



SUSTAINABILITY REPORT 2023



Table of Contents

Table of Contents	2
MESSAGE FROM OUR CEO	5
ABOUT CENIT	6
1. About the report	6
2. GRI 2: General Disclosures	7
2-1. Organizational details	7
2-2. Entities included in the organization’s sustainability reporting	9
2-3. Reporting period, frequency, and contact point	9
2-4. Restatements of information	10
2-5. External assurance	10
2-6. Activities, value chain and other business relationships	10
2-7. Employees	11
2-8. Workers who are not employees	16
2-9. to 2-17. Governance structure and composition	16
2-18. to 2-21. Evaluation of the performance of the highest governance body	17
2-22. Statement on sustainable development strategy	17
2-23. to 2-27. Corporate Governance und Compliance Management System	18
2-28. Membership associations	18
2-29. Approach to stakeholder engagement	22
2-30. Collective bargaining agreements	23
3. GRI 3: Material Topics	23
3-1. Process to determine material topics	23
3-2. List of material topics	25
3-3. Management of material topics	25
3-4. Our sustainability goals	32
4. GRI 200: Economic	36
4-1. GRI 201: Economic performance	36
4-2. GRI 205: Anti-corruption & GRI 206 Anti-competitive Behavior	37
4-3. GRI 207: Tax	37
5. GRI 300: Environmental	39
5-1. GRI 302: Energy	39
5-2. GRI 303: Water and effluents	42
5-3. GRI 305: Emissions	44
5-4. GRI 306: Waste	47
6. GRI 400: Social	50
6-1. GRI 401: Employment	50

6-2. GRI 402: Labor/Management relations	61
6-2. GRI 403: Occupational health and safety.....	63
6-3. GRI 404: Training and education	64
6-4. GRI 405: Diversity and equal opportunity.....	67
7. CENIT Cares	68
8. EU Taxonomy.....	68
9. Customer Cases: “We empower sustainable digitalization”	75
9-1. UNBRICK	75
9-2. FOKKER NEXT GEN	76
9-3. QUANTRON.....	77
10. Legal notice.....	78
11. GRI Index.....	79



MESSAGE FROM OUR CEO

For the Intergovernmental Panel on Climate Change scientific community, there is no doubt: nowhere in the world today is safe from the impacts of climate change. Its adverse effects take the form of extreme weather and climate events, with devastating consequences for people and the natural environment.

Companies are stepping up to this global crisis, proactively pursuing their sustainable transformations with solutions that strike a better balance between economic, social and environmental factors. Corporate social responsibility is gaining traction as organizations embed CSR into their vision and strategy to ensure that sustainable development permeates every aspect of their operations.

At CENIT, we leverage deep expertise in digital solutions to help customers make the shift toward more sustainable development pathways. We provide a design environment that helps them rethink how products are designed, made, used and maintained and how services are delivered. By embracing 3D digital solutions, design engineers can explore more ecofriendly alternatives at the earliest stage of each project and thereby minimize the use of hazardous materials, optimize energy efficiency and make their products easier to repair. Digital twins, for example, let engineers model, evaluate and validate their designs in a virtual environment before manufacture. This is a real gamechanger, significantly reducing the need for physical prototypes as well as the environmental impact of products.

In short, it is a whole new paradigm. Integrating digital technology into business models is no longer an option — it is an essential way forward. Digital is a key to staying ahead of the curve in today's fast-moving marketplace. 3D virtual environments foster new, collaborative ways of working both in-house and across the ecosystem of industry partners as part of a deep culture of innovation. Companies and their people, business leaders, public authorities, NGOs, community groups, consumers/citizens and all other stakeholders must help drive this change by working together to identify viable long-term solutions.

As CEO of CENIT, I believe that industry has the ability and the creative talent to step into a virtuous circle, where sustainability is conducive with socially responsible prosperity. In this sustainability report we offer insights and case examples of the momentum of sustainability across industry in a push to achieve carbon neutrality through realistic medium and longer-term goals. "Making the optimum choice", could be seen as an unattainable goal. Nonetheless, our purpose is to do everything we can to minimize the impact of a product throughout its lifecycle as part of our broader mission of working with customers to build a more prosperous, equitable and sustainable future. Ecodesign is the cornerstone of the circular economy with undeniable environmental benefits. This is what drives us. And we are calling on industry to step up to this challenge right now. Our shared successes, our future and the very planet we live on depend on it!

Peter Schneck, CEO

ABOUT CENIT

“We empower sustainable digitalization” is our mission.

What is the definition of sustainable digitalization? It consists in supporting our customers to meet their ESG objectives through digitalization of all their processes from end-to-end. It is a digitalization that is responsible, ethical and sustainable: providing ESG benefits while carefully managing the risks of harm.

Since the company foundation in 1988, we have been a leading IT consulting and software company specialized in process digitalization. We enable and sustain the technological advantage of our customers while guiding them in meeting the new environmental goals and regulations of their specific sector. CENIT provides its knowledge and expertise in key industries such as aeronautics, transportation & mobility, medical devices, industrial equipment, high tech, financial services & trade in nine countries all over the world.

It means we, at CENIT, support our customers to innovate while reducing their carbon footprint. Assessing the environmental impact of a product is key for our customers.

We are convinced that digital continuity is a key driver of innovation to help our customers design and manufacture their products in a sustainable way. **“We empower sustainable digitalization”** is not a concept but is a state of mind. It means that all internal and external stakeholders together define a project framework with all the requirements and then implement an end-to-end digital process to foster collaboration and quality in line with the 17 sustainable development goals of the United Nations.

CENIT is headquartered in Stuttgart, Germany and employs over 900 people including apprentices and supports more than 6,000 customers globally. For more information, please visit www.cenit.com.

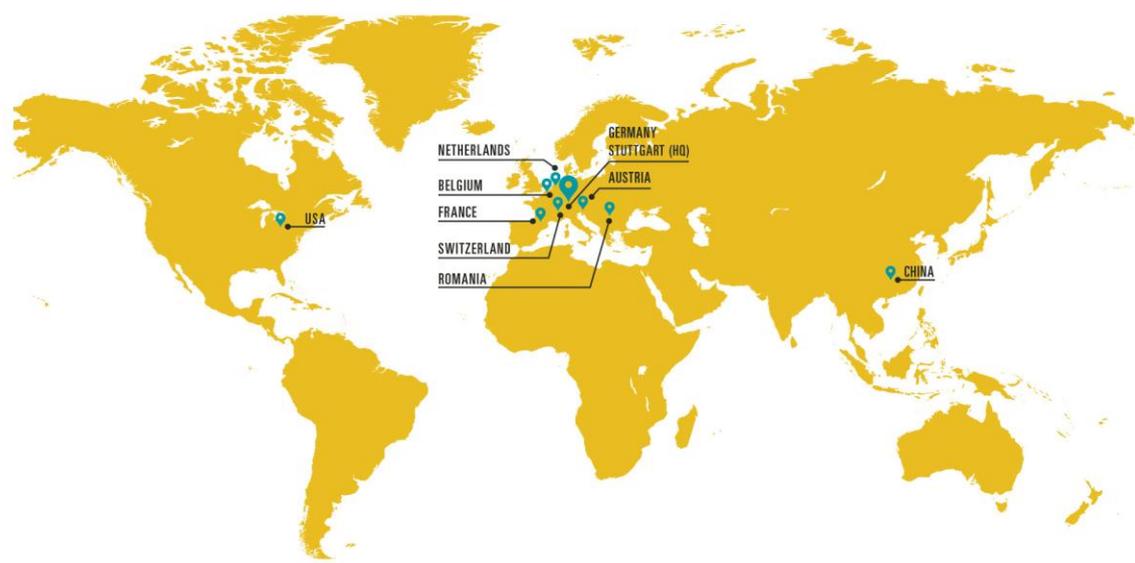
1. About the report

CENIT publishes its sustainability report annually. The sustainability report 2023 was published as of 30.04.2024. The reporting period corresponds to the calendar year i.e., from 01.01.2023 to 31.12.2023. This report provides information on how sustainability fits into the CENIT Group strategy. All information on the current sustainability performance and corresponding key figures generally refer to the entire Group, unless otherwise stated. Indeed, as CENIT Group is expanding from year to year and is constantly consolidating new organizations, the perimeter may vary according to the available data. Any deviations are accompanied by a corresponding disclaimer.

In some cases, appropriate estimates or projections are made when preparing the report to provide a complete picture of the period under review. Actual values may differ from these estimates and will be corrected in subsequent sustainability reports. Significant methodological and structural changes compared to the previous year's reporting are documented where appropriate. Differences may occur due to the commercial rounding of amounts and percentages. All key figures are based on corresponding data from the reporting period from January 1st, 2023, to December 31, 2023. In the case of key figures and ratios of employees, the reporting date is December 31, 2023.

The CENIT sustainability report 2023 contains forward-looking statements that are based on the current assessments of the management regarding future developments. Risks and uncertainties, such as the future market environment and economic conditions, the behavior of other market participants, the successful integration of new acquisitions and the realization of expected synergy effects, as well as measures taken by government authorities, are beyond CENIT's ability to control or estimate precisely. Should any of these or other uncertainties and imponderables materialize or should the assumptions on which these statements are based prove to be incorrect, actual results may differ materially from those expressed or implied by such statements.

2. GRI 2: General Disclosures



2-1. Organizational details

CENIT AG is headquartered in Stuttgart and has offices in several major cities (Berlin, Hamburg, Hanover, Munich and Frankfurt) in Germany.

CENIT AG is present in 9 countries, in Europe, United States and China, which represents 29 locations in total across these countries. With the acquisition of the KEONYS Group in 2017, CENIT started its expansion in Europe (France, Belgium & Netherlands). Since then, the pace of acquisitions has significantly increased over the last two years.

- In May 2022, CENIT acquired a majority holding in ISR Information Products AG (ISR for short) with an acquisition of 74.9% of the shares. ISR is a full-service provider for data analysis and process digitalization with headquarters in Braunschweig and offices in Münster, Hamburg, Cologne, Frankfurt, and Munich. With this participation, CENIT reinforced its market position in the field of document logistics and information management.
- In May 2022, CENIT increased its stake in CORISTO GmbH (CORISTO for short) to 100%.
- In October 2022, Magic Engineering SRL was acquired and integrated into the CENIT Group. Magic Engineering SRL, established in 1993, had built a reputation in Romania as

a PLM specialist and value-added reseller of Dassault Systèmes products. With this acquisition, CENIT further expanded its position in Eastern Europe.

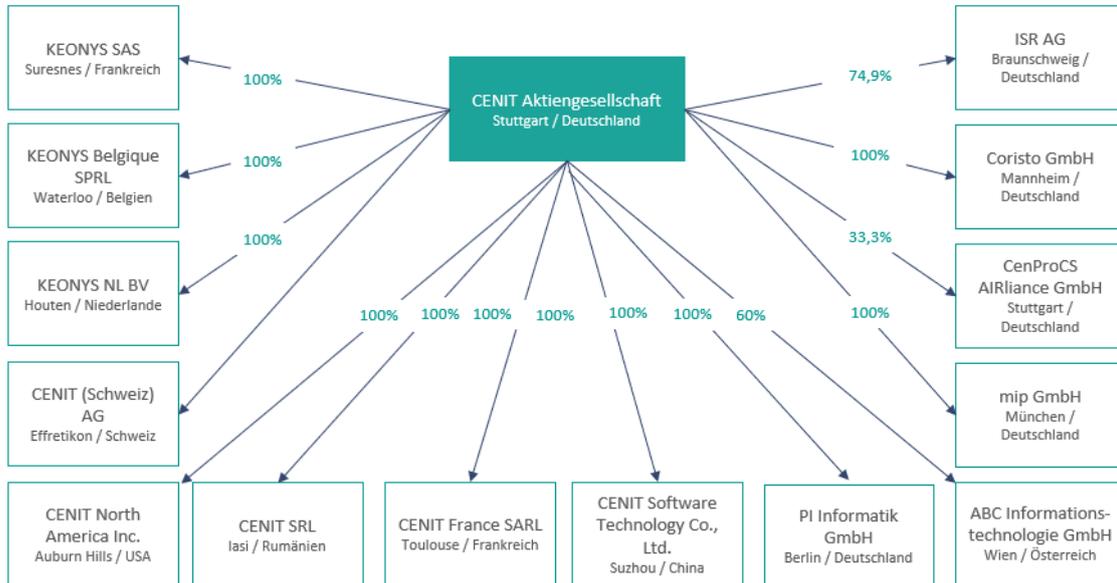
- In January 2023, the Munich-based Management Information Partner GmbH (MIP in short) became a member of the international CENIT Group. Established in 1988, MIP GmbH is a software and consulting company active in Germany, Austria and Switzerland. MIP specializes in data management and analysis, software development, as well as operation of IT infrastructure and applications.
- In March 2023, CENIT concluded a partnership with Japanese technology company, CENIT Japan became part of Argo Graphics Inc. (Tokyo). The move was aimed at giving both companies a stronger presence on the Japanese robotics market.
- In July 2023, Berlin-based PI Informatik GmbH became a new member of CENIT Group. Among industry, logistics and public sector clients, PI Informatik has made a name for itself as a specialist for complex software development, SAP consulting services and as a long-term partner for managed services and IT infrastructure solutions.
- In July 2023, CENIT acquired a 60% interest in Vienna-based ACTIVE BUSINESS CONSULT Informations technologie GmbH. Founded in 2006, the company is an established specialist for digitalizing and optimizing SAP-based business processes.

All acquired companies continue to operate under their own name - with the additional designation "a company of the CENIT Group". This expansion of the Group is in line with the strategic goal of sustainable growth, with acquisitions that make sense in the Group development enriching its offer portfolio and developing the international coverage.

The domestic and foreign companies included in the consolidated financial statements are consolidated in accordance with the accounting and valuation methods uniformly applicable to the CENIT Group. The same accounting and valuation methods are used for the subsidiaries as for the parent company. Like the parent company, the subsidiaries specialize in the sale and integration of software and IT services in the Product Lifecycle Management (PLM) and Enterprise Information Management (EIM) segments. In addition, CENIT holds a one-third stake in the joint venture CenProCS AIRliance GmbH. The joint venture provides services and consulting for a joint major customer in the PLM segment.

2-2. Entities included in the organization's sustainability reporting

Presented below is **the organizational chart** of the CENIT Group **under company law** as of the reporting date:



All companies consolidated in the CENIT Group on 2023, December 31st are subject to the CENIT sustainability Report 2023.

2-3. Reporting period, frequency, and contact point

The CENIT sustainability Report 2023 refers to the complete year 2023, starting with 01.01.2023 until 31.12.2023.

The financial reporting of CENIT is also taken in the same way as such are no deviating reporting periods.

The last CENIT sustainability Report from the year 2022 was published on April 28th, 2022.

The current CENIT sustainability Report 2023 was published on April 30th, 2023.

Sustainability reporting is conducted annually.

In 2023, The CENIT Group appointed a Senior VP Group Sustainability. Together with many experts and members of the Corporate social Responsibility core team within CENIT, the sustainability Report is continuously improved. It is a synthesis of collaborative work between different departments, business fields, but also the acquired entities.

Should you have further inquiries regarding this sustainability report, please send your requests to the following email address: sustainability@cenit.com.

2-4. Restatements of information

For the year 2023, the sustainability CENIT report continues to fit to GRI standards reporting in its latest publication in 2021. By doing so, the CENIT Group gives a completely transparent and structured view of its sustainability activities. Since 2022, CENIT AG has expanded its sustainability reporting to the entire Group.

Restatements of information ensure consistency and enable comparability of information between reporting periods. There was no significant change in the methodology in measurement of GHG emissions or in reporting principles.

2-5. External assurance

The CENIT Group sustainability reporting isn't externally assured.

2-6. Activities, value chain and other business relationships

CENIT has five business divisions, which can be summarized under the PLM (Product Lifecycle Management) and EIM (Enterprise Information Management) segments. The PLM segment includes 3DS Solutions, SAP Solutions, Digital Factory Solutions and Digital Business Services.

The PLM segment focuses on PLM platforms and applications in the classic manufacturing industry and optimizes key manufacturing processes such as product development, operations or change management, using Dassault Systèmes 3DEXPERIENCE® platform with complementary CENIT software solutions. As a value-added integrator, CENIT advises, optimizes, integrates and manages digital processes for its customers, differentiating itself from a standard software reseller.

The EIM segment focuses on processes around 360-degree customer communication, transaction processing, file and document management, primarily in the insurance and financial services industries. The acquisition of the stake in ISR marks the start of an expansion into the retail sector as well as the public sector.

CENIT AG is the specialist for the core processes of its customers and focuses on the manufacturing industry and the financial services sector. The consulting, service, and software portfolio of the CENIT Group is based on standard products of its software partners as well as CENIT's own solutions based on them. Some of CENIT products are hence listed at the price lists of its main partners.

Leading worldwide software providers such as Dassault Systèmes, IBM and SAP are long-term, strategic partners for CENIT and are part of the value chain. The employees in the CENIT Group deliver industry-oriented support in planning, implementing and optimizing their business and IT processes.

To enable customers to concentrate on their core competences, the CENIT Group also takes over the management of applications (AMS) and the associated IT infrastructures.

There are no significant changes in the organization and its supply chain for the 2023 reporting period.

Further information on CENIT's business activities can be found in the management report of the [Annual Report 2023](#).

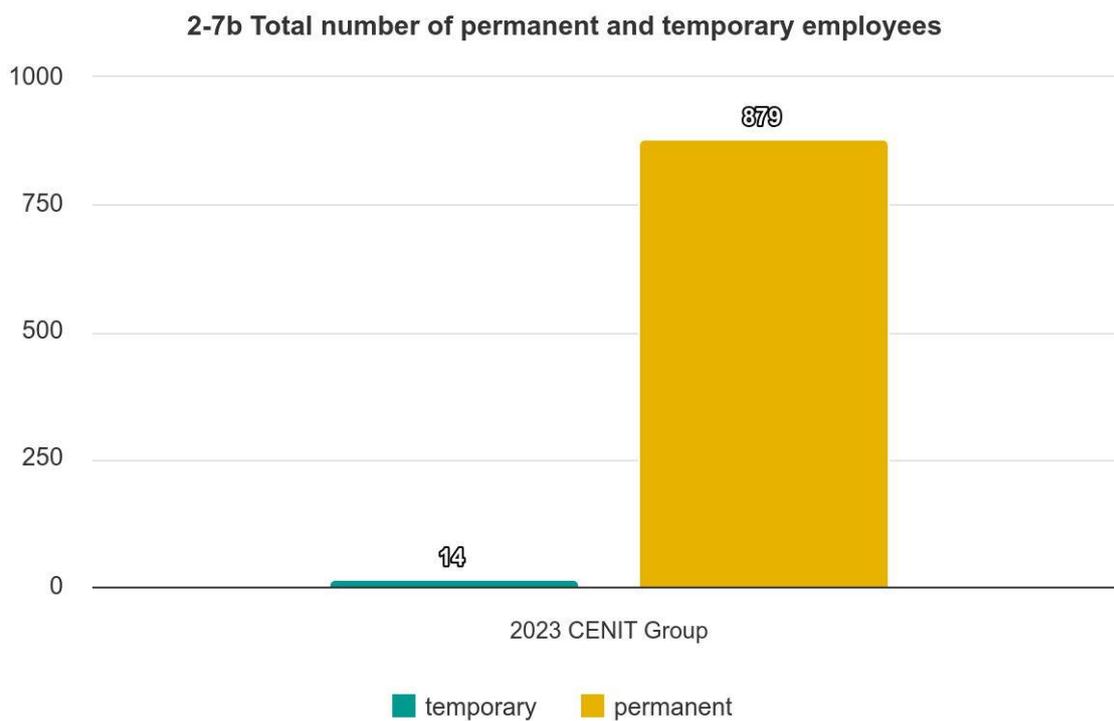
2-7. Employees

CENIT's employees are divided among the individual companies as follows:

Entity	31.12.2023	31.12.2022
CENIT AG Stuttgart / Deutschland	386	441
KEONYS SAS Suresnes / Frankreich	93	99
CENIT SRL Iasi / Rumänien	49	47
CENIT North America Inc. Auburn Hills / USA	16	18
CENIT France SARL Toulouse / Frankreich	17	17
CENIT (Schweiz) AG Effretikon / Schweiz	14	13
CORISTO GmbH Mannheim / Deutschland	10	7
CENIT Japan K.K. Tokyo / Japan	0	7
KEONYS Belgique SPRL Waterloo / Belgien	8	7
KEONYS NL BV Houten / Niederlande	6	7
CENIT Software Technology Co., Ltd. Suzhou / China	4	4
ISR AG Braunschweig / Deutschland	231	194
MIP GmbH München / Deutschland	16	-
PI Informatik GmbH Berlin / Deutschland	27	-
ABC Informationstechnologie GmbH Wien / Österreich	16	-
Total	893	861

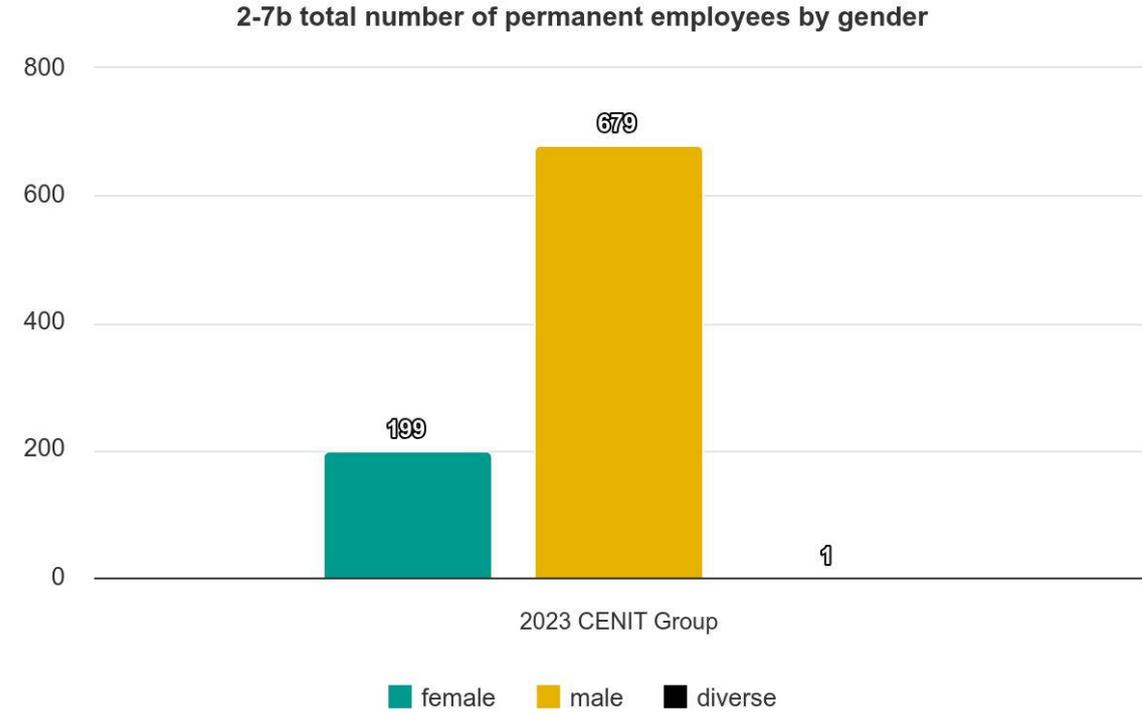
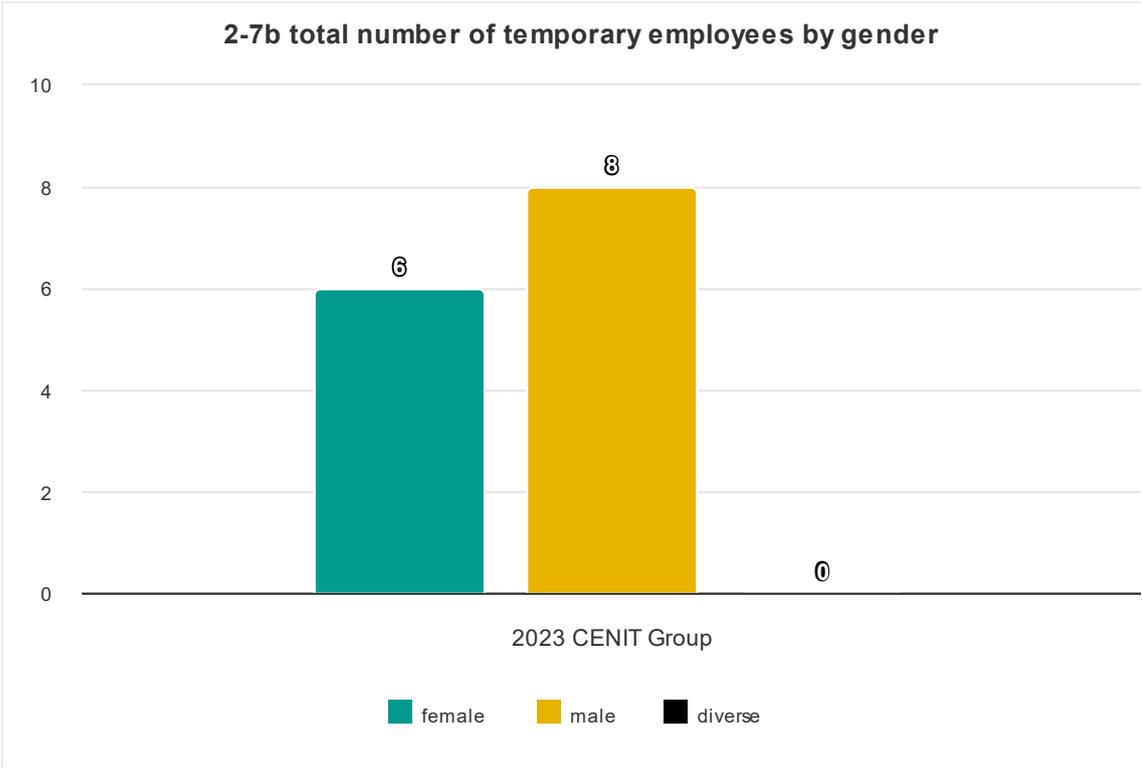
Total number of employees by type of employment contract

