ESRS report

Sustainability statement

May 23, 2026

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AEB

Contents

Introduction

Sustainability has been an important subject for AEB for many years and is an integral part of our corporate identity. It is closely linked to our understanding of responsibility, long-term thinking, and future-proof business practices. That is why it remains relevant to us – even in an environment where sustainability currently seems to be losing its political and regulatory weight.

Although AEB is no longer required to report on sustainability due the Omnibus Regulation, we have decided to continue reporting on a voluntary basis. This allows us to provide transparency regarding our sustainability efforts and to highlight where we have made progress and where we see a need for further improvement.

Voluntary reporting provides us with a basis for traceability and comparability – both over time and in our dialog with our stakeholders. At the same time, it helps us further develop our sustainability efforts in a structured manner and systematically keep track of relevant issues.

Aligning with the ESRS helps us to contextualize our efforts, better understand our impact, and gradually enhance our reporting and management processes. Even without a legal obligation, we view this as a meaningful contribution to transparency and reliability.

At a glance

ESRS E1/E5 – Environmental

Strengths and progress

- Scope 1 emissions fell by 42% compared with the previous year.
- Emissions from business travel decreased by 14%; at the same time, the mobility concept was further developed and the electrification of the vehicle fleet was accelerated.
- Since 2025, AEB has been working on a net-zero strategy to serve as the basis for future emission-related goals and a transition plan.
- E5 was included in the sustainability report.

Areas of action and next steps

- A climate transition plan has not yet been adopted; key emission-related targets are still being developed.
- Despite progress in certain areas, total GHG emissions remained virtually unchanged; Scope 2 emissions, in particular, increased compared to the previous year.

ESRS G1 – Governance

Strengths and progress

- Responsibility for CSRD reporting was transferred to the Compliance & Sustainability team.
- The materiality analysis was revised and expanded to include standards E5 and S2.
- Structures for compliance, whistleblower protection, and supplier management are in place and were further detailed in the report.

Areas of action and next steps

- Key processes for monitoring and managing significant impacts, risks, and opportunities are still being established.
- The integration of sustainability issues with strategic targets, metrics, and formal management mechanisms has not yet been fully implemented.

ESRS S1/S2 – Social

Strengths and progress

- The number of employees rose to 799, while the turnover rate remained low at 3.27%.
- In 2025, additional measures were introduced to improve work-life balance, including a childcare subsidy for children below school age and childcare services during summer holidays.
- The supplier risk analysis and the whistleblower system help to ensure that human rights issues are systematically addressed within the value chain.
- S2 was included in the sustainability report.

Areas of action and next steps

- Structural challenges remain with regard to gender equality.
- The employment rate for people with severe disabilities remains very low.
- With regard to the workforce in the value chain, there are still limitations regarding transparency and data availability.

About AEB

AEB: Software for global trade and logistics

As a software company, AEB helps businesses in the industrial, commercial, and service sectors manage their logistics and global trade processes efficiently and in compliance with the law. More than 7,000 customers in over 80 countries use AEB solutions for shipping, transport and warehouse management, customs clearance, import and export management, sanctions list screening, and export controls. The portfolio ranges from rapidly deployable cloud-based software products to a tailored, yet highly adaptable, logistics platform. The automation of customs declarations, embargo checks, shipping and billing processes, and the IT integration of partners in the supply chain ensures greater transparency, efficiency, cost reductions, and legal protection in the supply chain management of AEB's customers. The company's headquarters and its own data centers are located in Stuttgart. Other AEB locations in Germany are in Hamburg, Düsseldorf, Munich, Soest, Mainz, and Lübeck. Internationally, AEB is represented in the United Kingdom, Singapore, Switzerland, Sweden, the Netherlands, the Czech Republic, the United States, and the Philippines.

An up-to-date overview of the management of AEB SE and its international subsidiaries is available on the website under AEB Management. In addition to the group of shareholders and the Board of Directors, other bodies help to actively uphold and strengthen shared values and principles. One of these bodies is the Company Council, which is responsible for shaping working life and addressing all related issues. In this capacity, the Company Council further develops the principles and values of AEB and is committed to ensuring that they can be lived and embraced by all employees. In addition, the Extended Company Council is involved in specific decisions.

Shared values

Trust, openness, a long-term perspective, authenticity, purpose, and personal responsibility – these qualities shape the way people at AEB interact and collaborate. At the same time, it is important for employees to actively participate in corporate management. In this context, leadership is not understood as tied to hierarchical positions or roles: Instead, it can and should be assumed by all employees within their respective areas of responsibility. In addition, employees' interests and perspectives are incorporated into the strategy in many areas. These values are firmly anchored in AEB's corporate culture and are set out in a fundamental document entitled "Common Ground", which evolves alongside the company.

All employees at AEB do their own work autonomously, collaboratively, and in networks. AEB aims to avoid the concepts of bosses, hierarchies, instructions, and controls as much as possible, using them only where it really makes sense to do so. The company stands behind the principle of autonomy. This does not mean, however, that processes and responsibilities are completely dispensed with. Such tools are absolutely essential, especially for issues that are of particular importance or where a corresponding legal obligation exists, for example, regarding quality management, security, and data privacy.

AEB belongs to its employees and its foundation, the AEB-Stiftung. Only employees can acquire company shares and become shareholders. This largely eliminates the influence of outside investors, allowing AEB to continue developing in line with its own values. This in turn ensures long-term stability and sustainable growth for the company. The AEB-Stiftung supports educational projects of all kinds, especially those that enable or facilitate access to school education and vocational training for disadvantaged people.

Fast facts

1979

45+ years of experience

750+

employees
from 20+ countries

15

offices in 8 countries

7,000+

businesses in 80 countries
running AEB software

25+

years of experience in the cloud

100 %

The company belongs to employees and the AEB-Stiftung

Sustainability

AEB is working on a net zero strategy

Responsibility

Promoting educational projects through the AEB-Stiftung

General information

ESRS 2 General disclosures

BP-1 – Basis for preparation of the sustainability statement

Basis for preparation

This sustainability statement was drawn up on a consolidated basis. The consolidation scope is the same as for the annual financial statements and refers to the entire group of companies.

Value chain coverage

This report examines the upstream and downstream value chains primarily in the context of the materiality analysis in ESRS S2 and greenhouse gas (GHG) accounting in E1.

Preparation in accordance with the applicable ESRS

This sustainability statement was prepared on the basis of EFRAG's Draft Simplified ESRS (as of November 2025).

Application of simplifications, options, and other specific provisions

Since AEB is not subject to any sustainability reporting requirements, this report is based on the ESRS and does not fully reflect all data points.

Specific information if the company uses phasing-in options

Since AEB is not subject to reporting requirements, not all data points (such as the financial impacts in the context of climate risk analysis and the allocation of financial resources) are reported in full. Omissions occur, in particular, where data collection would be disproportionately time-consuming or where the necessary reporting structures have yet to be established.

GOV-1 – The role of the administrative, management, and supervisory bodies in relation to sustainability

AEB is structured according to the monistic system. The following table therefore refers to the Board of Directors as the supreme administrative, management, and supervisory body.

Composition of the administrative, management, and supervisory bodies

	2024	2025
Number of members	8	7
Independent members (%)	75	71.4
Male members (%)	87.5	85.7
Female members (%)	15.5	14.3
Non-binary members (%)	0	0

In addition to the statutory General Meeting and the Board of Directors, AEB has established other bodies. The Company Council is dedicated to addressing employee-related matters and collaboration within the company. It functions as an independent governing body and consists of six members, including two representatives of the Board of Directors and four individuals elected by the workforce. Women make up 33% of the Company Council.

In addition, every country with an AEB location has country spokespersons who bring local interests to the attention of the Company Council. This body consists of a total of seven members, 71.4% of whom are women.

Development of skills and expertise in the area of sustainability

Responsibility for identifying, developing, and monitoring impacts, risks, and opportunities (IROs) currently lies with the Compliance & Sustainability team. Team members continuously expand their technical and methodological skills – including through training courses and webinars, internal and external consulting, discussions with experts, newsletters, self-study, and participation in networking events.

The expertise of the responsible Board of Directors member is also continuously developed, particularly through participation in professional events, membership in relevant associations, and active engagement and exchange within networks.

Management or oversight of material impacts, risks, and opportunities

During the reporting year, responsibility for CSRD reporting was transferred to the Compliance & Sustainability team. As part of this process, the team also assumed responsibility for monitoring the impacts, risks, and opportunities identified during the materiality analysis.

Responsibility for company-wide risk management lies with the Board of Directors. In addition, the role of Compliance Officer is assumed by a member of the Board of Directors.

Monitoring of targets

The processes for monitoring the impacts, risks, and opportunities in the company are currently being established. At present, monitoring is carried out through ongoing communication between the relevant bodies.

Consideration of IROs in the company's strategy

The Compliance & Sustainability team is responsible for implementing due diligence obligations in the area of sustainability and for assessing the effectiveness of strategies, measures, metrics, and targets. The involvement of two members of the Board of Directors ensures a continuous exchange of information.

This ensures that impacts, risks, and opportunities are given appropriate consideration in strategic decisions, major transactions, and risk management. All identified issues were coordinated with the Board of Directors and are documented in the respective standards.

GOV-2 – Integration of sustainability-related performance in incentive schemes

AEB is convinced that incentive- and performance-based remuneration systems tend to undermine employees' sense of personal responsibility. Since personal responsibility is a core value, the company deliberately avoids such models – both for employees and for members of the administrative, management, and supervisory bodies.

GOV-4 – Risk management and internal controls over sustainability reporting

During the reporting year, the risk assessment is conducted by the Compliance & Sustainability team.

The identified risks are:

- Political uncertainty at EU level and in Germany with regard to sustainability reporting.
- Legal requirements from the ESRS are misinterpreted, resulting in a lack of comparability.
- Legal requirements under the ESRS are changing as a result of the Omnibus Regulation, resulting in a lack of comparability.

- Overall, it takes a great deal of time to understand the legal requirements, to introduce further processes and structures for data collection, to review and prepare the collected data, and to create the report. Due to changes in legal requirements and the regulatory framework, the effort involved remains high in the second reporting year as well.
- Regardless of any legal requirements, AEB as a company has, of its own accord, been committed to sustainability for a long time. Not all aspects of this commitment fit into the ESRS framework.

Because reporting is voluntary, there is no risk of damage resulting from the aforementioned risks associated with sustainability reporting.

SBM-1 – Strategy, business model, and value chain

Description of products, services, markets, and customer groups

AEB offers a broad portfolio of innovative cloud solutions designed to simplify the goods movements of its customers. These include software for automating logistics processes, integration solutions (APIs), and content services such as sanctions lists and carrier data. Another key focus area is customs and trade compliance management, through which AEB helps customers conduct international business in a legally compliant and efficient manner while minimizing risks.

Its main customers include companies in the manufacturing industry, B2B retailers, and in-house logistics service providers.

