

Communication on Progress



Our commitment to a sustainable,
compliant and safe business

A photograph of a modern office environment. In the foreground, a group of four people (three women and one man) are gathered around a table, looking at laptops and discussing work. In the background, other office workers are visible, some standing and talking. The image has a green tint and is overlaid with a large teal circle containing the text 'Connect. Engage. Inspire.'.

Connect.
Engage.
Inspire.

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CEO'S STATEMENT

To our stakeholders,

I am pleased to confirm that Quentic reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Markus Becker



THIS IS QUENTIC

Quentic is a product of the same named software provider Quentic. As a growth-oriented company, we have become **one of the industry leaders in standardized EHSQ & ESG software solutions** since our founding in 2007. We work closely with our customers to develop software solutions that are characterized by simple handling, the highest security, and maximum adaptability for individual company processes.

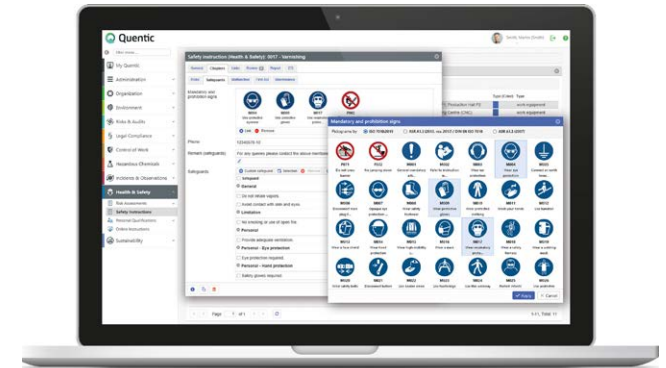
In addition to our headquarters in Berlin, we have further regional offices and partners in Germany, Austria, the Netherlands, Belgium, Denmark, Switzerland, Finland, France, Spain, Sweden and Italy.

Since 2022 Quentic is part of AMCS, global leader of integrated software and vehicle technology.
www.amcsgroup.com

One platform – endless possibilities

Our Quentic software is a unified platform for all tasks, data and information on health, safety and environmental protection. It helps our customers enormously to manage their companies cost-efficiently, securely, sustainably and in an environmentally-friendly way. Moreover, **the software is suitable for management systems according to ISO 14001, ISO 9001, ISO 27001 and ISO 45001**, which has been officially approved by DEKRA Assurance Services GmbH.

Our experienced team has the whole range of professional qualifications needed to provide consistently high-quality service to all our clients. In order to reinforce our dedication to quality, **we have set up our quality management** in accordance with the recognized standards **and have received the ISO 9001 certificate**.



Certified IT services

Data and information security are important components of our corporate and product strategy. Therefore **Quentic GmbH is certified according to ISO/IEC 27001** for its IT services, consulting, and online deployment of its Quentic software. Furthermore, it is important to us to verifiably meet the special requirements of the automotive industry in terms of information security. That is why we have undergone the TISAX® test procedure.

**A unified system.
Endless possibilities.**

THIS IS QUENTIC

14 

Sites

15⁺

Years of competence

300⁺

Employees

900⁺

Customers



One of the top providers



Award-winning employer



ISO 9001 certified



ISO 27001 certified



Global partner network



TISAX® checked



Certified by GRI



Our team combines IT experts and professionals for HSEQ and sustainability. - So that you receive the best services from a single source.

Markus Becker, Founder & CEO

OUR MISSION

Our customers value us as a reliable solution provider that keeps its finger on the pulse and stays up to date with the latest developments. Our goal is to enable our customers to implement and **optimize their EHSQ and ESG management** in the best possible way.

Our strategy

As a growing company, we have taken on **a pioneering role in the market for EHSQ and ESG software** within a very short period of time. With our ideas we want to shape and influence the **EHSQ software industry**. Therefore we want to understand what the market needs and react accordingly. We're continuously monitoring and evaluating legal changes and developments in the EHSQ market as well as in IT. Depending on their relevance we take them into account in our product development in short cycles of action.

We build relationships based on direct dialogue and **the principle of equal partnership**. Our core business is building and delivering EHSQ and ESG software. But we don't stop there. To offer our customers broader and more specialized advice, **we partner with expert consultants in many countries**. By combining our knowledge with theirs, we're able to cover every aspect of health & safety, environmental and quality management, and sustainability.



"Our mission is, to help companies across the globe to improve their health & safety, environmental management, and sustainability."



