Sustainability Report of MaibornWolff GmbH and its subsidiaries

Calendar year 2021

This report is based on the *Corporate Sustainability Reporting Directive* adopted by the European Commission in November 2022, which must be implemented in national law by mid-2024 at the latest.

Content

01

Introduction
Sustainability at MaibornWolff

For a long time, MaibornWolff and its management have been guided in their entrepreneurial practice by aspects that are now summarised under „sustainability“: our „Non-negotiable Guiding Principles“ have laid down fairness in business life, social responsibility and sustainable growth as a kind of „corporate constitution“ binding for all since as early as 2010[1]. Since that time, the social aspects of sustainability have also been documented by our leading position as „Great Place to Work - Germany‘s Best Employer“. Sustainability is anything but a new trend for MaibornWolff.

Nevertheless, the formalisation of goals and procedures as well as the measurement of concrete variables represent a significant further development. Sustainability is no longer just something that some people in the company think is right and important, and then act on it selectively. In keeping with the importance of the topic for the environment and society, we will systematise our actions in the future, make them measurable and thus controllable. This step also underlines the undeniable importance of sustainable action for our young staff.

This report is based on the *Corporate Sustainability Reporting Directive* adopted by the European Commission in November 2022, which must be implemented in national law by mid-2024 at the latest. For MaibornWolff, a legal obligation for a sustainability report thus only applies to the 2024/25 financial year, which begins on 1 July 2024. We want to fulfil this obligation now with this first report. It is formulated for the calendar year 2021. From 2023 onwards, we will report analogously to our financial year.

This report was prepared by a small team reporting directly to the management. The management was closely involved in the preparation of the report.

Parallel to the report, a first explicit sustai-

(1) “Fairplay: We behave fairly and honestly towards all employees and business partners. We take ethical values seriously.” “Social responsibility: We are aware of our social responsibility and act accordingly. We invest money and time in particular for the promotion of young talent and humanitarian emergencies.”

nability strategy was developed. For this purpose, all employees were included in a materiality analysis. External stakeholders have not yet been explicitly consulted.

Our strategy differentiates three levels that are directly and indirectly effective for sustainable action by the company and its actors:

1. Sustainable action as an organisation and within the organisation (input)
2. Sustainable software development (output)
3. Development of digital solutions for sustainable purposes of our customers (Outcome and Impact)

We strive for significant progress on all three levels and provide dedicated resources for this purpose. The employees responsible for activities in the social and environmental dimension continue to report directly to the management, as we see sustainability as a strategic field of action.

For significant environmental input factors (level 1), a number of KPIs have now been defined (following the analyses carried out for this report). They are based on the EU's *Eco-Management and Audit Scheme (EMAS)* and have been adapted to our context. For the social and economic dimension, we are currently working on targets and measurements, where appropriate. The previous activities in these fields will be continued and consistently expanded. Starting in the 2022/23 business year, we will systematically collect data for the defined metrics.

Level 2 (output) refers to MaibornWolff's core business: the development of individual software systems on behalf of customers. Here, the focus is on ecological aspects. We actively conduct research into the parameters by which software systems can be designed, developed and operated in such a way that resource consumption is as low as possible. We are in close contact with other software companies and universities about these results in order to exchange findings and implement them in our work. Since a further strong increase in software-based products and services can be expected in the future, digital solutions that are as climate-neutral as possible are of considerable importance.

In addition, the accessibility of software systems plays an important role with regard to social sustainability. We strive to make the systems we develop on behalf of our clients as inclusive as possible, i.e. accessible to people with disabilities. We are currently developing procedures and test points to systematically integrate the goal of social sustainability into our development processes.

We expect the greatest impact from level 3 (outcome and impact): On the one hand, we align MaibornWolff's range of services to include solutions for companies whose business purpose is related to the UN's 17 SDGs. For example, our subsidiary Twip! invests exclusively in start-ups with a sustainable business objective. In addition, we focus on the business field of „electromobility" in our strategy.

On the other hand, we want our services to help traditional companies achieve their sustainability goals earlier and better. We can contribute to this in particular through software systems that create transparency, increase efficiency and enable sufficiency. Our strategy is designed to put digitalisation projects that make our customers more sustainable at the forefront of our sales and project activities and, if necessary, to promote them with more favourable pricing.

02

Economic sustainability and governance

Economic situation
MaibornWolff is an economically successful, stable company that continued to grow in the reporting period. We refer here to the annual financial statements for the financial years 2020/21 and 2021/22.

Legal compliance
MaibornWolff has not had a single legal dispute since the founding of the first predecessor company in 1989, neither with customers nor with employees or authorities. It is an absolute matter of course to comply with all the laws of the countries in which we are active. At no time in the company's history has there been any suspicion of corruption or other unethical business practices.

Internationalisation
The MaibornWolff Group now employs staff outside Germany in its subsidiaries in Tunisia and Spain.

In Tunisia, MaibornWolff goes well beyond market standards in terms of remuneration and working conditions and is thus able to attract highly qualified employees. Nevertheless, there is a cost advantage compared to employees in Germany, which is partly passed on to the customers. Through its subsidiary in Tunisia, MaibornWolff invests on the African continent and contributes directly and indirectly to the economic development of the country through the jobs and income created. What is challenging is the desire of many Tunisian employees to join the German company and move to Germany. MaibornWolff meets this wish with understanding and yet only implements it selectively in order not to actively promote the migration of qualified young workers, which is unfavourable for Tunisia.

Co-determination
MaibornWolff has set up an advisory body called the „GF Council", which supports the managing directors in an advisory capacity and complements the management. Since 2022, the council[2] consists of three mana-ging directors, five partners (colleagues with shares in MaibornWolff) and eight employees and is intended to bring as many different perspectives as possible into decisions.

The 16 participants discuss important decisions, such as the opening of new branches or changes to the salary model, as well as topics that are important for many employees (e.g. centralised vs. decentralised year-end meeting, relocation rules for

(2) Since 2022, the council has consisted of three managing directors, five partners (colleagues with shares in MaibornWolff) and eight employees.

foreign colleagues). They place topics that concern their colleagues at their respective location.

Any permanent employee with at least six months of MaibornWolff employment can apply to join the Council (no deadline for working students). There is a lottery procedure with different lottery pots to ensure that the council is made up of heterogeneous people with different characteristics and perspectives.

Participation in the GF Council lasts two years (one year for working students). Each year, half of the council is newly appointed. Through this successive change, the Council remains continuously workable and efficient, and we avoid discontinuity.

Data protection and information security
As an IT service provider, MaibornWolff attaches great importance to data protection and information security.

In the year under review, as in the entire history of the company, there were no reportable incidents involving actual damage in either data protection or information security.

MaibornWolff has been certified according to ISO 27001 as well as TISAX (Level 2) since 2019 and therefore also monitors information security events where damage could potentially have occurred. Such events, mostly minor (e.g. loss of access cards that are immediately blocked), occurred 33 times (until 30.6.2022). MaibornWolff employs a full-time information security officer to ensure and monitor information security.

