





The text content of the Allgeier SE CSR Report 2018 corresponds to the Group non-financial statement pursuant to Section 315b HGB from the Allgeier SE Annual Report 2017, which was published on April 27, 2018, with the exception of the subsequently added pages „Constantinus Award 2018 for outstanding CSR project“.

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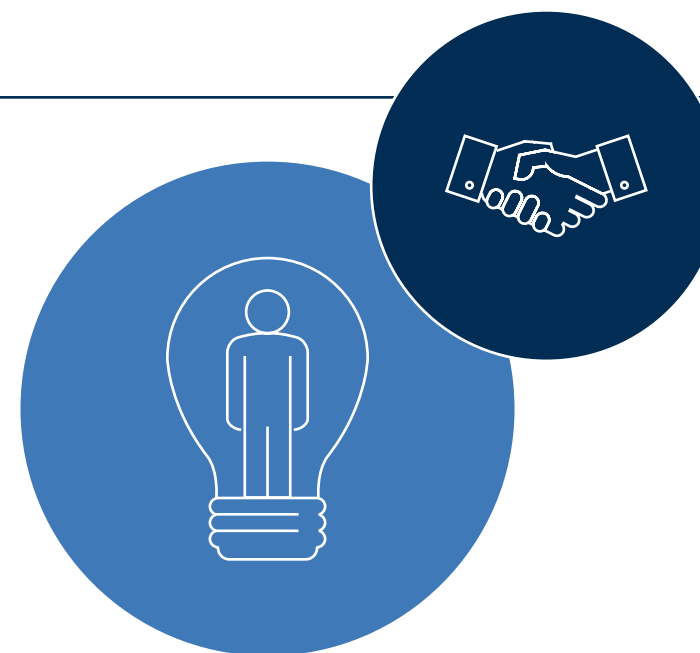


# 1. MANAGEMENT

## 1.1 Management approach, values and guiding principles

Allgeier SE is one of the leading IT companies for business performance. With a growth strategy aimed at innovations and future trends, as well as an integrative entrepreneurial model, Allgeier seizes the opportunities of digitalisation on behalf of our customers. In doing so, we create added value for customers, employees and owners.

The structure of our Group and our management approach is based on the principle of sustainable and responsible entrepreneurial conduct on all levels of the Group — from the Group holding company to the operating units in the divisions and their individual companies. Allgeier owes its position in the market today to the entrepreneurial strength of our Group companies which is founded on innovative energy, flexibility and humanity. Today we see ourselves as a globally active Corporate Citizen, as an active and responsible part of our society.



Entrepreneurial responsibility and sustainable conduct on behalf of our companies, shareholders, the environment and society begins with our employees. They form the basis of our entrepreneurial success today and in the future. We embrace common values and act in the overall interests of the Allgeier Group, while taking sustainable principles into account. Our dealings with each other are characterised by an awareness of responsibility, respect and mutual appreciation. We have defined the following core values for ourselves:

### ***Innovative energy:***

For us, this means our permanent striving for improvement and the deployment of intelligent and sustainable solutions and technologies for our customers' business models.

### ***Enterprise:***

For us, this means that we take full responsibility for our actions on all levels of the company while also being a reliable partner to our employees and willing to go the extra mile required.

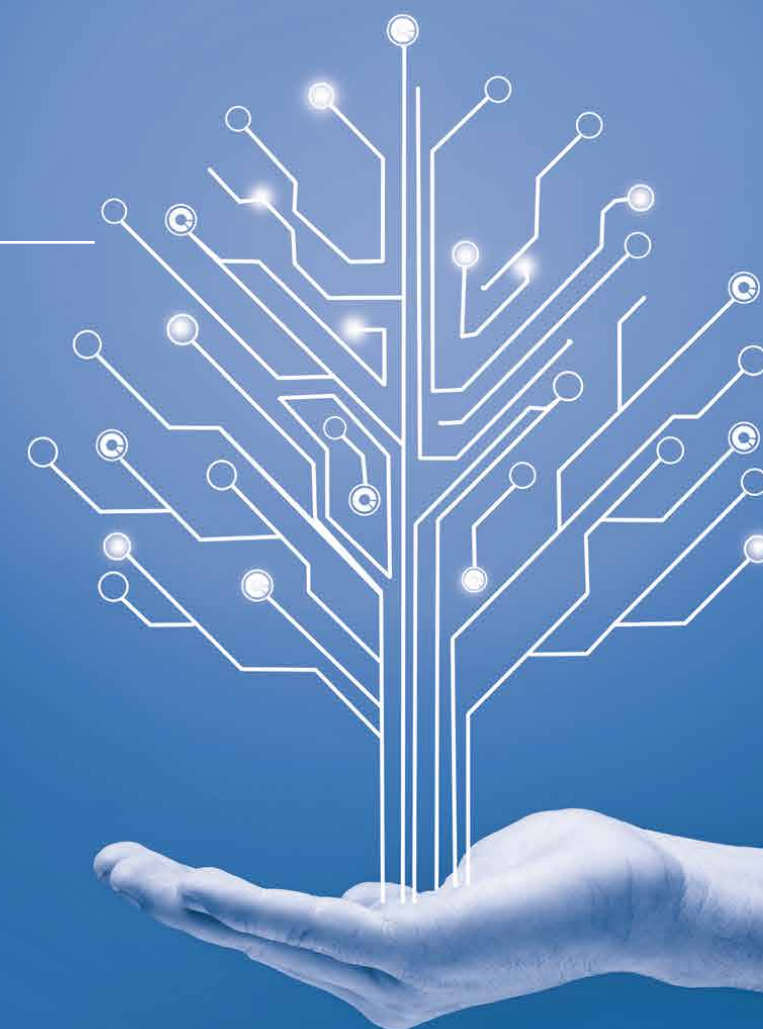
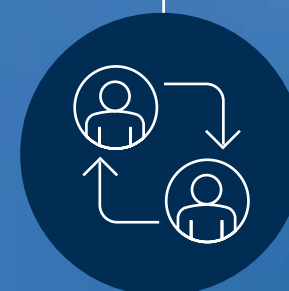
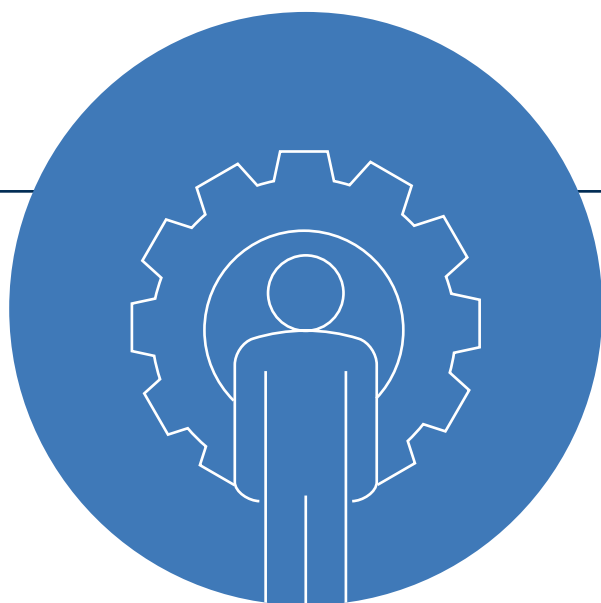
### ***Humanity:***

Humanity for us means that we maintain loyal and fair dealings with each other in the teeth of tough competition, and our relationships are based on tolerance and our cosmopolitan outlook. We reject any form of discrimination and we do not allow it to materialise.

### ***Integrity:***

One important element of our working culture is that we stand by each other. That applies to mistakes in everyday working life and equally to providing mutual support in emergencies. Trust is the basis for the way we work in teams.

