sycor

REPORTING YEAR 2025

Sustainability Report

Group environmental, social and governance performance prepared in accordance with ESRS

Jan 1 – Dec 31, 2025 Released November 2026



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What this report covers

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About Us & Strategy

Business model, materiality, stakeholders

02

Environment

Climate, Energy, Resources, Data Centers

03

Social

Employees, Continuing Education, Diversity, Health

04

Governance

Compliance, Privacy, Supply Chain

05

Key figures & outlook for 2026

All KPIs, Methodology, ESRS Index

01 About Us & Strategy

Sustainable business. Foster innovation.

IN THIS CHAPTER

Organization and strategy	ESRS E1
What does sustainability mean?	ESRS E1
Climate targets for 2030	ESRS E5

−42 %

CO_2e (carbon dioxide equivalent) by 2030, the key figure of this chapter

Sycor Group – An overview

The Sycor Group...

1. ... **advises, implements and operates digital solutions** for its customers.
2. ... creates added value **through tailor-made services along the entire value chain.**
3. ... is a **strong partner for medium-sized companies** and develops tailor-made end-to-end solutions.

6 locations **3** countries

Germany	**4**
Austria	**1**
USA	**1**

Industry Focus

- **Life Sciences & Healthcare**
- **Manufacturing industry**
- **Solutions for Rental**

Portfolio

- **Microsoft D365 Transformation & AMS**
- **SAP Transformation & AMS**
- **Life Sciences CRM Services**
- **Cloud, Technology and Infrastructure Services**

Partners and certifications (excerpt)

What does sustainability mean to us?

Quality, Safety & Trust

- → Certified according to ISO 9001 and ISO 27001
- → Clear standards and reliable processes
- → Continuous improvement and qualification
- → Protection of information and responsible action

Climate & Future-Proofing

- → CO_2 reduction and energy efficiency
- → Resource-saving working methods
- → Sustainable supply chains and responsible corporate governance
- → Ensuring long-term stability and competitiveness

”

Sustainability is the engine for innovation, responsibility and future viability.

Steffen Horst
CFO



Orientation towards the UN Sustainable Development Goals

At Sycor, we see the SDGs of the Paris Agreement as a concrete mandate to combine economic success with ecological and social responsibility. We promote environmental and climate protection, diversity and inclusion, health and well-being, and social commitment. By investing in education, digital skills, and young talent, we create opportunities for the future and strengthen our region in the long term. In this way, we create long-term value, manage risks responsibly, and provide positive impetus for employees, customers, and society.

Health

- 3 Health and well-being

Environmental protection

- 12 Responsible consumption and production
- 13 Climate protection measures

Funding & Development

- 8 Decent work and economic growth
- 9 Industry, innovation and infrastructure
- 16 Peace, justice and strong institutions

Social commitment

- 4 High-quality education
- 17 Partnerships to achieve the goals

Diversity & Inclusion

- 5 Gender equality

Our climate targets for 2030

We have defined our own climate targets.
The Science Based Targets initiative (SBTi) verified and confirmed them in October 2025.

Validated by SBTi
Near-term targets · Base year 2022

SCOPE 1 + 2

–42 %

Greenhouse gas emissions by 2030 compared to the base year 2022

RENEWABLE ENERGY

100 %

of energy demand is covered by actively purchased renewable energy by 2030

SCOPE 3

–52.2%

absolute greenhouse gas emissions by 2030 compared to the base year 2022

SCOPE 3 INCLUDES

- Purchased goods and services
- Capital Goods
- Fuel and energy-related activities
- Upstream transport and distribution
- Waste in operation
- Business trips
- Employee commuting
- Downstream transport and distribution
- Use of sold products

WHAT IS SBTi?

The Science Based Targets initiative assesses and validates corporate targets independently and in accordance with the goals of the Paris Agreement. The recognition shows that our emissions targets are credible and science-based.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

→ https://sciencebasedtargets.org/target-dashboard

02 Environment

How we reduce emissions in offices, data centers and when traveling.

