

SHS Viveon AG

Sustainability Report 2021

SHS viveon®

Company Name:	SHS Viveon AG
Company website:	https://www.shs-viveon.com
Number of employees	80-85
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Describe your business model (including company purpose, products/services)

SHS Viveon AG has set itself the task of decisively simplifying the management of companies' financial and regulatory risks. SHS Viveon is a modular platform for the central automation of risk, credit and compliance processes. It enables financial organizations to automatically identify, assess and hedge risks in a flexible, digital process. Using state-of-the-art technology, SHS Viveon simplifies access to all relevant data from any system, automates processes, and improves financial risk analysis and simulation, enabling better, fully digital risk decisions.

From large mid-sized companies to global corporations, customers from the B2B as well as B2C business sectors use SHS Viveon's technology and services for the digitalization, transformation and implementation of holistic risk and compliance management along the entire customer lifecycle ('lead-to-cash').

SHS VIVEON operates its own ISO/IEC 27001 certified data center in order to be able to offer customers a wide variety of flexible operating models "from a single source" for the operation of their solution. Depending on individual customer requirements and the customer's technical infrastructure, the solution can be provided as a pure software-as-a-service (SaaS) solution through to hybrid usage models or even as traditional "on premise" licensing.

Companies appreciate the advantages of the SHS Private Cloud. The expert team ensures 24/7 availability of the services and solution elements used. The implemented security mechanisms, such as strong authentication mechanisms for the login process, continuous technical monitoring and dedicated emergency concepts for maintaining business operations, ensure the highest level of data protection and optimum user comfort.

Supplementary notes:

The consolidated and separate financial statements are audited annually by an auditor elected by the Annual General Meeting (at the time of publication: Mazars GmbH & Co. KG). The business figures of SHS Viveon AG are published in the Federal Gazette in accordance with the legal requirements. The Company is listed on the regulated unofficial market of m:access in Munich (ISIN: DE000AoXFWK2 | WKN: AoXFWK | Symbol: SHWK). The share capital of SHS Viveon AG amounted to EUR 2,153,000 as of December 31, 2020, divided into 2,153,000 no-par value bearer shares.

The audit of the operational ecological figures and the annual calculation of the corporate carbon footprint are carried out by external experts from a recognized service provider in the field of climate protection.

Strategy

The company discloses whether it pursues a sustainability strategy. It explains which concrete measures it takes to operate in accordance with the essential and recognized industry-specific, national, and international standards.

01 Strategic analysis and measures

The sustainability strategy describes SHS Viveon AG's plan for dealing with relevant sustainability issues. It is decided by the management.

We use the ten principles of the Global Compact as principles for sustainable business.

1. We support and respect the protection of international human rights
2. We ensure that we are not complicit in human rights abuses
3. We uphold the freedom of association and the effective recognition of the right to collective bargaining
4. We advocate the elimination of all forms of forced labour
5. We advocate the elimination of child labour
6. We advocate the elimination of discrimination in respect of employment and occupation
7. We follow the precautionary principle in dealing with environmental problems
8. We take initiatives to promote greater environmental awareness
9. We want to accelerate the development and diffusion of environmentally friendly technologies
10. We stand up against all forms of corruption, including extortion and bribery

The clear and long-term oriented business model of SHS Viveon AG basically excludes business activities that are related to the production of weapons of any kind, nuclear power plants as well as with regard to gambling.

Our actions focus on the areas in which we can make the greatest impact as SHS Viveon AG. We identify the issues that are essential for us by monitoring social developments, entering dialog with relevant stakeholders, reconciling external interests with internal relevance, and thus setting clear priorities. As part of the development of our Corporate Responsibility (CR) strategy, SHS Viveon AG analyzed the risks and opportunities associated with its corporate responsibility and incorporated them into four CR fields of action.

The four CR fields of action of SHS Viveon AG are:

- Customers & Products: The satisfaction of our customers, the careful handling of data, and conduct in compliance with laws and regulations are the focus of our actions.
- Digital society: We establish trust between business partners in the digital age and help shape the digital society through public discourse and research.
- Employees: We are a responsible employer.
- Environment & Purchasing: We design our business activities to be as environmentally friendly as possible.

02 Materiality analysis

The company discloses which aspects of its own business activities have a material impact on aspects of sustainability and what material impact the aspects of sustainability have on its business activities. It analyses the positive and negative effects and indicates how these findings are incorporated into its own processes.

The materiality analysis ("impact analysis") in the form of an interview with the Executive Board in 2020 identified the following key sustainability aspects:

Aspect	Relevance/impact
Responsible business model / data protection	high
Business ethics, tax honesty, compliance, anti-corruption	high
Social employer / health care	high
Climate protection, energy efficiency, resource conservation	high
Human Rights	high
Sustainable products	medium
Operational ecology / sustainable procurement	medium
Commitment to society through sponsorship and supported volunteering by employees	low

This means that we develop and deliver process- and utility-optimized products for our customers, considering our sustainability criteria and the associated Green House Gas Protocol. The data and information entrusted to us is an asset that we protect and handle conscientiously, as customer satisfaction is paramount to our business model. In addition, SHS Viveon AG is a responsible employer for all employees, and we place particular emphasis on a cooperative corporate culture and family-conscious personnel policy, which we review in regular employee surveys.

Responsibility and trust are important key concepts for us, also in our conduct toward our environment and society. We shape our business in a way that conserves resources.

03 Targets

The company discloses which qualitative and/or quantitative as well as time-defined sustainability targets are set and operationalized and how their degree of achievement is monitored

1. SHS Viveon AG has set itself climate-neutral for the years 2021 and 2022.
2. reduction of energy consumption by 21 % by 2025.

The Science Based Targets are consistent with the **sub-2°C goal of the 2015** Paris Climate Agreement, according to which the 195 signatory nations agreed to reduce global warming to below **2°C (1.5°C if possible)** by 2050, compared to pre-industrial times.

