



**NEMETSCHKEK
GROUP**

Sustainability Report 2022

Design, Build & Manage Sustainably



Table of contents

- + Business Model
- + Business Activity
- + Growth Drivers
- + Internationalization

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

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

- + Management Approach
- + Environmental and Social Effects of Products
 - Design Segment
 - Build Segment
 - Manage Segment
- + Energy Consumption & Emissions in Own Company

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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY &
COMPLIANCE

CEO Interview



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

An Interview with Yves Padrines, CEO



Mr. Padrines, how would you summarize the year 2022 in terms of sustainability – globally, for the construction industry and for the Nemetschek Group?

Yves Padrines: Our world is changing and global trends such as climate change, digitalization, urbanization, globalization and demographic change involve both opportunities and risks for our planet and all the species that live on it. Let's take the construction industry as an example. It is currently one of the largest consumers of global resources, but in the future, it can make a major contribution to reducing the global CO₂ footprint. It also has the power to make people's lives more worth living. We at Nemetschek have always seen sustainability as a great opportunity, because digitalization is an important key to making the industry as a whole, but especially the construction industry in which we are operating, more sustainable. With our digital solutions, buildings and infrastructure can be designed, built, and operated more resource-efficiently – and thus more sustainably.

Like many other companies, the Nemetschek Group is also confronted with increasing sustainability regulations. How do you deal with these?

Yves Padrines: First of all, the Nemetschek Group and also I personally very much support the stronger focus on sustainability. This is the only way to go into the future. In particular, the implementation of the EU Sustainability Reporting Directive (CSRD) is a big challenge for us as well as for other companies, but it provides very important specific disclosure requirements and guidelines and will definitely lead to greater transparency in the area of sustainability. For us, the CSRD means that we continue on our chosen



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

CEO INTERVIEW

path of sustainability, but we also need to show more of what we are currently doing and plan to do in the near future. This will be a challenge, but these challenges also bring enormous opportunities. By linking economic, environmental, and social aspects even more closely in corporate reporting and also, for example, when managing opportunities and risks, new and valuable perspectives will emerge in strategy processes.

How would you describe your current disclosures compared to what will be required of you from 2024?

Yves Padrines: I would say that we are on a very good path. We have already been conducting a materiality analysis every two years since 2017, identifying the sustainability issues that have a significant impact on our company, but also the issues through which we, as a company, impact the environment, our stakeholders, and society in general. We then work on these issues in our day-to-day business. For example, I believe our compliance structures, including a whistleblowing procedure, a code of conduct for employees, and a code of conduct for suppliers, are industry leading. In addition, last year we published our sustainability report in line with the standards of the Global Reporting Initiative and also implemented the provisions of the EU Taxonomy Regulation in the company. Nevertheless, we are on a challenging journey to implement the CSRD requirements.

Where is there still room for improvement?

Yves Padrines: In this Sustainability Report for 2022, we will publish the Scope 1 and Scope 2 emissions of our carbon footprint for the Nemetschek Group for the first time. We intend to expand it to include Scope 3 emissions

in the course of 2023. Based on these figures, we will subsequently develop our climate journey and targets. Our sustainability governance structure is also currently set up in a rather simple way and will be expanded in 2023 to meet the multitude of new regulations and requirements of our stakeholders.

What role does the software portfolio play in your sustainability concept?

Yves Padrines: We basically take on two roles when it comes to sustainability: On the one hand, our company and the way we do business is an industry role model, and on the other hand, we are an enabler for our customers. Our software solutions help them to plan, construct, operate and manage buildings more efficiently and thus more sustainably. For the year under review, we evaluated both the construction industry and our portfolio from the point of view of sustainability and confirmed the result: the Nemetschek Group is both a role model and an enabler.

What does that mean exactly?

Yves Padrines: When it comes to sustainability, we distinguish between two approaches in the area of saving harmful greenhouse gases: we want to improve the "handprint" of our customers with our solutions, because through the use of digital technologies buildings can be planned, built, and operated more efficiently and sustainably. In addition, we want to reduce our own footprint, i.e., our own CO₂ emissions. Carbon management is our first step in becoming aware of the impact we as a company have on society and the environment. To reduce our own environmental footprint, we have decided to go one step further and calculate the Group's CO₂ emissions. We will then

use this as a basis to determine the next steps and then take them consistently.

Why is your role as an enabler in the construction industry so important?

Yves Padrines: Our solutions can have a major impact on the sustainability of the industry through certain features and/or partnerships which help our customers to design, build, and operate more sustainably. This is what we call the "handprint" of our customers; that is, what they do with our solutions and what impact our solutions have on the lifecycle of buildings and what savings can be achieved with our solutions. Our goal is to help our customers create a more sustainable world.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

About this Report & Company Profile

- + Business Model
- + Business Activity
- + Growth Drivers
- + Internationalization



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

ABOUT THIS REPORT & COMPANY PROFILE

This sustainability report is intended for customers, business partners, investors and employees of the Nemetschek Group as well as interested representatives from business, science, politics, and society. The report presents how the company contributes to sustainable development, which goals it sets itself, which structures it has created, and which measures have contributed to strengthening sustainable development in the fiscal year 2022. It also addresses the legal obligations to which the company is subject in various areas.

This fourth sustainability report of the Nemetschek Group refers to the fiscal year 2022, which corresponds to the calendar year 2022, and includes all companies consolidated in the consolidated financial statements, unless otherwise stated. The last sustainability report was published on March 23, 2022. The sustainability report was prepared with the involvement of all relevant specialist departments and in accordance with the Universal Standards of the Global Reporting Initiative (GRI) published in October 2021 and released by the Executive Board.

Business Model

Nemetschek SE, together with its subsidiaries, forms the globally active Nemetschek Group. The history of the company goes back 60 years to its foundation in 1963 by Prof. Georg Nemetschek. Today, the Nemetschek Group is a global provider of software solutions in the AEC/O industry (Architecture, Engineering, Construction, and Operation) as well as in the media sector.

The strategic holding company, Nemetschek SE, has its headquarters in Munich. The implementation of the operating business is carried out via four segments with a total of 13 brands (previous year: 13 brands). Brands represent subsidiaries or groups of subsidiaries which operate independently on the market as part of an overarching group strategy. This group structure reflects the corporate philosophy of central management at holding company level and a high degree of entrepreneurial freedom at subsidiary level. The subsidiaries operate as far as possible as independently managed brands in their respective end markets. This enables the individual brands to focus on the respective customer needs in order to increase the benefits and added value for the customer. Nemetschek SE also takes over the central functions Corporate Finance & Tax, Controlling, Investor Relations & Communication, Corporate Development & Operations, Mergers & Acquisitions, Start-up & Venture Investments, Human Resources, IT & Business Solutions, Corporate Audit as well as Corporate Legal & Compliance, in order to enable the brands to focus fully on the development of new customer potential.

The corporate structure of the Nemetschek Group with its solution portfolio, which ensures a continuous workflow along the entire construction life cycle, as well as solutions for the media world, is reflected in the reporting structure

with the four segments Design, Build, Manage, and Media. Each segment is assigned a management board member or segment manager. The close links between the holding company and the segments ensure not only a high level of management efficiency, but also close coordination between the subsidiaries. In order to leverage synergies within the Nemetschek Group, the members of the executive board not only promote the coordination of strategic projects between the brands of a respective segment, but also the cross-segment cooperation of individual brands. In this way, the subsidiaries at segment as well as at group level benefit from synergies in terms of internationalization, exchange of best practices, sales, as well as development activities.

Segments of the Nemetschek Group

The total of 13 brands of the Nemetschek Group are divided into the four segments Design, Build, Manage, as well as Media according to their respective focus on specific end markets and customer groups. In the financial year 2022, there were changes in the segment structure with the aim of further harmonizing the portfolio. Thus, the brands FRILO and SCIA in the Design segment were merged in a competence center (Nemetschek Engineering). The product brands will continue to exist. The aim of this alliance is to offer a comprehensive overall package of software solutions with static display and calculation options and to further optimize interoperability, as well as to serve customers from a single source. In addition, a new "Digital Twin" business unit has been created to act as a horizontal bracket linking the segments in the AEC/O industry. The dRofus brand, which was still assigned to the Build segment in the 2022 reporting year, will be assigned to the Digital Twin business unit and consolidated in the Manage segment from January 1, 2023. With the dRofus solutions for data management, BIM collaboration for



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

ABOUT THIS REPORT & COMPANY PROFILE

workflow support, and provision of building information throughout the entire building lifecycle, dRofus has the expertise to cover the complete AEC/O lifecycle and thus form a bracket between the various segments.

Beyond that, there were no significant changes in the organization and within the supply chain.

A total of 3,448 colleagues work within the Group, in the 13 brands and in the holding company. The Group operates worldwide. In 2022, sales amounted to 801.8 million Euros and a consolidated operating result before interest, taxes, depreciation and amortization (EBITDA) of 257.0 million Euros was achieved.

The Nemetschek Group is also a leader in the development and promotion of OPEN-BIM solutions and workflows to enable seamless and free collaboration between the various disciplines – also independent of the choice of their software. The Group and its individual brands represent these principles in a variety of industry associations and institutions such as buildingSMART and the German Construction Software Association (BVBS). The BVBS promotes the exchange of information among all market players and plays a key role in organizing construction trade fairs for the IT sector. It also promotes the development of quality standards and their certification as well as the development of data standards and data exchange procedures. The further development and standardization of open, manufacturer-neutral information exchange is the essential task of buildingSMART. For this purpose, a multi-level working structure consisting of round tables, working rooms, expert groups, and project groups is in place, which has proven itself internationally.

Business Activity

The Nemetschek Group offers digital solutions for all disciplines along the entire life cycle of buildings and infrastructure projects, as well as for all phases of the creation of digital content in 2D and 3D in the Media industry. In the AEC/O sector, the aim of the networked range of solutions is to further improve collaboration between the various professional groups in the construction industry and to make it more efficient. Our broad portfolio of graphic, analytical, and commercial solutions therefore ensures a continuous workflow in the life cycle of construction and infrastructure projects.

The Nemetschek Group is also a company that promotes the development and promotion of OPEN-BIM solutions and workflows to enable seamless and free collaboration between the various disciplines in the construction industry – also independent of their choice of software. The OPEN-BIM standard enables software solutions of the Nemetschek Group to also communicate barrier-free with the software solutions of competitors via open standards in data and communication interfaces (e.g. IFC from buildingSMART). This enables and documents a seamless transition of all building-relevant information, data, and digital models throughout the entire creation and operating cycle of the building. In this way, Nemetschek is making an important contribution to further establishing the digital way of working as the standard in the AEC/O industry. From a sustainability point of view, the software solutions of the Nemetschek Group also contribute along the entire life cycle of buildings and infrastructure projects to more resource-efficient design and construction, and subsequently, more efficient operation. The detailed documentation also enables efficient operation over the entire life cycle – for example, a building can be efficiently converted and renovated even years after completion.

