Sustainability Report

2024



Sustainability Report 2024

in accordance with the Voluntary Sustainability Reporting Standard
for unlisted SMEs (VSME)

CAS AG

Note: This document uses gender-neutral language by employing the gender star. Exceptions apply to customers, partners and suppliers, for whom the generic masculine form is used in the text, as we maintain only B2B contacts with these parties and they are companies rather than individuals.

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Foreword by the Executive Board

For us, sustainability is an expression of our fundamental corporate ethos. We are convinced that acting responsibly and sustainably is an essential prerequisite for our company's long-term competitiveness, social acceptance and future viability.

The social dimension of sustainability is an integral part of our identity. This is underlined in particular by our largest shareholder, the Anja Fichte Foundation. The Anja Fichte Foundation is a charitable organisation which primarily supports institutions dedicated to the treatment and care of sick children and promotes young musicians through scholarships. Against this backdrop, a significant proportion of CAS AG's profit distributions is channelled into charitable projects.

Furthermore, CAS AG has implemented numerous measures in the area of environmental sustainability to contribute to the Paris Agreement and the Sustainable Development Goals. Our aim is to embrace sustainability in a holistic manner. The focus here is on strengthening our company from within, in particular through long-term employee retention and sustainable stakeholder management. At the same time, we are working consistently to reduce the environmental impact of our activities. This includes, amongst other things, operating energy-efficient sites, promoting low-emission mobility and implementing circular procurement processes.

Furthermore, we continuously analyse our role as an IT services provider in the context of our clients' sustainable business and IT transformation. The aim is to actively contribute to our clients' sustainable development through a forward-looking portfolio of products and services. At the same time, we evaluate the environmental and social impacts of our own IT services in order to identify appropriate measures to reduce these impacts and fulfil our corporate responsibility.

In our VSME report, we provide transparent information on our impacts using key performance indicators and targets. We highlight the measures we are implementing and the successes we have already achieved – with a focus on building on these and minimising our impacts.



DNK 1 – General Information

B1: Basis for the Preparation of the Sustainability Report – B-Aspect 1 (VSME para. 24)

This sustainability report is prepared in accordance with the guidelines for voluntary sustainability reporting for small and medium-sized enterprises (VSME), as set out by the European Financial Reporting Advisory Group (EFRAG). CAS AG reports in accordance with the Basic and Comprehensive Modules. The report relates to CAS AG on a stand-alone basis and does not include any subsidiaries, meaning that the same reporting scope applies as in the financial report. The report covers the financial year from 1 January 2024 to 31 December 2024. The key figures relate to the position as at 31 December 2024.

Key corporate and reporting figures

Legal form	Unlisted public limited company
NACE codes	K – 62 Programming, consultancy and other activities in the field of information technology
Total assets	€12,326,444
Turnover	€24,000,000
Employees	154

Geographical locations of the sites leased by CAS AG:

List of sites	Address	Postcode	Town	Country	GPS location
Bochum	Frielinghaus straße 3	44803	Bochum	Germany	51.471859, 7.250522
Hamburg	Lübecker Straße 128	Lübecker Straße 128	Hamburg	Germany	53.563714, 10.034490
Frankfurt	Bettinastraße 30	Bettinastraße 30	Frankfurt	Germany	50.11177, 8.66003
Reutlingen	Unter den Linden 15	Unter den Linden 15	Reutlingen	Germany	48.49546, 9.20735

DNK 3 – Central Responsibility

C9: Gender diversity on the governing body C-Aspect 1 (VSME para. 65)

Executive Board:
Management is divided between two members of the Executive Board, who are responsible for operational management. The members of the Executive Board are appointed by the Supervisory Board. Both members of the Executive Board work full-time for the company.

Supervisory Board:
The Supervisory Board comprises three members who liaise with the two members of the Executive Board. Elections to the Supervisory Board take place every five years. It is responsible for supervisory and advisory functions and acts as the representative body of the shareholders.

	2024
Members of the Executive Board	2
Members of the Supervisory Board	3
Total	5

Gender of members

Male as a percentage	100%
Female as a percentage	0%

Sustainability certifications

CAS AG was assessed in 2023 and 2024 by EcoVadis, a globally recognised sustainability rating agency, and was awarded the EcoVadis Gold Seal twice in a row. With a score of 78 out of a possible 100, CAS AG ranked amongst the top 5 per cent of all assessed companies in 2024 and in the top 1 per cent of the highest-rated companies in the information technology services sector.



2024 SDGold by te and Development Foundation. The SDGold seal recognises organisations that champion sustainable development and are thus committed to development and climate action in line with the United Nations' Sustainable Development Goals (SDGs). The award, which assesses this commitment across five criteria, enables companies to communicate their efforts transparently.



DNK 6 – Corporate strategy, business model and value chain

C1: Strategy: Business Model and Sustainability – Related Initiatives C-Aspect 1 (VSME para. 47)

Company Profile

CAS AG is a medium-sized company with 154 employees, operating primarily in the DACH region.

As experts in forward-looking, strategic and integrative IT concepts, we combine process knowledge in our core sectors with comprehensive application skills and detailed technological expertise. In addition to this, we offer our own products and consultancy services for process optimisation and IT architectures. We provide comprehensive support, from the initial requirements specification right through to the support and operation of the solutions. Striking a balance between economic objectives and social and environmental responsibility is an essential part of our identity. For more than 35 years, we have been combining strategic, process-related and technological expertise to ensure our clients' success.

We provide our services in the core sectors of financial services, retail and industry. We operate primarily in the DACH countries and in the B2B sector.

CAS AG is not a publicly listed company. Instead, the ordinary and preference shares are held by the management, the employees and the charitable Anja Fichte Foundation. CAS AG was founded in 1988 as a subsidiary of CAS Weinstadt under the name CAS-Nord GmbH and was renamed CAS Concepts and Solutions AG in 1998. Since then, we have grown steadily in terms of staff numbers and through majority shareholdings.

As an IT consultancy, we are shaped by the rapid development of new technologies and their relevance to innovation. We support our clients in the successful implementation of digitalisation and automation strategies to optimise business processes. These services and software solutions serve to improve process quality and increase efficiency for our clients, thereby having a positive impact on sustainability aspects.

Value Chain



CAS AG's relevant business relationships can be derived from our value chain. Our value chain comprises the following phases: client requirements, client support and service, and the use of our IT solution by clients.

The customer support and service phase includes relevant sub-areas such as procurement, accounting, internal IT, marketing and sales, and human resources management. Our direct suppliers and the employees of CAS AG also fall within the scope of customer support and service.

Our customers are at the heart of our business relationships. CAS AG's customers are found in various sectors, including manufacturing, banking and retail. They require legally compliant, solution-oriented work in the form of consultancy and software solutions to improve their own core business. CAS AG relies on customer demand and adapts its operations accordingly. Our relationships with customers are long-term and characterised by close collaboration, which is particularly evident within the customer support function.