Through regular training on data protection and information security, as well as a regular internal newsletter, a significant increase in the importance of data protection and a very high awareness of these areas has been achieved.

Our internal, experienced data protection officer also fills a full position. This enables us to devote a very high level of attention and care to data protection issues. He is in regular direct contact with the management every two weeks, so that short paths and quick decisions are guaranteed.

In addition, MaibornWolff has taken elaborate measures to ensure data security at the level of the GDPR in the Tunisian subsidiary as well. For each project, data protection analyses are carried out with a specialised external law firm and appropriate measures are taken.

03

Ecological responsibility

CO2 Footprint

The strategy to reduce CO2 emissions needs reliable and comparable data. The most useful and widely used standard for corporate emissions is *the Green House Gas Protocol*[3], *which* we have also followed. The *Green House Gas Protocol* records emissions from three areas.

Scope 1 for direct emissions from operations, *Scope 2* for purchased energy and the resulting emissions, and *Scope 3* for emissions along the value chain. As MaibornWolff is not a manufacturing company but a service-providing company in software consulting, *Scope 1 and 2* are of less relevance.

Scope 1 is de facto irrelevant because we do not burn any fossil fuels ourselves. We do not include company cars driven by our colleagues in the emissions from *Scope 1,* because work-related journeys are asked about in the mobility survey and otherwise there is a duplication. We consume electricity, but we use green electricity, so we have a low *Scope 2* value.

Around 86% of company emissions are therefore attributable to *Scope 3*[4], i.e. emis-sions along the value chain.

The calculation of our emissions resulted in a total value of 556 tonnes of CO2 equivalent[5] for the calendar year 2021. With an average number of employees of 647, this corresponds to 859 kg per employee.

This total of 556 tonnes is composed of:

173 tonnes in hardware,
98 tonnes through business travel,
209 tonnes by the employees' commute to work,
79 tonnes through electricity and heat and
8 tonnes through waste and food.

These items are shown in Figure 1 and in Table 1 and are explained in more detail in the following section. All values refer to the calendar year 2021.

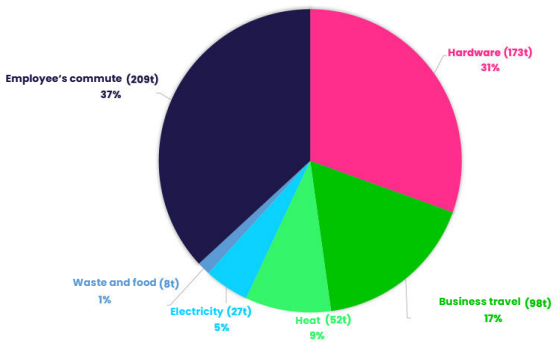


Figure 1: Pie chart on percentage emissions by factor in t=tons of CO2 in 2021

(3) See https://ghgprotocol.org/
(4) See Table 1
(5) Glossary: Carbon dioxide equivalent - https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Carbon_dioxide_equivalent, retrieved 27.03.2022

	Emissions (in t)[6]	Share in percent[7]	Emissions (per employee in kg)[8]
Scope 1	**0**	**0%**	**0**
Power	27	4,65%	40
Heat	52	8,95%	80
Scope 2	**79**	**14,02%**	**120**
Commute	209	36,80%	320
Business trips	98	17,3%	150
Hardware	173	30,42%	270
Waste and food	8	1,3%	10
Scope 3	**477**	**85,98%**	**750**
Total	**556**	**100%**	**860**

Table 1: Table with absolute emissions CO2 in t, emissions per employee in kg and in percent

Electricity and heat

In the calendar year 2021, we consumed 244 MWh/a of electricity at our German locations. By purchasing green electricity with an emission factor of 33 g/kWh (normal electricity consumption has 420g/kWh) from the company Lichtblick at German locations, we cause 8.1 tonnes of CO2.

We consume 42 MWh/a at our Tunisian site, where we cannot obtain green electricity. This results in emissions of 19.1 tonnes. We do not have any values for our newest and still small location in Valencia, as we are subtenants there in a coworking space with a flat rent and electricity consumption and sources of supply are not explicitly shown.

We have little influence on the purchase of our heat, as this is provided by district heating at all German locations. In our office at Theresienwiese in Munich, we have a heat consumption of 32 kWh per m² per year.

We use this value as an assumed average for all German offices.[9] The respective local district heating networks vary between 42.5 g/kWh to 259 g/kWh. In total, 52 tonnes are emitted indirectly through the use of heat. MaibornWolff currently occupies 10,680 square metres of office space. Calculated on 647 employees, this is around 17 square metres per employee.

Travel to Work

We analysed commuting behaviour by means of a survey in which 43% of our colleagues participated. The data collected from the survey was extrapolated to a per capita number of employees. This also includes the data on our vehicle fleet, which we have not reported separately as Scope 1 emissions, but have included here. MaibornWolff has a total of 34 vehicles in circulation. Of these, eight (23.5%) are combustion engines, four are hybrids and 22 (64%) are electric vehicles[15].

At both Munich locations as well as in Hamburg and Berlin, MaibornWolff provides its employees with a total of 14 charging points for e-bikes or electric cars, which can be used free of charge. This creates an incentive to give preference to electric vehicles when choosing a company car.

Based on the calculation of the survey, 1,860,000 kilometres were estimated for the commute to work. 50% of these distances, i.e. 934,000 km, were covered by public transport.

Bicycle mobility is actively promoted by the company. With the job bike offer, our employees can lease bicycles at a reasonable price. According to the survey, 283,000 km were covered by bicycle by employees.[10]

For MaibornWolff, the focus is on people, and this applies to our software consulting and our choice of location. In order to reduce commuting to a minimum, new locations are also selected according to the aspect of proximity to the employees' homes. For example, locations were established in Augsburg and Darmstadt to save our colleagues a longer commute to the

(6) Rounded
(7) Rounded (in relation to total emissions in tonnes)
(8) Rounded
(9) In Tunis and Valencia, there is rarely a need for heating, but there is a need for cooling. However, both are included in the electricity consumption, as air conditioning is provided electrically where necessary.
(10) Employee mobility survey from February 2022 for calendar year 2021

metropolises. This reduces the volume of traffic and thus emissions and improves the ratio of time invested in work to time that can be used privately.

Business trips
With around 588,000 km, the main mode of transport for business travel is rail. The combined emissions from air and train travel are 43.8 tonnes, plus overnight stays in hotels for business trips and divisional seminars as well as business trips. For the calculation of hotel emissions, a standard value of 20 kg per overnight stay was applied. With 2,640 overnight stays, this multiplies to 54.6 tonnes. The number of overnight stays results from the expenditure of the overnight flat rate as well as the esti-mated overnight stays for the divisional and company seminars. It was assumed that each employee has an average of three departmental seminar overnight stays per year. The calculation basis for the business trips is the calendar year 2021.

