

AEB SE

2022 Sustainability Report

April 2023

www.aeb.com

A large, colorful triangular graphic in the bottom right corner of the page, featuring a gradient from purple at the top to yellow at the bottom. The letters 'AEB' are printed in white on this graphic.

AEB

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1 Opening thoughts on sustainability

Dear readers,

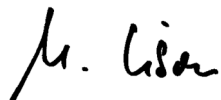
Here it is: our first sustainability report. The requirement for companies like AEB to publish a sustainability report does not take effect until 2026, for fiscal year 2025. But we just couldn't wait to show you what we've already achieved and what we hope to achieve in the future toward sustainable business practices.

For us, sustainable business practices have always meant striking a balance between the economic, environmental, and social aspects of our activities. Companies are social actors. This creates a responsibility – one that has been on our minds and in our DNA since AEB was first founded. We have always seen clearly, for example, that the fruits of our success belong as well to those who contribute so much to it: our employees.

Through the AEB-Stiftung, our company's charitable foundation, we also provide support to international projects that give people access to education. And the environmental responsibility of our activities has also been a primary focus for quite some time now, of course – because we know that our precious natural resources are finite. Though it may seem small in a global context, what we do at AEB is part of the solution.

In our view, there is not one ideal path to sustainability on any front: It takes a wide range of diverse activities and programs to pave the way. Our goal is to try our hand at all these efforts – and to get better and better along the way.

But we never lose sight of our economic goals. Environmental and social responsibility are not at odds with economic sustainability and responsibility, in our view. Quite the opposite: Sustainable businesses are more successful.



Dr. Ulrich Lison

Member of the Board of Directors

2 Company portrait

2.1 AEB: software for global trade and logistics

 1979 40+ years of experience	 600+ employees from 20+ countries	 13 offices in 8 countries	 7,000+ businesses in 80 countries running AEB software
 20+ years of experience in the cloud	 100% employee-owned and owner-operated	 Sustainability Climate-neutral since 2021	 Responsibility Promoting educational projects through the AEB-Stiftung

AEB software supports the global trade and logistics processes of businesses in the industrial, commercial, and service sectors. More than 7,000 customers use AEB solutions in over 80 countries for shipping, transport and warehouse management, customs management, import and export management, sanctions list screening, and export controls. AEB’s cloud portfolio extends from software products that can be deployed quickly to a highly adaptive logistics platform that is fine-tuned to precise customer requirements.

The electronic integration of supply chain partners and the automation of customs declarations, embargo checks, and shipping and billing processes yield greater transparency, efficiency, cost savings, and compliance in supply chain management as a whole. AEB solutions also make companies more flexible and responsive.

AEB has more than 600 employees worldwide, with corporate headquarters and its own data centers in Stuttgart, Germany. Other AEB locations in Germany are in Hamburg, Düsseldorf, Munich, Soest, Mainz, and Lübeck. AEB has international offices in the United Kingdom, Singapore, Switzerland, Sweden, the Netherlands, the Philippines, Czechia, and the United States.

2.2 Our shared values: the Common Ground

Our shared values of trust, openness, long-term thinking, authenticity, purpose, and personal responsibility are central to how we interact and collaborate. They are firmly anchored in our corporate culture and documented in our [Common Ground](#).

The people at AEB ...

- ... put shared success ahead of personal gain.
- ... accept responsibility, shape, and make decisions.
- ... make consensus-based rather than top-down decisions.
- ... live and love change.
- ... are fair, open, trusting, and appreciative of others.
- ... avoid rules and embody principles.

2.3 Organizational structure and leadership

2.3.1 Employee ownership

AEB is employee-owned, which means it belongs to no one except our own employees. They alone can become shareholders. Eliminating the influence of external investors as much as possible allows us to follow a path aligned with our own values. This ensures long-term stability and sustainable growth.

2.3.2 Leadership

For an overview of the current Management Board at AEB, please visit our website: [AEB Management team](#)

AEB's governing bodies include the **general meeting** and **Board of Directors** as stipulated by law, but also other institutions not legally required but nonetheless deemed important to actively uphold and strengthen our principles of employee ownership and openness. One example of this is our **Company Council** (see Chapter 5.1.1).

Leadership is the ability and the will to take responsibility. All employees at AEB do their own work autonomously, collaboratively, and in networks. We try to avoid the concepts of bosses, hierarchies, and instructions as much as possible, using them only where it really makes sense.

We stand behind the principle of **autonomy**. This doesn't mean that we've done away entirely with processes and responsibilities, however. Such tools are indispensable for the issues that we care most about or where we are following legal obligations. The Management Board assumes responsibility for quality management, security, and data protection, for example.

2.3.3 Systems of incentives

We do not offer financial incentives for achieving our sustainability goals – nor do we wish to. The annual variable compensation for all employees is dependent on the economic success of the company. We do not set individual targets for our employees, because we believe that motivation should come from within. We also create a corporate environment in which even those without defined targets are successful and help drive AEB forward – simply because they have the will and are given the opportunity.

2.4 Responsibility for sustainability

Several teams and managers at AEB bear strategic and operational responsibility for the issue of sustainability.

- The 25till24 project team is responsible for the actions designed to more precisely measure and **shrink our carbon footprint**.
- Our product management team is responsible for driving our **logistics vision**. Their mission: to develop software that helps our customers ship goods sustainably.
- Another group took the initiative in early 2022 to study AEB's **handprint** – the positive environmental impact of our business activities. That prompted initiatives around the United Nations Sustainable Development Goals (see Chapter 3) – and ultimately, this report.
- Our **internal sustainability management includes compliance management** to reflect the new directives, regulations, and laws on the subject of sustainability coming our way – most notably the EU Corporate Sustainability Reporting Directive (CSRD), the EU Taxonomy for Sustainable Activities, and Germany's Supply Chain Due Diligence Act. The employees who work on this are in regular contact with those members of the Management Board who are responsible for the issue at the executive level.

3 Sustainability strategy

Questions of sustainability have played a bigger and bigger role in our business decisions for quite a few years now. One prominent example is the **establishment of the AEB-Stiftung in 2017**.

In late **2021**, the management of AEB SE introduced **four missions** to guide our employees. Sustainability plays a key role here as one of these four missions.

Our four missions:

- Making the flow of goods simpler with cloud services
- Offering innovative IT solutions
- Unleashing passion and creativity in an open, respectful environment
- **Inspire, act sustainably, create purpose**



Sustainability and purpose for all emerge when

... economic, environmental, and social factors are given the same weight.

We consider these factors in every decision we make so that we do the right thing in the end. For example: What solutions do we actually wish to offer – for which market and target audience? What do we see as our larger social purpose or benefit, and what responsibility does this fulfill? This includes making a conscious decision about who we wish to work with and for. We have a clear ideology that continues to evolve and helps us make these decisions.

... resources are used responsibly.

By starting with ourselves as a company, and each one of us as individuals. By acting responsibly among ourselves and toward others in what we do and the resources we consume. By eliminating our carbon footprint, by showing mutual respect, and by not exploiting one another and above all not exploiting others.

... equal opportunities are a given and diversity is appreciated.

We are a diverse and colorful community with different talents, perspectives, and opinions. We always recognize the value in this and appreciate the fact that our relationships are based on shared values and that we interact with fairness and utmost respect. Customers, partners, and suppliers are inspired and motivated by this philosophy to follow the same path. A shared bedrock of values leads to a clear philosophy that in turn supports mutual understanding. We go out of our way to work with partners who share these values and avoid relationships that do not align with them.

... genuine enthusiasm and passion for these issues are evident.

