

People Letter of Commitment

Our people are our key asset. We appreciate and foster the variety of cultures in the Nemetschek Group. But as a Group, we also define basic standards and minimum requirements on fundamental leadership & employee topics, as well as on central topics of recruiting talent, performance reviews and health management.

With this letter, we, the divisions of the Nemetschek Group and its brands, hereby declare that we commit ourselves to participate in and contribute to the following joint basic standards for key People topics:

- Foster a strong inclusive & diverse environment and culture in our daily work life as well as our recruiting and development processes and respect the Code of Conduct.
- Establish an open-minded feedback culture and conduct an appraisal process, which fits our company culture.
- Give our employees enough possibilities to grow and develop themselves. Support trainings and further education, by granting days of leave or contributing to the costs.
- Support the usage of our intranet ONE and integrate it in our onboarding process.
- Foster a flexible work life balance and be open to part time models, flexible working hours and mobile work. Identify and offer new, hybrid ways of working.
- Offer bright and modern office spaces, health and sports programs as well as nutritious and healthy food and beverage options in our offices.
- Strengthen the team spirit with regular company-sponsored events.
- Create a culture of transparency and openness by communicating company updates at least once a quarter.

This letter of commitment was signed by the Chief Division Officers. It runs for an indefinite period of time and can be terminated by the division with a notice period of 3 months to the end of a calendar year at any time in writing without giving reasons.