Waste generation and food
The consumption of food and the amount of waste is negligible in relation, but here too we are committed to resource-saving behaviour, for example by using reusable food containers. At both Munich locations and in Frankfurt, we buy our coffee directly from the roaster without packaging. Toge-ther, food and waste amount to around 8 tonnes per year for the whole of Maiborn-Wolff.

Hardware
As a software company, we depend on good technical equipment. A good third (173 tonnes) of our greenhouse gas emissi-ons are caused by the provision and use of laptops, mobile phones, monitors, etc. We are working on maximising the useful life of these devices and then reusing them. The basis for calculating the number of devices by device type is the target status including ordered new devices and stored old devices from May 2022.

This includes 1,121 notebooks, 27 Surface Hubs (etc.), 787 monitors and 173 network devices. In order to be able to calculate the emissions per year, the emissions for production were divided by the expec-ted useful life. The emission factors for this come from the Institute for Applied Ecology, the ÖkoInstitut e.V. An average laptop thus has an annual carbon footprint of 103 kg. Our laptops are leased from Cancom and are in use for three years. The emissions of a smartphone amount to 42.5 kg. Smart-phones are purchased from MaibornWolff and employees can get a new device every two years. Each employee is responsible for any reuse of the devices.

CO2 compensation measures

Reforestation project
One of the most efficient and sensible ways to sequester carbon dioxide from the at-mosphere is to store it in the biomass of forests. In cooperation with the Tunisian NGO TounesCleanup, we have therefore planted 40,000 trees, which corresponds to an area of over 40 hectares. The areas are reforested with naturally occurring species such as holm oaks and pines. This creates valuable ecosystems to protect biodiver-sity, improves the water balance of the soil and absorbs tons of carbon. We expect a long-term annual sequestration capacity of 15 tonnes of CO2 per hectare and hope for 600 tonnes of stored carbon per year.

Waldlokal donation
In addition to forestation projects in Tunisia, we donated €3,000 to the Waldlokal gGmbH for tree plantations in German forests at the end of 2021. Waldlokal is committed to local planting of native tree species.

04

Social responsibility

Diversity and inclusion

Eye-level culture as basis for our community

Diversity and inclusion are important to us. Our aspiration is that every person who interacts with the company is treated as an equal and valued. This is evident in several initiatives that were either started in 2021 or continued from previous years.

We emphasised our commitment to diversity by signing the *Diversity Charter in 2020*. In doing so, we committed ourselves to adhering to the principles and implementing the conditions of an appreciative and prejudice-free corporate culture listed there. All employees should be valued - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, ability, age, sexual orientation and identity.

In order to maintain this standard, we developed a *Code of Conduct in 2021*, which is binding for all employees. In this code, we explicitly commit to a non-discriminatory attitude and a harassment-free environment. We encourage our employees to stand up for the *Code of Conduct* in situations that contradict it. Therefore, we describe guidelines for conduct and responsibilities of different management positions. The *Code of Conduct* was introduced throughout the company by the management and is available to all employees on the intranet. We hand out a copy to every employee who starts working for us.

We also represent our diversity in the GF Council. See previous chapter 2.

Diversity in staff development

In 2021, a salary and level model was introduced. This was developed in cooperation between the management and the GF Council. In order to create maximum transparency, the model was presented in detail by the Executive Board and can be viewed by all em-ployees on the intranet, including the salary linked to each level.

Gender equality in promotion and salary has been a particular focus over the last two years. An extensive analysis of data from our human resources management system „Matrix“ by the Culture Club „Gender Equality“ and staff from the Data Science department provided provable figures on promotion statistics in relation to gender and career paths. The figures showed that there were no relevant differences in the rate of promotion between men and women in our organisation. While overall there were still more men in senior positions than women, the level at which women are

underrepresented had shifted from level 4 to level 5 compared to the previous year, which is a positive development (see Figure 2).

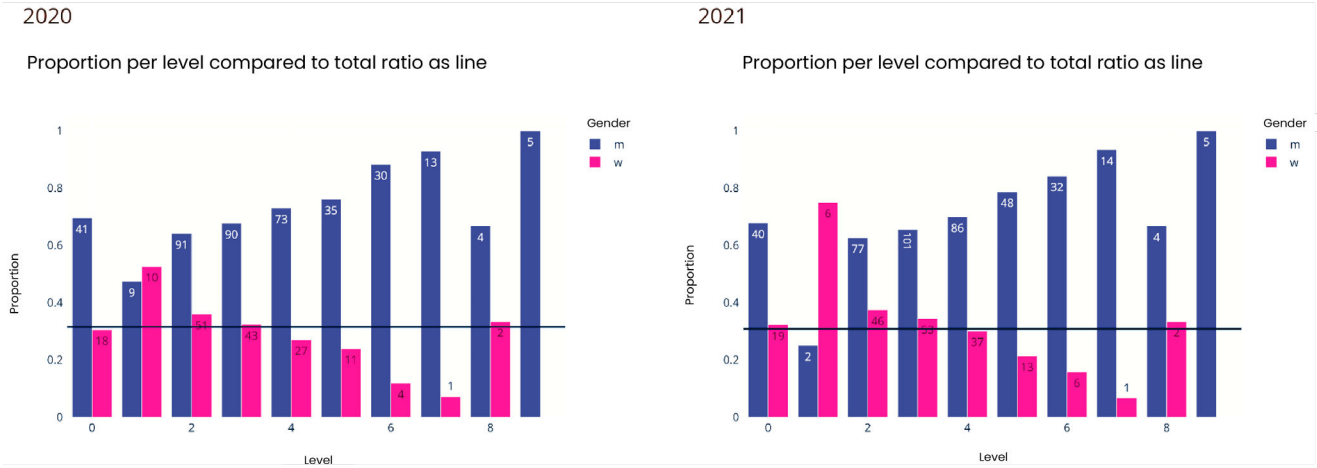


Figure 2 Proportion of all employees by gender and level (before the change in the level model in 2021) compared to the total number of female employees.

Differences in the distribution of promotions were observed when comparing full-time and part-time staff and when comparing consultants and software engineers. More women than men worked part-time (see Figure 2), and at the same time part-time affected the amount of promotion but not the frequency of promotion (see Figure 3). So people who worked part-time were promoted as often, but not as much, as people who worked full-time.