3D visualizations are very important for creative and accurate planning and implementation along the construction life cycle. Visual effects create a realistic representation for the building owner, developer, or contractor. With the solutions of the Nemetschek Group, planners and architects can quickly, easily, and precisely create 3D models from drawings and make more informed decisions based on the exact static or dynamic visualizations. At the same time, with the Media segment, the Nemetschek Group is also a leading vendor in the area for 3D animation solutions. The Nemetschek Group thus supports artists in optimizing their creative workflows, e.g. through 3D modeling, simulation, and animation, tools for editing, motion design and film production, as well as rendering solutions for high-end production. Our professional 2D and 3D digital content creation solutions are used to create and render visual effects in feature films, TV shows, and commercials, as well as for applications in gaming, medical illustration, architecture, and industrial design.

Growth Drivers

The macroeconomic impact of the current global crises and geopolitical conflicts are also affecting the global construction industry, which may weaken the industry's growth path – at least in the short term. Nevertheless, the long-term structural growth drivers of the global construction industry are still intact, which means that a new, sustained phase of growth may occur in the future. As in the previous year, the following remains to be noted: the growing global population, increasing urbanization, and the associated rise in demand for housing are key growth drivers for the industry.

Added to this is the ongoing transformation to a more sustainable world, which is gaining momentum and requires extensive investment in infrastruc-



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

ABOUT THIS REPORT & COMPANY PROFILE

ture and the energy efficient refurbishment of buildings, among other things. Currently, the construction and operation of buildings accounts for 36% of annual global energy consumption. In view of this, the requirements for efficiency, quality, and sustainability in the construction industry are growing. Another key growth driver continues to be the digital transformation of the construction industry, which is far less advanced than in almost all other key industries, such as the automotive industry. This results in a strong need for the construction industry to catch up in the use of digital technologies. For Nemetschek, this means great market potential.

The Nemetschek Group's three core AEC/O segments benefit from several long-term structural growth drivers:

- Digitalization in the construction industry is still at a low level compared to other industries. Catch-up effects and increased investments in industry specific software solutions that control processes more efficiently and thus increase quality and reduce costs and time are becoming increasingly important. This has been demonstrated once again by the consequences of the current crises.
- Government regulations, which demand or make the use of BIM software mandatory for government-financed construction projects, continue to pave the way for further growth of the Nemetschek Group worldwide. In addition to the USA, in Europe above all Great Britain and also the Scandinavian countries are pioneers in the introduction of BIM regulations and the use of BIM-capable software solutions.

- The increasing use of software over the entire life cycle of buildings is required by the BIM regulations in order to enable a model-based and continuous workflow. The Nemetschek Group brings its solutions into all phases of the construction life cycle and meets the requirements of an end-to-end workflow – starting with the changeover from 2D software solutions to model-based BIM 3D solutions – including so-called digital twins, to the increased use of solutions for cost and time calculation and collaboration, to products for the efficient use and management of buildings.

- Furthermore, sustainability and environmental protection are becoming increasingly important in the planning, construction, and operation of buildings. This is particularly true for the construction industry, as buildings and the construction industry are responsible for 40% of global CO₂ emissions. A more energy and resource-efficient way of working throughout the entire construction process, including the subsequent utilization phase, is therefore an essential factor in achieving the climate targets set by politicians (e.g. European Green Deal). Intelligent BIM software solutions for more sustainable and resource-efficient construction and the more efficient operation of buildings form an essential basis for this.

The media and entertainment industries are also characterized by high growth and the steadily increasing demand for digital content. In addition, the change in usage behavior has again accelerated significantly with an increasing shift to digital, partly due to the global COVID-19 pandemic.



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

ABOUT THIS REPORT & COMPANY PROFILE

Go-to-Market Approach and Internationalization

In addition to the established brand-specific sales approach, the existing Group structure is to be used to group the competencies of the 13 brand companies even more closely in the future and thus offer customers an integrated and more networked range of solutions.

By offering cross-brand solutions and establishing key account management, the aim is to increase customer benefits and also to address and win additional customer groups. The objective of the key account management is to sell the solutions from the Nemetschek Group from a single source and thus also to address larger companies that need integrated solutions or a bundle of solutions for different disciplines.

Further internationalization also represents a key to the successful implementation of our growth strategy. In recent years the Nemetschek Group has been able to continuously expand its market position abroad, i.e. outside Germany, and significantly strengthen its position in the international target sales markets. In the fiscal year 2022, in line with the internationalization strategy, sales outside Germany have increased further. Around 79% of Group sales are now generated outside Germany (previous year: 76%). Europe (excluding Germany) accounts for around 30% of sales (previous year: 32%). America is the world's largest single market for AEC/O software and is therefore of great importance for the Nemetschek Group. Nemetschek has developed well in this highly competitive growth market in recent years and now generates 39% of sales in the Americas region, with the USA as the largest single regional market (previous year: 34%). The share in Asia/Pacific was around 10% (previous year: 10%). The Group's brands support each other in their expansion in the USA and Europe: the good market positioning

of the US companies facilitates the market entry and expansion of European Nemetschek brands overseas and vice versa.

In the strategic focus on the regions and respective countries mentioned, the status of BIM regulations is also of great importance. For example, in some countries the use of BIM software solutions is already mandatory for state-financed projects, such as in the USA, Singapore, Great Britain, the Scandinavian countries, or in Japan. These countries therefore offer the Nemetschek Group very good framework conditions for future growth.



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

ABOUT THIS REPORT & COMPANY PROFILE

The Segments and Brands of the Nemetschek Group



DESIGN	BUILD	MANAGE	MEDIA
 			
 			
			
NEMETSCHEK ENGINEERING			
 			
DIGITAL TWIN BUSINESS UNIT			
			



CEO INTERVIEW

**ABOUT THIS REPORT
& COMPANY PROFILE**

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Sustainability in the Nemetschek Group

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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Sustainability in the Nemetschek Group

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

Sustainability Approach

Due to our international business activities and the associated impact on the environment, society, and also the economy, we bear global responsibility which we want to fulfill not just with our products but also through our actions. We identified the most important fields of action in the area of sustainability in fiscal year 2021 through a materiality analysis. Particularly from the point of view of sustainability, the software solutions and BIM working standard of the Nemetschek Group contribute along the entire life cycle of buildings and infrastructure projects to more resource-efficient design and construction as well as more efficient operation. For example, a building, planned with a software solution, can be efficiently rebuilt years after completion because

its details are precisely documented. This way of working is an indispensable basis for achieving the climate targets set by politicians at both a national and international level. In this way, the products and solutions of the Nemetschek Group contribute to climate and environmental protection and thus to the achievement of the UN Sustainable Development Goals (SDGs) 9 (Industry, Innovation and Infrastructure), 11 (Sustainable Cities and Communities), 12 (Sustainable Consumption, and Production) and 13 (Climate Protection Measures). In addition, the Nemetschek Group's actions also contribute to SDGs 8 (Decent Work and Economic Growth) and 10 (Reduce Inequalities).

In order to implement our sustainability approach, we also specifically rely on strategic partnerships that support a circular economy in the construction industry geared towards sustainability. This is done, for example, within the framework of a partnership with Madaster. The Nemetschek Group contributes its expertise in the area of digital planning and implementation of construction projects to the Madaster network and thus architecture and planning offices can access even more attractive solutions when it comes to driving forward and implementing the circular economy in the construction industry as well.

We focus on acting sustainably not only in the development of our software solutions, but also in relation to how we treat our employees and approach our role in society. For this reason, the Nemetschek Group has defined standards in its Code of Conduct for the way in which it conducts day-to-day business. The Code of Conduct is regularly reviewed to ensure it is current and revised accordingly. It was last updated in late 2021. Specifically, it says:

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

The Code of Conduct states that the Nemetschek Group does not tolerate any form of discrimination, harassment, or corruption of any kind. Furthermore, each and every employee is required to use all resources sparingly and in an environmentally friendly manner in everyday working life. Employee responsibility also plays a significant role.

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

Sustainability Structures within the Company

There are standards applicable across the Group that provide the basis for sustainability related activities. They cement sustainability as an integral part of all business practices of the Nemetschek Group. The Sustainability department and the cross-functional Core Sustainability Team identify sustainability related topics and coordinate the implementation of the corresponding measures. The Sustainability department maintains close contact with the Executive Board in this regard. The Chief Executive Officer (CEO) has held responsibility for sustainability within the Executive Board



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

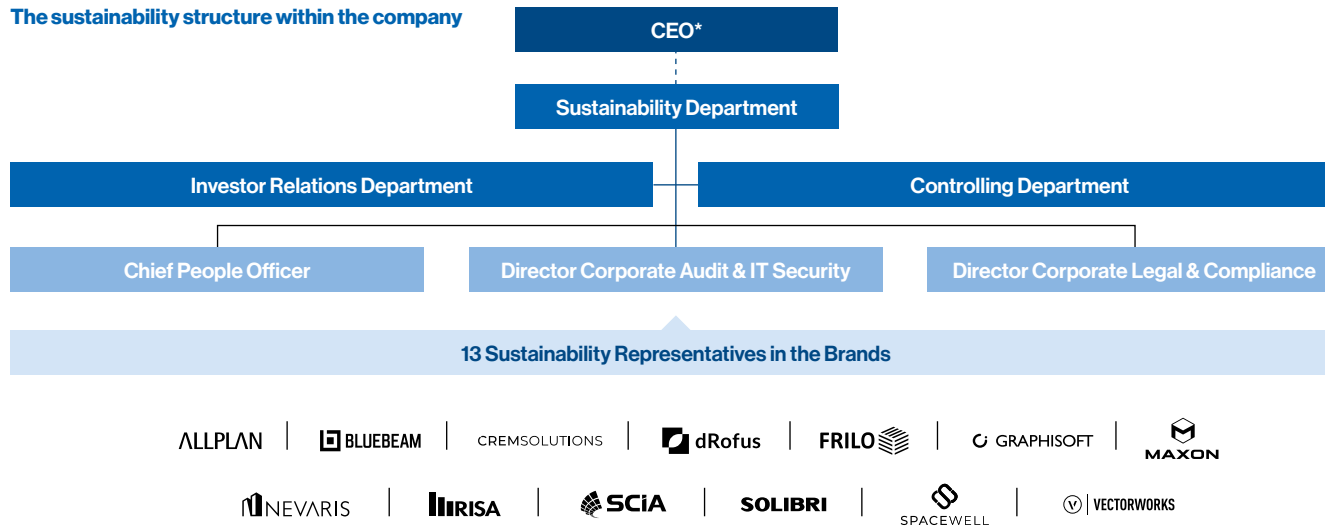
EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

SUSTAINABILITY

The sustainability structure within the company



*As of March 1, 2022, the responsibility in the Executive Board for Sustainability changed. Responsibility passed from the CFOO to the CEO.

since March 1, 2022; prior to this date, the Chief Financial & Operations Officer (CFOO) was responsible. The CEO engages extensively with the Sustainability department about the progress on relevant activities within the company, usually once per quarter, and discusses the next steps to take. Furthermore, the Executive and Supervisory Boards are kept abreast of key developments within the Sustainability department with a written report every six months. The regular reporting to and dialog with the Executive and Supervisory Board focuses in particular on the key topics identified through

the Materiality Analysis, which is described below, and the development of these topics.

