Sustainable Development

COP Report 2022

ANASOFT

ANASOFT

ANASOFT is a software house that creates and delivers custom software solutions reflecting security needs and our thorough insight into our clients' processes. The company has been active on the market for information and communication technology (ICT) solutions for more than 25 years. The company maintains offices in Germany, Czech Republic, Slovakia and USA.

Its main consulting power is centralised in Bochum, Germany and development hub is in Bratislava, Slovakia.

VISION
AND OUR VALUES

ANASOFT provides a broad portfolio of services and products while leveraging its many years of experience from various industries, different types of projects and technologies. No company lives in a vacuum.

Relationships are constantly being created, between ourselves, customers, companies and those who need assistance. Our software solutions are about understanding the needs of customers. They are about relationships that lead to more efficient and higher quality processes for clients and generate added value.

We want our solutions to help ANASOFT's customers excel.

VISION

We aim to become a key provider of innovative software solutions in Central Europe, in terms of customer satisfaction and endeavour to continue to excel in generating high added value through our solutions.

OUR VALUES

We provide our clients with high level IT solutions and services. Our goal is to progressively build relationships with clients based on trust and satisfaction, employee fellowship and on intimate knowledge of the real needs of the entire company.

This is why ANASOFT's corporate culture and ethical codex contain values the help us be successful and achieve our expected results. These values guide our decision making when we are faced with choosing one of many different paths. They are the foundations that enable us to be successful in our work as individuals and as an entire company.

# LABOUR
Health and Safety

Employees have viewed ANASOFT as a reliable and attractive employer for many years thanks to its expansive social program and open corporate culture. Its new building is furnished in compliance with all health and hygiene requirements. Standard furnishings on every individual floor include a small kitchen, conference room and shared canteen, which enables employees and management to meet and mingle in an informal manner. As an employer, the company provides employees with regular eye exams and complex health check-ups depending on the age of each individual employee.

Working Hours, Remuneration and Benefits

ANASOFT's employees enjoy flexible working hours that reflect the intellectual and creative nature of their work and they are free to decide independently based on their workloads. The company focuses on projects and individual teams are created in an ad hoc manner to respond to the needs of individual projects. Projects are defined as needed to respond to our customers individually and are delivered in the quality needed based on the critical nature of the individual solutions and open technologies optimised for the given solution.

Remuneration for individual positions is sufficient and perhaps a bit above standard. The company continuously monitors remuneration trends for individual positions in the IT sector through monitoring in which it is also an active participant. Salaries are paid regularly and on time. Employees also receive bonuses bi-annually based on the results of individual projects and overall company performance. Employees are also afforded additional vacation time based on their years of service and the rate at which they take their vacation time during the year. The company supports a healthy lifestyle and a work-life balance by maintaining a contracted sports facility for its employees and by supporting healthy nutrition (fruit is served at internal events). Employee fluctuation remains below average for the sector.
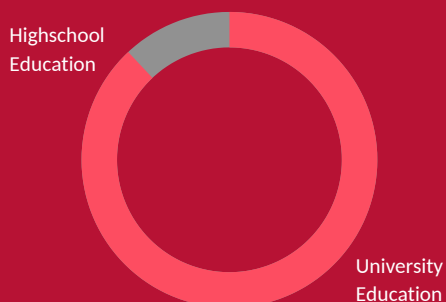
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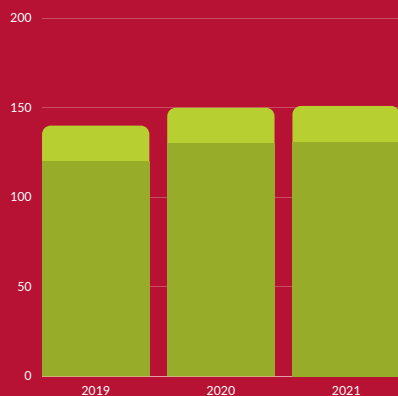
Number of Employes Turnover

Employe Portfolio & Education

ANASOFT provides employees with equal opportunity access to individual positions. The composition of the employee portfolio is shown below.