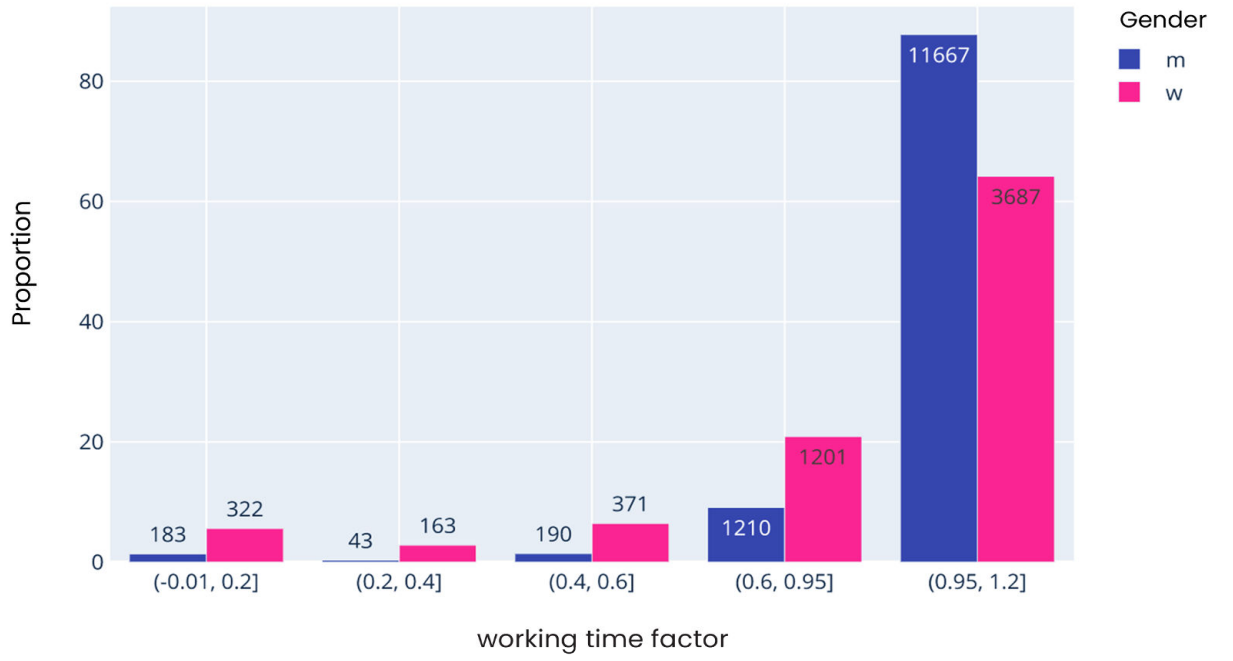


Figure 3: Distribution of working time factor by gender in total months worked

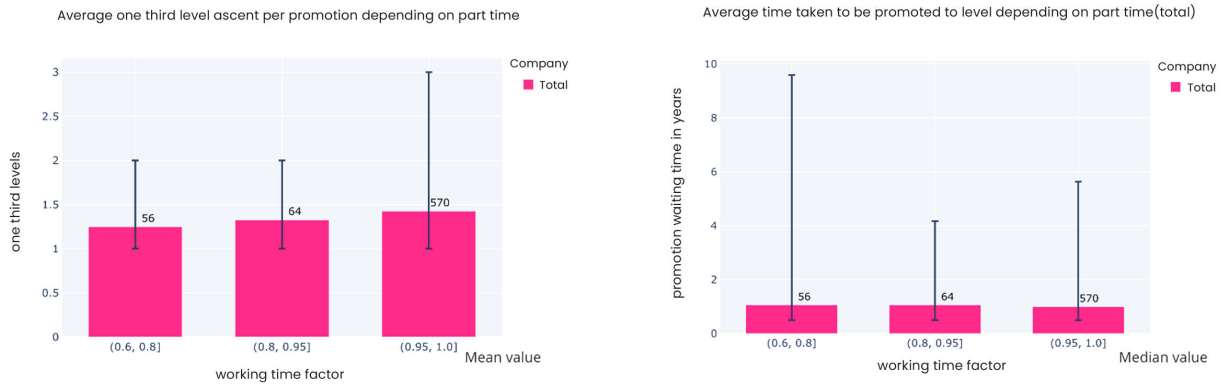


Figure 4: Looking at promotion levels and time intervals between part-time and full-time promotions

Figure 4 shows that women were promoted minimally faster as consultants and men as software engineers. This is an effect that we want to observe against the background of the unequal distribution of men and women on our two career paths.

The evaluations also showed that the promotion rate flattens out for women between the ages of 30 and 45 (see Figure 6). This age group also showed a decline in satisfaction scores. This was evident in the Great Place to Work 2020 survey results, which were additionally used as a reference. These results showed that women have a more critical view than men of the topic clusters we created: management, career perspective, fairness and feedback culture (see Figure 7 & 8). The results were presented to interested employees throughout the company in 2021 and a recording was made freely available. The Culture Club „Gender Equality“ also presented the results separately to our managers.

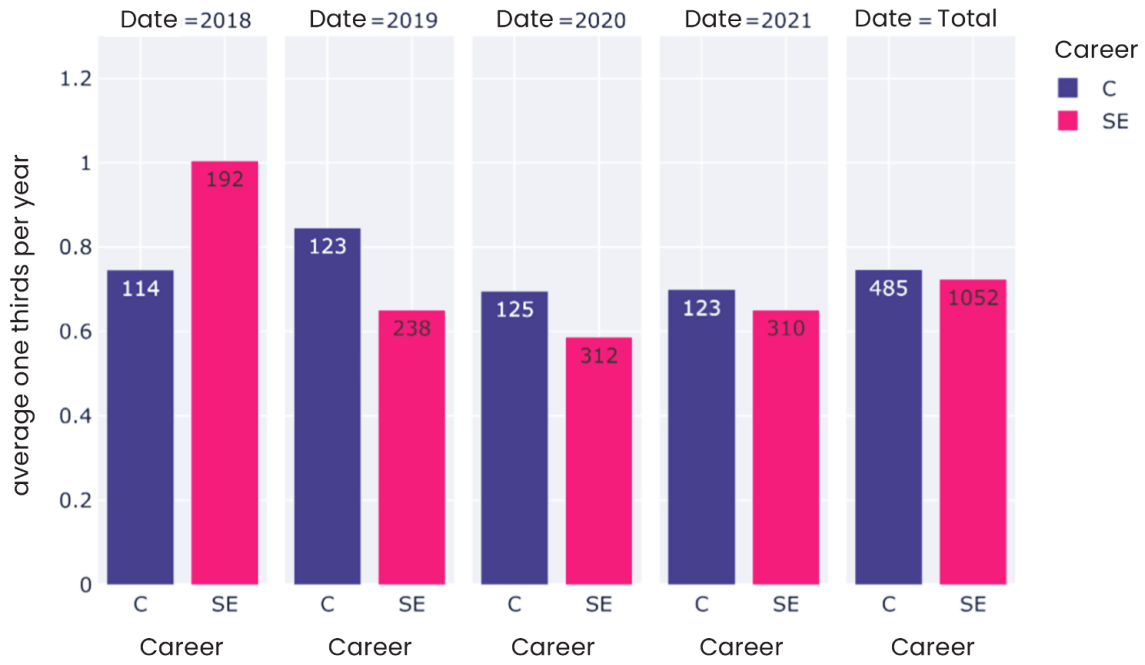


Figure 5 Promotion per year (in levels by gender and career (C=Consultant, SE=Software Engineer)

