

2022

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

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



Manfred Tubach
Founder, 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 COMPANY 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 use 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

Since 2022, we have been placing appropriate measurement methods to measure the impact of our sustainability initiatives. To this end, measurements are integrated into the procurement process at the outset, as this is where the impact on sustainability is greatest.

8 IMPACT ON BUSINESS ACTIVITIES

We regularly and systematically examine positive and negative influences on our operations arising along the value chain. Early identification of opportunities and risks creates a stable foundation for our business and its sustainability.

9 RELEVANCE OF SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The United Nations Global Compact (UNGC) was founded in 2000. This pursues the vision of an inclusive and sustainable economy for the benefit of all people, communities and markets, today and in the future. In its CSR initiative, usd is guided by the UNGC's 10 principles in the areas of human rights, labor, environmental protection and anti-corruption and, since the adoption of the United Nations 2030 Agenda for Sustainable Development, also by the 17 Sustainable Development Goals (SDGs) defined with it, and integrates these into its corporate culture and policies.



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

Andreas Duchmann,
Member of Executive Board

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, People & Culture, 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.

PEOPLE & CULTURE

People & Culture is in charge of the steering framework between our employees and usd. They draft the necessary policies resulting from our corporate responsibility and initiate appropriate CSR measures that have a direct impact 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 greater sustainability and responsibility. In addition to implementing employee interests, the Responsibility Circle also 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 plan is the organization of donations to charitable associations and the German Children's Cancer Aid Foundation. This resulted in donations of €10,000 in fiscal year 2022. In addition to Deutsche Kinderkrebshilfe, recipients included Aktion Deutschland „Nothilfe Ukraine,“ Assistenzhunde NRW, Blau-Gelbes Kreuz e.V., The real Uganda, the Hugo Tempelmann Foundation, and Umsteuern! e.V. The Executive Board monitors the annual planning and is informed annually by the Responsibility Circle about the success of 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 steep, rocky faces visible. 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 under German law. All internal stakeholders regard excellent corporate governance as essential and indispensable. The Management 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 applied. Relevant guidelines were published in 2022.



“For 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 usd Executive Board is responsible for managing the company in the interests of usd. The interests of usd include the interests of its shareholders (management and employees of usd), employees and other stakeholders. In regular meetings held several times a year, sustainability issues relating to the environment, safety and society are discussed - proposed measures by the Responsibility Circle are supplemented by the Executive Board's own focus areas. In addition, the Executive Board reports in detail to the Supervisory Board at regular intervals on all topics of relevance to usd in accordance with the law.

SUPERVISORY BOARD

The Supervisory Board advises and monitors the Executive Board's strategic management of the company in accordance with the law. This includes reviewing and approving the annual audit reports of the auditors, the proposal on the distribution of profits to shareholders and the annual combined management review. If the Executive Board proposes decisions with fundamental implications for usd, the Supervisory Board is obliged to review and advise on the business impact.



Tools and guidelines in accordance with corporate governance and to safeguard human rights at usd AG:

BEHAVIORAL GUIDELINES AND INSTRUCTIONS

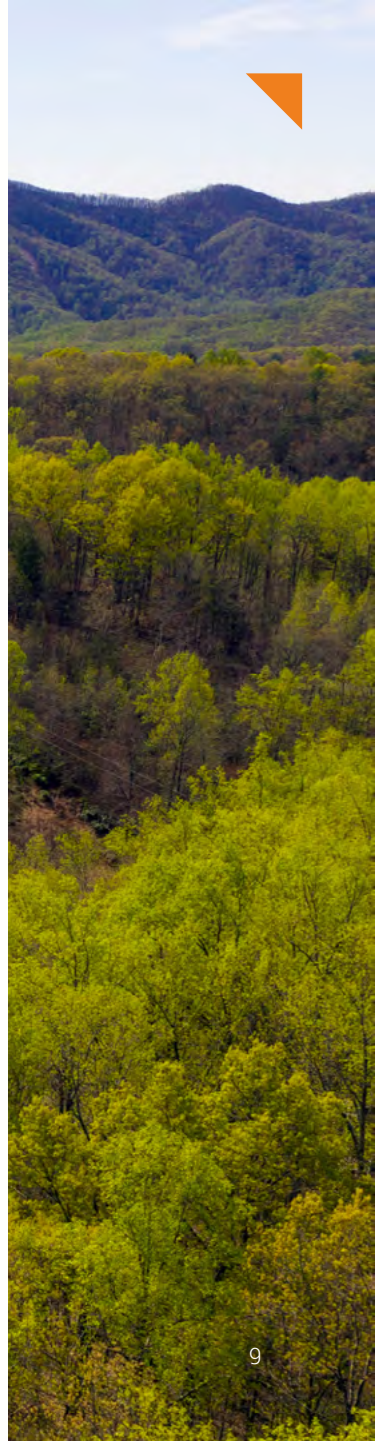
- usd Code of Ethics
- Global Employee Guide
- Corporate Social Responsibility Policy
- Equal Treatment Policy
- Global Purchasing Guideline
- Supplier Code of Ethics and Conduct

