

01 _ Non-Financial Reporting (Document)



1.1 NEXUS Group Business Model

This report contains information on Nexus AG as well as on Nexus AG including its subsidiaries (NEXUS Group). NEXUS Group develops, sells and services software solutions for hospitals, rehabilitation institutions, specialist clinics and nursing homes. All software solutions are designed to enable healthcare institutions to manage processes more efficiently and provide the staff with more time for patients. NEXUS develops software solutions by combining know-how and ideas of customers and own employees. Nexus AG can draw on an extensive expertise from different European countries and a number of institutions.

The business model NEXUS Group focuses on supporting medical facilities in the organization and treatment of patients using software solutions. The associated responsibility for the processes and treatment success in healthcare facilities is a key part of our business success. This means that social and sustainable work is particularly important for our business model.

For this reason, we strive to act responsibly and sustainably in all processes. In addition to economic issues, we also use the ESG (Environmental, Social and Corporate Governance) criteria to measure and control our performance. The development of controlling measures to gauge the achievement of objectives is an essential focus of our activities.

To collect and process expectations, ideas and topics relating to sustainable management, we are in regular contact with the stakeholders of our company – in particular employees, shareholders and customers. This exchange also determines where we must adjust our strategies if necessary. To this end, employees are regularly consulted on their proposals for sustainability in company-wide surveys and the results are presented. The sustainability documentation is reflected in further or derived documents. The business model is explained in detail in the management commentary of Nexus AG.

Nexus AG's Sustainability Report presents our data in performance for fiscal year 2023 from a social, environmental and corporate governance perspective and can be viewed on the NEXUS website. (<https://www.nexus-ehealth.com/company/investor-relations/esg-sustainability>)

Our consolidated financial statements are prepared in accordance with IFRS. The effectiveness of the internal control system for financial reporting has been confirmed by our management. We prepare our "Non-financial report" in accordance with Subsection 315b in conjunction with Subsection 289c of the German Commercial Code (ff HGB). According to them, we are then obliged to report on social, environmental and other non-financial aspects.

All non-financial information that we are required to disclose pursuant to Section 315c and Section 289c of the German Commercial Code (HGB) and that is necessary to understand the course of business, the results of operations and the situation of the NEXUS Group is set out in our non-financial report. (<https://www.nexus-ehealth.com/company/investor-relations/esg-sustainability#Nichtfinanzieller-Konzernbericht>)

For each of the five aspects required by commercial law (workers' issues, social issues, respect for human rights, the fight against corrup-

tion and bribery as well as environmental issues), the reporting of this non-financial report is based on the core issues identified in the materiality analysis; respect for human rights is primary in this context.

After applying the net method, Nexus AG has not identified any reportable risks that are associated with its own business activities, business relationships, products or services in accordance with Subsection 315c in conjunction with Section 289c (3) Nos. 3 and 4 of the German Commercial Code (HGB) and that very likely have or will have serious negative effects on the essential aspects.

The "Non-financial report" does not meet the "core" requirement for GRI reporting and does not apply a standard framework. The objective is rather to pursue a reporting system tailored to the needs of the company. (<https://www.nexus-ehealth.com/company/investor-relations/financial-reports>)

1.2 Information and verification

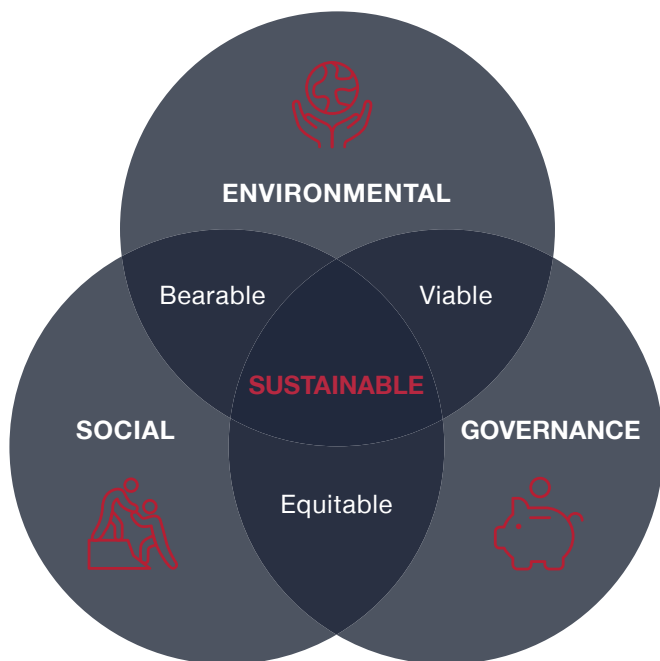
All financial and non-financial indicators and information for the reporting period are documented using software solutions and are provided by the respective divisions. The reporting period is fiscal year 2023. The report basically covers either Nexus AG or the NEXUS Group (as a group). The report is available in German and English.

Pursuant to § 171 (1) sentence 4 of the German Stock Corporation Law (AktG), the Supervisory Board has audited the "Non-financial report", but it is not part of the audit assignment of the auditor of the NEXUS Group.

1.3 Non-financial and financial indicators: Close connection

In our strategy and in our daily actions, we assume that companies with a clear social mission have competitive advantages. Meaningful goals and clear social values increase the attractiveness of the company among all stakeholders. We see the following important areas:

- + Using business opportunities created by clean technologies
- + Accepting emission reduction (own and supplier-related) as a financial and social challenge
- + Understanding employee development and equal opportunities as a motivating factor
- + Including social concerns (own and supplier-related) in daily decisions
- + Employing and complying with corporate governance as a transparent framework for decisions by investors, employees and other stakeholders
- + Ensure data protection and data security as a corporate task



1.3.1 Establishing the priority topics for our non-financial reporting

NEXUS has investigated which environmental, social and governance issues are of central importance to our stakeholders and conducted an internal materiality analysis. The objective was to identify and evaluate the topics that are of particular relevance to our stakeholders, such as our employees, investors, suppliers and customers.