List of significant ESRS sectors

Significant ESRS sector: information technology (IT)

- Total revenue: EUR 101 million

In the reporting year, a small proportion of the total revenue was attributable to other economic sectors outside AEB's core business. This share was only 2.8% and is therefore of minor significance for the overall assessment of the company's economic activities.

Activity in special sectors

Sector	Active in sector
Fossil fuel sector	No
Chemicals production	No
Controversial weapons	No
Cultivation and production of tobacco	No

Description of the business model and value chain

Upstream value chain:

As a software company, key inputs include electricity, hardware such as laptops, cell phones, and data centers, as well as software licenses – both for the company's own operations and for product development. However, the foundation of value creation lies in the company's own employees and their extensive expertise.

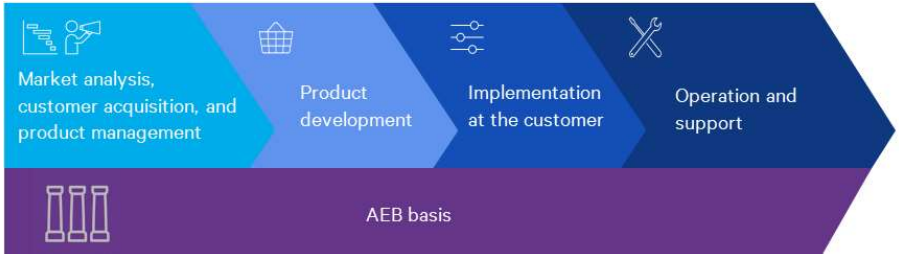
AEB recognizes the importance of human rights aspects throughout the entire value chain. As part of the internal supplier risk analysis conducted in 2025, no human rights violations were identified among direct suppliers.

Value creation at AEB:

Value creation at AEB means creating products and providing services that meet the requirements of the market and the customers in particular, thereby generating company profit.

The individual processes within the value chain are shown in the following figure. Every activity – whether it directly influences one of these processes or supports the associated subprocesses – contributes to value creation.

The key sustainability topics in the company's own business operations are listed in ESRS 2 SBM-3 and IRO-2 as part of the materiality assessment.



AEB's value chain

Downstream value chain:

AEB serves more than 7,000 customers across 80 countries. The customer base consists of roughly equal parts of small, medium-sized, and large enterprises. About 20% of customers are from the retail sector, another 20% are service providers, and the remaining 60% are manufacturing companies and shippers.

Key sustainability topics in the downstream value chain include air pollutants and emissions resulting from the transportation of goods to customers. In addition, the responsible handling of hardware – such as data center equipment and laptops – at the end of its useful life plays an important role.

SBM-2 – Interests and views of stakeholders

Stakeholder engagement

Stakeholder	Engagement, yes/no	Organization of engagement	Consideration of outcome by AEB
Employees	Yes	Information, participation, exchange Employee survey Company Council, Works Council Shareholders (AEB is owned exclusively by its employees) Active participation is part of the corporate culture	Ideas, feedback, and employee engagement serve as a basis for adjustments and changes
Customers	Yes	Community, customer days, virtual meet-ups, user testing, workshops	Customer feedback influences product development and solutions offered
Suppliers	Yes	Questionnaires, partner management	Conscious selection of suppliers based on sustainability criteria
Society and environment	Yes	AEB-Stiftung Neighborhood cooperations Scientific studies	Selection of foundation projects (social sustainability) Creation of a sharing economy Consideration of study results
Authorities, associations	Yes	Membership in networks and associations Exchanges with authorities	Implementation of regulatory requirements

An ongoing and regular dialog takes place between various stakeholder groups – including, in particular, communication between the Board of Directors and employees within the company.

The interests, perspectives, and rights of employees are incorporated into the strategic direction and business model in a variety of ways. Taking an active role in shaping the organization and assuming responsibility within one's own area of responsibility are integral parts of the corporate culture and are expressly encouraged.

Furthermore, AEB is owned by its employees – only they hold shareholder rights and can actively influence the company. In addition, employees are formally represented by the Company Council and the Works Council. This ensures, in particular, the protection of human rights with regard to discrimination, labor rights, occupational safety, as well as fair remuneration.

Regular exchanges also take place with customers and suppliers. Moreover, AEB gains a valuable external perspective through the Advisory Board. These insights, along with comprehensive market research, were incorporated into the materiality analysis. No explicit survey was conducted.

Through continuous dialog, the administrative, management, and supervisory bodies are always kept informed of the interests and viewpoints of stakeholders. These insights are incorporated into the further development of the strategy and business model. Consequently, no changes due to the materiality analysis have been necessary to date.

SBM-3 – Interaction of material impacts, risks, and opportunities with strategy and business model, and financial effects

Description of material impacts, risks, and opportunities

The results of the double materiality assessment can be found in the corresponding standards.

Effects of material impacts, risks, and opportunities

The impacts, risks, and opportunities for standards E1, S1, and G1 were assessed for the first time in the past reporting year. In the current reporting year, they were revised and supplemented by the analysis of E5 and S2. As they are derived from the current business model and the value chain, they are the focus of AEB's activities and feed into strategic considerations. The assessment was carried out by the Compliance & Sustainability team in consultation with internal stakeholders and the Board of Directors. The aim is to translate this into a structured monitoring and control process.

AEB is currently in a transitional phase in which the findings from the materiality analysis are increasingly being incorporated into the strategy and decision-making processes. However, a structured approach to managing impacts, risks, and opportunities is not yet fully established.

Current and anticipated financial effects of material risks and opportunities

This report is prepared on a voluntary basis, as the company is not currently subject to CSRD reporting obligations. Accordingly, no ESRS disclosures are provided regarding the current or anticipated financial effects of material risks and opportunities.

Resilience of the strategy and business model

In the short term, it is not expected that the negative impacts and risks identified will have a significant effect on business operations. At the same time, efforts are underway to establish a structured monitoring and management process in order to adequately address these issues in the medium to long term and systematically capitalize on identified opportunities.

IRO-1 – Description of the process to identify and assess material impacts, risks, and opportunities, and material information to be reported

Description of the process to identify and assess impacts, risks, and opportunities

The materiality assessment was based on an Excel tool developed by the sustainability consultancy "Sustainable Thinking." This tool is based on recognized standards for materiality assessment and follows a structured evaluation process. For the 2024 reporting year, the materiality assessment was carried out by the CSRD project team, which involved internal departments and stakeholders as required. The team thoroughly reviewed the specified content in advance and, thanks to the members' many years of service with the company, is familiar with the processes, products, and structures, as well as the market positioning of the company.

In the 2025 reporting year, responsibility was transferred to the Compliance & Sustainability team, which adopted the established procedure.

The impacts, risks, and opportunities relating to ESRS S1, E1, and G1 were already assessed in 2024. In 2025, standards E5 and S2 were added, and the previously identified impacts, risks, and opportunities were revised.

Each impact was assessed according to specific criteria prescribed in ESRS 1, such as severity – including the scale, scope, and irremediable character of the impact – as well as probability. The thresholds for the materiality of the impacts were set before the assessment was conducted in order to avoid prejudging the outcome. The principle of proportionality was to be applied when determining the impacts, in particular potential impacts. Considering an impact with a low likelihood of occurrence, for example, is not expedient. The specific criteria of the ESRS were used for the risk assessment. To assess the magnitude of the financial effects of a risk or opportunity, the internal thresholds for risk assessment from the information security management system were used. The methodology is based on a consistent approach for all materiality assessments of impacts, risks, and opportunities. The same evaluation methods and thresholds were used for both impact materiality and financial materiality, irrespective of the topic. Internal stakeholders were engaged in identifying the impacts, risks, and opportunities.

The material impacts, risks, and opportunities are monitored on an ongoing basis. In the reporting year, responsibility for this lies with the Board of Directors and the Compliance & Sustainability team. Impacts, risks, and opportunities that still exist at the end of a reporting period are automatically reconsidered in the next materiality assessment and subjected to validation and/or reassessment as necessary.

Significant changes compared to the previous reporting period

There were no changes in the process for assessing impacts, risks, and opportunities compared to the previous reporting period. However, the impacts, risks, and opportunities were revised, and two new standards were added.

IRO-2 – Material impacts, risks, and opportunities, and disclosure requirements included in the sustainability statement

Changes compared to the previous reporting period

With the addition of standards E5 and S2 to the report, new material topics have been introduced. These are listed at the beginning of the respective standards.

In standards E1, S1, and G1, the impacts, risks, and opportunities were reassessed and, where materiality was insufficient, removed. This resulted in the following changes:

	Newly identified IROs	Removed IROs
E1	Risk: Energy costs due to energy-intensive technology	Opportunity: Software requirements arising from new sustainability regulations in international trade Opportunity: Revenue from partnerships offering solutions for sustainable logistics
S1	Risk: Structural risks in the area of gender equality Opportunity: Organizational restructuring	Risk: Lack of diversity hampers innovation
G1	Positive impact: Structured compliance risk management Positive impact: Long-term stable supplier relationships	

Risk of incidents related to forced or compulsory labor and child labor

There is no increased risk of incidents related to forced or compulsory labor or child labor. No further disclosures are made.

Data points from other EU legislation

Disclosures regarding the EU Taxonomy form part of this report. These can be found in the appendix.

GDR-P – General disclosure requirement for policies

Statement on respect for human rights

AEB has a Code of Conduct in which it commits to implementing the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. AEB has also published a statement on respect for human rights, in which the company commits to upholding the principles mentioned above. Both documents can be found in the Trust Center.

"AEB SE undertakes to respect human rights and the associated environmental rights within its own area of business. We respect human rights and the associated environmental rights throughout our supply chain. We undertake to prevent violations of human rights and damage to the environment and, if necessary, shall enable corrective measures to take place."

(Statement on respect for human rights, as of: March 2026)

Environmental information

ESRS E1 Climate change

			Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Climate change adaptation								
Adaptation costs	Risk	Climate change adaptation results in costs due to necessary measures, e.g. due to energy costs, costs for reconstruction measures, damage repair, or insurance.		X		X	X	X
Supply chain disruptions and new procurement strategies	Risk	Climate change leads to changes in the availability of raw materials and materials and thus to disruptions in supply chains. Increasing natural disasters can, for example, lead to delays or disruptions in the supply chain. This in turn causes bottlenecks in procurement and leads to higher costs.	X			X	X	X
Slower economic growth due to climate change	Risk	Economic growth is slowing due to climate change. The reasons for this include damage to infrastructure caused by extreme weather events, higher costs due to investments in climate-friendly technologies, rising production costs due to resource scarcity, or rules and regulations to combat climate change.	X	X	X	X	X	X
Climate change mitigation								
Own greenhouse gas emissions	Actual negative impact	AEB itself generates greenhouse gas emissions (these are determined according to the GHG Protocol, Scopes 1, 2, and 3).		X		X	X	

Greenhouse gas emissions in the value chain, particularly in logistics	Actual negative impact	AEB software simplifies transports that cause greenhouse gas emissions.		X		X	X	X
Reduction of greenhouse gas emissions in the value chain, particularly in logistics	Opportunity	With its software, AEB can contribute to sustainability in the logistics industry, for example, by adapting transport routes.		X			X	X
Energy								
Resource and energy consumption	Actual negative impact	AEB consumes resources and energy with its own business activities.		X		X	X	X
Energy costs due to energy-intensive technologies	Risk	Rising energy costs due to the increased use of AI and the transition to the cloud	X	X		X	X	

Strategy

E1-1 – Transition plan for climate change mitigation

Planning for the adoption of the climate transition plan

No climate transition plan currently exists. Since 2025, the company has been working on a net-zero strategy that will serve as the basis for a transition plan.