Respect for the law and compliance go without saying. Hard-and-fast rules and regulations for individual situations and circumstances in the working environment are clearly formulated and communicated by Group guidelines and directives as well as specific agreements. These apply to all our actions and are binding.



## 1.2 Management principles and the Compliance Management System

With our management principles and Compliance Management System, we guarantee sustainable and responsible entrepreneurial conduct in our daily work throughout the Allgeier Group as well as the observance of general principles and national legal standards in all our markets. These specifications which are systematically aligned with our common values of innovative energy, enterprise, humanity and integrity, thus form an essential platform for our performance today and in the future and for further growth.

### *Human rights*

We respect internationally recognised human rights and support their observance. We ensure that we are not complicit in any abuses of human rights.

### *Work standards*

We strictly reject and rule out any form of forced labour or child labour. We recognise the right to appropriate remuneration for all our employees. Wages and other benefits meet the relevant national standards and local statutory norms and/or the level enjoyed by national economic areas/sectors of industry and regions as the very minimum. We defend the right of association and effective recognition of the right to collective bargaining.

### *Equal treatment and non-discrimination*

A culture of equal opportunity, trust and mutual respect is of major importance to us. We promote equal opportunities and prevent discrimination in the appointment of new staff as well as in promotions, the granting of training and further education measures and in our daily dealings with each other. We treat all employees equally. Gender, age, skin colour, culture, ethnic background, political persuasion, sexual identity/orientation, disabilities, religious affiliation or ideology play no part.

The uncompromising observance of our high compliance standards is of elemental importance for our business operations and general conduct on a national and international level, if we are to seek sustained success. Consequently, in the Allgeier Group compliance is high on the Management Board's and Supervisory Board's agendas. The Compliance Commitment made by the Management Board of Allgeier SE is the yardstick for our competitive conduct. Allgeier SE stands for technical expertise, innovative energy, a customer-centric approach and motivated staff acting responsibly. That is what the high reputation and the sustained financial success of the Group are built upon amid competition from home and abroad. We are convinced that corruption is a threat to these guarantors of success. Accordingly, any such behaviour is consequently not accepted (zero tolerance). Bribes or anti-trust agreements do not constitute appropriate means of obtaining an order. We would prefer to do without a piece of business or the achievement of internal targets than to break the law.

### *Avoidance of conflicts of interest*

At Allgeier SE, business decisions are taken exclusively in the best interests of the company. The intention is to nip in the bud any conflicts of interest with private concerns or other financial activities, also with regard to relatives or other related parties or organisations. If any such conflicts nevertheless arise, they must be solved taking due account of the law and applicable Group guidelines. One essential prerequisite is transparent disclosure of the conflict which our systems are designed to guarantee.





### *Prevention of money laundering*

Allgeier SE meets its statutory obligations in relation to the prevention of money laundering, and does not participate in any money laundering activities. Every employee in our Group is requested to have any unusual financial transactions which might give rise to the suspicion of money laundering, investigated, if necessary by the responsible financial, legal or compliance department. This applies especially to unusual financial transactions involving cash sums.

### *Political lobbying*

We conduct political lobbying centrally, openly and transparently. In the process, we follow the legal specifications on lobbying and avoid any unfair influence on politicians and legislators under any circumstances.

### *Demeanour and communication in public*

We respect the worldwide right to freedom of speech as well as the protection of personality rights and privacy. We also endeavour through our specifications and guidelines to raise awareness among all our staff that they may also be perceived as representatives of the Allgeier Group and as part of it even in their own private sphere. We therefore request every employee to maintain the image and reputation of the company through their conduct and public demeanour, particularly vis-à-vis the media.

When expressing private opinions, we make sure not to associate the employee's particular function or job in the Allgeier Group with their private utterances.

## 1.3 Standards and systems

It is crucial for Allgeier to take responsibility as a company in our business activities and to stand up for the observance of laws and international conventions. With the size of the company increasing, a steadily growing number of target markets and offices now with over 8,000 employees and more than 3,000 customers around the world, we must deal with many different stakeholders and their individual, specific expectations. Closely associated with this development, there is also a wealth of different legal regulations to be observed.

### *Observance of laws and regulations*

The observance of laws and regulations is for us a fundamental principle of responsible financial conduct.

We adhere to valid legal prohibitions and obligations at all times even if in doing so, we incur short-term financial disadvantages or difficulties for the company or individuals. If national laws contain more restrictive regulations than the rules in place at Allgeier SE, national law takes precedence.

### *Corporate Governance*

The principles of our corporate governance can be found in the Group management report above, in the Corporate Governance section.

### *Strategic management of opportunities and risks*

Details on our strategic opportunity and risk management, early risk identification and monitoring as well as operational opportunity and risk management can be found in the Allgeier Annual Report 2017 in section 5.2.1 of the Group Management Report.

## 2. EMPLOYEES

### 2.1 Strategic personnel management

Our employees constitute our competitive advantage. In 2010, we still had fewer than 1,000 employees (continuing operations). Allgeier now employs over 8,000 staff in 20 countries. Last year alone, we created over 750 new jobs. Our roughly 120 facilities are spread over four continents. This growing cosmopolitan structure is also reflected in our employees: Over 4,000 of our total of almost 7,100 employees now work outside Germany. Our employees include numerous different nationalities, and their average age is almost 35. Altogether, our Group employs around 5,500 highly qualified IT developers – around 3,500 of them in our facilities abroad. And a quarter of our employees are female – compared with other companies in our sector, this is a high figure which we have been able to steadily increase in the last few years. Many people in our Group work hard every day to identify and attract the best talent and outstanding skilled workers, and to bind them to our company for the long term.



Allgeier now employs over 8,000 staff in 20 countries. We are convinced that employee training, job satisfaction and a sense of allegiance are crucial for our long-term financial success.

As a fast-growing company in a demanding and highly agile competitive environment, we are convinced that employee training, job satisfaction and a sense of allegiance are crucial for our long-term financial success. In this way, we are able to offer customers the flexibility and innovative power they need and expect. At the same time, we are able to offer them groundbreaking products and disruptive technology services, always at the cutting edge of development. We would like to shape the digital transformation for our customers as a powerful, reliable partner. Our employees are working on processes and interfaces that are critical to the business and decisive for the future success of our customers. A solid foundation of values is indispensable in such a responsible position. Our common values of innovative energy and enterprise as well as humanity and integrity form the basis for our employees' performance. And our commitment to our staff across the Group establishes the platform for consistently backing essential qualities such as initiative, responsibility and flexibility. With programs and numerous different measures, we ensure that Allgeier is and remains an attractive, inspiring employer for its employees who not only offers a series of varied responsibilities and interesting customer projects but also outstanding individual opportunities and prospects. At the same time, we play an active role in countering the shortage of skilled workers and reinforce our brand as an employer in a hotly contested market for specialists.

As part of our personnel management, the divisions and companies in the Allgeier Group are taking a series of measures aimed at promoting employee growth, motivation and loyalty. Elements of personnel management include strategic personnel development, managing training and further education, recruiting, information and transparency as well as social aspects.





## 2.2 Personnel growth, training and further education

As part of our personnel growth program, we design employee-friendly guidelines and programs which give employees freedom and flexibility in their individual development process. We set great store by a culture in which people are able to acquire new skills, based on a self-directed culture of learning aligned on the one hand with our corporate goals but focused on the other on the individual opportunities, requirements and desires of employees. Our fundamental endeavour is to allow the existing employees in a team to grow. Elements of our strategic personnel development in group companies include a clear onboarding process with feedback interviews, as well as an interview at the end of the probationary period, continuous dialogue on performance and development held with the relevant manager in quarterly and annual interviews. On the basis of these interviews, targeted personal training measures are agreed and defined. Further measures forming part of personnel development within our Group companies include:

- management of further training, incl. through skills portals
- training catalogue with internal and external further training opportunities and individual training options
- management training
- trainee and induction programs as well as an onboarding and training concept for different divisions
- patron and mentor models
- promotion of part-time degree courses and dual study program
- identification of top talent, nurturing talented individuals and tying them to the company
- reward and recognition program
- Flexibility of roles: Individual opportunity to select different career paths and development options



We design employee-friendly guidelines and programs which give employees freedom and flexibility in their individual development process. In doing so, we set great store by a culture in which people are able to acquire new skills, based on a self-directed culture of learning aligned on the one hand with our corporate goals but focused on the other on the individual opportunities, requirements and desires of employees.