We worship our employees

Our corporate culture is full of enthusiasm. We are proud of what we have achieved, and we are motivated to do even better. At Quentic we constantly invest in developing our competent, committed and motivated people, giving them better skills and more job satisfaction, and promoting their health. We encourage open dialogue and constructive feedback. We give everyone enough space to work how they work best and we enjoy working together because we trust each other.

Our values

Our team is the driving force behind everything we do—our services are coming from one single source. We keep our promises. Our credibility results both from our expertise and the experience of countless projects. At Quenic we practice what we preach. **Therefore we believe in clear, straightforward communication.** We speak openly and honestly with our customers, prospects, partners, and colleagues and react in a binding manner.

We value diversity and different perspectives. **We never discriminate** by ethnicity, religion, gender or sexual orientation, **and we have zero tolerance for those who do.** We treat each other and others with respect at all times.

Together we are stronger

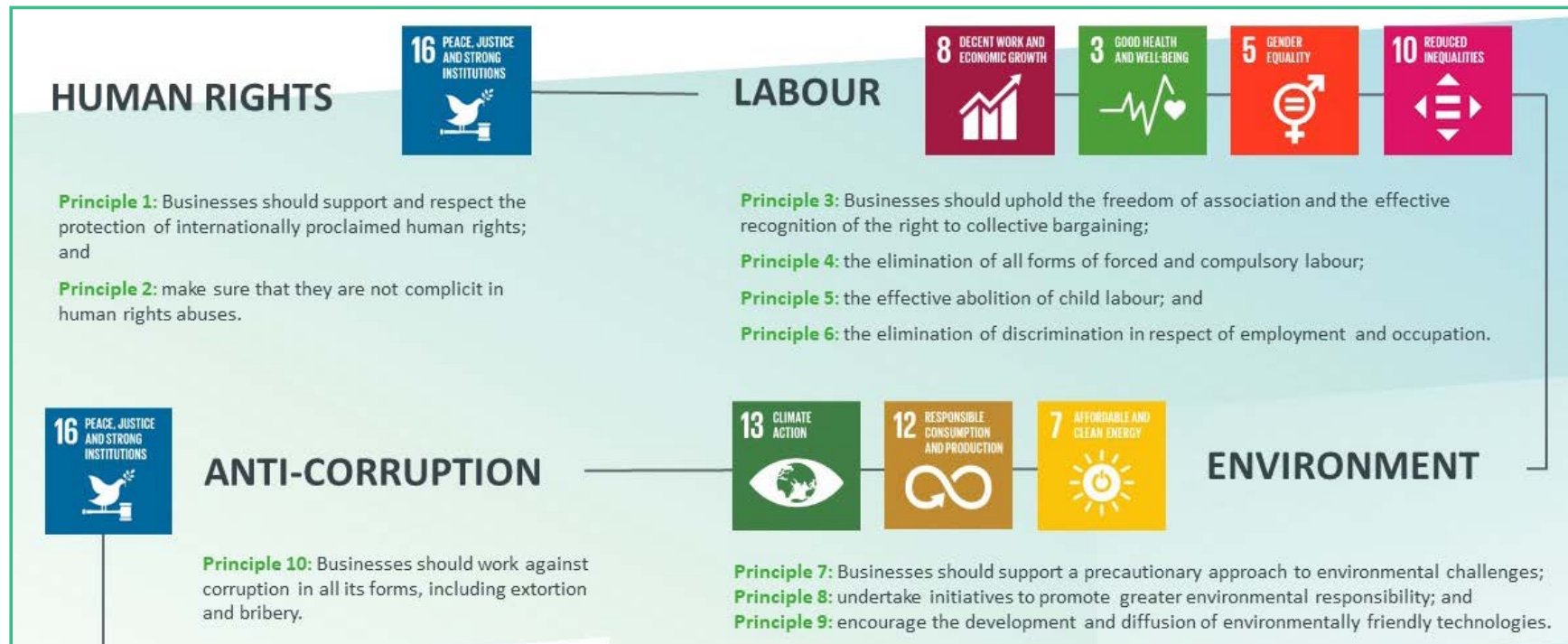
As our business grows, we're focused on **strengthening our internal communication.** We strengthen our collaborative spirit through regular team events and suitable communication channels.

We abide by the relevant laws. We never seek an unfair advantage and act in good faith and good conscience at all times.