Employee education is essential to us. Investments into continuous education, both in terms of working hours and funding, are not negligible. Employees completed 40 external and 35 internal trainings (including internal presentations on sharing technical known-how as an example). We also introduced the internal ANAmedia for work with information, to share knowledge and to manage such information in order to provide employees with an important information resource when working with various technologies, projects, etc.

Highschool Education

University Education

INNOVATIONS

Investments into applied research are one of the company's strategic objectives. We are aware that innovations are based on research and development and if we want to increase their number and level, we must strengthen research and development as a decisive source of innovation. Cooperation with the academic community contributes to maximizing synergies and both social and economic added value.

ANASOFT devotes itself to help its partners and customers to have the possibility to make of use of newest technologies and trends, both Business as well as Technological Trends. The continuous development in these areas belongs to the company's long term strategy.

Big Data for Smart Industry

Prognostic Analysis for Logistics

Prognostic supply analytics to prevent failures and downtime in the supply chain.

Predictive Analytics in Manufacturing

Analyzing historical data to predict the occurrence of errors, manufacturing downtime and delays. Notifying employees of possible emergency situations and automatically changing the order of the manufacturing sequence.

Predictive Maintenance

Use of statistics and data mining models to identify optimal strategies for the maintenance of manufacturing equipment.

Advanced HMI

(Human-Machine Interface)

Touchless Gesture Control

Image processing and object recognition for the touchless control of production technologies through gestures. 3D scanning of movements for standardized training of operators.

Dynamic Visual Elements Management

Standardization and optimization of workflow, implementation of Poka Yoke principles and enhancement of employees' ergonomic comfort through dynamic control modules such as Pick-by-Light, Pick-by-Voice, Pick-by-Point and Andon.

Augmented Reality

Dynamic visualization of relevant data and information in the manufacturing environment and shopflorors.
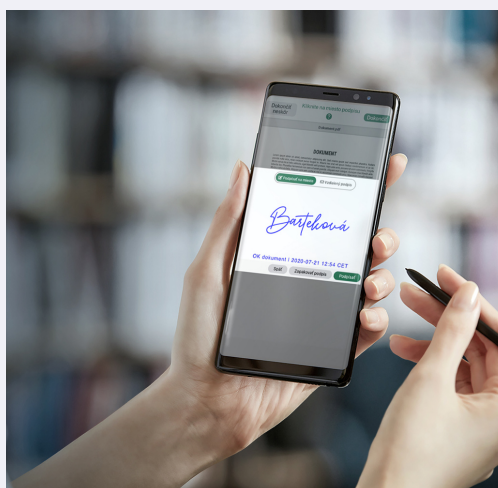
Digital Transaction Authorization

Automation & E-signatures

Offline Electronic Signature

Digital document offline processing and electronic signing guarantees secure legal interaction with clients anywhere.

Browser-Based Signing

Online solution for signing digital documents through internet browser without any additional installation.

Personalized Signature Process

A unique extension providing a configurable appearance and functionality for the electronic signature application.

Electronic Signature with Biometric Record

Electronic signature with recorded pen inclination, or pressure, determines the authenticity in the same manner as with a signature on paper.

Online Property Management

Remote Wireless Meters Monitoring

Inspection of power consumption through long-distance meter readings. Collection, assessment and data transmission and notification to homeowners.

Mobile Application Property Management

Immediate access to data and modification of data through smart phones or tablets.

Electronic Mail

Complete agenda from the building manager for the homeowner in electronic form sent by email or hybrid mail.

Mobile Application for Homeowners

Access to all information about the apartment, house or building manager through the mobile application.

ANASOFT´s Products & Services

ANASOFT delivers high quality, individual solutions customised to meet specific customer needs as well as consulting and integration services. We create custom solutions based on thorough analysis of the needs of our customers and on mutual communication. These solutions are able to deliver much higher added value for customers compared to other commonly available „customisable" solutions.

ANASOFT's solutions are based on modern technology optimised to best fit the individual customer's environment. Such solutions save costs, in particular in the form of paperless offices, optimally adjusts processing of individual customer agendas and optimise fleet costs. The main product lines for international markets are described separately in individual parts.

Portal Solutions

An integral part of ANASOFT's portfolio is nearly twenty years of portal solutions. Today we are able to leverage our vast experience from developing secure bank portals, portals for the general public with high visitor rates, intranet portals with wide ranging functionality as well as open portals integrating the functions of a number of systems.