### 2.2.1 Vocational training and dual study courses

Allgeier offers training in a wide variety of lines of work and professions at many facilities, and supports a series of dual study courses at various universities. Students are informed of opportunities for study and career prospects through corresponding programs and they are also approached directly. There is also comprehensive training management in place to ensure that students obtain the right qualifications, receive the right support and find the ideal start to their careers. Interns, bachelor's degree students, master's degree students, working students and new entrants also undergo a comprehensive assimilation program with designated mentors. Further measures within the Group include the promotion of part-time study courses for employees.

### 2.2.2 Takeover and career start

With the aid of well-conceived, proven programs, we enable students and career entrants to prepare well for their professional career and achieve a smooth start to their careers. Not only do we thereby ensure that the next generation of staff coming through have the right qualifications in a hotly contested market for employers, we also play an active role at the same time in countering the increasing shortage of skilled workers affecting our sector worldwide. Besides our own training in various lines of work and the offer to use dual study courses, we also provide further training, e.g. to become an IT specialist with a subsequent option of work in this capacity, and we combine these qualifications with internship phases. Training and degree courses are always offered with a view to subsequently hiring the people concerned. As well as working closely with universities and besides our commitment to universities in other areas, many of our companies also offer posts for working students, students studying for bachelor's or master's degrees combined with intensive support from mentors. One example of such programs in our Group is the Allgeier Starter Academy Plan in our Allgeier Experts Division (see 2.2.3 below). The so-called hiring drives in our Nagarro Division constitute a further measure for ensuring an ideal career start. In the case of Pool Campus Drives, we identify a partner university together with which we organise the drive. Further universities are then selected which are to be invited to join the program. Following this model, many students are able on the one hand to learn relevant lines of work and on the other, to get to know us as a company and familiarise themselves with work in our facilities. Campuses at universities are also visited in order to approach first-year students directly and inspire them to join the program. Additional off-campus drives at weekends serve to attract talented youngsters to take our recruitment tests.





### 2.2.3 Trainee program

There are various trainee programs in place within different companies intended to guarantee structured, thorough induction, efficient learning-on-the-job as well as in further relevant situations, a smooth introduction to new responsibilities and positions. With our Allgeier Starter Academy Plan, for example, we have a six-month onboarding program in the Allgeier Experts Division with structured induction plans, fixed milestones and feedback interviews as well as a subsequent employment interview.

Further measures for supporting traineeships within individual Divisions include:

- patron model for new employees to facilitate their introduction to the company
- mentor model: We attach great importance to a long-term working relationship and to giving every single employee the chance to grow; through our targeted, confidential mentoring program, we offer new employees the chance to grow on a personal and professional level within the company
- offer of support for bachelor's or master's theses as well as, if possible, working students to be hired and given the chance to grow following completion of their degree.
- targeted appointment of lateral entrants who are trained on the job
- Campus Learning Program: The Campus Learning Program is a model in the Nagarro Division through which we want to widen the pool of highly talented specialists in conjunction with universities. In this program, we focus on training "industry-ready IT professionals" by improving the training and further education opportunities for students and tailoring them to the needs of the industry.
- Communication training for new entrants We offer specific support to new entrants with accompanying soft skill training such as communication courses, thereby contributing to their personal growth.

### 2.2.4 Further training

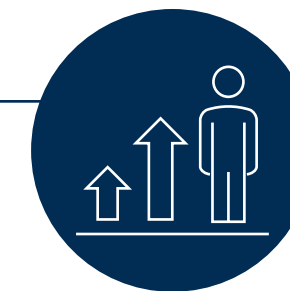
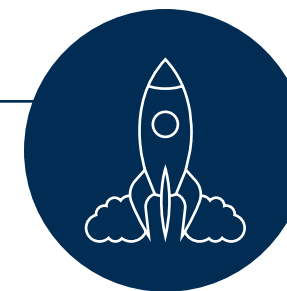
Permanent further training and the support of lifelong learning are of fundamental importance to us as part of our corporate culture. People derive pleasure from extending their expertise and increasing their knowledge, and this can make an important contribution towards a happy life. Consequently, we would like to help our employees to learn something new every day and to become just that little bit better. Wherever possible, we also take the individual needs and requirements of our employees into account but also their personal desires, goals and opportunities. We are convinced that as a result of our further training management and a series of concerted individual measures, we can on the one hand enhance and preserve the motivation, commitment and dedication of our employees on a permanent basis, and on the other, expand the knowledge, know-how and performance which are essential if we are to offer our customers excellent services and products. In addition, we make a commitment as a Group in many areas beyond our company in order to improve people's access to education and enhance the quality of education, particularly to counteract the shortage of skilled workers and give young people the ideal preparation for a career in IT. The measures taken by Group companies as part of our further training management include the following:

- internal further training offer in the form of live events and e-learning modules for self-study
- establishment of an academy and e-learning platform for employees
- SharePoint communities on specific topics enabling professional dialogue between fellow employees
- offer of training from external trainers as well as enabling employees to take part in external seminars and attend trade fairs/symposia/organised debates for their further professional training



### 2.2.5 Performance and awards

Establishing a culture of appreciation and recognising performance, commitment and ideas is of major importance to us. Rewards and awards for special dedication and excellent performances in daily work and also for well-deserving team members play an important part in this process. In line with our corporate culture and in order to provide targeted incentives, we have established Reward and Recognition Programs in the Nagarro Division, for example, which include a monthly cheer board, excellence awards and so-called idea-yahs. There are also employee incentive plans including interviewer incentives, target-linked incentives, sales referrals and an employee referral program (employee recruitment and recommendation programs). Generally, we offer variable remuneration models in many areas of our Group (some including SMART goal categories) linked to profits, margins or service revenues. Additional incentives are also created in individual companies via special bonuses (e.g. for service anniversaries, on hitting certain development and further education goals or certifications, exceptional achievements or deployments abroad), options, overtime models and allowances such as night-shift allowances or off-site allowances, and special commitment is rewarded.



### 2.2.6 Employee loyalty

Creating effective employee loyalty and low employee turnover are important elements of a business operation successful over the long term. As well as the programs and measures for personnel growth and the further qualification of our employees described above, we take further steps in our Group companies aimed in particular at enhancing the loyalty and motivation of specialists as well as at securing valuable expertise, e.g.:

- Career planning and attractive development opportunities: Via salary models, gratuities and individual career opportunities, we reward commitment and excellence, motivate employees and tie them to our Group for the long term — regular personnel and feedback interviews
- Training, ongoing further training and development: We offer our employees a multitude of individual development programs and personal consultancy opportunities thereby allowing them to design and pursue their own learning and development path
- Work Life Balance: We want to use employee-friendly programs, flexible working time models as well as a multiplicity of further measures for reconciling family life and a career (see below) to understand the needs of employees and to help them achieve an optimum work-life balance
- Employee advantage program through external service providers regular team meetings, parties and joint activities and events, introductory days and welcome days for all new entrants to get to know each other and for networking, regional roundtables for experts, honours and gifts for company anniversaries, birthdays, weddings, etc.

