



The
SUSTAINABILITY
Code

Declaration of conformity 2024

noventic group

Indicator set

GRI SRS

Contact

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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General

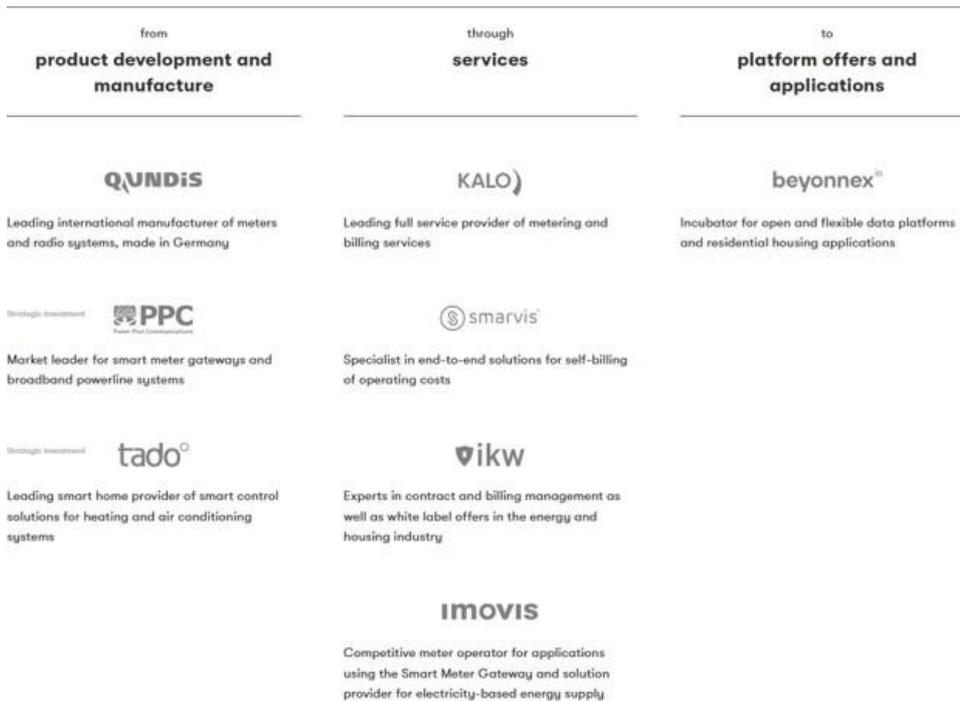
General Information

Describe your business model (including type of company, products / services)

The noventic group is a Europe-wide group of companies specialising in climate-intelligent control of real estate: from sensors and actuators to technology-neutral digital communication infrastructures, data management, housing industry applications and services. Through the digitalisation of processes and highly available data infrastructures, the companies of the noventic group increase the emission efficiency of existing buildings, enable the electrification of real estate and thus not only contribute directly to climate protection, but also improve their economic efficiency and comfort level.

The noventic group combines the expertise of its strong, independently operating subsidiaries QUNDIS, KALO, KALO vor Ort (KvO), smarvis, imovis, ikw and beyonnex.io, as well as its strategic investments in Power Plus Communications and tado°.

This DNK report refers in particular to noventic GmbH and its subsidiaries KALO, QUNDIS, beyonnex.io, imovis and KvO, as these companies are considered material within the group for non-financial reporting purposes due to their number of employees, ESG relevance and business activities. Other affiliated companies such as smarvis, ikw or the investments in tado° and PPC are not systematically included, but are only taken into account where they have a recognisable relevance to individual criteria in terms of activities, figures or projects.



1. Climate.

The German government's climate targets envisage a virtually climate-neutral building stock in Germany by 2045. To achieve this goal, two strands of change must be successfully implemented: (a) energy demand must be significantly reduced through the energy-efficient renovation of existing buildings and the use of modern energy technology, and (b) the building sector must be given access to renewable energies. The low-investment area of digitalisation offers a major lever for both strands of change: for involving residents in climate protection in the housing sector through consumption transparency and control, and for optimal energy networking and operational management of decentralised energy supply systems. The relevance of these levers has also been recognised by legislators. Three examples of this are: (I) EU Directive 2012/27/EC on energy efficiency (Energy Efficiency Directive, EED for short), (II) Directive 2010/31/EU on the energy performance of buildings (Energy Performance of Buildings Directive, EPBD for short) – both of which were primarily transposed into national law for Germany via the Heating Costs Ordinance (HKVO) and the Building Energy Act (GEG) – and (III) the Metering Point Operation Act as a central part of the implementation of the Act on the Digitisation of the Energy Transition (GDEW).

2. Intelligent.

By connecting sensors and actuators via a modern radio infrastructure with digital platforms, digitalisation gives buildings access to the Internet of Things (IoT).

The added value and multiple benefits made possible by digitalisation create the central prerequisite for economically solving the pressing challenges of emission-efficient, intelligent operation of buildings: for example, in climate protection in the housing sector or for the affordability of housing. Digitalisation also helps to meet current and future market and customer requirements more economically.

3. **Life.**

Digitalisation and innovation are making the range of technical solutions for living in and using buildings more heterogeneous and complex. As in all areas of life, the diversity of technical requirements for people is increasing on the one hand, while on the other hand, people's expectations regarding the customisability and intuitive usability of technology are also rising. Therefore, only assistive and adaptable digital solutions will retain users in the long term. For the energy-efficient, technical operation of buildings, this integration of users is a key prerequisite for holistic, long-term success.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

Growing public awareness of sustainable energy solutions and the ongoing debate about affordable housing in urban areas led to increased demand for the noventic group's efficiency-enhancing products and services during the reporting period. Stricter legal requirements for the energy efficiency of buildings have increased the demand for intelligent measurement and control systems and smart technologies such as radio-networked radiator thermostats for use in apartment buildings.

In response to these developments and in line with our strategic positioning, the establishment of group-wide sustainability management has become further entrenched as a necessary component of our corporate responsibility. Efforts in the areas of environmental, economic and social sustainability were systematically developed and coordinated within the group during the reporting period.

On 24 July 2024, the Federal Cabinet approved the government draft for the implementation of the CSRD (Directive (EU) 2022/2464). With the 'Stop-the-Clock' directive published and enacted in April 2025, the application dates of the CSRD for companies in the second wave were postponed by two years. For the noventic group, this would mean initial CSRD reporting for the 2027 financial year, with publication in 2028. The EU Commission, Council and Parliament are currently negotiating the Omnibus Package with changes to the content of the CSRD. Among other things, new thresholds are being discussed that could narrow the circle of users in the future; as of October 2025, the political process has not yet been completed. Until the trilogue negotiations are concluded, it remains unclear whether the noventic group will actually fall within the scope of application from 2028 onwards.

Against the backdrop of evolving regulatory requirements, the noventic group is strengthening its strategic ESG orientation and consistently developing its sustainability strategy, which has been in place since 2020, in line with CSRD/ESRS and EU taxonomy. During the reporting period, existing processes and responsibilities for data collection and internal control were reviewed and specifically developed further.

During the reporting period, existing processes and responsibilities for data collection and internal control were reviewed and specifically developed to increase data quality and transparency in sustainability reporting. DNK reporting and the CO₂ emissions sheet form a central basis for this, which is being gradually adapted to the requirements of CSRD, ESRS and EU taxonomy. The aim is to gradually increase the reporting maturity of the group and to address regulatory and reputational risks at an early stage. With the publication of the DNK reports on the noventic sustainability website, the commitment to transparency and continuity in sustainability communication is being consistently pursued and the group's voluntary sustainability reporting is being further consolidated. At the same time, key ESG criteria, particularly in the area of transparency and comparability, are being met and progress in implementing the joint sustainability strategy is being documented in a comprehensible manner. The environmental performance of QUNDIS sites has also been successfully recertified according to EMAS (Eco-Management and Audit Scheme) – the world's most demanding system for sustainable environmental management and the European Union's seal of approval.

The noventic group pursues a sustainability strategy that is structured around three central priorities: climate, intelligence and life. These strategic pillars correspond to the established ESG system:

- **Climate** stands for the Environment (E) area – i.e. all measures relating to climate and environmental protection, resource efficiency and the reduction of greenhouse gas emissions.
- **Intelligent** describes the area of Governance (G) – the responsible and future-oriented management of the company through digitalisation, innovation and compliant business practices.
- **Life** represents the Social (S) area – commitment to employees, promoting young talent, participation and social responsibility at the locations.

During the reporting period, numerous measures were further developed at the various locations and synchronised across the Group under this strategic umbrella:

1. Climate protection & resource efficiency (Climate / E)

- During several campaign periods, canteens switched to meat-free, in particular vegan and vegetarian, lunches. Employees were informed about the environmental impact of beef and dairy products in particular.

- At the Hamburg and Erfurt locations, the lighting was completely converted to energy-saving LED technology.
- The environmental performance of the QUNDIS production sites was once again successfully certified according to EMAS – the world's most demanding environmental management system. In addition, certifications according to ISO 9001:2015 and ISO 14001:2015 remain in place.

2. Sustainable mobility & energy (Intelligent / G)

- The contribution to the mobility transition was continued with the continuation of public transport job tickets for employees in the form of the Germany ticket.
- The leasing offer via 'JobRad' remains in place.
- The company's own vehicle fleet is gradually being converted to electric mobility, including the associated charging infrastructure.

3. Social responsibility & commitment (Life / S)

- QUNDIS cooperation with Mittweida University of Applied Sciences was continued and expanded.
- Several donation and corporate volunteering campaigns took place at various locations.

This DNK declaration is the noventic group's fourth report based on the German Sustainability Code. It documents the transition from voluntary sustainability reporting to systematically integrated, regulatory-based sustainability management. The noventic group's sustainability strategy is based on key European and national frameworks. The main points of reference are the Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standards (ESRS) and the EU Taxonomy Regulation. These standards structure the group's strategic orientation with a view to transparency, comparability and legally compliant sustainability reporting. In the 2023/24 reporting period, the sustainability strategy was consistently further developed against the backdrop of these requirements. In a two-year process with external expert support, two central components were advanced:

1. The further development of our materiality analysis into a dual materiality analysis in line with the CSRD. This enables both company-related impacts on the environment and society as well as business risks arising from sustainability issues to be systematically recorded.
2. The establishment of a group-wide tracking and reporting system to strategically manage sustainability goals, measure progress and prepare for regulatory reporting requirements.

Another key regulatory framework is the **German Supply Chain Due Diligence Act (LkSG)**, which has applied to the noventic group since January 2024.

Concrete measures were already implemented in the previous reporting period: the establishment of a group-wide steering committee, the introduction of a group-wide reporting system and the development and introduction of a binding supplier code of conduct. These steps serve to fulfil the legally required human rights and environmental due diligence obligations along the supply chains and are anchored as part of the strategic governance measures.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

The noventic group operates in a dynamic environment that is significantly influenced by ecological, socio-economic and political factors. In particular, the amendments to the Building Energy Act (Gebäudeenergiegesetz (GEG)) and the Heating Costs Ordinance (HKVO) in Germany have a considerable impact on our business. The tiered model introduced by the German government for CO₂ cost distribution between tenants and landlords, as well as the obligation to convert to remotely readable metering infrastructures by the end of 2026, underline the relevance of our solutions for emission efficiency and consumption transparency.

In addition, the smart meter gateway (SMGW) is gaining importance in the context of property management. The integration of the SMGW into the amended HKVO and the provisions of Section 14a Energiewirtschaftsgesetz (EnWG) enable electricity network operators to access controllable consumption devices in a way that promotes stability. These developments promote the bundling of metering processes towards multi-metering and require communication-enabled, networked and interoperable device infrastructures.

