

Sustainability Report MaibornWolff GmbH and its Subsidiaries Fiscal Year 2023/24 Released 25.06.2025

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Management of Maibornwolff GmbH

Introduction & Governance

MaibornWolff GmbH is a medium-sized IT consultancy and software company. From the very beginning of its business activities, the company has focused exclusively on the business model of providing IT services to business customers for a fee, thus achieving continuous and organic growth.

In the 2023/2024 fiscal year, MaibornWolff worked on behalf of around 135 customers. Most of them are large corporations or corporate subsidiaries based in Germany. In addition, several successful medium-sized companies are among MaibornWolff's customer base. The customers come from various sectors, including automotive, travel & transportation, information services, manufacturing, medical technology, research, financial services, and insurance.



The core of MaibornWolff's service offering is custom software development for complex digital transformation projects: from digital design, through development, testing, and operation of software systems. MaibornWolff covers a broad spectrum of digitalization topics, including the renovation of software systems, mobile & web applications, Internet of Things, virtual & augmented reality, data science & AI, DevOps & cloud, ledger technologies, EAM & IT architecture, agile requirements management, usability & UX, cyber security, software audits, embedded development, and test automation. The company purely provides services and does not have any proprietary products.

MaibornWolff is an IT company that has long been committed to sustainable action. For several years, we have placed great emphasis on acting effectively according to ESG criteria. With a team reporting to management, we set out specific measures and gauge our progress.

This sustainability report covers the fiscal year 2023/24 and is the third sustainability report of MaibornWolff GmbH. It outlines all developments and initiatives related to the ecological and social aspects of our business model. The impact of economic actions is published in the management report.



PROLOGUE Sustainability as an Essential Part of Our Culture and Actions

Ecologically and socially sustainable actions are a central pillar of MaibornWolff's culture and practices. This is expressed in several guidelines. Firstly, there are the non-negotiable principles of the company, which can be considered a kind of MaibornWolff constitution. These principles guide daily actions in the business context as well as the working culture among employees. Three of these principles are directly related to sustainable ecological and social practices:

Guiding Principle of Long-Term Perspective

We make strategic decisions with the aim of achieving long-term value enhancement.

Sustainable growth

The success of ongoing projects, preserving our corporate culture, and long-term profitability take precedence over growth.

Social responsibility

We have a strong sense of social responsibility and act accordingly. We invest money and time, especially in the promotion of young talent and humanitarian emergenciess.

In addition to the non-negotiable principles, we explicitly formalized this commitment at the annual end of year conference in 2023 as part of the newly formulated strategy for the 2020s. As part of the strategy, we emphasize that the core of our actions is strongly influenced by the creation of a sustainable and human-centered working environment. This contributes to our vision

"We contribute to a sustainable world through meaningful use of technology by giving the best digital technology engineers the chance to effectively apply their excellent skills in a human-centric environment"

Our commitment is to collaborate in teams, develop IT solutions through responsible use of technology that deliver real value, and thereby contribute to a just and sustainable society.

We regularly evaluate this commitment in our projects, in coordination with our clients, and in our internal work.

We equally focus on ecological and social sustainability. Ecological sustainability is manifested in our environmental goal to operate as efficiently and resource-conservingly as possible. To achieve this, we measure the impact of our business activities on the environment, reduce or optimize them where possible, and compensate our impact to operate climate-neutrally. In the ecological section of this report, we clarify how our CO₂ emissions are composed, their development compared to the previous year, and the progress we have made through the implementation of planned measures. Additionally, we provide information about our sustainable investments, such as our subsidiary Twip, the effects of our CO₂ compensation measures, and how we offset our CO₂ emissions.

Social sustainability means that MaibornWolff contributes to creating fair and appropriate working conditions within the company, enabling all employees to thrive in their work, develop their strengths, and make a positive contribution to the company. In the social section of the report, we provide information about employee satisfaction, our diversity measures, the continuing education of our talents, relevant statistics about the structure of our team, and report on the implementation of planned measures.

As last year, this sustainability report is based on the Global Reporting Initiative (GRI) framework, a globally recognized standard for the preparation of sustainability reports. The completed GRI index can be found in the appendix to this report.

To meet the requirements of internal and external stakeholders, sustainability is directly anchored in the executive management and has been driven by a dedicated team over the past year. These employees regularly engage in dialogue with the management to plan and implement progress and further measures. Two of the six managing directors are responsible for sustainability reporting as well as ecological and social issues.

Due to the company's growth (increasing number of employees and locations) and growing internationalization, it is also crucial that our governance structures adapt to this growth. For several years, we have been certified according to ISO9001, ISO27001, and TiSAX, and we regularly review these certifications. We have long been offering internal training modules on data protection, information security, occupational safety, and quality management, which all employees must complete annually. Additionally, for the past 1.5 years, we have been training our employees in several formats on AI to ensure the appropriate and correct use of this new technology in daily work and in creating intelligent products for our customers. This ensures that our employees are adequately trained in all important areas. This year, for the first time, we successfully completed an EcoVadis certification, receiving validation from an independent audit for our ecological and social actions.

01 Ecological Sustainability

Climate change caused by human activities represents one of the greatest challenges of our time. Although we do not currently have a certified environmental management system, we attach great importance to this issue and are committed to conducting our business sustainably and in a climate-friendly manner.

We track and offset our greenhouse gas emissions, support reforestation projects in Tunisia, and strive to implement Green IT approaches in our projects whenever possible.

GHG Scopes

The GHG (Greenhouse Gas) Protocol Scopes are categories that classify the greenhouse gas emissions of a company. Scope I includes direct emissions from sources controlled by the company itself, such as its production facilities. Scope 2 covers the indirect emissions from the consumption of purchased energy such as electricity, heat, or steam. Scope 3 covers all other indirect emissions that occur along the company's value chain, such as those from purchased goods and services, business travel, or the use of sold products by end consumers. This differentiation helps systematically identify emission sources and develop targeted measures for emission reduction.

		2021 tCO _{2e}	2022/23 tCO _{2e}	2023/24 tCO _{2e}	Chai absolutely in	nges t relative
Scope 1		0	0	0	-	-
Scope 2						
Electricity						
	D	8.0	4.4	4.5	+0.1	+1%
	TUN	19.0	17.2	9.7	-7.5	-44%
	ESP					
Heating						
	D	52.0	32.3	26.2	-6.1	-19%
	TUN					
	ESP					
Subtotal		79.0	53.9	40.4	-13.5	-25%

Seene 2	2021	2022/23	2023/24	Chan	ges
Scope 3	tCO _{2e}	tCO _{2e}	tCO _{2e}	absolutely in	t relative
Commuting to work	209.0	271.4	299.9	+28.5	+11%
Business travels	98.0	468.1	405.3	-62.8	-13%
Waste	8.0	9.0	9.3	0.3	+3%
Hardware	173.0	140.0	107.6	-32.4	-23%
MS Office 365 Cloud		2.9	2.4	-0.5	-17%
Subtotal	488	891.4	824.5	-67.8	-8%
Total	567	945.3	864	-81.3	-9%
Average FTE for the fiscal year	560	776	801		
Emissions per average FTE in t CO _{2e}	1.01	1.22	1.08		
Billeable hours	-	715,490	748,507		
Kg CO _{2e} per billeable hours	-	1.32	1.15		
# Projects	-	312	358		
t CO _{2e} per project	-	3.03	2.41		
Turnover million €		82.7	86.4		
t CO _{2e} per million € turnover		11.4 t	10 t		

Electricity and Heating

All German locations purchase renewable energy from the German renewable energy provider LichtBlick. An audit by TüV Nord GmbH verified that for the year 2023, the amount of electricity supplied to LichtBlick's business customers was fully generated from renewable energy sources. Since 2022, LichtBlick has accounted for emissions arising from grid losses in the emissions factor for renewable energy, thereby avoiding double counting that would otherwise occur from building its installations. The carbon footprint of "LichtBlick grünem GewerbeStrom" averaged 15 grams of CO_{2e} per kilowatt-hour of renewable energy. MaibornWolff consumed 296,518 kWh at its German locations over the year. Compared to an average electricity tariff, this resulted in a savings of approximately 91.9 tons of CO_{2e} per year.

At the Tunisian location, installing solar panels led to a savings of 9.7 tons of CO_{2e} per year. This saving results from the high emissions factor of the country, primarily using gas combustion for power generation. The emissions factor is 372 grams of CO_{2e} per kilowatt-hour of electricity.

In comparison, this factor is about 24 times higher than the emissions factor of LichtBlick in Germany. We do not yet have data for our Spanish offices in Valencia and Alicante.

CO_{2e} emissions from heating activities at our German locations decreased by 19% for the reporting fiscal year. However, parts of the evaluation had to be extrapolated, as not all primary data from suppliers were available.



Commuting to Work

Once again, a employee survey on mobility pattern was conducted for the 2023/24 fiscal year, with nearly 400 employees participating. However, the question format of the survey was changed compared to the previous year (last year, employees were asked about the number of trips to the office per month; this year, they were asked about trips per week). The survey inquired about the primary and secondary modes of transportation chosen to commute to work, the frequency of trips, and the distance traveled.

Using the mileage and frequency of trips to the office, the total distance per mode of transportation was calculated. In the next step, the kilometers were multiplied by the relevant emission factors of the Federal Environment Agency to calculate the CO_{2e} value per mode of transportation. See Figure 1.

As a result, there was an increase of 11%, from 275.4 tons of CO_{2e} in 2022/23 to 299.9 tons of CO_{2e} in 2023/24. The largest contributor was car kilometers (gasoline) with 96 tons of $CO_{2e'}$ followed by local trains with 64.3 tons of CO_{2e} and local public transportation with 43.7 tons of CO_{2e} .

On the other hand, there was a significant increase of 74% in the total number of kilometers traveled, from 2,418,037 km to 4,209,166 km in this reporting period. This suggests a more sustainable choice of transportation modes.

