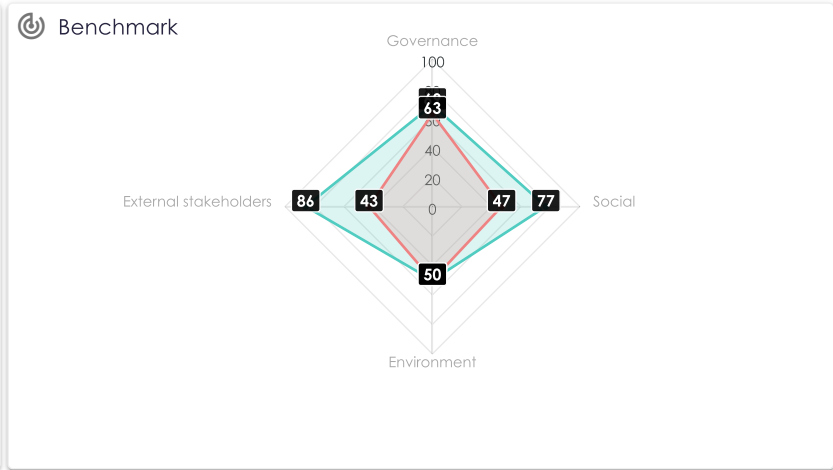




| | | | |
|--------|--------------|------------|-----------------------|
| ISIN | DE0005220909 | MARKET | Foreign Compartment |
| SECTOR | TECHNOLOGY | SUB-SECTOR | SOFTWARE - HEALTHCARE |



| | 2017 | 2018 | 2019 | Benchmark |
|---|------|------|-------|-----------|
| Economic data | - | - | - | - |
| COMPANY'S ANSWER | - | - | - | - |
| GOVERNANCE | 47 | 59 | 69 ↗ | 63 🟡 |
| Dilution risk of minority shareholders | 50 | 100 | 100 → | 76 🟢 |
| Composition of governance bodies | 44 | 44 | 56 ↗ | 63 🟡 |
| Operation of governance bodies | 67 | 100 | 92 ↘ | 82 🟢 |
| Compensation of officers and directors | 50 | 50 | 50 → | 62 🟡 |
| Business ethics | 50 | 50 | 44 ↘ | 50 🟡 |
| CSR policy, extra-financial issues and implementation of the non-financial reporting (EU directive) | 31 | 31 | 69 ↗ | 48 🟢 |
| SOCIAL | 51 | 63 | 77 ↗ | 47 🟢 |
| Social characteristics and policies | 64 | 64 | 79 ↗ | 61 🟢 |
| Working conditions | 55 | 75 | 80 ↗ | 45 🟢 |
| Skills development | 35 | 40 | 85 ↗ | 43 🟢 |
| Equal opportunities | 50 | 50 | 57 ↗ | 46 🟢 |
| Health and Safety | 44 | 94 | 94 → | 29 🟢 |
| ENVIRONMENT | 36 | 46 | 50 ↗ | 50 🟡 |
| Environmental policy and management system | 50 | 50 | 50 → | 39 🟢 |
| Energy and Greenhouse Gases | 14 | 36 | 43 ↗ | 53 🟡 |
| Water, ground, air and waste | 67 | 67 | 67 → | 60 🟢 |
| EXTERNAL STAKEHOLDERS | 43 | 50 | 86 ↗ | 43 🟢 |
| Relations with suppliers | 0 | 17 | 83 ↗ | 35 🟢 |
| Relations with customers, civil society and responsibility of products | 75 | 75 | 88 ↗ | 49 🟢 |