Our value creation process is further supported by long-standing partnerships aimed at expanding our service portfolios. In this area, there is close cooperation and a constant exchange of ideas.

We also collaborate with external IT consultants to offer our customers a broad range of expertise.

CAS AG's core business relies on hardware and software to deliver IT services, which means that an important business relationship exists in this area.

Other services utilised include, for example, car leasing, hospitality, communications services (postal and telecommunications) and catering for events. These service providers have an irregular relationship with CAS AG and are selected as required, taking sustainability criteria into account.

CAS AG operates strategically across three pillars: Team CAS AG, Focus and Growth. To this end, the respective working groups meet regularly to define and implement objectives and measures. The Team CAS AG group addresses topics such as employee satisfaction and recruitment, amongst others. The Focus pillar involves targeted, market- and customer-oriented portfolio development. In the area of Growth, work is carried out on measures such as external communication, as well as the maintenance and expansion of the partner ecosystem.
Sustainability runs through all three pillars, and the sustainability management team collaborates with those responsible across all areas. In some cases, topics overlap and are then addressed jointly, such as employee satisfaction and retention.

Our understanding of sustainability

For us, *'sustainability'* means examining our business activities with a focus on our environmental, social and economic responsibilities, taking into account the holistic perspective of the 17 Sustainable Development Goals (SDGs). We therefore respect, protect and promote the applicable regulations for the protection of human and children's rights worldwide as fundamental and universally applicable principles. We reject any use of child labour, forced labour or compulsory labour, as well as any form of modern slavery, involuntary or exploitative prison labour, human trafficking or other forms of exploitation. This applies not only to collaboration within our company, but naturally also to the conduct of and towards our business partners and their supply chains.

> For us, sustainability essentially means taking responsibility for our impact on our employees and stakeholders, as well as on our environment. This also means taking responsibility for the requirements of our partners, customers and suppliers, and for the society that we, as a company, influence both directly and indirectly.

Furthermore, the Paris Agreement on Climate Change (Paris Agreement) and the targets set out therein form the basis for our actions. For us, sustainability also means operating within the planetary boundaries that define our safe operating space. Only by operating within these planetary boundaries can we, as a company, survive in the long term. At present, humanity has already exceeded 7 of the 9 planetary boundaries; we are therefore in the process of leaving our safe operating space and approaching tipping points whose consequences are irreversible. Change is more necessary than ever before. We see ourselves as part of a necessary transformation. By adhering to our guiding principles, we uphold the ten principles of the UN Global Compact. The UN Global Compact advocates for a more inclusive and sustainable economy that benefits all people. By joining in 2024, we are supporting this goal and committing to sustainable and responsible corporate governance.

As part of our business activities, it is therefore our aim to contribute to the following SDGs through our **current and planned measures**:



SDG 3 Good Health and Well-being: We are committed to protecting our employees and their health by supporting sports, massage and counselling services. We offer our employees regular check-ups with a company doctor, thereby contributing to target 3.8.



SDG 5: Gender Equality: We are currently establishing a diversity management programme. In addition, we will implement measures to promote gender equality and specifically target women in the recruitment process, thereby supporting targets 5.1 and 5.5.



SDG 7 Affordable and Clean Energy: We use 100 per cent green electricity at our main sites in Hamburg and Bochum, thereby supporting target 7.2.



SDG 8 Decent Work and Economic Growth: We treat our staff with respect and consideration and, within the framework of German law, are committed to decent work for all, thereby supporting target 8.5.



SDG 10 Reduced Inequalities: We are committed to respectful and collaborative working relationships by not tolerating discrimination on the grounds of ethnic or national origin, gender, religion, belief, age, disability, health status, sexual orientation, skin colour, political opinion, social background or any other legally protected characteristics. Through our measures in this area, we support Target 10.2 in particular.



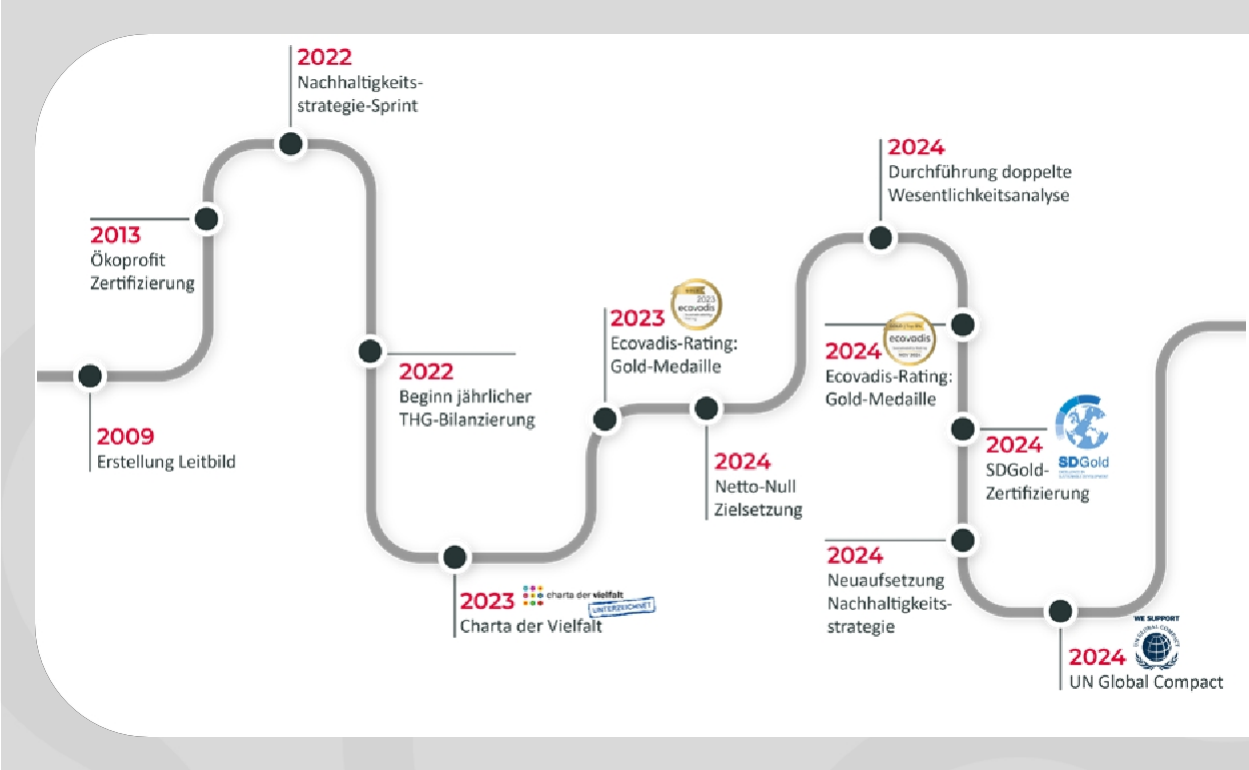
SDG 12 Responsible Consumption and Production: In our procurement, we take into account aspects of resource conservation and the circular economy, thereby supporting sub-target 12.1. At our sites, we contribute to sub-target 12.5 by focusing on waste prevention.