Modes of Transportation	Total km	Emission Factor in Grams CO _{2e}	Tons CO _{2e}
Local Train	1,109,055	58	64.3
Subway and City Train	694,147	63	43.7
Long-Distance Train	633,246	31	19.6
Car (Gasoline)	581,693	165	96
Car (Electric)	439,068	79	34.7
Bicycle (Human-Powered)	379,616	0	0
Car (Diesel)	138,891	173	24
Bicycle (Electric)	76,140	3	0.2
Car (Hybrid)	70,863	121	8.6
Bus	51,768	93	4.8
Walking	18,108	0	0
Airplane	16,571	238	3.9
Total	4,209,166		299,9

Figure 1 Employee Commuting Activities

Moreover, as seen in Figure 1, the mode of transportation with the most kilometers traveled to work is the car (including diesel, gasoline, hybrid, and electric) with a total of 1.2 million kilometers, closely followed by local trains with 1.1 million kilometers and local public transportation with 694,147 kilometers.

Out of 382 respondents, 299 stated that they use only one mode of transportation to commute to work, while 83 indicated that they also use a second mode of transportation. On average, MaibornWolff employees commute to the office twice per week.

Figure 2 clearly shows that the most frequently used first-choice mode of transportation is the S-Bahn or U-Bahn, with 113 respondents, followed closely by bicycles with 83 responses, and cars (including diesel, gasoline, hybrid, and electric) with a total of 73 responses.

To incentivize the use of bicycles and promote health simultaneously, MaibornWolff offers the JobRad leasing model. The company bike at JobRad is a salary conversion model specifically for bicycles, pedelecs, and e-bikes. In the 2023/24 fiscal year, a total of 455,756 kilometers were commuted to the office by bicycle (including e-bikes), compared to 277,538 kilometers the previous year. This represents an increase of 64%.

JobRad allows all employees, after their probation period, to pay for their desired bike through their monthly paycheck while simultaneously saving money. The lease payment is deducted from the gross salary via salary conversion.



Figure 2
Preferred Mode of Transportation

The JobRad can also be used privately without restrictions. According to JobRad, occasional cyclists (approx. 2,000 km/year) save 276 kg of CO_{2e} compared to cars.

Furthermore, MaibornWolff allows its employees to work from home, which also results in CO_{2e} savings. A round trip of 30 km traveled by a gasoline car can lead to CO_{2} savings of 586 kg CO_{2e} per year (according to Energieagentur Rheinland-Pfalz) with two home office days per week (based on 44 working weeks and 5 working days per week).

MaibornWolff also offers a purpose-bound mobility allowance of up to €70 per month (regardless of employment status) in addition to their regular monthly base salary. The currently applicable amount of the mobility budget is regulated in the Company and In-frastructure Regulations.

Figure 3

How satisfied are you with the transportation infrastructure on your commute to work and at your MaibornWolff office?



At the end of the survey, employees were asked about their satisfaction with the transportation infrastructure on the way to the office and at the office. The greatest dissatisfaction ("Less satisfied" or "Not satisfied at all") was found in the categories "Continuity of bike paths" at 18.3%, "Width of bike paths" at 21.5%, and "Condition of bike paths" at 22.3%.

Business Travel

Business travel resulted in a total of 405.3 tons of CO_2 emissions for the 2023/24 fiscal year. This represents a 13% reduction compared to the previous year.

Of this total, 157 tons were attributed to air travel, 133 tons to train travel, 110 tons to hotel stays, and 5 tons to car travel. The locations in Tunisia and Spain are included in these figures.

MaibornWolff employees traveled 2,341,044 kilometers by train, booked just over 900 flights (most of which were medium-haul flights), traveled 30,912 kilometers by car, and booked 11,050 overnight stays.

A significant portion of the flights was due to internal company events, such as the annual end of year conference, company and departmental seminars, internal training sessions, and meetings with executives. For MaibornWolff, it is essential to facilitate personal exchange between all locations and ensure that all employees feel they are part of the company. This is crucial for both personal development and work on client projects.

We assume 174 kg of $\rm CO_{2e}$ per flight, 57 g of $\rm CO_{2e}$ per train kilometer, and 16.9 kg of $\rm CO_{2e}$ per hotel overnight stay (figures sourced from the Federal Environment Agency and the German Hotel and Restaurant Association). The data is derived from our expense management tool Circula, company credit cards, and manually booked and accounted travel at specific locations.







Waste

For the year 2021, we estimated that we caused 8 tons of CO_{2e} through office waste and the consumption of food at the workplace, such as fruit baskets. For the current report, we estimate an increase to 9.3 tons. This increase is due to the expansion of our office space and the rise in the number of employees. However, we practice waste separation at all German locations.

Hardware

The CO_2 footprint of electronic devices such as smartphones, laptops, and monitors is significant and varies depending on the model, brand, and level of usage. At MaibornWolff, we assume an average footprint of 69 kg CO_{2e} for a smartphone, 311 kg CO_{2e} for a laptop, and 88 kg CO_{2e} for a monitor. Most of the emissions occur during the manufacturing phase, followed by usage and disposal. Manufacturing accounts for 60–80% of the emissions, while usage accounts for 20–40%, and disposal represents only a small portion.

For the 2023/24 fiscal year, 315 new smartphones, 274 new laptops, and 8 new monitors were issued. A total of 404 employees were eligible to receive new smartphones; 89 chose to continue using their old devices. We display the CO_2 balance of the hardware portfolio in our internal company portal to allow employees to consider this metric in their decision-making process.

CO_{2e} emissions have decreased by 23% compared to the previous year. This reduction is due to extending the usage period of laptops from two to three years, fewer new issues of external monitors, and no new acquisitions of Surface Hubs.

MS Office 365 Cloud

 CO_2 emissions resulting from the use of the MS Office 365 package have decreased from 2.9 tons of CO_{2e} to 2.4 tons of CO_{2e} . On average, 200 kg of CO_{2e} are emitted per month through the usage of MS Office 365 for the entire MaibornWolff company. The number of active users is around 1,000, and the CO_2 intensity per user per month is approximately 200 grams of CO_{2e} . See Figure 2.



Average grams of CO2 per active user

Carbon dioxide (CO₂) emissions for Microsoft 365 primarily arise from the energy required to operate the data centers and associated infrastructure. The main sources of CO₂ emissions are:

Energy Consumption in Data Centers

The data centers hosting Microsoft 365 require significant amounts of energy. This energy is used to operate servers, cooling systems, network devices, and other supporting infrastructure. When this energy is derived from fossil fuels like coal, oil, or natural gas, CO₂ emissions are released.

Manufacturing and Maintenance of Hardware

The construction and maintenance of physical hardware (such as servers, storage devices, and network hardware) also generate CO_2 emissions. This includes the extraction of raw materials, manufacturing of the devices, transportation, and assembly.

Building Management and Infrastructure

The physical buildings housing the data centers consume energy for lighting, air conditioning, and other general operational requirements. CO₂ emissions also arise here if the used energy is not sourced from renewable options.

Network Operations

The data traffic flowing through the networks supporting Microsoft 365 also requires energy. From local networks in offices to the wide-area networks enabling global data traffic, each component contributes to energy consumption and indirectly to CO₂ emissions.

The entire process from service provisioning to end-customer usage is associated with a certain CO₂ footprint, which Microsoft continuously strives to reduce through various measures.

Using Renewable Energy

Microsoft is heavily investing in renewable energy and has set goals to operate its data centers with 100% renewable energy.

Improve Energy Efficiency

By implementing advanced technologies and efficient cooling systems, they minimize the energy consumption of their data centers.

Carbon Offsetting and Innovation

Microsoft also engages in carbon offsetting projects and invests in technologies that enable the reduction or elimination of CO_2 emissions.

EMAS Indicators

The EMAS (Eco-Management and Audit Scheme) indicators are metrics MaibornWolff uses to measure and improve our environmental performance. Key indicators include energy consumption and CO_2 emissions. Reporting is standardized and verified to ensure transparency and comparability. These indicators help us monitor specific environmental aspects and continuously work on improving our ecological sustainability.

Key Area	EMAS-	Description	Method /		Metrics	
	No,		Formula	2021	2022/23	2023/24
Energy	Enl*	Total Direct Energy Con-	kWh	244,000 kWh	339,324 kWh	322,471 kWh
Efficiency		sumption in kWh per FTE (in Germany and Tunisia)	/	1	/	/
			FTE	560 FTE	776 FTE	801 FTE
		· · · · · · · · · · · · · · · · · · ·		= 436 kWh/FTE	= 437 kWh/FTE	= 403 kWh/FTE
	En2*	Total Consumption of Renewable Energy in Percentage (refers only	Energy from Own Renewable Energy Sources	0 kWh	0 kWh	20,052 kWh
		to Tunisia and Ger-	1	1	1	1
		many)	Total Energy Con- sumption	244,000 kWh	339,324 kWh	322,471 kWh
				=	=	=
				0%	0%	6%
	En3	Heating Energy Expendi- ture per Heated Area (in	Heating Energy Consumption	341,760 kWh	390,519 kWh	366,199 kWh
		Germany)	/	1	/	/
			Total Heated Area	10,680 m²	11,180 m²	11,680 m²
				=	=	=
				32 kWh pro m ²	35 kWh pro m ²	31 kWh pro m ²
Waste	A1*	Total Annual Waste Volume in Tons	Total Annual Waste	8,000 kg CO _{2e}	9,000 kg CO _{2e}	9,300 kg CO _{2e}
			/	1	1	1
			, FTE	, 560 FTE	, 776 FTE	, 801 FTE
				=	=	=
				14,29 kg CO _{2e} pro FTE	11,59 kg CO _{2e} pro FTE	11,61 kg CO _{2e} pro FTE
	A2*	Annual Total Amount of Hazardous Waste in Kilograms or Tons	Not applicable to our business model	-	-	-
Biodiversity	B1 *	Land Use in Square Me- ters of Developed Area	Total Square Meters of Office Buildings	10,680 m2	11,180 m2	11,680 m2
Emissions	Em1*	Annual Total Emissions of Greenhouse Gases in		567 t CO _{2e} /	946 t CO _{2e} /	865 t CO _{2e} /
		Tons CO _{2e} Equivalents		560 FTE	776 FTE	801 FTE
				=	=	=
				1,01 t pro FTE	1,22 t pro FTE	1,08 t pro FTE
	Em2*	Annual Total Air Emis- sions in Kilograms or Tons (relevant for the operation of own pro- duction machinery)	Not applicable to our business model	-	-	-

