

Environmental statement

Economical, ecological, social – do it with TRIOLOGY



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1. Foreword

Dear reader,

Thank you for your interest in our company and our environmental statement!

The environmental statement is a fundamental part of our environmental management system in accordance with EMAS. In this environmental statement, we would like to inform you about our company, present our environmental performance in a transparent manner and explain our guidelines, objectives and measures for improving our environmental performance. We also report on developments in social sustainability and activities in our value chain.

Why are we participating in EMAS? In 2022, TRIOLGY GmbH set itself the goal of actively moving towards more sustainable entrepreneurship. The core of this orientation was initially the review of internal consumption, behavior and processes as well as their gradual optimization and the development of a shared understanding of climate, environmental protection and sustainability among the workforce. However, as we examined the topic of preventive/integrated environmental protection and the 17 UN Sustainable Development Goals, it became clear that our corporate values of "permanently optimizing", "being surprisingly valuable" and "leading the way innovatively" must also apply as guiding

guiding principles in our respectful treatment of people and nature. We therefore see it as our corporate responsibility to set a good example and to act in an economically responsible manner for our customers and society that goes beyond our traditional service portfolio. Accordingly, environmental/sustainability management is now an integral part of our business strategy. We are also committed to applying the principles of resource efficiency and avoiding environmental pollution. With the help of our environmental management system, we try to continuously reduce negative environmental impacts and thus constantly work on improving our environmental performance.

As a credible instrument of corporate management, EMAS gives us the opportunity to constantly put ourselves to the test with a kind of stocktaking, to measure progress and to identify possible deficits and potential for improvement, and to act on both in the future. and thus actively tackle them in the future. Informing the public about our results is a duty we take particularly seriously, because we want to ensure the greatest possible transparency in accordance with EMAS requirements and also in the interests of our target groups.

We look forward to exchanging ideas with you!



Thomas Paliga



Tino Friedrich



Rolf Hein



Thomas Grosser

2. Company and activities

2.1 Company profile

TRIOLOGY is an IT company operating throughout Germany. Since 2002, we have been offering comprehensive know-how in the fields of development and consulting at the highest level. We rely on agile development methods, efficient code designs and excellent technologies - together with a dedicated team and many years of experience in various industries.

Software development is more than just programming!

Together with our customers, we develop a solution tailored to their needs. The choice of technology used ensures that the customer's investment is secure and enables the long-term operation of the solution created. In doing so, we draw on a wealth of experience and work with the customer to shape all phases of the application's life cycle. Our development teams are very well coordinated and provide transparent and customer-oriented support throughout. Technologically, we operate in all modern fields of software development using best practices from agile and classic development models.

IT consulting is more than consulting!

We support our customers and their organizations in selecting fast, energy-saving information technologies for their individual business processes. We actively advise and support them in the introduction and further development of their IT projects. In addition to individual development, we provide the customer with dedicated advice on specific specialist topics relating to IT applications. We are particularly strong in the conceptual design of applications in complex technical environments and in the pragmatic design of IT-supported processes.

We draw on extensive industry knowledge in various areas and can quickly familiarize ourselves with other topics. Our technical consulting expertise helps us to deliver everything from small tasks to large strategic projects in the areas of application and operating architectures, interface concepts and cloud-optimized architectures. Specific qualifications and certifications underpin our consulting services.

The basis of good IT projects is always reliable requirements engineering, in which we determine, document and manage the customer's requirements. Above all, it is crucial for us to have a very good understanding of customer-specific technical processes. Our requirements analysts quickly understand the business processes and are able to ask the right questions. This enables us to capture and document all functional and non-functional requirements relevant to an IT project on the one hand, and support the implementation on the other. Regardless of the methodology chosen, we are just as proficient in requirements management for agile development projects as we are in classic waterfall/V-model environments.



Data is our passion!

If you understand data, you can transform it into information and knowledge through meaningful structuring. This is the only way to turn the ever-growing world of data into an organization's most important asset. Having the right data in the right place at the right time cannot be ensured with standard templates, but is the result of a data analysis tailored to the each customer's specific needs.

