

ESG-Policy

Environment, Social and Governance





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Revision history

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1 Introduction

As a provider of integrated IT systems for an efficient and environmentally friendly public transport, sustainability is a central element of our activities. We are committed to achieving our short and long-term growth targets in alignment with the needs of our employees, customers and partners, while also considering the needs of society and the environment.

In the following, we describe our principles of sustainability, social responsibility, and ethical business management for our daily activities. This policy applies uniformly to all IVU employees, irrespective of their position or tenure. It serves as a guideline for action in IVU's day-to-day business operations, with the aim of promoting the implementation of environmental, social, and governance objectives, and of reducing risks in the area of sustainability. The validity of this policy extends to all branches and subsidiaries of the company, regardless of their location. We also expect the participants in our value chain to comply with these principles.

The Head of Finance oversees environmental concerns, the Head of Human Resources manages social affairs, and the Head of Legal supervises governance. These individuals are responsible for monitoring compliance with the policy and ensure that appropriate measures are taken in case of breaches.

2 Environment

2.1 Climate change

Reduction of climate-damaging emissions

Our products contribute to climate protection by increasing our customers' efficiency and reducing climate-damaging emissions. During the development process, our software developers adhere to the principles of green coding, ensuring that our products are not only energy-efficient but also sustainable. We are also committed to reducing our own emissions.

Environmentally friendly mobility

As a company operating in public transport, it is our duty to set a good example. To mitigate these emissions, we prioritize the use of environmentally friendly public transportation for business travel. Cabs or rental cars are reserved for exceptional circumstances. Employees are offered incentives for the daily travel to work in an environmentally friendly manner.

Location-independent work

We enable our team members to work remotely, thereby minimizing the necessity for commuting and business travel.

Efficient use of energy

Heating represents a significant portion of our CO₂ emissions. To that end, it is essential to enhance the efficiency of heating. In addition, the objective is to utilize energy-saving lighting.

Environmentally friendly energy

Electrical energy is a vital resource for the IT industry. We are therefore committed to transitioning entirely from conventional electricity sources to low-emission, clean energy alternatives.

2.2 Circular economy

Recycling

On-site segregation of consumables, including plastic and cardboard packaging waste, ensures efficient recycling. For electronic waste, such as screens, lamps, headphones and other small electrical and electronic devices, we work with specialized service providers who dispose of the devices professionally in accordance with Annex VII of Directive [EU] 2012/19/EU or technically refurbish old PC hardware and return it to the second-hand market.

Avoidance of hazardous substances

When working with suppliers, we ensure that they comply with the basic requirements for resource-conserving production. Key suppliers are sought in Europe wherever possible in order to ensure compliance with Directive [EU] 2011/65/EU on hazardous substances in electrical and electronic equipment (RoHS) and Regulation [EC] No. 1907/2006 concerning the Registration, Evaluation and Authorization of Chemicals (REACH).

Use of durable hardware

We prioritize the longevity of our hardware products. We provide our employees with durable hardware. We also prioritize the long-term use of our products, ensuring that our customers can rely on IVU hardware for extended periods. To this end, we prioritize the availability of spare parts, ensuring their supply for up to 10 years, and in selected cases, even longer. In addition, we offer repair services for defective hardware.

3 Social

3.1 Own employees

We prioritize maintaining fair, cooperative, and long-term partnerships with our customers, partners, and employees. Our interactions are transparent, respectful, and always conducted with mutual respect. Successes are shared and celebrated with colleagues. The key to our economic success are IVU's bright minds.

Equality of opportunity

At IVU, we are committed to fostering an inclusive and equitable work environment where all employees have the opportunity to thrive. Employees of any age, gender, origin, sexual orientation, with or without a disability, are not only welcome at IVU, but are also given the same opportunities to join and develop within the company. We firmly believe that this diversity fosters a productive, attractive, and innovation-friendly working environment.

Inducting and further training of employees

An innovation-oriented technology company like IVU depends on the professional expertise of its employees. To that end, it is essential to maintain currency with the latest technological developments and to engage in ongoing learning to stay abreast of new technologies and processes. We therefore encourage our employees to familiarize themselves with the latest developments and continuously train themselves.