Emissionen	Em6	CO _{2e} Emissions Due to Business Travel (exclud-	CO ₂₀ - Emissions	43,816 kg CO _{2e}	350,730 kg CO _{2e}	295,000 kg CO _{2e}
		ing accommodation)	1	1	/	/
			Kilometers Traveled	701,611 km	4,352,379 km	3,251,367 km
				=	=	=
Emissionen				0.062 kg CO. /km	0.081 kg CO. /km	0.091 ka CO. /km
	Em7	Shares of Different	Kilometers Traveled	Train 83.9 %	Train 60.4 %	Train 72 %
		Modes of Transportation	per Mode of Trans-	Airplane 16.1 %	Airplane 38.9 %	Airplane 27 %
		for Business Travel	portation/	Taxi 0 %	Taxi 01%	Taxi 0 %
			gefahrene Kilometer	Cars 0 %	Cars 0.6 %	Cars 1 %
	Em8	Modes of Transportation Used by Employees for Commuting in km (In 2021 and 22/23, kilome-	Kilometers per Mode of Transpor- tation	Bicycle 10,245 km 14.8 %	Bicycle 12,109 km 11.5%	Bicycle 455,756 km 10.5%
		ter data refers to the month, and in 23/24, it refers to the entire year)	E=elektric FF=Fossile Fuels H=Hybrid ÖPNV=Local Public	Car (E) 6,609 km 9.7 %,	Car (E) 6,904 km 6.5%	Car (E) 439,068 km 10.4%
			Transportation	Car (FF) 15,535 km 22.5%	Cars (FF) 21,725 km 20.6%	Cars (FF) 720,584 km 17.1%
				Cars (H) 1,430 km 2.1%	Cars (H) 1,834 km 1.7%	Cars (H) 70,863km 1.7%
				ÖPNV 33,811 km 48.9%	ÖPNV 58,031 km 55.0%	ÖPNV 2,488,216 km 59.1%
				Walking 1,150 km 1.7 %	Walking 2,147 km 2.0%	Walking 18,108 km 0.4%
				Sonstige 255 km 0.4%	Sonstige 2,749 km 2.6%	Sonstige 16,571 km 0.4%
	Em*P	Emissions per Project	Total CO ₂₀ Emissions	-	946 Tons CO _{2e} /	865 Tons CO ₂₀
			Number of Projects FY		312 Projects	358 Projects
					=	=
					3.03 t CO _{2e} per Project	2.42 t CO _{2e} per Project
	Em*h	Emissions per Billed	Total CO _{2e} Emissions	-	946,000 kg CO _{2e}	865,000 kg CO _{2e}
		Hour	/		/	/
			Billed Hours per Fiscal Year		715,490 hrs =	748,507 hrs =
					1.32 kg CO _{2e} per Billed Hours	1.16 kg CO _{2e} per Billed Hours
Beschaf-	Bsl	Total Consumption of		D 100%	D 100%	D 100%
fung		Renewable Energy from		Tun 0%	TUN 0%	TUN 0%
		External Procurement		ESP n/a	ESP n/a	ESP n/a

Measures

In the previous two chapters, environmental metrics and developments over the last three fiscal years were presented. These metrics are first used to create transparency for internal and external stakeholders, as well as for management. In the next step, these metrics are used to make our business activities as resource-efficient (e.g., through solar panels in Tunisia and Germany) as possible, in order to minimize environmental impacts. Specifically, this means implementing measures in areas where we have the opportunity to counteract, such as reducing our CO₂ footprint. Resource-efficient in this context means that we carefully manage the resources required to develop software solutions for our customers. Therefore, we do not have our own production facilities for manufacturing physical goods and do not procure or process critical raw materials.

For the remaining ecological footprint, which cannot be avoided due to the nature of our business model, we annually re-evaluate suitable measures to compensate for our footprint. Over the past two years, we have implemented reforestation projects in Tunisia and also through the company Treeo.

CO₂ Savings

At all German locations, MaibornWolff purchases renewable energy from the provider Lichtblick. Additionally, at the Munich location Theresienwiese 13, MaibornWolff produces its own solar power with a solar installation featuring an installed capacity of 30 kWp.

In Tunisia, there is only one central energy provider, making it impossible to purchase energy from purely renewable sources. Therefore, MaibornWolff decided to install solar panels in Tunisia as well, which have been operational since the beginning of January 2024. The average annual yield from solar radiation in Tunis, at 1,850 kWh/kWp, is about 60% higher than in Munich (1,150 kWh/ kWp). The costs for the 30 kWp installa-



tion in Tunis are approximately 30% lower than the costs per installed kWp in Germany. These two factors together result in almost double resource efficiency. This means that for every euro invested, we avoid twice as much CO₂ compared to a similar investment in Germany.

Thus, we place resource efficiency at the center of our decarbonization efforts. Through the new solar panels, we were able to achieve a 44% reduction in CO_{2e} emissions in the second half of the fiscal year 23/24.

CO₂-Compensation with Treeo

Treeo is a company focused on technological solutions to measure and track environmental impacts, particularly regarding carbon storage in forests and agroforestry systems. Treeo develops and provides tools that can monitor and quantify carbon sequestration through trees and forests. This information is crucial for companies, organizations, and governments that wish to offset their CO₂ emissions or participate in sustainability initiatives.

Through precise tracking of CO₂ sequestration in forests, Treeo can issue carbon certificates that allow us to offset our emissions.



The data provided by Treeo helps MaibornWolff reduce our environmental impacts and offers the opportunity to participate in global climate protection initiatives.

Treeo's continuous monitoring and reporting were the decisive factors for us in selecting this project for CO_2 compensation. We continue to collaborate with Treeo for the emissions of the 2023/24 fiscal year. The 865 tons of CO_2 generated by our activities will be offset in the coming years with a cooling effect of 900 tons.

Thus, we are offsetting our CO₂ footprint completely for the third consecutive year.

Reforestation

In addition to the compensation through our partnership with Treeo, we have implemented a second reforestation project in Tunisia together with the local organization Tounes Clean-Up. Between December 2023 and March 2024, 30,000 trees were planted. In a joint effort at our Tunis location, some of our colleagues personally assisted with the planting work. Besides the CO₂ stored by the trees, the project also focuses on protecting the local ecosystem.

The emerging forest on depleted soils supports the local water cycle and thereby prevents further desertification



of North Africa. A total of 10,000 cypress trees, 10,000 Aleppo pines, 6,000 carob trees, 2,000 cedars, and 2,000 holm oaks were planted. These are native tree species that support the local flora and fauna. The reforested areas provide suitable habitats for various bird, reptile, and mammal species. Additionally, these tree species can be economically utilized. The harvesting of pine nuts and carob tree seeds by the local population contributes to the acceptance and protection of the trees.

The project is part of the national initiative "Green Pact for Tunisia" and is conducted in close coordination with local institutions and the Ministry of Forestry and Agriculture. The reforestation efforts were carried out in the Siliana Governorate.

"As part of our strategy to reduce carbon emissions, we are excited to be part of this project and help plant over 40,000 trees across Tunisia to reduce our carbon footprint and protect forest areas from desertification."

Dhahri Oumaima from MaibornWolff is committed to promoting reforestation efforts and raising environmental awareness throughout her entire country:

"Tunisia is home to some of the most unique and beautiful trees in the world. From the majestic olive trees that line the landscape to the centuries-old carob trees, as well as eucalyptus and acacia trees. These trees are not just part of the scenery; they are part of our culture and heritage."

We acknowledge that climate change is a global crisis, and we believe it is up to all of us to take action.

Environmental Performance Evaluation

For an external and independent evaluation of our ESG performance, we chose EcoVadis as our partner. We see this rating as an incentive to continuously improve ourselves.

EcoVadis is a globally recognized and independent sustainability assessment platform that aims to evaluate the environmental, social, and governance practices of companies and compare the results with other companies in the same industry.



Through this collaboration with EcoVadis, we ensure transparency and credibility with stakeholders and customers. We can also identify and mitigate potential risks. The assessment helps us more easily identify weaknesses and implement improvement measures. Benchmarking, for example, makes it easier for us to recognize shortcomings. Additionally, the evaluation helps us comply with national and international regulatory requirements and align with best practices.

TWIP Impact Ventures

In 2021, MaibornWolff, together with another IT service company, founded the joint venture TWIP Impact Ventures. With TWIP Impact Ventures, we invest in sustainable start-ups and support them in realizing their visions with the strength of over 1,000 software engineers. The criteria for selecting startup investments include the United Nations Sustainable Development Goals (SDGs). Only start-ups whose core activities clearly contribute to at least one of these goals are considered for investment. Since its founding, TWIP has made a total of seven investments. Investments have been made in companies such as Caeli Wind, myo, neurocare, Vantis, 2NA FISH, enna care, and seedtrace.

Seedtrace with two solutions among the finalists of the German Sustainability Award for Products 2025







One notable mention is the start-up seedtrace, whose solution allows food providers to increase transparency over their supply chain. The demand for greater transparency regarding the individual stages within the food supply chain is continuously rising among regulators and end customers.

