



H&F

WE TAKE RESPONSIBILITY.

2023 H&F Solutions
Sustainability Report



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Philipp Futterknecht
Chief Executive Officer
(CEO)

Dear Readers,

Sustainability is an important issue that goes beyond CO2 emissions and places people at the center. With our vision, we focus on applying human skills where they are most needed by handing over everyday tasks to our intelligent technologies. This allows people to concentrate on creative and meaningful work.

At H&F Solutions, we early on asked ourselves how we could integrate sustainability into all aspects of our work. Our sustainability report reflects our efforts to provide a comprehensive overview of our initiatives and considerations, always guided by the United Nations' Sustainable Development Goals (SDGs). In doing so, we go far beyond environmental protection and CO2 reduction.

Our technology significantly contributes to optimizing processes in document processing and data exchange, and we strive to extend our reach to other areas of digital data processing. As an organization, we are also committed to sustainability, as demonstrated by our initiatives in New Work and mobile working.

Special thanks go to our sustainability team and our employees for their dedicated work on sustainability. Enjoy reading and gathering new ideas!

Sincerely,

Futterknecht P.



Hans-Jörg Roser
Chief Product Officer
(CPO)

Dear Readers,

In a constantly changing business world, the most successful initiatives are often those deeply embedded in a company's DNA.

As a remote-working company, we place our employees at the center. Our decentralized structure offers genuine opportunities to act more environmentally friendly through flexible work processes and to promote a sustainable, inspiring, and social corporate culture. Continuous learning and a „growth mindset“ are central to us as a team – our corporate leadership is also based on agile methods and open communication.

Our innovations are in line with this, such as our product *dara*®, which optimizes work processes and increases efficiency, enabling our customers to utilize skilled workers in a value-adding way.

Social responsibility is just as important to us as ecological sustainability. Despite our decentralized structure, we engage locally and support social projects to make a positive contribution to our community.

Our sustainability report shows that we are determined to implement sustainable practices in all areas and make a positive contribution to society. We are proud of what we have achieved so far and will continue to work towards our sustainability goals and create a better future.

Best regards,

Hans-Jörg Roser

Business Portrait

H&F Solutions is a German deep-tech company based in Ulm and Heilbronn. As experts in digitalization, we develop intelligent networking software that helps businesses tackle the challenges of the future. As a company, our goal is to question well-trodden paths, find new ways, and always remain critical and eager to learn. We believe that teamwork and the combination of different perspectives on a question propel us forward the fastest and also do justice to the employees of the company.



”

„Our goal from the very beginning has been to develop innovative technologies that not only provide real value to our customers but also actively contribute to sustainability.“

Philipp Futterknecht
CEO



„We unleash the growth potential of our customers by revolutionizing data flow across system boundaries. We enable a focus on creative endeavors by transferring the resolution of everyday problems to machine intelligence.“

VISION

IDI – Intelligent Data Interchange

Intelligent Data Interchange (IDI) revolutionizes data processing in businesses through the use of advanced technologies such as pattern recognition, machine learning, and artificial intelligence. Unlike traditional Electronic Data Interchange (EDI), which forces data into a fixed format, IDI enhances data quality through patented data enrichment, intelligent gap-filling, and contextualization of information.

MISSION

„We are the system between systems.

We provide a plug-and-play gateway for

all types of documents. Connections are

established within hours.

Information reaches the recipient within

seconds. We replace human intelligence

with machine intelligence and automatically

enrich the data.“

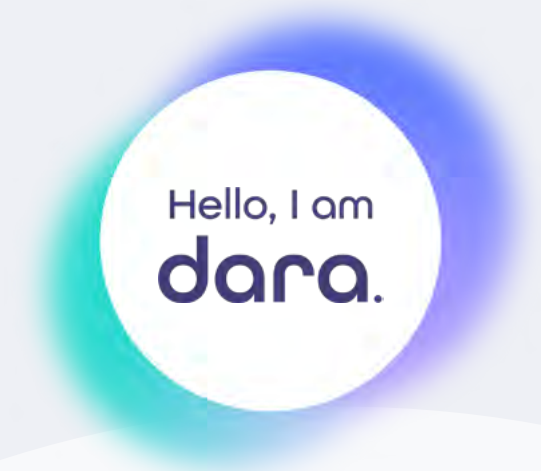
dara®

At H&F Solutions, we have set ourselves the goal of making IDI accessible to all companies. From this conviction, dara® was born.

With dara®, companies can increase the automation of their data processing to over 90%. This not only represents a significant improvement over the traditional automation level of around 15%, but also leads to measurable successes and a substantial increase in efficiency within business processes.

By significantly reducing manual interventions, dara® offers a scalable platform that simplifies data exchange between ERP systems, boosts productivity, and simultaneously cuts costs by over 70%.

Utilizing IDI technologies, dara® enables seamless and automated information flow across corporate boundaries and facilitates the connection of new business partners within the shortest time via plug-and-play.



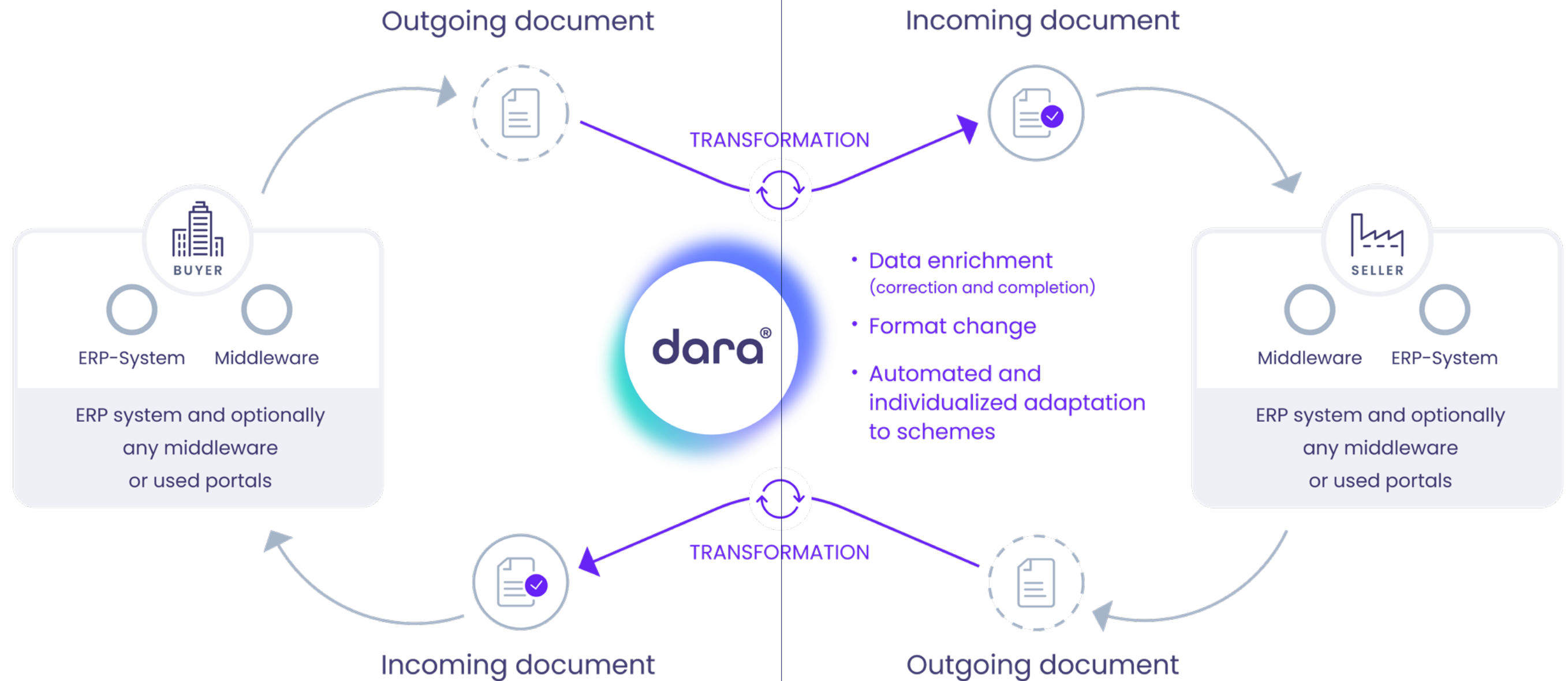
The automation of data processing with dara® not only saves time, costs, and resources but also reduces repetitive and monotonous document processing for employees.