E1-2 – Identification of climate-related risks and scenario analysis

Background information: Climate-related risks

- **Physical risks** relate to the direct impact of climate change on the company.
- **Transition risks** arise from the transition to a low-carbon economy and are divided into regulatory, technological, market, and reputational risks.

Physical climate risk analysis

The following German locations were analyzed in the 2024 reporting year: Stuttgart, Mainz, and Lübeck.

In the 2025 reporting year, further locations were added: Warwick (UK) and Singapore (SG).

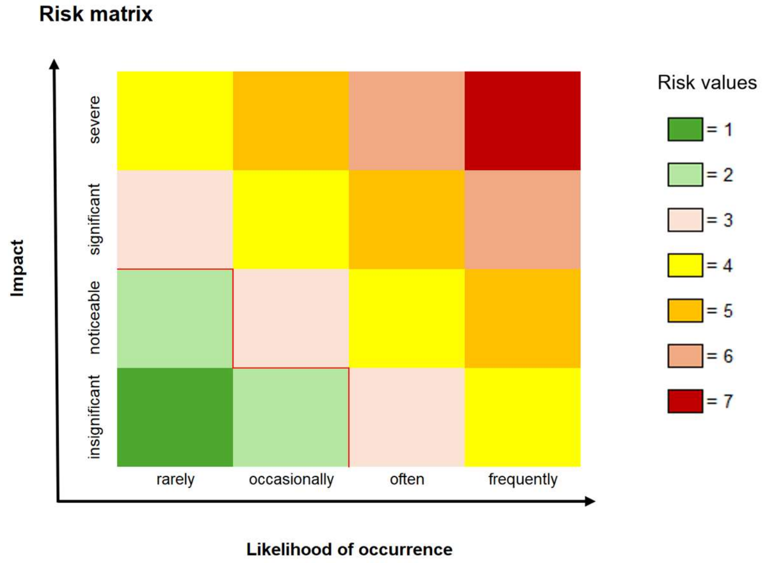
For physical risks, the Repressive Concentration Pathway (RCP) 8.5 scenario of the Intergovernmental Panel on Climate Change (IPCC) was used. This scenario assumes an increase in the global average temperature of 4.8 degrees Celsius by 2100 compared to the pre-industrial era. Depending on data availability, the analysis looked at and combined short-, medium-, and/or long-term time horizons. Ideally, all three time horizons could be analyzed. For this purpose, historical values from 1971 and future values up to 2100 were mainly used.

In each case, business operations were included; for Stuttgart, assets in the form of the headquarters were also taken into account. The upstream and downstream value chains were not included in the analysis. Unlike in the previous reporting year, net risks are taken into account. Due to the switch to net risk assessment and the use of an updated assessment table, the risk values for the Stuttgart, Mainz, and Lübeck locations were revised.

Background information: Rules for risk classification

- Probability of occurrence (4 levels)
- Extent of damage (4 levels)
- Defined according to the ISMS (Information Security Management System) processes
- The extent of damage relates to business operations; in the case of Stuttgart, it also relates to assets

Risk classification according to ISMS



The following table lists the risks with a moderate (3–5) and high (6–7) risk rating. It is evident that all analyzed locations are affected by similar risks: the impact of changing temperatures and heat waves as well as the danger posed by heavy precipitation and precipitation variability are present at nearly all locations. For sites in coastal regions (Singapore), there are additional risks such as saltwater intrusion and rising sea levels. These locations also differ significantly from the European sites due to their tropical climate, characterized by high humidity and distinct wet and dry seasons.

Based on the available data and the assessment conducted, no climate-related risks requiring immediate action were identified. Nevertheless, the locations in Asia, in particular, show greater exposure to climate-related hazards; therefore, increased risk profiles and potential impacts on these locations cannot be ruled out in the medium to long term.

Location	Risks with a moderate/high rating
Stuttgart	**Business activities:** temperature change (4), heat stress (4), variability in precipitation patterns (4), heat wave (4), heavy precipitation (3) **Assets:** temperature change (4), heat stress (4), heat wave (4), variability in precipitation patterns (3), heavy precipitation (3), river flooding (3)
Mainz	**Business activities:** temperature change (3), heat stress (3), temperature variability (3), precipitation variability (3)
Lübeck	**Business activities:** temperature change (3), heat stress (3), temperature variability (3), precipitation variability (3)
Warwick, UK	**Business activities:** temperature change (4), temperature variability, precipitation variability (3), heat wave (3), heavy precipitation (3)
Singapore, SG	**Business activities:** heat stress (6), water scarcity (6), temperature change (5), sea-level rise (5), heavy precipitation: rain (5), changing precipitation patterns: rain (4), heat wave (4), ocean acidification (4), saltwater intrusion (4), coastal erosion (4), drought (4), soil erosion (3), wind: cyclone, typhoon, hurricane (3), storm (3), tornado (3), variability in precipitation patterns (3)

Transition scenario analysis

The analysis of **transition risks** was conducted in 2024.

The IPCC's Shared Socio-Economic Pathways (SSPs) were chosen as the basis for the analysis of transition risks. For AEB, a scenario based on SSP 1 was created, with the inclusion of further studies from the areas of global trade, logistics, and technology, in which projected warming is limited to below 2°C. 2040 was chosen as the time horizon.

In addition, the following aspects were included in the scenario analysis due to their particular importance for AEB: international cooperation and slow, sustainable economic growth, as well as global cooperation/conflicts. A strengths, weaknesses, opportunities, and threats (SWOT) analysis was carried out to identify the risks and opportunities for AEB in the relevant scenario. These can be viewed in the following table:

Risk	Assessment
Technology: replacement of physical products with digital products	Less logistics required, leading to fewer transactions
Market: reduction of global trade in favor of local trade	Less global logistics and cross-border transport required, leading to fewer transactions
Politics and law: higher pricing of greenhouse gas emissions reduces trade volumes	Less global logistics and cross-border transport required, leading to fewer transactions
Technology: requirements for lower-emission / more energy-efficient hardware	Investments needed to meet requirements
Market: reduction of consumption through more conscious behavior	Less logistics required, leading to fewer transactions

No existential risks requiring urgent action were identified. This assessment was also made against the background of political changes in the area of foreign trade, such as the EU customs reform, which are expected to bring about significantly greater changes and risks to the existing business model than climate change. The Environmental, Social, and Governance (ESG) legislation that has already been passed and planned presents more opportunities than risks for AEB.

A financial assessment of the risks and opportunities and a detailed resilience analysis with regard to the transition risks have not yet taken place.

E1-3 – Resilience in relation to climate change

Resilience of the strategy and business model

The relevant climate risks identified in the physical climate risk analysis under the RCP8.5 worst-case scenario primarily affect AEB's employees and work locations, rather than directly impacting its strategy and business model. This is attributable to the logistics and software industries, which are predominantly service-oriented. Reliance on physical production processes or regularly used production materials is low; accordingly, there is no significant dependence on upstream stages of the value chain.

Given the service-oriented nature of the business, the modern corporate structure, and the established opportunities for remote work, the company's overall strategy is highly flexible and adaptable to climate-related environmental changes. For this reason, in the short- and medium-term, there will be no changes to the strategy or the targeted business areas due to physical climate risks, barring a major damage event.

No resilience analysis regarding transition climate risks has been conducted to date.

There is currently no transition plan for climate-related risk resilience. Managing physical climate risks that are material to AEB – such as flooding – is part of business continuity management (BCM); emergency plans and drills are in place. Since 2024, the issue of climate change has also been taken into account in the ISMS as part of ISO 27001 certification.

In the long term, climate change could also have indirect impacts on the logistics and software industries, for example through rising transport costs or regulatory restrictions in the logistics sector, which could potentially affect the demand for software solutions. Based on current information, however, these developments are considered unlikely and are not specifically foreseeable at this time. Against this backdrop, the resilience of AEB's corporate strategy and business model to the effects of climate change is rated as high overall.

Factors contributing to the uncertainty of this forecast include the uncertainty of the climate projections used for the long-term assessment of physical climate risks, as well as rapid market changes that are significantly transforming the logistics and software industries and thus complicating adaptation efforts.

Impact, risk, and opportunity management

E1-4 – Policies related to climate change mitigation and adaptation

At AEB, the following policies provide guidance on climate change mitigation and adaptation:

- Climate protection and the responsible management of climate change are part of AEB's mission of "inspiring, acting sustainably, and creating purpose." This mission describes how the company considers economic, social, and environmental factors in equal measure and uses resources responsibly.
- The "Common Ground" (current version 2025) outlines AEB's commitment to long-term thinking, sustainable business practices, and stability.
- The company's Code of Conduct (version 4.0) describes the approach to sustainability as follows: *"We practice responsible, sustainable management at AEB SE. We take our social responsibility around sustainability very seriously and continuously optimize our activities and software solutions for greater sustainability. In the interests of a holistic approach, it is important to us that our suppliers do their part. We want to make our world greener and more equitable and are taking the initiative to promote greater environmental awareness. Our climate action plan is designed to help achieve the 1.5°C target of the Paris Climate Accord."*
- In addition, the company holds ISO 27001 certification. The following excerpt can be found in AEB's "Integrated Management System" (IMS) policy: *"Climate change is a relevant topic for AEB. AEB has integrated this aspect into the risk assessment of our ISO-certified ISMS. Threats of force majeure (such as storms, floods, extreme heat) are the subject of regular observation and assessment. We see it as an opportunity to make a contribution based on our own ethical standards and sense of responsibility, both to make our own contribution to curbing climate change and to demonstrate our resilience to the effects of climate change, thereby protecting our customer services and making a conscientious commitment."*
- The mobility concept supports the path toward more sustainable behavior. It therefore includes the electrification of the company's vehicle fleet, moving away from the use of fossil fuels, and promoting shared means of transportation. The concept is updated every year and adjusted to reflect progress made to date.

E1-5 – Actions and resources in relation to climate change mitigation and adaptation

Resources in relation to climate change mitigation and adaptation

When it comes to environmental sustainability, AEB follows the principle of "avoid – reduce – offset" in all areas of the company. This approach is incorporated into all business activities – from commuting and business travel to the power supply at the company locations and the procurement of hardware and office equipment.

