

Sustainability Report 2023

Design, Build & Manage Sustainably



Table of contents

+ Business Model

- + Sustainability Approach
- + Sustainability Structures
- + Stakeholder Management
- + Material Risks
- + Materiality Analysis
- + EU Taxonomy

- + Management Approach – Employee Responsibility
- + Gaining & Retaining Employees
- + Education & Training
- + Employee Health
- + Diversity & Inclusion
- + Management Approach – Customers & Society
- + Client Relationships
- + Partnerships with Higher Education Institutions
- + Social Commitment

- + Management Approach
- + Group Energy Consumption & Emissions
- + Environmental & Social Effects of Products
- Design Segment
- Build Segment
- Manage Segment

- + Management Approach
- + Fair Business Practices & Anticorruption
- + Antidiscrimination
- + Human Rights
- + Data Protection & Information Security



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Our Two Dimensions to Sustainability



Footprint:

Steering sustainability in our own business & organization

People & Society

- Attracting and retaining employees
- Education and training
- Promotion of health
- Diversity and inclusion
- Long-term customer relationships
- Cooperations with universities
- Corporate Citizenship

Integrity & Compliance

- Compliance
- Fair business practices & anti corruption
- Prevention of discrimination
- Human rights
- Data protection and IT security

Environment & Climate

- Energy & Emissions in own company



Handprint:

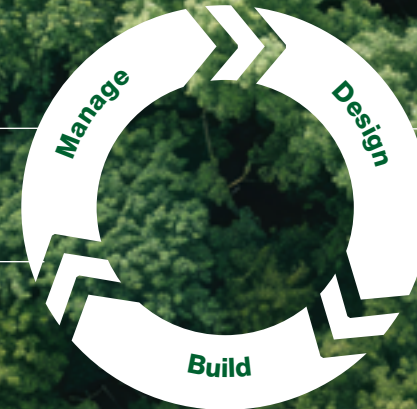
Enabling our customers to drive sustainability along the entire building lifecycle

Renovation & Demolition

- Easier reconstruction of buildings
- Reusing raw materials

Planning & Design

- Simulations
- Energy analysis



Operate & Manage

- Smart buildings
- Efficient usage of office spaces and energy

Build & Construct

- Optimized usage of resources and materials
- Prefabrication



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

About This Report and the Company

+ Business Model



INFORMATION GRAPHIC

**ABOUT THIS REPORT
& THE COMPANY**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

About This Report and the Company

This sustainability report for the 2023 financial year is aimed at customers, business partners, employees and investors of the Nemetschek Group as well as interested representatives from business, science, politics, and society. The report presents how the company contributes to sustainable development, the goals it has set itself, the structures it has created and the measures that contributed to strengthening sustainable development in the 2023 financial year. It also addresses the legal obligations to which the company is subject in various areas.

This fifth sustainability report of the Nemetschek Group covers the 2023 financial year, which corresponds to the 2023 calendar year and, unless otherwise stated, includes all companies consolidated in the consolidated financial statements. The sustainability report is published annually and prepared with the involvement of all relevant specialist departments in accordance with the Universal Standards of the Global Reporting Initiative (GRI) published in October 2021 and approved by the Executive Board.

Large parts of this sustainability report constitute the Group non-financial statement integrated into the Group management report (<< [Non-financial statement](#) >>; Group management report for the 2023 financial year).

Company Information and the Group's Business Model

Together with its subsidiaries, Nemetschek SE forms the globally active Nemetschek Group. The company's history stretches back 60 years to its foundation in 1963 by Prof. Georg Nemetschek. Today, the Nemetschek Group is a global provider of digital software solutions for all disciplines along the entire life cycle of buildings and infrastructure projects (AEC/O-Industry - Architecture, Engineering, Construction and Operation) as well as for all phases in the creation of digital content in 2D and 3D in the media sector.

The strategic parent company, Nemetschek SE, has its headquarters in Munich. Nemetschek SE is home to the central functions Corporate Finance & Tax, Controlling & Risk Management, Investor Relations & Corporate Communication, People/Human Resources, Mergers & Acquisitions, Start-up & Venture Investments, IT, Information Security, Global Procurement, Transformation Office, Internal Audit and Corporate Legal & Compliance, which perform important governance tasks for the Group and the brands.

The operating business is implemented via four segments with a total of 13 brands (previous year: 13 brands). Brands are subsidiaries or groups of subsidiaries that operate on the market as part of an overarching Group strategy. This group structure reflects the corporate philosophy of central management at Group level and a high degree of entrepreneurial freedom at subsidiary level. As of January 1, 2023, there was a change within the segment structure. The dRofus brand, which was still assigned to the Build segment in the 2022 financial year, has been assigned to the Digital Twin business unit since January 1, 2023 and is consolidated in the Manage segment. The change has no impact on sustainability reporting.

With its software solutions, the Nemetschek Group supports digitalization along the entire building lifecycle - from the design, construction, operation and renovation phases through to the demolition of buildings. This strategically holistic approach makes it possible to bundle investments and expertise in the customer-oriented segments. The Nemetschek Group thus covers an end-to-end workflow and holistic support for customers throughout the building lifecycle, addressing the entire creative content creation process with its solutions. The Nemetschek Group's clear commitment to OPEN BIM and thus to open interfaces increases interoperability, collaboration, efficiency and communication along the entire building lifecycle with its various disciplines. At the same time, Nemetschek is focusing on future topics that the Group believes will shape and change the construction industry in the coming years. These include topics such as artificial intelligence, digital twins, machine



INFORMATION GRAPHIC

**ABOUT THIS REPORT
& THE COMPANY**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

ABOUT THIS REPORT AND THE COMPANY

learning, sustainability and the use of IoT devices and sensors. These topics are therefore also part of the Nemetschek Group's innovation and development activities.

In addition, there are digital solutions for visualization, 3D modeling and animation, which are used not only in the construction industry but especially in the media and entertainment industry. Here too, the Nemetschek Group's solutions cover the entire content creation workflow and thus address the entire creative content creation process.

A total of 3,403* colleagues work within the Group, the 13 brands and the holding company. The Group operates worldwide. In 2023, revenue amounted to EUR 851.6 million and consolidated earnings before interest, taxes, depreciation and amortization (EBITDA) amounted to EUR 257.7 million.

Further information on the business model and Group structure is described in << [Group Business Model](#) >> in the Group management report for the 2023 financial year.



** Due to different calculation methods, the employee figures for 2023 are not fully comparable with the figures in the Annual Report 2023.*



INFORMATION GRAPHIC

**ABOUT THIS REPORT
& THE COMPANY**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

ABOUT THIS REPORT AND THE COMPANY

The Segments and Brands of the Nemetschek Group



INFORMATION GRAPHIC

ABOUT THIS REPORT & THE COMPANY

SUSTAINABILITY

EMPLOYEES & SOCIETY

ENVIRONMENT & CLIMATE

INTEGRITY & COMPLIANCE

Sustainability

- + Sustainability Approach
- + Sustainability Structures
- + Stakeholder Management
- + Material Risks
- + Materiality Analysis
- + EU Taxonomy



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Sustainability at the Nemetschek Group

Approach to Sustainability

The Nemetschek Group places considerable importance on good corporate governance and social and environmental responsibility. The Group aims to increase efficiency and productivity along the entire value chain of the construction industry through its software solutions. These solutions cover the complete workflow in the life cycle of a construction or infrastructure project, from the first sketch to the construction and operation of the property. Architects, engineers of various disciplines, building contractors, property developers, property managers, and building managers can use the Nemetschek Group's software solutions to design, build, and manage properties and building structures digitally and efficiently throughout the building life cycle.

We focus on acting sustainably not only in the development of our software solutions, but also in how we treat our employees and approach our role in society. For this reason, the Nemetschek Group has defined standards in its Code of Conduct for the way in which it conducts day-to-day business. The Code of Conduct is regularly reviewed to ensure it is current and revised accordingly. Specifically, it says:

"The public image of the Nemetschek Group is essentially shaped by the appearance, actions and behavior of each one of us. Each of us is jointly responsible for ensuring that we, as the Nemetschek Group, fulfill our legal and social responsibilities worldwide."

The Code of Conduct states that the Nemetschek Group does not tolerate any form of discrimination or harassment, nor corruption of any kind. Furthermore, each and every employee is required to use all resources sparingly and in an environmentally friendly manner in everyday working life. Employee responsibility also plays a significant role.

Beyond its own organization, the Nemetschek Group also has its suppliers commit to a Supplier Code of Conduct for suppliers and business partners, for example. This particular code of conduct provides guidelines that include the fundamental principles of the International Labour Organization (ILO), among other things. Further information on these two topics is provided in the section [« Integrity and Compliance »](#).

Sustainability Structures within the Company

There are standards applicable across the Group that provide the basis for sustainability-related activities. They cement sustainability as an integral part of all business practices of the Nemetschek Group. The sustainability team and the cross-functional Core Sustainability Team identify sustainability-related topics and coordinate the implementation of the corresponding measures. The sustainability team maintains close contact with the Executive Board in this regard. The Chief Executive Officer (CEO) holds responsibility for sustainability within the Executive Board. The CEO engages intensively with the sustainability team about the progress on relevant activities within the company, usually once per quarter, and discusses the next steps to take. Furthermore, the Executive and Supervisory Boards are kept abreast of key sustainability developments by means of a report every quarter. The regular reporting to and dialog with the Executive and Supervisory Boards focus in particular on the key issues identified through the Materiality Analysis, which is described below, and on the development of these issues.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

