

Global Environmental Policy

EN

Owner *Corporate Sustainability / ESG*

Approved by *CFO*

Version *1.1*

Date effective *2025-06-16*

Table of Contents

1	Introduction	3
1.1	Purpose	3
1.2	Scope	3
2	Our Commitments and Ambitions	3
3	Revision and Responsibility	4
4	Document History	5

1 Introduction

Sustainability and responsible action are guiding principles in Software GmbH's business operations. We are certain that ethically correct behavior and economic success belong together. To protect future generations and our planet, the Company is committed to creating not only economic, but also ecological and social value.

1.1 Purpose

The purpose of this Policy is to set the company level commitments and guidelines for managing our impacts on the environment, people, and society. At Software GmbH, we acknowledge the importance of environmental sustainability in the technology sector. The impact of our business might not be as direct and tangible as it is with other industries, but we nonetheless recognize that responsible action is key to ensuring a diverse and thriving environment.

1.2 Scope

We strive to extend our focus beyond our operations and endeavor to foster sustainability throughout our entire value chain.

We believe that it is the responsibility of all employees to assist Software GmbH on its path to responsible environmental performance. This Policy therefore applies to the entirety of Software GmbH's operations globally.

2 Our Commitments and Ambitions

We are committed to minimizing our environmental footprint by increasing the energy efficiency in our operations, reducing greenhouse gas (GHG) emissions associated with our products and services, and sustainable procurement, as well as adopting responsible waste management practices.

In order to progress towards these commitments, we are planning to implement a number of actions, some of which are described below:

- We will minimize and, where possible, eliminate the usage of energy stemming from non-renewable sources.
- We will continuously monitor our carbon footprint, with a focus on identifying areas of improvement. We will subsequently determine the most suitable measures to implement in order to reduce our carbon emissions, with an underlying goal to achieve carbon neutrality.
- We will strive to optimize our products to reduce the computational resources associated with their creation and usage, which would in turn reduce the carbon footprint resulting thereof. This is vital for the Company, since the largest share of Software GmbH's GHG emissions comes from the usage of our products.
- We will continue to adopt responsible waste management practices with a primary focus on digital and electronic waste reduction. Where feasible, we will refurbish and repurpose outdated hardware, and we will ensure that the equipment that is no longer fit for such purposes will be recycled in a responsible and traceable manner.
- We commit to comply with all environmental legislation and best practices applicable for the countries in which Software GmbH operates.
- We will take responsibility for our actions and will duly reflect our efforts and progress, as well as all relevant Key Performance Indicators, in an annual report on Sustainability.
- We will act sustainably in our procurement processes and thus commit to collaborate with suppliers and partners that share our views towards sustainable business practices.

To make Software GmbH's sustainability efforts measurable and benchmark our performance against industry peers, the Company is undergoing an annual assessment with EcoVadis. The outcome of the assessment is vital for our sustainability journey and was even included in the Company targets for the year 2024. Software GmbH's continuous aim is to progressively increase its EcoVadis performance, ultimately ranking among the sustainability leaders in the industry.

3 Revision and Responsibility

In order to stir towards the above commitments, we will continuously plan and implement new sustainability measures with the corresponding mechanisms to ensure their effectiveness. This Policy will be reviewed and updated annually. The body responsible for reviewing the Policy, ensuring its relevance, and monitoring compliance is the Corporate Sustainability Team.

The Global Environmental Policy is complemented by other policies, procedures, and commitments, including:

- The Global Code of Conduct;
- The Fraud Policy;
- The Human Rights Commitment Statement;
- The Supplier & Partner Code of Conduct.

4 Document History

Version	Date	User ID	Comment
1.0	2024-02-29	KRRA	Initial version
1.1	2025-06-16	KRRA	Updated for clarity and accuracy