



**INFORM
SUSTAINABILITY**

EXECUTIVE
SUMMARY
2024/25



RESPONSIBILITY



Dr. Andreas Mejer

RESPONSIBILITY CONSTANTLY REQUIRES A CHANGE OF PERSPECTIVE

An important factor in our success is the responsibility we take on as a company in society. In doing so, it is crucial for us to always find a good balance between business necessities, social responsibility and environmental protection. We can make positive contributions to society and the environment not only through the way we manage our company's operations. We achieve much greater leverage with the intelligent software products we develop. These help our business customers around the world to make important decisions that have a positive impact on economic resilience, social aspects and the environment.

Responsible action requires a constant change of perspective: we must be prepared to question our points of view and adopt new perspectives. This is the only way we can act in a future-oriented and sustainable manner. With this attitude, we are in constant communication with our stakeholders and derive measures from it.

Treating our environment responsibly, in particular by taking measures to protect the climate, is a matter of course for us. As a software company, sustainability for us also means shaping a technologically advanced and at the same time ethically responsible approach to the future technology of artificial intelligence (AI). Additionally, as an employer, we are committed to our social responsibility. We do a lot to create a safe, flexible and respectful working environment. As one of the largest employers in the IT sector in the Aachen area, we are also actively involved in the region.

In 2024, we prepared for the reporting obligation in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) and carried out a materiality analysis. The nine material topics identified in this process have formed the basis for our sustainability agenda since the beginning of 2025. This INFORM Sustainability Executive Summary is based on these material topics and provides an overview of the many aspects that shape our daily actions and business activities. Basic information about our understanding of sustainability can be found on our website. Further reporting-specific information can be found in our Sustainability Code report (Deutscher Nachhaltigkeits-Kodex DNK), which is linked on the last page. As we always prepare the Executive Summary after publication of the formal reporting, we will from now on prepare it on a cross-year basis instead of strictly relating to a calendar year. This will also allow us to provide information on current initiatives. We are proud to be able to present ourselves in this way as a responsible, reliable and future-oriented employer, business partner and market participant!

In today's complex world, it takes the energy and commitment of many to do business in a responsible and future-oriented way. What's more, everyone can and should play their part. With this in mind, you are welcome to join us on this important journey.

The INFORM-Management Board

WE ARE INFORM!

INFORM is the sum of human curiosity and enthusiasm for modern technologies and advanced mathematics. The result is our AI-supported optimization software. Cracking nuts, solving knots – whatever you call it, **we are passionate about solving complex problems**. We are passionate, responsible, progressive, committed, and sustainable!

1.000+ EMPLOYEES
40+ NATIONS
1.000+ CUSTOMERS WORLDWIDE
7 LOCATIONS WORLDWIDE

PIONEER FOR KI-BASED OPTIMISATION
AND INTELLIGENT SOFTWARE.

WE TAKE ON RESPONSIBILITY IN THE DIGITAL AGE

Our understanding of responsibility requires clear and open communication. We are constantly in dialog, both within our company and with our partners. In this way, we ensure that we take the needs of everyone involved into account. The most important interest groups for us are active and potential employees and their families, customers, suppliers and business partners, regional partners, science and education, politics and legislation, the media, competition, and trade associations.

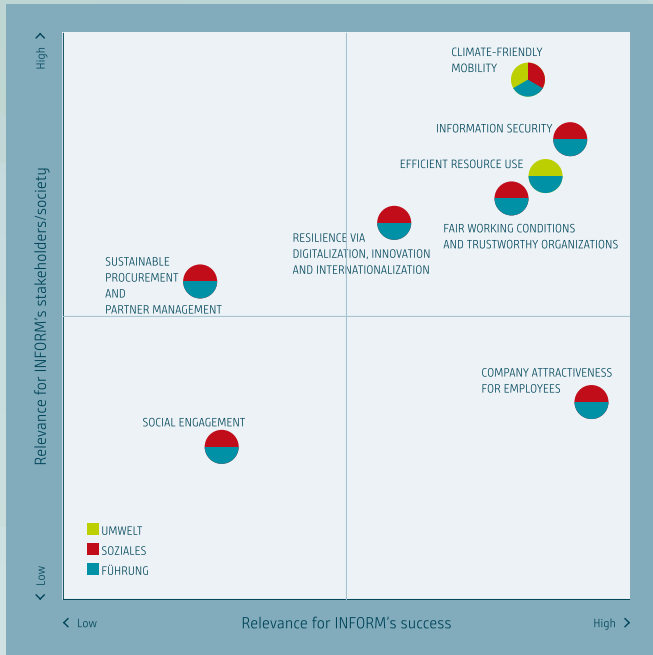
We concentrate on nine key areas of focus for INFORM. We take equal account of the environment, society, economy and people, which are all relevant to a balanced strategy:

