



Brochure | Sustainability Report for the
SEEBURGER Offices
in Bretten and
Karlsruhe, Germany

2023

Table of Contents

Sustainability means preparing for the future and making things last into the future.....	3
How we define sustainability at SEEBURGER	4
Planet: Our environment.....	6
Green energy for a greener future	6
Water consumption	7
Environmental practices in our data centers	7
People: Our employees	8
Employee statistics for the SEEBURGER Group	8
Staff development and training.....	9
Good working conditions.....	10
Occupational health and safety.....	10
Community service	10
Blood donation with the German Red Cross.....	10
Food bank donations	10
Sponsorship.....	10
Outlook.....	11

Sustainability means preparing for the future and making things last into the future - for us as a company, for our employees, partners and customers, for the environment, and for society and the economy as a whole. As a leading provider of integration services and software, we believe it is our responsibility to not only develop innovative technologies, but also to have a sustainable and positive impact on people, the environment and society.

Our sustainability initiatives are based on our understanding of the impact of our activities on society and the environment. The BIS platform integrates and optimizes not only our internal business processes, but also those of our customers. As a global technology company, SEEBURGER develops software and integration services that make business processes along the entire value chain more controllable, transparent and sustainable. We enable our customers worldwide to create innovative value in their various industries.

We enable our customers worldwide to create innovative value in their various industries. We help companies manage their supply chains more efficiently by connecting business partners and integrating processes. This creates the foundation and conditions for sustainable environmental development and successful long-term growth for a balanced ecosystem – digital and analog.

This Sustainability Report presents our actions and the progress we have made in contributing to a more sustainable world. We are committed to transparent communication as we seek solutions to the challenges of our time.

For us, sustainability is not an option,
but necessary for us all.








How we define sustainability at SEEBURGER

The United Nations (UN) defines sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs”¹.

Sustainability is an integral part of our corporate culture and is one of our core values alongside innovation, trust, appreciation and teamwork. In this way, we balance social and environmental needs with measures to ensure our long-term economic success.

We want to apply this value to everything we do - to decisions that affect employee satisfaction, relationships with customers and partners, our image, our culture, our bottom line and, of course, our use of resources and raw materials. No quick win can be so tempting that we forget or even ignore longer-term goals for short-term gain.

					
	Dream Big	Be Awesome	Have Confidence	Embrace It	Stronger Together
VALUES	Innovation is deeply rooted in our DNA.	Appreciation goes a long way.	Trust is our key to success.	Sustainability comes naturally.	Teamwork gets us further.
PRINCIPLES	We are open to new ideas, create room for change and strive for continuous improvement.	We meet other people with respect, openness, attention and friendliness.	We count on the reliability, competency and good intentions of all of us.	We align personal and ecological needs with actions for our long-term success.	We pull together and collaborate to achieve greatness.

Sustainability is a core value at SEEBURGER



¹ https://unis.unvienna.org/unis/de/topics/sustainable_development_goals.html

We are therefore committed to the following principles, based on the triple bottom line approach:



Planet

We make the best possible use of the resources available to us and actively contribute to protecting our world's climate and environment.



People

We want our employees to be and stay satisfied and healthy and contribute to the wellbeing of the wider society.



Profit

Sustainable corporate development is central to the long-term success of our company.



We are working continuously to improve our sustainability and aim to set specific targets by the end of 2024. The following are specific initiatives that SEEBURGER has implemented to meet the above cornerstones.

WE SUPPORT



Since 2010, we have been committed to following the principles of the UN Global Compact Network Germany for human rights, labor, environment and anti-corruption.

