

USU



Report

USU DEI Report 2024

Inhalt

Foreword by the Executive Board	3
<hr/>	
Why DEI is important at USU	4
<hr/>	
Diversity Charter	5
<hr/>	
Measures & goals	6
<hr/>	
Statement by USU Co-CEO Dr. Benjamin Strehl:	8
<hr/>	
Zahlen und Fakten	12
<hr/>	
Ansprechpersonen bei USU	13

Foreword by the Executive Board

Dear readers,

Software has been our core business for almost 5 decades. People are indispensable for this, and that's a good thing. From software development to the actual application, many human skills and different perspectives are always in demand. They enable creativity, user-centricity, teamwork, ethical responsibility, adaptability, quality control and much more. Diversity consistently adds value to our organization. This is the only way we can keep pace with the dynamics of change in the AI and cloud age.

Just one example: analysts at Fortune Business Insights forecast that the global AI market is expected to reach USD 733.7 billion by 2027. This corresponds to an annual growth rate of 42.2 %. These figures reflect a fundamental shift in both society and the economy. AI is not only changing business models and work processes, but also the demands on human skills and decision-making to a considerable extent. Mastering these requirements is a major joint task and can only succeed in a well-functioning, trusting team.

At USU, we believe that the best solutions are created when people with different backgrounds, experiences and perspectives work together. Our commitment to Diversity, Equity and Inclusion (DEI) is deeply embedded in our corporate culture. Our goal is not just representation, but meaningful inclusion. Our goal is to create a people-centered work environment where every individual feels respected, supported and encouraged.

With this report, we want to transparently document our progress and our commitment to sustainability, diversity and inclusion. We look forward to continuing on this path together with you.



Bernhard Oberschmidt
Chairman of the Management Board
of USU Software AG



Dr. Benjamin Strehl
CEO USU GmbH

Why DEI is important at USU

From the very beginning, USU's corporate culture has been at the heart of our actions and decisions. The importance of a culture of trust and openness was already recognized as a key success factor when the company was founded in 1977.



Udo Strehl, USU Founder

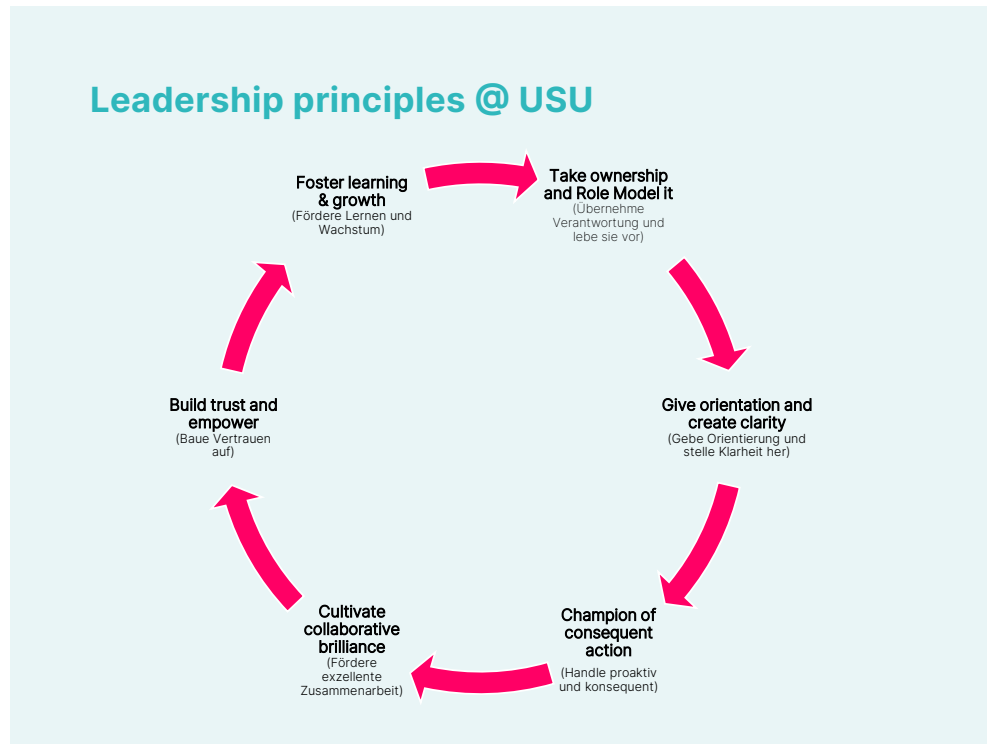
Our founder and current Chairman of the Supervisory Board, Udo Strehl, summarizes his vision of the corporate culture as follows:

“For me, success means more than just economic profit. Long-term survival in a competitive market requires a strong profile and authentic action in line with one's own convictions. Trust is the basis for cooperation – it has to be won again and again, especially in a dynamic market such as information technology. As a service provider, we work with people for people and approach them openly and honestly. Our aim is to make complex technologies understandable and to implement them in solutions that our customers really need. Trust does not come from words, but from actions. That's what I stand for.”