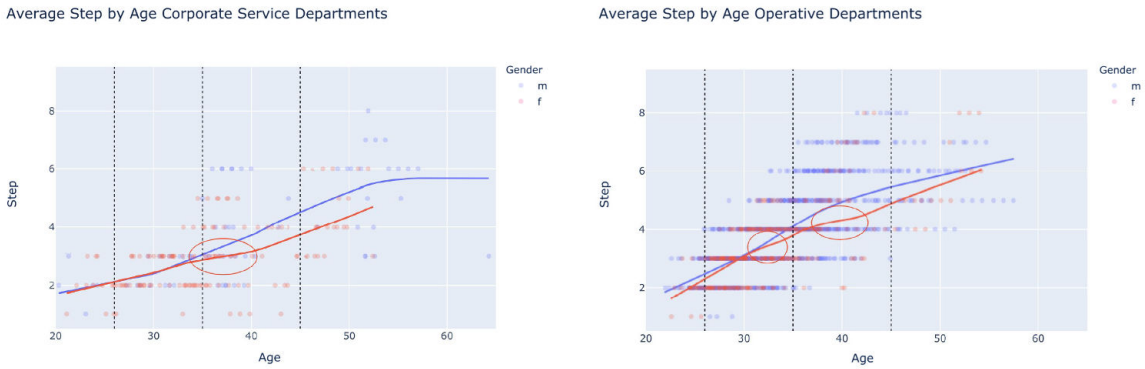


Figure 6 promotion speed by gender (m: blue, f: red); highlighting plateaus; Numbers without executive board members

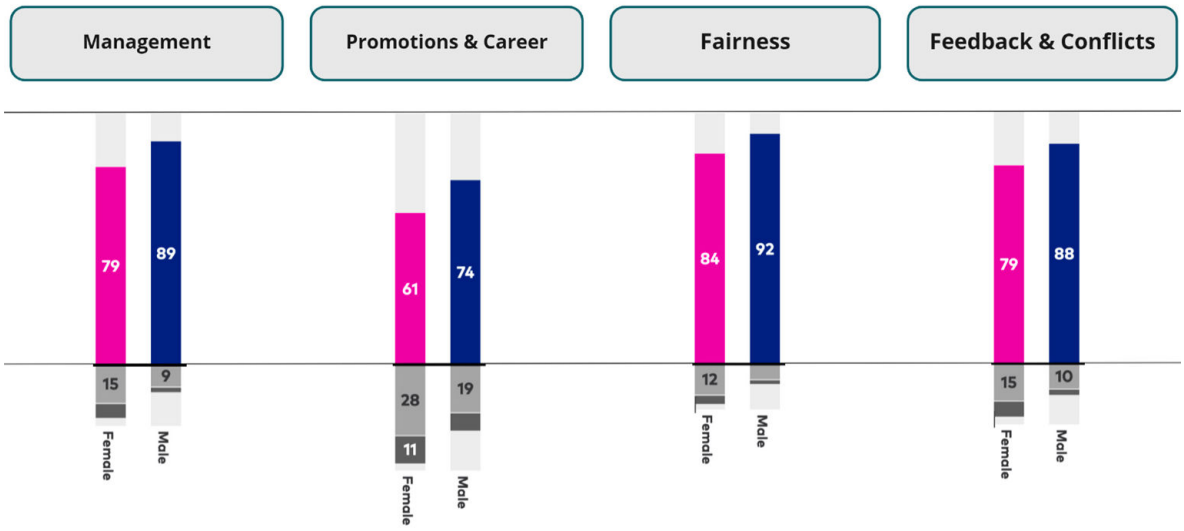


Figure 7 Satisfaction by topic cluster and gender (m: blue, f: purple) GPTW 2020

Figure 8 Satisfaction by topic cluster, gender and age groups GPTW 2020

Employee satisfaction and feedback
In addition to this special evaluation initiative, Great Place to Work is an important indicator for us to determine whether our employees enjoy coming to work, enjoy their tasks and feel comfortable and valued in our company. In 2021, we took 2nd place as „Bavaria's Best Employer" (size category 501-1000 employees), as well as 3rd place as „Germany's Best Employer" (501-2000 employees) and 3rd place as „Best Employer ITK" (<500 employees). With a Trust Index of 90%, we were far above the benchmark determined by GPTW.

Our rankings confirmed our commitment to this area, and we take the results as an opportunity to take a closer look at the areas of work whose results are below average compared to the overall result.[11]

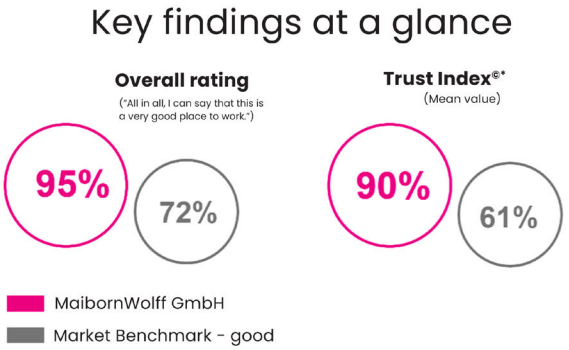


Figure 9: Results GPTW 2021 (Source: Results presentation provided by GPTW)

Our workforce by diversity and inclusion metrics
In 2021, we had an average of 647[12] employees, which includes full-time and part-time employees as well as working students and interns. Of these, 198 (31%) were women, 449 (69%) were men.

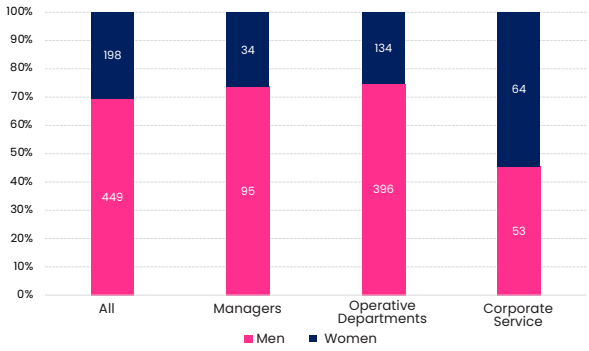
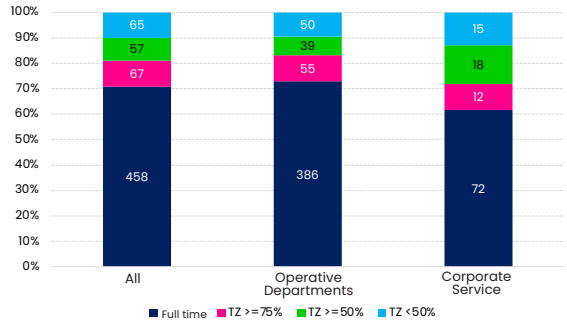


Figure 10: Male-female ratio 2021

33 different nationalities were part of our team.[13] With 85.56%, the majority of our employees are of German nationality. The second largest group are employees of Tunisian nationality with 6.4%. Of the other nationalities represented, no group accounts for more than 0.62%.[34]

Part-time contracts are used in all areas and at all levels. Women and men, working students, managers, division heads and managing directors work part-time, regardless of whether they work in our Corporate Services or in the operational business.[35]

In 2021, 18 men and 23 women took parental leave. Men took parental leave for an average of 2.28 months, women 5.61.