	2023
Total number of employees	893
thereof fixed - term	14
thereof permanent	879



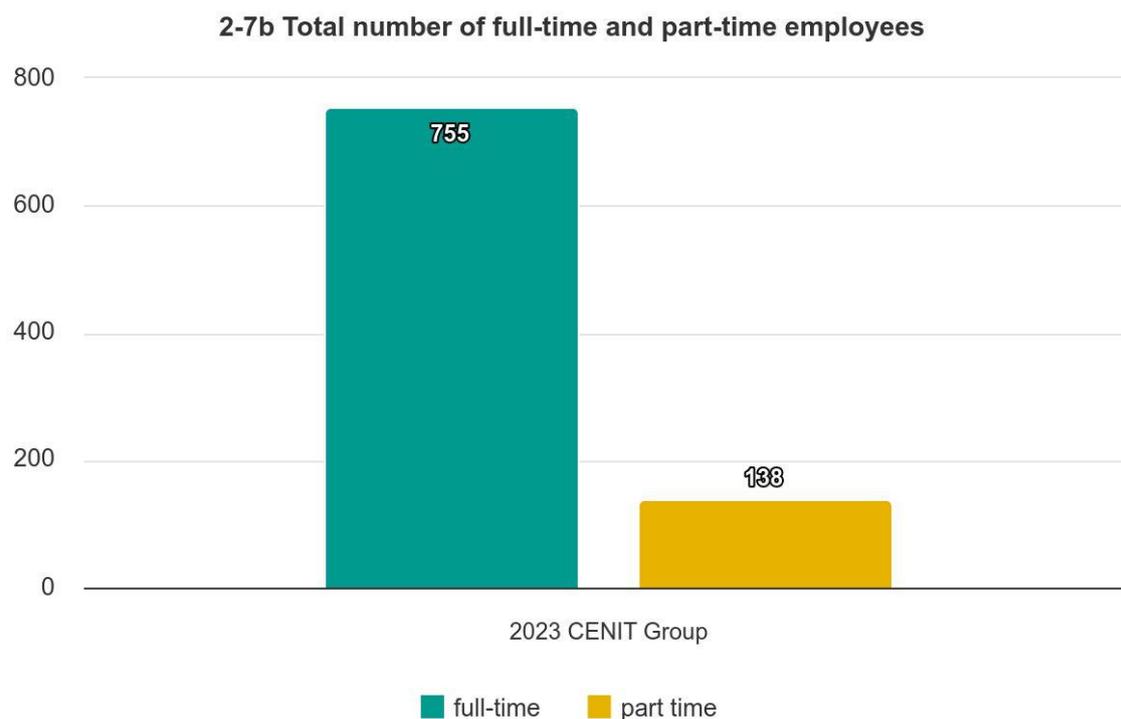
Total number of employees by type of employment contract (fixed-term and permanent), by gender

	2023
Total number of fixed-term employment contracts	14
Thereof male	8
Thereof female	6
Thereof diverse or prefer not to say	0
Total number of permanent employment contracts	879
Thereof male	679
Thereof female	199
Thereof diverse or prefer not to say	1



Total number of employees by employment contract (full-time or part time)

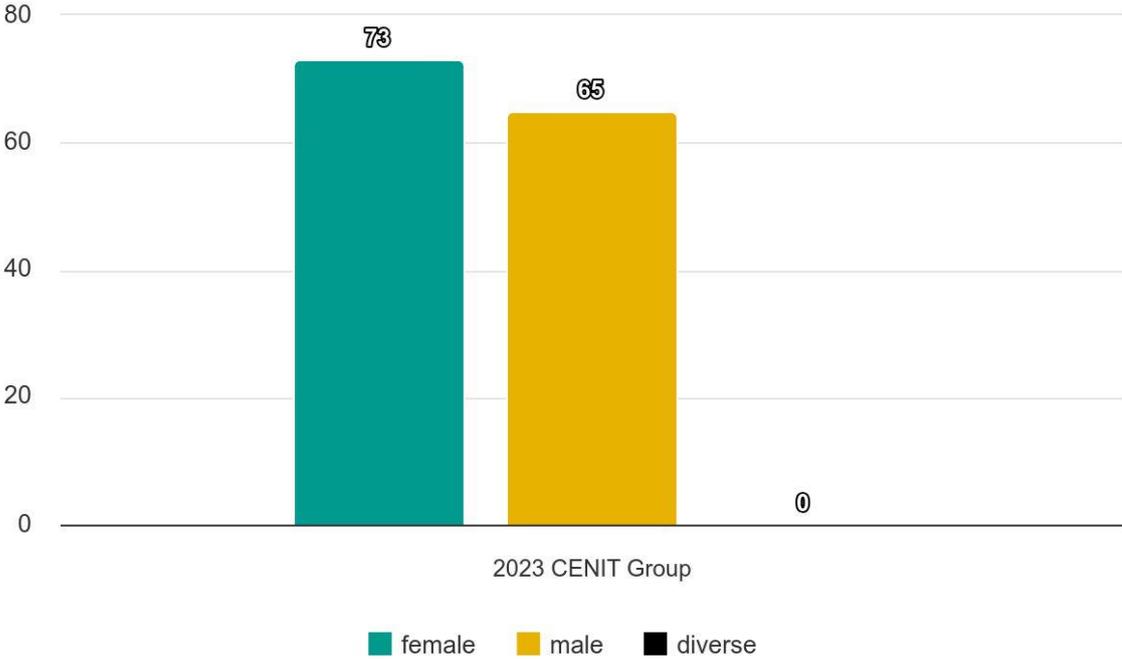
2023	
Total number of employees	893
Thereof full-time employees	755
Thereof part-time employees	138



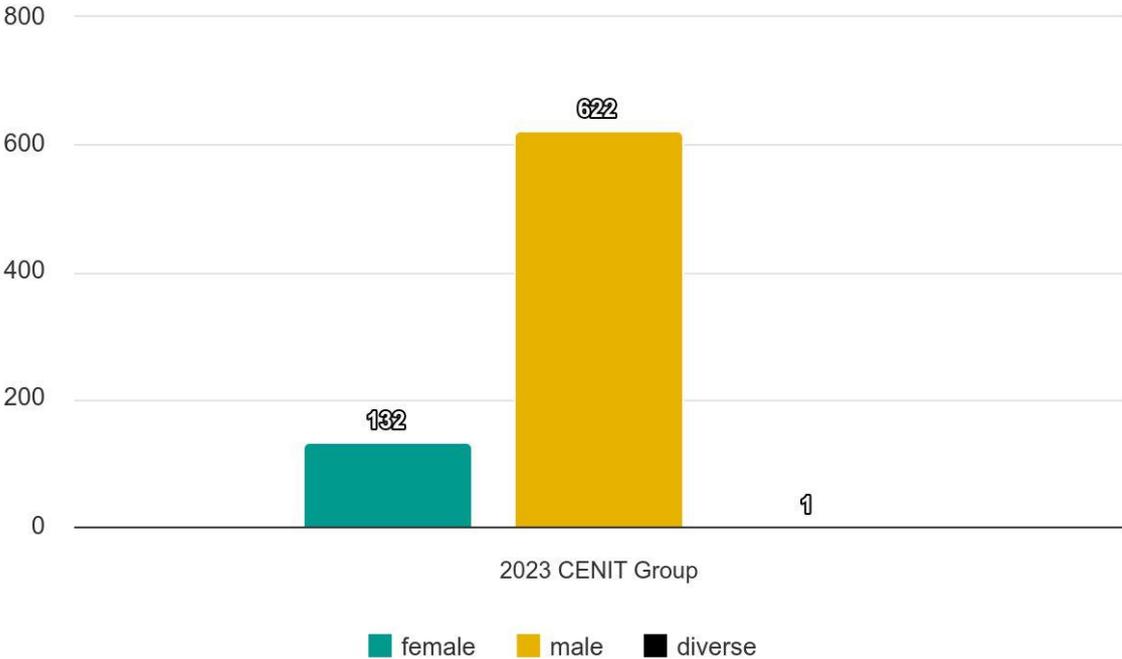
Total number of employees by employment relationship (full-time and part-time), by gender

2023	
Total number of full-time employees	755
Thereof male	622
Thereof female	132
thereof diverse or prefer not to say	1
Total number of part time employees	138
Thereof male	65
Thereof female	73

2-7b Total number of part-time employees by gender



2-7b Total number of full time employees by gender



2-8. Workers who are not employees

This information is categorized by CENIT AG as currently not applicable.

2-9. to 2-17. Governance structure and composition

For items GRI 2-9 up to and including GRI 2-17, please refer to the current by-laws of CENIT AG.

Explanations on the corporate governance structure of CENIT AG can be found on the company website under: [Corporate Governance](#)

The Articles of Association of CENIT AG can be viewed at this location: [Articles of Association \(only available in German\)](#)

CSR-Organization

Already during the year 2021, CSR activities were intensified, as **non-monetary topics** have increasingly come to the fore. The goal here was to embed the topic itself as well as responsibility for sustainability in all business situations of CENIT.

A dedicated CSR organization was set up at CENIT AG to identify, formulate and manage **CSR objectives**.

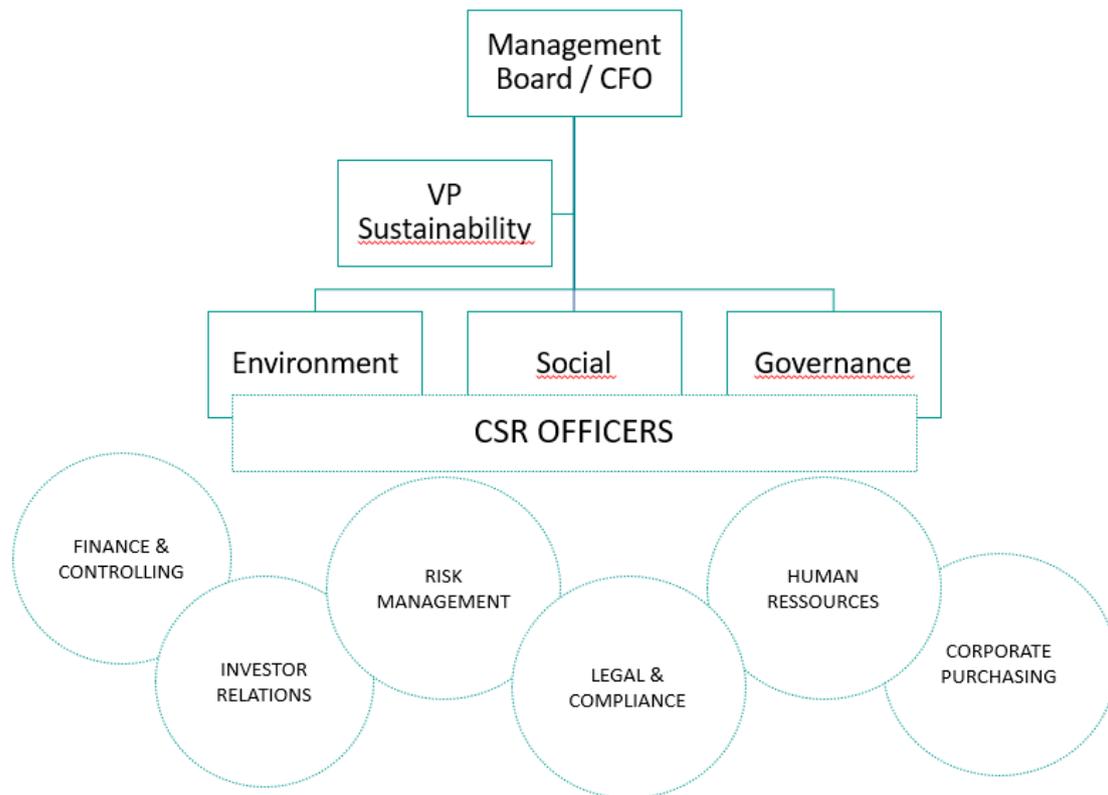
In 2023, CENIT appointed a VP Global Sustainability for the CENIT Group, reporting to the CFO. The VP Global Sustainability is responsible for managing and implementing relevant topics and measures together with the **CSR core team**. The VP Global Sustainability is in close contact with the Management Board to regularly exchange information on individual steps and thus determine the further course of action.

The **CSR team** manages and monitors the CSR activities in coordination with the respective local managing directors (local MD) of the individual legal entities in the CENIT Group. The feedback loops with the Management Board, which take place on a regular basis, enable full and timely communication between all parties involved as well as the determination of activities to be derived from this.

The Management Board and supervisory board also exchange views on CSR-relevant topics at a regular pace, to integrate the sustainability issues and opportunities into the strategy of the company.



In summary, the **CSR organization** of CENIT is as follows:



2-18. to 2-21. Evaluation of the performance of the highest governance body

Information on the remuneration policy of the Management Board and the Supervisory Board of CENIT AG can be found in the remuneration report.

The current remuneration report is publicly available online at the following location: Remuneration Report ([available in German](#))

General information on the remuneration system is also publicly available at the following location: Compensation system ([available in German](#))

Past remuneration reports and further information are also available on the following page: [Corporate Governance](#)

2-22. Statement on sustainable development strategy

At CENIT, we want to be part of the Society movement and be a contributor to meeting these challenges through digital transformation. Eco-design, production optimization, circular economy, industrial manufacturers are rethinking or even reinventing their business model to make them more sustainable.

In the 2022 sustainability report, we engaged ourselves for the first time to reduce our greenhouse gas emissions by 55% by 2030, following the “Fit for 55” rules defined by the EU.

As a reminder, the "Fit for 55" package aimed to make the EU's climate policies more stringent and align with the EU's 2030 climate targets, which included reducing greenhouse gas emissions by at least 55% compared to 1990 levels.

Developments in low-carbon technologies are key in industrial sectors. The choices and actions that need to be implemented now are critical to finding sustainable solutions during this decade. The road is certainly long, but the human know-how and cutting-edge technologies are an undeniable lever for innovation to meet the challenge of our century.

Faced with the seriousness and urgency of this situation, CENIT is determined to act with the expertise it has been developing for over three decades. The innovation we bring to our customers has a measurable and significant impact on reducing their carbon footprint throughout the life cycle of their products. Our experts provide solutions to major players in fuel cells for hydrogen mobility or to aeronautic programs to create a more sustainable mode of transportation. CENIT is committed to accompany companies towards new business models that reconcile the creation of products and services with the constant search for a better respect of the environment.

Assessing the environmental impact of a product is key for our customers. Thanks to our simulation software solutions, the digital twin allows them to replicate real-world processes virtually and accurately. The combination of simulation and digital twin, two pillars of sustainability, applied to systems, contributes to reduce the quantity of materials used for production. Less materials, it is also less weight. The impact on fabrication costs is important but is not limited to this point. Less weight also means less energy to transport the product or make the system work, it is less wear and strain and thus overall increases sustainability. Thanks to digitalization, manufacturing companies improve their chance of making their product right the first time. Sustainability is measurable.

We have great customers testimonies and concrete examples in our white paper “Digital technology and sustainable development: shaping industry’s future” published in January 2024. You can download it on the webpage: https://www.cenit.com/en_EN/expert-insights/whitepaper/sustainability-in-product-creation-through-digital-processes.html

2-23. to 2-27. Corporate Governance und Compliance Management System

Information on GRI 2-23 up to and including 2-27 can be found on the company website on corporate governance, and particularly the information on the compliance management system.

All disclosures on corporate governance at CENIT are publicly available on the company's website: [Corporate Governance](#)

Information about compliance and the compliance management system at CENIT can be viewed on the following page: [Compliance \(available in German\)](#)

2-28. Membership associations

We at CENIT are convinced that great things can only be created by working together. Therefore, to us sustainable management on an economic, ecological, and social level also means that we are always interested in cooperation beyond pure business relations.

Because of that, we are already members of various associations and interest groups, which we would like to present below:

DOXNET - The Document X-perts Network e.V.:

Our goal is to optimally support the economic success of all members and member companies through expertise in document management. With more than 700 experts from about 200

companies and organizations, we offer our members constantly updated information and events - in total a unique platform for knowledge exchange and numerous services. Many important industries are already represented at DOXNET. The spectrum ranges from banking and finance to consulting companies, insurance companies, companies from the graphic industry, trade and services to software and hardware manufacturers.

As an organization with many years of experience, we provide both the overall view through expert speakers from the document management industry, and regional proximity - and thus a valuable network of contacts "on the doorstep". Another essential advantage: DOXNET is a manufacturer-neutral professional association. Our members do not want sales events, but top-class knowledge forums and congresses.

Source: [DOXNET](#)

DSAG e.V. SAP Anwendergruppe:

DSAG is one of the most influential user associations in the world. More than 60,000 members from over 3,700 companies form a strong network that extends from SMEs to DAX corporations and across all economic sectors in Germany, Austria, and Switzerland (DACH). They are organized in 200 working groups. Together, they optimize SAP solutions for daily use in member companies. Their success speaks for itself.

In doing so, DSAG members not only drive current topics forward, but also develop guidelines that serve other SAP users as process models for practice. Through its members, DSAG also gains in-depth insights into the digital challenges in the DACH market. DSAG uses the resulting advantage to set digital impulses that pave the way for digitalization for its members.

Source: [DSAG](#)

JUGS e.V. Java User Group Stuttgart e.V.:

The Java User Group Stuttgart e.V. (JUGS e.V.) is one of the most active Java User Groups in Europe. We offer contacts and exchange within the regional Java community as well as regular lecture and discussion evenings on current Java topics. With the Java Forum Stuttgart, we have been organizing an annual full-day conference of supra-regional importance since 1998, with more than 1,800 participants at last count.

Source: [JUGS](#)

OPC Foundation:

In today's complex business world, information is the key to business success and profitability. OPC technologies have been developed to enable the easy and secure exchange of information between different platforms from different vendors, and to ensure seamless integration of these platforms without costly and time-consuming software development. This frees up resources in development that can then be used for more important tasks in your business. Today, there are more than 4,200 vendors that have developed more than 35,000 different OPC products that are used in more than 17 million applications. The estimated savings in development resources alone are in the billions of dollars.

Source: [OPC Foundation](#)

PLM-Benutzergruppe e.V.:

The PLM user group promotes the cooperation of Siemens PLM software users to advance and optimize the software products and to increase efficiency of their use. The user group offers the opportunity for the software manufacturer Siemens and the users to get in contact to exchange information.

Source: [PLM-Benutzergruppe](#)

ProStep iViP e.V.:

The ProStep iViP association is dedicated to the development of future-oriented solutions and standards for product data management and virtual product creation.

In doing so, it bundles the interests of manufacturers and suppliers in the manufacturing industry, as well as IT providers in close cooperation with science and research, to enable its members to achieve long-term competitive advantages through more efficient processes, methods and systems.

The association was founded in 1993 as a result of the insight of well-known IT managers from BMW, Bosch, Continental, Daimler, Delphi, Opel, Siemens, Volkswagen and 30 others that the competitiveness of German companies will be largely determined by the development of modern procedures for efficient product data management.

The starting point was the joint development of the STEP data format (ISO 10303). Since 2003, integrated virtual product creation (iViP) has been one of the pioneering topics. To this day, a major concern of the ProStep iViP association is to develop innovative approaches to end-to-end process, system and data integration for its members and to provide digital support for all product creation phases.

Source: [ProStep iViP](#)

TDWI Germany e.V. Analytics und Business Intelligence:

TDWI is the most important knowledge hub and the largest network on the topic of Analytics, Big Data and Business Intelligence in Europe. TDWI offers numerous vendor-independent and neutral training opportunities, whether at conferences, seminars or through trade journals and many other publications (print and online).

The TDWI e.V. association brings together experts from companies, consulting firms and solution providers with scientists and students. They bring together knowledge, discuss current problems and develop practice-oriented solutions. The entire know-how of this "swarm" is bundled in TDWI and thus forms the pacemaker of the German-speaking BI and analytics scene.

More than 6,000 members worldwide and 1,200 in German-speaking countries alone exchange personal and professional information in TDWI. In casual local roundtable discussions, TDWI Young Guns Bar Camps, user forums and seminars or in the context of the annual conferences in Munich and Zurich, members and interested parties benefit from the services of our association. The professional journal BI-SPEKTRUM rounds off the offer of high-quality professional information.

Source: [TDWI](#)

Gesellschaft für Systems Engineering e.V.:

GfSE is a non-profit organization promoting science and education in the field of Systems Engineering in industry, research and training. GfSE participates in the activities of INCOSE on a European and international level and offers a range of services in the field of systems engineering in the German-language. INCOSE was already set up in 1990 as an international, non-profit organization. Today INCOSE is the internationally authoritative body for the definition, understanding, promotion and application of Systems Engineering.

Source: [GfSE](#)

DIRK - Deutscher Investor Relations Verband:

DIRK – the German Investor Relations Association is the largest European trade association for connecting companies and capital markets. We give investor relations (IR) a voice and represent around 90% of the listed capital in Germany. As an independent authority, we optimize the dialogue between issuers, capital providers and the relevant intermediaries and set professional quality standards for this purpose. We provide our members with professional support and oriented knowledge as well as access to networks and IR professionals from all over the world. At the same time, we promote the profession of investor relations and offer extensive training and continuing education opportunities in close cooperation with academia and research.

Source: [DIRK](#)

Charta der Vielfalt

Charta der Vielfalt e.V. is the largest employer initiative to promote diversity in companies and institutions in Germany. At the heart of the association is the "Charta der Vielfalt" (Diversity Charter), which was launched jointly by companies and politicians in 2006 to recognize and incorporate diversity in work culture. In January 2011, the activities were transferred to an [association](#).

The aim of the [initiative](#) is a prejudice-free working environment and that all employees are valued, regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation and social origin.



More than 4,900 organizations have [signed](#) the Diversity Charter to date. This means that the Diversity Charter represents over 15 million employees. The association is supported by 38 [member organizations](#). The initiative is supported by the Federal Government Commissioner for

Migration, Refugees and Integration and Federal Government Commissioner for Anti-Racism, Reem Alabali-Radovan. Federal Chancellor Olaf Scholz is patron of Charta der Vielfalt e. V.