In identifying the issues that are important to us and their limits, we first examined the areas that are relevant to our processes and our supply chain. Subsequently, we discussed the topics that provide information on how our customers can use our software to contribute to achieving UN Sustainability Goals. As part of the prioritization process, we analyzed the impact of each topic on our value creation, financial performance, workflows, strategies, and our reputation with regard to regulatory compliance. All topics that have been shown to be relevant for several areas were then divided into the following seven categories:

- + Climate protection
- + Energy management
- + Ethical business conduct
- + Human rights and digital rights
- + Human capital and employee retention
- + Financial aspects of shareholders
- + Effects on society

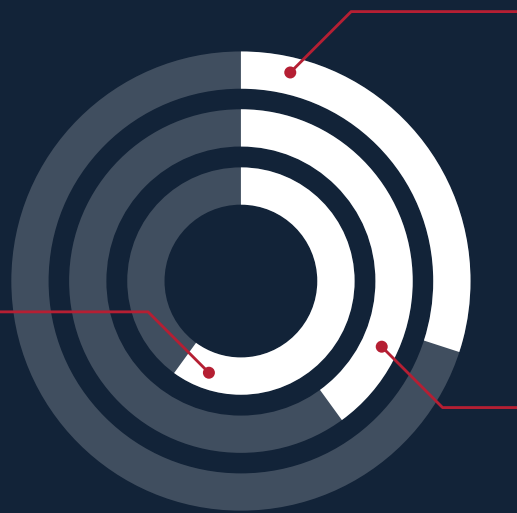
We held a discussion with selected stakeholders to validate the identified topics. The results of the materiality analysis were integrated into the sustainability reporting and include the following topics

- + **Climate protection**
- + **Energy management** (cf. the "Environmental issues" section for more information),
- + **Ethical Business Conduct** (cf. the "Social issues, human rights and fight against corruption" section for more information)
- + **Human rights and digital rights** (cf. the "Social affairs, human rights and the fight against corruption" section for more information)
- + **Promotion of human capital and employee retention:** (cf. the "Employee issues and employee retention" section for more information)
- + **Financial aspects of stakeholders:** We create not only financial value for our company and for our investors, but also for a large number of stakeholders, e.g., employees, municipalities and suppliers. Salaries and benefits for our employees, orders to our suppliers and partners, and tax payments in the countries in which we operate are part of the financial aspects of these stakeholders.
- + **Effects on society** Through the use of digital technologies, we contribute to the implementation of the 17 sustainability goals of the United Nations. For example, our solutions help to provide disadvantaged groups with access to healthcare, personalized medicine or access to work equipment. At the same time, our solutions are used to support non-profit organizations in communicating with donors. (cf. the "Opportunities through Clean Technologies" section for more information).

When reviewing the individual categories, we use the underlying value from the 2019 fiscal year and compare it with the current annual value. For orientation purposes, we also include the previous year's value in the tables.

30 %

less power consumption through consolidation of large data centers



60 %

less paper consumption through digitization in healthcare

40 %

less fuel consumption through use of environmentally friendly engines

1.4. Environmental issues

We measure our activities to meet our environmental objectives under the term "environmental issues". In this context, we define key figures on total energy consumption, fuel consumption, waste disposal and water consumption. All data for our environmental indicators are collected and published annually. The data are collected internally and are not audited.

1.4.1 Waste and water

We aim to minimize our environmental impact through concrete measures. Local initiatives require us to dispose of less waste and use less water. At the same time, we are contributing to increasing our business performance through recycling measures and more economical water consumption. These initiatives also aim to reduce operating costs at our locations and raise employee awareness for environmental issues.

1.4.2 Management of electrical waste

Our equipment taken out of service is mainly composed of servers in data centers as well as IT devices such as PCs, peripherals and mobile devices. Our servers and IT equipment are either resold or recycled in an environmentally friendly manner, depending on their condition. We have integrated a disposal partner for the sustainable disposal of electronic waste into our value chain. We also promote the internal reuse of IT devices by sharing devices between locations. In addition, we use servers and general hardware such as laptops, mobile devices, etc. for longer than a period of three years, thus avoiding early disposal.

The objective is to avoid at least 80% of our landfill waste in the long term. For this, it is necessary to change processes and promote the reuse of materials. In addition, we donate older but still functional laptops and accessories to regional initiatives. These are then passed on to needy students to enable them to participate in e-learning.

1.4.3 Office paper consumption

Reducing paper consumption is also a goal that we regularly pursue. Our expenditures for paper per employee have decreased from € 24.73 in 2019 to € 5.43 in 2023. This corresponds to savings of 78%.

Printer optimization and the expansion of digital processes in logistics, finance and human resources contributed to this. The introduction of digital payroll, the elimination of paper towels in many locations, digital compliance monitoring as well as digital personnel files made it possible to achieve these significant savings.

1.4.4 Plastic avoidance

NEXUS does not use plastic for any products. In this way, we also support the goals for sustainable development of the United Nations. We also promote employees ideas on plastic avoidance. For example, this includes the introduction of reusable cups, the dispensation of plastic tableware and the use of returnable bottles. In 2020, we switched most of the locations to water dispensing systems and glass bottles.

At the delivery of hardware components, we ensure that they are supplied in plastic-reduced packaging. To this end, initial discussions with suppliers took place in 2021. In addition, we take care to use sustainably produced packaging for general orders.