🟡 Underperformance 🟢 Neutral 🟣 Overperformance

1. Economic data

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|--------|--------|--------|---------------------------------|---|
| Q199 PEA-PME eligibility (savings plan for SME financing) | NA | NA | NA | Other source(s) | |
| Q73 Consolidated turnover | 119.08 | 136.47 | 147.65 | Public disclosure | Analyst : Revenue |
| Q107 Recurring operating income (recurring EBIT) | | 70.00 | 17.44 | Public disclosure | Analyst : EBIT |
| Q94 Recurring operating margin [=Q107/Q73] | | 51.29% | 11.81% | Calculation with published data | Analyst : 17.44 / 147.65 |
| Q108 Net Income - Group Share (NIGS) | 10.20 | 10.90 | 10.84 | Public disclosure | Analyst : Net profit attributable to Stockholders of NEXUS AG |
| Q109 Total equity attributable to shareholders | 103.01 | 108.33 | 111.51 | Public disclosure | Analyst : Equity capital attributable to stockholders of the parent company |
| Q110 Financial debt (ST & LT debts) | 48.26 | 103.38 | 26.61 | Calculation with published data | Analyst : Long term financial debts - 13940 + Short term financial debt - 12669 |
| Q111 Cash and cash equivalents | 26.54 | 25.43 | 33.53 | Public disclosure | Analyst : Cash and balance in bank |
| Q95 Gearing Ratio | 21.09% | 71.96% | -6.21% | Calculation with published data | Analyst : (26609 - 33533) / 111514 |
| Q112 Total assets | 151.28 | 211.71 | 208.07 | Public disclosure | |
| Q106 Share price (in €) at the end of the year (31/12) | 25.81 | 24.50 | 34.60 | Public disclosure | |
| Q301 Dividend per share (in €) | 0.15 | 0.16 | 0.18 | Public disclosure | |
| Q105 Market capitalization at the end of year (31/12) | 406.60 | 385.09 | 545 | Public disclosure | |

2. COMPANY'S ANSWER

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|-------------|-------------|-------------|-------------------|--------------------|
| Q217 Company response to the Gaia questionnaire | YES | YES | YES | Public disclosure | |

3. GOVERNANCE

3.1 Dilution risk of minority shareholders

| | 2017 | 2018 | 2019 | Source | Commentaire |
|------|--|----------|----------|----------------------|--|
| Q2 | Share of capital held by founders, family members and top executives | 10.00% | 10.00% | Internal information | |
| Q3 | Share of capital held by significant shareholders (at least 5% of total shares) | 9.88% | 16.24% | Other source(s) | Analyst : Fidelity Management & Research Co. LLC- 9.83% + GUB Investment Trust GmbH & Co. KGaA- 6.41% |
| Q4 | Share of capital held by employees (excluding top executives) | 2.00% | 2.00% | Internal information | |
| Q6 | Share of capital held as treasury stock | 0.30% | 0.10% | Internal information | |
| Q5 | Share of free float (shareholders with less than 5% of total shares) | 77.82% | 71.66% | Internal information | Analyst : 100% -10.00- 2.00- 16.24% - 0.10% |
| Q401 | Control of capital (ownership >=34% of shares) by a shareholder or group of shareholders | NO | NO | NO | Not identified |
| Q19 | Double or multiple voting rights | NO | NO | NO | Not identified |
| Q17 | Average number of capital shares (in units) | 15718876 | 15733273 | 15752000 | Internal information |
| Q18 | Average number of shares including dilutive instruments (in units) | 15742432 | 15733273 | 15752000 | Internal information |
| Q20 | Shareholders agreement(s) | NO | NO | NO | Not identified |
| Q216 | Disclosure on the Company website of Rules of Procedure of the Board | NO | YES | YES | Public disclosure Analyst : company publishes rules of procedure for supervisory board on its website |