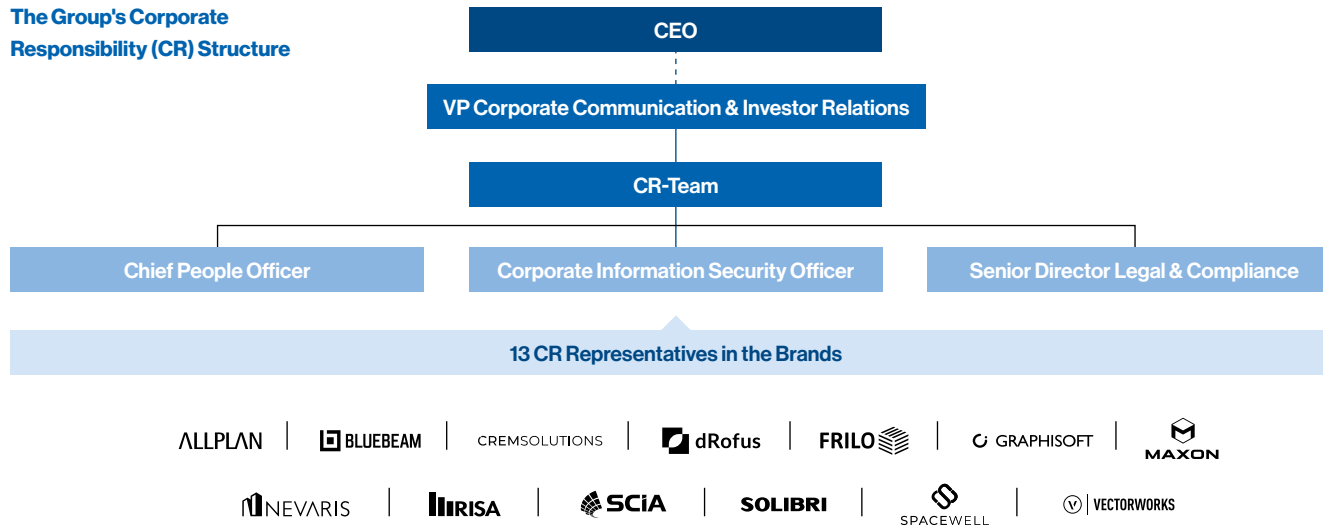
EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

SUSTAINABILITY

The Group's Corporate Responsibility (CR) Structure



Because the Nemetschek Group consists of 13 brands, many of the non-financial issues are also managed by the brands independently. In order to coordinate the activities and align them across the Group, the sustainability representatives of all brands hold regular discussions on matters such as the ongoing development of the future sustainability strategy, non-financial risks and best practices within the brands. The virtual meetings have been held once per quarter since the middle of the fiscal year. The sustainability

representatives are the driving force for the relevant sustainability issues within their brand and are tasked with exchanging information with Nemetschek SE as well as with their colleagues at their brand and beyond.

Stakeholder Management

The key stakeholders for the Nemetschek Group are its employees, business partners, clients, suppliers, and investors, as well as universities and other educational establishments, the media and society at large. Contact with business partners and collaboration with universities and other educational establishments happens largely directly via the subsidiaries. The investors are kept up to date by means of periodic reports on financial market matters, and through their regular contact with the Investor Relations department and the Executive Board. The Annual General Meeting also provides an opportunity for direct dialog with the shareholders. The Nemetschek Group strives to communicate openly and reliably with all stakeholders, and in so doing, also to develop its sustainability activities on an ongoing basis. Continual dialog with stakeholders is intended to increase transparency and reinforce trust in the Nemetschek Group, while also helping to share its sustainability approach.

Material Risks

The Nemetschek Group examines not only the main risks for its business activities but also risks that could have a significant negative impact on the concerns defined for non-financial reporting (HGB section 315c in conjunction with section 289c(3)(3) and (4)). The risk assessment involves recording the gross risk values for the amount of loss and probability of occurrence as far as possible, as well as the net risk positions remaining after risk-mitigating measures.

Similarly to the previous year, no material risks that would very likely have serious effects were identified for 2023 with respect to the topics defined in the non-financial reporting. Consequently, there remained no risks



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

SUSTAINABILITY

for 2023 that, on a net basis, meet the materiality criteria under section 289c (3)(3) and (4) HGB. This risk assessment was coordinated with the sustainability representatives for the brands during the reporting period.

Materiality Analysis

The Nemetschek Group performs an extensive materiality analysis every two years in order to align its sustainability activities with the interests of stakeholders. An assessment of the key issues and their validity is conducted in the intervening years. The Group started to carry out a double materiality analysis pursuant to the requirements of the ESRS standards in the 2023 fiscal year and plans further strategic development of this approach in 2024. Reporting for the 2023 fiscal year was therefore based on the materiality analysis last performed in 2021, which was reviewed in terms of validity, and its key topics used as the basis for the sustainability report in the reporting year.

A variety of external frameworks such as the GRI Standards and various ESG and sustainability ratings were used to assess how current and relevant selected topics in the 2021 materiality analysis were. Then, roughly 850 internal and external stakeholders were consulted to identify material topics and their relevance to the Group's business and to evaluate the impacts on the environment, employees, and society. Weighting the individual results ensured that the overall result was representative. The CR Core Team concluded the process by discussing and validating the ranking of the issues at a final workshop. These results were presented to the Executive Board and subsequently reported to the Supervisory Board.

The following table shows the topics that were identified as material and their allocation to the overarching fields of action and concerns under the CSR-RUG.

The Nemetschek Group additionally reports on the subject "Group Energy Consumption and Emissions" in the section << [Environment and Climate](#) >> in the Sustainability Report 2023 in light of the future regulatory requirements of the CSRD and resulting mandatory application of the ESRS standards.

FIELDS OF ACTION AND MATERIAL TOPICS

Field of Action ("concern" under CSR-RUG)	Material Topics at Nemetschek Group
Employees and Society (Social Issues and Employees)	<ul style="list-style-type: none"> - Attracting and retaining employees - Training and education - Employee health - Diversity and inclusion - Client relationships - Partnerships with higher-education institutions
Environment and Climate (Environment)	<ul style="list-style-type: none"> - Environmental and social effects of products
Integrity and Compliance (Human Rights and Combating Corruption)	<ul style="list-style-type: none"> - Fair business practices and anticorruption - Antidiscrimination - Data protection and information security



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

SUSTAINABILITY

EU Taxonomy

As of fiscal year 2021, companies required to prepare non-financial consolidated financial statements in accordance with Section 315b HGB must comply with the requirements of the EU taxonomy, more specifically Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy Regulation).

The EU taxonomy provides a uniform classification system for the environmental sustainability of economic activities. The purpose of this system is to make companies' sustainability activities easier to compare and to implement the European Green Deal, which aims to achieve climate neutrality in the EU in line with the Paris Climate Agreement by 2050.

Article 9 of the Taxonomy Regulation sets out the following six environmental objectives to which environmentally sustainable economic activities can contribute:

ENVIRONMENTAL OBJECTIVES OF THE EU

1. Climate change mitigation

(CCM)

2. Climate change adaptation

(CCA)

3. The sustainable use and protection of water and marine resources

(WTR)

The EU taxonomy differentiates between taxonomy-eligible and taxonomy-aligned economic activities. The first step is to assess whether an economic activity is included in Annex I and II to Commission Delegated Regulation (EU) 2023/2485 or Annex I to IV to Commission Delegated Regulation (EU) 2023/2486, and is therefore taxonomy-eligible. Later steps involve examining whether this taxonomy-eligible economic activity meets the defined criteria for making a substantial contribution to one of the six environmental objectives listed above, does not do significant harm to any of the remaining five environmental objectives, and also complies with a minimum safeguard. Only if it meets the aforementioned criteria is an economic activity deemed taxonomy-eligible, and is therefore "environmentally sustainable" within the meaning of the EU taxonomy.

Since 2021, the EU taxonomy has required companies with a reporting obligation to disclose the proportion of revenue, capital expenditure (CapEx) and operating expenditure (OpEx) relating to environmental objectives 1 (climate change mitigation) and 2 (climate change adaptation) that is deemed taxonomy-eligible. Disclosure of the taxonomy-aligned

proportions relating to environmental objectives 1 and 2 has been mandatory since 2022.

In June 2023, the European Commission adopted the delegated act on environmental objectives 3 to 6, amendments to the disclosure requirements and adjustments to environmental objectives 1 and 2 concerning an expansion to include additional economic activities and adjustments to the assessment criteria for existing activities. The delegated act on environmental objectives 3 to 6 (the Environmental Delegated Act) sets out the technical screening criteria for economic activities making a substantial contribution to one or more of the environmental objectives 3 to 6. The adjustments to environmental objectives 1 and 2 (the Climate Delegated Act) include an expansion to add further economic activities and adjustments to the existing technical screening criteria for existing activities. There were also amendments to the disclosure obligations (the Disclosure Delegated Act), such as regarding the structure of the templates to be used.

Pursuant to the Taxonomy Regulation, Nemetschek SE is required to report for the 2023 fiscal year the taxonomy-eligibility of the newly introduced economic activities under environmental objectives 3 to 6, the taxonomy-eligibility of the new economic activities under environmental objectives 1 and 2, and the taxonomy-alignment of existing economic activities under environmental objectives 1 and 2, taking in to account the amendments to the assessment criteria and disclosure obligations.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

SUSTAINABILITY

Process for Identifying Taxonomy-Eligible and Taxonomy-Aligned Activities at the Nemetschek Group

A working group of experts and managers from Finance, Controlling & Risk Management, Investor Relations, and the sustainability team was put together to identify taxonomy-eligible and taxonomy-aligned activities at the company. This working group analyzed and assessed the amendments to the rules under the Taxonomy Regulation and their effect on the Nemetschek Group portfolio again in the 2023 fiscal year.

In previous years, determining the taxonomy-eligibility of revenue had started by identifying the revenue streams based on segment, brand and product. These revenue streams were next allocated to the relevant economic activities based on Annex I and II to the Climate Delegated Act, and then validated – first at Nemetschek SE level, and subsequently with the Controlling departments of the operating units. This was followed by an analysis of the taxonomy-eligibility of the capital expenditure and operating expenditure.

This analysis was subjected to a comprehensive review in 2023 in terms of its validity for the economic activities of the Nemetschek Group, and due to the changes in the regulatory environment described above, was expanded and updated as set out below:

- **Step 1:** Review of revenue streams determined in the preceding years by segment, brand and product.
- **Step 2:** Assessment of relevant economic activities based on Annex I and II to the Climate Delegated Act and Annex I and II to the Complementary Delegated Act.*
- **Step 3:** Analysis of relevant economic activities based on the adjustments and supplements to the Delegated Act amending the Climate Delegated Act.
- **Step 4:** Assessment of relevant economic activities based on Annex I to IV to the Environmental Delegated Act.
- **Step 5:** Validation of the economic activities and revenue streams at the level of Nemetschek SE and the operating units regarding taxonomy-eligible revenue.
- **Step 6:** Subsequent analysis of the taxonomy-eligibility of the capital expenditure (CapEx) and operating expenditure (OpEx). The analysis follows the approach described for revenue validation (steps 1 to 5).

To avoid double counting, the revenue, capital expenditure and operating expenditure were always allocated to one relevant economic activity only. In reviewing the economic activities with due consideration for the expansion in 2023 of the Taxonomy Regulation rules, either very few or no activities were identified or verifiable as taxonomy-eligible for the Nemetschek Group among the revenue, capital expenditure and operating expenditure. A review of taxonomy alignment was not performed.