- **INFORMATION SECURITY** to increase the level of IT security and ensure the smooth use of our software.
- **INNOVATION AND FUTURE VIABILITY** for profitability and the preservation of jobs in times of twin transformation, in which technological change and sustainability are well aligned.
- **COMPANY STRATEGY AND CULTURE** through a corporate strategy that is understood by all employees and a value-oriented corporate culture that is exemplified by our leaders.
- **EMPLOYER ATTRACTIVENESS** by creating a flexible work environment and offering a wide range of social benefits.
- **TRAINING AND COMPETENCE DEVELOPMENT** by developing and implementing innovative training paths for all employees in the company and beyond.
- **SUSTAINABLE „HANDPRINT“ OF OUR SOLUTIONS** with a long-term positive impact that our solutions have on our customers environmental footprint, social sustainability and operational efficiency.
- **IT PURCHASING AND DISPOSAL** through a sustainable IT strategy that focuses on long-term use and environmentally friendly recycling at the end of life.
- **OPERATIONAL CLIMATE PROTECTION** by implementing our climate protection strategy with the elements: Energy, buildings, employee mobility and climate city contract Aachen.
- **SUPPLIER MANAGEMENT** for the greatest possible transparency in the supply chain while guaranteeing ecological, social and economic requirements.

In 2024, we prepared intensively for the reporting obligation under the EU's Corporate Sustainability Reporting Directive (CSRD) and carried out a materiality analysis in accordance with the European Sustainability Reporting Standard (ESRS). In the process, we refined some topics, one topic was dropped, and two new priorities were identified. Our Sustainability Agenda 2025 relates to the new material topics. As this document supplements our annual reporting in accordance with the German Sustainability Code, we refer to the updated material topics below.

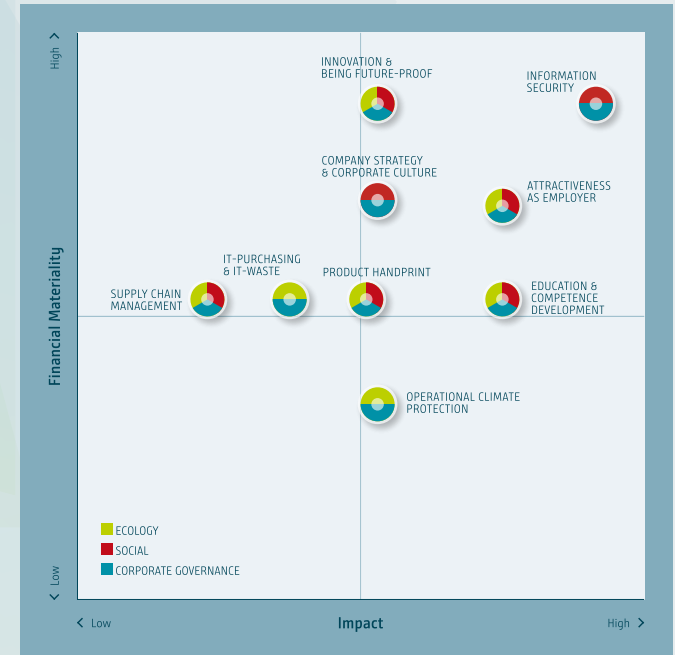
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MATERIALITY MATRIX 2022ff



MATERIAL TOPIC 2022ff		MATERIAL TOPIC 2024ff
Information security	stayed	Information security
Resilience via digitalization, innovation and internationalization	changed to	Innovation and being future proof
Attractiveness as employer (AaE)	stayed	Attractiveness as employer
Social engagement	Part of AaE and CS/CC	
Fair working conditions, trustworthy organisation and external CFM, ERU	changed to	Product handprint
Internal part of efficient resource use (ERU)	changed to	IT purchasing and IT waste
Internal part of climate friendly mobility (CFM)	changed to	Operational climate protection
Sustain. procurement and partner management	changed to	Supply chain management
	NEW	Company strategy and corporate culture (CS/CC)
	NEW	Education, competence development

MATERIALITY MATRIX 2024ff



EVERYONE TAKES ON A SHARE OF THE RESPONSIBILITY



On the following pages, colleagues exemplify how we implement our material topics. Since everyone needs to get involved to shape future-proof business.