In recent years, a wide range of concrete measures to reduce GHG emissions have already been taken:

- The company headquarters and data centers are characterized by an efficient and environmentally sustainable energy policy, which takes into account all available regenerative energy sources. The key component of the sustainable energy concept for the data centers is a water storage tank: The water cools the server rooms by absorbing waste heat and is then circulated through the company headquarters for heating purposes. This cools the data centers themselves. In summer, the cool night air lowers the temperature of 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 the combination of modern technology and conscientious construction planning, the requirements of the Energy Saving Regulation EnEV 55 "Energy-efficient building" have been significantly exceeded. The AEB headquarters undergoes an energy audit in accordance with the DIN EN 16247-1 standard every four years.
- The company canteen in Stuttgart favors the use of regional and seasonal products and has steadily reduced the proportion of animal products in recent years. In addition, measures to prevent food waste are consistently pursued.
- AEB pursues a mobility concept that promotes shared transport and encourages a move away from "individual car transport" and toward "shared mobility" and bicycles. The transition to an electrified vehicle fleet with simultaneous reduction of fossil fuel use is actively supported. The goal is that there will be no new registrations of internal combustion engine vehicles from 2027.

The following measures were implemented in 2025 (excerpt):

- The mobility concept has been updated. Specifically, the use of public transportation was actively promoted, particularly for young employees, by covering or subsidizing the cost of the "Deutschlandticket" and "Bahncard" rail cards, and by extending this offer to Austria and Switzerland. At the same time, individual car use was made less attractive through price increases and reduced subsidies.
- Volunteers once again participated in two work sessions at the Pfrunger-Burgweiler Ried moor. The initiative was supplemented by a financial donation.
- The garden renovation was initiated in 2025. Breaking up sealed surfaces and converting them to promote greater biodiversity strengthens resilience to climate change. The project will be completed in 2026.
- A diversification of climate projects took place. Three partners are now receiving support for various projects. The total investment amount has been increased.

At this stage, the achieved and expected reductions in GHG emissions due to the measures taken are not calculated in detail.

Metrics and targets

E1-6 – Targets related to climate change mitigation and adaptation

As of 2025, AEB has no absolute gross targets for reducing greenhouse gas emissions. The company is working on a decarbonization strategy, and emission-related targets are to be defined as part of this effort. However, AEB is already striving to reduce its own emissions as much as possible, as demonstrated by the comparison of its greenhouse gas inventories.

E1-7 – Energy consumption and mix

Total energy consumption

	2024	2025
Total energy consumption (MWh)	2869	4939
Energy consumption from fossil sources (MWh)	1178	531
Energy consumption from nuclear sources (MWh)	0	0
Energy consumption from renewable sources (MWh)	1691	4408

Energy generation

Energy generation	2024	2025
Total (MWh)	59	59.6
From non-renewable sources (MWh)	0	0
From renewable sources (MWh)	59	59.6

E1-8 – Gross Scope 1, 2, and 3 GHG emissions

Gross Scope 1, 2, and 3 GHG emissions

	2024	2025	% change
Gross scope 1 GHG emissions (tCO2eq)	343.31	199.14	-42%
Percentage of Scope 1 GHG emissions from the EU Emissions Trading System (EU ETS) (%)	0	0	0
Direct biogenic Scope 1 emissions (tCO2eq)	12.04	9.96	-17%
Gross location-based Scope 2 GHG emissions (tCO2eq)	638.54	726.54	+14%
Gross market-based Scope 2 GHG emissions (tCO2eq)	36.59	97.79	+167%
Total gross indirect (Scope 3) GHG emissions (tCO2eq)	2687.06	2723.86	+1.37%
1 Purchased goods and services	1555.3	1618.21	+4.1%
Subcategory: cloud computing and data center services	Not specified	118.66	
2 Capital goods	76.22	70.55	-7%
3 Fuel- and energy-related activities	187.98	175.38	-7%
4 Upstream transportation and distribution	N/A	N/A	N/A
5 Waste generated in operations	2.36	3.45	+46%
6 Business traveling	466.97	401.43	-14%
7 Employee commuting	200.59	283.53	+41%
8 Upstream leased assets	0	0	0
9 Downstream transportation	N/A	N/A	N/A

10 Processing of sold products	N/A	N/A	N/A
11 Use of sold products	185.13	158.8	-14%
12 End-of-life treatment of sold products	N/A	N/A	N/A
13 Downstream leased assets	N/A	N/A	N/A
14 Franchises	N/A	N/A	N/A
15 Investments	12.51	12.5	0
Total GHG emissions (tCO2eq) (location-based)	3667.24	3649.54	-0.005%
Total GHG emissions (tCO2eq) (market-based)	3068	3021	-0.015%

Background information: GHG emissions

The Greenhouse Gas Protocol (GHG Protocol) is a globally recognized standard for measuring and managing GHG emissions. AEB's GHG inventory complies with this uniform framework for reporting GHG emissions. It includes emissions from direct and indirect sources (Scope 1, Scope 2, and Scope 3 emissions).

Methodologies and assumptions

Scope 1 (direct GHG emissions)

To determine Scope 1 emissions, AEB uses standardized emission factors and its own consumption data to ensure consistent and traceable calculations. The conventional amounts of energy used are multiplied by the respective emission factors. This ensures transparent and consistent reporting.

- **1.1. Stationary combustion in buildings:** Emissions from the use of heating oil, gas, or district heating in office buildings are calculated on the basis of energy consumption.
- **1.2. Mobile emissions from the vehicle fleet:** The GHG emissions are calculated from fuel consumption using consumption data from fleet management. All combustion engine and electric vehicles the fuel costs of which are borne by AEB are recorded. The emissions from diesel generators at the company headquarters are calculated on the basis of the reported diesel consumption.
- **1.3. GHG emissions from chemical processes:** AEB records these quantities in so far as they exist. At the moment, however, they are irrelevant.
- **1.4. Direct GHG emissions:** The recorded emissions in this category (e.g. from leaks such as refilled coolants in air-conditioning systems) are reported with the corresponding quantity and type. The calculation is based on specific emission factors. AEB records the number of units when commissioning and disposing of refrigeration equipment.

Scope 2 (indirect GHG emissions from electricity generation) (location- and market-based)

Scope 2 covers indirect GHG emissions from the consumption of purchased electricity, district heating, or other energy sources generated outside the company in the upstream value chain. Scope 2 GHG emissions are calculated using the location-based and market-based approaches. Market-based emissions are determined taking into account specific energy sources.

- **2.1. Electricity:** This metric includes the GHG emissions generated by the consumption of purchased electricity at the AEB locations. The calculation is based on the reported electricity consumption. Locations that are supplied with 100% green electricity are considered emission-free in the market-based calculation. Electricity consumption at international locations is calculated on the basis of the specific electricity mix of the respective country, if no green electricity is used.

- **2.2. Steam:** AEB does not use steam.
- **2.3. Heating:** The reported values include local and district heating. The GHG emissions are calculated on the basis of the reported energy consumption from the most recent utility cost statement.
- **2.4. Cooling:** District cooling is only relevant for the location in Sweden.

Scope 3 (upstream and downstream indirect GHG emissions)

Scope 3 includes all other indirect GHG emissions resulting from business activities that are not directly caused or controlled by the company. AEB distinguishes between upstream and downstream Scope 3 GHG emissions.

- **3.1. Purchased goods and services:** This includes all emissions from upstream processes, from raw material extraction to delivery, that arise from the purchase of goods and services. From 2024, AEB analyzes all suppliers, and specifically those that together account for 80% of the costs. The remaining 20% are integrated into the GHG inventory based on a flat-rate methodology. As a rule, goods and services purchased from suppliers that are demonstrably climate-neutral are recorded as neutral in AEB's GHG inventory.
- **3.2. Capital goods:** This category is used to record capital goods.
- **3.3. Fuel- and energy-related emissions:** This category covers upstream energy-related emissions; these are determined primarily from the data already recorded.
- **3.4. Upstream transportation and distribution:** These values are not included due to their insignificance. Most of AEB's suppliers already deliver in a climate-neutral manner, which is why this category is omitted from the GHG inventory following the materiality assessment.
- **3.5. Waste generated in operations:** The recorded values are provided by Facility Management.
- **3.6. Business travel:** This category is used to record train travel, flights, hotel stays, and car trips taken by employees in connection with business travel – either in private vehicles or in company cars without a fuel card. Company cars with fuel cards are already included in Scope 1. Emissions from business trips with rental cars are calculated on the basis of kilometers traveled or costs. The GHG emissions from air travel are calculated on the basis of kilometers traveled. Various aspects are distinguished in this case, such as country, route, and ticket class. AEB obtains the kilometers through travel expense recording, the relevant airlines, or directly from the locations. GHG emissions from rail journeys are calculated on the basis of kilometers traveled and costs. Rail travel booked with bahn.business in Germany is considered climate-neutral due to the use of 100% green electricity.

- **3.7. Employee commuting:** This category covers the GHG emissions generated by employees commuting between their home and workplace. The data is collected by means of an annual commuter survey, from which emissions for the reporting year are calculated. Since not all employees participate, the data is extrapolated to the actual number of employees.
- **3.8. Upstream leased assets:** Here, AEB records emissions from the operation of assets that are leased by the company and the operational use of which is not already included under Scope 1 or Scope 2. Currently, the only relevant leasing costs are vehicle leases.
- **3.9. Downstream transportation and distribution:** This category is not relevant for AEB as the company does not transport any sold products.
- **3.10. Processing of sold products:** This is also not applicable to AEB as its business model does not involve such goods or products.
- **3.11. Use of sold products:** This category covers usage at the customer site, both for the remaining on-premises solutions and for the use of the cloud offering.
- **3.12. End-of-life treatment of sold products:** This category is also not relevant for AEB since the products are not recycled or disposed of.
- **3.13. Downstream leased assets:** This category is not relevant for AEB as the company does not have any rented or leased tangible assets.
- **3.14. Franchise:** This category is also not relevant for AEB as the company does not engage in franchising activities.
- **3.15. Investments:** This category is used to record financial investments as well as money in accounts.

E1-9 – GHG removals and GHG mitigation projects financed through carbon credits

As in 2024, investments were made in 2025 in the company's long-standing partner TREEO and its reforestation projects in Indonesia and Uganda. Planting trees on degraded land promotes biodiversity and helps to remove carbon from the atmosphere, while also generating income for the local population. In addition, the wood from felled trees is put to good use in timber construction rather than being burned, which ensures long-term carbon sequestration. To minimize the risk of forest fires or difficult initial growth phases, TREEO plants 20% more trees than commissioned by customers. Unfortunately, significant losses of saplings were still recorded in 2024, which is why the decision was made to spread the risk of financial emission offsetting across multiple projects and providers, as well as to reduce TREEO's share to 1000 tonnes. As the trees were only planted in the reporting year, no emissions were eliminated during the reporting period.

