

Software AG sustainability

Our action plan for a truly connected and sustainable world



What does sustainability mean to us?

Sustainability and responsible action are guiding principles that are central to our mission at Software AG. We are certain that moral principles and economic success belong together. To protect future generations and our planet, we are committed to creating not only **economic**, but also **ecological** and **social value**.



We empower.

Supporting our employees in unleashing their full potential and promoting digital skills in society.



We enable.

Deploying our technology and solutions to support our customers in doing business more sustainably.



We preserve.

Minimizing our environmental footprint and working towards achieving net-zero emissions.

As a global technology provider, Software AG has been delivering software solutions and services to its customers for more than 50 years. Our company was founded on the belief that software will change the world. Our founders laid the groundwork for Software AG's value-oriented actions, ultimately forming our company culture. To this day, Software AG is the innovative, independent force guiding some of the world's best brands on their digitalization journey. Our fundamental conviction is that only a truly connected world can be a sustainable world. We are here to shape digital transformation responsibly and help the world's leading enterprises to transform with purpose. This is our contribution to helping the business world shape a smarter and better tomorrow.

Our Sustainability Strategy

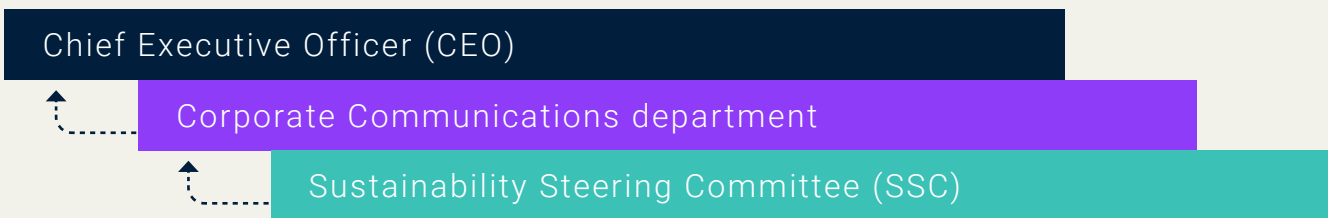
guides us in achieving our ambitions in five key action areas.

Leadership & Governance	Our Employees	Customers & Technology	Value for Society	Impact on Environment
<p>We are committed to anchoring sustainability as an integral part of our business activities and deliver on our Environment, Social and Governance (ESG) commitments. Through responsible corporate management and governance, we target long-term goals geared towards growth and best-in-class external ESG recognition. As a software company, we commit to the highest level of information security and data protection—entirely in the interests of our customers and partners. We firmly believe that our employees are the key to our success as a sustainable company.</p>	<p>We are committed to fostering our corporate culture grounded in respect, transparency and inclusion. We continue to focus on attracting and retaining the best talent for Software AG, nurtured through employee engagement and an inclusive and equitable working environment—where all employees can thrive and unleash their full potential.</p>	<p>We are committed to being a reliable partner for our customers in providing high-quality and individually adjustable software solutions. Our services support digital transformation. Digital transformation can help to mitigate or even reverse the consequences of climate change. We want to play an active part in this with our solutions, enabling and helping our customers to operate sustainably.</p>	<p>We aspire to effectively assist people in building expertise in the area of modern technologies. Our focused involvement in universities and schools is aimed at supporting the IT experts of the future. We offer new learning opportunities and meaningful development prospects for students and young professionals. Since technological advancement plays a crucial role in developing a sustainable world, we participate in collaborative research projects that promote the global sustainable development goals (SDGs).</p>	<p>We are working to keep our environmental footprint as small as possible. To reduce the impact of our business activities on the planet, we are preparing to become climate neutral as quickly as possible. With the help of our technology and our solutions, we will join forces with our customers and partners to tackle significant environmental challenges and help shape a more sustainable future.</p>

Steering sustainability and transparency

Sustainability is an integral part of our DNA. Our sustainability strategy is anchored with the Chief Executive Officer (CEO). Software AG's internal Sustainability Steering Committee (SSC) guides, monitors and advises on implementing our sustainability strategy. The strategy and SSC are led by the Corporate Communications department, which reports to the CEO. Our ultimate objective is transparent communication both inside and outside of the Company. This enables us to ensure that our stakeholders are proactively, continuously and efficiently informed about the topic of sustainability, its goals and progress.

Sustainability strategy & governance



ABOUT SOFTWARE AG

The digital transformation is changing enterprise IT landscapes from inflexible application silos to modern software platform-driven IT architectures which deliver the openness, speed and agility needed to enable the digital real-time enterprise. Software AG offers the first end-to-end Digital Business Platform, based on open standards, with integration, process management, in-memory data, adaptive application development, real-time analytics and enterprise architecture management as core building blocks. The modular platform allows users to develop the next generation of application systems to build their digital future, today. With over 45 years of customer-centric innovation, Software AG is ranked as a leader in many innovative and digital technology categories. Learn more at www.SoftwareAG.com.

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