With seedtrace, end user and business partners can trace where the coffee beans of a retail roast blend were grown, whether the farmers received fair compensation, and at which intermediary stations the beans were processed before landing on the shelf, roasted and packaged. Additionally, seedtrace sets new standards for compliance with the EU Regulation on Deforestation-Free Products (EUDR) with its innovative product solutions, thereby making a significant contribution to the protection of our global forest areas.



o2 Social sustainability

Social sustainability plays a central role in our daily activities. Our approach is rooted in a deep commitment to participation, diversity, work-life balance, and the promotion of an inclusive and supportive work environment. Social sustainability is lived at MaibornWolff through authentic involvement of all employees and a strong awareness of their needs and desires.

In the following, we provide a comprehensive report on employee participation and the role of the GF Council, the important issues of internal communication and whistleblowing, and the high relevance of employee satisfaction and feedback in our decision-making processes. We highlight our initiatives on diversity, inclusion, and equity, the balance between work and private life, as well as fair remuneration and social security in Germany, Tunisia, and Spain. In addition to our tailored training and leadership programs, we also report on our social commitments, such as those with Ojemba, our social behavior standards, the selection of sustainable suppliers, and our transparency in public communication.

Employee participation

At MaibornWolff, we place great importance on communicating and making decisions on equal footing. To ensure that the diverse perspectives of our employees are incorporated into solutions and decisions, we give everyone in the company the opportunity to actively participate in shaping our organization. Employee participation takes place through established communication channels, exchange forums, and is institutionalized within the framework of the GF-Council. Moreover, our Code of Conduct enshrines the right to freedom of association and the right to collective bargaining.

Practiced equality and diversity in the GF-Council

Our GF-Council plays a central role in making important decisions that affect our team. The topics addressed range from working conditions and compensation structures to corporate culture and specific concerns of employees. The Council consists of three members of the management, five partners, and eight elected employees. The selection of the eight employees is performed through a lottery process that considers diversity in terms of location, gender, seniority, and employment status. The term of office in the GF-Council is two years; for working students, it is one year. In order to maintain continuous efficiency, half of the Council is renewed annually

Each member of the GF-Council acts as a point of contact for employees and has the opportunity to bring up topics, which are then discussed and addressed collectively. Decisions are made jointly and thus become part of the company concept. An overview of the current



members, as well as summaries of discussed topics and decisions made, can be accessed by all employees on MS Teams and the intranet.

During the reporting period, the topics internal recruiting, internal communication, culture, and growth were addressed. Additionally, the meeting frequency was adjusted to allow for more timely discussion of urgent topics. With the introduction of a new tool next year, communication is expected to improve. (See: Employee Satisfaction)

Communication Channels and Whistleblowing

An open approach to complaints is very important to us, which is why these are traditionally communicated directly through management or our trusted representatives. Our external trusted representatives offer additional and impartial, if desired also anonymous, support in professional matters and contribute to ensuring that important issues can be proactively addressed by management and leaders. Trusted representatives have the appropriate professional qualifications and exchange relevant topics with management and internal responsible parties annually. Information about this institution is a fixed part of the onboarding process and is always accessible on the intranet.

During the reporting period, no issues arose that required action beyond individual cases. In addition to our four trusted representatives in Germany, a trusted representative was added in Tunisia. To further strengthen our transparency and integrity, we introduced a digital reporting portal in 2023 that complies with the EU Whistleblowing Directive, the German Whistleblower Protection Act, and Spanish whistleblower protection legislation. Through this tool, employees can confidentially and anonymously report violations of legal regulations and guidelines. The system is managed by external trusted attorneys and allows relevant information to be forwarded to internal parties, provided the whistleblower's consent has been given.

The system covers the following topics: corruption and bribery, theft and embezzlement, fraud and breach of trust, competition and antitrust violations, accounting and bookkeeping fraud, privacy and personal data protection as well as network and information system protection, health and workplace safety, discrimination and harassment.

The introduction of this tool underscores our stance that any form of discrimination or retaliation against whistleblowers is unequivocally rejected. This reporting channel, allowing violations to be reported without fear of personal consequences, is available to all employees regardless of location. The directive, as well as information about associated processes and timelines, are accessible to all employees.

According to the evaluation by our service provider, no indications or complaints were received during the reporting period. No incidents related to human rights, such as forced labor, human trafficking, or child labor occurred, nor were any sanctions, fines, or compensations imposed during the reporting period.

Employee satisfaction and feedback

The satisfaction of our employees and the collection of feedback hold a high priority for us. Our goal is to consistently foster a work environment where every individual feels valued and comfortable. In October 2023, we conducted our specially developed survey for the first time, in collaboration with the Chair of Social, Work, Organizational, and Economic Psychology, and the Society for Empirical Organizational Research (GfeO) at the University of Regensburg. The survey is tailored specifically to the needs and characteristics of our company.

Using a rating scale from 1 to 7, where 7 represents the highest satisfaction, we received insightful feedback: Job satisfaction was rated at 5.1, department climate at 5.7, diversity at 6.3, management and leadership culture at 5.7 and 6.0 respectively. The learning culture received a score of 5.6, psychological safety 5.8, trust culture 6.0, and general well-being 4.3.

Based on this feedback and free-text responses, we have adjusted our internal communication structures and are working towards optimizing the presence of management at different locations to enhance direct communication. Additionally, a role dedicated to internal communication has been established and the acquisition of a communication tool has been initiated.

Diversity, Inclusion und Equity

Team Structure and Collaboration

At MaibornWolff, we are committed to creating a supportive and opportunity-rich working environment for all employees. Our corporate structure provides both stability and security, as well as flexibility and opportunities for personal growth. Our teams in Germany, Spain, and Tunisia work closely together in their daily project activities despite geographical separation. It is important to us to present a transparent and comprehensive view of our workforce, which is why we include data from all employees in these three countries in our sustainability report, even if they belong to subsidiary companies.

During the reporting period, 80 people left the company (excluding interns and working students). The turnover rate (Schlüter formula) was 9.44%.

Gender	Number of Employees (Headcount)
Male	610
Female	307
Other	0
Not specified	41
Total number of employees	958

Information on the number of employees by gender

All numbers were collected as of the key date June 30th. The category "Other" is not maintained independently from "Not specified" in the dataset. The data includes working students and interns.

Presentation of employee numbers by country

Country	Number of Employees (Headcount)
Germany	848
Spain	43
Tunisia	67

All numbers were collected as of the key date June 30th. The data includes working students and interns.

Work-life balance

All our employees are employed in permanent positions, which fosters long-term relationships and offers high job security. We consciously avoid using temporary work or zero-hour contracts. Fixed-term contracts are only used for working students, (mandatory) interns, school students, and trainees.

We value flexibility in work arrangements, allowing our team members to choose between full-time and part-time work and make quarterly adjustments. This flexibility also extends to the workplace. We take individual needs into account in project assignment and daily work routines. If employees need something to perform their work effectively, we make it possible. This way, we create optimal working conditions that reconcile work and private life and support employees with visible or invisible disabilities or caregiving responsibilities according to their needs.

Presentation of information about employees by type of contract, broken down by gender:

Fiscal Year 2023	iscal Year 2023/2024 (Headcount)							
Female	Male	Other*	Not specified	Total				
Number of emplo	oyees							
307	610	0	41	958				
Number of permo	anent employees							
274	557	0	41	872				
Number of tempo	orary employees							
33	53	0	0	86				
Number of emplo	oyees without gua	ranteed working h	ours					
0	0	0	0	0				
Number of full-tir	me employees							
148	423	0	36	607				
Number of part-t	ime employees							
159	187	0	5	351				

All numbers were collected as of the key date June 30th. The data includes working students and interns. Temporary employees are working students, (mandatory) interns, school students, and trainees.

*Gender according to employees' self-identification

Presentation of information about employees by type of contract, broken down by region:

Fiscal Year 2023/2024 (Headcount)					
Germany	Spain	Tunisia			
Number of employees					
848	43	67			
Number of permanent emplo	yees				
766	42	64			
Number of temporary employ	/ees				
82	1	3			
Number of employees withou	It guaranteed working hours				
0	0	0			
Number of full-time employe	es				
505	35	66			
Number of part-time employ	ees				
343	8	1			

Data includes working students and interns. Temporary employees are working students, (mandatory) interns, school students, and trainees.

We distinguish between operational departments, which are involved in project work, and corporate services, which handle internal company tasks, within our workforce.

Presentation of information about employees by career path

Fiscal Year 2023/2024 (Headcount)						
Female	Male	Other*	Not specified	Total		
Number of emp	oloyees					
307	610	0	41	958		
Number of emp	oloyees in operat	ional deparments	3			
219	539	0	40	798		
Number of emp	oloyees in corpor	ate services				
88	71	0	1	160		

All numbers were collected as of the key date June 30th. The data includes working students and interns.

*Gender according to employees' self-identificatio

Diversity and Inclusion

Everyone who interacts with MaibornWolff should experience appreciation - regardless of gender and gender identity, nationality, ethnic origin, religion or belief, disability, age, sexual orientation, and identity. Our Code of Conduct explicitly commits us to a non-discriminatory and harassment-free stance. In addition to being published on the intranet, each person who joins us receives a printed copy.

To deepen knowledge about and the handling of diversity following last year's companywide DEIB¹ basic training, we have introduced specific trainings and workshops on neurodiversity, mental health, and privileges in the workplace. Bias² (stereotypical behavior) will be included as a topic in the new edition of the interviewer training, which will be rolled out next year. All offerings are aimed at employees and managers.

We also support the exchange and networking of people with shared identities in internal groups such as the Rainbow Group or the Neurodiversity Group. Our women's network fem. power was added this reporting year and aims to be a platform for networking, information, and initiatives for FLINTA³ persons.

We actively participate in both internal initiatives and external programs for women and girls in IT. Through Girls' Career Day, Tech4Girls, Women's Day events, mentoring programs, and university collaborations, we contribute from primary school to leadership positions to inspire and empower women and girls in tech.