In addition to standard and specific portal requirements (single sign-on, personalisation, portlet integration, etc.), ANASOFT resolves connections to related areas, including identity management, content management, security and many others, within the complex nature of its solutions.

Products & Services

DOMUS PROPERTY MANAGEMENT

DOMUS, a financial system with special agendas designed specifically for administrators of residential and commercial premises. Partnership is the foundation of the solution and individual changes in the system are rolled out in order to provide real benefits and to cover current changes to legislation. We have also introduced a call centre for daily contact needs. More than 850,000 individual residential and commercial premises are managed using this solution.

www.domus.anasoft.com

Products & Services

FINUS

FINUS ERP

FINUS is a comprehensive financial system supporting double-entry accounting with support for invoicing, sales, inventory, property records, CRM, bank accounts, cash registers and transport.

Products
& Services

SMART INDUSTRY SOLUTION EMANS

Smart Industry solution EMANS is a next-gen intelligent operations management system for manufacturing and logistics. EMANS ensures manufacturing efficiency, supply chain optimization, improved quality and agility of manufacturing and logistics processes and operations along reducing operating costs.

Smart Industry system EMANS is employed in digitalization, automation and autonomization of manufacturing and logistics processes leveraging Industry 4.0 technologies such as Internet of things (IoT) and services (IoS), digital twin, artificial intelligence, big data among others. The modularity of the EMANS solution permits customized implementation to meet current needs or specific challenges of enterprises. The independence afforded EMANS by types and manufacturers of operating technology and equipment facilitates extensive integrational possibilities regardless of the enterprises' size or focus.

www.emans.anasoft.com

Products
& Services

SIGNATUS

SIGNATUS OMNICHANNEL DIGITAL APPROVALS

SIGNATUS is a solution supported by signature verification technology and is designed especially for signing of digital documents by digitized handwritten signatures with biometric elements (speed and slant of writing, pen pressure on the pad, pen ups and downs, etc.). SIGNATUS increases productivity of business processes that require handwritten signature and document audit trail. The solution has full capability offline and adheres to the highest security standards.