Since governments are limited in their ability to exert influence, the Science Based Targets initiative can be a guiding element for achieving the climate target in the future. Since companies in particular emit large quantities of greenhouse gases, they can make a decisive contribution to (global) climate protection with the help of ambitious and structured targets. The overarching goal of the Science Based Target initiative is therefore to achieve a low-emission economy in the long term, despite the steady increase in population growth.

Based on the present greenhouse gas balance, the following absolute reduction scenarios can be derived for an example period of 5

Example for 5-year target horizon	Base year 2020	Target year 2025	% Reduction
Scope 1 emissions (tons CO ₂ e)	298	235	21 %
Scope 2 emissions (tons CO ₂ e)			

1. in addition to the climate neutrality targets, SHS Viveon AG's understanding of climate protection also includes the reduction of emissions that are attributable to our own behavior in the workplace. The goal is to reduce these emissions by at least 4.2% annually.
2. concrete KPIs at employee level are not formulated: Overall, CO₂ emissions per full-time MA (in t) are to be reduced to 1.45 t. As of fiscal year 2019, SHS Viveon AG had CO₂ emissions per full-time MA of 5.72 t.

Savings measures at Group level:

Emission category	Savings measures
Scope 1	Short-term measures <ul style="list-style-type: none"> - Switch to climate-neutral energy sources Medium- and long-term measures: <ul style="list-style-type: none"> - Raising employee awareness of the need to use heating, including in the home office. - Vehicle guideline: Setting a specific limit (g CO₂e/km) for the purchase of company cars and raising employee awareness of the need for more fuel-efficient vehicles or alternative drive systems (e.g., electric cars) when renting cars.
Scope 2	Short- to medium-term measures <ul style="list-style-type: none"> - Complete switch to electricity from 100% renewable energy sources. - Automatic light switch-off after business hours or plug-in power strips with on/off function.
Scope 3	Short- to medium-term measures <ul style="list-style-type: none"> - Substitution of short-haul flights by rail - Increased use of video conferencing - Travel policy: short-haul flights of less than 600 km should be avoided. Medium- and long-term measures <ul style="list-style-type: none"> - Job tickets for the use of public transport - Offer e-bikes and bicycles for commuting to work Introduction of the job bike model

The sustainability officer is responsible for operational implementation on behalf of the management.

SHS Viveon AG continuously develops overarching and department-specific goals along our four CR fields of action.

For the "Customers & Products" area, we have set ourselves the goal of achieving a high level of satisfaction with our services, which we determine in our regular customer surveys. Our customers and their satisfaction are the focus of our actions; we develop solution-oriented products for them and handle the data entrusted to us with care.

In the digital society, we stand for a responsible approach to technologies and are committed to exploiting the opportunities of digitization while minimizing risks.

In the field of action "Employees" SHS Viveon AG wants to be an attractive employer for our employees.

We also strive to use natural resources responsibly and sparingly in our business operations.

We are actively involved and committed to the community.

04 Depth of the value chain

The company indicates the importance of sustainability aspects for value creation and the depth to which sustainability criteria are reviewed in its value chain.

At SHS Viveon AG, the value chain begins with product development and continues through marketing & sales, project business, and the operation of the company's own data center. In addition, there are processes in purchasing (hardware, software, paper, etc.) as well as in corporate and human resources organization (employee management and remuneration), some of which have to rely on external partners.

With regard to our travel activities, since 2020 we have increasingly relied on online conferences - both internally at SHS between our various branches and externally with our customers. These options are used by our employees, so that travel expenses were significantly reduced in the past year 2020.

In addition, there are major risks associated with non-sustainable products, service providers and suppliers, but these are ruled out by a qualified onboarding process at the beginning of the business relationship and monitored once a year.

Process Management

Industry-specific sustainability standards to which SHS Viveon AG adheres.

05 Responsibility

Responsibilities in corporate governance for sustainability are disclosed.

The Management Board of SHS Viveon AG bears the overall responsibility for our CR activities. It is regularly informed by the Sustainability Officer about developments and makes strategic decisions on this basis.

On behalf of the Board of Directors, the Sustainability Officer coordinates all activities that contribute to the topic of sustainability and ensures a functional sustainability management. He is located in the business area of the Chief Executive Officer. In terms of SHS Viveon AG's understanding of its role, the CEO is the "sponsor" and the Sustainability Officer is the "owner" of the processes.

Each employee is responsible for the sustainability of his and our common actions.

At SHS Viveon AG, the implementation of a systematic sustainability management on all levels of the company emanates from the Management Board.

06 Rules and processes

SHS Viveon AG has set itself the concrete goal of being sustainably oriented towards service and customer benefit. Customer benefit determines the life and actions in our company's everyday professional life and is the basis of our corporate culture.

SHS Viveon AG has integrated sustainability aspects into the Business Conduct Policy as well as into this Sustainability Report. Central points are:

- Organizational anchoring of sustainability (sustainability officer).
- Commitment to the principles of the UN Global Compact
- Consideration of non-financial risk aspects when acquiring new products, fixed assets and commissioning external suppliers
- Our contribution to the 17 Sustainable Development Goals ("SDGs")
- Contributing to the achievement of national and European climate targets.

- The corporate values of SHS Viveon AG as the basis of our actions Eine Integration in die Business Conduct Policy bedeutet auch, die Aspekte „Umwelt, Soziales und Unternehmensführung“ auf allen Ebenen der SHS Viveon AG sowie in alle Geschäftsprozesse der SHS Viveon AG zu integrieren.

07 Control

The company discloses how, and which sustainability performance indicators are used in regular internal planning and control. It discloses how suitable processes ensure reliability, comparability, and consistency of data for internal control and external communication.

Financial and economic indicators are collected in a comprehensive process by the Finance and Controlling department and monitored by the Board of Management. In addition, key personnel figures and environmental indicators are recorded and checked. The environmental indicators are determined by the Sustainability Officer, who requests these from the relevant departments on an annual basis.

In the area of "Customers & Products," we have set ourselves the goal of achieving a high level of satisfaction with our services by conducting regular customer surveys.

