

more security. **usd**

2021 SUSTAINABILITY REPORT

FOREWORD

Corporate Social Responsibility (CSR) is the social responsibility of companies in terms of sustainable business. This includes social, ecological and economic aspects, such as fair business practices, employee-oriented personnel policy, economical use of natural resources, protection of climate and environment or serious local commitment.

We at usd are proud to contribute on the side of the good. We refrain from behavior that violates laws, regulations and rules and have committed ourselves to positive values wit-

hin the framework of our CSR policy and our sustainability strategy.

Each and everyone of us at usd bear responsibility. For our customers. For ourselves. For our community. For our environment. For the generations that follow us.



Manfred Tubach
Gründer, CEO





OUR SUSTAINABILITY STRATEGY



The following ten statements describe our strategic approach to sustainability and demonstrate its relevance.

1 OUR MISSION

Within the framework of our mission „more security“, we develop and provide sustainable and valuable consulting and services for our clients. Our actions are in line with our responsibility, our values, our corporate philosophy and our guiding principles.

2 DIALOGUE WITH STAKEHOLDERS

We communicate continuously with our stakeholders on topics that affect our mission, our environment and our company. To this end, we regularly seek exchange in order to be able to react in a targeted manner to customer needs, future trends and changing market situations.

3 SUSTAINABILITY IN OUR CORPORATE STRATEGY

We have anchored sustainability in our strategic development and business processes. We consider ecological, economic and social aspects in our decisions.

4 FOCUS OF SUSTAINABILITY

Our corporate governance and our environmental policy describe and promote our operational efforts for sustainable transformation. We are working to achieve CO2 neutrality in the usd by 2025 at the latest.

5 NEXT GENERATION SOLUTIONS

We see the increasing demands for greater sustainability and are responding to them. We leverage partnerships, technologies and programs to integrate sustainability into our processes and supply chains. Our goal is to only provide services that have a positive sustainability profile.

6 FORWARD-LOOKING RESOURCE MANAGEMENT

Our use of resources always takes into account the aspects of economy and environmental justice. For the operation of our sites, we have created solutions with our partners that regulate the economical use of resources. The aim is to continuously integrate further measures for environmentally compatible resource use through our reporting and ideas management process.

7 MEASURING OUR SUSTAINABILITY INITIATIVES

We measure the impact of our sustainability initiatives and incorporate the results into our decision-making processes.

8 IMPACT ON BUSINESS ACTIVITIES

We regularly and systematically examine positive and negative influences on our activities that arise along the value chain. The early identification of opportunities and risks creates a stable foundation for our business and its sustainability.



"Sustainability means incorporating it into our decisions and actions every day. For a better future."

Andreas Duchmann,
Member of Executive Board

9 RELEVANCE OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

usd AG supports the United Nations' Sustainable Development Goals (SDGs) and integrates the UN Guiding Principles into its corporate culture and guidelines.

10 CONTINUOUS IMPROVEMENT OF OUR SUSTAINABILITY PERFORMANCE

Our aim is to continuously improve in all areas. We create transparency through a sustainability report that takes into account the methodology of the Global Reporting Initiative (GRI).

ORGANIZATION AND MANAGEMENT

The Executive Board bears overall responsibility for sustainability and *Corporate Social Responsibility* aspects at usd. It assigns direct responsibility to the organizational management for Compliance & Legal, Human Resources, Purchasing and the Responsibility Circle. The units are in regular exchange and implement different sustainability focal points.



Figure 1: Organizational model on SCR responsibility

COMPLIANCE & LEGAL

Our Compliance & Legal department is in close contact with all our organizational units and is responsible for monitoring compliance with our guidelines, regulatory requirements and compliance standards.

HUMAN RESOURCES

Human Resources is responsible for the controlling framework between our employees and usd AG. They draw up the necessary guidelines resulting from our corporate responsibility and initiate appropriate CSR measures that have a direct influence on our employees.

PURCHASING

Our purchasing department is responsible for the procurement of resources and goods in accordance with our guidelines. As it maintains direct contact with our suppliers and exerts a controlling influence on the quality of the resources we use, it is a central element in the implementation of our sustainability strategy.

RESPONSIBILITY CIRCLE

The Responsibility Circle is an independent and employee-led committee that acts as a contact and reporting point for employees on ideas for more sustainability and responsibility. The Responsibility Circle organizes charitable initiatives and implements CSR measures that are suitable and feasible within the framework of its independent annual planning.

