

Capital Markets Day 2021

23 February 2021



SAFE HARBOUR

This presentation includes forward-looking statements based on the beliefs of Software AG management. Such statements reflect current views of Software AG with respect to future events and results and are subject to risks and uncertainties. Actual results may vary materially from those projected here, due to factors including changes in general economic and business conditions, changes in currency exchange, the introduction of competing products, lack of market acceptance of new products, services or technologies and changes in business strategy. Software AG does not intend or assume any obligation to update these forward-looking statements.

This presentation constitutes neither an offer nor recommendation to subscribe or buy in any other way securities of Software AG or any of the companies that are members of the Group at present or in the future, nor does it form part of such an offer and it should not be understood as such. This presentation does not constitute an offer of sale of securities in the United States of America. Securities may not be offered or sold in the United States of America without registration or exemption from registration in accordance with the U.S. **Securities'** Act of 1933 in its currently valid form.

CAPITAL MARKETS DAY 2021

People & Culture

Dr. Elke Frank
Chief Human Resources Officer

Session outline



Strengthened by our purpose
"We connect technology and people for a smarter tomorrow"

Talent

Investing in talents pays off

Leadership Learning Journey



Attracting the best talent, for e.g...



Suraj Kumar,
General Manager
Integration & API,
Reston



Alwin Schauer,
SVP Sales DACH,
Munich



Daisy Santosa,
COO APJ,
Singapore



Dr. Astrid Kasper,
SVP Global Corporate
Communications,
Darmstadt

Culture

Our purpose is now more relevant than ever



We connect technology and people for a smarter tomorrow

Employee Engagement & Productivity

We continue to see a real return on the investment we've made in our people

Software AG Q12
Engagement Score*

2020: 3.92 (+0.29)

Regrettable attrition
reduced

2020: 10.1 % (-1.5%)



*scale from 1 to 5 where 5 equals very high (correlating to Software AG's score rank in industry: 46 in 2020 compared to rank 25 in 2019)

We cannot wait for the new way of working

85%

of our employees are open to new ways of working

 **software** ^{AG}