SDG 13 Climate Action: Through our net-zero target by the end of 2040, we are contributing to climate action and, in particular, to sub-target 13.1.

Our history of sustainability

Since 2009, we have enshrined business practices in line with social and societal responsibility in our corporate mission statement. Social sustainability is firmly embedded in our organisation, as a large proportion of our profit distribution goes to the charitable Anja Fichte Foundation. As a non-manufacturing company, the focus of our sustainability efforts lies on improving the services we offer and our impact as a business. Our other initiatives and measures are set out in the timeline below:



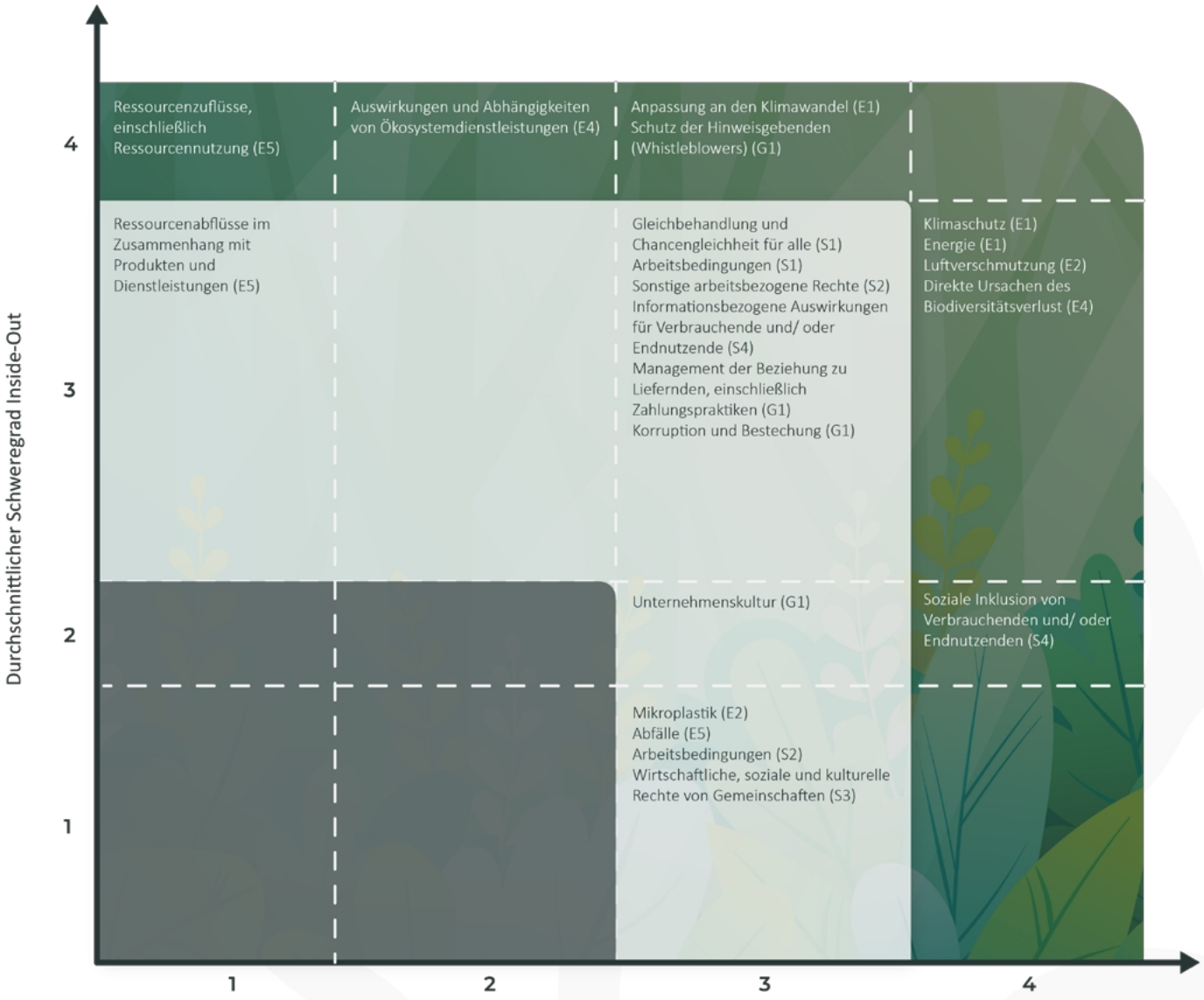
B2: Procedures, guidelines and future initiatives for the transition to a more sustainable economy

B-Aspect 1 (VSME para. 26)

Materiality

At the end of 2024, we carried out a dual materiality analysis in accordance with the ESR standards of the CSRD[1] . The result is shown in the materiality matrix in the figure below. This enabled us to identify which areas of action are relevant to us from the perspective of our stakeholders. We carried out a comprehensive analysis using both the 'inside-out' and 'outside-in' perspectives, in collaboration with a selected team of employees. This team included individuals from every department and in various roles. Both members of the CAS AG Executive Board also participated fully in the dual materiality analysis. Our external stakeholders comprise our customers, suppliers and partners. We involved them through comprehensive stakeholder mapping and a survey.

1 The choice of the ESR standard for conducting the materiality analysis was based on the fact that the VSME was not yet available at that time.



Waldlandschaft= sehr wesentliche Themen, Hellgrau= wesentliche Themen, Dunkelgrau= nicht wesentliche Themen

To adapt the findings to CAS AG, the key themes were grouped into six different areas of action; the order in which they appear is random and does not reflect any prioritisation.

1. Low-emission mobility
2. Energy-efficient, resilient sites Long-
3. term employee retention Circular
4. procurement Future-oriented
5. product portfolio Sustainable
6. stakeholder management

Area of action	ESRS classification	Brief explanation
Low-emission mobility	E1 Adaptation to climate change	Emissions from the vehicle fleet are being reduced.
	E1 Climate protection	Emissions from the vehicle fleet are being reduced.
	E2 Air pollution	Emissions from the vehicle fleet are being reduced.
	E4 Impacts and dependencies of ecosystem services	Electric vehicles require many rare raw materials.
Energy-efficient, resilient locations	E1 Adaptation to climate change	The impacts of climate change are taken into account when selecting office locations.
	E1 Energy	Use of green electricity at the sites.
	E1 Climate protection	Energy efficiency measures are continuously being implemented at our sites.
	S3 Economic, social and cultural rights of communities	Social projects (e.g. Viva con Agua) are supported through the purchase of drinks at our sites.
	E4 Impacts and dependencies of ecosystem services	CAS AG leases land that is sealed and has no direct influence over the sealing of the land.
Long-term staff retention	G1 Corporate culture	Corporate culture is fostered through various events and opportunities for interaction.
	S1 Equal treatment and equal opportunities for all	Through training programmes and the development of diversity management, all employees are treated equally and supported.
	S1 Working conditions	Flexible working time arrangements help to promote a healthy work-life balance.
	E4 Causes of biodiversity loss	The consequences of climate change, such as flooding, heatwaves and biodiversity loss, can facilitate the spread of pathogens. This poses a risk to CAS AG in the form of absenteeism due to illness.