Because the Nemetschek Group consists of 13 brands, a large number of nonfinancial issues are also still managed by the brands independently. However, to coordinate the activities and align them across the company, the sustainability representatives at all brands have held discussions every six months on matters such as best practices, the ongoing development of the

future sustainability strategy, and nonfinancial risk since 2021. The designated points of contact are the driving force for the relevant issues within their brand and are tasked with exchanging information with Nemetschek SE as well as with their colleagues at their brand and beyond.

Stakeholder Management

The most important stakeholders of the Nemetschek Group are employees, business partners such as customers and suppliers, investors, universities and educational institutions, the media, and the wider society. Contact with business partners and cooperation with universities and other educational institutions is largely carried out directly via the subsidiaries. Investors are kept regularly informed via our financial market communications, and the Investor Relations department is in regular contact with investors. In addition, the annual general meeting offers the opportunity for direct exchange with the shareholders. The Nemetschek Group's aspiration is to maintain open and reliable communication with all stakeholders and also thereby to continuously develop sustainability activities. On one hand, continuous dialog is intended to increase transparency and strengthen trust in the Nemetschek Group. On the other hand, dialog with our stakeholders is also intended to contribute to the further spread of our sustainability approach.

Materiality Analysis

To align sustainability related efforts with the interests of stakeholders, an extensive materiality analysis was carried out most recently in 2021. The Nemetschek Group has performed materiality analyses every other year since 2017. In the years between the detailed materiality analyses including 2022, an assessment on major changes and validity of the defined material topics was made. The current assessment did not result in any adjustments to the defined



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

SUSTAINABILITY

material topics of the group. The materiality analysis is planned to be performed again for the 2023 fiscal year.

In the course of this materiality analysis, a variety of external frameworks such as the GRI Standards and various ESG and sustainability ratings were first used to assess how current and relevant selected topics were. Then, about 850 internal and external stakeholders were consulted to identify material topics, their relevance to the Group's business, and to evaluate the impacts on the environment, employees, and society. In order to obtain the most differentiated insights possible, not only the managing directors, but also the sustainability

contacts and other employees of the brands took part in the survey. External consultants, investors, customers, universities, colleges, and business partners such as customers and suppliers who work closely with the Nemetschek Group, also took part.

Weighting the individual results ensured that the overall result was representative. The Core Sustainability Team concluded the process by discussing and validating the ranking of the issues at a final workshop. These results were presented to the Executive Board and subsequently reported to the Supervisory Board.

In addition to identifying the most important topics, stakeholders also assessed their performance. Across all topics, performance was predominantly rated as good. There was particularly high satisfaction with the topics "Fair business practices & anti-corruption" and "Anti-discrimination". Stakeholders saw the greatest potential for development in the topics "Use of resources in own company" and "Ecological requirements for suppliers". There was also comprehensive qualitative feedback in the form of concrete suggestions for improvement and recognition of things that are already being done particularly well. The adjacent table shows the topics that were identified as material and their allocation to our overarching fields of action and concerns under the CSR-RUG.

Not just the focus of the sustainability commitment, but the focus of the reporting is also on the essential topics. Nevertheless, the Nemetschek Group also ensures that relevant standards are met for the other topics and that the justified interest of various stakeholders is satisfied through the provision of information in this report.

Material Risks

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

FIELDS OF ACTION AND KEY TOPICS

Field of Action (According to CSR-RUG)

Key Topics of the Nemetschek Group

Employees & Society (Social and Staff)

- Recruitment & Retention of Employees
- Education & Training
- Employee Health
- Diversity & Inclusion
- Client Relationships
- Partnerships with Colleges & Universities

Environment & Climate

- Ecological & Social Impact of the Products

Integrity & Compliance (Respect for Human Rights and Anti-Corruption)

- Fair Business Practices & Anti-Corruption
- Antidiscrimination
- Data Protection & Information Security



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Similarly to the previous year, no material risks that would likely have serious effects were identified for 2022 for the topics defined in the nonfinancial reporting. Consequently, there remained no risks for 2022 that, on a net basis, meet the materiality criteria under HGB section 289c (3)(3) and (4). This risk assessment was coordinated with the sustainability representatives for the brands during the reporting period.

EU Taxonomy

As of fiscal year 2021, companies required to prepare non-financial consolidated financial statements in accordance with Section 315b of the German Commercial Code (HGB) must comply with the requirements of the EU Taxonomy, more specifically Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088. The EU Taxonomy provides a single classification system for the environmental sustainability of economic activities. On one hand, this is intended to make the sustainability activities of companies more comparable and, on the other, to achieve the implementation of the European Green Deal, i.e. climate neutrality by 2050.

According to Article 8 of the EU Taxonomy Regulation, for the reporting year 2022, the share of revenues, capital expenditures, and operating expenditures related to taxonomy eligible and taxonomy compliant economic activities related to the first two environmental objectives of climate change mitigation and adaptation must be published.

Process for Surveying the Taxonomy Eligible and Taxonomy Compliant Activities of the Nemetschek Group

In order to survey the taxonomy eligible and taxonomy compliant activities, a working group consisting of specialists and managers from the areas of finance, controlling, investor relations, and the sustainability department was put together in the previous year. In addition, benchmarking was carried out with various market competitors.

To determine the taxonomy eligibility of the revenue, the individual revenue streams were first identified by segment, brand, and product. Then, the relevant economic activities were identified based on Annex I and II of the delegated act on the two climate targets. These were first validated at the level of Nemetschek SE and then with the input of the operating units.

CLIMATE GOALS OF THE EU

1. Climate Protection

2. Adaptation to Climate Change

3. Sustainable Use and Protection of Water and Maritime Resources

4. Transition to a Circular Economy

5. Pollution Prevention and Control

6. Protection and Restoration of Biodiversity and of Ecosystems

Subsequently, the taxonomy eligibility of the capital and operating expenditures was analyzed. The analysis carried out in the previous year was checked for validity in the fiscal year 2022 and did not provide any new findings. To avoid double counting in the analysis, the allocation was always made to only one relevant economic activity.

The following key figures were determined on the basis of the process described and with reference to the basic figures in connection with the International Financial Reporting Standards (IFRS) applicable to the consolidated financial statements.

In-Depth Analysis of Revenues

The business model of the Nemetschek Group is to develop and sell software for the construction and media industries. Activities 8.2 (Data-based solutions to reduce greenhouse gas emissions) and 9.3 (Freelance services related to the energy performance of buildings) were identified as taxonomy eligible with regard to the environmental goal of climate protection. The in-depth investigation revealed that these activities are considered immaterial (< 1%) due to the low volume of sales. There are no revenues that potentially have a material contribution to climate change adaptation.

Revenue in accordance with the EU Taxonomy comprises the revenue reported in the consolidated statement of comprehensive income. In fiscal year 2022, these amounted to EUR 801.8 million and can be reconciled to our consolidated financial statements << Consolidated financial statements (IFRS) >> (p. 109) - Statement of comprehensive income >. In order to determine the taxonomy eligible or taxonomy compliant portion of revenue, the revenue assessed as taxonomy eligible is set in relation to the revenue of the Nemetschek Group.

Taxonomy compliant means that the economic activities fall within the scope of the EU Taxonomy. This does not yet mean that these economic activities also make a substantial contribution to achieving an environmental goal (taxonomy compliant).



SUSTAINABILITY

As the Nemetschek Group does not have any taxonomy compliant revenues, the following reporting focuses on the proportion of sustainable investments (CapEx) and operating expenses (OpEx) within the meaning of the EU Taxonomy that can be allocated to the first environmental objective. There are no capital or operating expenditures that potentially have a significant contribution to climate change adaptation. Eligible capital and operating expenditures relate exclusively to purchased goods and services.

In-depth Examination of Capital Expenditures (CapEx)

In the fiscal year 2022, total capital expenditures were determined from additions to property, plant, and equipment of EUR 14.0 million (<< [Note 15 Property, plant and equipment](#) >> (p. 121) in the notes to the consolidated financial statements), intangible assets of EUR 33.1 million (<< [Note 16 Intangible assets and goodwill](#) >> (p. 122) in the notes to the consolidated financial statements), and additions to rights of use of EUR 27.4 million (<< [Note 17 Leasing](#) >> (p. 123) in the notes to the consolidated financial statements). In total, the aforementioned investments amounted to EUR 74.5 million in the financial year 2022. To determine the taxonomy-eligible or taxonomy-compliant portion, the investments assessed as taxonomy-eligible or taxonomy-compliant are set in relation to the total investments determined.

The capital expenditure of the Nemetschek Group is of minor importance overall due to the business model. On the basis of the analysis carried out, no significant taxonomy compliant investments were identified. Thus, the taxonomy eligible capital expenditures in the fiscal year 2022 were EUR 0 million.

Summary presentation of the taxonomy-eligible economic activities

	Revenues		Capital Expenditures		Operational Expenses	
	in EUR million	in %	in EUR million	in %	in EUR million	in %
Nemetschek Group	80.8	100	74.5	100	183.6	100
of which taxonomy eligible economic activities	0,0	0	0,0	0	0,0	0

In-depth Analysis Operating Expenses (OpEx)

Total OpEx consists of direct non-capitalized costs related to research and development, building renovations, short-term leases, maintenance, and repair. These include:

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

Based on the analysis performed, no significant taxonomy eligible operating expenses were identified.

Summary Presentation of the Taxonomy Eligible Economic Activities

The current focus of the EU Taxonomy is on CO₂-intensive industries. The Nemetschek Group with its core business is therefore currently not affected by the EU Taxonomy regulation.

Due to the upcoming expansion with four further environmental targets, as well as possible expansion of the existing environmental targets with further activities, it cannot be ruled out that the business activities of the Nemetschek Group will be affected by the EU Taxonomy regulation in the future.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Employees & Society

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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Employees & Society

At the Nemetschek Group, the focus is on employees. The Nemetschek Group believes that satisfied, successful, and healthy employees are crucial to sustainable business development. The Group's management maintains an open dialog with all employees at all levels and has set priorities und directions. The most important goals remain the same; namely, to create the best possible environment, to attract the best talent to the company and retain it, to offer equal opportunities, and to treat everyone with the utmost respect and appreciation. However, this social responsibility is not limited to only the employees at the Group. It also applies to clients, partners, and society as a whole. The Nemetschek Group Code of Conduct states the importance of acting responsibly in relation to all our stakeholders.

Management Approach – Employee Responsibility

In addition to the Nemetschek Group Code of Conduct, the People Letter of Commitment defines basic standards and requirements for key issues affecting employees. They include core instruments for employee recruitment and development. Regular employee development conversations between employees and their manager as well as programs for supporting employee health are just two examples from these fields. The revision of the People Letter of Commitment in the 2021 fiscal year strengthens the focus on diversity and employee well-being.

In order to act quickly and agilely in the respective markets and regions, the individual brands manage their HR affairs independently. As a result, important areas such as gaining and retaining employees, education and training, employee health, and diversity and inclusion are managed in a decentralized manner by the brands. Owing to regional differences of the labor markets in which our brands are active, the brands are also free to define brand-specific standards and to develop their own HR guidelines that go beyond the minimum requirements stated in the "People Letter of Commitment" or govern additional topics.