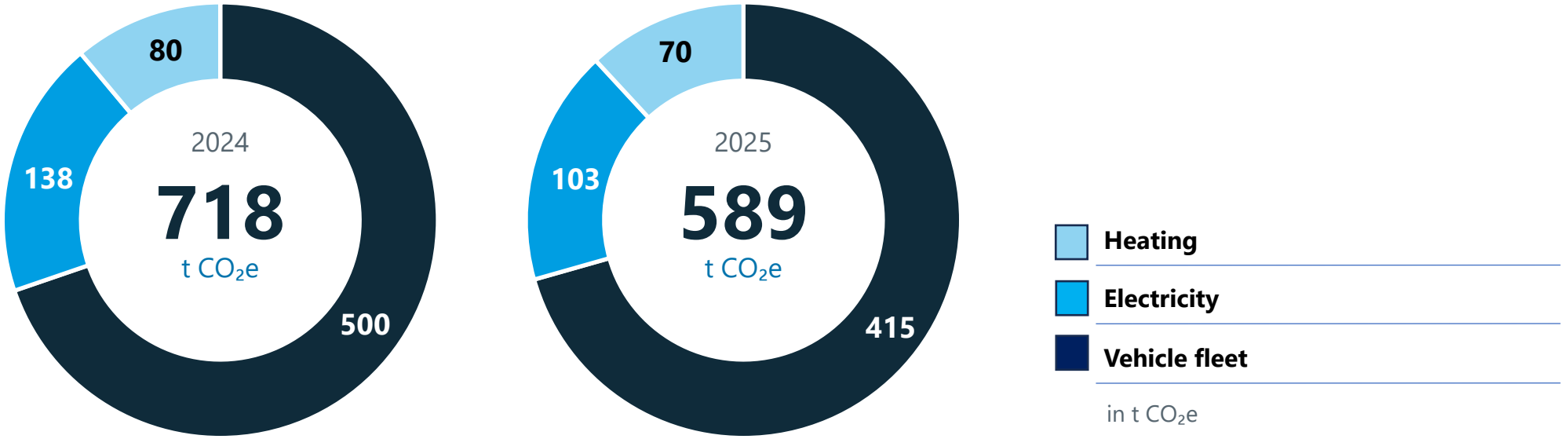
IN THIS CHAPTER

Status Scope 1 – 3 Emissions	ESRS E1
Mobility	ESRS E1
Green electricity	ESRS E5

–31.1% CO_2e savings in the area of Scope 3 emissions

Overview of Scope 1 and 2 emissions [t CO_2e]

KPI comparison 2025 to 2024



Finding: Aligning the vehicle fleet and office capacity with current needs reduced CO_2e emissions.

Overview of Scope 3 emissions [t CO_2e]