1.4.5 Efficient water consumption

NEXUS is not a company with intensive water consumption. Our global water consumption was approximately 8,500 m³ in 2023. Water consumption, calculated on the basis of millions of sales, decreased from 98.89 m³ in 2019 to 35.33 m³ in 2023. This corresponds to savings of 62%. We encourage our employees to use water as efficiently as possible. We are currently examining the extent to which rain and waste water (gray water) can continue to be used for irrigation and toilet flushing at new locations.

1.4.6 Power consumption

Significant environmental influences in the form of greenhouse gas emissions are also caused by power consumption from computer center services at NEXUS. For power consumption, we are conceptually focused on reducing power consumption by concentrating our data centers and using efficient cooling systems. We aim to increase our efficiency by 20% until 2024 compared to 2019.

In 2016-2019, we were able to close six decentralized data centers by constructing our new data center in Donaueschingen and replaced them with a more energy-efficient, new data center at the company's headquarters. In 2022, we also started consolidating smaller data centers at German locations. This consolidation will in turn be fully completed in the course of 2023. We will then only operate data centers in Donaueschingen and Frankfurt. We have also signed data center contracts with "co-locations" that have been proven to be energy efficient. We have also planned additional measures to support the use of the waste heat from data centers to heat buildings.

We get as much electricity as possible from renewable energy sources, natural electricity and use district heating. In addition, we are currently installing photovoltaic systems at the main site in Donaueschingen and at other locations in Germany, which will cover part of the electricity requirements of the respective site, including the data center.

Total electricity consumption in 2023 was 1,508,434 kWh at our own NEXUS facilities in Germany and abroad, of which 58.9% is generated from renewable energies.

We had an electricity consumption of 1,614,510 kWh in 2019. In terms of sales millions, consumption fell from 10,983.06 kWh in 2019 to 6,259.06 kWh in 2023, which corresponds to an increase in efficiency of 43.01%. This means that our target range of a total of 20% efficiency increase by 2024 was again reached in 2023.

In 2022, we successfully conducted an energy audit at our sites in Jena, Berlin and Münster in accordance with DIN EN 16247-1. We have already implemented the resulting measures.

1.4.7 Fuel consumption

Significant environmental influences in the form of greenhouse gas emissions are also caused by fuel consumption at Nexus AG.

We are conceptually committed to making mobility and logistics more environmentally friendly in terms of fuel consumption. By using economical service vehicles, bicycle subsidies for employees, telephone and video conferencing instead of business trips and optimized tour planning, we aim to reduce "fuel consumption per sales million" by 20% and "driven kilometer per liter fuel" by 10% compared to 2019.

Fuel consumption per million sales decreased from 3,429 liters in 2019 to 2,107 liters in 2023, which corresponds to a reduction of 38.55%. In terms of efficiency, 24.2 km were driven per liter in 2023. It was 22.0 kilometers per liter in 2019. This corresponds to efficiency increase of 9.1%. Adapted driving style and more economical engines have led to this increase in efficiency.

Additionally, we started to minimize the vehicle fleet and adjust the Germany-wide car policy according to demand in 2022. This means that employees are entitled to a company car if they travel a minimum number of kilometers per year on business and public transport is not suitable for such trips. We have continued existing incentives for the use of lower emission vehicles and integrated them into the company car guidelines. We have also increasingly encouraged traveling by train.

To promote the use of bicycles, we have an ongoing program in which employees are granted a subsidy when buying a bicycle for commuting to work.

In addition, we have organized a ride-sharing service for our employees, which gives everyone the opportunity to organize carpooling decentralized starting from March 2021.

Vehicle leasing costs (cars and bicycles) totaled € 2,306,000 in 2023 compared to € 1,905,550 in 2019, which corresponds to a total cost increase of 21%. However, in terms of our total operating performance (revenue millions), costs have decreased by 26% from € 12,963 in 2019 to € 9,568.

1.4.8 CO₂ footprint, climate protection, and 1.5° C compliant science-based climate targets

The responsibility for sustainable management and the implementation of climate measures are part of the self-image and corporate responsibility of NEXUS. With our products, we want to help our customers reduce their greenhouse gas emissions and are committed to making our own workflows and processes more sustainable.

NEXUS aims to work climate-neutral (Scope 1&2 emissions taking into account offsets) by the end of 2028.

At the same time, we see a significant market opportunity in the product range of greenhouse gas emission-reducing technologies. Hospitals and other healthcare facilities will focus more on climate-neutral operations in the future. NEXUS already has a product portfolio that meets these requirements and contributes to significant emission reductions. This includes all telemedicine applications, but also optimization solutions in diagnostics.

NEXUS is explicitly oriented to the 1.5° C objective of the UN Climate Change Conference in Paris. NEXUS is committed to keeping its CO emissions as low as possible. Today, we regularly record our CO emissions in mobility, energy, materials and waste. From 2021, we record greenhouse gas emissions based on the Greenhouse Gas Protocol (GHG) according to Scope 1 and 2. In doing this, we measure the total CO - / CO -eq emissions generated by our activities in the total Group per year. In the 2022/2023 winter season, NEXUS launched an initiative to save energy throughout the Group, thereby supporting the European targets for reducing gas & electricity consumption.

This initiative includes, among other things, the more efficient use of office space, the reduction of hot water supply and a reduction in office temperature.

1.5 Corporate Carbon Footprint; CO₂ Footprint 2023



Minimizing our own ecological footprint is very important to us. As a software provider, our impact is focused on energy consumption in offices and employees, who commute to work, as well as on servers and infrastructure.