Thus, dara® ensures a significant increase in scalability for companies and effortlessly adapts to business growth and changing business requirements.



The Service between Systems

dara® revolutionizes document exchange between business partners and their ERP systems through intelligent data processing.



Sustainability Strategy

As a start-up constantly facing disruption and changing conditions, long-term measures are a challenging topic for us.

Nevertheless, or perhaps because of this, we have set ourselves the goal of acting sustainably and finding a way to address different aspects of sustainability within our environment. In doing so, we have aligned ourselves with the Sustainable Development Goals defined by the UN and synchronized our objectives with them. Additionally, we have oriented our content according to the guidelines of the Global Reporting Initiative.



DID YOU KNOW?

Sustainable development means considering environmental aspects equally alongside social and economic aspects. Being future-oriented in our business practices means we must leave our children and grandchildren with an intact ecological, social, and economic structure. One cannot exist without the other.

Source: German Council For Sustainable Development

Embedding in Strategy and Management

Sustainability management refers to the holistic management of ecological, social, and economic aspects within companies with the goal of achieving long-term positive impacts on the environment, society, and the economy, while simultaneously utilizing their own resources efficiently.

Modern leadership approaches emphasize that any desire for change and any effort towards a fundamental philosophy within a company must be anchored in the strategy through management. The company's leadership can positively influence the direction and decisions of each employee in this context.

Stakeholder

As a basis for our formulated goals, it was important to be aware of the involved stakeholders:



Sustainability Goals

Our sustainability goals are summarized in the following graphic. We work diligently and conscientiously every day to implement them as effectively as possible.

SUSTAINABLE IMPACTS OF OUR PRODUCT FOR INDUSTRY AND SUPPLY CHAINS (P. 20)

Through the use of our product dara®, the digitization of business processes in the industry is advanced, thereby enhancing their scalability. With this goal, we aim to support our customers directly in their core processes.

SDGs: 9 – Industry, Innovation and Infrastructure

SOCIAL AND SOCIETAL IMPACTS OF OUR PRODUCT(P. 26)

Our product leads to sustainable improvements for the market, our customers, their employees, and consequently for society. This is primarily achieved through the enhancement and reorganization of workplaces.

SDGs: 8 – Quality Jobs and Economic Growth

NEUTRAL CORPORATE CARBON FOOTPRINT (P. 50)

The most significant environmental impact of H&F Solutions is our CO2 footprint, which includes travel and other energy consumption in the workplace. Our stated goal is to offer our services CO2-neutral. The core element of our product is software that is operated in the cloud.

SDGs: 13 – Climate Protection and Adaptation

SUSTAINABILITY IN PRODUCT ORGANIZATION (P. 42)

We design the company itself, its operations, and the core technology behind our product sustainably.

SDGs: 12 – Sustainable Consumption and Production

LEARNING AND GROWING WITH CHALLENGES – PEOPLE AT H&F SOLUTIONS (P. 30)

As a remote company, it is a particular challenge for us to create a diverse team that works fairly and on equal footing while adapting principles of continuous learning. H&F Solutions aims to have a positive impact on the lives of its employees!

SDGs: 4 – Equitable and Quality Education

LOCAL SOCIAL ENGAGEMENT (P. 56)

Despite our location-independent work, we are locally engaged in the field of charity.

SDGs: 3 – Good Health and Well-Being



Resilience in Value Creation

Through agile methods in software development, we increase our flexibility and adaptability.

In nearly all areas, we can already react quickly to changes and deliver a high level of service. Open and effective communication between the various actors in the value chain is crucial for us. This includes not only internal teams but also our customers, suppliers, and external partners.



”

„Resilient value creation is achieved not only through predefined protective mechanisms but also through transparent, informed, and agile actions.“

Hans-Jörg Roser
CPO

Process and data security are essential components. Protective mechanisms, encryption, and security assessments safeguard the value chain from security breaches. The continuous securing of data and systems is the foundation for being able to respond quickly in the event of a failure. This applies to both the software and the maintenance of data and other critical resources.

A particular challenge in the agile environment is the high operational criticality of our software. The resilience of H&F Solutions' software operations thus directly impacts the success of our customers.



OUR 5 SUSTAINABILITY GOALS



- 1 Sustainable Impacts of Our Product for Industry and Supply Chains
- 2 Social and Societal Impacts of Our Product
- 3 Learning and Growing with Challenges – People at H&F Solutions
- 4 Sustainability in Product Organization
- 5 Neutral Corporate Carbon Footprint
- 6 Community Involvement and Social Responsibility

1

Sustainable Impacts of Our Product for Industry and Supply Chains

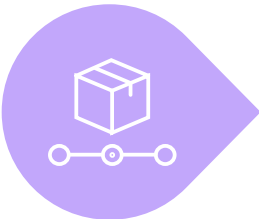
The deployment of our product **dara®** drives the digitalization of business processes in the industry, thereby enhancing their scalability. With this goal, we aim to support our customers directly in their core processes.



In addition to the actual flow of goods, the globally distributed and complex supply chains require an extensive data flow. Our software enables the scalable connection of trade partners and ensures seamless data exchange.

Our product dara® simplifies intelligent data exchange between ERP systems, increases productivity, and reduces costs at the same time. The information exchange occurs across company boundaries – digitally and automated. Our product creates a network where our customers benefit enormously in terms of data quality, speed, and ease of connection.

With this, we impact three key factors in digitalization and economic growth:



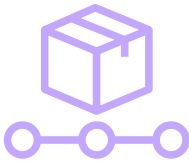
Traceability of Supply Chains



Digitalization



Corporate Growth and Efficiency



Traceability of Supply Chains

This data flow forms the basis for tracking supply chains and thereby enables the implementation of many regulations in the field of sustainability.





Digitalization

Our approach of completely rethinking the document exchange process, not only digitizing it but also automating it beyond current technological capabilities, contributes to the digitalization of companies and global trade.

As a product based on cloud technologies, accessible from all devices worldwide at any time, we support the seamless data flow of businesses.