An annual component of the annual planning is the distribution of donations to charitable associations as well as to the *Stiftung Deutsche Kinderkrebshilfe (German Children's Cancer Aid Foundation)*. This resulted in donations of € 6,000 in fiscal year 2021, for example. The recipients were *Deutsche Kinderkrebshilfe*, *DRK Kreisverband Ahrweiler e.V. DRK e.V.* as well as the *Bergwaldprojekt e.V.* The Executive Board accompanies the annual planning and is informed annually by the Responsibility Circle about measures carried out.



"Above all, it is the numerous initiatives of our employees that make me proud of what we are achieving as part of our corporate social responsibility measures."

Andrea Tubach,
Member of Executive Board

A full-page background image of a mountain landscape. In the foreground, a rocky slope is covered with trees displaying vibrant autumn foliage in shades of orange, yellow, and brown. A stone wall or path runs along the edge of this slope. In the background, towering, rugged mountains are partially covered in snow, with deep shadows in the valleys. The sky is a clear, pale blue. In the top right corner, there is a small orange triangle pointing downwards.

CORPORATE GOVERNANCE

usd AG is a medium-sized stock corporation incorporated under German law. All internal stakeholders consider excellent corporate governance to be essential and indispensable. The Executive Board and Supervisory Board are therefore explicitly committed to responsible corporate governance. Compliance with the principles of corporate governance is an important management task. For their implementation, necessary powers have been granted to appropriate organizational units, which ensure that necessary guidelines are determined and effectively implemented. Relevant guidelines will be published in 2022.



“To me, sustainability means being mindful of our resources. We all have a responsibility and we have to live up to it.”

Manfred Tubach, CEO

EXECUTIVE BOARD

The Executive Board of usd AG is responsible for managing the company in the interests of usd AG. The interests of usd AG include the interests of its shareholders (management and employees of usd AG), employees and other stakeholders. In regular meetings, which take place several times a year, sustainability topics relating to the environment, safety and society are discussed - proposed measures by the Responsibility Circle are supplemented by the Executive Board's own focal points. In addition, the Executive Board reports in detail to the Supervisory Board at regular intervals on topics of any kind that are relevant for usd AG.

SUPERVISORY BOARD

The Supervisory Board advises and monitors the strategic management of the company by the Executive Board in accordance with the law. This includes reviewing and approving the annual audit reports of the auditor, the proposal on the distribution of profits to shareholders and the annual combined management review. If the Executive Board proposes decisions with fundamental consequences for usd AG, the Supervisory Board is obligated to review and advise on the entrepreneurial effects.



Tools and guidelines in accordance with corporate governance and for the protection of human rights at usd AG:

CONDUCT GUIDELINES AND INSTRUCTIONS

- usd Code of Ethics
- Global Employee Guide
- Corporate Social Responsibility Guideline
- Equal Treatment Guideline
- Global Purchasing Guideline
- Code of Ethics and Conduct for Suppliers

CONTROL SYSTEMS

- Supplier Evaluation and Assessment
- Reprimand Process
- Environmental Policy
- Management Review

TRANSPARENCY AND REPORTING

- Sustainability Report
- Year-end Report





OUR CSR ACTIVITIES



COMPANY PENSION SCHEME (GERMAN: BAV)

As a supplement to the statutory pension insurance and beyond the intergenerational agreement and the statutory requirements, we subsidize the contributions to a direct insurance as a company pension for all employees.

TERM LIFE INSURANCE

In order to reduce the general life risk and the associated effects, we participate in term life insurance policies taken out by employees.

DONATIONS

We make an annual donation to the Stiftung Deutsche Kinderkrebshilfe (German Children's Cancer Aid Foundation). In addition, the Responsibility Circle organizes further donations and involves employees in this context. In 2022, the total donation volume will be increased to €10,000.

EYE AND SPINAL EXAMINATION

As part of our preventive medical care programme, we organise regular eye and spinal screenings with a specialist healthcare partner.

FRUIT BASKETS

We provide fruit baskets at our office locations as an offer for daily catering. We invite our employees to integrate healthy eating into their daily routine.