Back in 1988, when we were still a small company, we set out the basic values of our culture in writing for the first time. In 1993, the mission statement was updated together with employees in workshops and has been regularly reviewed since then. The most recent revision took place in 2019 as part of the “More U” project. However, USU's culture does not just exist on paper, but is reflected every day in the way we work together and select new colleagues. For us, social and emotional skills are just as important as professional qualifications. One expression of this lived culture is, for example, the open door to the Management Board - regardless of hierarchy, department or specialist area - which has been in place for more than 45 years.

Based on our general mission statement, new “Leadership Principles” were developed in fall 2024 that clearly define USU's values and principles with a focus on the future.

With these principles, we want to ensure that our managers live the USU culture and pass it on so that it endures in a constantly changing working world.



Diversity Charter

On July 15, 2024, USU signed the Diversity Charter, thereby making a clear commitment to an appreciative and non-discriminatory working environment. The Diversity Charter, an initiative launched in 2006, is also supported by the German government and aims to help organizations promote equal opportunities and create a prejudice-free working environment. The charter defines the foundations for diversity and tolerance in the world of work in six principles.

USU employs people from different nations and generations, which enriches our corporate culture and contributes to innovative solutions. We see diversity as a strength that enables us to discover and promote individual talents.

Our focus in diversity management is on promoting equal opportunities, particularly in the areas of gender and national origin. We implement targeted measures, including mentoring programs, training and initiatives to improve work-life balance.



USU CEO Bernhard Oberschmidt at the signing of the Diversity Charter

Measures & goals

Gender regulation

At USU, we are convinced that diversity and inclusion are always an asset. After all, more creativity, new knowledge and innovations can only arise from the active exchange of different experiences and perspectives.

In line with our values, we ensure that all individuals (m/f/d) are included in our communication. The German language is currently undergoing a change due to the inclusion of socially just spellings (gendering) or formulations (easy language). However, there are currently different recommendations and guidelines on how this change in language should be implemented. We therefore always address all groups of people, regardless of the spelling.

Our communication is dynamic; therefore, we use the following forms of spelling on the USU website and in USU documents, depending on the context, readability and our perception of language in German:

- Generic masculine and generic feminine
- Substitute forms, e.g. substantivized participles or adjectives, passivization, generic nouns
- Intentional use of English terms where appropriate.
- Gender colon or gender asterisk

If uniform guidelines for gender-appropriate language become established, we will take these into account in our communication.

Support in Family Emergencies

At USU, we are committed to actively supporting our employees in family emergencies or other personal challenges. In general, we offer flexible working time models and home office or vacation arrangements, which normally make it possible to adapt professional matters to private needs.

But we know that every situation is unique. That's why we are always available for individual discussions to find a suitable solution together. Our doors are always

open to discuss the specific needs and challenges of our employees and offer tailored support.

This is because we attach great importance to a corporate culture that recognizes and promotes both professional commitment and the individual situation and responsibility of each individual.

Employee acquisition

Our company is actively committed to getting young people interested in our diverse career opportunities and raising our profile. To this end, we regularly take part in events and trade fairs, such as Girl's Day or university fairs in cities such as Furtwangen, Stuttgart and Aachen. With the liaison school in Asperg, we specifically promote young talent in the region, application training for pupils and provide information about our training opportunities in presentations. We also have an online presence: online IT fairs such as "get in IT" enable us to target young talent for careers in the IT sector. With these initiatives, we show that everyone is welcome here - regardless of age, experience or background

Flexible working hours

USU attaches great importance to flexible working time models in order to provide employees with the best possible support in all situations. Instead of rigid core working hours, employees have the freedom to organize their own working hours. Various models are also available, such as part-time options or the opportunity to take additional vacation days through salary adjustments. In addition, the hybrid working arrangement enables employees to work from any location, which meets their individual needs and creates more flexibility.