KPI comparison 2025 to 2024

2024

688

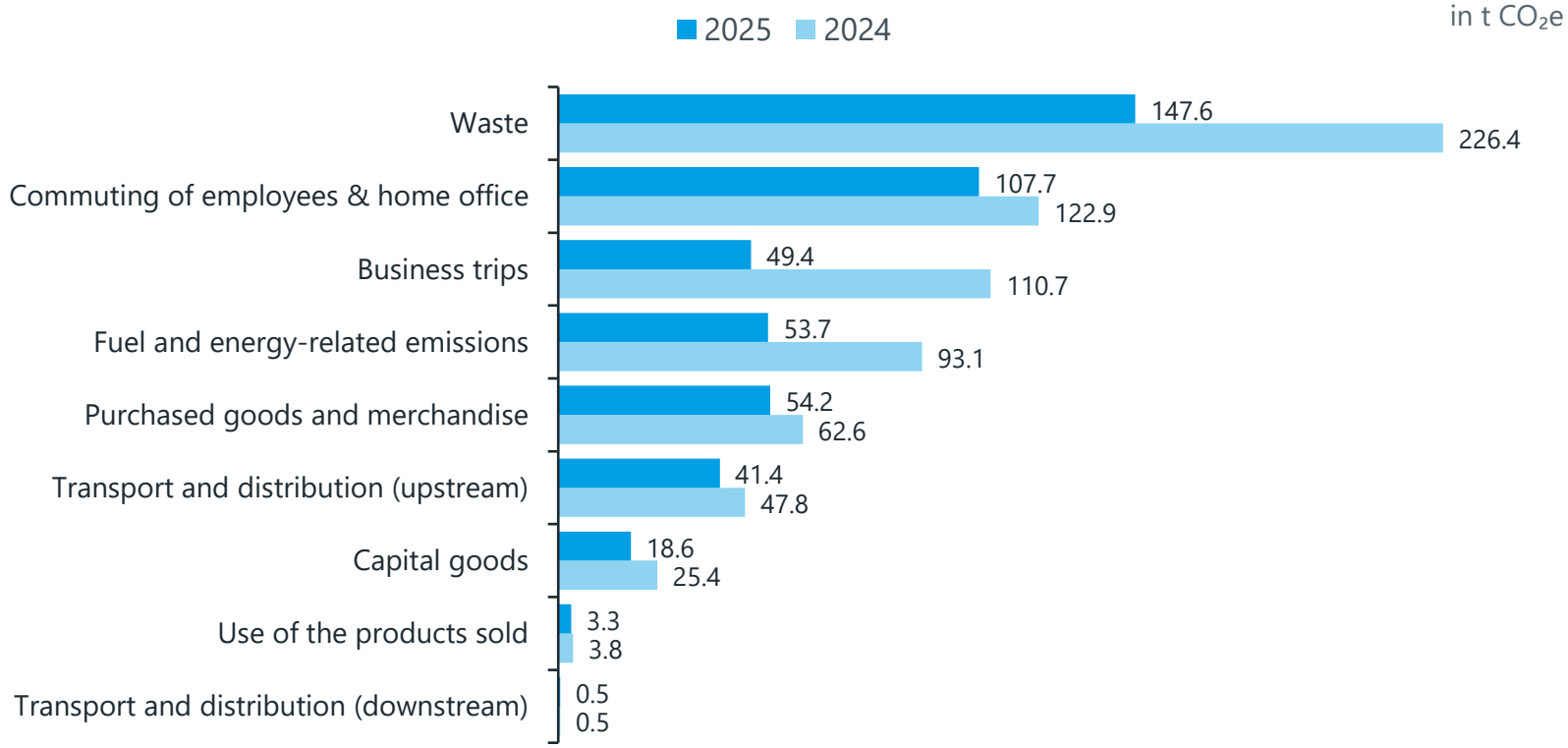
t CO_2e

2025

474

t CO_2e

–31.1% compared to 2024



Insight: In 2025, Sycor was able to further reduce its CO_2 emissions. The main reasons for this included savings in waste, capital goods, and travel.

Emissions in the mobility sector

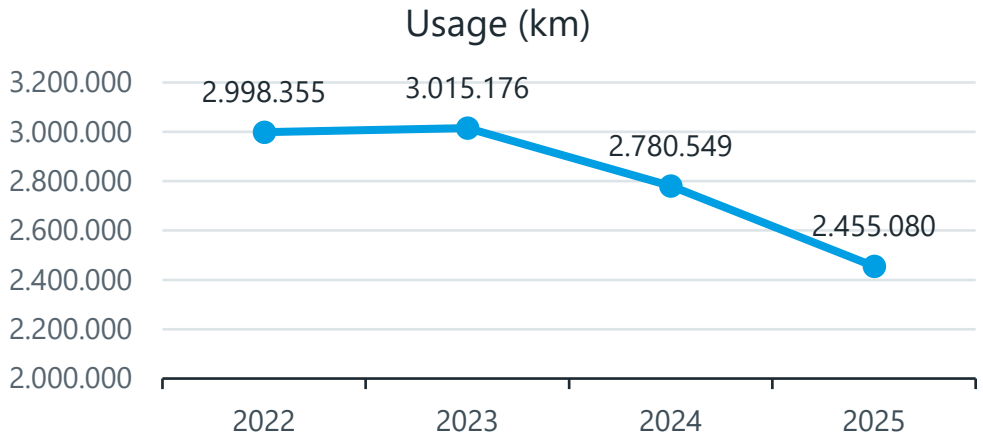
The measures to optimize and electrify the vehicle fleet are having a clear effect. Despite continued high mobility performance, CO_2 emissions were reduced from 516,597 kg in 2022 to 396,046 kg in 2025. At the same time, the consumption of fossil fuels decreased significantly, while the share of electrically supplied energy increased continuously. This development supports the company's reduction targets and makes a significant contribution to improving environmental performance in the mobility sector. The **goal is to electrify the vehicle fleet to 50% by 2030.**

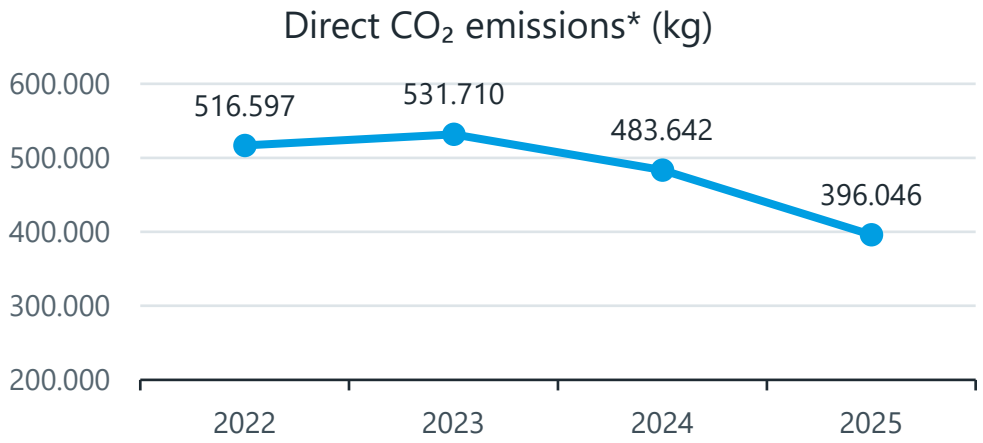
−23.3%
CO_2 emissions reduced by 23.3% (516,597 → 396,046 kg)

−18.1%
mileage reduced by 18.1% (2.99 million → 2.46 million km)

−22.4%
Fuel consumption reduced by 22.4% (201,539 → 156,441 litres)

×11.4
E-Mobility significantly increased (2,675 → 30,564 kWh)