TZ: Part time
Figure 11: Full-time/part-time employees

(11,12) Employees as "number of heads" as an average value throughout the calendar year 2021
(13) Evaluation as of the cut-off date 1.7.2021

Health and Safety

Flexibility in time and place

It is important to us that our employees can organise their working conditions in the way that suits them best within the framework of the relevant legal provisions. We already take individual needs into account when scheduling projects, e.g. if employees are only able to travel to a limited extent due to private reasons. In addition, all employees enjoy a high degree of time autonomy. This means that they decide for themselves when and from where they want to work. Our only requirement is that communication with our clients and (project) teams must work. Basically, if employees need something to be able to do their work well, we make it possible. This is particularly beneficial for employees with visible or invisible limitations, who can work optimally and according to their needs.[14]

We support time flexibility with our self-developed, proven time recording tool and through regulations that promote fair working hours. Each employee independently records the time worked on a basis of trust. A working time account helps to track overtime and undertime and enables full overtime/undertime compensation even beyond the end of the month or the end of the year. A maximum-minimum limit laid down in our employment contracts and rules of procedure ensures that our employees remain within a healthy workload corridor. If the working time account balance approaches one of the limits, measures can be taken together with the managers to plan working hours that take into account the interests of the employees.

In 2021, the working time account balance per FTE ranged between 15.82 and 20.78 hours with an average value of 17.7 hours. This results in an overtime rate of less than 1% in relation to the annual work volume of an FTE.

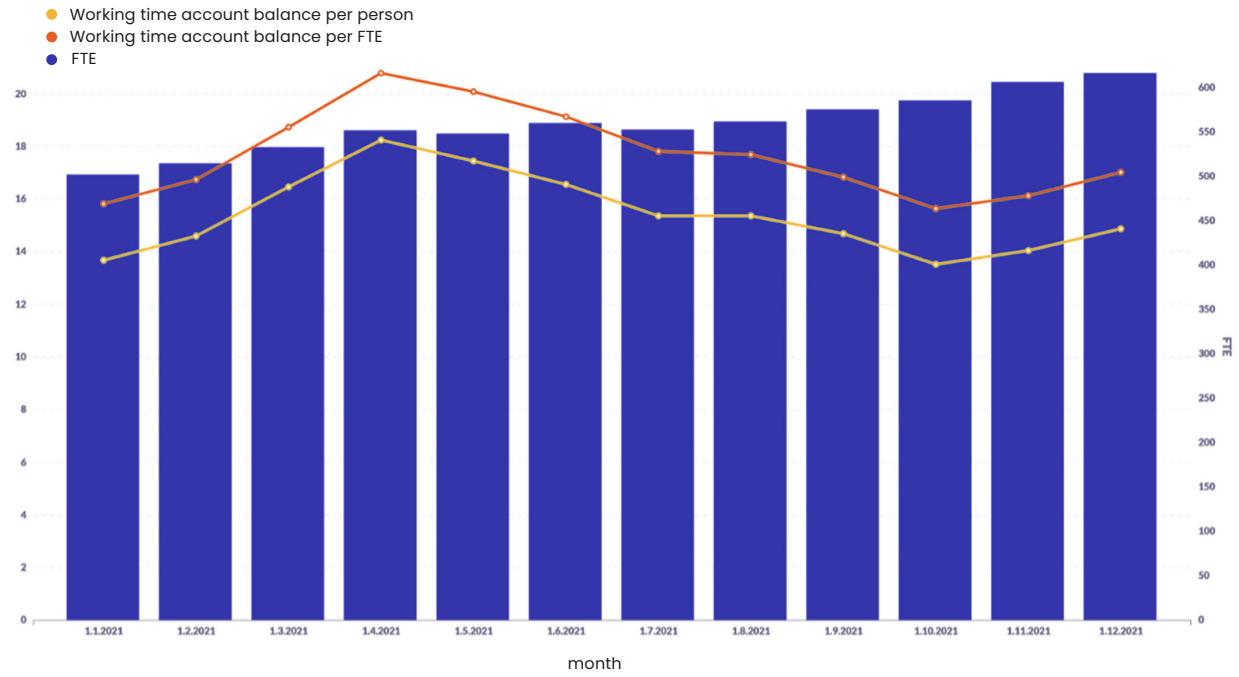


Figure 12: Working time account balance per FTE 2021

(14) The Full Time Equivalent (FTE) is used by employers as a benchmark to measure total working time, regardless of the working time model used. For this purpose, all existing part-time positions are converted into fictitious full-time positions.

Health and safety of our employees
With an illness rate of 3.9%, MaibornWolff is below the German average of 4.4%for 2021. This can be attributed, among other things, to MaibornWolff's different and varied sports programmes. These range from weekly remote and onsite yoga classes and training rooms at some locations to participation in events such as beach volleyball tournaments or running events like the B2Run in Hamburg or the Muddy Angel Run in Munich to annual health days at some locations.

Likewise, employees can take advantage of a free eye examination in the office once a year and receive an allowance for computer glasses if needed.

In addition, some locations offer the possibility to book massages directly in the office and to register for flu or corona vaccinations.

By providing free fruit in the offices, MaibornWolff also incentivises healthy eating in the workplace. Monthly consumption in 2021 is 337 kg of fruit, which corresponds to approximately 0.5 kg per FTE.

Confidential counsellors are a special institution to support our employees. Since 2021, four counsellors have been available to our employees. These external persons with appropriate professional qualifications are a possible point of contact for colleagu-es who need support in conflict situations, private or health problems, explicitly also in the case of „mental health" problems, dissatisfaction or general life situations. The counsellors are neutral, independent and bound to absolute confidentiality. Contact information is available on the intranet for all employees. In addition, the concept and information are explained to all new employees during onboarding. In this way, the confidential coun-sellors can be contacted without knowled-ge of the company. The total costs in 2021 for the use of our confidential counsellors amounted to 79,394.00€.

In 2021, MaibornWolff counted 6 occupational/traffic accidents. The number of fire safety officers is to be expanded in the coming years. Evacuation drills have only taken place sporadically in the past, so an annual evacuation drill with documenta-tion is being planned at all German sites, for which there is a dedicated organisational team.

Skills, training and leadership development

Skills and training
Skills, development and training are not just part of everyday life in our project business, they are critical to our success and our business model. This is precisely why we have made access to training as barrier-free as possible. Every employee is entitled to a training budget of 1.5 times their gross monthly salary, which they can use for professional development. In 2021, costs of €779,174.13[15] were incurred for continuing education. Expenditure per FTE amounted to €1,393.61[16]. Internally, the campus department organises trainings and designs and implements new learning formats from which many employees can benefit. External training, online university courses, books or other learning opportunities can also be charged to this budget. Every staff member is thus free to learn the things he or she needs and to learn in the

15 Includes expenses for „Internal further training", „External further training", „Further training travel expenses"; statement of the Finance department
16 Average number of FTE in calendar year 2021

way that suits him or her best. In order not to disadvantage independent learning compared to face-to-face seminars, we allow our employees to write down the time invested in further education as working time as well as to charge for course materials. As it is important to us to offer all employees the same opportunities for further training, we have set the budget per employee regardless of the country of location. And to support all staff in their search for training opportunities, we have developed learning metro plans that map our entire range of courses according to need.