### 2.2.7 Development of managers

The continuous development of our managers plays a significant role for us, not only as part of our personnel growth and further education management. We are also convinced that good performance on the part of our Group and groundbreaking services and products for our customers require good management. We provide special promotion programs, development programs, career models and incentives, bonuses and participation models for managers. With further education, training and coaching sessions, we ensure in our Group companies that managers receive continuous training, and we also prepare employees for leadership roles and to take on responsibility.

### 2.3 Recruitment and the promotion of science

Research and Development and the support and promotion of universities, science and young talent are of great importance for our Group. We know that we are dependent today and tomorrow on the best minds all round the world to enable us to offer our customers the best solutions and maintain the strong growth of our company. Allgeier therefore maintains numerous collaborations with universities and research facilities, supports partner universities and projects financially and is also represented at many universities with regular recruitment and hiring events. Students receive targeted support at several universities and on different courses as part of the Germany Scholarship. We also meet our responsibility to promote science and research in our Group companies through the following measures to name but some:

- lecture series, technology training courses, workshops, webinars and student projects at several universities in various countries
- boot camp for students: The pre-placement boot camp is a training initiative in which a group of candidates are selected on the basis of common aptitude and coding tests, and receive further specific training before they are sent a PPO (Pre-Placement Offer)
- excursions for students to Group company facilities
- promotion of the Germany Scholarship at several universities (both centrally via Allgeier SE as well as on a decentralised basis via the Divisions)
- regular participation in scientific surveys and studies, esp. for bachelor's and master's theses as well as for dissertation projects
- regular hackathons for students

### 2.4 Information and transparency

To guarantee a regular exchange of interests as well as a consistent flow of information and communication both from the top down and from the bottom up, Allgeier SE has set up an employee council as a central stakeholder in cooperation with a body elected by all employees; the council is made up of ten elected employee representatives from all Divisions as well as the Group Management Board. There are communication channels in place within the Divisions and companies (incl. via the intranet) in order to allow the staff to share in the information as well as the decision-making processes within the employee representation bodies. Further measures to promote the representation of interests and exchange of information within the Group companies include facility and/or divisional meetings, webinars, town hall meetings and info days intranet, blogs, wikis and regular newsletters. To this end, the Nagarro Division also conducts frequent satisfaction surveys and reports, and has set up an Internal Complaints Committee (ICC) to protect employees' rights (against discrimination and sexual harassment, among other things) as well as feedback letterboxes for anonymous feedback, where needed.

The reconciliation of family and work in aid of a positive work-life balance is of great significance to our Group. This is catered for by flexible job and working time models among other measures.



### 2.5 Social affairs

#### 2.5.1 Reconciling family and work

The reconciliation of family and work in aid of a positive work-life balance is of great significance to our Group. This is catered for by flexible job and working time models among other measures. We are convinced that this makes an important contribution towards the commitment, motivation and willingness of our employees to learn, thereby also leading to higher productivity, greater efficiency and better products and services to the benefit of economic sustainability. Measures within our Group companies that contribute to a good reconciliation of career and family life, include:

- flexible Home Office / work-from-home arrangements, also project-specific, if applicable, as well as the setting up of satellite office locations to reduce travel time and costs
- flexible (parental) part-time arrangements to meet individual employee requests
- installation of maternity leave (also exceeding statutory arrangements in certain countries)
- constant information and involvement of employees in parental leave and targeted reintegration measures after family leave phases
- family-friendly holiday arrangements
- special measures of support for parents/families (e.g. through childcare offers)
- working time arrangements with recommended core working time and restricted flexitime models or trust-based working time
- local family celebrations
- Offer of family-friendly, efficient company cars for extended families in our Indian facilities



### 2.5.2 Company health management, health and safety protection

The maintenance and promotion of the health of our employees plays an important role for us. That is the reason why we create a humane and healthy working environment for our employees. These measures are not only socially justifiable but also sustainable from an economic perspective. Through company health management, we not only provide for a greater sense of well-being, satisfaction and motivation in our units, we also obtain high performance from our employees over the long term, increase employee loyalty and ensure low sickness rates and low staff turnover. Health and safety protection are also vital for us. Whenever and wherever possible, we aim to avoid any impairment of health or accidents at work. Consequently, we take the appropriate steps and have the corresponding systems in place (First Aid Officers, fire marshals, company doctors, health and safety specialists, etc.) to ensure optimum health and safety protection. Within the Group, we work on continuously improving occupational safety and health protection. Employees are co-responsible for the protection of people and the environment in their working environment. All corresponding laws and regulations must be abided by. Managers are obliged to instruct and support their employees in fulfilling this responsibility. We also want to ensure the safety and integrity of our employees at our worldwide facilities with a variety of measures. Measures to promote health and safety at the workplace within our Divisions comprise the following, by way of example:

- training Safety Officers
- safety briefings for new employees as well as annual briefings for all employees
- occupational health screenings for the early detection or prevention of work-related sicknesses or occupational illnesses
- regular inspection of portable electrical equipment
- regular DGUV 3 inspections
- use of ergonomically tested office furniture such as desks with electrical height adjustment and office chairs to DIN standards as well as individual workplace inspections and ergonomic advice from company doctors
- support and sponsorship of sporting events such as company runs, and support for employees' sporting activities (incl. organisational and/or financial support for football, tennis, badminton, chess, cricket, table tennis, carrom, cycling or running events and tournaments)
- fitness offers and personal training as well as some proprietary fitness rooms with instructors, Zumba and yoga classes as well as offers of mental training and stress management
- provision of showers and cycle stands
- health discussions, workshops and seminars

As a Group, we make a major commitment to our employees as we are convinced of the importance of establishing good relationships with one another, both on a professional and human level, as well as a good working atmosphere in order to enjoy success together.



### 2.5.3 Remuneration

With the aid of intelligent and forward-looking evaluation models and variable remuneration and incentivisation schemes, we would like to maintain the dedication and commitment of our staff, motivate them going forward and reward excellence. The basis for doing so is provided by regular feedback discussions and goal-oriented interviews, SMART goal agreements aligned with the level of expertise and responsibility as well as a multi-channel performance analysis system within Group companies. Added to this are measures such as a feedback-oriented interview system that focuses on professional development and personal progress as well as a goal-based bonus system. Employees also receive additional bonuses (depending on their area of responsibility and position).

### 2.5.4 Diversity and variety

Diversity is enrichment for our Group. People with a wide variety of backgrounds, cultures and religions work in Allgeier companies around the world. Our Allgeier Experts Division is a signatory to the "Diversity Charter" and is thus committed to preserving and implementing the values that promote diversity and equal rights at the workplace, and it cultivates diversity wherever the company is able to do so. We believe in the right to equality and the dignity of all people. Every employee receives the same work opportunities and prospects, and no-one is discriminated on the basis of their membership of a group, the colour of their skin, marital status and family situation, their parental status or origin, source of income, religion, gender, age, national origin, disabilities, sexual orientation, state of health or veteran status. Our corporate culture is marked by intercultural collaboration in mixed teams at our facilities spanning many countries. The promotion of gender diversity is especially important to us. We are convinced that this, too, can make a vital contribution to combating the shortage of skilled workers. We also promote diversity at the workplace by supporting projects such as the not-for-profit programming school ReDI School of Digital Integration through which we also help the qualification and professional development of young specialists. Our Group has a high proportion of female employees — compared with the average for the sector.



Intercultural understanding and collaboration is growing in importance in our Group due to its constantly growing internationalisation. In addition to cross-border cooperation in mixed teams, we therefore take a variety of measures to enhance intercultural understanding within our Group.



### 2.5.5 Intercultural understanding

Intercultural understanding and collaboration is growing in importance in our Group due to its constantly growing internationalisation. Besides collaborations in mixed teams across countries and dialogue within the Group with companies and units in the various countries (see above), the individual Divisions take numerous further steps to enhance intercultural understanding within our Group, e.g.