In fiscal year 2023, we calculated Scope 1+2, according to GHG protocol. The NEXUS Group emitted a total of 2,415 tons of CO₂ equivalents (**2,415 tons of CO₂eq**). Based on our performance in millions of sales, this means an output of **11.01 t of CO₂eq per million sales in 2023 (2022: 11.61 t of CO₂eq per million sales)**. Compared to the previous year, this represents a reduction of 5.17%.

1.6 Opportunities through clean technologies and green coding

Providing a framework of digital solutions that improve environmental, social and governance (ESG) outcomes for our customers is an important development goal of the NEXUS Group.

We also aim to increase efficiency, improve performance and/or increase productivity while reducing emissions and conserving resource through the use of innovative processes, products and services. To reconcile the increasing need for medical services with the finite supply of natural resources and the need for climate protection, ecological and economic aspects must also be combined in sustainable economic management in the development of software.

In our product development, we differentiate between the direct increase in efficiency through the use of medical software (direct resource conservation) and the derived effects that arise through the avoidance of medical interventions and the acceleration of diagnoses (consumption avoidance).

NEXUS software products enable direct resource conservation through, for example, the use of archiving software (paper), electronic requirements and workflows (transport).

In the area of resource avoidance, we are active in the areas of "diagnostic support through software", telemedicine applications (promotion) and clinical data repository (avoidance of double examinations). We are currently working to quantify these effects for ourselves and for our customers within the framework of key indicators and to publish them in regular reports.

In particular, products around telemedicine enable doctors and patients to contact each other in a CO₂ neutral way.

The following table 1 summarizes the most important ecological indicators of NEXUS.

1.6.1 Green Coding

NEXUS pursues the approach of aligning the development process and the generated software with the goals of sustainability, energy efficiency and associated CO₂ reduction in accordance with the Green Coding Principle. For this reason, the software development process, the resulting products and their operation are optimized with regard to load avoidance and efficient use of resources.

In the software development process, the widespread use of online collaboration tools and video conferencing results in a drastic reduction in on-site meetings and the associated travel activity. Agile methodologies reduce development and coordination costs and at the same time increase delivery efficiency. The use of reusable codes through a uniform platform strategy reveals significantly reduces the number of necessary development steps for each individual software product.

The software itself is optimized with regard to the following features, among others:

- + Reduction of network traffic by using, for example, client caching mechanisms and compressed data transmission
- + Minimizing resource consumption in databases as well as optimizing data queries and memory usage
- + Flexible allocation and use of existing resources thanks to microservice architectures
- + Reduction of resource expenditure through strict modularization, thus reducing the complexity of development processes in addition to the need-based use of software modules in operation.

The operation of the software can be made energy-efficient by a number of measures:

- + Shift load-intensive processes into periods of low utilization and low energy costs
- + Increasing the efficiency of the use of existing computer resources through automatic load distribution
- + By supporting virtualization technologies, resources can be made available on demand at any time and energy-efficient disabled when not needed.

Ecological Key figures of Nexus AG				per € million in sales			Savings for 2019 in %
	2019	2022	2023	2019	2022	2023	
Paper consumption in €*	17,858.23	10,153.86	9,670.52	121.48	48.82	40.13	59.81%
Water consumption in m ³	13,654.22	11,112.46	8,513.66	92.89	53.43	35.33	42.48%
Electricity consumption in kWh	1,614,510.00	1,664,127.00	1,861,143.52	10,983.06	8,000.61	7,722.59	27.15%
Fuel consumption, (in liters)	504,161.50	437,595.99	507,829.12	3,429.67	2,103.83	2,107.17	38.65%
Leasing costs in €	1,905,550.00	2,284,943.31	2,306,000.12	12,962.93	10,985.30	10,009.45	15.25%

* The value in 2019 for foreign paper consumption was extrapolated relatively based on 2022

1.6.2 Impact of NEXUS Software on Society

Through the use of digital technologies, we contribute to the implementation of the 17 sustainability goals of the United Nations. For example, our solutions help to provide disadvantaged groups with access to healthcare, personalized medicine or access to work equipment: (UN goal: health and well-being). Particularly noteworthy are our program features, which enable barrier-free use of our software. Features such as magnifying glasses, speech recognition, voice control, reading aloud function and braille keyboards help impaired people to carry out their work in the healthcare system. Another area in which our solutions are used is the non-profit sector. We support non-profit organizations in organizing their financing and in communicating with donors.

NEXUS products, for example, in our "Obstetrics and gynecology" software module, help doctors to identify the risks during pregnancy in the early stages and to take appropriate measures for the health of the mother and the fetus. We market this software worldwide together with scientific institutions in England (Prof. Nicolaidis, FMF). NEXUS has set itself the goal of enabling physicians to access the software and the risk algorithms, regardless of their financial capabilities (**Accessibility**).

NEXUS products are also used intensively in the healthcare sector to ensure health care through specialist know-how (**Availability**). One example is our telemedical software TKmed, which is used in emergency departments in hospitals. This software ensures that a patient can be diagnosed even if no specialist expertise is available in the hospital where the patient is admitted. For example, if special expertise is required to diagnose the patient, our software transmits all the necessary information to the responsible physician (**Availability**).

The patient and the acceptance of health services are increasingly becoming the focus of healthcare (**Acceptability**). Treating patients with dignity, trust and equality is becoming increasingly important. C products are used to enable patients to move in the healthcare sector on an equal footing and in an informed manner (**Patient Empowerment**). Through the use of portals, we ensure that patients are informed at all times about the status, the course and the documentation of their state of health (**Acceptability**).