We are active in networks such as research facilities, institutions, and political circles. We engage on issues that are close to our heart and where we can make a difference: carbon tariffs, New Work, and more. Not as a losing proposition, but not necessarily for immediately recognizable gain either. And sometimes simply because we are passionate and committed to an idea. Like our foundation, the AEB-Stiftung.

In 2022 we turned our attention to the **United Nations Sustainable Development Goals (SDGs)**, conducting several workshops to determine which SDGs were most relevant to our company. This is not a fundamental assessment of the SDGs. The decision was based on our answers to the following questions: Which SDGs can we help achieve? Do we have a negative impact on certain SDGs? Which SDGs are we already promoting today?

We're focusing on the following SDGs:



- 4 – Quality Education
- 5 – Gender Equality
- 8 – Decent Work and Economic Growth
- 10 – Reduced Inequalities
- 12 – Responsible Consumption and Production
- 13 – Climate Action
- 16 – Peace, Justice, and Strong Institutions
- 17 – Partnerships for the Goals

The chapters that follow refer to the various SDGs where relevant.

The SDGs are designed to help us evolve, prioritize, and make decisions on sustainability issues.

A materiality analysis planned as part of our implementation of CSRD will also provide important milestones for the sustainability strategy.

Sustainability strategy: what we achieved in 2022

- Defined areas of focus and selected appropriate SDGs
- Organized SDG creative ideation workshops for all employees
- Hosted innovation workshops on sustainability with various product teams

Sustainability strategy: what we're planning

- Conduct a materiality analysis as the basis for strategy development

4 Environmental sustainability

This part of our sustainability report deals with the sub-topic of environmental sustainability, based on SDGs 12 and 13.



4.1 Managing natural resources

As a software company, AEB has a low consumption of natural resources compared to other sectors such as manufacturing. The issue is still an important concern for us, however, so we are constantly working to reduce the waste we generate and the water we consume (both of which occur almost exclusively in our office spaces).

4.1.1 Water

Water consumption at our Stuttgart HQ came to 2,821 m³ in 2022, including 193 m³ for watering our outdoor areas. **The need for outdoor watering was higher in 2022 than in previous years due to the hot summer**, while the remaining water consumption remained within the usual range.

Aside from the water needed for the outdoor areas, high temperatures also increase the **water required to cool the building**, as the ventilation system uses water to cool the air in the summer. For this reason, water-

saving measures will have to be considered over the medium term in the effort to adapt to climate change. Our Facility Management team is aware of this.

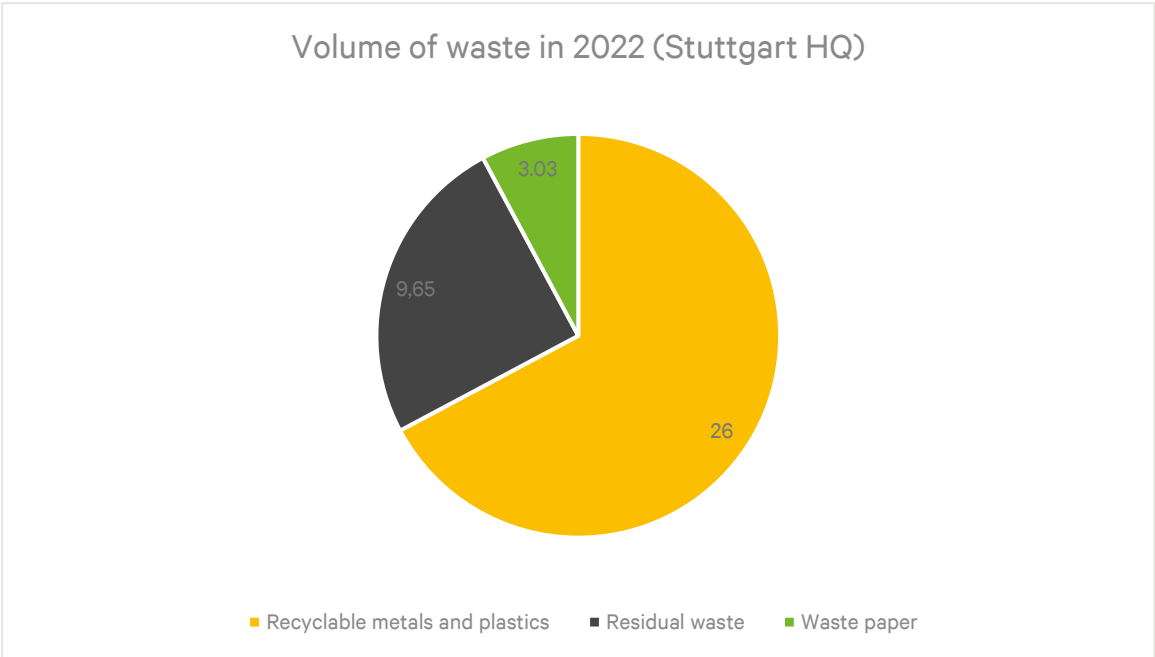
4.1.2 Waste

It goes without saying that we ensure proper disposal of our waste and try to reduce waste wherever possible. All our offices have already been largely **paperless** since 2017. We give our employees the option to purchase electronic devices such as notebooks or smartphones for personal use after the warranty period has expired. Otherwise, they are donated to educational institutions through the AEB-Stiftung. Any electronic devices that are not acquired or donated are given to the European nonprofit AfB for sustainable **refurbishment or recycling**. These measures help almost entirely eliminate **e-waste**. A residual volume of approximately 80 kg was disposed of at the recycling center in 2022.

Our cafeteria employees are particularly mindful of avoiding **food waste**. They take requested portion sizes into account when serving food. Any unserved portions are frozen and reused or, if not possible, made available for takeaway (in reusable to-go boxes). Since the pandemic restrictions were lifted and the cafeteria has largely returned to normal operation, we have also re-introduced the popular Friday buffet with highlights from the week. These measures and others have succeeded in significantly reducing food waste. The food waste that does accrue is given to a supplier for disposal in a biogas plant.

The topic of **food waste in private households** was also addressed within the company for the first time in 2022. This included tips and cooking workshops on how to repurpose leftovers. All these measures support our efforts toward climate action and the goals of SDG 12.3.

Other waste volumes 2022 (Stuttgart HQ):
(in metric tons)



Does not include an additional 24 m³ of green waste.

4.1.3 Land use and resource sharing

Conscious of the space we occupy, we try to **use office space efficiently**. Our “hot desking” concept has eliminated fixed workstations, giving employees the freedom to choose where they wish to work.

We began responding in 2022 to the post-pandemic surge in remote work among our employees and resulting decline in demand for our office space. **We eliminated 40 desks in our corporate headquarters and replaced them with a “flexspace” for events**, reducing the need to rent external event spaces.

We have also given up or will give up offices in three locations due to low demand, offering co-working options instead. We gave up our Zurich offices back in 2021 and our Amsterdam offices in 2022, and we’re planning to move to a co-working space in Düsseldorf in 2023.

We also use the outdoor area of our Stuttgart HQ as more than just a place to relax and work. We grow herbs there for use in our cafeteria kitchen, and the garden has been populated by honeybees since 2020, in partnership with the proBiene institute for green beekeeping since 2022. Our bee- and insect-friendly planting is just one more contribution to protecting our environment and vulnerable species.

Through an initiative of the city of Stuttgart, we have also been in closer contact with our tenants, neighbors, and future neighbors since 2022 around the topics of sustainability and resource sharing. New construction on the adjacent property has led to plans to develop a campus concept with shared use of the outdoor facilities in 2024. More on this in Chapter 6.3.

