



## Wooden Barrel, Belo Horizonte, Brazil

The structure of the building follows the concept of a huge open wooden barrel over the mountains of Belo Horizonte.

Realized with SCIA Engineer.

### TABLE OF CONTENTS

- Business Model
- Business Activities
- Growth Drivers
- Internationalization

- CSR Approach
- CSR Structure
- Stakeholder Management
- Materiality Analysis
- Material Risks
- EU Taxonomy

- Management Approach – Employee Responsibility
- Attracting and Retaining Employees
- Education and Training
- Employee Health
- Diversity and Inclusion
- Management Approach – Customers and Society
- Customer Relationships
- Partnerships with Universities and Colleges
- Social Commitment

- Management Approach
- Environmental and Social Effects of Products
- Design Segment
- Build Segment
- Manage Segment
- Energy and Emissions Within the Company Itself

- Management Approach
- Fair Business Practices and Anti-Corruption
- Anti-discrimination
- Human Rights
- Data Protection and Information Security



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

ENVIRONMENT

INTEGRITY AND  
COMPLIANCE

# Executive Board Interview

**The United Nations Climate Change Conference in Glasgow 2021, the EU Green Deal or the stated climate goals of numerous major enterprises – the world is focusing strongly on the issue of sustainability. What is the construction industry's position on this?**

**Yves Padrines:** We are witnessing a significant change in thinking among many of those involved in the construction lifecycle. Governments are issuing increasingly specific guidelines for the implementation of construction projects, which feed into the area of sustainability. Equally important, the public sector is demanding more accountability and green options when commissioning projects. The COVID-19 pandemic has added momentum to the digitalization process and the start-up sector is delivering many creative ideas for sustainable buildings. Despite this, the construction industry remains one of the most resource-intensive sections of the economy worldwide. Put simply, it has a lot of catching up to do.

**How exactly is the Nemetschek Group helping the construction sector to become more sustainable?**

**Axel Kaufmann:** With the Nemetschek Group's software solutions, those involved throughout the building lifecycle can plan, build, and operate buildings in a more efficient, resource-saving and therefore more sustainable manner. However, this requires the various trades and disciplines to integrate more closely with each other while also focusing on collaboration and open standards.

Yves Padrines

Chief Executive Officer (CEO)



Dr. Axel Kaufmann

Chief Financial & Operations Officer (CFOO)



Viktor Várkonyi

Chief Division Officer,  
Planning & Design Division



Jon Elliott

Chief Division Officer,  
Build & Construct Division



## EXECUTIVE BOARD INTERVIEW

**Jon Elliott:** In this context, companies that view the construction lifecycle as an intelligent, continuous sequence that can harvest data from the planning stage through to operation can build smarter, more sustainable, and more adaptable buildings and structures. Having this intelligence will be vital to enabling industry to adapt to new sustainable technologies and advancements in the built world.

#### What does sustainability mean in concrete terms in the individual phases of the construction lifecycle?

**Viktor Várkonyi:** The foundations for more efficient and sustainable construction and operation are laid during the planning and design phase. The digital working method BIM, or Building Information Modeling, enables targeted, flexible and efficient cooperation between all participants. Buildings are first constructed virtually with the help of digital twins and then in reality. This makes it possible to recognize and avoid errors and defects that would impact budgets and materials before the actual construction process begins. Our software can also be used to perform definitive sustainability analyses and to

calculate the CO<sub>2</sub> footprint of materials. The client – armed with all the information – can now choose more sustainable alternatives such as wood.

**Jon Elliott:** Viktor mentioned how it starts with the digital representation of the work to be done, and this is critical for sustainable construction. Given that input and a collaborative environment for experiencing it, construction teams can digitally plan how they will execute the work on site. And, operations and progress can be monitored at construction sites through the use of digital progress measurement and quality control solutions. These solutions identify the proposed location of building components and elements, which are then verified and located at the site with a high degree of accuracy. This enables an improvement in planning and execution with regards to material usage, people operations, and project progress. Digital quality control systems can also be used to identify weak points in the building that need to be rectified, which in turn, extends the lifespan of a building.

**Axel Kaufmann:** There is also plenty of scope to improve sustainability when it comes to operating and maintaining the

completed building. Integrated workplace management systems can be used to optimize the control of heating, ventilation and light in order to conserve resources. The ability to measure utilization means that only the areas that are really necessary are also planned. As a positive add-on effect, employees benefit from a productive work environment that provides the correct temperature, ventilation, and space.

#### What are the most common obstacles to efforts by the construction sector to increase digitalization and sustainability?

**Viktor Várkonyi:** In many cases, these are traditions, long-established processes and familiar working methods, a certain degree of ‘silo thinking’ among individual professions and, not least, apathy on the part of clients. It is also up to the decision-makers, developers, owners and landlords, to demand sustainability or circularity from a somewhat conservative and highly fragmented construction industry. Every decision that they make today, even if it only involves a private single-family home, will have an impact for the next 20 years – or even longer.

## EXECUTIVE BOARD INTERVIEW

**How sustainable is the Nemetschek Group itself as a company?**

**Yves Padrines:** As a software company, we are fortunate in that our greenhouse gas emissions are relatively limited compared with other sectors. So far, we have completed pilot projects with some of our brands to measure energy consumption and CO<sub>2</sub> emissions. Based on this, we want to start a system of reporting carbon dioxide emissions and energy consumption for the entire Group. Since we have 80 locations worldwide, this process is taking some time to complete, and we have used the time along with internal campaigns to raise awareness of the issue. We are now seeing a clear shift in mentality in our brands towards a more sensible approach to resources. In some cases, people are already starting to look for new and more sustainable buildings for the main subsidiaries. Sustainability matters to our employees as much as it

does to the business. We are accountable to them in this regard as well as to our shareholders and customers.

**Viktor Várkonyi:** Together with our employees, we are driving the issue of sustainability forward. This is the only way to ensure that the activities are being lived up to in the long run.

**You are addressing the topic of employees. What has changed here?**

**Axel Kaufmann:** The COVID-19 pandemic showed us once again in 2021 how important it is to focus on employees and their wellbeing. This is why we have adopted a much stronger position in this area – with a new “People Letter of Commitment”, a clear pledge to embrace diversity and inclusion, and a Group-wide further education platform. We also owe a debt

of gratitude to our employees, who yet again have done outstanding work over the past year.

**Jon Elliott:** As a global company, we are committed to our employees’ wellbeing as well as to the wellbeing of our society. We are in a unique position to be initiators of creating the sustainable world we want to see by providing the resources necessary for the construction industry to build smarter and more sustainably. We aim to steward this responsibility and have identified three distinct topics in which we are engaged and committed to: ‘People in Focus’, ‘Building a Better World’ and ‘Driving Digitalization’. Our brands are now actively involved in a wide range of projects within these three segments.

**Yves Padrines:** These three topics also reflect our overall sustainability strategy: inspiring people to build a better and more sustainable world through digitalization.

# About this Report and Company Profile

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

This is the third Sustainability Report published by the Nemetschek Group and relates to the 2021 financial and calendar year. The last CSR report was published on March 23, 2021. This Sustainability Report was prepared in orientation to the GRI standards with the involvement of all relevant specialist departments and approved by the Executive Board.

## Business Model

The global Nemetschek Group comprises Nemetschek SE and its operating subsidiaries. The company's history dates back to its foundation in 1963 by Prof. Georg Nemetschek. Today, the Nemetschek Group is one of the world's leading providers of software solutions in the AEC/O industry (architecture, engineering, construction and operation) as well as in the Media & Entertainment area.

The Nemetschek Group, headquartered in Munich, is a strategic holding company with 13 brands operating in four segments. The term "brands" is understood to mean subsidiaries of the Nemetschek Group, which in most cases are wholly owned. The Nemetschek Group is responsible for the central functions of Corporate Finance & Tax, Controlling, Investor Relations & Communication, Corporate Development & Operations, Mergers & Acquisitions, Startup & Venture Investments, Human Resources, IT & Business Solutions, Corporate Audit and Corporate Legal & Compliance.

The corporate structure of the Nemetschek Group is divided into four segments aligned with its portfolio of solutions: Design, Build, Manage and Media & Entertainment. An Executive Board

member or Segment Manager is assigned to each segment. This approach reflects the strategic target of better combining the brand companies' expertise within the customer-oriented segments, promoting synergies and developing strategies for the respective customer groups or overarching projects.

The brands continue to operate as independently managed companies in their respective segments. This enables the individual brands to focus on their respective customers' needs in an agile and targeted way to increase the benefits and added value for the customer. The close interlocking of the holding company and segments also ensures optimum coordination between the holding company and subsidiaries as well as a high degree of management efficiency. To leverage synergies within the Nemetschek Group, in their roles as Segment Managers the Executive Board members support the coordination of strategic projects between the brands in their respective segment but increasingly also cross-segment cooperation between individual brands. As a result, the subsidiaries benefit from synergies at segment and Group level with regard to internationalization, the exchange of best practices, and sales and development activities.

