

Sustainability Report●

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Sustainability Model for Abacus Research AG

Sustainability – understood as the focus on long-term solutions – has always been an integral part of the Abacus corporate philosophy. Ever since the software company was founded in 1985, it has been both future-oriented and consistent. The focus has always been on people, whether as employees, partners, or customers.

As a company, we take responsibility for a sustainable future – in terms of our economic, ecological, and social actions. As part of our sustainability strategy, we focus primarily on our business processes, our own ecological footprint, and our social responsibility. In doing so, we also consciously involve our employees. We are convinced that jointly supported solutions are not only better because they are more comprehensively planned, but they are also more enjoyable and inspire others to a greater extent. At Abacus, our commitment to sustainability is directed at various stakeholder groups. These include society, customers, sales partners, employees, suppliers, and the environment. At the core of our business, we support companies and their employees to realise

their potential and make the most of their time by helping people make a difference as individuals through digital solutions. We use today to make tomorrow's world a little bit better. For us, this means taking responsibility – for the tried and tested, for the new and improved, and for what makes the good even better. Responsibility starts with us, and that means setting a positive example every day and always seeing our own impact in the big picture.



«For us, sustainability means finding long-term solutions instead of focusing on short-term profits.»

Christian Huber, CFO Abacus Research AG

Social sustainability

Our work is based on respectful interaction with each other and meeting as equals. This applies both to cooperation within the company and to cooperation with external stakeholders. Other core values are responsibility, service first, teamwork and fun. We believe, after all, that if you like what you do, you do it well – and that ultimately benefits everyone. Strengthening social values is an essential part of corporate culture and enjoys top priority.

Ecological sustainability

We are actively working with our various stakeholders to minimise our environmental footprint. Our focus is on reducing our energy consumption, our CO₂ emissions, and the sustainable use of food. Other aspects include the protection of natural resources and the minimisation of waste and pollution.

Economic sustainability

Economical and long-term oriented work as well as pragmatic and efficient processes ensure both our competitiveness and our innovative strength. Therefore, we integrate social and economic benefits into our core processes and continuously develop our software. Our customers can always count on our software solutions being state of the art. In this way, we remain financially independent and enable investments that will ensure that we remain relevant to our stakeholders in the future. This strengthens our image as a reliable employer and secures the trust of our stakeholders.