- dispatching employees for induction in project teams at other facilities
- staging information events across different facilities, and multilingualism in internal communication
- internal, global social media platforms for communication, the exchange of knowledge and transfer of know-how
- weekly webinars in relation to corporate culture, management policy and future growth
- offer of intercultural training for employees
- free language training to support our customers in the relevant language of the country concerned and to improve communication within the Group
- Participation in social projects for intercultural exchange

#### 2.5.6 Support for employees and families

As a Group, we make a major commitment to our employees as we are convinced of the importance of establishing good relationships with one another, both on a professional and human level, as well as a good working atmosphere in order to enjoy success together. The reconciliation of family life and careers, in particular, is supported by a multiplicity of measures (see above). We regard it as especially important at our international facilities in Asia to take responsibility for our employees and their families, and in this respect, we go far beyond the legal minimum. This is particularly crucial wherever statutory health insurance and other social security systems are less well developed than in Germany, for example. We provide our employees with insurance against special risks, medical risks as well as making Group life insurance policies available to them. We also offer financial support to help them overcome any direct financial crisis caused by an unforeseen event in the life of the employee or their family. In addition to the measures listed in the points above forming part of our commitment to our staff, we also have a range of special programs and offers at the ready within the Group, particularly in order, as an employer, to provide effective support in exceptional situations in life such as:

- special leave for births, weddings or deaths
- special leave and/or financial support in emergencies or financial crises
- subsidies towards the cost of childcare
- implementing nursing leave for relatives
- partial payment of costs in the event of exceptional financial burdens as a result of illness
- possibility of unpaid leave



## CONSTANTINUS AWARD 2018 FOR OUTSTANDING CSR PROJECT

### Nagarro and its partner Specialisterne train people with autism to become software test experts and place them in the IT industry

In 2016, Nagarro launched the CSR project TestingPro, which thinks outside the box, breaks new ground against the shortage of IT experts and sets an example of social responsibility. TestingPro trains people with autism to become software testers and opens the way to the job market. For this pioneering achievement Nagarro was awarded the Constantinus Award in June 2018. With more than 123 entries in 9 categories, the jury was spoilt for choice: Nagarro and its partner Specialisterne were awarded the Austrian Consulting and IT Prize in the category „ProEthik & Soziale Verantwortung“ (ProEthics & Social Responsibility). The jury praised the initiative as an „exemplary, impressive project that represents a socially responsible and humanitarian mission with high ethical value“.



The award-winning TestingPro project trains people with autism to become software test experts and places them in regular jobs in the IT industry.



With the TestingPro project, Nagarro wants to make a difference. For society, for businesses, and especially for people with autism. With TestingPro and the proven Nagarro trainer team, as well as in close cooperation with Specialisterne, Nagarro offers a sound training as a software tester including ISTQB® certification for people with autism.

The project is an asset in many respects: on the one hand, many companies complain about a shortage of qualified IT experts. Nagarro meets the demand with its flexible Hybrid-shoring model that combines on-site experts with offshore resources. This business model has a lot of potential if highly qualified people are also deployed on site. This applies in particular to test processes. Already since 2016, Nagarro Austria is a pioneer for the idea of attracting people with autism to the IT industry.

On the other hand, people with autism (especially in the form of Asperger's syndrome) naturally have special abilities because their brain processes information in other categories. They think in a structured way, have a logical disposition, can recognize patterns, enjoy routine tasks and perform impressive memory performances. The strengths of people with autism vary, but very often lie in the mathematical-analytical field. TestingPro identifies these talents and qualifies them as specialists for software quality.

## 3. ENVIRONMENT

Protection of the natural environment, the responsible handling of resources and awareness of responsibilities towards future generations as part of inter-generational justice form the essential foundations of our entrepreneurial operations and actions. Sustainable environmental awareness for us means continually reducing the consumption of energy and resources and making an active, comprehensive contribution towards the protection of the environment. We deploy operational environmental management systems to create the framework to register activities with relevance to the environment, pursue environmental targets and continually improve our environmental performance.



### 3.1 Environmental strategy and environmental management

The protection of our environment and the responsible, sustainable handling of resources are taken into account both in fulfilling our responsibilities for our own company and as part of our services. That is why we demand and promote environmental protection. In the process, it goes without saying that we observe the applicable legal regulations in the various countries. The companies in our Group also implement specific environmental strategies and management systems in their respective markets, some in accordance with DIN EN ISO 14001 or based upon it..

### 3.2 Utilisation and consumption of natural resources, heat and energy as well as renewable energies

Within the Group, we are aware of our footprint and as part of our commitment to ecological sustainability, we regularly identify opportunities to reduce the consumption of natural resources and energy, and shape our further growth in a resource-efficient manner. Besides the use of regenerative energies, environmental management also plays an important role in the selection of products (hardware and office equipment): Here alone, we have identified a savings potential of up to 60% in certain Divisions which we intend to leverage by making constant improvements.

### 3.3 Water

We pay special attention within the Group to reducing water consumption and waste water. This commitment is exceptionally important, particularly at facilities in India where water is in short supply. To do so, we make our employees aware of the need to use water resources sparingly on the one hand, and on the other, we make an active contribution towards saving resources through steps such as using self-closing taps, collecting rainwater to replenish the water table and recycling waste water for horticultural purposes and other uses.



As part of our commitment to sustainability, we raise employees' awareness of our strategic measures within our Group companies, and encourage responsible treatment of the environment and natural resources.



### 3.4 Emissions of CO<sub>2</sub> and pollutants, mobility policy

As we are a service company, our emissions of CO<sub>2</sub> and pollutants in the course of our work are naturally lower than for many manufacturing companies. Nevertheless, we strive within the Group to continuously reduce our CO<sub>2</sub> footprint and the emission of pollutants. An intelligent mobility policy enables us as a company on the one hand, and our employees on the other to make a contribution towards saving natural resources and reducing emissions. As part of our commitment to ecological sustainability, we strive in particular to reduce trips and travel for work purposes by means of appropriate processes and technical equipment, as well as to cut the consumption of resources in travelling to and from our offices. We also encourage the formation of car-sharing and car pools, and create incentives for using alternative forms of transport.

### 3.5 Materials and recycling

Recycling and a careful approach to materials and waste are important topics for us. We practice the separation of waste at our facilities, and there are disposal systems available for various materials and pollutants. With printer toners, we pay attention to environmental aspects when selecting equipment. Empty cartridges are usually picked up by the manufacturer and recycled. Special sparkling water taps are being tried in some new offices as a pilot project in order to provide employees with drinking water. In this way, we can reduce the use of bottled drinks, thereby lowering the emissions caused by transporting bottles.

### 3.6 Raising awareness among employees

As part of our commitment to sustainability, we raise employees' awareness of our strategic measures within our Group companies on the one hand, and encourage responsible treatment of the environment and natural resources on the other. Internal channels of communication are used for this purpose. There are also regular discussions at a local level in many facilities on further sensible measures. It is important for us to ensure that employees are able to contribute their own ideas and suggestions. We are convinced that in this way, ecological sustainability can best be implemented and embraced both internally and externally. Examples of suggestions and steps implemented within the Group include switching off standby mode on all electronic devices overnight, turning off lights and adjusting the air conditioning and temperature of rooms not in use.