INFORMATION SECURITY

TO INCREASE THE LEVEL OF IT SECURITY AND ENSURE THE SMOOTH USE OF OUR SOFTWARE

RE-CERTIFICATION ACCORDING TO ISO 27001:2022

INFORM is facing up to the growing challenges of information security – a task that is more important than ever in the face of increasing cyber threats such as ransomware and geopolitical tensions. With our ISO 27001-certified Information Security Management System (ISMS), we rely on risk-based management and regularly review our measures. The successful re-certification according to the new version of the standard at the beginning of this year shows that our security system is constantly evolving. Behind this success are many dedicated people who are driving our security forward.

CONTINUOUS DEVELOPMENT OF OUR ISMS FOR THE FUTURE

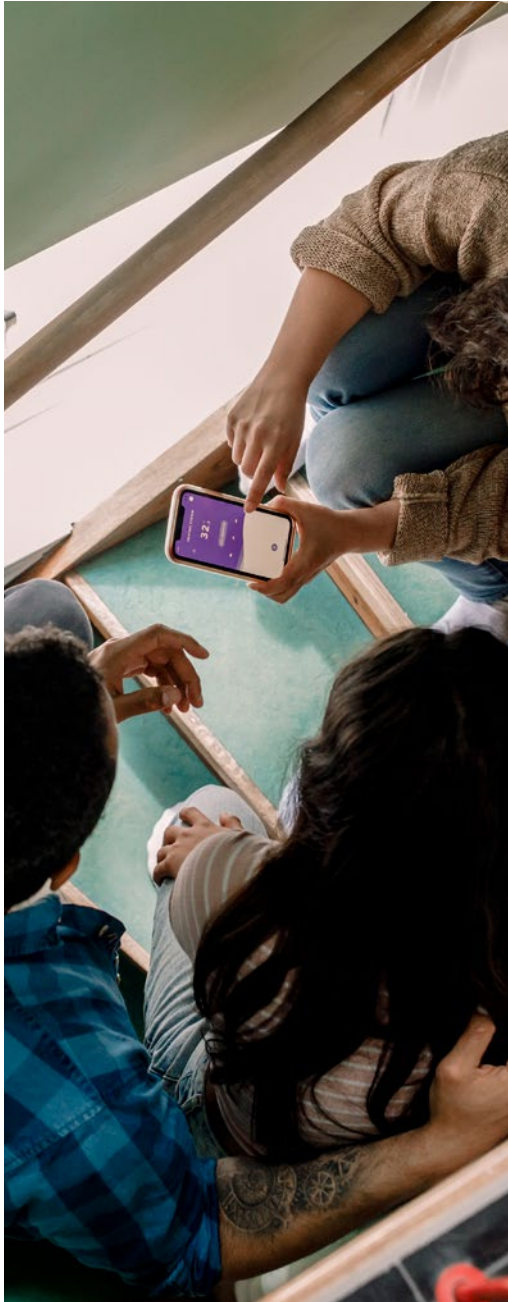
Our ISMS is not a static system – we are continuously developing it further, taking into account new regulatory requirements, particularly those of the EU, as well as growing customer needs. The transformation to a SaaS operator presents us with new challenges, which we are tackling proactively with high priority. Through targeted measures, we ensure that our security management not only meets current standards but is also able to cope with future requirements.



BY SHARING RESPONSIBILITY, WE PROTECT THE SECURITY OF OUR INFORMATION – AND THUS OUR SUCCESS AND FUTURE.

Daniel Blankertz, Chief Information Security Officer





INNOVATION AND FUTURE VIABILITY

FOR PROFITABILITY AND THE PRESERVATION OF JOBS IN TIMES OF TWIN TRANSFORMATION, IN WHICH TECHNOLOGICAL CHANGE AND SUSTAINABILITY ARE WELL ALIGNED

CONTINUOUS DEVELOPMENT AT ALL LEVELS

Innovation does not happen on its own - at INFORM, innovation is systematically and holistically promoted and encouraged. It all starts with the right mindset and our intrinsic motivation to proactively shape our future. Our company-wide transformation strategy is the result of continuously questioning the status quo and our vision for the development of the world, our markets and the needs of our customers. Artificial intelligence plays a key role in this and shapes the overall direction of our business divisions. We use AI for the internal acceleration of market analyses, the development of new services and innovative business models as well as for new ways of interacting with our products and integration into third-party systems. We are informed by our "Guidelines for the responsible use of AI" published in 2023. We are sustainably expanding our current business, addressing new markets and ensuring INFORM's future viability through continuous innovation.