Environmental sustainability: what we achieved in 2022	
Goal	Measures
Reduce land use	Eliminated 40 workstations at Stuttgart HQ in favor of an event space
	Gave up office in Rotterdam in favor of a co-working option in Amsterdam
Implement sharing economy at local level	Began exchange with tenants and neighbors
Environmental sustainability: what we’re planning	
Goal	Measures
Reduce land use	Give up office in Düsseldorf in favor of a co-working option starting in January 2023
Implement sharing economy at local level	Open company cafeteria at Stuttgart HQ to neighboring company starting in January 2023

4.2 Energy management

Unlike water and waste, energy plays an essential role in the operation of our data centers. That’s why we began focusing on a sustainable **energy concept** as soon as we began building our corporate headquarters in Stuttgart in 2016/2017.

The key component of the energy concept is a **water storage tank** whose water cools our server rooms by absorbing waste heat and is then circulated through the company headquarters for heating purposes. The cool night air in the summer cools the sprinkler tank, which then helps keep the data center and the whole building cooler during the day.

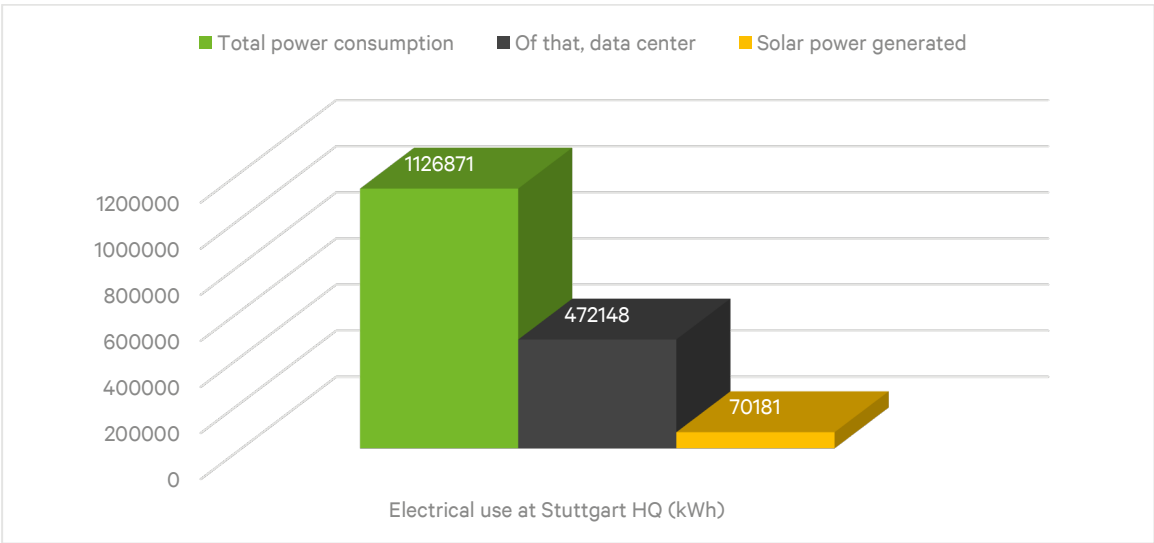
A **photovoltaic system** supplies both data centers with electricity during daytime hours. Thanks to state-of-the-art technology and conscientious building planning, we have greatly surpassed the EnEV 55 “Energy-Efficient Building” specifications defined in Germany’s Energy-Saving Ordinance.

AEB headquarters has passed the **energy audit** for compliance with the DIN EN 16247-1 standard. This legally required audit takes place every four years and checks the requirements needed to achieve EU climate goals. The next audit is planned for 2023.

The **building control system** at the Stuttgart HQ enables monthly evaluation and review of energy consumption and continuous optimization of energy flows. Heating and hot water were separated as an energy-saving measure in the wake of the global energy crisis in 2022. The gas boiler is used exclusively for water heating wherever possible. Heating was reduced in many areas of the building.

We plan to introduce an energy management system in 2023 as part of the **expansion of the EV charging stations** (see outlook on planned measures at the end of this chapter). This will help avoid spikes in energy consumption and further reduce energy costs.

AEB has been relied exclusively on **green electricity** at all its German offices for many years now. We have advanced this issue internationally in recent years as well so that, as of the end of 2022, only our site in Singapore still uses conventional electricity. Electricity consumption at the offices we rent in Germany totaled 51,934 kWh.



Gas consumption at the Stuttgart corporate headquarters was 22,078 m³ in 2022.

We have no influence over the heating method of the offices we rent.

Energy management: what we achieved in 2022	
Goal	Measures
Save energy	Separated heating and hot water generation at the Stuttgart HQ Reduced heating in Stuttgart
Energy management: what we're planning	
Goal	Measures
Optimize energy consumption	Implement statutory energy audit Introduce an energy management system
Transition to renewable energies	Expand charging infrastructure for EVs at Stuttgart HQ

4.3 Climate neutrality

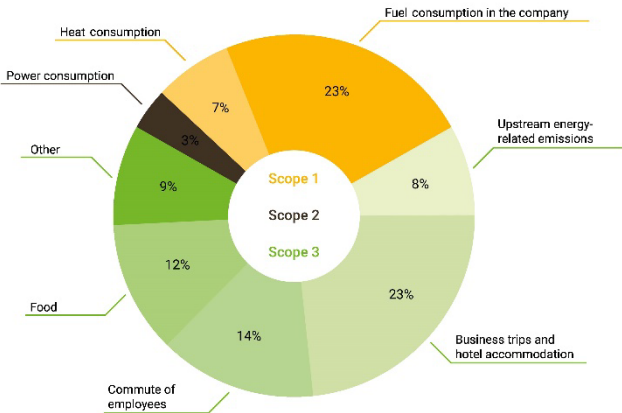
AEB's focus in the area of environmental sustainability is clearly on climate neutrality measures. AEB sees climate change as threatening the long-term existence of our current living conditions and the business environment in which we operate. We are observing the changes here on several levels: from concrete and already tangible risks for employees and infrastructure due to increased heavy rain events and heat waves, to possible future threat to coastal locations (Hamburg, Lübeck, Singapore), to global crises and their impact on international trade relations and supply chains. This makes it in AEB's express interest to limit the negative impacts of climate change by meeting the Paris Agreement's 1.5°C target.

4.3.1 Interim goal only: AEB achieves climate neutrality through offsets

We laid the foundation for AEB's climate strategy in 2021, setting a goal of climate neutrality and for the first time measuring and offsetting the carbon footprint of the AEB Group using the standards of the GHG Protocol. The data collected was for 2019, the year before the coronavirus pandemic. At the time, AEB's greenhouse gas emissions from business trips, office usage, and company fleet consumption was still largely "normal." The goal was to take this higher level of consumption as the baseline for our offsets.

But reaching climate neutrality through offsets is only a short-term interim goal for AEB. That's why we launched the 25till24 project in early 2022 with the aim of cutting our emissions 25% by 2024. The target is based on the Science-Based Targets (SBT) for achieving the 1.5°C target but is not officially registered with the SBTi. The development of a net zero strategy beyond 2024 is still pending.

4.3.2 Focus of our reduction efforts



Based on the footprint determined for the base year 2019, we have identified our primary sources of emissions: AEB’s calculated greenhouse gas emissions for 2019 are 1,605.66 metric tons CO₂e. The biggest contributors are business travel (Scope 3), fuel consumption in the company (Scope 1), and employee commuting (Scope 3). We also see optimization potential in our fourth-largest source of emissions, our food consumption. We have nearly no Scope 2 factors thanks to our green energy sourcing and energy management (see Chapter 4.2).

For this reason, our reduction efforts in 2022 focused on **promoting e-mobility in our vehicle fleet, increasing the attractiveness of rail for business travel, selecting sustainable hotels, and reducing our meat and dairy consumption**. We have also developed an **operational mobility concept** in partnership with the HFT Stuttgart technical university as part of a project for their Infrastructure Management studies. This, together with internal considerations, is to form the foundation for a fundamental reorganization of our company mobility management.