Building on this we work with our customers to design the optimum strategy for transformation and architecture. We support our customers across all technologies, structure and transform data, then visualize it according to requirements and thus help to harness the potential of the data. One of our specialties is the development of custom business applications with the Oracle APEX low-code platform.

We are partners on equal footing!

As part of our project & process management, we offer support in the creation of process descriptions, concepts and training documents as well as in the development of measures to ensure lean and efficient IT service management processes. The optimization of existing processes is one of our specialties. In addition, we also support the introduction of new processes, the monitoring of existing processes, the documentation processes and measures as well as carry out quality assurance measures. We also support the creation of test concepts and software tests implementation. We are happy to take on the management and coordination of IT projects with varying durations. Thanks to our Project Office, we can also offer our support for sub-projects at short notice. We also help with the creation of reports and analyze target/current scenarios together with the customer.

True to the motto **"Good IT starts with a good idea"**, the experts at TRIOLGY GmbH combine their creative power, technological expertise and passion to find the best ideas for IT projects right from the start.

But our internal departments also have a strong customer focus. The internal IT service provides employees with all the necessary software and hardware components and ensures that we are protected against unauthorized access and potential attacks. When it comes to the office management, we take a hospitality-led approach. Our goal is for our employees, customers and business partners to feel well looked after from the start. In addition, the Sales division forges strong ties with existing customers and thus ensures a stable order base for TRIOLGY. But new customer business is also very important in order to open up new markets, sectors and customers for the future. As the heart of the company, financial accounting and controlling are responsible for TRIOLGY's financial health. The HR department plays a central role in employee support and the further development of the company. It ensures that needs and wishes can always be managed, are discussed by the management and measures are taken for the ongoing continuous development of the company. The Marketing Department is responsible for ensuring that the company's internal and external communication is effective and forms the interface for our community and social activities.

2.2 Company information

Name:	TRIOLOGY GmbH
Managing directors:	Thomas Paliga, Tino Friedrich, Thomas Grosser, Rolf Hein
Adress:	Brabandtstr. 9-10, 38100 Braunschweig
Founding year:	2002
Number of employees:	105 (Status 01.01.2026)
Turnover:	ca 9M EUR/Year
Tax number:	14 202 38415
Sector:	IT-Services
NACE-Code:	J 62.0 Computer programming, consultancy and related activities J 62.01 Computer programming activities J 62.02 Computer consultancy activities J 62.09 Other information technology and computer service activities

The company is involved in the following associations/organizations, among others, or provides support in voluntary work:

- Braunschweig Employee's Association (AGV)
- Junior Chamber Braunschweig
- Commercial Association 1818
- Family as a success factor
- Free Ukraine
- NABU
- Independand gymnastics club (Freie Turner)

TRIOLOGY has been awarded the following seals:

- Diversity Charter
- „ZUKUNFTGEBER“ – Most attractive Employer
- „DatenBEWUSST Niedersachsen“ – Data Conscious Lower Saxony
- Trusted Information Security Assessment Exchange (TISAX)

2.3 Location and real estate information

The company has its headquarters in the city center of Braunschweig. The city center is largely traffic-calmed or pedestrianized. The location is easy to reach on foot, by bicycle or public transport (bus, tram). Braunschweig itself is conveniently located near the A2/A39/A36 highways, from which you can easily reach the Eiermarkt parking garage, where free parking is available. There are two parking spaces directly next to the building as well as numerous bicycle parking spaces. Electric charging stations are available right outside the building and inside the parking garage.

Braunschweig has good rail connections and is connected to the long-distance network (e.g. ICE connection Berlin - Basel). The main train station is a 15-minute walk from the city center.

The office building was built in 1984 and is currently owned by [REDACTED]

The property is managed by [REDACTED]

[REDACTED] The building has four floors, of which TRIOLGY has rented the 2nd - 4th floors (2nd floor = 381.66 m², 3rd floor = 310.38 m², 4th floor = 260.97 m²). Additional storage space (34.15 m²) is used in the basement. Additional storage space (34.15 m²) is used in the basement. Other tenants are located on the ground floor and 1st floor - including [REDACTED]. The offices are heated by district heating and use green energy electricity, which is purchased from [REDACTED] via their contract and passed on to the other tenants in the service charge bill. Since 2016, [REDACTED] has been sourcing 100% green electricity in accordance with the guarantee of origin (ID T00096192). Accordingly, as a sub-purchaser, we only use the production costs to assess our CO₂ emissions for electricity.