ESTABLISHING A SUSTAINABLE AND BALANCED EQUILIBRIUM BETWEEN STRATEGIC INNOVATION AND DAILY BUSINESS IS MY ONGOING TASK. THIS IS HOW WE SECURE OUR FUTURE VIABILITY.

Holger Robioneck, Head of production

INNOVATIVE IDEAS WITH DETERMINED IMPLEMENTATION AND THE COURAGE TO FAIL

AI enables much faster development cycles and the creation of Proof of Concept (PoC) and Minimal Viable product (MVP) in the shortest possible time. We develop new, modular cloud-native services in just a few weeks instead of many months. In close cooperation with initial pilot customers, customer feedback flows directly into our products. We want to recognize as early as possible which ideas have real added value and which do not ("fail fast"). We continuously learn from new findings and cross-functional collaboration at eye level. Strategic, long-term thinking combined with bold, short-term action is the basis for our innovative strength and future viability at INFORM.



CREATING A CULTURE OF
INNOVATION

COMPANY STRATEGY AND CULTURE

THROUGH A CORPORATE STRATEGY THAT IS UNDERSTOOD BY ALL EMPLOYEES AND A VALUE-ORIENTED CORPORATE CULTURE THAT IS EXEMPLIFIED BY OUR LEADERS

CULTURE OF CROSS-DIVISIONAL COLLABORATION

We are actively shaping change. As a company, we rely on strength through networking, data- and AI-supported decisions and their rapid implementation. Our culture is characterized by openness to new approaches: we think entrepreneurially, act agilely and scale innovation systematically. We always work with the aim of bringing the most sensible solution to fruition quickly. We ensure long-term success through continuous transformation. In doing so, we take responsibility - for the environment and climate through intelligent, sustainable solutions; for people through an inclusive, fair corporate culture and for society through ethically sound actions. In this way, we combine economic success with social and ecological impact - as part of a value-oriented governance that shapes a sustainable future.

„AI MADE IN EUROPE“

The operational intelligence of European AI lies on the shop floor, in complex supply chains, in multimodal hubs and in the ability to under real conditions control value creation processes efficiently, robustly, flexibly and also effectively in terms of the environment and social aspects. Our AI can be seen as a tactical brain in process control. It starts where action needs to be taken in real time. Those who digitize and automate the tactical control of their processes can operate more effectively and react quicker when markets, supply chains, political conditions and other aspects of the business environment change. In short: responsible tactical automation creates strategic resilience.



THE TRANSFORMATION OF OUR SOFTWARE BUSINESS MODELS AND ORGANIZATION IS A MARATHON - NOT A SPRINT. COURAGE, RESPONSIBILITY AND MINDSET PLAY AN IMPORTANT ROLE.

Bernd Heinrichs, Head of Inventory & Supply Chain



EMPLOYER ATTRACTIVENESS

BY CREATING A FLEXIBLE WORK ENVIRONMENT AND OFFERING A WIDE RANGE OF SOCIAL BENEFITS

MODERN WORKING AND MEETING ENVIRONMENTS

Self-effective, committed employees are the prerequisite for entrepreneurial success and a positive impact on the environment and society at the same time. Since the beginning of 2025, all employees have benefited from a performance bonus that allows them to participate directly in our economic success. Because: Every contribution and every contribution counts with us. To promote informal exchanges and creative collaboration, we have invested further in our campus and set up a work café and a club office. In our activity hub, employees can meet up for sports, play darts or table football or meditate. Massages are also offered at a minimal cost. An apartment in the immediate vicinity of the campus is available for external project teams or commuters. We were also able to optimize our recruiting process in such a way that the “time to hire” was almost halved.