The footprint calculated for 2021 shows the expected pandemic-related reductions in business travel and food consumption. At the same time, however, fugitive emissions and purchased goods and services (especially vehicle leasing) account for a significantly larger share than in 2019 and have resulted in a much larger footprint overall. This is due to different calculation methods and a more comprehensive Scope 3 calculation compared to 2019.

Footprint comparison: 2019 and 2021
(CO₂e)

	2019	2021
Scope 1	484 (including heating)	1,032
of that, vehicle fleet	372	258
of that, fugitive emissions	0	774
Scope 2	56	181 (including heating)
Scope 3	1,066	2,749
of that, business trips	376	72
of that, commuting	226	157
of that, remote work locations	14	151
of that, food consumption	190	21
of that, purchased goods and services	242	2,336 (including vehicle leasing)
Total	1,606	3,956

This will lead to new priorities going forward, but the measures launched in 2022 will still continue.

4.3.3 Challenges in the project

The footprints for 2019 and 2021 were calculated by different service providers, in some cases using different methods, which limits their comparability. **Based on our experience over the last two years, we decided to redesign our Scope 3 calculation for 2022 and build our own emissions reporting.** This will not be embedded in the company’s processes until 2023, however, so the data for 2022 will have to be recalculated retroactively. For this reason, the 2022 footprint was not yet available at the time this report was published.

4.3.4 Supporting a carbon sink: Pfrunger-Burgweiler Ried nature reserve

In late 2021, we invited all our employees to submit their suggestions for other climate projects they would like to support above and beyond the official offsets through certificates. The internal vote produced two winners, each of which received a 10,000 euro donation: the Kelp Forest Foundation and the Pfrunger-Burgweiler Ried nature reserve.

We expanded our partnership with Pfrunger-Burgweiler Ried in 2022 when, during our discussions with the on-site Wilhelmsdorf Nature Conservation Center, the idea arose that AEB’s donation could be used to purchase a parcel of land that would help expand the nature preserve. This inspired AEB to increase its donation to 20,000 euros.

Acquisition of the 1.5 hectare parcel made it possible to now “re-wet” an additional 16 hectares to help re-establish the moorland. The figure of roughly 600 metric tons of annual CO₂ sequestration has not yet been certified, so it cannot be reported as offsets.



Partnering with the Wilhelmsdorf Nature Conservation Center gives us the opportunity to support a regional environmental project – an opportunity we plan to continue. A collaboration with the University of Greifswald will enable scientific monitoring to measure the impact that AEB’s commitment is having.

© Photo: Wilhelmsdorf Nature Conservation Center, Pfrunger-Burgweiler Ried Nature Conservation Foundation

Pfrunger-Burgweiler Ried spans 2,600 hectares and, along with Federsee and Wurzacher Ried, is one of the largest contiguous moorland areas in southern Germany. The raised bog ecosystem has been reduced to 130 ha since the early 19th century through peat cutting, drainage, and conversion into cultivated land subject to increasingly intensive use. Pfrunger-Burgweiler Ried has been able to heal and grow again only since conservation efforts were undertaken between 2002 and 2015.

Climate neutrality: what we achieved in 2022	
Goal	Measures
Electrify vehicle fleet	Instituted personal e-mobility consultation with fleet manager before a vehicle is reserved
	Eliminated requirement that anyone reserving an EV must have a home charging station
	Published field reports after first electric company cars were delivered
	Approved higher AEB subsidies for EVs over internal combustion cars to compensate for reduced government support starting in 2023
Make rail travel more attractive for business travel	Established Rail Business Travel portal so that employees can now book train tickets without out-of-pocket expenses
	Approved first-class travel for those who wish to work on the train
	Created an internal point of contact to assist those booking international rail travel
	Promoted sharing of rail travel experiences on internal channels
	Examined conditions for introducing a BahnCard 100 rail pass as an alternative to a company car
Book environment- and climate-friendlier hotels	Researched environment- and climate-friendly hotel and conference hotel recommendations for all AEB locations
	Modified master agreements for hotel bookings in Stuttgart
Analyze employee commuting options	Had students at HFT Stuttgart technical university run a data analysis and feasibility study for all AEB offices in Germany
Reduce emissions from food consumption	Continuing to reduce selection of meat dishes and amount of meat per dish in cafeteria while increasing the attractiveness and variety of vegetarian dishes
	Introduced regional and seasonal cooking in cafeteria, largely with organic ingredients
	Replaced cow's milk with oat milk at two of six coffee machines in Stuttgart and held oat milk tastings at an internal event
	Switched some suppliers based on sustainability criteria
	Introduced measures to avoid food waste (see Chapter 4.1.2).

Climate neutrality: what we're planning

Goal	Measures
Electrify vehicle fleet	Increase charging points at Stuttgart HQ from 15 to 46, create charging options at other sites
Redesign corporate mobility management	Develop and roll out an end-to-end mobility concept that financially rewards sustainability
	Dissolve decentralized responsibilities (vehicle fleet, job ticket, job bike) in favor of a new "mobility management" role
	Host a mobility challenge
Reduce emissions from business trips	Further sensitize employees to issue of emissions from various modes of transport, especially short-haul flights
	Talk with customers about sustainability of business trips, especially with regard to long-haul flights
	Develop and communicate best practices for internal travel
Reduce emissions from food consumption	Offer of a vegan dish each day in January 2023 as part of "Veganuary"
	Increase attractiveness of vegetarian dishes (new ingredients, meat as an optional side dish)
	Source meat directly from hunters
	Strengthen and expand partnership with regional suppliers
	Reduce portion sizes (with option for seconds)
	Further optimize resource-saving and energy-efficient work in the kitchen (oven utilization, etc.)
Increase awareness of how fugitive emissions are measured and can be reduced	Familiarize staff with issue, discuss with providers, identify potential reductions
	Consider requirements for footprint recording and sustainability reporting during global rollout of new finance software system
	Establish in-house supplier management (see Chapter 6.2.4).
Optimize recording methods for Scope 3	Work with other companies in the Climate Thinking Circle and beyond
	Increase insourcing of expertise around calculating footprint
Simplify annual data collection for footprint	Review facility and fleet management, modernize where necessary
	Review processes in international locations, modernize where necessary
	Establish ongoing data capture in business processes
Support carbon sinks	Expand partnership with Wilhelmsdorf Nature Conservation Center
Develop a medium- and long-term climate strategy	Review project goals with SBTs in mind and develop a perspective beyond 2024

5 Social sustainability

This chapter describes our mindset, actions, and initiatives in the social sphere, aligned with SDGs 4, 5, and 10.



5.1 Human rights and worker rights

The United Nations adopted the [Universal Declaration of Human Rights](#) in 1948. AEB is committed to upholding human rights within the scope of its own business activities (see <https://www.aeb.com/media/docs/en/code-of-conduct-aeb.pdf> and beyond in the company's sphere of influence.

We have identified several human rights of particular relevance to our company, which also largely align with the core labor standards of the ILO (International Labor Organization): **Prohibition of discrimination, freedom of expression, freedom of association and participation, fair and satisfactory working conditions, including equal pay for equal work, and occupational health and safety.** We will examine these in the chapters that follow.

5.1.1 Worker participation at AEB

We established a “**Works Council**” in Germany back in 1993 to ensure that our employees have a representative body that ensures their right to participate in decisions by management. Our company management and the Works Council enjoy a trusting and constructive working relationship. We have over 12 agreements in place between our Works Council and management (as of December 31, 2022) on topics relating to working hours, vacation, remote working, and the private use of company devices. In the reporting year 2022, three such agreements on the subject of working hours and compensation were revised, and a new agreement on inflation compensation payments was established.