All floors are equipped with fully fitted kitchens and sanitary facilities. Remote work is possible. Flexible workstations are available for approx. 2/3 of the employees, which can be booked by hour/day as required. Approx. 1/3 of the workforce have permanent workstations.

In the reference years 2023-2025, TRIOLGY had an average of 12,3 vehicles in its fleet.



3. Environmental policy

For over 20 years, TRIOLGY has pursued the goal of taking good care of the people who work for us and supporting our customers with top-quality IT services as an equal partner. We have defined the corporate values of "permanently optimizing", "being of outstanding value" and "leading the way in innovation", which constantly remind us to work consistently in both operational and organizational areas.

However, we are also aware that we both need and want to add a new dimension to these efforts in order to provide future generations of employees, customers and their families with a healthy living and working environment.

For us, this includes:

- using resources such as energy and water sustainably and efficiently,
- purchasing regional and sustainable products and services,
- purchasing regional and sustainable products
- Avoiding and reducing waste,
- strengthening environmental awareness within our company and for external stakeholders,
- reducing the environmental impact of our business activities,
- promoting technical solutions to reduce emissions.

Given our business model as an IT services company—one that relies on close personal contact with customers and will therefore continue to require business travel in the future—we have set an ambitious yet realistic goal: we aim to reduce greenhouse gas emissions from our own business operations by at least 65 percent by 2035, compared to the base year of 2023.

In doing so, we are aligning ourselves with an approach that is also gaining traction at the European level: in December 2025, the European Commission proposed adjusting

proposed easing the planned complete phase-out of internal combustion engines – originally scheduled for 2035, which would have entailed a 100 percent reduction in emissions from new vehicles—to a 90 percent reduction target, in order to provide industries that have structurally unavoidable residual emissions realistic transition paths. We, too, follow this principle: Instead of aiming for complete greenhouse gas neutrality—which would be unrealistic given business-critical travel and the absence of a mandatory requirement to switch to zero-emission vehicles—we pursue a clearly measurable, percentage-based reduction target that we regularly review and refine as needed.

We therefore see it as our corporate responsibility to set a good example and offer economic, ecological and social added value for our employees, customers and society that goes beyond our traditional service portfolio. Accordingly, environmental protection is now an integral part of our business strategy.

We are also committed:

- to complying with all binding obligations relating to our environmental aspects,
- to continually improvement our environmental performance,
- to continually improvement our IT services in relation to our environment,
- to avoiding environmental pollution,
- to continually improvement our environmental management system.

We are confident that each of you will contribute to the success of this mission, and we are open to your input and cooperation. Only together can we improve our environmental performance and achieve the goals described.

4. Environmental management system

4.1 Organization

The environmental management system (EMS) applies to all areas, departments, services and fields of activity of TRIOLOGY GmbH at the location Brabandtstr. 9-10, 38100 Braunschweig. It has no effect on TRIOLOGY Management GmbH (parent company) or Cloudogu GmbH (sister company). For externally outsourced processes (payroll accounting, tax consultancy, office services, cleaning services and other service providers), it only applies to the procurement process.

The managing directors are the initiators and patrons of all sustainability and environmental management activities at TRIOLOGY. They release financial and human resources and monitor the activities of the environmental management officer (EMO) and the ECOlogy team as part of the management review. They also promote the principles of economic, ecological and social corporate management among managers, employees and external stakeholders.

The EMO is appointed by management and is responsible for the strategic development of the environmental management system. In doing so, she always assesses the practical feasibility of projects and, as part of the management team, encourages the integration of sustainability issues into TRIOLOGY's core business model. She reports to management on the current status of the EMS. She keeps the EMS active, steers its further development, is responsible for monitoring the key figures and measures, and manages the allocated budget. The EMO also coordinates the environmental audit, prepares the necessary documents and the environmental statement, and monitors compliance with legal regulations.