### 3.7 Green IT

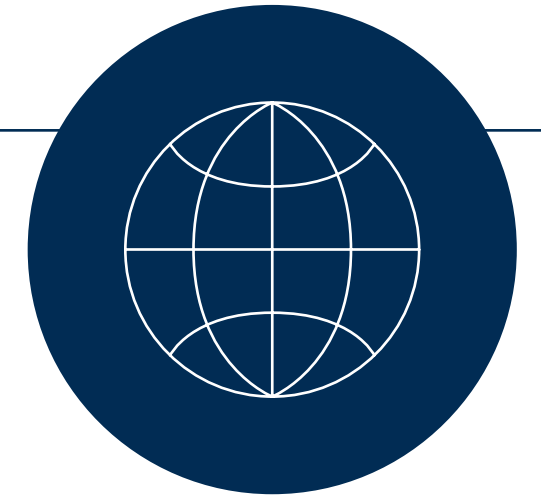
Companies in our Group have been following the debate on Green IT since its inception with the aim of making a proactive contribution towards the provision of sustainable IT solutions. It is our conviction that Information and Communication Technology (ICT) has a considerable role to play in the task of reducing energy consumption and raising energy efficiency in industry. For the benefit of ecological and economic sustainability, we pursue the goal of reducing emissions and saving resources on the one hand, and raising cost-effectiveness and competitiveness on the other. Companies and organisations require ICT-based procedures to monitor and control the distribution and consumption of energy, and to make the entire energy system more efficient. At the same time, ICT must monitor its own energy consumption and realise efficiencies. Wherever the "Green IT approach" can be pursued, advanced or realised in the customer environment, in data centres, when setting up IT infrastructure, when our employees are deployed on projects and in our own IT, we support its implementation and attach importance to sustainability, realising savings potential and enhancing cost-effectiveness. Measures for achieving these goals include designing the IT infrastructure along energy-efficient lines, specifying cooling systems and energy supplies in accordance with Green IT approaches and consolidating data centres. In addition, we rely on the highest possible degree of system virtualisation in our existing data centres in order to reduce the hardware needed in the centre. This saves resources and electricity used in directly supplying the systems but also in the area of air conditioning.

### 3.8 Legal obligations

We observe the legal obligations pertaining to environmental protection throughout the Group, and frequently exceed national regulations. Since 5 December 2015, for example, an energy audit must be conducted in accordance with DIN EN 16247-1 (with corresponding, regular follow-up audits). We have implemented this in the Group.

## 4. SOCIETY

As a Group operating in 20 countries throughout the world, we see ourselves as an active part of society, with a duty to act responsibly. With the steadily increasing internationalisation of our Group and our business, the number of our stakeholders is also growing. As a result, a growing number of different expectations are invested in us as a company. We firmly believe that by actively assuming responsibility, we can make an important contribution towards protecting the environment, improving people's lives in the world and increasing education opportunities. Making an active contribution and working for the public good and society constitute essential ingredients of our corporate culture and our value-based self-image as a company. To meet both our own aspirations and the expectations and demands of our stakeholders, there are therefore a large number of initiatives in place at the level of the Divisions, individual companies and units or separate facilities to complement the central measures implemented. In a world of constant flux, we want our commitment to sustainability to generate a meaningful benefit, whether large or small, and continually refine and improve our measures and their effectiveness.



### 4.1 Corporate Citizenship

As a good citizen, the Allgeier Group engages on behalf of society and citizens in many diverse forms. In our Group companies, we become involved in many different areas on behalf of society. Our Divisions raise their employees' awareness of responsible conduct, encourage initiatives and campaigns and actively support them in many areas. Besides the commitment of our Group and our Divisions and units, many employees at individual facilities also take on responsibility at a local level, and make an active contribution to their local communities — e.g. through their social or ecological commitment. Thanks to the voluntary work of our employees and teams, we have been able to start many initiatives in this manner. Our vision is to design our internal policies and budgeting in such a way that numerous issues can be tackled by initiatives in areas such as education, health, the environment, etc. For example, our Allgeier Experts Division supports a wide variety of social projects, organisations and initiatives on a regional, national and international level. At the company headquarters in Wiesbaden, the company plays an active part in the company network CSR Regio.Net (<http://www.upj.de/CSR-Regio-Net-Wiesbaden.289.0.html>) with the aim of pooling its wide-ranging entrepreneurial commitment and the numerous activities of its employees even more closely and integrating them more systematically with all areas of its business operations.

### 4.2 Stakeholder dialogue

For the sake of establishing a regular, truthful dialogue with stakeholders and open, transparent communication, we bank on broad, systematic public relations work (incl. social media) on all topics of relevance to the various stakeholders. In divisional terms, an ongoing exchange with relevant groups of stakeholders is frequently installed at the level of top management. Added to this is targeted direct communication with stakeholder groups in the form of mail-shots, newsletters, information letters, etc. We also participate in trade events and fairs to engage in personal dialogue and exchange views, we organise or play an active role in regular get-togethers for employees on assignment and stage our own events on specific topics such as It's Morning, etc.

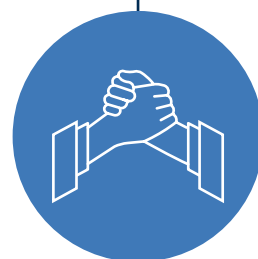


### 4.3 Commitment to education, youth, the environment, culture and sport

We embrace Corporate Citizenship in many different ways. As a company acting responsibly and sustainably, we take wide-ranging measures to promote society and support education, youth, the environment, culture and sport at a Group level as well as at the level of our Divisions, subsidiaries and local units. We also become involved as a sponsor and donor in education, social and charitable projects — at a Group level on the one hand, but particularly at the level of our Divisions, companies and local facilities on the other. Moreover, we support fundraising campaigns organised by our employees.

Our initiatives can be frequently traced back to suggestions and ideas from our employees. Many of our employees volunteer in a wide variety of ways and become role models for others. As a company, we honour this commitment and promote and support it in various ways. One case in point is Brigid Wefelnberg who works at a German facility of our Nagarro Division. Brigid is a professional ultra-marathon runner who is involved in social issues such as children's rights. Through her runs all round the world and her commitment, she helps us to collect money for these issues to support social projects. In this way, we can help to give something back to society and help people in need. Through this and similar projects, we support local communities at our facilities directly or indirectly — especially at our offices in India. This enables us to improve the quality of life and economic prosperity of local people over a longer period of time.

Some further examples from our Divisions show the breadth and depth of the activities and measures taken by us and our dedicated employees:



#### *Nagarro Division:*

- Local environmental protection, saving resources and reducing emissions through wide-ranging mobility measures and campaigns for environmental protection such as forming car pools and car sharing, active commuting, the use of public transport and measures for greater safety for pedestrians, support for the "Car Free Challenge" in Gurugram (India) and Raahgiri Day in India (<http://raahgiriday.com>), a campaign for a car-free day that has been running since 2013. Our backing for this project is presented by Deutschen Gesellschaft für internationale Zusammenarbeit (GIZ) GmbH and the German Federal Office for the Environment as an exemplary campaign in their joint brochure "Reverse Innovation. Rethinking Urban Transport through Global Learning" ([http://www.umweltbundesamt.de/sites/default/files/medien/376/publikationen/reverse\\_innovation\\_bf.pdf](http://www.umweltbundesamt.de/sites/default/files/medien/376/publikationen/reverse_innovation_bf.pdf))
- Support for World Vision: Employees adopt a child and donate towards its education and living costs.
- Organising visits from different NGOs to our facilities which we support directly with food, clothing, stationery or further donations required for disadvantaged children, people with disabilities, poor people, victims of violence or crime and people with disabilities
- Support for campaigns for children's and youth education and to support disadvantaged children, e.g. DoaR (Donate an Hour book donation and indoor games to Gurugram library)
- In-house blood donation camps at our facilities
- Commitment to the environment in India through support for Plantation Drive and Haryana vision zero 2017