Source: [Charta der Vielfalt](#)

2-29. Approach to stakeholder engagement

Stakeholders:

CENIT AG maintains active contact with its stakeholders. Within the organization, communication with individual stakeholders is distributed among several staff positions, which report directly to the Management Board at regular intervals.

Investors:

The Investor Relations department and the CEO are responsible for regular dialogue with CENIT AG's investors. Regular communication with the capital market takes place via the annual and quarterly reports. In addition, the general meeting of CENIT AG is held annually. CENIT AG is also regularly represented at various roadshows and capital market conferences. Finally, the completely revised sustainability report ensures significantly increased transparency to the capital market. For individual inquiries from investors, the Investor Relations department can also be reached via the company's own website.

Employees:

As part of the dialogue with CENIT AG employees, a survey of the workforce is conducted every 2 years by the HR department of CENIT AG (Pulse Check). The results of the survey are presented in the follow-up employee calls & townhall meetings and debated with managers to ensure communication on both sides. Based on the results of the survey, the aim is to actively address the identified potential for improvement (e.g. employee satisfaction, process optimization, introduction of new programs) and bring about solutions. The survey is also helping to harmonize the different results amongst the departments of the company and identify with stronger accuracy the issues to be solved.

In addition, employees are invited to take part in company events on a regular basis, via the Group-wide intranet and in a regularly published employee magazine (e.g., CEO News). During these events, employees are informed about CENIT's achievements or about on-going matters. The management always takes care to have a Q&A session at the end, to make sure that the dialogue is at its optimum level.

The HR department is responsible for the dialogue between employees and the Management Board. At the same time, HR is also the first point of contact for CENIT AG employees. The supervisory board of CENIT AG is staffed with an employee representative. The employee representative is elected for 3 years and takes part in the Supervisory Board meeting and votes.

Suppliers:

Supplier management is administrated by the purchasing department of CENIT AG. Within the purchasing department, the central procurement guideline of CENIT AG is applied to implement the best possible quality. The employees of the purchasing department maintain regular contact with the main suppliers of the company. This ensures regular optimization of the supply chain. Reports on the status of supplier relationships are submitted to the executive board at regular intervals.

Customers:

The Marketing department is the regular point of contact for customers. The board of management is regularly informed about the status of customer relationships. Individual discussions are held with individual customers on a regular basis to ascertain relationships, as well as rounds of questioning in the form of surveys. In addition, CENIT AG regularly presents itself at various trade fairs and events within the industry. Customer audits also take place on an ongoing basis. CENIT AG also has its own support center for its customers.

Public interest groups:

Communication with public entities and non-governmental organizations is also the responsibility of the marketing department. In addition, communication with all public interest groups is actively handled by the CEO. As the representative of the Group, the CEO represents CENIT in all external matters.

2-30. Collective bargaining agreements

This section does not apply to CENIT at the present time.

3. GRI 3: Material Topics**3-1. Process to determine material topics****Our sustainability strategy**

At CENIT AG, it is important for us to act sustainably as a company to address global challenges such as climate change and environmental pollution. Therefore, we have decided to develop a sustainability strategy that supports us in achieving our goals in terms of environmental protection, economic stability, competitiveness, responsibility and regulatory requirements.

Through our sustainability strategy we have set ourselves some goals in 2022, meeting the criteria of ESG and amongst others, the goal of reducing our impact on the environment and promoting a more sustainable use of natural resources. By doing so we want to help minimize the negative effects of climate change and actively contribute to the protection of the environment.

We also think that sustainability is a positive loop - our strategy is clearly intended to ensure that CENIT AG remains competitive in the long term by further enhancing our reputation as a sustainable company and thus attracting the interest of talents, customers, investors and business partners. We see it as our duty to act responsibly towards society and the environment and to help our customers to design and manufacture their products accordingly.

In many countries and regions, we are already subject to regulatory requirements related to sustainability, which we want to meet as a company. Through our sustainability strategy, we aim to ensure that we meet these requirements and comply with legal requirements.

As a conclusion, CENIT has a twofold and complementary approach to ESG. Firstly, we empower our customers through our software solutions and processes, enabling them to improve their products, optimize their use of resources, while increasing their performance and finally profitability. Secondly, we focus on our own organization to comply with all ESG aspects while at the same time we increase the company sustainability by enhancing our profitability in the near future and on a long-term basis.

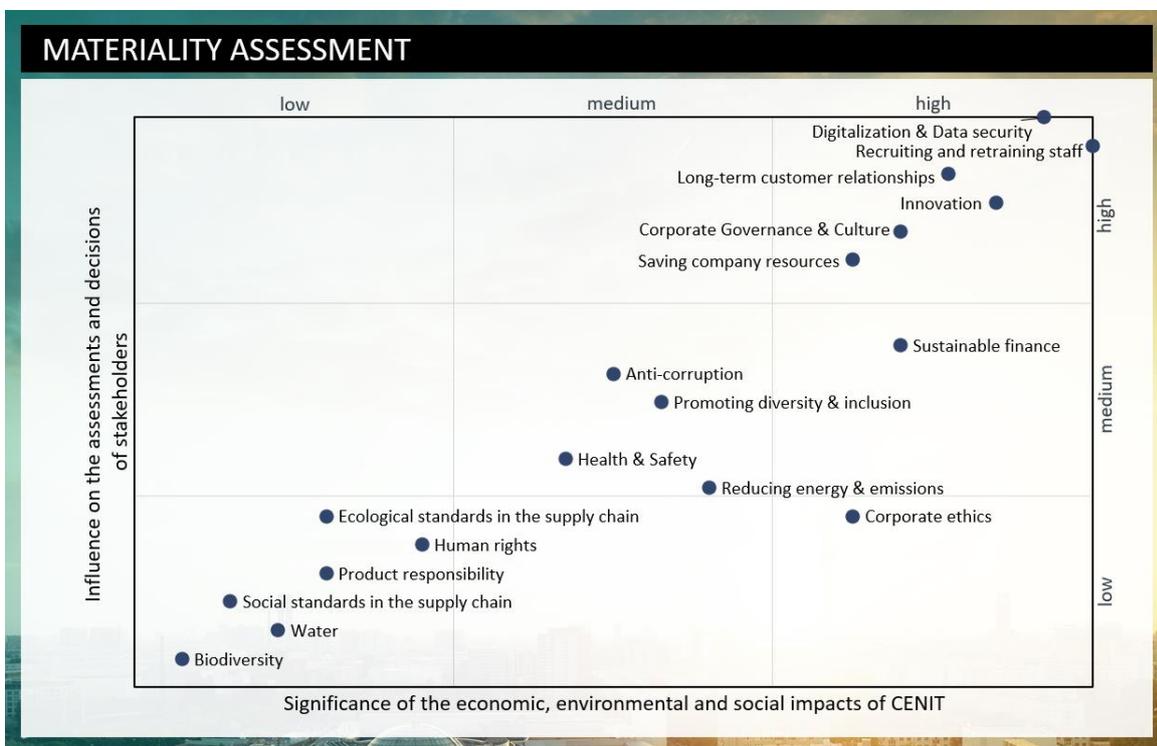
Materiality analysis on CSR topics

An important basis for sustainable management at CENIT is the following materiality analysis.

With its help, topics are identified based on various external frameworks and their business relevance and their impact on the environment, employees and society is assessed.

In 2023, CENIT conducted a materiality impact assessment to identify and prioritize its Environmental, Social, and Governance (ESG) focus areas and disclosures. The strategic ESG assessment sought input from multiple stakeholders and reviewed external ESG frameworks and legislation, including the Sustainability Accounting Standards Board (SASB) Software & IT Services Standard, Carbon Disclosure Project (CDP) emissions reporting, the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard, Global Reporting Initiative (GRI) standards, and the Corporate Sustainability Reporting Directive (CSRD).

The results for 2023 can be seen in the figure below:



The figure illustrates the CSR topics that are material for CENIT. The keywords in the upper right quadrant are classified as "relevant" in terms of business relevance and as "relevant" in terms of the impact of business activities on the respective sustainability aspects and are thus prioritized in internal processing. In accordance with the criteria of the GRI standard, they are also the subject of our non-financial statement. We derive our material topics in the following chapters from the materiality analysis.

3-2. List of material topics

The issues identified have been assigned to three areas in this report:

Area of Action	CSR FOCUS topics at CENIT
Employees & Society	Recruiting and retraining staff: Employer attractiveness, education and training, health promotion, promoting diversity & inclusion
	Long-term customer relationships: Long-term customer relationships based on trust, respect and partnership
Environment & Climate	Innovation: Designing effective and efficient process and IT solutions to reduce energy consumption and emissions (internally/externally)
	Saving company resources: Energy consumption and emissions, waste disposal etc.
Integrity & Compliance	Corporate governance and culture: Fair business practices, preventing discrimination and corruption; value-based corporate culture
	Digitalization & data security: Certification, information security, protecting personal data

3-3. Management of material topics

In the following, we at CENIT, show what we understand by the individual CSR FOCUS topics mentioned above. With the help of our overarching management approach, we are already implementing many measures in the individual topics.

Employees & Society

Our employees and society are the focus of our activities. It is our common goal to create the best possible environment for our employees, to develop the best talents and to attract and retain them. At the same time, we want to offer everyone as equal opportunities as possible and treat everyone with the greatest respect. However, our social responsibility is not limited to our employees, but also includes how we collaborate with our customers and partners, and how we operate and engage within society. For us, social commitment represents a component of successful corporate management and is thus an important contribution to a positive corporate culture.

Within the framework of the CENIT Cares initiative, which has been in existence since November 2013, projects that are supported are intended to help people in illness, need or with disabilities, or to support them in their education as well as further development - whether from the immediate neighborhood or in a distant country. All the well over 100 actions so far are based on the initiatives and suggestions of CENIT employees. Further information on this can be found at the respective point in the sustainability Report, or under CENIT Cares. We also see vocational training as part of our responsibility to society and are actively involved in making it easier for young people to start their careers by providing them with qualified training. For more information, see section 6-4. GRI 404: Training and education of our sustainability report.

Management approach

To be able to act quickly and agilely in the respective markets and regions, the individual companies manage personnel issues on their own responsibility. The Human Resources department of CENIT AG supports and advises the personnel departments of the local subsidiaries. The Human Resources Director is responsible for human resources within the AG and reports to the CFO. In addition, he maintains a regular, close exchange with the human resources managers within the Group. In addition, various expert and project committees are convened as needed to deal specifically with individual issues. For this purpose, there are also (international) video conferences between the individual HR departments.

In addition, there are some centralized instruments for personnel recruitment, annual appraisals and health promotion offerings. However, other key areas such as "employee recruitment and retention," "health promotion," and "training and development" are still managed decentrally by the companies. They are also free to set company-specific standards and develop their own HR policies that go beyond certain minimum requirements or regulate additional topics.

It is important to grant flexibility on the HR topics to our subsidiaries to fulfill the expectations of the local traditions and customs. We want everyone to find their place in a global system that grants individual liberties while fitting corporate identity and values.



Employee recruitment and retention

We are convinced that our employees are decisive contributors to the economic success of the Group. That is why we continue to devote ourselves to the goal set out in our Strategy 2025 of "We are an attractive employer" and place our employees at the center of our human resources strategy.

As we prioritize the improvement of our employees' experiences, we are intensifying our commitment to investing in our workforce, fostering meaningful chances for learning, personal growth, skill development, and career progression. In alignment with our aim to cultivate a diverse and innovative team, we offer numerous learning and development initiatives to ensure the integration of inclusive practices throughout our recruitment, hiring, and retention processes.

TRAINING: We prepare our employees individually for the working world of tomorrow by continuously investing in their further training. To this end, we offer various development programs for our employees. In 2021, we therefore digitized our employee appraisal (PZG@CENIT) among other things, making the process even easier and more convenient for our employees and managers. The intention of the annual appraisal is to motivate employees and to continuously make them develop and grow. On the one hand, this creates the prerequisite for them to be able to support our customers as a reliable partner in their continuously changing and increasing challenges.

In 2023 the Human Resources department worked intensively on the design of the specialist career path for the four professions: Sales, Software Development, Professional Services and Project Management. To ensure that the specialist career path meets the needs of each profession, some internal working groups have been set up. These working groups deal intensively with the detailed description of the specialist career path and the development of tailor-made training plans. The kick-off for the specialist career path is held in April 2024.

In addition, vocational training has been one of CENIT's strategic investment areas for years. The company sees this as part of its responsibility to society and is actively committed to making it easier for young people to start their careers by providing them with qualified training. We participated in various online formats to present our training and study positions to interested students. In 2023, CENIT in Germany trained a total of 35 (previous year: 28) young people in various professions at the end of the year. The focus is on technical courses of study, such as computer science, business informatics or industrial engineering. At CENIT, we attach significant importance to the quality of training and therefore offer our trainees regular internal as well as external training courses. In addition, the company hired working students and master's students in 2023.

PERSONNEL DEVELOPMENT PROGRAMS

Talent@CENIT

Our personnel development programs (including PZG, CENIT Campus, Skill and Organizational Development) provide the basis for the personal development of our employees, which we are committed to promoting. The Talent Program Talent@CENIT is aimed at our professional key players and (junior) managers.

For the first time, CENIT launched an international and an executive talent program in addition to the DACH talent program. In 2023, 27 committed and highly qualified employees joined the talent programs. The objective of this program is to network, expand leadership know-how and personal development. Since the members go the extra mile for CENIT, CENIT goes the extra mile for the talents as well.

The modules were completed by the participants remotely and on site and all participants will meet in person for the final event planned in 2024. The next talent round will start in 2025, whereby we will already select the participants at the end of 2024.

Leaders@CENIT

A new management model was also developed in 2023, which will initially be rolled out in Germany in 2024. The global rollout in the CENIT Group is then planned. In 2024, managers will be trained and developed accordingly. They will be empowered to take a more proactive approach to the many challenges they face and in particular, to develop and motivate our employees.

WORKPLACE

The past years, marked by the pandemic, have shown us that we can work together flexibly and successfully without being tied to a specific location. The requirements and needs of our employees have changed, and CENIT has shaped the transformation of the working world with its employees.

Attracting talents

One focus of HR work in 2023 continued to be on attracting talent to promote the success and growth of the parent company and the Group as a whole. In 2023, we therefore participated in several virtual recruiting events and additionally continue to explore new ways to attract qualified employees. For example, we used online lecture formats to present CENIT as an employer. Another key factor in recruiting was the increased use of marketing tools and social media channels such as XING, LinkedIn, and YouTube in some cases through our own videos and social media campaigns. We are also constantly expanding our existing recruiting channels, such as our collaboration with the German Federal Employment Agency, and on acquiring new channels. Another key point is the continuous optimization of touchpoints, such as the expansion of our presence on various national and international employer portals.

Furthermore, our "Employees Recruit Employees" program has become an increasingly important part of recruiting. We further expanded the digital application process and the virtual job interview.

Long-term stakeholder relationships

At CENIT, we are convinced that we can only offer our customers the best possible product as well as the best possible service & consulting if we place cooperation with them at the center of everything we do. With our customized process and software solutions, we accompany our customers continuously from day one and always focus on their individual wishes and needs.

At CENIT, we are proud to say that we can already look back on many years of successful partnership with many customers. For example, we support customers in the automotive, aviation and manufacturing industries, as well as many customers from the financial services sector, in implementing their internal processes digitally and efficiently. Regardless of the duration of our customer relationship, we always base the type of cooperation on our customer's objectives. Our flexible yet stable internal structures allow us to implement processes via a wide variety of communication channels. Thus, we are available to our customers on-site at any time and offer our services on-site as well. However, we can also conduct business processes completely digitally and remotely.

Regarding our major goal CENIT 2025, we want to continue the success story together with our existing customers, as well as new ones in the future. To this end, we are constantly identifying further growth and efficiency potential for our customers in various areas of PLM and EIM segments and in the development of a digital twin of entire production plants around Digital Factory Solutions.

Customer satisfaction is a crucial factor for long-term relationships. To be able to respond to specific customer needs in a targeted manner, the topic is managed on a project-related, decentralized basis. In this context, for example, defined key figures such as the "churn rate," the "net promoter score" (NPS), or the "customer satisfaction score" (CSAT) are collected as part of customer surveys. Customers rate both the functionalities of the product and the advice and services provided. In addition, customer opinions are also collected via online surveys, by e-mail, in direct customer contact or by telephone. To ensure a high level of customer satisfaction right from the start, our customers are involved in product and process development from day one - as already mentioned above. Measures designed to contribute to product quality and thus customer satisfaction include joint development projects, customer committees, user groups and communities, as well as product previews, beta phase tests and workshops.

Environment & Climate

Management approach

Active protection of the environment is anchored in CENIT's Code of Conduct. With this central document, all employees are encouraged to conserve resources within the scope of their activities and to consider ecological aspects in addition to economic ones when selecting suppliers, advertising materials or other external services.

CENIT's goal is to enable its customers in the individual industries with its products and services to plan, manufacture and manage more efficiently and thus ultimately to operate more sustainably. In this context, CENIT participates in research and development projects that enable the concrete sustainable use and savings potential of resources with the help of digital solutions.

Innovation

Every success story begins with an idea. However, for the idea to become a success story, it must be successfully implemented, and the corresponding solutions must be established on the market. Only in this case can one speak of actual innovation. Hardly any other branch of industry is as strongly characterized by innovations as the information and communications technology sector. Even more than 30 years after the invention of the commercial Internet, digitization is still in full swing. CENIT's goal is to support its customers in this ongoing innovation process as a strong partner with decades of expertise in the fields of PLM and EIM. At CENIT, we do not see innovation as a necessity to survive in the market, but rather as an opportunity to make our contribution to sustainable IT processes and, at the same time, to social prosperity through digital, lean and efficient processes. To meet the demands of our customers, but also our own highest demands on ourselves, we continuously invest in the further development of our product and service range as well as in the training of our employees. In addition to expanding our software offering together with our long-standing partners Dassault Systèmes, SAP and IBM, we will focus in the future on expanding our in-house software offering. The overall package of partner and in-house solutions and the resulting innovative solutions, in combination with the implementation we have taken over, offers our customers a digital platform for their core processes.

Operational resource conservation

The "operational conservation of resources" was determined to be essential within the scope of the materiality analysis and is also anchored in CENIT's Code of Conduct. Since key figures have not yet been centrally recorded or used for control purposes, CENIT is currently implementing the measures necessary for this. To this end, an initial inventory of the extensive and complex data situation was started in 2021. During the fiscal year 2022, we optimized data collection to obtain a valid database across all locations from our Group. In addition, measures were initiated as part of a project to determine the company's own carbon footprint.

The CSR topic of resource conservation focuses on various digitization projects, such as the electronic dispatch and receipt of invoices, further development of the paperless office, waste disposal in accordance with the current Commercial Waste Ordinance, as well as the use of sustainable raw materials (office furniture, glass, etc.) and promotion of the use of local public transport by employees (ticket subsidy). Topics such as reducing overall electricity consumption and increasing the use of electricity from renewable sources are also being investigated.

Integrity & Compliance

Management approach

We pursue a preventive compliance approach and live a corporate culture in which all employees are sensitized to the topic and receive appropriate training. The CENIT compliance system for combating corruption and bribery is an essential component of this. For us, compliance means primarily that all employees adhere to the defined rules of conduct (Code of Conduct). The Code of Conduct represents a regulatory framework that applies to all employees, regardless of their position in the organization. It is intended to help overcome ethical and legal challenges in day-to-day work and shape our dealings with business partners, employees, shareholders, and the public.

This Code of Conduct constitutes a minimum standard for all employees in the companies of the CENIT Group and is binding for them. Violations of the Code of Conduct are therefore consistently investigated and sanctioned in the interest of all employees. Every employee is obliged to inform himself about the existing internal and external regulations to ensure that he acts in accordance with them. The current Code of Conduct is constantly being expanded and concretized and can be accessed by all employees on the intranet.

Against this backdrop, it is possible to foster trusting and long-term business relationships to thus conduct transparent and legitimate business transactions.

Corporate Governance & Culture

Aspects of the topic "Fair Business Practices" are also considered in our Code of Conduct. This states unequivocally that CENIT does not tolerate corruption, bribery, venality or other forms of illegal granting of advantages. In its Code of Conduct, CENIT also commits itself without reservation to competition by fair means and to strict compliance with antitrust law. All CENIT employees must act in accordance with the applicable competition law. The Code of Conduct also sets out CENIT's expectations regarding the separation of private and corporate interests and the handling of company and business secrets.

In addition, it is always important to us to manage our company sustainably, considering values such as respect and trust, while assuming responsibility for employees, society and the

environment. This has always been, is today and will continue to be of central importance to us in the future.



Digitization & Data Security

With our software and service solutions, we bring our customers' core processes into the digital age. CENIT's primary goal is to drive the topic of digitalization forward on a sustainable global basis. In this way, we make our customers' business processes not only leaner, more efficient, faster and thus demonstrably better, but also more resource-efficient at the same time. Our digitally implemented processes are not only a benefit for our customers from an economic point of view. At the same time, we reduce the workload of the customer's employees and thus contribute to a more pleasant working environment. Through our digital and partially automated processes, we also help to identify potential in the implementation of environmentally friendly business processes. In doing so, our customized solutions serve clear and significantly less error-prone business processes and offer the possibility of numerous analysis options.

Sustainable digitization also means security of data and auditability of digital structures. At CENIT, we focus on protecting sensitive data from access by unauthorized third parties. We are also available at any time to advise our customers on the design of internal authorization concepts.

The protection of personal data is an important concern for us. Therefore, we process the personal data of our employees, customers as well as business partners in accordance with the applicable legal provisions on the protection of personal data and data security. CENIT's Data Protection Policy describes the types of personal data we collect, how this data is used, to whom it is transferred, and what choices and rights data subjects have in connection with our processing of the data. This guideline regulates data protection-compliant information processing and the responsibilities that exist at CENIT in this respect. All employees are obligated to comply with this policy.

In addition, it is a matter of course for us that both internal and external information is treated confidentially. To this end, we at CENIT have taken necessary measures to protect the data we receive from employees, business partners or customers. Maintaining confidentiality is therefore also an integral part of our employees' employment contracts. Likewise, individual confidentiality agreements are concluded with external employees or service providers as required.

The processes described above are quality-assured accordingly through corresponding certifications (ISO 27001:2013 and ISO 9001:2015) and externally audited on a regular basis.

3-4. Our sustainability goals

At CENIT, we recognize the significance of sustainability within our corporate strategy. Consequently, setting targets is integral to our sustainability approach. One key rationale for this lies in focus: by establishing targets, we can ensure our attention is directed towards specific sustainability dimensions, thereby heightening awareness across the organization and fostering alignment.

Measurability is another critical factor. Targets allow us to gauge and monitor the progress of our sustainability strategy. With quantifiable targets, we can more effectively assess our achievements and refine our strategy, as necessary.

Furthermore, communication plays a pivotal role. Our sustainability targets serve as a vital tool for transparently conveying our sustainability endeavors both internally and externally. They enhance transparency and bolster the trust of our stakeholders—be they customers, employees, or investors—in our company.

Our sustainability strategy for the CENIT Group* includes the following goals:

SUSTAINABILITY TARGET	WHEN	TARGET	CURRENT STATUS
Reduce our CO2-Footprint	2030	55% reduction	1993 tons of CO2e
Usage of renewable electricity	2030	100%**	already in some places (assessment needed)
training hours per employee (average)	2030	20 hours / employee	10,3 hours / employee
Trainees within our workforce	2030	Maintain at least 5%	5,50%
Measure employee satisfaction	2030	Measurement every other year	First groupwide measurement in the last 5 years
Improving our ESG Rating (EcoVadis)	2030	Gold -> min. 70 points	66 points (Silver)
Implement trainings for Anti corruption and Anti competitive behavior	2025	90% training participation rate across all our employees	No trainings in place
Implement a Supplier Assessment	2025	Implement an Assessment	No supplier assessment in place

* In Scope for these targets is CENIT Group 2022. Future M&A excluded

** CENIT does not own any offices it occupies and does not have full ownership rights over any land or building, either directly or through a property lease. When it is a sole tenant of a workspace and waste treatment is managed by the landlord and/or the municipal authority, CENIT does not receive detailed reporting on the collection, sorting or type of waste treatment. CENIT follows the same processes for all sites, with dedicated approximations of electricity, waste.