MONITORING SYSTEMS

- Supplier evaluation and assessment
- Disciplinary measure process
- Environmental Guideline
- Management Review

TRANSPARENCY AND REPORTING

- Sustainability Report
- End-of-year Report





OUR CSR ACTIVITIES



COMPANY PENSION SCHEME

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 plan for all employees.

TERM LIFE INSURANCE

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 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 was increased to €10,000.

EYE & SPINE EXAMINATION

As part of our preventive medical care program, we organize eye and spinal screenings at regular intervals with a health-care partner specializing in this area. In 2022, regular eye examinations were offered. Around 18 % of employees took up the offer and had their eyes examined.

FRUIT BASKET

We organize fruit baskets at our office locations as an offer for daily meals. To this end, we invite our employees to integrate healthy eating into their daily routine.

WATER DISPENSER FOR THE REDUCTION OF PLASTIC

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

CHARITY RUN

As a motivation for sporting activities as well as for donations to charitable organizations, we encourage our employees to participate in charity runs.

COVID AND HEALTH PROTECTION

In order to continue to effectively prevent infections with COVID and other diseases, we have maintained safety measures beyond the legal obligations and continued to provide all employees with disinfectants and COVID testing kits.

ORGANIC MILK AND COFFEE

To promote the cultivation of sustainable food that used purchases, we have been using organic milk and organic coffee beans as an option in our beverage range since 2019. We have also offered oat milk as a milk alternative since 2022.



DONATIONS IN KIND

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.

In December 2022, the Responsibility Circle also issued a call for toy donations for the Theresien Children's and Youth Welfare Center in Offenbach and for the CJG Kinder- und Jugendhilfe Sankt Josef in Cologne.

GIRLS DAY

Since 2022, we have been offering schoolgirls an insight into the professional fields of cyber security as part of the nationwide "Girls Day" initiative.

COMPANY BIKES & JOB TICKETS

To create an incentive to replace travel to our sites 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. In 2022 around 5 % of employees were provided with a company bicycle by us and around 54 % of employees received a JobTicket.

OUTLOOK 2023

Further initiatives are already planned for 2023 and in the process of being implemented. These include the “usd IT Lifecycle Initiative”, which extends the lifecycle of IT equipment by donating still functioning usd legacy hardware in cooperation with a partner. This project is already under implementation and is expected to be completed in April 2023. Furthermore, a new usd Circle is to be established, which will focus on the LGBTQIA+ community and promote diversity in usd.

In addition, it is particularly important to us that our employees are prepared for emergency situations in the business and private environment in which immediate assistance may be required. For this reason, we also offer a first aid course for all employees on a voluntary basis, in addition to the training of first aiders.



HUMAN RIGHTS



Upholding and respecting human rights is our fundamental corporate responsibility. We assume all associated obligations throughout the company and along the value chain within our sphere of influence. In this regard, we are guided by the German Supplier Chain Sourcing Obligations Act (Lieferantenkettensorgfaltspflichtengesetz - LkSG).

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 us is reflected in our Corporate Social Responsibility Policy and covers ethical, social, sustainable and environmental aspects. In the course of this we also commit our suppliers to comply with usd's own code of ethics and conduct. We regularly check their compliance through our internal supplier validation and assessment processes.

Our reporting centers that register cases of discrimination, disadvantage or corruption - they are registered through (anonymous) tips/complaints or through evaluation and monitoring - did not register any incidents in fiscal year 2022.