We motivate our employees to make an active contribution to climate protection, supplemented by initiatives to enable a sustainable society. The ecological impact of our business activities is actively managed to reduce our environmental impact. Specific targets in the areas of mobility, energy and paper:

- Mobility: We want to further reduce our travel expenses from mobility activities.
- Energy: We want to realize potential energy savings at all SHS sites.
- Paper: We want to further reduce our paper consumption, measured in sheets per employee, and increase our share of recycled paper.
- Concrete goals in the social area:
- Qualification: We want to keep training hours per employee constant and increase knowledge transfer in our organization across divisions.
- Diversity: Keeping the proportion of women constant in line with the sector and increasing the proportion of international employees at least in the next few years by simultaneously expanding working models. Employee health: increased focus on occupational health management
- For internal and external reporting on sustainability information, SHS Viveon AG has defined essential rules on how to proceed with sustainability data. The aim here is an audit-proof collection

and documentation of the basic information as well as the information derived from it. Data collection, processing, and publication at SHS Viveon AG are designed in such a way that they can meet the three criteria of completeness, appropriateness, and correctness as well as the requirements of clarity, unambiguousness and comprehensibility.

08 Incentive systems, remuneration policy

The company discloses how the target agreements and remuneration for managers and employees are also based on the achievement of sustainability goals and long-term value creation. It is disclosed to what extent the achievement of these goals is part of the evaluation of the top management level (Executive Board/management) by the controlling body (Supervisory Board/Advisory Board).

Sustainability aspects are part of the corporate values contained in the management guidelines. CR aspects such as data protection and compliance are addressed in regular employee meetings. If specific CR activities play a significant role, they are included in the target agreement with the employee.

In the target agreements and the remuneration paid by SHS Viveon AG to executives and employees, compliance with legal regulations and the consideration of internal requirements are original components. The achievement of personal goals is reviewed and discussed in the context of regular employee meetings. The Supervisory Board is responsible for monitoring the achievement of the company's goals. Apart from the general sustainability aspects mentioned above, which apply to all employees, no specific sustainability targets are currently part of the evaluation of the top management level (management). Detailed statements on the remuneration and incentive systems of SHS Viveon AG are subject to company secrecy and are not published for competitive reasons.

09 Stakeholder participation

The company discloses how socially, and economically relevant stakeholders are identified and integrated into the sustainability process. It discloses whether and how a continuous dialog with them is maintained and its results are integrated into the sustainability process.

In order to identify the sustainability requirements of its stakeholders at an early stage and to be able to respond to these requirements at short notice, SHS Viveon AG uses established communication channels to enter into a dialogue on sustainability topics as well. The relevant stakeholders include in particular customers, employees, investors, the general public, suppliers and authorities as well as the Supervisory Board.

The continuous stakeholder dialog itself is already part of our daily business processes, e.g., in the form of customer talks or employee surveys, through participation in associations, organizations and committees, or through dialog with players on the capital market.

Current topics in the stakeholder dialog were:

- Relevance and impact, as well as the fulfilment of any future regulatory requirements in terms of sustainability.
- Integration of sustainability issues in the purchasing process
- Health and environmental protection at SHS Viveon AG
- Investor requirements for sustainability reporting

Investors, employees* were the largest stakeholder groups.

10 Innovation and product management

The company discloses how it uses suitable processes to ensure that innovations in products and services improve the sustainability of its own resource use and that of users. Likewise, for the most important products and services, the company discloses whether and how their current and future impact in the value chain and in the product life cycle is assessed.

We see the central importance of the sustainability factor not only for ourselves, but also in our daily work with our customers. With them, too, we focus on an innovative and sustainable orientation of all business processes, because this is indispensable for lasting corporate success.

As SHS Viveon AG, we do not identify any ecological damage impacts. Nevertheless, our business is not without impact on the environment: We require energy and water at our locations as well as paper for internal use and marketing materials. In addition, business trips are part of our everyday work for various employees. Zusätzlich prüfen wir beim Einkauf von Dienstleistungen und Waren wie Büromaterialien und Werbemitteln verstärkt die Sozial- und Umweltstandards über unseren implementierten Onboarding Prozess und den damit verbundenen Allgemeinen Geschäftsbedingungen der SHS Viveon AG.

Environment

11 Use of natural resources

The company discloses the extent to which natural resources are used for business activities. This includes materials as well as the input and output of water, soil, waste, energy, land, biodiversity, and emissions for the life cycle of products and services.

Our business as a service company is not without impact on the environment. We require energy and water at our sites as well as paper for external and our internal use. Added to this is the production of marketing materials.

In addition, business trips are part of our everyday business. We continue to try to keep the environmental impact of our travel activities and vehicle fleet as low as possible. The vehicle fleet has already been converted to an on-demand rental model in conjunction with models with better consumption values in order to reduce the CO₂ emissions generated in the process.

SHS Viveon AG would like to fulfil its corporate responsibility towards the environment in accordance with the Business Conduct Policy.

For this purpose, we consider the following consumption relevant for business activities:

Assignment	Emissions by category	t CO ₂ e	% share
Scope 1	Heat consumption	9,7	2,0 %
	Fuel consumption in the company	88,2	18,4 %
	Gas leakage (refrigerant)	0	0,0 %
	Total	97,9	20,4 %
Scope 2	Electricity consumption	57,7	12,0 %
	District heating / district cooling	142,1	29,6 %
	Total	199,8	41,6 %
Scope 3	Upstream energy-related emissions	54,4	11,3 %
	Business trips and overnight hotel stays	70,5	14,7 %
	Work travel of employees	36,3	7,6 %
	Water / waste generated in the company	12,2	2,5 %
	Paper consumption	3,9	0,8 %
	Hardware	4,9	1,0 %
	Services	0,4	0,1 %
	Total	182,6	38,0 %
Total		480,3	100 %

SHS Viveon AG prepares an annual Corporate Carbon Footprint Report in which all consumption is listed and the CO₂ balance is drawn up in accordance with the guidelines of the Greenhouse Gas Protocol Corporate Standard (GHG Protocol).

