



Software AG Human Rights Commitment Statement

Owner: Compliance Board

Approved by: Management Board

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1 Introduction

Software AG is a leading global software technology company with over 4,800 employees worldwide. We operate in many different countries and cultures while still acting as one company in the way we do business. One of the most important aspects of our work at Software AG is establishing and building trust with our customers, partners, shareholders and with each other. This is only possible through a collective commitment to be accountable, responsible and stewards of the trust placed in us. As such, we recognize the important responsibility Software AG has in upholding human rights with, and for, our employees, customers, business partners, suppliers and the communities around us.

2 Objective

The objective of this Human Rights Commitment Statement is to ensure the respect of human rights at Software AG and throughout our value chain.

3 Scope

The Human Rights Commitment Statement has a global scope and therefore applies to Software AG operations worldwide. In addition, we expect our customers, business partners and suppliers to respect human rights.

4 References

For further information see:

- Global Code of Business Conduct and Ethics for SOFTWARE AG
- Code of Business Conduct SOFTWARE AG Partners
- Supplier Code of Conduct

5 Content

Our company values of **Inclusion, Integrity and Innovation** underpin our firm commitment to the protection of human rights consistent with the international human rights standards including:

- **The United Nation's International Bill of Human Rights;** and
- **The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.**

As a signatory to the **United Nations Global Compact**, our approach to human rights is based on the **UN Guiding Principles on Business and Human Rights**.

In line with the UN Guiding Principles on Business and Human Rights, where national law and international human rights standards differ, we aim to follow the higher standard. Where they are in conflict, we respect national law while striving to respect the principles of internationally recognized human rights standards.

5.1 Our employees

Software AG is committed to providing fair working conditions for all our employees. This includes in relation to working time, remuneration and respecting our employees' right to freedom of association and to collective bargaining. We are committed to maintaining high health and safety standards in all our workplaces. We oppose all forms of forced labor and child labor as well as all forms of modern slavery and human trafficking.

We are committed to diversity, equity and inclusion and we strongly stand against any form of discrimination or harassment. As an equal opportunity employer, we are committed to mutual respect and fairness for all employees and prospective employees regardless of age, gender, marital status, nationality, ethnicity, religion, disability, sexual orientation, gender identity, or any other dimension of diversity. We offer all our employees opportunities to develop their skills and capabilities to support their personal and professional growth.

These expectations are reflected in our **Code of Business Conduct and Ethics Policy**. We require all our employees and managers to successfully complete training on our Code of Business Conduct and Ethics, which includes our commitment to Human Rights.

5.2 Our customers

We encourage our customers to promote human rights and to share our commitment to the Guiding Principles of the UN Global Compact. We do not support the use of our products in any way that harms human rights.

At Software AG, we respect our customers' (and employees' and others') human right to privacy. The rigorous management of data protection and data privacy is of great importance to establish and maintain the long-term trust of our customers and other stakeholders. We comply with applicable global data protection and privacy laws to protect the confidential information that is entrusted to us.

5.3 Our business partners & suppliers

We are committed to responsible sourcing and procurement practices as part of our responsibility to uphold human rights throughout the supply chain. We place a great degree of importance on ensuring that Software AG's human rights standards are upheld by our business partners and suppliers. This includes fair working conditions, health and safety, the respect of freedom of association and collective bargaining, the right to non-discrimination and the

prohibition of child labor and all forms of forced labor. We require all our suppliers to complete a **Supplier Code of Conduct** declaration confirming their commitment to our Human Rights and other business conduct standards. We require all Software AG's business partners to complete our **Code of Conduct for Software AG Partners**, confirming their commitment to ethical conduct including in relation to human rights.

5.4 Our local communities

We believe we have a broader responsibility to the world in which we live and work, including local communities and society at large. We strive to create positive impacts on local communities through local engagement and charitable programs.

Software AG recognizes the threat and challenges that climate change poses on human rights, especially within vulnerable communities, and we are committed to implementing environmentally friendly technologies and minimizing our ecological footprint.

6 Implementation and monitoring

Software AG has established a robust compliance management system. Furthermore, Software AG's Internal Audit Team conducts regular audits to check internal compliance with policies and commitment statements. Any adverse findings will be mitigated through appropriate remediation measures.

7 Grievance mechanism

Employees and managers should raise any questions, concerns, or suspected violations of this commitment statement to our Compliance Board (via: complianceboard@softwareag.com). Other interested parties can also make inquiries or report a violation of this commitment statement to our Compliance Board (by using the same e-mail address). We are committed to investigating, addressing and responding to such concerns as we place great importance on the provision of effective remedy. Software AG will not allow any retaliation against an employee, officer or supervisor who acts in good faith in reporting any such violation or suspected violation.

8 Reporting & review

We are committed to regularly reporting on our progress on human rights across the company, upholding the principle of transparency. We publish our non-financial statement annually as part of our annual report and therein communicate our actions on human rights, including the progress on implementing our human rights commitments.

This commitment statement will be reviewed and updated periodically by the Compliance Board and our Management Board.

9 Document History

Version	Date	Updated by:	Comment
1.0	06-01-2022		First version