For us, entrepreneurial success is inseparable from social responsibility and forms the basis for our role model function in the EHSQ sector. **Our software runs from a sustainable, high-security data centre** powered by carbon-neutral electricity which achieves above-average energy efficiency. We support regional projects and initiatives that promote health & safety, environmental protection, sustainability, and digitization.

“We want to empower companies to ensure the safety of their workforce and assets while enabling a sustainable and quality-driven business that is compliant to regulations with technology that is easy to use.”

OUR MISSION STATEMENT



Responsibility is part of our DNA. With our software solutions, **we strengthen occupational safety, environmental protection and sustainability** in companies worldwide. We want to create lasting value, offer good working conditions and treat the environment and resources with care. We act responsibly, legally compliant and reliably. These values are also reflected in our **Code of Inspiration**. Doing good together is at the heart of the Quentic team. **Social commitment is an integral part of our corporate identity.**

The world's largest initiative for sustainability

Quentic participates in the world's largest initiative for sustainability: the United Nations Global Compact (UNGC). This commits us to responsible corporate governance in accordance with the ten UN Global Compact principles.

By incorporating them into strategies, policies and procedures, and establishing a culture of integrity, we are not only upholding our basic responsibilities to people and planet, but also setting the stage for long-term success.

Our Code of Inspiration

Quentic's business strategies and operations are aligned to the **principles on human rights, labour, environment and anti-corruption**. A major part of these principles are integrated into our Code of Inspiration, Quentic's mission statement. Moreover, we take actions to advance broader social goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

At the same time we expect our suppliers and partners to adhere with the Ten Principles and to implement measures to ensure compliance.

HUMAN RIGHTS

At Quentic we support internationally proclaimed human rights and **strictly comply with the International Bill of Human Rights** and the core **International Labour Organization (ILO) Conventions** as well as with applicable laws. We condemn forced or child labor, forced or compulsory labor and human trafficking as well as any form of exploitation or discrimination. We also expect our business partners to comply with human rights.

We believe in diversity

One of the main goals of our organization is to create a work environment that is free from prejudice of any kind. By signing the **Charta der Vielfalt** (German Diversity Charta) we visibly show our support for a respectful work environment free from prejudice of any kind. We want our employees to be able to let all facets of their personalities flourish at work – regardless of their gender, gender identity, nationality, ethnicity, religion, worldview, disabilities, age, sexual orientation or other identities.



An initiative to encourage diversity

The Charta der Vielfalt is an initiative – sponsored by our former Chancellor Angela Merkel – to encourage diversity in companies and institutions across Germany. By signing the Charta, we affirmed **our commitment to a workplace culture characterized by respect and appreciation** and we also announce our intention to review our personnel processes to ensure that the diverse abilities and talents of all our employees are being put to use.

We believe: when people with different backgrounds, talents and perspectives come together, that's when we get the best results – for our customers, our team and for society. **A strong culture of equality is a win for everybody.** At Quentic, no one has to hide their identity when they walk in the door.

HUMAN RIGHTS

With our voluntary self-commitment, we also want to continue to **foster an atmosphere of acceptance, mutual trust, respect and appreciation for one another**. This also has positive effects on our work and reputation with our partners and customers in Germany and other countries. Because we believe that different cultural backgrounds and diverse points of view have **an enormous potential for markets, business relationships, cooperation and networks**.

Studies show that having diversity among employees and an established culture of equality are powerful drivers for innovation in a company.

Diversity is important for us as a company

Companies need to be flexible and able to think in several directions to face economic and social challenges. In order to develop, it is helpful to adopt different perspectives. **One-dimensional approaches usually result in dead ends**. We believe that each of us has his or her strengths, each of us brings different experiences, and each of us has a different level of knowledge. We can and should allow and use this!

Diversity has been proven to promote employee satisfaction, and the more interesting and diverse the working environment, the more inspiring it ultimately is.



“We have diverse teams with various personalities, ideas and ways of implementing them. Diversity is a driving force for innovation and growth, and gives us a decisive competitive edge.”

OUR SOCIAL ENGAGEMENT

In total, more than 100 municipalities in Europe accepted our offer of help.

The year 2020 brought unimagined suffering for the entire world population which was to last for several years. Especially in the early phase of the COVID-19 pandemic, we wanted to provide authorities with fast and uncomplicated support in the exceptional situation.