1.7 Employee issues and retention

NEXUS regularly implements measures to ensure gender equality, equal working conditions, implementation of the ILO's basic conventions, respect for workers' rights and health and safety at work.

Key projects related to employee issues at NEXUS are:

- + Employee retention
- + Increasing equal opportunities for women workers
- + Improving preventive health care

As part of our Employee Issues and Retention Program, we measure the extent to which we manage to retain employees in the company. Our key indicator for "employee retention" therefore takes into account the number of employees who leave NEXUS at their own request (fluctuation rate). To achieve more transparent and precise calculation of the number of employees, the number of employees leaving does not include those leaving the company due to restructuring. The turnover rate (BDA formula) was 8.40% in 2023, 12.12% in 2022 and 10.23% in 2021.

In 2023, we clearly felt the shortage of skilled workers country-overlapping and the greater willingness of employees to make a career change after the pandemic.

We also record the Lost Time Injury Frequency Rate (LTIFR).

This means the number of accidents with downtime per 1,000,000 hours of work in relation to the total number of hours worked. We had two workplace accidents with downtime in 2023, and consequently the LTIFR was 0.10. This means one accident per 1000 employees.

In addition, we examine employee satisfaction once a year and survey the workforce about what potential for improvement they see at NEXUS in terms of workplace situation, work-life balance, development opportunities and fault tolerance. The last survey was conducted January 2024.

The mean value on a scale of 1-5, where 1 represents a poor assessment and 5 a good assessment, was 3.35 in December 2023 following 3.47% in the previous year. Especially the aspect "professional development in the company" led to a somewhat worse assessment. We are closely monitoring this development and have initiated measures to increase employee satisfaction.

1.7.1 Equal opportunities

The proportion of women rose to 33.45% in 2023. The proportion of women was 32.39% in 2022 and 31.55% in 2021.

Motivated by business considerations, we aim to increase the proportion of women in the company as a whole and, in particular, at management levels. We want to increase the proportion of women in the company by means of targeted promotion and personally addressing them to increase the low proportion of women in our industry.

NEXUS is pursuing a program to increase the female share of our total workforce. At the same time, percentage targets for the Supervisory Board, the Executive Board and the first management level were defined within the framework of the Participation Act. Active measures include, in particular, the promotion of reconciling issues of family, care and work with the possibility of part-time jobs and return opportunities.

1.7.2 Improvement of preventive health care

Health and safety at work are essential factors in our human resources work. In addition to the diverse legal requirements for occupational health and safety, we provide further measures and programs to improve the health of our employees.

To improve preventive healthcare in our company, we implemented many measures in by investing in new, height-adjustable office furniture, health checks for management, noise-reduced offices and a fitness park at our main site. This also includes promoting active health care for our employees, e.g., through financial subsidies for visits to gyms and sports groups. Furthermore, we offered flu vaccinations at all NEXUS locations in 2023.

NEXUS focuses on the safety of employees, especially in road traffic. We take care to evaluate the vehicle selection according to safety criteria, offer driving safety training to employees and conduct regular online training courses. We aim to ensure that our rate of injury in road accidents remains at zero.

Traffic accidents with personal injuries are also a significant, non-financial performance factor for us. In 2023, we again had no staff injuries due to traffic accidents. Our goal is to stay at 0.

1.7.3 Business Health Culture Index

The Business Health Culture Index (BHCI) provides insight into the prevailing corporate culture to enable employees to stay healthy and feel that they have a balanced life style. The index also provides information on how employees assess their personal well-being, working conditions and the company's management culture. We observe at regular intervals the extent to which NEXUS can provide its employees with a work environment that promotes employee health, ensures their long-term employability and motivates them to engage actively in the implementation of our ambitious corporate goals

This observation is based on results from our employee survey (People Survey: bullet point: 1.7). All employees were invited to take part in this survey in 2023/2024. In this survey, we will also identify various kinds of information concerning employee commitment. They provide an insight into the motivation and loyalty of our employees, their pride in our company and their identification with NEXUS. In addition, psychological risk assessments are applied on a case-by-case basis, which comply with the current occupational health and safety laws.

1.8 Social affairs, human rights and the fight against corruption

NEXUS supports dialog at local and regional levels at its locations in Germany and abroad and individually promotes the protection and development of local communities as well as supports voluntary charitable activities of its employees. This also includes our active participation in the Federal Association of IT Health (BVITG) for the topics of interoperability and medical standards.

At the level of employee benefits, we offer various cooperations with providers of employee programs (e.g., offers of fitness programs).. We also take care of the care of the children of our employees in the form of childcare subsidies.

In the fight against corruption and bribery, we have high transparency requirements as well as strict gift guidelines both with regard to customers and suppliers.

In line with the provisions of the Act on Corporate Due Diligence in Supply Chains (LsKG), "responsible sourcing" is an integral part of our procurement strategy. We carry out supplier audits on a case-by-case basis with site visits to this end.

The supplier audits and site visits include the following factors:

- + Labor standards
- + Safety and health
- + Environment
- + Compliance

The visits are summarized in reports and discussed with the suppliers. Action plans monitor possible deviations from our standards and, if necessary, revise contract award decisions. We audited one supplier in 2023.

1.8.1 Ethical standards

We are committed to respecting human rights both within NEXUS solutions and in our extended supply chain as well as in terms of the impact of our solutions. We are committed to high ethical standards and to fairness, diversity and inclusion throughout the company. Today, this is a prerequisite for attracting and retaining talented employees as well as strengthening our innovation potential and reputation. Respect for human rights is integrated into our business activities. In doing so, we are also guided by the basic principles of the Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. To implement these commitments, we have taken measures that will have an impact, particularly in the areas of health, occupational safety and data protection policies. We continuously review our activities and measures in the area of human rights. Within an internal team, we investigated whether our business practices and policies are in line with generally accepted human rights initiatives and frameworks and have made the necessary adjustments.

