

## 2 Non-Financial Declaration

In accordance with Section 315b et seq. of the HGB, not subject to the statutory audit, the auditing company Ernst & Young GmbH carried out the audit of the Nemetschek Group's non-financial Group declaration to obtain a limited assurance engagement.

### 2.1 Principles

This section contains the Nemetschek Group's non-financial Group declaration based on the CSR Directive Implementation Act (CSR-RUG), which came into effect on January 1, 2017. The requirements set forth by Section 315c in conjunction with 289c to 289e of the German Commercial Code (Handelsgesetzbuch – HGB) prescribe that the company transparently describe in detail its key non-financial activities, at least those pertaining to the five areas specified by the directive: human rights, anti-corruption, employees, the environment, and social issues. The Nemetschek Group does not use an external framework for the preparation of the non-financial Group statement and instead, as in the previous year, uses existing structures for its reporting.

The business model of the Nemetschek Group is presented in chapter 1 titled "Group Principles."

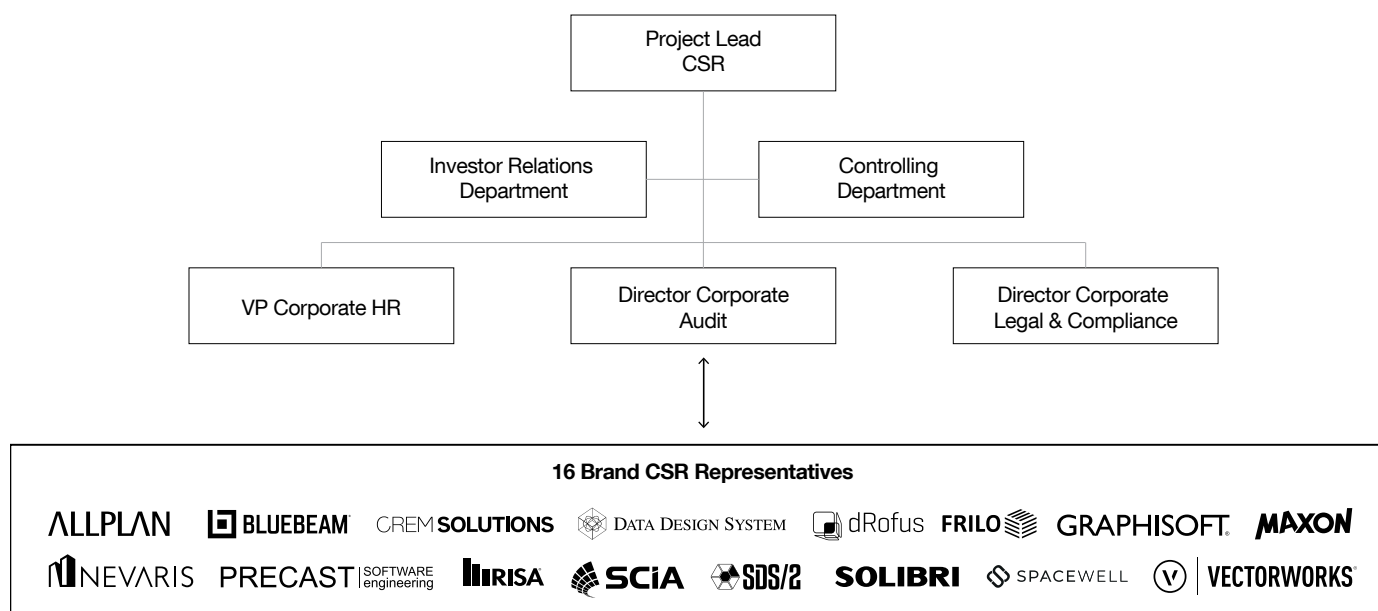
### 2.2 Corporate Social Responsibility (CSR) at the Nemetschek Group

The Nemetschek Group places considerable importance on good corporate governance and social and environmental responsibility. It aims to increase efficiency and productivity along the entire value chain of the construction industry through its software solutions. The Group maps the complete workflow in the lifecycle of a construction or infrastructure project – from the architects' first sketch, through construction, to building management and operation of the property. Architects, engineers of all disciplines, building contractors, property developers, general administrators and building managers can thus plan, build and manage buildings digitally once construction is complete, conserving resources.

In order to promote sustainable development beyond software solutions, the Nemetschek Group has defined standards for the way in which it conducts day-to-day business in its Code of Conduct. More specifically, the Code of Conduct states: "Each of us contributes to the public image of the Nemetschek Group through our appearance, conduct and actions. We are all jointly responsible for ensuring that we as a Group live up to our global social responsibility." The individually specified duties of all employees include the protection of natural resources, provisions for anti-corruption and the obligation to refrain from all forms of discrimination. The treatment of Group employees is also geared towards sustainability. The topic of employee responsibility plays an important role in the Nemetschek Group.

To implement CSR activities, a CSR officer has been appointed in the holding company who, together with a cross-departmental CSR core team, develops relevant concepts and coordinates the implementation of measures. Since the Nemetschek Group operates with 16 largely independent brands, non-financial issues are managed decentrally within the brands. Since 2017, a number of basic and Group-wide standards relating to key non-financial issues have been introduced as part of CSR activities. These are aimed at anchoring sustainability in all business practices of the Nemetschek Group.

## CSR ORGANIZATION OF THE NEMETSCHEK GROUP



## 2.3 Key Non-Financial Issues

In order to ensure that the key non-financial issues are up to date, a materiality analysis was carried out again in 2019. The list of issues from the previous analysis of 2017 served as a basis for this. Using various external frameworks, additional issues were identified and their business relevance and impact on the environment, employees and society were analyzed. It was also examined whether issues should be dropped, added or combined with others. The revised list was validated by the CSR core team. To assess the business relevance of the issues, in-depth interviews were conducted with the Executive Board or the heads of the four segments and with a representative of the Works Council of Nemetschek SE. In a subsequent workshop, the CSR core team worked out various hypothetical effects related to these issues. The results of this analysis and their relevance to business were then presented in a matrix and approved by the CSR core team and the Executive Board member responsible for CSR.

## 2.4 Material Risks

For non-financial reporting, the Nemetschek Group considers not only the main risks for its business activities, but also risks that could have a significant negative impact on the areas defined for non-financial reporting (Section 315c in conjunction with Section 289c [3] Nos. 3 and 4 of the HGB). The risk assessment involves recording the gross risk values for the amount of loss and probability of occurrence as well as the net risk positions remaining after risk-reducing measures. No material risks were identified for the topics defined in the non-financial reporting that would very likely have serious negative effects. Consequently, there were no risks for 2019 which, on a net basis, meet the materiality criteria in accordance with Section 289c (3) Nos. 3 and 4 of the HGB.