We were able to offer our assistance throughout Germany by **providing cities and municipalities with our occupational safety software** free of charge. The solution offered included the occupational safety and online instruction modules, as well as a package of instructional content on infection control and homeworking.

With our Quentic software, for example, authorities were able to **carry out instructions on occupational safety and health-related topics** digitally without contact. This was particularly important for the proof of initial instruction on infection protection for first-time employees by health authorities – e.g. in food sales or in medical facilities. The service was also available in other European countries.

Due to the rapid spread of the COVID-19 virus, local authorities, public administrations and their facilities were faced with the challenge that instructions and teachings required under occupational health and safety law could no longer be carried out in the usual formats.

Health departments nationwide, among others, sought helpers to assist in the fight against the spread of the Coronavirus. Food retailers, drug stores, and medical facilities also urgently needed temporary and skilled workers. What they all had in common was that **employees had to present a certificate from the health department** confirming their initial infection control training when they were first employed in these areas. With the occupational safety and online instruction software modules provided, these instructions could be carried out and digitally certified outside of classroom training.

Occupational safety even in the home office

Authorities could also use the software to instruct employees on topics relevant to occupational safety in a straightforward manner. In addition to the required software modules, the offer included **ready-to-use instructions on infection control and also on home office work**. This enabled municipal and city employers to plan, conduct and document briefings in the context of the Corona pandemic at short notice. In this way, we responded to the increasing spread of the viral disease and wanted to make a social contribution to ensure that municipalities and cities were **empowered to continue to perform their duties** responsibly during this time of crisis. With our software, for example, the health department was able to digitally instruct and train on occupational safety and health-related topics. In each case, the web-based and DSGVO-compliant software platform could be used immediately without much effort.



OUR SOCIAL ENGAGEMENT



Regional commitment

Charitable street festivals, tree-planting campaigns and flood relief: our sustainable growth creates the conditions for us to **engage socially beyond our day-to-day work**. Therefore, our annual customer survey has been serving a charitable purpose for years. For every completed questionnaire, we donate to a social institution that makes a meaningful contribution to people, nature and the environment.

“It is extremely important for us to contribute to health promotion beyond our corporate business.”



2021: Natural disasters in West Germany

In July and August 2021, severe weather and flooding in Rhineland-Palatinate and North Rhine-Westphalia, as well as in other parts of Western and Central Europe, caused destruction unprecedented for decades. With the onset of winter and falling temperatures, **funds were needed for temporary housing and heating equipment**. Through a donation we were able to provide financial support to *Aktion Deutschland Hilft*, an alliance of 20 aid organizations working to provide flood disaster relief in Germany.

2019: Trees for Berlin

The year 2019 was the warmest calendar year ever recorded. In metropolises like Berlin, this meant, among other things, **an additional burden on the important urban trees** that improve the climate. To protect them, we decided to support a citywide campaign, launched by the Senate Department for the Environment, Transport and Climate Protection this initiative in 2019 to plant numerous trees in Berlin.

2018: Support for the next generation

The youth education workshop of the Berlin organization “Haus Natur und Umwelt” (House of Nature and Environment) enables the children of big cities to have an encounter with nature. In 2018 we decided to support this organisation, so they were able to expand their environmental education program.

2017: Help amongst neighbours

The non-profit street festival “Viva Victoria” of SozDia is committed to **socio-diaconal work with children, youth and families**, something we very much support. On the organization’s 20th anniversary, neighbours, employees, children and older people, as well as people with and without refugee experience got together. We supported the street festival as a sponsor and are happy we could help with this neighbourly bonding event.

LABOUR

We want to create a working environment that makes employees enjoy going to work every day. That's why we **constantly invest in developing our competent, committed and motivated people**, giving them better skills and more job satisfaction.

We comply with legal requirements for the protection of fair working conditions, including those regulating compensation, working hours, and privacy. To **improve work-life balance** and reconcile job and family, we offer employees flexible working hours.

We pay fair and appropriate salaries. We regularly inform employees about pension opportunities and support private pension provision. We uphold both the right to freedom of association and the right to engage in collective bargaining in accordance with applicable laws and regulations.

We provide a healthy and safe workplace for our employees by **complying with all applicable health and safety laws and standards**. We ensure that appropriate health, safety and security practices and safeguards are in place to comply with applicable laws and management standards.