WATER DISPENSER TO REDUCE PLASTIC

To avoid plastic waste, water dispensers were installed at our office locations in Neu-Isenburg and Cologne in 2019. In addition, we provide reusable water bottles and have thus completely substituted plastic bottles.

CHARITY FUNDRAISING RUN

We encourage our employees to take part in charity runs as a motivation for sporting activities and to make donations to charitable organisations.

MEDICAL COVID HOTLINE

Our service provider for occupational safety and health protection serves as a neutral point of contact for our employees who need to talk in times of social isolation. Specialists from the service provider are available to our employees via a hotline during fixed service hours.

ORGANIC MILK AND COFFEE

In an effort to promote the cultivation of sustainable food that usd AG purchases, we began using organic milk and organic coffee beans as an option in our beverage offerings in 2019.

CHRISTMAS TREE DONATION FOR CHILDREN'S HOSPITAL

In 2019, we already donated Christmas trees to a children's hospital in Frankfurt and cr Every year at Christmas, we invite our employees to voluntarily fill gift boxes with everyday goods. During our annual Christmas party, we collect these boxes and hand them over to a regional food bank eated colorful tree decorations together with the young patients. Due to the COVID pandemic, this initiative had to be paused but will be resumed in 2022.

FOOD BANK DONATIONS

Every year at Christmas, we invite our employees to voluntarily fill gift boxes with everyday goods. During our annual Christmas party, we collect these boxes and hand them over to a regional food bank.

JOB BIKES AND PUBLIC TRANSPORT TICKETS

To create an incentive to replace travel to our offices by car with a bicycle, we promote the purchase of company bicycles. In addition, we provide our employees with JobTickets to encourage the use of public transport.

OUTLOOK 2022

Further initiatives are already planned for 2022 and in the process of implementation. These include, among others: giving schoolgirls an insight into the professional fields of cyber security as part of the nationwide initiative „Girls Day“. In addition, we have started the „usd IT Lifecycle Initiative“, which extends the life cycle of IT equipment by donating still functioning usd old hardware in cooperation with a partner. The implementation of a new version of the usd company car

policy also consciously promotes our sustainability goals by allowing new vehicle purchases in the usd only as hybrid or fully electric. Measures that had to be paused in the course of the global COVID pandemic will be successively resumed in consideration of the annual planning



HUMAN RIGHTS



Upholding and respecting human rights is our fundamental corporate responsibility. We assume all related obligations throughout the company and along the value chain in our sphere of influence.

With the help of various principles of conduct and guidelines, we as a company ensure that we comply with our human rights obligations. The fundamental importance of human rights for usd is reflected in the Corporate Social Responsibility Policy and covers ethical, social, sustainable and environmental aspects. Human rights requirements for our suppliers are set out in a separate code of conduct. We regularly review their compliance through our internal supplier validation and assessment processes.

The entities responsible for recording cases of discrimination, disadvantage or corruption, which are registered through

(anonymous) tips / complaints or through evaluation and monitoring, did not register any incidents in the years of 2020 and 2021.

In view of the increasing importance of human rights in supply chains, it is particularly important for us to regularly provide our employees with internal training and education on human rights aspects and compliance. To this end, we will expand our existing training program in 2022 in order to provide our employees with a more comprehensive overview of human rights and the usd regulations installed for this purpose.

An aerial photograph of a coastal landscape. On the left, a calm body of water reflects the clear blue sky. A thin strip of sandy beach separates the water from a vast expanse of vibrant green agricultural fields on the right. In the distance, a small town or village is visible on the horizon under a bright, clear sky. A small orange triangle is located in the top right corner of the image.

ENVIRONMENT

As an IT company, we use and sell digital technologies and services. We are aware of the impact our services have on the environment and take all necessary steps seriously to reduce this impact.

The largest consumption of resources in use is attributable to energy, due to the form of our services. Since 2015, we have therefore been using green electricity in all of our locations, which is fed 100% from renewable energies. In cooperation with our facility management, we have also used energy-saving light sources wherever possible and integrated the low energy consumption of technical equipment as a requirement in our purchasing process. Annual training sessions and visual notices in each of our offices also include instructions on how to operate and use technical equipment (e.g. air conditioning systems) in an energy-efficient manner. In this way, we ensure that the largest energy consumers are used in the most environmentally conscious and energy-saving way possible.