12 Management Resources

The company discloses the qualitative and quantitative targets it has set for its resource efficiency, in particular the use of renewable energies, the increase in raw material productivity and the reduction in the use of ecosystem services, the measures and strategies it is pursuing to this end, how these have been met or will be met in the future, and where it sees risks.

We have the overarching goal of making our operations as environmentally friendly as possible.

In total, the business activities of SHS Viveon AG caused emissions of 480.3 t CO₂ in 2019. Of these, 97.9 t CO₂ (20.4%) are direct emissions (Scope 1), 199.8 t CO₂ (41.6%) are attributable to indirect emissions from grid-based energy (Scope 2), and 182.6 t CO₂ (38.0%) were caused by other indirect emissions (Scope 3). The largest source of emissions is the consumption of district heating / district cooling (29.6 %). The second largest item is emissions from fuel consumption in the company at 18.4 %.

In cooperation with a recognized, external service provider, SHS Viveon AG prepares an annual CO₂ balance.

A risk analysis for resource management is currently not carried out.

13 Climate-relevant emissions

The company discloses greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states its self-imposed targets for reducing emissions.

In cooperation with a recognized, external service provider, SHS Viveon AG prepares an annual CO₂ balance. Detailed information on the carbon footprint can be found in the current Corporate Carbon Footprint Report.

In total, the business activities of SHS Viveon AG caused emissions of 480.3 t CO₂ in 2019. Of these, 97.9 t CO₂ (20.4%) are direct emissions (Scope 1), 199.8 t CO₂ (41.6%) are due to indirect emissions from grid-based energy (Scope 2) and 182.6 t CO₂ (38.0%) were caused by other indirect emissions (Scope 3). The largest source of emissions is the consumption of district heating / district cooling (29.6 %). The second largest item is emissions from fuel consumption in the company at 18.4 %.

SHS Viveon AG prepares an annual carbon footprint according to the guidelines of the Greenhouse Gas Protocol Corporate Standard (GHG Protocol).

The Greenhouse Gas Protocol was developed by the World Resources Institute (WIR) and the business initiative World Business Council for Sustainable Development (WBCSD). Many companies already follow it and almost all industry-specific standards are also derived from it. In terms of the Greenhouse Gas Protocol, indirect emissions are to be recorded in addition to direct emissions.

Scope 1 covers the direct CO₂ emissions of the company's own production facilities, offices, etc. and, if applicable, its own energy generation facilities.

Scope 2 refers to the indirect CO₂ emissions generated by the energy producers from whom the company purchases energy for the production or operation of company buildings.

Scope 3 includes all other CO₂ emissions caused along the value chain - e.g., at suppliers, during transport, in the use phase of products or during disposal society

Overview

The company reports on how it complies with nationally and internationally recognized standards on employee rights and promotes the participation of employees in the company and in the company's sustainability management, what goals it has set itself in this regard, what results have been achieved to date, and where it sees risks.

The Business Conduct Policy regulates standards of conduct for dealing with all economic, legal, and moral challenges of everyday business and shall be a benchmark and an aid for the cooperation with customers, partners as well as for the conduct towards competitors and in the financial area and in transactions with SHS Viveon AG. It is one of the principles of SHS Viveon's business policy to conduct all corporate affairs in accordance with the wording and spirit of the applicable legal provisions and to maintain high standards of business ethics.

The business principles for employees* go beyond purely legal regulations. SHS Viveon AG's reputation as a professional business partner can only be maintained in the long run by conducting all business activities with fairness, integrity, and moral integrity. Therefore, SHS Viveon AG expects all its employees* to always comply with these business principles. Business principles cannot and should not provide detailed instructions for action in all situations. Furthermore, the employees of the SHS Viveon AG have the opportunity to

contribute their ideas, questions of doubt in connection with these principles, problem cases or conflict situations in connection with these principles by directly contacting the Sustainability Officer as well as via the Works Council.

Our 88 employees (as of December 31, 2020) work primarily in European, high-income OECD countries (Germany, Austria, Switzerland). The employees (less than 5%) who are not employed in Germany are subject to the high legal standards on employee and co-determination rights in Austria or Switzerland. 28% of the workforce is represented by the works council. The works council in its current composition was elected for four years in April 2018. It currently consists of three members. Each works council member is available for all matters. All employees have the right to freedom of assembly. There is a regular, targeted and trusting exchange between the works council, which is established in accordance with the Works Constitution Act, and the management; the works council is involved in all relevant issues at an early stage.

Due to the consistent legislation in the above-mentioned countries, we do not currently see any significant risk to our business activities in terms of employee rights. Nevertheless, our overriding goal remains compliance with statutory employee rights. In addition, we want to continue to promote employee involvement in the future. Beyond the protection of employee rights, we want our employees to feel comfortable.

SHS Viveon AG is committed to the ten principles of the UN Global Compact, which relate directly to the consideration of human rights and labour standards. In it, SHS Viveon AG and its employees* commit to respecting the privacy and personal rights of each individual, among other things: (...) "Ensure that no one at SHS Viveon AG is harassed, bullied, sexually harassed or directly or indirectly discriminated against or instructed to discriminate against because of their descent, religion, nationality, origin, disability, sexual orientation or identity, world view, political or trade union activity or attitude as well as their gender or age." In this context, SHS Viveon AG is committed to the core requirements of the "International Labour Organization" (ILO). The Code of Conduct is reviewed every two years and adapted if necessary. We have set ourselves the goal of including the Code of Conduct as a central component in the annual employee reviews so that we can document compliance with the values and principles contained therein.

In addition, SHS Viveon AG supports the UK Modern Slavery Act 2015 by published a statement under Section 54 of this Act outlining the measures taken to prevent slavery and human trafficking in its business operations and supply chain. The Modern Slavery Act Statement is reviewed and updated annually.