The ECOlogy team was set up to determine, structure and implement TRIOLOGY's operational sustainability activities. It consists of employees from various departments such as IT Service, Office Management, Marketing, Human Resources and, if required, from Software Development or Project & Process Management.

The ECOlogy team and the EMO work together to collect the key figures, carry out the environmental audit and define the environmental aspects. In addition, they distribute the tasks resulting from the environmental objectives. They are also responsible for informing, training and involving employees in the environmental management process.

The managers support the company's sustainability and environmental management activities by contributing ideas for their own specialist areas or reviewing ideas from the ECOlogy team/EMO. They actively stimulate change, share information and encourage their employees to participate. Employees are informed about the measures and activities, and they can and should make suggestions, voice criticism and become actively involved.

4.2. Procedure

With this EMS and its efforts towards sustainability, TRIOLOGY wants to make a contribution to the future viability of the company, but also to keep the people who work for it and the surrounding area and environment healthy and worth living in. We believe that change comes from knowledge and the will. We therefore focus on education, create framework conditions and enable participation.

To determine the status quo, the first environmental audit was carried out in 2024. It defined and recorded all environmental aspects directly or indirectly associated with the conduct of business. In addition, the relevant statutory and official regulations were compiled and a greenhouse gas balance was drawn up for 2019, 2022 and 2023. Based on these assessments, environmental targets were set and specific measures to improve environmental performance were defined. This environmental statement now serves as ongoing documentation of the key figures and measurement information. In 2025, social sustainability aspects were introduced into the environmental statement with the aim of summarizing all three pillars of ecological, social, and economic sustainability in an annual report.

The ECOlogy team compiles the key figures defined as essential for each completed financial year in order to monitor developments and progress toward the targeted improvements.

The EMO informs management about current initiatives, topics and ideas at the ECOlogy meeting. She also organizes an environmental audit every 12 months (as an internal audit), in which the measures defined in the environmental statement are reviewed through interviews and inspections. The EMO presents the results to the management for the management review and uses the feedback for the further development of the EMS.

All relevant information, guidelines and recommendations for implementing the EMS have been integrated into the environmental management handbook. It serves as a reference document and guide for the workforce. Employees can also find out about current measures, templates,

suggestions and opportunities for participation via the intranet and the internal file repository.

The EMS is reviewed by the environmental verifier every three years (initial/revalidation and two surveillance audits).

4.3 Organizational chart

Thomas Paliga, Thomas Grosser, Tino Friedrich and Rolf Hein are the managing directors. The departments and their managers are listed below. For the sake of clarity, a complete organizational chart of all employees has been omitted. The management team leads the management circle, and is also responsible for individual business areas in terms of discipline and expertise.



Designated functions:

- First aiders
- First protection assistants
- Safety officer
- Quality management representative
- External information security officer
- External occupational safety officer
- External fire protection officer
- External company doctor
- External data protection officer
- External Whistleblower Protection Act



5. Environmental aspects

5.1 Definition of terms (direct/indirect environmental aspects)

As part of the environmental audit, we identified the factors relevant to TRIOLOGY that have a direct or indirect impact on the environment and therefore determine our environmental performance were determined. These factors are referred to as environmental aspects. Direct environmental aspects result directly from TRIOLOGY's business activities. Indirect environmental aspects arise from the activities of suppliers, customers and other interested parties.

The assessment was carried out using the scheme of environmental relevance A to C to influence potential 1 to 3, whereby A represents a high, B a medium and C a low environmental relevance and 1 a high/short-term, 2 a medium and 3 a low/long-term influence potential. The criteria from EMAS Regulation (EC) 1221/2009 Annex I No. 5 were taken into account in the assessment of environmental relevance. Environmental relevance and influence potential were always assessed on the basis that TRIOLOGY is an IT service provider operating in a rented property.

5.2 Direct environmental aspects

- Energy
 - Electricity consumption
 - Heat consumption
 - Vehicle fleet
- Waste generation
- Use of water

5.2.1 Energy

Our energy consumption comprises electricity, thermal energy for heating and hot water, and fuel for our company vehicles. The vehicle fleet was given the highest environmental relevance rating (A), as the CO₂ balance of recent years has shown the highest CO₂ emissions for this area.