Corporate Growth and Efficiency

The direct impact of our product is the efficiency enhancement of document processing and the integration of trade partners. Automated processing frees up resources in administrative tasks previously occupied with the manual handling and processing of documents, allowing employees to engage in more value-creating activities. Additionally, long-term integration projects in IT become unnecessary. Processes can be completed faster, more satisfactorily for trade partners, and with less potential for errors.

Ultimately, this also results in significant savings on process and project costs. Processing through dara® is always more cost-effective than manual processing. On this basis, companies can also make data-driven decisions and increase their own efficiency. In this context, efficiency means shortening delivery routes and consolidating shipments. Most importantly, our product enables the seamless integration of a trade partner and homogeneous data usage.

2

Social and Societal Impacts of Our Product

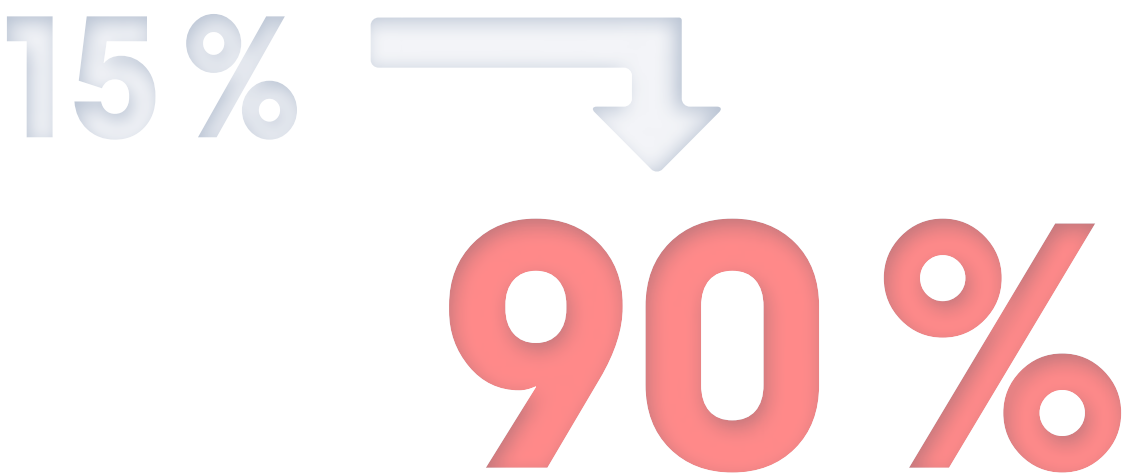
Our product leads to sustainable improvements for the market, our customers, their employees, and consequently for society. This is primarily achieved through the enhancement and reorganization of workplaces.



Reorganization and Enhancement of Workplaces

Through the use of our product, the nature of administrative work is transformed, and necessary IT projects are massively simplified. Work is enhanced and becomes significantly more efficient.

This is not about job cuts but about alleviating the pressure of skilled labor shortages by enabling existing employees to deliver a more intensive value contribution to the company instead of performing repetitive tasks. These tasks are taken over by our product's intelligent mechanisms. The product learns from interactions with employees, further increasing automation, and suggests solutions in cases where automation is not possible. This interaction occurs through an intuitively operated system that measurably increases acceptance among employees.



Measured automation rate increases from 15% to over 90%

Specifically, this concerns the manual processing of documents. These often incomplete data, which appear in highly varied and individualized structures, are frequently manually corrected, sometimes even manually transferred from the original document to the input fields of ERP systems. This task is only reluctantly accepted by employees of the younger generations, leading to frustration and decreased motivation and job satisfaction.

OUR MESSAGES:



Motivation For the Job and Employee
Identification with the Workplace



More Attractive Workplaces in Light of the
Skilled Labor Shortage



Quality of Work Through System-Supported
Processes



3

Learning and Growing with Challenges – People at H&F Solutions

As a remote company, it is a particular challenge for us to create a diverse team that collaborates fairly and on equal footing while adapting principles of continuous learning. H&F Solutions aims to have a positive impact on the lives of its employees!



As a company that operates as a cross-functional team of teams, we have established shared principles that guide our collaboration and execution of tasks.

Additionally, we have defined further principles for disciplinary and technical leadership that describe how we build and shape this team.



PRINCIPLES

- vv
- Don't be evil
 - Learn and adapt endlessly
 - Unrestricted agile mindset
 - Build a user-interaction based service, not a management software
 - Be product-driven

LEADERSHIP PRINCIPLES

- Build up talent density
- Increase candor
- Reduce controls
- We make VUCA the new comfort zone
- Authenticity
- Integrity
- Consistency



Growth Mindset and Continuous Learning

Behind these principles lies an aspect that is particularly noteworthy in the context of sustainability.

What unites the H&F Solutions team and our strategic approach is the philosophy of Fast Learning Cycles and a mindset that prioritizes continuous learning and adaptation.

We believe that this significantly enhances both employee satisfaction and the success of the company.

The Growth Mindset unites our team. Everyone is consistently encouraged to identify, communicate, and contribute improvements and potential enhancements at any time. This is a fundamental part of our regular operations.

Recruitment Process

At all other qualification levels, selection criteria are applied in a way that prevents bias based on appearance, culture, religion, ethnicity, or other ethically questionable criteria. We also ensure that our compensation structure is performance-based and proactively adjusted.