3.2 Composition of governance bodies

| | | 2017 | 2018 | 2019 | Source | Commentaire |
|------|---|--------------------------|--------------------------|--------------------------|-------------------|--|
| Q402 | Governance structure: Unitary Board structure (Board of Directors) with or without the separation of the Chairman and CEO roles or Dual structure with a Board of Directors and a Supervisory Board | Dual (Supervisory Board) | Dual (Supervisory Board) | Dual (Supervisory Board) | Public disclosure | Analyst : Executive Board and Supervisory Board |
| Q7 | Number of Board members | 6 | 6 | 6 | Public disclosure | Analyst : 1.Dr. jur. Hans-Joachim König 2.Prof. Dr. Ulrich Krystek 3.Prof. Dr. Felicia M. Rosenthal 4.Prof. Dr. Alexander Pocsay 5.Dr. Dietmar Kubis 6.Jürgen Rottler |
| Q8 | Number of independent or external Board members (Q403+Q404) | 6 | 6 | 6 | Public disclosure | Analyst : 1.Dr. jur. Hans-Joachim König 2.Prof. Dr. Ulrich Krystek 3.Prof. Dr. Felicia M. Rosenthal 4.Prof. Dr. Alexander Pocsay 5.Dr. Dietmar Kubis 6.Jürgen Rottler |
| Q403 | Number of independent Board members as reported by the company | 0 | 0 | 6 | Public disclosure | Analyst : 1.Dr. jur. Hans-Joachim König 2.Prof. Dr. Ulrich Krystek 3.Prof. Dr. Felicia M. Rosenthal 4.Prof. Dr. Alexander Pocsay 5.Dr. Dietmar Kubis 6.Jürgen Rottler . Currently, all members are independent |
| Q404 | Number of other external Board members | 6 | 6 | 0 | Public disclosure | |
| Q9 | Number of Executive Board members | 0 | 0 | 0 | Public disclosure | |
| Q10 | Number of (non-executive) members representing the founders and families on the Board | 0 | 0 | 0 | Public disclosure | |
| Q11 | Number of employee representatives on the Board | 0 | 0 | 0 | Public disclosure | |
| Q201 | Number of other shareholder representatives (excluding founders and family representatives) | 0 | 0 | 0 | Public disclosure | |
| Q113 | Number of censors on the Board | 0 | 0 | 0 | Public disclosure | |
| Q12 | Number of women on the Board | 1 | 1 | 1 | Public disclosure | Analyst : Prof. Dr. Felicia M. Rosenthal |
| Q104 | Number of independent or external women on the Board | 1 | 1 | 1 | Public disclosure | Analyst : Prof. Dr. Felicia M. Rosenthal |
| Q116 | Number of members within the Executive Committee (or Management Committee) | 3 | 3 | 3 | Public disclosure | Analyst : 1) Dr. Ingo Behrendt 2) Ralf Heilig 3) Edgar Kuner |
| Q605 | Share of women in the Executive Committee | 0.00% | 0.00% | 0.00% | Public disclosure | Analyst : no women on executive board |

3.3 Operation of governance bodies

| | | 2017 | 2018 | 2019 | Source | Commentaire |
|------|---|------|------|---|---------------------------------|---|
| Q15 | Commitment to comply with the recommendations of the home country governance code (e.g AFEP-MEDEF French corporate governance code) | YES | YES | YES | Public disclosure | Analyst : German Corporate Governance Codex |
| Q74 | Commitment to comply with the French MiddleNext corporate governance code | NA | NA | NA | Public disclosure | Analyst : Foreign company |
| Q215 | Assessment of the functioning of the Board | NO | YES | YES | Public disclosure | Analyst : At its meeting of 18 December 2019, the Supervisory Board assessed the efficiency of its activities |
| Q118 | Number of Board meetings during the financial year | 4 | 4 | 4 | Public disclosure | Analyst : The Supervisory Board had four regular meetings |
| Q119 | Average attendance rate at Board meetings | | 100% | 87.50% | Calculation with published data | Analyst : 3 members were absent in first meeting . (3 + 6 + 6) / (4*6) . 21/24 |
| Q202 | Number of specialised Board committees | 1 | 2 | 2 | Public disclosure | Analyst : 1) Audit Committee 2) Human Resources Committee |
| Q97 | Existence of an audit or financial committee within the Board | YES | YES | YES and the chair of the committee is an independent director | Public disclosure | Analyst : all directors in supervisory board are independent |
| Q405 | Existence of a compensation and/or appointment committee within the Board | NO | NO | NO | Internal information | |
| Q100 | Existence of a strategy committee within the Board | NO | NO | NO | Internal information | |

3.4 Compensation of officers and directors

| | 2017 | 2018 | 2019 | Source | Commentaire | |
|------|--|----------------------------------|----------------------------------|----------------------------------|----------------------|--|
| Q14 | Board member compensation linked to effective Board meeting attendance | NO | NO | NO | Internal information | |
| Q406 | Disclosure of individual remuneration of each Board member | NO | YES | NO | Not identified | |
| Q114 | Total compensation paid to Board members over the financial year | 112 | 112 | 112 | Public disclosure | Analyst : The overall remuneration of the Supervisory Board amounted to KEUR 112 |
| Q92 | Total compensation of the CEO (excluding potential attendance fees) | 587 | 847 | 1404 | Public disclosure | Analyst : Dr. Ingo Behrendt - Chief Executive Officer |
| Q407 | Transparency on the variable compensation criteria of the CEO | YES, with performance indicators | YES, with performance indicators | YES, with performance indicators | Public disclosure | Analyst : ♦ Bonus 1 is based on the consolidated result of the financial year of NEXUS AG ♦ Bonus 2 is based on the medium-term development of the Group EBITDA of the NEXUS Group (LTIP) |
| Q203 | Consultation of the shareholders on the individual remuneration of executive directors | NO | NO | NO | Not identified | |
| Q630 | Voting result of the AGM on the resolution concerning the remuneration of the CEO | | | | Not identified | |