WE CONTINUE TO DEVELOP

We are living in times of great change: geopolitical, demographic, technological. We are actively shaping transformation in close cooperation with our employees, universities, business partners and various stakeholders in our social environment. For us, “We continue to develop” means focusing on the personal and professional development of our employees as well as anchoring sustainability in our corporate culture. We have defined the goal that by 2030, all colleagues will contribute to sustainable business practice in a responsible, active and role-specific manner.



I RECOGNIZE CORPORATE SOCIAL RESPONSIBILITY IN COMPANIES BY THE WORKING ENVIRONMENT AND SOCIAL BENEFITS, AMONG OTHER THINGS.

Patricia Böhm, Employer Branding



TRAINING AND COMPETENCE DEVELOPMENT

BY DEVELOPING AND IMPLEMENTING INNOVATIVE TRAINING PATHS FOR ALL EMPLOYEES IN THE COMPANY AND BEYOND

PERSONNEL DEVELOPMENT 2.0

Since it was founded in March 2023, the Greenhouse, INFORM's HR development department, has been constantly evolving - evolving from the former Academy, which mainly offered traditional further education courses such as language courses. Today, we create learning spaces for the challenges of tomorrow: we support change processes, strengthen skills and promote personal and professional development throughout the entire organization. Whether value-oriented leadership, responsible collaboration or digital topics - with offerings such as the Cloud Bootcamp and over 70 hours of workshops, 37 training courses and 13 language courses, we drive development strategically, sustainably and practically - always with a focus on people and the future of the organization.

SUSTAINABLE PERSONNEL PLANNING AND DEVELOPMENT – NEXTGEN

Companies are currently facing the challenges resulting from the labor shortage and demographic change. In addition to our focus topics of upskilling for cloud and AI, productization and leadership, we therefore want to secure INFORM's future by promoting and developing our young talent. As part of our NextGen program, we are realigning our training with the help of standardization, central offers around current topics, offers on interdisciplinary skills and the outlining of development paths so that not only employees grow on their career paths, but also the entire company is strengthened.



TO ME, SUSTAINABILITY IS NOT JUST AN ECOLOGICAL ISSUE, BUT ALSO A QUESTION OF CORPORATE CULTURE, EQUAL OPPORTUNITIES AND SHARED LEARNING.

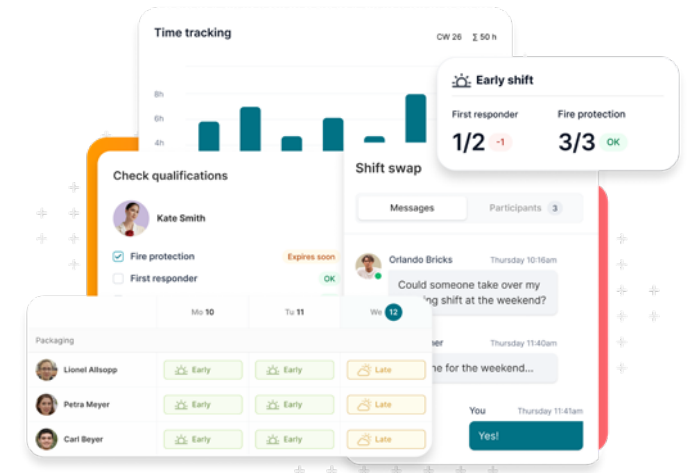
Nadja Abou Chalih, Training and further education

PRODUCT HANDPRINT

WITH A LONG-TERM POSITIVE IMPACT THAT OUR SOLUTIONS HAVE ON OUR CUSTOMERS' ENVIRONMENTAL FOOTPRINT, SOCIAL SUSTAINABILITY AND OPERATIONAL EFFICIENCY

SATISFIED, HEALTHY, RESILIENT EMPLOYEES IN TIMES OF SKILLS SHORTAGES

Fluctuation rates of over 30% are not uncommon in shift work. The reasons for this are not to be found in pay. Deskless workers want: Enjoyment of work, recognition and appreciation. They want flexible and predictable working hours so that they can achieve a good work-life balance. They want to get to work in an environmentally conscious way, for example by organizing carpools. They want to communicate in a modern way and need useful digital tools to do so. Companies need tools to resolve scheduling conflicts, adapt to unforeseen sickness notifications, additional requirements and absences. They are interested in promoting employee satisfaction and loyalty and thus increasing their attractiveness as a workplace and employer. In 2024, we developed and launched a solution that meets all these requirements.