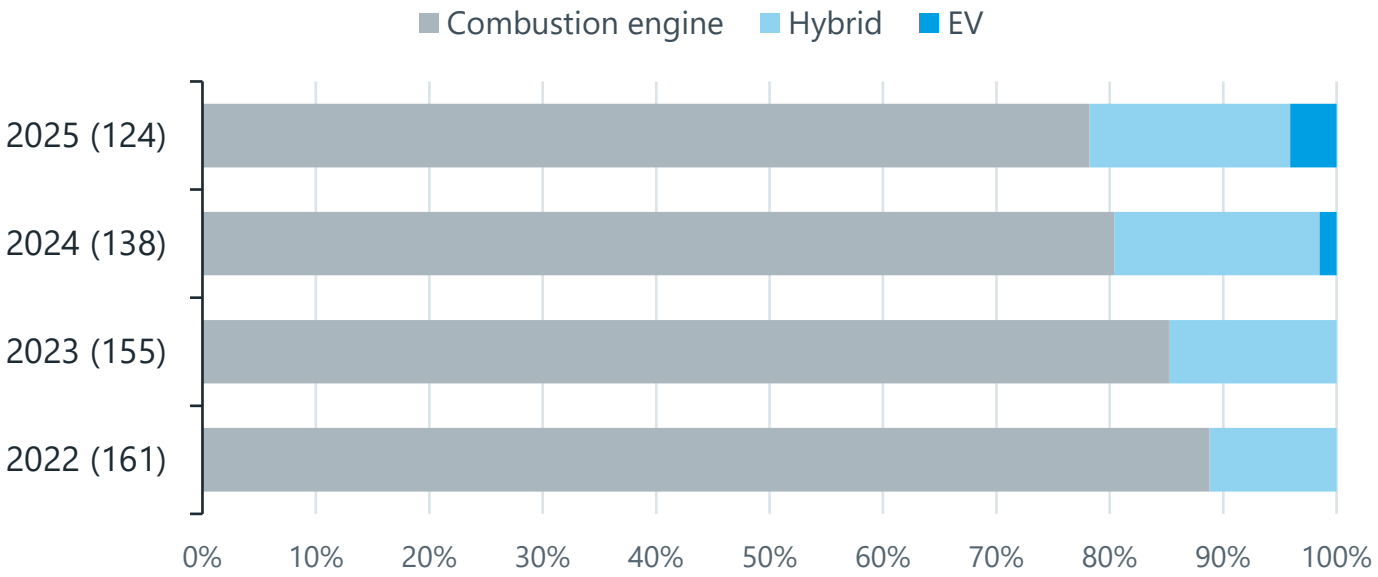
* Excludes upstream emissions

Development of the vehicle fleet

In the reporting period, the company fleet was consistently geared towards more sustainable forms of mobility. The total number of vehicles fell from 161 vehicles in 2022 to 124 vehicles in 2025, a reduction of around 23%.

At the same time, the share of conventional combustion vehicles fell from 88.8% to 78.2%. The share of hybrid vehicles rose from 11.2% to 17.7%. Since 2024, battery-electric vehicles have also been integrated into the fleet. Their share increased to 4.1% by 2025.

This development supports the reduction of operational emissions and shows the progress made in the transition to lower-emission mobility solutions.



−23%	**23% fewer vehicles**
22 %	**22% low-emission vehicles (hybrid + electric) in 2025**
2024	**Electromobility in use since 2024**
>11 pp	**Combustion share fell by 11 percentage points**

Green electricity at the headquarters in Göttingen

MAIN LOCATION GÖTTINGEN

100 %

Electricity from renewable energy sources

Our main location in Göttingen, with the largest occupancy of people, is completely supplied with electricity from renewable energy sources.

By switching to 100% green electricity, we are making a measurable contribution to reducing our site-specific emissions and at the same time strengthening the ecological integrity of our operations. This decision underlines our claim to consistently anchor sustainability in our operational processes and actively contribute to the energy transition.

In addition, the use of certified green electricity creates a reliable basis for the continuous improvement of our carbon footprint and supports our long-term focus on resource-saving value creation.

03 Social

Fair. Individual. Collaborative.

IN THIS CHAPTER

Social commitment	ESRS E1
Fair working conditions	ESRS E1
Health and well-being	ESRS E5

Strategic development of social commitment

Social commitment is an integral part of our corporate orientation, which we are expanding in a targeted and measurable manner.

TODAY	**An integral part of the company's orientation** Targeted contribution to social value creation
IN IMPLEMENTATION	**Structured evaluation and selection process** Identify additional social and regional fields of action
OBJECTIVE	**Strategically expand engagement** Tapping potential for impact and achieving measurable social effects in the long term – anchored in regional needs



Partnership with the Hainberg-Gymnasium

Strengthening education. Creating perspectives. Securing the future.



We promote **education, equal opportunities and digital literacy** in our region and give students practical insights into the digital world of work at an early stage.

Applicant training

Strengthen career orientation

Donations

Financial support of the school

Abitur Prize

Recognises special achievements

Hacker School

Promotes digital skills of the future

GOAL **Promoting the skilled workers of tomorrow and strengthening the Göttingen region in the long term**

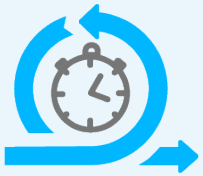
Fair working conditions through works agreements

Clearly regulated, co-determined and equal for all employees – as part of our social responsibility and governance.