Planet: Our environment

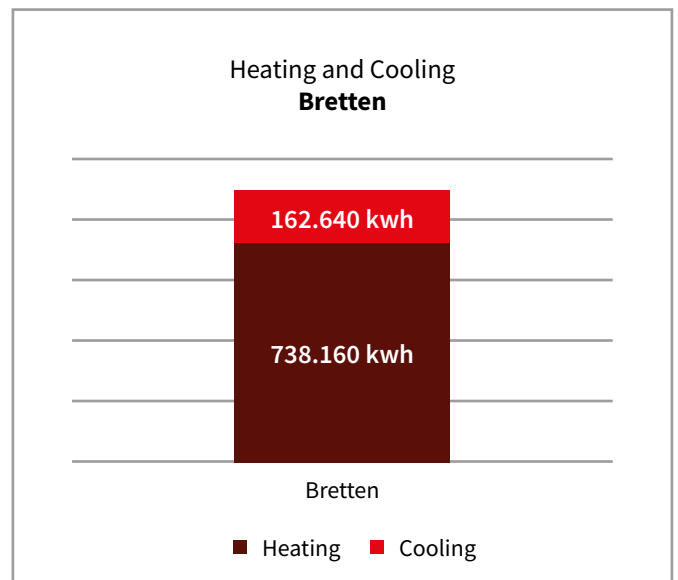
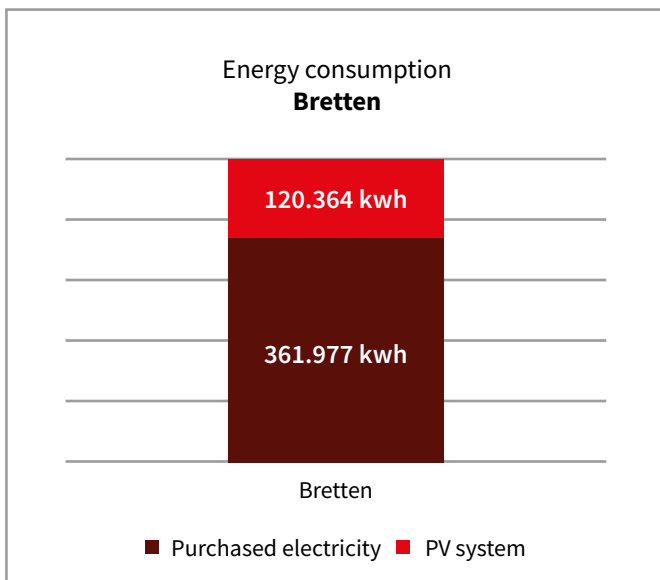
SEEBURGER is committed to respecting the natural environment. That is why we are constantly working to minimize any negative environmental impact while striving to increase our positive environmental impact.

Green energy for a greener future

To promote climate protection and become less dependent on fluctuating energy prices, SEEBURGER generates its own green energy with a modern photovoltaic system on the company's headquarters building in Bretten, Germany. Any shortfall is covered by a renewable energy contract with the local energy supplier. Thanks to extensive panels, we produced 283.4 MWh in the first two years alone.

By actively using solar energy, we are not only reducing our environmental footprint, but also demonstrating our commitment to using innovative technologies to meet our environmental responsibilities.

In recent years, we have continuously improved the energy efficiency of our Bretten campus. During the renovation of our company buildings, we made it a priority to implement energy savings and environmental protection measures. In 2023, the SEEBURGER headquarters were connected to the regional heating network powered by the local utilities provider. This economy of scale significantly reduces SEEBURGER's CO₂ emissions. We will continue our efforts to switch to even more sustainable energy in the future. Recently, in January 2024 SEEBURGER successfully switched to green electricity. This means that even when we need to purchase electricity from external sources, we do so in the most environmentally and climate-friendly way possible.



As a company, we raise awareness of the need for sustainable practices and encourage all our stakeholders to act more sustainably. For example, SEEBURGER actively encourages employees to use environmentally friendly means of transportation. To this end, we enable our employees to lease bicycles and e-bikes, as well as other forms of clean and sustainable mobility. In 2023, 125 employees were already benefiting from this in Germany.

A Greenpeace study found that eliminating just 2 daily commutes per week for just 40% of the workforce could reduce emissions by 18%. In other words: If 40% of all employees stopped commuting to the office two days a week, it would reduce CO₂ emissions by 5.4 million tons². That is why we are minimizing the need and expectation of our employees to commute by promoting a modern hybrid solution of in-office days and working from home. All employees can work from home to find the best balance for their personal needs.

SEEBURGER is actively committed to promoting e-mobility with a fleet of fully electric company vehicles that can be charged directly at our company-owned charging stations. These charging stations are powered by the same grid into which our own PV power is fed. In 2023, we used a total of 64,247 kWh to operate our charging stations.



Water consumption

During the expansion and renovation of the campus in Bretten, SEEBURGER opened up concrete areas and extensively greened about 2,000 square meters of roof surface. Green roofs contribute to sustainability in many ways. In addition to rainwater management, which helps to reduce water consumption, they also contribute to thermal insulation, air purification and biodiversity. We also introduced a range of water-saving measures, including:

- We built in economical dishwashers, faucets and toilet cisterns
- We reduced the number of coffee machines in the tea rooms
- We landscaped outdoor areas with perennials, shrubs and trees that are resilient to climate change. After the growth phase, they will require remarkably little water.

