Technology Driven

ALLGEIER

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Contents

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The text contents of the Allgeier SE CSR Report 2020 correspond to the Group Non-Financial Statement pursuant to Section 315b HGB from the Allgeier SE Annual Report 2020, which was published on April 30, 2021.

1. Corporate Management

1.1 Management approach, values and guiding principles

Allgeier SE is one of the leading technology companies for digital transformation: it guides its customers through the challenges of digital transformation to ensure their future success. Allgeier has a broad and stable customer base of global corporations, dynamic SMEs and public sector contractors. Allgeier offers its more than 2,000 customers a full portfolio of IT and software services extending from high-end software development to business efficiency solutions in support of the digital transformation of critical business processes. The Group's two segments have around 2,400 employees and more than 800 freelance experts at 65 branches in total in Germany and four other European countries, in the US and Vietnam. Together, we create value added for our customers, employees and shareholders.

The structure of our Group and our management approach are based on the principle of sustainable and responsible business conduct at all levels of the organization, from the Group holding company to our divisions to the individual operating units. Allgeier owes its position on the market today to the business strength of its Group companies, which in turn is founded on innovation, flexibility and humanity. As a corporate citizen that operates on various markets and in a number of territories, we see ourselves as an active and responsible part of society. Business responsibility and sustainable conduct on behalf of our company, shareholders, the environment and society

begins with our employees. They form the basis for our business success, both now and in the future. We practice common values and act in the overall interests of the Allgeier Group in line with sustainable principles. The way we work together is characterized by a sense of responsibility, respect and mutual esteem. We have defined our core values as follows:

Innovation:
For us, innovation means constantly striving for improvement and using intelligent and sustainable solutions and technologies for our customers' business models.

Enterprise:
For us, enterprise means taking full responsibility for our actions at all levels of the company while also being a reliable partner to our employees and being willing to go the extra mile when necessary.

Humanity:
For us, humanity means that we treat each other fairly and in a spirit of cooperation, even in the face of tough competition, and that our relationships are based on tolerance and a cosmopolitan outlook. We reject and do not tolerate any form of discrimination.

Integrity:
One important element of our working culture is that we stand by each other. This applies to mistakes in everyday working life and to providing mutual support in emergencies. Trust forms the basis for our teamwork.

It goes without saying that we respect the law and ensure compliance across the board. Hard-and-fast rules and regulations for individual situations and circumstances in the working environment are clearly formulated and communicated in the form of Group guidelines, directives and specific agreements. These apply to all our actions and are binding.

1.2 Management principles and the compliance management system

The Allgeier Group is synonymous with integrity, ethics and absolute compliance with the law. This is extremely important in our dealings with partners and customers, but especially internally with regard to our employees and when it comes to upholding our excellent reputation on the market. Our management principles and our compliance management system serve to ensure sustainable and responsible business conduct in our day-to-day work throughout the Allgeier Group, and adherence to general principles and national legal standards on all our markets. These standards, which are systematically aligned with our common

values of innovation, enterprise, humanity and integrity, represent important foundations for our current and future performance and our continued growth.

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

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

Equal treatment and non-discrimination
A culture of equal opportunity, trust and mutual respect is extremely important to us. We promote equal opportunities and prevent discrimination when appointing new staff, making promotions and granting training and continuing professional development and in our day-to-day dealings

with each other. We treat all employees equally irrespective of gender, age, skin color, culture, ethnic background, political persuasion, sexual identity/orientation, disabilities, religious affiliation or ideology.

Anti-corruption and fair competition

The systematic observance of our high compliance standards is essential for our business operations and our general conduct at a national and international level if we are to achieve sustained success. For this reason, compliance in the Allgeier Group is a top priority for the Management Board and the Supervisory Board. The compliance commitment made by the Management Board of Allgeier SE is the benchmark for our competitive conduct; Allgeier SE stands for technical expertise, innovation, a customer-centric approach and motivated staff who act responsibly. This forms the basis for our strong reputation and the Group's sustained business success in national and international competition. We believe that corruption represents a threat to these guarantors of success. Accordingly, we adopt a zero-tolerance approach to such behavior. Bribes and anti-trust agreements are not appropriate means of obtaining orders. We would prefer to miss out on a deal or our internal targets rather than break the law.

Avoidance of conflicts of interest

At Allgeier SE, business decisions are made exclusively in the best interests of the company. This way, we seek to prevent any conflicts of interest with private concerns or economic or other activities, including with regard to relatives or other related parties or organizations. If any such conflicts nevertheless arise, they must be resolved taking into account the law and the Group's applicable guidelines. One essential prerequisite is the transparent disclosure of the respective conflict, which is guaranteed by our systems.

Prevention of money laundering

Allgeier SE meets its statutory obligations with regard to the prevention of money laundering and does not participate in any money laundering activities. Every employee of our Group is required to have any unusual financial transactions that might give rise to the suspicion of money laundering investigated by the responsible financial, legal or compliance department in case of doubt. This applies in particular to unusual financial transactions involving cash.

Political lobbying

We conduct political lobbying centrally, openly and transparently. In so doing, we observe the legal provisions on lobbying and avoid exercising any undue influence on politicians and legislators under any circumstances.

Public demeanor and communication

In our activities around the world, we respect the right to freedom of speech and the protection of personality rights and privacy. Through our regulations and guidelines, we also endeavor to raise awareness among all employees that they may also be perceived as members and representatives of the Allgeier Group, even in their private lives. As such, we request that every employee uphold the image and reputation of the company through their conduct and public demeanor, particularly with regard to the media.
With regard to private opinions, we make sure not to associate the employee's particular function or job at the Allgeier Group with their private statements.

1.3 Standards and systems

It is essential 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 branches with around 2,400 employees and more than 2,000 clients from a number of regions around the world, we are required to deal with many different stakeholders and their individual and specific expectations. This goes hand in hand with a plethora of different legal provisions that must be observed.