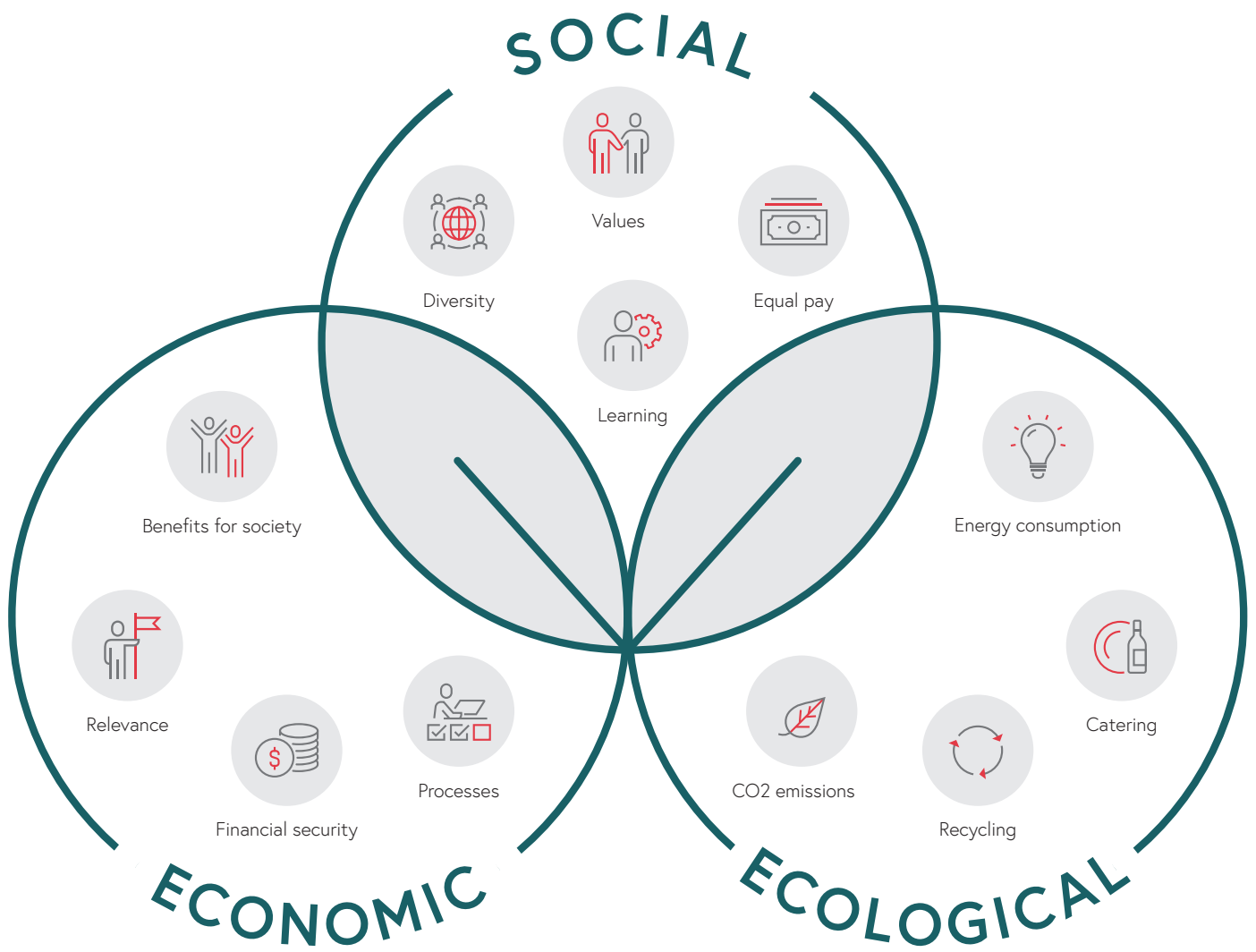


«Progressive advances in technology are opening up more and more opportunities for innovative solutions. Companies can use technology and innovation not only to improve their operational efficiency, but also to develop new products and services that help address global challenges. It is therefore time to consider technology as a key driver for sustainable development.»

Claudio Hintermann, CEO Abacus Research AG

**The future begins
here and now.**

Sustainability priorities



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Sustainable Development Goals of the UN and Abacus

The 17 Sustainable Development Goals (SDGs) with their 169 targets, form the core of the 2030 Agenda. They balance the economic, social, and ecological dimensions of sustainable development, and place the fight against poverty and sustainable development on the same agenda for the first time.



In our sustainability efforts, we at Abacus Research AG support the goals of the United Nations.

Abacus pays particular attention to the following objectives:

NR 3



Good Health and Well-Being

The health and well-being of our employees are important to us. We promote this basic attitude with flexible working models, a balanced range of meals and various sporting opportunities. Worth mentioning is that meals and drinks as well as fitness activities are free of charge for our employees.

NR 7



Affordable and Clean Energy

At Abacus, we attach great importance to clean energy. All buildings at the headquarters in Wittenbach use 100% green electricity - including from hydroelectric power plants. A heat pump was also put into operation in the new building in 2017. A large-scale photovoltaic system was added in 2023.

NR 12



Responsible Consumption and Production

Various Abacus software solutions – be it Abacus Order Processing or Abacus Production Planning and Control – support the digitalization of production companies and thus ensure sustainable consumption and production patterns.

NR 4



Quality Education

The further development of individual skills is rooted in our DNA. For us, learning means constantly developing ourselves through internal and external training and development opportunities. Thanks to internal training courses, participation in external training courses and our own Abacus Academy, we create the necessary foundations for this. In 2022, we have also increased the number of apprenticeships for learners and participate in the board of "IT rocks" – an association of ICT companies and educational institutions in the region.