Program

The Buddy Program makes it easier for new employees to join the company. This is because they are supported by an experienced colleague during their probationary period. The buddy takes on an advisory role and promotes social integration by answering questions, providing guidance and communicating the "unwritten

rules” of the company. They ensure that new colleagues quickly settle into the company and thus also support their superiors.

Further and advanced

USU attaches great importance to offering a diverse portfolio of personnel development and training measures in order to do justice to employees’ career paths and motivate them to actively contribute to the further development of the company. Continuous professional development is a natural part of everyday working life and includes seminars, training courses, workshops, online learning, exchanges with colleagues and microlearning – in other words, learning through experience.

Our training courses are individually tailored to professional requirements and promote not only professional but also personal development. As a learning organization, we see ourselves as a company in which knowledge and newly acquired skills are shared openly with colleagues and the organization.

As part of our U Step Up! program, we offer a recurring training portfolio on topics such as communication, presentation, rhetoric, conflict management and dealing with change processes. We also provide special programs, such as confidence training for women, and offer targeted development measures for managers.

We are also aware of the challenges of interdisciplinary teams. In order to create a better understanding of working with people from other countries, we offer training on “Intercultural Challenges”. Managers and employee representatives also take part in training courses on the General Equal Treatment Act (AGG). Participation in online training courses on Diversity, Equity & Inclusion (DEI) is mandatory for all employees.

In addition, our employees can expand and improve their foreign language skills with the help of language training courses via Italki in order to be successful in a global working environment.

Integration of international employees

For us, the USU value of “community” also means actively promoting the diversity of our international employees. This includes different cultures, languages and professional profiles. Our aim is to offer everyone the opportunity to make the best possible contribution to the community and contribute to our shared success.

Initiatives for integrating international employees:

- Language integration: All Group-wide events such as kick-offs and town halls are held in English. These events are also recorded so that employees who are unable to attend live can access them at any time.
- Networking and collaboration: In order to strengthen cross-divisional collaboration, we have introduced a company-wide contact directory (“Who’s Who”), which is maintained by all employees themselves and in which skills can also be stored. This facilitates the exchange of information and access to expertise within the Group.
- Team building and learning together: We regularly organize (team) events with sports and outdoor events with sports and outdoor activities that strengthen team spirit. We also promote joint training measures that support exchange and learning across departments.
- Central information platform: Our employees receive all important news via our intranet “USU Inside”, which is available in German and English. The Management Board also publishes its regular updates here.

USU stands for a fair and respectful corporate culture that offers equal opportunities to all employees – regardless of gender, sexual identity, origin, religion, age or disability. The principles of our diversity, equity and inclusion strategy are anchored in our DEI policy.



Dr. Benjamin Strehl, CEO, USU GmbH

Statement by USU CEO Dr. Benjamin Strehl:

“As the father of two daughters, it is important to me personally to make decisions that have a positive impact on their future – be it in education or happiness in life. That’s why I also want to create an inclusive environment at USU that puts people at the center. Our software is developed by bright minds and serves people, not machines. For me, diversity means recognizing the unique talents and perspectives of each individual and creating the best possible conditions to bring them together. Even if we haven’t reached our goal yet, I hope that we can become a role model for others and inspire them through our actions.”

Through these measures and values, USU actively promotes an inclusive, appreciative working environment in which all employees can develop their full potential.

Disability-friendly measures

USU is actively committed to accessibility and equal participation for all employees. Disability-friendly measures have been implemented at all of our locations to create an inclusive working environment:

- **Barrier-free infrastructure:** All locations have elevators that provide easy access to all floors. There are also designated disabled parking spaces available in Möglingen.
- **Evacuation aids:** For safety in an emergency, an Evac Chair is available at the Möglingen site, which enables people with limited mobility to be evacuated quickly.

- **Disabled-friendly sanitary facilities:** Almost all locations have accessible toilets that meet special requirements.
- **Individual adaptations:** If required, company vehicles can be equipped with special fittings to meet the individual needs of employees.

These measures underline USU’s commitment to ensuring an inclusive and accessible working environment for all employees.

Employee benefits

USU offers a diverse package of benefits aimed at supporting employees' health, satisfaction and professional development in the best possible way. Our programs and offerings are designed to a healthy work-life balance and create a healthy, productive working environment.

Health and well-being

The health and well-being of our employees is a top priority for USU. As a large part of their lives is spent at work, we attach particular importance to health-promoting working conditions. We support our employees with a wide range of measures and offers to help them optimize the content and conditions of their work and the working environment.