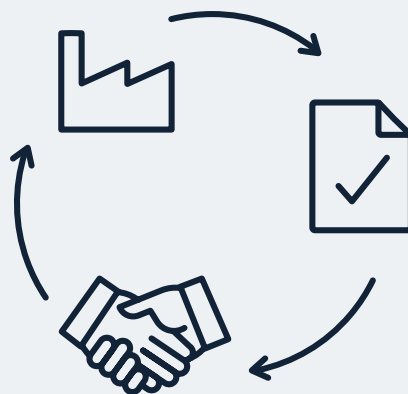
We need to have exchanges of information with our customers to better examine the ethical responsibility of product development in the field of artificial intelligence.

We also check on a case-by-case basis whether our human rights standards are being followed at our sites. We consider aspects such as working conditions, salaries and working hours, environment, health and safety, management processes and business practices. While we do not see any problems with labor law issues, we are continuously working on the process of meeting global standards for data security. In recent years, we have implemented different certification procedures and increased our data security.

1 Site visit

The Audit assess suppliers in four key areas:

- + Labor Standards
- + Health and safety
- + Environment
- + Compliance



2 Reports

Following site visits, auditors prepare reports for NEXUS identifying any issues of non-compliance

3 Resolve

We support suppliers in eliminating non-compliance by working together on an agreed plan. Follow-up audits monitor progress. If suppliers fail to meet agreed standards, we will act decisively to remove them from our supply chain and build new partnerships with other suppliers.

1.8.2 Respect for the rights of our employees

Any form of discrimination in dealing with all our employees is prohibited at NEXUS. We also offer tutorials and training on the relevant topics of occupational safety, driving safety, data protection and anti-discrimination. All employees, including groups of vulnerable persons, such as temporary, external employees who feel discriminated against or harassed, are required to report this. You can contact your superiors, Human Resources or colleagues in confidence.

1.8.3 Compliance with high ethical standards in value creation

We expect all our business partners to respect human rights and not to be involved in their violation. We also address the ethical and social implications of technological progress, such as artificial intelligence (AI). That is why we also support the measures of the Federal Ministry of Justice and Consumer Protection to develop principles and concepts for Corporate Digital Responsibility (CDR). When designing a solution, our development teams ensure that the product meets human rights standards. For example, accessibility is a key topic in our software development. To ensure that our customers can protect digital rights with our products, we adhere to strict data protection and security standards. We have included these in our global product development guidelines, our quality and product standards, and our privacy policies.

The following table 2 summarizes the most important social indicators.

Social key figures of Nexus AG				
	2019	2022	2023	Overall development compared to 2019 in %
Fluctuation rate (BDA formula) in %	9.64%	12.12%	8.4%	-12.86%
LTIFR in % (Lost Time Injury Frequency Rate)	0%	0%	0.1%	+0.1%
Employee satisfaction in % *	n/a	3.47%	3.43%	** -1.15%
Proportion of women in %	32.62%	32.39%	33.45%	2.54%
Personal injury (number)	0	0	0	0.00
Reportable data protection violations (number)	0	0	1	+1

* Scale 1-5, where 5 is the highest value.

** Change compared to previous year

1.9 Act on Corporate Due Diligence in Supply Chains (LkSG)

The Act on Corporate Due Diligence in Supply Chains obliges companies with headquarters, principal place of business, administrative headquarters, registered office or branch in Germany to respect human rights by implementing defined due diligence obligations.

The due diligence obligations relate to the company's own business area, to the actions of a contractual partner and the actions of other (indirect) suppliers. This means that the responsibility of the companies no longer ends at the company's own factory gate, but rather exists along the entire supply chain. The law has been applicable since 2023, initially to companies with at least 3,000 employees, and from 2024 also to companies with at least 1,000 employees in Germany.

For NEXUS, the law therefore becomes relevant with the 2024 fiscal year. We are already working intensively on the implementation of the regulations. We do not have any defined supply chains contrary to manufacturing companies. NEXUS essentially buys standard computer hardware. Independent of that, the careful selection of business partners and suppliers is of great importance.

To this end, we have started to set up a central purchasing department. Our risk management for suppliers and product groups includes the requirements of the Act on Corporate Due Diligence in Supply Chains.

In addition to the consideration of economic aspects such as quality, ability to deliver on time and price, which are included in a supplier evaluation, the regionality of the suppliers and an environmentally friendly product life cycle are evaluation criteria that can be considered in the procurement process. The supply chains at NEXUS support software development on the one hand and the provision of customer-specific hardware components on the other.

In the manufacture of products and the provision of services, the NEXUS companies cooperate with business partners, service providers and suppliers. We commit them to standards that are usually defined within the context of our General Terms and Conditions (GTC), with a focus on compliance with applicable legal norms and laws.

We expect business partners, service providers and suppliers in the supply chain to have established or establish appropriate processes that ensure compliance with NEXUS standards.

The current "Non-Financial Statement" and the "NEXUS Code of Conduct" contain the correct handling of employees, including respect for human rights and integrity in business transactions, such as the prohibition of corruption and bribery. Violations by suppliers can result in the termination of the business relationship.

The LkSG also regulates certain environmental obligations with which we must comply.

Our due diligence obligations include:

- + Setting up risk management and carrying out a supplier risk analysis,
- + Adopting a declaration of principle of the corporate human rights strategy;
- + Anchoring preventive measures,
- + Taking immediate action to remedy identified violations of the law;
- + Establishing a complaint procedure,
- + Documentation and reporting obligations for the fulfillment of due diligence.