Leadership Development
To train our leaders, we have our own leadership training programme (FKA). A fixed group of ten participants go through the programme of various trainings, reflection and application challenges over the course of a year. The groups start on a demand-driven basis, and since 2021 we have staffed this programme with half men and half women. In the programmes started in 2021, ten participants were male, nine participants were female.

In 2021, we again participated in an external, cross-company mentoring programme that focuses specifically on women in leadership. The mentees in this programme are provided with experienced managers as mentors. In this programme, we support not only our own female employees, but also female employees from other companies by providing our managers as mentors.

All employees above a certain level are involved in the company's success in the form of profit sharing bonuses. 19% of employees are entitled to these bonuses.[17]

Charity and social impact in our environment
We enable employees to assume social responsibility in their work as well. The topic of sustainability was also included in our Ivory Space (IVO) in 2021. Among other things, the IVO department deals with core ideas from our 28 communities. The Green Tech Community laid the foundation for the IVO sub-department Green IT. This community has set itself the task of researching, investigating and exchanging ideas across all departments in order to find s olutions to combat climate change. The aim is to find ways to make our services greener, to use our resources more sparingly and to raise our awareness and that of our customers for green alternatives.

We also fulfil our social responsibility by providing support and/or donations to various charity organisations, especially when it comes to humanitarian emergencies (e.g. Ahrtal, Tafel Corona). In the annual end-of-year fundraising campaign, each employee can suggest a charity to donate to and each employee decides on the distribution of their donation budget of 200€. In 2021, we donated a total of €113,981.98 to 40 different organisations.

We maintain cooperations with universities in all cities where our offices are located. Our activities include guest lectures, seminars, workshops, research projects, exhibitions, thesis supervision, internships, student jobs, participation in alumni networks, mentoring, semester projects and partnering within the framework of dual study programmes. Together, we promote innovation and talent.

17 All employees in the calendar year 2021 were considered as the total workforce - a total of 797 persons, 149 of whom were entitled to bonuses in 2021.

Our students are an important and full part of our culture. Students make up 10% of the total workforce. An integral part of the Talent Management department is the „Young Academics“ sub-division, which focuses on the interests of the students whowork for us. In all departments, there are responsible persons for students who provide students with professional and personal advice and support. We also support students in mentoring initiatives.

05

Measures for the future & initiatives

Introduction of environmental management system

Part of MaibornWolff's sustainability management is environmental management. This measures the company's environmental performance. Only by systematiclly measuring environmental performance through key figures can environmental impacts be managed internally and reported externally. The management of environmental performance serves the purpose of avoiding, reducing and, in the case of unavoidable emissions, compensating for emissions. External reporting serves the purpose of comparability with companies from similar industries, the information requirements of society as a whole and official obligations.

The biggest drivers of MaibornWolff's carbon footprint are energy use (electricity and heat), business travel, travel to work and hardware, as shown in chapter 3.1.

Based on the European Union Regulation for the „Community Eco-Management and Audit Scheme" (EMAS), we have determined the environmental aspects relevant to us. EMAS attributes the same relevance to indirect environmental aspects as to direct ones. In a first step, we have checked direct and indirect environmental aspects for relevance according to the following criteria:

- Environmental hazard potential
- Vulnerability of the local, regional and global environment
- Extent, number, frequency and reversibility of aspects or impacts
- Presence of relevant environmental regulations and their requirements
- Relevance for stakeholders and staff of the organisation

For example, the environmental aspect of „noise" is not relevant to us as a company because we do not use plant or machinery to produce physical goods. What is relevant for MaibornWolff, however, are emissions from business trips, the type of transport and distance travelled to work, hardware use and energy consumption in office buildings.

Building on the direct and indirect environmental aspects relevant to us, we have selected appropriate operational performance indicators and management performance indicators. The former concerns the direct impact of the environment on the organisation and the latter the activities

that are intended to improve the environmental performance of an organisation.

Table 2 below shows the key areas and indicators that are relevant for us. Based on these selected key figures, we will begin to systematically record the values in the 2022/23 business year. We will publish these figures in the sustainability reports of future years.

Key area	Key figure
Energy efficiency	Total direct energy consumption in MWh or GJ Share of energy from renewable sources in total annual energy consumption Heating energy use per heated area Share of energy efficiency classes in consumer appliances
Water	Total annual water consumption in cubic metres
Waste	Total annual waste generation in tonnes
Biodiversity	Land consumption in square metres of built-up area Share of ecologically certified square metres in total land consumption
Emissions	Total annual greenhouse gas emissions in tonnes of CO2 CO2 emissions due to business travel Shares of the different modes of transport for business travel Share of different modes of transport on business trips, broken down by the purpose of the trip (project, training, client, marketing, etc.) Share of business trips with overnight stays in eco-certified hotels Share of electric vehicles in the total number of fleet vehicles Means of transport used by employees to get to work in km Total renewable energy consumption from external procurement Proportion of local and regional suppliers in the procurement of food and office materials Proportion of products certified with the Ecolabel Proportion of suppliers certified according to environmentally relevant standards
Further education	Number of environmentally relevant training courses, continuing education courses
Marketing	Number of events with environmental relevance Proportion of ecological topics in the corporate communication of the company

Table 2: Key areas, operational performance indicators and management performance indicators

Energy audit of German sites
Since MaibornWolff employs more than 250 people and the total energy consumption within Germany will exceed 500,000 kWh in the future, we will carry out an energy audit according to the regulations of DIN EN 16247-1 and the specified requirements of the Federal Office of Economics and Export Control (BAFA). An energy auditor will support us in preparing the energy audit. We will provide internal resources to support the energy auditor in carrying out the energy audit.
The objective of the audit is the energy analysis of the current status in order to derive potentials for improving energy efficien-cy. The core of the analysis of the current status consists of identifying the consumer devices that require the most energy and thus represent the greatest leverage for energy savings.

In a second step, the savings potentials are used as the basis for a profitability analysis. By means of this analysis, investments in energy efficiency measures can be evaluated to see whether the summed energy savings of more efficient devices compared to the current situation justify investments.

Green IT

The measures and activities presented so far relate to MaibornWolff's sustainable actions within its own organisation. As described in the introduction, this concerns the first strategic level of environmental sustainability at MaibornWolff.

The second and third strategic levels refer to the opportunities of digital solutions in terms of their contribution to environmental sustainability. One example of increased environmental sustainability is the use of digital solutions to save CO2. Looking at the CO2 saving potential in Germany, digital solutions can contribute 41% to achieving the German climate target for 2030 if digitalisation is accelerated. The net CO2 effect, which describes the CO2 savings potential of digital technologies minus the CO2 footprint, amounts to 34% of the emission savings required by 2030 with accelerated digitalisation.