In view of the increasing importance of human rights in supply chains, it is particularly important for us to regularly raise awareness among our employees about human rights aspects and compliance with them through internal training and education. To this end we expanded our existing training program in 2022 to give our employees 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 a slight rise. The overall scene is peaceful and scenic.

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.

Due to the form of our services, the largest consumption of resources in use is attributable to energy. Since 2015 we have therefore been using green electricity at all our sites, 100 % of which is supplied by renewable energies. In cooperation with our facility management, we have also used energy-saving lighting 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 as environmentally conscious and energy-efficient as possible and take all necessary steps to reduce their impact on the environment.

During the Corona pandemic, as a result of which employees worked primarily from home on a mobile basis, our electricity consumption decreased by approximately 28 % in 2020,

and electricity consumption decreased by an additional 14 % in fiscal year 2021. In 2022, electricity consumption fell by a further 20 % overall compared with the previous year.



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

Christopher Kristes,
Member of Executive Board

Since 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. To make it possible for our employees to travel to use locations without a car, we offer all employees job tickets for pu-

blic 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 operated CO2-free when new vehicles are purchased from 2022.

Only fully electric vehicles have been permitted as company vehicles since August 2022 when new contracts are concluded. For plug-in hybrid vehicles still in the fleet, our employees are committed to using the vehicles purely electrically as much as possible. Charging stations powered by green electricity are made available to employees for free use at the office locations.

A photograph of several wind turbines on a hillside at sunset. The sky is a mix of blue and orange, with clouds catching the low light. The turbines are dark against the bright sky. In the top right corner, there is a small orange triangle.

GREEN ENERGY FROM
100%

SUSTAINABLE
RESOURCES

A woman with dark hair tied back, wearing a light-colored button-down shirt, is standing in a server room. She is holding a laptop in her left hand and plugging a yellow cable into a server rack with her right hand. The server racks are filled with equipment and many yellow cables. The room is dimly lit with some overhead lights visible.

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 on issues of information security, risk management and IT compliance. Our customers therefore come from all industries. Banking and financial service providers, tourism and airlines, IT service providers, retail 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 any raw materials or material products and are not involved in any physical production processes. Those products and services that we supply are therefore in particular digital goods as well as (technical) equipment that make our service provision necessary. We also procure 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 greater 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 greater transparency, dialog with our suppliers is very important to us. For this reason our suppliers undertake to comply with the legal requirements based on the German Supplier Chain Sourcing Obligations Act (Lieferantenkettensorgfaltspflichtengesetz) and additionally to comply 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, environmental and social responsibility and business 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 from suppliers is verified 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 assessment as an important control instrument. Suppliers are evaluated at regular intervals.

While only one of our suppliers had a delivery problem in fiscal year 2021, there were no problems in 2022.

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 in the center. The city is densely packed with buildings, and the surrounding area shows more residential and commercial structures. The sky is filled with soft, orange and yellow clouds. The title 'BUSINESS ETHICS & COMPLIANCE' is overlaid in large, white, sans-serif capital letters on the left side of the image.

BUSINESS ETHICS & COMPLIANCE



PREVENTION PRINCIPLE

A compliance risk 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, and the provision of best practices as general recommendations.

To identify potential risks as early as possible, risk analyses are performed where compliance standards require them. Based on the results of these risk analyses, the business units concerned integrate binding standards and measures in their business processes to reduce (compliance) risk. Through annual reviews of the management systems, the content and parameters of the risk analysis are evaluated and checked for timeliness and appropriateness. The results of the risk analyses are reported annually to the Executive Board. Our basic ethical understanding is supported by our *usd* Code of Ethics. It covers the topics of corruption, fraud and money laundering, conflicts of interest, anti-competitive practices and rules on accepting 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 forwarded to an internal reporting office that 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 places high demands on activities in the areas of personnel recruitment, personnel development and leadership. These are necessary to ensure that we continue to develop as an attractive employer.

As part of the strategy, activities in the area of People & Culture are continuously developed and improved. To this end, central areas have been defined on which our activities are focused:

- Talent acquisition
- Promotion of the individual career path
- Development of leadership skills

Within this framework, the People & Culture organization is efficiently supported and accelerated by smart human resources management tools, great knowledge management and process-oriented action in order to fulfill the goals of the central areas.