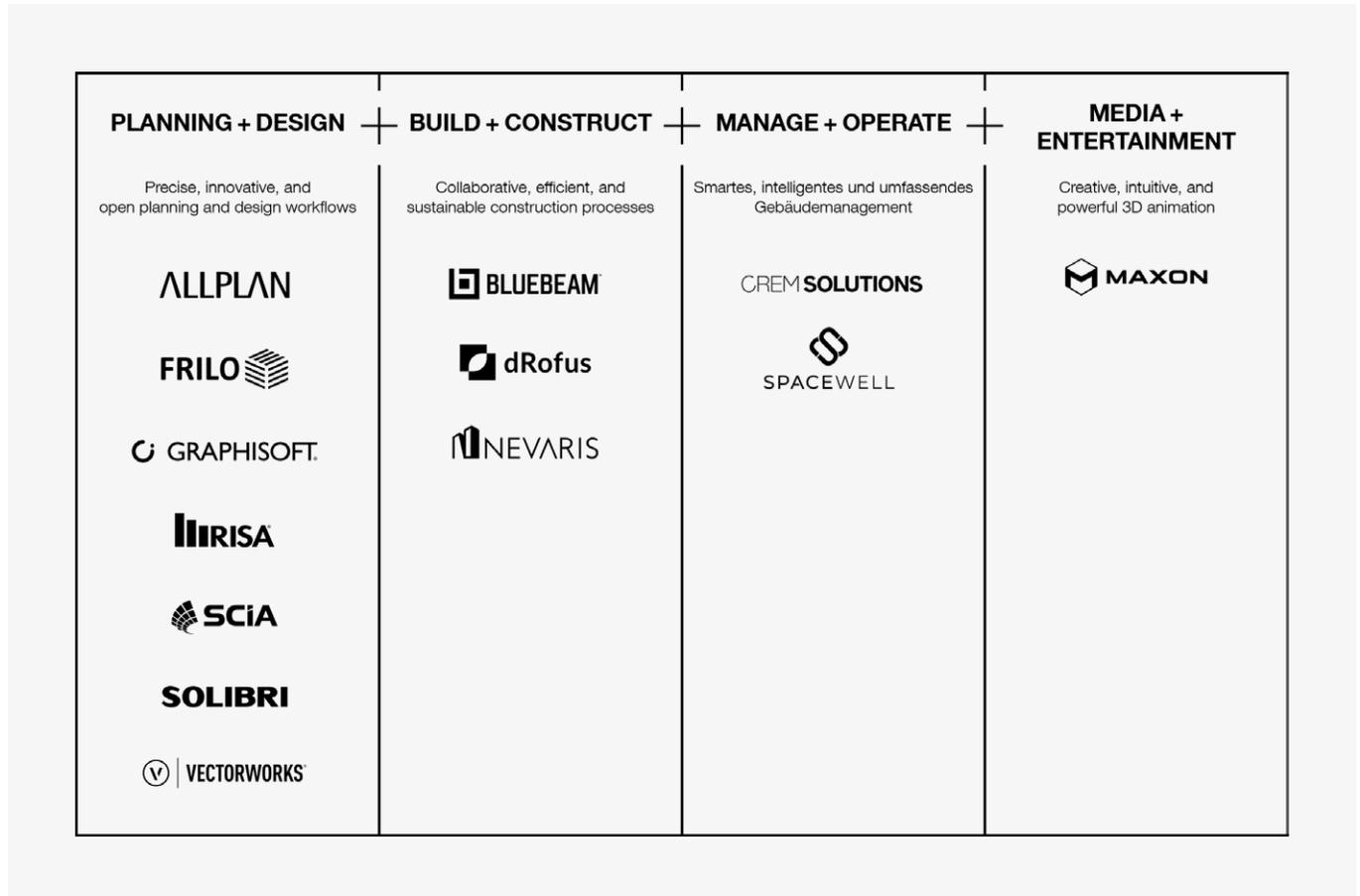
## ABOUT THIS REPORT AND COMPANY PROFILE

Each of the brands is among the established global providers in its discipline. They are “experts” in their specific customer segment, and have a high level of expertise in their respective market segment. Many of the brands have done pioneering work in their specialist areas using digital building information modeling (BIM). BIM, an integral part of the digitalization of the construction industry, is used to digitally record and connect all design, quality, timing and business requirements and data. To this end, the Nemetschek Group offers a broad portfolio of software solutions for the entire lifecycle of a building.

A total of 3,180 people work for the Group across the 13 brands and the holding company. The Group operates world-wide. In 2021, revenues amounted to EUR 681.5 million. Group operating EBITDA was EUR 222.0 million in 2021.

In the 2021 financial year, there were three changes in the segment structure aimed at harmonizing the portfolio. This involved integrating the Precast and SDS2 brands into ALLPLAN and the DDS brand into Graphisoft. The dRofus brand was also relocated to the Build & Construct segment. Other than this, there were no significant changes in the organization and supply chain.

The Nemetschek Group is also a leader in developing and promoting OPEN BIM solutions and workflows to enable seamless and open cooperation between the various disciplines –



## ABOUT THIS REPORT AND COMPANY PROFILE

regardless of their choice of software. These principles are represented by the Group and the individual brands in a variety of industry associations and institutions such as buildingSMART and the Bundesverband Bausoftware (BVBS). The BVBS promotes the exchange of information among all market participants and plays a key role in organizing construction trade fairs for the IT sector. It also promotes the development of quality standards and their certification, as well as the development of data standards and data exchange procedures. The key task of buildingSMART is the further development and standardization of the open, manufacturer-neutral exchange of information. To achieve this, it uses a multilevel work structure with a proven international track record comprising roundtables, workrooms and specialist and project groups.

In the year under review, the Nemetschek Group also entered into a cooperation agreement at Group level with the Technical University of Munich (TUM) with regard to providing financial and content-related support for the TUM Venture Lab Build Environment over a period of three years. The aim of the collaboration with TUM is to advance the pathway from research findings to marketable innovations. In addition, the Nemetschek Group joined Madaster's Kennedy network in the 2021 financial year to help make the lifecycle of buildings more sustainable.

### Business Activities

Our brands offer a diverse portfolio comprising graphical, analytical and commercial solutions that enable an end-to-end workflow in the lifecycle of construction and infrastructure projects. Customers include architectural and design offices of all sizes, structural planners, engineers of all disciplines, planning and service providers, construction companies and their suppliers, process controllers, as well as property, building and facility managers worldwide.

Within the planning, construction and administrative process for buildings, the central working method is Building Information Modeling (BIM). BIM creates virtual, three-dimensional and semantic building models that also include time and cost planning right from the simulation phase.

BIM enables efficient and transparent collaboration and an improved workflow for all those involved throughout the entire process of planning, building and managing a property or infrastructure project. BIM is initially used to "build" virtually. The extensive data collected in this way forms a very good basis for "digital twins." These digital twins, which are updated throughout the entire building lifecycle, allow forecasts to be made of changes to the building itself or its use.

The Nemetschek Group has been following this integrated BIM approach for more than 30 years and advocates for open standards and OPEN BIM. This enables software solutions from the Nemetschek Group to communicate with other software solutions – including those from competitors – via open data and communication interfaces, thus allowing the seamless transfer and documentation of all information, data, and digital models relevant to construction throughout the building's entire creation and operational cycle.

This means that the Nemetschek Group is able to contribute to further establishing this digital method of working as an industry standard. With its open software solutions, Nemetschek enhances the quality of the construction process and improves the workflow and cooperation of all those involved.

Added to this is the Media & Entertainment segment, which focuses on customers in the film, television, advertising, video game, and metaverse sectors. The segment also serves customers from the AEC/O industry (e.g. rendering software for visualizing buildings). Uses of the professional solutions for 3D modeling, painting, animation and rendering in the creative industry include producing 3D motion graphics, architectural or product visualizations, graphics for computer games, illustrations and visual effects.



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

ENVIRONMENT

INTEGRITY AND  
COMPLIANCE

## ABOUT THIS REPORT AND COMPANY PROFILE

### Growth Drivers

The global construction industry finds itself facing a prolonged growth phase. The growing world population, increasing urbanization and the associated rising demand for housing are key drivers here. The construction industry already generates around 13 % of global GDP. By 2030, the construction industry market is expected to grow 42 % to around EUR 13 trillion.

This comes in addition to the shift toward a more sustainable world, which requires extensive investment, including in infrastructure. At present, 36 % of annual global energy consumption is attributable to the construction and operation of buildings. In view of this, there is growing demand for efficiency, quality, and sustainability in the construction industry.

A further significant growth driver is the digital transformation of the construction industry, which is far less advanced than in other key industries such as the automotive industry. Studies show that the construction industry in Europe has a digitaliza-

tion level of only 7 %. This means the construction industry has a significant need to catch up with the use of digital technologies. This represents great market potential for Nemetschek. IT expenditure in the construction industry is expected to increase by around 13 % in the next few years.

Optimizing the interaction of all processes through systematic digitalization will offer the industry a more than 20 % increase in efficiency by shortening construction times, improving quality and lowering costs. Large parts of this transformation can already be implemented efficiently using existing technologies, thanks in part to the world's leading BIM method.

### Internationalization

As part of the implementation of its growth strategy, Nemetschek focuses on the three large regions of Europe, North America and Asia/Pacific. In recent years, Nemetschek has continually expanded its market position outside Germany and at the same time strengthened its position in the target sales

markets. In 2021, around 76 % of Group revenues were generated outside of Germany (previous year: 76 %). The USA is the world's largest single market for AEC/O (architecture, engineering, construction and operation) software and also represents a key sales market for the Nemetschek Group. Nemetschek has outperformed this highly competitive and expanding market in recent years and generates 34 % of its revenues there (previous year: 34 %). The brands in the USA and Europe mutually support each other in their expansion. The good market position of the US companies makes it easier for European Nemetschek brands to expand abroad and vice versa.

BIM regulations also play a major role in the strategic focus on the regions mentioned above and the respective countries. In some countries, the use of these types of software solutions is already mandatory for state-funded projects, such as in the USA, Singapore, the UK, Scandinavia or Japan. These countries therefore offer excellent general conditions for Nemetschek. In Germany, this has only applied to civil engineering up to now.

# CSR: Corporate Social Responsibility at the Nemetschek Group

The Nemetschek Group places considerable importance on good corporate governance and social and environmental responsibility. The Group sets itself the goal of increasing efficiency and productivity along the entire value chain of the construction industry through its software solutions. These solutions map the complete workflow in the lifecycle of a construction or infrastructure project – from the first sketch, through construction, to the operation of the property. Architects, engineers of various disciplines, building contractors, property developers, real estate administrators and building managers can use the Nemetschek Group's software solutions to design, build, and manage a property digitally and efficiently over its entire lifecycle.

## CSR Approach

Particularly from a sustainability perspective, the Nemetschek Group's software solutions and BIM working standard contribute to more resource-efficient planning and construction as well as more efficient operation across the entire lifecycle of buildings and infrastructure projects. A structure can be efficiently rebuilt even years later because its details are precisely documented. This working method is an indispensable basis for achieving the climate targets set by policymakers at both national and international level. We are thereby contributing to the cause of protecting the climate and the environment and, at the same time, to achieving the UN SDGs 9 (Industry, Innovation and Infrastructure), 11 (Sustainable Cities and Communities) and 13 (Climate Action).

We support innovations for a more sustainable construction industry in a targeted manner and have therefore entered into a cooperation with Madaster Germany, for example. The Nemetschek Group brings expertise in the area of digital planning and implementation of construction projects to the Madaster network. Architecture and planning offices can use this to realize recyclable buildings more easily and promote the recycling of materials.

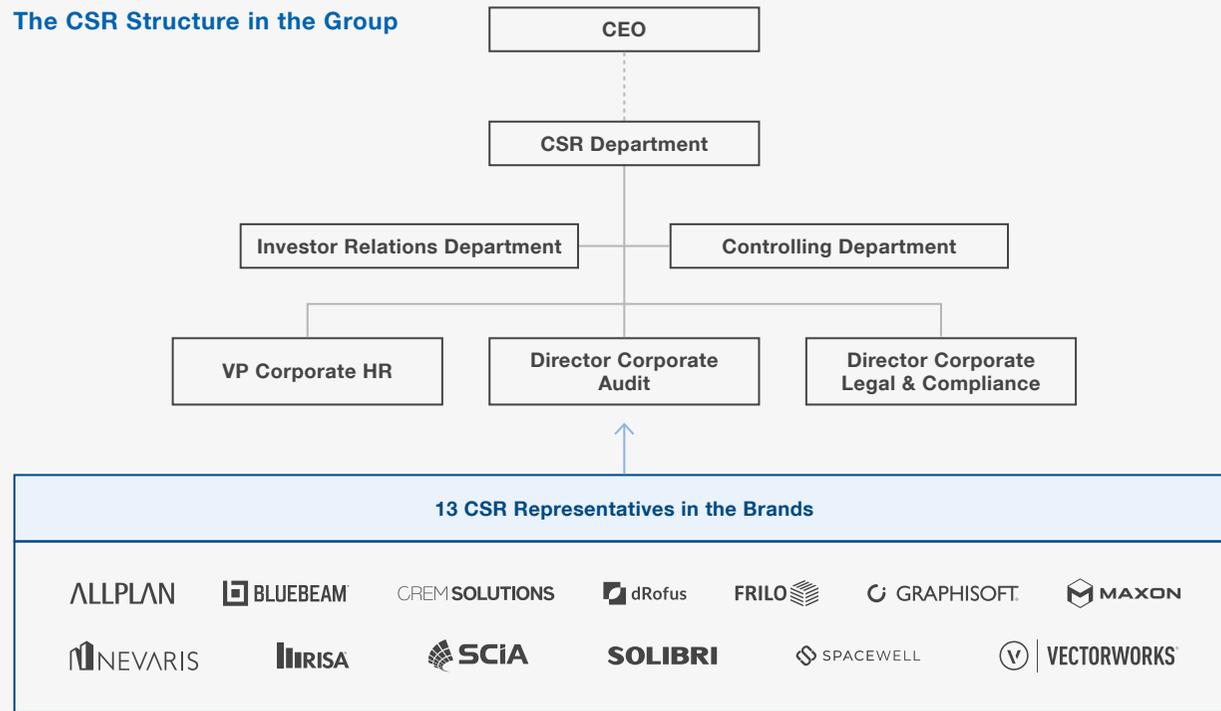
The focus is on sustainable actions, both when developing software solutions and in relation to employees and society. Therefore, the Nemetschek Group has defined standards for the way in which it conducts day-to-day business in its [Code of Conduct \(CoC\)](#). The CoC was updated during the year under review and specifically states:

*„Each of us contributes to the public image of the Nemetschek Group through our appearance, conduct and actions. We are all responsible for ensuring that we, as the Nemetschek Group, live up to our global legal and social responsibility.“*

The CoC 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. In addition, a [Supplier Code of Conduct \(SCoC\)](#) created and published in the year under review sets out the guidelines that the Nemetschek Group requires its suppliers and business partners to follow. Further information on these two topics is provided under [“Integrity and Compliance.”](#)

CORPORATE SOCIAL RESPONSIBILITY

The CSR Structure in the Group



**CSR Structure**

The CSR activities are based on standards that apply across the Group. Sustainability is thus cemented as an integral part of all business practices of the Nemetschek Group. The CSR department and the cross-departmental CSR core team identify sustainable topics and coordinate the implementation of the corresponding measures. The CSR department is in close contact with the Executive Board in this regard. For example, the department met once a quarter with the CFOO (from 01.03.2022 with the CEO) to coordinate CSR measures. The full Executive Board and Supervisory Board are also informed every six months in a written report by the CSR department.

Because the Nemetschek Group consists of 13 individual brands, many of the non-financial issues are still managed by the brands themselves. Since the year under review, the CSR representatives from all the brands hold a meeting twice a year to discuss matters such as best practices, the further development of the CSR strategy and non-financial risk management. The CSR representative's task within their own brand involves both promoting all topics in connection with corporate social responsibility and taking over the exchange of information with the holding company and the employees within their brand.

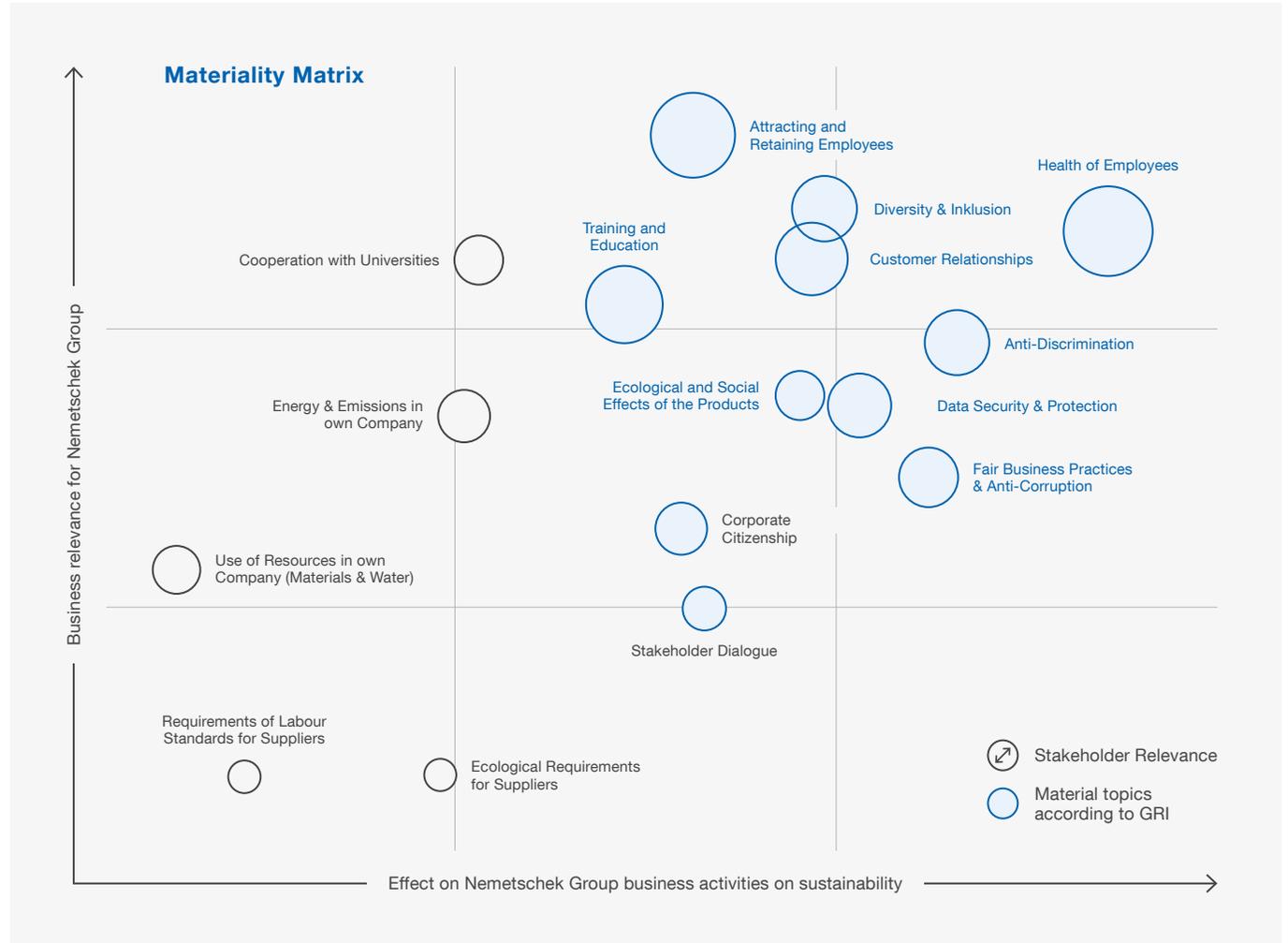
CORPORATE SOCIAL RESPONSIBILITY

**Stakeholder Management**

The most important stakeholders of the Nemetschek Group are customers, business partners, universities and educational institutions, investors, the media and society at large. Contact with customers and collaboration with universities and colleges and other educational institutions is largely carried out directly via the subsidiaries. Investors are regularly informed via our financial market communication. The objective of the Nemetschek Group is to maintain open and reliable communication with all stakeholders. An ongoing dialog is maintained to increase transparency and reinforce trust in the Nemetschek Group.

**Materiality Analysis**

A materiality analysis was carried out again in the year under review in order to align efforts in the area of sustainability with the interests of stakeholders. The analysis firstly reviewed the timeliness and relevance of selected topics using various frameworks, such as the GRI Standards and various ESG ratings. Subsequently, material topics were identified in consultation with around 850 internal and external stakeholders and their business relevance and impact on the environment, employees and society were assessed.



## CORPORATE SOCIAL RESPONSIBILITY

In order to obtain as many different insights as possible, the survey was completed not only by the managing directors, CSR representatives and other employees of the brands, but also by external consultants, investors, customers, universities and business partners who work closely with the Nemetschek Group. Weighting the individual results ensured a representative overall outcome. The core CSR team subsequently discussed and validated the ranking of the topics at a materiality workshop.

The most important topics were identified and performance in these areas assessed by the stakeholders. Performance was largely assessed as good across all the topics. There was a particularly high level of satisfaction with regard to the “fair business practices and anti-corruption” and “anti-discrimination” topics. The stakeholders saw the greatest potential for development with respect to the “use of resources within the company itself” and “ecological requirements of suppliers”

topics. There was also extensive qualitative feedback in the form of specific suggestions for improvements and recognition of things that are already being done particularly well.

The following materiality matrix shows the topics that were identified as material and their assignment to the three overarching fields of action. The material topics provide the focus for the sustainability commitments, as well as reporting. Nevertheless, the Nemetschek Group also ensures that specific standards are met as regards the other topics and that, at a minimum, the legitimate interests of different stakeholders are satisfied by the information provided in this report.

### Material Risks

The Nemetschek Group considers not only the main risks for its business activities, but also risks that could have a significant negative impact on the areas defined for non-financial

reporting (Section 315c in conjunction with Section 289c (3) Nos. 3 and 4 of the HGB). The risk assessment involves recording the gross risk values for the amount of loss and probability of occurrence if possible, as well as the net risk positions remaining after risk-reducing measures.

As in the previous year, no material risks that would very likely have serious effects were identified for 2021 for the topics defined in the non-financial reporting. Consequently, there were no risks for 2021 which, on a net basis, meet the materiality criteria in accordance with Section 289c (3) Nos. 3 and 4 of the HGB. This risk assessment was coordinated with the CSR representatives for the brands in the year under review.

## CORPORATE SOCIAL RESPONSIBILITY

**EU Taxonomy**

As of the 2021 financial year, companies with a reporting obligation under the CSR-RUG, like the Nemetschek Group, are required for the first time to comply with the requirements of the EU taxonomy, specifically Regulation (EU) 2020/852. The EU taxonomy is a classification system for economic activities. The purpose of this system is to make companies' sustainability activities easier to compare and to implement the European Green Deal, i.e. the aim of achieving climate neutrality by 2050.

The classification is based, among other things, on technical evaluation criteria (Technical Screening Criteria), which are published via delegated acts for six environmental objectives. These criteria have already been published for the first two environmental objectives (climate protection and adaptation

to climate change), for which reports must be submitted this year. For these the focus is on CO<sub>2</sub>-intensive sectors in particular. Accordingly, the share of taxonomy-eligible sales revenues, capital expenditure (CapEx) and operating expenditure (OpEx) must be reported in the non-financial report.

To analyze the taxonomy-eligible<sup>1</sup> activities at the holding company level, the Nemetschek Group has formed a working group consisting of specialists and managers from the Group Controlling, Finance, Investor Relations and CSR departments. This working group was supported by an external consulting firm. Taxonomy-eligible activities have been identified in activities 8.2. (Data-Driven Solutions for GHG Emissions Reductions) and 9.3. (Professional Services Related to Energy Performance of Buildings) by this working group. Detailed

analysis showed that, due to the low sales volume, the identified taxonomy-eligible activities must be classed as insignificant – the same applies to CapEx and OpEx. Shares of less than 1 % have been defined as insignificant in this context.

The Nemetschek Group's business model involves the development and distribution of software for the construction and media industries. These areas are not currently covered by the economic activities included in the taxonomy. In light of the upcoming expansion to include the four other environmental objectives, as well as the potential expansion of the existing environmental objectives to include other activities, it is possible that the Nemetschek Group's business activities may be affected by the EU taxonomy in the future.