CHANGE BY MAXIMIZING THE POSITIVE HANDPRINT



In the sustainability debate, there is a lot of talk about the footprint, which generally describes the negative effects our actions have on the environment and society. This puts us in the trap of guilt and justification. We have decided to live up to our responsibility for a future worth living by trying to first determine and then maximize our product handprint. The product handprint describes the positive effects with regard to ecological and social challenges. Impacts that, in the best-case scenario, contribute to the regeneration of our ecological and social systems.



I AM PLEASED THAT OUR SOFTWARE ENABLES SHIFT WORKERS TO BALANCE THEIR RESPONSIBILITIES WELL IN DIFFERENT AREAS OF THEIR LIVES

Michael Friedwagner, Sales and Distribution



IT PURCHASING AND DISPOSAL

THROUGH A SUSTAINABLE IT STRATEGY THAT FOCUSES ON LONG-TERM USE AND ENVIRONMENTALLY FRIENDLY RECYCLING AT THE END OF LIFE

IT FOR TOMORROW: PROCUREMENT WITH VISION AND RESPONSIBILITY

Our IT procurement strategy, launched in 2024, focuses on sustainability - without losing sight of economic efficiency. The aim is to extend the service life of all hardware far beyond the manufacturer support cycles - on average over six years. High-performance old devices are refurbished centrally, reused internally or transferred to a "second life" via certified remarketing partners. Only when reuse is no longer possible, the hardware is professionally recycled in an environmentally friendly manner by specialist disposal companies. In addition to this, we have been able to significantly reduce the number of newly purchased devices despite the continuous growth in employee numbers - a visible success of our new initiative.

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THINK FLEXIBLY - ACT SUSTAINABLY

For us, sustainability in purchasing means thinking early on about what will be needed later. We procure devices that can be flexibly adapted to different areas of use over several years. Through standardized hardware and central device management, we create the basis for internal rotation, extended use and targeted passing on - because every conscious decision today determines the consumption of resources tomorrow. We see this as a step towards a circular economy.



EVERY IT DECISION IS ALSO AN ENVIRONMENTAL DECISION - WHICH REFLECTS OUR ATTITUDE TO RESOURCES AND THE FUTURE

Nico Begaß, IT-purchase



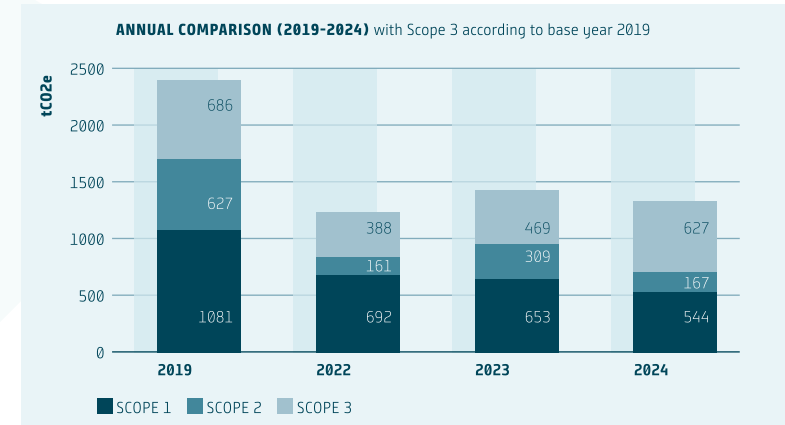


OPERATIONAL CLIMATE PROTECTION

BY IMPLEMENTING OUR CLIMATE PROTECTION STRATEGY WITH THE ELEMENTS: ENERGY, BUILDINGS, EMPLOYEE MOBILITY AND CLIMATE CITY CONTRACT AACHEN

INVESTMENTS TO REDUCE OUR GREENHOUSE GAS EMISSIONS

The Corporate Carbon Footprint (CCF) is calculated in accordance with the Greenhouse Gas Protocol (GhG). It differentiates between 3 scopes. We consider our vehicle fleet in Scope 1, in Scope 2 → purchased electricity and heat (gas in our case), in Scope 3 → business trips, fuel-related emissions, home office, employee travel, IT purchases, water, cloud. The chart on the left is particularly interesting and encouraging. Only the emission sources that were already taken into account in 2019 are considered here: Vehicle fleet, electricity / heat, business trips. You can see a halving of emissions despite an increase in the workforce - in 2019 we had around 850 FTEs, in 2024 we had 1050 FTEs. That is a good result. Reasons for this: switch to green electricity, photovoltaics installed on two of our buildings in 2022 and 2024, continuous electrification of the vehicle fleet. We are also focusing on the efficient use of our campus space and investing in an energy management system.