Name / Topic	Description	Measure	SDG	Goal	2022 value	2023 value
Environmental:						
Renewable energy quota	The amount of renewable energy / total amount of energy (electric and heating)	amount of renewable energy / total amount of energy (electric and heating)	13	Goal to use 100% renewable energy sources where cenit has the option to, until 2030	NA	NA
CO2 Footprint	Reduce greenhouse gas emissions	amount of CO2e emitted	13	Reduce Emissions by 55% until 2030 compared to 2022 Emissions (Scope only 2022 Group)	1,993	1,502
Social:						
Training and education	Training hours per employee	Training hours per employee	4	20 hours per employee	10.2	15.8
Trainee places	The yearly number of employed trainees	The yearly number of employed trainees (31.12)	4	at least 5% of the total workforce as Trainees until 2030	28/ 6%	35 / 9%
Employee satisfaction	Implement an employee engagement program to improve employee satisfaction and productivity.		4.8	Employee Questionnaire at least every other year that measures employee satisfaction.	Done	planned for FY24
Governance:						
ESG Rating	get one or more Sustainability Ratings and set a target Rating			Achieving and maintaining the EcoVadis gold medal until 2030	Silver	Silver
Anti corruption and bribery	Implement measures to promote an ethical and integrity-based corporate culture and reduce corruption and bribery.			Implement trainings against corruption and bribery, achieve a participation rate of at least 90% across our workforce by 2025 (Scope Cenit Group 2022)	0%	22%
Supplier Assessment	Assessment of suppliers (ecological, social...)	number of assessed suppliers / total number of suppliers		implement a supplier assessment until 2025 in accordance to the LKSG / CSDDD	no assessment implemented	17%

Carbon Footprint Reduction: Our goal is to slash CO2 emissions in Scope 1+2 by 55% by 2030 through the adoption of renewable energy sources, implementation of energy-efficient technologies, and by granting a larger portion of electrical vehicle in our car fleet.

Our carbon footprint was 1,993t of CO2e in 2022, 1,502 t in 2023. The difference is explained by a change in the accounting for green electricity.

Renewable Electricity Usage: By 2030, we aspire to fulfill all our electricity requirements from renewable sources wherever feasible, leveraging solar and wind power while investing in energy-efficient technologies.

Employee Development: To ensure our workforce remains abreast of the latest advancements in their respective fields, we pledge to double our average annual training hours per employee to 20 hours by 2030. In 2023, CENIT Group reported an average number of training hours of 15,8 hours per employee.

Apprenticeship Commitment: By 2030, we commit to maintaining a minimum quota of 5% for apprentices, dual students, interns, and student trainees in our workforce, fostering opportunities for young talents to thrive and contribute to their professions.

In 2023, CENIT AG employed 35 apprentices, 28 the prior year. This accounts for 9% of the total workforce in 2023.

Employee Satisfaction Measurement: We will conduct group-wide assessments of employee satisfaction at least biennially. Next employee satisfaction assessment will take place in FY24.

ESG Rating Enhancement:

The EcoVadis ratings cover a wide range of extra-financial management systems and assess a company's performance in four areas: social, environmental, business ethics and responsible purchasing. This internationally recognized rating is based on concrete evidence.

In 2022 we set ourselves the objective to elevate our silver ESG rating with ECOVADIS to Gold status by 2030.

Two years in a row, in 2022 and 2023, CENIT was granted the silver medal. Meanwhile, ECOVADIS has changed their medals program and at the time of the Report it is not possible to evaluate the consequences of the program change on our target setting.

To know more about ECOVADIS ESG rating methodology, please check their website:

<https://support.ecovadis.com/hc/en-us/articles/210460227-Understanding-EcoVadis-Medals-and-Badges>

Anti-corruption training: In 2023, we have selected a training platform for our employees. The objective is to train in a single place all our employees on IT security, compliance and ethics matters. A specific training on code of conduct took place in 2023, and further anti-corruption trainings are planned for 2024.

Globally, the plan is to ensure that many employees receive regular training on this topic by 2025.

Supplier management: In 2023, we implemented at CENIT AG a supplier management process to ensure that our suppliers adopt sustainable practices and meet our standards. We started as well the evaluation of our suppliers. By 2025, we want to expand best practices at an international level. At the moment, each entity manages the value chain with its own assessment methodology.

With these measures we actively participate in a more sustainable future and make our contribution to achieving the UN Sustainable Development Goals, where we are particularly focusing on goals number 4,5,8,9 and 13.

Contribution to sustainable development goals



GOAL 4 – Enhancing Quality Education and Economic Growth

By doubling our commitment to employee training, aiming for an average of three times the industry norm by 2030, we directly support the UN's objective of ensuring inclusive and equitable quality education for all. This initiative fosters a culture of continuous learning and development among our workforces.

Simultaneously, by maintaining a minimum of 5% apprentices, dual students, interns, and student trainees within our workforce, we contribute to fostering decent work and economic growth. This commitment not only provides quality education to the younger generation but also prepares them for future challenges, thereby driving sustainable economic development.

GOAL 5 – Championing Gender Equality

At CENIT, we are deeply committed to fostering an environment of diversity and gender equality. We recognize the vital role that a diverse workforce plays in driving innovation and growth. To this end, we are dedicated to increasing the representation of women in leadership roles within our organization. We see this not just as an ethical imperative but as a strategic advantage that enhances our competitiveness and contributes to our overall success.

GOAL 8 – Promoting Decent Work and Economic Growth

CENIT is steadfast in its dedication to creating employment opportunities that offer fair and fulfilling work conditions. Through prudent financial stewardship, we are poised to achieve sustained growth, which, in turn, bolsters the economic vitality of the communities we serve. Our commitment to decent work is the cornerstone of our corporate ethos, ensuring that we not only grow as a business but also contribute positively to the broader economic landscape.

GOAL 9 – Accelerating Industry, Innovation, and Infrastructure

Our digital solutions are at the forefront of spurring innovation and development across various sectors, from manufacturing to insurance or financial sector. By providing cutting-edge Product Lifecycle Management (PLM) systems, shop-floor solutions or documents logistics solutions, we empower these industries to embrace progress and efficiency.

As an example, our digital solutions, such as virtual twins, enable the simulation and optimization of products and processes before physical implementation, drastically reducing waste and energy consumption. Our team of expert consultants is dedicated to advancing the state of the art in these critical areas, driving forward the wheels of industry and infrastructure.

GOAL 13 – Combating Climate Change

CENIT is not only committed to reducing its environmental footprint but is also dedicated to increasing its positive environmental handprint. Through our innovative digital solutions, we enable industries to significantly lower their resources and energy consumption. This, in turn, contributes to a broader positive impact or "handprint" on the environment, as our technologies facilitate more sustainable practices across multiple sectors.

In addition to minimizing our carbon footprint through eco-friendly office practices, and responsible equipment usage, we actively work towards reducing our carbon footprint, by implementing electric vehicles or green electricity wherever it is possible.

By implementing these goals, we as CENIT Group, can contribute to creating a more sustainable and equitable future and fulfill our responsibility to implement the SDGs.

4. GRI 200: Economic

4-1. GRI 201: Economic performance

At CENIT, we strive for continuous economic growth. This drive is based on a solid, conservative, conscious, and future-oriented foundation. Because our perspective is always long-term. Our decisions are always aimed at value enhancement, growth and responsible orientation based on our values as well as the interests of our stakeholders. We are convinced that this is the right foundation for continuing to advance the CENIT Group as a strong partner and pioneer, across industries and technologies. This is our path to a successful and dynamic future.

GRI 201-1: GRI 201-1 Direct economic value generated and distributed

The most important key figures of the CENIT Group are shown in the following chart:

in million EUR	2023	2022	2021	2020	2019
Turnover	184.72	162.15	146.07	142.13	171.71*
EBITDA	16.41	11.94	11.27	9.59	15.24
EBIT	9.21	6.31	6.23	3.63	9.20
Net income	4.92	6.61	4.35	2.29	6.96
Earnings per share in EUR	0.54	0.75	0.51	0.28	0.82
Dividend per share in EUR	Proposal: 0.04	0.50	0.75	0.47	0.00
Equity ratio in %	29.3	35.3	47.0	51.2	45.8
Number of employees	893	861	685	711	737
Number of shares	8,367,758				

*Limited comparability, due to change in accounting policy, see section B notes of the consolidated financial statement

For further information, see the [CENIT Annual Report 2023](#)

GRI 201-2: Financial implications and other risks and opportunities due to climate change

For the purposes of the non-financial statement, CENIT considers not only the main risks to its business activities but also risks that could have a significant negative impact on the matters defined in the context of non-financial reporting (S. 315c in conjunction with s. 289c (3) nos. 3 and 4 of the German commercial law). The risk assessment involves recording the gross risk values for the extent of damage and probability of occurrence, as well as the net risk positions remaining after risk-reducing measures. As in the previous year, there were no significant risks with serious negative impacts for 2023 in the areas defined in the non-financial reporting. As a result, there were no risks in 2023 that meet the materiality criteria on a net basis pursuant to s. 289c (3) nos. 3 and 4 of the German Commercial Code (HGB).

Nevertheless, we are aware of the future societal challenges arising from climate change and its consequences. Therefore, we remain committed to re-evaluating risks and opportunities related

to climate change at regular intervals. We already see ourselves as a driver of sustainable digitization - We shape sustainable digitization.

GRI 201-3: Defined benefit plan obligations and other retirement plans

For our liabilities for defined benefit pension plans and other post-employment benefit plans, please refer to the consolidated statement of financial position in our [Annual Report 2023](#) on page 74.

4-2. GRI 205: Anti-corruption & GRI 206 Anti-competitive Behavior

CENIT AG is currently in the process of establishing a comprehensive training program aimed at preventing corruption and anti-competitive behavior. The program is not limited to executives, rather it includes employees from throughout the Group.

By implementing such a training program, CENIT AG aims to ensure that all employees develop a deep understanding of the impact of corruption and anti-competitive behavior on the company and its customers. At the same time, the program is intended to help employees learn how to recognize and avoid such behavior.

It is well known that corrupt behavior and anti-competitive practices can harm not only the company, but also its customers and the entire industry. By having all the Group's employees participate in this training program, CENIT AG can ensure that all its employees internalize an ethically sound way of working and thus contribute to the success of the company.

CENIT AG is committed to fostering a culture of integrity and creating a positive work environment. The implementation of this training program is an important step in this direction and reinforces the importance of ethics and compliance in business operations.

One goal that CENIT AG is pursuing during its training program is a high participation rate. By 2025, the company aims to have at least 90% of all employees participating in the program. For this purpose, CENIT AG will regularly adapt and update the training program to ensure that it is always up to date and considers the needs of the employees.

CENIT AG sees its training program as a key step on the way to a culture of integrity and ethical action. By empowering its employees to recognize and avoid potential risks, the company protects itself and its customers from harm while strengthening trust in the company.

There were no violations regarding corruption or anti-competitive behavior for the 2023 reporting period.

4-3. GRI 207: Tax

GRI 207-1: approach to tax

CENIT is committed to fully complying with the applicable tax regulations of the countries in which we do business. Non-compliance with given regulations or the exploitation of legally questionable loopholes is contrary to our approach of sustainable corporate governance, which ensures the successful continued existence of CENIT and guarantees that action is taken in the interest of all CENIT stakeholders.

For this purpose, CENIT does not make use of artificial structures for tax savings at any point, nor do we use any other abstract instruments for tax optimization purposes. Should CENIT conduct business activities in so-called low-tax countries, these activities arise solely from CENIT's regular

business activities and explicitly not for tax optimization purposes. Central responsibility and due process regarding CENIT's tax matters are the responsibility of the Chief Financial Officer (CFO) of CENIT AG. The management of the individual legal entities is responsible for compliance with local regulations, in which they are supported by the Group Tax Management as well as by local tax advisors.

CENIT is aware of its contribution to a functioning society through the proper levy in the form of tax payments. For this reason, tax considerations, in conjunction with a variety of other factors, have an influence on our business decisions, but do not play a decisive role in the course of our sustainable business strategy.

GRI 207-2: Tax governance, control, and risk management

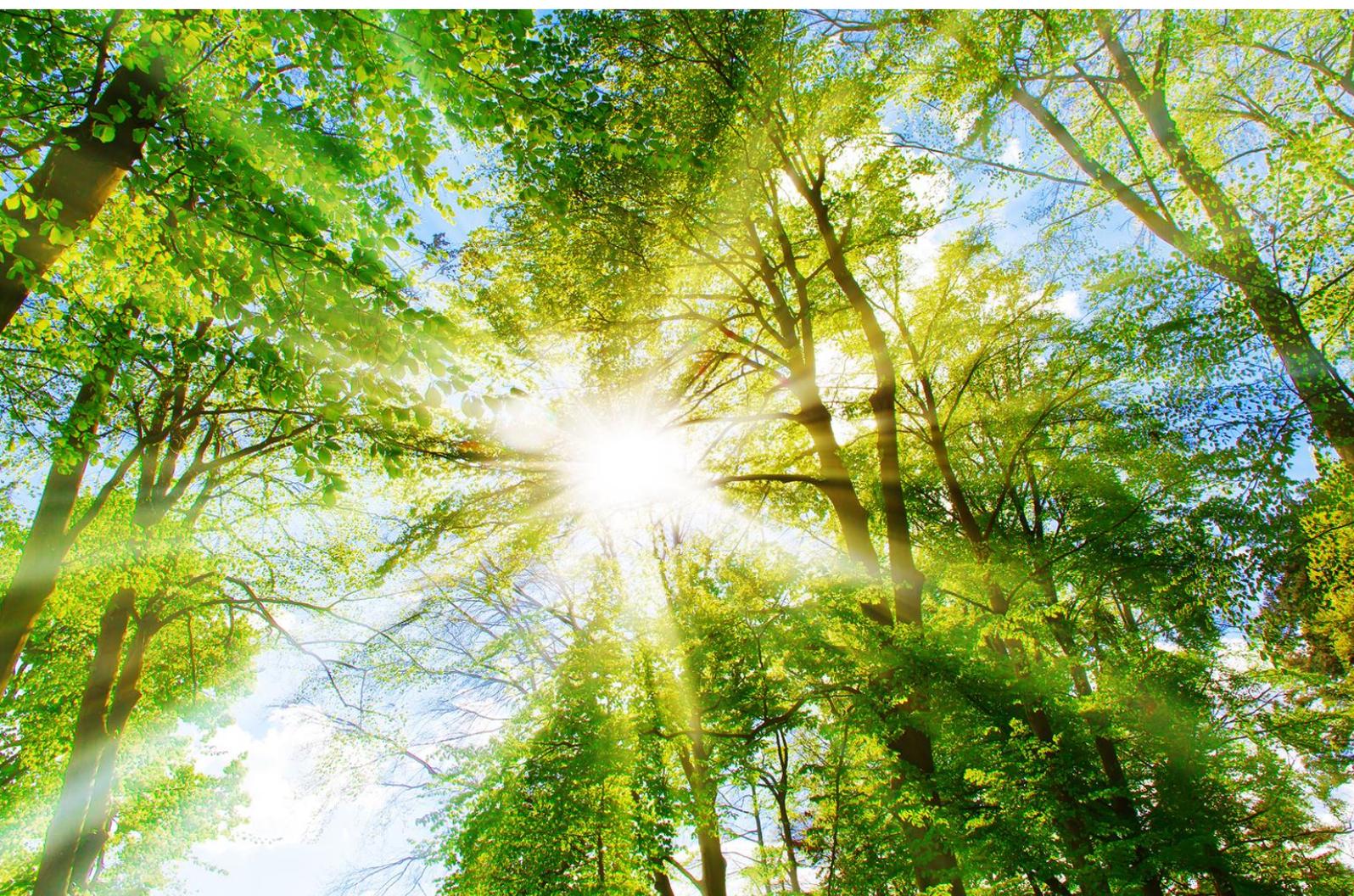
The Management Board of CENIT is regularly informed about matters regarding tax via the person of the Chief Financial Officer. In addition to tax governance issues, this process also includes a tax risk review process, as well as controls over tax operations at the Group level.

In our Code of Conduct, we also set out our employees' options for reporting concerns regarding unethical or illegal behavior, as well as the integrity of the organization concerning taxes.

We fulfill our tax audit obligations in the form of a regular external audit of our tax-related publications by an auditing firm.

GRI 207-3: Stakeholder engagement and management of concerns related to tax

CENIT is interested in a cooperative relationship with the tax authorities in the respective countries of its locations. In accordance with the law, CENIT remains in exchange with representatives of the tax authorities regarding both formal and informal inquiries.



5. GRI 300: Environmental

5-1. GRI 302: Energy

Energy consumption

The energy supply agreements of all German locations were consolidated in 2018. Our energy supplier Vattenfall has undertaken to achieve carbon-free energy production in the next 20 to 30 years and is committed to renewable energy sources and solutions that save the environment.

CENIT AG concluded a supplementary agreement as of 1 January 2019 and has since only been receiving 100% 'green' electricity from Vattenfall. The energy product supplied by Vattenfall under that agreement, "Klima Natur", is based on guarantees of origin that meet the criteria in European Directive 2009/28/EC. Vattenfall uses power from Scandinavian hydroelectric plants in particular for the "Klima Natur" product. "Klima Natur" is certified by the VdTÜV-Basisrichtlinie Ökostromprodukte ('VdTÜV Basic Guideline Green Electricity Energy'). According to that guideline, Vattenfall ensures that 100% of the customer's total electricity needs are generated from renewable sources and fed into the grid.

Energy efficiency in office spaces

To increase energy efficiency, the CENIT Group will check whether it is possible to switch the lighting for all of the office spaces to power-saving LED lights, for example. The necessary settings for all IT equipment will also be optimized to a standard that for example ensures that all devices switch automatically to power-saving mode after a brief period of not being in use.

All our employees are encouraged to ensure when leaving the office that all lights and IT equipment are switched off and that the windows are closed.

Reducing office space

We constantly endeavor to use our offices around the world efficiently and sustainably and to optimize office space in line with our needs. For example, the rented office space for our Hamburg location was reduced as part of this effort. By moving to an office center, the office space has been reduced by 270 square meters from 305 square meters to 35 square meters since 1 August 2020.

Further office space reductions took place in 2021 and afterwards. For example, the office space rented for the Saarbrücken location was reduced from 375 square meters to 198 square meters from 1 May 2021, while the office space in Ratingen was reduced from 487 square meters to 88 square meters from 1 December 2021.

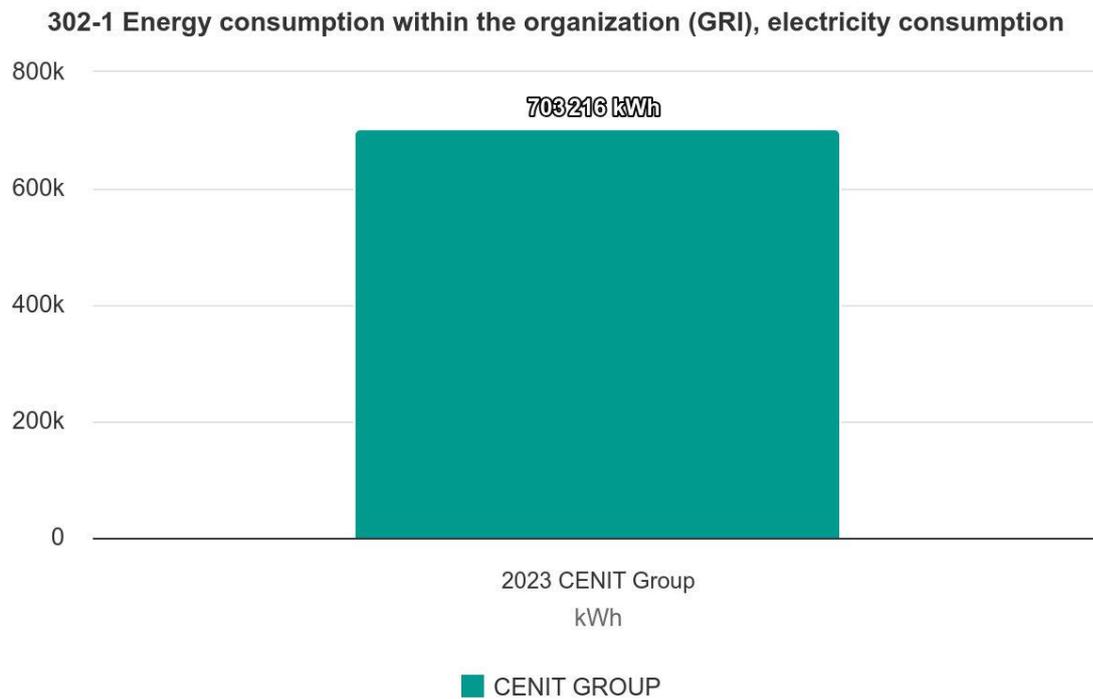
We have already given up a further 20 car parking spaces in the underground car park at the company headquarters in Stuttgart as of 1 September 2020.

GRI 302-1: Energy consumption within the organization (electricity)

While redesigning the sustainability report, we at CENIT want to report transparently on our climate-relevant consumption. This includes detailed information on our electricity, water and gas consumption, as well as the calculation of a CO2 footprint. We also transparently present our procedure for calculating the values and the assumptions made. For the first time in 2022, the CENIT Group reported the total consumption of all its sites worldwide in the sustainability Report 2022. In the Future CENIT intends to set itself targets based on this holistic measurement. For example, we want to reduce our carbon footprint by 55% by 2030 compared to the value

determined for 2022. Regarding our energy consumption, we strive for sustainable solutions and intensify our efforts to realize the transformation away from fossil energy sources as quickly as possible. In 2030, we aim to source 100% of our electricity needs from renewable sources where we can influence the sourcing ourselves.

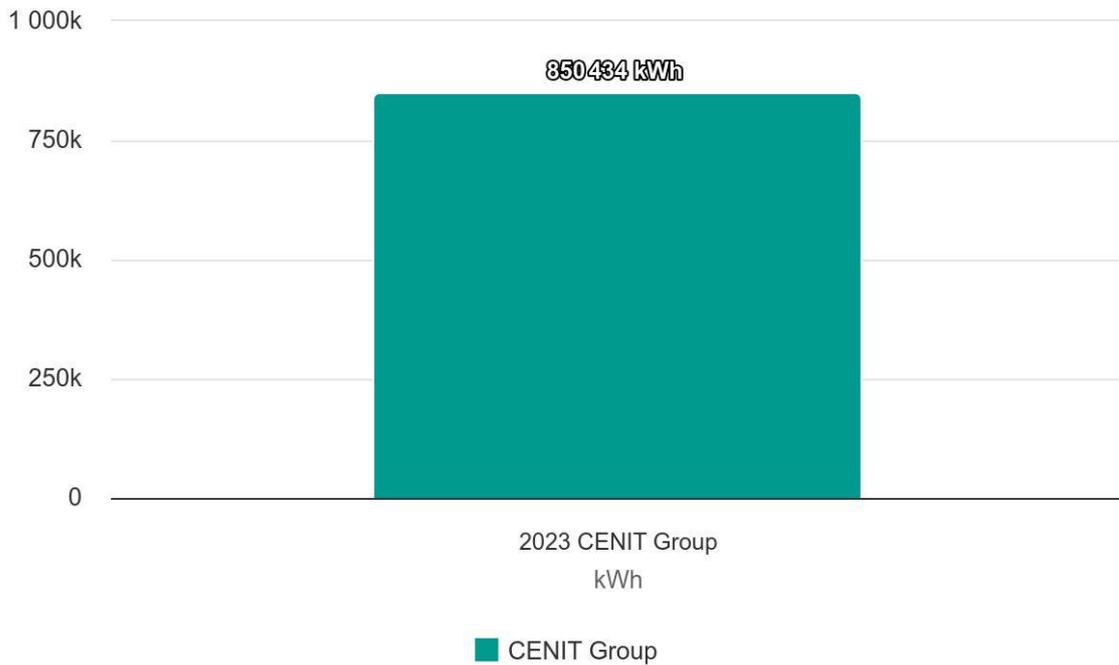
In the reporting year 2023, the CENIT Group shows a total electricity consumption of 703,216 kWh. As for CENIT AG, by far the largest share of our electricity consumption is attributable to our central data center at the Stuttgart site. However, the entire Stuttgart site, and thus also the data center, is already operating on an electricity mix from 100% renewable energies.