At the time of the environmental audit, TRIOLOGY's fleet consisted of combustion, hybrid and electric vehicles, each accounting for just under one third. The scope for influence was rated as average, as commuting to the company headquarters is necessary with a certain regularity and there are no rules on max./min. office days.

At the time of the environmental assessment, TRIOLOGY's vehicle fleet consisted of internal combustion engine vehicles, hybrid vehicles and electric vehicles, each accounting for just under one-third of the total. The potential for influence was rated as moderate, since commuting to the company headquarters or to client locations is necessary on a fairly regular basis, and there are no rules regarding maximum or minimum office days or vehicle types (see Environmental Policy).

In our previous environmental statement, we rated electricity with a high environmental relevance (A) and a medium possibility of influence (II). We now rate electricity as having environmental relevance C (low) and a low level of influence (category III), as 100%

green electricity has been purchased since 2016 through our main supplier, [REDACTED]. In addition, as a tenant, we currently have no way of requiring the building's electricity supply to be converted to a standard direct connection. For the time being, we have decided against installing a solar power system on the roof, given [REDACTED]'s purchase of green electricity.

5.2.2 Waste management

Our waste guidelines set out information and recommendations for handling waste, and we have instructed our employees accordingly. The waste balance sheet, which forms the basis for the continuous improvement process, is drawn up by recording the quantities of waste.

The environmental relevance was rated B. There is no hazardous waste at TRILOGY. In general, the waste is normal household waste. Nevertheless, there is a high proportion of packaging materials (cardboard), as new hardware, office materials and other consumables are ordered regularly and old electrical appliances are disposed of. These purchases are necessary for smooth business operations. This results in an influence potential of medium (2). Our procurement guidelines include recommendations for a purchasing process that minimizes packaging.

5.2.3 Water/Waste water

Water is mainly consumed by the sanitary facilities and kitchens. Consumption is recorded via the landlord's annual utility bill.

Water use was rated as having the lowest environmental relevance (C), as only conventional house connections are used at TRILOGY and wastewater is discharged via the normal sewer system. No water is extracted from, or discharged into, the environment. The influence potential was rated as medium (2): employees can be trained to use water consciously, and the roof terrace could be fitted with a rainwater collection tank, for example. Overall, however, the scope for action is limited.

The forms of wastewater are household fresh water, foul water and rainwater.

5.2.4 Other direct environmental aspects

Air quality, odors, dust, soil contamination and noise were not assessed, as TRILOGY's business activities have no significant influence on these factors. The same applies to the use of natural resources, land consumption and the impact on biodiversity.

5.3 Indirect environmental aspects

- Product life cycle aspects
- Environmental relevance of the procured (primary) products and raw materials
- Delivery traffic
- Offering services to new markets
- Selection and composition of services
- Environmental performance and environmental behavior of contractors, subcontractors and suppliers
- Employee travel/commuting
- Business travel

The aspect of employee travel/commuting was given the highest environmental relevance rating A, as the survey for the CO2 balance showed a high proportion of total emissions. Both employee travel/commuting and business travel were given an influence potential of medium (2), as there are no mandatory home/office days. Presence in the office is based on the wishes of customers, the team or personal preferences.

Product lifecycle-related aspects, such as the energy-efficient design of IT solutions and the provision of services in new markets, were assessed with environmental relevance B. TRIOLOGY explicitly acts as a service provider and does not create any products. Even if it is reasonable to assume that the software created by TRIOLOGY has a significant energy consumption at the customer's site over its useful life that is far higher than that of TRIOLOGY, there is currently no way to support this thesis. After completion of developments or software adaptations, this software is normally handed over to our customers and operated by them in an environment unknown to us (systems and usage behavior).

The customer generally specifies the "what" and "how". The future application scenarios and usage parameters are largely beyond our knowledge. However, we implement all parameters that our customers request as 'non-functional requirements' appropriately and competently.