The results were immediate. In 2023, our water consumption fell from the previous year's 3,223m³ by a third to just 2,185m³.

Environmental practices in our data centers

When selecting our data centers, we focused not only on security aspects, but also on energy efficiency. This is why SEEBURGER chose Telemaxx's sustainable data centers.

These make a significant contribution to environmental protection through their use of renewable energy and efficient cooling systems. Our aim is to promote „green IT“ to the best of our ability. SEEBURGER has thus fulfilled its environmental responsibility in all four German data centers and strives to be a role model to customers, employees and competitors.

SEEBURGER also relies on energy-efficient cooling for its in-house servers. As the buildings have been modernized, air conditioning units were also replaced with more efficient cooling systems. At the same time, we have a strategy of only cooling when truly necessary and sensible.

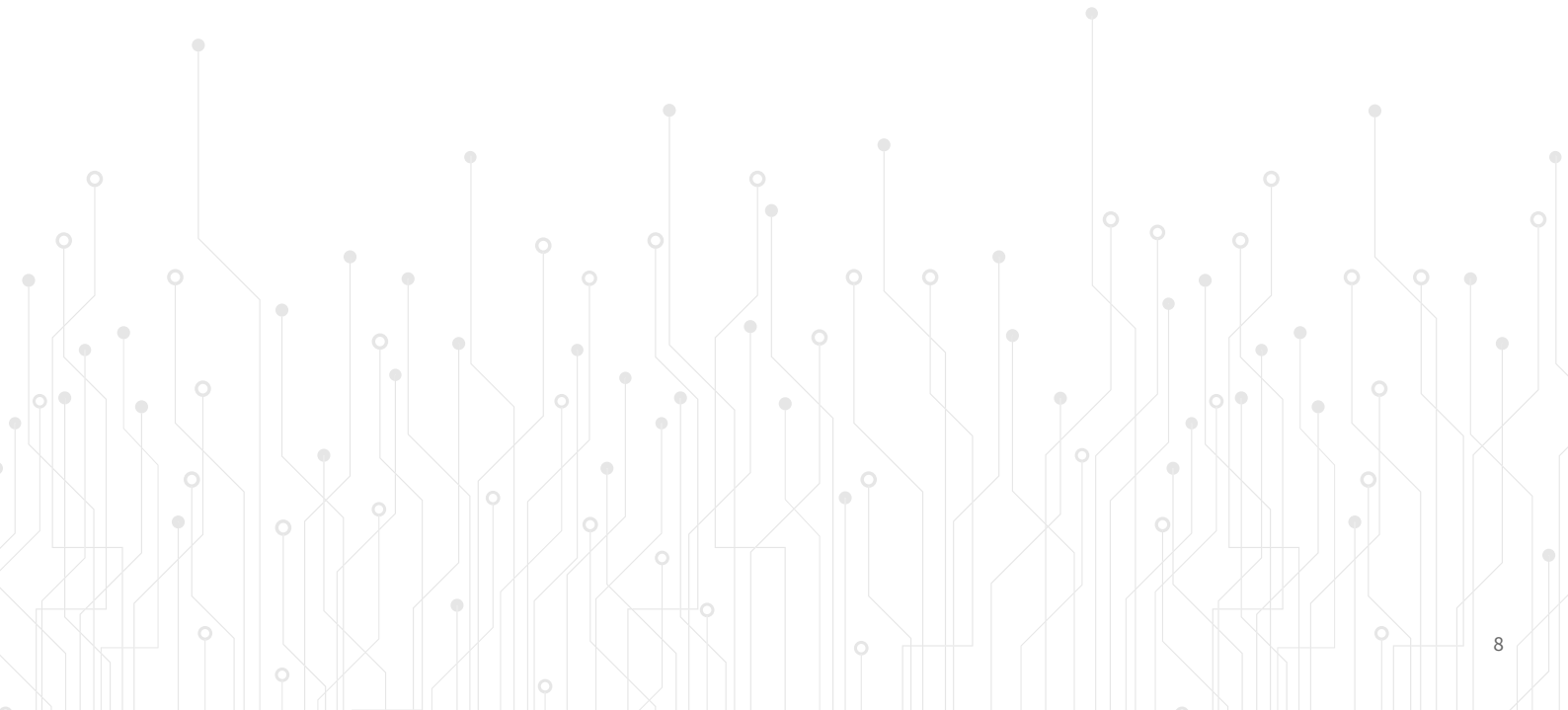
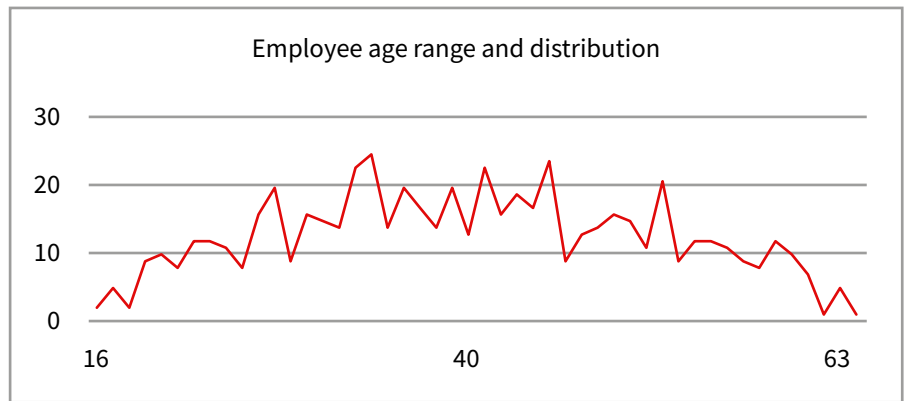
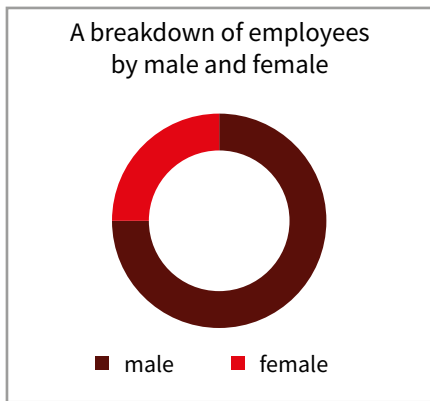
² <https://www.basicthinking.de/blog/2020/08/26/pendler-co2-ausstoss-deutschland/>