Area of Action	ESRS Classification	Brief explanation
Circular procurement	E2 Microplastics	Microplastics are reduced through various waste prevention measures.
	E4 Causes of biodiversity loss	Numerous consequences of climate change, such as flooding, heatwaves, biodiversity loss, loss of land, etc., can have harmful effects on supply chains. This poses a risk to CAS AG.
	E1 Energy	CAS AG requires only a small amount of its own data centre capacity, which is why we rent space in large data centres. These use green electricity. The majority of our operations run on our customers' servers.
	E5 Waste	CAS AG employees may take old devices home for personal use. There is a minimum usage period of 3 years for laptops. If, after 3 years, a decision is made not to continue using them, employees may take the laptops and company mobile phones for personal use.
Future-oriented product portfolio	S4 Social inclusion of consumers and end-users	The CAS AG website is to be designed to be accessible.
	E5 Resource inflows, including resource use	The transition to a circular economy offers the opportunity to tap into new markets by providing sustainable solutions and services.
	E5 Resource outflows associated with products and services	The development or expansion of business models or portfolios that involve the provision of sustainable solutions and services offers the opportunity to tap into new markets whilst simultaneously reducing environmental impacts.

Area of action	ESRS classification	Brief explanation
Sustainable Stakeholder Management	G1 Protection of whistleblowers	Use of CAS AG's own whistleblower programme for internal and external stakeholders.
	G1 Management of relationships with suppliers	Establishing a stakeholder dialogue to identify future requirements and optimise cooperation.
	G1 Corruption and Bribery	CAS carries out regular corruption risk analyses.
	S4 Information-related impacts on consumers and end users	All systems, platforms and software are regularly updated with the latest security updates and patches.
	S2 Other labour-related rights	Structured processes relating to audits and risk analysis are being established throughout the supply chain. CAS AG's stakeholders are provided with a Code of Conduct to sign.

There are plans to hold workshops in 2025 within the action areas as part of working groups. These workshops are intended to develop measures and targets for the 2025 Sustainability Strategy based on the opportunities, risks and impacts.

C2: Description of procedures, guidelines and future initiatives for the transition to a more sustainable economy
C-Aspect 1 (VSME para. 48)

Future initiatives and measures for the transition to a more sustainable economy
The measures described are set out in an action plan and in CAS AG's *'Internal* Guidelines'.

Area of action	Current Measure	Future Measure
Low-emission Mobility (fleet and e-mobility; public transport and bike-sharing emissions)	CAS AG supports the use of use of e-bikes.	By 2035, CAS AG will only operate low-emission emission-free drive technologies in its fleet.
	CAS AG promotes and supports supports the use of public transport.	Until electrification: Gradual reduction in CO_2 limit for new car orders
	The appeal of electric vehicles in the CAS AG fleet is increased.	
Energy-efficient, resilient standard (energy efficiency; paper reduction and waste prevention)	CAS AG has introduced electronic and the processes are largely digitalised .	Payroll processing is to be digitised next year be digitised next year.
	CAS AG uses green electricity at both its main sites.	
	CAS AG employs smart heating heating and energy-saving measures .	
Long-term staff staff retention (Diversity Management ment, work-life balance, balance, work and health protection, Internal sustainability Internal sustainability communication	CAS AG embodies and enables enables 'New Work' through flexible working time models.	CAS AG is expanding its range of flexible working time models.
	CAS AG promotes sports activities and health initiatives such as massages.	
	The integration of social and private aspects of working life is fostered by the provision to spend one working day a year to support a voluntary initiative .	
	CAS AG offers its the opportunity to get involved.	

Area of action	Current measure	Future measures
Circular procurement (consumer goods, external communications, events)	CAS AG's procurement activities are guided by the *'Sustainable Procurement'* policy.	The *'Sustainable Procurement'* policy is being updated.
	CAS AG is committed to waste prevention.	CAS AG takes a stance on sustainability issues on social media.
Circular procurement – IT (hardware; software)	CAS AG requires only a small amount of its own data centre capacity, which is why we rent space in a large data centre. This data centre uses green electricity. The majority of our operations run on our clients' servers.	Payroll processing is due to be digitised next year.
	CAS AG employees may take old devices for personal use. There is a minimum usage period of three years for laptops. If, after three years, a decision is made not to continue using them, employees may take the laptops and company mobile phones for personal use.	
Future-oriented product portfolio	CAS AG's IT services include projects that lead to paper savings for its clients through digitalisation.	CAS AG plans to develop IT services in the field of ESG data management.

Area of Action	Current measure	Future measures
Sustainable stakeholder management (expanding stakeholder identification and dialogue, accountability along the supply chain, information security)	CAS AG has expanded its Code of Conduct.	CAS AG plans to expand its dialogue with stakeholders on sustainability.
	CAS AG has involved stakeholders in the process of the double materiality analysis.	
	CAS AG has carried out a corruption risk analysis.	
	CAS AG has carried out a risk analysis and drawn up an action plan based on this.	

Objective:
Striking a balance between economic objectives and social responsibility is an essential part of CAS AG's corporate identity. At CAS AG, actively involving employees in issues relating to CSR and sustainability fosters personal initiative and raises awareness of environmental and social responsibility. CAS AG recognises its responsibility to minimise its impact on the environment and society.
In this context, CAS AG has set itself the overarching target of achieving net-zero greenhouse gas emissions by 2040, relative to the base year 2022. Accordingly, a 95 per cent reduction is to be achieved in Scopes 1 and 2, and a 90 per cent reduction in Scope 3.

C-Aspect 2 (VSME para. 49)

Management responsible for implementation
The measures are developed and implemented by the Sustainability Team. This team comprises the Sustainability Management function and five CAS AG employees who are intrinsically motivated to further develop and implement sustainability initiatives. As the Sustainability Management function works directly with the Executive Board, there is also direct communication and accountability at Executive Board level. The sustainability activities are pioneering and play a decisive role for the entire company.