Observance of laws and regulations

For us, the observance of laws and regulations is a fundamental principle of responsible financial conduct.
We observe the applicable legal prohibitions and obligations at all times even if doing so results in short-term financial disadvantages or difficulties for the company or individuals. If national laws set out more restrictive regulations than the applicable rules at Allgeier SE, national law takes precedence.

Corporate Governance

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

Strategic management of opportunities and risks

Details of the strategic management of opportunities and risks, the early detection and monitoring of risks and the operational management of opportunities and risks can be found in Section 5.2.1 of the above Group management report.

2. Employees

2.1 Strategic personnel management

Our employees are our main competitive advantage. The Allgeier Group currently employs 2,366 people on three continents. Allgeier has become steadily more international in recent years. Even after spinning off its global software development business with its many locations on five continents, our Group still comprises a range of different nationalities. In total, our workforce includes around 1,800 highly qualified IT developers. 27 percent our employees are female – a high figure compared to other companies in our sector, and one which we have been able to increase further over the last few years. Many of our Group's employees work hard every day to identify and attract outstanding specialists and the best talents and to retain them for the long term.

As a fast-growing company in a demanding and highly agile competitive environment, we firmly believe that employee training, job satisfaction and a feeling of belonging are crucial for our long-term financial success. These factors allow us to provide customers with the flexibility and innovation they need and expect from us, while at the same time offering them groundbreaking products and disruptive technology services that are always at the cutting edge of development. Our aim is to shape the digital transformation for our customers as a powerful and reliable partner. Our employees work on critical business processes and important interfaces that are central to the future success of our customers. In this responsible position, a solid set of values is indispensable: Our common values of innovation, enterprise, humanity and integrity form the basis for our employees' performance. And our commitment to our employees throughout the Group serves as the foundation for consistently encouraging essential qualities such as initiative, responsibility and flexibility. We pursue various programs and different measures to ensure that Allgeier is and remains an attractive, inspiring employer for its employees, offering not only a range of varied responsibilities and interesting customer projects, but also outstanding individual opportunities and prospects. At the same time, we are playing an active role in countering the shortage of skilled workers and reinforcing our brand as an employer in a hotly contested market for specialists.

As part of our personnel management, the segments and companies in the Allgeier Group pursue a range of measures aimed at promoting employee growth, motivation and loyalty. Elements of personnel management include strategic personnel development, managing training and continuing professional development, recruitment, information, transparency and social aspects.

2.2 Personnel development, training and continuing professional development

As part of our personnel development program, we design employee-friendly guidelines and programs that give employees freedom and flexibility in their individual development process. We set great store by a culture in which employees are able to acquire new skills based on a self-directed culture of learning that is aligned with our corporate goals but also focused on their individual opportunities, needs and preferences. We are committed to developing all the employees in our team according to their individual potential. Elements of strategic personnel development at the Group companies include a clear onboarding process with feedback interviews and an interview at the end of the trial period, plus a continuous performance and development dialog with the respective manager in the form of quarterly and annual meetings. Targeted personal training measures are agreed and defined on the basis of these interviews. Further measures forming part of personnel development at our Group companies include:

- management of continuing professional development, such as through skills portals
- a training catalog with internal and external opportunities for continuing professional development and individual training options
- management training
- management trainee and induction programs, plus an onboarding and training concept for different divisions
- mentors and mentor models
- promotion of part-time degree courses and dual study programs
- identification of top talents and promotion/retention of talented individuals
- reward and recognition program
- flexibility of roles: freedom to select different career paths and development opportunities on an individual basis

2.2.1 Vocational training and dual study programs

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

2.2.2 Hiring and career start

With the aid of carefully designed, tried-and-tested programs, we enable students and career entrants to prepare well for their professional career and achieve a smooth start to their careers. On a highly competitive market for specialists, we are thereby not only bringing through qualified young professionals, but also actively counteracting the growing shortage of skilled workers that is affecting every territory of our industry. In addition to our own training in various professions and the use of dual study programs, we offer continuing professional development, e.g. as an IT specialist, with subsequent hiring and combine these qualifications with internship phases. Training and degree courses are always offered with a view to subsequently hiring the people concerned. In addition to working closely with universities and in addition to our commitment to universities in other areas, many of our companies also offer positions for working students and students studying for bachelor's or master's degrees, combined with intensive support from mentors. At units of our mgm technology part-

ners segment, we also offer internships for computer science students from vocational training centers or further education institutes with the aim of taking them on as employees.

2.2.3 Management trainee program

Various management trainee programs are in place at different Group companies with the aim of ensuring a structured, thorough induction, efficient learning on the job and in further relevant situations, and a smooth introduction to new responsibilities and positions. For example, the Allgeier Experts units has a six-month onboarding program with structured induction plans, fixed milestones and feedback meetings, followed by a transition interview to ensure a professional start with the organization.

Further measures for supporting management traineeships within individual segments include:

- buddy system for new employees to facilitate their introduction to the company
- mentor model: We place great importance on long-term cooperation and the development of each individual employee, and our targeted, confidential mentoring program gives new employees the opportunity to grow on a personal and professional level within the company
- support for bachelor's and master's theses and, where possible, the hiring and further development of working students following completion of their studies
- targeted appointment and on-the-job training for career changers
- Communications training for career starters: We offer specific support to new entrants with accompanying soft skills training, such as communication courses, thereby contributing to their personal growth