The Human Resources department of Nemetschek SE supports and advises the HR departments of the individual brands in this respect. The Chief People Officer (CPO) is responsible for the Personnel department within Nemetschek SE and reports to the CEO. Furthermore, there is a reporting line between the CPO and the HR managers at the individual brands, ensuring regular and close communication on matters such as new projects and important Group-wide HR issues. Various expert and project committees are also convened as required to deal with specific topics. On top of that, the HR departments within the Nemetschek Group maintain close, cross-brand exchange on topics that are important for the present day and the future.

The Nemetschek Group's values are characterized by open and transparent communication. For instance, there are the Group-wide, virtual "NEMunplugged" employee events which were launched in the 2021 fiscal year. These quarterly events – now taking place in a hybrid format – introduced new members of the workforce's management and provided an overview of the current Group-wide activities and of



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

EMPLOYEES & SOCIETY

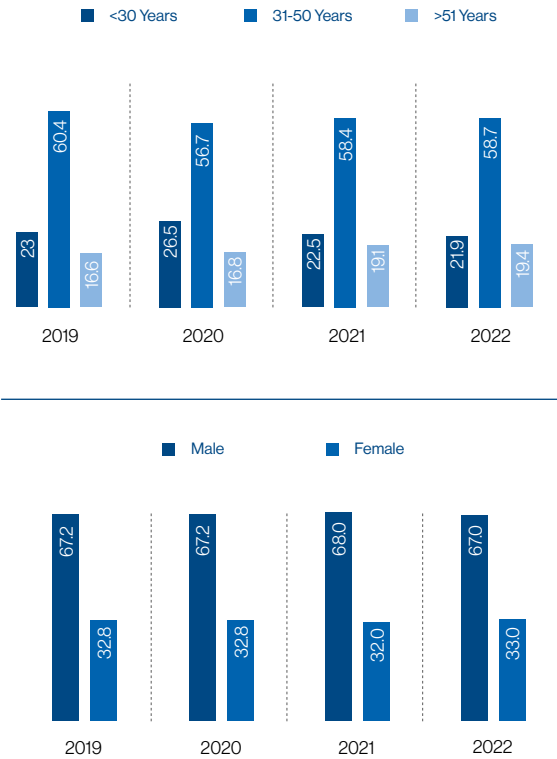
the Group's strategic direction during the 2022 fiscal year, among other things. Moreover, the Executive Board sketches out the business' current development and further data and facts on the Group and its segments on a regular basis.

Employee surveys have already been carried out by brands of the Nemetschek Group in order to obtain the mood and opinion of employees on relevant topics.

Likewise, a group-wide working group entitled "Diversity, Equity, Inclusion and Belonging" (DEIB) was set up in the previous year. This working group is made up of representatives from the operating business, i.e. the brands, Human Resources, and Group Communications. The aim is to develop a common understanding and raise awareness of the issues addressed by the working group through Group-wide measures and activities. The executive board of the Nemetschek Group also deals with diversification and equal opportunities, thus raising awareness within the workforce. In the fiscal year 2022, regular meetings of the working group took place in which representatives of the management also participated. In addition, diversity training was developed and will be rolled out shortly. Participation in this training will be available for all employees of the Nemetschek Group and is to be offered throughout the Group.

In the area of Employee Experience, international task forces were set up to strengthen further cooperation and create synergies across the entire Group. For example, there is a task force dealing with the use of the same IT solutions throughout the Group in the HR area and also a so-called learning task force which initiates monthly training courses throughout

Employees by Age and Gender (%)



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

Top Management by Age and Gender (%)



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

EMPLOYEES & SOCIETY

the Group. Experts from other areas of the company are also invited to the task forces to present project topics that are related to HR issues and where an exchange of experience is valuable. In addition, greater use was made of internal communication with employees via the Group-wide intranet.

Gaining and Retaining Employees

Attracting and retaining highly qualified and highly motivated employees is one of the keys to success for the entire software industry. The shortage of skilled IT workers has been heightened by the COVID-19 pandemic and also affects enterprises like the Nemetschek Group. The AEC/O market and the media & entertainment industry are characterized by a high speed of innovation. When it comes to finding skilled and highly talented workers, the Nemetschek Group must compete with businesses of comparable structures and sizes as well as international corporations such as Microsoft, Apple, and Google.

Attractive working conditions and a positive working environment help attract the best talent to the Nemetschek Group and retain them in the Group. An important goal of our human resources work is to develop our workforce size in such a way that the Group's targeted growth potential can be realized and is not limited by labor shortages. The Nemetschek Group uses the development of the number of its employees and staff turnover as an indicator of the success of its measures. It plans to also set targets for gaining and retaining employees in the medium term in connection with its ongoing development of sustainability related activities. In particular, the methods used by the Nemetschek Group's brands for actively finding employees include social media platforms such as Xing and LinkedIn as well as recommendations from its own employees.

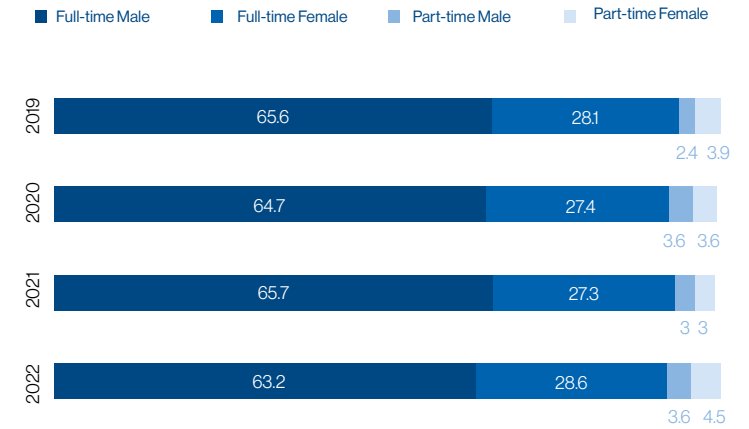
In order to retain skilled employees and managers in the long term, the Nemetschek Group keeps working on strengthening its appeal as an employer. Flexible working time models, which are laid down as a standard in the People Letter of Commitment, contribute to this, too. Some brands have also developed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

In 2022, the number of employees in the Nemetschek Group increased by 268 or 8.4% compared with the previous year. As at December 31, 2022, the Nemetschek Group employed 3448 people (previous year: 3,180). Employee turnover, which is defined as non-company initiated employee departures in relation to the total headcount, was 9.09% in 2022 (2021: 9.42%; 2020: 7.46%; 2019: 7.79%).

Education and Training

The Nemetschek Group relies on continuous training and further education. As a company that uses and drives forward digitalization, the Nemetschek Group also offers young people in particular good long-term prospects. Young talent can develop in the company and grow into management roles. The overriding goal of our training and further education activities is to support our employees in technical and personality building topics and thus to create the possibility that we develop experts and managers from the ranks of our junior staff. LinkedIn Learning was introduced at Group level in fiscal year 2021, in which all brands can participate. In the reporting year, as in the previous year, almost 2,000

Employees by Employment Type (%)



employees took advantage of the offer and selected their training individually. In addition to specialist training measures, topic-related Learning Challenges with different video content are also made available via the intranet every month. For example, in fiscal year 2022, Learning Challenges on the topics of "Diversity, Equity, Inclusion & Belonging," "Managing one's own energy reserves in everyday working life," and "Environmental protection" were offered and used by employees. In addition, leadership and expert training is also offered in the individual brand companies of the Nemetschek Group. This is intended to create the opportunity for employees to develop into managers on one hand, but also to support and promote expert careers on the other.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

EMPLOYEES & SOCIETY

Training needs and corresponding initiatives are analyzed and addressed within the respective brands. The People Letter of Commitment, which is mentioned above, describes the minimum requirements for professional development and further education. The individual requirements for professional development and further education are defined in annual development conversations between employees and their manager and then put into practice with targeted measures during the following year. Individual development targets and possibilities as well as specific measures and goals are also discussed. These development conversations took place at all brands in 2022, and were even held several times over the year at some subsidiaries.

Employee Health

For the Nemetschek Group, it is of the utmost importance that employees are offered a healthy and safe work environment. This includes minimizing the risk of occupational accidents and work-related illnesses. The company continuously adapts the health-related measures and initiatives to the changing requirements of the working environment. Having a rapid, direct response to changing conditions is enormously important, especially in times shaped by the COVID-19 pandemic which challenged all businesses.

Transparent and clear communication as well as a rapid response to fresh changes were also important for the protection of our employees during the pandemic in 2022, including in particularly impacted regions where employees had to be protected with mitigation measures.

In its "People Letter of Commitment", the Nemetschek Group defined minimum requirements for Group-wide workplace health initiatives for all brands. The

implementation of the measures will continue to be managed in a decentralized manner. One aim of our health management is to give our employees the opportunity to participate in and promote health-related measures offered by the company. In the reporting year, 12 of the 13 brands (previous year: 9) offered to their employees health-related measures, such as preventive medical checkups and subsidies for fitness studios, particularly for prevention. In addition to sports and fitness activities, this also included courses on preventive health, such as mindfulness training, in the company or financial support for programs from various external providers, which is offered to employees at five brands. Various brands in the Nemetschek Group also offer leasing of bicycles.

Diversity and Inclusion

Diversity is part of the corporate culture at the Nemetschek Group. The different cultures and distinct individuality are important drivers for the Group's innovation and should therefore be promoted in a targeted manner. The Diversity, Equity, Inclusion and Belonging (DEIB) working group devised guiding principles for the Group during the 2021 fiscal year and agreed it with the CFOO. This statement can be found on the Nemetschek Group website and has also been communicated via internal channels:

"We, the Nemetschek Group, are a global organization with employees from 60 nations. For us, diversity, equity, inclusion, and belonging are the keys to unleashing our full potential and driving true innovation."



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

The Supervisory Board decided to issue new targets in the 2021 fiscal year for the share of women on the Supervisory and Executive Boards. A target of 25% of the Supervisory Board to be women by December 31, 2025 was set. The share of women on the Supervisory Board was 33.3% on December 31, 2022 (December 31, 2021: 0%).



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

EMPLOYEES & SOCIETY

The Supervisory Board set a target 0% share of women for the Executive Board, which was intended to be reached by December 31, 2022. In setting a target for a period of only one year, the Supervisory Board wished to give the newly elected Supervisory Board in 2022 the possibility of freely deciding about a new share of women. The share of women on the Executive Board was 0% on December 31, 2022 (December 31, 2021: 0%). As of January 1, 2023, the Supervisory Board appointed a female CFO to the four-member Executive Board. In fiscal year 2023, the Supervisory Board set a new target of 25% for the proportion of women on the Executive Board, to be achieved by December 31, 2025.

The Executive Board set a target during the 2021 fiscal year of a 28.6% share of women in the management tier directly beneath the Executive Board. This target is planned to be reached by December 31, 2025. The share of women was 25% on December 31, 2022 (December 31, 2021: 28.6%).

Management Approach – Customers and Society

Every company bears social responsibility that extends beyond the mere purpose of its operating activities. Focusing purely on key financials can increase risk in the long term. We learned a lot from our response to the COVID-19 pandemic, amongst other things how important the importance of personal communication and contact with our customers is. Options for digital dialog had already been rolled out or expanded during the pandemic in the previous year and these communication channels remain valuable for day-to-day collaboration today.