*In some cases, landlords were unable to provide the necessary data concerning the reporting period 2023 for the calculation of the electricity consumption of the CENIT Group. This is often the case for so-called shared offices. If CENIT was not able to determine any consumption values for the reporting period 2023, an estimate of consumption is made at this point. This is calculated based on the amount of space rented multiplied by the average consumption per square meter of space of the CENIT Group at its other locations.

In the reporting year 2023 the CENIT Group shows a total gas consumption of 850,434 kWh.

302-1 Energy consumption within the organization (GRI), gas consumption



*In some cases, landlords were unable to provide the necessary data concerning the reporting period 2023 for the calculation of the electricity consumption of the CENIT Group. This is often the case for so-called shared offices. If CENIT was not able to determine any consumption values for the reporting period 2023, an estimate of consumption is made at this point. This is calculated based on the amount of space rented multiplied by the average consumption per square meter of space of the CENIT Group at its other locations.

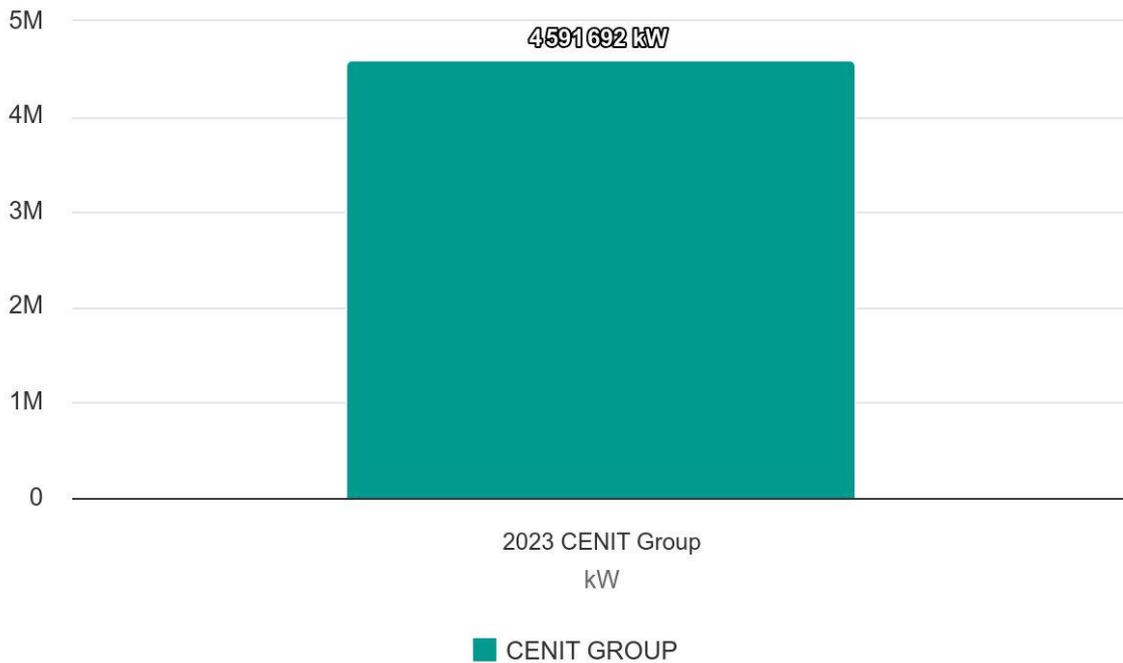
GRI 302-1: Energy consumption within the organization (total)

The fuel consumption of the CENIT Group vehicle fleet in the reporting period 2023 amounts to 275,980 liters of diesel and 44,435 liters of gasoline. We are converting progressively our fleet to vehicles with more climate-friendly electric powertrains in the future wherever possible. As for CENIT AG, from our 147 vehicles fleet, 22 are electrical vehicles and 1 hybrid. The plan is to have more than 50% of the fleet electrical by the end of 2025. Today the conversion factors of the TREMOD transport emissions model are used to convert the energy sources diesel and gasoline into the unit kilowatt hours to indicate the total energy consumption. The 275,980 liters of diesel consumed thus correspond to a calorific value of around 2,740,076 kWh. The liters of gasoline consumed correspond to a calorific value of 387,223 kWh.

The total energy consumption for the CENIT Group for the year 2023 is as follows:

Energy consumption in kWh	
Electricity	703,216
Gas	850,434
Fuels (Diesel and gasoline for cars)	3,127,300
Total	4,591,692

302-1 Energy consumption within the organization



GRI 302-3: Energy intensity

We calculate our energy intensity based on our calculated total energy consumption in kWh. As our organization-specific parameter for calculating the quotient, we report both an energy intensity per thousand euros of revenue generated and per employee for the 2023 reporting period.

	Unit	2023
absolute energy consumption	kWh	4,591,692
Energy consumption per thousand euros of revenue	kWh/TEUR	24.86
Energy consumption per employee	kWh/employee	5,141.87

5-2. GRI 303: Water and effluents

Beverage supply

Scope: CENIT AG

CENIT employees are provided with free drinks such as coffee, tea, milk, and mineral water in all locations.

Since the end of 2019, CENIT AG has changed the subject of mineral water supply from boxes of sparkling water to water dispensers. Due to the elimination of transport, storage and cleaning of the empties, a large part of the energy expenditure is saved, while plastic waste is avoided. In addition, tap water is one of the most tested foodstuffs in Germany.

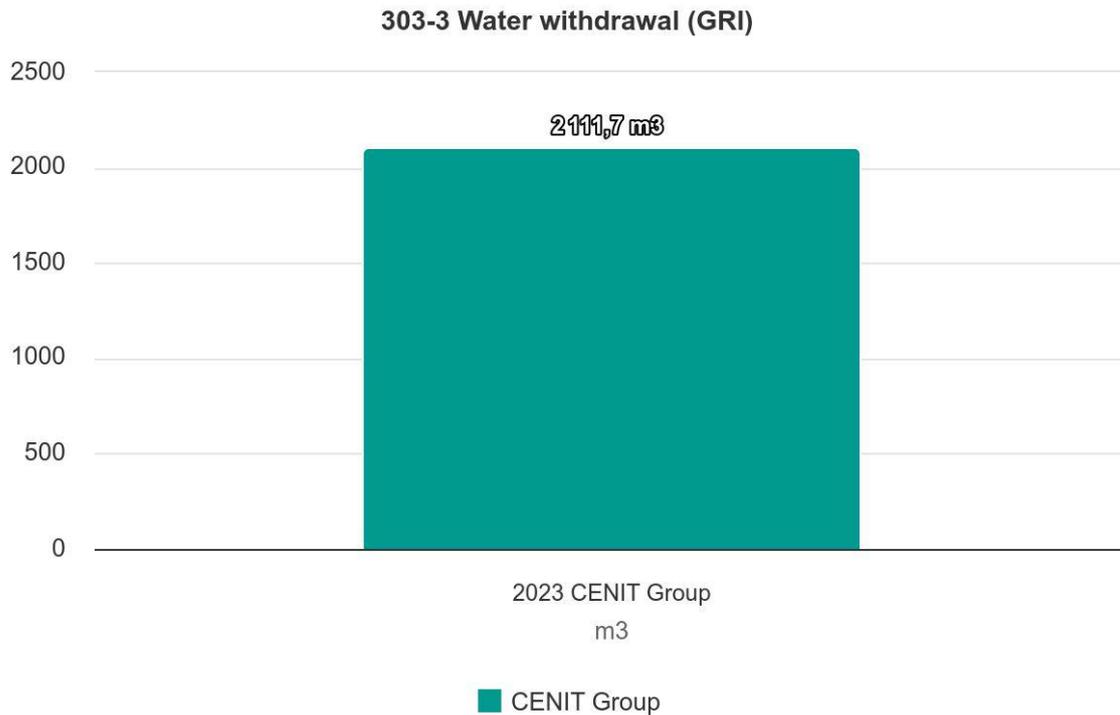
These dispensers provide mineral and carbonated water (medium and classic) as well as hot water for its employees.

In addition to a filter concept, all water dispensers are capable of thermal disinfection. This means that all water-carrying lines, the heating and cooling module, and the water dispensing valve are disinfected with hot water at regular intervals.

GRI 303-3: Water withdrawal

Scope: CENIT Group

In the reporting year 2023, CENIT group shows a total consumption of potable water of 2,111.7 m³.



*In some cases, landlords were unable to provide the necessary data concerning the reporting period 2023 for the calculation of the electricity consumption of the CENIT Group. This is often the case for so-called shared offices. If CENIT was not able to determine any consumption values for the reporting period 2023, an estimate of consumption is made at this point. This is calculated based on the amount of space rented multiplied by the average consumption per square meter of space of the CENIT Group at its other locations.

5-3. GRI 305: Emissions

Environmental protection at the company

As a globally positioned IT consulting company, it is particularly important to us to use the limited resources available carefully to continuously minimize our "ecological footprint".

With our 29 locations in 9 countries, we are always close to our customers and thus avoid long, environmentally harmful business trips. The numerous home office agreements with our employees also reduce traffic caused by commuting. Through the company bicycle leasing offered by CENIT, we also motivate our employees to eschew their cars and to travel to work by bicycle.

Since 2018, we have offered our employees partial reimbursement for local transport tickets. This means that our employees who use public transport to commute receive a subsidy of up to €25 tax free and without deductions for social security, depending on the transport association. At all locations in Germany, old office furniture was replaced with furniture manufactured sustainably in Germany. When selecting suppliers, particular care was taken to ensure that environmentally compatible materials and technologies were used in production and that internationally applicable environmental standards were met.

Throughout the Group, we pay attention to the use of environmentally friendly materials. All printers are set by default to print in black and white and on both sides of the page. Nevertheless, our employees are encouraged to use paper and other office supplies as sparingly as possible.

All CENIT's office space, apart from the location in Oelsnitz (sold in 2023), is leased. Our corporate space is used efficiently; for example, in some locations we were able to move to smaller premises through desk-sharing and home-office arrangements or to sublet unused office space.

Paperless office

Germany has been in a long process of legislating an e-invoicing obligation for business transactions. Now, with the approval from the Bundesrat, the introduction of mandatory B2B e-invoicing is officially starting from 1 January 2025. The Bundesrat has approved the draft law that includes B2B electronic invoicing, postponing the start of the mandatory issuance of invoices to January 2028 for companies with less than 800,000 € of turnover. However, all companies should be ready to receive electronic invoices as of 2025. CENIT plans to convert progressively the invoicing and dunning system. As of today, a substantial proportion of our invoices are already sent online.

Corporate vehicles

Also due to the increasingly acute fine particle pollution in connection with diesel vehicles, at CENIT we examine all alternative possibilities of mobility. One of these, for example, is the use of electric bicycles, as described in the section "Company benefits". As a further alternative, we are partially converting the company vehicle fleet to electric/hybrid mobility. The pace is however also largely dependent on the necessary nationwide charging infrastructure. In fiscal year 2018, we already contributed to enabling our employees to travel to work in an environmentally friendly manner with the company reimbursement for local public transport tickets and company bicycle leasing. As a first step, we decided to adjust our company car program in the fiscal year 2019.

We plan to convert progressively our fleet to vehicles with more climate-friendly electric powertrains in the future wherever possible. As for CENIT AG, from our 127 vehicles fleet, 22 are

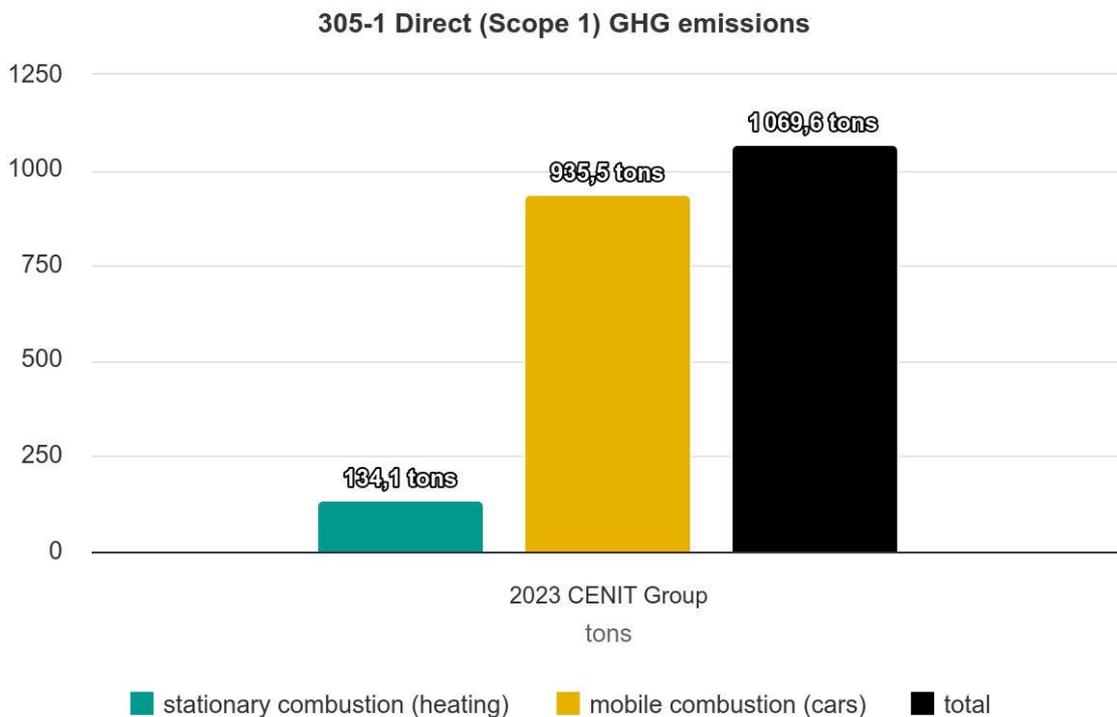
electrical vehicles and 1 hybrid. The plan is to have more than 50% of the fleet electrical by the end of 2025.

GRI 305-1: Direct (Scope 1) GHG emissions

We at CENIT want to report transparently on our climate-relevant consumption. This includes detailed information on our electricity, water and gas consumption, as well as the calculation of a CO2 footprint. We also transparently present our procedure for calculating the values and the assumptions made. In 2022 we reported on the total consumption of all our locations worldwide for the first time. Our goal is to reduce our carbon footprint by 55% by 2030 compared to the value determined for 2022, and within the same perimeter. For our energy consumption, we strive for sustainable solutions and intensify our efforts to realize the transformation away from fossil energy sources as fast as possible. For the year 2030, we set ourselves the goal of sourcing 100% of our electricity requirements from renewable sources, where we can influence the sourcing ourselves.

Our direct GHG emissions (Scope 1) consist of stationary combustion of non-renewable fuels in the form of gas for heat generation and mobile combustion of non-renewable fuels in the form of diesel and gasoline by our vehicle fleet. CO2 equivalent calculations are based on the standard published by the GHG Protocol.

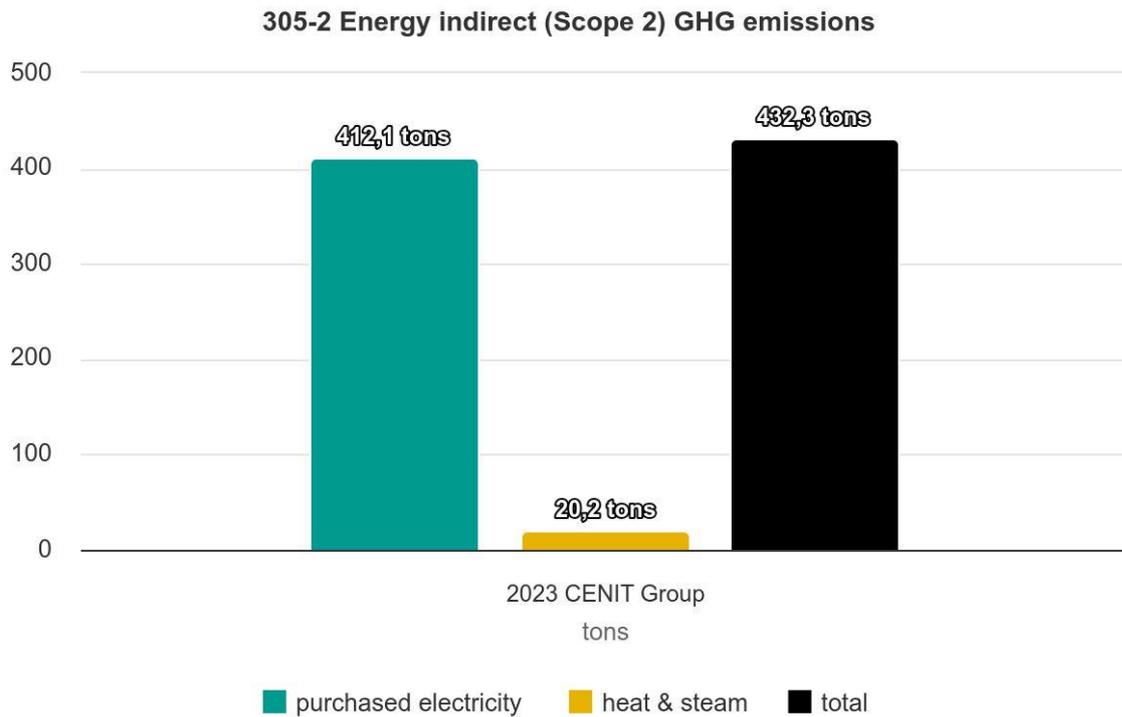
For the 2023 reporting period, CENIT Group reports Scope 1 CO2 emissions of 1,069.6 tons CO2e.



GRI 305-2: Energy indirect (Scope 2) GHG emissions

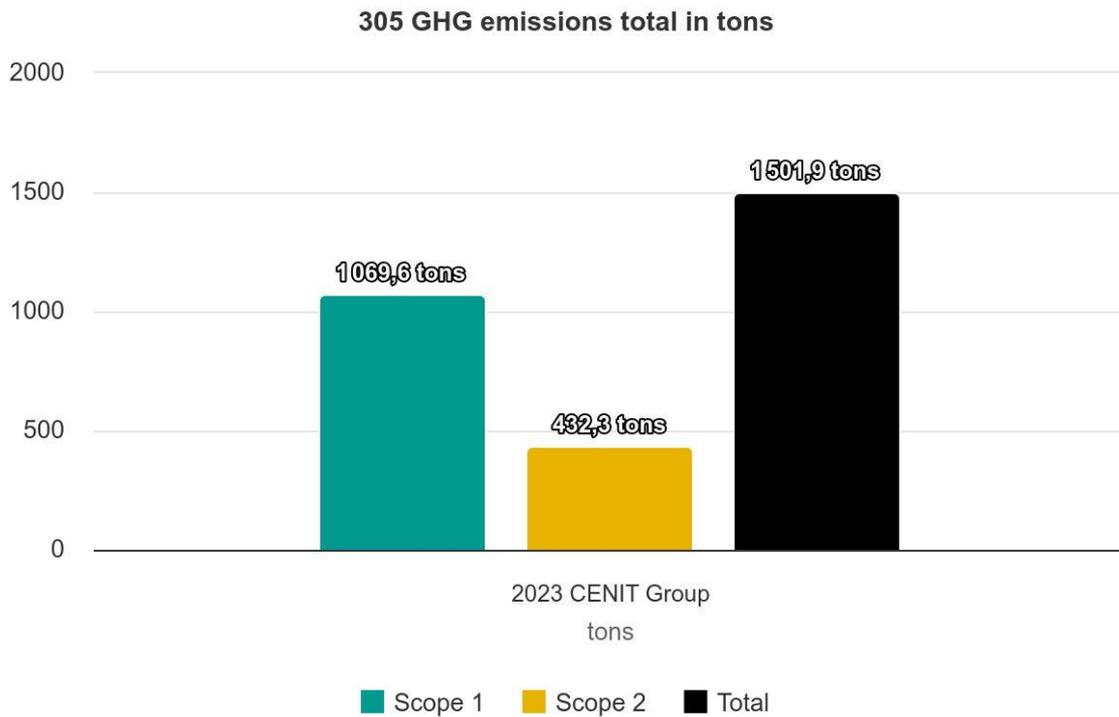
Our indirect (Scope 2) GHG emissions are composed of our purchased electricity volume. The Market Based Approach based on the European Residual Mixes 2018 v1.2 (published July 2019) - Table 2, Direct GWP (gCO₂/kWh) is used to calculate the CO₂e value. For the calculation of the CO₂e value of our site in North America, as well as for the calculation of the CO₂e value arising from district heating, the EPA's Emission Factors for Greenhouse Gas Inventories (published March 9, 2018) are used.

For the reporting year 2023, CENIT Group reports indirect energy related (Scope2) GHG emissions of 432.3 tons CO₂e.



Our total GHG emissions are as follows:

Scope	Activity	2023
Scope 1	Stationary combustion	134.1
Scope 1	Mobile combustion	935.5
Scope 1 total		1,069.6
Scope 2	Purchased electricity (market based)	412.1
Scope 2	Heat and steam	20.2
Scope 2 total		432.3
Total GHG emissions (Scope 1 + 2)		1,501.9



GRI 305-4: GHG emissions intensity

We calculate our GHG intensity based on our calculated total GHG emissions in metric tons of CO₂e. As our organization-specific parameter for calculating the quotient, we report both a GHG intensity per million euros of revenue generated and per employee for the 2023 reporting period.

	Unit	2023
Total (Scope 1+2) GHG emissions	CO₂e (t)	1,501.9
GHG emissions per million Euros of revenue	CO ₂ e (t) /million EUR	8.1
GHG emissions per employee	CO ₂ e (t) /employees	1.7

5-4. GRI 306: Waste

Scope: CENIT AG (Stuttgart office)

Responsible waste disposal is also part of environmentally conscious behavior at CENIT. We separate waste into paper, glass, plastic and residual waste in all offices and take care to produce as little waste as possible. For example, we no longer order the milk for operating our coffee machine in the CENIT lounge in 1-liter, but rather in 5-liter packaging units, to reduce the amount of waste generated.