This fiscal year, 15 female students from Munich participated in our Veni, Vidi, Vici mentoring program. In Hamburg, female students of the IT women's degree programm gained practical experience in project concept realization, agile working, and essential basics on Ally (Accessibility) and AI. The introduction of an internal, non-technical mentoring program offered 10 tandems new opportunities for personal and professional exchange and is set to run continuously starting next year.

Other initiatives include internal FLINTA* interviews about the work environment, engagement with sustainable software design and Accessibility Quality in communities, and the ethical use of AI at our summer camps. Additionally, we have introduced a company-wide translation tool.

Five people with disabilities (2 women and 3 men) were part of our team in the fiscal year 23/24. This data is based on voluntary reporting by employees.

- biases; systematic distortions in perceptions and decisions arising from subjective factors and prejudices
 FLINTA; women, lesbians, intersex, non-binary, trans, and agender individuals

¹⁾ DEIB; Diversity, Equity, Inclusion, and Belonging

Gender distribution at our management levels

Fiscal Year 2023/2024 (Headcount)						
Female	Male	Other*	Not specified	Total		
Number of a	ll managers					
89	200	0	0	289		
Number of e	xecutives					
1	6	0	0	7		
Number of d	epartment head	S				
17	33	0	0	50		
Number of d	eputy departme	nt heads				
6	18	0	0	24		
Number of m	nanagers					
65	143	0	0	208		

All numbers were collected as of the key date June 30th. * Classification according to self-identification

Age distribution of our employees

Age group	Number of employees (headcount)
Under 30 years	318
30-50 years	566
Over 50 years	41
Not specified	33

Fair compensation and equal pay

MaibornWolff ensures fair compensation according to ESRS reference values at all locations. In Germany and Spain, we pay above the legally mandated minimum wage. In Tunisia, we have adjusted salaries to align with the ratio of salaries to living costs in Germany. Additionally, in Spain, 100% of our employees are covered by collective bargaining agreements. Employee participation is possible through the GF-Council. The GF-Council was established in 2019 and consists of parts of the management, partners, and employees of MaibornWolff. It serves as an advisory body to the management, where topics of company-wide relevance are discussed, and different perspectives are considered. Members rotate every two years (working students annually), bringing continuously new ideas and viewpoints, and significantly support the decision-making process without making decisions themselves. There is no works council or union organization.

The salary model was developed in cooperation between management and the GF-Council. It is transparent and performance-oriented, linking levels with salaries and considering skills, experience, and employees' economic contributions in the level-up process. In fiscal year 23/24, 22.34% of all employees participated in the company's economic success, intended for specific seniority levels. In our partnership system, managers with high influence on company performance can be involved in the success through shares. Details of the salary and partnership models are available to all employees on the intranet, including level-linked salary amounts.

Special salary benefits include a mobility budget for all employees in Germany, meal subsidies in Spain, and special agreements for on-call work. Additional benefits include a health budget for employees and the opportunity to participate in the EGYM Wellpass corporate fitness program, which provides a wide range of online/offline courses and access to sports facilities. Furthermore, all employees have access to a training budget amounting to 1.5 times their gross monthly salary.

The ratio between the highest-paid individual's compensation and the median compensation of our employees is 4.32 (excluding interns and working students, FTE-normalized). Regarding equal pay, the ratio of the fixed salaries without bonuses of women to men is 100.0%, including bonuses it is 101.6%.

Calculated as the difference between the average income of female and male employees, expressed as a percentage of the average income of male employees in Germany, FTE-normalized and harmonized by seniority levels.

Social security and benefits

At MaibornWolff, we place great importance on supporting our employees through different life phases and situations. Our social benefits are aligned with the legal and collective bargaining regulations of the respective location countries to provide adequate support during challenging times such as job loss, illness, workplace accident, disability, childbirth and child-rearing, as well as retirement, including parental leave entitlements and continued salary payments.

In Tunisia, we go beyond the legal provisions, which stipulate three months of parental leave without salary compensation, by offering two months of full salary compensation after childbirth and the possibility of extended parental leave. Fathers are entitled to seven days of parental leave. However, in Tunisia, job loss and leave for caregiving relatives are not covered.

In Germany, we promote the financial future security of our employees with offers for occupational pension schemes, where we contribute an annual amount of €2,520 per person. Additionally, there is a special group accident insurance.

In Spain and Tunisia, where health insurance is not fully covered by the state, we offer a company-funded private health insurance. Family members can be included in this health insurance at their own expense. In Tunisia, this insurance also covers benefits during temporary disability.

In fiscal year 2023/24, 29 men and 31 women took parental leave. Men were on average on parental leave for 5.59 months and women for 17.32 months.

This duration can extend beyond 12 months, as the parental leave periods are considered continuous blocks that may have started before and ended after the fiscal year.

Health and Safety

We support the temporal and locational flexibility of our employees with our self-developed, proven time tracking tool and by implementing regulations that promote fair and healthy working hours. Each employee independently records worked hours on a trust basis. A work time account helps to track over and under hours and allows for full over-/ under-hour compensation even beyond the end of the month or year. A maximum-minimum boundary recorded in our employment contracts and company regulations ensures that our employees stay within a healthy workload corridor. If the work time account approaches either boundary, measures for planning work hours can be taken together with the managers, considering the employees' interests.

Health management at MaibornWolff includes a variety of measures aimed at the longterm maintenance and promotion of physical and mental health of our employees, without encroaching on their privacy.



The objectives of health management include maintaining a healthy workforce and a low absenteeism rate, preventing workplace accidents, and cultivating a work climate that values and makes use of individual health offerings that fit personal capacities.

MaibornWolff takes all employees into consideration in its health management through various health-promoting measures and compliance with occupational safety at all locations. Regular reviews and adjustments ensure its effectiveness and up-to-dateness.

Health and safety measures are coordinated by the health manager, with overall responsibility lying with the management.

In the area of occupational safety, MaibornWolff collaborates with external consultants and ensures that all safety standards are met through meetings, inspections, training sessions, and other offerings. At our German locations, occupational safety committee meetings are held quarterly. At our Tunisian and Spanish locations, we work annually with external specialists to develop measures ensuring the health and safety of our employees.

Regarding physical health, the company offers programs such as yoga, massage, gym passes, physiotherapy, and company sports events. Additionally, a health budget is provided, which employees can use for various health activities. The offerings also include vision tests and voluntary vaccination campaigns.

To promote mental health, we offer our employees stress management courses and, aside from our trusted representatives, access to a burn-out specialist and rest rooms. In 2023, we organized "Mindful October," a series of events on different aspects and applications of mindfulness, in cooperation with partners.

Regular training in first aid, fire protection, and occupational safety keeps employees informed about important safety measures and contributes to preventive health promotion (ergonomic workspace, noise protection). Furthermore, we organize access to occupational health consultation through company doctors for all our employees. As in the previous year, our absenteeism rate is 3.9%, according to our Employee Service Center, remaining below the German average of 6.1% (absenteeism rate in Germany in 2023). There were no work-related accidents, deaths, illnesses, or injuries at any location, only 3 commuting accidents in Germany. Reportable work-related illnesses did not occur.

In this fiscal year, among other things, we reorganized our first aid and fire safety training in Germany, modernized our infrastructure (fire alarms, defibrillators, extinguishing agents), and supplemented it with evacuation mats for impaired persons. We also introduced an online Q&A session with the company doctor and began developing a concept for mental health evaluation. For the next fiscal year, we plan to create a workplace safety wiki for employees on first aid, evacuation, fire protection, and other safety-relevant topics in addition to training and safety instructions. In our office spaces in Tunisia, lighting conditions are to be examined.

Anti-discrimination

To provide support concerning discriminatory or harassing behaviors within the company, we have introduced the role of the Inclusion Ambassador. This external, confidential person serves as a point of contact for those affected by exclusionary actions, assists in dealing with and resolving such cases, and supports individuals who receive feedback about their own behavior that they find difficult to understand. The role is also a contact point for all questions related to Diversity, Equity, Inclusion, and Belonging (DEIB) within the company.

The role of the Inclusion Ambassador was officially introduced in 2023 and was part of our DEIB basic training in the previous fiscal year. All new employees receive information about this position during their onboarding. Furthermore, all relevant information, process descriptions, and contact details are transparently available on the intranet, allowing direct contact without involving additional persons.

In the fiscal year 2023/24, the Inclusion Ambassador handled a total of nine cases of discrimination and harassment. (For human rights incidents, see the Communication Channels and Whistleblowing chapter.) Measures were taken in three of these cases. In three cases, the effectiveness of the measures was evaluated following a process adjustment we made at the end of the last fiscal year. Six cases required no further action either because they were concluded, no additional measures from the company were necessary, or measures were not possible due to specific circumstances.

Skills, Training and Leadership Development

Skills and Training

The continuous development of our employees' skills is an everyday part of our project business and essential for our success. All permanent employees receive a training budget equivalent to 1.5 times their individual gross monthly salary. Our Campus team is responsible for organizing and designing training sessions as well as developing new learning formats that benefit employees of all (technical and non-technical) career paths. A situation-oriented preparation of the learning catalog and support from managers help employees find suitable offerings for their development. The budget can also be used for external training sessions, online university courses, books, or other learning opportunities. Employees have the freedom to choose the content according to their needs and learning preferences. Time invested in training can also be recorded as working hours. To ensure equal opportunities, this budget is the same for every employee regardless of location.

In the reporting year 23/24, the average training hours per head amounted to 43.99 hours, with men investing an average of 49.09 hours and women 35.03 hours. Per full-time equivalent (FTE), an average of 49.1 hours was spent, with 52.86 hours for men and 42.5 hours for women. In the operational areas of our company, the average training time was 48.28 hours per head or 53.44 hours per FTE. In the corporate services area, the training duration was 22.11 hours per head or 25.71 hours per FTE. The costs for training, including internal and external training sessions and associated travel expenses, amounted to a total of \pounds 1,784,659.74, averaging \pounds 1,862.90 per employee.