OCCUPATIONAL SAFETY

Occupational safety is a central component of our corporate responsibility. Electrical systems and 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. Technical guidelines are also in place to ensure safe working with technical equipment.

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

HEALTH

In 2022, the sickness rate among working people in Germany reached its highest level in 25 years. We do not have to record the enormous increase in sick days confirmed by certificates of incapacity to work.

Average sick days per employee				
2019	2020	2021	2022	Ø Germany 2022*
6,82 days	6,09 days	6,81 days	8,83 days	20 days (DAK) 19 days (TK)
* according to TK and DAK 2022				

Our regular and planned health-related 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 checkups 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 compensation based on a competency level model and also provide additional financial benefits.

In parallel, we place particular emphasis 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.

PEOPLE & CULTURE

Multiple communication channels allow us to draw attention to ourselves in many different ways. In addition, we are 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 2022 was 62 %. These results give us valuable insight into how corporate values are perceived in usd and thus adapt People & Culture activities in a targeted and pioneering way. The outstanding

Employee contractual status 2022					
	Employees	permanent	working students	trainees or dual students	interns
usd AG Ø	150	110	36	3	1
in Germany	150	110	36	3	1
female [%]	22,7	25,5	16,7	0,0	0,0

result of the 2022 survey was the degree of identification of employees with usd, which includes answer options between „Not at all“ and „Very strongly“. 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 also about 80 % in the year 2022. The degree of identification of employees with usd goals was 93 %.

ONBOARDING

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

and social skills. Depending on the type of employment, onboarding regularly includes a buddy-mentor system, whereby new colleagues receive individual support from an experienced mentor during their induction.



EMPLOYEE CONTRACTUAL STATUS

Around 73 % of the employees were in permanent employment. As a result of intensive engagement with various German universities and colleges and the strategic focus on developing talent, the remaining share of around 27 % is made up of students, including those with an employment contract as a student trainee. The aim is to transfer students as talents into permanent employment relationships after successful completion of their studies. In 2022, the conversion rate of working students was 79 %.

LIVING WAGES

Living wages are of great importance for achieving the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2015. usd has publicly committed to aligning its CSR initiative with the 17 Sustainable Development Goals. Without sufficient wage levels, the achievement of key goals is at risk (e.g. ensuring healthy lives for all; inclusive, equitable and quality education). A well-known and widely accepted definition of a living wage was developed by Richard and Martha Anker on behalf of the Global Living Wage Coalition (GLWC).

The accompanying benchmark analysis was conducted for usd wages.

Fair, market- and performance-oriented compensation by usd is anchored in our competence level model, which was developed in line with our personnel development concept. The principles of our competence level model apply globally at usd and include regulations for both permanent employees and student trainees. The competence levels are based on criteria such as responsibility, competence and success.

Salaries are determined on the basis of individual negotiations and individual competencies and experience. Personnel characteristics such as ethnic origin, gender, age, disability, sexual identity or religion/belief have no influence on the process of determining salaries. Our commitment to the General Equal Treatment Act (AGG) and internal guidelines prohibit any discrimination based on the above 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 determine these ratios are based solely on employee position. Individual employee competencies and work 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, which only includes students and trainees, is based on the requirements of the German social security system and is a maximum of 20 hours per week for students 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 employees of usd benefit from an annual vacation entitlement which significantly exceeds the legal 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 time model. This gives our employees the necessary confidence to organize their working hours flexibly and to integrate them appropriately into their daily routine, together with the technical possibilities offered by Mobile Office.

Furthermore, we enable our long-serving employees to make a smooth transition into retirement. Therefore, a partial retirement agreement is also possible under an individual arrangement.



ABOUT THIS REPORT

Our aim is to give readers insight into how we manage our business and drive sustainability in the usd. This report contains data from January 1, 2022 to December 31, 2022. It is reissued at least on a 2-year cycle on a voluntary basis as a supplement to the annual financial report published each year to report responsibly on environmental and social issues in the usd.

In fiscal year 2022 usd comprised four organizational business units, which are reported on in this report in synchronization with the annual financial statements. Relevant people data for this report comes from central People & Culture tools so that all data on business units has 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 2022.

CONTINUOUS IMPROVEMENT

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



CREDITS

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