2.2.4 Continuing professional development

Continuing professional development 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 toward a happy life. Consequently, we aim to help our employees to learn something new and better themselves a little every single day. Wherever possible, we also take into account the individual needs and requirements of our employees and their personal preferences, goals and opportunities. We believe that our continuing professional development management and a range of concerted individual measures can enhance and permanently reinforce the motivation, commitment and dedication of our employees while also expanding the knowledge, expertise and performance that are essential if we are to offer our customers excellent services and products. In many areas, our commitment as a Group also extends beyond our company in order to improve people's access to education and enhance the quality of education, particularly with a view to counteracting the shortage of skilled workers and giving young people the ideal preparation for a career in IT. The measures taken by Group companies as part of our continuing professional development management include:

- internal continuing professional development in the form of live events and e-learning modules for self-study
- establishment of an academy and e-learning platform for employees
- online communities for specific issues to enable a professional dialog with colleagues
- training from internal and external trainers and enabling employees to take part in external seminars and attend trade fairs/symposiums/organized debates for their further professional development

2.2.5 Performance and recognition

A culture of appreciation and recognition for performance, commitment and ideas is extremely important to us. Rewarding and awarding particular dedication and excellent performance in day-to-day work and recognizing well-deserving team members play an important part in this process. There are also reward programs for recommending new colleagues. We have established strategic performance management processes in various units of the Group in order to foster and further develop our corporate culture and to provide targeted positive incentives. We generally offer variable remuneration models in many areas of our Group (some including SMART goal categories) that are linked to profits, margins or service revenue. Additional incentives are also established at individual companies through special bonuses (e.g. for service anniversaries, on hitting certain development and further education goals or certifications, for exceptional achievements or secondments abroad), options, overtime models and allowances such as night-shift allowances or off-site allowances, and special commitment is rewarded. In addition, the best ideas for improving the company (e.g. process and workflow optimizations, cost reductions, new employee benefits, new business opportunities, etc.) are rewarded with a bonus, for example.

2.2.6 Employee loyalty

Effectively achieving employee long-term loyalty and low employee turnover are important aspects if a business operation is to be sustainably successful. In addition to the programs and measures for personnel growth and the further qualification of our employees described above, we take further steps at our Group companies with a particular view to increasing the loyalty and motivation of specialists and securing valuable expertise. These include:

- career planning and attractive development opportunities: We use salary models, gratuities and individual career opportunities to reward commitment and excellence, motivate employees and retain them within the Group for the long term
- regular personnel and feedback interviews
- training and continuous professional development: We offer our employees a wide range of individual development programs and personal advisory opportunities to help them design and pursue their own learning and development path
- work-life balance: We use employee-friendly programs, flexible working time models and a range of additional measures for reconciling family life and career (see below) to help us understand the needs of our employees and enable them to achieve an optimal work-life balance
- regular employee surveys and reporting in order to measure employee engagement and satisfaction and adapt personnel development, marketing and communication strategies on the basis of the results. This also allows us to identify

optimization possibilities in different organizational areas, thereby enhancing employee satisfaction and loyalty

- company pension scheme
- employee benefit program with external service providers
- regular team meetings, both in person and virtually during the pandemic, parties and joint activities and events, introductory days and welcome days for all new employees to get to know each other and for networking, regional round tables for experts, awards, honors, bonus holidays and gifts for company anniversaries, birthdays, weddings, etc.

2.2.7 Management development

The continuous development of our managers plays a significant role for us, and not just as part of our staff development and continuing professional development management. We also firmly believe that good management is an essential factor in good performance on the part of our Group and providing groundbreaking services and products for our customers. We offer special promotion programs, development programs, career models and incentives, bonuses and participation models for managers. With continuing professional development, training and coaching sessions, we ensure that managers at our Group companies are provided with continuous training and we prepare employees for leadership roles and for taking on responsibility.

2.3 Recruitment and support for sciences

Research and development and the support and promotion of universities, sciences and young talent are of great importance for our Group. We know that we need to harness the best minds all around the world if we are to offer our customers the best solutions and maintain the strong growth of our company, both today and tomorrow. Allgeier therefore maintains numer-

ous cooperations with universities and research facilities, supports partner universities and projects financially and is also represented at various universities with regular recruitment and hiring events. In cooperation with universities, we conduct workshops and training courses and organize a wide range of events to provide students with practical experience to accompany their theoretical knowledge. 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 at our Group companies through measures including:

- lecture series, technology training courses, workshops, webinars and student projects at several universities
- 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 specific further training before they are sent a PPO (pre-placement offer)
- student excursions to the sites of Group companies (currently on hold due to the pandemic)
- promotion of the Germany scholarship at various universities (both centrally through Allgeier SE and more locally through the Group's companies)
- regular participation in scientific surveys and studies, especially for bachelor's and master's theses and dissertation projects
- hackathons for students
- support for mandatory university events

2.4 Information and transparency

To ensure a regular exchange of interests and a consistent flow of information and communication from the top down and the bottom up, Allgeier SE has established 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 units of the Group and the Group's Management Board. At the level of our Allgeier IT Solutions unit, there is also an employee council of six elected employee representatives, which meets regularly with management and at town hall meetings to report on its activities. It is also a port of call for all questions or suggestions, e.g. for optimization potential or discussions from or with the staff. Communication channels are in place within the segments and individual units (including through the intranet) to enable employees to take part in the flow of information and 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 site or division meetings, webinars, town hall meetings and information days intranet, blogs, wikis and regular newsletters. The Allgeier Experts unit also conducts regular satisfaction surveys and reports for this purpose. Whistleblowing is facilitated by the compliance officer at Group level.