www.signatus.com
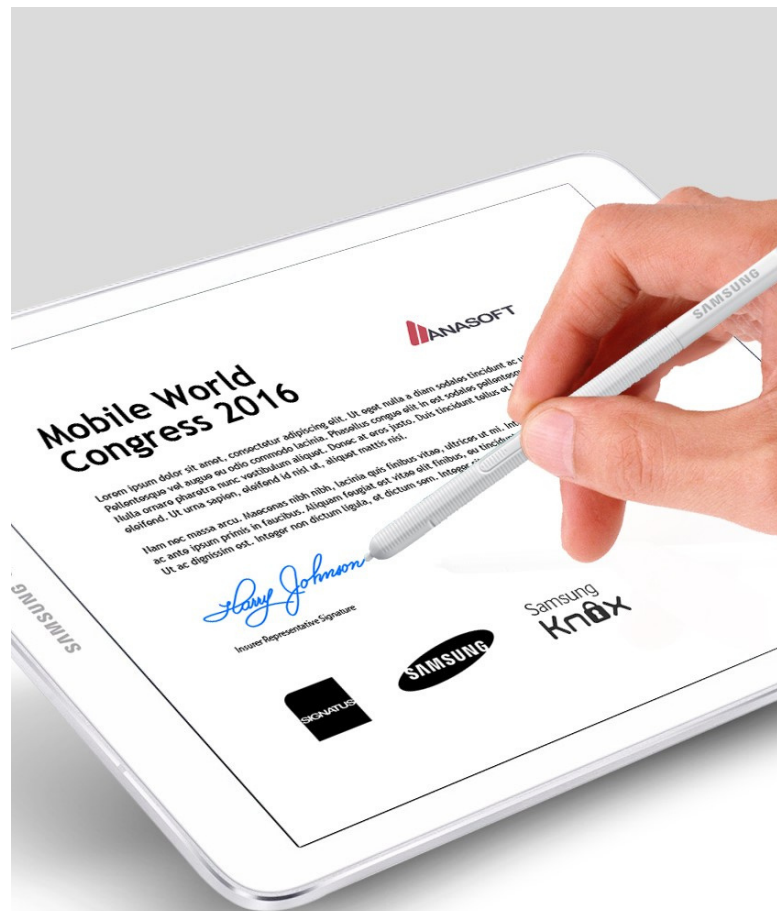
Products & Services

OK DOKUMENT - ONLINE E-SIGNATURE

OK Document is an online service for electronic signing and for basic management of documents. It is an electronic signature created for a business that is fast and does not require an identity card. OK dokument delivers fast and easy online electronic signatures or requests for a signature from someone else.
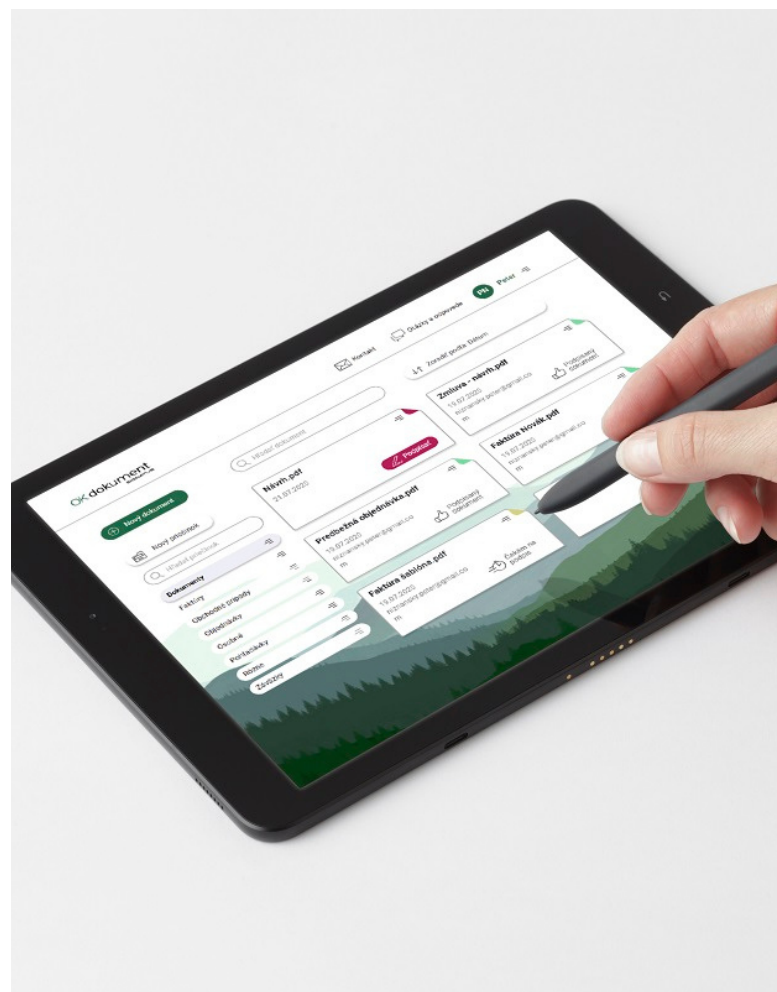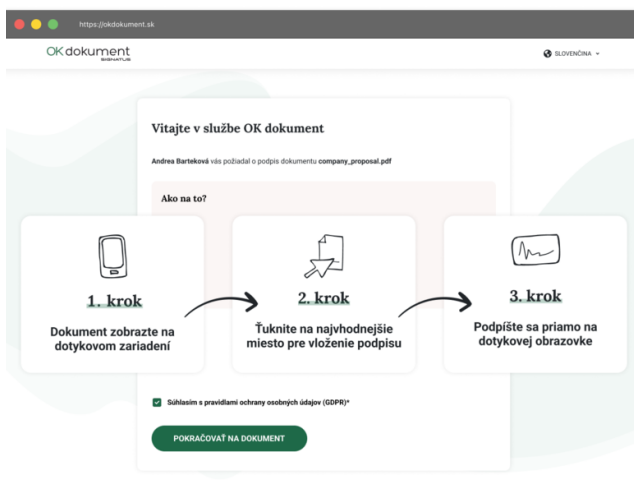
Products & Services

DECEUS CYBER DECEPTION TECHNOLOGY

DECEUS is a deception based threat intelligence system which distributes monitored decoys and traps. When an attacker attempts to exploit a deception trap, network administrators are notified in real-time.