#### *Allgeier Experts Division:*

- Annual participation with our own teams of employees in the CSR Action Week "Wiesbaden engagiert" (Wiesbaden commits) for the support of social and ecological projects in the State capital of Hesse
- Collaboration in the regional company network CSR Regio.NET, strategic collaboration with the town of Wiesbaden
- Main sponsor for the Fly & Help Foundation for the promotion of education in the poorest countries in the world
- Support for the organisation "Plan International" and adoption of a school child in Uganda, acting as its sponsor
- Support for the Viafrica Foundation with hardware donations for IT education in schools in Tanzania
- Participation in projects organised by the "Wiesbaden engagiert" campaign with a series of employees who are given the day off for the occasion
- Financial participation in local Christmas fundraising campaign "Ihnen leuchtet ein Licht" organised by the Wiesbadener Kurier newspaper
- Financial support and employees on the Board of Trustees of the children's home Zwerg Nase in Wiesbaden
- Participation in the Wiesbaden 25-hour run in favour of Wiesbaden's promotion of sport
- Participation in Girls & Boys Day to give school children an insight into the world of work
- Participation in the Rotary Club initiative "Executive Practica", incl. mentoring and support for pupil internships
- Participation in the Wiesbaden Museum Night and financial support for Museum Wiesbaden
- Collaboration with the wfb workshop for the disabled for printing and despatch orders
- Active participation in the Initiative Werte Foundation
- Financial support for the ReDi School of Digital Integration for promoting the integration of young refugees through IT training, support in obtaining their first job and in their further professional career
- Support for an employee's commitment to the project kickit-muenchen.de
- Participation in company runs such as the JP Morgan Chase Run and the B2RUN series
- Active participation in the Deutsche Sporthilfe Foundation
- Active participation in the City Cycling Initiative with a team of employees
- Support for victims of natural disasters, war and violence and employee fundraising campaigns

#### *mgm technology partners Division:*

- Christmas fundraising campaign for the Sternenbrücke Children's Hospice, Hamburg
- Christmas fundraising campaign to support disabled children in Da Nang, Vietnam
- mgm Vietnam funds the education of 12 disabled children from disadvantaged families
- A playground was built for a kindergarten as a team event by mgm consulting partners, Hamburg, as part of the Summer Consulting Days

### 4.4 Sponsorship commitment

Besides the social commitment described above, we also get involved as sponsors — both at Group level and at the level of our Divisions, companies and local facilities. A few select examples of our sponsorship commitment:

- Sponsorship of two volleyball teams (Munich and Wiesbaden)
- Sponsorship at the grass roots: e.g. sponsorship of football shirts for the F Youth Team of Dresdner Sportclub 1898, of 1. FC Ohmstede and 1. FC Victoria Berlin as well as sponsorship of football tournaments
- Conversion of employee birthday gifts into donations
- Participation in various benefit runs and financial support for and participation in annual sponsored run organised by Wiesbaden Sportförderung
- Sponsorship of several racing teams from Teichmann Racing at the 24-hour race at the Nürburgring

## 5. CUSTOMERS AND SUPPLIERS

The Allgeier Group has a widely diversified customer portfolio with numerous large and smaller customers in nearly every sector of industry. Around the world, we work for global groups, market and sector leaders and a large number of demanding mid-sized customers as well as for public sector customers in many different markets. We want to be an agile, vigorous but above all reliable and long-term partner to our customers, one who understands the wide-ranging requirements and needs of its customers, recognises the challenges, tackles them and successfully solves them. Responsible dealings with customers and suppliers marked by fairness and integrity are therefore of elemental importance for our business and our sustained financial success. Our relationships with customers and suppliers are therefore shaped by our core values. The consistently high quality of our products and services and our focus on important future trends deliver financial sustainability and represent prerequisites of our future viability and continued growth.



### 5.1 Quality Management System

Guaranteeing the consistently high quality of our services and products is of major importance to our financial success. Our aspiration is to give all-round satisfaction to our customers and always to offer them the best possible solutions with state-of-the-art technology. Consistent quality management forms an essential basis for meeting this aspiration. We have therefore implemented quality management systems in our companies, and individual companies are certified to ISO 9001 or CMMI (Capability Maturity Model Integration) Maturity Level 5. With regard to the process maturity of our technology services and software development, we also align with the CMMI reference models and in some cases have corresponding certification.

### 5.2 Customer satisfaction

We want to be a reliable, powerful, flexible and, if possible, long-term partner to our customers. In many cases, we play a direct and active part in helping to shape digital transformation at critical points of the business, thus making a crucial contribution towards chaperoning our customers into the digital future. In accordance with our high quality aspirations, we define the success of our work essentially by the satisfaction of our customers as well as our contribution to the success of their business. Within the Group, we have established binding evaluation systems and processes in various areas. Their aim is to measure the success of our work, regularly record and evaluate the satisfaction of our customers and derive continuous improvements to our products and services from the results. Depending on the services and products concerned, these processes are differently designed in our Divisions.

In our Nagarro Division, we conduct a customer satisfaction survey at least every quarter for all our customers. The feedback is summarised on the basis of the evaluation results for different segments and customers and using the list of questions in the survey. An analysis is then conducted of the emerging trends, which customers reveal a positive leaning and which ones are negatively inclined, the areas where we can improve further and any areas where there are imminent risks. The results are shared with the management for further reflection and corrective measures (if applicable).



At our mgm technology partners Division, we follow an evolutionary innovation strategy. A project must deliver verifiable results in cycles of no more than six months, otherwise the objective must be changed or the project completely abandoned. By doing so, we avoid irresponsible project risks. Together with our customer, we gain important insights with each small step, and we use them to review and correct the objectives of the coming steps. After the conclusion of each project, a joint retrospective is held with the customer and, if possible, a customer reference is agreed.

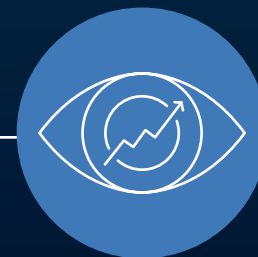
In our Allgeier Enterprise Services Division, the measurement, maintenance and continuous improvement of customer satisfaction are essential elements of the quality management system and the IT Service Management System based on ITIL (IT Infrastructure Library).

In our Allgeier Experts Division, the increasing demands made by customers require the permanent optimisation of processes and continued development of our expertise. Close contact with customers provides statements on customer satisfaction by means of personal customer surveys which are conducted on the basis of a standardised discussion guide. As well as other data, these discussions represent an important source of information for improving our services. Other significant contents of customer interviews and feedback relating to quality are also exhaustively documented. This process is followed systematically. As part of the internal process audit, any suggestions for changes from the organisation are reviewed and assessed for implementation. Every employee is also encouraged to contribute suggestions for improvements. The constant expansion of our range of services and optimisation of service processes are of particular importance here, taking the entire quality management system into account. Data from the satisfaction analysis and any customer complaints received are evaluated and lead to appropriate steps being taken if problems are recognised or potential for improvement identified. The results are fed into the management review.

### 5.3 UN Global Compact corporate culture

Long-term supplier relationships based on partnership which are marked by openness, trust and mutual reliability, are an elemental component of our business strategy. In our wide-ranging relationships with our suppliers and business partners around the globe, we adhere strictly to our corporate values. This includes keeping our employees informed and aware as well as monitoring closely that our specifications are consistently applied. We avoid business relationships with suppliers of whom it is public knowledge that they are in breach of the principles underlying the UN Global Compact. We also advocate further enforcement of the UN Global Compact in our business relationships.

It is important to us that our corporate culture based on criteria of responsibility and sustainability is consistently understood and embraced. We therefore use introductory days and welcome days in our Group companies to communicate our culture at which the most important task owners and contact persons introduce themselves and convey common values and practical knowledge for working in our Group. We would like every employee to be approachable for their customers, partners and colleagues, and our communication to be content-driven.