The observance of human rights as defined by the LkSG is one of the fundamental values of NEXUS, to which the management and employees are committed.

The corresponding risk management (§ 4 LkSG) is an integral part of the general risk management system of NEXUS and with its responsibilities and procedures regulated in the company's risk management manual. This also includes an appropriate risk analysis (Section 5 LkSG) and preventive measures (Section 6 LkSG).

The LkSG policy statement is issued annually by the management in accordance with the provisions of Section 6.2 within the framework of the company's sustainability report and contains all the elements listed in Section 6.2.

An appropriate complaint procedure in accordance with Section 8 LkSG is regulated within the framework of the Management Board Information on the Whistleblower Protection Act (HinSchG) of 17 December 2023.

The documentation and reporting obligations are complied with in accordance with Section 10 LkSG.

For the reporting year 2024, we will publish a report on the fulfillment of corporate due diligence obligations in accordance with Section 10 (2) of the Act on Corporate Due Diligence in Supply Chains (LkSG). NEXUS will use the electronic reporting questionnaires provided by Federal Office of Economics and Export Control (BAFA) for this purpose.

1.10 EU Taxonomy Compliance

The EU Commission adopted its action plan for financing sustainable growth in 2018. This focuses in particular on the reorientation of capital flows to achieve sustainable and inclusive growth, the embedding of sustainability in risk management and the promotion of transparency and long-term sustainability in financial and economic activities. In March 2021, the ESMA (European Securities and Markets Authority) issued guidelines to be applied in determining and presenting key figures. In addition to the quantitative performance indicators, qualitative data and explanations must also be integrated. According to Article 8 (2) of the Taxonomy Regulation, non-financial corporations will henceforth have to publish the following information:

1. The share of their revenue generated by products or services associated with economic activities that are classified as environmentally sustainable
2. The share of their capital expenditure and, where applicable, the share of operating expenditure related to assets or processes associated with economic activities that are considered environmentally sustainable

The environmentally sustainable share of sales revenues (green sales), capital expenditure (green CAPEX) and operating expenditure (green OPEX) must be made clear. Starting from the 2022 fiscal year onwards, we will have to assess taxonomy compliance in addition to taxonomy capability.

1.10.1 Environmental objectives

Article 9 of the Taxonomy Regulation sets out the following environmental objectives:

1. Climate protection
2. Adaptation to climate change
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy,
5. Pollution prevention and control
6. Protecting and restoring biodiversity and ecosystems

In particular, NEXUS has put the environmental objectives of „climate protection“ and „prevention and control“ of environmental pollution in concrete terms (cf. Table 1: Ecological Key figures of NEXUS AG) is committed to all objectives.

1.10.2 Taxonomy compliance and capability

In its Article 3, the Taxonomy Regulation classifies an economic activity as environmentally sustainable if it makes a significant contribution to the achievement of one or more of the relevant environmental objectives, does not result in a significant impairment of one or more environmental objectives, is exercised in compliance with the minimum protection and continues to meet the technical assessment criteria.

Activities are „**taxonomy-capable**“ (Eligibility) when they **can be assigned to taxonomy criteria** (regardless of whether the criteria are met). Activities are „**taxonomy-compliant**“ (Alignment) if the **taxonomy-capable** activities also meet the criteria.

We review our economic activities in terms of their taxonomy compliance and capability with consideration of their relevance to NEXUS. The key figures are derived from the consolidated financial statements as of 31 December 2023, which are prepared in accordance with IFRS.

1.10.3 NEXUS Taxonomy Compliance and Taxonomy Capability

Sales

For the sales key figures, all sales revenues were examined according to IFRS to determine whether they were achieved with taxonomy-capable economic activities. In this context, we were unable to identify revenue as taxonomy-compliant or taxonomy-capable. Revenues in the reporting year of KEUR 241,610 form the denominator of the sales key figures and can be found in the income statement.

NEXUS sells almost exclusively software and only a small quantity of computer hardware. In this respect, our economic activity does not lead to a significant impairment of environmental objectives, even if our taxonomy sales figure is 0%. In our ESG report, we show the measures taken to achieve our environmental goals (see Table 1: Ecological Key Figures of NEXUS Group).

Business year N	2023			Criteria for a significant contribution						DNSH criteria („No significant impairment“)									
	Code (a) (2)	Sales (3)	Sales share, Year N (4)	Climate protection (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate protection (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum protection (17)	Proportion of taxonomy-compliant (A.1.) or taxonomy-capable (A.2.) Sales share, Year N -1 (18)	Enabling activities category (19)	Transitional activities category (20)
Economic activities (1)		EUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T

A. TAXONOMY-CAPABLE ACTIVITIES

A.1 Ecologically sustainable activities (taxonomy-compliant)

Sales of ecologically sustainable activities (taxonomy-compliant)(A.1)	EUR	%	%	%	%	%	%	%	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	%		
Of which enabling activities	EUR	%	%	%	%	%	%	%	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	%	E	
Of which transitional activities	EUR	%	%							N/A	N/A	N/A	N/A	N/A	N/A	N/A	%		T

A.2 Taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (g)

			Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)										
N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A								N/A		
Taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (A.2)	EUR	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %								0 %		
A. Sales of taxonomic activities (A.1 + A.2)	EUR	0 %	0 %	0 %	0 %	0 %	0 %	0 %	0 %								0 %		

B. NON- TAXONOMY-CAPABLE ACTIVITIES

Sales of non-taxonomy-capable activities	241.6	100 %
Total		100 %

Investments (CapEx)

The CapEx indicator is the proportion of capital expenditure (CapEx) associated with either a taxonomy-capable economic activity or a credible plan to expand or achieve an ecologically sustainable economic activity, or the acquisition of products and services from a taxonomy-capable economic activity. We were able to identify taxonomy-capable capital expenditures in relation to passenger cars (fleet) and renovation of buildings. Total capital expenditures in the reporting year amounted to KEUR 9,812 and form the denominator of the CapEx indicator.