Following extensive research, two new partners for climate protection projects were engaged: the climate protection organization atmosfair and the foundation myclimate. AEB is now making an investment covering 1200 tonnes in the AGRI-PV project in Madagascar, which was initiated by atmosfair. The installation of large photovoltaic systems promotes the use of renewable energy. While the modules capture solar energy, the shade beneath them allows for vegetable cultivation, which is supported by an irrigation system installed on the frames. In addition, a training center for the local population covers topics related to organic food production and solar energy. Solar panels may break due to normal wear and tear or as a result of extreme weather events, but the stored energy remains intact. Crop loss can result not only from weather events but also from a failure of the irrigation system.

Furthermore, AEB is contributing a further 1000 tonnes to a national project led by myclimate: the rewetting of the Gnarrenburg moor. Wetlands have an enormous impact on the climate when it comes to storing CO2e, but this benefit is lost when they dry up and are used, for example, for agricultural purposes. Not only will they then be unable to sequester any more carbon, but the previously stored carbon will be released back into the atmosphere, which will have a negative impact on the climate. In addition to restoring the wetland's ecosystem services, the project promotes the cultivation of peat mosses, which can be used as a sustainable alternative to peat in the soil industry. Risks associated with the Gnarrenburg Moor project include difficulties in peat formation or unfavorable weather conditions with little rainfall – factors that cannot be controlled but can also hinder carbon sequestration.

Reversals are emissions that are released back into the atmosphere after having been sequestered or avoided, for example, due to the drying out of the wetland or as a result of forest fires. This negates the climate benefits achieved up to that point, which was already implied in the description of the risks and is therefore not reiterated here.

AEB also provides financial support to the Pfrunger-Burgweiler Ried foundation for nature conservation. In recent years, this has resulted in the acquisition of additional moorland for rewetting and has made a significant contribution to CO2e sequestration efforts.

Share of carbon credits from removal projects

To promote climate protection measures outside its own value chain, AEB uses a contribution claim approach, which is why it does not hold carbon credits in the traditional sense.

The supported projects are classified as contribution claims. This means that potential emission reductions are not credited toward AEB's greenhouse gas balance, but instead are attributed exclusively to the Nationally Determined Contribution (NDC) of the respective project country. This approach ensures that emission reductions are not double-counted and that the crediting is consistent with international climate protection mechanisms.

As a result, AEB does not offset its own emissions in its accounts and makes no claim to be carbon neutral. Support for these projects stems from the company's own initiative, with the goal of making an additional contribution to global climate protection and reducing its own environmental impact beyond regulatory and accounting requirements, even if this does not result in formal emissions offsetting.

The contribution claim approach also gives AEB the opportunity to invest in projects whose primary focus is not on immediately measurable or standardized, quantifiable emission reductions. This makes it possible to support measures with potentially significant environmental and social impacts – for example, in the areas of capacity building, structural transformation, or the protection of natural ecosystems – which would be difficult to implement through purely compensation-based approaches.

AEB ensures that these activities are communicated transparently, clearly distinguished from emission reduction measures within its own value chain, and not used to offset its own greenhouse gas emissions.

Carbon credits and greenhouse gas neutrality

AEB does not hold any carbon credits and therefore does not formally claim greenhouse gas neutrality. As described above, investments are made in various climate protection projects instead.

E1-10 – Internal carbon pricing

Internal carbon pricing schemes are not applied.

E1-11 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Due to the phase-in provisions currently in effect and the voluntary nature of the reporting, the financial impacts of material physical risks and transition risks, as well as potential climate-related opportunities, are not reported.

E1 – Entity-specific disclosures

Since the relevant impacts, risks, and opportunities fully cover all requirements, no further entity-specific disclosures are made.

ESRS E5 Resource use and circular economy

			Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Resource inflows								
Consumption of finite resources	Actual negative impact	Use of servers, end devices, and network hardware leads to consumption of raw materials (metals, rare earths).		X		X	X	X
High material usage in cloud infrastructure	Actual negative impact	Cloud services are based on hardware-intensive data centers.		X		X	X	X
Dependence on scarce resources	Risk	Shortages of metals or semiconductors for hardware can lead to delays or price increases.	X			X	X	X
Cost savings through resource efficiency	Opportunity	Efficient planning and stock management supports demand-oriented procurement and reduces overstocking.		X		X	X	X
Resource outflows								
Electronic waste	Actual negative impact	Procurement of IT hardware generates indirect electronic waste.		X		X	X	X

Impact, risk, and opportunity management

E5-1 – Policies related to resource use and circular economy

Internally, there are no formally established policies regarding resource use and the circular economy.

Nevertheless, sustainability is a key criterion in the selection of partners and suppliers as well as in procurement processes.

There are defined processes and measures for the disposal, return, and reuse of hardware.

E5-2 – Actions and resources related to resource use and circular economy

AEB takes a resource-conserving approach to managing IT hardware and consumables, focusing on reuse, repair, transfer, and recycling. The goal is to extend the useful life of the devices, keep valuable raw materials in circulation, and reduce waste volumes.

Extension of use and transfer of equipment

To promote the reuse of IT equipment and extend its useful life, mobile devices are offered to employees for purchase after 36 months, and laptops after four years and seven months. Smartphones, in particular, are generally still in good condition and are therefore mostly passed on to employees for continued use, provided they are not defective.

Reuse and donations

Devices that are not transferred internally are donated to the AEB-Stiftung. It then passes them on to various charitable projects.

In addition, AEB collaborates with an inclusive organization that refurbishes equipment for potential reuse.

Recycling of used equipment and components

Hardware that has reached the end of its useful life is professionally recycled.

Accessories, such as laptop bags and keyboards, are also recycled. Components that can no longer be used are sent to specialized service providers for raw material recovery.

Toner and cartridge cycles

Empty toner cartridges are collected and returned to their respective manufacturers, where they are reused. Raw materials and other components are kept in closed-loop systems instead of being disposed of.

Procurement processes to reduce packaging and transportation

When placing hardware orders, AEB focuses on economic and logistical optimizations:

- The Purchasing department consolidates orders to reduce internal overhead, packaging materials, and delivery routes.
- Many suppliers ship their electronic products in a resource-efficient manner and with reduced packaging.

Sustainability criteria such as the Product Carbon Footprint (PCF) have so far played a minor role for IT devices due to the high performance requirements of software companies – instead, the primary focus is on the functional suitability of the devices.

Metrics and targets

E5-3 – Targets related to resource use and circular economy

At this time, AEB does not have any quantifiable goals related to resource use and the circular economy. As a company without material-based value creation processes, the requirements of the circular economy have only a marginal impact on its business operations.

At the same time, the topic is significant: AEB recognizes its responsibility to continuously evaluate and further improve its use of resources – particularly in areas such as hardware, energy, and waste. For this reason, the goal is to gradually make processes increasingly circular – for example, through the long-term use, transfer, or recycling of equipment, as well as through internal measures to reduce and prevent waste.

Even though no formal, measurable targets have been defined at this time, there is a clear interest in further developing the sustainable use of resources and capitalizing on opportunities for improvement.

E5-4 – Resource inflows

Resource inflows

Resource inflows consist primarily of hardware for data centers and mobile devices, electricity, software, and the expertise of the company's own employees.

Due to the absence of production activities, a detailed presentation of material inflows is not appropriate.

E5-5 – Resource outflows

Waste volumes in 2025

	Total	Hazardous waste	Non-hazardous waste
Total weight of waste generated (t)	19.27	0.01	19.26
Waste diverted from disposal (%)	64.7		
Diverted waste – prepared for reuse (%)	18.2		
Diverted waste – recycling (%)	20.5		
Diverted waste – other recovery operations (%)	26		
Waste directed to disposal (%)	35.3		
Waste directed to disposal – incineration (%)	0.6		
Waste directed to disposal – landfill (%)	34.7		
Waste directed to disposal – other recovery operations (%)	0		
Waste with an unknown final destination (%)	0		

Description of waste streams

The identified waste streams consist primarily of end-of-life electronic equipment from IT and data center infrastructure. Other types of waste are generated only in small quantities and do not significantly impact the business model.

Radioactive waste

	2025
Total amount of radioactive waste (t)	0

E5 – Entity-specific disclosures

The requirement to label products with information on their durability, repairability, and recyclability does not apply. As a software company, AEB does not manufacture any physical products.

Social information

ESRS S1 Own workforce

			Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Working conditions								
Job security	Actual positive impact	AEB offers secure jobs through permanent employment contracts with fair conditions.		X		X	X	X
Job satisfaction	Actual positive impact	Comprehensive co-determination, active participation, extensive freedoms, and diverse benefits promote motivation, satisfaction, and personal growth.		X		X	X	X
Work-life balance and family friendliness	Actual positive impact	Various flexible working time models and the possibility to take longer (family) breaks enhance the work-life balance.		X		X	X	X
Burnout and work-related stress	Actual negative impact	The corporate culture demands a high degree of personal responsibility with regard to accepting or rejecting tasks. This can be overwhelming for individuals.		X		X	X	X
Attractiveness as an employer	Opportunity	The company's values and corporate culture are attractive to applicants and employees. AEB has low staff turnover and a very good reputation as an employer.		X		X	X	X
Organizational restructuring	Opportunity	The organizational change initiated in 2025 creates conditions for greater efficiency and flexibility, thereby strengthening the company's economic adaptability to external changes.		X		X	X	

Equal treatment and opportunities for all								
Gender equality	Actual negative impact	No balanced gender ratio at the leadership level (Board of Directors).		X		X	X	
Employment and inclusion of people with disabilities	Actual negative impact	Currently, AEB does not meet the German statutory quota of 5% for severely disabled persons and therefore pays the compensatory levy.		X		X	X	
Training and skills development	Risk	Great persistence is required with regard to training and further education to maximize performance and success. Because employees have a high degree of personal responsibility, there is a risk of skills and qualifications being lost due to lack of continuing education and training.		X		X	X	X
Accessibility expenditure	Risk	Improving accessibility requires, for example, conversion measures or support through extended mentoring, and this incurs costs.		X		X	X	
Structural risks in the area of gender equality	Risk	Socially induced inequalities (e.g., gender pay gap, low percentage of women in the IT labor market) can affect the availability of female professionals and thus the diversity of the workforce, despite effective internal equality measures.	X	X		X	X	

Impact, risk, and opportunity management

S1-1 – Policies related to own workforce

The process for managing the material impacts on the company's own employees and the associated risks and opportunities are based on clearly defined policies and principles. These are set out in various documents, such as the Code of Conduct, the Common Ground, the Occupational Accident Prevention Directive, and the Guide on Inclusive and Gender-Neutral Language. In January 2025, AEB also published a new statement on respect for human rights that covers both its own business operations and its supply chain. The relevant documents are available in the Trust Center.