At the international level, we have had a **Company Council, Extended Company Council, and Country Representatives** since AEB changed its legal structure to an SE in 2018. These bodies were established under the Participation Agreement in lieu of an SE Works Council. Composition and areas of activity at a glance:

- Peer to peer: Representatives from the Board of Directors and AEB employees
- Contents: Design of working modalities and working life, development of principles and values
- Sphere of action: Company-wide (country-specific issues are handled by additional country representatives)

The Company Council is currently examining the feasibility of an international rollout of the German company agreements as well as issues such as inclusion, reboarding, and options for older employees.

5.1.2 Fair working conditions worldwide

Germany has quite diverse and wide-ranging legal protections for employees compared to other countries. **As a German company, we always try to offer the best conditions for our employees at our international locations as well.** AEB does not, however, have the leverage as a company to directly influence the regulations governing sick pay, maternity leave, and parental benefits, since the contributions are paid by the state and depend on the laws within the various countries. The subsidy for voluntary retirement savings plans is also subject to national laws.

The benefits that AEB can determine on its own include variable compensation, one-time payments, and special leave. The table below provides an overview of our company benefits worldwide.

Country	DE	CH	A	UK	NL	SE	CZ	SG	PT, BE, FR, HU*	Notes
Vacation days (paid)	30	30	30	30 ¹	30 ¹	30 ¹	30 ¹	21 ^{1,2}	30 ¹	
Public transit subsidy	Yes	-	-	-	-	-	-	-	-	International rollout being studied as part of mobility concept review
Meal subsidy	Yes	-	-	-	-	-	Yes	-	-	
Variable compensation and inflation compensation 2022/2023	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Remote work program	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Flexible time management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Private use of company PC and mobile phone	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Various worktime models (annual worktime, self-defined worktime)	Yes	-	-	Yes ³	-	-	-	Yes ⁴	Partially	
Special leave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Follows German regulation
Medical healthcare	Workplace health mgmt. program	N/A	N/A	N/A	N/A	N/A	N/A	Healthcare package (~750 SGD/year)	N/A	Wide range of plans, available in every country for free or for a fee

* Local employees who have an employment contract with AEB DE

¹ Higher

² Max. vacation from start of employment

³ Annual worktime model

⁴ Self-defined worktime model

5.1.3 Occupational health and safety

It goes without saying that we comply with the statutory regulations and the strict specifications of the employers' liability insurance association on occupational health and safety. Our compliance is secured through a partnership with [BAD Gesundheitsvorsorge und Sicherheitstechnik GmbH](#). Measures include an in-house **occupational safety specialist** and regular inspections and meetings of the occupational safety committee.

In the software industry, protection against occupational illnesses refers primarily to the dangers of eye and back problems.

For the **prevention of back problems**, there are partnerships with fitness centers at some locations in Germany and a sports room at the Stuttgart HQ. We are currently looking into promoting a nationwide, location-independent sports program through [Qualitrain](#). We support mobility by bicycle through the [Jobrad](#) job bike program. The option of working at a standing desk is also available at almost all locations. A massage service is available at the Stuttgart HQ.

The pre-pandemic practice of a **Health Day** was revived in 2022 with the opportunity for an **intraocular pressure check** and a **mini-medical check** (blood cholesterol, blood sugar, and blood pressure checks). During the pandemic we focused on offering Covid-19 vaccine and flu shots as well as mental stability coaching sessions, all of which we continue to offer.

Another area of focus is **occupational health and safety in the kitchen** and for our cleaning staff. In addition to the usual regulations on ergonomics and the prescribed training courses on occupational safety and skin protection, the responsible persons also pay attention to the use of cleaning agents with very low concentrations of hazardous substances. Work in the kitchen area at the Stuttgart HQ is carried out in accordance with the current safety concept of the German Employers' Liability Insurance Association for Food (BGN). We also apply the HACCP concept (**Hazard Analysis Critical Control Point**), for which we hold annual training sessions. We use dosing systems, especially for the alkaline cleaning agents.

Human rights and worker rights: what we achieved in 2022

- Reviewed and adjusted company agreements on working hours and compensation
- Established new company agreement on inflation compensation payments
- Provided free flu vaccination, Health Day (mini-medical check, intraocular pressure check)
- Improved ergonomics by adjusting processes and acquiring ergonomic accessories
- Equipped retreat rooms at Stuttgart HQ with standing desk option

Human rights and worker rights: what we're planning

- Examine international rollout of German company agreements
- Consider public transit subsidy at international level
- Subsidize nationwide, location-independent sports program
- Health campaign 2023 in partnership with Techniker Krankenkasse (back check and cardio stress test)



5.2 Equal opportunity

We are committed to SDG 10: Reduced Inequalities – at our company, in Germany, and around the world. The AEB-Stiftung supports this SDG significantly with various educational projects (see Chapter 5.3.1).

Equal opportunity is a key pillar of our shared values and interactions. It occupies a central position in our daily collaboration and has a firm place in our company missions:

Inspire, act sustainably, create purpose

Sustainability and purpose for all emerge when equal opportunities are a given and diversity is appreciated. We are a diverse and colorful community with different talents, perspectives, and opinions. We always recognize the value in this and appreciate the fact that our relationships are based on shared values and that we interact with fairness and utmost respect. customers, partners, and suppliers are inspired and motivated by this philosophy to follow the same path. A shared bedrock of values leads to a clear philosophy that in turn supports mutual understanding. We go out of our way to work with partners who share these values and avoid relationships that do not align with them.

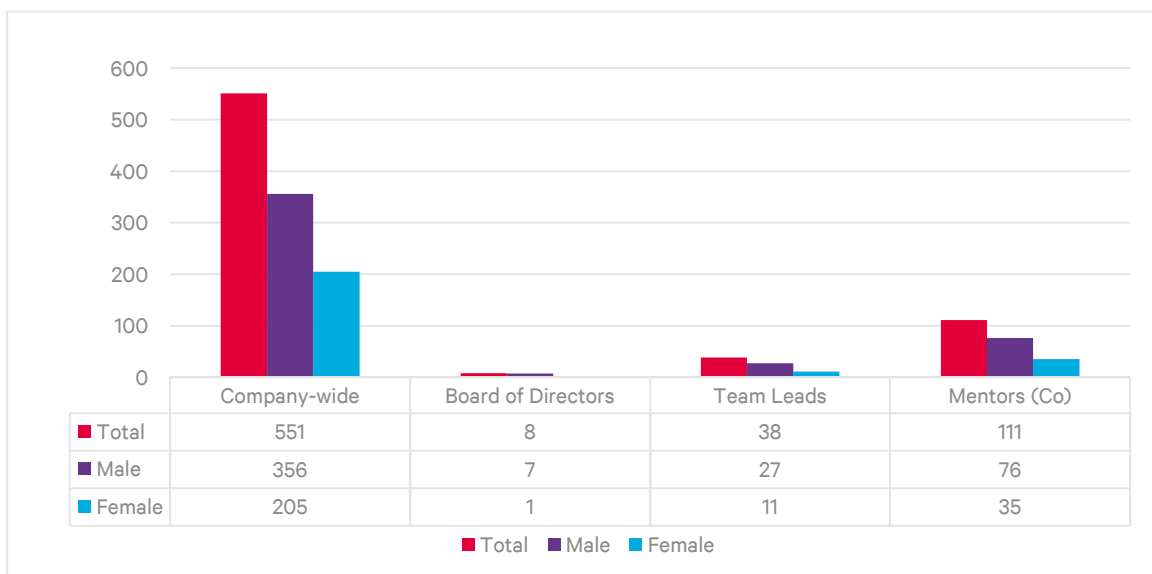
In the following chapters, we'll show how we practice and promote equal opportunity in everyday life.