3.5 Business ethics

| | 2017 | 2018 | 2019 | Source | Commentaire | |
|------|--|------|--|---|---------------------------------|---|
| Q120 | Formalisation of a business code of conduct /corruption prevention policy | YES | YES | YES | Public disclosure | Analyst : company publishes code of conduct on its website |
| Q26 | Activities in countries exposed to risks of corruption | NO | NO | NO | Public disclosure | Analyst : No subsidiary in a country exposed to corruption |
| Q624 | Number of employees having benefited from an awareness program on the code of ethics (or an equivalent document) | | | | Not identified | |
| Q620 | Existence of an alert system | NO | YES, with a compliance officer | YES, with a compliance officer and the system is confidential | Public disclosure | Analyst : report of a breach or violation can be done anonymously |
| Q621 | Number of alerts / questions / requests for advice received by the alert system | 0 | 0 | | Not identified | |
| Q602 | Communication of a policy on responsible lobbying practices | No | Company states having no lobbying activities | Company states having no lobbying activities | Internal information | |
| Q603 | Publication of lobbying expenses | No | Company states having no lobbying activities | Company states having no lobbying activities | Internal information | |
| Q16 | Share of statutory audit fees in the total amount of fees paid to statutory auditors | 100% | 94.54% | 86.21% | Calculation with published data | Analyst : 225 /261 |

3.6 CSR policy, extra-financial issues and implementation of the non-financial reporting (EU directive)

| | | 2017 | 2018 | 2019 | Source | Commentaire |
|------|---|-----------|-----------|---|----------------------|--|
| Q76 | Formalisation of a structured CSR strategy, an action plan or objectives including social issues, environmental issues and issues linked to external stakeholders | YES | YES | YES | Public disclosure | Analyst : company in its sustainability report discusses issues related to environment, employee and society |
| Q408 | Existence of a manager or a division in charge of CSR / sustainability | YES | YES | YES | Public disclosure | Analyst : as per previous year information manager or a division in charge of CSR / sustainability exists |
| Q643 | Presence of the CSR manager at the executive committee (or management committee) | NO | NO | NO | Internal information | Company: Edgar Kuner |
| Q636 | Review of the CSR strategy by the Board during the year | YES, once | YES, once | YES, once | Public disclosure | Analyst : non financial statement or report was reviewed by supervisory board |
| Q631 | Analysis of the group's extra-financial issues | NO | NO | YES, with consultation of external stakeholders | Public disclosure | Analyst : company held discussion with its stakeholders to identify non financial issues |
| Q632 | Prioritization of extra-financial issues | NO | NO | YES | Internal information | |
| Q633 | Extra-financial issues identified as the most material ones are translated into risk factors | NO | NO | YES | Internal information | |
| Q409 | Signature of the UN Global Compact | NO | NO | NO | Not identified | |
| Q640 | Formalisation of a Business Continuity Plan | NO | NO | NO | Not identified | |