2.5 Social issues

2.5.1 Work-life balance

Our Group has long been committed to enabling employees to achieve a healthy work-life balance. This is done with measures including flexible job and working time models. We believe that this makes an important contribution to ensuring our employees' commitment, motivation and willingness to learn, thereby leading to higher productivity,

greater efficiency and better products and services that are also beneficial in terms of economic sustainability. Measures within our Group companies that help employees to reconcile their career and their family life include:

- flexible regulations for working from home/remote working, including on a project basis
- flexible (parental) part-time arrangements and temporary part-time arrangements to meet individual employee requests
- establishment of maternity leave
- continuous information and involvement of employees on parental leave (e.g. by participating in team events) and targeted reintegration measures following family leave phases
- family-friendly holiday arrangements
- special support measures for parents/families (e.g. childcare)
- working time arrangements with recommended core working hours and restricted flextime models or trust-based working time
- local company parties with employees' families
- provision of family-friendly, efficient company cars for large family groups at our sites in Germany and India

During the coronavirus pandemic, many of the above features have taken on new significance and new forms. For example, regulations on working from home were actively expanded firstly to manage requirements when childcare became unavailable and secondly to guarantee the best possible work-life balance during lockdowns.

2.5.2 Occupational health management, health and safety protection

The maintenance and promotion of our employees' health is important to us. This is why we ensure a humane and healthy working environment for our employees. These measures are not only socially justifiable, but also sustainable from an economic perspective. In addition to generating a greater sense of well-being, satisfaction and motivation within our units, occupational health management helps us to achieve high performance from our employees in the long term, increases employee loyalty and ensures low sickness rates and low staff turnover. We also consider health and safety protection to be extremely important. 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 and evacuation marshals, company doctors, health and safety specialists, etc.) to ensure optimal health and safety protection. Within the Group, we work to continuously improve occupational safety and health protection. Employees are also responsible for protecting people and the environment within their area of work. All applicable laws and regulations must be adhered to.

Managers are required to instruct and support their employees in fulfilling this responsibility. We also seek to ensure safety and prevent injury among employees at our sites with a variety of measures. Examples of measures to promote workplace health and safety within our segments include:

- training safety officers
- safety briefings for new employees and annual briefings for all employees
- evacuation drills
- 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 (accident prevention regulations for the safety of electrical equipment and systems)
- risk assessments for psychological stress and working from home
- use of ergonomically tested office furniture, such as desks with electrical height adjustment and office chairs that meet DIN standards, 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. organizational or financial support for football, tennis, badminton, chess, table tennis, cycling and running events and tournaments)
- fitness and personal training, some in-house fitness rooms with instructors, Zumba and yoga classes plus mental training and stress management
- showers, changing rooms and bicycle stands
- health discussion groups, workshops and seminars
- establishment of common areas and quiet areas
- support for health protection in the workplace through a subsidy for workplace spectacles
- stress management programs

As described above, out Group actively expanded its flexible regulations on working from home at the start of the coronavirus pandemic. In addition to the positive influence on work-life balance, this also made an active contribution to health protection by reducing contact. We applied our existing technical expertise with a great deal of precision to advance digitization within the Allgeier Group as well. A number of meetings and talks with customers are held on various digital platforms. The companies of the Allgeier Group are thus making an important contribution towards reducing direct contact and thus the risk of infection. Naturally, all Group companies provide disinfectant and mouth and nose coverings. Also, our units centrally sourced FFP2 masks for the individual divisions and made these available to all employees. During the second lockdown, at

its head office in Bremen, the Allgeier IT Solutions unit also launched a rapid coronavirus test program run by medical personnel to provide additional safety for employees whose on-site attendance was essential. Based on the lessons learned from this, regular rapid testing will be offered for staff and visitors as easing progresses, in order to make an additional contribution to infection suppression and thus health protection.

2.5.3 Remuneration

We seek to maintain the dedication and commitment of our staff, motivate them going forward and reward excellence with the aid of intelligent and forward-looking evaluation models and variable remuneration and incentive schemes. Within the Group companies, this is based on regular feedback discussions and target-oriented interviews, SMART goal agreements aligned with the level of expertise and responsibility of the respective employee, and a multi-channel performance analysis system. These are supplemented by measures such as a feedback-oriented interview system that focuses on professional development and personal progress plus a target-based bonus system. Employees also receive additional gratuities (depending on their area of responsibility and position).

2.5.4 Diversity

Diversity is an enrichment for our Group. At the Allgeier Group companies, people from a wide range of different origins, cultures and religions work together in different countries. We are committed to preserving and implementing values that promote diversity and equal rights in the workplace, and to cultivating diversity as a company wherever it is able to do so. The Allgeier Group believes in the right to equality and the dignity of all people. All our employees receive the same work opportunities and prospects, and no one is discriminated against on the basis of their membership of a group, the color of their skin, their marital status or family situation, 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 characterized by intercultural collaboration in cross-border mixed teams across our locations. We are especially committed to gender diversity and firmly believe that this can also make an important contribution to combating the shortage of skilled workers. Our Group has a high share of female employees compared to the average for the sector.

2.5.5 Intercultural understanding

Intercultural understanding and cooperation are becoming increasingly important to us as our Group becomes progressively more international. In addition to cross-border

collaboration in mixed teams and dialog within the Group with its units in various countries, the individual segments take various additional steps to enhance intercultural understanding within our Group, including:

- dispatching employees for induction in project teams at other locations
- staging information events across different locations and ensuring multilingual internal communication
- internal, international social media platforms for communication, the exchange of knowledge and the transfer of expertise
- regular webinars on corporate culture, management policy and future growth
- intercultural training for employees prior to secondment
- free language training to support our customers in their relevant national language and to improve communication within the Group

2.5.6 Support for employees and families

As a Group, we make an extensive commitment to our employees as we firmly believe that establishing good relationships with one another at a professional and personal level and a good working atmosphere are important factors in our shared success. In particular, there are a wide range of measures aimed at supporting the reconciliation of family life and careers (see above). We believe it is especially important for us to take responsibility for our employees and their families at our international locations, and we go far beyond the legal minimum in this respect. This is particularly crucial in countries where statutory health insurance and other social security systems are less well developed than, for example, in Germany. We provide our employees with insurance against medical risks, other special risks and Group life insurance. In Germany as well, we go well beyond the statutory requirements to support our employees, for instance by setting up accident insurance. We also offer financial support in some cases to help overcome any financial crises directly caused by unforeseen events in the lives of employees or their family members. In addition to the measures listed above as part of our commitment to our employees, we also have a range of special programs and services available within our Group for employees and their families. In particular, these are aimed at providing effective support as an employer in exceptional life situations, such as:

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

3. Environment

The protection of the natural environment, the responsible handling of natural resources and awareness of our responsibility toward future generations in the sense of intergenerational fairness form the essential foundations of our business operations and actions. For us, sustainable environmental awareness means continuously reducing our consumption of energy and resources and making an active, comprehensive contribution to the protection of the natural environment. We use operational environmental management systems to create the framework for recording activities with relevance to the environment, pursue environmental targets and continually improve our environmental performance.