5.2.1 Gender equality

We would like to focus on advancing SDG 5 on gender equality. The UN goal is to end all forms of discrimination against women and girls everywhere in the world. Women should be able to participate equally in political, economic, and public life. One of our main focuses is on internal measures to **strengthen and support female employees**. The **promotion of women in tech careers** is another key concern for us.

A look at the gender distribution at AEB SE (as of December 31, 2022)



The **gender distribution** at AEB is approximately one-third to two-thirds. This ratio is reflected with some variation in the existing leadership roles of Co and Team Lead. A significant departure can be seen in the composition of the Board of Directors.

The “**more women in leadership**” initiative, launched in 2019, addresses this issue. Through various workshops and discussion groups, as well as through a tandem and mentoring program, the initiative aims to eliminate prejudices and encourage and support women in taking on leadership roles.

There are significantly more female than male applicants for tech jobs overall in Germany, so we welcome **applications from women** in these areas. Female software engineers play an active role in recruiting events to actively approach and recruit women.

Language can also discriminate. That’s why we allow job applicants to choose between male, female, diverse, and no specification when selecting their preferred form of address. A working group is currently drafting guidelines on **gender-equitable language**.

Work-life balance is an important building block for gender equality. Our flexible worktime models, the option of a flextime account, parental leave for fathers, part-time opportunities, and remote work options make it possible for anyone to take on leadership roles and responsibilities at different stages of life, making an important contribution to gender equality.

Sexual identity and sexual orientation

We have had no known acts of hostility or discrimination against LGBTIQ* persons, nor are we aware of any structural discrimination in our recruiting. To help us address people irrespective of their sexual identity, we do not include traditional salutations (Mr./Ms.) in our data management systems.

Salary transparency

AEB does not yet have a structured analysis of salaries. This lies in the difficulty of comparability, as employees independently take on various roles and responsibilities within the company and get involved in a broad range of activities based on their interests and needs. The result is that we have (almost) no employees doing exactly the same thing with the same background and training. This flexibility is important to us, and we consciously accept the lack of comparability.

Employee self-assessment has been an integral part of the salary development process since late 2022. Self-assessments are key to incorporating all perspectives, strengthening feedback, establishing clarity, and creating more transparency. To achieve the best possible salary equity, a salary committee consisting of members of the Management Board and Employee Services compares and evaluates all salaries twice a year, making adjustments as needed. **Salary developments take place even when employees are on parental leave.** This targets greater pay equity, especially for women, while also aligning with our conviction that parenthood is an invaluable component of personal development.

5.2.2 Nationality, origin, religion

It goes without saying that discrimination on the basis of nationality, origin, or religion is inadmissible. **We have had no known incidents of discrimination**, though the issue has not yet been singled out for discussion.

5.2.3 Inclusion

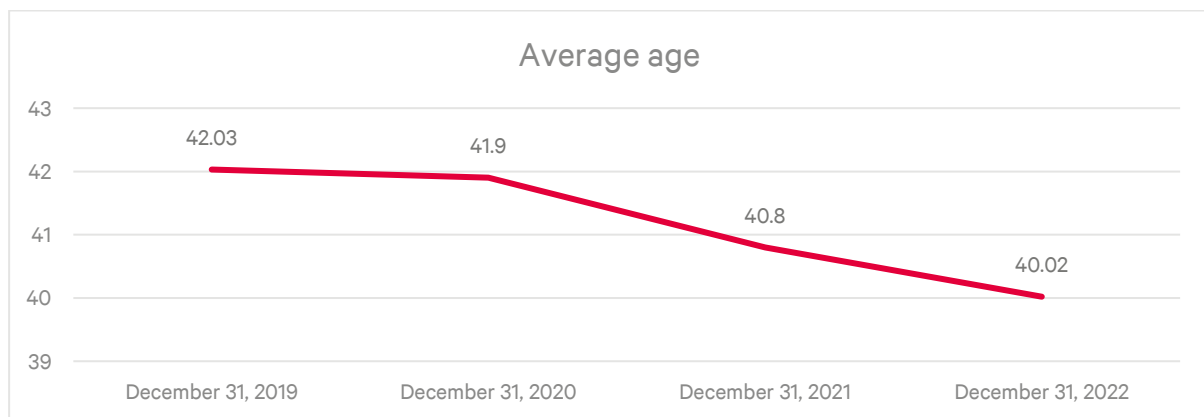
SDG 10 Reduced Inequalities brings **inclusion into focus**. AEB formed a working group on this issue in late 2022 with the goal of developing concepts to welcome diversity to an even greater extent at our company – and to create or expand structures that enable people with disabilities to participate on equal terms at AEB. This is an issue close to our hearts. But it also makes sense from an economic perspective, as the shortage of skilled workers is noticeably increasing in the tech sector as well. One response being planned is to establish **partnerships with specialized educational institutions** to enable internships as a means for recruiting new employees with disabilities.

The HQ building in Stuttgart-Möhringen is wheelchair accessible. Our flexible worktime models, remote work options, and part-time opportunities support participation for all.

At the same time, we are still paying the equalization fee for not meeting disabled employee quotas, as only one percent of our workforce has a disability.

5.2.4 Age and working life phases

The chart below shows the average age of our employees (including students, interns, etc.) in recent years. The average age decreased from 2019 through 2022 despite relatively low employee turnover thanks to new hires. In our day-to-day work, we see a **good balance between older, experienced employees and younger, junior staff**.



Income stability, along with flexible scheduling, is important in all phases of life. Our “flextime” account accommodates these needs. This worktime account makes it possible to save up time and income components and use them later for paid time off – to care for relatives, for example, or to have more time off when approaching retirement. Another option allows employees to work part time while maintaining their salary level, as in the run-up to retirement.

The Company Council has also been addressing the late stages of working life since 2021 with the theme of “The best years are now.” The discussions include questions such as “What do young or newly hired employees need from older colleagues, and how is knowledge gained from experience passed along?” and “What does a successful end to one’s working life look like, and how can the transition from leader to supporter succeed?” Reflection is also encouraged: “What have I achieved, what was successful? What does development mean in this phase of my career and life?”

We advise employees on issues relating to both the transition to retirement and the desire to continue working.

A survey conducted by our Works Council in 2020 found no structural discrimination reported by employees over 50.

VDU workstation glasses and ergonomic hardware (mice, keyboards, wrist supports, etc.) can be requested by any employee, regardless of age.

We support our employees who are caring for family members. A partnership with a care consulting firm allows all employees in Germany to obtain direct help and advice if they need care.

Equal opportunity: what we achieved in 2022

- Offered individual option, in coordination with AEB, to work beyond statutory retirement age
- Re-introduced experienced or long-time employees in Yammer to initiate conversations
- Sponsored workshops for employees over 50
- Established working group to promote inclusion
- Held unconscious bias lectures on gender equality
- Introduced self-assessment as a basis for salary development for all employees

Equal opportunity: what we're planning

- Consult with GWW agency to achieve better inclusion of people with physical and mental disabilities; walk-through of company HQ to check accessibility
- Publish internal guideline on gender-sensitive language
- Continue workshops for employees over 50
- Initiate panel discussion on compatibility of family and career



5.3 Qualification

In this chapter on qualification, we address SDG 4: Quality Education. We see our contribution here both in the professional development of our own employees and in our work with the AEB-Stiftung.