Deception traps never put real IT infrastructure at risk. Cyber attack efforts are instead diverted from mission-critical systems. When integrated with other Security Information and Event Management (SIEM) systems, honeypot traps can also help identify hackers, while simultaneously improving overall network protection.

DECEUS is scalable to the needs of large enterprises and SMEs. Deception-based threat intelligence can also help considerably reduce costs caused by data breach and cyber attack investigation.

www.deceus.com

PHILANTROPY

DIALOGUE WITH PARTNERS

Slovakia and Germany are a stable country in the European Union. ANASOFT cooperates with renowned technology suppliers. ANASOFT implements a number of programs with the goal of expanding dialogue and communication with partners who influence our business activities.
We primarily focus on dialogue with key partners using the following channels:

- Research into customer satisfaction,
- Resolution of customer suggestions,
- Employee assessment interviews, research and surveys,
- Discussions between employees and management
- Communication with the local community
- Dialogue between the company and employees' families and children

We focus a good deal of energy on specific categories of clients outside of simple research to determine their satisfaction. We research suggestions from clients and resolve them by involving all interested parties; we gather and analyse all suggestions we receive and examine their justification and root causes while searching for solutions in the form of proposals to improve processes and products and seeking to prevent similar potential errors in the future.

Careful listening and dialogue are important in terms of relationships with employees. Their satisfaction is periodically investigated using employee assessment interviews and research and by disseminating the company's values and principles incorporated in the Ethical Codex.
Our culture of open doors enables employees to directly engage the president or CEO in discussion. The size of the company continues to enable employees to be informed quickly and aids in the organisation of full company meetings, including a kick-off meeting to start the year, ANApohoda (multi-day corporate team building) and a Christmas gathering.

PHILANTROPY

Additionally we have regular meetings with the families and partners of our employees and hold events for children, including the Feast of St. Nicholas and International Children's Day, as these vents provide shared memories and open the doors of the company to people who are more understanding and who are interested in the company's activities, its success and in the more difficult moments when completing demanding projects.

Community needs are discovered at meetings with representatives of the community and the non-profit sector and within individual strategic projects.

PHILANTHROPY STRATEGY

In 2021 ANASOFT continued to provide support for the communities where our clients, partners and employees live. We see our social responsibility as an investment into the company. Our activities benefit the community and focus on supporting learning by experience over the long term. We also cooperate with non-profits who are focused on this concept.

We cooperade and supported projects in:
- Education,
- Protected workplaces

A number of supported projects, just as in the past, have been long-term projects. ANASOFT continues
to systematically develop its philanthropic activities and provides various forms of support:
- Contributions in the form of 2% of its income tax payment;
- Providing human resources;
- Providing material and administrative support;
- Providing know-how and services.

ANASOFT Litera
2021

Another long-term and relatively well-known project supports original Slovak literary works and is known as the ANASOFT litera award. It has become one of the most prestigious and most valued awards among the professional and general public. The award helps readers gain an overview of modern Slovak literature and select the best the market has to offer while helping educate and motivate literature consumers, which we see as an essential activity to counteract other stimuli. ANASOFT litera, the most prestigious literary award in Slovakia, has been supported by ANASOFT since 2006 when it became the award's general partner. The award for the best Slovak work of prose published in the past year. In addition to the main goal of supporting original Slovak literary works, the literary award itself helps to focus readers on literature and provides support to publishing houses, book sellers, book lovers and the authors most of all. The organiser of this award as well as the ANASOFT LITERA FEST festival is the civic association ars_litera.