Remuneration

Non-discriminatory remuneration and transparent classification



Working hours

Protection of health and work-life balance, trust-based working hours



Mobile working

Flexible, rule-compliant working models with clear framework conditions



Work Regulations

Respectful cooperation in everyday work

EFFECTS

- → Compliance with labour law standards
- → Equality of all employees
- → Central issues regulated in a legally secure manner
- → More equal opportunities, trust and employer attractiveness

Designed with the employee representatives and continuously developed

Diversity and equal opportunities in practice

Diversity, equality and inclusion are binding principles in all areas of our cooperation.

In practice

- → Leadership decisions
- → processes
- → Personnel development
- → Daily interaction with each other

Results

- → Stronger innovation
- → More sustainable choices
- → Long-term entrepreneurial success

Diversity is a strategic success factor for us.

VOLUNTARY COMMITMENT

Diversity Charter

As signatories, we are committed to a respectful, appreciative and open working environment – characterised by trust, transparency and mutual recognition.

Open dialogue at all levels

Binding exchange formats promote transparency, participation and a value-oriented corporate culture.

COMPANY	**Townhall Meeting**	Business development, strategy, key figures and projects; Introduction of new colleagues and project successes	monthly
BUSINESS UNIT	**Business Unit meetings**	Goals, ongoing projects and operational challenges; active involvement and feedback	Every 1-2 months
TEAM	**Team meetings**	Operational implementation, clarity on roles and processes	regularly
INDIVIDUAL	**1:1 conversations**	Personal exchange, operational activities	regularly

Support throughout the employee life cycle

A holistic concept for sustainable, inclusive and efficient work organisation.

1

GETTING STARTED

Buddy Concept

A fixed contact person during the entire probationary period – for social and professional integration.

2

DEVELOPMENT

Feedback & reviews

Regular feedback and development meetings ensure satisfaction and performance.
At least 2 meetings per year.

3

RETURN

Return-to-work support

Individual re-entry measures after parental leave or long-term illness (“BEM” - Workplace Integration Management).

4

EMPLOYER

External transparency

Rating platforms such as Kununu; Feedback flows into cultural development.

EFFECTS Faster onboarding | Lower turnover | Greater loyalty | Equal Treatment & Inclusion

Health and well-being

Mental and physical health offers for performance, satisfaction and long-term employability.

Movement & Community

Sports events

Voluntary and cross-divisional – strengthen team cohesion

Cooperation with FitnessFirst

Discounted memberships and grants



Ergonomics & Relief

Ergonomic workstations

Height-adjustable tables, ergonomic chairs, accessories

Company massage offer

Stress reduction and prevention of musculoskeletal disorders



Prevention & Counselling

Hazard analyses

According to the German Occupational Health and Safety Act – physical and psychological stress

Employee Assistance Program

Confidential advice on professional and private challenges



04 Governance

Compliant with laws. Certified. Trusting.

IN THIS CHAPTER

Code of Conduct	ESRS E1
Certifications	ESRS E1
Whistleblower system	ESRS E5

Code of Conduct

Our central guideline for ethical conduct and integrity – building block of our compliance and governance strategy.

APPLIES TO

Employees

Management

Executives

worldwide, regardless of cultural environment, location or role

OBJECTIVE

Transparency, fairness and compliance in business transactions – and securing the trust of our stakeholders

OUR PRINCIPLES

1. **Acting ethically and responsibly**
   in every environment and role
2. **Meet regulatory requirements**
   that are relevant to our industry and business activities
3. **Avoid corruption, bribery and conflicts of interest**
   to protect our business relationships
4. **Treat each other with respect and fairness**
   actively against discrimination and harassment

HIGHEST PRIORITY

Compliance | Data protection | Equal Opportunities & Inclusion | Work-life balance

Link: Code of Conduct

Supplier Code of Conduct

Mandatory minimum requirements for all suppliers, service providers and contractors of our company.

BASIS

UN Global Compact | UN Human Rights | ILO Core Labour Standards | OECD Guidelines | LkSG

Human Rights & Fair Work

- → Freedom of association and equal treatment
- → Prohibition of child labour and forced labour
- → Fair remuneration, working hours, occupational health and safety
- → Effective grievance procedures

Environmental responsibility

- → Environmental protection
- → Efficient use of resources
- → Waste and emissions management

Fair Business Practices

- → No corruption or money laundering
- → Fair competition, no conflicts of interest
- → Protection of confidential information
- → Data protection and data security

HOW WE CHECK
Supplier Management

1. **Selection**
   Qualification taking into account the minimum requirements
2. **Rating**
   Regular compliance checks
3. **Audit**
   Status quo and implementation of defined measures

Link: Supplier Code of Conduct SYCOR GmbH

Data protection

A central component of our corporate responsibility. Our data protection guidelines apply uniformly worldwide.