Digitalisation and technological innovations, such as our participation in tado°, enable us to further develop smart radiator thermostats for professional use in multi-family dwellings. The solution comprises smart radiator thermostats with efficiency-enhancing control logic, digital, adaptive hydraulic balancing and a user app for residents' households and housing services. The noventic group is thus creating a range of retrofit solutions for key market requirements in the housing industry and the German and European political agenda: property owners can directly reduce primary energy consumption in the building sector – and thus CO₂ emissions and consumption costs – and also create a building-wide, adaptive hydraulic balancing system in accordance with Section 60b of

the GEG. This is a particularly appropriate solution for the less energy-efficient half of existing buildings, as it delivers urgently needed energy savings immediately after installation.

With our product offerings and product development, we at the noventic group also make a direct contribution to the emission efficiency of real estate and its connection to the mobility and energy sectors: primarily through sensor and actuator solutions and digital applications for visualising and assisting or individually controlling energy consumption in residential areas, and additionally with the help of energy management solutions for optimally linking decentralised and centralised energy supply with individual energy demand.

The noventic group influences several key sustainability issues through its business activities. Our product and solution portfolio – intelligent measurement, control and visualisation technologies and related services – is designed to significantly reduce primary energy consumption, especially in multi-family buildings, and to reduce CO₂ emissions, as well as to enable renewable energy sources to access the building stock.

A particular focus is on consumption transparency and the control options for residents based on this. Smart radiator thermostats, digital assistance systems and a user-friendly app, which is specially tailored to the heterogeneous user target group of tenants, make it possible to understand one's own consumption behaviour and influence it individually and specifically.

Digitalisation builds a bridge between climate protection measures in the housing industry and the people who use them. Immediate transparency about their actual consumption allows users to experience the concrete effects of their own consumption behaviour as well as the personal added value of the technologies used. This personal experience increases acceptance of digital solutions and climate protection measures as a whole. Only through this active involvement and empowerment of users can climate protection technologies realise their full potential for reducing emissions and costs.

A large majority of residents are willing to participate – especially when climate protection and individual financial relief are clearly linked. For more information, see the study [`The role of tenants in climate protection in the housing sector`](#) (2021) by Prof. Dr Andreas Pfnür & Dr Nikolas Müller.

Alongside this positive influence, there are also challenges: technological advances in digitalisation are constantly creating new options that need to be classified and evaluated in social and regulatory terms. The noventic group is actively involved in this process – through transparent communication on the use and benefits of data, the use of data-efficient technologies and the further development of assistance solutions that are both energy-efficient and user-centred.

At the same time, we recognise potential negative impacts, such as the consumption of resources in the manufacture of our products and through our supply chains. We are continuously working to monitor potential risks in these areas and develop more sustainable solutions. As a manufacturing company, QUNDIS focuses in particular on measures to improve resource efficiency. Among other things, QUNDIS is guided by the requirements of the EMAS system and pursues concrete measures for waste prevention, efficiency improvement and circular economy. Further information on these aspects can be found in criteria 11 (use of natural resources) and 12 (resource management).

The noventic group's business activities are significantly influenced by regulatory developments in the energy and building sectors. The implementation of the EU Energy Efficiency Directive (EED) into national law – in particular through the amendments to the Building Energy Act (Gebäudeenergiegesetz (GEG)) and the Heating Costs Ordinance (HKVO) – creates new requirements and, at the same time, stable framework conditions for our product and service portfolio.

Key issues here are the mandatory conversion to remotely readable metering technology, the introduction of the CO₂ cost allocation model and the increased focus on digital, low-investment efficiency solutions for existing buildings. The smart meter gateway (SMGW) is also continuing to gain importance in terms of regulation and the market.

Further impetus is coming from the German Supply Chain Due Diligence Act (LkSG), which led to the introduction of group-wide risk management and a supplier code of conduct during the reporting period. We are also continuously monitoring the social debate on the design of digital consumption transparency in line with data protection requirements.

These external factors have a direct impact on our strategic development, product design and positioning as a solution provider for climate-smart real estate.

The noventic group is positioning itself as a pioneer in climate-smart property management. Opportunities are arising from the increasing demand for technology-neutral and therefore digital, interoperable and low-investment solutions to increase emission efficiency in existing buildings. The strategic development of our solutions – for example in the area of smart heating control – strengthens our market position, as does our involvement in national and European committees (e.g. on the Smart Readiness Indicator (SRI)).

At the same time, we continuously monitor potential risks – such as those posed by rapid innovation, data protection requirements and stricter and rapidly changing regulatory requirements.

We address these developments through forward-looking sustainability management, targeted investments and active dialogue with stakeholders.

The combination of technological focus, market proximity and strategic adaptability strengthens our resilience and supports our ESG goals as well as the political agenda for decarbonisation in the building sector.

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

The noventic group is currently in the process of strategically developing its sustainability strategy. The focus of the reporting period was on revising the materiality analysis in line with the dual materiality requirements of the CSRD. This process is scheduled to be completed by the end of the coming financial year. On this basis, binding sustainability targets are to be defined across the group, suitable KPIs developed and a corresponding implementation plan drawn up.

The aim is to enable robust, KPI-based management of environmental, social and economic sustainability targets – aligned with the strategic priorities of the noventic group and future regulatory reporting requirements.

The priorities are currently based on regulatory requirements, strategic relevance to the company and feasibility. The following priority topics were addressed in particular during the reporting period:

- Supply chain management: Establishment of a binding, group-wide system for implementing the German Supply Chain Due Diligence Act (LkSG), including risk analyses, a supplier code of conduct and preparation of reporting obligations.
- CO₂ accounting: Updating the group-wide CO₂ emission sheet with a focus on the manufacturing processes in the manufacturing subsidiaries.
- Location-specific energy efficiency: For the headquarters in Hamburg, as part of an energy audit.
- Location-specific energy efficiency: Building on the potential identified in the previous year, specific measures for energy optimisation are being implemented at several locations. The aim is to sustainably reduce energy consumption in building operations and systematically increase resource efficiency.
- As initiated in the previous reporting period, potential for energy optimisation and specific measures to increase efficiency at the various locations continue to be analysed.

The implementation of the measures has already begun in some cases and will be continued with the aim of further reducing energy consumption in building operations and improving resource efficiency.

- Reporting: The noventic group has prepared this fourth DNK declaration of conformity and is continuing to develop structures and content with a view to future CSRD and LkSG reporting requirements.

In FY 2023, KALO adopted a sustainability target as part of its financial year targets for the first time. The target related to measures to reduce CO₂ emissions. Accordingly, existing processes were primarily reviewed with a view to their potential to reduce CO₂.

All of the above measures are incorporated into the group-wide strategy process. The aim is to derive consistent prioritisation and a robust control logic for sustainability targets and their implementation from the double materiality analysis.

The strategic sustainability targets are implemented in coordination with the relevant specialist teams at the companies within the noventic group. Overall management and review are the responsibility of noventic GmbH, in particular the sustainability officer and the management board.

The respective Sustainable Development Goals (SDGs) are assigned to the topics and areas of our sustainability strategy. We contribute directly to eight of the 17 SDGs. These goals are:

- Goal 3: Good health and well-being
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 9: Industry, innovation and infrastructure
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible consumption and production
- Goal 13: Climate action
- Goal 17: Partnerships for the goals

We are committed to fulfilling these SDGs on an ongoing basis. We therefore align our sustainability activities accordingly. As part of our materiality analysis revision process, we will also base our work on the relevant European Sustainability Reporting Standards (ESRS) in future.

More detailed information on this can be found in our DNK Report 2021/22, Chapter 3.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

The noventic group brings together companies along various stages of the value chain – from product development and manufacturing to digital services and software solutions for consumption data collection, data processing and control, and services in the real estate industry. Our value creation comprises three main strands:

1. Industrial manufacturing (especially QUNDIS)

The manufacture of measuring devices and actuators goes through several stages:

- Product development using a standardised process
- Procurement of raw materials and components through a network of qualified suppliers
- Manufacturing at the Erfurt site, including quality assurance, testing and packaging
- Logistics and delivery to B2B customers (primarily measurement service providers, OEMs)

2. Digital solutions & SaaS products (especially beyonnex.io)

- Development and programming of digital applications (e.g. tenant apps, visualisation tools, control systems)
- Operation of cloud-based platforms
- Integration into customer systems ('white label' or API-based)
- Maintenance, support and functional development

Development is largely carried out in-house, with individual components provided in cooperation with technology partners.

3. Service-based value creation (especially KALO, ikw, imovis)

Service value creation ranges from system integration and installation to continuous measurement services:

- Provision and installation of measurement and communication technology
- Consumption data collection, Data transmission and -processing
- Billing and analysis of consumption data
- Customer service, maintenance and technical support

This process is increasingly being supplemented by applications for active consumption control aimed at end users and the housing industry (e.g. Climate Smart Solutions).

In terms of sustainability, QUNDIS (production and supply chain) and KALO, beyonnex.io and imovis (services, digital solutions, energy consumption, data security) are currently in the spotlight in terms of consideration of the upstream and downstream value chain. The aim is to gradually align processes throughout the entire value chain more closely with ESG principles.

As part of the double materiality analysis in accordance with CSRD requirements, the entire value chain of the noventic group was analysed and evaluated – including the upstream and downstream stages. In particular, ecological and social aspects in the areas of production, procurement and use of our products and services were considered.

As the noventic group does not purchase raw materials in the strict sense, but is dependent on the procurement of intermediate products and components, it can only indirectly influence the upstream stages of the value chain. Accordingly, our measures focus on the stages that we can actively influence or shape. In the area of industrial manufacturing – especially at QUNDIS – the focus is on the following sustainability aspects:

- energy-efficient production at the Erfurt site,
- resource-saving use of materials,
- compliance with legal requirements (including RoHS, REACH, Drinking Water Ordinance),
- material compliance (including conflict minerals),
- take-back and proper disposal of old equipment by certified waste disposal companies.

These processes are embedded within a systematic supply chain management system with supplier declarations and audits. QUNDIS is certified according to ISO 9001, ISO 14001 and EMAS. Throughout the entire production chain, sustainability aspects are systematically taken into account, for example in the use of materials, energy consumption and the handling of hazardous substances. QUNDIS' environmental policy and goals are publicly available.

The noventic group is aware of social and environmental risks along the value chain – for example in the areas of occupational health and safety, waste disposal and supplier responsibility – and monitors and assesses these risks as part of a structured monitoring process. Relevant requirements are enshrined in a group-wide supplier code of conduct. During the reporting period, a comprehensive supply chain management system was established in preparation for the German Supply Chain Due Diligence Act (LkSG), which will be supplemented in future by regular risk analyses and reporting processes. The aim is to identify potential risks at an early stage and counter them where necessary with clear standards, dialogue formats and appropriate measures.

Sustainability aspects are also increasingly being integrated into purchasing processes. The KALO sustainability officer regularly participates in the central purchasing conference. During the reporting period, decisions were made to switch to recycled paper envelopes, bulk containers instead of single-serve coffee bags, and fair trade snacks at the Hamburg site reception – all examples of the gradual move towards more sustainable procurement.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

There were no changes in the allocation of responsibilities at management level during the reporting period. The management of the management holding company noventic GmbH bears overall responsibility for sustainability within the company. At the same time, as a member of the noventic Sustainability Council, it is also directly and regularly involved in the management and (strategic) development of all sustainability activities and measures. The Council meets at least twice per financial year.

In the area of noventic corporate communications, sustainability management team acts as an interface between the management and the Sustainability Council, as well as the subsidiaries. This function is responsible for implementing the group-wide sustainability strategy, leading and moderating the work of the sustainability core team. Contact persons from the two largest subsidiaries have also been appointed to this team. All relevant information is collated by the sustainability core team. Experts analyse this information and, if necessary, address existing problems with target- and process-oriented solutions.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

Since the 2020/21 financial year, the noventic group has pursued a group-wide sustainability strategy comprising defined areas of action, goals and responsibilities. To ensure operational implementation, a sustainability core team has been established to plan and coordinate measures, and support their implementation in the specialist departments of the subsidiaries.