However, regarding the Green IT debate, we would like to add the following:

- Energy efficiency: When our developers work at TRIOLOGY's offices, they use 100% green electricity. In addition, all workstations are equipped with a central power switch, ensuring that no devices remain in standby mode overnight. Furthermore, we see a trend in the market toward virtualization and cloud technologies. We have expanded our portfolio accordingly and provide our customers with DevOps consulting services and technical expertise.
- Hardware Sustainability & Lifecycle: Our developers use the Clean Code approach when implementing new requirements, to ensure the code's maintainability throughout its entire life cycle. In terms of internal IT procurement, we make various efforts to avoid unnecessary purchases and to extend the use of existing equipment for as long as security and maintainability can be ensured.
- Data Centers: At TRIOLOGY, we maintain only a minimal number of physical servers and rely on virtualization. As previously described, we cannot influence the conditions at the customer's site, although we are increasingly moving toward the cloud ourselves.
- Software & Green Coding: We have already completed reference projects in this area, which we make available to auditors.
- User Behavior: Our internal IT department ensures that email attachments are not too large. For internal use, we have a file-sharing system through which we can exchange data. To comply with statutory retention periods, we maintain the necessary storage capacity and backups. As an IT service provider, we have no influence over our customers' usage behavior.

The environmental relevance of the procured (intermediate) products and raw materials was also rated B. TRILOGY has three departments that purchase products. Marketing takes care of the office equipment and advertising materials, which are branded with the company logo. The internal IT department provides employees with software and hardware. Office Management is responsible for the interior design, the purchase of office materials and catering for the workforce. Procurement guidelines have been drawn up for this area, which creates the necessary framework. The environmental impact of delivery traffic is classified as Category C, since efforts are already being made to reduce CO2 emissions—for example, by using DHL—but given the volume of orders, it is not always possible to ensure a reduced carbon footprint. Due to the dependence on many factors, such as quality expectations, availability, suppliers, freight forwarders, etc., the possibility of exerting influence was only rated as medium.

Last but not least, business trips fall under category B. The majority of customer appointments now take place virtually, using Microsoft Teams, and rail travel is the preferred option for travel bookings. However, due to the increased new customer strategy, employees are traveling more (e.g. to trade fairs, congresses, requirements workshops, etc.), which is reflected in the carbon footprint.

In addition, customers continue to decide whether, how often and where the meetings take place. Therefore, the possibility of influence is rated as medium.

Category C covers the selection and composition of services whose activities have no major environmental relevance (e.g. cleaning staff, craftsmen). Here, emphasis is placed on local providers. The environmental performance and environmental behavior of contractors/ subcontractors and suppliers is also rated C, as TRILOGY has only a few such business partners. However, as a medium-sized company, we cannot evaluate all processes of service providers/contractors and ensure compliance with our standards. This would exceed our own personnel resources. Compliance with the instructions for external companies must be relied upon. Therefore, the possibility of exerting influence is only medium.