The following figures were determined based on the process described and in relation to the base values in connection with the International Financial Reporting Standards (IFRS) used in preparing the consolidated financial statements. The basis of consolidation of the consolidated financial statements applies, i.e., all subsidiaries and associates were included when determining the key figures.

In-Depth Analysis of Revenue

Revenue pursuant to the EU taxonomy comprises the revenue recognized in the consolidated statement of comprehensive income (IFRS). To determine the proportion of taxonomy-eligible and taxonomy-aligned revenue, the relevant revenue (numerator) is set in relation to the revenue recognized in the consolidated statement of comprehensive income (denominator). Revenue in accordance with the EU taxonomy amounted to EUR 851.6 million for the 2023 fiscal year; see << [Consolidated Financial Statements \(IFRS\) – Consolidated Statement of Comprehensive Income](#) >>.

*Commission Delegated Regulation (EU) 2022/1214 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities. The relevance of the affected economic activities for the Nemetschek Group was assessed based on template 1 "Nuclear and fossil gas related activities" as set out in the regulation.



SUSTAINABILITY

The analysis explained above comprising all environmental objectives identified the following taxonomy-eligible activities, which could in principle result in taxonomy-eligible and taxonomy-aligned revenue.

With respect to environmental objective 1 (climate change mitigation), the following economic activities were identified: 8.2 (Data-driven solutions for GHG emissions reductions) and 9.3 (Professional services related to energy performance of buildings). The in-depth analysis found that these activities had very little or no effect at all on the economic activity of the Nemetschek Group. The verified activities are currently limited to parts of the business activities of the Spanish company DEXMA, which was acquired at the end of 2020 financial year and integrated into the Group brand Spacewell. The revenue from the verified taxonomy-eligible activities was therefore in the low to mid-single digit million euro range, as in the previous year, and thus significantly below one percent of the total revenue generated in the Nemetschek Group in 2023 of EUR 851.6 million. Accordingly, no revenue can be verified that currently makes a substantial contribution to the climate objectives. Following an in-depth analysis for the 2023 fiscal year, the economic activities listed in the new environmental objectives 3 to 6 were classified as taxonomy-non-eligible, as they are not currently clearly assignable to the Nemetschek Group's business activity and the assessment of client behavior regarding the use of the software solutions of the Nemetschek Group is associated with uncertainties.

In-Depth Analysis of Capital Expenditure (CapEx)

Capital expenditure pursuant to the EU taxonomy comprises additions to property, plant and equipment, additions to intangible assets, in particular capitalized development costs, and additions to right-of-use assets pursuant to IFRS 16.

Capital expenditure in 2023 comprised additions to property, plant and equipment of EUR 6.3 million (previous year: EUR 14.0 million) (<< [Note 15 Property, plant and equipment](#) >> in the notes to the consolidated financial statements), additions to intangible assets in the amount of EUR 6.0 million (previous year: EUR 33.1 million) (<< [Note 16 Intangible assets and goodwill](#) >> in the notes to the consolidated financial statements), and additions to right-of-use assets in the amount of EUR 11.4 million (previous year: EUR 27.4 million) (<< [Note 17 Leases](#) >>) in the notes to the consolidated financial statements). Overall, this expenditure amounted to EUR 23.7 million in 2023 (previous year: EUR 74.5 million). To determine the taxonomy-eligible or taxonomy-aligned proportion, the capital expenditure assessed as taxonomy-eligible or taxonomy-aligned (numerator) is set in relation to the determined total capital expenditure (denominator). The Nemetschek Group's verified capital expenditure (CapEx) is of secondary importance overall due to the Group's business model. Based on the analysis conducted, only a small amount of taxonomy-eligible capital expenditure was identified (less than EUR 0.5 million), which includes leasehold improvements and parts of company vehicles. Due to the minor importance of the verified expenditure, an assessment based on the technical screening criteria was not performed and the determined CapEx was reported as taxonomy-non-eligible and therefore taxonomy-non-aligned.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

SUSTAINABILITY

In-Depth Analysis of Operating Expenditure (OpEx)

Operating expenditure (OpEx) pursuant to the EU taxonomy comprises direct, non-capitalized costs relating to research and development, building renovations, short-term leases, maintenance, and repair.

These include:

- Research and development expenses recognized as an expense in the consolidated income statement in the reporting period. In accordance with the consolidated financial statements (IAS 38:126), these include all non-capitalized expenses directly attributable to research or development activities.
- Maintenance and repair costs were determined based on the maintenance and repair costs allocated to internal cost centers. The corresponding cost items can be found in the divisional costs in the income statement.

Operating expenditure in accordance with the EU taxonomy amounted to EUR 203.7 million in 2023.

Based on the analysis performed, taxonomy-eligible operating expenditure of less than one percent of total operating expenditure was identified pursuant to the EU taxonomy, as in the previous year. These include R&D expenses for DEXMA, which was acquired at the end of 2020 fiscal year. Due to the minor importance of this verified operating expenditure, an assessment based on the technical screening criteria was not performed and the determined OpEx was reported as taxonomy-non-eligible and therefore taxonomy-non-aligned.

Summary Presentation of the Taxonomy-eligible Economic Activities

	Revenue		Capital expenditure		Operating expenditure	
	In EUR million	in %	In EUR million	in %	In EUR million	in %
Nemetschek Group	851.6	100 %	23.7	100 %	203.7	100 %
of which taxonomy-eligible economic activities	0.0	0 %	0.0	0 %	0.0	0 %

The majority of the economic activities of the Nemetschek Group that could contribute to environmentally sustainable development within the construction industry are not currently covered by the delegated acts adopted in the EU Taxonomy Regulation or cannot be verified accordingly. However, the company's IT solutions contribute to making the life cycle of a building more efficient and resource-friendly, from the planning stage, through construction and management, right down to demolition. Examples of how the company's products and solutions can nevertheless contribute to positive environmental and social development are provided in this report.

In light of possible additions to the economic activities currently specified in the delegated act, it cannot be ruled out that the business activities of the Nemetschek Group will be covered by the EU taxonomy in future, and that the company will also be able to disclose environmentally sustainable business activities pursuant to the EU Taxonomy Regulation. There may also be changes in future due to portfolio activities.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Employees & Society

- + Management Approach – Employee Responsibility
- + Gaining & Retaining Employees
- + Education & Training
- + Employee Health
- + Diversity & Inclusion
- + Management Approach – Customers & Society
- + Client Relationships
- + Partnerships with Higher Education Institutions
- + Social Commitment



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Employees & Society

At the Nemetschek Group, the focus is on employees. The Nemetschek Group believes that satisfied, successful, and healthy employees are crucial to sustainable business development. The Group's management maintains an open dialog with all employees at all levels and has set clear focus areas and objectives for human resources work at the company. The most important goals remain the same, namely, to create the best possible environment, to attract the best talent to the company and retain it, to offer equal opportunities, and to treat everyone with the utmost respect and appreciation. A global incentive system was established for Nemetschek Group managers in the 2023 fiscal year to reinforce these goals. And this social responsibility is not limited to only the employees at the Group. It also applies to clients, partners, and society as a whole. The Nemetschek Group Code of Conduct states the importance of acting responsibly in relation to all our stakeholders.

Management Approach – Employee Responsibility

In addition to the Nemetschek Group Code of Conduct, the People Letter of Commitment defines basic standards and requirements for key issues affecting employees, including diversity and employee well-being. They include core instruments for employee recruitment and development. Regular employee development conversations between employees and their managers as well as programs for supporting employee health are just two examples from these fields.

A Group-wide Business Enablement initiative was launched in 2023 to develop and harmonize the internal processes and structures of the AEC/O brands. Gaining and retaining employees, education and training, employee health, and diversity and inclusion are focal points of the Business Enablement initiative in the area of People/Human Resources. Owing to regional differences in terms of the labor markets in which the brands are active, the brands are also still free to define brand-specific standards and to develop their own People/HR guidelines that go beyond the minimum requirements stated in the People Letter of Commitment or govern additional topics.

The "People/Human Resources" department of Nemetschek SE supports and advises the HR departments of the individual brands. The Chief People Officer (CPO) is responsible for the "People/Human Resources department" within Nemetschek SE and reports to the CEO. There is a reporting line between the CPO and the HR managers of the individual brands in order to ensure management of the key HR topics throughout the Group. The HR departments within the Nemetschek Group also maintain close cross-brand dialog on current and future HR issues, such as development and support of talent in the company.

The Business Enablement initiative identified core processes throughout the employee life cycle in the 2023 fiscal year which can be harmonized and scaled within the Nemetschek Group. Various functional cross-brand expert teams were then formed for a range of core processes, including Talent Acquisition, Talent Management, Total Rewards, People Operations, Business Partnering and People Experience, which are responsible for ongoing development of these areas throughout the Group.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

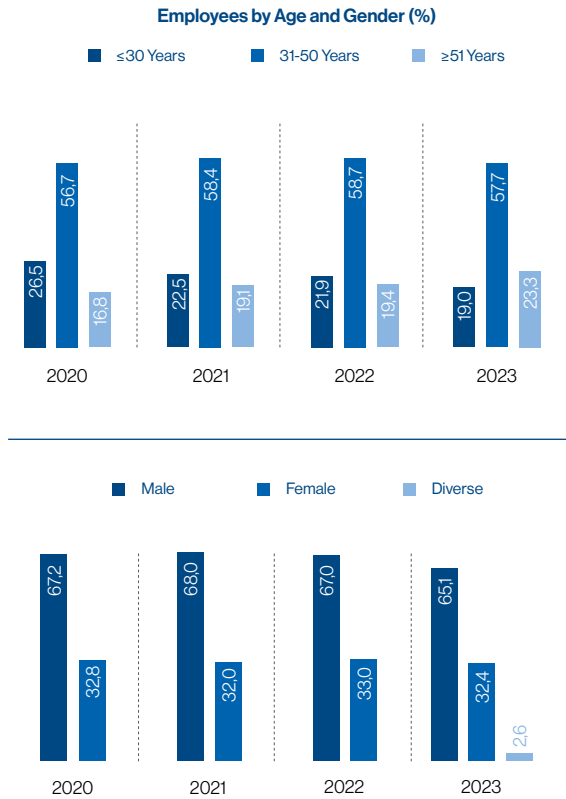
EMPLOYEES & SOCIETY

A new human experience management (HXM) cloud solution was introduced in 2023, to which the majority of the group is already connected. The HXM platform links Group-wide core HR processes across the Nemetschek Group and forms the basis for internal and external reporting, assessment, and management of employee-related data.