USU offers a wide range of initiatives to strengthen health potential and promote well-being:

01 | Ergonomic workstations

All employees have ergonomic VDU workstations, which are regularly checked as part of occupational safety inspections. We also offer workplace glasses to create optimal working conditions.

02 | Company medical care

A company doctor is available for consultations, check-ups and vaccinations. We also support our employees with occupational integration management and offer comprehensive accident insurance.

03 | Promoting fitness and exercise

USU supports gym memberships and organizes regular sports activities such as running groups, badminton and volleyball meetings as well as participation in company runs.

04 | Training and prevention

Resilience training, seminars on work-life balance as well as first aid and car driving safety training help our employees to stay healthy and safe in their everyday lives.

05 | Healthy catering

Fresh food is cooked daily at our headquarters in

Möglingen. In addition, free fruit is available at all locations to promote healthy eating.

USU offers flexible working time models, part-time solutions and mobility programs to promote employability and work-life balance. These include:

→ Part-time and flexitime models

Flexible working hours and adapted part-time solutions enable our employees to achieve a better work-life balance (see "Flexible working hours" section).

→ JobRad program

As part of the JobRad program, employees can lease bicycles and e-bikes at favorable conditions. This not only promotes fitness, but also supports sustainable mobility.

Last but not least, USU also supports its employees during the transition to retirement. Individual models for gradually reducing working hours and special advisory services help employees to prepare for retirement in the best possible way.

Corporate Social Responsibility (CSR)

A central aspect of the USU Group's corporate culture is the assumption of social responsibility in society. Social responsibility is a high priority within the USU Group. We are aware that our success depends on a good environment. This is why we are committed to social, cultural and ecological issues above and beyond our core business.

Regional projects are at the heart of USU's social commitment. An important topic is the educational partnership with schools and universities in the region—these currently exist with the Friedrich-List-Gymnasium in Asperg and with the universities in Stuttgart and Furtwangen. Depending on their specialist expertise, employees conduct training courses and workshops there and give training sessions or lectures, for example on creating job applications and PowerPoint presentations. In addition, schools are equipped with computer hardware. Student internships are also offered. The grammar school in the neighboring

municipality of Asperg benefits from a partnership with USU through exchanges in the areas of business and marketing as well as regular job application training. In addition to educational partnerships with schools, USU also works closely with universities. Students are offered the opportunity to complete their dual studies or their degree, e.g. a doctorate, at USU. The partnership is also characterized by broad cooperation in the areas of research, development and innovation.

In addition, the company has been making company premises available for exhibitions by local artists for over 35 years. Last but not least, USU is committed to sports aid - this includes direct financial support for sports clubs, individual teams and athletes as well as donations to the German Sports Aid Foundation. In particular, youth teams of employees' children are sponsored, e.g. in the form of sports equipment, jersey sets or buses for trips to competitions. In autumn 2024, USU once again organized a charity run through an employee initiative, which raised a total of EUR 9,000. The donation was split between three organizations that are committed to promoting grassroots sport:

01 | 2B winner" association in the Czech Republic (youth development)

Under the guidance of experienced coaches and top athletes, youth development is carried out in the field of running.

soukromy-trener.cz

02 | Eberbach rowing club

Rowing knows no age restrictions and is one of the few sports that families and all age groups can enjoy together.

www.rge.de

03 | SSF Floorball – Dragons Bonn

Die Floorball-Abteilung der SSF Bonn tritt unter dem Namen SSF Dragons Bonn an. Inzwischen gibt es Mannschaften aller Altersklassen von der U7 bis in den Seniorenbereich, sowie eine Hobbygruppe.

floorball-bonn.de

USU made a corporate donation of EUR 5,000 to the German Children and Youth Foundation. Among other things, the DKJS promotes digital transformation in German schools - with a particular focus on disadvantaged children and young people. USU employees can choose to donate the cents from their monthly salary to a charitable cause. These causes are selected by

voluntary employee representatives based on staff suggestions. USU then adds the same amount that colleagues have donated in total per year. The Ludwigsburg children's hospice was also supported in this way in 2024. The Turkish Red Cross, SOS Children's Village, Plan International and the breakfast4kids initiative also received donations.

Women@USUinitiative

Women@USU is a lively network founded by female employees to connect, inspire and empower women at USU and their supporters. It promotes collegial cohesion and supports women in their professional and personal development.

