

Global Sustainability Policy

Owner: Compliance Office
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1 Introduction

1.1 Objective

This policy outlines Software AG¹'s approach to sustainability across environmental, social, and governance (ESG) dimensions. We acknowledge the importance of 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 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 AG on its path to responsible sustainability performance. This Policy therefore applies to Software AG's operations globally, i.e., to all employees, contractors, suppliers, and partners across our operations in Europe and beyond.

2 Our Sustainability Commitments

2.1 Environmental Responsibility

At Software AG, we believe that technology should not only drive progress but also protect the planet. Our commitment to environmental responsibility is woven into the way we work, build, and grow. We are actively reducing our carbon footprint by investing in energy-efficient infrastructure and optimizing our software solutions to consume less power while delivering more value.

Wherever possible, we source renewable energy to power our office spaces. Sustainability also means thinking beyond energy, so we implemented responsible e-waste disposal and recycling practices in tune with the local rules and regulations applicable in the respective countries. Our approach is grounded in the principles of the circular economy. We promote reuse, recycling,

¹ The name Software AG and all Software AG product names are either trademarks or registered trademarks of Software GmbH and/or its subsidiaries and/or its affiliates and/or their licensors.

and the responsible disposal of IT equipment to minimize waste and extend the life cycle of our resources.

Our procurement decisions reflect our values: In case of comparable products & services, we prioritize suppliers who share our environmental standards and demonstrate strong sustainability credentials. And when it comes to the software we create, we design with intention—developing solutions that are not only innovative but also energy-conscious, helping our clients reduce their own environmental impact.

Sustainable mobility at Software AG means rethinking how we move, both as individuals and as an organization. It starts with the general question whether business travel is required for the matter or if a virtual meeting fulfills the purpose in the same way. The target is to reduce our reliance on carbon-intensive travel and embrace smarter, cleaner alternatives. We encourage remote work and digital collaboration as default modes of operation, significantly cutting down on business travel and commuting emissions. When travel is necessary, we prioritize low-emission options such as rail over air and support the use of electric or hybrid vehicles for company-related transport. Employees are encouraged to use environmentally friendly commuting options, supported by mobility budgets, bike leasing programs, or public transport subsidies, plus we promote cycling and walking through infrastructure support and incentives.

We ensure full compliance with all applicable environmental laws and voluntarily align with recognized standards that promote responsible business practices. But we don't stop at compliance—we strive to lead by example. That means actively reducing our carbon footprint through energy-efficient operations and thoughtful travel policies that prioritize sustainability.

We also believe that awareness drives action. Hence, we plan to invest in establishing trainings that educate our employees about environmental issues and digital sustainability, empowering them to make informed choices in their work and beyond.

To ensure we're making real progress, we monitor our environmental performance using voluntary KPIs. This helps us stay accountable, identify areas for improvement, and continuously raise the bar.

Environmental responsibility is a journey, and we're proud to walk it with purpose, transparency, and a commitment to lasting impact.

2.2 Social Responsibility

At Software AG, we believe that technology should serve people – and that begins with how we treat one another. Our commitment to social responsibility is deeply rooted in the principles of the United Nations Global Compact², the International Labour Organization (ILO)³ core conventions, and the OECD Guidelines for Multinational Enterprises⁴, which guide our actions in human rights, labor, and ethical conduct. They are reflected in our Human Rights Commitment Statement and our Global Code of Business Conduct & Ethics.

We uphold the dignity and rights of every individual, ensuring that human rights and fair labor practices are respected not only within our own operations but also across our entire value chain. We are committed to providing safe, fair, and inclusive working conditions, and we expect the same from our partners and suppliers. This includes the prohibition of forced labor, child labor, and discrimination of any kind, as well as the right to freedom of association and collective bargaining.⁵

We maintain clear documentation of employment conditions and provide contracts in the employee's native language. In our supply chain, we require partners to uphold these same standards through contractual obligations and regular monitoring. We communicate ILO norms to our suppliers and oversee their implementation through audits and self-assessments. All employees are informed of their rights and responsibilities through accessible policies and training, ensuring transparency and understanding across our operations.

We foster a workplace that honors diversity and promotes equal opportunity. For us, inclusion is a culture we nurture every day, where different perspectives are valued and representation matters. Our teams strive to create a workplace where everyone feels valued, respected, and empowered to contribute. Equal opportunity is a principle we live by, reflected in our hiring practices, leadership development, and team dynamics.

Supporting our people also means caring for their well-being. We offer flexible work arrangements, invest in mental health initiatives, and encourage continuous professional growth. Because when our employees flourish, so does our company.

Beyond our walls, we actively engage with the communities around us. Whether it's through volunteering, mentoring, or supporting digital literacy programs, we believe in giving back and helping others access the opportunities that technology can unlock.

