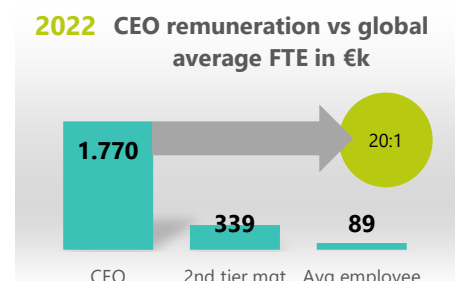
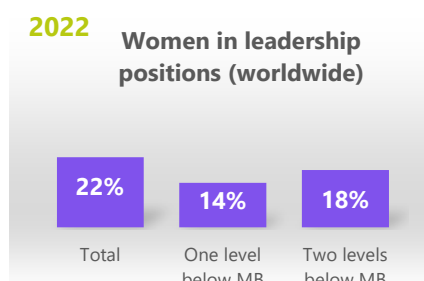
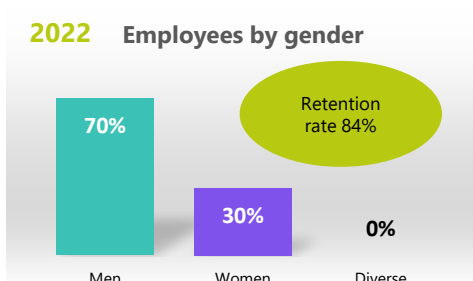
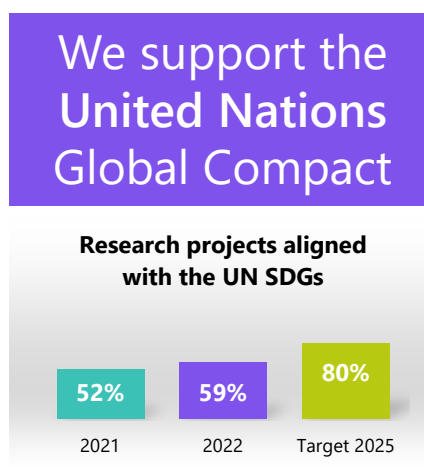
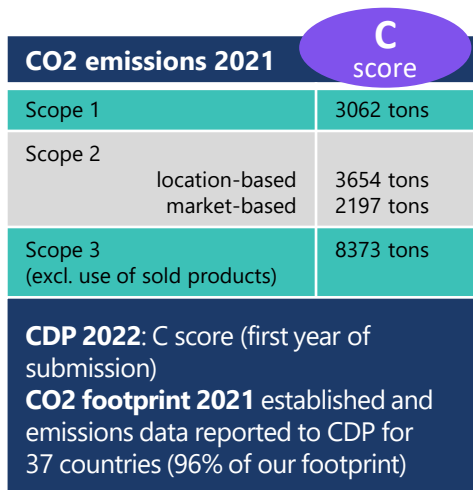


"We connect people and technology for a smarter tomorrow."

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
Leadership & Governance	<ul style="list-style-type: none"> Sustainable economic growth Information security and data protection 	<ul style="list-style-type: none"> ISS ESG Rating: by 2023: C and by 2025: B (April'23 update: C) MSCI ESG Rating: maintain AAA (Oct'22 update from AA to AAA) At least 85% of employees trained on information security (2022: 81%) & data protection (2022: 80%)
Our Employees	<ul style="list-style-type: none"> Corporate culture and diversity Employer attractiveness 	<ul style="list-style-type: none"> Maintain or improve engagement score in annual employee survey** (4.21 points at 86% participation in 2022 vs 4.14 and 82% in 2021; DE&I score 4.56; 2021: 4.53) Promote DE&I: 85% of employees to complete a global DE&I training program by 2025 Maintain average global minimum rating of 4.2 out of 5 points on the international Glassdoor platform as achieved in 2022, and 4.3 by 2025
Customers & Technology	<ul style="list-style-type: none"> Product and service quality Innovation and impact of our products 	<ul style="list-style-type: none"> Achieve annual NRR (net retention rate) of 105 in line with market peers** (2022: 100) and an NPS (net promoter score) of 60 (2022: 61, 2021: 56) Minimum level of R&D investments: 15% of total revenue until 2025 (2022: 18.9%; 2021:18.1%) 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
Value for Society	<ul style="list-style-type: none"> Tech for good 	<ul style="list-style-type: none"> At least 80 percent of research projects to support accomplishing SDGs by 2025 (2022: 59%; 2021: 52%) Worldwide expansion of University Relations Program and grow reach to 250,000 students by 2025 (2022: 247,682; 2021: 225,349)
Impact on Environment	<ul style="list-style-type: none"> Energy and CO2 emissions 	<ul style="list-style-type: none"> Establishing of CO2 footprint followed by development of a reduction path to net zero CO2 emissions planned for the end of 2022 (missing scope-3 data for category "use of sold products" required postponement of target)

**ESG KPIs Management Board



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