3.1 Environmental strategy and environmental management

We take the protection of our environment and the responsible, sustainable handling of resources into account in fulfilling our responsibilities for our own company and in performing services for our clients. Accordingly, we demand and promote environmental protection. It goes without saying that we observe the applicable legal regulations in the various countries. Our Group companies also implement specific environmental strategies and management systems in their respective markets, some of which are certified in accordance with or based on DIN EN ISO 14001. In the Allgeier IT Solutions unit, a managing director newly appointed as of October 1, 2020 was entrusted with the action area of environment strategy and environmental management. Our new colleague, who previously spend ten years in various leadership positions in the renewable energies sector, will further improve and harmonize standards, and also usher in new approaches in procurement and other relevant areas.

3.2 Utilization and consumption of natural resources, heat, energy and renewable energies

Within the Allgeier Group, we are aware of our footprint and, as part of our commitment to ecological sustainability, we regularly identify opportunities to reduce our consumption of natural resources and energy, and to ensure more resource efficiency as we continue to grow. In addition to the use of renewable energies, environmental management also plays an important role in the selection of products (hardware and office equipment). In this area alone, we have identified potential savings of up to 60 percent in certain divisions, which we intend to leverage by making continuous improvements. The mgm technology partners segment's new headquarters in Munich is striving for gold LEED certification in fiscal 2021.

3.3 Water

Within the Group, we pay particular attention to reducing water consumption and the volume of waste water generated. Among other things, campaigns are planned at our units in fiscal 2021 to raise employee awareness of the careful use of water as a resource. We also make an active contribution to water conservation by using automatic water faucets.

3.4 Emissions of CO_2 and pollutants, mobility policy

As we are a service company, the emissions of CO_2 and pollutants caused by our work are naturally lower than for many manufacturing companies. Nevertheless, we strive within the Group to continuously reduce our carbon footprint and emissions of pollutants. An intelligent mobility policy allows us as a company and our employees to make a contribution toward saving natural resources and reducing emissions. As part of our commitment to ecological sustainability, we strive in particular to reduce travel for work purposes by means of appropriate processes and technical equipment, and to cut the consumption of resources in traveling to and between our offices. We also encourage car pools and car sharing, and offer incentives for the use of alternative forms of mobility: The car park at Allgeier's head office in Munich is equipped with charging points for electric vehicles. Company cars in the mgm technology partners segment and the Allgeier Experts unit are gradually being replaced with hybrid vehicles. Furthermore, in 2020, the units of the mgm technology partners segment began introducing travel passes at their sites in Germany to motivate employees to use public transport. To reduce business flights, employees can instead opt to travel by train, even in first class if requested. In October 2020, the Allgeier IT Solutions units launched a pilot scheme at its head office in Bremen to investigate the reasonable use of purely electric vehicles for its field staff. It already looks as though using fully electric vehicles is, in many cases, feasible for field staff. There are currently plans to further facilitate future use by providing more charging points at the company's locations (further charging points have been ordered or are in planning in Bremen with Hamburg to follow) and by providing a fleet of hybrid vehicles with greater range for individual journeys. If this project ends positively, there will be nothing to stop the expansion of the purely electric share of our fleet; the sole use of green energy then intended will thus be a massive boost to our carbon footprint.

For Allgeier's own properties, we are currently also looking at creating our own electricity generation capacity in 2021 with photovoltaic systems to produce green energy at a regional level. The next step after that will be to connect to sensible storage technology.

With its recent acquisition of AURELO GmbH, the leading ERP provider for companies in the renewable energies sector, Allgeier has also made the strategic decision to actively support this sector so central to climate protection with its own expertise, and thus to make it a focal point of its operations. Working from AURELO's head office in Kiel, IT and renewable energies expertise will be combined to make a further contribution to climate protection.

3.5 Materials and recycling

Recycling and a careful approach to materials and waste are important to us. We separate waste at our locations and we have disposal systems for various materials and pollutants. With regard to printer toner, we pay attention to environmental aspects when selecting equipment. Empty cartridges are typically picked up by the manufacturer and recycled. Special sparkling water taps are being piloted in some new offices as a means of providing employees with drinking water. This reduces the use of bottled drinks, thereby lowering the emissions caused by transporting bottles. The units of the mgm technology partners segment have already had the quality of the drinking water tested at its locations in Germany and are planning a corresponding initiative for 2021. We are also attempting to have the units go without plastic bottles entirely, and instead we now supply drinks in environmentally friendly reusable glass bottles.