ALL EMPLOYEES WORLDWIDE ...

1. **Treat data confidentially**
   and only for legitimate, well-defined purposes
2. **Comply with data protection regulations**
   including international standards such as GDPR
3. **Minimize security risks**
   through careful handling of IT systems and passwords
4. **Prevent unauthorised access, loss and misuse**
   through technical and organisational measures
5. **Respect the rights of data subjects**
   e.g. information, correction or deletion

MORE THAN A DUTY

Data protection is an integral part of our corporate culture.

- → Information Security
- → Transparency in data processing
- → Training of employees
- → Responsible use of digital tools

CSRD reporting and double materiality

Standardised data collection and evaluation – transparent and legally compliant.

DOUBLE MATERIALITY ASSESSMENT (DMA)

Impact Materiality
Environmental and social impact of our operations

Financial Materiality
Sustainability-related risks and opportunities for the company

Reporting is mandatory as soon as one of the two perspectives is material.

ANNUAL MATERIALITY PROCESS

1. Review of all business activities
2. Changes in business model and supply chain
3. Involvement of relevant stakeholders
4. Evaluation of the previous year's results

ESRS TOPICS

E1–E5	**Environment** Climate, pollution, water, biodiversity, resource use
S1–S4	**Social** Employees, Value Chain, Communities, End Users
G1	**Governance** Business ethics, compliance, supplier management, anti-corruption

GUIDING PRINCIPLE

Sustainability reporting is a continuous process with an annual materiality check and a reliable data basis.

Certified according to ISO 9001 and ISO 27001

In the reporting year, we successfully completed both certification audits – confirmation of effective management systems and continuous improvement.

ISO
9001

Quality Management

- → Standardized and efficient processes
- → High service and project quality
- → Continuous optimization of performance and customer satisfaction

ISO
27001

Information Security

- → Systematic protection of information and data
- → Established measures to minimise risk
- → Confidentiality, integrity and availability of information

Audits 2025 passed

ADDED VALUE FOR OUR CUSTOMERS

Transparency, trust and reliability

Our customers benefit from demonstrably high quality standards and a professional approach to information security and data protection.





Whistleblower system according to HinSchG

We have fully implemented the Whistleblower Protection Act and are actively applying it.

1

Report

Clearly defined, accessible and confidential internal reporting channels for employees and other authorized parties

2

Check

Information is treated confidentially and checked and processed in accordance with the legal requirements

3

Report

Regular reporting to the responsible internal committees

4

Improve

Findings flow into the further development of the compliance and governance system

PROTECTION

Whistleblowers are fully protected from discrimination and reprisals.

ANCHORED

In a separate works agreement, coordinated with the employee representatives.

05 Key figures and outlook

Where we stand. Where we want to go.

IN THIS CHAPTER

Emission curve	ESRS E1
Sustainable focus topics	ESRS E1
Conclusion	ESRS E5

–68.2% CO_2e Scope 3 reduction since 2022

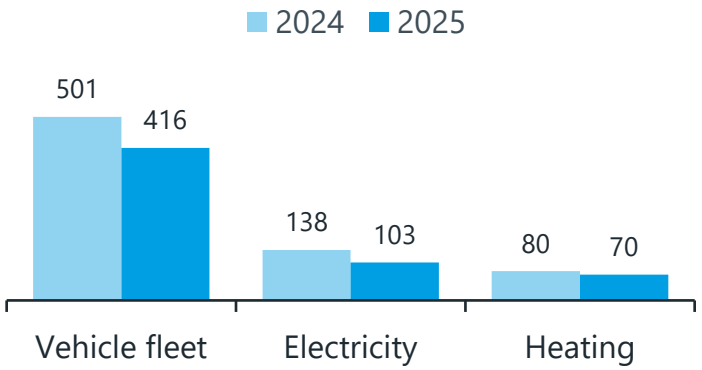
Scope 1 and 2: 2025 figures and 2030 target