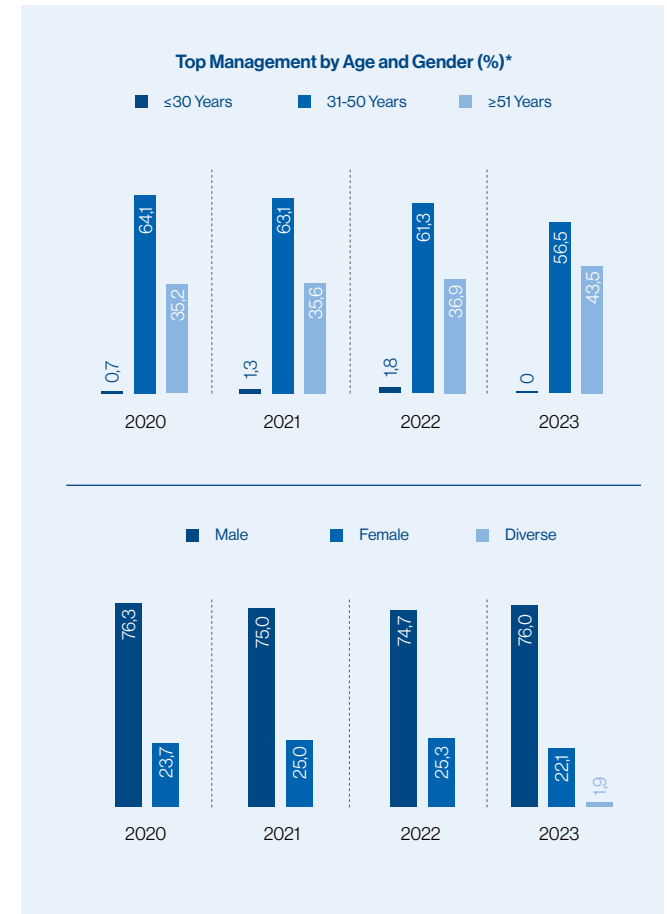
The Nemetschek Group's values are characterized by open and transparent communication. This is also maintained at the Group-wide "NEMunplugged" employee events. These quarterly hybrid events introduced new members of the workforce's management and provided an overview of the current Group-wide activities and of the Group's strategic direction during the 2023 fiscal year. Moreover, the Executive Board/Executive Leadership Team regularly presents current business development and further data and facts on the Group and its segments. The Nemetschek Management Forum, comprising the top management of Nemetschek SE and the CEOs of the individual brand companies, also holds regular meetings, both virtually and in person, to discuss and pursue matters of strategic relevance.

Gaining and Retaining Employees

Attracting and retaining highly qualified and highly motivated employees is one of the keys to success for the entire software industry. The shortage of skilled IT workers also affects enterprises like the Nemetschek Group. The AEC/O market and the media and entertainment industry are characterized by a high speed of innovation. When it comes to finding skilled and highly talented workers, the Nemetschek Group must compete with businesses of comparable structures and sizes as well as international corporations.



**All employees who report to the Executive Board or the CEOs of the brands.*



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

EMPLOYEES & SOCIETY

Attractive working conditions and a positive working environment help attract the best talent to the Nemetschek Group and retain it in the Group. One of the key aims of HR activity is to develop the size of the workforce to enable realization of the Group's targeted growth potential and to avoid the restrictions of a skilled labor shortage. The Nemetschek Group uses the development of the number of its employees and staff turnover as an indicator of the success of its measures. It plans to also set targets for gaining and retaining employees in the 2024 fiscal year in connection with its ongoing development of sustainability-related activities. In particular, the methods used by the Nemetschek Group's brands for actively finding employees include social media platforms as well as recommendations from its own employees.

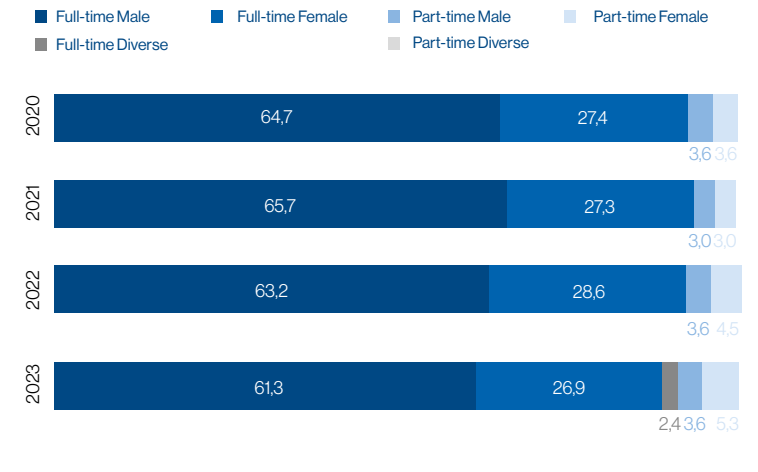
In order to retain skilled employees and managers in the long term, the Nemetschek Group keeps working on maintaining and reinforcing its appeal as an employer. Flexible working time models, which are laid down as a standard in the People Letter of Commitment, contribute to this, too. Some brands have also developed their own additional rules in this area. Across the Group, all brands support remote working, for example, and equip their employees accordingly. The structure of the individual working time models depends on the business model of the respective brand.

In 2023, the number of employees in the Nemetschek Group decreased by 45 people or 1.3 % compared to the previous year. As of December 31, 2023, 3,403 employees worked for the Nemetschek Group (previous year: 3,448). Employee turnover, defined as non-operationally initiated staff departures in relation to the total number of employees, amounted to 6.7% in 2023 (2022: 9.1%).*

Education and Training

The Nemetschek Group is committed to ongoing education and training. As a company that uses and promotes digitalization, the Nemetschek Group also offers young people in particular long-term prospects. Talented young people at the company have the ability to develop and gradually take on leadership responsibilities. The overriding aim of the training and education activities is to support Nemetschek Group employees in matters relating to professional and social skills, thereby enabling experts and managers to be developed from among the junior staff. The Nemetschek Group's LinkedIn Learning program provides all brand companies with access to a range of continuing professional development opportunities, in which employees can select training courses to suit their needs from a broad spectrum of subjects. Almost 2,400 Nemetschek Group employees took advantage of this offer in the reporting year. In addition to professional training measures, Themed Learning Challenges are also conducted each month via the intranet with various video content. These included subjects such as "Mindset Matters", "Sustainability in the Workplace" and "Artificial Intelligence and Machine Learning" in 2023. Leadership and expert training sessions are also offered in the individual brand companies of the Nemetschek Group; this year they have been consolidated and harmonized at Group level. The purpose behind them is to create an opportunity for the junior staff to be able to develop into managers as well as for the brands to support and promote career pathways for experts.

Employees by Employment Type (%)



Training needs and corresponding initiatives are analyzed and addressed within the respective brands. The People Letter of Commitment describes the minimum requirements for professional development and further education. The individual requirements for professional development and further education are defined in annual development conversations between employees and their managers and then put into practice with targeted measures during the following year. Individual development targets and possibilities as well as specific measures and goals are also discussed. These development conversations took place at all brands in 2023, as in the previous year.

* Due to different calculation methods, the employee figures for 2023 are not fully comparable with the figures in the Annual Report 2023.



EMPLOYEES & SOCIETY

Employee Health

For the Nemetschek Group, it is of the utmost importance that employees are offered a healthy and safe work environment. This includes minimizing the risk of occupational accidents and work-related illnesses. The company continuously adapts the health-related measures and initiatives to the changing requirements of the working environment.

In its People Letter of Commitment, the Nemetschek Group defined minimum requirements for Group-wide workplace health initiatives for all brands. Measures that were previously largely managed on a decentralized basis are currently undergoing continuous development by the newly formed expert teams within the AEC/O brands in a uniform Group-wide manner. One aim of health management is to give our employees the opportunity to participate in and to promote health-related measures offered by the company. The vast majority of brand companies offered their employees initiatives for their health in the reporting year, including preventive measures such as health screenings and subsidies for gyms.

Diversity and Inclusion

Diversity is part of the corporate culture at the Nemetschek Group. Different cultures and distinct individuality are important drivers for the Group's innovation and should therefore be promoted in a targeted manner. This guiding principle relating to the diverse and inclusive corporate culture can be found on the Nemetschek Group website and has also been communicated via internal channels:

"We, the Nemetschek Group, are a global organization with employees from nearly 70 nations. For us, diversity, equity, inclusion, and belonging are the keys to unleashing our full potential and driving true innovation.

We can provide our clients the best support for influencing the world by having a diverse culture. We aim to treat EVERYONE with respect and appreciation, regardless of their differences. Valuing diverse opinions and creating equal opportunities for all are of the utmost importance for us as an organization, and as individuals."

The company resolved targets to increase the proportion of women in leadership roles by December 31, 2025, on the Supervisory Board (target 25%), the Executive Board (target 25%) and for the first management tier below the Executive Board (target 28.6%), all of which were achieved in 2023. The share of women on the Supervisory Board was 33.3% as at December 31, 2023 (December 31, 2022: 33.3%). The Supervisory Board appointed a female CFO effective January 1, 2023, which made the proportion of women on the Executive Board 50% as at December 31, 2023 (December 31, 2022: 0%). The first management tier below the Executive Board, which comprises employees who report directly to the Executive Board members, comprised 28.6% women as at December 31, 2023 (December 31, 2022: 25%*).

A Group-wide diversity training concept was developed in the 2023 fiscal year for 2024 to further raise awareness about diversity and inclusion issues within the Nemetschek Group.



* Correction to prior-year figure. The first management tier comprised 16 individuals as of December 31, 2022, of whom 4 were women.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

EMPLOYEES & SOCIETY

Management Approach – Clients and Society

Every company in the Nemetschek Group bears social responsibility that extends beyond the mere purpose of its operating activities. Focusing purely on economic financials can increase risks in the long term. Personal communication, including digital communication formats and client contact are particularly important for the Nemetschek Group, and these communication channels are valuable for day-to-day collaboration. Besides the various day-to-day challenges, the Nemetschek Group as a business partner attaches particular importance to long-term client relationships and deep cooperation in the higher-education sector. With this in mind, common goals and thematic focus points are coordinated at the level of Nemetschek SE. A key account management (KAM) program was introduced at Group level in the reporting year as a new strategic pillar to consolidate and increase client satisfaction, particularly among major corporate clients. KAM is a special approach to managing and maintaining relations with our largest cross-brand clients. The KAM strategy comprises dedicated measures to ensure an advantageous long-term partnership for both parties, including personalized relationship management, proactive problem-solving at individual client level, tailor-made solutions and offerings aligned with the specific needs of individual major clients. Continual dialog on alignment with developing needs is a priority for the Nemetschek Group and is intended to offer the clients bespoke and strategic added value.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

EMPLOYEES & SOCIETY

Client Relationships

Satisfaction is an important factor for long-term client relationships, which is why all brands (previous year: 12) analyze information that provides an indication of client satisfaction. One overriding objective is to have a high level of transparency across all brands with regard to client wishes and satisfaction and to continuously incorporate the findings into our go-to-market approach. At 9 (previous year: 9) of the brands, there are systematic targets in this field. This issue is currently managed in a decentralized manner so that specific client needs can be addressed with precision. Most brands use defined indicators to measure the satisfaction of their clients, including for example churn rate, net promoter score, and client satisfaction score. The brands regularly perform client surveys for this purpose and we incorporate the results from them into our go-to-market approach.