Our goals:

- Inspiration & networking: Women@USU offers a platform for the regular exchange of experiences and ideas. We organize monthly virtual meetings with key notes or panel discussions, followed by informal discussion rounds to make new contacts.
- Collegial cohesion and coaching: We promote cohesion among colleagues through special exchange groups on topics such as career & mentoring, family, self-confidence and female managers. These groups enable members to exchange ideas and support each other outside of meetings.
- Creating awareness in management: We want to raise awareness of the concerns and challenges of women in the company and actively involve management

Online measures

USU has set itself the goal of promoting diversity in the company, which is why there are also various measures in the online area that focus on DEI at USU.

- **Diversity disclaimer on the website**
Visitors to the German USU website will find our diversity disclaimer in the footer area.
- **USU Policy on Diversity, Equality & Inclusion**
The "Sustainability" section of the USU website

contains the section “Diversity, Equality & Inclusion (DEI)”, which links to a USU DEI Policy Statement. This commits USU to promoting, cultivating and maintaining a culture of diversity, equality and inclusion.

- **Accessibility of the website**

The USU website is not yet barrier-free. However, we are continuously working on successively implementing various aspects of accessibility. These include, for example, improving the keyboard navigation, providing alternative texts for images and adjusting the color contrasts. Our aim is to gradually make the website more accessible in order to provide unrestricted access for all users.

- **USU blog posts on DEI**

It is important to us to regularly publish DEI-related content in addition to specialist topics, especially as

DEI can often be a key to solving challenges such as skills shortages, project success, etc. One example is the blog series “Women in IT”, but also specialist topics.

- **Social media**

Our social media activities play a central role in making our DEI initiatives visible, promoting dialog on diversity, equity and inclusion and creating a platform for the exchange of ideas and best practices. We use various channels to reach a broad target group in order to raise awareness of our programs, share inclusive stories and success stories and provide valuable impetus for an open and diverse working environment. At the same time, we use these platforms to promote the engagement of our community and network with relevant stakeholders.

Here are some examples of social media visuals



#OneUSU

” Whoever develops software deals with people – their ideas, skills, knowledge, and personalities. Diversity is always an asset.



Facts & figures

Overview of the USU Group's key personnel figures

	2023	2022
Number of employees Group-wide	807	783
Number of employees in Germany	643	628
Number of trainees / DH students	14	19
Number of working students / interns	21	39
Number of temporary staff	7	8
Number of severely disabled employees	20	22
Share of women in total workforce	29%	27,1%
Proportion of women in management positions	10,9%	10,9%
Percentage of women on the Supervisory Board	33,3%	33,3%
Proportion of employees with a university degree	67%	67,7%
Average age	41,5	40,6
Proportion of employees working part-time	18,8%	17,3%
Sickness rate	4,1%	3,7%
Fluctuation rate	8,3%	12%
Training and further education days / employee	2,5	2,8

Contact persons at USU

All USU employees have the opportunity to report violations of the General Equal Treatment Act (AGG). Regardless of whether they observe a violation of the AGG or become a victim of such a violation themselves, there are various contact persons within and outside the USU who can be consulted by employees in the event of violations or conflict situations.

It is important to USU that all information is followed up. Whistleblowers are ensured the highest level of confidentiality and fairness during investigations. This also applies to any employee who is accused of such a violation.

Furthermore, information on violations can be reported - also anonymously - to the following contact persons:

AGG - Contact persons within the USU

- **Elisabeth Haller** and **Franziska Roth** in Möglingen, Karlsruhe, Bonn, München
- **Johanna Krok** in Aachen, Marburg, Köln
- **Sonja Mayer** in Echterdingen
- **Janina Gesche** in Berlin
- **Markus Faiss** at HQ Möglingen

Voluntary employee representation

Our FMV members, who represent an independent body, are also available as contacts and have all signed a confidentiality agreement.

Counsel of confidence

In addition, USU is supported by an external lawyer of trust who can also protect the identity of employees on request:

Dr. André-M. Szesny, L.L.M. from the law firm Heuking Kühn Lüer Wojtek
(phone: 0211/600 55-217, a.szesny@heuking.de)

Contact for USU CZ

- **Romana Horáková** romana.horakova@usu.com, 737 249 453
- **Marcela Šmehlíková** marcela.smehlikova@usu.com, 604 300 483

Contact for USU Inc.

- **Dave Cassery** dave.cassery@usu.com

Contact for USU SAS

- **Nathalie Pasqualini** nathalie.pasqualini@usu.com