3.6 Raising awareness among employees

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

3.7 Green IT

Our Group companies have been following the debate on green IT since its inception with the aim of making a proactive contribution toward the provision of sustainable IT solutions. It is our conviction that information and communication technology (ICT) has a significant role to play when it comes to reducing energy consumption and raising energy efficiency in industry. For the sake 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 organizations require ICT-based proce-

dures to monitor and control the distribution and consumption of energy and to make the entire energy system more efficient. At the same time, ICT needs to monitor its own energy consumption and realize efficiency improvements. Wherever the green IT approach can be pursued, advanced or realized in the customer environment, at data centers, when setting up IT infrastructure, when our employees are out working on projects or in our own IT, we support its implementation with a view to sustainability, realizing savings potential and enhancing cost-effectiveness. Measures for achieving these goals include designing the IT infrastructure along energy-efficient lines, designing cooling systems and the energy supply in accordance with green IT approaches, and consolidating data centers. In addition, we rely on the highest possible degree of system virtualization at our existing data centers in order to reduce the hardware needed. This results in savings in terms of the resources and electricity used in supplying the systems directly, and in air conditioning.

Together with the German non-governmental organization for the employment of disabled persons, the AfB, our Allgeier Experts division decommissioned a total of

1.6 metric tons of IT and mobile equipment over the past year. As in previous years, monitors, notebooks, PCs and printers from Allgeier Experts offices were loaded onto a truck bearing the "AfB – social & green IT" logo in 2020. Thanks to the partnership, Allgeier Experts saved the equivalent of 13,585 kg of iron, 82,616 kWh of energy and the equivalent of 21,748 kg of CO_2 in the past year. The partnership also resulted in one person with disability being hired. Allgeier Experts replaces its hardware on a regular basis in order to keep up with the pace of digitization and to optimize work processes. The partnership with the AfB means the decommissioned devices are reused for a social and ecological purpose. In addition, the AfB offers employment to people with disabilities to recondition the hardware.

3.8 Legal obligations

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

4. Company

As a Group that operates in many countries and regions, we see ourselves as an active part of society with a duty to act responsibly. As our Group and our corporate develop continue to become more international, the number of our stakeholders is growing as well. As a consequence, a growing number of different expectations are placed upon us as a company. By actively taking responsibility, we firmly believe that we can make an important contribution towards protecting the environment, improving people's lives around the world and increasing opportunities for education. Making an active contribution and working for the public good and society are essential elements of our corporate culture and how we see ourselves as a company in the context of our values. To meet both our own aspirations and the expectations and demands of our stakeholders, the central measures that have been implemented are therefore accompanied by a large number of initiatives at the level of the Group's segments, individual companies and units or at individual locations. In a world in constant flux and in view of the major social and economic challenges, we want our commitment to sustainability to generate a meaningful benefit, whether large or small, and we seek to continually refine and improve our measures and their effectiveness.

4.1 Corporate citizenship

As a good corporate citizen, the Allgeier Group works on behalf of society and its citizens in various different forms. At our Group companies, we are committed to civic engagement in many areas. Our divisions raise employee awareness in order to foster responsible action, encourage initiatives and campaigns and actively support them in many areas. In addition to our commitment at the level of our Group and our segments and units, many employees at individual locations also take on responsibility at a local level and make an active contribution to their local communities through their social or ecological commitment, for example. We have already undertaken numerous initiatives thanks to the voluntary work of our employees and teams. 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.

4.2 Stakeholder dialog

In order to ensure a regular and authentic stakeholder dialog and open, transparent communication, we conduct broad and systematic public relations work (including on social media) on all issues of relevance to the various stakeholders. At segment level, ongoing talks with relevant stakeholder groups are frequently implemented at the level of top management. This is supplemented by targeted direct communication with stakeholder groups in the form of mailshots, newsletters, information letters, etc. We also participate in trade events and fairs in order to engage in personal dialog and exchange views, and we organize or play an active role in regular get-togethers for employees on external assignment and arrange our own events on specific issues.

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

We embrace corporate citizenship in many different ways. As a responsible and sustainable company, we take a variety of measures to promote society and support education, youth, the environment, culture and sport at a Group level, and at the level of our segments, subsidiaries and local units. We are also involved in educational, social and charitable projects as sponsors and donors – not only at Group level, but especially also at the level of our segments, companies and locally at our locations. We also support fundraising campaigns by our employees.

Many of our initiatives can be 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 honor this commitment and promote and support it in various ways.

One example of the great dedication of our employees was the catastrophic floods in Vietnam in fall 2020. Alongside the companies of the mgm technology partners segment, employees also donated privately to the victims of the flood.

Further examples from our units illustrate the depth and breadth of our activities and measures and those of our dedicated employees:

Enterprise IT segment:
- Participation in the "Deckel gegen Polio" collection campaign, the first main project of the "Deckel drauf" association. Through the collection of lids made from high-quality plastics (HDPE and PP) and the subsequent sales proceeds, the "End Polio Now" program is supported by a worldwide project to prevent children from contracting polio

- Admission of EU citizens to the pool of experts through the active support of German courses and coaching with the aim of facilitating entry into the German labor market
- Participation in company runs such as the B2RUN series – taking part in the virtual company run in 2020
- Donations in kind to the Tafel association and child care facilities
- Active participation in the City Cycling Initiative with a team of employees to cut carbon emissions; our employees pedaled 2,841.3 km in total to cut carbon emissions by 417.9 kg
- Participation in Earth Hour
- Christmas donation campaign "Donate instead of giving" for regional associations and organizations with the involvement of employees

"Charitree" Christmas card campaign to support Plant for the Planet, resulting in 2,000 trees being planted Local environmental protection, conservation of resources and reduction of emissions through various mobility measures and campaigns for environmental protection, such as the use of alternative drive technologies for our pool vehicles, bicycle leasing offers, etc.