During the reporting period, the focus was on the structured preparation of implementation and on the extended reporting requirements under the Corporate Sustainability Reporting Directive (CSRD).

In particular, a double materiality analysis was conducted, and potential impacts, risks, and opportunities were thoroughly analysed and evaluated to systematically derive future reporting, strategy, and action frameworks for the group of companies. The aim was to review the relevance of topics considered to date and create a solid foundation for future disclosure requirements under the CSRD. The further development of reporting processes strengthens the integration of sustainability into corporate management and ensures compliance with future regulatory requirements.

KALO, QUNDIS and noventic GmbH each have designated contact persons for sustainability issues. The larger subsidiaries hold bilateral consultations with noventic every 14 days, supplemented by quarterly joint meetings. There are also regular management meetings for information and coordination, as well as additional exchanges as required.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

As part of the ongoing development of group-wide sustainability management, we are systematically establishing performance indicators to manage and control sustainability targets. The aim is to manage sustainability issues using data-based, established processes on the basis of uniform KPIs that can be compared across the group.

The focus here is on collecting and evaluating CO₂ emissions. In the current reporting period, a group-wide CO₂ emission sheet was prepared once again. Based on this, a detailed gap analysis was carried out to identify potential for development in terms of data depth and systematics. These results will be incorporated into the ongoing development of our accounting system. Additionally, the subsidiaries set their own targets based on their business models and specific CO₂ emission sheets.

At the subsidiary **QUNDIS**, structured performance indicators have already been established via the environmental management systems in accordance with ISO 14001 and EMAS, including electricity and water consumption, waste generation, recycling rates and energy consumption per production unit (see criteria 11 and 12).

The subsidiary **KALO** further institutionalised its sustainability activities in the reporting year. For the first time, a sustainability target was included in the company's annual targets. The creation of a dedicated CSR position established a central contact person who, in line with the group-wide sustainability strategy, develops company-specific measures, defines targets and actively promotes their implementation within the company.

Reliability, comparability and consistency of sustainability data within the noventic group are ensured by systematic data collection and verification processes between the subsidiaries and noventic GmbH.

At **QUNDIS**, this is carried out as part of the integrated management system, which governs processes, responsibilities and standards relating to quality, environmental protection and occupational safety and other areas. Environmental performance indicators, such as energy and water consumption, waste generation and emissions, are collected and verified in a structured and transparent manner. QUNDIS has been listed in the EMAS register since 2015, and the most recent recertification according to ISO 9001, ISO 14001 and EMAS took place in August 2024 without any deviations. In addition, an environmental audit is carried out annually by independent, external environmental verifiers.

KALO also collected relevant sustainability data in the reporting year, particularly in the context of its CO₂ balance. Based on a potential analysis, measures for CO₂ reduction were collected, forecast and prioritised (see criterion 12). The next mandatory energy audit for the Hamburg site is scheduled for August 2026.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

- a.** A description of the organization's values, principles, standards, and norms of behavior.

The noventic group is guided by a clearly defined set of values. The group-wide code of conduct sets out overarching standards, principles and norms of conduct. In addition, the noventic group refers to external guidelines such as the Code of Ethics and Diversity of the ZIA – Zentraler Immobilien Ausschuss e. V. (German Property Federation).

During the reporting period, a supplier code of conduct was introduced, defining minimum social, human rights and environmental requirements for business partners (see criterion 17). In December 2023, the group also published a policy statement on respect for human rights and the environment.

Differentiated, partly company-specific value development processes also take place in subsidiaries: At KALO, for example, a continuous dialogue on values that goes beyond economic objectives has been conducted since 2021. Corporate values and supplementary management principles are developed together with employees. Specific formats for embedding these values culturally are described in more detail in DNK criterion 14 (employee rights).

At beyonnex.io, a structured values process was carried out in the 2023/24 financial year. The developed values were documented internally, prioritised and communicated as part of the corporate culture via the intranet and the company website. 'The guiding principles set the tone for cooperation and the assumption of responsibility for our actions within the company. They serve as guidelines or signposts to help us find our way within the company.'

The guiding principles are:

- **Trusting:** Every member of our team feels empowered by the knowledge that mistakes are accepted and help us to move forward. This fosters a high level of credibility and loyalty among us.
- **Respectful:** We always behave fairly to ensure a productive atmosphere. We are truthful, straightforward and respectful in our dealings with each other. We provide each other with clear, honest feedback to promote transparency.
- **Customer-focused:** We pay close attention and practise active listening towards both our team as well and our customers in order to find effective solutions to problems and answer questions.

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- Committed: We are responsible and reliable, and we take responsibility for both our actions and our results.
 - Collaboration: As team players, we work proactively and in a goal-oriented manner, supporting each other throughout the process.
 - Continuous improvement: We promote our learning culture, embrace innovation and focus on quality through constant questioning in order to continuously improve.
 - Ambitious: 'We are pioneers.' We set ourselves ambitious goals in order to continuously improve.

As a manufacturing company, environmental protection lies at the heart of QUNDIS value-driven actions. This commitment is evident in the ongoing development of its environmental management system, which was most recently recertified in August 2024 in accordance with ISO 14001, ISO 9001, and EMAS. The relevant measures and systems are detailed in DNK criteria 11 (use of natural resources) and 12 (resource management).

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

The remuneration agreements for managers and employees of the noventic group do not yet include any explicit sustainability targets. However, economic sustainability, in the sense of long-term value creation and job security, remains a core objective. Currently, there are no plans to integrate specific sustainability targets into the group's existing remuneration systems. Non-monetary incentives for sustainable behaviour do exist within individual subsidiaries, for instance in the form of internal programmes designed to encourage sustainable mobility and healthcare (see criterion 14). The noventic group currently has no institutionalised, group-wide committees to review the achievement of sustainability targets. Nor is there any provision for the formal monitoring of monetary or non-monetary sustainability targets in the subsidiaries, since such targets have not yet been explicitly integrated into remuneration or target agreements. The sustainability targets embedded in the KALO corporate targets are monitored by management alongside the other corporate targets as part of a quarterly business review, with measures in place to ensure the targets are met. The achievement of explicit sustainability targets is not part of the noventic group companies' management evaluation by the advisory board and noventic GmbH shareholders' meeting as the highest supervisory bodies. Noventic GmbH voluntarily reports on sustainability targets in context at advisory board meetings, which take place four times a year. During the 2023/24 financial year, the subsidiary **KALO** defined a comprehensive corporate sustainability goal for the first time. It included:

- Filling the position of Sustainability & CSR Officer,
- developing ten measures for CO₂-reduction measures and implementing of at least five of them,
- establishing CSR reporting structures to meet the reporting requirements of the corporate group systematically.

QUNDIS has not yet defined any sustainability targets that are relevant to bonuses.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

Kalorimeta GmbH offers its employees a company-supported pension scheme. As of 31 August 2024, 103 active contracts were in place.

Information on remuneration is not published for confidentiality reasons.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

- a.** Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Information about remuneration is not published for reasons of confidentiality.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

In preparation for the requirements of the Corporate Sustainability Reporting Directive (CSRD), an updated materiality analysis was conducted during the reporting period in line with the principle of double materiality. Material stakeholders were identified taking into account the CSRD requirements for distinguishing between affected stakeholders and users of sustainability statements.

The noventic group's material stakeholders include both internal and external groups. As part of the double materiality analysis, these stakeholders were systematically recorded and categorised in accordance with the CSRD requirements. These groups were involved or represented by relevant experts, forming the basis for assessing the group of companies' ESG-related impacts, risks and opportunities.

External stakeholders:

- Customers in the housing industry, metering service providers and other business partners
- End consumers (e.g. tenants)
- Suppliers and service providers
- Government agencies (e.g. regulatory and supervisory authorities, occupational safety, data protection)
- NGOs, associations and civil society organisations
- Trade unions
- Investors, lenders, insurance companies and other capital providers
- Analysts, academia and the media
- The environment and climate as so-called 'silent' stakeholders

Internal stakeholders:

- Employees and managers in all parts of the company
- Specialist departments such as purchasing and procurement, communications and marketing, IT, customer service, compliance and risk management
- Management and the advisory board.

Exemplary implementation at QUNDIS:

QUNDIS regularly analyses the requirements of its stakeholders to inform its strategic direction. In this regard, customers are particularly important – their expectations regarding technological development, material compliance and product safety are directly incorporated into innovation and quality management. Customer surveys and regular audits are well-established tools in this process. Furthermore, QUNDIS recognises that its employees are a key prerequisite for business success, focusing on attracting potential skilled workers through initiatives such as collaboration with universities. Authorities, especially those involved with the state-approved testing centre for heat and water meters, are also among the stakeholders. QUNDIS ensures compliance with high regulatory process requirements, which it regularly confirms in joint audits with the relevant authorities.

As part of the further development of group-wide sustainability management, the structured stakeholder dialogue was continued in a targeted manner during the reporting period. The noventic group was guided by the requirements of the Corporate Sustainability Reporting Directive (CSRD) in doing so, particularly in the context of the double materiality analysis carried out.

To take external perspectives into account in a well-founded manner, representatives of key stakeholder groups were introduced to the analysis's methodology and objectives in an initial onboarding session. The aim was to create a shared understanding of the most important environmental, social and governance (ESG) impacts, risks and opportunities (IROs). The external stakeholders then assessed key sustainability issues for the group of companies. These assessment results were then validated by internal stakeholders from the subsidiaries and by the noventic group management. This analysis will inform the future strategic direction of sustainability management and the further development of group-wide governance.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

a. Key topics and concerns that have been raised through stakeholder engagement, including:

i. how the organization has responded to those key topics and concerns, including through its reporting;

ii. the stakeholder groups that raised each of the key topics and concerns.

As part of the double materiality analysis and through ongoing dialogue with relevant stakeholders, various significant issues were identified:

Customers in the housing industry emphasised the importance of practical, economical and fast-acting solutions for reducing CO₂ emissions in existing buildings. The noventic group has incorporated this impetus into the further development of its digital, scalable solutions for the housing industry, for example by creating new heating optimisation applications.

- Regulatory developments, such as amendments to the Heating Costs Ordinance and the Building Energy Act, were considered to be of strategic importance across the industry. These requirements have been incorporated into product and platform developments, including the creation of remote-readable devices and digital solutions for the hydraulic balancing required in multi-storey buildings.
- In an environment characterised by geopolitical developments and increasingly volatile conditions, the noventic group emphasises the importance of resilient supply chains and long-term partnerships. Trust-based cooperation with business partners is essential for responding reliably to market changes and ensuring delivery capability.
- Retaining and recruiting qualified specialists was identified as a key issue in the double materiality analysis. Against the backdrop of a shortage of skilled workers and evolving employer expectations, concerns relating to the company's own workforce, such as working conditions, career prospects, and work-life balance, were deemed particularly pertinent.

These concerns were translated into strategic processes and operational measures. Progress is reported in the DNK report and other internal and external formats.

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

The noventic group develops comprehensive end-to-end solutions for the intelligent management of the climate in multi-storey buildings. Through its digital products, which consist of platform and software solutions, hardware components, and housing services, the Group supports the sustainable, data-driven management of residential properties. The aim is to reduce CO₂ emissions in multi-storey buildings by improving energy efficiency and integrating renewable energies into the building's energy supply, all the while increasing user comfort and transparency of consumption.

Impacts and objectives

The noventic group's solutions have an impact throughout the entire product life cycle from manufacturing to use and disposal. During the usage phase, the following aspects are particularly important:

- Promoting energy-saving and emission-reducing usage behaviour through transparent consumption information,
- Use of digital control systems for central heating systems and radiators to prevent energy loss,
- Integration of renewable energies into building supplies,
- Increasing the durability and recyclability of hardware components,
- Integrating regulatory requirements (e.g. Heating Costs Ordinance, GEG) into product design and data processing.