Working at H&F Solutions

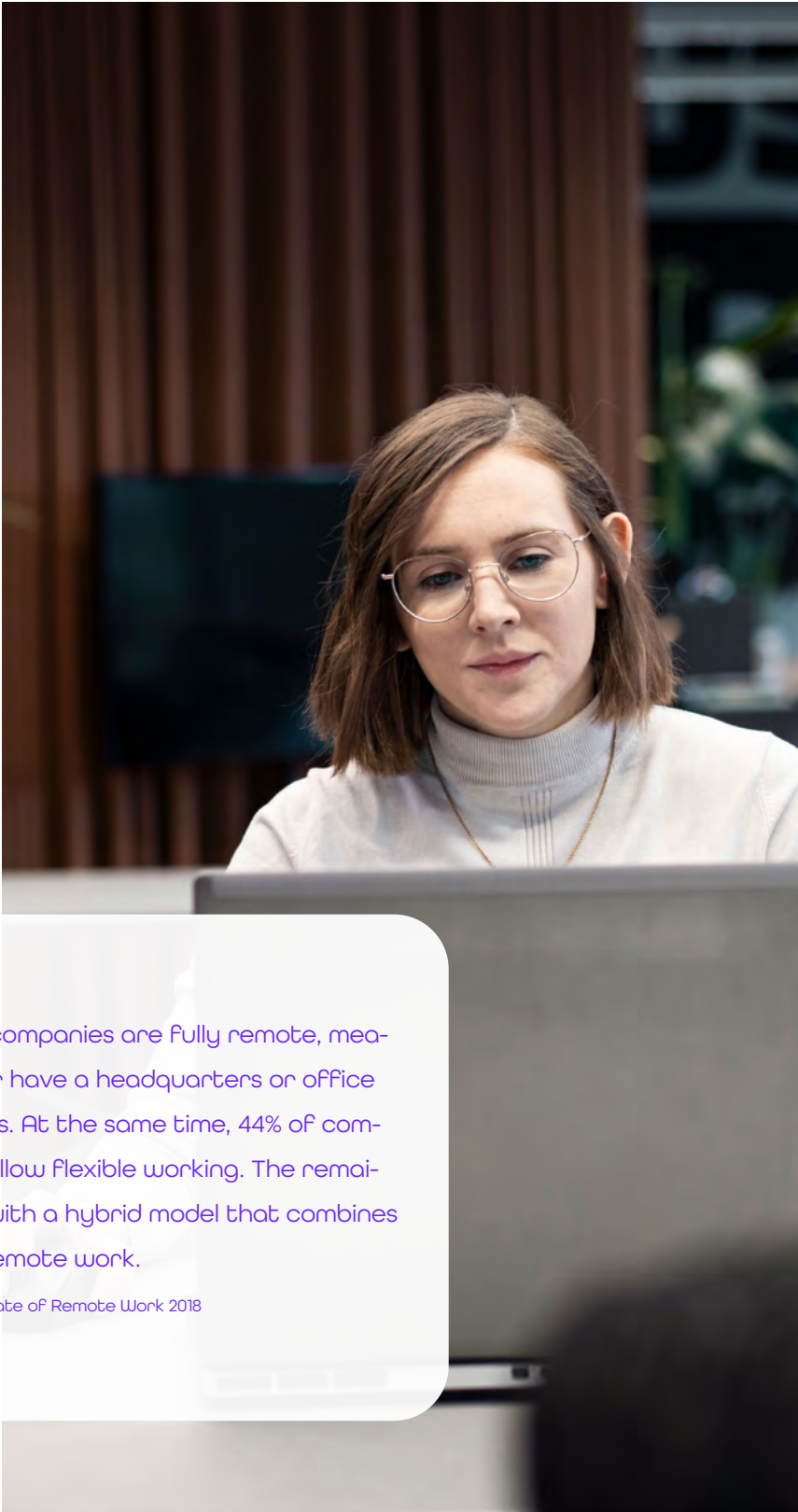
At the beginning of 2023, H&F Solutions decided to give up fixed premises and instead embrace remote work as the new norm. As a company that can operate almost entirely virtually, we were able to implement this step unconditionally.



DID YOU KNOW?

Worldwide, 16% of companies are fully remote, meaning they no longer have a headquarters or office for their employees. At the same time, 44% of companies still do not allow flexible working. The remaining 40% operate with a hybrid model that combines office work with remote work.

Source: Owl Labs Global State of Remote Work 2018





We refer to the understanding, behavior, and efforts of employees regarding work outcomes, largely independent of external control through processes and controlling instruments.

Hans-Jörg Roser
CPO

This step involved some fundamental adjustments in our collaboration:



High Degree of Personal Responsibility

As a start-up, we have instilled a strong sense of personal responsibility in each individual from the beginning. This factor compensates for many perceived disadvantages of distributed work and, in fact, has propelled us forward.



Asynchronous Communication

Asynchronous here means that being location-independent does not imply halting communication or replacing 1:1 meetings with video conferences. Instead, it means finding new ways to maintain the positive aspects of previous collaboration while discovering new methods of communication. We have achieved this through the use of virtual spaces.



Virtual Collaboration through Collaboration Tools

In addition to these spaces, the fundamental and intensive use of collaboration tools is essential for location-independent cooperation. We have organized our data storage, shared documentation, and access control under these collaboration tools. Access to this information is always through the collaboration tool to promote exchange and make content easily accessible.



Use of Coworking Spaces

We generally offer our employees the option to use local co-working spaces. This can be relevant during business trips or to make everyday work more interesting despite remote work. For instance, we are members of the Campus Founders in Heilbronn, where some of the photos we use were taken.

**CAMPUS
FOUNDERS**

Health Benefits of Remote Work

By eliminating the daily commute, whether due to heavy traffic or long distances to the office, not only is time saved but also potential stress is minimized. The day often starts more relaxed.

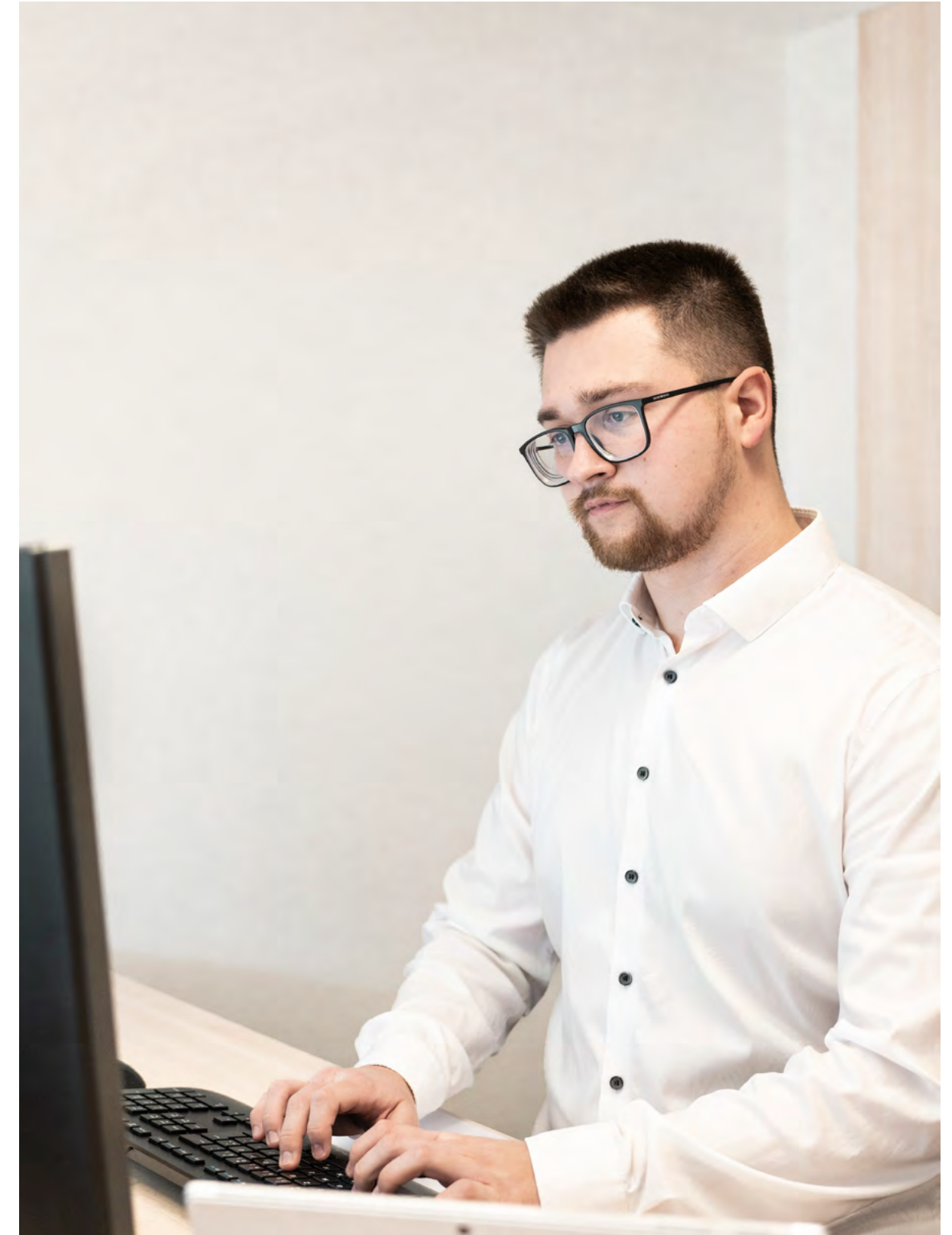
By allowing flexible choices in work location and hours, our employees can tailor their workday to their personal needs. This not only reduces stress but also allows the saved time to be spent with family, friends, hobbies, and other activities, enhancing the well-being of our employees.