<sup>1</sup> Taxonomy-eligible means that the economic activities fall within the scope of the EU taxonomy. This does not necessarily mean that these economic activities also make a substantial contribution to the achievement of an environmental objective (taxonomy-compliant).



# EMPLOYEES AND SOCIETY

- Management Approach – Employee Responsibility
- Attracting and Retaining Employees
- Education and Training
- Employee Health
- Diversity and Inclusion
- Management Approach – Customers and Society
- Customer Relationships
- Partnerships with Universities and Colleges
- Social Commitment



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

ENVIRONMENT

INTEGRITY AND  
COMPLIANCE

# Employees and Society

At the Nemetschek Group, the focus is on the employees. Content, successful and healthy employees are crucial to sustainable business development. Group management maintains an open dialog with all employees at all levels and has set clear focus areas and objectives. The goal is to create the best possible environment, to attract and retain the best talent, to offer equal opportunities and to treat everyone with the utmost respect. However, this social responsibility is not limited to employees at the Group: It also applies to customers, 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 the Nemetschek Group, the “People Letter of Commitment” defines basic standards and minimum requirements in relation to important employee issues, such as central personnel recruitment tools, appraisal interviews and approaches to promoting health. This document was updated in the year under review and now has an even greater focus on diversity and employee well-being.

In order to act quickly and agilely in the respective markets and regions, the individual brands manage their HR affairs individually. As a result, important areas such as gaining and retaining employees, employee health, education and training and diversity and inclusion are managed decentrally by the brands. Owing to market-specific differences, the brands are also free to define brand-specific standards and to develop their own HR guidelines that go beyond the minimum requirements stated in the People Letter of Commitment or regulate other topics.

The Human Resources department of Nemetschek Holding supports and advises the HR departments of the individual brands in this respect. The VP Corporate HR is responsible for the Human Resources department within the holding company

and reports to the CEO. The VP Corporate HR is also the point of contact for HR managers in the Nemetschek Group and is in regular, close contact with them. In addition, various expert and project committees are convened as required to deal with specific topics. The HR departments across the Group are also in close contact with one another: A HR Community Call is held once a fortnight and gives participants the opportunity to discuss current and future issues. Every participant has the opportunity to suggest or introduce topics.

In addition, in 2021, the Group-wide, global, virtual “NEMunplugged” employee event was held for the first time. The entire Executive Board shared facts, figures and dates from the group and its divisions. All employees had the opportunity to submit questions prior to the event via an online tool, and these questions were then answered live at the event. A short survey was sent out at the end of “NEMunplugged.” Since there was so much interest in the event, it is being conducted quarterly since the third quarter of 2021. The event was attended by around 1,000 employees on average, corresponding to around a third of employees. “NEMunplugged” was managed and hosted by the VP Corporate HR.

## EMPLOYEES AND SOCIETY

A Group-wide task force named “Diversity, Equity, Inclusion, Belonging” (DEIB) was also set up during the year under review. This task force comprises representatives from the operational business, HR and corporate communication. Its aim is to develop shared understanding, increase awareness of DEIB within the Group and develop Group-wide measures and activities.

In future, there will be international task forces in the area of employee experience to strengthen further cooperation and create synergies across the entire Group. Furthermore, experts from other divisions are invited as speakers to present on project topics relating to HR issues. In addition, there was increased use of internal communication with employees using the Group intranet.

### Attracting and Retaining Employees

Attracting and retaining highly qualified and highly motivated employees is one of the keys to success for the entire software industry. A shortage of skilled personnel was and remains the order of the day and increased further during the Covid-19 pandemic. This also applies to companies such as the Nemetschek Group. The AEC/O market and Media & Entertainment market are characterized by a high level of

innovation momentum. The Nemetschek Group is in competition with large employers in the software industry such as Microsoft, Apple and Google.

Attractive working conditions and a positive working environment help attract the best talent to the Nemetschek Group and retain them in the Group. The Nemetschek Group uses the development of the number of its employees and staff turnover as an indicator of the success of its measures. As part of measures taken to tackle the Covid-19 pandemic, short employee surveys were conducted regularly in order to gauge the mood among employees. As measures for employee recruitment, the brands of the Nemetschek Group use social media platforms such as Xing or LinkedIn, as well as recommendations from their own employees. Almost all brands reward successful referrals with a bonus.

In order to retain skilled employees and managers in the long term, the Nemetschek Group is working on strengthening its attractiveness as an employer. Flexible working time models, which are laid down as a standard in the People Letter of Commitment, contribute to this. Some brands have also developed their own, additional rules in this area. On a general basis, all brands support mobile working, for example, and

equip their employees appropriately – especially in the pandemic years of 2020 and 2021. The structure of the individual working time models depends on the business model of the respective brand.

Measures to be attractive as an employer include individual training and particular support of talented people as well as sports programs and team events. The Covid-19 pandemic had much less of an impact on measures of this type offered by the brands compared to last year. In particular, the Covid-19 pandemic affected sports programs and team events far less, with only four of the 13 brands citing the pandemic as a major influencing factor in relation to these measures.

In 2021, the number of employees in the Nemetschek Group increased by 106 or 3.4 % compared with the previous year. As at December 31, 2021, the Nemetschek Group employed 3,180 people (previous year: 3,074). Staff turnover (non-operationally initiated staff departures) was at 9.42 % in 2021 (previous year: 7,46 %; 2019: 7,79 %). Due to the ongoing uncertainty caused by the Covid-19 pandemic, the turnover rate in the year under review was higher than in previous years.

EMPLOYEES AND SOCIETY

Employees by age and gender [%]



Top management by age and gender [%]



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 good long-term prospects. At Group level, LinkedIn Learning has been introduced, with all brands able to participate. More than 2,000 employees took advantage of this offer in the year under review and selected the training sessions individually. Themed Learning Challenges are also conducted each month via the intranet with various video content. In December, for example, a Learning Challenge was held on the topic of diversity, equity, inclusion, and belonging.

The need for training and corresponding measures is analyzed and addressed within the respective brands. The minimum requirements for education and training are the subject of the above-mentioned People Letter of Commitment. The education and training requirements are defined in the annual development meetings. Individual prospects and specific goals are also discussed in these meetings. These development meetings took place at all brands in 2021 and were even held several times over the year at some subsidiaries.

EMPLOYEES AND SOCIETY

**Employee Health**

For the Nemetschek Group, it is of the utmost importance that employees are offered a healthy and secure work environment. This includes minimizing the risk of work accidents and work-related illnesses. The company regularly adapts all health-related measures and initiatives to the changing requirements of the working environment. This applies particularly in times of the Covid-19 pandemic. Transparent communication and a rapid reaction to current changes shaped the way employees were treated in 2021 as well. This also applied in regions which were particularly impacted and where employees had to be protected quickly by closing offices.

In the People Letter of Commitment, the Nemetschek Group defined minimum requirements for health management for all brands. The implementation of the measures will continue to be managed decentrally. In the year under review, 9 of the 13 brands offered health-related measures for their employees. Alongside wellness programs, these measures included sports and fitness activities within the company and financial support for programs offered by different external providers, which was available to employees at five brands. Various brands in the Nemetschek Group also offer employees the option of leasing bikes.

In terms of preventive health care, employees benefited to varying degrees – depending on the brand – from telemedicine services, specific examinations (e.g. of eye health) or subsidized insurance policies. In some cases, special office equipment, such as ergonomic office furniture, was provided. Flu vaccinations and Covid-19 vaccinations, as well as self-tests

and Covid-19 antibody tests, were also offered in 2021. In addition, employees were provided with appropriate protective equipment, such as an unlimited number of masks. The relevant hygiene and protection concepts were continued and updated as required.

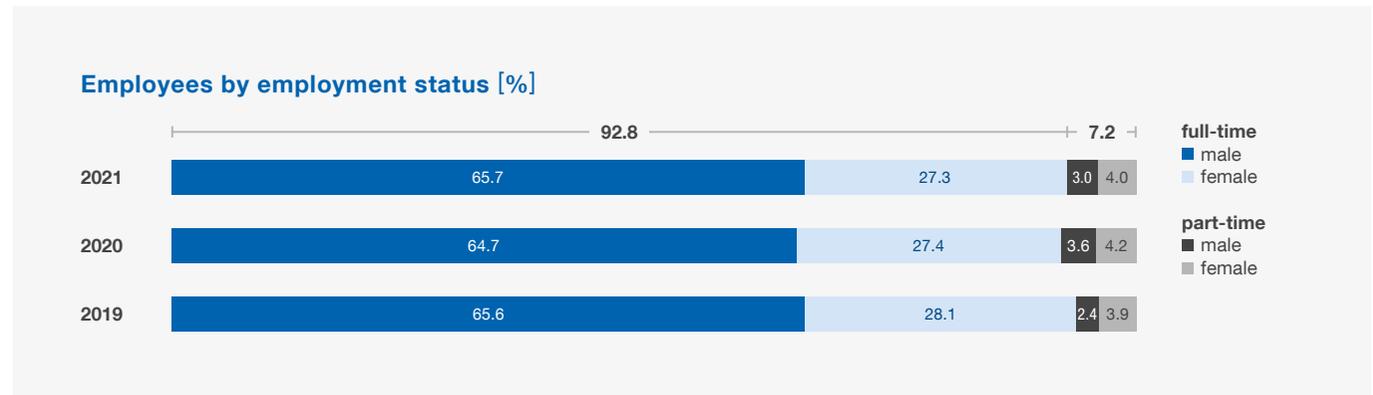
**Diversity and Inclusion**

Diversity is part of the corporate culture at the Nemetschek Group. The various cultures and marked individuality are important drivers for the Group's innovative strength and should therefore be promoted in a targeted manner. The newly formed working group DEIB (Diversity, Equity, Inclusion, Belonging) has devised a guiding principle for the Group, which has been agreed with the CFOO. This statement 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 60 nations. For us, diversity, equity, inclusion, and belonging are the keys to unleashing our full potential and driving true innovation.*

*We can best support our customers in shaping the world through a diverse culture. We aim to treat EVERYONE with respect and appreciation, regardless of differences. Valuing diverse opinions and creating equal opportunities for all is of the utmost importance for us as an organization, and as individuals.“*

The subsidiaries completed a survey on this subject once again in 2021. The results showed that almost 40 % of the brands already use a policy or company statement on diversity and inclusion. The American brands are leading the way with specific activities. The Nemetschek Group is very cultur-



## EMPLOYEES AND SOCIETY

ally diverse, which is reflected in the survey results: There are 60 different nations represented in the Group.

New quotas for women on the Supervisory Board and in the first reporting line below the Executive Board in the holding company were also set in the year under review, and are expected to be achieved by the end of 2025: On the Supervisory Board, the aim is for one quarter of members to be women. In the first management level below the Executive Board, a target quota of 28.6% was set. This target quota was met during the year under review and should now be maintained. For the Executive Board, the target quota of 0% was maintained until the end of 2022. The Supervisory Board will be re-elected at the Annual General Meeting on May 12, 2022 and will subsequently re-discuss the topic of the women's quota on the Executive Board.