Internal communication

SHS Viveon AG lives open communication. Thus, the board of directors and the management regularly inform about corporate strategic focal points and current organizational, technological, and business topics. In addition, the employees* are informed about the latest news of the company and the industry through a newsletter. In this way, we ensure that the SHS Viveon team is always informed in a dynamic, constantly evolving environment.

The regularly published internal newsletter completes the communication flow and provides a compact overview of relevant events in the SHS Group, such as changes in internal processes, planned events and the introduction of new employees.

14 Employee rights

The company reports on how it complies with nationally and internationally recognized standards on employee rights and promotes the participation of employees in the company and in the company's sustainability management, what goals it sets itself in this regard, what results have been achieved to date, and where it sees risks.

Treating employees with respect and appreciation is more than just complying with the law and is documented in our Leadership Guidelines. It is also a question of corporate culture, which can be actively shaped in the sense of good cooperation. SHS Viveon AG pursues the strategy of respecting the rights of employees and granting them all legal opportunities to have a say. To ensure this, the company management, the personnel management, and the employee representatives maintain an intensive and regular dialog. All employees are offered the same opportunities in terms of recruitment, further development, and remuneration. Our benchmark is the German General Equal Treatment Act (AGG).

Compliance with internationally recognized human and employee rights (UN Global Compact) is part of our Code of Conduct. These states: "The personal dignity, privacy and personal rights of each individual must be respected. Employees must not be subjected to physical punishment or physical, sexual, psychological, or verbal harassment or abuse. All employees*, regardless of colour, race, national origin, social origin, possible disability, sexual orientation, political or religious beliefs, or gender or age, shall be treated strictly according to their abilities and qualifications in all employment decisions, including but not limited to hiring, promotion, compensation, benefits, training, layoffs, and termination." The Business Conduct Policy is binding for all employees and is applied, guaranteeing compliance with employee rights.

In Germany, the rights of employees are very important. Many of them are defined by law and collective agreements. The most important frameworks in this regard are the Basic Law and the Labour Law. Key issues here are

- Fair payment
- Protection against dismissal
- Transparent disciplinary and dismissal practices
- Agreements on working hours, vacation, and parental leave
- Core ILO labour standards
- Participation is not limited to works councils. It can be financial or expressed in the opportunity to help shape internal processes and influence important decisions.
- Occupational health and safety measures
- Standards also at suppliers
- Possible risks arising from this
- Involvement in sustainability management, specific suggestion scheme

Our goal is to create attractive workplaces. Every employee should and can take on responsibility and play an active role in shaping the company. That is why we have flat hierarchies and short decision-making processes. Every employee is called upon to think and act entrepreneurially.

In Germany, the participation rights of employee representatives are regulated in the Works Constitution Act. SHS Viveon AG maintains a regular, cooperative, and constructive dialog with employees on all issues relevant to co-determination. The works councils in Burghausen are involved in all relevant personnel decisions in Burghausen in accordance with the German Works Constitution Act. The works council represents the interests of the employees. Suggestions, measures, and concerns can be brought directly to the attention of the management.

The sustainability officer regularly informs employees about current developments. In addition, the employees of SHS Viveon AG have the opportunity to contribute their ideas on sustainability by directly ad-

addressing the Sustainability Officer. Sustainability is bindingly anchored in the Business Conduct Policy for all employees* and is thus part of everyday business at SHS Viveon AG.

15 Equal Opportunity

The company discloses how it implements processes nationally and internationally and what goals it has to promote equal opportunities and diversity, occupational health and safety, co-determination, integration of migrants and people with disabilities, appropriate pay, and work-life balance, and how it implements them.

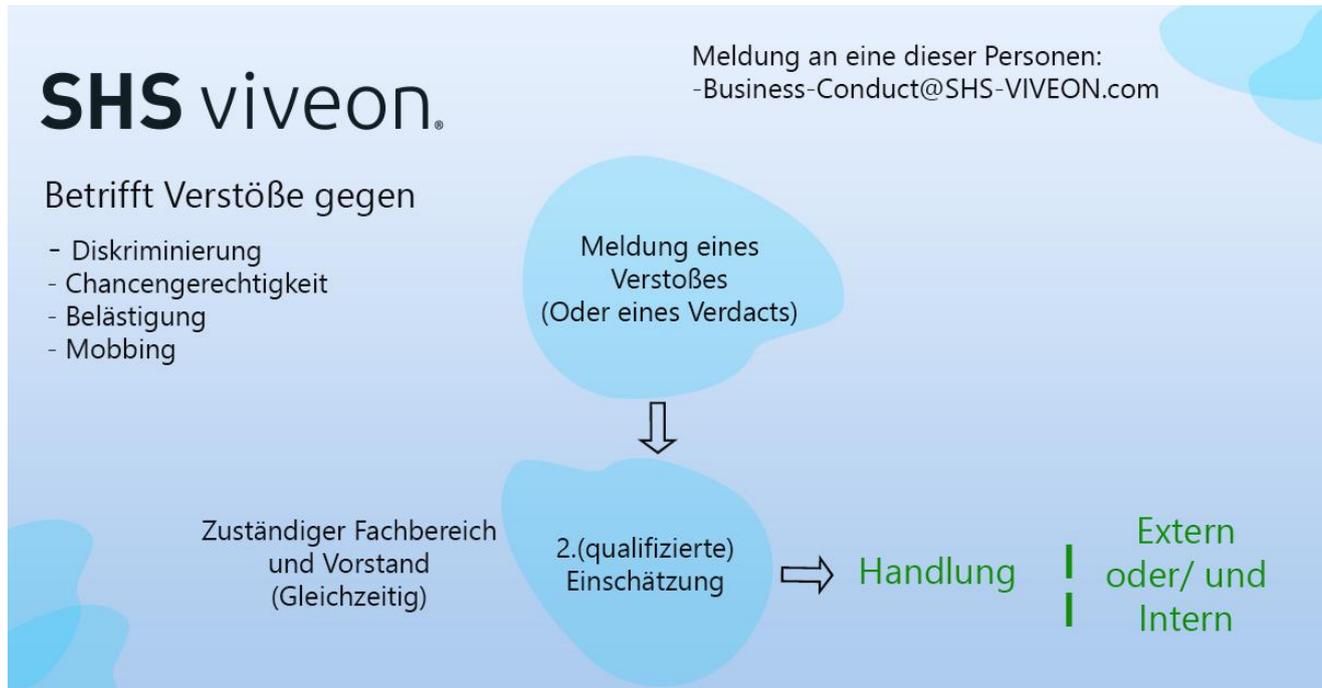
Equal opportunities are a matter of course for us.