These data refer exclusively to permanent employees; working students and interns are not included in this statistic. The hours recorded include those booked as training hours.

Employee Development

At least once a year, our managers conduct development discussions with all their employees. Conducting these discussions is a key component of our leadership training. During the development discussions, the performance of the past year as well as plans and development opportunities for the upcoming year are discussed. The development paths are flexible, and employees are encouraged to develop according to their personal strengths and goals. Changes in department, role, or location are possible as needed. Gathering feedback on employees is an integral part of these development discussions and is also included in the level-up process. This process focuses on the employees' performance and development. We reduce the impact of unconscious biases through active reflection methods.

Leadership Development

We train our managers through our own leadership development program (FKA). A fixed group of 10-16 participants undergoes a 6-month program comprising various training sessions, reflection, and application challenges. Since 2021, we have aimed for balanced participation of women and men in this program. During the reporting period, 52 individuals participated, including 22 women and 30 men.

Additionally, three women took part in an external, cross-company mentoring program specifically focused on women in leadership. As part of this program, we also support employees from other companies by providing our managers as mentors.



Social Sustainability in Our Environment

African Talents in Ojemba

One year after the founding of our subsidiary Ojemba, a total of 26 software developers have successfully completed our training program, which was developed and conducted in collaboration with local partners. An additional five graduates are expected to be hired after completing the current course in September 2024. Additionally, two individuals are working in management positions. Our efforts have been recognized with the EMEA Social Impact Partner of the Year Award 2023 from Amazon Web Services (AWS). This award honors AWS partners who leverage their employees, resources, and technology for societal engagement and lead initiatives that make the world a better place.

Ojemba brings together African talents and European opportunities to drive economic growth and digitalization and create high-quality jobs locally. The 6-month training program, which is free for participants, aims to train local talents to become qualified software developers. Approximately 70% of the top graduates are hired directly at Ojemba. All others are placed with employers in our network in Kigali. At Ojemba, software developers work in managed teams predominantly for European clients or in mixed teams together with developers from MaibornWolff at the end customer. The next bootcamp cohort will start in 2025.

Social Responsibility in Collaboration

Our Code of Conduct commits us and all individuals in contact with the company to act according to the highest social standards and to promote ethical behavior and social responsibility in all our activities. We strive to achieve positive effects in society and promote the well-being of all stakeholders. Our policies cover a wide range of social topics, including child labor and young workers, wages and benefits, working hours, modern slavery, human rights, ethnic recruitment, freedom of association and collective bargaining, non-discrimination and harassment, women's rights, diversity, equality and inclusion, rights of minorities and indigenous peoples, land, forest, and water rights, as well as forced evictions, the use of private and public security forces and anti-corruption. No violations or complaints have been reported in this regard. (See the paragraph in the chapter on Communication Channels and Whistleblowing)

In the selection of our suppliers for hardware, software, or buildings, we have so far utilized sustainable aspects for evaluation but have not followed a systematic approach. In the next fiscal year, the introduction of our supplier management will integrate standards and requirements concerning (social) sustainability into the selection processes.

Our Public Presence

Transparency is one of our core values, which is reflected in our public presence regarding social sustainability. Both in our online accessible content and in its implementation, we are transparent about our values, status quo, and actions. We clearly highlight the benefits for all people that we see in sustainable actions. As part of the renewal of our website, we have integrated accessibility requirements from our internal experts to make our online presence more inclusive. The implementation of this revision is planned for the next fiscal year.

When designing our career pages and job postings, we place great importance on accessibility. We transparently describe our interview process, proactively open the space for requests for support needs, and focus on gender-neutral formulations as well as clarity and precision in our job descriptions and requirements, partly tool-supported. We strive to create representative interview panels so that, for example, female talents can experience women in similar professional roles within our organization. An internal audit in the area of Talent Acquisition revealed that there is potential for improvement, particularly in the training of our interviewers regarding unconscious biases – an aspect that will be considered in our future measures. (See section: Diversity and Inclusion)



Outlook Towards Customer

Green by IT in the Energy Sector

Digitalization plays a central role in reducing CO₂ emissions in the energy sector, as it enables a multitude of technologies and processes that contribute to increasing efficiency, optimizing resource use, and integrating renewable energies. MaibornWolff, as a leading IT service provider of customized software solutions, has identified digitalization in the energy sector as an important component for reducing CO₂ emissions. Particularly in the following fields, there are opportunities for properly applied digitalization:

Optimized energy generation and distribution

Smart Grids: Through digital control and monitoring of power grids, energy flows can be managed more efficiently, minimizing energy losses and facilitating the integration of renewable energies. Smart Grids enable flexible adjustment to supply and demand, reducing overproduction and associated CO_2 emissions.

Demand Response: Digital technologies make it possible to adjust energy consumption to the availability of renewable energies. Consumers can be incentivized to increase their energy usage during periods of high renewable energy generation, thus replacing fossil fuels.

2 Integration of Renewable Energies

Forecasting and Management: Artificial Intelligence (AI) and Big Data analytics enhance the accuracy of predictions for power generation from renewable sources such as wind and solar. This enables better planning and integration of these unpredictable energy sources into the power grid, thereby reducing dependency on fossil fuels.

Virtual Power Plants: Digital platforms coordinate and control distributed energy generation units like solar and wind power plants, allowing them to function as a single, reliable energy source. This reduces the need for fossil backup capacities.

3 Energy Efficiency in Households and Industry

Smart Metering: Intelligent electricity meters record energy consumption in real-time, enabling consumers to manage energy more consciously and identify savings opportunities.

Intelligent Building Management: Sensors and automated systems regulate heating, cooling, and lighting based on real-time conditions, significantly reducing energy consumption and associated CO₂ emissions.

Efficient Use and Storage of Energy

Battery Management: Advanced battery management systems optimize charging and discharging processes, making energy storage more efficient. This allows surplus renewable energy to be stored and used later, instead of relying on fossil fuels.

Power-to-X Technologies: Through digital control, surplus electrical energy can be converted into other energy forms (such as hydrogen or synthetic fuels) and utilized when renewable energy is not available.

5 Transparency and Awareness

Consumption Overview: Mobile apps and digital platforms provide a detailed overview of energy consumption and CO_2 footprint, increasing consumer awareness of their energy usage and leading to behavioral changes.

Gamification and Incentives: Digital tools can introduce game-like elements and reward systems to encourage users to adopt energy-efficient behaviors.

6 Cybersecurity and Grid Security

Security and Reliability: Digitalization allows for early detection and thwarting of potential threats. A secure and reliable power grid is crucial to ensure the continuous supply of clean energy and avoid outages that could force the use of fossil reserves.

Digitalization enables intelligent, flexible, and efficient control of the energy system, which is indispensable for the reduction of CO_2 emissions. It promotes the integration of renewable energies, enhances energy efficiency, and allows for conscious and targeted use of resources. Through the deployment of modern technologies and digital solutions, the energy sector can contribute to achieving climate protection goals and shaping a more sustainable future.

AI & Sustainability

The energy consumption resulting from the use of Artificial Intelligence (AI) varies significantly depending on the application, technology used, and the scope of implementation. Examples of the energy consumption of AI models include:

Training of AI Models

- The training of large language models requires a substantial amount of energy. The training of GPT-3 is estimated to have consumed hundreds of thousands of kilowatt-hours.
- >>> A paper published in 2019 estimates that the training of a conventional large deep learning model for Natural Language Processing (NLP) can result in energy consumption equivalent to the CO₂ footprint of more than 100 transatlantic flights.

Real-time Applications

Cloud-based AI services, such as those offered by Google, Amazon, and Microsoft, operate in highly optimized data centers. While training consumes a lot of energy, inference on these services is often made more efficient through optimized hardware and software.

>>> Autonomous vehicles, which constantly use AI algorithms for environment perception and decision-making, also continuously consume substantial amounts of power.

The use of AI undoubtedly leads to additional power consumption, especially during model training phases and in computationally intensive applications. However, through technological advancements, more efficient hardware, and the use of renewable energy, the negative impacts on energy consumption and the environment can be significantly mitigated.

MaibornWolff places a high value on promoting environmentally conscious practices such as Green Coding and more efficient technologies to find the balance between technological progress and sustainable development.

Renewable energies are often subject to weather-related fluctuations. To utilize the produced electricity more efficiently, we plan to install an energy storage system in the next fiscal year. This will relieve the power grids and allow us to consume our own electricity during the evening hours. This is particularly useful when coupled with our charging infrastructure in the underground garage, where 12 electric charging stations are frequently fully utilized.

To make our own energy consumption, production, and storage measurable and transparent, we plan to develop an internal dashboard for data visualization of our energy system in an R&D project with our own working students. This will enable us to optimize the utilization of the solar system and storage batteries, thus saving CO₂ and costs.

^{Outlook} Internally

Future Reporting

The European Sustainability Reporting Standards (ESRS) represent an important step towards improving sustainability reporting in the EU. They provide a clear, structured framework that harmonizes the disclosure of sustainability information. For MaibornWolff, this means adjusting and enhancing our reporting processes to meet the new requirements. This entails both challenges and opportunities, particularly regarding transparency, comparability, and long-term sustainability strategies.

Future reporting will be conducted in machine-readable formats to facilitate the processing and analysis of data by various stakeholders, including regulatory authorities, investors, and NGOs. Additionally, MaibornWolff will conduct a materiality analysis to determine which sustainability topics are most important to our business operations and stakeholders. This analysis should consider both the significant impacts of the company on the environment and society, as well as the impacts of these aspects on MaibornWolff.

Based on the materiality analysis, MaibornWolff will prioritize which topics to report in detail. Topics identified as material will need to be addressed more thoroughly and in greater detail than less material topics.