To ensure that customers could continue to operate during the COVID-19 pandemic, the brands had already broadened their offering in 2020 and 2021 to include programs such as complimentary online training, free licenses, and other free-of-charge services.

Besides the various day-to-day challenges, the Nemetschek Group as a business partner attaches particular importance to long-term client relationships and deep cooperation in the higher education sector. With this in mind, common goals and thematic focus points are coordinated at the level of Nemetschek SE. The individual brands take care of the implementation directly as they can act in a more targeted and flexible way locally.

Client Relationships

Satisfaction is an important factor for long-term customer relationships, which is why 12 of the 13 brands analyze information that provides insight into customer satisfaction. One overriding objective is to have a high level of transparency across all brands with regard to customer wishes and satisfaction and to continuously incorporate the findings into our go-to-market approach. At 9 (previous year: 6) of the brands, systematic targets are already being set in this area. In order to be able to address specific customer needs in a targeted manner, the topic is currently managed on a decentralized basis. Most brands use defined key performance indicators to measure customer satisfaction. These include, for example, the "churn rate," the "Net Promoter Score," and the "Customer Satisfaction Score" metric. For this purpose, the brands regularly conduct customer surveys, the results of which we incorporate into our go-to-market approach.

To achieve high client satisfaction right from the start, 12 of the 13 brands (previous year: 11) in the Nemetschek Group involve their clients in product development at an early stage. Measures designed to contribute to product quality and client satisfaction during the reporting period included joint development projects, client panels, user groups, and communities as well as product previews, beta testing, and workshops. Consideration is being made about also carrying out client surveys at a Group level in the future due to the strong revenue growth in recent years and our efforts to further increase the benefits for clients from integration between the individual brands. Doing this should provide findings that further improve collaboration with clients.

Partnerships with Higher Education Institutions

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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE



Social Commitment

Wherever the Nemetschek Group is active, in addition to its business activities it also wants to have a positive influence on society and assume responsibility. This takes place continuously on the ground as a rule via the brands active and anchored in the regions. In the fiscal year 2022, the Nemetschek Group reacted directly to the Russian war of aggression against Ukraine and supported humanitarian aid for the affected civilian population in Ukraine with a "match donation program". With one exception all brands donated to various charitable organizations in the reporting year, got involved in charity runs, or supported the voluntary work of their employees through additional paid vacation days. The activities are as varied as the portfolio of the Nemetschek Group. The pioneers are often our US brands.

Due to the different cultures of the brands, social activities are carried out decentrally at brand level and are not controlled centrally. In the reporting year, however, the activities were summarized for the first time in a corporate citizenship brochure, which was published on the intranet as well as on the Nemetschek Group website. This contains 30 social activities of the brands of which two of these activities are listed as examples.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

**EMPLOYEES
& SOCIETY**

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

EMPLOYEES & SOCIETY



Maxon's Global Step Challenge – A Virtual Walk of 20,700 Kilometers

In fiscal year 2022, employees from our Maxon brand around the world joined forces in a "Step Challenge." The goal was to walk virtually from Glasgow to Rome. Participants collectively took more than 30,273,000 steps, "walking" more than 20,700 kilometers. The challenge lasted five weeks and not only promoted health awareness and teamwork in Maxon offices around the world, but the participants also collected a donation amount of 8,000 Euros on their joint journey, which they used to support two charitable organizations.

The "German Society for Muscular Diseases" received a donation of 4,000 Euros. The association is committed to helping people with neuromuscular diseases in Germany and offers advice and information to those affected,

as well as promoting broad-based research into various muscle diseases. The organization "Muscular Dystrophy Canada" was also awarded 4,000 Euros. It offers programs and services to people affected by neuromuscular disorders, promotes research and forms a strong community of interest to support those affected.



Help for Mothers and Children Without a Fixed Abode

Nemetschek employees once again had the opportunity to become part of the annual fundraising campaign at Christmas time 2022. This year, the non-profit organization HORIZONT e.V. was selected. HORIZONT is a Munich-based non-profit organization that provides support for mothers and children without a fixed abode as well as socially disadvantaged families, and creates real prospects for them.

Some examples of how HORIZONT uses the donations:

- Setting up regional eco-boxes to offer children healthy snacks despite rising food prices.
- Distributing hygiene bags and holding workshops on personal hygiene
- Purchase of new furniture for educational institutions
- Distribution of vouchers for Christmas gifts for families living in the HORIZONT house

Every donation received by the end of 2022 was doubled by the Nemetschek Group as part of the fundraising campaign. In total, a donation sum of 2,800 Euros was be handed over to HORIZONT.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Environment & Climate



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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE

Environment & Climate

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

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

In addition, the low use of energy and the saving of emissions within the framework of our own value creation play an important role for the Nemetschek Group. We are currently working extensively on obtaining a precise overview of our own operational emissions in order to be able to set our own reduction targets based on this and thus make the Nemetschek Group even more environmentally friendly. In 2022, the Nemetschek Group recorded Scope 1 and Scope 2 emissions across the group for the first time for the reporting year and the year 2021. This data serves as the basis for setting a target, which is to take place in the fiscal year 2023.

Management Approach

Environmental protection is enshrined in the Nemetschek Group's Code of Conduct. With this central document, all employees are urged to conserve natural resources in the course of their activities and to consider environmental as well as economic aspects when selecting suppliers, advertising materials, and other external services.

An important objective of the Nemetschek Group is to help the construction industry to plan, build, and manage more efficiently and thus to do business in a way that consumes less resources overall and improves sustainability.

To this end, the management of the relevant aspects, such as research and development, is the responsibility of the individual brands. The market, our clients' requirements, and our competitors' range of products and services were studied as part of an extensive status quo analysis during the reporting period.

The Nemetschek Group published its new Group Environmental Guideline during the 2021 reporting period. It defines core obligations, including among other things requirements to adhere to all relevant laws and internal policies, integrate environmentally relevant processes into day-to-day operations, and encourage all employees to take responsibility for environmental protection and practice that actively in their workplace. Transparency and open communication with all stakeholders on environmentally relevant topics, for example, are just as much a part of this as a sense of responsibility in the selection of suppliers and the purchasing of products, materials, and services. The guideline was drawn up by the sustainability department in consultation with the brands and relevant

departments within the company and was agreed and approved by the entire Management Board. This Group Environmental Guideline was reviewed again in the reporting year.

Environmental and Social Effects of Products

According to the Global Alliance for Building and Construction's Global Status Report 2022, in 2021, buildings were responsible for 37% of energy-related CO₂ emissions. To achieve net zero emissions by 2050, emissions would have to fall by more than 98% compared to 2020 levels, according to the report. The environmental and social effects of the Nemetschek Group's solutions mainly relate to two areas: the specified benefits during the life cycle of a building and the incorporation of sustainability related considerations into software development. For the latter area, the BIM (Building Information Modeling) digital working method and open standards known as OPEN BIM form the basis of software development. BIM enables buildings to be planned and built more precisely and efficiently, reducing errors and the need for reconstruction.

The benefits during the life cycle of a building can be achieved using products and solutions offered in the three segments Design, Build, and Manage.

Project examples from the different segments of the Nemetschek Group:



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Design Segment

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

Madaster is the online register of a non-profit Dutch foundation for materials and products used in a building project. This documentation in the form of a building material passport is required by law in the Netherlands, and the German government has also announced that it will make such a passport mandatory. This material passport turns a building into a source of raw materials when it is deconstructed one day. Each building is given an online-based and mandatory building material passport in which, in addition

to the actual materials and products, information on their recyclability is also recorded. A central point is the climate impact of the individual building materials, which is determined on the basis of their CO₂ emissions. Within this framework, ALLPLAN is developing a corresponding interface for this purpose, which ensures data reconciliation within the framework of the creation of the building material passport. Nemetschek is thus taking another major step towards considering buildings in their entire life cycle as early as the planning phase.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Segment Design

Creation of Affordable and Livable Housing

Environment and Social

- + Preserving what exists and creating something better from it is a theme of modern architecture
- + A major project focusing on quality of life, construction costs, and challenges of sustainable urban development
- + Holistic development of existing properties by combining renovation and new construction

Paris – France: In 2018, Lacaton & Vassal, together with Quartus Résidentiel and Habitat & Humanisme, were awarded the contract for the conversion of the Marcel Lelong building as part of the "Saint-Vincent-de-Paul" spatial planning concept in the heart of Paris. The project is scheduled for completion in 2024.

The plans of the three architectural firms envisage retaining large parts of an existing hospital building from the 1950s and converting it into a modern residential building with commercial and communal areas. As part of the conversion measures, the existing building complex is to be raised by three stories and in some cases, four. In total, the conversion and extensions will create 134 new apartments, including 66 condominiums, 35 rental apartments, and 33 social rental apartments, as well as commercial and community spaces in the center of Paris. Lacaton & Vassal used Vectorworks design software to implement their ideas and drawings for the plans to remodel the Marcel Lelong building.

The apartments in the renovated and new sections will have spacious rooms and large glass areas to let in as much daylight as possible. The apartments in the newly built section will also have conservatories and balconies. Demolition work has been kept to a minimum, forming an environmentally friendly approach with economical use of resources and materials and maximum reuse of the existing building. With winter gardens and a double facade for all new apartments, the problem of comfort and energy saving is addressed, making the most of the climatic conditions.

Landscape architect Cyrille Marlin has created a naturalistic garden around the building, providing a sustainable space for plants in the center of Paris.

The Agora, the central square and heart of the building complex, brings together a service forum, the garden, a greenhouse, and social spaces for residents. In addition, there is a café, a workspace, and a space for social interaction open to the entire neighborhood.

The work of Lacaton & Vassal is based on the idea that it is an architect's responsibility to promote human well-being and that this should be their top priority. This philosophy is evident through the architects' work, especially in the midst of the global COVID-19 pandemic, which has exacerbated the problem of affordable housing for many people. The approach of the two French architects is a decidedly positive vision: "To use and transform what's already there to make something better."

Brand: Vectorworks

Exceptional design requires exceptional tools. Vectorworks software presents a platform built to deliver absolute creative expression and maximum efficiency. Developed to showcase designers' skills and creativity, Vectorworks allows you to sketch, model, and document in a fully integrated workflow.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE



Segment Design

Innovative Museum Building with Recyclable Building Materials and Energy-Efficient Building Technology

Environment

- + Lighthouse project for sustainable construction
- + CO₂ neutrality of the building ensured throughout the entire life cycle
- + Project can serve as a role model for other construction projects of this kind

Detmold – Germany: In Detmold (North Rhine-Westphalia), the open-air museum of the Landschaftsverband Westfalen-Lippe (Westphalia-Lippe Regional Association) is all about the change of time and culture. Where approximately 120 historic buildings bear witness to history, a sustainable new building is currently under construction – heralding the era of sustainable construction in the museum association.

Once completed, the new entrance and exhibition building will combine architectural history and innovative ecological building culture. To this end, the client and the architects from ACMS Architekten (Wuppertal) are pursuing a consistently sustainable approach that is to culminate in the building's certification according to the DGNB Platinum Standard (German Sustainable Building Council).