Disposal of the waste according to the current commercial waste ordinance:

On March 31, 2017, the Bundestag passed a new amendment to the Commercial Waste Ordinance (GewAbfV), which came into force on August 1, 2017. The purpose of the ordinance is to strengthen the requirements for the recovery of commercial municipal waste and certain construction and demolition waste through separate collection and recycling. In this regard, we are supported by an appropriately certified company on the following topics:

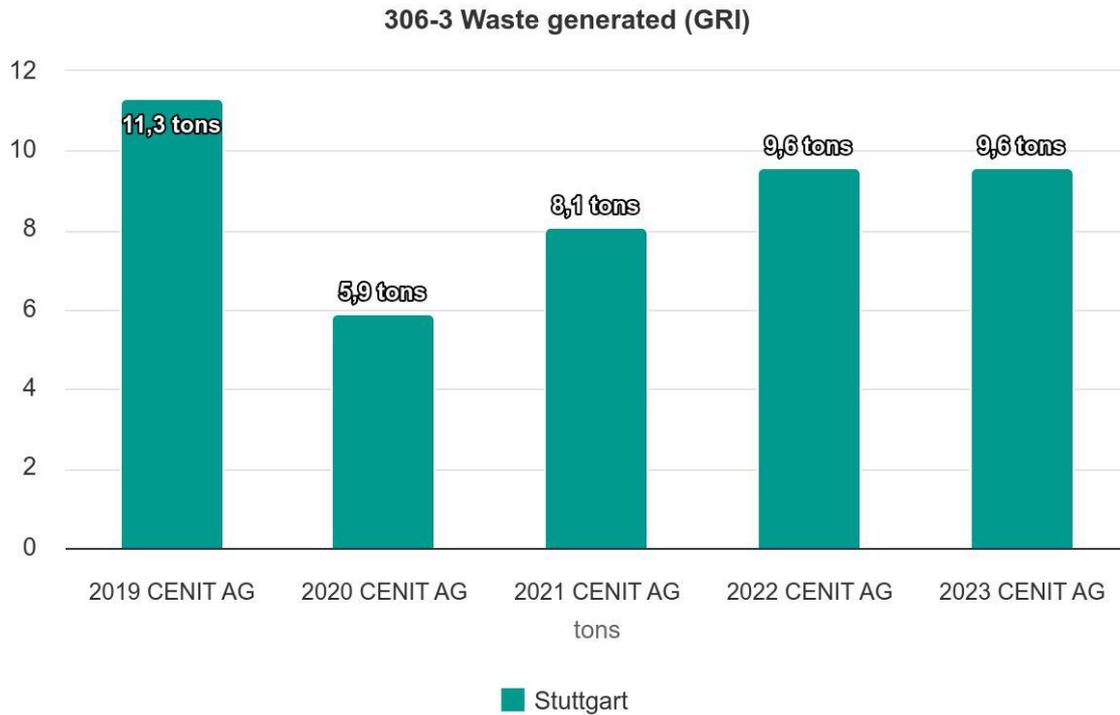
- Necessary documentation according to the waste ordinance
- Determination of the separate collection rate, rate above 90%.
- Drawing up a disposal concept
- Optimization of the disposal
- Confirmation for the recycling of the waste

Used IT hardware and electronic waste are disposed of by a certified specialist company.

In the reporting year 2023, the total amount of waste generated at the Stuttgart headquarters was 9.6 t (previous year: 9.6 t).

Stuttgart	in metric tons
Paper and cardboard	2.55
Plastic data mediums	0.09
comm. municipal waste	4.76
Files for destruction	2.19
Total	9.59





5-5. GRI 308: Supplier Environmental Assessment & GRI 414 Supplier Social Assessment

CENIT AG places foremost importance on the management of Environmental and Social (ESG) assessments for its suppliers, a strategy critical for identifying and mitigating potential ESG risks within its supply chain. Throughout 2023, the company introduced various tools such as supplier questionnaires and assessment criteria, leading to an internal classification system that rates companies into four categories based on the available information. This robust framework ensures that CENIT AG's suppliers and partners adhere to eco-friendly and sustainable practices, uphold decent working conditions, and commit to social accountability.

Furthermore, this approach not only assures consistency in the quality and integrity of CENIT AG's products and services but also proactively addresses potential ESG risks by evaluating suppliers and partners early on. Such preemptive measures allow for the implementation of risk mitigation strategies, safeguarding against environmental and societal repercussions.

By constantly enforcing ESG Supplier Assessment Management, CENIT AG reaffirms its dedication to fostering sustainability and social responsibility across its operations. Continuous oversight and adherence to ESG standards enhance the company's credibility, reinforcing trust among customers, business associates, and the broader community.

6. GRI 400: Social

6-1. GRI 401: Employment

Disclaimer

Please note that some information in this report refers exclusively to CENIT AG. Information within the report that only refers to a part of the CENIT Group is preceded by an appropriate disclaimer.

CENIT AG has several subsidiaries, each of these subsidiaries has developed its own solutions, some of which may be similar, and some of which have been adapted to the regulations of other countries. It is important to note that the following information in this report refers only to CENIT AG and not to its subsidiaries.

If you would like to find out more about the solutions offered by our subsidiaries, we would be pleased to refer you to the corresponding statements of our subsidiaries. There you will find detailed information on the offers and services of the individual companies.

Best place to work

Scope: CENIT AG

The satisfaction of our employees is a major concern for us. Therefore, in addition to good working conditions, fair and performance-related remuneration, numerous social benefits and training opportunities, we offer a wide range of programs and benefits for employee retention, which help to increase employee satisfaction and strengthen identification with the company. Once again, CENIT also received the award as "MINT minded company 2023" from MINT students and graduates.

At CENIT, we foster a culture of trust-based working hours. This means that employees can decide on the location and duration of their working hours, as long as they do so responsibly. In doing so, the requirements of the task, organization, customer wishes as well as the concerns of the individual must be considered. We therefore do not consider the amount of time as a measure for the activity, but the results.

A good work-life balance and the compatibility of career and family is a top priority at CENIT. We support our employees in this with various programs. Apart from the flexible flextime model, we offer our employees the opportunity to work part-time or flexibly in a home office. In addition to the regular annual leave, we grant our employees special leave on special occasions as well as, upon agreement, longer time off from work in the form of sabbaticals.

Flexible parental leave models make it easier for both our female and male employees to return to work smoothly and in a family-friendly manner.

Various regular events, such as the summer party that is celebrated with all colleagues worldwide on certain anniversaries, but also regular quarterly information events or department-wide Christmas parties give our employees the opportunity to exchange ideas in a relaxed atmosphere away from the daily work routine and are, among other things, a way of thanking employees for their commitment and dedication to CENIT.

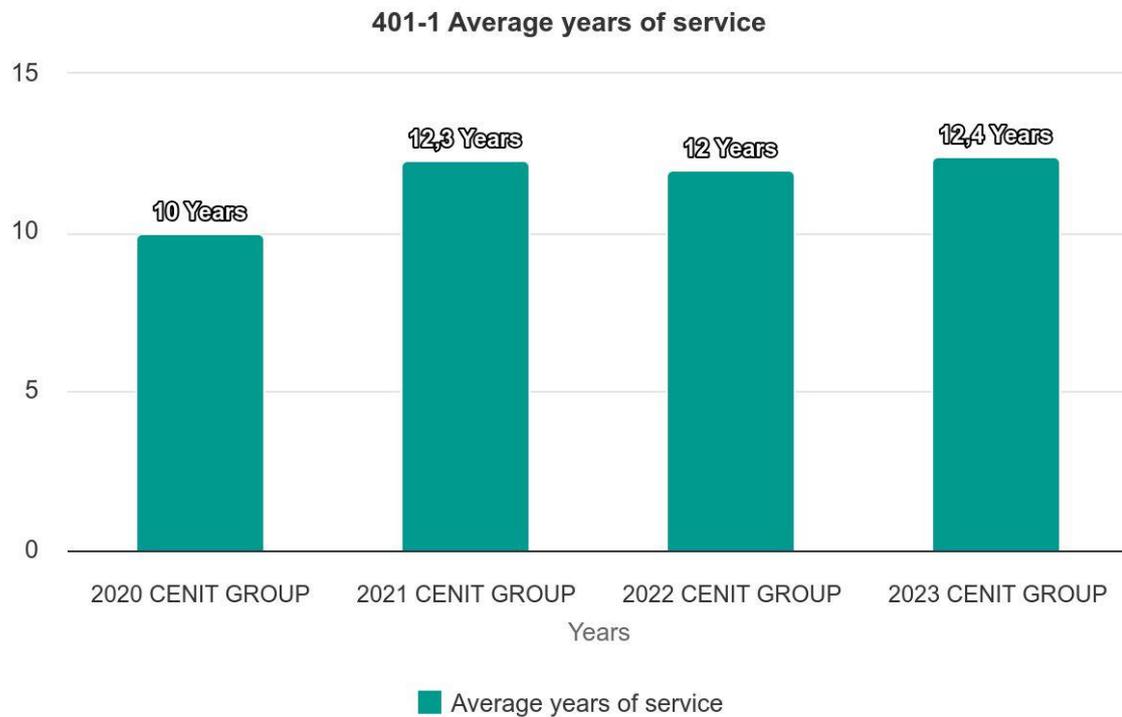
Our employee survey "YOUR FEEDBACK" takes place at regular intervals to identify potential for improvement and points of contact for CENIT as a Group, but also in individual teams, at an early stage and thus increase employee satisfaction. The last survey, the fifth of its kind, took place in

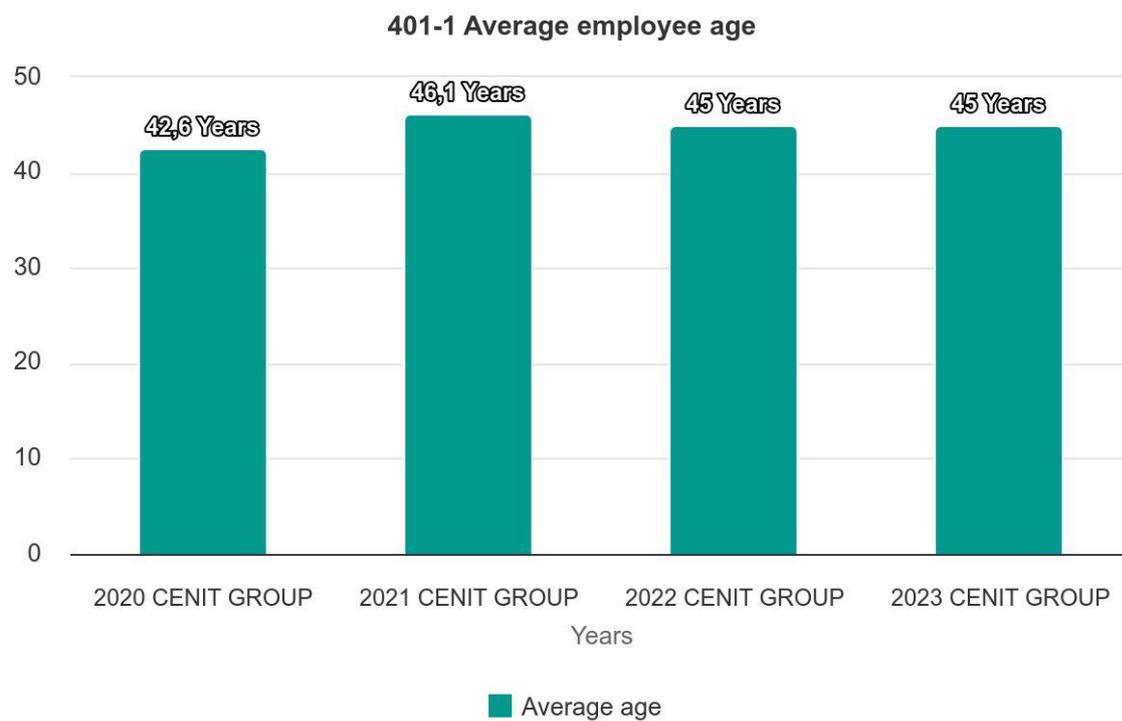
the reporting year 2022 and achieved a lively workforce participation of 80%. In addition, the "Pulse@CENIT" employee survey is conducted on a regular basis. As the name suggests, this is intended to check the "pulse" of CENIT in random, compact surveys that take place twice a year. We hope that this will provide us with an up-to-date picture of the general mood at CENIT, so that we can use it to derive measures that we want to actively work on.

GRI 401-1: New hires and employee turnover

Scope: CENIT Group

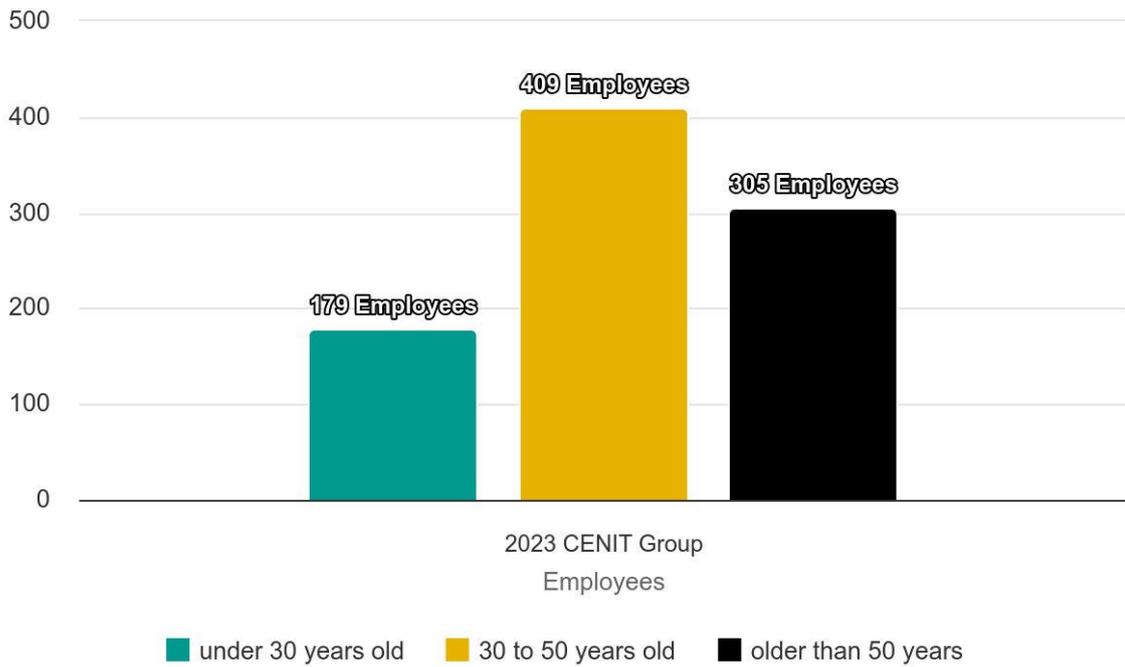
As of December 31, 2023, CENIT AG had 893 employees worldwide. Most of which have a qualified university degree. The fluctuation in Germany was around 12.9% (previous year: 10%). The company continues to record a low level of sick leave. The average length of service in the reporting period was 12.4 years (previous year: 12.0 years) with an average age of 45.0 years (previous year: 45.0 years).



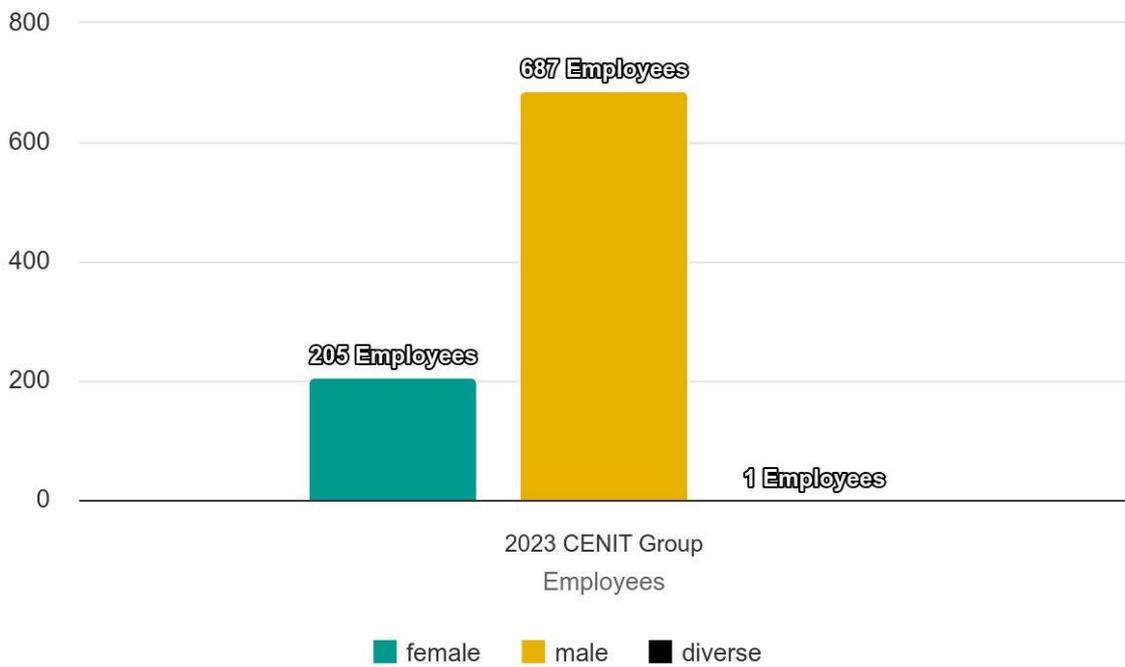


2023	
Total number of employees during the reporting period	893
thereof younger than 30 years	179
thereof between 30 and 50 years old	409
thereof older than 50 years	305
thereof male	687
thereof female	205
thereof diverse or prefer not to say	1

401-1a (GRI) Employees by age

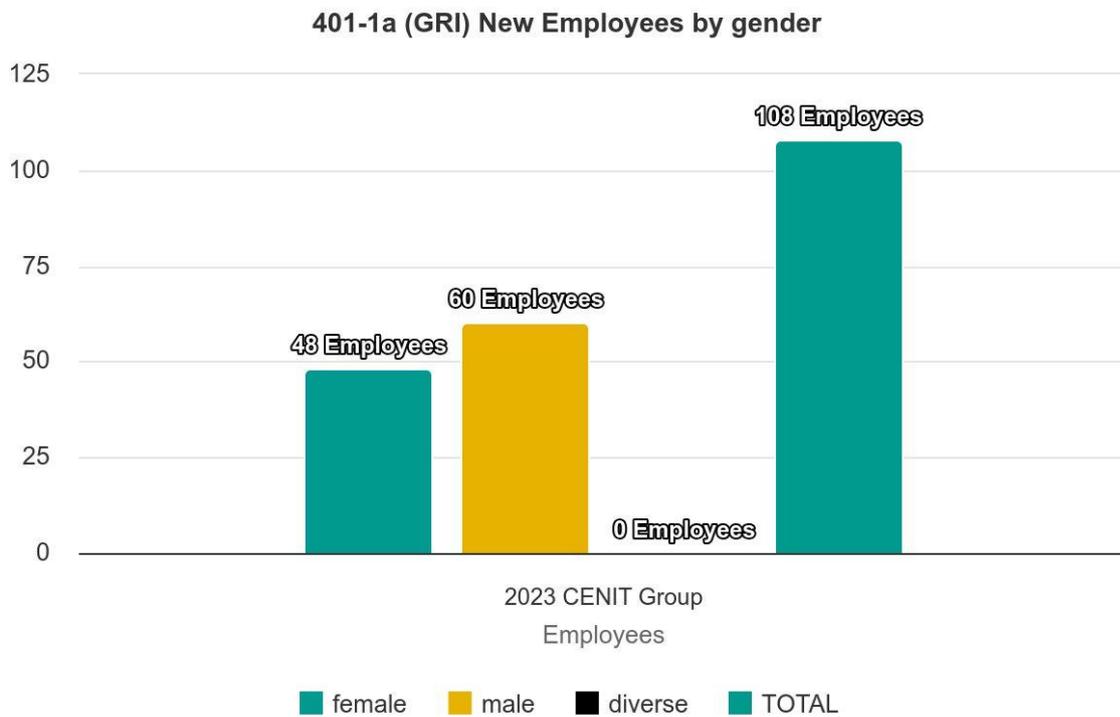


401-1a (GRI) Employees by gender

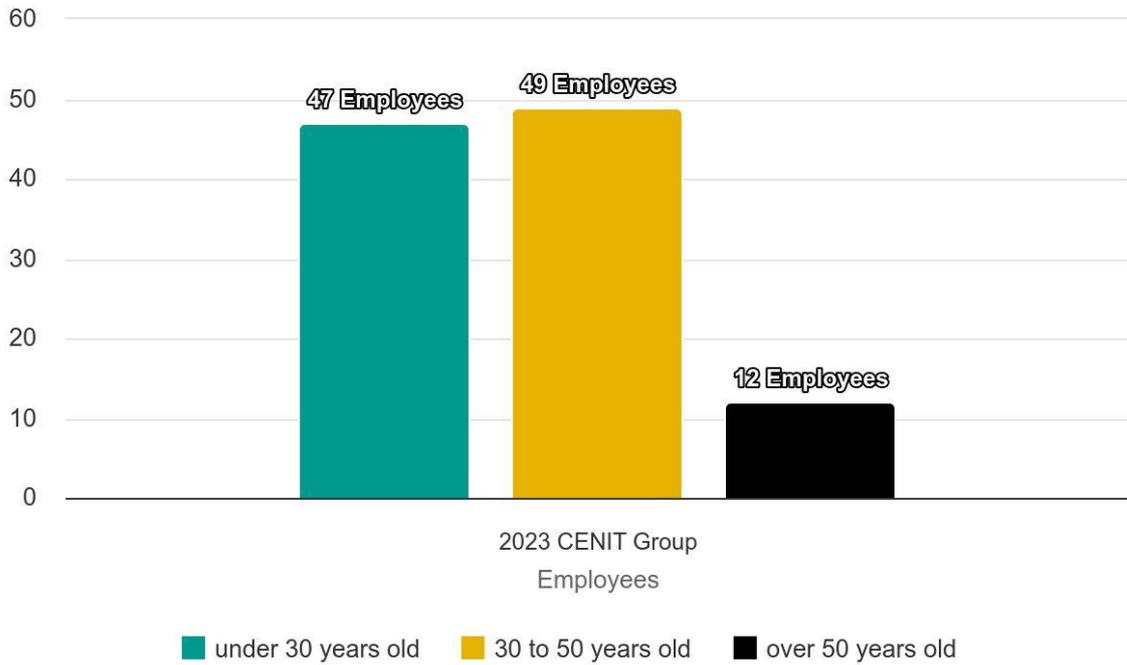


Scope: CENIT Group

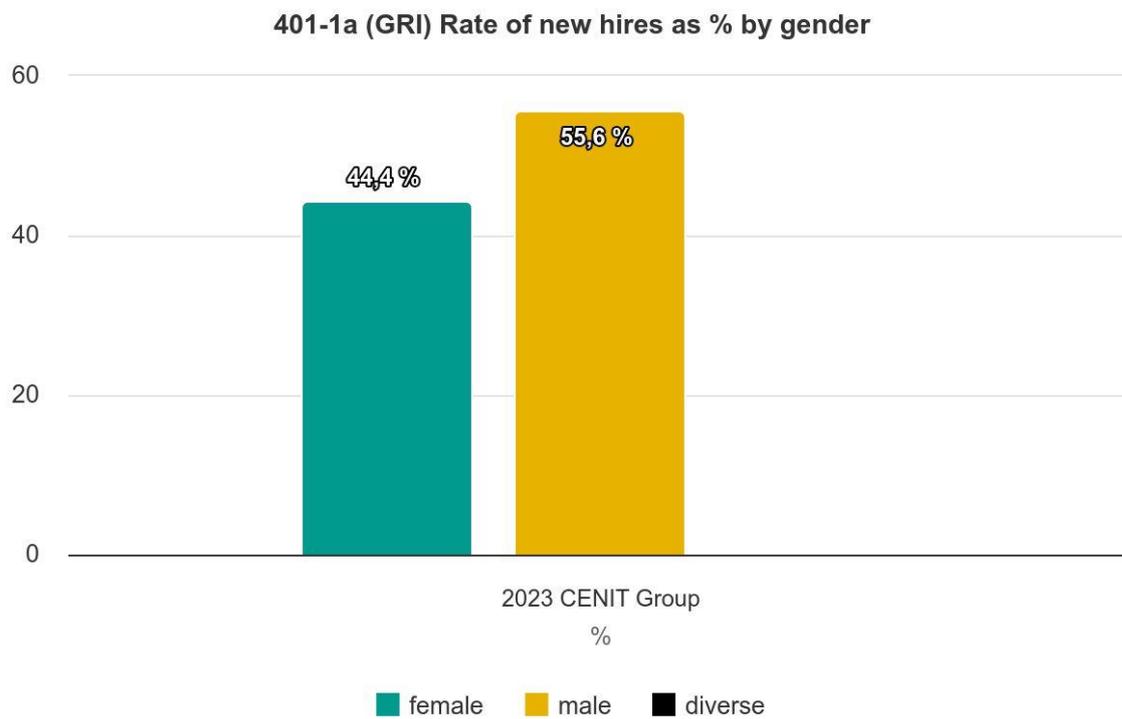
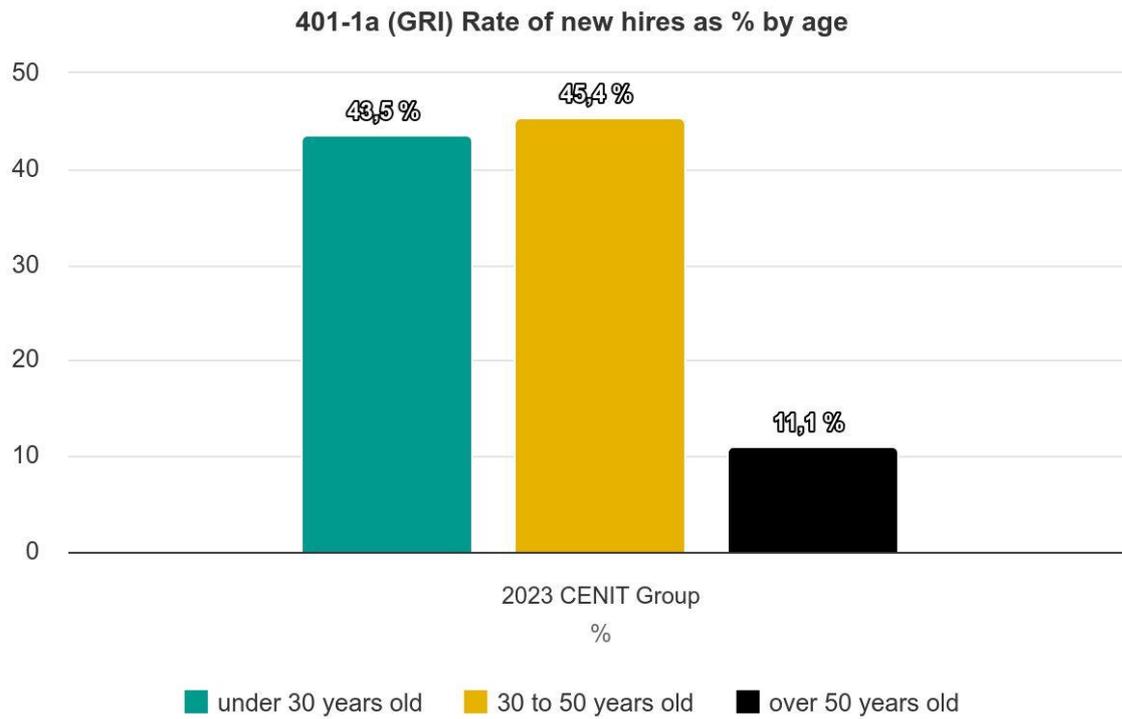
	2023
number of new employees	108
thereof younger than 30 years	47
thereof between 30 and 50 years old	49
thereof older than 50 years	12
thereof male	60
thereof female	48
thereof diverse or prefer not to say	0