ANASOFT as the general partner of the literary award provides financial contributions as well as its own creative and organisational resources. The ethos of the ANASOFT litera award is independence from state authorities, the automatic nomination of all Slovak prose titles published over the past year and a professional jury that changes every year. It is also the award with the highest financial support for a published work of literature in Slovakia (in 2016 the award for the winner was €10,000). The award is recognised and highly esteemed by the cultural community and the general public. We have also seen a clear benefit in the immediate response and strong interest among media and the literary community generated by the award. Similar to other philanthropic endeavours, ANASOFT litera is a long-term strategy. At the same we believe that we have inspired other companies through our clear support for local culture. „In 2010 this activity was recognised with the VIA BONA Award for the Long-Term Positive Corporate Impact on the surrounding community."
www.anasoftlitera.sk

First Lego League
2021
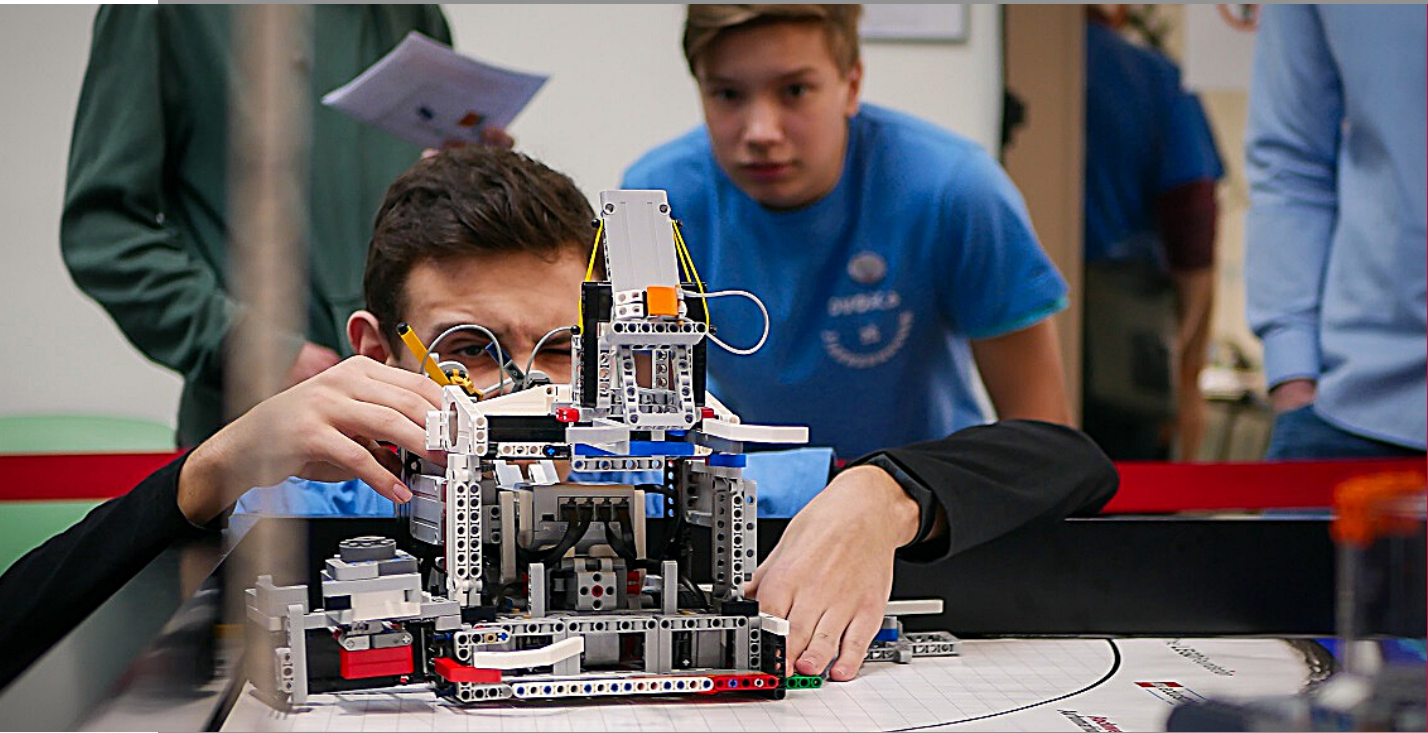
SThe global FIRST LEGO League (FLL) competition is another supported project. FLL is the largest robotics competition of its kind for students at primary schools. Tens of thousands of children across the world participate and the best teams (participants range from 10 to 16 years old) move on to the semi-final and final rounds and finally to the global festival. New tasks are assigned each year and children design, build and program robots in their classrooms/clubs and train for the competition. The robots can only be constructed using LEGO building blocks along with basic sensors and can only be programmed using standard software so as to ensure the competition has a standard level of technical options and the results of the teams are comparable.

www.fll.sk

Junior Achievement 2021

The initiative supports the Junior Achievement project of the Conference of Presidents of Student Companies.