Specific product effects and further developments

- A [case study by the Karlsruhe Institute of Technology](#) (KIT; German only), supported by the noventic group, proved in the 2023/24 financial year that smart thermostats from the tado° brand, combined with app use, enable average energy savings of 15.5% in tenant households.
- In collaboration with **tado°**, **beyonnex.io** and **KALO**, a new adaptive hydraulic balancing feature was developed during the reporting period. When used in combination, smart radiator thermostats can achieve a permanently hydraulically balanced supply to all radiators in a multi-party building, creating the conditions for energy-efficient heating.

- **QUNDIS** submetering solutions play a key role in improving consumption transparency, reducing energy consumption and CO₂ emissions in the building sector and helping housing companies fulfil their legal obligation to provide consumption information throughout the year via automated, remote consumption data collection.
- As part of internal hackathons, **beyonnex.io** tested various technical approaches to digital building recording and 3D planning for recording spatial conditions in order to better determine heat demand quantities and AI-supported customer communication. These formats aim to iteratively develop innovative approaches and test their practical feasibility in the context of the housing industry.

Determining the effects

The effects are evaluated through studies (such as the KIT study), user tests, internal development cycles and feedback from pilot applications in the housing industry. In addition, findings from regulatory developments (e.g. CSRD, GEG) inform the prioritisation and further development of the solutions.

The noventic group considers innovation to be a strategic means of improving sustainability performance. Specifically, we aim to respond to market demands in the field of energy supply in the building sector with measures to increase emission efficiency. Targeted investments in technology and product development as well as in new digital business models actively support the reduction of CO₂ emissions in buildings.

Innovation processes with a focus on sustainability

Sustainability aspects are incorporated into innovation processes in various ways, such as in the design of new products, the optimisation of existing services and process efficiency improvements. Agile methods are increasingly being used in this context. For instance, the subsidiary QUNDIS has been using the Scrum method in product development since 2022 in order to respond more flexibly to requirements and accelerate the development of sustainable, resource-saving, solutions.

In der folgenden Grafik wird der Ablauf von Scrum mit seinen zyklischen Ereignissen und Meetings dargestellt. Der Zyklus wird so lange wiederholt, bis das Produkt-Ziel erreicht ist.

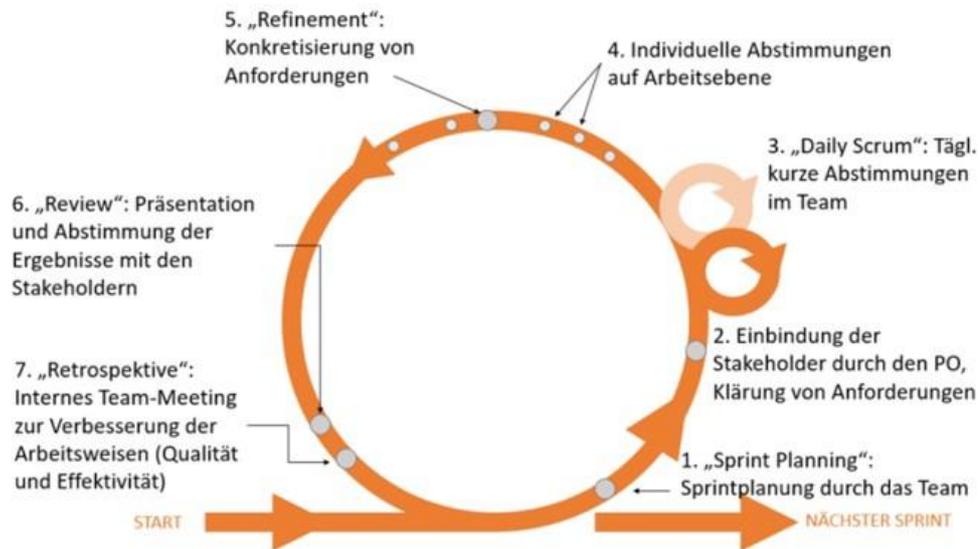


Abbildung: Schematischer Überblick über den Scrum-Zyklus

For competitive reasons, confidential details from development processes, particularly those relating to strategic innovation projects, are not published.

The emission-efficiency-enhancing innovation processes of the noventic group's impact the entire value chain, from state-of-the-art measurement, radio and control technology, to digital software and platform solutions, and industry- and user-centred services for the housing industry. This holistic approach enables the group to systematically leverage ecological and economic potential for both owners and residents.

Involvement of partners and customers in innovation processes

Early involvement of external stakeholders is essential for effectiveness:

- Pilot projects and collaborations with partner companies in the housing industry, such as the smart heating solutions project in cooperation with tado°, ensure practical product development.
- Regular customer workshops, working groups and feedback loops, particularly at KALO, QUNDIS and beyonnex.io, ensure that practical requirements are incorporated directly into development processes.
- Suppliers are also involved in product development and material selection to ensure material compliance and minimise environmental impact during production (see QUNDIS stakeholder dialogue).

This systematic collaboration along the value chain supports the development of robust, scalable solutions with high market acceptance and a positive environmental impact, from the use of resource-efficient components to reducing energy consumption by end users.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.

(Note: the indicator should also be reported when reporting to GRI SRS)

We do not report on this indicator for reasons of confidentiality.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

The companies in the noventic group use natural resources to varying degrees depending on their business model. At the holding company noventic and the service companies KALO, smarvis, ikw and imovis, resource consumption mainly stems from office and field service activities.

At **KALO** in particular, most emissions can be attributable to mobility – i.e. company cars, technicians' vehicles, commuting and external energy procurement. The most important consumption figures, such as those relating to heat, electricity, water, paper, waste and the resulting emissions – are collected across the group and explained under criterion 12.

As an IT service provider, **beyonnex.io** operates largely in a decentralised and digital manner. When planning events, costs and CO₂ emissions are taken into account based on social environmental costs (according to the Federal Environment Agency), to encourage climate-conscious decision-making.

As a manufacturing company, **QUNDIS** naturally consumes more resources. Metals, plastics, cardboard, chemical raw materials and energy are used in device production, among other things. In addition, QUNDIS is also committed to climate protection in everyday life – for example, by promoting company bicycles through 'JobRad' since 2021. In the 2023/24 financial year, weather-protected parking spaces were also created for all bicycle commuters on the company premises.

As part of the group-wide development of sustainability management, structures and processes are currently being systematically established to enable comprehensive, quantitative reporting on the use of essential natural resources across the company in future.

This will make our resource use even more transparent in the long term and enable us to optimise it further on the basis of reliable data, also with regard to upcoming regulatory requirements within the framework of the CSRD.

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

The noventic group bases its business activities on the principle of conserving the environment and resources, and of avoiding harmful effects on the climate and environment wherever possible.

The collection and systematic evaluation of quantitative data on target achievement is currently under development. As part of its preparations for future CSRD reporting requirements, the noventic group is establishing appropriate processes to systematically measure and evaluate progress on environmental and resource targets. Until then, the subsidiaries are implementing individual operational measures.

Specific measures in the 2023/24 financial year

During the reporting period, various measures relating to resource efficiency and environmental issues were implemented across the group. Group-wide measures included the regular organisation of vegetarian and vegan promotion weeks in the Hamburg canteen, for example, to raise awareness of the link between nutrition and climate impact. The transition to more sustainable mobility was accompanied by the continuation of Germany-wide travel tickets, JobRad leasing and an increased electrified vehicle fleet.

Ecological aspects were considered in the procurement of advertising materials and internal consumables, particularly at **KALO**. Preference is given to recycled or certified materials and products from Germany or the wider European region. Examples include ballpoint pens made from a biopolymer that is free from plastic, shopping bags made from recycled cotton and workwear made from a blend of organic cotton and recycled polyester. In individual cases, products are still sourced from overseas, such as running shirts or hoodies; however, the aim is to further improve the ecological balance in the medium term. Attention is also paid to conserving resources when purchasing packaging. At the Hamburg site, for instance, smaller coffee containers have been replaced with larger ones, and envelopes have been switched to recycled paper.

KALO set 13 corporate goals for the 2023/24 financial year, one of which relates to corporate social responsibility (CSR) and sustainability. This demonstrates the high priority that management attaches to this issue. The core goals in the area of CSR relate to:

- the development of ten measures to reduce CO₂
- the implementation of five measures to reduce CO₂
- the establishment of CSR reporting to make our measures more visible both internally and externally.

The measures covered the following topics, among others:

- Purchasing: various decisions regarding central purchasing were reviewed and amended. For example, the provision of cut flowers for new employees was replaced with a jar of honey from a bee colony sponsorship in Hamburg.
- Circular economy: this was followed by improved signage and communication on separating of residual and packaging waste was introduced at the main location in Hamburg; small coffee containers for daily coffee consumption in the coffee kitchens were replaced by larger ones.
- Lighting: At the Hamburg site, the switch to LEDs began in June 2024. This is being done gradually by replacing non-functional light sources. In the Erfurt production hall, an LED rental model was implemented with the provider Entega.
- Energy efficiency: One KVO site has been selected as a pilot site for the implementation of sustainable measures, including an analysis of current electricity consumption and the development of a plan to switch to LED lighting.

Beyonnex.io is committed to promoting sustainability in all areas by focusing on resource-saving processes and technologies. A key aspect of this is the adoption of paperless processes between customers and internal departments. For instance, contracts are signed digitally, and all planning, installation documentation, and reporting are conducted exclusively in digital form via the beyonnex.io IT systems.

In addition, beyonnex.io also ensures more efficient route planning and installation: optimised travel times, better coordination of appointments with tenants, and live feedback during radio infrastructure installation minimising extra trips and errors leading to complex on-site troubleshooting. Intelligent software from beyonnex.io supports these processes and contributes to a significant reduction in resource consumption.

Beyonnex.io is also committed to conserving resources during operation. A stable device infrastructure and early fault detection prevent the need for frequent on-site visits. For instance, issues such as high battery power

consumption can be resolved through early troubleshooting, thereby extending the devices' service life. Where possible, Beyonnex.io relies on remote troubleshooting, carrying out recalibrations and firmware updates 'over the air' to eliminate the need for an on-site technician or the premature replacement and disposal of devices.

In the field of IT operations, beyonnex.io reduces energy consumption by replacing its own server infrastructure with modern cloud solutions. Using scalable and efficient cloud infrastructures provides server capacities in line with demand, further reducing resource consumption. Innovative hardware solutions, such as a gateway that will support multiple use cases in buildings in the future, eliminate the need for solution-specific gateways. Having fewer devices installed means lower costs and a reduction in material consumption and CO₂ footprint. These measures demonstrate how digital innovation can promote resource efficiency and significantly reduce environmental impact.

QUNDIS has implemented measures to reduce materials and increase energy efficiency, such as protective gas soldering to reduce solder usage, optimised inserts for the Qheat heat meter, and a new lighting concept in the production area. Mittweida University of Applied Sciences continues to support the introduction of an energy management system.

Furthermore, QUNDIS initiated numerous measures to promote resource efficiency during the reporting period. The conversion of lighting at its sites was one area of focus: an LED rental model is being used in the production hall. According to the economic efficiency calculation in accordance with DIN EN 17463:2021 (ValERI), this will save around 178,000 kWh of energy per year. Similar conversions are planned for the administration and logistics areas. Here, too, potential savings of around 155,800 kWh of energy have been forecast.

These measures represent the initial steps towards systematically integrating sustainability criteria into the procurement process and other areas. The aim is to translate the experience gained into a more comprehensive sustainable purchasing and materials strategy for the future.

The group of companies' core activities mainly consist of services and digitally supported solutions, as well as the provision of metering and billing technologies. These have a lower direct impact and emission potential than industrial production processes. Nevertheless, constant attention is paid to minimising resource consumption, for example in packaging and logistics. All relevant components are also subject to regulated procurement and disposal channels to limit and control ecological risks along the value chain. Based on the current analysis, no significant environmental risks arising from the business activities, business relationships or products and services of the noventic group that are highly likely to have a negative impact on resources or ecosystems have been identified.