People: Our employees

Qualified, committed employees are the foundation of an innovative and successful company. The people behind the company also make a significant contribution to a sustainable future. To live up to our corporate value of sustainability, we want to foster passion and enjoyment in the workplace. We offer our employees fair compensation and a wide range of opportunities for personal development. In addition, we work hard to help our employees achieve a harmonious work-life balance, for example through hybrid working arrangements.

Employee statistics for the SEEBURGER Group

This gender distribution is also reflected in the current cohorts of STEM graduates. 12 of the 151 female employees at SEEBURGER are in managerial positions.



Staff development and training

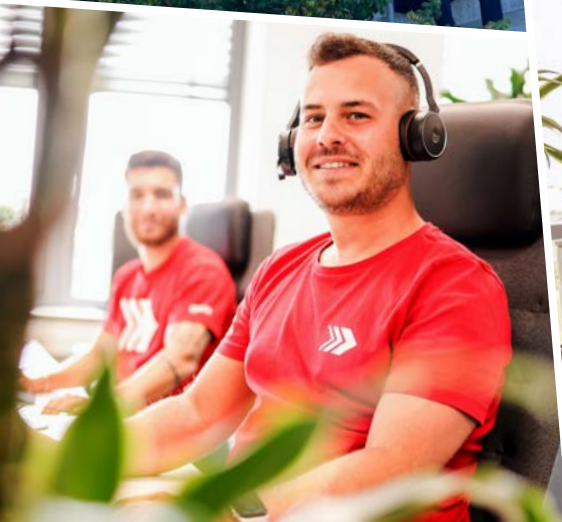
Passing on knowledge is a key factor in enabling young people to continue and innovate on the successes of experienced employees. In 2023, we employed ten school leavers as trainees, as well as 21 employees on a dual work/study degree course. It is important for us to pass on knowledge to future generations and give them the opportunity to gain important practical experience in integration technology and office administration.

SEEBURGER attaches great importance to the professional and personal development of its employees, both during and after a traineeship or degree. We support the transfer of knowledge and ensure sustainable learning success. We offer individual professional and personal training courses, workshops and other training opportunities, as well as dedicated manager development programs, so that every employee can make the most of their skills and career. In this way, we aim to prepare our employees for new tasks and areas of activity, ensure the availability of well-trained managers, and promote the next generation of specialists and managers from within our own ranks. In 2023, our employees worldwide accumulated 9,110 hours of learning time. This equates to approximately 7.6 hours per employee.

We also offer financial support in the form of a training loan to employees who wish to obtain a state-recognized qualification. The amount required for the training is paid to the employee in advance. When the loan matures, the employee receives a net salary bonus equal to the repayment installment. In 2023, 3 employees took out this loan to obtain a Master's degree in their field.

