

Global Environmental Policy

Owner: Compliance Office
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1 Introduction

Sustainability and responsible action are guiding principles in Software AG¹'s business operations. We are certain that ethically correct behaviour 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 Objective

This policy outlines Software AG's company-level commitments and guidelines for managing our impacts on the environment, people, and society. At Software AG, 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 endeavour 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 environmental 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.

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.

2 Our Commitments and Ambitions

At Software AG, we recognize that technology should not only drive innovation and economic success but also contribute to protecting the environment. Our environmental responsibility is embedded in how we design, operate, and deliver our products and services across our global value chain.

We are committed to minimizing our environmental footprint through a structured and continuous approach focusing on energy efficiency, emissions reduction, resource management, and responsible business practices.

2.1 Climate and Energy

We work to reduce our greenhouse gas (GHG) emissions by improving energy efficiency across our operations and optimizing our products to consume fewer computational resources. We continuously monitor our carbon footprint to identify improvement areas and define appropriate mitigation measures.

To ensure measurable progress, we track our performance using defined key indicators, including carbon emissions (Scope 1 & 2): Total CO₂ equivalent emissions from direct operations and purchased energy (see chapter 3.1). Wherever feasible, we strive to increase the use of renewable energy sources for our offices and operations.

2.2 Sustainable Products and Digital Responsibility

A significant share of our environmental impact is linked to the use of our products. Hence, we strive to design and optimize our software solutions with energy efficiency in mind, helping reduce computational demand and enabling our customers to lower their environmental footprint.

2.3 Resource Use and Circular Economy

We promote circular economy principles by reducing waste, encouraging reuse, and ensuring responsible recycling and disposal of electronic equipment in accordance with applicable regulations. We aim to extend the lifecycle of IT assets through refurbishment and repurposing and ensure traceable recycling of end-of-life equipment.

2.4 Sustainable Procurement

Our procurement decisions reflect our commitment to sustainability. Where possible we prioritize suppliers and partners who demonstrate strong environmental performance and align with our sustainability standards. To monitor supply chain alignment with our sustainability

expectations, we track Supplier Code of Conduct signatories, i.e. the percentage of suppliers that have formally committed to our Supplier & Partner Code of Conduct (see chapter 3.1).

2.5 Sustainable Mobility and Operations

We promote environmentally responsible business travel and commuting practices by facilitating remote work, prioritizing virtual collaboration and encouraging low-emission transport options.

2.6 Compliance and Standards

We comply with all applicable environmental laws and regulations and voluntarily align with recognized environmental standards and best practices.

2.7 Awareness, Training, and Culture

We promote environmental awareness through the provision of information and internal initiatives, enabling employees to make informed and responsible decisions in their daily work.

3 Key Performance Indicators and Governance

To ensure accountability and measurable progress, Software AG defines and monitors selected environmental and ESG-related Key Performance Indicators (KPIs, see section 3.1.1 below), as outlined in the Global Sustainability Policy and reported in our Sustainability Statement (see <https://www.softwareag.com/en/company/sustainability/>).

The Manager Sustainability/ESG as member of the Compliance Office is responsible for coordinating KPI data collection, validation, and reporting, while relevant business functions contribute to data provision and implementation of improvement measures. KPI results are reviewed on a regular basis to assess performance, identify improvement opportunities, and support transparent internal and external sustainability reporting.

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 Revision and Responsibility

In order to steer 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 Compliance Office.

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

- Global Code of Business Conduct and Ethics
- Global Sustainability Policy
- Human Rights Commitment Statement
- Supplier & Partner Code of Conduct