ENVIRONMENT

DNK 11 – Climate change

B3: Energy and Greenhouse gas emissions B-aspect 1 (VSME para. 29)

Energy consumption

CAS AG's total energy consumption amounts to 1,095.1 MWh. This includes electricity from renewable sources and heating using fuels at our sites. It also includes the fuel and electricity consumption of our vehicle fleet. The electric cars are charged partly with green electricity and partly with conventional electricity via the public charging network. This means that 58 per cent of our electricity comes from renewable sources.

Breakdown of energy consumption	Energy consumption from electricity	Energy consumption from fuels
Renewable energy	71.4 MWh	0 MWh
Non-renewable energy	50.7 MWh	973 MWh

B-aspect 2 (VSME para. 30), C-aspect 1 (VSME para. 50)

Greenhouse gas emissions

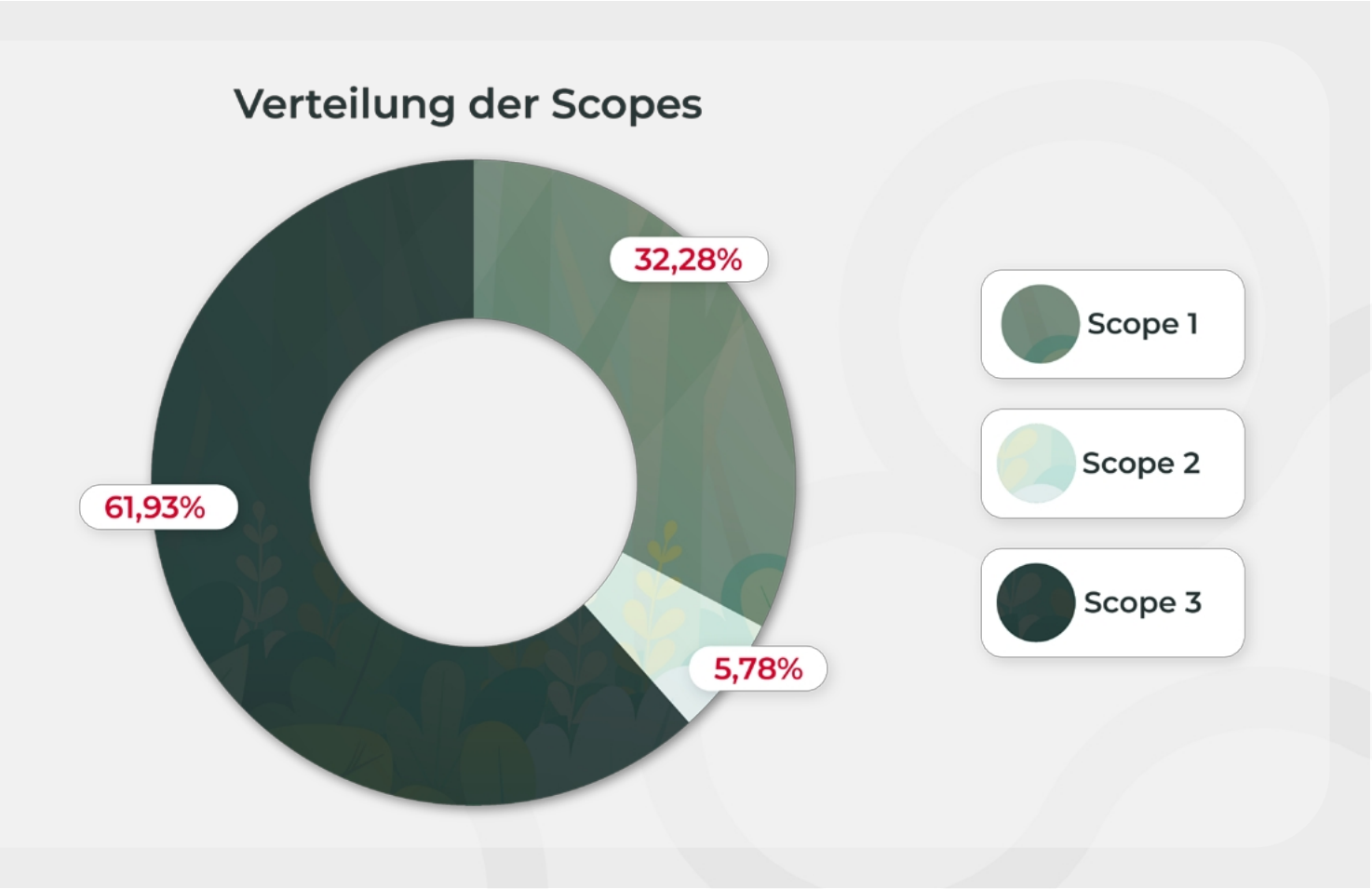
CAS AG has been reporting its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol since 2021. In 2022, the carbon footprint reporting was expanded to include all relevant Scope 3 emissions. In accordance with the Greenhouse Gas Protocol, all greenhouse gases have been taken into account, with all figures relating to CO_2 emissions always presented as CO_2 equivalents (CO_2e). The reporting is based on the operational control approach and covers all four CAS AG sites. The reporting period for the current report is from 1 January 2024 to 31 December 2024.

	2024 (in tCO_2e)
Scope 1	**243.66**
Scope 2 (location-based)	45.43
Scope 2 (market-based)	**43.66**
Total Sope 1 & 2 (location-based)	289.09
Total Sope 1 & 2 (market-based)	287.32
Scope 1 & 2 intensity CO_2e/million euros' turnover (location-based)	0.0000120454
Scope 1 & 2 intensity (CO_2e/million euros' turnover) (market-based)	0.0000119721
Scope 3	**468.09**
Total (location-based)	757.18
Total (market-based)	**755.42**
Total intensity CO_2e/million euros' turnover (location-based)	0.0000315492
Total intensity CO_2e/million euros' turnover (market-based)	0.0000314758

Our Scope 1 emissions in 2024 amounted to 243.66 tCO_2e. This includes emissions from Scope 1.1 (stationary installations) and Scope 1.2 (mobile combustion). As we had no gas leaks in 2024, emissions under Scope 1.3 amounted to 0 tCO_2e. As we are a service provider and not a manufacturer, we are not required to account for process emissions – Scope 1.4. Our highest emissions stem from mobile combustion, totalling 227.15 tCO_2e.

Our Scope 2 emissions amounted to 43.66 tCO_2e in 2024. We accounted for our purchased electricity using the market-based approach. The majority of these emissions result from charging electric cars, as this is carried out via the public charging network. As 100 per cent green electricity is used at our sites, this generates only very low emissions. As we do not purchase district heating, cooling or steam, we do not account for these emissions. Our Scope 3 emissions totalled 468.09 tCO_2e in 2024. Through a Scope 3 analysis, we have excluded the categories that do not apply to us as a service provider.