- Campaign to donate monitors to schools
- Donation to UNICEF, which organized 12,000 packs of soap to help protect against coronavirus in refugee camps

mgm technology partners segment:

- Participation in the virtual TERIBEAR Moves Prague corporate run in support of disadvantaged children
- Local environmental protection to conserve resources and reduce emissions through mobility measures, such as the introduction of "job tickets" to promote the use of public transport and traveling by rail to reduce the number of domestic flights taken
- Christmas donation campaign by the mgm consulting partners unit for a night bus service for the homeless in Hamburg and for "Neuer Kupferhof", a short-term shelter facility for disadvantaged children and adolescents.
- Christmas donation campaign for an orphanage in Da Nang, Vietnam
- Financing the education of twelve disadvantaged children by mgm technology partners Vietnam
- The mgm technology partners segment was inspired by International Earth Day in April 2020, which was dedicated to sustainability and environmental protection, to donate the amount spent in Germany each month on fruit, candy

and beverages to "Die Tafel". "Die Tafel" is a nationwide charity that helps the needy by preventing food waste, and that needs special support during the coronavirus crisis
- Donations for the victims of the flood in Vietnam in October 2020 with the aim of rebuilding nurseries and schools in Vietnam

4.4 Sponsorship activities

In addition to the social commitment described above, we also get involved as sponsors at Group level and at the level of our segments, units and local sites. Examples of our sponsorship activities include:
- Sponsorship of the Munich Skiing Championships 2020
- Sponsorship of two volleyball teams (Munich and Wiesbaden)
- Sponsorship of grass roots sport, e.g. sponsorship of football shirts for the F Youth Team of Dresdner Sportclub 1898, Bentstreeker SV, 1. FC Ohmstede and 1. FC Victoria Berlin, and sponsorship of football tournaments
- Conversion of employee birthday gifts into donations
- Participation in various charity runs and financial support for runners
- Sponsorship of participation and running shirts of employees in B2RUN company runs
- Sponsorship of an app development project at the University of Bremen for the early recognition of the signs of dengue fever (bachelor's project)
- Sponsorship of a LAN party with over 140 young people Sponsoring at Schulzentrum Utbremen

to always offer them the best possible solutions using state-of-the-art technology. Consistent quality management forms an essential basis for satisfying this aspiration. As such, we have implemented quality management systems at our Group companies, and individual companies are certified in accordance with ISO 9001 or 27001. With regard to the process maturity of our technology services and software development, we also align with the CMMI reference models and have obtained corresponding certification in some cases.

5.2 Customer satisfaction

We aim to be a reliable, efficient, flexible and long-term partner for our customers. In many cases, we play a direct and active role in helping to shape the digital transformation at critical points of their business, thereby making a vital contribution to accompanying them into the digital future. In accordance with our high quality standards, we essentially define the success of our work in terms of the satisfaction of our customers and our contribution to the success of their business. Within the Group, we have established binding evaluation systems and processes in various areas. Their purpose is to measure the success of our work, regularly record and evaluate customer satisfaction, and derive continuous improvements to our products and services on the basis of the results. These processes are designed differently in our divisions depending on the services and products concerned.

We pursue an evolutionary innovation strategy at our mgm technology partners segment. A project must deliver verifiable results in cycles of no more than six months, otherwise the objective must be changed or the project must be halted altogether. This serves to prevent irresponsible project risks. Together with our customers, we gain important insights with each small step and use these to review and adjust the objectives for the next steps. After each project is concluded, a joint retrospective is held with the customer and a customer reference is prepared where possible. In our Enterprise IT segment, 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 unit, the increasing demands made by customers require the continuous optimization of processes and the continued development of our expertise. Close customer contact delivers information on customer satisfaction in the form of personal customer surveys, which are conducted on the basis of a standardized discussion guide. Along with other data, these discussions constitute

5. Customers and suppliers

The Allgeier Group has a broadly diversified customer portfolio with numerous large and smaller customers in nearly every sector of industry. On our many different markets, we work for global corporations, market and sector leaders, a large number of sophisticated mid-sized customers and for public sector contractors. Our aim is to be an agile, vigorous, but above all reliable and long-term partner to our customers, one that understands the wide-ranging requirements and needs of its customers, recognizes their challenges, and tackles and successfully solves them. As such, dealing responsibly with customers and suppliers in the spirit of fairness and integrity are crucial 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 constitute prerequisites for our future viability and continued growth.

5.1 Quality management system

Ensuring the consistently high quality of our services and products is of major importance to our financial success. We strive to give all-round satisfaction to our customers and

an important source of information for improving our services. Additional important quality-related content from customer interviews and feedback is also exhaustively documented. This process is followed systematically. As part of the internal process audit, suggested changes from the organization are reviewed and assessed for implementation. In addition, all employees are encouraged to contribute suggestions for improvements, particularly with a view to the continuous expansion of the service portfolio and the optimization of service processes taking into account the entire quality management system. Data from the satisfaction analysis and any customer complaints received is evaluated, and appropriate steps are taken if problems are recognized or potential improvements identified. The results are fed into the management review.

5.3 UN Global Compact and corporate culture

Long-term supplier relationships based on partnership and characterized by openness, trust and mutual reliability are a key element of our business strategy. We adhere strictly to our corporate values in our wide-ranging relationships with our suppliers and business partners around the world. This includes keeping our employees informed and aware, and carefully monitoring the consistent application of our specifications. We avoid business relationships with suppliers that are commonly known to be in breach of the principles underlying the UN Global Compact. We also advocate the further enforcement of the UN Global Compact in our business relationships.

It is important that our corporate culture based on responsibility and sustainability criteria is understood and embraced across the board. Accordingly, we use introductory days and welcome days at our Group companies to communicate our culture. At these events, the most important task owners and contact persons introduce themselves and provide information on common values and practical knowledge for working within our Group. Our aim is for every employee to be approachable for their customers, partners and colleagues, and for our communication to be content-driven.