The risk analysis is regularly reviewed and developed further as part of establishing group-wide sustainability structures, in order to identify potential future risks early on and address them appropriately.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
 - i. non-renewable materials used;
 - ii. renewable materials used.

Key figures for our manufacturing subsidiary QUNDIS from the 2023/24 financial year (German only):

INPUT – Materialeinsatz

Materialien [t]	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Bestückte Leiterplatten	45,7	45,8	52,1	66,1	58,2
Li-Batterien	45,9	45,6	48,0	65,0	53,8
Kunststoffteile	181,1	186,5	214,4	268,0	240,7
Aluminium	77,0	76,4	77,8	119,3	93,8
Messing	277,7	303,7	372,5	404,6	410,2
Verpackung Pappe	82,6	82,9	100,5	116,3	109,5
Temperaturfühler	13,4	12,0	12,6	15,2	13,7
Schrauben, Zubehör	1,01	1,05	2,8	2,6	3,2
INPUT Materialeinsatz gesamt	724,5	753,9	880,8	1057,0	983,2

Hilfs- und Betriebsmittel zur Leiterplattenfertigung [t]	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Lötlmittel	1,2	1,2	2,4	2,1	1,9
Schutzlacke und Vergussmassen	0,2	0,1	0,1	0,3	0,13
CO ₂ Prozessgas	0,1	0,1	0,1	0	0,037
Wasser, demineralisiert	17	5	2	0,5	2
Stickstoff	-	-	-	-	114,94

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

- a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c.** In joules, watt-hours or multiples, the total:
 - i.** electricity consumption
 - ii.** heating consumption
 - iii.** cooling consumption
 - iv.** steam consumption
- d.** In joules, watt-hours or multiples, the total:
 - i.** electricity sold
 - ii.** heating sold
 - iii.** cooling sold
 - iv.** steam sold
- e.** Total energy consumption within the organization, in joules or multiples.
- f.** Standards, methodologies, assumptions, and/or calculation tools used.
- g.** Source of the conversion factors used.

Key figures for our manufacturing subsidiary QUNDIS from the 2023/24 financial year (German only):

INPUT – Energiebedarf

Energie* [MWh]	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Strom Liegenschaften	3.117	3.358	3.296	2.911	2.547
Strom Fuhrpark	-	-	-	-	2,14
Gas	2.016	2.162	2.233	1.649	1.500
Diesel	737	671	801	904	989
Benzin	nb	nb	78	42	40
Wasser [m³]	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Wasser	3.432	3.576	3.331	2.284	2.194

* Im Rahmen der Bilanzierung des Fuhrparks wurden aufgrund schlechter Datenverfügbarkeit einige Leasingfahrzeuge nicht mit betrachtet. Dies umfasst die Fahrzeuge mit den folgenden Kennzeichen: EF-QU 100, EF-QU 110, EF-QU 274, EF-QU 776, EF-QU 9.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

Comparative figures for QUNDIS see previous indicator. Comparative figures for the entire group are not available.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:

i. Surface water;

ii. Groundwater;

iii. Seawater;

iv. Produced water;

v. Third-party water.

b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:

i. Surface water;

ii. Groundwater;

iii. Seawater;

iv. Produced water;

v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:

i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);

ii. Other water ($> 1,000$ mg/L Total Dissolved Solids).

d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Key figures for our manufacturing subsidiary QUNDIS from the 2023/24 financial year (German only):

OUTPUT – Abwasser

Emissionen	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Sanitär- und Industriebwasser [m³]	3.432	3.581	3.331	2.284	2.194

Die Abwasseranalyse ergab folgende Werte:

Abwasseranalyse	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024	Grenzwert der Entwässerungssatzung Erfurt		
pH-Wert	7,5	7,4	7,9	8,2	7,4	7,2	6,5 bis 10
Organisch gebundener Kohlenstoff (TOC) [mg/l C]	12	20,5	6,9	9,2	29	25	50mg/l
Phosphor [mg/l P]	0,4	0,6	0,9	0,7	0,8	0,8	50mg/l
organische Halogenverbindungen (AOX) [mg/l]	0,04	0,02	0,02	0,01	0,03	0,02	1mg/l
Stickstoff aus Nitrit (NO ₂ -N) [mg/l]	< BG	< BG	0,03	< BG	< BG	< BG	10mg/l

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
- b. Contextual information necessary to understand the data and how the data has been compiled.

Key figures for our manufacturing subsidiary QUNDIS from the 2023/24 financial year (German only):

Gefährlicher Abfall [t] / AVV-Abfallbezeichnung	Abfallschlüssel (AVV)	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
andere Reaktions- und Destillationsrückstände	07 01 08*	1,61	3,69	2,04	1,28	2,67
Farb- und Lackabfälle, die organische Lösemittel oder andere gefährliche Stoffe enthalten	08 01 11*	0,10	0,09	0,06	0,37	0,184
Klebstoff- und Dichtmassenabfälle, die organische Lösemittel oder andere gefährliche Stoffe enthalten	08 04 09*	0	0,05	0	0	0
Verpackungen, die Rückstände gefährlicher Stoffe enthalten oder durch gefährliche Stoffe verunreinigt sind	15 01 10*	0,03	0,14	0,07	0,05	0,249
Aufsaug- und Filtermaterialien (einschließlich Ölfiter a. n. g.), Wischtücher und Schutzkleidung, die durch gefährliche Stoffe verunreinigt sind	15 02 02*	0,46	0,58	0,35	0,18	0,606
gebrauchte Geräte, die Fluorchlorkohlenwasserstoffe, HFCKW oder HFKW enthalten	16 02 11*	0	1,80	0	0	0,035
gefährliche Bauteile enthaltende gebrauchte Geräte mit Ausnahme derjenigen, die unter 16 02 09 bis 16 02 12 fallen	16 02 13*	5,47	33,36	59,37	45,4	117
Bleibatterien	16 06 01*	0	1,08	0	0	0
Leuchtstoffröhren und andere quecksilberhaltige Abfälle	20 01 21*	0,16	0	0	0	0
Batterien und Akkumulatoren, die unter 16 06 01, 16 06 02 oder 16 06 03 fallen, sowie gemischte Batterien und Akkumulatoren, die solche Batterien enthalten	20 01 33*	2,69	9,11	2,75	4,91	1,81
Nichtgefährlicher Abfall [t] gemäß GewAbV	BY 2023/2024					
Papier, Pappe und Karton mit Ausnahme von Hygienepapier	72,54					
Glas	0					
Kunststoffe	46,46					
Metalle	35,12					
Holz	16,49					
Textilien	0					
Bioabfälle	1,89					
Weitere Abfallfraktionen	32,91					
Gemischte Siedlungsabfälle	16,5					

Nach gefährlichem und nichtgefährlichem Abfall sowie der Gesamtmenge des Abfallaufkommens zusammengefasst, ergibt sich die folgende Bilanz:

	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Gefährlicher Abfall [t]	11	50	65	52	123
Nichtgefährlicher Abfall [t]	142	247	180	180	238
Gesamtsumme Abfall [t]	153	297	245	232	361

Nach Gewerbeabfallverordnung ist das Verhältnis zwischen getrennt gesammelten Abfallfraktionen und dem Gesamtabfallaufkommen maßgeblich:

Abfallaufkommen [t]	BY 2019/2020	BY 2020/2021	BY 2021/2022	BY 2022/2023	BY 2023/2024
Getrennt gesammelte Siedlungsabfälle	103	188	144	127	222
Gemischt gesammelte Siedlungsabfälle	12	22	24	40	16,5
Gesamtmasse der Siedlungsabfälle	115	210	168	167	238
Getrenntsammlungsquote [%]	90	90	86	76*	93

* Gemischt gesammelte Siedlungsabfälle werden an den Entsorger übergeben, welcher diese zu 90 % trennt. Werden die Mengen zu 90 % in diese Berechnung mit aufgenommen, ist von einer Trennungsquote von 77,5 % auszugehen.

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

During the reporting period, the noventic group's climate-relevant emissions were primarily generated in the industrial sector of its subsidiary QUNDIS, as well as in the areas of mobility (particularly company car fleets and business travel) and energy consumption at its sites. According to the noventic group's total CO₂ emission for the 2023/24 financial year, emissions amounted to a total of:

- **17,622.88 tonnes of CO₂e**, broken down as follows:
 - **Scope 1:** 1,519.65 t CO₂e
 - **Scope 2:** 720.41 t CO₂e
 - **Scope 3:** 15,382.81 tonnes of CO₂e

The calculation was carried out on a cradle-to-gate basis, i.e. from raw material extraction to the factory gate. Downstream processes (to grave) will be taken into account to a greater extent in future. A 10% safety margin was included, as the purchase of lithium batteries could not be fully recorded due to a lack of data. Additionally, different approaches were adopted by the companies within the group when calculating employee travel, which was identified as a methodological challenge.



Company

noventic group

Title of Balance

noventic group CO2 - Gesamtbilanz

Accounting period: 01.09.2022 bis 31.08.2023

Accounting subject: The reporting period corresponds to the noventic financial year 2022/2023 (1 September 2022 – 31 August 2023). The assessment covers the environmental impacts of business activities from raw material extraction (cradle) to the factory gate (gate), including all intermediate phases of the product life cycle. The inclusion of downstream processes (to grave) is intended to be expanded in future reporting periods. A precautionary 10% uncertainty margin was applied, as a relevant aspect had to be excluded due to a lack of data availability, namely the procurement of lithium batteries. Furthermore, different methodological approaches were partially applied across individual companies when calculating employee commuting emissions.

Emissions & Description of the Balance Room



Balance standard: This certificate is to be understood as a self-declaration of the company. Depending on the self-selected system limit, the balance represents the sum of all direct and indirect greenhouse gas emissions of a company/site/process/product, expressed in CO₂ equivalents (CO₂e). The balance sheet is drawn up in accordance with the requirements for the quantitative determination and reporting of greenhouse gas emissions in accordance with the self-selected regulation or standard.

noventic group

Hamburg, 01.03.2026
Place and Date

Dirk Thom S. Bause
Signature

The noventic group aims to gradually reduce its climate-relevant emissions in the coming years – both at group level and within its subsidiaries. A key prerequisite for this is the ongoing development of our CO₂ accounting and the standardisation of data collection, particularly with regard to Scope 3 emissions and upstream and downstream processes.

The starting situation of the companies within the group varies greatly. While companies in the industrial sector, such as QUNDIS, already have well-founded CO₂ emissions and initial experience with Scope 3 emissions, other companies,

such as KALO and beyonnex.io, are still in the early stages of adopting a more systematic approach to quantified climate targets.

An important step was taken at KALO in the 2023/24 financial year when, for the first time, a company-specific CO₂ reduction target was defined as part of a CSR target system (see criterion 12, aspect 1). Alongside developing an internal CO₂ action plan, the company is planning to set up its own CSR reporting system to enable transparent tracking of progress in future. At group level, we are working to identify potential for reducing emissions and incorporate this into future target systems. The strategic focus is on emission-intensive areas such as mobility, energy consumption at sites, and material use in the product life cycle. We are expanding the use of renewable energies wherever possible, for example in the context of site developments, procurement and mobility solutions.

During the reporting period, QUNDIS initiated numerous measures to promote resource efficiency. One area of focus was converting the lighting at its sites: an LED rental model was implemented in the production hall in collaboration with the provider Entega. According to a ValERI profitability calculation in accordance with DIN EN 17463:2021, this will save around 178,000 kWh of energy and approximately EUR 44,500 per year. Similar conversions are planned for the administration and logistics areas. Potential savings of around 155,800 kWh of energy and almost EUR 39,000 have also been forecast here.

At the Hamburg site, the conversion of lighting to LEDs began in June 2024. This process is being carried out gradually by replacing non-functional light bulbs with LEDs. Other measures taken by the companies of the noventic group included, for example, the implementation of vegetarian or vegan campaign weeks in the canteen to raise awareness of the link between nutrition and climate impact. These are accompanied by relevant information for employees. The transition to more sustainable mobility was accompanied by the continuation of Germany-wide tickets, 'JobRad' leasing and an increased fleet of electric vehicles.