In the upstream supply chain, we account for all scopes (3.1 to 3.8) except Scope 3.4 Transport and distribution (upstream), as we, being a service provider, do not have any upstream logistics. Our downstream supply chain is limited solely to Scopes 3.13 ‘Rented or leased tangible assets’ and 3.15 ‘Investments’, for the same reason.
After mobile combustion (Scope 1.2), our next highest emissions are in Scope 3.1 ‘Purchased goods and services’ at 179.26 tCO_2e and Scope 3.7 ‘Employees’ commuting and working from home’ at 95.18 tCO_2e. The remaining Scope 3 emissions amount to 193.65 tCO_2e.



C3: GHG reduction targets and transition for climate protection – C-aspect 1 (VSME para. 54)

GHG reduction targets

We have initially set our own greenhouse gas reduction targets based on the guidelines of the Science Based Targets Initiative and plan to have these verified by the SBTi.2 Our long-term net-zero target is to reduce our greenhouse gas emissions by 95 per cent in Scopes 1 and 2 and by 90 per cent in Scope 3 by 2040, relative to the base year 2022. In the short term, we aim to achieve a 42 per cent reduction in Scope 1 and 2 emissions and a 40 per cent reduction in Scope 3 emissions by 2030. These targets cover 100 per cent of Scope 1 and 2 emissions and 90 per cent of Scope 3 emissions.

	Base year 2022	Target year 2040
Scope 1	**272.7**	**13.6**
Scope 2 (location-based)	12.96	0.66
Scope 2 (market-based)	**4.82**	**0.24**
Total Scope 1 & 2 (location-based)	285.66	14.26
Total Sope 1 & 2 (market-based)	277.52	13.84
Scope 3	**578.36**	**58**
Total (location-based)	864.02	72.26
Total (market-based)	**855.88**	**71.84**

The table presents an extract of the current and planned measures to reduce GHG emissions. The measures shown are those that contribute to the scopes accounting for more than 5 per cent of total emissions.

Scope	Measure
1.1	Continued use of green electricity at the sites
1.2	Conversion of the vehicle fleet to 100% zero-emission drive technology by 2035
	Increasing the appeal of electric vehicles
	Promotion of an environmentally conscious driving style
	Promoting an environmentally friendly vehicle fleet

2 At the time of publication of this report, the greenhouse gas reduction targets had already been validated by the SBTi.

Scope	Measure
2	Continued use of green electricity at our sites
	Smart heating and energy-saving measures
3.1	Expanding dialogue with external service providers
	Improvement of data collection methods
3.3	Conversion of the vehicle fleet to 100% zero-emission drive technology by 2035
3.6	Guideline on Restrictions on Air Travel
	Promoting the use of public transport and rail
	Promotion and provision of e-bikes
3.7	Promoting the use of public transport and rail
	Promotion and provision of e-bikes

C-aspect 2 (para. 55)

C4: Climate-related risks

C-Aspect 1 (VSME para. 57)

Climate-related hazards and transitional events

The climate-related risks listed were identified and assessed in the materiality analysis as part of the outside-in approach.

Risk	No.	Brief description	Assessment of relative severity (impact × probability/6)
Risks arising from climate change measures to staff and customers and suppliers	1.1	CAS AG has, to a limited extent, made some adjustments to climate change through solar or good insulation of its buildings. As the office space consists of rented premises, the modifications are limited, and there is still a risk of higher electricity costs due to increased heating or cooling requirements.	2.67
	1.2	Due to numerous consequences of climate change, such as flooding, heatwaves, loss of biodiversity, loss of land, etc. may facilitate the spread of pathogens . This poses a risk to CAS AG due to absenteeism due to illness.	2.67

Risk	No.	Brief description	Assessment of relative severity (impact × probability/6)
	1.3	Flooding and high water levels, exacerbated by the spill, could also cause financial losses at CAS AG (damage to the vehicle fleet and offices, work delays, loss of working hours).	2.67
	1.4	Numerous consequences of climate change, such as flooding, heatwaves, loss of biodiversity, loss of land, etc., can lead to adverse effects on supply chains. This poses a risk to CAS AG.	3.33
Reputational risks	2.1	CAS AG faces a potential reputational risk if it fails to meet its own long-term CO_2 targets and has to 'buy' its way out of them using carbon credits.	2
	2.2	There is a financial risk for CAS AG if it fails to meet its customers' sustainability criteria and is consequently no longer considered in tendering processes.	4
	2.3	Travel (air travel, rail and car journeys) forms an integral part of the consultancy business model. Air travel is being reduced; however, CAS AG is currently unable to eliminate it entirely, which may lead to additional costs due to CO_2 levies and, where applicable, negative public perception.	3.33
Regulatory risks	3.1	As a result of CO_2 taxation and the associated cost increases (e.g. for suppliers and services), CAS AG could face an increased tax burden, which represents a financial risk.	3.33
	3.2	CAS AG's vehicle fleet includes a number of electric cars. How these are charged (green electricity or 'grey' electricity) is at the discretion of the employees. Any reliance on fossil fuels for the generation of 'grey' electricity could also lead to costs here, for example through CO_2 pricing.	2.67

Risk assessment:

The risks were assessed within the materiality analysis using a scale. The financial impact (very low (1) to very high (6)) and the probability of occurrence (unlikely (1) to very likely (6)) were considered.

The scores on each scale were added together and normalised against the maximum possible score of 6.

This enabled a relative severity rating in the range 0–6 to be determined.

Accordingly, all climate-related risks fall within the medium range. Where these risks are within our sphere of influence, the measures outlined below have been implemented to reduce their severity and probability of occurrence.

The table below shows the time horizons for the occurrence of risks and the current and planned measures to prevent them.

Scope	**Time horizon:** short term = up to 5 years; medium term = 5–10 years; long term = 10 to 15 years	Measure
1.1	Short to medium term	When selecting the rented premises, attention was paid to cooling facilities and sun protection. Further measures in this area are limited as CAS AG does not own any of its own buildings.
1.2	Medium to long term	No influence
1.3	Medium to long term	CAS has implemented measures to reduce GHG emissions, which will also have an impact on climate change in the long term. However, as CAS AG does not own any buildings or sites, no direct adaptation measures could be implemented there.
1.4	Short to medium term	CAS has implemented measures to reduce GHG emissions, which will also have an impact on climate change in the long term. Furthermore, CAS AG is continuing to expand dialogue within the supply chain in order to manage the associated risks appropriately.