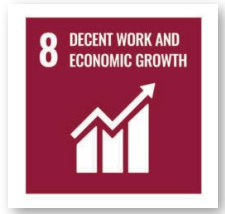
We offer **a range of lifestyle benefits**, such as subsidized gym memberships, workplace massages, team sporting events, regular safety training and ergonomic furniture. Fresh fruit and healthy drinks are also standard office features for us, and we even offer **help in finding programs to quit smoking**.

We promote gender equality by giving equal opportunities in terms of recruitment, compensation, access to training, promotion, termination or retirement.

"A healthy team is the most valuable resource, so we do everything we can to protect it."



LABOUR



Our employees back us up

We are very proud to have been certified as an “Attractive Employer” by Great Place to Work®. This certification has been awarded to us since 2015 and describes a cross-sector assessment. It means that we belong to the special group of German companies with **employer attractiveness independently proven** by the Research and Consulting Institute. The basis is the assessment of our culture audit in relation to the agreement from the employee survey (Trust Index).

Results of the 2021

The most recent survey took place in 2021. The participation was anonymous and the statements were assigned to 32 “Focus Areas”, whereby multiple assignments were possible.

Not only were we once again voted one of the best employers in Germany, but we are also among the **top 5% of a total of around 1000 comparable organisations** in Germany that were rated as “**excellent**” by the survey committee.



QUENTIC IN NUMBERS



Compensations

- Competitive fixed salaries
- At least 28 days annual leave
- Employee referral programme
 - > Every year around 10 new employees are recruited through employee referrals
- Child sick days with 100% continued payment of wages



Benefits

- Subsidy for local public transport
- Discounted memberships for sports clubs
- Joint sport events for colleagues
- Free educational and language opportunities
- Corporate Benefits
- Company-wide non-working birthday
- Company Pension Scheme (BAV)



Size

- 268 employees
- 20 nationalities
- 14 sites
- 11 countries

Today: More than 300 employees and we are still growing

Breakdown

- 250,41 Full time equivalents (FTE)
- 22,35 % part time
- 86 Seniors
- 2 Trainees (Juniors)



Diversity and equality

- 36,75 % women
 - This puts us on the same or even higher level compared to the rest of the tech industry, where the average is 32.2% ¹, as well as the big tech giants. ²
- 15 % of our male and 15 % of our female employees belong to middle and senior management
- In 2021 11 men took paternity leave, while 7 women took maternity leave



All figures refer to 2021.

¹ <https://www2.deloitte.com/us/en/insights/industry/technology/technology-media-and-telecom-predictions/2022/statistics-show-women-in-technology-are-facing-new-headwinds.html>

² Figures according to their individual annual reports, which can be viewed on the respective homepages: Facebook (36.7% overall) / Apple (34.8 overall) Microsoft (30.2% overall), google (32.5 % overall).

ENVIRONMENT



As a software provider we have the goal and ambition to act environmentally friendly. Therefore, we continuously **improve our environmental impacts through a PDCA cycle** (plan, do, check, and act). That's why we travel only by plane or car, if this is necessary.

ENVIRONMENT

“We exclusively use electricity from renewable energies.”

We promote and subsidize public transport services and always check the possibility to hold a **meeting remotely**.
We also allow employees to work remotely.

We work sustainably, advise all our employees about the economical use of resources of all kinds and inform them how to avoid and correctly handle waste.

State-of-the-art technology— environmentally beneficial

For our SaaS concept, we work with an experienced ISO 27001 certified service provider who operates high-availability data centres according to international standards. Through the **use of modern green IT, these data centres are up to 30 percent more energy efficient** compared to conventional data centre designs. In addition, all data centres are operated with CO2-neutral, renewable electricity from hydropower. This helps avoid the output of thousands of tons of CO2 per year. The use of the latest A/C, compression and cooling technologies leads to **large energy savings**.

THE QUENTIC COMMITMENT

We pursue the ambitious goal of acting in an environmentally friendly manner and conserving resources. **Therefore, we live the concept of a paperless office and save electricity whenever possible.** We purchase green electricity for our own power supply.

We have been able to **significantly reduce our emissions consumption and usage of electricity** since the outbreak of the pandemic. For example by radically cutting back on travelling. We have successfully maintained this even after the travel restrictions, by significantly reducing our travel activities.

As part of our hazardous substance management, we keep a register of cleaning substances and regularly train our employees in how to handle them. **We work sustainably and advise all our employees on this**, starting with waste separation and the economical use of resources of all kinds through to the promotion and subsidization of local public transport.