The noventic group aims to become largely climate-neutral by 2045. A group-wide reduction strategy with specific interim targets is currently being developed. This is based on ongoing improvements to data collection and accounting, particularly in the context of CSRD preparations. The CO₂ emission for 2022/23 is 17,622.88 tonnes of CO₂e for the group (including the safety margin). Compared to the 2020/21 balance sheet (14,655.28 tonnes of C₂e), this represents an increase, primarily due to the greater depth of data and the inclusion of additional emission sources. Therefore, a valid assessment of the reduction trend is not currently possible.

Individual companies, such as KALO, have already formulated initial reduction targets (see criterion 12), and QUNDIS has initiated operational measures to reduce emissions. In areas where emissions are particularly intensive, the possibility of compensation is also being examined.

The noventic group reports its CO₂ emissions in accordance with the Greenhouse Gas Protocol (GHG) standard. The CO₂ emission sheet currently covers the locations in Hamburg (noventic GmbH, KALO, imovis, beyonnex.io, ikw), KvO (locations: Hamburg, Leipzig, Stuttgart, Ettlingen, Gundelfingen, Rostock, Berlin, Neubrandenburg and Gotha), as well as Ch. Mittendorf and Erfurt (QUNDIS and smarvis). The base year for emissions development is the 2020/21 financial year, for which a consolidated CO₂ emission sheet was prepared for the first time. The current emission sheet refers to the 2022/23 financial year.

The calculation of emissions is based on the following reference values:

- DEFRA (UK Department for Environment, Food & Rural Affairs) emission factors are used for Scopes 1 and 2.
- For production-related Scope 3 categories such as material use, transport or disposal at QUNDIS, the 'ecoinvent' database is also used.

Currently, individual data points, particularly in the Scope 3 area, are still based on approximate values or model-based assumptions. This is because certain consumption data is not yet available or can only be collected with a disproportionate amount of effort. To take these uncertainties into account, a flat-rate safety margin of 10% has been added to total emissions, as in previous years.

The noventic group is continuously working to expand and improve the database through standardised collection processes. The noventic group's goal is to continually improve the depth and accuracy of its accounting, and to systematically expand the accounting framework, particularly with regard to Scope 3. Further development of climate accounting is taking place as part of group-wide preparations for the CSRD reporting requirement.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Direct GHG emissions (Scope 1) in tonnes of CO₂ equivalents: 1,519.65 tonnes.

A CO₂ emission sheet was prepared for the noventic group for the 2022/23 financial year in 2024. The calculation was performed using the tool 'ecocockpit'.

At the time of writing this DNK declaration, no reliable group-wide emissions data was available for the 2023/24 reporting year. This is because the CO₂ emission sheet is prepared with a time lag due to data availability. Therefore, the emissions data for the current financial year will only be published in the next DNK declaration.

Currently, no fully reliable group-wide CO₂ emission sheet is available for the noventic group. Due to the heterogeneous nature of the subsidiaries' data sets,

it has not yet been possible to collect uniform consumption and emissions data of the required quality and continuity. Consequently, a consistent base year and quantifiable changes in GHG emissions over time cannot be reported at present. The group is establishing a structured framework to create a group-wide data basis in accordance with the GHG Protocol. This includes standardising data collection, addressing key data gaps, and setting up group-wide CO₂ monitoring. Based on this, the noventic group will define a base year, prepare a complete greenhouse gas (GHG) balance sheet and derive a binding reduction strategy.

Until then, the subsidiaries will implement individual operational measures to increase efficiency and reduce emissions.

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

Indirect GHG emissions (Scope 2) in tonnes of CO₂e: 720.41 tonnes. In 2024, a CO₂ emission sheet was prepared for the noventic group for the 2022/23 financial year. This was calculated using the tool 'ecockpit'. At the time of writing this DNK declaration, no reliable group-wide emissions data is available for the 2023/24 reporting year. This is because the CO₂ emission

sheet is prepared with a time lag due to data availability. Therefore, the emissions data for the current financial year will only be published in the next DNK declaration.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

- a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.
- e. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Other indirect GHG emissions (Scope 3) in tonnes of CO₂e: 15,382.81 tonnes.

In 2024, a CO₂ emission sheet was prepared for the noventic group for the 2022/23 financial year. This was calculated using the tool 'ecocockpit'.

At the time of writing this DNK declaration, no reliable group-wide emissions data is available for the 2023/24 reporting year. This is because the CO₂ emission sheet is prepared with a time lag due to data availability. Therefore, the emissions data for the current financial year will only be published in the next DNK declaration.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

The noventic group calculates its CO₂ emissions based on the internationally recognised Greenhouse Gas Protocol (GHG Protocol).

These emissions are calculated using the following reference values:

- DEFRA (UK Department for Environment, Food & Rural Affairs) emission factors are used for Scopes 1 and 2.
- For production-related Scope 3 categories such as material use, transport or disposal at QUNDIS, the 'ecoinvent' database is also used.

As in previous years, some of the collected data is based on estimates or approximate values – either because exact consumption data is not yet systematically available or because data collection is not (yet) feasible for economic or organisational reasons. To take remaining uncertainties into account appropriately, a flat-rate safety margin of 10% has been added to total emissions, as in the previous year. The noventic group's goal is to continuously improve the depth and accuracy of its data and to systematically expand the scope of its accounting, particularly with regard to Scope 3. The further development of climate accounting is taking place as part of the group-wide preparation for the CSRD reporting requirement.

However, as there is still no reliable, consistent group-wide data basis due to the heterogeneous data sets of the subsidiaries, the noventic group is currently unable to provide quantifiable information on the reduction or increase in total GHG emissions compared to the base year. Although the carbon footprint calculated for the base year 2020/21 provides an initial framework for orientation, it is not suitable as a reliable reference value for a group-wide

comparable trend analysis due to estimated components and methodological differences between companies.

As part of the ongoing development of harmonised CO₂ monitoring in accordance with the GHG Protocol, data quality is gradually improving so that reliable trend and reduction analyses will be possible in the future.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

The noventic group is committed to internationally recognised standards in the area of labour rights. This is enshrined in the group-wide code of conduct, among other things. This commitment is enshrined in the group-wide code of conduct, among other things. This includes compliance with applicable labour laws, the United Nations Universal Declaration of Human Rights, ILO conventions, and the European Convention on Human Rights.

Employee rights are actively supported within the group by works councils – for example at KALO, ikw, QUNDIS and smarvis. There is also a group works council. Legal regulations on working hours, co-determination, equality, health protection and occupational safety apply at all locations. Against this background, no additional objectives have been formulated to date.

The noventic group promotes a culture of open feedback and dialogue, both across the group via the 'MONA' intranet, for example, and at subsidiary level through various analogue and digital exchange formats. At KALO and noventic GmbH, formats such as 'corridor conversations', 'KALO)kompakt', IT demos and 'allhand meetings' are offered regularly to strengthen direct interaction between employees, managers and specialist departments. In addition, the interactive event format 'Elevator Dialogue' was introduced during the reporting period to make transformation processes within the company tangible and shapeable for the workforce.

A structured occupational health and safety system is an integral part of corporate culture. At KALO, for example, managers assume responsibility for occupational health and safety as part of the 'transfer of employer obligations'.

Their tasks include conducting risk assessments and providing training, collaborating with a company doctor and maintaining ongoing communication on occupational safety matters. This is supplemented by regular training, documentation and monitoring to ensure compliance with all applicable standards. At larger locations, such as in Hamburg, company medical services are also available to strengthen health protection and prevention in everyday working life.

Furthermore, KALO held numerous workshops and dialogue formats during the 2023/24 financial year to foster internal leadership development, values and cooperation. An overview can be found in the following table:

Format	Objective	Number of hours and employees in FY 23/24
Lounge talks	Engaging in dialogue about corporate values	4 hours, 6 participants
Change workshops FK coalition Sounding boards	Provides a platform for receiving input on methods, models or concepts in change and discussing them in relation to the KALO reality Circle of FK as sounding boards and multipliers of change support	2 hours, 12 participants 2 hours, 6 participants
Cross-functionale OE	Collaboration model involving marketing, culture office, strategy and corporate development to shape the transformation	13 hours, 7 participants
Visions/ change talk	Future workshops with individual teams that are particularly affected by the transformation	4 hours, 9 participants
Retros	Team members look back together and evaluate what went well and what went badly	14 hours, 20 participants
Elevator pitch	Presenting KALO transformation topics in an 'elevator pitch'	6 hours, 390 participants
Individual workshops	For teams on individual topics, as required	2 hours, 6 participants
Time for leadership	Providing managers with space to exchange ideas	12 hours, 120 participants
Other formats	Teaching leadership principles	5 hours, 32 participants

At **beyonnex.io**, opportunities for employee participation have also been strengthened. The established 360° feedback system, which is designed to promote continuous learning and personal development, is actively recommended to employees. In addition, a structured procedure for biannual reviews has been developed. Since March 2023, a flexible training concept has been in place, giving every employee an annual training budget and time off work.

In the reporting year, 18 employees took advantage of this offer. The newly acquired knowledge is also fed back into the respective teams in the spirit of internal knowledge transfer.

These measures demonstrate that promoting participation, development and dialogue is an integral part of the corporate culture at the noventic group, going beyond legal requirements.

noventic group employees are involved in sustainability issues in a variety of ways – both in terms of content and through specific participatory activities and benefits.

Once again, the entire group took part in the Stadtradeln campaign. This participation format is growing in popularity. In 2024, the 'pioneer noventic group' team entered the competition with the aim of promoting team spirit, encouraging exercise and supporting individual climate protection initiatives. They covered a total of 3,612.7 kilometres and avoided around 1,640 kilograms of CO₂. The campaign informs employees about the impact of their mobility choices and shows them alternative options.

Established measures to promote sustainable mobility include subsidising job tickets and participation in the JobRad bicycle leasing programme. During the 2023/24 reporting period, a significant number of new JobRad bicycles were leased, bringing the total number of company bicycles to 71 on the reporting date. Employees who cycle to work privately also benefit from the appropriate infrastructure at locations such as Hamburg, including weather-protected parking spaces and changing rooms with showers. Employees at the Erfurt location were particularly involved in the 'Mit dem Rad zur Arbeit' (Cycle to work) initiative. A small team also took part in Hamburg. Further employee participation in projects and initiatives includes:

- Five employees meet quarterly in KALO's interdisciplinary Green Team to develop measures for operational sustainability and support their implementation.
- As part of 'Hamburg cleans up', ten employees from the Hamburg site took part in a local litter collection campaign around the company's premises.
- Thirty employees from across the company participated in tree-planting campaigns in Schleswig-Holstein and Thuringia as part of the 'Hamburg and Schleswig-Holstein pflanzen Trinkwasser' campaign organised by Klimapatenschaft GmbH and 'Baumpaten Thüringen'.

The noventic group uses a combination of the group-wide intranet 'MONA', LinkedIn, targeted mailings and direct communication to publicise its activities. By deliberately highlighting campaigns and successes, the aim is to further strengthen interest in sustainability issues and promote continuous participation.



The noventic group is a group of companies that operates primarily in Germany but also, to a limited extent, abroad. Since the 2023/24 financial year, the German Supply Chain Due Diligence Act (LkSG) has applied to the noventic group. During the reporting period, the measures previously introduced for respecting human rights and environmental due diligence obligations were further consolidated, including the implementation of a group-wide risk management system and an internal complaints procedure. Preparations were made for the first formal supply chain report.

Additionally, the noventic Supplier Code of Conduct was distributed to suppliers and service providers of noventic group companies. The aim is to communicate the Noventic Group's human rights and environmental requirements transparently throughout the supply chain and implement them in a spirit of partnership.