During the COVID pandemic, as a result of which employees worked primarily from home, our 2020 electricity consumption decreased by approximately 28%, and electricity con-

sumption in fiscal 2021 decreased by an additional 14% compared to the prior year.



"To me, sustainability means aligning our business activities today so that we can prevail in the future."

Christopher Kristes,
Member of Executive Board

As we do not manufacture any physical products or process any raw materials, consumers of water are primarily sanitary facilities, technical equipment and general drinking water needs. Since 2019, we have installed drinking water dispensers at our Neu-Isenburg and Cologne sites, thereby completely substituting the purchase of bottled drinking water. In the first step, we are thus shifting our consumption of water, but in return we are completely eliminating our share in the supply chain for water bottles and their negative environmental impact in terms of waste, transport and treatment.

In order to make it possible for our employees to travel to use locations without a car, we offer all employees job tickets

for public transport. In addition, we promote the purchase of company bicycles as a further means of transport and incentive to reduce CO2 emissions.

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

Since October 2021, only environmentally friendly plug-in hybrid or all-electric vehicles have been permitted as company vehicles when concluding new contracts. For plug-in hybrid vehicles, our employees undertake to use the vehicles purely electrically as much as possible. Charging points powered by green electricity are made available to employees for free use at the office locations..

A photograph of several wind turbines on a hill at sunset. The sky is a mix of blue and orange, with clouds catching the low light. The turbines are dark silhouettes against the bright sky. One turbine in the center has a white dot on its blade, with a line connecting it to the text '100%'.

GREEN ELECTRICITY FROM

100%

SUSTAINABLE SOURCES

A woman with dark hair in a ponytail, wearing a light grey button-down shirt, stands in a server room. She is holding a dark laptop and looking at it while her other hand is near a dense array of yellow and blue network cables plugged into a server rack. The room is dimly lit with long, horizontal light fixtures visible in the background.

RESPONSIBILITY IN THE SUPPLY CHAIN

As an accredited auditor, we advise and certify companies worldwide according to the specifications of the credit card industry. The usd HeroLab experts identify vulnerabilities in IT systems and applications. Our security consultants advise companies holistically in questions of information security, risk management and IT compliance. Our customers therefore belong to all industries. Banking and financial service providers, tourism and airlines, IT service providers, trade and e-commerce are the focal points.

As a company in the service sector, we have no intersections with the primary or secondary sector of the economy - we therefore do not produce or create raw materials or material products and are not involved in any physical production processes. The products and services that we supply are therefore mainly digital goods and (technical) equipment that make our service provision necessary. We also purchase software, security and insurance services as well as (building) maintenance and infrastructure services.

By carefully selecting our suppliers, we serve the requirements of our customers and make our contribution to more sustainability in the procurement process. To this end, we have defined specific environmental criteria that must be met in the regular evaluation of our suppliers. For more

transparency, dialogue with our suppliers is very important to us. For this reason, our suppliers undertake to comply with the legal requirements and, from 2022 onwards, with the usd Code of Ethics and Conduct, which includes the sustainable order with regard to ethical and social responsibility. The components of this code are identical in nature to our commitments to promote economic, ecological and social responsibility as well as corporate ethics.



"To me, sustainability means not just thinking about today, but making ethical principles and environmental protection a natural part of our lives in the long run."

Matthias Göhring,
Member of Executive Board

REVIEW AND EVALUATION OF OUR SUPPLIERS

Validating information from our suppliers is the first step in any new supplier relationship. For this measure, information provided by suppliers is checked against our Code of Conduct. In addition to quality, environmental protection, safety, health and energy management, the factors of corruption prevention, cyber security, fundamental and human rights, and responsibility in the supply chain play an important role. Relevant parameters are documented and weighted as part of a supplier evaluation as an important control instrument. Suppliers are evaluated at regular intervals.

In fiscal year 2021, only one of our suppliers experienced a delivery problem; appropriate measures have already been implemented and the intended quality has been restored.

As part of an annual review of the management system, the mechanisms used for a sustainable supply chain are qualitatively checked in the form of an internal audit and as part of our quality management (DIN EN ISO 9001) and reported to the Executive Board.

An aerial photograph of a city skyline at sunset. The sun is low on the horizon, casting a warm, golden glow over the city. Several tall skyscrapers are visible, including a prominent one with a pointed top. The city is densely packed with buildings, and the surrounding area is filled with greenery. The title 'BUSINESS ETHICS & COMPLIANCE' is overlaid in large, white, sans-serif capital letters on the left side of the image.