2024
718
t CO_2e

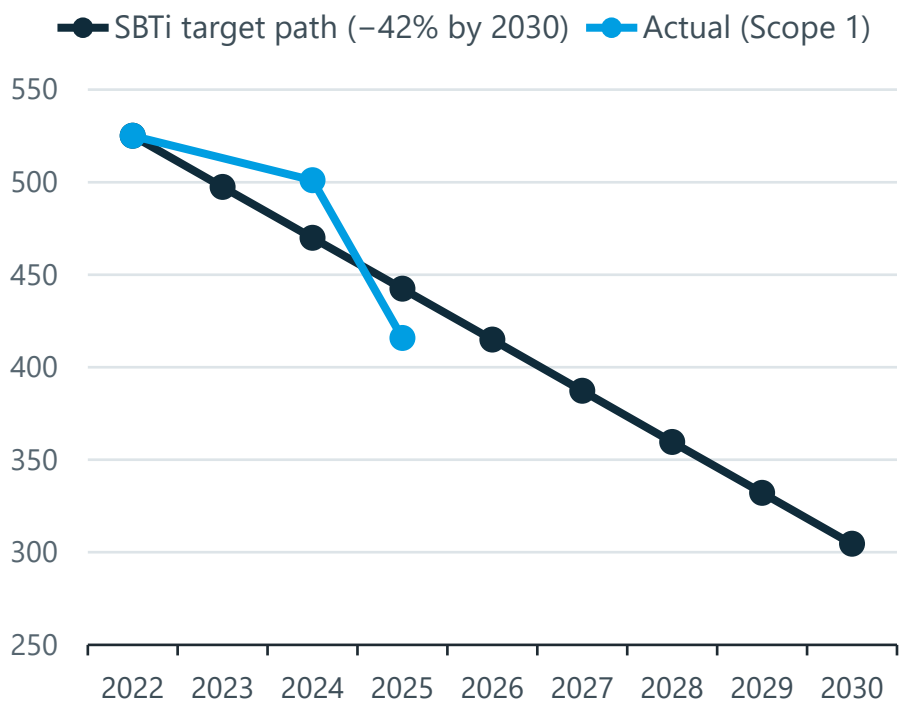
2025
589
t CO_2e

−18.0% compared to 2024

By source (t CO_2e)



Scope 1 vs. target path (t CO_2e)



STATUS 2025

On track

−20.8%
Scope 1 vs. base year 2022

27 t
below the 2025 target path (443 t)

Target 2030: 305 t
still −111 t

Insight: The fleet accounts for 71% of Scope 1+2 emissions and remains the biggest lever. Electrifying 50% of the fleet by 2030 is critical to the goal.

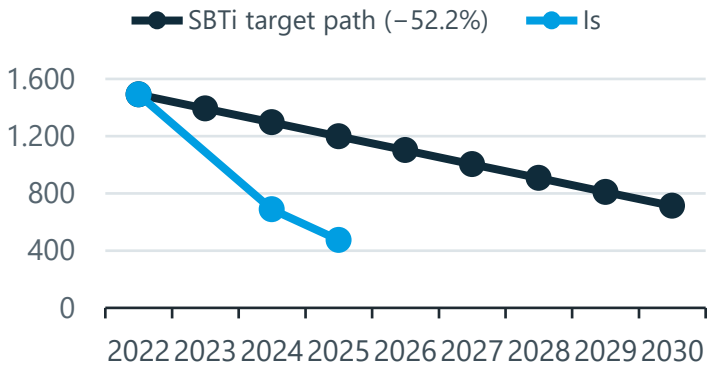
Scope 3: 2025 figures and 2030 target

2024
688
t CO_2e

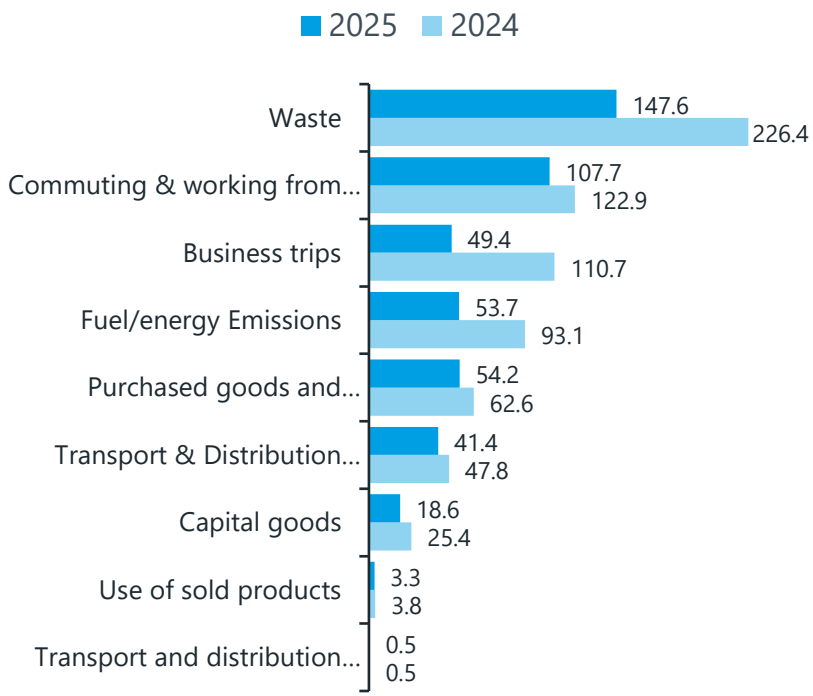
2025
474
t CO_2e

−31.1% compared to 2024

Scope 3 vs. target path (t CO_2e)



By category (t CO_2e)



STATUS 2025

2030 target achieved

−68.2%
compared to the base year 2022 (target: −52.2%)

