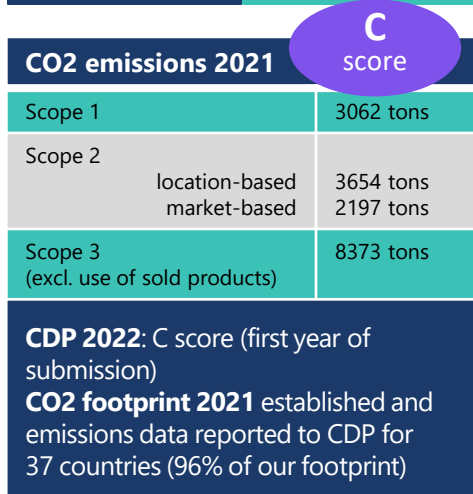


*"We connect people and technology for a smarter tomorrow."*

Only a truly connected world can be a sustainable world and our aim is to shape the digital transformation responsibly. Our **sustainability strategy** is anchored with the Chief Executive Officer (CEO). Software AG's internal Sustainability Steering Committee (SSC) guides, monitors and advises on implementing our sustainability strategy. The strategy and SSC are led by the Corporate Communications department, which reports to the CEO. [▶ Our Sustainability Strategy.](#)

Action area	Material topics	Targets
<b>Leadership and Governance</b>	<ul style="list-style-type: none"> <li>Sustainable economic growth</li> <li>Information security and data protection</li> </ul>	<ul style="list-style-type: none"> <li>(operating and strategic planning process for 2023 and beyond in process; corresponding guidance in preparation)</li> <li>ISS ESG Rating (current: C-) by 2023: C and by 2025: B; MSCI ESG Rating: maintain current AA or improve to AAA by 2025 (<b>Oct'22 update: AAA</b>)</li> <li>At least 85% of employees trained on information security &amp; data protection</li> </ul>
<b>Our Employees</b>	<ul style="list-style-type: none"> <li>Corporate culture and diversity</li> <li>Employer attractiveness</li> </ul>	<ul style="list-style-type: none"> <li><b>Maintain or improve engagement score in annual employee survey**</b> (4.14 points at 82% participation in 2021)</li> <li>Promote DE&amp;I: 85% of employees to complete a global DE&amp;I training program by 2025</li> <li>Achieve average global minimum rating of 4.2 out of 5 points on the international Glassdoor platform by 2023, and 4.3 by 2025</li> </ul>
<b>Customers and Technology</b>	<ul style="list-style-type: none"> <li>Product and service quality</li> <li>Innovation and impact of our products</li> </ul>	<ul style="list-style-type: none"> <li><b>Achieve annual NRR (net retention rate) in line with market peers**</b></li> <li>Minimum level of R&amp;D investments: 15% of total revenue until 2025 (18,1% in 2021)</li> <li>Initial step in 2022: development of approach for sustainability criteria of product solutions; by 2025, at least 50% of new customers with documented long-term efficiency improvements and resource savings impacts through Company technology</li> </ul>
<b>Value for Society</b>	<ul style="list-style-type: none"> <li>Tech for good</li> </ul>	<ul style="list-style-type: none"> <li>At least 80 percent of research projects to support accomplishing SDGs by 2025</li> <li>Worldwide expansion of University Relations Program and grow reach to 40,000 students by 2025</li> </ul>
<b>Impact on Environment</b>	<ul style="list-style-type: none"> <li>Energy and CO2 emissions</li> </ul>	<ul style="list-style-type: none"> <li>Establishing of CO2 footprint followed by development of a reduction path to net zero CO2 emissions planned for the end of 2022</li> </ul>



### We support the United Nations Global Compact

Research projects aligned with the UN SDGs

51.9%

2021

80%

Target 2025

\*\*ESG KPIs Management Board

### Products dedicated to sustainability

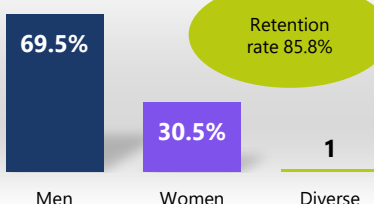
*ARIS for sustainability*

"Green BPM" solution based on our market-leading business process analysis and management platform

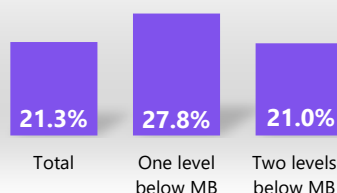
*Alfabet for sustainability*

Portfolio management framework to leverage IT as the backbone of green transformation

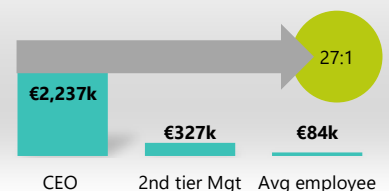
### 2021 Employees by gender



### 2021 Women in leadership positions (worldwide)



### 2021 CEO remuneration vs global average FTE in €k



\*Data based on our 2021 Annual Report and 2022 CDP submission. | For more information, please visit our [ESG webpage](#).