SIGNATORIES OF THE AACHEN CLIMATE CITY AGREEMENT

As one of 100 cities selected for the EU mission, Aachen was asked to draw up a Climate City Contract as a city-wide plan for the path to climate neutrality by 2030. In October 2024, Aachen's Climate City Contract was awarded the EU Mission Label, confirming that the city has a viable roadmap to climate neutrality and is a role model for climate-friendly change. As a responsible, active part of Aachen's urban society, we have signed the Climate City Contract as a Premium Partner. We are a member of the multi-stakeholder board of trustees, which meets twice a year to discuss the transformation agenda.



AS A FATHER OF FOUR DAUGHTERS, CLIMATE PROTECTION IS AN IMPORTANT ISSUE FOR ME. I ALWAYS KEEP IT IN MIND WHEN DEVELOPING THE CAMPUS AND THE VEHICLE FLEET.

Valentin von Wilpert, Campus development

SUPPLIER MANAGEMENT

FOR THE GREATEST POSSIBLE TRANSPARENCY IN THE SUPPLY CHAIN WHILE GUARANTEEING ECOLOGICAL, SOCIAL AND ECONOMIC REQUIREMENTS

CORPORATE DUE DILIGENCE OBLIGATIONS

The Supply Chain Due Diligence Act (LKSG) has also applied to us since 2024. We have carried out the necessary abstract and concrete risk analysis for our suppliers active in 2024. This confirmed that for us as a company in the digital economy, the risk of possible violations of human rights and environmental offenses at the various stages of the value chain is typically low for the industry. We introduced our whistleblower system in 2024 to identify and prevent potential violations at an early stage. This enables both internal and external whistleblowers to report information - anonymously if they wish.

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ESG LEGISLATION

Since the beginning of the 2010s, national and international ESG legislation and the publication of guidelines have been growing continuously. In order to set a framework for the new requirements, we have imposed internal rules in the form of the INFORM Code of Conduct and made them transparent for all employees in the company. Additional internal guidelines based on this were either newly established or continuously developed. In addition, a SharePoint page was set up on which the INFORM Code of Conduct and all guideline documents, such as our information security guidelines, are brought together. This gives our employees efficient access to all relevant information.



LAWS AND GUIDELINES SET THE LEGAL FRAMEWORK,
WHICH ENSURES RESPONSIBLE MANAGEMENT.

INFORM Legal Department

TRANSPARENCY IS A PREREQUISITE FOR RESPONSIBLE ACTION



The following pages contain our relevant key figures, presented for the first time in a three-year comparison. Further key figures are included in the DNK report, which is linked on the last page of this document.

EXTRACT OF THE RELEVANT KEY FIGURES FOR 2024

GRI-SRS INDICATOR	DNK-CRITERION	VALUE / ANSWER			Unit
		2022	2023	2024	
GRI SRS 102-16	Responsibility	We have set out our organization's general standards of conduct in our Code of Conduct. We base our actions on the ten principles of the UN Global Compact.			
GRI SRS 102-35	Incentive systems	No generalized answers can be given. A company pension scheme with a statutory contribution of 15% is offered to employees.			
GRI SRS 102-38	Remuneration systems	Ratios such as the remuneration of the highest-paid employee to the median of the total remuneration of all employees are not calculated. When and how this indicator can be determined is currently being examined.			
GRI SRS 102-44	Stakeholder engagement	see DNK Declaration of Conformity			
G4 FS11	Percentage of financial assets subject to positive or negative screening based on environmental or social factors.	93.5	100	100	%
GRI SRS 301-1	Materials used	No specifications, because we develop software and, are therefore, a non-manufacturing company			
GRI SRS 302-1	Energy consumption				
	· Total electricity	1,492,440	1,475,213	1,866,549	kWh
	· Total gas	607,794	552,936	530,254	kWh
	· Diesel for vehicle fleet	135,955	128,198.51	104,857.19	l
	· Petrol for vehicle fleet	118,113	132,529.45	125,219.69	l
	· Electromobility	8,490 (incomplete data)	176,634,415	78,206.4	kWh
GRI SRS 302-4	Reduction in energy consumption: electricity generation from own PV system	14,256	82,329	98,476	kWh
GRI SRS 303-3	Water withdrawal	3.018	2.941	2.38	Megaliter