Structural Social Sustainability

In the next fiscal year, we aim to strengthen social sustainability by expanding and anchoring the ongoing change processes that have already been initiated. Management will review and adjust the DEIB (Diversity, Equity, Inclusion, and Belonging) objectives to sharpen our efforts further. In Spain, we plan to create an "Equality Plan" focusing on gender equality between women and men. We will also analyze potential needs related to mental health within our health management.

The role of the Inclusion Ambassador has proven valuable, and we plan to further establish and promote the information process regarding its existence and functions. This includes integrating information into our onboarding program and actively promoting the role among employees to ensure everyone knows how and when to contact the Inclusion Ambassador.

Our pilot trainings to raise awareness and promote a more inclusive working environment will become a permanent part of our training offerings. Through scenario-based learning, employees will reflect and learn DEIB principles using real examples from the project workday. These measures aim to establish DEIB principles practically in everyday project work and strengthen the sense of belonging for all. After the evaluation phase of the planned training for recruiters and interviewers, we will integrate appropriate offerings into our training catalogue.



GRI content index

GRI- Norm	Disclosure	Page	Description
2-1	Organizational Details		MaibornWolff GmbH, Theresienhöhe 13, 80339 München
2-2	Entities included in the organization's sustain- ability reporting		MaibornWolff GmbH MaibornWolff Spain S.L. MaibornWolff sàrl
2-3	Reporting period, frequency, and contact point		This report covers the period from July 1, 2023, to June 30, 2024. This is also our fiscal year.
2-4	Restatements of infor- mation		This is the second time we are formulating a GRI Appendix. So far, there have been no adjustments to the information.
2-5	External assurance		This report has not been reviewed by an external party.
2-6	Activities, value chain and other business relationships		Software development, IT consulting, IT project management, digitalization consulting and implementation, IT security.
2-7	Employees		As of June 30, 2024, MaibornWolff employed 904 staff members. This number includes student interns and trainees.
2-8	Workers who are not employees		MaibornWolff rarely utilizes services from external staff, typically in the form of freelancers for project-ori- ented tasks. The exact number is not available.
2-9	Governance structure and composition		Our highest executive body consists of seven managing directors. <u>https://www.maibornwolff.de/en/</u> <u>company/about-us/</u>
2-10	Nomination and selection of the highest governance body		According to German law (GmbHG).
2-11	Chair of the highest governance body		7 equal managing directors without a chairperson.
2-12	Role of the highest governance body in overseeing the management of impacts		Two of the seven managing direc- tors are responsible for sustainability reporting.
2-13	Delegation of responsibility for managing impacts		The managing directors delegate the responsibility for managing ecologi- cal and social impacts to the internal sustainability department.

GRI- Norm	Disclosure	Page	Description
2-14	Role of the highest governance body in sustainability reporting		The management approves the sustainability report.
2-15	Conflicts of interest		None
2-16	Communication of critical concerns		MaibornWolff has an Information Security Management System (ISMS). To continuously ensure that the re- quirements and guidelines of the ISMS are followed at all levels, Maiborn- Wolff's managers and project leaders are particularly sensitized. A binding Information Security and Data Pro- tection Guideline for project leaders and managers has been established. This document provides detailed information on all relevant questions regarding information security, both within the company and in customer projects. Additionally, see the chapters on
			communication channels and whis- tleblowing.
2-17	Collective knowledge of the highest governance body		The officers responsible for sustain- ability within the company are in direct communication with directors and report to them. Regular meetings are held throughout the fiscal year to decide on measures concerning the sustainable development of the company.
2-18	Evaluation of the performance of the highest governance body		The performance of the highest exec- utive body is regularly evaluated by the shareholders.
2-19	Remuneration policies		MaibornWolff pays competitive and market-standard salaries and addi- tionally offers numerous benefits. The goal is to provide a comparable total compensation package at all loca- tions.
2-20	Process to determine remuneration		Regular classification and alignment rounds across the entire team. Regular review of salary ranges and potential adjustment needs according to mar- ket benchmarks.
2-21	Annual total compen- sation ratio	Refer to: Fair Compensation and Equal Pay	

GRI- Norm	Disclosure	Page	Description
2-22	Statement on sustainable development strategy		"Making the world a little better." This vision has guided MaibornWolff for a long time. Our contribution to this has been and remains to create a hu- man-centric work environment and thus to be economically successful. Collaborating with colleagues in a friendly and appreciative manner, solving complex tasks and helping each other, utilizing and expanding strengths, respecting and balancing weaknesses within the team, staying healthy, and contributing to a fair and sustainable society - that's what we understand by "human-centric". We want to work with people who share these ideals. We want to give them the opportunity to use their ideas, creativ- ity, passions, knowledge, skills, time, and energy to make our customers' companies and organizations more successful: by creating digital solu- tions that people love. This mission is broken down into 7 strategic priorities, against which the measures are eval- uated.
2-23	Policy commitments		MaibornWolff follows 12 non-nego- tiable principles and commits to a code of conduct that includes social responsibility, sustainable growth, re- spect for human rights, and fairness in business practices.
2-24	Embedding policy commitments	Refer to 2-23	
2-25	Processes to remedi- ate negative impacts		MaibornWolff's risk management dif- ferentiates between primarily techni- cal-organizational risks and primarily economic risks. Both categories are regularly monitored and evaluated by the management. If necessary, imme- diate measures for risk mitigation are initiated.

GRI- Norm	Disclosure	Page	Description
2-26	Mechanisms for seek- ing advice and raising concerns		If a rule violation is perceived, one can contact managers, managing direc- tors, or trusted persons or our Inclusion Ambassador. They are encouraged to create a communication culture in which all employees can openly ad- dress critical matters.
			Reports of rule violations can also be submitted to the digital whistleblowing system of the external service provider AdvoWhistle.
2-27	Compliance with laws and regulations		There were no reports of violations of laws and regulations during the re- porting period.
2-28	Membership associa- tions		MaibornWolff is a member of Bitkom, the Senate of Economy Germany, and Digital City Munich.
2-29	Approach to stake- holder engagement	Refer to: Em- ployee Partici- pation	
2-30	Collective bargaining agreements		MaibornWolff does not apply collective agreements.
Materi	al topics		

3-1	Process to determine material topics	Since the beginning of its business activities, MaibornWolff has focused exclusively on the business model of providing IT services for business clients for a fee, and has thus grown continuously and organically. The essential topics arise from this and are prioritized in regular strategy meetings of the management and leadership conferences.
3-2	List of material topics	Our seven essential themes arise from our strategy for the 2020s. These are:
		 Driving AI disruption in software development Ensuring sustainable economic success Improving effectiveness and efficiency Sharpening our market profile Expanding South Shoring further Aligning MaibornWolff for growth Ensuring growth through integration Die KI-Disruption in der Softwareeentwicklung vorantreiben

GRI-	Disclosure	Page	Description
Norm			

Economic performance			
3-3	Management of material topics		
201-1	Direct economic value generated and distrib- uted	Refer to: Management Report	
201-2	Financial implications and other risks and opportunities due to climate change	Refer to: Management Report	
201-3	Defined benefit plan obligations and other retirement plans	Refer to: Management Report	
201-4	Financial assistance received from govern- ment		No financial support was provided by the public sector during the reporting period.

Indirect economic impacts

3-3	Management of material topics	
203-1	Infrastructure invest- ments and services supported	We conducted our annual donation campaign, and our total donation expenditures amounted to €151,750 during the reporting period.
203-2	Significant indirect economic impacts	Ojemba in Africa creates indirect economic benefits by generating jobs locally.

Procurement practices

3-3	Management of material topics	
204-1	Proportion of spending on local suppliers	Local suppliers are utilized as often as possible during office renovations.

Anti-corruption

3-3 Management of material topics

GRI- Norm	Disclosure	Page	Description
205-1	Operations assessed for risks related to cor- ruption		The integrity of all MaibornWolff em- ployees is one of our highest values, which our customers already greatly appreciate. Any form of corruption can result in the loss of reputation, poten- tially leading to authorities and orga- nizations no longer wanting to work with us. Various individual laws (§91 Abs. 2 AktG, §130 OWiG, and §14 Abs. 2 GwG) regulate the legal foundations that the company and its employ- ees must adhere to. To maintain our integrity in the future, MaibornWolff has introduced a binding conduct and anti-corruption code that applies company-wide. During the reporting period, there were no indications of corruption risks.
205-2	Communication and training about an- ti-corruption policies and procedures	Refer to 205-1	
205-3	Confirmed incidents of corruption and actions taken		There were no such incidents.
Anti-c	ompetitive behavior		
3-3	Management of mate- rial topics		
206-1	Legal actions for an- ti-competitive be- havior, anti-trust, and monopoly practices	Refer to 205-1	There were no such incidents.
Ταχ			
3-3	Management of material topics		
207-1	Approach to tax	Refer to: Management Report	
207-2	Tax governance, control, and risk management	Refer to: Management Report	
207-3	Stakeholder engage- ment and manage- ment of concerns related to tax	Refer to: Management Report	

GRI- Norm	Disclosure	Page	Description
207-4	Country-by-country reporting	Refer to: Management Report	
Materi	als		
3-3	Management of material topics		
301-1	Materials used by weight or volume		Not applicable
301-2	Recycled input materi- als used		Not applicable
301-3	Reclaimed products and their packaging materials		Not applicable
Energy	,		
3-3	Management of material topics		
302-1	Energy consumption within the organization	Refer to GHG Scopes & EMAS Indicator	
302-2	Energy consumption outside of the organization	Refer to GHG Scopes & EMAS Indicator	
302-3	Energy intensity	Refer to GHG Scopes & EMAS Indicator	
302-4	Reduction of energy consumption		
302-5	Reductions in energy requirements of products and services		MaibornWolff exclusively offers ser- vices in the IT sector. There are R&D projects at MaibornWolff aimed at measuring and reducing the energy consumption of software solutions.
Water			
3-3	Management of material topics		
303-1	Interactions with water as a shared resource		MaibornWolff sources water at all locations in office buildings for drink- ing water and wastewater services. No additional water extraction takes place beyond this.