Scope	Time horizon: short term = up to 5 years; medium term = 5–10 years; long term = 10 to 15 years	Measure
2.1	Long-term	CAS AG has implemented measures to reduce GHG emissions; these are assessed for effectiveness through annual carbon accounting. Within a GHG reduction plan, the potential savings from each measure have been allocated and compared against the targets. On this basis, the measures are regularly reviewed and can be adjusted accordingly.
2.2	Short to medium term	CAS AG maintains an ongoing dialogue with its customers, enabling it to quickly identify sustainability requirements and take them into account accordingly. In addition to direct customer requirements, CAS AG adheres to the regulatory reporting requirements applicable to large companies, as, being an SME, it is only required to report and prepare sustainability accounts on a voluntary basis. By setting such high standards for its own sustainability measures, CAS AG not only meets but also exceeds its customers' expectations.
2.3	Medium to long term	CAS AG has implemented numerous measures to promote low-emission mobility (see table 'Overview of measures' under C2). The impact of these measures on flights is recorded through a monitoring programme. Where necessary, the measures can be adjusted on this basis
3.1	Short to medium term	CAS AG plans to draw up an updated policy on 'sustainable procurement' and is providing staff with training in this area, which will help to reduce this risk.
3.2	Short to medium term	CAS AG plans to offer its employees a wider network of charging points, including many green electricity providers.
3.3	Medium to long term	CAS AG plans to draw up an updated policy on 'sustainable procurement' and is providing staff with training in this area, which will help to reduce this risk.

DNK 13 – Water and Marine Resources

B6: Water

B-aspect 1 (VSME para. 35)

Water withdrawal: Water consumption at the sites

As CAS AG is not a manufacturing company, water is used for hygiene purposes. Consequently, water consumption is low at **101 m³**. CAS AG's sites are located in areas of Germany that are not affected by severe water scarcity.

DNK 14 – Biodiversity and Ecosystems

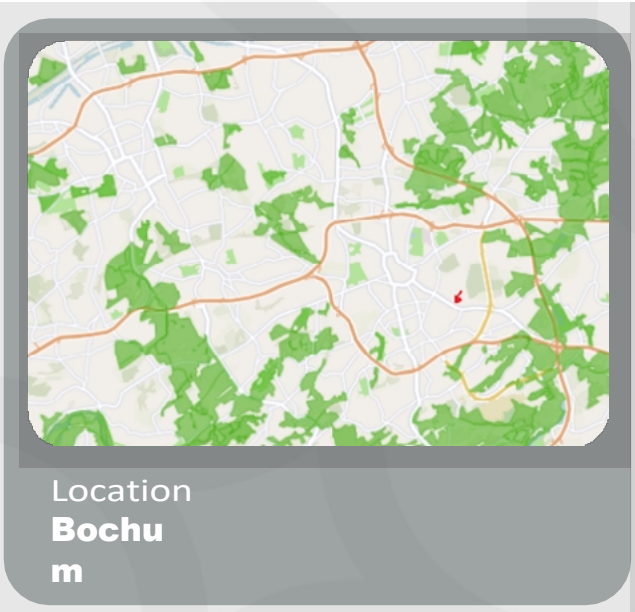
B5: Biodiversity

B-Aspect 1 (VSME para. 33)

Our office premises in Hamburg, Bochum and Reutlingen are leased, meaning we have no direct control over the sites. The Frankfurt site does not have any premises. The offices are situated in city centres and are not located near or within an area containing biodiversity in need of protection.

This is also evident from the figures below. There are no protected areas near the Hamburg site.

There are protected areas in the vicinity of the Bochum site; however, these do not directly border the site nor do they overlap with it, meaning that, according to the definition *in the 'Commission Recommendation, Annex II, para. 72 (2025)'*, they are not situated in the vicinity. The red arrow indicates the location of the site and the areas marked in light green indicate the protected areas[3].

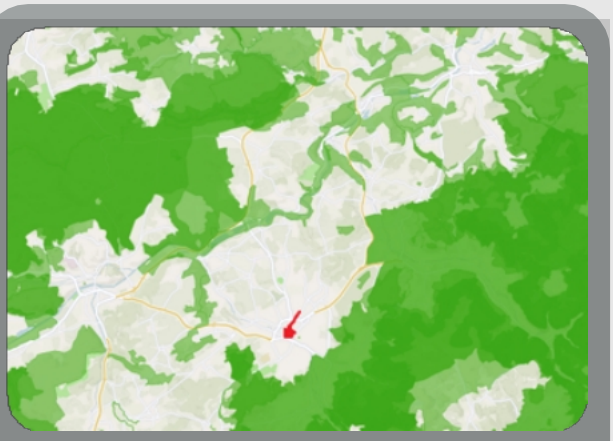


Location
Bochum



Location
Hamburg

3 The location of the protected areas is based on UNEP-WCMC (2026). Protected Area Profiles from the World Database on Protected Areas, April 2026. Available at: www.protectedplanet.net.



Site
Reutlingen

DNK 15 – Resource use and circular economy

B7: Resource use, circular economy and waste management – B aspect 1 (VSME para. 37)

Circular economy

Although CAS AG is not a manufacturing company, the principles of the circular economy are observed in procurement and waste disposal. This is reflected in the following measures.

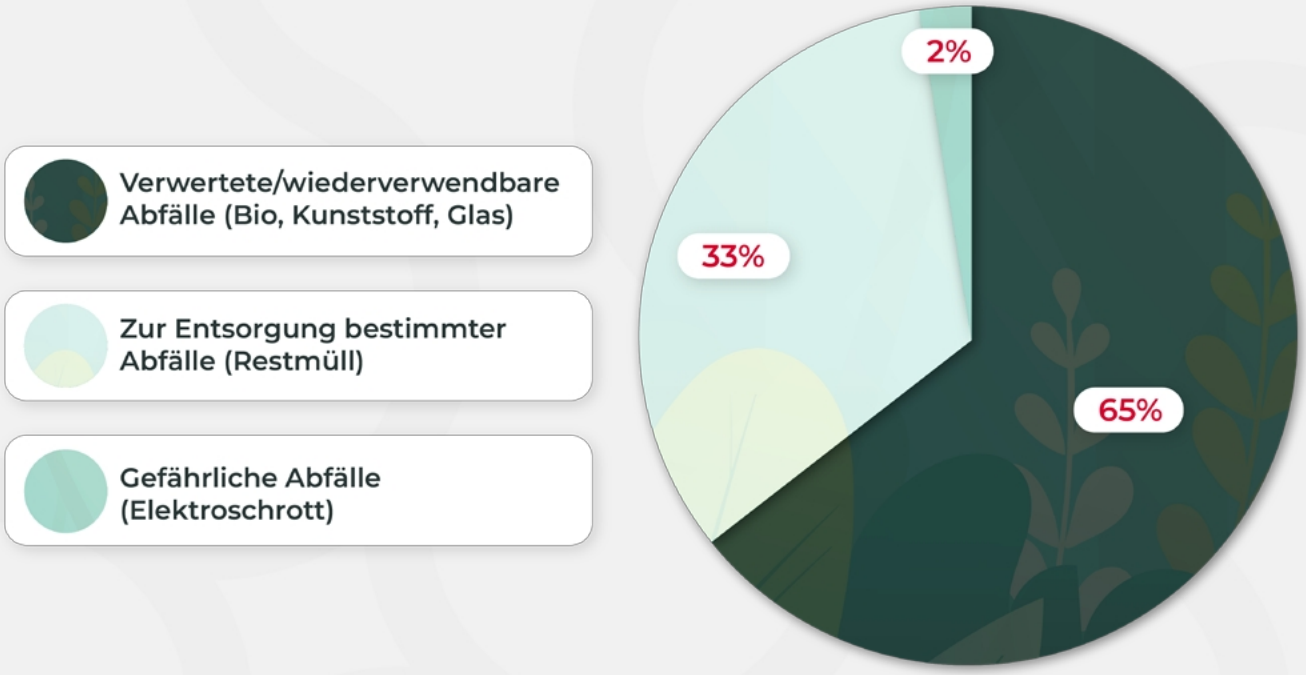
Principle	Measure
Prevention	Digitisation of internal processes to reduce paper usage. Office supplies are sourced from a supplier that uses reusable boxes for dispatch, thereby avoiding packaging waste. A waste prevention policy has been introduced for waste generated at CAS AG's sites.
Reuse	Laptops must be used for a minimum of three years; if, after three years, it is decided not to continue using them, employees may take the laptops and company mobile phones for personal use.
Enabling	CAS AG's IT services include projects that lead to paper savings for its customers through digitalisation.