### Management Approach – Customers and Society

Every company bears social responsibility beyond the purpose of its operating activities. Focusing purely on economic key figures can increase risks in the long term. This was shown to be particularly relevant in 2021, which was a year shaped by the Covid-19 pandemic. Customer contact was adjusted in line with local regulations and recommendations with most of it taking place on a digital basis. To ensure that customers could continue to operate, the brands expanded their range to include free online training, licenses at no charge and other complimentary services.

Besides the various day-to-day challenges, as a business partner, the Nemetschek Group attaches particular importance to long-term customer relationships and far-reaching cooperation in the university sector. With this in mind, common goals and thematic focal points are coordinated at the holding level. The individual brands are responsible for the implementation, as they can act in a more targeted and flexible way locally.

### Customer Relationships

Satisfaction is an important factor for long-term customer relationships. That is why 2/3s of the brands collect data on customer satisfaction and six brands have even set objectives in this area. In order to be able to respond to specific customer needs in a targeted manner, this topic is managed decentrally. Most brands use defined indicators to measure customer satisfaction, such as the churn rate, the Net Promoter Score and the Customer Satisfaction Score. Customer surveys are used to obtain the data. In these surveys, customers evaluate both the functionality of the product and the services provided by the brand. Customer opinions are obtained via online questionnaires, by e-mail, via direct customer contact or by telephone. To achieve high customer satisfaction right from the start, 11 of the 13 brands in the Nemetschek Group involve their customers in product development at an early stage. Measures designed to contribute to product quality and customer satisfaction include joint development projects, customer panels, user groups and communities, as well as prod-

uct previews, beta testing, and workshops. Some brands regularly have one-on-one interviews with customers and work closely with the customer engineering and product teams. "Wish lists" and broad-based customer surveys are also used.

### Partnerships with Universities and Colleges

The Nemetschek Group has its roots in the university environment. With this in mind, cooperation with educational institutions is particularly important to the Group. The aim is to support all relevant institutions in the core markets that offer architectural and construction training with software solutions. In this context, talented young people are approached at an early stage in order to be able to plan, construct and manage buildings and infrastructure projects sustainably. Almost all brands engage in networking activities for students and customers, e.g. through specially provided job platforms, various training formats, guest lectures, job fairs at universities and colleges or through cooperation with student associations and academic faculties. Furthermore, the majority of the brands provided licenses for those at school or university – with the total figure close to 30,000 in the year under review. The Covid-19 pandemic impacted the activities planned at more than half of the brands. Competitions, hackathons, work placements, campus visits and on-site presentations did not take place as scheduled. Instead they were either postponed or took place on a virtual basis.



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

ENVIRONMENT

INTEGRITY AND  
COMPLIANCE

## EMPLOYEES AND SOCIETY

**Social Commitment**

Social commitment is very important to us and our brands. All but one of the brands made donations to various non-profit organizations in the year under review. They get involved in charity runs and grant additional paid vacation to their employees to allow them to engage in volunteer work. The activities involved are as diverse as our product range. Our US-headquartered brands are often pioneers in this regard. The Nemetschek Group is currently working on an internal best practices series with which the brands can inspire each other and develop ideas together.

Owing to the different cultures at our brands, social activities are carried out locally at the brand level rather than being subject to central management. However, in the year under review the activities were combined in a corporate citizenship brochure for the first time. This has been published on the intranet and on the Nemetschek Group website and contains 30 social activities by the brands, three of which are listed exemplarily on the right side of this page. The respective projects are allocated to three clusters:

- » People in Focus
- » Building a Better World
- » Driving Digitalization

**People in Focus: Example of Emergency Aid in the Covid-19 Pandemic**

Several brands provided support where help was needed during the pandemic. For example, ALLPLAN donated milk to the Münchner Tafel food bank, gave an employee paid leave to volunteer at the Technisches Hilfswerk federal aid agency, and helped develop a poultry farm in Ecuador with Plan International. Bluebeam put care packages together for head teachers in the Pasadena Unified School District to bolster them during the Covid-19 pandemic. Spacewell India provided financial support to migrant workers who were affected by unemployment and unable to return home.

**Driving Digitalization: Example of Notebooks for Disadvantaged Children**

The period of homeschooling during the pandemic risked causing disadvantages for students who had no access to the necessary technical devices. For this reason, FRILO donated company laptops to a school in Germany. The IT department at Bluebeam also advocated for equality of education by converting old laptops for an organization. This organization set itself the goal of encouraging disadvantaged young people's interest in the wide range of career opportunities in the areas of science, technology, engineering, art and mathematics through practical activities, excursions and education.

**Building a Better World: Example of Running for Water in Uganda**

RISA and Nevaris sent their teams to the running track to raise funds to build sustainable water wells in rural communities in Uganda. RISA took part in the Wells of Life Run4Water fundraiser and raised money to finance the construction of a well. The Nevaris team took part in the BMW Corporate Run and supported the New Covenant Church International to build a well in Otuke. These wells can provide 1,000 liters of clean drinking water an hour for up to 80 households, even in dry seasons.

# ENVIRONMENT

- Management Approach
- Environmental and Social Effects of Products
- Design Segment
- Build Segment
- Manage Segment
- Energy and Emissions Within the Company Itself



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

**ENVIRONMENT**

INTEGRITY AND  
COMPLIANCE

# Environment

Sustainable business and intact ecosystems are the basis for healthy living. The construction industry is one of the most resource-intensive sectors of the economy. In addition, the demand for housing is constantly increasing. As a result, the construction industry is being challenged to handle raw materials and energy more efficiently in order to plan, build and manage buildings more sustainably in this way. As a partner for the AEC/O industry, the Nemetschek Group is aware of its ecological responsibility and takes it seriously. With software solutions that improve resource efficiency in the construction industry, use resources sparingly and reduce the energy requirements of buildings, a contribution is made to climate and environmental protection. Energy and emissions also play a major role in terms of sustainable actions within the Group itself. The Nemetschek Group and its brands have made significant progress in this area, too.

## Management Approach

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 economic concerns when selecting suppliers, advertising materials or other external services.

The 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 more sustainable way. To this end, the management of relevant aspects, such as research and development, is the responsibility of the individual brands. The Nemetschek Group and the brands in the Design segment consulted on this issue during the year under review and developed an initial collection of sustainable ideas for solutions. Developing a comprehensive inventory and analysis on the topic of sustainable products is planned for 2022.

In the year under review, the Nemetschek Group published a new Group Environmental Guideline. This document lays down key obligations, including the intention to comply with all relevant laws and internal guidelines, integrate environmental processes into day-to-day operations and encourage all employees to assume responsibility for protecting the environment and actively practicing this in the workplace. Transparency and open communication with all stakeholders on environmental topics are also part of this, for example, as is careful purchasing of products, materials and services with the aim of protecting the environment.

## Environmental and Social Effects of Products

According to the Global Status Report 2019 published by the Global Alliance for Building and Construction, buildings are responsible for 36 % of global energy consumption and 39 % of energy-related CO<sub>2</sub> emissions. With Nemetschek Group solutions, architects, engineers in all disciplines, building con-

## ENVIRONMENT

tractors as well as building and real estate managers can plan more proactively, share information more efficiently and collaborate more productively. Working in this way, energy and resource consumption can be reduced throughout the entire construction process as well as in the subsequent use phase.

The environmental and social effects of products in the Nemetschek Group relate to two areas: the specified use during the lifecycle of a building and the consideration of sustainability aspects in 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, significantly reducing errors and the need for reconstruction. The use during the lifecycle of a building can be demonstrated below using product examples from the Nemetschek Group based on the three segments [Design](#), [Build](#) and [Manage](#).

### Design Segment

Using software developed by the Nemetschek Group, buildings are optimized as early as in the planning stage. For example, the position of the sun and its angle of incidence can be simulated with the digital solutions, making it possible to plan windows in an optimum fashion. In addition, large quantities of connecting materials can be saved through better planning and optimized steel connections. An example from the Design segment is Energos from Vectorworks: Using graphics, planners can determine the energy efficiency of a project in advance, enabling important decisions to be made during the design phase.

### Example: Building Materials Passport

Madaster is a non-profit Dutch foundation that maintains an online register of materials and products used in construction projects. This documentation in the form of a building materials passport is prescribed by Dutch legislation and the Ger-

man government has also announced to make such documentation mandatory. This materials passport makes a building into a source of raw materials if it is ever dismantled. In this process, each building receives a mandatory online building materials passport that records the actual materials and products used as well as information on their recyclability. The climate impact of the individual building materials, which is determined based on their CO<sub>2</sub> emissions, is of central importance here. In this context, ALLPLAN is developing an appropriate interface that enables data to be compared during creation of the building materials passport. Nemetschek is therefore taking a further major step by looking at the entire lifecycle of buildings right from the planning phase.

## ENVIRONMENT

### Sustainability Par Excellence, Sustainability via BIM



#### “Polar Bear Building”, Kirchheim unter Teck, Germany

- » Most sustainable building of Germany – planned using BIM
- » Use of resource-efficient concrete (RC)
- » Software-controlled building technology

Germany’s most sustainable building yet is in the state of Swabia – in Kirchheim unter Teck, to be precise. It is known as the “polar bear building” and is the headquarters of the design company BANKWITZ. It has already received several awards from the German Sustainable Building Council (DBGN): Following successful platinum certifications in 2019 and 2020, the “polar bear building” is leading the way, as no other building to date has achieved such a high overall achievement rate in DGNB’s certification procedure. The building comprises three components, which were designed based on the passive house standard. One of the components even comes without its own heating system and is therefore considered climate-positive purely from a structural perspective. BANKWITZ intends to raise public awareness of sustainability through its company headquarters. Moreover, the building was planned entirely using BIM.

The reinforced concrete/timber hybrid construction lays a rigorous focus on sustainability: Resource-efficient concrete (RC) was used for the concrete work where possible. A timber frame construction made from prefabricated wooden elements with cellulose insulation forms the external walls. The facade of untreated, rough sawn timber can be dismantled and recycled without affecting the supporting structure.

Sustainability and conservation of resources are also priorities in the interior of the building: The heat needed for heating the building extension, component C, is derived from surplus energy from the existing “polar bear building”, components A + B, while electricity is generated and stored using the building’s own photovoltaic system and water is collected using a rainwater cistern. In addition, all the building technology is controlled by software, which means that shading can be adjusted exactly to the current conditions, for example.

Allplan is a multidisciplinary platform for architects, engineers and building contractors that supports and integrates a continuous planning and construction process across all work phases.

## ENVIRONMENT

### Covering Energy Needs Internally – Through Impressive Architecture



#### McDonald's, Kissimmee, USA

- » World's first net-zero restaurant from McDonald's
- » Prototype for testing sustainable solutions
- » Information for customers on renewable energy and energy efficiency

The world's first net-zero restaurant from McDonald's in Florida serves not only as a fast-food restaurant, but also as a learning center for testing and developing sustainable approaches for the group's restaurants. When the building of around 8,000 m<sup>2</sup> was renovated, solar collectors, mobile wall units, natural shading, solar lighting, innovative heat reduction technologies and a unique steel structure were used to create a sustainable building. The McDonald's branch generates enough renewable energy to achieve a balance between the quantity of emissions produced and removed from the atmosphere – in other words, it is "climate neutral."