Our basic commitment to equal opportunities is documented in our Business Conduct Policy: "The personal dignity, privacy and personal rights of each individual must be respected. Employees must not be subjected to physical punishment or physical, sexual, psychological, or verbal harassment or abuse. All employees*, regardless of colour, race, national origin, social origin, possible disability, sexual orientation, political or religious beliefs, or gender or age, shall be treated strictly according to their abilities and qualifications in all employment decisions, including but not limited to hiring, promotion, compensation, benefits, training, layoffs, and termination."

We are all unique. With everyone's ideas, experiences, and passions, we create diversity. People of different genders and backgrounds work closely together at our company. Always with the common goal of achieving the best result for our customers. We see this diversity and our multidisciplinary as one of our greatest strengths. To promote this strength, to live and experience diversity, diversity is deeply rooted in our corporate culture through our values.

Promoting the strengths of employees, using experience profitably, and valuing ideas and including them in the innovation process. Acceptance and promotion of exchanges and talents of all kinds in order to contribute to the success of the company and to an enriching corporate culture.

Physical characteristics such as gender, ethnicity, age, or disability, as well as subjective characteristics such as skills, lifestyle, cultural background, sexual orientation, religion. Processes that avoid discrimination in personnel selection and management. Appropriate pay, work-life balance, and integration, goal, strategy, we do not tolerate discrimination in our company. This is bindingly regulated in our Business Conduct Policy. If an employee feels discriminated against, he/she can report it through various channels: The first point of contact is either the responsible management or the functions „Human Resources“, Legal und Compliance.



In addition, we support our employees in meeting their family obligations with the help of home office workplaces.

At all our locations, we are guided by the applicable legal requirements on equal opportunities and diversity, occupational health and safety, integration of migrants and people with disabilities, appropriate pay, and work-life balance.

As a first step, SHS Viveon has adopted the "Diversity Charter" - to send a signal that there is no room for discrimination of any kind in the company.

It is a particularly important concern for us to offer our employees attractive jobs, opportunities for development, design, and advancement in the long term. This includes promoting motivation and ensuring a balance between career, family, and personality (work-life balance).

The proportion of women in the total workforce was around 32 percent as of December 31, 2020. By contrast, the proportion of women at "senior level" (management function up to executive management) was 22%. No quantitative targets have been set in this direction.

A total of 14 nationalities are represented among our employees.

There were no incidents of discrimination in the reporting year.

16 Qualification

The company discloses what targets it has set and what measures it has taken to promote employability, i.e., the ability of all employees to participate in the world of work and careers, and to adapt it in view of demographic developments, and where it sees risks.

According to the UN forecast of 2015, by 2030 there will be around 1.4 billion people worldwide over the age of 60; this corresponds to an increase of over 50% compared to 2015. In addition, the retirement age is rising as a result of demographic change, particularly in Germany. Qualified employees are the most important resource, especially in IT services. For this reason, we have set ourselves the goal of providing our employees with a comprehensive and needs-based training program at every stage of their employment with SHS.

Our training programs address new technological developments, ensure an intensive exchange of knowledge, and offer our employees various opportunities to develop their talents and potential. All voluntary and mandatory training measures are continuously evaluated. Regular feedback from participants and the intensive involvement of the operating units lead to ongoing optimization and adjustments to all offerings by the responsible HR and specialist departments.

The training courses include in particular mandatory training, but also courses on the preparation of the sustainability report. All new employees have to complete a certain amount of mandatory training in order to be informed about and familiarize themselves with legal, regulatory and internal company requirements.

In the future, it will continue to be our goal to offer all employees an annually weighted, needs-based range of internal training courses as well as the opportunity to participate in external training courses.

17 Human Rights

The company shall disclose which measures, strategies and objectives are taken for the company and its supply chain in order to achieve those human rights are respected worldwide and forced and child labour as well as any form of exploitation are prevented. The results of the measures and any risks must also be addressed.

Compliance with internationally recognized human and employee rights is based on the UN Global Compact, a part of our Business Conduct Policy. The Business Conduct Policy is binding for all employees and is also applied internationally, guaranteeing compliance with human rights.

SHS Viveon AG respects human and personal rights worldwide as fundamental rules of the community. When defining the content of human rights, SHS Viveon AG refers to the internationally accepted human

rights standards of the International Labour Organization (ILO core labour standards). In addition, SHS supports the UK Modern Slavery Act 2015 by publishing an annual statement under Section 54 of this Act outlining the measures we take to prevent slavery and human trafficking in our business operations and supply chain.

We require our suppliers to promote and ensure respect for human rights within their sphere of influence. This includes, but is not limited to, freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced labour, the abolition of child labour, and the elimination of discrimination in respect of employment and occupation. There is a right of termination in the event of serious violations of the fundamental values. The aim is to have these values and principles confirmed by a signature from all new suppliers. To date, no human rights violations have been identified and the goal has therefore been met 100%.

However, we consider the risk of slavery or human trafficking and other human rights violations in our supply chain to be low. The supply chain mainly consists of services, including professional consultants, financial service providers, office suppliers, food suppliers, cleaning, travel, recycling and courier services, and suppliers with regard to our IT infrastructure.

SHS Viveon AG's employees are without exception employed in High Income OECD countries with very high labour standards. Forced labour, child labour and exploitation are prohibited by law in these countries.

18 Community

The company discloses how it contributes to the community in the regions where it conducts significant business activities.