Remote work can also promote self-determination and personal responsibility. The sense of control over one's work can boost self-esteem and foster a better work-life balance.

In addition to psychological benefits, remote work offers physical advantages for our employees. Avoiding public transportation and reducing contact with colleagues in shared office spaces helps lower infection risks.

However, we are also aware of the risks of

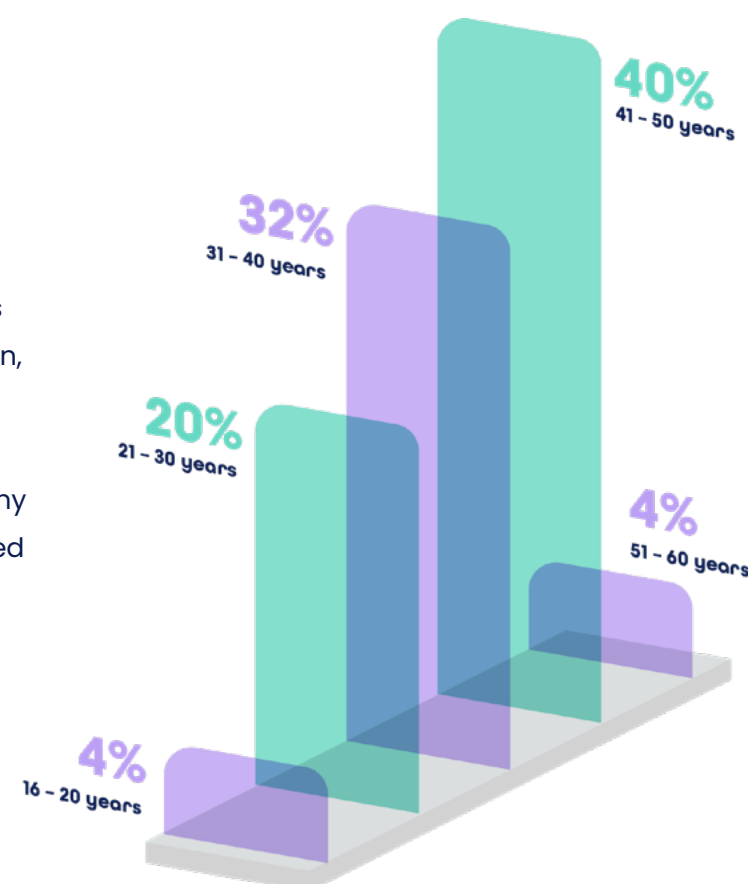
remote work, such as the blending of professional and personal life. Therefore, we place great emphasis on balanced management and provide clear, supportive information (see chapter „Sustainability in the Workplace“) for our team. Our goal is to minimize potential negative impacts while maximizing the positive effects.



Diversity

At H&F Solutions, we place great emphasis on diversity, equality, and inclusive interactions among all employees.

Regardless of gender, ethnicity, age, religion, or sexuality – a diverse team fosters innovation, improves customer orientation, creates a competitive advantage, and strengthens employee retention. For us, it is essential to create an inclusive company culture where all employees feel respected and supported.



Age

We represent a diverse age structure, ranging from 16 to 60 years old. A refreshing 24% of our team is under 30, bringing innovative perspectives and energy. The age group of 30–40 years comprises 32%, characterized by a balanced mix of experience and dynamism. An impressive 44% of our workforce is over 40, enriching our team with extensive experience and deep expertise.

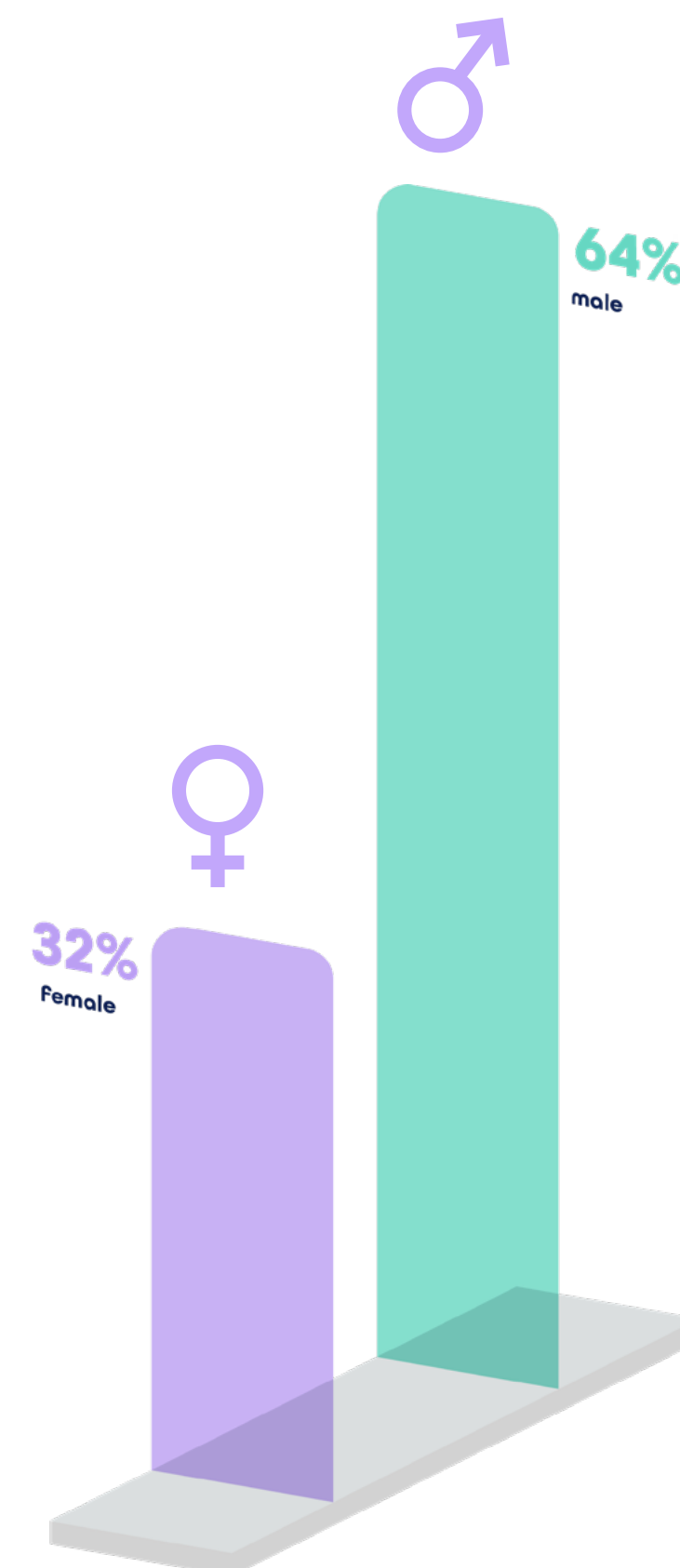
This diversity in age groups underscores our commitment to diversity and inclusion, ensuring that different life stages and generations are equally valued and supported.