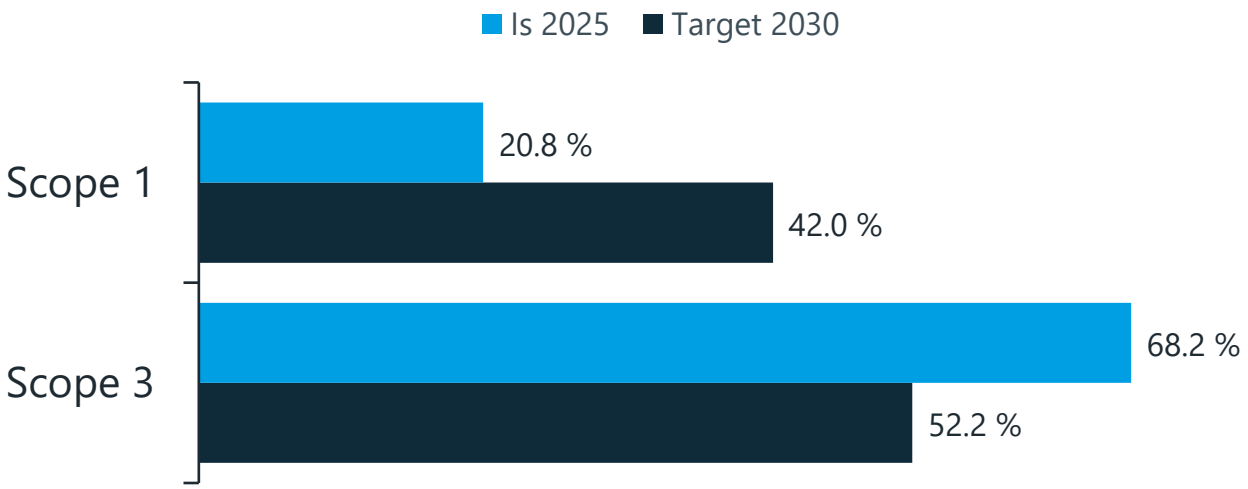
238 t
below the 2030 target (712 t)

Biggest savings in 2025
Waste −78.8 t · Business travel −61.3 t · Energy-related emissions −39.4 t

Insight: Waste and commuting together will account for 54% of Scope 3 emissions in 2025. **Maintaining this level** is the task until 2030.

Where we are in 2025 compared to our 2030 targets

Reduction compared to base year 2022 in %



SCOPE 1

On schedule

50% of the way

−20.8% of −42% cleared; 27 t below target.

SCOPE 2

Ongoing

100% green

electricity at Göttingen HQ. 2030 target: 100% renewables at all sites (where possible).

SCOPE 3

Achieved

−68.2%

2030 target already exceeded in 2025

NEXT STEPS

1. Electrify the fleet to 50%
2. Expanding renewable energy to all locations
3. Maintain Scope 3 level, focus on waste and commuting

Overall: Scope 1+2 fell by 18.0% to 589 tonnes in 2025, Scope 3 by 31.1% to 474 tonnes of CO_2e.

Sustainable focus topics

In 2025, we continued our commitment to global sustainability initiatives and received recognition. Going forward, we will focus on continuous improvement, transparent reporting, and environmental, social, and economic sustainability.

OUR SUSTAINABILITY GOALS FOR THE 2026 FINANCIAL YEAR

E Environment

- → "Planting trees" campaign
- → Further electrification of the fleet
- → Green electricity for all locations
- → Reduction of unused office space

S Social

- → Expansion of health programmes
- → Psychological resilience
- → Partnerships with local educational institutions

G Governance

- → Unified CSRD reporting
- → Implementation of NIS2
- → Introduction of ESG scoring for critical suppliers
- → Improved customer satisfaction measurement

Sustainability as part of sustainable corporate management

The actions in this report are important milestones – but not the end of our journey.

ACHIEVED

- ESG activities introduced
- Climate protection measures implemented
- Social initiatives expanded
- Governance strengthened
- ISO 9001 & ISO 27001
- Science Based Targets
- CSRD-compliant reporting

OUR WAY FORWARD

1. **Continuously improve sustainability performance**
2. **Pursue clear goals**
3. **Making progress transparent**

For us, sustainability is more than just regulation: an opportunity to actively manage risks and create added value for employees, customers, partners and society.

> For us, sustainability means taking responsibility today in such a way that growth, innovation and trust remain possible tomorrow. With clear standards, compliance with laws, transparent action and the commitment of our employees, we are creating the basis for a long-term successful and responsible future for the Group.



Manfred Großmann
Vice President, Compliance Officer

Contact ESG Management



CONTACT
Patrick Ballweg
Lead Sustainability

E-MAIL
Patrick.Ballweg@sycor.de



CONTACT
Manfred Großmann
Vice President, Compliance Officer

E-MAIL
Manfred.Grossmann@sycor.de

SYCOR GmbH
Heinrich-von-Stephan-Straße 1 -5
37073 Göttingen
Germany
Email: info@sycor.de
Phone: +49 551 490 0