Managers from ANASOFT have regularly met with students for 14 years now in order to share their experience and to lend a helping hand as they start up their businesses.

www.jaslovensko.sk

ENVIRONMENT

For many years, ANASOFT has put electronic practices into use, including all of the company's records, electronic invoices, approval processes as well as invoicing, vacation records, petty cash purchases, travel orders, etc. which has significantly reduced paper use and printing costs.

LEGISLATIVE CHANGES CONCERNING PROCUREMENT IN THE SLOVAK REPUBLIC AND IMPACTS ON COMPANY ACTIVITIES

ANASOFT's selection of suppliers in the Slovak Republic is not subject to the Public Procurement Act. ANASOFT was not assessed any fines for failing to respect any laws or regulations related to the procurement and purchase of goods and services during 2021.

Pursuant to the Act on Employment Services, every employer in the Slovak Republic with more than 20 employees is obliged to employ a disabled resident. Another option exists in the form of compensation and the award of orders for the delivery of products and services from protected workplaces employing disabled people, from residents with severe disabilities or from employers who employ residents with severe disabilities.

With respect to this legal duty, ANASOFT awards a portion of its orders to protected workspaces despite the fact the prices they provide are often much higher and that delivery terms are longer than those offered by regular suppliers.

ENVIRONMENT

ENVIRONMENTALLY RESPONSIBLE PROCUREMENT

ANASOFT manages the use and consumption of office paper, toner for copiers and printers and the collection and disposal of used packaging.

Office paper purchases are restricted to chlorine-free (TCF) paper and recycled paper. Recycled envelopes are also used. Recycled materials are primarily used in toner cartridges for printers. At least 85% of all toner cartridges are refurbished.

ANASOFT has incorporated environmental care into its business strategy and day-to-day operations. This includes energy efficient light fixtures, minimizing waste and minimizing environmental fees and fines for polluting the environment.

UN GLOBAL COMPACT

This report does not deal with materials or the recycling of raw materials in detail as ANASOFT is not a manufacturing company and it does not produce products that would require any raw materials.

ANASOFT has bound itself to follow the international UN Global Compact, which it signed in 2008. The Global Compact includes principles focused on environmental protection.

EDUCATION AND LIFE-LONG LEARNING

ANASOFT does not restrict itself to decreasing the negative impacts of its business activities on the environment; it also supports environmental ideas and behaviour among its employees. Employees are challenged to save
paper and other consumables, switch off PCs after working hours and on days off and to sort waste through educational activities and internal notices sent throughout the year.

ENERGY EFFICIENCY MEASURES

Energy efficiency measures are ANASOFT's internal investments to protect the environment and modernise operations. A majority of these measures are related to digitizing processes and the use of electronic documents both internally and with our customers.

BIODIVERSITY

None of ANASOFT's activities impact biodiversity. None of our activities directly impact the environment and therefore biodiversity indicators are not relevant for us. We also have not caused any water pollution as we are not a manufacturing company. We do not own any facilities or buildings that generate wastewater which could damage the environment or biodiversity in water reservoirs. Water is always released into sewer systems with subsequent processing at wastewater treatment plants.

UN GLOBAL COMPACT

CO₂

## EMISSIONS OF CO2 AND SUBSTANCES THAT DAMAGE THE OZONE LAYER

As a software house we do not generate a large quantity of harmful emissions. We are aware that we are still able to make an impact no matter how small (cars, business trips, logistics, etc.). We do not measure emissions from the electricity we consume and we do not employ any specialists for such purposes

Pursuant to the duty to notify specific information pursuant to Decree No. 314/2009 Coll. and Act No. 286/2009 Coll., every cooling equipment operator is obliged to notify data on fluorinated greenhouse gases; the company fulfils its notification duty and announces the quantities of substances that have a direct impact on ozone layer damage. Our supplier provides us with an overview of all cooling equipment in operation with more than 3 kg of refrigerant in cooling circuits. R410A is the fluorinated greenhouse gas used by ANASOFT. The total quantity of fluorinated greenhouse gases in such equipment for 2020 is 48 kg. It is impossible to define the quantity of emissions prouced by company vehicles as this data was not monitored in 2020. We also cannot provide NOX, SOX or data on other categories of atmospheric emissions for the same reason.