To achieve high client satisfaction right from the start, the majority of the brand companies in the Nemetschek Group involved their clients in product development at an early stage in the 2023 fiscal year, as in the previous year. Measures designed to contribute to product quality and client satisfaction include joint development projects, client panels, user groups and communities, product previews, beta testing, and workshops.

We also aim to carry out client surveys at Group level in future due to our targeted future revenue growth and our efforts to further increase the benefits for clients from integration between the individual brands. This should provide findings that may further improve collaboration with clients.

Partnerships with Higher-Education Institutions

The Nemetschek Group has its roots in the university context. Beyond that, it is also a pioneer of digitalization in the construction industry. With this in mind, cooperation with educational institutions is particularly important to the Group. It is our long-term aim to provide support with software solutions to all relevant institutions offering architecture and construction education in its core markets, such as Europe – focusing on German-speaking markets – and the US. In this context, talented young people are approached in a targeted manner at an early stage in order to plan, construct, and manage buildings and infrastructure projects sustainably. Almost all brands engage in networking activities for students and clients, e.g., through specially provided job platforms, various training formats, guest lectures, job fairs at universities, and cooperation with student associations and academic faculties.

The Nemetschek Group is also involved in a large number of industry associations and institutions such as buildingSMART and the German Construction Software Association (Bundesverband Bausoftware – BVBS), and is a member of NIMA, formerly the UK BIM Alliance. The brands are also active individually in many national and international associations and organizations to promote OPEN BIM solutions and workflows.

Social Commitment

Wherever the Nemetschek Group is active, it wants to have a positive influence on society and assume responsibility in addition to its business activities. This is done on an ongoing basis locally, generally through the brands that are active and anchored in the regions. In the reporting year, the brands made monetary or direct commitments to various charitable organizations, through charity runs or by supporting the voluntary work of their employees through additional paid

vacation days. The activities are as diverse as the Nemetschek Group's portfolio. Our US brands often lead the way. Due to the different cultures of the brands, social activities are carried out decentrally at brand level and are not managed centrally.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Environment & Climate

- + Management Approach
- + Group Energy Consumption and Emissions
- + Environmental and Social Effects of Products
- Design Segment
- Build Segment
- Manage Segment



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE

Environment & Climate

Sustainable business and healthy ecosystems are the basis of healthy living. The construction industry is one of the most resource-intensive sectors of the economy. The demand for housing is also continuously increasing. As a result, the construction industry is facing the challenge of using raw materials and energy more efficiently in order to plan, build, and manage buildings more sustainably.

As a partner of and provider of solutions to the AEC/O industry, the Nemetschek Group has a major responsibility toward the environment. Our greatest display of commitment to the environment is our offering of software solutions that improve efficient resource usage in the construction industry and building management, help to use materials more conservatively, and also contribute to reducing the energy needed by buildings.

Minimizing the use of energy and level of emissions along the value chain also plays an important role at the Nemetschek Group in making a long-term commitment to mitigating climate change and limiting global warming to a maximum of 1.5 degrees Celsius.

Management Approach

An important objective of the Nemetschek Group is to help the construction industry to plan, build, and manage more efficiently and thus to do business in a way that consumes fewer resources overall and improves sustainability. To this end, management of the relevant aspects, such as research and development, is the responsibility of the individual brands.

Environmental protection is enshrined in the Nemetschek Group's Code of Conduct. With this central document, all employees are urged to conserve natural resources in the course of their activities and to consider environmental as well as commercial concerns when selecting suppliers, advertising materials, and other external services. The Supplier Code of Conduct also requires suppliers to use resources responsibly and minimize the environmental impact. The Nemetschek Group set out its commitment to environmental protection in its "Group Environmental Guideline", which defines core obligations, including among other things requirements to adhere to all relevant laws and internal policies, integrate environmentally relevant processes into day-to-day operations, and encourage all employees to take responsibility for environmental protection and practice that actively in their workplace. Fulfilling these obligations entails transparency and open communication with all stakeholders on environmentally relevant topics, for example, along with responsible supplier selection and product, material, and service procurement. The Guideline was drawn up by the sustainability team in consultation with the brands and relevant company departments, and coordinated with, and approved by the Executive Board and segment managers. The Group Environmental Guideline was reviewed during the reporting period.

Group Energy Consumption and Emissions

The Nemetschek Group is currently working hard to ensure uniform tracking of energy consumption and the associated emissions within its own operations throughout the Group to use as a basis for setting its own targets for prevention and reduction in future. The Group uses the internationally recognized Greenhouse Gas (GHG) Protocol standards for orientation in tracking and reporting greenhouse gas emissions. The GHG Protocol categorizes greenhouse gas emissions into Scopes 1, 2, and 3. Direct greenhouse gas emissions (Scope 1) are emissions from sources that are owned or directly controlled by a company. These include emissions from energy sources at the company's sites, such as natural gas and heating oil, as well as emissions from the company's vehicle fleet. Indirect greenhouse gas emissions (Scope 2) are those occurring through the use of purchased energy, such as electricity and district heating/cooling.

The environmental footprint was determined for the first time in the 2022 fiscal year based on the Nemetschek Group's Scope 1 and Scope 2 emissions in 2021. The focus in the 2023 fiscal year was on Group-wide tracking of, and improved data availability on energy consumption in order to calculate Scope 1 and Scope 2 emissions for 2022 from the approximately 80 office locations around the world. Energy consumption was recorded at site level; the data was consolidated and Scope 1 and Scope 2 emissions disclosed at Group level. Data collection is particularly challenging given the heterogeneous structure of the Nemetschek Group. Consumption at offices that were unable to report any data to the Group due to renting circumstances was estimated based on their size in order to provide a total consumption figure.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE

Greenhouse Gas Emissions – Scope 1 & 2

GHG Emissions* in t CO ₂ equivalent	2022
Scope 1	2,997
Scope 2**	1,740
Total Scope 1 & 2***	4,737

* Greenhouse gas emissions calculated pursuant to the GHG Protocol. Scope 1 emissions include emissions from stationary combustion and from the vehicle fleet.

** Scope 2 emissions are calculated based on local carbon emission factors for the sites (market-based). Unavailable data has been replaced with country-specific carbon emission factors.

*** Due to improved data transparency and changes in the calculation methodology, the Scope 1 and Scope 2 emissions for 2022 are not fully comparable with the previous year 2021; Scope 1: 1,413t, Scope 2: 1,877t, Scope 1 & 2: 3,290t.

No new emission reduction targets were set in the reporting year in light of the new regulatory reporting requirements under the CSRD applicable from the 2024 fiscal year. Instead, the company opted to establish a complete and adequate emissions baseline to facilitate target setting in the future.

Indirect greenhouse gas emissions occurring along the upstream and downstream value chains are defined under Scope 3 of the GHG Protocol and account for the majority of companies' greenhouse gas emissions. These include emissions from purchased goods and services, capital goods, waste, business travel, employee commuting and the use of sold products. The first assessment of the relevant Scope 3 categories for the software sector began in 2023, and will be further developed in 2024 by involving central company functions of the Nemetschek Group.

Environmental and Social Effects of Products

According to the Global Status Report 2022 published by the Global Alliance for Building and Construction, buildings were responsible for 37% of energy-related carbon emissions in 2021. According to the report, emissions will have to be reduced by more than 98% compared with the 2020 level in order to achieve net zero by 2050.

The environmental and social effects of the Nemetschek Group's solutions mainly relate to two areas: the specified benefits during the life cycle of a building and the incorporation of sustainability-related considerations into software development. For the latter area, the BIM (building information modeling) digital working method and open standards known as OPEN BIM form the basis of software development. BIM enables buildings to be planned and built more precisely and efficiently, reducing errors and the need for reconstruction throughout the construction life cycle. The Nemetschek Group divides this construction life cycle into three phases: design, build and manage.



ENVIRONMENT & CLIMATE

Design Phase

Using the software developed by the Nemetschek Group, users can plan with greater foresight and precision and avoid reconstruction. Moreover, buildings are optimized from as early as the planning stage – also in terms of energy efficiency. For example, using Vectorworks' solutions, the position of the sun and its angle of incidence can be simulated with digital solutions, making it possible to plan windows optimally. In addition, the improved planning offered by Allplan-brand software optimizes steel connections and reduces the consumption of connecting materials by 25%. Vectorworks' Embodied Carbon Calculator is a software solution that provides an integrated modeling and carbon assessment workflow that allows designers and architects to quickly measure the impact of their material and product choices on their project's carbon footprint. Energos, also from Vectorworks, allows architects to control their project's energy consumption during the design phase, meaning they can perform an initial energy analysis during the design phase without much extra work. Graphisoft's EcoDesigner STAR enables architects to design energy-efficient buildings by combining 3D models with climate data and operational profiles. This allows the energy performance of buildings to be evaluated under a wide range of conditions.

Build Phase

Solutions from the Build segment enable savings and optimizations to be made during the build phase. For example, the Planbar planning tool from Allplan can help minimize material use in production and reduce scrap during the prefabrication of concrete constructions. On construction sites, the use of Bluebeam Revu can reduce paper consumption by up to 90%. It is also possible to efficiently calculate the carbon footprint during the build phase. Allplan Precast offers a plug-in for this purpose as well as solutions in cooperation with Built-Heat.

Manage Phase

Roughly 80% of the costs of a building are incurred during the utilization phase, with a large share of this expenditure going toward energy consumption. Spacewell Energy from subsidiary DEXMA Sensors S.L. (DEXMA) provides data-driven "energy intelligence" via a software-as-a-service (SaaS) solution. The solution reports energy consumption, analyzes usage patterns and inefficiencies, and detects anomalies in real time. Spacewell Energy enables organizations to automate energy data management in order to minimize energy consumption in their facilities. In addition, integrated workplace management systems from Spacewell enable optimum management of heating, ventilation, and lighting. They can also be used to plan and use the available office space efficiently because they show how much space is actually required, enabling resources to be conserved.