Employees by Gender

Currently, the ratio of male to female employees is 64% to 36%. As a software company, we view the promotion of women in technology as a crucial step towards creating a diverse and inclusive work environment. We employ targeted recruitment strategies and support women in leadership positions.

Equality in pay and career advancement is at the core of our efforts.

Therefore, gender-neutral language is a significant concern for us, which we not only pursue internally but have also enshrined in our company's tone of voice.



4

Sustainability in Product Organization

We design the company itself, along with its operations and the core technology behind our product, sustainably.





”

I take joy in the responsibility of selecting sustainable materials.

Valerie Lee
Head of Product Marketing

Valerie Lee has been responsible for sustainable work materials and customer supplies at H&F Solutions since 2022. A key focus is on renewable resources.

Resource Efficiency

To minimize our ecological footprint, we place special emphasis on the efficient use of resources.

Our ambitions span three dimensions: sustainable materials in our welcome boxes, responsible sourcing of our hardware, and minimizing paper usage in everyday administration.

For our H&F Solutions Welcome Bags, which include the initial set of work materials and branded items for our new employees, we have consistently prioritized the use of resource-efficient materials.

To minimize electronic waste, we consciously manage our hardware. We extend the lifespan of our electronic products by repairing them instead of disposing of them, and by giving them a second life, such as integrating them into our exhibition stands. Additionally, we procure

refurbished second-hand laptops for our developers.

We emphasize keeping paper usage to a minimum. For instance, invoices, employment contracts, and payroll are all handled digitally.

To further promote our resource efficiency, we have set the following goal:

The procurement of electronic devices should become completely sustainable. This can be achieved through the use of second-hand devices, sourcing from sustainable manufacturers, or offsetting the CO2 emissions.



DID YOU KNOW?

On May 4th, 2023, Germany reached its Earth Overshoot Day for 2023. This means that by this date, Germany had already used up its budget of sustainably usable resources and tolerable emissions for the entire year—almost eight months too early.

Source: bund.net

Sustainability in the Workplace

Employee Survey on Energy Efficiency

On January 3, 2024, we conducted a survey on energy saving in home offices to understand the current status among our employees and to develop further ideas.

The results showed that our employees already have a high level of energy awareness. The majority report turning off devices when not in use and using energy-saving settings. The use of natural daylight instead of artificial lighting is widespread. When heating, doors and windows are kept closed. Additionally, resource efficiency regarding paper consumption is observed, with documents mostly organized digitally and through electronic storage.

Sustainability and Health in the Home Office

Derived from our survey and extensive research, we have created a guide for our employees to ensure their mental and physical health in the home office, as well as to promote resource conservation.

We are aware that remote work can pose

risks to the mental health of our employees; therefore, we place particular emphasis on tips for improving mental health. We encourage our employees to stay engaged in the company's social life despite physical distance. This includes regular in-person meetings at co-working spaces and gatherings in our digital coffee bar. Additionally, we recommend taking regular breaks and highlight the importance of a clear separation between private and work life, both in terms of time and physical space.

It is very important to us that our employees feel comfortable discussing their issues. We encourage them to seek conversations whenever they have questions, face problems, or find themselves in particularly intense situations. We also offer regular emotional retrospectives—a meeting specifically designed to provide space for thoughts and concerns.



Guide to Remote Work

To ensure our employees are well-informed about physical health, we have included a detailed description of ergonomic workplace setups in our guide. This covers seating position, desk setup, placement of keyboard, mouse, and monitor, as well as proper lighting. We also address how to protect eyes while working at a screen and recommend integrating more movement into the workday, such as using a standing desk or taking walks during breaks.

Finally, we discuss how our employees can be resource-efficient even when working from home. We provide recommendations on energy and resource consumption, as well as proper heating and ventilation.

For the future, we plan to involve and support our employees even more deeply in sustainability topics. Planned measures include providing power-saving socket strips. Many of our employees are also sustainably engaged in their personal lives and have creative ideas on how we can make H&F Solutions even more sustainable. Therefore, we aim to continue fostering internal exchange on this topic.



Sustainable Software Development

In the realm of software operations, particularly cloud technologies, the focus is often on absolute energy consumption. We have addressed this aspect in the chapter „No Carbon Footprint“ (p. 50). Alongside this, we have implemented an Information Security Management System (ISMS) to protect our strategic goals and ensure that information is adequately secured.

However, the impact of software development itself is often neglected. Cloud technologies and modern development principles, in particular, enable dynamic load distribution and resource-efficient execution of functions, leading to a more efficient use of resources.



Information Security and Data Protection

Few resource wastages in the realm of virtual goods are as serious as the leakage and misuse of data and information, which can be detrimental to individuals or businesses..

Therefore, H&F Solutions decided early on to implement all measures to protect customer data and fortify our data processing

processes.. In 2023, we became certified (ISO/IEC 27001:2013). As part of this initiative, we have introduced an Information Security Management System to safeguard our strategic objectives and ensure appropriate security of information.

At H&F Solutions, four fundamental methods and principles underlie our software development process:

DDD

Domain-Driven Design (DDD) is a software development approach that focuses on deeply understanding and precisely modeling the business domain to effectively solve complex problems. It emphasizes collaboration between domain experts and developers to develop a shared language and create clear software models that accurately reflect real business requirements.

SCRUM

Scrum is an agile framework for software development based on short development cycles (Sprints). It promotes flexibility, teamwork, and regular adaptation to efficiently deliver high-quality software products.

SOA

Service-Oriented Architecture (SOA) is an architectural approach where software applications are developed as loosely coupled services that communicate over networks. This enables the flexible integration of business processes and promotes the reuse of software components.

CLEAN CODE

Clean Code is a concept in software engineering popularized by Robert Cecil Martin's book of the same name in 2009. It emphasizes easily understandable source code as well as clear documentation, concepts, rules, and practices.

In addition, we rely on a modern architecture with dynamic resource utilization. Comparable to capacity utilization in industry, this approach ensures high utilization rates of our software components.

5

Neutral Corporate Carbon Footprint

The largest environmental impact factor for H&F Solutions by far is the carbon footprint, which includes travel and other energy consumption at the workplace. Our stated goal is to offer our service in a carbon-neutral manner. The core element of our product is software operated in the cloud.