BUSINESS ETHICS & COMPLIANCE



PRINCIPLE OF PREVENTION

A risk in the area of compliance is the violation of requirements necessary for compliance. The tools we use are designed to prevent a compliance violation and include risk analyses, awareness measures and training, as well as the provision of best practices as general recommendations.

In order to identify potential risks as early as possible, risk analyses are carried out where compliance standards require them. Based on the results of these risk analyses, the business units concerned integrate binding standards and measures into their business processes to reduce (compliance) risk. The content and parameters of the risk analysis are evaluated and checked for timeliness and appropriateness through annual reviews of the management systems. The results of the risk analyses are reported to the Executive Board on an annual basis.

Our basic ethical understanding is supported by our so-called Code of Ethics. It covers the topics of corruption, fraud and money laundering, conflicts of interest, anti-competitive practices as well as regulations on the acceptance of gifts and invitations. Our Code of Ethics is binding for all our employees and regulates the ethical framework by which we live. If violations of our policy are registered, they are reported to an internal reporting office, which is committed to restoring our basic ethical understanding



EMPLOYEES

Our goal of protecting companies from hackers and criminals can only be achieved with excellent employees. This results in high demands on activities in the areas of personnel recruiting, personnel development and leadership. These are necessary in order to continuously develop us as an attractive employer.

As part of the HR strategy, activities in the area of human resources are constantly being developed and improved. To this end, central areas have been defined on which our activities are focused:

- Talent acquisition
- Support and promotion of individual career paths
- Development of leadership skills

Within this framework, the HR organization is efficiently supported and accelerated by smart personnel management tools, a large-scale knowledge management and process-oriented action in order to fulfill the goals of the central departments.

OCCUPATIONAL SAFETY

Occupational safety is a central component of our corporate responsibility. Electrical systems and pieces of equipment that pose a risk of danger are inspected externally on an annual basis. If sources of danger are identified on technical equipment, it is replaced immediately. In addition, technical guidelines are in place to ensure safe working with technical equipment.

Workplaces must meet defined criteria in accordance with the Occupational Health and Safety Act. All computer workstations were therefore comprehensively checked in accordance with a risk assessment. All statutory occupational safety requirements are met.

HEALTH

The conditions of the COVID pandemic have had no measurable effect on the sick days of our employees since the beginning of the pandemic - the average sick days per employee are still about 40% below the statistical average in Germany.

Average sick days per employee			
2019	2020	2021	Ø Germany*
6,82 days	6,09 days	6,81 days	11,2 days
* according to Statista, 2020			

In order not to expose our employees to any avoidable risk of infection, the statutory provisions on home office duty were offered as a general recommendation beyond the term of the ordinance. If our customers required office visits or on-site appointments, our strict hygiene concept ensured the necessary health safety. According to our records, no employees at usd or at our customers' sites were infected with Corona in 2020 or 2021.

Our regular and planned health measures for our employees include, as an important component, annual training courses that provide information on methods for a healthy working environment and measures to avoid stress. In addition, we offer our employees voluntary preventive medical check-ups at regular intervals. These include eye examinations and spinal screenings.

ATTRACTIVENESS AS AN EMPLOYER

We aim to offer attractive working conditions in order to acquire the most talented personnel and provide them with the platform for further development. In addition to initiatives to generate new employee competencies, we also offer attractive remuneration based on a competency level model and also provide additional financial benefits.

In parallel, we place a special focus on flexible working conditions. In this way, we meet the desire for a modern work-life balance; mobile working is part of everyday life for us.

TALENT MANAGEMENT

Multiple communication channels allow us to draw attention to ourselves in many different ways. We are also involved in educational institutions such as the TU Darmstadt or the Goethe University Frankfurt and regularly host events in our CST Academy as a contribution to the cyber security transformation. These programs are essential for us to develop the leaders of tomorrow, but also to share our knowledge with society.