The Nemetschek Group also brought the data-driven dTwin platform to the market in the reporting year, enabling building owners to create a digital image of the actual building, which they can use to manage it more efficiently and sustainably or to remodel it if required.

Furthermore, seamless virtual documentation enables simple and targeted modifications to the buildings, even years after their construction. At the moment, it is not generally known which materials were used when buildings are converted or demolished decades later. The resulting uncertainty costs time, money, and resources. With the exact recording, documentation, and archiving using Nemetschek Group software products, modernization projects are much simpler to calculate and plan. If the construction materials used are already known before the start of any demolition work, demolition measures can be deployed in a targeted manner to obtain raw materials through recycling.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE



Segment Design

Milestone in Finland's healthcare architecture

Area: Healthcare & Society

- + "Happiness" as a central design aspect
- + Architecture makes a positive contribution to society
- + Development of an efficient and patient-centered hospital design
- + Innovative architectural design elements ensure the well-being of patients and staff

Jyväskylä – Finland: "Putting happiness at the heart of design" is the credo behind the Hospital Nova project by JKMM Architects, one of Finland's leading architecture firms. JKMM's philosophy is that architecture should be meaningful and make a contribution to society. Finland has been and continues to be called the happiest country in the world. The firm works on the basis that the best model for a sustainable society is a happy society.

Designing an efficient, patient-centered hospital for the future

As the first centralized hospital to be built in Finland since the 1970s, Hospital Nova is creating a new generation of healthcare. JKMM was responsible for design, architectural layout, design of the "hot hospital" and interior design in collaboration with a hospital specialist. Hospital Nova is based on an innovative concept in which healthcare functions are grouped around a central corridor that is more reminiscent of a shopping mall or an airport. The hospital is standardized throughout, which improves the efficiency of processes, rooms, technical facilities and equipment and allows full flexibility for future expansions or changes. In addition, the changes in logistics planning and operations led to a significant reduction in annual operating costs of 10%. Archicad planning software was used for all design phases, including concept design and dimensioning of individual zones, detailed walls and rooms, functional design and interior design. Thanks to BIMcloud and Archicad Teamwork, several people were able to work simultaneously on different elements of the project.

Focus on well-being and care

The so-called "hot hospital" offers 24/7 care, including emergency, diagnostics, intensive care and surgery. Outpatients are treated in a "healthcare shopping mall" where standardized consultation rooms are arranged along the main atrium. The focus of care is on the patients, who stay in one place while the specialists come to them.

Complex curved staircases add elegance to the central spaces. Natural daylight and views are maximized throughout. An important goal of the hospital is to put patients at the center. All wards are single rooms, with private bathrooms and the option of accommodating visitors overnight. This is more relaxing for patients, promotes well-being and minimizes the risk of infection at the same time.

A team of 30 architects worked together with 100 engineers on the Hospital Nova project over a period of ten years.

Brand: Archicad by Graphisoft

Design projects of any size with Archicad's powerful built-in tools and user-friendly interface that make it the most efficient and intuitive BIM software on the market.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE



Segment Design

Overcoming the limits of timber construction

Area: Environment & Sustainability

+ Exceptional design demands exceptional tools. Vectorworks software presents a platform built to deliver absolute creative expression and maximum efficiency. Built to showcase your skill and creativity, Vectorworks allows you to sketch, model, and document in a fully integrated workflow.

Bern – Switzerland: The BERN 131 office and service building is located in the middle of a highway junction and right next to the railroad tracks that stretch in all directions in Switzerland. Designed by Atelier 5 Architects and Planners and built by the construction company Losinger Marazzi AG, the project impresses with its sustainability. It was constructed from wood and has the shape of an arched triangle. The staggered floor slabs create an interesting visual effect and form a roof terrace that invites visitors to enjoy the beautiful view of the city of Bern and the distant Alps. A central atrium helps to circulate the air vertically and reduce energy requirements. The roof and façade parapet are covered with photovoltaic panels to collect solar energy.

Many architects, engineers and construction experts are well aware of the limitations of timber construction. These include the risk of fire and the weakness of the load-bearing capacity compared to concrete or steel, which meant that timber buildings were limited to a few storeys in the past. However, timber construction also has many advantages. Firstly, timber is much lighter than steel or concrete, which speeds up the construction process and reduces the use of heavy machinery on site, as the building elements can be prefabricated on site. In addition, timber structures are cost-efficient and durable. Innovations in timber construction are now enabling AEC professionals to build timber buildings that are taller and more durable.

Atelier 5 is working with the design and building information modeling (BIM) software Vectorworks Architect for this major project. The intelligent tools allow work processes to be accelerated, summarized and simplified. Structuring the storeys resulted in a realistic model that can react quickly to adjustments, corrections or revisions in the planning

process. The use of BIM was requested by the client. The model will also be used for determining material quantities and cost calculations, 3D coordination and tenders, among other things.

The carefully planned building services concept also contributes to sustainability. It was developed to use as little energy as possible for ventilation, heating and cooling. The entire mass of the building is used to store heat and cold. The building envelope is well insulated so that little energy is lost in winter. Intelligent control of the blinds enables solar gains in winter and prevents a high energy input in summer. In addition, the roof is covered with photovoltaic panels where possible, as are the parapets of the façade. The project is scheduled for completion in 2025.

Brand: Vectorworks

Exceptional design requires exceptional tools - Vectorworks is a platform designed to combine creative expression and maximum efficiency. Visionary solutions can be planned with the software, shared seamlessly at every stage of the project. Information is clear to understand and easy to interpret, so decisions can be made quickly and accurately.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE



Segment Build

Revitalizing Merthyr Tydfil: A Sustainable Transport Hub for Wales

Area: Sustainability & Society

- + Strong emphasis on sustainability integrating renewable energy sources and prioritizing local suppliers to minimize environmental impact.
- + Numerous changes throughout the project efficiently managed with digital communication tools
- + All stakeholders continuously aligned and proactive

Wales – United Kingdom: Built in the 1960s, one of Wales’ busiest bus stations in Merthyr Tydfil was dilapidated. It fell short of Equality Act standards and had become a focus of anti-social behavior. Merthyr Tydfil County Borough Council (MTCBC) aimed to replace it with a modern, state-of- facility adjacent to the railway station to act as a catalyst for regional mobility and connectivity boosting the town’s redevelopment. MTCBC collaborated closely with builders and architects for over six years. They adapted designs to incorporate new information, including government funding into the electrification of public transport. The team created a 14-bay bus interchange to reflect both legacy and future. As it was funded in part by a Welsh government initiative to make public transport electric by 2028, MTCBC put social value and sustainability at the core of the project.

Initially lacking sustainable considerations, the project adapted to Welsh government targets for public transport electrification: The interchange incorporated ULEV charging and renewable energy sources. The building’s heating and hot water systems are powered by 100% green renewable energy sources, and the public toilets are fed by a rainwater harvesting tank, reducing the carbon impact for the building’s whole lifecycle.

The team also went a step further by employing local suppliers and tradespeople to benefit the local economy and people who worked and lived in the area. More than 95% of the supply chain businesses used in the construction phase were based within 25 miles of the site. Robust materials, like hardwearing granite floors capable of withstanding heavy pedestrian traffic, further minimized environmental impact. The design incorporates different layers, splitting elements off so they can be easily

replaced without disrupting the greater structure or system. The Quantity Surveying team used Bluebeam tools to create more accurate measurements and cost estimates. The planning team the same tool for sequencing and planning the project timelines. These tools also allowed for faster, more accurate and more thorough QA and QC reviews. Thanks to digital collaboration, the team became five times more productive – discussions that would have taken five days took one. The design processes accelerated by 50%, with an 80% reduction in time spent on quantity takeoffs and estimations. Overlay function was an invaluable way to compare plans, quickly spot design differences and communicate updates when plans changed.

Brand: Bluebeam

Bluebeam’s desktop, mobile and cloud-based solutions improve communication, automate time-consuming tasks and use project data to ensure key accountability. The solutions also enable teams to collaborate digitally and in real time from anywhere in the world.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY &
COMPLIANCE



Segment Manage

Sustainable renovation of a cultural monument in Barcelona

Area: Sustainability & Renovation

- + Renovation of the art nouveau complex Hospital de la Santa Creu i Sant Pau
- + Savings of 28% on running energy costs
- + Precise monitoring, visualization and analysis of energy data in real time

Barcelona – Spain: During the restoration of the Art Nouveau complex that houses the Hospital de la Santa Creu i Sant Pau in Barcelona, the original art and architectural elements were restored and the rooms and infrastructure were to be better equipped for the future. Among other things, innovative measures were taken to reduce energy costs. As part of the refurbishment, more than 140 consumption meters (electricity, heat flow, water) were installed in the individual buildings. After the work was completed, it quickly became apparent that it was not easy to manage and evaluate all this energy data. There was no special analysis tool to track the development of the numerous individual consumption values in all the buildings.

With an annual consumption of 2,307,705 kWh, the main objective was to optimize the buildings' energy consumption. The foundation found it particularly difficult to determine exactly where unnecessary energy consumption could be avoided or reduced. It also wanted to identify differences between buildings with similar activities and floor space. In addition, the manual management of the 140 meters took up a lot of time and resources. It was also difficult to find suitable analysis and visualization tools and to compare measured values.

With Spacewell Energy - Energy Management Software - the foundation can monitor, visualize and analyse precise energy data in real time. This saves time and prevents errors in manual meter readings. It also provides data that is accurate to the minute and can be relied on in every respect. Reading the data from 140 meters of different makes and models required extensive preparatory work. Once the correct parameters and conversion factors had been configured, the platform recognized differences in performance between areas that were supposed to deliver similar results.

As a result, protocols or schedules were changed and the behavior of the buildings was homogenized.

The solution also proved valuable in identifying excessive consumption at times or in areas that should have lower consumption. At the same time, it was possible to collect consumption data over time to compare and improve the energy efficiency of the historic buildings. Several systems with defects or leaks were identified and repaired to counteract unnecessary consumption (e.g. leaking water pipes).

By analyzing energy performance, it was possible to reduce costs in non-critical areas, optimize night and weekend consumption and switch off unnecessary appliances. All of these measures led to an immediate and noticeable reduction in consumption and a 28% drop in energy costs compared to the previous year.