4. SOCIAL

4.1 Social characteristics and policies

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|--------|--------|--------|----------------------|---|
| Q27 Average workforce (in FTE, including fixed-term contracts, temporary work, apprenticeship but excluding interns) | 975 | 1153 | 1296 | Public disclosure | analyst: in number, not in FTE |
| Q410 Total workforce at the end of the financial year (full-time equivalent [FTE], including fixed-term contracts, temporary work, apprenticeship but excluding interns) | 999 | 1350 | 1551 | Internal information | |
| Q204 Social reporting perimeter (perimeter to which the following social data apply) | | | | Not identified | |
| Q411 Permanent workforce at the end of the financial year (FTE) | | | 1551 | Internal information | |
| Q412 Non-permanent workforce at the end of the financial year (FTE, fixed-term contracts + temporary work + apprenticeship) | | | 0 | Internal information | |
| Q413 Number of permanent employees hired (FTE, constant/pro forma perimeter, i.e. excluding acquisitions) | | | 201 | Internal information | Company: Not including company acquisitions |
| Q414 Number of permanent employees departures (FTE, constant/pro forma perimeter, i.e. excluding cessions) | | | 55 | Internal information | |
| Q124 Evolution of the workforce compared to the previous exercise at constant/pro forma perimeter, i.e. excluding acquisitions & cessions (net job creation, FTE) | | | 146 | Internal information | Analyst: 201-55 |
| Q434 Number of non-permanent employees hired (in FTE; fixed-term contracts, apprenticeship; excluding temps and internships; at constant perimeter i.e. excluding acquisitions) | | | 0 | Internal information | |
| Q91 Implementation of a restructuring plan that has led to collective redundancies over the financial year | NO | NO | YES | Internal information | |
| Q608 Share of total workforce located in the country of the company headquarter | 75.00% | 70.00% | 57.00% | Internal information | |
| Q28 Share of permanent workforce located in the country of the company headquarter | 75.00% | 70.00% | 57.00% | Internal information | |
| Q122 Share of employees operating in at least one sensitive country in terms of fundamental rights at work (cf. country list attached) | 0.00% | 0.00% | 0.00% | Public disclosure | Analyst : no operations in country which are exposed in terms of fundamental rights |
| Q33 Average age of the workforce | 35 | 35 | 34 | Internal information | |
| Q29 Share of employees in management positions | 2.00% | 2.00% | 2.00% | Internal information | |
| Q24 Existence of a Group Human Resources Manager (Yes(D) if the HR manager belongs to the Executive Committee) | YES | YES | YES | Public disclosure | analyst: Svenja Randerath |

4.2 Working conditions

| | 2017 | 2018 | 2019 | Source | Commentaire |
|--|-------|-------|---|---------------------------------|--|
| Q30 Share of non-permanent staff | 0.00% | 0.00% | 0.00% | Internal information | |
| Q31 Labour turnover rate | 2.50% | 3.00% | 4.24% | Calculation with published data | Analyst: 55/1296 |
| Q45 Existence of profit-sharing systems (free shares, stock options, saving plans, etc.) for employees going beyond legal requirements | YES | YES | YES | Public disclosure | Analyst : as per previous year information, there exists profit sharing system for employees |
| Q303 Commitment to promoting social dialogue | NO | NO | YES, reference to regulatory compliance | Internal information | Company: Surveys on environmental and social issues |
| Q208 Share of the workforce operating under a collective bargaining agreement | | 0.00% | 0.00% | Internal information | |
| Q302 Employee satisfaction survey conducted in the past three years | YES | YES | YES | Public disclosure | |

4.3 Skills development

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|---------|---------|---------|----------------------|--|
| Q415 Communication on skills management actions | NO | NO | YES | Internal information | Company: Nexus Spot-Light Programme |
| Q43 Share of employees who benefited from an annual individual interview (at least one per year) | 75.00% | 78.00% | 100.00% | Internal information | |
| Q40 Share of employees who benefited from a training during the financial year (training ratio) | 100.00% | 100.00% | 100.00% | Internal information | |
| Q609 Training expenses | | | 650 | Internal information | Company: Mainly external cost for online trainings, cost estimated |
| Q610 Wage Bill | 57526 | 63667 | 76145 | Public disclosure | Analyst : Wages and salaries |
| Q41 Training contribution ratio (training budget/ payroll) | | | 0.85% | Internal information | Analyst: 650/76145 |
| Q416 Average number of training hours per employee (Total training hours / total number of employees) | | | 30 | Internal information | |