EMPLOYEE SURVEY

Every year, we survey our employees on a variety of parameters to obtain anonymous feedback on existing working conditions, workload and satisfaction. The survey is fundamentally designed to measure perceived employee well-being. The participation rate in 2021 was 64%. These results provide us with valuable insight into how corporate values are perceived in usd and allow us to adjust HR activities in a targeted and pioneering manner. The outstanding results of the

Employee contractual status 2021					
	Employees	permanent	working students	trainees or dual students	interns
usd AG	133	100	28	3	2
female [%]	21,4	22,0	10,7	0,0	50,0

2021 survey was the degree of identification of employees with usd, which includes answer options between „Not at all“ and „Very strongly“. In order to determine the degree of identification, the results were cumulated for the answer options „Very strong“ and „Strong“. The perceived degree of identification of employees with usd in relation to usd as a company was about 80%. The degree of identification of employees with the goals of usd was 96%.

ONBOARDING


Integrating new employees quickly and completely into our team is an important process that is organized and standardized by Human Resources. Onboarding includes a number of different internal programs and trainings to impart professional and social skills.

Depending on the type of employment, onboarding typically

includes a buddy-mentor system, whereby new colleagues are individually supported by an experienced mentor during their induction period.

EMPLOYEE CONTRACTUAL STATUS

About 75% of the employees have a permanent employment contract. Through intensive engagement at various German



universities and colleges as well as the strategic orientation to develop talent, the remaining share of about 25% consists of students with an employment contract as a working student. The aim is to transfer students who have successfully completed their studies into permanent employment relationships. In 2021, the „conversion rate“ of working students was 73%.

FAIR REMUNERATION

Fair, market and performance-oriented remuneration by Human Resources is anchored in our competence level model, which was developed in accordance with our personnel development concept. The principles of our

competence level model apply globally in usd and include regulations for both permanent employees and working students. The competence levels are based on criteria such as responsibility, competence and success.

The design of our salaries is based on individual negotiation and on individual competencies and experience. Personnel characteristics such as ethnic origin, gender, age, disability, sexual identity or religion/belief have no influence on the salary structuring process. Our commitment to the General Equal Treatment Act (German: AGG) as well as internal gui-

delines prohibit any discrimination based on the aforementioned criteria.

GENDER PAY GAP

The global difference in average monthly base salaries between men and women in the usd is in the single-digit percentage range. The data used to calculate these ratios is based on employee position alone. Individual employee competencies and professional experience were not taken into account in the calculation and are the sole reason for the occurrence of these differences.

FLEXIBLE WORKING TIME MODELS

The regular contractually agreed weekly working time for about 78% of our permanent employees is 40 hours per week. The maximum weekly working time for temporary employees, of which about 97% are students, is based on the guidelines of the German Social Security and amounts to a maximum of 20 hours per week during the lecture period or a maximum of 40 hours per week during the lecture-free period, depending on the operation of the educational institution.

All usd employees benefit from an annual entitlement to paid

leave which significantly exceeds the statutory minimum entitlement. This regulation is not linked to any type of contract and is intended to give our employees sufficient time off for private undertakings and recreation in the sense of work-life balance.

In addition, the agreed working hours of our employees are characterized by a trust-based working hours model. In this way, we give our employees the necessary confidence to flexibly structure their working hours and to integrate them appropriately into their daily routine, together with the technical possibilities of working from home.



ABOUT THIS REPORT

This is the first sustainability report published by usd. Our aim is to give readers an insight into how we manage our business and drive sustainability in the usd. This report includes data from January 1, 2020 to December 31, 2021. It is reissued on a 2-year cycle on a voluntary basis as a supplement to the annual financial report published each year to responsibly report on environmental and social issues at usd.

Due to the initial reporting on sustainability and the prevailing impact of the SARS-CoV-2 pandemic during the reporting period, only the CSR activities of 2019 are included in the report in order to provide an appropriate overview of measures that could not be implemented in 2020 and 2021 due to regulatory requirements.

In fiscal years 2020 and 2021, usd AG comprised four organizational business units, which are reported on in this report synchronously with the annual financial statements. Relevant personal data for this report originate from central HR tools so that all data on business units have the same form and quality.

QUALITY ASSURANCE

To ensure that all data is up to date, this report was subjected to independent internal quality assurance. Due to the voluntary reporting on sustainability, no external review is required for the Sustainability Report 2021.

CONTINUOUS IMPROVEMENT

As part of the quality assurance process, the data from the current Sustainability Report is not only reviewed but also compared between previously published Sustainability Reports. If incorrect information becomes apparent, all affected topics are transparently corrected in the next Sustainability Report.



CREDITS

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