The architecture of the building is also impressive, as the 18,000 m<sup>2</sup> butterfly roof, with its 10 m cantilever and mountings for over 1,000 solar panels, is unique. Due to wind sensitivity, the structure of the roof had to be anchored deep into the ground. The mainstays of the Drive Thru, which support

the highest end of the roof, also had to be two-thirds filled with concrete. It was possible to plan the quantities exactly and thus also sustainably only through the use of software.

On the large outdoor terrace, interactive kiosks provide customers with information on environmental issues, how the renewable energy and efficiency features of the unique building work and why they are important. McDonald's aims to obtain zero-energy certification from the International Living Future Institute for this branch.

[RISA 3D is a planning software whose analysis and design functions can be used to design buildings, bridges, containers and many more structures efficiently with a wide range of materials.](#)

## ENVIRONMENT

**Passive house with sophisticated structure****“The Sun Salutation”, Zeewolde, Netherlands**

- » Efficient software-based planning
- » Combination of wood and steel construction
- » Optimum stability despite complex framework conditions

The passive house “De Zonnegroet” – or “The Sun Salutation” – was built primarily from hemp lime. In addition, other high-quality ecological and bio-based building materials were used in this project in the Netherlands.

ORIO Architects from Soest designed a sophisticated structure for “De Zonnegroet,” which stands out for its dynamic design language. The highly clayey subsoil on the site in Zeewolde presented a particular challenge for this project. Accordingly, a special slab foundation was chosen: a continuous reinforced concrete slab with edge beams on an insulating and load-bearing layer of foamed concrete. This approach means that the ground pressure is very low, and the likelihood of settlements has been greatly reduced. The building itself is 95 % wood construction - roof slabs, floor slabs, walls and facades, beams and columns are all part of the structure - which was supplemented by a steel beam in the first floor living room area.

For the structural design, B2CO, Bureau voor Bouwkundig en Constructief Ontwerpadvies, worked with our SCIA Engineer software. With this solution, it was possible to create the

entire building model and design most of the structural components. And: The complex building could be modeled very easily in SCIA Engineer for this purpose. Because several variants were calculated without much effort, the design could be adapted as needed during the construction process. The result is optimal stability conditions, which are particularly important for lightweight timber structures.

The software also served as a communication tool within the planning team and ensured that both technicians and customers were always up to date.

SCIA Engineer is an integrated structural analysis and design software for all types of structures. Its wide range of functions makes it the ideal solution for the design of office buildings, industrial plants, bridges, and any other project in a single, user-friendly environment.

## ENVIRONMENT

**Build Segment**

Products from the Build segment meanwhile enable savings to be made in the construction phase. For example, the “Planbar” planning tool from Allplan Precast can help minimize material use in production and reduce waste in the prefabrication of concrete construction. 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 construction phase. Allplan Precast offers a plugin for this purpose, as well as solutions in cooperation with Built-Heat, a project that standardizes approaches and products for the systemic retrofit of residential buildings.

**Example: aspern Seestadt**

Vienna is one of the fastest growing cities in Europe. To meet the rising demand for affordable housing, a new district is being developed in the east of the city: aspern Seestadt. It is one of the largest urban development projects in Europe and is being built on the site of a former airfield. A large proportion of the buildings are being built using prefabricated construction methods. This involves manufacturing the elements off-site before transporting them to the construction site and combining them with other building components.

This prefabrication method increases quality, reliability and safety. It also raises productivity on the construction site and significantly reduces the amount of construction waste through more precise planning and optimizing materials. In addition, waste can be recycled directly at the factory. Prefabricated construction methods thus actually make it possible to reduce waste by 90%. The impact of construction noise and dust on local residents is also reduced and there are time and cost savings. Working with software-based planning tools is a basic prerequisite for this. Planbar from ALLPLAN is one of the tools used by the planners at aspern Seestadt.

One of the first prefabricated projects constructed in aspern Seestadt is the award-winning “town house D10”. The building complies with a low-energy standard and has a particular focus on resource efficiency. The origin of materials also plays a major role: The distance between the construction site and the production sites of some building materials is under 100 km.

[Planbar and Tim from ALLPLAN enable digitalization of the prefabrication process – from concept to industrialized production. Tools developed especially for industrial production can achieve unprecedented quality, efficiency and precision in these processes.](#)

### Prefabricated Construction Methods – More Efficiency, Less Waste



#### aspern Seestadt, Vienna, Austria

- » The new district is one of the largest urban development projects in Europe
- » 11,500 residential units, offices, areas for production, services, science, research and education
- » Great areas being built using prefabricated construction methods

## ENVIRONMENT

**Manage Segment**

Around 80 % of the costs of a building occur during the use phase, with a large share of this expenditure relating to energy consumption. To reduce these costs, Spacewell from the Manage segment provides the DEXMA energy management systems, which are also based on artificial intelligence. In addition, integrated workplace management systems 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, which also makes it possible to save resources.

**Example: Woodie's**

Woodie's, the market leader for DIY and construction market products with 35 branches in Ireland, uses a combination of energy management solutions and ongoing energy optimization techniques to reduce energy consumption and CO<sub>2</sub> emissions. Woodie's has already decreased CO<sub>2</sub> by 14 % in the first year by using the DEXMA platform from Spacewell.

Woodie's is supported by Energy & Technical Services ([ETS](#)), a European energy management and building technology pro-

vider. ETS follows a data-driven approach that uses real-time energy consumption data to generate sustained energy and CO<sub>2</sub> savings. Woodie's also uses the DEXMA platform to monitor energy consumption in all 35 branches in Ireland on a half-hourly basis. The map function of the DEXMA platform provides a geographical view of each branch and a color-coded benchmark. Each branch, with the lowest to the highest energy consumption, is categorized using various criteria. This function shows the user at a glance which branches in the entire portfolio are performing best or worst.

Energy-reducing measures can be defined on this basis. Automated notifications inform users regarding excessive energy consumption and help identify patterns of behavior. This creates outstanding opportunities to save energy on an ongoing basis and substantially increase sustainability.

---

[DEXMA Analyse records a company's environmental footprint and delivers sustainability reports simply and automatically.](#)

---

**More AI – Less Energy Consumption****Woodie's, Ireland**

- » Market-leading retail company reduces CO<sub>2</sub> emissions
- » AI-based software enables energy use to be monitored
- » Massive and immediate savings

## ENVIRONMENT

### Energy & Emissions in the Nemetschek Group

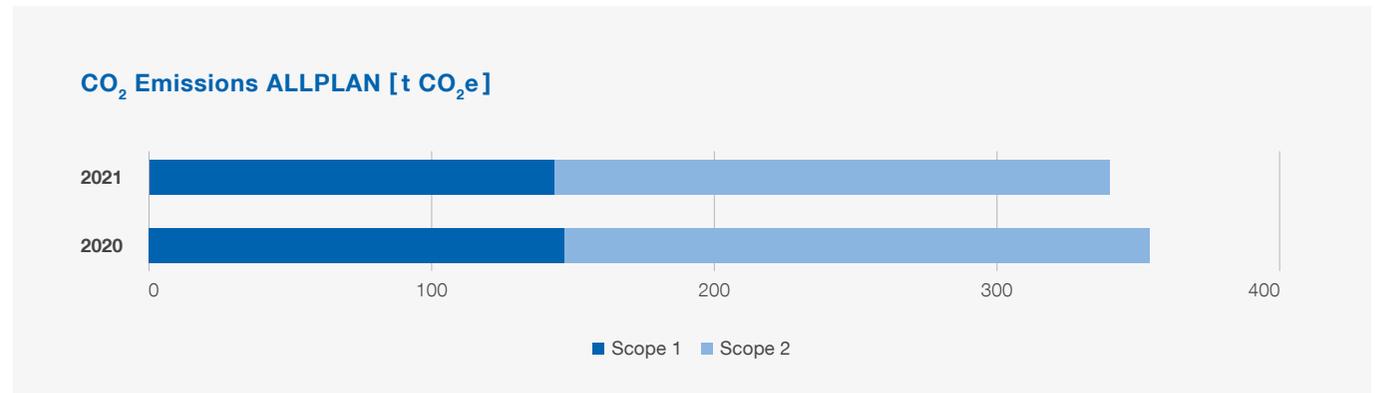
The operational conservation of resources is essential for the Nemetschek Group and accordingly anchored in the Code of Conduct. In the past, however, the key figures were not recorded centrally or used for steering purposes. For this reason, pilot projects were carried out in the reporting year for the subsidiaries ALLPLAN and Bluebeam to record CO<sub>2</sub> emissions. This involved assessing the carbon footprint for Scope 1 and 2 for the years 2020 and 2021. The carbon footprint was measured by means of software that uses various data sources such as accounting, ERP or travel booking systems. Based on this, the tool calculated the carbon footprint.

### Corporate Carbon Footprint ALLPLAN

CO<sub>2</sub> emissions at ALLPLAN decreased by 4% in the reporting year compared to 2020, based on Scope 1 and 2. The results are shown below. The data for Scope 3 upstream are currently still being evaluated and will be published in the course of the year.

ALLPLAN also defined its own climate target in the reporting year and defined the necessary steps to achieve it. This includes, among other things, continuous monitoring of its own carbon footprint and the development of a climate journey.

Together with an external consultant, ALLPLAN has developed this climate roadmap to achieve climate neutrality. One part of the climate journey consists of measures to successfully reduce the company's own CO<sub>2</sub> emissions. These include, for example, a sustainable company fleet with electric



		2020	2021	Deviation
<b>Scope 1</b>	Direct Emissions from combustion by stationary sources	24.76	22.64	-9.36 %
	Direct Emissions from combustion by mobile sources (fleet)	122.05	120.55	-1.24 %
<b>Scope 2</b>	Indirect Emissions from purchased electricity	73.50	62.48	-17.64 %
	Indirect Emissions from district heating/cooling	133.60	134.17	0.42 %
<b>Sum</b>		<b>353.91</b>	<b>339.84</b>	<b>-4.14 %</b>

vehicles and e-charging stations, measurements for waste separation, optimization of the BIOS settings of the office computers, drinks from sustainable sources or paperless travel expense reports. In addition, the ALLPLAN headquarters will be remodeled to become more sustainable and will be certified according to the certification system of the DGNB (German Sustainable Building Council). The company is aiming for the highest certification (Platinum) in this regard.

The second part of the climate journey consists of measures for CO<sub>2</sub> compensation. These include cooperation with organizations such as Treadm, which run reforestation projects around the world and thus help to bind CO<sub>2</sub> from the atmosphere. In addition, unavoidable flights are offset by similar measures.