GRI- Norm	Disclosure	Page	Description
302-2	Management of water discharge-related impacts		Not applicable
303-3	Water withdrawal		Not applicable
303-4	Water discharge		Not applicable
303-5	Water consumption		Not applicable

Biodiversity

3-3	Management of material topics	
304-1	Operational sites owned, leased, man- aged in, or adjacent to, protected areas and areas of high biodi- versity value outside protected areas	Not applicable
304-2	Significant impacts of activities, products and services on biodi- versity	Not applicable
304-3	Habitats protected or restored	Not applicable
304-4	IUCN Red List species and national con- servation list species with habitats in areas affected by operations	Not applicable
	with habitats in areas affected by operations	

Emissions			
3-3	Management of material topics	Refer to GHG Scopes & EMAS Indicator	
305-1	Direct (Scope 1) GHG emissions	Refer to GHG Scopes & EMAS Indicator	
305-2	Energy indirect (Scope 2) GHG emissions	Refer to GHG Scopes & EMAS Indicator	
305-3	Other indirect (Scope 3) GHG emissions	Refer to GHG Scopes & EMAS Indicator	

GRI- Norm	Disclosure	Page	Description
305-4	GHG emissions inten- sity	Refer to GHG Scopes & EMAS Indicator	
305-5	Reduction of GHG emissions	Refer to GHG Scopes & EMAS Indicator	
305-6	Emissions of ozone-depleting sub- stances (ODS)		Not applicable
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not applicable
Waste			
3-3	Management of material topics		
306-1	Waste generation and significant waste- related impacts	Refer to GHG Scopes & EMAS Indicator	
306-2	Management of sig- nificant waste-related impacts		Not applicable
306-3	Waste generated	Refer to GHG Scopes & EMAS Indicator	
306-4	Waste diverted from disposal		Not applicable
306-5	Waste directed to disposal		Not applicable
Supplie	er environmental assess	ment	
3-3	Management of material topics		
308-1	New suppliers that were screened using environmental criteria		Suppliers are evaluated for com- pliance with environmental criteria based on self-declaration statements.
308-2	Negative environmen- tal impacts in the sup- ply chain and actions taken		Suppliers are evaluated for com- pliance with ESG criteria based on self-declaration statements.

GRI- Norm	Disclosure	Page	Description		
Employ	Employment				
3-3	Management of material topics				
401-1	New employee hires and employee turn- over	Refer to: Team Structure and Collaboration			
401-2	Benefits provided to full-time employees that are not provided to temporary or part- time employees		We offer no benefits that apply only to full-time employees. Differences in benefits arise from varying legal frameworks (see, for example, 201-1 Pension Plan).		
			MaibornWolff provides its employees with additional benefits in the follow- ing areas: pension plan (DE), health insurance (ES, TUN), disability insur- ance (DE), sabbatical leave, parental leave (which can also be individually agreed upon beyond the statutory regulations). All benefits are voluntary. Shares are only granted through the partnership model and are not con- sidered a benefit.		
401-3	Parental leave	Refer to: Social Security and Benefits	In addition to the existing statutory regulations regarding parental leave, we allow all employees to take paren- tal leave.		
Labor/	management relations				
3-3	Management of material topics				
402-1	Minimum notice peri-		Not applicable.		
	ods regarding opera- tional changes		For consultation prior to significant changes, refer to Employee Participa-tion.		
			There is no fixed minimum notification period for operational changes.		
			402-1b is not applicable, as Maiborn- Wolff is not bound by collective agree- ments. In Spain, the provisions of the collective agreement apply, which obligate us, for example, to adhere to reasonable notice periods in the event of a reduction in working hours or sus- pension of the contract.		

GRI- Norm	Disclosure	Page	Description		
Occup	Occupational health and safety				
3-3	Management of material topics				
403-1	Occupational health and safety manage- ment system	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-2	Hazard identification, risk assessment, and incident investigation	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-3	Occupational health services	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-4	Worker participation, consultation, and communication on occupational health and safety	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-5	Worker training on oc- cupational health and safety	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-6	Promotion of worker health	Refer to: Health and Safety at the Workplace - Contents and Management System			
403-7	Prevention and miti- gation of occupational health and safety im- pacts directly linked by business relationships	Refer to: Health and Safety at the Workplace - Contents and Management System			

GRI- Norm	Disclosure	Page	Description
403-8	Workers covered by an occupational health and safety manage- ment system	Refer to: Health and Safety at the Workplace - Contents and Management System	
403-9	Work-related injuries	Refer to: Health and Safety at the Workplace - Contents and Management System	
403-10	Work-related ill health	Refer to: Health and Safety at the Workplace - Contents and Management System	
Trainir	ng and education		
3-3	Management of material topics		
404-1	Average hours of training per year per employee		47 hours
404-2	Programs for upgrad- ing employee skills and transition assis- tance programs		We offer our employees hard and soft skill training through a curated catalog of offerings. Additionally, employees can independently sign up for (exter- nal) training or learning formats.
404-3	Percentage of employ- ees receiving regular performance and career development reviews		100%.
Divers	ity and equal opportunit	у	
3-3	Management of material topics		
405-1	Diversity of gover- nance bodies and employees	Refer to: Gender Distribution at Our Manage- ment Levels	
405-2	Ratio of basic salary and remuneration of women to men	Refer to: Fair Compensation and Equal Pay	

GRI- Norm	Disclosure	Page	Description
Non-d	iscrimination		
3-3	Management of mate- rial topics		
406-1	Incidents of discrimi- nation and corrective actions taken	Refer to: Anti-Discrimina- tion	
Freedo	om of association and co	llective bargaining	3
3-3	Management of material topics		
407-1	Operations and sup- pliers in which the right to freedom of asso- ciation and collective bargaining may be at risk		In our Non-Negotiables and Code of Conduct, we commit to working together as equals and treating each other with respect, in reference to the provisions of the German Constitution. We adhere to applicable law, including the provisions on freedom of associa- tion and collective bargaining.
			During the reporting period, Mai- bornWolff did not face increased risk regarding the right to freedom of association, collective and collective bargaining, and we are not aware of any violations.
Child l	abor		
3-3	Management of material topics		
408-1	Operations and sup- pliers at significant risk for incidents of child labor		MaibornWolff's business activities do not entail any risk of child labor.
Forced	l or compulsory labor		
3-3	Management of material topics		
409-1	Operations and sup- pliers at significant risk for incidents of forced or compulsory labor		MaibornWolff's business activities do not entail any risk of forced or com- pulsory labor, or child labor. As part of supplier management, suppliers com- mit to upholding human rights and fair working conditions.

GRI- Norm	Disclosure	Page	Description
Securit	ty practices		
3-3	Management of material topics		
410-1	Security personnel trained in human rights policies or pro- cedures		MaibornWolff does not employ private or public security forces.
Rights	of indigenous peoples		
3-3	Management of material topics		
411-1	Incidents of violations involving rights of in- digenous peoples		During the reporting period, there were no incidents related to the rights of indigenous peoples.
Local c	ommunities		
3-3	Management of material topics		
413-1	Operations with local community engage- ment, impact assess- ments, and develop- ment programs	Refer to: NH Report 22/23; Local Impact: Strengthening African Talents	
413-2	Operations with sig- nificant actual and potential negative impacts on local com- munities		MaibornWolff's business activities have no significant actual or potential negative impacts on local communi- ties.
Suppli	er social assessment		
3-3	Management of material topics		
414-1	New suppliers that were screened using social criteria		Suppliers are evaluated for compli- ance with social criteria based on self-declaration statements.
414-2	Negative social im- pacts in the supply chain and actions taken		None
Public	policy		

3-3 Management of material topics

GRI- Norm	Disclosure	Page	Description
415-1	Political contributions		None
Custor	mer health and safety		
3-3	Management of material topics		
416-1	Assessment of the health and safety im- pacts of product and service categories		Not applicable
416-2	Incidents of non- compliance concerning the health and safety impacts of products and services		Not applicable
Marke	ting and labeling		
3-3	Management of material topics		
417-1	Requirements for product and service information and label- ing		Not applicable
417-2	Incidents of non-com- pliance concerning product and service information and label- ing		Not applicable
417-3	Incidents of non-com- pliance concerning marketing communi- cations		Not applicable
Custor	mer privacy		
3-3	Management of material topics		
418-1	Substantiated com- plaints concerning breaches of customer privacy and losses of customer data		MaibornWolff has not experienced any violations of customer privacy or data losses.

About MaibornWolff

For more than **35 years**, MaibornWolff has been inspiring clients from all industries with IT consulting, software engineering, UX/UI, and test management. This includes renowned companies such as BMW, CreditPlus, Daimler, Deutsche Bahn, Miele, ProSiebenSat.1, SMA Solar, and Sonax.

More than 1,000 employees in Munich, Augsburg, Berlin, Bonn, Darmstadt, Frankfurt, Hamburg, Leipzig, Tunis, Alicante, and Valencia ensure that the human element remains the focus in all phases of sophisticated IT projects: We lay the technological foundation for new business models.

Our Clients

We are at home in the entire IT world. From automotive to health to tourism our clients span the entire industry spectrum.



Our Technology Partners

As a certified and repeatedly awarded top software development and technology partner of, among others, Microsoft, AWS Amazon Web Services, HiveMQ, and Cybus, we provide our clients with innovative cloud-based solutions and services by combining our MaibornWolff expertise in cloud architecture, cloud-native, DevOps, artificial intelligence, and machine learning with Microsoft's Azure and PowerPlatform solutions, as well as AWS's Advanced Tier Services.