The policies defined in these documents stipulate compliance with all relevant national and international laws and regulations, including the protection of human rights. The Code of Conduct and the Common Ground set out, among other things, AEB's anti-discrimination stance. The Code of Conduct covers grounds for discrimination such as gender, nationality, disability, ideology, ethnic origin, religion, age, pregnancy, and parenthood, as well as sexual orientation and identity. Although there are no specific obligations to implement positive action measures, a Diversity, Equity, and Inclusion employee group has been formed to address issues related to inclusion.

The policies apply to all activities within the company and extend to the entire workforce. They cover all geographic regions in which AEB operates and are available to all potentially affected stakeholders. The guidelines are communicated through various channels, such as the internal communication platform, the knowledge platform, direct information sessions, and through bodies such as the Board of Directors, the Works Council, and the Company Council.

In principle, responsibility for implementing the policies lies with the Board of Directors. It delegates this responsibility to various groups such as the HR department, the Compliance team, and the Works Council. However, the corporate culture encourages all employees to get actively involved. In addition, the shareholder model and the Company Council enable employee participation. This ensures that the interests of key stakeholders are taken into account in the development of the policies.

Policies related to human trafficking, forced labor, and child labor

	Covered by the policies
Human trafficking	Yes
Forced or compulsory labor	Yes
Child labor	Yes

S1-2 – Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs, and approaches to remedy

Procedures for engagement with own workforce and workers' representatives with regard to impacts

Operational responsibility for employee engagement is borne by the members of the Board of Directors. The Company Council, the HR department, and the Works Council are responsible for ensuring that the results inform the company's approach.

The perspectives of the company's own employees are incorporated into decisions and activities designed to manage the actual and potential impact on the those employees.

In accordance with the German Works Constitution Act, the Managing Directors and representatives of the Works Council convene for a confidential meeting on a monthly basis. Planned changes are communicated to the Works Council and changes in the international organization are communicated via the SE employee representatives.

Engagement with employees occurs both directly and via employee representatives. In addition to their participation via the Works Council, engagement with employees also takes place through their direct influence on the organization. For the locations outside Germany, a similar approach is adopted by the Extended Company Council.

The Code of Conduct and the statement on respect for human rights address, among other things, compliance with human rights, including "the prohibition of discrimination, respect for labor rights and occupational safety, as well as adequate remuneration for work performance."

An internal working group focuses in-depth on the topics of diversity, equity, and inclusion. In addition, both the Company Council and the Works Council specifically contribute the perspectives of groups of people who could potentially be particularly affected by negative impacts. At the individual level, this process is supported by close guidance and active listening on the part of coaches.

No systematic evaluation of the collaboration currently takes place. Nevertheless, both the high level of employee satisfaction and the low turnover rate suggest that the collaboration is very effective.

Channels through which the company's employees can voice their concerns

AEB fosters an open, trusting culture. Employees are encouraged to speak up about any issues or grievances they observe. As a first step, employees are advised to seek dialog with a trusted person within AEB (e.g. team management, coach, member of the Board of Directors).

In addition, the following formal channels exist:

- **Compliance & Sustainability team**
- **Works Council:** Employees in Germany can contact the Works Council anonymously and informally, making use of the instrument provided for in Sections 84 and 85 of the German Works Constitution (BetrVG).
- **Country spokespersons:** At locations outside Germany, there are elected country spokespersons who supplement the Company Council and with whom concerns can be raised. They are able to seek advice from the Extended Company Council.
- **Internal reporting office:** AEB has set up a whistleblower system through which all employees worldwide can contact an external law firm regarding suspicious events or compliance violations.

The availability and accessibility of these channels are ensured by various means (e-mail, internal communication platform, phone number, postal address, face-to-face conversations, etc.).

The complaints procedure via the Works Council complies with the statutory provisions and must conclude with a remedial measure to be taken by the Board of Directors. Complaints to the Works Council can be submitted confidentially at any time. The Works Council advises employees but has no right to issue instruction.

AEB SE is subject to the German Whistleblower Protection Act, and the internal reporting office fully complies with this law. Reports can be submitted anonymously, or whistleblowers can choose to remain anonymous to AEB. The protective measures comply with all legal requirements.

The internal channels are used regularly, which reflects the trust of the workforce. Protection against retaliation is guaranteed by the statutory duty of confidentiality of the Works Council, confidentiality in accordance with the AEB SE agreement, and statutory whistleblower protection.

S1-3 – Actions and resources related to own workforce

Measures relating to the material impacts regarding the own workforce

Job security (positive impact)

- The company structure with the shareholder model for employees offers an opportunity for long-term employee retention.

Job satisfaction (positive impact)

- In all countries where the company operates, employment contracts are concluded on fair terms and with appropriate remuneration.
- All employees are in regular exchange with their coach. This supports them in their development. A perspective dialog is held once a year, in which, among other things, workload and, if necessary, possible changes to tasks are discussed.
- The corporate culture and values contribute significantly to job satisfaction.

Work-life balance and family friendliness (positive impact)

- AEB offers highly flexible working time models, including the possibility of working part-time, at home, and from abroad, as well as taking extended (family) breaks.
- Following a leave of absence due to illness, various options for reintegration are offered to employees returning to work, as well as opportunities to take on new responsibilities.
- Since 2025, a childcare subsidy is available for children below school age.
- Since 2025, childcare is offered during the summer holidays to help employees cover childcare needs during school breaks.
- All employees have access to various sports and leisure activities to balance their workload.

Burnout and work-related stress (negative impact)

- An overtime committee, consisting of the Works Council, the Board of Directors, and the HR department, reviews the number of overtime hours each month and takes countermeasures if necessary.
- Since 2023, there has been an initiative at AEB to remove the taboo surrounding the topic of "mental health." To this end, first aiders have been

trained in mental health aspects, and employees are able to receive anonymous psychological counseling from an external provider.

- Information and services relating to health and well-being are shared on the internal knowledge platform and the internal communication platform.

Gender equality (negative impact)

- A few years ago, an initiative titled "More women in leadership" was established to encourage women to take on management roles and responsibilities. Various campaigns and information on events are published via the internal communication platform.
- The company has a working group for the implementation of the Germany Transparency in Wage Structures Act.

Non-compliance with the German statutory quota for severely disabled persons (negative impact)

- The subject of accessibility was taken into account during the planning of the company headquarters in Stuttgart-Möhringen. In 2023, a voluntary accessibility check with a site visit was carried out, and a certificate was subsequently issued as proof of compliance with the relevant requirements. At the same time, future opportunities for improvement were identified.

The tracking and evaluation of the effectiveness of the above measures have been established for various areas:

- The comparatively low turnover rate serves as an indication of satisfaction and job security.
- Satisfaction and workload are central topics in the regular discussions with the coaches.
- AEB employees show a strong interest in acquiring company shares.

Measures relating to material risks and opportunities

Attractiveness as an employer (opportunity)

- An employer branding group is looking at ways of leveraging opportunities to showcase and implement employer attractiveness and to tap into new talent pools.

Training and skills development (risk)

- All employees can and should participate independently in internal and external training courses, conferences, and seminars relevant to them.
- During the first few months of their work, new employees take part in a one-week internal onboarding program at the company headquarters and are assigned a dedicated contact person to support them in their professional development.
- Various continuing education programs are offered internally, such as the "Me in AEB" series of events.

Accessibility expenditure (risk)

- Following the accessibility check with site visit, an analysis of investment needs was conducted to increase accessibility in the company headquarters. Some measures have already been implemented.

Structural risks in the area of gender equality (risk)

- Part-time work among male employees is encouraged, which helps reduce the gender pay gap.
- A project group has conducted an in-depth review of the Transparency in Wage Structures Act.
- The salary committee works specifically toward eliminating pay disparities between male and female employees.

Organizational restructuring

- The organizational change initiated in 2025 creates conditions for greater efficiency and flexibility, thereby strengthening the company's economic adaptability to external changes.

Metrics and targets

S1-4 – Targets related to own workforce

The stated targets build on a culture that is already firmly established at AEB. The goal is to preserve these strengths and develop them step by step.

1. **Ensuring equal opportunity and diversity**

   Ensuring a non-discriminatory, fair, and respectful work environment for all employees.

2. **Strengthening values-based collaboration**

   Collaboration within the company is based on clear shared values, mutual respect, and fair treatment.

3. **Enabling personal responsibility and growth**

   Further fostering of personal responsibility, creativity, and personal development through appropriate organizational frameworks.

4. **Promoting trust and openness**

   Fostering a corporate culture that supports trust, openness, and constructive dialog.

5. **Offering long-term employment and stability**

   Provision of stable employment relationships and long-term prospects for employees.

6. **Enabling authenticity and effectiveness**

   Employees can contribute their individual strengths and play an effective role in the company's success.

S1-5 – Characteristics of the undertaking's employees

Total number of employees by gender

Gender	2024	2025
Male	471	494
Female	295	305
Non-binary	0	0
Total employees	766	799

Total number of employees

Country	2024	2025
Germany	669	693

Total number of employees by contract type and gender

	Female	Male	Non-binary	Not disclosed	Total
Number of permanent employees (headcount/FTE) – 2025	278	457	0	0	735
Number of permanent employees (headcount/FTE) – 2024	272	429	0	0	701
Number of temporary employees (headcount/FTE) – 2025	22	36	0	0	58
Number of temporary employees (headcount/FTE) – 2024	23	42	0	0	65
Number of non-guaranteed hours employees (headcount/FTE) – 2024	1	5	0	0	6

Employee turnover

Employee turnover in the reporting year was 3.27%. 23 employees left the company. In the previous year (2024), employee turnover was 5.51%.

Background information: Characteristics of employees

Additional information to determine the compilation of employee data:

- The fluctuation was calculated using the following formula: Departures/headcount at period start * 100
- The data was based on the number of persons (headcount).
- The figures were determined at the end of the reporting period.
- Employees decide for themselves whether they want to work part-time or full-time in order to find the best balance between their professional and private lives.

S1-6 – Characteristics of non-employees in the undertaking's own workforce

AEB Asia Pacific employees are hired through an external agency under a temporary staffing arrangement.

S1-7 – Collective bargaining coverage and social dialog

Employees are not subject to any collective bargaining agreements regarding working conditions and terms of employment. All employees are represented either by the Works Council or Company Council in Germany or by the Extended Company Council in all other countries.

S1-8 – Gender distribution at top management level

Gender distribution at top management level (Board of Directors)

Gender	Number – 2024	Number – 2025	Percentage – 2024	Percentage – 2025
Male	7	6	87.5	85.7
Female	1	1	12.5	14.3
Non-binary	0	0	0.0	0

S1-9 – Adequate wages

All employees receive adequate remuneration in accordance with the applicable reference values.

S1-10 – Social protection

Country	Sickness	Unemployment	Employment injury and acquired disability	Maternity leave
All countries	Yes	Yes	Yes	Yes

All own employees in all countries are covered by social protection against loss of earnings due to significant life events.