## ENVIRONMENT

**Corporate Carbon Footprint Bluebeam<sup>1</sup>**

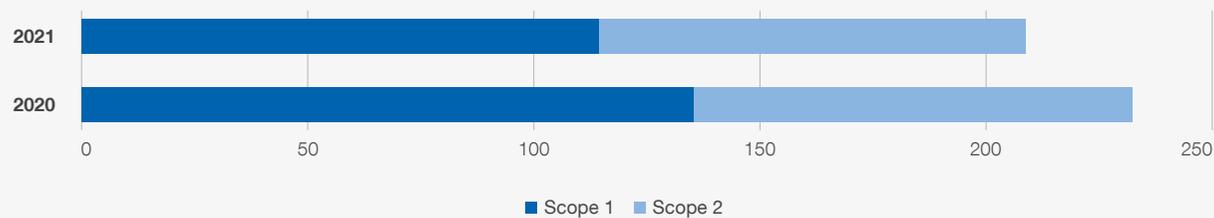
In the reporting year, the corresponding CO<sub>2</sub> emissions of Bluebeam were also assessed for the first time. Based on this result, Bluebeam will develop measures to avoid and reduce CO<sub>2</sub> emissions in the future. CO<sub>2</sub> emissions at Bluebeam

decreased by 10% in the reporting year compared to 2020, based on Scope 1 and 2. The results are shown below and will be further completed in the future. Data for Scope 3 upstream is still being analyzed and will be published later this year.

**The 2021 Nemetschek Group Earth Challenge**

The Nemetschek Group used Earth Day on April 22, 2021 as an opportunity to invite all brands or locations to participate in the 2021 Nemetschek Group Earth Challenge. The aim was to present climate protection measures to the entire Group. The winners of the first prize received EUR 2,000 to donate to a non-profit organization of their choice. The following four places received 30 trees each to plant with our partner Treedom to establish their own brand forest or expand an existing one.

The winners were the team from Bluebeam, which focuses on training on the topic of sustainability with the “Employee’s Guide to Sustainability” LinkedIn Learning sessions. This approach is aimed at motivating colleagues to take new and sustainable paths at home and at work. In turn, their ideas are then to be published on the intranet to motivate even more employees to join in.

**CO<sub>2</sub> Emissions Bluebeam [t CO<sub>2</sub>e]**

		2020	2021	Deviation
<b>Scope 1</b>	Direct Emissions from combustion by stationary sources	135.56	114.63	-15.4 %
	Direct Emissions from combustion by mobile sources	-	-	-
<b>Scope 2</b>	Indirect Emissions from purchased electricity	97.04	94.53	-2.5 %
	Indirect Emissions from district heating/cooling	-	-	-
<b>Sum</b>		<b>232.60</b>	<b>209.16</b>	<b>-10.1 %</b>

<sup>1</sup> Activity data in the form of primary data was not available for all Bluebeam sites at the time of publication. In these cases, the assessment was based on the determination of internal key figures obtained from samples.

# INTEGRITY AND COMPLIANCE

- Management Approach
- Fair Business Practices and Anti-Corruption
- Anti-discrimination
- Human Rights
- Data Protection and Information Security



EXECUTIVE BOARD  
INTERVIEW

ABOUT THIS REPORT  
AND COMPANY PROFILE

CORPORATE SOCIAL  
RESPONSIBILITY

EMPLOYEES  
AND SOCIETY

ENVIRONMENT

INTEGRITY AND  
COMPLIANCE

# Integrity and Compliance

The Nemetschek Group is fully committed to fair competition and firmly rejects corruption and bribery. This is based on the conviction that long-term business success can be achieved only by acting in a legally compliant and responsible manner. An open corporate culture and an established and effective compliance management system are key in the fight against corruption and bribery.

Actual or suspected violations of applicable laws, internal regulations or ethical standards could have negative financial consequences. They could also have a negative impact on the reputation of the Nemetschek Group. Accordingly, the Group's primary objective is to avoid any compliance incidents. 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

The compliance activities are closely linked to risk management and the internal control system. The Corporate Legal & Compliance department manages compliance activities across the Group, focusing in particular on establishing suitable structures and processes and supporting the efficient implementation of compliance measures. Moreover, the Corporate Legal & Compliance department is the point of contact for any individual questions that may arise from within the organization. There is a direct reporting line to the CEO & CFO of the Nemetschek Group.

The Corporate Audit department regularly performs internal audits to assess compliance with internal guidelines and legal requirements. The Executive Board and Supervisory Board are regularly updated on compliance-related issues and the expansion of compliance structures, as well as planned compliance measures.

As an international organization, the Nemetschek Group has a corporate responsibility toward society and the environment. The objective of the Nemetschek Group 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. No substantial compliance violations were reported during the reporting period.

In light of the above, employees are expected to treat each other within the company and third parties fairly and respectfully. To this end, the existing Group-wide Code of Conduct was revised and expanded in 2021, with the topics covered further refined. The topics addressed include human rights and the environment and climate. The Code of Conduct is 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. The Nemetschek Group is also active beyond its own corporate boundaries and is committed to combating modern slavery and human trafficking in its supply chains. Among other things, measures relating to this are disclosed in the statement on the [UK Modern Slavery Act](#).

The Nemetschek Group's 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 the transparent and lawful processing of all transactions. The Nemetschek Group expects its suppliers and business partners to do the same. To this end, the Supplier Code of Conduct advocating a risk-based approach was implemented and communicated across the Group in 2021. This Code of Conduct requires suppliers and business partners to take corporate responsibility in relation to issues such as human rights, anti-discrimination and the environment and climate. It also addresses topics such as ensuring transparent business rela-

## INTEGRITY AND COMPLIANCE

tionships, 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.

In 2021, the Covid-19 pandemic continued to have an impact on the implementation of planned projects in the area of compliance. This applies, for example, to the implementation of the Group-wide compliance risk analysis. In particular, the relevant site visits and training measures were possible only to a limited extent. Despite restrictions, all key internal processes and requirements were adhered to during the pandemic.

The compliance management system forms the basis of the preventive compliance approach. The practical implementation of this system in the subsidiaries is carried out by the local compliance officers of the individual brands of the Nemetschek Group and by the Group-wide compliance network. Regular video conferences were held in 2021 in this area, and provided the opportunity for participants to discuss and receive training on key compliance issues – in some cases on an ad-hoc basis. Reports on any compliance incidents are also prepared four times a year. The results are consolidated by the Corporate Legal & Compliance department for the

Group, reviewed and reported directly to the CFOO of the Nemetschek Group. Ad-hoc compliance reports are also prepared as part of an applied due diligence process as required. The Supervisory Board and the Executive Board are regularly informed about issues relevant to compliance.

The basis of the preventive compliance approach also includes Group-wide regulations in the form of policies on various topics. A Group policy on antitrust law was also developed and subsequently approved by the Executive Board in the year under review. There are also Group policies on anti-money laundering and terrorist financing, data protection, risk management and internal control. These Group policies are supplemented on a day-to-day basis by the communication of up-to-date compliance communication papers via the compliance network on various issues such as anti-corruption, anti-trust law, cybercrime, anti-money laundering and terrorist financing, whistleblowing, dawn raids and data protection.

In order to keep employees aware of the respective current compliance rules, regular employee information is required. Training courses and individual refresher courses on compliance topics ensure that the relevant rules are an integral part of everyday working life. Electronic refresher courses contin-

ued to be held in 2021, as well as initial training for new employees at almost all brands. Any in-person training held was always conducted in accordance with the Covid-19 regulations. In addition, during the year under review the training plan was defined and the training measures concerning the new Code of Conduct were planned for the following year.

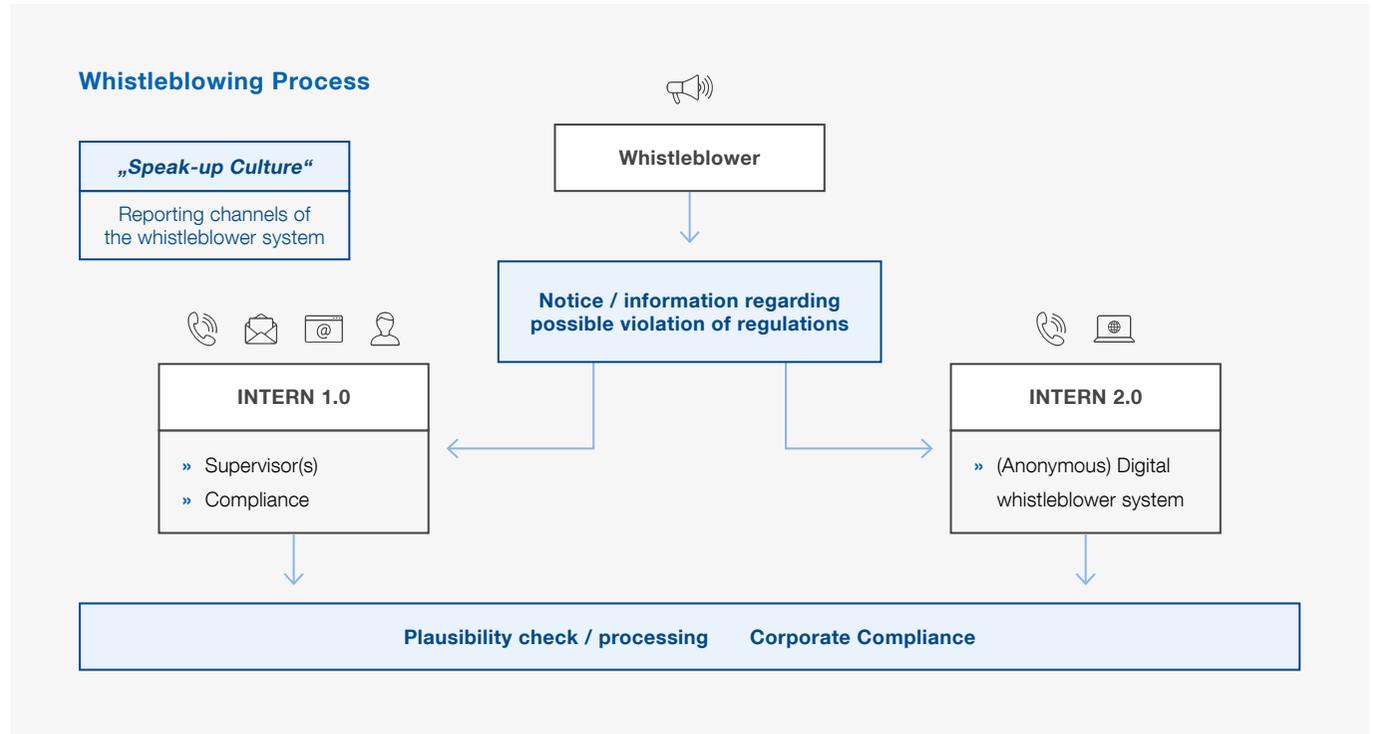
The Nemetschek Group is aware of its overall responsibility in relation to the brands. Due to the heterogeneous nature of the individual brands, they are required to take responsibility for individually rolling out Group policies and conducting in-house training on compliance topics. This individual, risk-based compliance approach enables Group guidelines to be adapted to 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 requires and promotes an open “speak up” culture. It encourages its employees to report behavior that may violate the Code of Conduct (CoC). To do so, they can contact their superiors, the responsible HR manager or the Compliance department directly, either in German or English.

## INTEGRITY AND COMPLIANCE

In addition, up to the end of 2021, violations could be anonymously reported to an international law firm acting as an ombudsman. All reports were first checked for plausibility internally with the utmost confidentiality. Where necessary, further investigations and steps were initiated. If necessary in individual cases, other divisions or external consultants were called in. The Corporate Legal & Compliance department regularly reviewed the whistleblowing process in terms of its effectiveness and amended it as necessary.