The ensemble's holistic sustainable concept includes, among other things, the use of renewable or recycled raw materials such as wood, clay, or straw, as well as an intelligent building structure and design.

The sustainability concept is optimized through the use of ecological building materials in such a way that the technical plant support, which often makes museums resource- and emission-intensive, is significantly minimized without restricting the necessary climatic conservation standard. Likewise, the buildings are air-conditioned via passive supply air temperature control through ducts in the ground and evaporative cooling (adiabatic cooling). In addition, the building's technical supply is provided by a rainwater harvesting system and a 350 kWp photovoltaic system.

The planning of the new museum building is carried out with the support of software from ALLPLAN. The planning for the development of the applied innovative building techniques is accompanied by a research project. The aim of the research work is to develop architectural and building climate measures for the construction and operation of sustainable museums. The new museum building is not only a showcase project, but also a model project for future projects of this kind.

Brand: Allplan

Allplan is the multidisciplinary BIM software solution for architecture, engineering, and construction that supports and integrates the design and construction process across all project phases.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Segment Design

Imitation of Nature with the Integration of Traditional Elements

Environment

- + Architecture inspired by local traditions and natural elements
- + New building complex combines modernism (modern architecture and practices) in a rural setting
- + Optimized collaboration and outstanding project results through the use of digital tools

Simian – China: Simian Mountain or Simian Shan is located in Chongqing's northern part of the Jiangjin District. The Simian Mountain Forest includes several areas accessible to tourists and the Yunshan City Complex.

Consisting of two buildings, the Yunshan Town Complex is the entrance to a new tourist resort in the scenic valley of China's Simian Mountains. The rural location inspired Shanghai-based Yuangou Design Agency to incorporate the forms of the surrounding mountains and regional architecture into the design of the new facilities. Yuangou Design Agency is a team of more than 400 architects, planners, engineers, and consultants that covers the entire project management process.

Characteristic of the Chongqing region, the roofs are slightly curved, with large eaves and gables to drain the continuous rain typical of the climate. The new buildings incorporated this element in giant proportions. Two massive sloping buildings were designed to reflect the surrounding mountains and deliberately disproportionately reflect the local architecture. The final, simple, micro-curved roofs and openings resulted from several design stages that team members created collaboratively, sharing data via BIMcloud while working from home offices due to the COVID-19 pandemic.

Instead of a traditional workflow of switching between different models and software programs, the team worked with Graphisoft Archicad to synchronize 2D and 3D views and quickly shared new versions with the team. By simply switching between 2D and 3D views, the team could develop an intuitive expression of the original design intent and smoothly modify and adjust it from multiple locations.

Brand: Graphisoft

Design projects of any size with Archicad's powerful built-in tools and user-friendly interface that make it the most efficient and intuitive BIM software on the market. Featuring out-of-the-box design documentation, one-click publishing, photo-realistic rendering, and best-in-class analysis, Archicad lets architects focus on what they do best: design great buildings.



CEO INTERVIEW

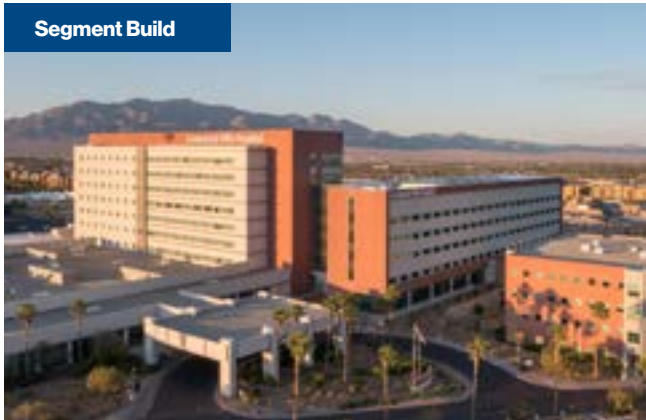
ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Las Vegas Digitalizes the Building Permission Process

Environment

- + Efficient and safe work during COVID-19 pandemic
- + Cost and resource savings through digitalization of work processes

Build Segment

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

Las Vegas – USA: The City of Las Vegas processes nearly 20,000 building applications annually. With applications being reviewed by at least five different departments, the previous paper-based process was proving inefficient, and storing the multitude of physical building applications was also a challenge for the city government. With the onset of the COVID-19 pandemic and the subsequent predominance of home office work, the previous paper-based process was no longer feasible.

With the help of Nemetschek's Bluebeam Revu application, the City of Las Vegas' Community Development Department transformed the previously paper-based "planning," "construction," and "permitting" work processes into a digital application environment and building permit approvals were moved to a digital approval process. In a further step, the Nemetschek application Bluebeam Studio was used to link several departments involved, as well as applicants and plan reviewers, so that simultaneous reviews were possible in real time. This allowed city staff to work efficiently yet securely from their home offices, especially during the COVID-19 pandemic. Thanks to Bluebeam's innovative features, exams could also be standardized. The efficiency gains achieved help reduce processing times and ultimately result in more projects being approved in the city of Las Vegas.

Based on nearly 20,000 building plan reviews and approximately 8,000 building permits issued per year, the City of Las Vegas estimates that this will save approximately \$0.6 million annually in printing costs and a large amount of paper and printer supplies. These savings benefit the local construction industry and also have a high benefit for nature.

Brand: Bluebeam

Bluebeam's desktop, mobile, and cloud-based solutions improve communication, automate time-consuming tasks, and leverage project data to provide critical accountability. In addition, the solutions enable teams to collaborate digitally and in real time from anywhere in the world.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE

ENVIRONMENT & CLIMATE

Manage Segment

Around 80% of the costs of a building are incurred during the utilization phase. A large part of this expenditure is incurred through energy consumption. Spacewell Energy from the subsidiary Dexma provides data-driven "energy intelligence" via a software-as-a-service (SaaS) solution. The solution reports energy consumption, analyzes usage patterns as well as inefficiencies, and detects anomalies in real time. With Spacewell Energy, organizations can automate energy data management to minimize energy consumption in their facilities. Integrated workplace management systems from Spacewell also enable optimal control of heating, ventilation, and lighting. They can also be used to efficiently plan and utilize existing office space by showing how much space is actually needed. In this way, resources can also be saved.

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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Innovative, Sustainable Approach to Maintaining the Value of Care Properties

Environment

- + Holistic approach from selection of energy sources to maintenance management
- + Strong contribution to energy savings – gas consumption reduced by 400,000 m³ p.a.
- + CO₂ reduction of 28% in the period from 2018 to 2020

Zeeland – The Netherlands: The healthcare sector is also facing a number of challenges worldwide in terms of operating real estate. On the one hand, the demand for new assisted living facilities and nursing homes is continuously increasing due to demographic changes. On the other hand, many governments are placing greater emphasis on implementing sustainability and reducing energy consumption when operating a care facility.

The care organization "Stichting Voor Regionale Zorgverlening" (SVRZ) in the Zeeland region of the Netherlands is also facing up to these challenges. It primarily cares for vulnerable elderly people who need short- or long-term care and support due to their physical condition or impairments caused by dementia, for example. With more than 57 care facilities spread over 23 centers in the Zeeland region, SVRZ faces major challenges in maintaining its existing properties. This is one of the reasons why this area is the responsibility of an independent department, which has been using the Spacewell Maintenance solution for multi-year maintenance planning since 2012.

In 2020, the Energy Transition Master Plan was adopted by SVRZ with the subtitle: "Full speed ahead to zero gas". SVRZ has a sustainable goal and ambition to operate its care properties completely gas free by 2030. If this ambitious goal could be realized, SVRZ would meet national climate goals for 2050 before 2030.

Since then, the organization has already installed more than 6,500 solar modules. In the process, the technical condition of the roofing was checked in advance using the multi-year maintenance plan. At several sites, where necessary, the roof covering was renewed before the solar panels were installed, which increased the insulation value to the level of current standards for new buildings. SVRZ also applied the principle of natural replacement time to renovations:

for example, conventional light bulbs were replaced with modern and energy saving LED lighting as standard as part of renovation activities, and existing gas boilers were replaced with electric heat pumps.

As a result, SVRZ achieved a CO₂ reduction of no less than 28% in the 2018-2020 period and reduced fossil natural gas consumption by more than 400,000 m³ per year. In the coming years, the implementation of the Energy Transition Master Plan will continue based on the sustainable multi-year maintenance plan.

Brand: Spacewell

The user-friendly Maintenance Planning software helps companies to make building inspections and long-term maintenance plans sustainable, clear, and cost-effective. The software is a generic solution that makes it possible to quickly develop a long-term maintenance plan for any type of real estate portfolio (buildings, infrastructure, technical facilities).



CEO INTERVIEW

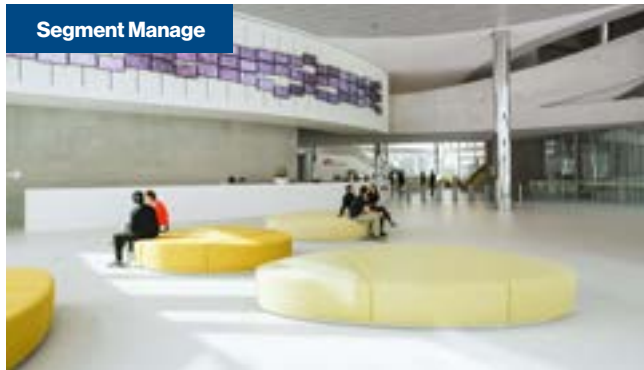
ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE



Office 2.0: Agile, Smart and Ecological

Environment & Social

- + Data-based transformation to the "New Way of Working"
- + Change from traditional office concepts to needs- and activity oriented office space
- + Savings of around 150,000t CO₂ emissions per year for the office buildings used
- + Energy and space savings thanks to sensors and smart building technology
- + Up to 50 – 60% energy savings in the winter

Darmstadt – Germany: Das Darmstadt – Germany: The science and technology company Merck has its corporate headquarters in Darmstadt, Germany, and employs more than 60,000 people in over 60 countries worldwide. In Germany alone, more than 12,000 employees work to find solutions to some of the greatest medical challenges of our time. As is common in many companies, every employee in the company used to have a fixed assigned workstation. New ways of using workstations and space have been explored – but a strategic approach to hybrid working and the office of the future only received a significant boost from the COVID-19 pandemic.

In order to make the company headquarters fit for the work of the future and to allow all employees to participate in a modern office concept, Merck relied on the implementation of workplace solutions from CREM SOLUTIONS for the redesign of the working environment. The maxim of the concept was: away from fixed workplaces and towards "New Work" or "Activity Based Working". As part of the redesign process, the Workplace Solutions enabled a meaningful analysis of space and workspace utilization and ensured a safe return of employees to the office, especially during the COVID-19 pandemic. Quantitative, data-based monitoring of occupied space is also possible. The main goal here is to proactively manage available space and be able to respond in real time to changes in the organization as well as user behavior. The information collected with the Workplace system is extensively analyzed and used for future scenarios in order to drive the further digitalization of the company's buildings and offices as well as to be able to implement modern working methods. Efficient control can optimize both the use of space and energy consumption – for example, it is no longer necessary to heat all office areas across the board or provide permanent lighting.