### 5.4 Fair competition and anti-corruption policy

As a Group, we subscribe to fair and transparent competition. The Compliance Commitment issued by the Management Board of Allgeier SE therefore becomes the yardstick for all our actions. The high reputation we enjoy with customers, suppliers and other stakeholders, and our financial success are founded on strict adherence to our values and rules. Corruption threatens the guarantors of our success and our good reputation. Bribes or anti-trust agreements do not constitute appropriate means of obtaining an order or achieving internal goals. With its five-pillar Compliance Management Programm, Allgeier SE has taken extensive steps to ensure that anti-corruption regulations and the Group guidelines based upon them, are observed. Infringements are not accepted (zero tolerance) and they will lead to sanctions against the persons concerned. All managers and employees must be aware of the extraordinary risks which any case of corruption can entail for the Allgeier Group, but also for them personally. Every employee must therefore actively cooperate in putting the Group-wide program into practice within their sphere of responsibility. We provide employees with all our compliance regulations on internal platforms. We also regularly inform and train our managers on our requirements as well as on all relevant changes and new features.



## 6. SUSTAINABLE PRODUCTS AND SOLUTIONS

In our operating business, we rely on the use of contemporary technology and sustainability. While data protection, confidentiality, integrity and closeness to our customers are the fundamental cornerstones — we regard it as equally important to design the IT life cycle to be as environmentally-friendly and sparing on resources as possible. With our sustainable products and solutions, we want to optimise the energy footprint in our internal systems and on the customer's premises, minimise the consumption of natural resources and thereby lower the initial and ongoing costs.



### 6.1 Data protection and data security

The highest level of data protection and the maintenance of confidentiality are essential for us. Accordingly, we place the highest demands on IT security in our internal processes and structures, and in our collaboration with customers and partners. We are convinced that the highest level of data security forms the basis for confidential and reliable business relationships. We respect the business and trade secrets of our customers and partners, the confidentiality obligations entered into contractually with third parties as well as data protection provisions. There are data protection regulations in place in the Group which comply with the EU-GDPR, and their implementation across the board is guaranteed by corresponding TOM (Technical and Organisational Measures) and guidelines refined on an ongoing basis. The observance of data protection and confidentiality obligations is covered in detail at the level of the individual subsidiaries. As well as an obligation of confidentiality, employment contracts also contain an obligation to be familiar with data protection rules and to maintain data protection. Data Protection Officers are also appointed in our companies to monitor observance and implementation and to clarify all associated questions. Numerous individual measures also contribute to data protection in our companies. For example, we provide the facilities in our offices for destroying documents and CDs, technically through the use of shredders and via special destruction boxes.





## 6.2 ISO 27001

Information security and the installation, implementation, maintenance and ongoing improvement of a documented information security management system with a process-oriented approach are of great importance as part of a sustainable solution strategy. Availability, confidentiality and integrity are essential prerequisites for observing and guaranteeing security in all processes of information processing. In the process, we are guided by the specifications contained in ISO/IEC 27001 and within our Group, we have numerous certifications which ensure that our quality management system meets the latest data protection standards as well as our internal guidelines and specifications regarding confidentiality and information security such as:

- documented and institutionalised ISMS (Information Security Management System); observance of ISO 27001 standards and their efficacy are reviewed annually by TÜV
- established Security Council in which all company functions are represented (Delivery, HR, Administration, Legal, Management, IT, etc.)
- NDAs or corresponding duties of confidentiality in employee contracts
- regular training programs organised by the Security Council to raise employees' awareness of applicable external and internal guidelines and specifications
- secure network with high-end firewall, IPS and endpoint protection
- use of Microsoft Office 365 for content management and collaboration
- initiation of projects for the observance and operational implementation of the General Data Protection Regulation (EU-GDPR), even at our facilities outside the European Union

## 6.3 Product responsibility

We stand for IT security Made in Germany with our proprietary solutions and forensic services. Our email security solution JULIA MailOffice, for example, is used by numerous Federal and State authorities and prestigious companies. JULIA MailOffice is also the virtual post office of the Federal government. Our IT security portfolio also includes IT security services, security consulting, security training including support with ISO 27001 certification and advice on data protection, security due diligence as well as customer-specific, tailor-made security concepts and comprehensive services for IT forensics such as establishing, recording and investigating digital security incidents and cyber security. Our product portfolio also offers a series of proven and secure software solutions from leading manufacturers which are used in different sectors and areas of business. All products cover central functionalities for their particular area of application and can be individually tailored to the requirements of our customers. As part of our customised software development, we develop highly scalable, integratable and secure online applications for company processes critical to the business. Interdisciplinary teams within our organisation ensure that topics of IT security relevant to the development of products and services such as web and application security are covered thoroughly from the outset and become part of the implementation of the project. We also rely on coordinated, proven procedures across all projects which are continuously tested, compared and refined. As part of our sustainability concept, the applications developed by us for our customers reflect essential factors such as accessibility, paperless systems and a series of further aspects which might affect the environment and the consumption of natural resources.



#### 6.4 Ecological aspects of production and services

Protection of the natural environment and resources is taken fully into consideration both in fulfilling our responsibilities for our own company and as part of our services for our customers. Responsible and sustainable use of resources is a necessary condition. As part of our commitment to sustainability, we discuss with employees within our companies possibilities for protecting the environment and enhancing resource efficiency, and we frequently implement their ideas and suggestions alongside our own specifications. The companies in our Group thus demand and promote environmental protection in production and services with a variety of individual measures and innovations such as:

- environmentally-friendly and resource-friendly use of information and communication technology throughout their entire life cycle
- The consumption of resources during manufacture, operation and disposal of the devices is kept as low as possible
- In particular, internal company travel is reduced by means of internal process specifications and the use of collaboration tools and video conference solutions, the formation of car pools is promoted and resource-friendly shuttle buses are provided for collective transport.
- optimising route planning when appointments are fixed and car pooling
- car fleet with reduced emissions and lower noise levels (mainly vehicles with lower CO<sub>2</sub> emissions as well as the procurement of CNG vehicles and electric cars)
- reduction in electricity consumption by means of server virtualisation
- reduction in the consumption of electricity and resources through measures such as LED lighting, presence sensors and IoT sensors and systems for the central monitoring and control of electricity consumption
- installing power-saving functions in all electronic devices
- procuring electricity from renewable energies (eco-friendly power)
- installing solar panels at individual facilities
- recycling programs for electronic or IT consumables
- reduction in water consumption and waste water through intelligent systems for saving water, collecting and making use of rainwater and recycling waste water at individual facilities
- reduction in paper consumption, e.g. by replacing plastic cups with ceramic mugs, internal applications with paperless transactions, monitoring paper consumption for printing

## Legal notice

### Publisher

Allgeier SE  
Wehrlestraße 12  
81679 Munich  
Federal Republic of Germany  
Phone: +49 (0)89 998421-0  
Fax: +49 (0)89 998421-11  
E-Mail: [info@allgeier.com](mailto:info@allgeier.com)  
[www.allgeier.com](http://www.allgeier.com)

### Register entry

District Court of Munich, HRB 198543

### Contact

Allgeier SE  
Corporate Communications & Investor Relations  
Tel.: +49 (0)89 998421-41  
Email: [ir@allgeier.com](mailto:ir@allgeier.com)



More information on corporate responsibility and CSR can be found on the Allgeier website at: [www.allgeier.com/en/who-we-are/responsibility/](http://www.allgeier.com/en/who-we-are/responsibility/)

Allgeier's financial reports in German and English can be downloaded from the internet at [www.allgeier.com/en](http://www.allgeier.com/en) > Investor Relations > Financial Reports & Publications or requested using the contact details specified above.

You can find current financial information on the Allgeier website in the Investor Relations section at: [www.allgeier.com/en/investor-relations](http://www.allgeier.com/en/investor-relations)



