

ENVIRONMENTAL POLICY

of usd AG

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1. Environmental Policy of usd AG

Responsible action plays a fundamental role in all areas of usd - for us, our clients and partners, but also beyond. "We belong to the good guys" is one of the guiding principles of our Code of Ethics. The well-being of future generations and environmental protection are therefore important components of our corporate philosophy.

We feel obliged to carry out our activities in harmony with the environment and nature and to make our entrepreneurial activities sustainable for future generations. The Executive Board and the management of usd have committed themselves to the principles below. Within the framework of usd's environmental management, we continuously analyze all aspects of our operating processes with regard to potential for improvement for the benefit of the environment, in line with the profitability of usd AG.

usd AG and its employees set themselves the goal,

- to protect and care for the natural foundations of life,
- to fulfill all binding obligations,
- to continuously improve the environmental management system and
- to anchor environmental protection as a matter of course in the thinking and actions of all.

In order to achieve the aforementioned goals, usd management has decided to reach the goal of CO2 neutrality by YE 2025 at the latest.

For many of our clients, environmental awareness is an important factor in the selection of contractual partners. We try to meet this requirement and always aim to implement all client-relevant specifications in the best possible way and, if possible, to exceed them.

When selecting our service providers and partners, we also pay attention to the aspects of environmental protection and sustainability that are important to us. Our purchasing guidelines and processes for evaluating service providers are geared towards this.

As an employer, we believe in a high level of personal responsibility on the part of our employees in all matters. This also applies to the areas of environmental protection. All employees are integrated into our management system and have the right and duty to work towards avoiding unnecessary burdens on the environment in their daily work. Annual awareness training sessions are held to sensitize employees to this issue.

The continuous improvement of environmental awareness and the associated measures are also anchored in the management system. The measures taken are reviewed on a cyclical basis and all

suggestions from employees are welcomed and active cooperation is encouraged. In addition, the usd Responsibility Circle, which consists of a community of employees from different departments, is actively involved in improving the environmental awareness of employees and implements various approved measures and projects every year.

2. Environmental management manual

The measures currently taken to improve the environment in the various subject areas are listed below. The overall responsibility for implementing the measures lies with the Executive Board of usd AG.

The concrete implementation is carried out by the departments responsible for the subjects. The departments are also responsible for working out the details of the points mentioned, monitoring their implementation status and ensuring that the measures are maintained in the event of changes.

2.1 Office locations and materials

We use energy, water, materials and space sparingly and in an environmentally friendly manner. Green electricity is used at all office locations. Lighting systems are always equipped with energy-efficient light sources and toilets are fitted with water-saving buttons. Our facility management is in regular contact with our landlords in order to jointly evaluate ways in which the office locations can be operated in an even more environmentally conscious manner, e.g. through structural, energy-related measures and improvements in the energy consumption of HVAC equipment (heating, ventilation, air conditioning).

We prefer to procure the most environmentally friendly products in terms of production, use and disposal. For example, environmentally friendly office supplies and sustainable promotional gifts are used wherever possible. We provide our employees with organic milk and organic coffee beans. In addition, we have installed drinking water systems at our Neu-Isenburg and Cologne sites to stop the use of plastic bottles. All employees have their own glass bottles to use the drinking water system.

We ensure that waste is avoided and unavoidable waste is recycled or disposed of in an environmentally friendly manner. All employees are instructed to produce as little waste as possible and, for example, to avoid unnecessary printing processes. With this basic idea in mind, business cards are no longer printed for usd employees and extensive flyer material is not used when visiting trade fairs and as part of campaigns. This is just as unnecessary in the digital world as many original signatures on documents. We therefore work predominantly with digital signatures for both internal and external documents. Waste is always disposed of separately and in an environmentally friendly manner.

Shipments are preferably carried out by climate-neutral service providers.

2.2 Mobile working

In the area of mobile working of our employees from home, we provide suggestions for sustainable and environmentally conscious working within the framework of awareness training. In particular, we focus on energy-saving aspects, the use of green electricity and the avoidance of paper waste.

2.3 IT infrastructure

IT hardware is used for as long as possible. We have consciously decided, also from an environmental point of view, not to set fixed usage cycles for hardware in order to prevent unnecessary destruction of IT equipment that is still usable. Old hardware is scrapped and recycled wherever possible, taking into account the disposal of data media in accordance with data protection regulations.

All employees are instructed to switch off IT equipment when it is not required.

When purchasing IT equipment, the energy consumption of devices is also generally taken into account.

IT consumables, such as toner, are recycled. The IT infrastructure is responsible for all IT consumables processes.

The majority of our servers are physically operated in the premises of our data center partner, who is also committed to compliance with corporate social responsibility requirements. This includes, among other things, the use of 100% green electricity to operate our servers.

2.4 Business trips of our employees and transport

Business trips are an important part of business for a consulting firm and are not completely avoidable despite the increasing use of video conferencing. Nevertheless, we generally try to avoid unnecessary travel wherever possible and use video conferencing.

We carry out our business trips as environmentally friendly as possible and recommend that our visitors travel by public transport.

For travel to and from our office locations, our employees receive job tickets and are encouraged to use public transport. We encourage the use of company bicycles. The introduction of mobile working also reduces a large number of private trips to the sites.

For business trips where it is not practical to travel by public transport, usd provides environmentally friendly company cars, which will be CO₂-free when newly purchased from 2022 onwards.

Since October 2021, only environmentally friendly plug-in hybrid or fully electric vehicles have been permitted as company vehicles. For plug-in hybrid vehicles, our employees commit to using the vehicles as much as possible purely electrically. Charging stations powered by green electricity are made available to employees for free use at the office locations.

2.5 Service providers and contractual partners

We include our contractual partners in our environmental protection activities and therefore also take into account defined environmental aspects in the procurement process. Once a year, the status of the implementation of an environmental management system is inquired at relevant service providers of usd AG.

2.6 Employee gifts

The selection of benefits and gifts for employees is also based on environmentally conscious and supportive measures. For example, organic cotton is chosen for the production of usd textiles (e.g. usd baby bodysuits). In addition, birthday gifts such as our "Aktion Mensch" raffle tickets or tree sponsorships are explicitly chosen in accordance with our environmental policy.

3. Continuous improvement

As part of the annual management review of the management systems implemented at usd (currently: information security management system according to ISO 27001, quality management system according to ISO 9001), a review of the environmental management will be integrated from the year 2022.

In addition, an internal reporting and ideas management process has already been established via the Responsibility Circle, which also enables ad hoc measures to be taken following approval by the Executive Board at the monthly meetings.