Commitment to local social and environmental issues. Protection and development of local communities in the region. Local projects, support measures, donations, sports clubs, cultural events or social institutions, cooperation with schools and universities, offering internships to students.

SHS Viveon AG has a cooperation with BIT Gendorf, which is an educational academy offering training and further education in various fields, e.g., also a technical branch for the training of IT technicians.

19 Political influences

All material submissions to legislative procedures, all entries in lobby lists, all material payments of membership fees, all contributions to governments, and all donations to political parties and politicians are to be disclosed on a country-by-country basis.

As a company operating on the capital market, regulatory and legal requirements are of crucial importance for SHS Viveon AG. All EU and national legal requirements are relevant for SHS Viveon AG.

The legal department of SHS continuously monitors all relevant legislative projects. Of particular relevance are general corporate, civil and capital market regulations, as well as environmental and product-specific requirements.

SHS Viveon AG is politically neutral. SHS Viveon AG does not exercise any direct political influence. We do not make donations to parties, politicians, or candidates. Furthermore, we are not included in any lobby directory or member of any politically active organization.

20 Conduct in compliance with laws and guidelines

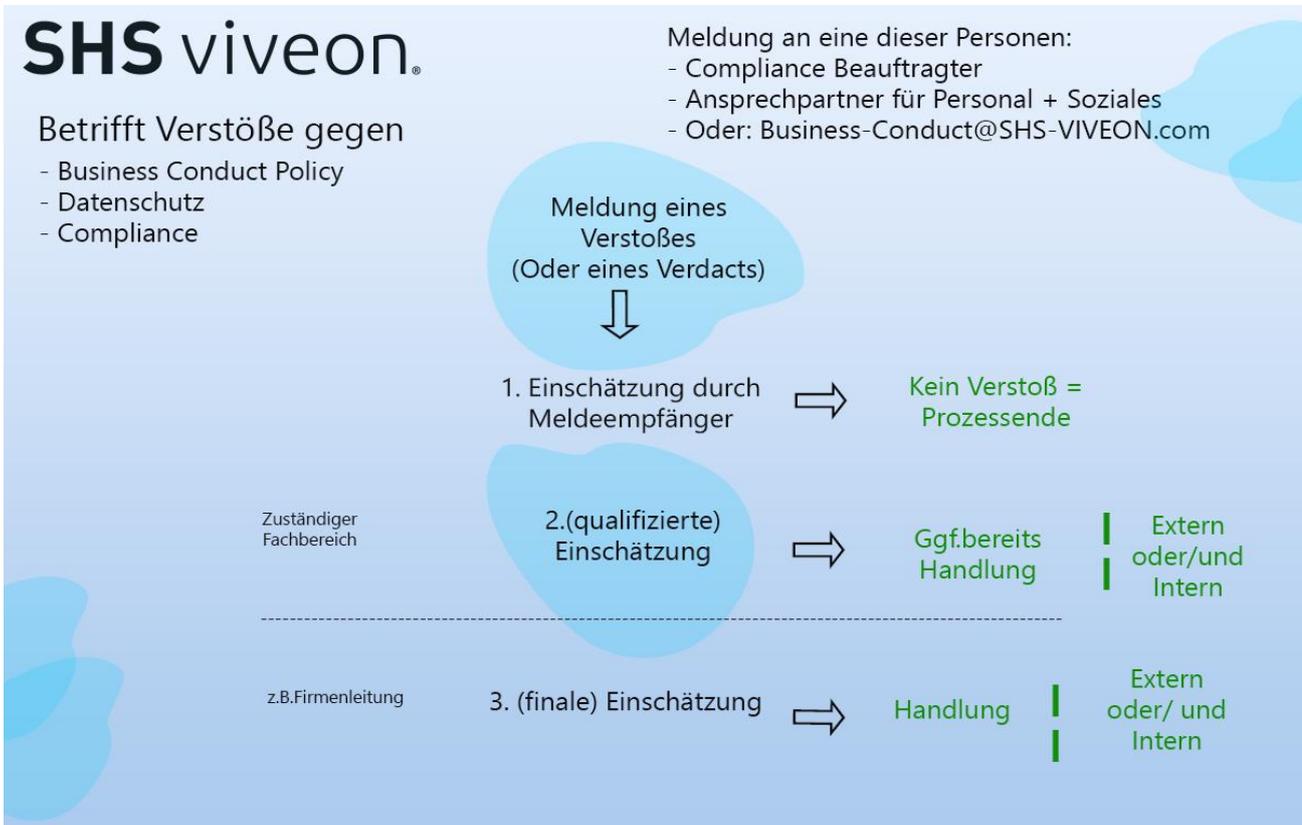
The company discloses which measures, standards, systems, and processes exist to prevent unlawful conduct and in particular corruption, how they are reviewed, what the results are and where the risks lie. It outlines how corruption and other violations of the law are prevented, detected, and sanctioned in the company.

As a common guideline for our decisions and actions, the Business Conduct Policy specifies binding minimum standards for responsible behaviour towards business partners and the public, but also for our conduct within the company. By raising awareness of legal risks, it helps prevent legal violations. All of us - employees, Executive Board and Supervisory Board - are obligated to comply with the principles set out here.