We help our customers to create a safe environment

When it comes to protecting the environment, we also help our customers to make their contribution with our Quentic software. With our Sustainability module, our customers can **evaluate the social, ecological and economic fields of action of their company**. In this way, they create the decision-making basis for future-oriented corporate management.

Thanks to our software, even reporting can be organized efficiently, while all contributors are connected by a common system that improves information exchange and collaboration. Key data from the various departments are bundled without extra effort. With the Quentic Sustainability module, our customers receive **reliable evaluations based on complete and consistent data**.

A success story from daily business

Our client Dussmann is an example of success. The globally active multi-service provider has almost 65,000 employees. Sustainability is a key pillar of the company's next-level strategy. Determining the **CO₂ footprint of the entire corporate group** with its many different service areas was one of the biggest challenges.

One thing was clear from the outset: they were keen to avoid handling such a **vast project** with Excel spreadsheets and emails. In the past, the team had run into list-based chaos on more than one occasion, as they battled through a jungle of data created by erratic data administration, multiple entries and incorrectly converted energy units. Hardly surprising, given that calculating the Group's carbon footprint involves 376 officers collating data for 77 different indicators. In 2020, it took the QHSE team **over five months** to collate the numerous spreadsheets, identify and rectify incorrect entries, and make the necessary calculations.

Since 2021, the Dussmann Group has relied on the Quentic software solution to produce its non-financial reports. It enables the QHSE team to input all necessary indicators **online**, monitor them in **real time**, and intervene swiftly **during the reporting process** if any abnormalities or problems arise. Not only did this improve data quality, it also accelerated the entire process considerably.

THE QUENTIC COMMITMENT

Using the Analytics dashboard, the QHSE team could clearly present the output – the total greenhouse gas emissions – at any time, along with the KPIs derived from it, while also filtering the results by business unit. For the first time, the Dussmann Group could use these outputs to define **quantifiable sustainability targets** for the years ahead – an important milestone for any truly sustainable company.

Our Quentic environmental management module was used to record and monitor all resource usage data.

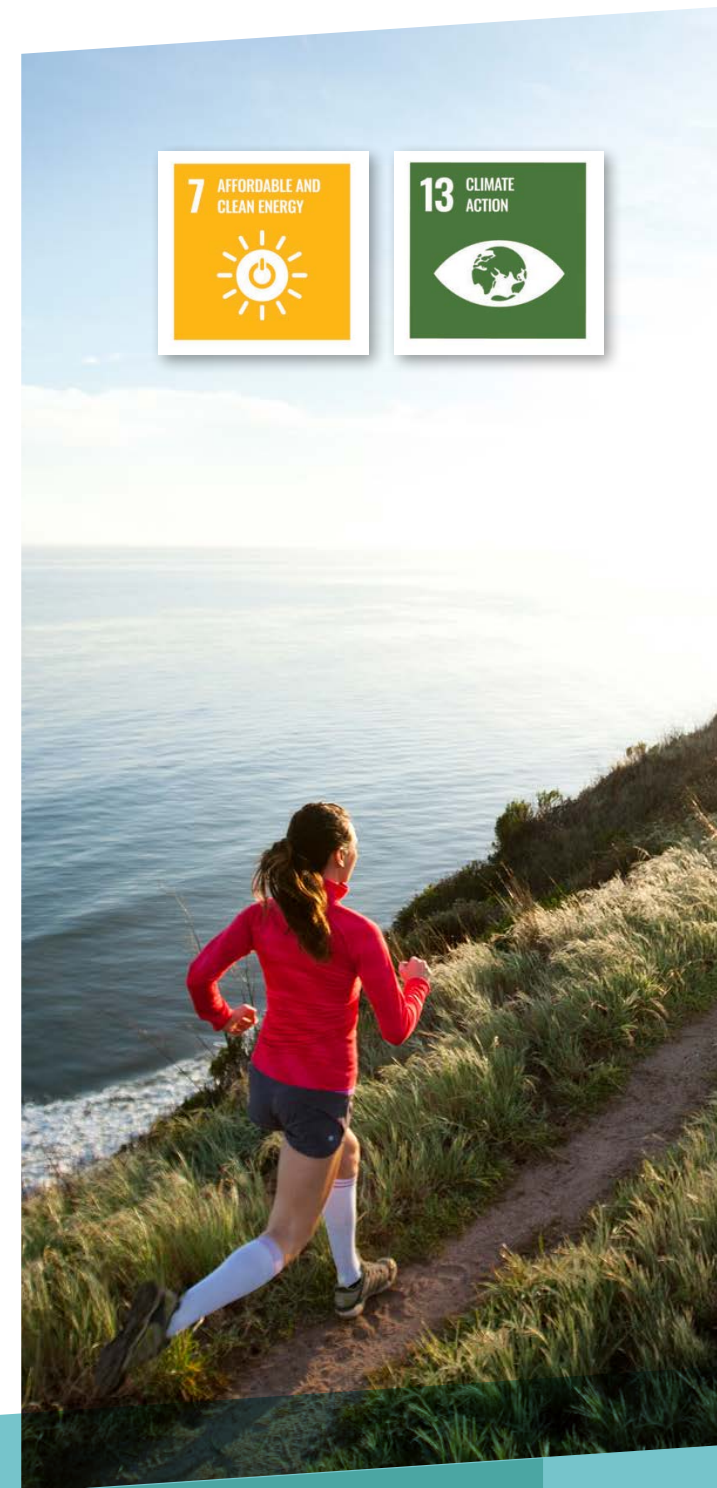
In this way, our customers not only keep an eye on the consumption of electricity, gas or water, but also **achieve optimal results for energy and waste management**. With Quentic, our customers have their **current consumption values and cost developments for every company resource available**. In addition, further analyses can easily be carried out using automatically calculated key figures and powerful evaluations. The module is therefore the optimal basis for strategic decisions and sustainable corporate management.