S1-11 – Persons with disabilities

In the reporting year, the percentage of people with disabilities was 0.06%. No data is available for the comparison year.

S1-12 – Training and skills development

Metrics for training and skills development

Percentage of employees who participated in formal performance and career development reviews:

- All employees are invited to submit a written self-assessment twice a year and also receive feedback from their coach as part of this process. Perspective dialogs take place regularly between employees and their coaches; the participants determine the frequency that works best for them. Once a year is considered a general guideline. These measures reach nearly 100% of employees.

Average number of training hours per employee:

- Training hours are not recorded in the system, and therefore this metric cannot be analyzed. AEB encourages its employees to devote around 5% of their working time to training.

S1-13 – Health and safety

Metrics for health and safety

	2024	2025
Percentage of own workforce covered by a health and safety management system (%)	100	100
Number of fatalities from recordable work-related accidents	0	0
Number of fatalities from recordable work-related ill health	0	0
Number of recordable work-related accidents	1	0
Rate of recordable work-related accidents (%)	0.01	0
Number of cases of reportable work-related ill health	0	0
Number of days lost to recordable work-related accidents and reportable work-related ill health	6	0

S1-14 – Work-life balance

Metrics for work-life balance

	2024	2025
Percentage of employees entitled to take family-related leave during the reporting period	100	100

S1-15 – Remuneration

Gender pay gap

	2024	2025
Germany	14.52	13.83

Annual total remuneration ratio

	2024	2025
Annual total remuneration ratio	N/A	2.23:1

Background information: Remuneration metrics

Gender pay gap: the difference in average pay levels between female and male employees in Germany, expressed as a percentage.

Annual total remuneration ratio: the ratio of the highest-paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual). The fluctuation was calculated using the following formula: Departures/headcount at period start * 100

S1-16 – Incidents of discrimination

Incidents of discrimination

	2024	2025
Number of incidents of discrimination	0	0
Number of human rights incidents	0	0
Total amount of fines, penalties, and compensation for damages	0	0

Background information: Incidents of discrimination

No contextual information is required as there were no incidents or penalties.

Background information: Human rights incidents

No contextual information is required as there were no severe incidents or penalties relating to human rights.

S1 – Entity-specific disclosures

Since the relevant impacts, risks, and opportunities fully cover all requirements, no further entity-specific disclosures are made.

ESRS S2 Workers in the value chain

			Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Working conditions in the value chain								
Insufficient transparency in the (indirect) value chain	Risk	Insufficient transparency in the supply chain can lead to human rights risks for workers in the value chain not being identified, resulting in financial disadvantages.	X			X	X	
Health and safety in the value chain								
Global/local security risks	Risk	The workforce in the value chain could be exposed to increased risks to their lives, health, and quality of life due to geopolitical conflicts and instability.	X			X	X	X

Impact, risk, and opportunity management

S2-1 – Policies related to workers in the value chain

The policies related to workers in the value chain are the Code of Conduct and the statement on respect for human rights. The Code of Conduct is not a standalone supplier code of conduct; it addresses both business partners and AEB itself. Both policies are published in the Trust Center.

Internally, AEB has a guide that covers the policies and processes related to partner management. Partners (or partner companies) are special suppliers with whom there is active collaboration or who have a very direct and significant influence on the services that AEB offers its customers.

	Covered by the policies
Human trafficking	Yes
Forced or compulsory labor	Yes
Child labor	Yes

S2-2 – Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs, and approaches to remedy

Engagement with workers in the value chain

AEB works particularly closely with selected partner companies. These are suppliers with whom AEB is in regular exchange, whose role goes beyond the mere provision of goods and services, or who have a significant direct impact on the services offered by AEB. The partner management processes cover only a portion of the suppliers.

Compliance Management conducts a comprehensive annual supplier risk analysis with a focus on human rights. The assessment is based on criteria such as turnover, sector, country of origin, and the potential to exert influence within the respective industry.

Channels through which workers in the value chain can voice their concerns

All workers along the value chain have access to a grievance office as defined in Section 8 of the German Supply Chain Due Diligence Act (LkSG) – which also serves as an outsourced internal reporting office as defined in Section 14(1) of the German Whistleblower Protection Act (HinSchG) – even though AEB itself is not subject to the LkSG. To assess effectiveness, key metrics on the number of reports received are collected annually.

Suppliers in partner management also have an internal contact person (partner manager) to whom they can report issues or concerns.

In addition, general contact options are available, such as through the Purchasing team.

S2-3 – Actions and resources related to workers in the value chain

The risk of insufficient transparency in the value chain, identified as part of the materiality analysis, can result in human rights risks to workers in the value chain going undetected. This can lead to financial disadvantages (e.g. due to disruptions in the supply chain, additional costs required for clarifications, or reputational impacts). AEB can directly address this risk by implementing measures to increase transparency.

To enhance transparency, the company engages in regular communication with key strategic suppliers as part of its partner management. In addition, a supplier risk analysis is conducted to assess risks based on industry and country comparisons. Relevant supplier data is also collected as part of GHG accounting.

Measures relating to the material negative impacts regarding workers in the value chain

No negative impacts were identified.

Severe human rights incidents

There were no human rights-related incidents in the value chain during the reporting period.

Metrics and targets

S2-4 – Targets related to workers in the value chain

Target: Further development of supplier management, taking into account aspects relating to labor and human rights

Specifically, the target includes:

- Further development of existing supplier management with the aim of recording and reviewing relevant suppliers in a more structured manner
- Long-term integration of partner and supplier management and review of existing classifications
- Assessment of whether and in what form sustainability classification of suppliers can be meaningfully integrated

S2 – Entity-specific disclosures

The identified impacts, risks, and opportunities fully cover all required criteria, thereby eliminating the need for any additional company-specific information.

Governance information

ESRS G1 Business conduct

			Position in the value chain			Time horizon		
			Upstream	Own operations	Downstream	Short-term	Medium-term	Long-term
Corporate culture								
People- and value-centered corporate culture	Actual positive impact	AEB's corporate culture is based on respectful and appreciative interaction, personal responsibility, and value-oriented action.		X		X	X	X
Internal reporting channel and whistleblower protection	Actual positive impact	AEB meets the requirements of the German Whistleblower Protection Act. In addition, the company's reporting process is also open to external parties and serves as a complaints office for human rights or environmental risks along the supply chain.		X		X	X	X
Structured compliance risk management	Actual positive impact	Reduction of legal risks by preventing compliance violations		X		X	X	X
Uncertainty due to lack of rules and guidelines	Actual negative impact	The diverse freedoms that result from the culture of personal responsibility with few rules and guidelines can lead to overburdening and uncertainties.		X		X	X	X

Political influence								
Lack of lobbying at EU level	Risk	AEB has limited ability to influence EU legislation.		X		X	X	
Management of relationships with suppliers								
Fair and coopera-tive supplier rela-tionships	Actual positive impact	To ensure fair supplier relationships, AEB relies on partnership and short payment terms.		X		X	X	X
Long-term stable supplier relation-ships	Actual positive impact	Long-term contracts provide suppliers with security in their financial planning.		X		X	X	X

Impact, risk, and opportunity management

G1-1 – Policies related to business conduct

Business conduct is based on key guidelines anchored in the Code of Conduct, the company-wide Common Ground, and the anti-corruption policy. These guidelines define binding standards of conduct, promote a culture of responsible communication and corporate conduct, and ensure that integrity and the prevention of corruption are firmly embedded in all business processes.

These documents can be found in the Trust Center.

Policies on combating corruption and bribery

AEB has policies in place to combat corruption and bribery that are consistent with the United Nations Convention against Corruption.

Whistleblower protection

AEB has policies in place to protect whistleblowers.

Functions and roles at risk of corruption and bribery

The functions within the company that are most at risk in respect of corruption and bribery are sales, purchasing, and employees involved in customer projects. Based on established internal policies and control mechanisms, the likelihood of potential incidents occurring is assessed as low. This assessment is confirmed by the current case numbers, which do not indicate an elevated risk.

G1-2 – Actions related to business conduct

A structured approach is taken to manage material impacts, risks, and opportunities related to business conduct. The Code of Conduct, Common Ground, and the anti-corruption policy form the core foundation, establishing clear standards of conduct, responsibilities, and preventive mechanisms. In addition, regular risk analyses, compliance training for particularly exposed functions, and internal control and monitoring processes are conducted to identify governance risks at an early stage and address them effectively. Moreover, ongoing monitoring of relevant metrics ensures that the effectiveness of the policies and actions is continuously assessed and improved in accordance with the ESRS requirements for policies and actions.

Management of relationships with suppliers

AEB attaches great importance to the structured management of supplier relationships in order to reduce the impact on the supply chain and ensure fair cooperation.

All processes are documented on the internal knowledge platform. The company does not differentiate between the size or risk of suppliers when scheduling payments. The aim is to prevent late payments and to support the financial stability of suppliers.

A partner management system has been established for suppliers with whom the company works particularly closely and regularly. Partners are classified according to their importance, have specific contract documents, and are assigned a dedicated contact person within AEB's partner management.

When selecting partners and suppliers, careful attention is paid to ensuring compliance with the principles of the Code of Conduct. Among other things, the following social and environmental criteria are taken into account when selecting suppliers:

- Existence of a Code of Conduct or comparable self-commitments

- Compliance with human rights and environmental standards
- Availability of a contact person for inquiries, a reporting system, and, where applicable, a compliance officer

Whenever possible, local and certified suppliers are selected to ensure that procurement processes are efficient, reliable, and sustainable.

Prevention and detection of corruption and bribery

"We stand up against any form of corruption and take all necessary measures to prevent corruption in connection with the business activities of AEB. This means not only avoiding any violation of the law but also avoiding all actions that could give others the impression of corruption, even if no laws are violated. This includes any interactions with officials, elected representatives, governments, authorities, and other public institutions."

(Code of Conduct, Version 4.0)

As part of the Compliance Risk Assessment, which was last conducted in 2025, the compliance risks associated with active and passive corruption are evaluated. Due to various control measures, the probability of occurrence continues to be classified as low.

These control mechanisms include, for example, an internal gift policy, the anti-corruption policy, open cross-departmental cooperation, transparent systems, and fixed pricing models. In addition, the company maintains an internal reporting channel through which information about possible incidents of corruption can be submitted.

Internal training on business conduct is provided in the following formats:

- As part of the onboarding process for new employees, internal training sessions are held on corporate culture, compliance, data privacy, and security, as well as on the acceptance and granting of benefits.
- Voluntary training sessions are offered to all employees on an ad-hoc basis. Opportunities in various formats are also offered as part of internal networking and further education days.
- In keeping with their personal responsibility, all employees are required to inform themselves on a regular basis, for example, via the internal communication platform and the internal knowledge platform.

In addition, specific groups of people (corporate management, security, compliance) keep themselves up to date on current topics relating to corporate policy through relevant external channels (newsletters, networking meetings, specialist conferences) and participate in external further training as necessary.