We also provide free access to digital learning through LinkedIn Learning. All our employees have access to more than 16,000 online courses in seven languages. As a result, as of 2023 we have generated an additional 1,798 hours of learning time, representing 946 successfully completed courses and a total of 29,288 fully viewed videos.

At the end of 2002, SEEBURGER introduced a new management development program aimed at developing a common understanding of leadership at SEEBURGER, derived from our corporate values. All management development programs are conducted as face-to-face events over several days and then supplemented by online sessions to ensure sustainable learning. The training is tailored to different groups of managers. For example, we offer „Fit for Leadership“ for employees who are new to their role and „Leading as an Expert“ for managers in specialist roles. In 2023, a total of 64 experienced managers and 49 employees on the management track participated in the programs.



Good working conditions

SEEBURGER continuously strives to create a pleasant working atmosphere for its employees, to increase their well-being and to remain an attractive employer. One of the ways we do this is by offering mobile and flexible working models based on trust. In order to provide our employees with a pleasant working environment, we renewed the furniture in Bretten and Karlsruhe in 2022, focusing on comfort and ergonomics to ensure optimal working conditions.

Occupational health and safety

To maintain and promote the mental and physical health of our employees, we at SEEBURGER rely on continuous health management. We offer a variety of events and support measures to keep our employees fit and healthy into the future. These range from hosting all-day events from the public health insurance companies to flu vaccinations and stress prevention programs.

We also run or promote a range of sporting events as well as subsidising membership of a local gym. In 2023, 50 SEEBURGER colleagues took part in the Karlsruhe B2run, building team spirit as well as physical fitness.

In 2023, two SEEBURGER locations participated in a nationwide, month-long cycling event. The goal was to accumulate as many bike miles as possible and compete against other teams and companies. As colleagues started commuting and otherwise traveling by bike, employees in Bretten cycled 11,531 km, saving 1,868 kg of CO₂. Our employees in Trier cycled 2,423 km, saving 400 kg of CO₂.

In January of the same year, we held a self-defense workshop for our employees in cooperation with the Karlsruhe Academy. This course taught them how to better recognize sources of danger in everyday life and how to respond appropriately and effectively.

Our health management also includes annual health days with informative keynote speeches and a focus on balanced nutrition in our canteen.

The effectiveness of our health management system is reflected in the comparatively low number of sick days and low employee turnover. Our employees in Germany called in sick on 4,497.5 days in the year under review, which corresponds to an absence rate of 4.45%.

Community service

Community service, social commitment and philanthropic activities are an important part of SEEBURGER's sustainability values. That is why we offer our employees time off for community service and volunteering, as well as educational leave. We also support various projects and local charities. In 2023, we agreed on our annual donation to charitable organizations, which was made in January 2024.

This amounts to approximately €20,000. In addition, we collected a total of €8,744.72 for donations to charitable causes in 2023. These included, but were not limited to:

Blood donation with the German Red Cross

In 2023, we again held a blood donation campaign in collaboration with the German Red Cross (DRK) at the SEEBURGER HQ in Bretten. A total of 58 people donated blood, while financial donations amounting to € 778.50 were doubled by SEEBURGER. This resulted in a total donation of € 1,557 to the Bretten branch of the German Red Cross.

Food bank donations

In 2023, we also supported the local food bank, Die Tafel. This is a non-profit organization that provides food to people in need. Its work relies on the help of many volunteers as well as donations from companies and individuals. With the help of donations from our employees, which were fully matched by SEEBURGER, we were able to present a total of € 1,013, as well as food and other donations in kind.

Sponsorship

In addition to funding sporting events for our employees, we also support professional and local sports clubs in the region. The College Wizards is a university basketball team at the Karlsruhe Institute of Technology (KIT) and SEEBURGER is proud to be their main sponsor. We also sponsor local amateur sports teams such as the local athletics and general sports clubs TV Bretten and TSV Knittlingen, as well as the local soccer team VfB Bretten, which offers a comprehensive amateur program for children, teenagers and adults.

Outlook

Sustainability is not only a commitment, but also an opportunity for positive change. As we reflect on the progress we have made, we are also determined to keep moving forward.

With a strong commitment to sustainability and in open dialog with our stakeholders, we are confident that together we can meet the challenges and build a sustainable future.

In the coming months, we will continue to strengthen our sustainability management and develop all areas of CSR as we focus on preparing for the CSRD. For us, sustainability is an ongoing process that requires continuous improvement.





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