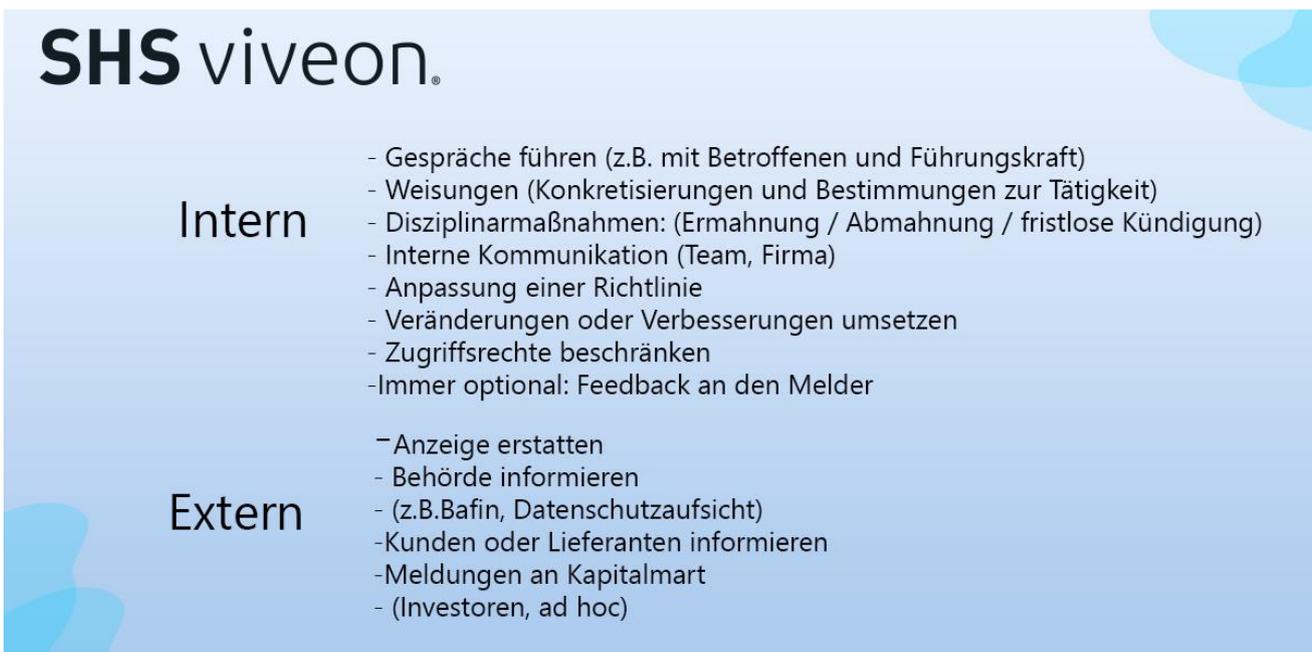
The observance of law and order (compliance) is the foundation of any business activity of SHS Viveon AG.

The goal of compliance management is to protect the company's reputation by identifying, monitoring, and minimizing compliance risks. Furthermore, it is about the constant compliance with legal and ethical standards. SHS has established binding standards and guidelines for this purpose, which contribute to the prevention of illegal behaviour throughout the company, in particular corruption and other criminal acts.

Compliance with the law and the Business Conduct Policy must be regularly monitored by managers and supervisors. As a further instrument for the detection of possible compliance violations, SHS Viveon AG has set up an information and reporting office to which anonymous tips on possible compliance violations can also be directed.



Welche Handlungen können nach Verstoß gegen die Policy erforderlich sein?



Illegal behaviour of employees is not tolerated, but consistently pursued.

SHS Viveon AG also pays attention to the integrity of its business partners when selecting them and in ongoing business relationships. During due diligence, a potential business partner (company or person) is carefully analysed. This includes, for example, sanctions, shareholder structures or possible links to white-collar crime such as corruption and tax evasion. The aim of SHS as part of this process is to prevent corruption, sanctions violations and reputational damage. This process is to be distinguished from the Know-Your-Customer process under money laundering law, which is intended to ensure the prevention of money laundering and terrorist financing.

There were no fines, cases of corruption or other breaches of regulations in the 2020 financial year. Accordingly, all the objectives associated with the measures described above have been achieved.

About us

Responsible

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Commercial register

Headquarter: Munich

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Sales tax identification number: DE189568168

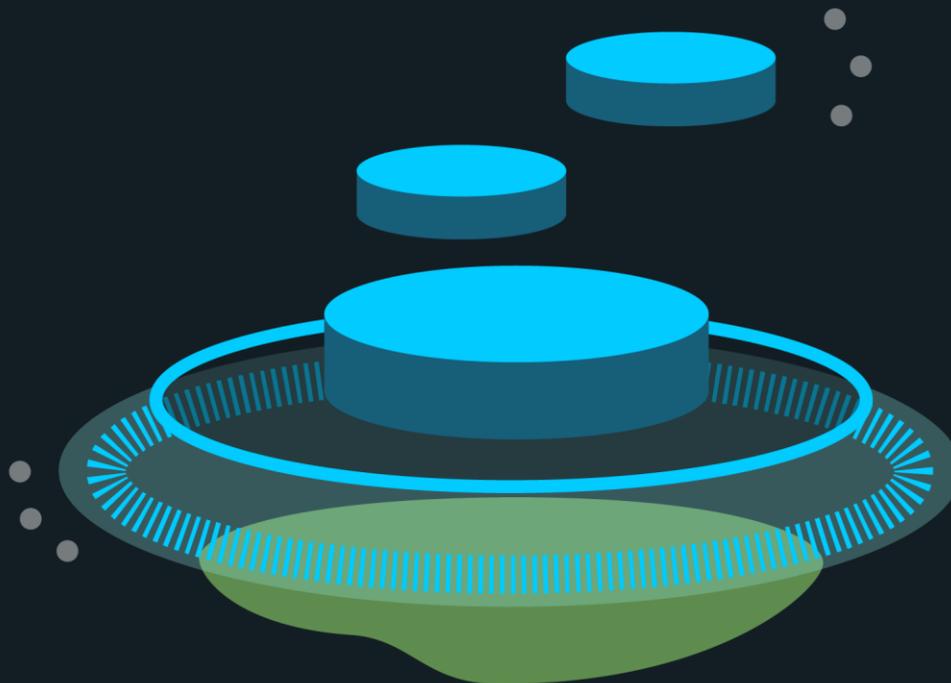
Board of Directors

Ralph Schuler (Chairman), Dr. Jörg Seelmann-Eggebert, Eva-Sophie Wiesmüller

Supervisory Board

Lothar Pauly (Chairman of the Supervisory Board), Dr. Oliver Krauß, Heinz Resch

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