At the end of December 2021, the ombudsman system was replaced by a Group-wide, digital, anonymous whistleblowing system. The new digital system is used across all Group companies and focuses primarily on the key issues of whistleblower protection, anonymity and information security. The implementation of this new system marks a significant development and a higher level of professionalism in the area of whistleblowing. In this system, whistleblowing reports can be made digitally via the whistleblowing tool or via telephone in German or English to the provider “LegalTegrity.”



## INTEGRITY AND COMPLIANCE

### Fair Business Practices and Anti-Corruption

Various aspects of fair business practices are comprehensively taken into account in the new Code of Conduct. 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 law. 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.

### Anti-discrimination

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

*„The Nemetschek Group will 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. As a result, there were no incidents that would have necessitated steps of a disciplinary or legal nature. Further information on this subject is provided in the section “Employees and Society,” and in particular under “Diversity and Inclusion” in that section.

### Human Rights

Section 54 of the UK Modern Slavery Act 2015 requires certain global companies to disclose their efforts to combat modern slavery and human trafficking in their supply chains. The Nemetschek Group has published a declaration that is intended to create transparency about its supply chain. The same applies to its respective business partners. This declaration applies to the supply chains of ALLPLAN GmbH, Bluebeam, Inc., Graphisoft SE, Maxon Computer GmbH and Vectorworks, Inc.

The declaration sets out the steps taken in 2021 to prevent modern slavery and human trafficking in business and supply chains. The new Code of Conduct also defines clear guidelines on compliance with all human rights as well as business

partner compliance to ensure employees consciously assume responsibility for this when selecting suppliers and business partners, as early as from the point of initiating business.

### Data Protection and Information Security

The Nemetschek Group is at the vanguard of the digital transformation of the AEC/O industry and covers the entire lifecycles of construction and infrastructure projects. Its software products are mainly installed on customers’ IT systems; the risks in terms of data protection are therefore considered to be moderate. Nevertheless, the Nemetschek Group takes responsibility and undertakes to handle the data of employees, customers and partners with due care across the entire Group. They may rest assured that their data will be secure at the Nemetschek Group and processed in compliance with the relevant legislation.

In this respect, the Group follows a largely decentralized approach, in line with its organizational structure. This allows for central monitoring processes and assistance but primarily allocates responsibility to the brand companies. Maintaining data protection and information security is an objective shared by all employees at the Nemetschek Group. To that end, all brands have made sure that their teams are familiar with the Code of Conduct.

## INTEGRITY AND COMPLIANCE

### Data Protection

A comprehensive, Group-wide set of regulations forms the basis for effective data protection. These regulations comprise the adoption of a comprehensive Group Data Protection Guideline, as well as the provision of numerous templates, which are available in German and English on the Group intranet and are updated as and when required. These regulations must be observed and implemented by all Group brands that fall within the scope of the European Union's General Data Protection Regulation.

Adherence to the data protection requirements and processes is regularly checked by various parties, including the Corporate Audit department 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 have the option of reporting any violations of data protection regulations or internal company policies. Any indication of possible violations of data protection regulations is taken seriously and resolved as quickly as possible.

Furthermore, employees are trained and communication measures are implemented. 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. In addition, all employees – not just those in Europe – are required to take part in data protection training and to provide documented proof of this. An e-learning course set up specifically to deal with the issue of data protection is offered in both German and English.

### Information Security

Information security is ensured in the Nemetschek Group by means of appropriate organizational and technical measures at Group level and at the level of the brands. The overarching security standards and measures are specified and monitored by Corporate Information Security based on an information security management system that meets the internationally recognized information security standards of ISO 27001. These requirements are described in the Group-wide Information Security Guideline.

They include guidelines on organizing information security and involving management, as well as technical and organizational measures necessary for implementing and monitoring information security. The scope of this Information Security Guideline, which is binding on all Group units, covers the protection of all

IT systems and the data they store, as well as the security of our products. The measures in this regard are continuously adapted to current requirements in a Plan-Do-Check-Act cycle.

These measures are aimed at preventing and identifying security incidents and ensuring an appropriate response in the event of occurrence. In this process, the measures are monitored by independent bodies as well as Corporate Audit and Information Security at regular intervals.

In addition to the measures carried out decentrally in the brands, Corporate Information Security regularly carries out centrally managed information security measures. These include, for example, awareness campaigns with e-mail phishing simulations and other technical and organizational security projects. To further safeguard against cyber risks, the Nemetschek Group also has a Group-wide cybersecurity insurance policy that covers all Group companies.

# GRI-Index

GRI standards		Page	Omission/Comment
<b>GRI 101: Foundation 2016</b>			
<b>GRI 102: General disclosures 2016</b>			
<b>Organizational profile</b>	<b>GRI 102-1:</b> Name of the organization	6	
	<b>GRI 102-2:</b> Activities, brands, products, and services	6-8	
	<b>GRI 102-3:</b> Location of headquarters	6	
	<b>GRI 102-4:</b> Location of operations	9	
	<b>GRI 102-5:</b> Ownership and legal form	6	
	<b>GRI 102-6:</b> Markets served	9	
	<b>GRI 102-7:</b> Scale of the organization	7	
	<b>GRI 102-8:</b> Information on employees and other workers	7, 17-20	
	<b>GRI 102-9:</b> Supply chain	8	
	<b>GRI 102-10:</b> Significant changes to the organization and its supply chain	7	
	<b>GRI 102-11:</b> Precautionary principle or approach	13	
	<b>GRI 102-12:</b> External initiatives	8, 20	
<b>Strategy</b>	<b>GRI 102-14:</b> Statement from senior decision-maker	3-5	
	<b>GRI 102-15:</b> Key impacts, risks, and opportunities	12f	
<b>Ethics and integrity</b>	<b>GRI 102-16:</b> Values, principles, standards, and norms of behavior	10, 33-36	
	<b>GRI 102-17:</b> Mechanisms for advice and concerns about ethics	34f	
<b>Governance</b>	<b>GRI 102-18:</b> Governance structure	11	



## GRI-INDEX

GRI standards		Page	Omission/Comment
<b>Stakeholder engagement</b>	<b>GRI 102-40:</b> List of stakeholder groups	12	
	<b>GRI 102-43:</b> Approach to stakeholder engagement	12	
	<b>GRI 102-44:</b> Key topics and concerns raised	12	
<b>Reporting practice</b>	<b>GRI 102-45:</b> Entities included in the consolidated financial statements	6f	
	<b>GRI 102-46:</b> Defining report content and topic boundaries	12	
	<b>GRI 102-47:</b> List of material topics	12	
	<b>GRI 102-48:</b> Restatements of information		none
	<b>GRI 102-49:</b> Changes in reporting		none
	<b>GRI 102-50:</b> Reporting period	6	
	<b>GRI 102-51:</b> Date of most recent report	6	
	<b>GRI 102-52:</b> Reporting cycle	6	The CSR Report is prepared annually.
	<b>GRI 102-53:</b> Contact point for questions regarding the report	42	
	<b>GRI 102-54:</b> Claims of reporting in accordance with the GRI Standards	6	In orientation to the GRI.
	<b>GRI 102-55:</b> GRI Content index	38-41	
	<b>GRI 102-56:</b> External assurance		With a few thematic exceptions and the first chapter, the contents of this report are reflected in our NFE, which undergoes limited assurance.
<b>MATERIAL TOPICS</b>			
<b>GRI 202: Market Presence 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	16f	
	<b>GRI 202-2:</b> Proportion of senior management hired from the local community		This information cannot be reported at present. Due to the planned establishment of an HR recording system, we will be able to report on this in the future.
<b>GRI 204: Procurement Practices 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	10, 33f.	



## GRI-INDEX

GRI standards		Page	Omission/Comment
<b>GRI 205: Anti-corruption 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	33-36	
	<b>GRI 205-2:</b> Communication and training about anti-corruption policies and procedures	33-36	
	<b>GRI 205-3:</b> Confirmed incidents of corruption and actions taken	33	
<b>GRI 206: Anti-competitive Behavior 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	33-36	
	<b>GRI 206-1:</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33	
<b>GRI 302: Energy 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	23	
<b>GRI 305: Emissions 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	23	
	<b>GRI 305-1:</b> Direct (Scope 1) GHG emissions	30f	
	<b>GRI 305-2:</b> Energy indirect (Scope 2) GHG emissions	30f	Currently, data is only available for two subsidiaries. We aim to expand the scope of reporting subsidiaries in the future.
	<b>GRI 305-5:</b> Reduction of GHG emissions	30f	
<b>GRI 401: Employment 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	16f	
	<b>GRI 401-1:</b> New employee hires and employee turnover	17	
	<b>GRI 401-2:</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	17f	
<b>GRI 403: Occupational Health and Safety 2018</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	19	
	<b>GRI 403-1:</b> Occupational health and safety management system	16, 19	
	<b>GRI 403-2:</b> Hazard identification, risk assessment, and incident investigation	19	
	<b>GRI 403-3:</b> Occupational health services	19	
	<b>GRI 403-4:</b> Worker participation, consultation, and communication on occupational health and safety	16	



## GRI-INDEX

GRI standards		Page	Omission/Comment
	<b>GRI 403-5:</b> Worker training on occupational health and safety	19	
	<b>GRI 403-6:</b> Promotion of worker health	19	
	<b>GRI 403-7:</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	19	
	<b>GRI 403-8:</b> Workers covered by an occupational health and safety management system	16	
<b>GRI 404: Training and Education 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	18	
	<b>GRI 404-3:</b> Percentage of employees receiving regular performance and career development reviews	18	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	16f, 19f	
	<b>GRI 405-1:</b> Diversity of governance bodies and employees	18-20	
<b>GRI 406: Non-discrimination 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	19, 36	
	<b>GRI 406-1:</b> Incidents of discrimination and corrective actions taken	36	
<b>GRI 412: Human Rights Assessment 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	33-36	
	<b>GRI 412-2:</b> Employee training on human rights policies or procedures		This information cannot be reported at present. We plan to report on this in the future.
<b>GRI 418: Customer privacy 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	36f	
	<b>GRI 418-1:</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	33	
<b>GRI 419: Socioeconomic Compliance 2016</b>	<b>GRI 103:</b> Management approach 2016 (including 103-1, 103-2, 103-3)	33f	
	<b>GRI 419-1:</b> Non-compliance with laws and regulations in the social and economic area	33	



**NEMETSCHKE SE**

Konrad-Zuse-Platz 1  
81829 Munich, Germany

Tel.: +49 89 540459-0  
Fax: +49 89 540459-414  
investorrelations@nemetschek.com  
www.nemetschek.com

**Written and edited by:**  
Nemetschek Group (CSR)

**Design:**  
akzente kommunikation und beratung GmbH,  
www.akzente.de/en

**Picture credits:**

**Cover image**  
Wooden Barrel, Belo Horizonte, Brasilien;  
Engineering office: Vista Engenharia

**Employees & Society**  
Jacob Lund / AdobeStock

**Environment**  
Wirestock / AdobeStock

**Integrity & Compliance**  
Atstock Productions / AdobeStock

**Image page 25**  
Bankwitz beraten planen bauen GmbH

**Image page 26**  
CPH

**Image page 27**  
Martijn Heil - De Architectuurguide

**Image page 28**  
Ralo Mayer

**Image page 29**  
Woodie's DIY Store, Ireland