The noventic group's human rights policy statement is based on internationally recognised standards, including the ILO core labour standards, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the United Nations Universal Declaration of Human Rights.

No significant risks relating to employee rights were identified for the noventic group during the reporting period. The group's business activities are predominantly service- and technology-oriented, meaning they have a low risk profile in terms of labour law.

Production and assembly activities take place exclusively within clearly regulated and partially certified processes, meaning that labour law and occupational safety risks are systematically addressed. Existing guidelines, the group-wide code of conduct and established HR processes ensure that legal requirements are complied with and potential risks are identified at an early stage. Against this background, there are currently no significant probable negative effects on employee rights.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

The companies of the noventic group are committed to upholding equal opportunities for all, regardless of gender, ethnicity, social background, national origin, religion, age, health status, sexual orientation or political beliefs, as set out in their group-wide code of conduct. While there is currently no quantitative target with a fixed timeframe, initiatives to promote diversity, equality and inclusion are being developed further at subsidiary level.

Currently, the noventic group does not have any harmonised HR data across the group that would enable it to set reliable quantitative targets in this area. Due to the heterogeneous structures of the subsidiaries, the starting points and existing key figures differ considerably, meaning a consistent reference value for the formulation of group-wide targets is unavailable. However, the ongoing development of uniform CSR reporting structures is examining the extent to which comparable data and reliable targets can be developed in the future.

Gender distribution in management positions The following picture emerges for the 2023/24 reporting period:

- KALO:
 - Proportion of women in management: 37.5%
 - Total proportion of women in management positions (business and departmental management, excluding group management): 24.1%
 - Proportion of women in middle management (department heads): 14.3%
 - Proportion of women in the total workforce: 47%
- QUNDIS:
 - Proportion of women in management positions: 25%
 - Proportion of women in middle management: 29.4%
- beyonnex.io:
 - Percentage of women in management positions: 4.5%
 - Proportion of women in the total workforce: 25%

The companies are continuing to work on promoting equality in tech-related areas. For example, beyonnex specifically features female professionals in the 'Women in Tech' section of its website to increase visibility and encourage identification.

Work-life balance

The compatibility of private life and career is particularly important. Flexible working time models and the high proportion of remote working established in many companies – at beyonnex, for example, employees can work from home up to five days per week — offer employees the opportunity to better combine their personal circumstances with the company's requirements.

The noventic group promotes equal opportunities, integration and work-life balance through flexible working models, language support and fair remuneration, among other things.

Flexible working models:

- KALO: up to three days of flexible office work per week
- beyonnex.io: up to five days of remote work per week
- QUNDIS: up to ten days of off-site work per month
- noventic GmbH: an individually tailored home office model

Language support & integration:

- KALO: a total of three English courses with 20 participants
- beyonnex.io: English (17 participants) & German courses (18 participants)
- QUNDIS: multilingual work instructions (e.g. Polish)

Fair remuneration

Fair remuneration is a fundamental principle at noventic group companies. KALO, for example, has established a transparent and clearly defined annual salary adjustment process in place since 2019, developed in collaboration with the works council. Although not bound by collective agreements, employment contracts are generally based on the 'AGA Groß- und Außenhandel Hamburg' framework agreement.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

The noventic group aims to permanently secure and expand the employability of its employees by implementing various measures. These include initiatives in the areas of education, health management, digital empowerment, and addressing demographic change. While there are currently no specific quantitative targets with a fixed timeframe at group level, the subsidiaries are continuously working to further develop their measures. For instance, KALO establishes specific priorities for cultural transformation as part of its values and management development (see criterion 3).

Companies within the noventic group implement a wide range of measures to promote the long-term employability of their employees. These measures focus on further training, health management, digital empowerment and age-appropriate work design.

(Further) education and professional development

- **KALO:** In the 2023/24 financial year, 64 employees took part in 136 further training sessions. A total of 3,068 hours of further training were completed by 18 managers and 32 employees (31 female and 32 male). In addition, value dialogues, leadership dialogues and formats such as "Time for Leadership" were held to promote cultural transformation (see criterion 5).
- **QUNDIS:** During the reporting period, QUNDIS employed two trainees and ten interns. Two first aid courses are held annually. Safety officers receive regular training. A new software solution supports the structured implementation of training courses and risk assessments.
- **beyonnex.io:** In FY 2023/24, eight people managers from various roles (e.g. engineering, product, UX/UI, DevOps) were established. They work with Scrum Masters to develop clear role profiles and career progression pathways. The introduction of a career ladder is planned for 2025.

Health management and prevention

- **KALO:** Regular occupational safety training sessions are held – monthly for new employees and twice a year for everyone else. In addition, KALO offers flu vaccinations and eye tests to employees who work on computers. KALO also focuses on health in the home office, raising awareness through training courses on ergonomic working and taking breaks. The canteen at the Heidenkampsweg site offers vegan and vegetarian dishes, as well as a salad bar, from Monday to Friday, and a canteen committee oversees the further development of the menu.
- **QUNDIS:** As part of occupational healthcare, employees benefit from an expanded range of medical services, including blood tests (e.g. thyroid function tests), vision tests, intraocular pressure measurement, hearing tests, and flu and Coronavirus vaccinations. A company integration management programme (BEM) has also been in place since 2020. Fresh fruit, water dispensers and health-conscious canteen meals (including a salad bar) complete the offering.
- **beyonnex.io:** The 'Mental Health @beyonnex' programme continues to be actively used, especially during the winter months. It enables access to anonymous psychological counselling via the OpenUp digital platform for employees and their immediate family members.

Health protection in the home office & desk sharing

Since June 2023, **KALO** has had a company agreement in place that allows most employees to work from home for most of the week. Ergonomic desk-sharing workstations (e.g. height-adjustable desks) are supplemented by regular voluntary checks and instructions on how to use them. KALO qualifies its employees as 'IT Security Heroes' through regular IT security training courses with interactive formats. Video formats and digital tools are also used for training at other companies.

To date, no significant risks that are likely to have a negative impact on employee qualifications have been identified. Should this be the case in the future, however, due to technological upheavals or changes in legislation, for example, established processes for identification and response within the framework of human resources development will be implemented. Measures such as regular occupational safety training (e.g. at KALO), first aid courses (e.g. at QUNDIS) and digital tools for risk assessment and mental health services (e.g. at beyonnex.io) contribute to preventing a negative impact on employability.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

During the 2023/24 financial year, there were no work-related deaths or deaths due to work-related illnesses within noventic group, including its own employees and individuals whose work or workplace is regulated by the group. There are also no known documentable illnesses that can be proven to be attributable to occupational activity. Long-term illnesses are regularly recorded and systematically monitored by the company's integration management system (BEM). The aim is to restore employee's ability to work sustainably, taking into account their individual, professional and social circumstances.

KALO reported five work-related injuries, including falls and hand injuries, as well as an incident during driving operations that did not result in any physical harm. In no case were any permanent health impairments documented.

QUNDIS recorded 40 workplace accidents, mostly involving minor injuries such as cuts, bruises and contusions. Additionally, one reportable accident occurred on the way to work, as well as two near misses.

beyonnex.io did not document any work-related injuries or accidents during the reporting period.

Reportable incidents are documented throughout the Group in accordance with legal requirements. They are reported to the relevant employers' liability insurance association and discussed in committees such as the Occupational Safety Committee (Ausschuss für Arbeitssicherheit (ASA)). Internal key figures are not currently published. Information on hours worked or accident rates is not yet fully consolidated for the group as a whole. Health days, vaccination programmes and occupational health consultations are regularly held at several locations. KALO also offers an anonymous external counselling programme (externes Beratungsprogramm (EAP)) and individual psychological first aid, which is provided by a certified mental health first aid contact person. In high-stress departments, resilience training courses have been held to help prevent mental health issues. Based on current knowledge, there is no link between known illnesses and working conditions. Nevertheless, the noventic group actively promotes the well-being of its employees through preventive measures and individual support.

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

As in previous years, the noventic group has put in place procedures to involve employees in occupational health and safety issues. Up-to-date information is provided via the group-wide intranet, 'MONA'. Regular training courses and internal communication formats strengthen awareness and participation among the workforce.

QUNDIS regularly conducts internal and external training courses and provides instruction on occupational safety to raise awareness of the importance of safe, ergonomic and healthy workplaces. These measures form an integral part of operational procedures, particularly for managers responsible for carrying out risk assessments, ensuring compliance with protective measures, and communicating safety-related findings. Near misses and accidents are systematically analysed to continuously improve preventive measures.

Several companies within the Group have an Occupational Safety Committee (ASA) that meets quarterly. This committee comprises representatives from management, occupational safety specialists, company doctors, the works council and the human resources department. Employees are involved via the works council. Key findings are then communicated throughout the company.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

- a. Average hours of training that the organization's employees have undertaken during the reporting period, by:
 - i. gender;
 - ii. employee category.

Training hours are currently recorded systematically primarily at **KALO**. Looking ahead, we are working on improving the data basis across the Group and will gradually expand it to other companies in the noventic group. During the reporting period, 64 KALO employees – including 31 women, 33 men and 18 managers – participated in 136 training and further education programmes. The total training duration was 3,068 hours. As well as technical training and management qualifications, the focus was on team development, communication, and cultural transformation (see criterion 5). In-house workshops and bilateral coaching sessions were also offered. In August 2023, the internal online platform 'KALO Academy' was launched to publish the continuing education programme.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

a. Percentage of persons in an organisation's governing bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other diversity indicators, where applicable (e.g. minorities or vulnerable groups).

At KALO, women account for 37.5% of the total membership of supervisory bodies, while men account for 62.5%. Overall, 50% are between 30 and 50 years old (25% female, 75% male) and 50% are over 50 years old (50% female and 50% male). This means that the total proportion of women is 37.5% and the proportion of men is 62.5%. Relative to each gender, this results in the following percentages:

Female:

- Under 30 years of age: 0%
- 30–50 years: 33.3%
- Over 50 years: 66.7%

Male:

- Under 30 years: 0%
- 30–50 years old: 60%
- Over 50 years old: 40%

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender:

ii. Age group: under 30 years old, 30–50 years old, over 50 years old:

At KALO, 47% of employees are female and 53% are male.

- Under 30 years old: 4% female and 4% male
- 30–50 years old: 26% female,
- 30% male Over 50 years: female 17%, male 19%

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

- Incident reviewed by the organization;
- Remediation plans being implemented;
- Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- Incident no longer subject to action.

Incidents of discrimination and corrective measures taken

No cases of discrimination were known or reported to the relevant reporting offices in the 2023/24 financial year.

Complaint management

The workforce is familiar with the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz (AGG)). The Act aims to prevent or eliminate discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual identity.

KALO has set up a confidential complaints office within its Human Resources and Culture Management department. The process is published on the intranet.

KALO employees have the right to contact the complaints office if they feel disadvantaged by their employer, manager, other employees or third parties in connection with their employment relationship for a reason specified in the AGG. The complaint must be investigated, and the result communicated to the employee who lodged it. The rights of employee representatives remain unaffected.

During the reporting period, the noventic group initiated a process to review and redesign its reporting system. Progress on this project will be reported on in the following year.

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

During the 2023/24 financial year, companies within the noventic group pursued specific objectives at company and division level as part of their human rights due diligence obligations. The measures prepared the previous year to comply with these obligations were implemented as planned. The noventic group's Human Rights Strategy Policy Statement was adopted in autumn 2023 and is now in force. This establishes a binding obligation across the group to respect human rights throughout the entire supply chain.

A group-wide reporting system has been set up to implement the German Supply Chain Due Diligence Act (LkSG). This system meets the requirements of the LkSG (complaints office for human rights and environmental risks) and the Whistleblower Protection Act (Hinweisgeberschutzgesetzes (HinSchG)). This ensures that any violations within our business and among our suppliers and service providers can be identified and addressed promptly.