² UN Global Compact = voluntary initiative encouraging companies and organizations worldwide to align their strategies and operations with ten universal principles on human rights, labor, environment, and anti-corruption

³ ILO = International Labour Organization, UN agency with 187 member states mandated to advance social and economic justice, based in Geneva, Switzerland

⁴ OECD = Organization for Economic Co-Operation and Development, intergovernmental institution with 38 member countries committed to democracy and economic progress, based in Paris, France

⁵ For a detailed list of ILO conventions we are aligned with, see our [Human Rights Commitment Statement](#).

By aligning our practices with the UNGC, ILO, and OECD standards, we ensure that our social responsibility efforts are not only meaningful but also globally relevant. These frameworks guide us in building a business that is ethical, inclusive, and resilient—today and for the future.

2.3 Governance and Ethics

At Software AG, integrity is the foundation of everything we do. Our commitment to strong governance and ethical conduct is not just a matter of compliance but a reflection of our values and our responsibility to the people and communities we serve.

We maintain a zero-tolerance stance on corruption, bribery, and fraud. Ethical behavior is expected at every level of our organization and across every interaction, whether internal or external. This commitment extends to our digital practices as well. We take data responsibility seriously – ensuring privacy, security, and the ethical use of technology. Innovation is at the heart of our business, and we believe it must always be guided by principles that protect individuals and society.

We are committed to fostering a culture of transparency, integrity, and accountability. Hence, signaling unethical or unlawful behavior to us from inside or outside stakeholders is important to us. For this reason, we have clear mechanisms in place to ensure that whistleblowers can report concerns confidentially and without fear of retaliation. Whether it's a matter of misconduct, fraud, or a breach of our sustainability commitments, every report is taken seriously and handled with discretion. We believe that protecting those who raise their voice is essential to maintaining trust, upholding our values, and continuously improving as a responsible business.

Transparency is another cornerstone of our governance approach. We voluntarily report on our ESG performance, sharing progress with stakeholders and inviting accountability. This openness strengthens trust and helps us continuously improve.

Our supply chain reflects our values. We encourage our partners and vendors to align with our sustainability standards and integrate ESG criteria into their procurement decisions. By doing so, we extend our ethical and environmental commitments beyond our own operations.

As a matter of course, we ensure that our practices are aligned with both EU and international sustainability regulations. Beyond risk management, staying ahead of legal requirements is for us about leading responsibly in a world that demands more from business.

Governance and ethics are the principles that guide our decisions, shape our culture, and define our impact.

3 Implementation and Accountability

Turning sustainability from intention into impact requires structure, ownership, and collective effort. At Software AG, we intend to build a clear framework to ensure our commitments translate into meaningful action across the organization.

Our Manager Sustainability/ESG, as a member of the Compliance Office, coordinates and monitors the execution of our strategy and tracks progress against our goals. But sustainability is a shared responsibility: department heads play a vital part by embedding sustainable practices into everyday operations, ensuring that our values are reflected in the decisions we make and the services we deliver.

We will review and adapt our sustainability goals (see 3.1) and share our progress both internally and externally to foster transparency and accountability. This open approach will help us stay aligned with our vision and invites feedback from those who matter most – our employees, customers, and partners.

We also believe that great ideas can come from anywhere. Hence, we actively encourage our employees to contribute their insights and participate in sustainability initiatives. Whether it's suggesting improvements, joining green teams, or leading local efforts, every voice has the power to shape our journey.

Sustainability is a core part of how we operate, and we are committed to making it a living, evolving part of our culture.

3.1 Key Performance Indicators for 2026

- Environmental: Carbon emissions (Scope 1 & 2)
Total CO₂ equivalent emissions from direct operations and purchased energy
- Social: Signatories of our Supplier & Partner Code of Conduct
percentage of suppliers who signed our Supplier & Partner Code of Conduct
- Governance: Whistleblower reports
Number of reports received and cases resolved within a defined timeframe

4 Continuous Improvement

We view sustainability as a dynamic process. This policy will be reviewed annually to reflect evolving best practices, stakeholder expectations, and regulatory requirements. In order to steer towards the above commitments, we will continuously plan and implement new sustainability measures into the corresponding processes to ensure their effectiveness.

The body responsible for reviewing the Policy, ensuring its relevance, and monitoring compliance is the Compliance Office.

4.1 Complementary commitments

The Corporate Sustainability Policy is complemented by other policies, procedures, and commitments, including:

- The Global Code of Business Conduct & Ethics
- The Fraud Policy
- The Human Rights Commitment Statement
- The Supplier & Partner Code of Conduct
- The Ten Principles of the United Nations Global Compact
- The core conventions of the International Labour Organization (see Human Rights Commitment Statement)
- The OECD Guidelines for Multinational Enterprises