GRI-SRS INDICATOR	DNK-CRITERION	VALUE / ANSWER			Unit						
		2022	2023	2024							
GRI SRS 306-3	Accumulated waste	7.44	7.59	6.89	t						
	· Mixed light packaging (yellow bin for businesses)	12.34	12.67	13.69	t						
	· Residual waste	7.29	8.58	9.48	t						
	· Organic waste	19.57	20.51	22.51	t						
	· Waste paper	1.39	2	3.8	t						
	· E-scrap mixed quality	3.3	7.4	4.5	t						
	· Bulky waste	1.62	2.20	3.04	t						
	· Document destruction	–	–	34.99	t						
GRI SRS 305-1	Direct GHG emissions, Scope 1	692.43	653.07	543.86	t CO ₂ e						
GRI SRS 305-2	GHG emissions, Scope 2	161.26	173.56	167.49	t CO ₂ e						
GRI SRS 305-3	GHG emissions, Scope 3	1,466.60	1,471.70 (extended)	1,637.80 (extended)	t CO ₂ e						
GRI SRS 305-5	Reduction of GHG emissions	see DNK Declaration of Conformity									
GRI SRS 403-4	Employee participation in occupational health and safety	see DNK Declaration of Conformity									
GRI SRS 403-9	Work-related injuries	7 (Commuting accidents)	7 (Commuting accidents)	8 (Commuting accidents)	(Type)						
GRI SRS 403-10	Work-related illnesses are not recorded, but sick leave due to illness is	10.85	10.93	10.01	days/employee						
GRI SRS 404-1	Number of hours of training and further education	29.04	26.73	24.89	hours/employee						
GRI SRS 405-1	Diversity										
	· Gender Control bodies	m 89	w 11	d 0	m 87	w 13	d 0	m 87	w 13	d 0	%
	· Age distribution of supervisory bodies	<30 J. 0	30-50 J. 33	>50 J. 67	<30 J. 0	30-50 J. 25	>50 J. 75	<30 J. 0	30-50 J. 25	>50 J. 75	%
	· Gender in general	m 69	w 31	d <0,5	m 70	w 30	d <0,5	m 68	w 32	d <0,5	%
· General age distribution	<30 J. 22	30-50 J. 54	>50 J. 24	<30 J. 30	30-50 J. 49	>50 J. 21	<30 J. 29	30-50 J. 49	>50 J. 22	%	

GRI-SRS INDICATOR	DNK-CRITERION	VALUE / ANSWER			Unit
		2022	2023	2024	
GRI SRS 406-1	Incidents of discrimination	We are not aware of any significant cases of discrimination			
GRI SRS 412-3	Human rights screening of investment agreements	We have no significant investment agreements			
GRI SRS 412-1	Human rights screening of operating sites	Not material for INFORM für Institut Operations Research und Management GmbH.			
GRI SRS 414-1	New suppliers screened on social aspects	Starting in 2024, new suppliers will be assessed based on social criteria as part of the implementation of the LkSG. The integration of sustainability aspects into the supplier assessment process is currently being developed.			
GRI SRS 414-2	Social impact in the supply chain	No negative social impacts were identified in the supply chain.			
GRI SRS 201-1	Direct economic value generated and distributed				
	• Direct economic value generated (sales revenue, other revenue)	118,905	132,147	128,940	tEUR
	• Distributed economic value	111,767	126,265	122,660	tEUR
	• Economic value retained (net profit for the year before distributions to shareholders)	7,138	5,882	6,280	tEUR
GRI SRS 205-1	Operating sites audited for corruption risks	No material corruption risks were identified.			
GRI SRS 205-3	Incidents of corruption	0	0	0	corruption cases
GRI SRS 419-1	Non-compliance with laws and regulations	none/0	none/0	none/0	€ fines paid

IMPRINT

EDITING, TEXT, DESIGN

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Further, detailed information on the entire portfolio of our sustainability efforts are available in our DNK declaration of conformity in the database of the German Sustainability Code.



The
SUSTAINABILITY
Code
Signatory **2024**



→ YOU CAN ACCESS THE DNK REPORT HERE

The paper is FSC® certified, bears the EU Ecolabel, and has been produced in a CO₂ neutral manner.