4.4 Equal opportunities

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|----------------------------|----------------------------|----------------------------|----------------------|--|
| Q417 Action plan to promote equal opportunities and diversity | YES | YES | YES | Public disclosure | Analyst : as per previous year internal information company undertakes action to promote diversity at its workplace |
| Q35 Share of women in the workforce | 32.00% | 35.00% | 33.90% | Public disclosure | Analyst : The proportion of women is currently 33.9%; |
| Q36 Share of women in management positions | 16.67% | 21.28% | 30.30% | Public disclosure | Analyst : 10/33 (Management Team) The proportion of women is currently 50% at management level below the executive board of NEXUS AG i.e. at first management level. |
| Q622 Adaptation of working conditions in exceptional family / health situations to promote job retention. | YES, existence of measures | YES, existence of measures | YES, existence of measures | Public disclosure | Analyst : as previous year information company provides temporary leaves in case of child birth, child care, sick parents |
| Q623 Information on gender wage gap available to all employees | NO | NO | NO | Not identified | |
| Q641 Gender wage gap | | | 0.00% | Internal information | Company: No gender wage gap at Nexus |
| Q34 Share of seniors in the workforce | | | | Not identified | |
| Q38 Share of employees with disabilities | 0.50% | 0.50% | 0.50% | Internal information | |

4.5 Health and Safety

| | | 2017 | 2018 | 2019 | Source | Commentaire |
|------|--|-------|-------|-------|----------------------|----------------------|
| Q49 | Absenteeism rate for illness and work accidents | 2.40% | 2.10% | 2.30% | Internal information | |
| Q50 | Accident frequency rate (number of lost time accidents x 1,000,000 / number of hours worked) | 0 | 0 | 0 | Public disclosure | Analyst : 0 accident |
| Q51 | Accident severity rate (Number of days lost to accidents or occupational diseases x 1000 / number of hours worked.) | 0 | 0 | 0 | Public disclosure | Analyst : 0 accident |
| Q606 | Accident frequency rate of temporary staff (Number of lost time accidents x 1,000,000 / number of hours worked) | 0 | 0 | 0 | Public disclosure | Analyst : 0 accident |

5. ENVIRONMENT

5.1 Environmental policy and management system

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|------------------|------------------|------------------|----------------------|---|
| Q211 Share of environmental consolidated reporting perimeter | | | | Not identified | |
| Q418 Existence of a written environmental policy (identification of issues and objectives) | YES | YES | YES | Public disclosure | Analyst : company in its sustainability statement reported environmental issues such as Waste and water, Management of electrical waste, Power consumption etc. |
| Q84 Existence of an environmental management system | YES | YES | YES | Public disclosure | Analyst : Not a formalised environmental management system but company undertakes initiatives to improve environmental issues. Company identify and evaluate the material issues and monitor it |
| Q131 Share of activity benefiting from an external environmental certification (e.g. ISO 14001, EMAS) | No certification | No certification | No certification | Internal information | |
| Q644 Initiatives for the protection and preservation of biodiversity in the company's infrastructures | NO | NO | NO | Internal information | |

5.2 Energy and Greenhouse Gases

| | 2017 | 2018 | 2019 | Source | Commentaire |
|--|---------|---------|---------|---------------------------------|---|
| Q58 Initiatives or action plan to reduce Greenhouse gas (GHG) emissions and energy consumption | YES | YES | YES | Public disclosure | Analyst : focused on reducing power consumption by concentrating on data centers and using efficient cooling systems |
| Q79 Initiatives to reduce the environmental impact of business trips or home-work commute | NO | YES | YES | Public disclosure | Analyst : By using economical service vehicles, electric cars, leasing bicycles for employees, telephone and video conferencing instead of business trips and optimized tour planning |
| Q422 Realization of an energy audit over the last four years | NO | YES | YES | Public disclosure | Analyst : In 2018, company successfully conducted an energy audit in accordance with DIN EN 16247-1 |
| Q423 Total energy consumption (MWh) | | 1614.51 | 1454.96 | Internal information | |
| Q56 Electricity consumption (MWh) | 1670.00 | 1614.51 | 1454.96 | Calculation with published data | Analyst : Total electricity consumption in 2019 at company's own facilities was 1,454,958 kwh . 1454958 kwh / 1000 . 1 mwh = 1000 kwh |
| Q71 Oil consumption (MWh) | 0 | 0 | 0 | Internal information | |
| Q72 Gas consumption (MWh) | | | 0 | Internal information | |
| Q424 Detailed publication of the distribution of energy sources or types of energy consumed (e.g. publication of the energy mix) | NO | NO | NO | Not identified | |
| Q125 Consumption of produced/bought renewable energy (MWh) | 810 | 800 | | Not identified | |
| Q57 Realization / revision of a carbon footprint assessment over the last three years | NO | NO | NO | Not identified | |
| Q126 Greenhouse gas emissions, Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased energy) (Ton CO2 eq.) | | | | Not identified | |
| Q425 Greenhouse gas emissions, scope 3 (other indirect emissions) (Ton CO2 eq.) | | | | Not identified | |