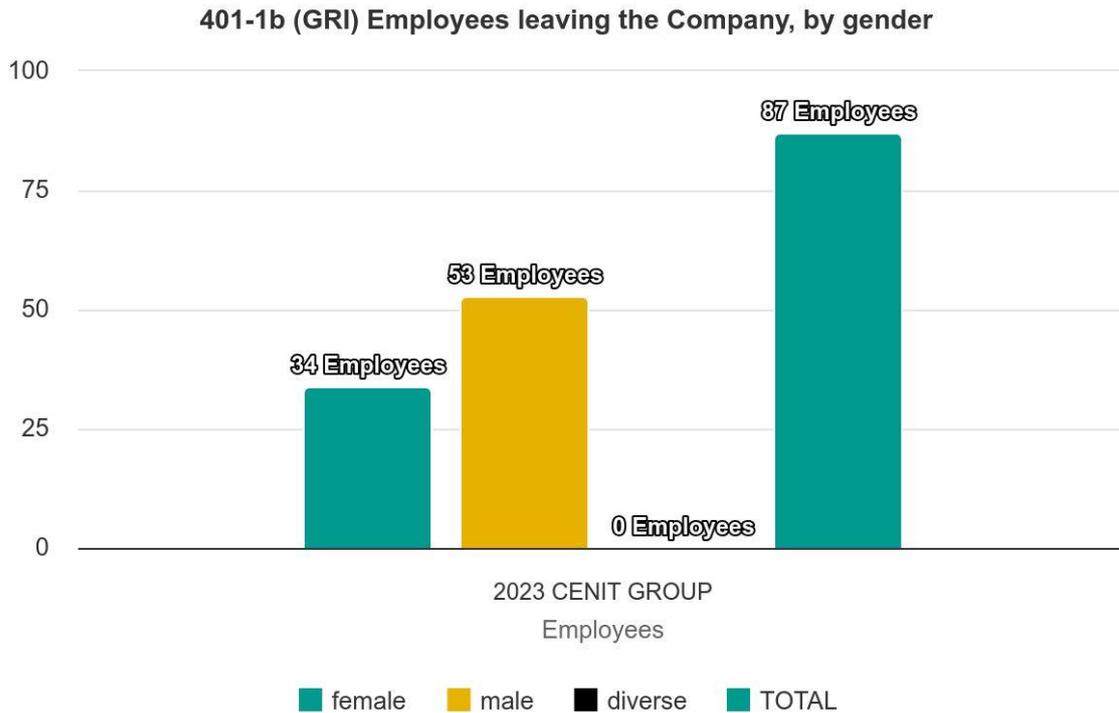


401-1a New employees by age



	2023
percentage of new employees among the workforce	12.1%
thereof younger than 30 years	43.5%
thereof between 30 and 50 years old	45.4%
thereof older than 50 years	11.1%
thereof male	55.6%
thereof female	44.4%
thereof diverse or prefer not to say	0.0%





At 12.9%, employee turnover is above the previous year's figure of 10.0%.

Scope: CENIT AG

"Our responsibility towards our employees is very important to us as an employer. That is why we have made sustained investments in our social benefits in recent years and introduced a wide range of benefits adapted to the different phases and situations in the lives of our employees. Whether the issue is family, age, or health - during life, everyone has different needs and challenges. With our diverse range of benefits, we want to create a framework for this, set impulses and provide the best possible support. In the future, we will continue to live up to our role as an employer and consciously invest in the well-being of our employees and social issues. It is important to us that our employees not only feel comfortable and motivated at CENIT, but that we provide optimal support in achieving a work-life balance." – Tobias Dittrich, HR director

The basic requirement for a carefree life? - Extensively secured :

Unfortunately, all these things can occur: occupational incapacity, accidents, long-term illness, poverty in old age, death - events that people don't like to think about in everyday life. But when they do occur, they can be drastic - for employees and their families. We offer a range of coverage options against such risks. Some of them are free of charge and others offer financial benefits through state or company subsidies.

Term life insurance:

Providing for your loved ones: With term life insurance, you can provide financial protection for beneficiaries in the event of your death. This makes sense, for example, if the employee is the main breadwinner in the household. Term life insurance taken out via CENIT offers permanent employees several advantages, such as the elimination of health questions, benefit exclusions and risk surcharges, while allowing for the payment of premiums via tax-privileged deferred compensation incl. employer subsidy.

Occupational disability insurance:

Occupational incapacity? Unfortunately, this fate strikes more people than you think. Therefore, we recommend covering the risk in any case. When taking out occupational disability insurance via CENIT, you can benefit from a simplified access route without a detailed health check. This insurance can also be financed via tax-privileged deferred compensation and is subsidized by CENIT.

Accident insurance:

Just in case: All permanent employees are automatically insured by CENIT against accidents that occur during working hours or on the direct route between home and the workplace. For all those who travel a lot for CENIT: Business trips are also covered by the insurance. There are no insurance expenses for the employee.

Company pension plan:

Planning for the future: Firstly, CENIT offers two benefits to provide additional security for old age. The first is a company pension plan in the form of tax-privileged deferred compensation at attractive conditions and an employer's subsidy more than the statutory amount. The amount of the deferred compensation is determined by the employee. Secondly, a voluntary employer-financed pension plan can be taken out (in addition). In this case, CENIT pays a fixed amount into a pension insurance fund each month. The contribution is tax- and social security-free during the term.

Long-term illness:

Get well soon: Anyone who is ill for longer than the 42 calendar days covered by law must accept losses in continued pay. Since it is important to us at CENIT that our employees can concentrate fully on their recovery in such cases, we provide financial support in the event of long-term illness. The subsidy amounts to 15 euros from the 43rd day of illness, with a maximum duration of 180 calendar days.

Assistance in case of death:

Financial assistance: In the sad event of the death of an employee, CENIT provides financial support to the surviving dependents. On the one hand, they receive immediate assistance of 2,500 euros. On the other hand, the salary of the deceased is paid to the relatives for three months after the death.

Children's sick days and care for relatives:

Support in all cases: Not only in the case of an employee's illness, but also if their child should become ill, we would like to support them as an employer and fulfill our social responsibility. Therefore, CENIT continues to pay the full salary per calendar year and child (up to 12 years of age) for 15 children's sick days. If a family member suddenly requires care, this hits the relatives particularly hard. In addition to their job, a lot of planning and organization must be done at short notice for the person in need of care, so it is often difficult to reconcile family, career and care situation. To relieve our employees not only of the burden of organizing care, but also financially, CENIT steps in in these cases and continues to pay full wages for up to ten days per case if certain conditions are met.

On the road with CENIT? – being mobile in an environmentally friendly manner:

Stress due to traffic jams. We can help to avoid that: at CENIT, there are two alternatives that will help you commute in a relaxed manner. For example, a high-quality bicycle with or without electric drive can be used inexpensively via a company lease. If public transportation is preferred, we support you with the favorable conditions of our CENIT company ticket program. Both options are more relaxing than traffic jams.

Company bike leasing:

Fast and fit: Become a pioneer of e-mobility with our company bike lease, work on your stamina, and get around super cheaply: We lease a bicycle with or without an additional electric drive, financed by tax-privileged deferred compensation. CENIT takes care of the insurance. Even more tempting: After the 36-month term, the bike can be purchased privately for just 18% of the purchase price.

CENIT Company Ticket:

Congestion-free and inexpensive: The CENIT Group's central location in metropolitan areas, such as our headquarters in Stuttgart, makes getting to and from work by public transport a sensible alternative to commuting by car. As such traffic jams and environmentally harmful emissions would no longer be an issue. That is why we offer various travel grants within Germany that make this type of mobility even more attractive. In addition to the VVS-Firmenticket (Stuttgart) and the HVV-Profiticket (Hamburg) company tickets, these also include travel allowances for tickets from other transport associations.

Your work life at CENIT? – Self-determined and balanced

Work and life: Only satisfied employees are also motivated. That is why we at CENIT pay attention to a balanced relationship between work and free time. In addition to the possibility of mobile working, we offer various options for a flexible and self-determined organization of individual working hours, such as additional vacation days, time off or earlier retirement.

Flexible working hours:

Well adapted: An important appointment cannot be scheduled differently? At CENIT, it is possible to flexibly arrange working hours to suit the current life situation and to work from the home office on a mobile basis. Furthermore, working hours can be reduced for a certain period of time, in accordance with a corresponding salary adjustment, to for example take care of a loved one or to simply take a break.

Additional vacation days:

Time off: Whether individual days for a long weekend or the long-awaited world trip. At CENIT, additional vacation days can be taken as unpaid leave. For this, certain conditions, such as compatibility with the specific project and work situation, must be met. At the end of a longer time off, employees can return to work under the contractually agreed conditions.

Time value accounts:

More flexible working lifetime: Our time value account offers another way to individually structure working lifetime. Whether it is time for a trip around the world, renovation work, caring for a relative or family - many colleagues would like to take time out without having to worry about continued employment and income. The increasingly later statutory start of retirement also awakens in many people the desire for a flexible transition to retirement - but without having to forego financial security. This is possible with the CENIT time value account. An account in which employees can save money to use as paid time off later.

Pme Family Service:

For all situations in life: A successful work-life balance is important to us. That is why we support our employees with the pme Family Service, which helps professionals balance their work and private lives. Whether it is the (emergency) care of children, the care of elderly relatives or relatives in need of care, a life crisis or conflicts - each of us has to deal with family or personal challenges in the course of his or her life. The pme Family Service provides information on all these topics at any time with comprehensive materials and offers individual advice. It arranges the necessary caregiver or facility. The individual advice and placing services provided by pme Family Service are a free service, in turn provided by CENIT, for our employees. Any further services used will have to be paid for by the employee themselves.

Employees recruit employees program:

As CENIT AG, we have implemented an employee-recruit-employee program to facilitate the recruitment of talent and to strengthen the loyalty of our employees to our company. Through the program, we encourage our employees to recommend potential candidates for open positions. If a referred candidate is successfully hired and works at the company for a certain period, the employee who referred them receives a reward.

Thanks Awards:

With the CENIT Thanks Award, employees have the opportunity to thank colleagues for achievements that go beyond normal day-to-day business. The CENIT Thanks Award is "more" than a normal thank you. Each employee can redeem the first three Thanks Awards in a year for a gift.

Anniversary dinner:

All employees who celebrate an anniversary and are in a non-terminated employment relationship receive an invitation to a dinner with the Board of Management.

As additional information, services offered by our subsidiary ISR can be found here:

<https://isr.de/unternehmen/arbeiten-bei-isr/>

6-2. GRI 402: Labor/Management relations

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Scope: CENIT AG

GRI 402-1: Minimum notice periods regarding operational changes

During our transparency efforts, efficient and transparent communication internally and among each other is essential for us. We maintain an open corporate culture across all hierarchies and divisions through many regular and irregular meetings. In addition to live meetings, we make information openly and easily accessible throughout the Group via our own internal corporate network, CENIT One. This includes various communication documents as well as recordings of the company-wide meetings held live. The following is an example of some of our communication channels to our employees:

Townhall-Meetings:

In regular Townhall Meetings, the management or the board of CENIT informs about current events at CENIT and, in particular, about current news regarding corporate governance topics. The Townhall Meetings usually take place on two different dates at different times, once in English and once in German. Following both meetings, recordings are made available via the internal network CENIT One.

Quarterly meetings:

In line with the published quarterly report, all employees of the Group are invited to so-called quarterly meetings on a quarterly basis. Here, the management provides information on the information contained in the quarterly report. The quarterly meetings are also offered in German and English and on demand.

Kick-Off Meetings:

At the beginning of each year, the management informs about annual targets and gives an outlook on the upcoming business year.

Management-Board-News:

As CENIT AG, we value open and transparent internal communication with our employees. For this reason, we use Management Board News as a medium to communicate valuable information about business development, new projects, strategy changes or personnel changes. The Management Board News is an important part of our internal communication strategy. We are convinced that transparent communication, employee engagement and employee retention are key factors for long-term success.

HR-News:

The HR News page in the corporate network CENIT One is the primary platform for exchanging and spreading information on HR topics for CENIT Group's HR department. Company guidelines, HR updates, program offers, and other HR topics are communicated at regular intervals.

Coffee-Talks:

As part of the Coffee Talks, the management invites all employees to freely exchange ideas with each other across all departments and hierarchies. Therefore, the Coffee Talks deliberately do not have an agenda.

CENIT One:

In addition to the communication channels already listed, the company's own intranet serves as an individual communication solution for all employees. Much like a social network, content can be written and shared by any user (the employees) on the platform.



6-2. GRI 403: Occupational health and safety

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Health management & occupational safety

Scope: CENIT AG

GRI 403-5: Worker training on occupational health and safety

GRI 403-6: Promotion of worker health

The highest priority at CENIT is health and safety in the workplace. For this reason, health management is a top priority at the company and is continuously being expanded. Regular health days are held for employees, at which, among other things, various detailed health checks or office massages are offered, and all employees can, for example, register free of charge with the DKMS. In addition, in-house health training courses are held for employees.

Because most employees had to work at home during the Corona pandemic, all health offerings now also take place digitally in parallel. Since 2022, the various offers can also take place in person again. Through our health blog we want to give employees impetus and ideas to become active, with regular articles on topics such as nutrition, exercise and health in general.

On the last Health Day, our employees were given an overview of the connection between stress and physical, as well as mental health. The employees had the opportunity to learn more about, for example, the individual stress index or individual stress factors and were given concrete tips and tools on how they could calm themselves back down upon entering states of stress. For this purpose, we offered various screenings, impulse lectures as well as personal consultations in cooperation with Techniker Krankenkasse, a health insurance company, as well as the pme Familienservice.

Occupational safety also has a high priority at CENIT. To minimize risks for employees and prevent accidents, we pursue a preventive approach. At regular intervals, all employees are informed in online safety briefings about safe and health-conscious behavior at the workplace. These include, for example, general safety rules, ergonomics at the computer workstation or fire protection and first aid instructions. Once a year, each employee is required to answer a questionnaire on safety rules and to confirm his or her participation in the safety briefing. At CENIT AG, all this is done paperless via online forms on the intranet.

Scope: CENIT Group

GRI 403-9: Work-related injuries

Concerning all employees		2023
i. Number of fatalities due to work-related injuries		0
ii. Number of work-related injuries with serious consequences		0
iii. Number of documented work-related injuries		7
v. Number of employees		893

GRI 403-10: Work-related ill health

		2023
Average number of sick days per employee		8.5

6-3. GRI 404: Training and education*Disclaimer*

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Scope: CENIT AG

Information on training and further education at our subsidiaries of KEONYS SAS and ISR AG can be found at the following locations:

[KEONYS](#)

[ISR \(only available in German\)](#)

Recruitment

Attracting highly qualified employees for CENIT AG in Germany and worldwide is a central point of our human resources work. As recruiting in the IT industry is becoming increasingly challenging due to the shortage of skilled workers, demographic change and, most recently, the Corona pandemic, we have also expanded our recruiting capacities in 2023. Our "Employees Recruit Employees" program, as well as the direct approach of talents, is an important part of our recruiting to survive in the "War for Talents". Our hybrid application process enables us to recruit new employees as well as trainees and dual education system students quickly and flexibly.

Mentoring program

The mentoring program was introduced to make it easier for new colleagues to start at CENIT and integrate into the team. Each new employee is assigned a so-called "mentor" by their manager, who provides advice and support during the first six months. This is usually an experienced employee who has been working for CENIT for some time. The mentor's tasks usually consist of advising the new employee on technical issues, informing them about existing processes and tools, but also about manners in the company, and helping them to build up their own network.

Apprenticeship; vocational training

Vocational training has been one of CENIT AG's strategic investment areas for years. The company sees this as part of its responsibility towards society and is actively involved in helping young people start their careers by providing them with qualified training. In the reporting year, CENIT AG trained a total of 35 (previous year: 28) young people in Germany at the end of the year. CENIT AG's training portfolio includes technical courses of study such as computer science, business informatics or industrial engineering or the apprenticeship as an IT specialist with a focus on system integration or application development. The goal of training at CENIT AG is to optimally prepare young people for their professional life and to take them on at CENIT AG after their training. The takeover rate of our trainees and students is very high at over 75% and is expected to increase even further in the coming years. In addition, the company continuously hires working students as well as interns.

GRI 404-3: Percentage of employees receiving regular performance and career development reviews

Scope: CENIT Group

Training and further education

In a constantly changing world, the training and development of our employees is particularly important to us. To not only keep pace, but also to be able to act with foresight, we have set up numerous programs over the years that are aimed at both career entrants, as well as experienced professionals and managers.

The personal target agreements, which take place several times a year between supervisor and employee, serve to achieve professional personnel development between manager and employee through personal goals. The agreement at the beginning of the year creates concrete feedback opportunities for the employees. This increases transparency between manager and employee, both at the beginning of and during the year. The results of the discussion are clear goals and priorities, with a focus on individual goals based on current challenges in the job - deliberately without monetary incentives. The percentage of employees within the CENIT Group who participated in a personal goal discussion during the reporting period is 88% (last year, 81%).

In our CENIT Campus, we offer our employees soft skill training. Depending on their needs, they can take part in further training on topics such as communication, time management, language skills and much more. Of course, our employees also can take part in individually tailored further training and qualification measures in the form of specialist training courses.

GRI 404-1: Average hours of training per year per employee

Staff development

Since 2014, CENIT has had a leadership development program tailored specifically to the needs of the company - Leaders@CENIT. The basis for this is CENIT's leadership mission statement, which was developed by the leadership team and is a central component of our strategy for the future. In the process, our management team, for example, received further training for their role as leaders through training courses on a wide variety of topics. With this program, CENIT has laid the foundation for sustainable leadership and talent development.

The successor to the Leaders@CENIT program was initiated in 2015 with the young talent development program Talente@CENIT. In addition to newly hired managers, employees with a high potential and talent for employee leadership and professional responsibility also participate in this program. Contents of this program include development modules on communication and motivation, networking & collegial counseling or team dynamics & conflict management.

In the reporting period 2023, the average number of hours spent on further training measures for employees of CENIT Group was 15.8 hours per year. Training courses as part of the CENIT Campus program and the Talente@CENIT program, as well as management training courses, were considered. We also consider the annual personal target agreements to be further training measures.

Additional professional and technical training for employees in the individual departments are included in the calculation.



6-4. GRI 405: Diversity and equal opportunity

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Diversity

Scope: CENIT Group

CENIT AG is a globally operating company with international coverage. It is understood that in all our branches we rely on employees who know and understand the local markets and customers. Diversity is experienced at CENIT, and we place the highest value on respecting the individuality of each person, regardless of gender, age, religion, ethnic-cultural origin or sexual identity.

The proportion of managers in the CENIT Group as of December 31, 2023, was 13% (previous year: 13%). The proportion of women in the company was 23%. In total, there are currently 21 women in management positions in the CENIT Group (excluding 2023 acquired companies).

The Supervisory Board of CENIT AG includes Regina Weinmann as Deputy Chairwoman, as well as Laura Schmidt, Employee Representative of the Supervisory Board. The proportion of women on the Supervisory Board is thus 66.6% (previous year: 33.3%).

In addition, CENIT complies with mandatory reporting requirements arising from local and national regulations. In this respect, the subsidiary KEONYS France obtained an overall score of 94 points out of 100 in the Gender Equality Index calculated in 2024 for the year 2023. For further information, please visit our website: <https://www.keonys.com/en//gender-equality>.

Charta der Vielfalt

CENIT AG has decided to join the “Charta der Vielfalt”, the German diversity charter. With this undertaking, the company wants to set an example and actively promote an open and inclusive corporate culture. The Diversity Charter is an initiative that promotes the appreciation and recognition of diversity in companies. It is not just about accepting different genders, religions, or nationalities, but also about valuing different skills, experiences, and perspectives.

By joining the Diversity Charter, CENIT AG commits to taking concrete measures to create a discrimination-free working environment. This includes, for example, the promotion of diversity training, the establishment of contact persons for cases of discrimination as well as the implementation of measures to improve the compatibility of work and family.

CENIT AG joining the Diversity Charter is another important step towards an open and inclusive corporate culture. Promoting diversity and combating discrimination are core values that are not only important for employee satisfaction and motivation, but also for the success of the company.

A diverse workforce can generate innovative ideas and contribute to a better understanding of customer needs.

Furthermore, by joining the Diversity Charter, CENIT AG sends a positive signal and shows that it is willing to take responsibility and actively promote an open and inclusive corporate culture. The full admittance of CENIT AG took place in 2023.

7. CENIT Cares

A positive and sustainable corporate culture also includes a company's social commitment, which is also part of successful corporate management.

With our CENIT Cares initiative, CENIT and its employees actively support people who are in need, whether due to natural disasters, life crises, disabilities or illnesses. With our program, we want to help these people, to support them in their further development, to regain courage and hope. Be it in the immediate neighborhood or in distant countries. More than 110 actions since 2013 were initiated by CENIT employees. All CENIT employees worldwide can submit projects for social commitment, which are supported either by free days for the committed employees or by an additional monetary donation.



The proposals are reviewed and approved by our CENIT Cares team in consultation with our Executive Board. This ensures that the actions submitted are in line with the CENIT Carta and the applicable guidelines.

Thus, projects in more than 20 countries all over the world, via Chile, the Sahel Zone or Armenia could be supported with about 150,000 Euros so far. Added to this is the great and heartfelt commitment of the CENIT employees, who are personally involved in these projects.

In the meantime, CENIT AG not only talks about the commitment of these individuals on its homepage, but also in social media. In this way, CENIT would like to thank the committed employees and motivate other employees to also get involved socially.