WASTE

Waste sorting has become a common practice. All employees are obliged to sort their waste. Every area is provided with containers for paper and plastic waste in order to facilitate waste separation. The ANASOFT turns over all electronic waste to a company with proper permits, which save the company significant expenses.
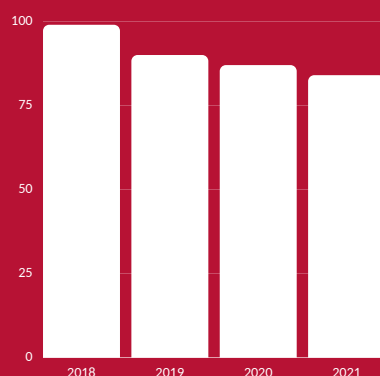
CONSUMPTION OF PACKAGED PAPER

ANTI-CORRUPTION BEHAVIOUR

Slovakia ranked about in the middle of the scale of 1 to 100 assessing success in creating conditions for responsible business practices. A total of 14 companies participated in the first nation-wide measurement of the quality of conditions for responsible business practices. Slovakia developed methodology this past year within a regional project financed by the European Commission and the UNDP. This system enables complex evaluation and the ability to compare the current situation and progress made in sociallyresponsible business practices over a specific period in the given country and region. ANASOFT also received a certificate from the Ministry of Economy for socially-responsible business practices.

In 2008 ANASOFT signed the Global Compact as one of the first companies in Slovakia. ANASOFT did not receive a recommendation from a parent company but was contacted with an offer to join in the initiative based on its prior activities on the market.

We are an IT company that has bound itself to responsible business practices and our clients, employees and suppliers expect us to conduct our business in an ethical manner. This is the exact reason that ANASOFT decided to actively implement ethics in its business activities by taking concrete steps and introducing an Ethical Codex within other important measures. This is a set of principles with strategic importance for the company.

DISSEMINATING THE PRINCIPLES OF RESPONSIBLE BUSINESS PRACTICES

ANASOFT is actively involved in disseminating the principles of responsible business practices and in raising awareness among entrepreneurs and the general public. ANASOFT is a member of the working group for reporting corporate philanthropy (community investment standard) and for climate change.

In 2021 ANASOFT continued its efforts to disseminate the principles of responsible business practices in the segment of small and medium enterprises (SME).

REPUTATION

We Act Fairly

Integrity, competency and quality work are attributes that build a company's reputation. Every one of ANASOFT's employees cares about the company's reputation and protecting its interests. We protect our company's intellectual property and tangible resources.

RELATIONSHIP TO EMPLOYEES

We Support Equality, We Improve Quality

Our relationships are based on respect for the dignity of every person. Mutual trust allows us to share and exchange information without barriers. This is independent of working positions. The result is a friendly and pleasant working environment. The company supports personal development, education and the use of the latest technologies.

RELATIONSHIP TO CUSTOMERS

We Respect Differences

Our customers are our equal partners and their individual satisfaction is our priority. We are aware that the foundation of a good relationship is honest and a proper approach. We provide our customers with quality, progressive and efficient work. We adapt as much as possible to each customer's individual needs. We know that fulfilling the expectations, needs and business interested of our customers is the prerequisite for successful and long-term business relationships.

RELATIONSHIP TO COMPETITORS

We Act Transparently

We respect all laws that regulate competitive relationships. We deal with our competitors honestly and in line with the good mores of competition and in the interests of maintaining the reputation of the entire sector. We respect the reputations of our competitors and we negotiate with all competitors as equals.

ENVIRONMENTAL PROTECTIONS

We Listen Carefully

Harmony with the environment is the responsibility of each and every one of us. We are also obliged to protect the environment. For this very reason, all employees at ANASOFT work in compliance with laws and regulations related to environmental protection. We are holders of Environmental Management Certificate - ISO 14001.

PHILANTHROPY

We Act Responsibly

We see philanthropy as our natural duty and an integral part of our company. The objective is that all of our activities bring about benefits, have a purpose and are experienced by our employees. One of the most important areas for us is support for families, which is a part of our overall corporate strategy.

Our offices

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