Environmental protection & sustainability

Making a statement for our environment can be done in a variety of ways. Not only do we make a commitment to environmental protection in the office or with our product. **Sometimes we also invest our physical strength to make a point.** For example, in 2019 at the Wadden Sea Relay.

The association has set itself the goal **of freeing waters worldwide from plastic waste, oil and pollutants**. Since 2018, the organization has been an official partner of the UN environmental campaign #CleanSeas.

We participated together with three Quentic users in 2019 from Hamburg to St. Peter-Ording. The Wadden Sea Relay runs directly along the Elbe River – and is one of the most beautiful routes in Northern Germany. **For every kilometre run, we donated to One Earth - One Ocean (OEOO).** Our mission to protect the environment achieved 258 kilometres in 24 hours for 1 clean cause.



B.A.U.M. CODE FOR SUSTAINABLE MANAGEMENT



We base our business activities on the fundamental principles of sustainable economic activity, that is, one that is **economically as well as ecologically and socially compatible**. Companies are an integral part of a global, social and ecological system. As such, we bear responsibility for the future of our planet, its societies and nature. Sustainability is therefore an integral part of our corporate guidelines and corporate goals.

Responsibility for nature

We aim to avoid harming the environment and ecosystems as much as possible and to preserve biological diversity. The continuous improvement of the sustainability of our products, services and processes is a central component of our actions. In doing so, **we use natural resources and raw materials and other goods as efficiently as possible**.

Responsibility for society

We bear responsibility for our employees and for cultural and social coexistence. We are committed to **respecting human rights and to fair working conditions**. We oppose child labour and other exploitation as well as corruption.

Responsibility for the future

Our business activities are based on the principle of avoiding current, foreseeable and anticipated future risks to the environment and society. **We want to play an active role in shaping the future.**

ANTI-CORRUPTION



We are committed to conducting our business activities according to high ethical standards. **We are committed to responsible and sustainable corporate governance.** This includes compliance with all laws that apply to the activities of Quentic.

At Quentic, we do not tolerate any form of criminal activity (corruption, bribery, money laundering, etc.). Fair competition and all legal rules in this regard are respected and complied with.

Our employees are not authorized to make or receive contributions on behalf of Quentic to any political party, association, committee, office holder or candidate for public office. Also, **the acceptance of personal benefits** (gifts, perks, gratuities, benefits, permanent loans, etc.) from business partners and clients **is generally prohibited** if it leads to a personal conflict of interest, could endanger the independence of employees or jeopardize the good reputation of Quentic.

Gifts and other benefits of higher value, that cannot be refused within the business relationship, may not become the personal property of the presentee. They must be reported to the manager. The latter decides, in accordance with the company rules, how to proceed further.

We select our suppliers according to the Ten Principles of the UNGC. If a supplier violates any of these basic principles, we will terminate the cooperation if the supplier does not cease the violation. Our business partners are furthermore selected based on an open competition.