B-Aspect 2 (VSME para. 38)

Resource use and waste management

As CAS AG is not a manufacturing company, only small quantities of waste are generated at its sites. Care is taken to sort and reduce this waste.

	2024 in kg
Non-hazardous waste	10,542
Recyclable/reusable waste (organic, plastic, glass)	6,957
Waste intended for disposal (residual waste)	3,585
Hazardous waste (electrical waste)	250
Total	**10,792**



SOCIAL ISSUES

DNK 16 – Workforce of the ‘ ’ company

B8: Workforce – General Characteristics, B-Aspect 1 (VSME para. 39)

Number of employees

Characteristics of employees	2024
female	38
Male	115
Diverse	1
Permanent	148
Fixed-term	6
Total	**154**

CAS AG generally offers permanent employment contracts. Exceptions to this are work-study students and project-based experts.
In the reporting year, CAS AG employed 38 women, who accounted for 24.8 per cent of the workforce. When considering all management positions within the company, the ratio of women to men is 0.08.

B-Aspect 2 (VSME para. 40)

Staff turnover

In 2024, CAS AG welcomed 27 new employees and saw 18 departures; this gives us a stable staff turnover rate of 5.19 per cent, and we were able to recruit a total of 9 new employees during the reporting period. This is attributable to CAS AG’s appreciative corporate culture, which is characterised by ‘New Work’ and flexible working time models. In addition, employees are offered attractive benefits and support in the areas of sport and health. These include stress-reduction programmes such as massage sessions, financial support for sports courses and activities, and mental health support. Furthermore, the annual staff survey once again revealed a high level of satisfaction. With an approval rating of 82 per cent, employees emphasised their satisfaction with CAS AG as an employer. The conduct of the annual appraisals and the corporate culture in practice were rated particularly highly.

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B9: Workforce – Health and Safety B-Aspect 1 (VSME para. 41)

The company's workforce – health and safety at work

	2024
Number of reportable workplace accidents	0
Proportion of work-related accidents subject to reporting	0
Number of deaths resulting from work-related injuries and work-related illnesses	0

CAS AG offers its employees the opportunity to undergo a medical examination by the company doctor, thereby giving them access to a company pension and healthcare scheme. In addition, the sites are assessed by means of a health and safety risk analysis.

C6: Additional information on the company's workforce – guidelines on respect for human rights and related processes C-Aspect 1 (VSME para. 61)

Human rights-related policies and processes

CAS AG has drawn up a Code of Conduct in the form of an Internal Policy and Principles of Conduct for its own employees. The Internal Policy is divided into three sections: *'Labour and Human Rights', 'Ethical Business Conduct'* and *'Environmental Protection'.* The policy covers, amongst other things, the following topics: forced and child labour, human trafficking, discrimination and harassment, equal treatment, fair wages, social dialogue, career management, health and safety at work, corruption and bribery, data protection and IT security, sustainable procurement and waste management. Furthermore, CAS AG's internal guidelines and principles of conduct are also reflected in the Code of Conduct, which is sent to suppliers, partners and customers.

CAS AG has an anonymous whistleblower protection system. This enables both employees and stakeholders in the supply chain to submit reports, which are then processed and resolved by an external ombudsman.

At no time have there been any serious incidents relating to human rights at CAS AG.

B-Aspect 1 (VSME para. 42)

Own workforce – remuneration, collective bargaining and training

Our remuneration model is significantly above collective agreement standards. We regularly participate in a benchmarking analysis of living wages conducted by the BDU. This analysis covers 100 per cent of our internal and external employees. The most recent analysis, from 2023, showed that we pay living wages to 100 per cent of our employees. This analysis remains valid for us, as we have not made any significant changes to our pay model. Staff salaries are negotiated individually during performance reviews, guided by established pay bands. Individual development and career plans are also drawn up during these reviews. Consequently, 0 per cent of our workforce is covered by collective agreements.

The unadjusted percentage pay gap between our female and male employees stands at 21 per cent. This is an unadjusted percentage pay gap. It describes the difference between the average pay levels of female and male employees and is expressed as a percentage relative to the average pay level of male employees. However, this figure does not take into account differences in roles and positions.

Training

CAS AG offers compulsory training to all employees on the topics of information security, data protection, health and safety, equal treatment and compliance. In addition, the procurement department receives training in 'sustainable procurement'. The average training

hours for employees is 18.8 hours per year. This figure includes not only the mandatory training courses mentioned above but also specific further training courses which employees can undertake as required. A precise breakdown by gender is not currently possible.

C-Aspect 1 (VSME para. 62)
Serious negative human rights impacts

There were no serious negative human rights incidents in connection with CAS AG's own workforce

GOVERNANCE

DNK 20 – Corporate Governance

B-Aspect 11 (VSME para. 43)

Convictions and fines for corruption and bribery

At no time has CAS AG been convicted of any incidents of corruption or bribery. In our Code of Conduct, we clearly state that the quality of our services is the key to our success and that we do not tolerate corruption. Our employees receive annual training on business ethics.

Revenue from specific sectors (VSME para. 63)

C8 – Revenue from specific activities and exclusion from EU benchmarks

CAS AG does not operate in any sector listed as controversial within the VSME Standard. These include the following:
The production or trade in controversial weapons; The
cultivation and production of tobacco;
Exploration, extraction, production, manufacturing, storage, refining or distribution of fossil fuels (coal, oil and gas);
The manufacture of pesticides or other agrochemical products.

Furthermore, CAS AG is not excluded from any of the EU reference benchmarks that are consistent with the Paris Agreement.

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Sustainability Report 2024