Green in IT
The second level, which we at MaibornWolff describe as „Green in IT", comprises sustainable software development, i.e. the output. This level concerns the software that is used in transmission networks, plants, machines, data centres and mobile devices. Resources and energy are needed to run software on hardware devices. Despite efficiency gains, the annual energy demand for data centres and transmission networks increased by around 5.4 TWh from 2015 to 2020. This corresponds to an increase of 30%.

Resource efficiency in the execution of a software system is therefore of decisive importance in the use of hardware capacities. If a required functionality can be executed with fewer resources, this indirectly contributes to the conservation of natural resources.

We invest in Green in IT resources and continue to develop the Green in IT approach within the company. We have developed an internal training that enables developers to measure and optimise the environmental impact of software development. In the future, this topic will be made more aware throughout the company and taken into account as another important quality criterion in software development.

Green Software Development Manifest
Together with our two partner companies QAware and doubleSlash from our network, we have written down a Green Software Development Manifesto. With this, we are pursuing the goal of making our software and the software development process more sustainable in the future. We want to achieve our vision of living a software industry that is climate-neutral and promotes ecological transformation by implementing our guiding principles.

Green by IT
The third level, which we call „Green by IT“, involves the development and improvement of digital solutions and products for sustainable ecological purposes. This level considers the outcome and impact of the digital solution. On the one hand, a new product can directly generate a positive ecological impact (as shown in following chapter: improving the air in urban areas) or indirectly contribute to environmental edu-cation by showing the consequences of climate change.
Other areas of application for the use of digital technologies that increase resource or energy efficiency are in the automation of production, the establishment of a digital twin, optimised traffic control and the use of smart grids & homes.

Green Software Development Manifest

01.
Transparency and genuine aspirations
before procedural rules and Standards
We make sincere efforts and work continuously to make our software more environmentally sustainable. We make our efforts transparent, even if we do not have perfect results to show. It is more important to us to actively work towards climate-friendly target images than to follow formal rules and fulfil them on paper.

02.
Minimising the use of resources
before taking measures to compensate
We strive to minimise the use of resources in the development and operation of software. In the second step, we do everything we can to compensate for the indispensable emissions. In addition, we support our customers and users in doing the same.

03.
Ecological transformation before trend technologies
We are working to realise the social and ecological transformation. In doing so, we do not exclude any technologies in principle. However, we question the sustainability and ecological costs of both established and new technologies.

04.
Software for environmental sustainability before profit
We develop software that takes into account as many ecological aspects as possible. This is more important to us than maximising profit: we prioritise ecological sustainability over the highest possible profit.

05.
Partnership and shared knowledge
before competitive advantages
We work together to realise an ecologically sustainable software industry. We share our insights and knowledge with everyone, even if in doubt this means giving up possible competitive advantages.

The manifesto is accessible to everyone as a public website and can be signed by any interested person who can also actively participate in the open community. This community meets in public MeetUps and thus enables an open exchange and the development of guidelines and best practices around the topic of green software.

Sustainable Project examples

SCIARA
MaibornWolff is a shareholder of SCIARA GmbH, which is dedicated to communicating climate impacts through so-called climate time travel. Together with the Potsdam Institute for Climate Impact Research, universities from all over Europe and other German IT companies, MaibornWolff is working on SCIARA's MyClimateFuture, a scientific online game.

Sciara is a time travel into the climate future and simulates agent-based interactions between climate change, climate protection measures and real human behaviour. In this way, socially viable regulations can be identified and emphatically implemented.

With the help of the online simulation game, users can travel through the future of the planet and become an interactive part of climate impact research. The aim is to find out which measures against climate change are accepted, supported or rejected in order to help the economy and politics make better decisions, which are effective and socially accepted.

RobIn4LeMi
RobIn4LeMi is a project network with partners from science and industry for the development and research of a needs-based assistance robot to support people with performance-related disabilities in the company . Performance-impaired employees" are people who, for example after an accident or as a result of illness, are so physically limited that they can no longer carry out their previous work as usual.

We are working here with Fraunhofer IGCV, TAWNY, an AI start-up, the robotics company Roboception and Augsburg's Caritas.

The results of the RobIn4LeMi research project flow iteratively into a joint demonstrator. This will be built up from the beginning and continuously developed. On the basis of the demonstrator, user evaluations and field tests are continuously carried out in order to obtain consistent feedback on the insights gained.

In the first iteration step of the project, the conception and design of the demonstrator takes place. The aim is that the demonstrator can be flexibly adapted and expanded with new technologies during the project period.

Initially, the demonstrator consists of an assembly table, a lightweight robot with peripherals and selected interaction devices.
Regular information on the development of the demonstrator is provided on this page.

GreenCitySolutions
In the project „Moss Walls" we developed individual software for the company GreenCitySolutions. The goal of GreenCitySolutions is to make fresh air in urban areas available to everyone by developing the world's first regenerative bio-tech filters to demonstrably improve air quality.

The cloud-based IoT system we implemented enables the transparency of values such as temperature, humidity and air purity of a large number of moss trees and stores the data for later analyses.

Likewise, a user interface that MaibornWolff developed especially for GreenCitySolutions visualises live data from the moss and shows the air pollution around it. The user interface can also be used to set certain actions differently, e.g. for humidification intensity.

Figure 13: RobIn4LeMi illustration

DB Cargo
As an international transport and logistics company, DB Cargo supports the green transformation in freight transport by enabling goods to be transported by rail instead of by lorry on roads with the help of trains - at best powered by green electricity.

DB Cargo's goal is to increase the capacity of German rail transport for freight, taking into account all the rules and restrictions (e.g. dangerous goods can only travel over certain sections of track).

With the help of our software, they can realise this and also discover further optimisation potential. By using our machine learning software, underutilisation and neuralgic route sections become transparent, so that routes can be prevented from becoming capacitively overloaded. At the same time, our software can be used to plan the optimal utilisation of the German railway network as a whole. In doing so, both the quantity and the quality of the transport plans can be increased.

Further use cases are higher reliability, lower operating costs, improvement of planning possibilities and maintenance of the rail network by identifying critical points in the network. From this information, proposals for network expansion can be derived, seasonal effects can be predicted and line failures can be simulated.

Digital Charging Solutions GmbH (DCS)
Digital Charging Solutions GmbH develops public charging solutions for car manufacturers and fleet operators, making them one of the key global drivers of the shift to electric mobility. They develop white label charging services for public charging, provide access to multiple networks of charge point operators and enable drivers of electric vehicles to find, use and pay for public charging stations in a simple and seamless way.

We at MaibornWolff act as a partner for the DCS. We integrate and manage the communication between the customer on the product manufacturer side and the professional as well as technical contact on the DCS side. In addition, we act as an interface between the wishes and requirements of the product manufacturers and the development department. In this context, we realise the integration of different charging station operator networks on the software side and improve the user experience so that the acceptance and thus the use of the infrastructure can be increased.

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