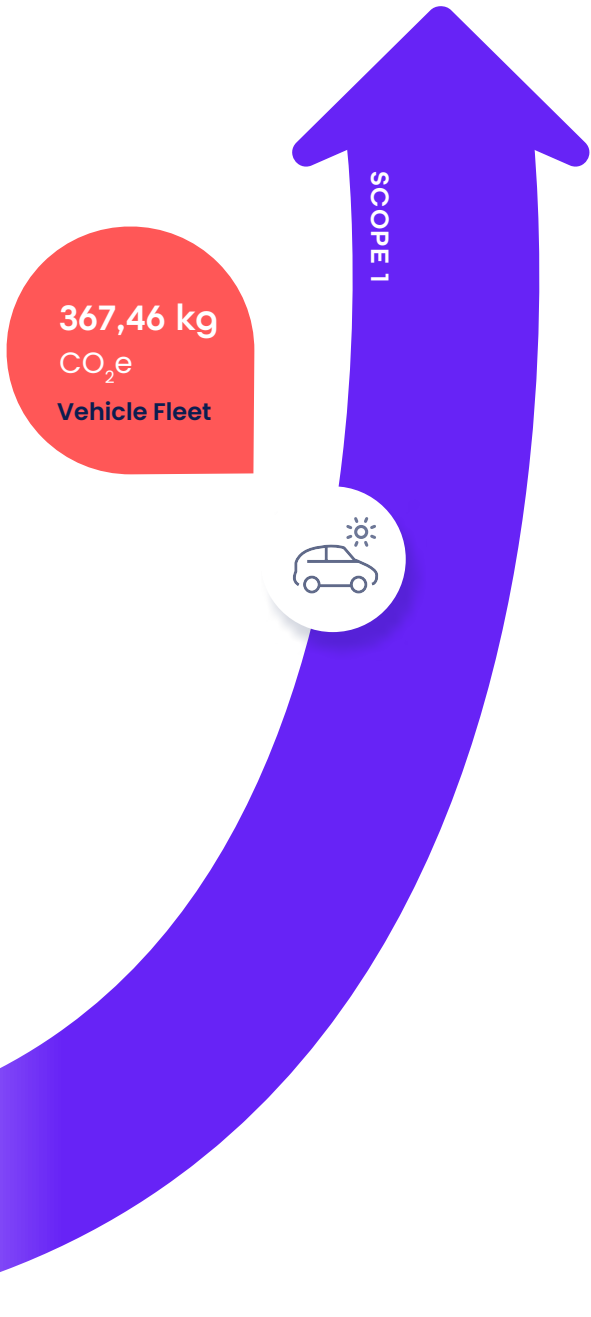
Alongside environmental and animal welfare concerns as well as human-related issues, CO2 emissions are arguably the most pressing focus for sustainability today. As a company that does not produce physical goods, it became evident to us early on that direct and indirect energy consumption are the primary factors influencing our sustainability efforts.

SCOPE 1 – DIRECT EMISSIONS

GRI 302-1, GRI 305-1

As the majority of our employees work remotely, direct emissions are primarily limited to the two company cars used by the executives. For long distances, we continue to prioritize the use of public transportation.

Increased remote work allows us to achieve significant savings in terms of indirect greenhouse gas emissions. In particular, transitioning to flexible work models enables various measures to reduce environmental impact. These include reducing commuting, implementing flexible work hours and alternative work models, promoting eco-friendly transportation methods, and integrating virtual communication technologies.

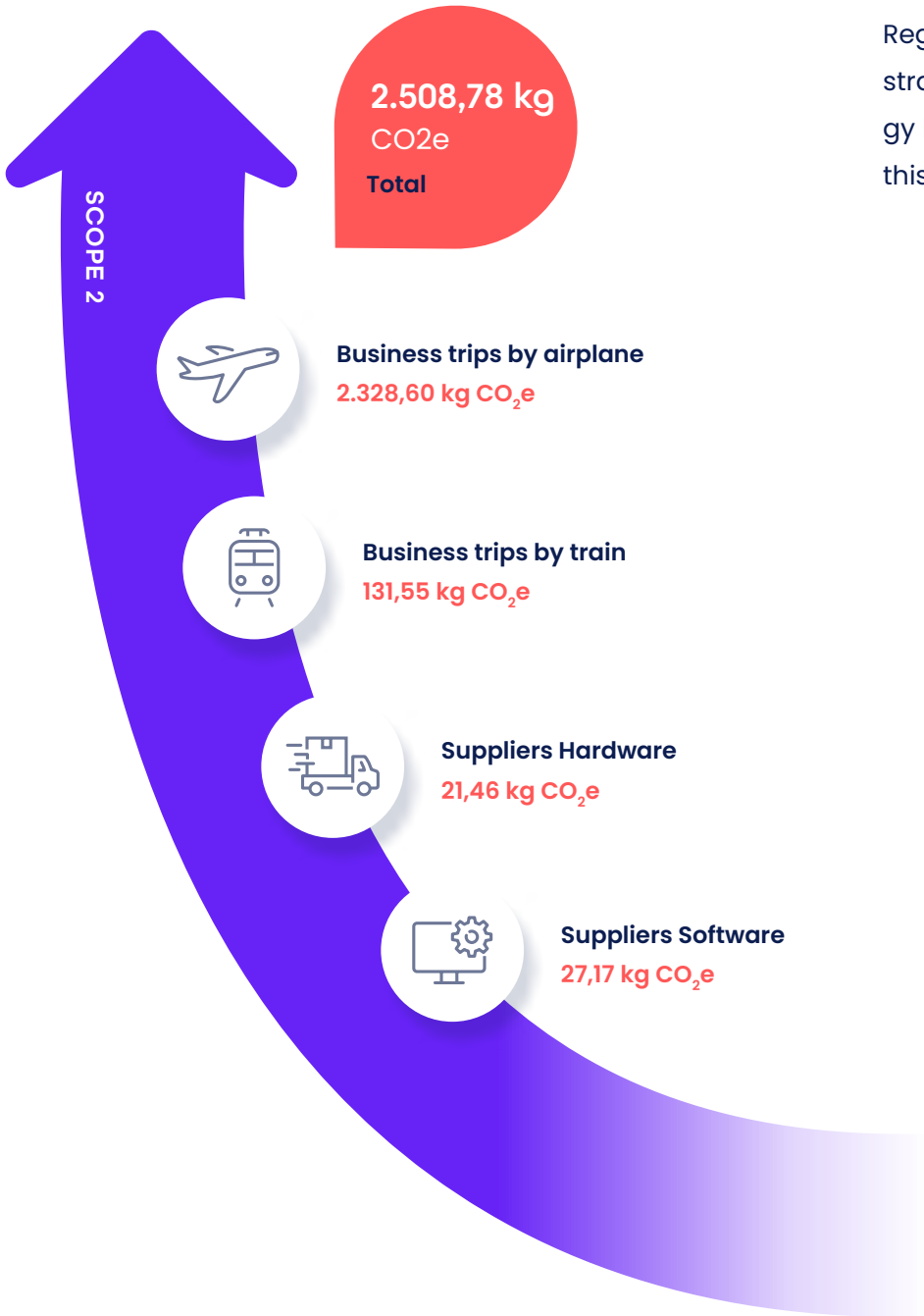


SCOPE 2 – INDIRECT EMISSIONS

GRI 305-3

In our company, emissions in this area occur when employees or business partners travel by plane or train for business purposes, resulting in fuel consumption and emissions from these journeys. We aim to reduce these emissions by further transitioning to video conferencing and promoting more sustainable transportation methods. Additionally, through our own photovoltaic system, we have the

capability to offset our energy consumption directly on-site. Regular maintenance and the strategic use of surplus energy help maximize efficiency in this regard.