The CFO asks the CEO, "What happens if we invest in developing our people and they leave us?" The CEO responds, "What happens if we don't, and they stay?" (Common Ground)

That's why we let all employees:

- **choose how they allocate** the required **resources** for training, continuing education, and professional development
- seize **internal educational opportunities** and initiate their own
- pursue **external educational opportunities** and share what they learn
- temporarily or permanently explore **new areas of responsibility**
- **continually reflect** on their own personal and professional development through meetings with their Co, mentoring from colleagues, and consulting
- **support for part-time studies** through adjusted working hours or partial payment of costs, even without a long-term commitment to the company

We use a **structured onboarding (jump-in)** program to teach new employees the basics of various topics relating to work at AEB. For personal development, we offer the "Practice Responsibility" workshop series. A fixed group of eight to ten employees, supported by internal moderators and external coaching, spend six months working on this topic in depth.

We also pass on our technical expertise in software, customs, or logistics through lectures and seminars outside AEB. We partner with various institutions, including universities and the Chamber of Industry and Commerce, and belong to industry associations.

5.3.1 AEB-Stiftung

Social responsibility grows out of success. **That's why AEB has donated part of its profits since 2017 to our own charitable foundation, the AEB-Stiftung**, which supports various educational projects for disadvantaged people around the world with the slogan: "**Promote education. Improve opportunities. Develop personalities.**" An overview of the foundation's work and [year-end reports](#) can be found on its [website](#) and in the annual report in Chapter 2.6.3.

Up to now, employees who volunteered to work on behalf of the AEB-Stiftung donated their time. Starting in 2023, all activities for the AEB-Stiftung and its projects will take place during work hours. This is our way of encouraging participation in the AEB-Stiftung.

Qualification: what we achieved in 2022

Launched "Practice Responsibility" internal training, regular onboarding weeks for new employees

- Offered various internal training courses: Compliance Day, Gathering, Security Day, etc.
- Funded activities of AEB-Stiftung

Qualification: what we're planning

- Move volunteer activities for the AEB-Stiftung into working hours starting in 2023
- Continue funding activities of AEB-Stiftung

6 Economic sustainability

What partnerships do we enter into? Where do we invest? How do we fight corruption, how is our compliance management set up, and how do we fulfill our due diligence obligations along the supply chain? These are the questions addressed by our economic sustainability measures, based on SDGs 8, 13, 16, and 17.



6.1 Product responsibility and economic growth

We have devoted various discussion sessions to SDG 8: Decent Work and Economic Growth. **Inspired by the common good economy and similar approaches, we ask ourselves whether we can identify with traditional views on economic growth as formulated in SDG 8.** We would like to move this discussion forward in the coming year.

Our growth strategy to date was formulated in our previous value chain as follows:

"We only accept success we can afford. We take growth literally. Growth is an organic process that takes time. That is the basis for the pledge we make to our customers: We are willing to forgo short-term profit if it makes us stronger in the long term."

We still stand behind this today.

6.1.1 Our products, innovation, and product management

In 2022, we examined both opportunities and risks of our product portfolio in relation to SDGs 8, 13, and 16.



Logistics and supply chain

The topic of climate action (SDG 13) also drives how we think about our products. We feel a special responsibility here, because our products do not automatically make the world a better place in all facets. Essentially, we simplify the process of shipping goods and packages for our customers, especially across borders. And more movements of goods benefit AEB as a company – but not necessarily the environment.



That's why we already developed a vision for our logistics software products back in 2021: "A world in which logistics conserves resources." In the future, we intend to give more weight to environmental concerns alongside economic efficiency.



Our product investment decisions have been consistently aligned with this vision since its development. In 2022, for example, we launched an MVP (minimum viable product) for reporting transportation emissions for our existing customers in the transport sector. We have found increasing resonance for this on the market, because the growing legal requirements for emissions and sustainability reporting are now prompting our customers to take a closer look at these issues as well. We plan on further developing

and more heavily marketing the MVP in 2023. To quickly expand our offering in this area, we've also made additional investments in the start-up GRYN (see Chapter 6.3.2).

Regarding SDG 8, we have identified a further risk in the logistics environment: Working conditions in the logistics industry are often not up to the standard we would like to see. Instead, they sometimes involve low wages, high stress levels, and long working hours. We may also be indirectly supporting the exploitation of workers in this industry by simplifying the movement of goods. This is an issue that needs to be examined more closely.

Customs management and trade compliance

We benefit in part from crises and reduced international cooperation. A fairly recent example of this is Brexit. Although we were deeply affected by the outcome of the 2016 referendum as a company with a site in the UK, it was clear from the outset that we would benefit economically. Similarly, we “profit” from new sanctions arising from the war in Ukraine. The global supply shortages caused by the pandemic have also increased companies’ interest in software to improve their supply chains. Ultimately, however, our solutions help improve the situation in each of these cases – even if we would have liked to see different situations. We are convinced that, despite the potential economic benefits, our clear commitment to our values will, to the extent possible, help mitigate international crises rather than creating them.

Our trade compliance products aim to make our world safer and more equitable. They contribute directly to the achievement of SDG 16.4 (significantly reduce illicit financial and arms flows and organized crime). Our compliance screening software allowed our customers to duly comply with global sanctions against Russia in 2022, for example.

We’ve noticed increased interest from our customers for additional trade compliance content in the run-up to implementation of Germany’s Supply Chain Due Diligence Act and preparations for a similar law at the EU level. We currently offer our customers Dow Jones Adverse Media Screening and will continue to look for more sustainability content.

Our current customs management product portfolio helps our customers manage their customs processes. We work closely with international customs authorities in the development process, which supports customs institutions.

Products, innovation, and product management: what we’re planning

- Position ourselves clearly on SDG 8
- Intensify our partnership with product managers

6.2 Compliance

Compliance with all relevant laws and regulations, requirements, and standards at the national and international level is a very high priority for us.

We have appointed an internal **Compliance Officer**, who also serves on the Board of Directors. He is responsible for compliance management at the Stuttgart HQ and other German offices and is supported by a

team. At the international sites, responsibility for compliance management lies with the General Managers. We also work with an external compliance consultant on various issues.

Completely centralized control of compliance management is neither possible nor sensible and contradicts our culture of trust and personal responsibility. Our trust in our employees as experts in their fields who know, implement, and comply with the laws and guidelines relevant to them extends to compliance management as well. The prerequisites for this are internal and external training, a network, and a high level of expertise. Our Compliance Management team manages our internal guidelines on topics such as the handling of gifts and donations, publishes news on our internal communication platform, and hosts our annual Compliance Day. An ongoing dialog between the various departments and Compliance Management provides support.

6.2.1 Compliance risk analysis

We are currently working on establishing a compliance management system. The Compliance Management team is taking a close look at the company's compliance risks and conducting a **Compliance Risk Assessment (CRA)** for the first time in 2022/23. Interviews are being conducted with the teams to assess compliance risks, draw up a Compliance Risk Landscape, and identify a plan of action to mitigate existing measures. The CRA is repeated regularly to review the compliance management system, existing controls, standards, and processes.

6.2.2 Anti-corruption

We stand up against any form of corruption and take all necessary measures to prevent corruption in connection with the company's business activities. More information about our **approach to anti-corruption** can be found in our [Code of Conduct](#) and our [Anti-Corruption Guideline](#).

6.2.3 Whistleblower system

Starting in January 2022, we have had a **whistleblower system** to report any violations of the law, the Code of Conduct, or the compliance guidelines. A legal ombudsman receives internal and external tips confidentially. Each tip is carefully examined, and the whistleblower does not suffer any negative consequences for making a report.

Our corporate culture is defined by a collaborative spirit, a willingness to help others, and trust. This means that open discussions and reports of violations of any kind are also welcome on a personal level.

More information on our whistleblower system and the contact details of our legal ombudsman can be found in our [Trust Center](#).

6.2.4 Supplier management

Since AEB is a software company and not a manufacturer, we have comparatively few suppliers in the upstream supply chain. Nor do we operate in a high-risk industry or in high-risk countries.