Based on sound planning, accumulated experience and close cooperation between the project teams, the Workplace solutions and the integrated IoT solutions (Internet of Things) were designed in such a way that the desired needs of the Merck Group are easily and completely mapped in a smart building system. In the long term, the aim is to deploy the Workplace system across the board in suitable properties.

Brand: Crem Solutions

The Workplace systems offer customized solutions for business and real estate requirements. Workplace Experience & Workplace Analytics is a smart building platform for coordinating and organizing offices or buildings with tools for room booking, workspace reservation, space management, and the analysis of user data for space optimization.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

**ENVIRONMENT
& CLIMATE**

INTEGRITY
& COMPLIANCE

ENVIRONMENT & CLIMATE

Energy Consumption and Emissions in the Nemetschek Group

The greenhouse gas emissions caused by our own energy consumption also contribute to climate change. For the Nemetschek Group, the operational conservation of resources is important and accordingly anchored in the CoC.

Greenhouse gas emissions are recorded and reported in accordance with the recognized standard of the Greenhouse Gas (GHG) Protocol.

This involves a categorization into Scope 1, Scope 2, and Scope 3 emissions:

Categories of Greenhouse Emissions (Greenhouse Gas Protocol)

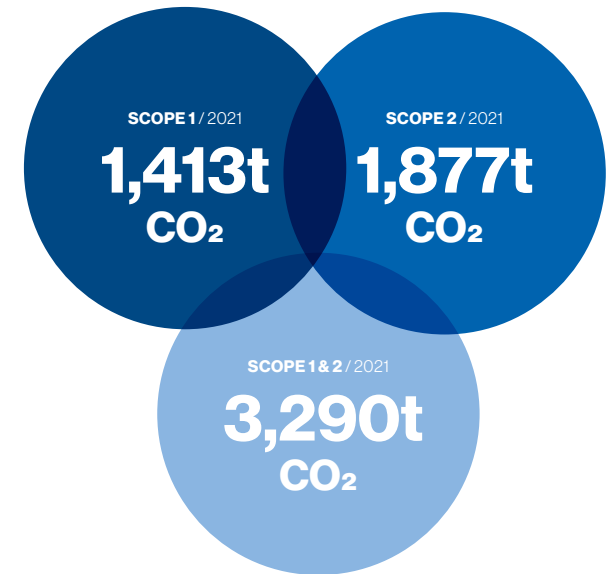
- Scope 1** Direct emissions from sources for which the company is responsible and in control, i.e. emissions from energy sources such as or fuels used in operations; for example, the company's own vehicle fleet are included in this category.
- Scope 2** Indirect emissions from purchased energy, such as electricity, steam, or district heating. However, electricity generated by the company itself is included in the Scope 1 category, for example. According to the GHG Protocol, one of the largest sources of global greenhouse gas emissions.
- Scope 3** Indirect emissions. Emissions generated in the company's upstream and downstream value chain in connection with the purchase or sale of goods and services.

In fiscal year 2021, pilot projects for recording CO₂ emissions were carried out for the ALLPLAN and Bluebeam brands. The carbon footprint for Scope 1 and 2 was recorded for the years 2020 and 2021. The carbon footprint was determined by means of software that uses various data sources from accounting, ERP or travel booking systems.

In the fiscal year 2022, the ecological footprint for the Nemetschek Group was determined for the first time. After the successful completion of the described pilot projects of the brands ALLPLAN and Bluebeam, it was decided to extend the determination of the ecological footprint to the entire group.

In the fiscal year 2022, all brands participated in the initial determination of the ecological footprint. As a first step, the Scope 1 and Scope 2 emissions for 2021 determined across the Group are published with this report. An external software solution that supports companies in determining their carbon footprint was also used to determine these figures. Employees of all brands were trained in the use of the software during the year, so that the determination was carried out as planned at the end of the fiscal year. The next step in fiscal 2023 will be to develop the basis for determining Scope 3 emissions for the Group. The aim is to be

able to determine the Scope 3 footprint of the Nemetschek Group and thus the entire ecological footprint of the company, including the upstream and downstream parts of the value chain, by the end of the fiscal year 2023.



All Scope 1 and 2 emissions were recorded at brand level and aggregated to a value at Group level for this report. Despite the high level of accuracy required for the reporting, it should be noted that the calculated carbon footprint has a certain degree of inaccuracy due to various influencing factors. These include the complexity and diversity of the emissions taken into account, the quality and accuracy of the user data, and internal company estimates (based on the number of employees) included in the footprint.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

Integrity & Compliance



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



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY
& COMPLIANCE**

INTEGRITY & COMPLIANCE

Integrity and Compliance

We firmly believe that corruption and bribery by market participants have negative impacts on the relevant markets and, ultimately, can result in negative developments in society. The Nemetschek Group is fully committed to fair competition and firmly rejects corruption and bribery. This is based on its conviction that long-term business success can be achieved only by acting in a legally compliant and responsible manner, and that these efforts will also have a positive payoff for our stakeholders' satisfaction. An open corporate culture and an established compliance management system (CMS) are key in the fight against corruption and bribery.

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

Management Approach

Compliance-related activities, which are based on a Group-wide risk analysis completed in 2022, are closely integrated with risk management and the internal control system. Corporate Legal & Compliance controls compliance activities across the Group. The focus of these activities is on creating suitable structures and processes as well as on supporting the efficient realization of targeted, risk-based compliance measures (including the implementation of Group policies and processes, awareness-raising

and communication initiatives, and training). Corporate Legal & Compliance is also the point of contact for any individual questions that may arise from within the organization. There is a direct reporting line to the Nemetschek Group's Chief Financial and Operations Officer, who will be known as the Chief Financial Officer as of January 1, 2023.

The Corporate Audit department regularly performs internal audits to assess compliance with internal guidelines and legal requirements.

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

Our employees are expected to treat each other and third parties fairly and respectfully. To this end, our existing Group-wide Code of Conduct was revised and expanded during the 2021 fiscal year, with the covered topics further refined. The areas addressed include human rights and the environment and climate, for example. The Code of Conduct is available to view at any time, in both German and English, on the intranet and the Group website. It has been publicized throughout the Group and is binding for all employees regardless of their position in the company. The Nemetschek Group is also active outside its own companies and is committed to combating modern slavery and human trafficking in its supply chains. Our statement for the UK Modern Slavery Act, most recently released for the 2022 fiscal year, discloses our initiatives on these topics and is available on the Group's website.



The Nemetschek Group's public image is also shaped by its suppliers and business partners. In order to promote trusting and long-term business relationships, the Nemetschek Group focuses on transparent and lawful execution of all transactions. The Nemetschek Group expects its suppliers and business partners to do the same. The Supplier Code of Conduct, which was rolled out Group-wide for this purpose in 2021, can also be viewed on the Group's website and is mandatory for our suppliers and business partners. The Nemetschek Group employs a risk-based approach for this. It provides for case-by-case integration of the Supplier Code of Conduct based on the potential risk exposure by applying special contractual and communicative measures (e.g., explanations and information by referring to the website and by using targeted, risk-based compliance clauses, etc.). This Code of Conduct requires suppliers and business partners to take corporate



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY
& COMPLIANCE**

INTEGRITY & COMPLIANCE

responsibility in relation to issues such as human rights, antidiscrimination, and the environment and climate. It also addresses topics such as ensuring transparent business relationships, fair market behavior, and data and information protection. Furthermore, suppliers and business partners are expected to comply with the principles of the UN Global Compact and the fundamental principles of the International Labour Organization (ILO).

The compliance management system (CMS) forms the basis of the preventive compliance approach. The practical implementation of this system in the subsidiaries is carried out by the local executive bodies and the compliance representatives of the individual brands of the Nemetschek Group and by the Group-wide compliance network. Video conferences were held in March, July, and October 2022 in this area, and provided the opportunity for participants to discuss and receive training on key compliance issues, in some cases related to current facts. Reports on potential compliance incidents are also prepared four times a year. The results in 2022 were consolidated for the Group and reviewed by Corporate Legal & Compliance before being reported directly to the CFO of the Nemetschek Group. Ad hoc compliance reports are also prepared as required as part of an applied due diligence process. The Executive Board, Audit Committee, and Supervisory Board are updated about compliance-related issues at least four times per calendar year.

The basis of the preventive compliance approach also includes Group-wide regulations in the form of policies on various topics. For example, a Group policy on the topics of antitrust and anticorruption law was developed, approved by the Executive Board, and published across the Group during the reporting period. There are also already Group policies on the topics

of money laundering and the financing of terrorism, data protection, risk management, and internal control.

Corporate Legal & Compliance regularly develops dedicated compliance guidelines for further specific topics and communicates them Group-wide. An important goal is to provide our employees with up-to-date and comprehensible regulations and information on matters relevant to the company and also to offer appropriate training. In the last reporting period, such guidelines addressed, for example, the handling of potential conflicts of interest, export control and sanctions monitoring (sanction list checks), business partner compliance, local policy implementation, and the usage of tip-off systems. On a day-to-day basis, these policies and guidelines are complemented with additional, current Compliance Communication Papers which are distributed through the compliance network. They provide information about a variety of matters such as anticorruption, antitrust law, combating money laundering and the financing of terrorism, conflicts of interest, export control and sanction monitoring, whistleblowing, dawn raids and search warrants, and data protection.

To keep employees aware of the current compliance rules, regular employee information is required. Training courses and regular, individual refresher courses on compliance topics ensure that the relevant rules are an integral part of everyday working life. Furthermore, every new recruit is trained on compliance-related matters through an e-learning program on compliance and data protection during their onboarding. They are also taught about and made aware of the Nemetschek Group's stance on topics such as antitrust law, data protection, and anticorruption measures.

To keep employees aware of the current compliance rules, regular employee information is required. Training courses and regular, individual refresher courses on compliance topics ensure that the relevant rules are an integral part of everyday working life. Furthermore, every new recruit is trained on compliance-related matters through an e-learning program on compliance and data protection during their onboarding. They are also taught about and made aware of the Nemetschek Group's stance on topics such as antitrust law, data protection, and anticorruption measures.

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

The Nemetschek Group demands and promotes an open "speak-up" culture. It encourages its employees to report behavior that may violate its Code of Conduct and they can do this by contacting their superiors, the relevant HR manager, or Compliance directly.

Moreover, there is a digital, Group-wide tip-off system that can also be used anonymously if desired. The new digital system was launched across the Group in late 2021 and focuses primarily on the key issues of whistleblower protection, anonymity, and data security. The implementation of this new system marks a significant development and a higher level of professionalism



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

**INTEGRITY
& COMPLIANCE**

INTEGRITY & COMPLIANCE

in the area of whistleblowing. In this system, tip-offs can be submitted digitally in German or English to the provider Legal Integrity using the whistleblowing tool or via telephone.

No substantial compliance violations were reported during the reporting period or the previous reporting period.

Fair Business Practices and Anticorruption

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

Antidiscrimination

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

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

Any employees who are subjected to or observe any form of discrimination or inappropriate behavior are encouraged to report this through the reporting channels described. All incidents of possible discrimination that were reported or otherwise became known were reviewed accordingly during the reporting period. There were no incidents that would have necessitated steps of a disciplinary or legal nature during the 2022 fiscal year, as was the case the year before.