Flexible working conditions

We recognize that different life circumstances require diverse solutions, and we are committed to respecting and promoting our employees' personal time. We value the importance of balance and well-being, and we offer a flexible work environment that allows for a healthy work-life balance.

Safe working conditions

Health is a valuable and irreplaceable aspect of life. To ensure the well-being of our employees in the workplace, we implement health promotion and occupational safety measures. Ensuring a safe working environment is a shared responsibility that we take seriously on a daily basis. We also firmly oppose violence, harassment, and human rights violations.

Remuneration

We guarantee payment in accordance with market rates. Our employees are also beneficiaries of the company's success. A standardized annual system for salary adjustments ensures a fair and transparent salary determination process. The remuneration of the management board is based, among other things, on employee satisfaction and the proportion of women in the company.

Social dialog

The management and the works councils cooperate closely and base their relationship on trust. To ensure fair and consistently safe working conditions, a range of regulatory and works agreements have been collaboratively adopted. These agreements are subject to regular review to ensure their relevance and alignment with current practices.

3.2 Sustainable customer relationships

The IVU.suite sets the standard for IT solutions in the planning and operation of public transport. We are the market leader in selected regions and customer groups. The domestic market (currently D-A-CH-Be-Ne-Lux) is an important pillar of the business and the basis for product development. Internationally, we aim to play a significant role in selected markets, preferably through strong partnerships.

Advancing the quality of products and processes

The products of the IVU.suite serve to ensure smooth operational processes and are therefore classified as critical to the customer's business. The quality of our solutions has the highest priority. Our software and hardware is only delivered if its performance can be guaranteed and the products always run stable and reliable, even in demanding operating situations. Our quality goals are *functionality, ease of use, performance, reliability* and *information security*.

Safeguarding human rights

Compliance with internationally recognized human rights is a top priority in our business operations. We strictly reject any form of child or forced labor. This applies both to our own projects and to products manufactured or supplied on our behalf. We expect our partners and suppliers to also respect the principles of human rights and to comply with legal requirements. If there is any suspicion of human rights violations in the supply chain, we will investigate.

Securing information and protecting customer data

With the help of the Information Security Management System (ISMS), we ensure that our services, products and operations in the IVU.cloud meet the current and future information security requirements of our customers.

We are also committed to the protection of personal data. In accordance with the European General Data Protection Regulation (GDPR), we take all prescribed technical and organizational measures to protect personal data for the entire company.

4 Governance

4.1 Corporate Governance

Corporate culture

Our Code of Conduct is aligned with IVU's corporate values, both within the organization and in our external interactions. It serves as a framework for our day-to-day business operations and is designed to ensure that we make ethical and legally compliant decisions consistently. The Code of Conduct provides a reliable and transparent basis for cooperation with IVU for customers, partners, shareholders and the public in general.

Ensuring behavior that complies with the law and guidelines

At IVU, we are committed to upholding the highest standards of business conduct. We adhere strictly to all international and national laws and regulations that apply to us, our customers and our partners. We have implemented a comprehensive compliance management system to ensure that our employees consistently act with integrity when engaging with customers, thereby preserving the unique culture that characterizes our organization. A pivotal element of this system is a publicly accessible whistleblowing mechanism. In addition, we have instituted a dedicated whistleblowing policy to safeguard the rights of individuals who wish to raise concerns.

Interacting professionally with partners, customers and suppliers

We maintain a collaborative and mutually beneficial relationship with our suppliers. In the event of any disagreements, we work together with our suppliers to identify solutions. Social and environmental criteria are taken into account when selecting suppliers. It is important to us to pay our invoices by the due date at the latest.

Combating corruption and bribery

In accordance with the Code of Conduct, we do not condone any form of corruption or bribery, whether public, private, active or passive. As a responsible, globally active company, we comply with the anti-corruption laws and regulations of all countries in which we operate. We have published an anti-corruption policy that applies to all employees and is in line with the applicable laws, and made it available to all employees.