CO₂ Savings

The best way to offset CO2 emissions is to avoid them in the first place. Therefore, we believe the highest priority should be to minimize energy consumption from the outset. Through various measures, we have significantly reduced our carbon footprint. Often, these measures are interconnected with other goals such as workplace sustainability (p. 21) and sustainable software development (p. 22):

1. OFFICE DISSOLUTION

H&F Solutions operates almost entirely location-independent. We have taken this step to offer a modern workplace, as described in the chapter „Working at H&F Solutions“ (p. 36). Additionally, this has allowed us to drastically reduce commuting distances. Our offices, which were previously only sporadically used, represented an underutilized resource.

2. CONSCIOUS SELECTION OF PARTNERS

The correct selection of suppliers and partners who operate in an energy-efficient manner, use renewable energy, and above all, have the right mindset.



CO₂ Compensation

We plan to offset our CO2 footprint through a ground-mounted photovoltaic system. This project will be implemented based on the prepared balance sheet.

A CO₂-neutral data center

To operate our cloud services, we collaborate with our partner Timewarp IT. Their data centers use renewable energy, allowing us to achieve carbon neutrality in a sector that we cannot directly influence ourselves.



6

Community Involvement and Social Responsibility

Despite our location-independent work, we are actively involved in local charity efforts.

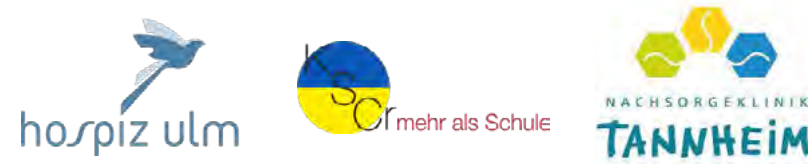


Even locally, we take on social responsibility. Despite the location-independent nature of our operations, we actively promote and support local projects and facilities.



Social Responsibility

Despite our distributed way of working, we are happy to support local social projects:

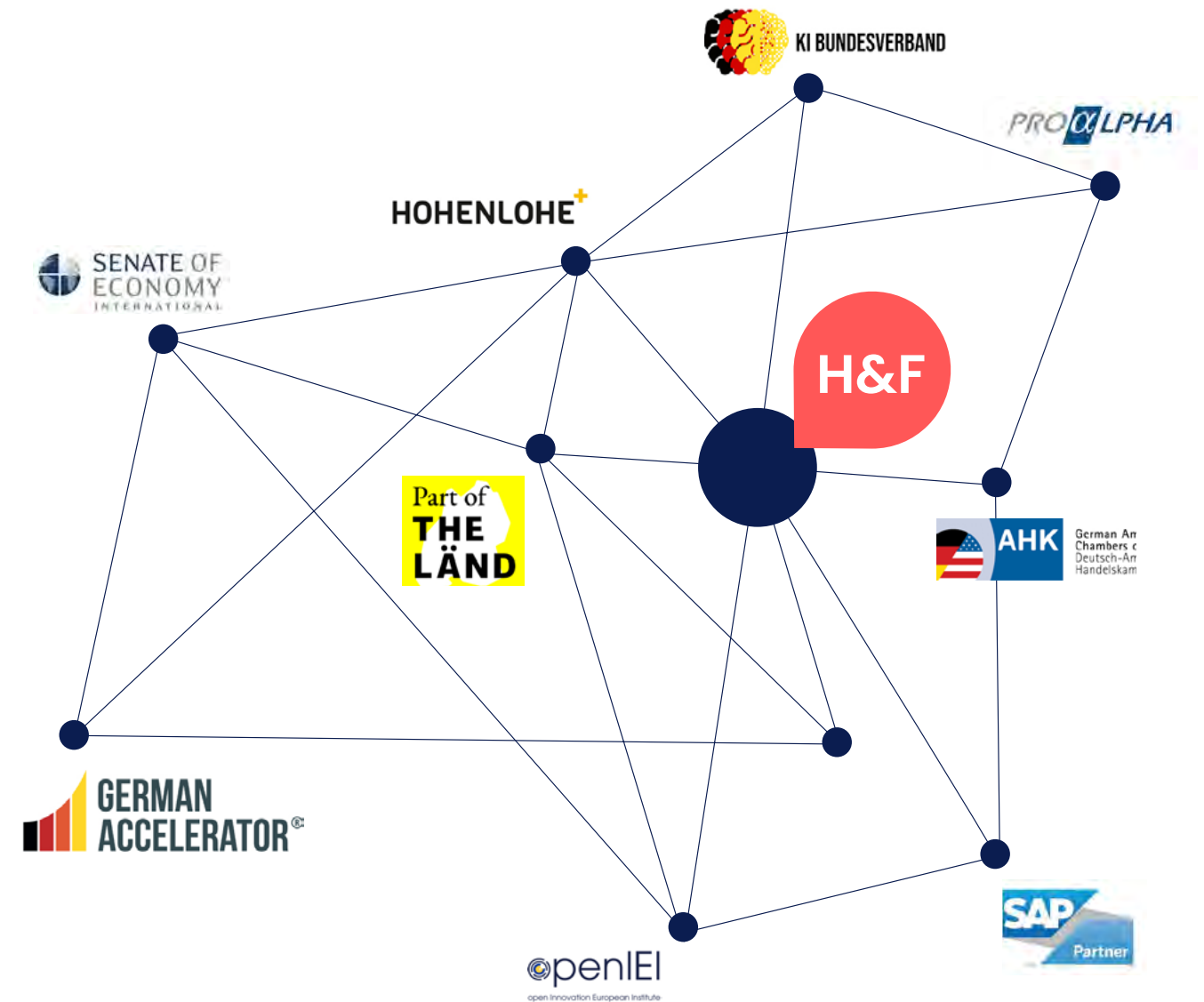


Together for a good cause: Hundreds gather to support the Tannheim Aftercare Clinic. H&F Solutions contributes with a donation.



Business Networking

It was important to us from the start to be part of a network within Germany and the EU, connecting well-known market partners with modern institutions..





GRI-Index

We, H&F Solutions GmbH, have decided to utilize the Global Reporting Initiative (GRI) framework to index our sustainability report for the fiscal year 2023. This decision is based on our commitment to transparently communicate our environmental, social, and economic performance. These reports will be published annually.

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Report Profile

REPORT SCOPE AND BOUNDARY:

The GRI Standards have been applied to the entire report, covering all relevant aspects of our business activities. The scope includes our official company locations and our approach to remote work.

REPORTING PERIOD AND REPORTING CYCLE:

This report covers the calendar year 2023 and will be reviewed annually.

REPORTING PRINCIPLES:

Our report adheres to the GRI Reporting Principles, including materiality, completeness, accuracy, clarity, and timeliness. These principles form the framework for comprehensive and meaningful reporting.

IDENTIFICATION OF MATERIAL ASPECTS:

The material aspects addressed in this report were identified through a structured process involving internal and external stakeholders. This ensures that the reporting appropriately reflects their expectations and concerns.

REPORTING FRAMEWORK AND PERFORMANCE INDICATORS:

Our reporting framework is structured according to the UN Sustainable Development Goals. The selected performance indicators were carefully chosen based on their relevance to our business activities and their sustainability impacts.

VALIDATION AND ASSURANCE:

This report has not been externally assured or validated.

FUTURE DEVELOPMENTS:

We are committed to continuously improving our application of the GRI Standards. In future reporting periods, we plan to refine the process of identifying material aspects and explore the integration of additional indicators into our reporting.



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