
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																						
Turnover for non-Taxonomy-eligible activities (B)		123,396	98%																			
Total (A + B)		126,522	100%																			

				Criteria pertaining to substantial contribution						DNSH criteria (do no significant harm)											
Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	OpEx share (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned turnover share, 2022 (18)	Taxonomy-aligned turnover share, 2021 (19)	Enabling activities category (20)	Transitional activities category (21)	
		EUR thousand	%	%	%	%	%	%	%	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	YES/ NO	Percentage	Percentage	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx for environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%																		
A.2. Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities)																					
Activity 6.5 – Transport by motorbikes, passenger cars and light commercial vehicles	6.5	123	1%																		
Activity 7.7 – Acquisition and ownership of buildings	7.7	265	1%																		
OpEx for Taxonomy-eligible, but not environmentally sustainable activities (non-Taxonomy-aligned activities) (A.2)		388	2%																		
Total (A.1 + A.2)		388	2%														0%				
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES																					
OpEx for non-Taxonomy-eligible activities (B)		19,797	98%																		
Total (A + B)		20,185	100%																		



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