5.4 Fair competition and anti-corruption policy

As a Group, we subscribe to the principle of fair and transparent competition. Accordingly, the compliance commitment made by the Management Board of Allgeier SE forms the basis for all our actions. The strong reputation we enjoy with our customers, suppliers and other stakeholders and our financial success are founded on strict adherence to our values and rules. Corruption threatens these cornerstones of our success and our good reputation. Bribes and anti-trust agreements are not appropriate means of obtaining orders or achieving internal goals. With its five-pillar compliance management system, Allgeier SE has taken extensive steps to ensure that anti-corruption regulations and the Group guidelines based on them are observed. Incidents are investigated and appropriate measures are taken that can include labor action if necessary. All managers and employees must be aware of the extraordinary risks that any case of corruption can entail for the Allgeier Group and for them personally. As such, employees must actively cooperate in putting the Group-wide regulations into practice within their sphere of responsibility. We provide employees with access to all our compliance regulations through internal platforms, digital training, leaflets, etc. We also regularly inform and train our managers on our requirements and all relevant changes and new features.

6. Sustainable products and solutions

In our operating business, we rely on the use of state-of-the-art technology based on the principles of sustainability. Data protection, confidentiality, integrity and customer proximity are essential cornerstones – but it is just as important to us to make the IT lifecycle as environmentally friendly and resource-efficient as possible. With our sustainable products and solutions, we aim to optimize the energy footprint of our internal systems and our customers, minimize the consumption of natural resources and hence reduce 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. We therefore place the highest demands on IT security in our internal processes and structures and in our collaboration with customers and partners. We firmly believe that the highest level of data security forms the basis for confidential and reliable business relationships. Accordingly, we respect the trade and business secrets of our customers and partners and observe the contractual confidentiality obligations entered into with third parties and the provisions of data protection law. The data protection regulations in place at the Group comply with the EU GDPR to protect our business partners and our employees. Their systematic implementation is ensured by corresponding technical and organizational measures and guidelines that are continuously refined. Compliance with data protection and confidentiality obligations is governed in detail at the level of the individual subsidiaries. In addition to an obligation of confidentiality, employment contracts require employees to familiarize themselves with the rules on data protection and to maintain data protection. Data protection officers are also appointed at our companies in order to monitor observance and implementation and clarify all related questions. A number of individual measures also contribute to data protection at our companies. For example, we provide technical facilities at our offices for destroying documents and data media using of shredders and special destruction boxes.
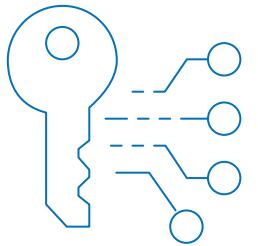
6.2 ISO 27001

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 complying with and ensuring security in all processes involving information processing. Throughout the Group, we are guided by the specifications of ISO/IEC 27001 and have obtained numerous certifications ensuring that our quality management system complies with the latest data protection standards and our internal guidelines and specifications regarding confidentiality and information security, such as:

- a documented and institutionalized ISMS (information security management system); compliance with and the effectiveness of ISO 27001 standards are reviewed annually by a certified auditor
- an 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 organized by the Security Council to raise employee awareness of applicable external and internal guidelines and specifications
- a secure network with a high-end firewall, IPS and endpoint protection
- use of Microsoft Office 365 for content management and collaboration
- initiation of projects for the end-to-end compliance with and operational implementation of the General Data Protection Regulation (EU GDPR), including at our locations outside the European Union

6.3 Product responsibility

Our solutions and forensic services, such as julia mailoffice and DocSetMinder®, are synonymous with IT security made in Germany. For example, our e-mail security solution julia mailoffice is used by numerous federal and state authorities and prestigious companies. julia mailoffice is also the virtual post office of the German 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 and customized security concepts and comprehensive services for IT forensics, such as establishing, recording and investigating digital security incidents and cyber security. In addition, our product portfolio includes a range of secure, tried-and-tested software solutions from leading manufacturers which are used in different industries and areas of business. All our products perform central functions for their particular area of application and can be individually tailored to our customers' requirements. As part of our customized software development, we develop highly scalable, integrable and secure online applications for business-critical company processes. Interdisciplinary teams within our organization ensure that IT security issues that are relevant to the development of products and services, such as web and application security, are taken fully into account and integrated into project implementation from the outset. We also rely on coordinated and proven procedures across all projects that are continuously tested, compared and refined. As part of our sustainability concept, the applications we develop for our customers reflect essential factors such as accessibility, paperless systems, and a range of additional aspects that can affect the environment and the consumption of natural resources.

6.4 Ecological aspects of production and services

Protecting the natural environment and conserving resources are taken fully into account when it comes to fulfilling our responsibilities for our own company and in our services for our customers. The responsible and sustainable use of resources is a necessary condition. As part of our commitment to sustainability, we discuss possibilities for protecting the environment and enhancing resource efficiency with employees at our units and frequently implement their ideas and suggestions alongside our own specifications. In this way, our Group companies demand and promote environmental protection in production and services through a range of individual measures and innovations, including:

- the environmentally friendly, resource-efficient use of information and communication technologies throughout their entire lifecycle
- minimizing the consumption of resources during the manufacture, operation and disposal of devices
- reducing business travel 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-efficient shuttle buses are provided for collective transport
- optimizing route planning when appointments are made and car pooling
- a car fleet with reduced emissions and lower noise levels (predominantly vehicles with lower CO_2 emissions and the procurement of CNG vehicles and electric cars) (see in particular the measures described under 3.4 above)
- reduction in electricity consumption by means of server virtualization
- 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 (green electricity)
- installing solar panels at individual locations
- recycling programs for electronic and IT consumables
- reduction in water consumption and waste water through intelligent systems for saving water, collection and use of rainwater and the recycling of waste water at individual locations
- reduction in paper consumption, e.g. replacing plastic cups with ceramic mugs, internal applications with paperless transactions, monitoring paper consumption for document printing

Allgeier's financial reports can be found on the Internet in German and English at www.allgeier.com/en > Investor Relations > Financial Reports & Publications or requested using the contact details above.

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