More on this topic can also be found in the chapter “Employees and Society” and in particular in the section “Diversity and Inclusion”.

Human Rights

Section 54 of the UK Modern Slavery Act 2015 requires certain global companies to disclose their efforts to combat modern slavery and human trafficking in their supply chains. The Nemetschek Group has again published a statement for 2022 which is intended to provide transparency about its supply chain. The same applies for the relevant business partners. This statement has been made in relation to the supply chains of the brands active in the UK: ALLPLAN GmbH, Bluebeam Inc., Graphisoft SE, Maxon Computer GmbH, and Vectorworks Inc.

The statement outlines the steps that were taken in 2022 to prevent modern slavery and human trafficking in business and supply chains. The Code of Conduct also lays out clear specifications for the upholding of all human rights and for compliance at business partners so that responsibility is taken consciously when choosing suppliers and business partners right from the initiation stage of a business relationship.

Data Protection and Information Security

The Nemetschek Group is at the vanguard of the digital transformation of the AEC/O industry and covers the entire life cycles of construction and infrastructure projects. The software products are mainly installed in clients’ IT systems; the risks in terms of data protection and information security are therefore considered to be limited. Nevertheless, the Nemetschek Group takes responsibility and is committed to handling the data of employees, clients, and partners with care across the Group. The employees, clients, and partners can rely on their data being secure at the Nemetschek Group and being processed in compliance with relevant regulations.

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

Data Protection

A comprehensive, Group-wide set of regulations provides the basis for effective data protection. These regulations comprise the adoption of a comprehensive Group Data Protection Guideline in 2018, as well as further extensive tools which are available in German and English on the Group intranet and are updated as and when required. These regulations must be observed and adhered to by all brands in the Group. Regional obligations and regulations such as the European Union’s General Data Protection Regulation (GDPR) must be complied with. Adherence to the data protection requirements and processes is regularly checked by various parties,



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

INTEGRITY & COMPLIANCE

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

In addition, employees receive training and communication measures are carried out. New employees are notified of confidentiality requirements relating to the handling of sensitive and personal data and are required by their contracts to maintain secrecy. Furthermore, all employees – and not just those in Europe – are required to participate in data protection training at regular intervals of at least every two to three years and to provide documented evidence of this training. An e-learning course set up specifically to deal with the issue of data protection is offered across the Group in both German and English.

Information Security

Data security is ensured in the Nemetschek Group by means of appropriate organizational and technical measures at the Group level and at the level of the 13 brands. The overarching security standards and measures are specified and also monitored by Corporate Information Security. They are based on an information security management system that meets the recognized information security standards under ISO 27001.

These requirements are described in the Group-wide information security policy, which was newly introduced in 2022. It comprises guidelines for the

organization of information security, for the integration of management, and for the necessary technical and organizational measures that serve the implementation and monitoring of information security. The scope of this information security policy, which is binding for all Group units, covers the protection of all IT systems, the data stored in them, and the security of our products. The measures related to this policy were adapted according to ISO 27001 to the current prevailing conditions and needs in 2022 as part of a “plan-do-check-act” cycle.

The outlined measures aim to prevent security incidents, detect them in their root stages, and ensure an appropriate response if they do occur. The measures are also reviewed at regular intervals by independent bodies as well as by Corporate Audit and Information Security.

The measures that are implemented in a decentralized manner by the brands are also complemented by regular information security measures that are controlled centrally by Corporate Information Security. They include, for example, awareness campaigns with phishing simulations and other technical and organizational security projects. Four campaigns were carried out during the reporting period. The Nemetschek Group additionally holds Group-wide cybersecurity insurance covering all companies in the Group for further protection against cyber risk.



CEO INTERVIEW

ABOUT THIS REPORT
& COMPANY PROFILE

SUSTAINABILITY

EMPLOYEES
& SOCIETY

ENVIRONMENT
& CLIMATE

INTEGRITY
& COMPLIANCE

GRI Standards		Page	Omission/Commentary
GRI 1: Basic Principles 2021			
GRI 2: General Information 2021			
The Organization and its Reporting Practices	GRI 2-1: Organization Profile	7-8	
	GRI 2-2: Entities included in the Organization's Sustainability Reporting	7	
	GRI 2-3: Reporting period, reporting frequency, and point of contact	7, 46	
	GRI 2-4: Correction or restatement of information		No restatement of information was necessary in the 2022 report
	GRI 2-5: External Audit		With a few thematic exceptions and the first chapter, the contents of this report are reflected in our NFE, which undergoes limited assurance.
Activities and Employees	GRI 2-6: Activities, value chain and other business relationships	7-11	
	GRI 2-7: Employees	8, 21, 22	
	GRI 2-8: Employees who are not salaried employees		This information cannot be provided at this time. We plan to report on this in the future.



Corporate Governance		
GRI 2-9: Governance structure and composition		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-10: Nomination and selection of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-11: President of the supreme supervisory body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-12: Role of the highest governance body in overseeing the management of impacts	14	
GRI 2-13: Delegation of responsibility for the management of impact	14	
GRI 2-14: Role of the highest governance body in sustainability reporting		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-15: Conflicts of interest		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Report of the Supervisory Board, Corporate Governance Declaration)
GRI 2-16: Communication of critical concerns	5, 39, 40	
GRI 2-17: Collected knowledge of the highest control body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Corporate Governance Declaration - competence matrix)
GRI 2-18: Evaluation of the performance of the highest governance body		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Corporate Governance Declaration - self assessment)



GRI 2-19: Remuneration policies		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Corporate Governance Declaration - remuneration) and https://ir.nemetschek.com/websites/nemetschek/English/5000/corporate-governance.html#remuneration
GRI 2-20: Procedure for determining the compensation		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Corporate Governance Declaration - remuneration) and https://ir.nemetschek.com/websites/nemetschek/English/5000/corporate-governance.html#remuneration
GRI 2-21: Ratio of annual total compensation		Not part of the Sustainability Report; Information contained in the Annual Report of the Nemetschek Group 2022 (Remuneration Report) and https://ir.nemetschek.com/websites/nemetschek/English/5000/corporate-governance.html#remuneration
Strategy, Policies and Practices		
GRI 2-22: Application statement on the sustainable development strategy		See Forword / CEO Interview. In addition, as part of CSRD compliance, work is underway on a sustainability strategy and its integration into the corporate strategy.
GRI 2-23: Declaration of commitment to principles and courses of action	13, 19	
GRI 2-24: Integration of political commitments	13, 19	
GRI 2-25: Procedure for eliminating negative effects	5, 39, 40	
GRI 2-26: Procedures for obtaining advice and reporting concerns	37ff	
GRI 2-27: Compliance with laws and regulations	37ff	
GRI 2-28: Memberships in associations and interest groups	8	



GRI - INDEX

Stakeholder engagement	GRI 2-29: Approach to stakeholder engagement	14, 15	
	GRI 2-30: Collective bargaining agreement		No collective agreements apply to the employees of the Nemetschek Group. The working and employment conditions of employees are not influenced or determined on the basis of other collective agreements.
Major Topics			
GRI 202: Market Presence 2016	GRI 3-3: Management of essential topics	19f	
	GRI 202-2: Proportion of top management recruited from the local community		This information cannot be reported at present. Due to the planned establishment of an HR reporting system, we will be able to report on this in the future
GRI 204: Procurement Practices 2016	GRI 3-3: Management of essential topics	13, 27, 38-40	
GRI 205: Anti-Corruption 2016	GRI 3-3: Management of essential topics	37-41	
	GRI 205-2: Communication & training on anti-corruption policies and procedures	39, 40	
	GRI 205-3: Confirmed corruption cases and measures taken	40	
GRI 206: Anti-competitive Behavior in 2016	GRI 3-3: Management of essential topics	37-41	
	GRI 106-1: Legal proceedings based on anti-competitive behavior, cartel and monopoly formation	40	
GRI 302: Energy in 2016	GRI 3-3: Management of essential topics	27, 36	



GRI 305: Emissions in 2016	GRI 3-3: Management of essential topics	27
	GRI 305-1: Direct GHG emissions (Scope 1)	36
	GRI 305-2: Indirect energy related GHG emissions (Scope 2)	36
	GRI 305-5: Reduction of GHG emissions	36
GRI 401: Employment 2016	GRI 3-3: Management of essential topics	19f
	GRI 401-1: Newly hired employees and employee fluctuation	21
	GRI 401-2: Company benefits offered only to full-time employees, but not to temporary or part-time employees	21, 22
GRI 403: Occupational Safety and Health 2018	GRI 3-3: Management of essential topics	19f
	GRI 403-1: Management system for occupational safety and health protection	22
	GRI 403-2: Hazards identification, risk assessment and incident investigation	22
	GRI 403-3: Occupational health services	22
	GRI 403-4: Employee workload, consultation and communication, occupational health and safety	22
	GRI 403-5: Employee training on occupational safety and health protection	22
	GRI 403-6: Promoting employee health	22
	GRI 403-7: Avoidance and minimization of occupational health and safety impacts directly related to business relationships	19f
GRI 403-8: Employees covered by an occupational health and safety management system	22	



GRI 404: Education and Training 2016	GRI 3-3: Management of essential topics	21, 22	
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	22	
GRI 405: Diversity and Equal Opportunities	GRI 3-3: Management of essential topics	19f	
	GRI 405-1: Diversity in control bodies and among employees	20, 22, 23	
GRI 406: Non-discrimination 2016	GRI 3-3: Management of essential topics	37-41	
	GRI 406-1: Incidents of discrimination and remedial action taken	41	
GRI 412: Audit of Compliance With Human Rights	GRI 3-3: Management of essential topics	37-41	
	GRI 412-2: Training for employees on human rights policies and procedures		"This information cannot be reported at present. We plan to report on this in the future."
GRI 418: Protection of Customer Data 2016	GRI 3-3: Management of essential topics	37-41	
	GRI 418-1: Substantiated complaints regarding the violation of the protection and loss of customer data	40-41	
GRI 419: Socio-economic Compliance 2016	GRI 3-3: Management of essential topics	37-41	
	GRI 419-1: Non-compliance with laws and regulations in the social and economic sphere	41	





NEMETSCHKE SE

Konrad-Zuse-Platz 1
81829 München
Tel.: +49 89 540459-0
Fax: +49 89 540459-414
investorrelations@nemetschek.com
www.nemetschek.com

Concept and Editorial:

Nemetschek Group (Sustainability Department)

Design:

Nemetschek Group Grafik Design

Picture Credits:

Cover photo/ Table of contents
Page 1 -29 Adobe Stock
Page 30 Lacaton & Vassal, Gaëtan Redelsperger, Cyrille Marlin, Quartus
Residentiel, Le Bureau Jaune
Page 31 ACMS Architects Ltd.
Page 32 Yunshan Town Complex, Chongqing, China, Yuangou Architects,
www.yuangou.design
Page 33 Photo courtesy of HDR © 2021 Michael Tessler
Page 34 Adobe Stock
Page 35 Care facility Ter Schorre, photo courtesy of SVRZ
Page 36 Merck Group photographer: Tobi Bohn
Page 37-47 Adobe Stock