Metrics and targets

G1-3 – Targets related to business conduct

The target in the area of business conduct is to ensure a robust, transparent, and ethical governance structure. To this end, the company is focused in particular on continuously strengthening all relevant governance processes – including compliance, anti-corruption, risk management, and internal controls. The data quality of governance reporting is ensured, and regular reviews of the effectiveness of policies and control mechanisms are conducted.

G1-4 – Metrics related to corruption or bribery

Metrics related to corruption or bribery

	2024	2025
Number of convictions	0	0
Amount of fines	0	0

G1-5 – Metrics related to political influence, including lobbying activities

Monetary value of financial and in-kind contributions

The Board of Directors and/or Compliance Officer monitor activities related to political influence and lobbying.

No financial or in-kind political contributions were made during the reporting period.

Lobbying activities

AEB is a member of the Stuttgart Chamber of Commerce (IHK) and is active in various associations and networks for professional exchange that have no political background. We do not engage in lobbying in the strict sense.

Members of administrative, management, and supervisory bodies who have held comparable positions in public administration in the past

AEB is not registered in the EU Transparency Register or in an equivalent transparency register of a Member State. It is also noted that, in the course of association work with Logistics Natives e.V., a member of the Board of Directors is registered in the lobby register of the German Bundestag and the Federal Government.

G1-6 – Metrics related to payment practices

Payment practices

- As a general rule, AEB aligns with the standard payment terms specified by its suppliers. Specific conditions are applied where necessary:
  - For process-related reasons, standard payment terms of 14 days are required and communicated to suppliers (707 suppliers). However, the minimum payment term is seven days (339 suppliers).
  - For specific suppliers – primarily in the IT sector – a 30-day payment term has been contractually agreed upon (172 suppliers).
  - Invoices with an "immediate" payment term are settled as quickly as possible.

Metrics related to payment practices

	2024	2025
Percentage of payments aligned with the standard terms and conditions	30%	65%
Number of legal proceedings currently outstanding for late payments	0	0

The data collection is based on a report that analyzes supplier invoices based on the "due date" and "payment date." Intercompany payments are not included.

The higher figure compared to the previous year includes the combined results of all suppliers with standard payment terms (7, 14, and 30 days). In the previous year, only suppliers with standard payment terms of 7 and 14 days were evaluated.

In individual cases, payments may be made outside the agreed-upon payment terms, for example, if approvals or clarifications are still pending, invoices are received late, or the due date is processed later by the system (e.g. due to OCR, fixed payment runs, weekends/holidays, or delayed direct debits). These discrepancies are inherent to the process and do not indicate a lack of willingness to pay.

G1 – Entity-specific disclosures

The identified impacts, risks, and opportunities fully cover all required criteria, thereby eliminating the need for any additional company-specific information.

Appendix

EU Taxonomy

General principles

In accordance with Article 8 of the EU Taxonomy Regulation (Regulation (EU) 2020/852), AEB SE discloses information regarding the extent to which it engages in economic activities that are considered environmentally sustainable under this Regulation.

On November 13, 2025, the European Parliament adopted the Omnibus package to simplify sustainability reporting and due diligence obligations. A delegated act supplementing the EU Taxonomy Regulation in this regard was published in the Official Journal of the European Union on January 8, 2026.

For the 2025 fiscal year, AEB SE is making use of the existing transitional provision and continues to apply the reporting requirements in effect until December 31, 2025.

The EU Taxonomy defines what constitutes an "environmentally sustainable activity" based on technical assessment criteria. According to Article 3 of the EU Taxonomy Regulation, an economic activity is to be classified as sustainable if it:

- Contributes substantially to one or more of the six environmental objectives
- Does not significantly harm any of the other environmental objectives ("Do No Significant Harm" – DNSH)
- Is carried out in compliance with the minimum safeguards established in areas such as human rights, labor standards, anti-corruption, and tax transparency
- Complies with the applicable technical screening criteria

The six environmental objectives defined in the EU Taxonomy are:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

A distinction must be made between taxonomy-eligible and taxonomy-aligned activities:

- An economic activity is **taxonomy-eligible** if it is generally listed in the annexes to the delegated acts on the EU Taxonomy – irrespective of whether it meets other sustainability criteria.
- An activity is considered **taxonomy-aligned** if it also satisfies all of the aforementioned screening criteria.

AEB SE's approach

AEB SE recognizes the EU Taxonomy as a key instrument for promoting a sustainable economy and continuously reviews its economic activities with regard to their relevance to the EU Taxonomy.

The assessment of taxonomy eligibility and alignment for the 2025 reporting year is based on the currently applicable delegated acts, including the technical assessment criteria for all six environmental objectives effective from 2025.

AEB SE focuses on the environmental objective of "climate change mitigation." Economic activities that potentially contribute to multiple environmental objectives have been allocated to the most relevant objective in order to avoid double counting.

Due to the ongoing regulatory developments and uncertainties regarding interpretation, AEB reserves the right to further specify and adapt the methodology and assessment in light of new guidelines or technical adjustments.

Procedure for analyzing taxonomy eligibility and taxonomy alignment at AEB SE

At AEB SE, the assessment of taxonomy eligibility and alignment is carried out in several systematic steps, which are based on the requirements of the EU Taxonomy Regulation. The procedure is as follows:

1. **"Substantial contribution" assessment**

   The technical assessment of economic activities with regard to their contribution to the environmental objectives of the EU Taxonomy is differentiated according to the activity. The assessment of whether an activity fulfills the technical screening criteria and thus makes a substantial contribution to the environmental objective – in particular climate change mitigation – is carried out on a decentralized basis at the level of the respective operational units. To the extent that the legal acts on the EU Taxonomy provide for simplifications (e.g. sector- or segment-specific assessment), these are applied appropriately.
2. **"Do no significant harm" (DNSH) assessment**

   The DNSH assessment is carried out at the level of the respective economic activity and is based on existing legal requirements as well as internal environmental and sustainability standards. AEB employs existing processes for controlling financial and non-financial risks, which are regularly reviewed and adjusted.
3. **"Minimum safeguards" assessment**

   AEB SE undertakes to fully comply with the minimum safeguards requirements set out in Article 18 of the EU Taxonomy Regulation. This includes, in particular, respect for human rights, fair working conditions, and anti-discrimination along the entire value chain. The assessment is based on internationally recognized standards such as:

   - The United Nations Universal Declaration of Human Rights
   - The UN Guiding Principles on Business and Human Rights
   - The core labor standards of the International Labor Organization (ILO)
   - The UN Global Compact

AEB SE firmly rejects child labor, forced labor, modern slavery, and human trafficking. The same applies to discrimination in any form. The implementation of these principles is ensured through binding internal policies, regular training, and control mechanisms. Compliance with these standards is also required of business partners, suppliers, and customers. Violations of these principles may result in the termination of the business relationship.

Taxonomy-eligible economic activities of AEB SE

In the reporting year, the following activities were assessed as taxonomy-eligible, but not taxonomy-aligned:

Data processing, hosting, and related activities

The data centers and cloud solutions are not yet fully taxonomy-aligned. However, the company is actively addressing the requirements of the EU taxonomy. The EU Code of Conduct for Energy Efficiency in Data Centers is not yet systematically implemented. No independent third-party audit of the procedures currently takes place. Due to the current company size and structure, the relevant regulations are not yet mandatory. The company continues to monitor developments and evaluate the future implementation of the recommendations.

As regards the applicability of alternative procedures, the data center structure is considered to be comparatively small. Nevertheless, the company is examining the extent to which best practices from the EU Code of Conduct or equivalent sources are partially applicable and enable similar energy savings potential.

Refrigerants

Parts of the infrastructure use Novec 1230, which has a Global Warming Potential (GWP) of <1, well below the threshold of 675.

In addition, the refrigerant R-410A is used in backup air conditioning units. These units are generally inactive and only used in the event of a fault or failure of the main cooling system. According to the IPCC, the GWP of R-410A is 2088, which is above the threshold; however, it is not in permanent use.

This data is collected in consultation with the manufacturers of the air conditioning units. A complete replacement of refrigeration equipment is scheduled as part of the regular maintenance cycle to prevent environmental risks (e.g. toxic waste) while ensuring long-term energy efficiency.

Transport by motorbikes, passenger cars, and light commercial vehicles

AEB SE has a fleet consisting exclusively of leased vehicles. This economic activity falls under the category of "Transport by motorbikes, passenger cars, and light commercial vehicles" (CCM 6.5), which serves as a support function for the core business. The fleet consists of a mixture of electric, hybrid, and combustion vehicles.

While the fleet is taxonomy-eligible, full taxonomy alignment has not yet been achieved due to the current vehicle types and procurement processes.

Fleet development and decarbonization

During the reporting year, targeted measures to reduce emissions were implemented:

- 10 vehicles: switch from internal combustion to electric
- 5 vehicles: switch from hybrid to electric

As of the reporting date, the fleet structure is as follows:

- Electric vehicles: 110
- Hybrid vehicles: 20
- Internal-combustion-engine vehicles: 23

Future orders through 2026: From 2026, no new combustion-engine or hybrid vehicles will be ordered. From that point on, the fleet will be converted exclusively to electric vehicles to advance electrification and further reduce carbon emissions. These measures directly contribute to reducing Scope 1 emissions and support the company's long-term decarbonization strategy.

Taxonomy-aligned economic activities

As part of the analysis, AEB SE's relevant economic activities were examined in terms of their taxonomy eligibility and potential taxonomy alignment. The focus was on the environmental objective of "climate change mitigation" in accordance with Article 9 of the EU Taxonomy Regulation.

At the time of reporting, full taxonomy alignment pursuant to Article 3 of the EU Taxonomy could not be established for any of the identified taxonomy-eligible activities. This is primarily due to the fact that the requirements of the technical screening criteria and the full assessment of the DNSH criteria could not yet be demonstrably met in all areas.

AEB SE is continuously working to further develop the necessary evidence and processes to ensure future compliance with the requirements of the EU Taxonomy for relevant activities.

Compliance with minimum safeguards

As part of its corporate responsibility, respect for human rights is a central concern of AEB – both within its own business operations and along the supply chain. AEB is committed to conducting its business activities in accordance with applicable laws and international standards. These include the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, international labor standards, and the UN Global Compact.

AEB firmly rejects any form of child or forced labor, as well as modern slavery and human trafficking. The company is also committed to equal opportunities, respect for human dignity, and the rejection of all forms of discrimination. These principles apply not only to the company's own business activities, but also to its suppliers, customers, and business partners.

To ensure these standards are met, adherence to the same principles is expected throughout the entire value chain. A violation of these principles may result in the termination of the business relationship.

Sustainability is an integral part of AEB's corporate identity. With its holistic approach, the company actively contributes to fulfilling its environmental and social responsibilities – and expects the same from its business partners.