NR 9



Industry, Innovation and Infrastructure

«Driven by innovation». This is not just the brand message of Abacus, but also something we put into practice ourselves. Abacus has its own research department where new technical solutions are constantly being developed. However, innovations are also continuously implemented in existing products, often in collaboration with sales partners and customers. And anyone who visits Abacus quickly realises: infrastructure and interior design are of central importance – after all, it is the conviction that an inspiring working environment contributes significantly to creative and innovative ideas.

NR 5



Gender Equality

Diversity is a central part of Abacus' values. Wages between female and male employees are continuously reviewed and any discrepancies are corrected. In addition, we contribute to crèche costs depending on income and already point out in the job advertisements that we welcome everyone who wants to make a difference with their work. So neither gender, age nor origin count, but the will to perform and enjoyment of the work.

NR 11



Sustainable Cities and Communities

The Abacus software solution for public administrations supports cities and municipalities with digitalisation, creating sustainable and efficient processes. Throughout Switzerland, 700 cities and municipalities with a total of 4 million inhabitants are already using this software.

NR 13



Climate Action

Continuous improvement in terms of electricity consumption, avoidance of food waste and promotion of energy-efficient e-vehicles are just some of the measures that contribute to climate protection. This is also supported by the partial work from home, which eliminates the need for employees to travel to and from work thereby reducing CO2 emissions. Thanks to good public transport connections – including a bus stop at the headquarters in Wittenbach and offices directly at Biel railway station – many employees travel by public transport.

Sustainability in concrete terms

Social sustainability



**Equal pay for equal work:
analyses show no systematic
wage inequality between
female and male employees**



**45% fewer sick and accident
days than the industry
average**



**20% of employees have
been with the company
for at least 10 years**

Diversity in action

At Abacus, people have always been at the centre of everything we do, with great emphasis placed on both individuality and diversity. This is reflected in cross-team mentoring programmes and the bi-monthly CEO Talk – an internal format that enables an open exchange between management and employees. The company's diversity is also emphasised by its active participation in past and upcoming events, such as the Special Olympics Switzerland, a sporting event for people with intellectual disabilities.

Lifelong learning

«Performance through freedom» is the credo of Abacus. The company promotes flexible working models and offers employees the opportunity to do part of their work independently of time and/or location. Since 2018, lateral entrants have been trained as junior software developers at the Abacus Academy. In addition, Abacus trains four apprentices per year, with this number increasing to seven from 2023.

Unique corporate culture

Various offers such as team events, various sports activities, tournaments initiated by employees, wine tastings and an in-house rock band make the team spirit tangible in everyday life. The large number of long-term employees and top placements in rankings such as «Switzerland's best employers» are proof that the exceptional corporate culture also has a lasting effect.



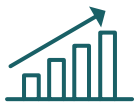
Economic sustainability



**65,000 satisfied companies,
1,200 specialists in the
partner network**



**Swiss made software
since 1985**



**Double-digit turnover
growth 7x in a row**

Innovation meets relevance

At Abacus, we pursue the goal of developing not only innovative, but also relevant products. Ultimately, we want our business software to support companies in their own digital transformation. Thanks to these technical solutions, free time should be created – time that our customers can use for human interactions with, in turn, their clientele.

Seven locations, three language regions

«Swiss made software» is not just a slogan. There really is a lot of Switzerland in our products. At seven locations, spread over three language regions of Switzerland, our employees contribute daily with their individual know-how to ensure that the Abacus software is constantly optimised and remains relevant.

Lean processes

Our own processes are also characterised by long-term thinking. We are constantly striving to combine the best of yesterday with the opportunities of tomorrow and to keep internal processes as lean as possible. The fact that this orientation also pays off financially is evident not least from an economic point of view. Abacus has recorded double-digit growth several times in recent years.



Ecological sustainability



40,000 kWh of electricity produced via photovoltaic systems



16 charging stations for electric cars installed



Around 250 employees sign up digitally for lunch every day, helping to avoid food waste

Electricity from the roof

For ecological reasons, a heat pump and a geothermal probe were installed at the new building in Wittenbach back in 2017. A large-scale photovoltaic system was also put into operation in September 2023. This system covers part of its own electricity consumption with self-produced electricity.