5.3 Water, ground, air and waste

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|------|------|------|----------------------|---|
| Q419 Initiatives / actions to reduce the quantity of inputs / consumables - excluding energy - (paper, water, raw materials, etc.) and / or waste | YES | YES | YES | Public disclosure | Analyst : Between 2016 and 2019, paper consumption per employee decreased by 50.42%. elimination of paper towels at many locations. introduction of a digital payroll |
| Q88 Existence of an action plan to manage hazardous waste and substances. | NO | NO | NO | Internal information | Company: As a software company nexus has not hazardous waste substances |
| Q428 Implementation of a waste sorting system | YES | YES | YES | Internal information | |

6. EXTERNAL STAKEHOLDERS



6.1 Relations with suppliers

| | | 2017 | 2018 | 2019 | Source | Commentaire |
|------|--|------|------|------|----------------------|--|
| Q54 | Integration of social criterias/requirements in procurement practices / outsourcing | NO | NO | YES | Internal information | |
| Q55 | Existence of supplier/contractor audits regarding social criterias | NO | NO | YES | Internal information | Company: Our indian partner is audited regularly |
| Q59 | Integration of environmental criteria/requirements in procurement practices/outsourcing | NO | NO | YES | Internal information | |
| Q60 | Existence of supplier/contractor audits to control the implementation of environmental criterias | NO | NO | NO | Internal information | |
| Q213 | Support of contractors/suppliers in their social and/or environmental approach | NO | NO | NO | Internal information | |
| Q430 | Average payment term of suppliers | | | 5 | Internal information | |
| Q647 | Identification of economically dependent suppliers | NO | YES | YES | Internal information | |
| Q648 | Supplier satisfaction survey conducted in the past three years | NO | NO | NO | Internal information | |
| Q649 | Consideration of supplier proximity in purchasing practices | NO | NO | YES | Internal information | |

6.2 Relations with customers, civil society and responsibility of products

| | 2017 | 2018 | 2019 | Source | Commentaire |
|---|---------------|---------------|---------------|---------------------------------|--|
| Q129 Existence of a Quality Management System (QMS) | YES | YES | YES | Public disclosure | Analyst : company's quality management system is ISO 9001 certified |
| Q130 Share of your activity under external quality certification (e.g. ISO 9001) | Global (>90%) | Global (>90%) | Global (>90%) | Public disclosure | Analyst : as per previous year information company's ISO 9001 certification covers more than 90% of organization |
| Q128 Customer satisfaction survey conducted in the past three years | YES | YES | YES | Public disclosure | Analyst : as per previous year internal information company conducts customer satisfaction survey |
| Q431 Existence of an environmental label for products/services | YES | NO | NO | Not identified | |
| Q634 IT risks are presented to governance bodies at least once a year | YES | YES | YES | Public disclosure | Analyst : IT risk is part of the company's risk management framework |
| Q635 Existence of intrusion tests of IT systems | YES | YES | YES | Public disclosure | |
| Q653 Existence of an internal IT charter | NO | NO | YES | Internal information | Company: Part of our ISO 27001 |
| Q601 Initiatives to optimize the social impact of products/services | YES | YES | YES | Public disclosure | Analyst : company's solutions helps in improvement of the living situation of people with mental impairments |
| Q214 Products/services with social/environmental added-value | YES | YES | YES | Public disclosure | analyst: the Group produces information and quality management systems for the Health sector |
| Q611 Share of activities directly linked to a fundamental sustainable development objective (SDG) | Large (>50%) | Large (>50%) | Large (>50%) | Public disclosure | analyst: SDG 3: Good Health and Well-Being |
| Q432 Amount of donations and corporate philanthropy | 9 | 10 | 10 | Internal information | |
| Q433 Effective tax rate paid by the group | 23.50% | 26.30% | 28.12% | Calculation with published data | Analyst : 4741 (tax) / 16862 |
| Q604 Subsidiaries registered in countries exposed to financial secrecy without justification | NO | NO | NO | Public disclosure | Analyst : presence in Switzerland , Netherlands is justified |
| Q651 Commitment in favour of fiscal responsibility | NO | NO | NO | Not identified | |

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