The human rights due diligence compliance strategies prepared in the previous year were gradually implemented in the 2023/24 financial year. Alongside the policy statement and group-wide whistleblowing system, a human rights officer was appointed to monitor compliance with the German Supply Chain Due Diligence Act (LkSG) within the noventic group.

Group-wide information sessions on the LkSG were held to raise awareness among employees. Additionally, individual business areas, as well as suppliers and business partners, were reviewed for human rights and environmental risks. Based on this, in July 2024, letters were sent to noventic group suppliers, requesting their agreement to the noventic group's supplier code of conduct or evidence of equivalent standards.

Key objectives from the previous year were achieved as planned in the 2023/24 financial year. For instance, the group-wide policy statement on respect for human rights was adopted and published.

The group-wide reporting system, consisting of the complaints office in accordance with the LkSG and the internal reporting office in accordance with the HinSchG, was also successfully implemented. A human rights officer was also appointed to monitor the implementation of human rights due diligence obligations.

A mandatory risk analysis was carried out in several companies, particularly at **KALO**. Suppliers were contacted and asked to either agree to the supplier code of conduct or provide evidence of equivalent standards. By the end of the reporting period, around 55% of the contacted suppliers had responded. At other subsidiaries, the process of sending the letter, including up to three reminders, is still ongoing. To date, no significant risks to human rights have been identified in the context of the business activities of the noventic group companies. As part of a risk analysis, potential risks in connection with supplier relationships, particularly in non-European countries, were considered and assessed. The noventic group mitigates these risks through appropriate prevention and control measures, such as implementing a group-wide Supplier Code of Conduct and conducting targeted analyses of the origin of critical raw materials.

To prevent human rights risks, the noventic group actively encourages its suppliers to comply with the noventic Supplier Code of Conduct. At **QUNDIS**, attention is paid to using conflict-free raw materials in accordance with the Conflict Minerals Regulation. The company collaborates with the specialist service provider Tec4U to guarantee that no conflict minerals, such as tantalum, tin, tungsten and gold, originating from high-risk regions are used. To this end, relevant suppliers are surveyed annually. Identifying certified smelters is a key step in this process. If discrepancies arise, for example through the naming of non-certified smelters, QUNDIS takes internal measures to ensure the use of conflict-free minerals. No additional group-wide human rights objectives were formulated during the reporting period, as the focus was on further establishing existing processes and responsibilities. Corresponding overarching objectives will be reviewed once the ongoing process development has been completed. The uniform, Group-wide recording and evaluation of all feedback is still pending and will continue in the coming financial year. At **KALO**, for instance, the focus is on further developing supplier assessment to include ESG criteria.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

b. The definition used for ‘significant investment agreements’.

The total number and percentage are not available. As investments are made exclusively within the EU and the risk of human rights violations is considered to be very low, no assessment is carried out. No changes are currently planned.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

No human rights violations were reported through the established reporting channels in FY 2023/24. Due to the very low risk assessed at German locations, no active on-site audits are conducted.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

As part of the implementation of the LkSG, group-wide processes have been established for assessing suppliers based on social criteria. The Code of Conduct for Suppliers is a key outcome of this process.

The uniform, group-wide recording and evaluation of all feedback is still pending and will continue in the next financial year. Meanwhile, KALO's newly appointed CSR specialist is working closely with the purchasing department to define social and environmental criteria for the future qualification of suppliers and to ensure these are consistently incorporated into purchasing processes. These expanded ESG criteria are planned to be introduced in the 2024/25 financial year.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

As part of the group-wide implementation of the LkSG, initial assessments were carried out to evaluate the social risks posed by suppliers (see GRI SRS 414-1). However, there is not yet a systematic record of the number and percentage of suppliers with actual or potential negative social impacts.

As a uniform procedure for the social assessment of the supply chain had not been implemented by the time of the 2023/24 reporting, no quantitative information can be provided for sub-items a–e. Processes for ongoing assessment and documentation are currently being developed.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

The companies of the noventic group, together with their employees and regional partners, are committed to social cohesion, environmental and climate protection, and strengthening local communities beyond their core business. They focus on long-term, locally anchored commitment through projects that promote social participation, biodiversity, education, cultural participation and the responsible use of resources.

Environmental and climate protection: trees, biodiversity and a clean cityscape

A key part of the group's ecological commitment involves collaborating with Klimapatenschaft Hamburg. Since 2016, the Group has planted over 4,500 deciduous trees in the Klövensteen Forest, with the participation of employees from KALO, noventic GmbH, imovis and beyonnex.io in FY 2023/24. This has created over 1 hectare of climate-resilient mixed forest, which has had a positive effect on groundwater formation and biodiversity. The commitment to clean-up campaigns also continued, with noventic GmbH and KALO employees clearing over 1,200 litres of rubbish from the Heidenkampweg site as part of the 'Hamburg cleans up!' campaign. Meanwhile, smarvis organised its own clean-up event at its Karlsruhe site. QUNDIS GmbH is involved in long-term cooperation with Baumpaten Thüringen. As part of the 'Firmenwald' (company forest) project, 3,750 trees have been planted in Dermbach/Gehaus to date, with the aim of planting a total of 5,000 seedlings by 2025.

Social participation and education for young people

Supporting young people is one of the key focuses of our social commitment. Since 2022, QUNDIS has supported the Basketball Löwen Erfurt basketball team and its Easter camp. In 2024, QUNDIS hosted its first practical training day, offering insights into technology and manufacturing, as well as electronics and measuring device workshops. Employees also regularly participate in Christmas campaigns for seriously ill children at the children's and youth hospice in Tambach-Dietharz, for example through wish tree initiatives. We also promote cultural participation, for example by supporting the Erfurt Cathedral Steps Festival for children and young people.

Resource conservation and waste prevention

To avoid food waste, surplus food from the Hamburg canteen is donated to the Foodsharing initiative. In FY 2023/24, around 20 kg of food was saved from landfill in this way.

Recycling campaigns for items such as bottle caps, old appliances and printer cartridges are also supported at various locations, e.g. via Epson Recycling or Nutzmüll e.V.

Networking in the urban and economic area

Companies in the group actively participate in regional networks, e.g. through IG City Süd (Hamburg) and the Sonnentor business association (Erfurt) memberships, or chamber-supported involvement in associations and initiatives. The noventic group also supports initiatives such as Naturefund through annual employee fundraising campaigns. Instead of vouchers for anniversaries and birthdays, €10 is donated per employee. In 2023, the total amount raised was €5,720.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i.** Direct economic value generated: revenues;
- ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

For reasons of confidentiality, the noventic group does not disclose detailed information on the economic value directly generated and distributed.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

The noventic group monitors legislative developments, including the Heat Planning Act, the Energy Efficiency Act, the Metering Point Operation Act, and the amendment to the Building Energy Act and the Heating Costs Ordinance. At the EU level, the focus is on the Energy Efficiency Directive (EED), the Energy Performance of Buildings Directive (EPBD) and the Green Deal. Contributions are primarily made through trade associations, political discussions and events. The aim is to introduce practical, affordable and digital solutions in the interests of climate protection.

The companies noventic GmbH, KALO, QUNDIS, beyonnex.io and imovis are registered in the lobby register to represent interests vis-à-vis the German Bundestag and the Federal Government.

Companies in the noventic group comply with legal lobbying requirements and avoid exerting unfair influence on politics and legislation under all circumstances. The aforementioned companies of the noventic group are listed in the lobby register for representing interests to the German Bundestag and the Federal Government. We do not make any payments to public officials or elected representatives.

We represent our political interests centrally, openly and transparently through membership of associations and as an independent organisation. We participate in various committees, working groups and initiatives of associations, including: These include the Federal Association for Energy and Water Data Management (BVED, formerly the Arbeitsgemeinschaft Heiz- und Wasserkostenverteilung e.V. (ARGE HeiWaKo)), the Federation of German Industries (BDI), the GdW Federal Association of German Housing and Real Estate Companies (GdW), the Central Real Estate Committee (ZIA), the Economic Forum of the SPD and the Economic Council of the CDU.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.

b. If applicable, how the monetary value of in-kind contributions was estimated.

The noventic group and its subsidiaries did not make any party donations during the reporting period – neither in the form of financial contributions nor in-kind donations.

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

The noventic group is committed to lawful and ethical conduct. This commitment is rooted in the group-wide code of conduct, which was introduced in 2022 and is supplemented by guidelines on specific topics. Compliance with all applicable laws and regulations is mandatory, and violations are consistently prosecuted and sanctioned.

In preparation for the German Supply Chain Due Diligence Act (LkSG) and the Whistleblower Protection Act (Hinweisgeberschutzgesetz (HinSchG)), the following measures have been implemented:

- Adoption of a group-wide policy statement on human rights and the environment
- Establishment of a group-wide reporting system for internal whistleblowing and external complaints.
- Sending of the supplier code of conduct to KALO, KvO, QUNDIS and ikw suppliers (approval rate: approx. 55%); at beyonnex.io: approx. 52%.
- Development of a group-wide anti-corruption policy to better identify and prevent corruption.

The group-wide compliance system is being gradually developed to effectively prevent and punish legal violations and corruption.

Compliance with guidelines and measures is monitored by the group-wide internal audit department, which is gradually being expanded to include regular and comprehensive monitoring. As part of risk management, KALO and KvO have created structured documentation on the implementation of key issues in the 2023/24 financial year, including working conditions, occupational health and safety, wages and remuneration, environmental protection, waste management and product safety. Implementation was reviewed both within our own business area and at external partners (e.g. the logistics service provider Koch).

The management of the noventic group is responsible for overall compliance. The management is supported by a group-wide compliance department, which develops standards and guidelines for legally compliant corporate management.

The compliance department and management engage in close, regular communication. Employees can submit anonymous reports via established reporting channels, but this option has not yet been used. In addition, the group's internal audit department randomly checks processes and procedures, making recommendations for improvement. At QUNDIS, specific officers are appointed to oversee key areas of responsibility, such as quality management, environmental protection, occupational health and safety, data protection, risk management, radiation protection, and hazardous goods. Their responsibilities are shown in the company's organisational chart.

To prevent unlawful behaviour, the noventic group has established central standards, including a group-wide signature and authorisation policy, and the binding dual control principle. Data protection officers in the subsidiaries regularly check compliance with data protection regulations. Managers and employees are made aware of risks and rule violations through information offerings, workshops and training courses, for example on data protection, IT security and cyber security awareness. This content is also made available via the intranet. The group-wide code of conduct forms an integral part of every employment contract. New employees must confirm that they have read and understood the code of conduct, as well as other relevant declarations (including those relating to data protection, confidentiality, IT security, trade secrets and the AGG).

During the 2023/24 financial year, key measures such as the group-wide introduction of the whistleblowing system and the implementation of the German Supply Chain Due Diligence Act were carried out as scheduled. The group-wide anti-corruption policy is currently in the final stages of coordination. Further objectives, such as the comprehensive expansion of the compliance training programme, are being pursued step by step and will be specified further in the next reporting period.

No significant risks that could have a negative impact on the fight against corruption and bribery have been identified in the course of our business activities. However, potential risks do exist, particularly in purchasing and procurement processes, and in business relationships with non-European partners. These risks are being actively addressed through group-wide guidelines, the established dual control principle, and the group-wide compliance system which is currently under development.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

As in the previous year, no significant corruption risks were identified during the 2023/24 financial year. Although a systematic review of all operating sites for corruption risks is not currently in place, it is planned as part of the Group-wide compliance system.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There were no reports of corruption in the 2023/24 financial year either. Accordingly, no disciplinary measures or legal action had to be taken.

A systematic, group-wide, uniform audit of all operating sites for corruption risks was not implemented during the reporting period, nor is it currently planned. Risk assessment is carried out on an ad hoc basis, and the further development of existing compliance structures is regularly reviewed.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.

- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

- c.** The context against which significant fines and non-monetary sanctions were incurred.

No violations of laws or regulations were identified during the reporting period. No fines or non-monetary sanctions were imposed.

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.