Reduction of energy consumption

In 2022, various measures were taken to reduce electricity consumption: these include lowering the heating temperature, reducing outdoor lighting, and implementing energy-efficient appliances and lighting. To promote electromobility at the headquarters in Wittenbach, a total of 16 e-charging stations have also been installed, and numerous energy-efficient cars are already in use as company cars. And thanks to a partial subsidy of public transport, employees are encouraged to use public transport when commuting to work. Abacus Wittenbach even has its own stop directly in front of the building and Abacus Biel is located right next to the main railway station.

Avoiding food waste

Healthy and freshly prepared meals have always been important to Abacus. For this reason, the in-house restaurants Al Covo and Segreto pay attention to regional products, seasonal menus, and a mindful approach to food when catering for employees. When buying vegetables, fruit and eggs, local farmers from the surrounding area are considered. Herbs and berries are even harvested from our own garden. To avoid food waste as much as possible, employees register for lunch in advance via a digital process.



Power straight from the roof

«The successful commissioning of the first photovoltaic system on the roof of the Abacus headquarters in Wittenbach marks a significant step towards a greener future for the company.»



In September 2023, intensive work, assembly and installation took place on the roof of the Abacus headquarters in Wittenbach - and the results are impressive: The first photovoltaic system on the Abacus rooftops is now ready for use. The system consists of a total of 102 modules and covers an area of 199 m².

This sustainable initiative marks a significant step towards a greener future for Abacus. The annual production of over 40,000 kWh corresponds to the electricity consumption of 10 households or 40 people. The electricity produced can be used 100 per cent by Abacus.

In addition, the use of the system saves over 10,000 kg of CO₂ emissions per year. This pioneering project was realised in close cooperation with the company Solarmotion AG. Mario Böhler, Head of Facility Management at Abacus, was involved in the project from the outset and played an active role in its realisation. His conclusion: «For me personally, the collaboration with the companies involved was very exciting and I am delighted that Abacus is now making a significant contribution to sustainable electricity production.»

The investment in renewable energy emphasises Abacus' environmental awareness and demonstrates that companies can have

a positive impact on the environment through concrete measures. The use of solar energy will result in cost savings and make the company less dependent on conventional energy sources in the long term.

Through these measures, Abacus sends a strong signal in favour of environmental protection and sustainable business practices and inspires other companies to take similar steps towards green energy. The successful installation of the solar energy system is a success for Abacus, and a win for the environment and the entire community.





Daniel Senn
Chairman of the Board of Directors

«Sustainability is more than green power. It is a continuous implementation of solutions that make sense from an environmental, social, and economic perspective. When solutions incorporate all these perspectives, added value is created for employees, the company, the environment and customers.»



Roland Günther
Head of Communication

«Everyone can contribute to sustainability. I have been a committed electric car driver since 2019 and produce usable electricity privately with my photovoltaic system. A small contribution, but an example that can motivate others to do the same.»



Eliano Ramelli
Board of Directors

«Sustainability is a complex matter. The social, economic, ecological aspects sometimes stand in opposition to each other. It therefore requires continuous critical reflection as well as weighing up the various priorities in order to ultimately make optimal decisions (compromises).»



Mario Böhler
Head of Facility Management

«Reducing our electricity consumption is important to us. With the improvements we have already made and the photovoltaic system that was installed in 2023, we are well on the way to achieving this.»



Martin Benninger
Chef de Cuisine

«In our restaurants, we attach great importance to fresh and regional products. We pay attention to short delivery routes and little packaging material. It is also important to us to prevent food waste as much as possible.»



Evi Raymann
Administration / Accountant

«I have been working at Abacus for 35 years. Then, as now, there was a great sense of togetherness and, in the meantime, long-standing friendships have also developed.»



Roadmap

2022

Creation of mission statement
& first classification

2023

Analysis and definition
of measures

2024

Involvement of employees

Strategy formulation

Target formulation

Implementation of concrete measures

2025

Implementation of concrete measures

Key figures and reporting

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