Inflows for investments related to passenger car transport amounted to KEUR 2.31. We spent KEUR 886 for tenant installations with energy saving measures. We have identified taxonomy-enabled but non-compliant capital expenditures (CapEx). Capital expenditures do not meet the criteria for a significant contribution to an environmental objective, and consequently we classify the expenditures as taxonomy-eligible and non-taxonomy-compliant.

Business year N	2023			Kriterien für einen wesentlichen Beitrag						DNSH-Kriterien („Keine erheblichen Beeinträchtigungen“)									
	Code (a) (2)	CapEx (3)	CapEx share, Year N (4)	Climate protection (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate protection (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum protection (17)	Proportion of taxonomy-compliant (A.1.) or taxonomy-capable (A.2.) CapEx, Year N-1 (18)	Enabling activities category (19)	Transitional activities category (20)
Economic activities (1)		EUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T

A. TAXONOMY-CAPABLE ACTIVITIES

A.1 Ecologically sustainable activities (taxonomy-compliant)

Transport with motorcycles, passenger cars and light commercial vehicles Transport with engine	CCM 6.5	EUR	0 %	N;EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	N	N	N	N	N	N	0		
CapEx of ecologically sustainable activities (taxonomy-compliant)(A.1)			0 %	%	%	%	%	%	%	N	N	N	N	N	N	N	0		
Of which enabling activities		EUR	0 %	%	%	%	%	%	%	N	N	N	N	N	N	N	0	E	
Of which transitional activities	CCM 6.5	EUR	0 %	%						N	N	N	N	N	N	N	0		T

A.2 Taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (g)

				EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)										
Transport with motorcycles, passenger cars and light commercial vehicles Transport with engine	CCM 6.5		32.65 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										
Taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (A.2)		3.2	32.65 %	100 %	0	0	0	0	0										
A. CapEx of taxonomic activities (A.1 + A.2)		3,2	32.65 %	100 %	0	0	0	0	0										

B. NON-TAXONOMY-CAPABLE ACTIVITIES

CapEx for non-taxonomy-capable activities	6.6	67 %
Total	9.8	100 %

Operating expenses (OpEx)

The OpEx indicator shows the proportion of operating expenditure within the meaning of the EU taxonomy associated with taxonomy compliant or capable economic activities, with a CapEx plan described above or the purchase of products from a taxonomy compliant or capable economic activity. Here, too, we were able to determine taxonomy-enabled operating expenses by transporting cars (fleet) and renovating buildings. To determine the denominator, the accounts were considered that reflect the direct, non-activated costs for research and development expenses, building renovation measures, and short-term leasing.

The main operating expenses (OpEx) of NEXUS AG are non-activated development costs and other costs from services. In this respect, they do not stand in the way of environmental targets, even if our taxonomy OpEx indicator is 1.2%. We show the measures taken to achieve our environmental objectives in our ESG report.

We have identified taxonomy-enabled but non-compliant operational expenditures (OpEx). The operational expenditures do not meet the criteria for a significant contribution to an environmental objective, and consequently we classify the expenditures as taxonomy-eligible and non-taxonomy-compliant.

Business year N	2023			Criteria for a significant contribution						DNSH criteria („No significant impairment“)						Minimum protection (17)	Proportion of taxonomy-compliant (A.1.) or taxonomy-capable (A.2.) OpEx, Year N -1(18)	Enabling activities category (19)	Transitional activities category (20)
	Code (a) (2)	OpEx (3)	OpEx share, Year N (4)	Climate protection (5)	Adaptation to climate change (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate protection (11)	Adaptation to climate change (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)				
Economic activities (1)		EUR	%	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y; N; N/EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T

A. TAXONOMY-CAPABLE ACTIVITIES

A.1 Ecologically sustainable activities (taxonomy-compliant)

OpEx of ecologically sustainable activities (taxonomy-compliant) (A.1)		EUR	0 %	%	%	%	%	%	%	N	N	N	N	N	N	N	0		
Of which enabling activities		EUR	0 %	%	%	%	%	%	%	N	N	N	N	N	N	N	0	E	
Of which transitional activities		EUR	0 %	d						N	N	N	N	N	N	N	0		T

A.2 Taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (g)

				EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)	EL; N/EL (f)										
Transport with motorcycles, passenger cars and light commercial vehicles Transport with engine	CCM 6.5	0,205	0.50 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										3.40 %
Renovation of existing buildings	CCM 7.2/CE 3.2	0,02	0.05 %	EL	N/EL	N/EL	EL	N/EL	N/EL										0.10 %
OpEx of taxonomy-capable but non-environmentally sustainable activities (non-taxonomy-compliant activities) (A.2)		0,225	0.54 %	100 %	0	0	0	0	0										3.5 %
A. OpEx of taxonomy-capable activities (A.1 + A.2)		0,225	0.54 %	100 %	0	0	0	0	0										3.5 %

B. NON-TAXONOMY-CAPABLE ACTIVITIES

OpEx of non-taxonomy-capable activities	41.11	99 %
Total	41.335	100 %

nexus/ag

Nexus AG, Irmastraße 1, 78166 Donaueschingen
Tel.: +49 771 22960-0, info@nexus-ag.de
www.nexus-ag.de