Nevertheless, **complying with our obligations of due diligence along the supply chain**, avoiding human rights violations, and protecting the environment are part of our identity.

Germany's Supply Chain Due Diligence Act will impact us only indirectly in the foreseeable future. Nevertheless, we place great importance on a collaborative partnership and long-term relationships with our suppliers and customers.

Our trade compliance management includes screening our business partnerships against global sanctions lists using our own compliance screening software.

We explicitly added screening for possible human rights violations to our purchasing guidelines in 2022. As we collected data to calculate our carbon footprint, we began sensitizing individual departments within the company on the issue of emissions and environmental sustainability. In some areas such as our own internal management, this is already a key criterion for selecting suppliers and products.

We are currently planning a structured supplier analysis as part of the process for establishing a professional supplier management system. The impetus here comes from the reporting requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and indirectly from Germany's Supply Chain Due Diligence Act.

Compliance management: what we achieved in 2022

- Introduced a whistleblower system
- Launched the Compliance Risk Assessment
- Revised our Code of Conduct
- Expanded the purchasing guidelines to include human rights

Compliance management: what we're planning

- Complete the first Compliance Risk Assessment
- Revise the Anti-Corruption Guideline
- Introduce supplier management (consider sustainability criteria more heavily in selection of suppliers, audit existing suppliers where necessary, collect sustainability data from suppliers)
- Conduct a sustainability risk analysis based on the reporting requirements in Germany's Supply Chain Due Diligence Act and the CSRD



6.3 Partnerships for reaching goals

We judge our customer relationships primarily on how well our solution fits the customer's requirements and on economic criteria. Sustainability and value fit play more of a subordinate role here.

We already pay close attention to cultural fit and sustainability among our suppliers. This is how we aim to build networks, get things moving together, leverage synergies, and work collaboratively to drive sustainability initiatives forward.

"Our software makes supply chains leaner, greener, and more equitable. We want to be a sustainability multiplier."

Matthias Kiess, Managing Director of AEB SE

6.3.1 Partnerships at Stuttgart-Möhringen HQ

The City of Stuttgart has set itself the goal of becoming climate-neutral by 2035 – and launched a range of initiatives in recent years to reach this goal.

Participation in the KLIMA Thinking Circle

Since October 2022, we've been part of a KLIMA Thinking Circle sponsored by the City of Stuttgart and supported by the [consulting firm Sustainable Thinking](#). We're working there with four other companies from Stuttgart and the region to establish a professional climate management system and prepare for our CSRD climate reporting. Setting up an effective sustainability network helps us develop cross-enterprise solutions and support one another in achieving our sustainability goals.

Resource sharing

A second Thinking Circle on resource sharing did not materialize, unfortunately, but we did take up the idea and have begun working closely with local companies to find a joint infrastructure-sharing solution to help conserve resources.

To kick things off, we've given our next-door neighbor HANSA the opportunity to purchase takeaway meals from our company cafeteria since the start of 2023. This allows more people to benefit from the regional, seasonal, and often vegetarian food offered in our cafeteria while we make better use of our own infrastructure.

We'll continue our dialog on other resource-sharing opportunities in 2023, including mobility.

Mobility management

The Stuttgart region is a model for sustainable mobility, with mobility managers and experts from cities and from the business and academic communities working together on smart, climate-friendly mobility concepts.

In 2022, AEB joined the network for corporate mobility management organized by the Stuttgart Region Economic Development Corporation. This led to a partnership with HFT Stuttgart technical university, and HFT students have been working on ideas for a comprehensive mobility concept for AEB since October 2022.

Neighborhood energy concept for East Möhringen / Sternhäule

An energy concept for AEB's neighborhood of East Möhringen / Sternhäule is being developed through the "Energy-Efficient Urban Redevelopment" program of the KfW development bank with the partner firms of Drees & Sommer and Capgemini. We have provided information to the city in its outreach to local stakeholders. The results of the study are expected to be presented in early 2023.

Food Policy Council – CityRegion Stuttgart

An AEB employee initiated a first meeting between the company and the Food Policy Council for the City and Region of Stuttgart in 2022. The Council is committed to creating a platform for regionally produced food in Stuttgart and the surrounding area, including fair conditions for producers, businesses, and consumers.

Arthelps Christmas campaign

Arthelps is a non-profit that helping those in need to unleash their creative potential and find a voice through art projects.

AEB employees joined a group of Ukrainian students in the atrium of our Stuttgart HQ to paint and draw under the guidance of volunteer artists. The resulting images were combined into a digital animation video and sent to our customers as a Christmas message. This helped us spread the word about Arthelps to many other companies, supporting the project both directly and indirectly.

6.3.2 Other partnerships

Investment in startups: GRYN

In November 2022, AEB acquired 15 percent of the shares in the Hamburg-based startup [GRYN](#) (Global Sustainable Logistics Network). **GRYN's vision is to build the largest sustainability network in logistics and decarbonize the entire supply chain.**

GRYN's vision is highly topical, because emissions trading will very soon be extended to the transport industry, making carbon emissions a business-critical cost factor. The availability of high-quality data (for visibility, reduction, avoidance, and better reporting) is a cornerstone for decarbonization efforts. GRYN brings together all the players (shipper, provider, supplier, carrier) on a single platform, aggregating data from the different sources. This data is then cleaned, validated, augmented, and transformed where needed. The consolidated data can then be used to identify potential savings or implement precise measures to offset emissions.

The benefit for shippers is that data from various sources is merged to yield a 360-degree footprint for their supply chain and allowing them to offer their customers personalized reporting at no extra cost.

GRYN's offerings offer synergies with AEB products that are very attractive to our customers, so we are pleased to be shareholders and support the young startup in its ambitious project.

Partnership for carbon footprint calculations: EcoTransIT

We've been working with EcoTransIT since the end of 2022 to calculate the carbon footprint at the shipment level within AEB products. As a member of the EcoTransIT World Initiative, we have the opportunity to contribute our logistics experience to help refine the methodology and software for calculating transport-related carbon emissions.

Humanitarian aid: Archemed

Our team at the Soest site has been in close contact with the non-profit aid organization Archemed Ärzte für Kinder in Not for several years, initially through a private connection. Archemed provides medical-humanitarian aid to sick children and women in childbirth in Eritrea and other countries. Since 2019, AEB employees have been planning and developing a customized warehouse management and logistics system for Archemed to support the complex processes of delivering relief goods and to simplify and automate procedures. As the AEB-Stiftung exclusively supports educational projects, the costs for this project are borne entirely by AEB SE.

7 Final thoughts

We have made a lot of progress in recent years – but we still have a long journey ahead of us. Our numerous efforts on many fronts – from honeybees in our garden to flexible worktime models – show how much sustainability has become encoded in our company’s DNA.

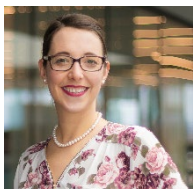
We are particularly proud of our foundation’s international education projects. And of our efforts to capture, reduce, and offset emissions in support of the 1.5°C target of the Paris Climate Agreement.

It is wonderful to see how eager our employees are to take the initiative, get involved, and be a part of the sustainability movement at AEB. This support makes it possible for us to become better and better.

Our aim in the years ahead will be to launch a structured, CSRD-compliant sustainability management system. The challenge for us going forward is to continue consistently applying our vision of sustainability to our products and business models.

We will conduct a materiality analysis in 2023 to prepare for CSRD and refine our sustainability strategy. The focus here is not only on complying with the legal requirements but also identifying further potential leverage for AEB. Whatever the outcome, one thing is already clear: We’ll keep at it!

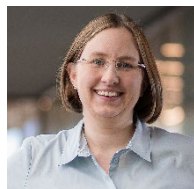
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