You can learn more about the commitment of our subsidiary ISR here: [ISR our commitment \(available in German\)](#)

8. EU Taxonomy

In the wake of the growing threat of climate change, the European Commission launched a Sustainable Finance Action Plan in 2018 to establish a framework for sustainable investment within the European Union. This plan is an important step towards a climate-friendly economy, as it allows investors to invest in projects that protect the environment and promote environmental sustainability.

In June 2020, the European Parliament adopted Regulation (EU) 2020/852, also known as the EU Taxonomy (Regulation). This regulation establishes a classification framework for economic activities that contribute positively **to six environmental objectives**:

- climate change mitigation
- climate change adaptation
- the sustainable use and protection of water and marine resources
- the transition to a circular economy
- pollution prevention and control
- the protection and restoration of biodiversity and ecosystems.

This makes it mandatory for companies like CENIT that are registered in the EU and exceed certain thresholds to integrate these goals into their business strategies and align their activities accordingly.

As CENIT Group, we welcome this development and see it as an opportunity to assume our responsibility for the environment and society. CENIT supports the EU taxonomy and is committed to continuing to make our business activities more sustainable to make a positive contribution to environmental goals. We will continue to work to promote the transition to a circular economy and play a leading role in the development and implementation of sustainable technologies and solutions.

For the first two years of application, 2021 and 2022, only the first two objectives, which specifically concern climate change, have been the subject of publication of financial information in the form of indicators. The following four objectives, unrelated to climate change, are subject to publication from 2023 on, in application of the Delegated Act of June 27, 2023.

The Climate Delegated Act defines the economic sectors that fall within the scope of the EU Taxonomy and the technical assessment criteria to determine the significant contribution of an activity to one of the environmental objectives mentioned above and a compliance with the "DNSH" (Do No Significant Harm) criteria and the "Minimum Safeguards". The Delegated Act of July 6, 2021, which clarifies Article 8 of the original regulation, specifies the content, calculation method of the relevant indicators and expected disclosures.

Furthermore, additional texts were published to provide clarifications on these delegated acts in 2022. Most recently, further clarifications were provided by the European Commission with the two FAQ documents on December 19, 2022. These include clarifications on the timing of application, the methods for calculating the various indicators, and the application of certain technical screening criteria, including the requirement to specify certification by an independent third-party auditor.

For the 2023 financial year, the required indicators correspond to the share of turnover, capital expenditure and operating expenditure that are eligible and aligned, with comparative data with 2022 for the two objectives related to climate change. Concerning the four objectives introduced by the delegated act of June 27, 2023, only eligibility data is required. An economic activity is eligible when it is explicitly described in the list included at this stage in the Climate Delegated Act and is likely to make a substantial contribution to each environmental objective.

Activities are considered to be aligned with the EU Taxonomy when they meet the technical review criteria and verification conditions, which are precise conditions and performance thresholds for demonstrating substantial contribution to environmental objectives, and when they do not undermine other environmental objectives and meet the Minimum Guarantees specified in the Regulation.

In terms of the EU taxonomy, companies are to be regarded as a collection and sum of different economic activities. An economic activity is eligible for the taxonomy if the economic activity makes a significant contribution to at least one of the six environmental objectives.

Eligibility for the Climate Change Mitigation (CCM) Objective

CENIT has identified that its activities fit the description in section “8.2 Data-driven solutions for GHG emissions reduction” and can be considered “enabling activities” as they have the potential to enable indirectly its customers to improve their own sustainability. CENIT identifies potentials to make a significant contribution with its products to the following environmental objectives in the following sub-items in the future:

climate change mitigation:

8.1 Data processing, hosting, and related activities

8.2 Data-based solutions to reduce greenhouse gas emissions.

climate change adaptation:

8.1 Data processing, hosting, and related activities

8.2 information technology services provision

9.1 Engineering firms that conduct activities related to climate change adaptation.

For the 2023 reporting period, the following environmental goal and sub-item were identified as applicable to CENIT: climate change mitigation - 8.2 Data-based solutions to reduce greenhouse gas emissions.

An economic activity is finally considered taxonomy compliant if it:

- Meets the Technical Screening Criteria (TSC) of the EU taxonomy.
- Do No Significant Harm (“DNSH”) to any of the environmental objectives.
- Meets a minimum set of security standards, for example the UN Guiding Principles on Business and Human Rights.

To determine the share of economic activities eligible for taxonomy, CENIT divides its economic activities into the business units Enterprise Information Management (EIM) and Product Lifecycle Management (PLM). The Product Lifecycle Management area also includes the Digital Factory Systems (DFS) sub-area.

In the EIM area, CENIT divides its business activities for the EU taxonomy into the categories Document Management and Analytics. For the area of Document Management, the following contributions to the goal of climate change mitigation could be identified:

A document management system (DMS) can contribute to climate protection by reducing the amount of paper and other physical resources needed to manage documents. By capturing,

storing, and managing documents digitally, our customers can reduce paper consumption and the need for physical storage media such as binders, cabinets, and archive shelves.

In addition, a DMS can facilitate collaboration and document sharing between and within our customers or between companies and customers or business partners, which in turn can reduce the need for physical shipping or transportation services. Automating business processes associated with document management can also save time and energy.

Another key factor is the reduction of emissions by saving energy and resources needed for the production, transport, and disposal of paper and other physical storage media. By using DMS, our products and services can thus help reduce our customers' environmental footprint and make a positive contribution to climate protection.

On this basis, we identify our economic activities in EIM DMS as taxonomy eligible.

For the Analytics area, further assessment steps are necessary to identify potential contributions to the goals of the EU taxonomy. Consequently, the activities in question are not identified as taxonomy-eligible at the current time. However, CENIT assumes that changes may be made in subsequent periods.

In the area of product lifecycle management, it was possible to identify three main product groups as eligible for taxonomy for the 2023 reporting year. The product groups can be classified into the following sub-areas:

- Products related to our strategic partner Dassault Systèmes
- Products of our Advanced Process Management product group
- Products of our Digital Factory Systems division

In its latest annual report, our largest strategic partner in PLM, Dassault Systèmes, identifies its CATIA, SIMULIA, SOLIDWORKS and DELMIA products as taxonomy eligible with respect to the climate protection goal "8.2 Data-based solutions to reduce greenhouse gas emissions."

Sustainability levers represent areas of improvement for customers, enabled by Dassault Systèmes software, to reduce their greenhouse gas emissions and implement circularity strategies. The development of these levers takes into account the recommendations and structure of the EU Taxonomy, improve operations during the product design and engineering phases.

In this context, Dassault Systèmes lists the following sustainability levers for the manufacturing industry brand portfolio:

- Select less carbon-intensive alternative materials in smaller quantities
- Purchasing less carbon-intensive materials or compounds from alternative suppliers
- Reduce the energy required during the production phase
- Reduce material waste during the production phase
- Improve transport and distribution of semi-finished and finished products
- Reduce a product's energy consumption during its use phase
- Extending a product's lifespan
- Change the nature of the energy used by the product during its use phase (e.g. electrification)
- Apply the Reduce, Reuse, Recycle, Renovate. (RRRR) at the end of the product life cycle

As a certified reseller, we implement Dassault Systèmes' products at our customers' sites and thus contribute as "enablers" to the improvements mentioned above.

Directly or indirectly, we consider all business activities associated with relevant Dassault Systèmes products as taxonomy eligible.

Our services associated with Dassault Systèmes products are treated as taxonomy eligible as soon as they are part of the Information and Communication Technologies (ICT) solutions.

For our products in the Advanced Process Management (APM) product group, we also already see a significant contribution to the environmental goal of climate change mitigation "8.2 Data-based solutions to reduce greenhouse gas emissions".

Implementing a change from a holistic perspective means looking at all aspects - not just the functional or design challenges. For example, not optimally timing the introduction of a change can significantly increase the cost of parallel inventory management or scrapping, or disposal of old inventory. Therefore, by using APM, decision-making processes can be made faster and more transparent, scrap is avoided / reduced to the minimum and thus supports the sustainability aspect.

We therefore consider the economic activities associated with our APM product group to be taxonomy eligible.

Furthermore, economic activities associated with our Digital Factory Systems (DFS) business unit could be identified as taxonomy-eligible for the reporting year 2023.

After reviewing the economic activities in this area, the following significant contributions to achieving the environmental goal of climate change mitigation "8.2 Data-based solutions to reduce greenhouse gas emissions" were identified:

- With our OLP (Offline Programming) FASTSUITE, we enable our customers to achieve significant energy savings, as production processes need to be interrupted less frequently
- Through better path planning of robot and/or machine paths, we achieve more efficient processing and thus energy savings
- With our new APO (Automatic Path Optimization) function, we also achieve emission reductions
- In the future, we plan to use the best individual process values with machine learning and artificial intelligence, and thus expect a further increase in efficiency and a related reduction in emissions.

In addition to the identified taxonomy eligible economic activities of CENIT, we are also constantly reviewing our remaining product portfolio for additional significant contributions to the environmental goals of the EU taxonomy. CENIT assumes that there may be changes to the disclosures in subsequent years.

Taxonomy eligible and aligned sales for the 2023 reporting year

Economic Activities	Code (2)	Absolute turnover (3)	Proportion of Turnover (4)	Substantial Contribution Criteria							DNSH criteria ("Does Not Significantly Harm")							Taxonomy aligned proportion of total turnover, year 2022 (%)	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)				
																		%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
8.2 Data-driven solutions for GHG emissions reduction	8.2		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y	0.0%	0.0%	0.0%	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
8.2 Data-driven solutions for GHG emissions reduction	8.2	110.9	60.0%	60.0%	N/EL	N/EL	N/EL	EL	N/EL								68.0%			
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		110.9	60.0%	60.0%													68.0%			
Total (A.1+A.2)		110.9	60%	0.6													68.0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		73.8	40%																	
Total (A+B)		184.7	100%																	

Taxonomy eligible and aligned operating expenses (OpEx) for the 2023 reporting year

The term operating expenses is more restricted in the taxonomy than in traditional financial accounting. Accordingly, not all operating expenses can be recognized for EU taxonomy reporting purposes. Costs for e.g., raw materials, energy, administration or distribution are not included in the definition of "taxonomy OpEx".

Taxonomy eligible operating expenses are those operating expenses that can be allocated to taxonomy eligible economic activities and meet the definition of operating expenses according to the EU taxonomy. Accordingly, operating expenses include direct, non-capitalized costs relating to research and development, building refurbishment, short-term leasing, maintenance and repair, and all other direct expenses related to the day-to-day maintenance of property, plant and equipment assets by the Company or third parties to which activities considered necessary for ensuring the continuous and effective functioning of these assets are outsourced.

The taxonomy eligible operating expenses of the CENIT Group are shown in the table below.

Economic Activities (1)	Code (2)	Absolute OpEx (B)	Proportion of OpEx (4)	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Taxonomy aligned proportion of turnover, year 2022	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Data-driven solutions for GHG emissions reductions (OpEx C)	8.2	0.00	0%	0%	0%	0%	0%	0%	0%										
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.00	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y		0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Data-driven solutions for GHG emissions reductions (OpEx C)	8.2	10.08	10%															14%	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		10.08	10%															14%	
Total (A.1+A.2)		10.08	10%															14%	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		89.08	90%															86%	
Total (A+B)		99.16	100%															100%	

*Figures in million €

Taxonomy eligible and aligned capital expenditures (CapEx) for the 2023 reporting year

Capital expenditures within the meaning of the taxonomy are additions to tangible (IAS 16, IAS 40, IAS 41, IFRS 16) and intangible (IAS 38) assets excl. valuation changes such as revaluations, impairments, depreciation and amortization, and changes in fair value; and additions from business combinations (IFRS 3). Additions also include additions to rights of use accounted for in accordance with IFRS 16.

The taxonomy eligible capital expenditures of the CENIT Group are shown in the table below.

Economic Activities (1)	Code (2)	Absolute CapEx (B)	Proportion of CapEx (4)	Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Taxonomy aligned proportion of turnover, year 2022	Category (enabling activity) (20)	Category (transitional activity) (21)
				Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
A. CAPEX OF TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. CapEx of environmentally sustainable activities (Taxonomy-aligned)																			
NA	NA	0.00	0%	0%	0%	0%	0%	0%	0%	NA	NA	NA	NA	NA	NA	NA		-	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.00	0%	0%	0%	0%	0%	0%	0%	NA	NA	NA	NA	NA	NA	NA		0%	0%
A.2 CapEx of Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	0.30	22%															4%	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0.30	22%															14%	
Total (A.1+A.2)		0.30	22%															14%	
B. CAPEX OF TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		1.08	78%															86%	
Total (A+B)		1.38	100%															100%	

*Figures in million €

9. Customer Cases: “We empower sustainable digitalization”

9-1. UNBRICK



UNBRICK is a Dutch company that develops in its own factory in the Netherlands holiday homes, made of an innovative engineered wood panel system named Cross-Laminated Timber (CLT). The “better by nature” philosophy is based on the use of many sustainable and circular materials to the way it is assembled. Building an energy efficient home in modern construction standards is resolutely linked with a growing demand from the whole of civil society.

UNBRICK was looking for a technological solution from design to manufacturing to fit into a strategy of sustainable product for a better environment. The objective was to implement a new way of developing houses from a manufacturing point of view, with the following requirements for the technology platform:

- minimization of redundancy and reduction of the need for rework, that are commonly associated with traditional construction methods.
- a scalable solution, enabling the company to handle increasing amounts of detailed design information necessary for simulation and performance improvement.
- an integrated solution providing traceability and accountability throughout the project lifecycle.
- a collaborative design features that ease seamless communication and coordination among team members.

As a solution to the customer needs, the 3DEXPERIENCE® platform on the cloud allowed to draw up a concept and to produce in the factory high-end house (with a production objective of 5 houses per week), in a sustainable way.

As a benefit, the digital transformation from UNBRICK embraced the entire process from design to manufacturing on site. Thanks to the implementation of the 3DEXPERIENCE® platform on the cloud, all the above requirements could be met. The reduction of development times and optimization of the industrial processes will open new opportunities. Unbrick will develop traditional houses based on modular basics for the local and the international market.

9-2. FOKKER NEXT GEN



With over one hundred years of history, FOKKER NEXT GEN stands as a leader in aeronautical engineering. Renowned for its environmentally friendly aircraft and expertise in light aircraft design, the company has selected its Digital Adoption Solution platform for developing its next-generation aircraft with zero CO2 emissions.

Facing challenges in full aircraft development, supply chain management, assembly plant development, and systems integration, FOKKER NEXT GEN sought a comprehensive solution to redefine the aviation industry and pave the way for a sustainable future.

The 3DEXPERIENCE® platform implementation offered by CENIT addresses these challenges effectively. It includes Co-Design to Target for development, incorporating Model Based Systems Engineering, as well as Build to Operate for production and supply chain management, along with Cleared to Operate certification.

The adoption of the 3DEXPERIENCE® platform brings various benefits to FOKKER NEXT GEN. These include optimizing program lead time by facilitating faster development processes, enhancing product quality, leveraging an Industrial Virtual Twin of the assembly plant, improving supply chain performance, ensuring timely certification, and reducing testing and certification costs.

9-3. QUANTRON



QUANTRON is the partner of OEMs to implement their goal of a 360° Zero Emission product and ecosystem solution. They leverage best-in-class technology and platform partnerships with their partners to develop clean and responsible mobility solutions for people and goods that positively impact the entire value chain and the future of our planet.

As a high-tech spinoff of Haller Group, QUANTRON builds on 140 years of experience in the commercial vehicle industry to develop holistic service solutions that achieve zero emissions with real positive impact on the environment.

CENIT experts' team has developed a suite of ready-to-use solution modules tailored for the most common scenarios in integrating the 3DEXPERIENCE® platform with Dynamics 365, enabling us to swiftly deploy these integrations in as little as 2 months through a series of 3 sprints. This rapid implementation process was facilitated by actively involving our client, ensuring QUANTRON was part of the development journey through regular and concise feedback cycles. Moreover, CENIT services were extended beyond just setting up the system, by undertaking the ongoing operation of the integration.

In essence, CENIT's approach to BPI focuses on digitalizing and integrating processes to enhance efficiency, quality, and collaboration in engineering and manufacturing, positioning businesses to effectively navigate the challenges of digital transformation.

CENIT is actively involved in developing digitalization strategies that support sustainability goals. These include creating closed-loop systems for continuous improvement, leveraging digital innovation management to develop resource-saving products, achieving full traceability of solution components, optimizing energy needs towards carbon neutrality, and enhancing digital collaboration within businesses and networks. These efforts are aimed at ensuring businesses can adapt to and thrive in a future deeply impacted by climate change

10. Legal notice

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11. GRI Index

In Accordance

GRI Indicator	Topic/Link	Page	Comments	Assurance	Location
GRI 2: GENERAL DISCLOSURES					
2-1 Organizational details	2-1 Organizational details	p. 7			
2-2 Entities included in the organization's sustainability reporting	2-2 Entities included in the organization's sustainability reporting	p. 9			
2-3 Reporting period, frequency and contact point	2-3 Reporting period, frequency and contact point	p. 9			
2-4 Restatements of information	2-4 Restatements of information	p. 10			
2-5 External assurance	2-5 External assurance	p. 10			
2-6 Activities, value chain and other business relationships	2-6 Activities, value chain and other business relationships	p. 10			
2-7 Employees	2-7 Employees	p. 11-15			
2-8 Workers who are not employees	2-8 Workers who are not employees	p. 16			
2-9 Governance structure and composition	2-9 to 2-17 Governance structure and composition	p. 16			
2-10 Nomination and selection of the highest governance body	2-9 to 2-17 Governance structure and composition	p. 16			
2-11 Chair of the highest governance	2-9 to 2-17 Governance structure and composition	p. 16			
2-12 Role of the highest governance body in overseeing the management of impacts	2-9 to 2-17 Governance structure and composition	p. 16			
2-13 Delegation of responsibility for managing impacts	2-9 to 2-17 Governance structure and composition	p. 16			
2-14 Role of the highest governance body in sustainability reporting	2-9 to 2-17 Governance structure and composition	p. 16			
2-15 Conflicts of interest	2-9 to 2-17 Governance structure and composition	p. 16			
2-16 Communication of critical concerns	2-9 to 2-17 Governance structure and composition	p. 16			
2-17 Collective knowledge of the highest governance body	2-9 to 2-17 Governance structure and composition	p. 16			
2-18 Evaluation of the performance of the highest governance body	2-18 to 2-21 Evaluation of the performance of the highest governance body	p. 17			
2-19 Remuneration policies	2-18 to 2-21 Evaluation of the performance of the highest governance body	p. 17			
2-20 Process to determine remuneration	2-18 to 2-21 Evaluation of the performance of the highest governance body	p. 17			
2-21 Annual total compensation ratio	2-18 to 2-21 Evaluation of the performance of the highest governance body	p. 17			
2-22 Statement on sustainable development strategy	2-22 Statement on sustainable development strategy	p. 17-18			
2-23 Corporate Governance and Compliance Management System	2-23 to 2-27 Corporate Governance and Compliance Management System	p. 18			
2-24 Embedding policy commitments	2-23 to 2-27 Corporate Governance and Compliance Management System	p. 18			
2-25 Processes to remediate negative impacts	2-23 to 2-27 Corporate Governance and Compliance Management System	p. 18			
2-26 Mechanisms for seeking advice and raising concerns	2-23 to 2-27 Corporate Governance and Compliance Management System	p. 18			
2-27 Compliance with laws and regulations	2-23 to 2-27 Corporate Governance and Compliance Management System	p. 18			
2-28 Membership associations	2-28 Membership associations	p. 18-22			
2-29 Approach to stakeholder engagement	2-29 Approach to stakeholder engagement	p. 22			
2-30 Collective bargaining agreements	2-30 Collective bargaining agreements	p. 23			

GRI 3: DISCLOSURES ON MATERIAL TOPICS

3-1 Process to determine material topics	3-1 Process to determine material topics	p. 23-24
3-2 List of material topics	3-2 List of material topics	p. 25
3-3 Management of material topics	3-3 Management of material topics	p. 26-32
3-4 Our sustainability goals	3-4 Our sustainability goals	p. 33

GRI 200: ECONOMIC TOPICS

GRI 201: Economic Performance

201-1 Direct economic value generated and distributed	GRI 201: Economic performance	p. 36
201-2 Financial implications and other risks and opportunities due to climate change	GRI 201: Economic performance	p. 36
201-3 Defined benefit plan obligations and other retirement plans	GRI 201: Economic performance	p. 37

GRI 205: Anti-Corruption

205-1 Operations assessed for risks related to corruption	GRI 205: Anti-corruption & GRI 206: Anti-competitive Behavior	p. 37
205-2 Communication and training about anti-corruption policies and procedures	GRI 205: Anti-corruption & GRI 206: Anti-competitive Behavior	p. 37
205-3 Confirmed incidents of corruption and actions taken	GRI 205: Anti-corruption & GRI 206: Anti-competitive Behavior	p. 37

GRI 206: Anti-Competitive Behavior

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 205: Anti-corruption & GRI 206: Anti-competitive Behavior	p. 37	In the reporting period 2023, there were no legal proceedings due to anti-competitive behavior or the formation of cartels and monopolies
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GRI 207: Tax

207-1 Approach to tax	GRI 207: Tax	p.37
207-2 Tax governance, control and risk management	GRI 207: Tax	p. 38
207-3 Stakeholder engagement and management of concerns related to tax	GRI 207: Tax	p. 38

GRI 300: ENVIRONMENTAL TOPICS

GRI 302: Energy

302-1 Energy consumption within the organization	GRI 302: Energy	p. 39-42
302-3 Energy intensity	GRI 302: Energy	p. 42

GRI 303: Water

303-1 Water withdrawal by source	GRI 303: Water and effluents	p. 43-44
----------------------------------	------------------------------	----------

GRI 305: Emissions

305-1 Direct (Scope 1) GHG emissions	GRI 305: Emissions	p. 44-45
305-2 Energy indirect (Scope 2) GHG emissions	GRI 305: Emissions	p. 46
305-4 GHG emissions intensity	GRI 305: Emissions	p. 47

GRI 306: Effluents and Waste

306-2 Waste by type and disposal method	GRI 306: Waste	p. 47-49
---	----------------	----------

GRI 308: Supplier Environmental Assessment

308-2 Negative environmental impacts in the supply chain and actions taken	GRI 308: Supplier Environmental Assessment & GRI 414 Supplier Social Assessment	p. 49
--	---	-------

GRI 400: SOCIAL TOPICS**GRI 401: Employment**

401-1 New employee hires and employee turnover	GRI 401: Employment	p. 50-60
--	---------------------	----------

GRI 402: Labor/Management Relations

402-1 Minimum notice periods regarding operational changes relations	GRI 402: Labor/Management Relations	p. 61-62
--	-------------------------------------	----------

GRI 403: Occupational Health and Safety

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and safety number of work-related fatalities	GRI 403: Occupational Health and Safety	p. 65
--	---	-------

GRI 404: Training and Education

404-1 Average hours of training per year per employee	GRI 404: Training and Education	p. 67
404-3 Percentage of employees receiving regular performance and career development reviews	GRI 404: Training and Education	p. 65

GRI 405: Diversity and Inclusion

405-1 Diversity of governance bodies and employees	GRI 405: Diversity and Equal Opportunity	p. 67
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GRI 406: Non-discrimination

406-1 Incidents of discrimination	There are no
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and corrective actions taken

known cases of discrimination within the CENIT organization for the reporting period 2023.

GRI 414: Supplier Social Assessment

414-2 Negative social impacts in the supply chain and actions taken

GRI 308: Supplier Environmental Assessment & GRI 414: Supplier Social Assessment

p. 48

GRI 415: Public Policy

415-1 Political contributions

As a company, CENIT does not make any donations to political parties, party-affiliated organizations, politicians or candidates for political office. In the period under review, there were therefore no party donations.

GRI 418: Customer Privacy

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

In the 2023 reporting period, there were no substantiated complaints regarding breaches of customer data protection and loss of customer data.

GRI 419: Socioeconomic Compliance

419-1 Non-compliance with laws and regulations in the social and economic area

There were no violations of laws and regulations in the social and economic sphere in the 2022 reporting period.



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