Brand: Spacewell Energy

Spacewell supports companies around the world to improve the performance of their building portfolios. The user-friendly Spacewell Energy software helps projects reduce their energy costs and achieve sustainability goals with AI-powered energy management solutions.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

Integrity & Compliance

- + Management Approach
- + Fair Business Practices & Anticorruption
- + Antidiscrimination
- + Human Rights
- + Data Protection & Information Security



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY &
COMPLIANCE**

Integrity & Compliance

Both the regulatory environment of Nemetschek SE, which is listed on the German MDAX and TecDAX, and the international focus of the Nemetschek Group are complex and highly regulated. The Group-wide compliance risk analysis completed in 2022 highlighted gross risk potential in areas including anticorruption, antitrust law, data protection and information security, and export and sanctions. Any violation of the regulatory requirements and provisions could have negative effects on the company's assets, finances, earnings, share price or reputation.

The Nemetschek Group is therefore fully committed to fair competition and firmly rejects corruption and bribery in particular. This is based on its conviction that long-term business success can be achieved only by acting in a legally compliant and responsible manner, and that these efforts will also have a positive payoff for our stakeholders' satisfaction. An open corporate culture and an established compliance management system (CMS) are key in the fight against corruption and bribery and to mitigate other material risk areas.

Actual or suspected violations of applicable laws, internal regulations, or ethical standards could have negative financial consequences. Accordingly, the Group's primary objective is to avoid compliance incidents comprehensively and systematically. To this end, the Nemetschek Group takes a preventive, risk-based, and tailored compliance approach and fosters a corporate culture in which all employees are sensitized to the issue and receive appropriate training.

Management Approach

Compliance-related activities, which are based on the Group-wide risk analysis completed in 2022, are closely integrated with risk management and the internal control system. Corporate Legal & Compliance controls compliance activities across the Group. The focus of these activities is on creating suitable structures and processes as well as on supporting the efficient realization of targeted, risk-based compliance measures (including the implementation of Group policies and processes, awareness-raising and communication initiatives, and training). Corporate Legal & Compliance is also the point of contact for any individual questions that may arise from within the organization. There is a direct reporting line to the Executive Board member and CFO of the Nemetschek Group. Internal Audit regularly performs internal audits to assess compliance with internal guidelines and legal requirements.

As an international organization, the Nemetschek Group has a corporate responsibility toward society and the environment. The commitment and objective of the Nemetschek Group in the area of Corporate Legal & Compliance is to comply with the applicable laws everywhere and at all times, to respect fundamental ethical values, and to act in a sustainable manner. This applies not just to employees, but also to suppliers and business partners.

Our employees are expected to treat each other and third parties fairly and respectfully. The Group-wide Code of Conduct includes the key issues of human rights, and environment and climate. The Code of Conduct is transparent and available to view at any time, in both German and English, on the intranet and the Group website. It has been publicized throughout the Group and is binding for all employees regardless of their position in the



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

INTEGRITY & COMPLIANCE

company. The Nemetschek Group is also active outside its own companies and is committed to strengthening human rights, and combating modern slavery and human trafficking in its supply chains. Our official statements on the UK Modern Slavery Act and the Norwegian Transparency Act disclose our initiatives on these topics and are available in full transparency on the Group's website. We have also prepared a statement on the Australian Modern Slavery Act, which we will publish along with updated versions of the other statements in early 2024.

The Nemetschek Group's public image is also shaped by its suppliers and business partners. In order to promote trusting and long-term business relationships, the Nemetschek Group focuses on transparent and lawful execution of all transactions. The Nemetschek Group expects its suppliers and business partners to do the same. The Supplier Code of Conduct communicated Group-wide for this purpose can also be viewed on the Group's website and is mandatory for our suppliers and business partners. The Nemetschek Group employs a risk-based approach which provides for case-by-case integration of the Supplier Code of Conduct based on the potential risk exposure identified in a specific business partner integrity check performed in advance and by applying special contractual and communicative measures (e.g., explanations and information by referring to the website and by using targeted, risk-based compliance clauses, etc.). This Code of Conduct requires suppliers and business partners to take corporate responsibility in relation to issues such as human rights, antidiscrimination, and the environment and climate. It also addresses topics such as ensuring transparent business relationships, fair market behavior, and data and information protection. Furthermore, suppliers and business partners are expected to comply with the principles of the UN Global Compact and the fundamental principles of the International Labour Organization (ILO).

The Group-wide compliance management system (CMS) forms the basis of the preventive compliance approach. The practical implementation of this system in the subsidiaries is carried out by the local executive bodies and compliance coordinators of the individual brands of the Nemetschek Group and by the Group-wide compliance network. Videoconferences were held in March, July, and December 2023 in this area, and provided the opportunity for participants to discuss and receive training on key compliance issues, in some cases relating to the current situation. Reports on potential compliance incidents are also prepared four times a year. The results in 2023 were consolidated for the Group and reviewed by Corporate Legal & Compliance before being reported directly to the CFO of the Nemetschek Group. Ad hoc compliance reports are also prepared as required as part of an applied due diligence process. The Executive Board, Audit Committee, and Supervisory Board are updated at least four times per year about compliance-related matters, and at least once per year about the expansion of compliance structures and compliance-related initiatives that have been performed and are still planned.

The preventive compliance approach also included an initial online self-assessment of the Nemetschek Group CMS offered by the German Institute for Corporate Governance (ICG), which was performed by Corporate Legal & Compliance. The assessment contains control questions on "formal requirements", "basic values", "compliance", "commitment" and "communication and monitoring". The result showed that the Nemetschek Group CMS meets all key requirements, which was comprehensively and transparently reported to the Executive Board and Audit Committee.

The basis of the preventive compliance approach also includes Group-wide regulations in the form of policies on various topics. There are Group policies on the topics of money laundering and terrorist financing, data protection, antitrust law, anticorruption, risk management, and internal control. Corporate Legal & Compliance regularly develops dedicated compliance guidelines for further specific topics and communicates them Group-wide. An important goal is to provide our employees with up-to-date and comprehensible regulations and information on matters relevant to the company and also to offer appropriate training. In the last reporting period, these included policies on supply chain compliance and human rights, and the crisis management process. On a day-to-day basis, these policies and guidelines are complemented with additional, current Compliance Communication Papers which are distributed through the compliance network. They provide information about a variety of matters such as anticorruption, antitrust law, combating money laundering and terrorist financing, conflicts of interest, export control and sanction monitoring, supply chain compliance, whistleblowing, dawn raids and search warrants, and data protection.

To keep employees aware of the current compliance rules, regular employee information is required. Mandatory Group-wide e-learning training on compliance (including anticorruption) and data protection and information security, and regular individual refresher courses on compliance topics ensure that the relevant rules are an integral part of everyday working life. Corporate Legal & Compliance also held special workshops tailored to the needs of individual subsidiaries during the reporting year to accelerate the implementation of important policies and processes and to provide information and specific training on key issues (e.g., compliance, anticorruption, antitrust law and IT dawn raids).



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY &
COMPLIANCE**

INTEGRITY & COMPLIANCE

The Nemetschek Group is aware of its overall responsibility in the way its brands work together. Due to the heterogeneous nature of the individual brands, they are generally required to take responsibility for individually rolling out Group policies and conducting in-house training on compliance topics. This individual, risk-based compliance approach enables Group guidelines to be adapted to specific local requirements. Accordingly, there are uniform, binding Group guidelines that are supplemented on an individual basis to create structures and processes that function locally in the relevant organizations.

The Nemetschek Group demands and promotes an open "speak-up" culture. It encourages its employees to report behavior that may violate its Code of Conduct, which they can do by contacting their superiors, the relevant HR manager, or Corporate Legal & Compliance directly. Moreover, there is a digital, Group-wide whistleblowing system that can also be used anonymously if desired, which is proactively communicated by Corporate Legal & Compliance throughout the Group on an annual basis. This digital system has also been open to third parties since the end of 2022, with the option to use it in a range of languages to submit tip-offs. To this end, the whistleblowing system has been made transparent and accessible to all on the Group's website. This conscious decision to open up the whistleblower system outside the company achieved further development and professionalism aims in the areas of supply chain due diligence. In this system, tip-offs can be submitted digitally in German or English to the provider Legaltegrity using the whistleblowing tool or via telephone.

In order to meet the requirement for overall responsibility under corporate group law, Corporate Legal & Compliance also functions as an independent internal reporting office to assess tip-offs received as part of the investigation process and to delegate tasks appropriately. The process to be adhered to for processing tip-offs received is set out in writing, and applies in particular to any tips-offs relating to Corporate Legal & Compliance itself or Executive Board members. No substantial compliance violations were reported during the 2023 fiscal year or the previous year.

Fair Business Practices and Anticorruption

The Group-wide Code of Conduct incorporates considerations relating to fair business practices and anticorruption extensively. For example, the Code of Conduct clearly states that corruption, bribery, and other forms of illegally granting and accepting benefits – including in relation to officials and elected representatives – are not tolerated in the Nemetschek Group. In its Code of Conduct, the Nemetschek Group is also fully committed to competition by fair means and strict compliance with antitrust and export control law. All employees of the Group must act in accordance with the applicable competition laws. In addition, the Code of Conduct defines the rules on the separation of private and Group interests and the handling of company and business secrets.

Antidiscrimination

On the subject of discrimination, the Code of Conduct clearly states:

"The Nemetschek Group does not tolerate any form of discrimination or harassment within the Group, whether based on origin, gender, disability, religion, age, sexual orientation, political views, or trade union activities."

Any employees who are subjected to or observe any form of discrimination or inappropriate behavior are encouraged to report this through the reporting channels described. All incidents of possible discrimination that were reported or otherwise became known were reviewed accordingly during the reporting period. There were no incidents that would have necessitated steps of a disciplinary or legal nature during the 2023 fiscal year, as was the case the year before.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

INTEGRITY & COMPLIANCE

Human Rights

Respecting and strengthening human rights and combatting modern slavery and child labor are essential components of our responsible supply chain compliance. Both the Supplier Code of Conduct and our official statements on the UK Modern Slavery Act and the Norwegian Transparency Act underscore our Group-wide approach. The Nemetschek Group also published statements for 2023 which are intended to provide more transparency about the Nemetschek Group's supply chain. The statements outline the steps that were taken in 2023 to prevent modern slavery and human trafficking in business and supply chains. The Code of Conduct also lays out clear specifications for the upholding of all human rights and for compliance at business partners so that responsibility is taken consciously when choosing suppliers and business partners right from the initiation stage of a business relationship. The same applies to business partners who are informed and contractually obliged to comply through risk-based and specially drawn up compliance and human rights clauses. A practical guide to the issue of supply chain compliance, based on the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG), and regular general training on these matters within the compliance network and compliance workshops raised general awareness about these important topics during the reporting period.

Data Protection and Information Security

The Nemetschek Group is at the vanguard of the digital transformation of the AEC/O and media/entertainment industries and covers the entire life cycles of construction and infrastructure projects. The software products are mainly installed in clients' IT systems; the risks in terms of

data protection and information security are therefore considered to be limited. Nevertheless, the Nemetschek Group takes responsibility and is committed to handling the data of employees, clients, and partners with care across the Group. These employees, clients, and partners can rely on their data being protected in line with the latest technical standards at the Nemetschek Group and being processed in compliance with relevant regulations.

The Group follows a largely decentralized approach for this in accordance with its organizational structure. It allows for central guidelines, monitoring processes, and assistance but primarily allocates responsibility to the brands. Maintaining data protection and information security is a task shared by all employees at the Nemetschek Group. To this end, all brands have committed to the Code of Conduct.

Data Protection

The international requirements for compliance, data retention, data security, and the protection of personal data are continually increasing. A comprehensive, Group-wide set of regulations therefore provides the basis for effective data protection. These regulations comprise a comprehensive Group Data Protection Guideline, as well as further extensive tools which are available in German and English on the Group intranet and are updated as and when required. These regulations must be observed and adhered to by all brands in the Group. Regional obligations and provisions such as those of the European Union's General Data Protection Regulation (GDPR) must be complied with.

Adherence to the data protection requirements and processes is regularly checked by various parties, including Internal Audit as part of audits in cooperation with Corporate Legal & Compliance and Corporate IT. Data protection officers – both internal and external – are appointed at the companies where required by law. All employees are encouraged reporting any violations of data protection regulations or internal company policies. Any indication of possible violations of data protection regulations is taken seriously and followed up on as quickly as possible.

In addition, employees receive training and communication measures are carried out. New employees are notified of confidentiality requirements relating to the handling of sensitive and personal data and are required by their contracts to maintain secrecy. Furthermore, all employees – and not just those in Europe – are required to participate in data protection training at regular intervals of at least every two to three years and to provide documented evidence of this training. An e-learning course set up specifically to deal with the issue of data protection is offered across the Group in both German and English. Corporate Legal & Compliance designed an update training course on this subject in the 2023 fiscal year, which will be offered to all subsidiaries to meet their local training obligations from 2024.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY &
COMPLIANCE**

INTEGRITY & COMPLIANCE

Information Security

Information security is a particularly fast growing division of the Nemetschek Group. This growth has been driven by both the significant rise in cyber attacks – including on the Nemetschek Group – and the increasing security-related requirements our clients have of our products coupled with increasing statutory and regulatory requirements on our company and our software solutions.

Group Information Security manages Group-wide information security activities with the aim of ensuring appropriate organizational and technical measures are in place at all times at both at Group and individual brand level. The Corporate Information Security Officer (CISO) is responsible for the department and reports directly to the Executive Board member and CFO of the Nemetschek Group. Information security is organized via a Group-wide information security management system (ISMS) used in the respective brand companies. The ISMS is based on the internationally recognized information security standard ISO 27001 and governs responsibilities in the Group and the brand companies and the cooperation between all functions relevant to information security. In addition to other initiatives resolved by the Executive Board in 2023, preparations were also made for ISO 27001 certification of the ISMS, which is due to be completed in the 2024 fiscal year.

Company-specific requirements are governed in the Group-wide information security policy, which is signed by the Executive Board and updated at least once a year. These include the Group Information Security Guideline and the Group Information Security Policies. These comprise guidelines for the organization of information security, for the integration of management, and for the necessary technical and

organizational measures that serve the implementation and monitoring of information security. The scope of this information security policy, which is binding for all Group units, covers the protection of all IT systems, the data stored in them, and the security of our products, employees, and offices.

The information security measures in place at the Nemetschek Group aim to prevent security incidents, detect them in their root stages, and ensure a prompt and appropriate response if they do occur. The most important measures are also continually monitored and reviewed at regular intervals by independent bodies as well as by Internal Audit and Information Security.

A standardized Group-wide information security architecture comprising various state-of-the-art information security systems was developed and established in the brand companies and their IT systems in 2023. Centralized monitoring of these components, assessment of all identified security events and the reaction to them is provided via the newly created Security Operation Center (SOC), which also includes a 24/7 detection function for attacks on employees or IT systems. All attacks detected or reported that are not fully automatically repelled by the security architecture are recorded by the SOC employees and transferred to the defined security incident response process.

Additional focal points of information security are included in regular training for all employees, through online courses, e-mail phishing simulations, ad hoc communication, and the inclusion of information security measures in daily workflows. The mandatory Group-wide e-learning training on information security is also updated on an annual basis.

The Nemetschek Group also has Group-wide cyber security insurance to provide additional protection against information security risks. This will be renewed for the 2024 fiscal year following an audit of the information security architecture by the insurance provider in 2023.



INFORMATION GRAPHIC

ABOUT THIS REPORT
& THE COMPANY

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

GRI Standards		Page	Omission/Comment
GRI 1: Foundation 2021			
GRI 2: General Disclosures			
The organization and its reporting practices	GRI 2-1: Organizational details	5	
	GRI 2-2: Entities included in the organization's sustainability reporting	5	
	GRI 2-3: Reporting period, frequency and contact point	5	
	GRI 2-4: Restatements of information	20	A previous year's figure (proportion of women at management level below the Executive Board) was adjusted in the 2023 report.
	GRI 2-5: External assurance	5	PricewaterhouseCoopers GmbH, Wirtschaftsprüfungsgesellschaft (PwC), Munich, has performed a limited assurance engagement on the non financial group statement of the Nemetschek Group, which constitutes large parts of the sustainability report.
Activities and workers	GRI 2-6: Activities, value chain and other business relationships	5	
	GRI 2-7: Employees	18, 19	
	GRI 2-8: Workers who are not employees		This information cannot currently be disclosed. We plan to disclose this information as part of our CSRD reporting.



Governance		
GRI 2-9: Governance structure and composition		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-10: Nomination and selection of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-11: Chair of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-12: Role of the highest governance body in overseeing the management of impacts	9	
GRI 2-13: Delegation of responsibility for managing impacts	9	
GRI 2-14: Role of the highest governance body in sustainability reporting	5	Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-15: Conflicts of interest		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-16: Communication of critical concerns	34, 35	
GRI 2-17: Collective knowledge of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Corporate Governance Declaration - competence matrix)
GRI 2-18: Evaluation of the performance of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Corporate Governance Declaration - self assessment)



GRI 2-19: Remuneration policies		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Corporate Governance Declaration - remuneration) and https://ir.nemetschek.com/websites/nemetschek/English/5000/corporate-governance.html#remuneration
GRI 2-20: Process to determine remuneration		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Corporate Governance Declaration - remuneration) and https://ir.nemetschek.com/websites/nemetschek/English/5000/corporate-governance.html#remuneration
GRI 2-21: Annual total compensation ratio		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2023 (Remuneration Report) and https://ir.nemetschek.com/websites/nemetschek/English/5100/corporate-governance.html#remuneration
Strategy, policies and practices		
GRI 2-22: Statement on sustainable development strategy	5	As part of CSRD compliance, we are working on a sustainability strategy and its integration into the corporate strategy.
GRI 2-23: Policy commitments	9, 17, 24, 32, 34, 35	
GRI 2-24: Embedding policy commitments	9, 17, 24, 32, 34, 35	
GRI 2-25: Processes to remediate negative impacts	34	
GRI 2-26: Mechanisms for seeking advice and raising concerns	34	
GRI 2-27: Compliance with laws and regulations	34	
GRI 2-28: Membership associations	22	



GRI - INDEX

Stakeholder engagement	GRI 2-29: Collective bargaining agreement	10	No collective agreements apply to the employees of the Nemetschek Group. The working and employment conditions of employees are also not determined on the basis of or influenced by other collective agreements.
	GRI 2-30: Collective bargaining agreement		
Major Topics			
GRI 3: Material Topics 2021	GRI 3-1: Process to determine material topics	11	
	GRI 3-2: List of material topics	11	
GRI 205: Anti-corruption 2016	GRI 3-3: Management of material topics	32	
	GRI 205-2: Communication and training about anti-corruption policies and procedures	34	
	GRI 205-3: Confirmed incidents of corruption and actions taken	34	
GRI 206: Anti-competitive Behaviour 2016	GRI 3-3: Management of material topics	32	
	GRI 206-1: Legal actions for anti-corruption behaviour, anti-trust, and monopoly practices	34	
GRI 302: Energy 2016	GRI 3-3: Management of material topics	24	



GRI - INDEX

GRI 305: Emissions 2016	GRI 3-3: Management of material topics	24
	GRI 305-1: Direct (Scope 1) GHG emissions	24, 25
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	24, 25
	GRI 305-5: Reduction of GHG emissions	25, 26
GRI 401: Employment 2016	GRI 3-3: Management of material topics	22
	GRI 401-1: New employee hires and employee turnover	18
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	18, 19
GRI 403: Occupational Health and Safety 2018	GRI 3-3: Management of material topics	22
	GRI 403-1: Occupational health and safety management	20
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	20
	GRI 403-3: Occupational health services	20
	GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	20
	GRI 403-5: Worker training on occupational health and safety impacts directly linked by business relationships	20
	GRI 403-6: Promotion of worker health	20
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	20
GRI 403-8: Workers covered by an occupational health and safety management system	20	
GRI 404: Training and Education 2016	GRI 3-3: Management of material topics	22
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	19



GRI - INDEX

GRI 405: Diversity and Equal Opportunity 2016	GRI 3-3: Management of material topics	20
	GRI 405-1: Diversity of governance bodies and employees	20
GRI 406: Non-discrimination 2016	GRI 3-3: Management of material topics	34, 35
	GRI 406-1: Incidents of discrimination and corrective actions taken	34
GRI 412: Human Rights Assessment 2016	GRI 3-3: Management of material topics	35
	GRI 412-2: Employee training on human rights policies or procedures	35
GRI 418: Customer privacy 2016	GRI 3-3: Management of material topics	35
	GRI 418-1: Substantial complaints concerning breaches of customer privacy and losses of customer data	35
GRI 419: Socioeconomic Compliance 2016	GRI 3-3: Management of material topics	32
	GRI 2-27: Compliance with laws and regulations	32, 33



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Page 1 -26 Adobe Stock

Page 27 Nova Hospital, Jyväskylä, Finland; Architects: JKMM Architects; Image: Kuvatoimisto Kuvio

Page 28 Bern 131, Bern, Switzerland; Architects: Atelier 5

Page 29 Bus Station, Merthyr Tydfil, Great Britain; General contractor: Morgan Sindal

Page 30 Spacewell Energy

Page 31-43 Adobe Stock