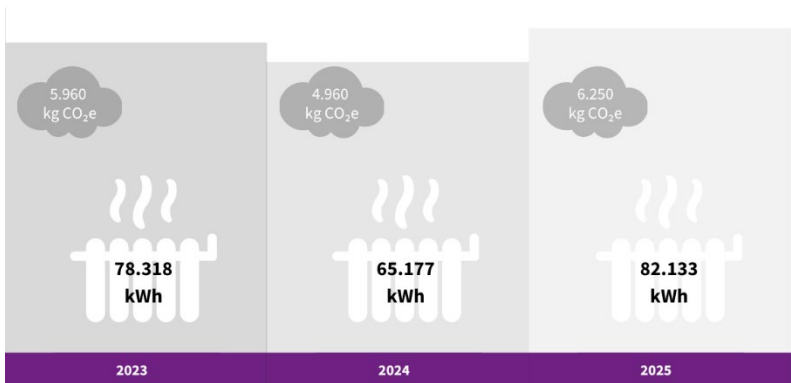
6. Key indicators

6.1 Energy

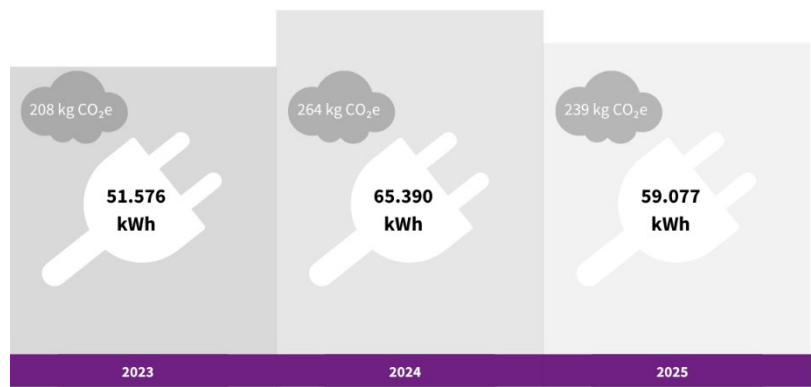
Energy consumption is divided as follows:

- Heating
- Electricity
- Vehicle fleet
- Business travel

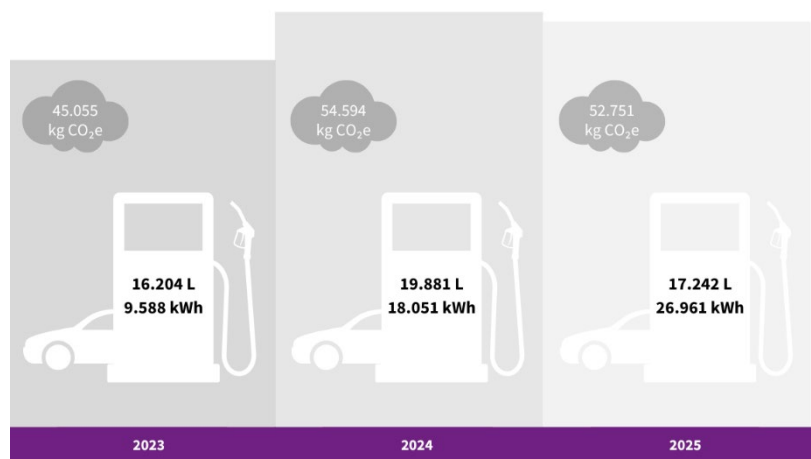
Heating consumption is allocated to the respective tenants depending on the area used. It does not reflect the actual consumption of TRILOGY. The increase in 2022 can therefore be explained by the newly rented space, while the reduction in 2023/2024 can be explained by all tenants working from home and mild winters. The increase in 2025 can be explained by the rise in office attendance and employees' increased heating needs.



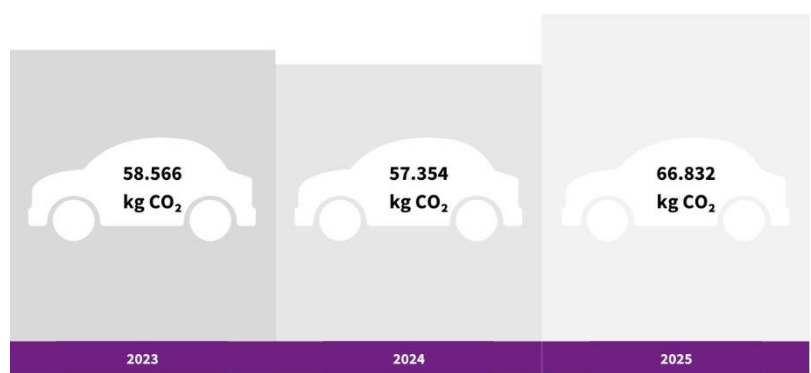
Electricity costs are billed according to the same principle. The figures from the last environmental report were corrected due to an incorrect meter reading. The decrease in kilowatt-hours consumed is likely related to the building's lower overall consumption.



Starting in 2024, we included electricity charged privately, and in 2025, the fleet was expanded to include one hybrid and one fully electric vehicle. This, combined with the increase in the number of authorized fleet users, explains the rise in electricity charges and the simultaneous decrease in the number of liters of fuel consumed.



The use of mobile working has reduced total CO2e emissions in the area of commuting. The increase from 2022 to 2023 and in 2024 and 2025 can be explained by increase in the number of employees. The increasing number of employees commuting to the office has also been added to this calculation.





6.2 Material

Materials can be understood to mean the following:

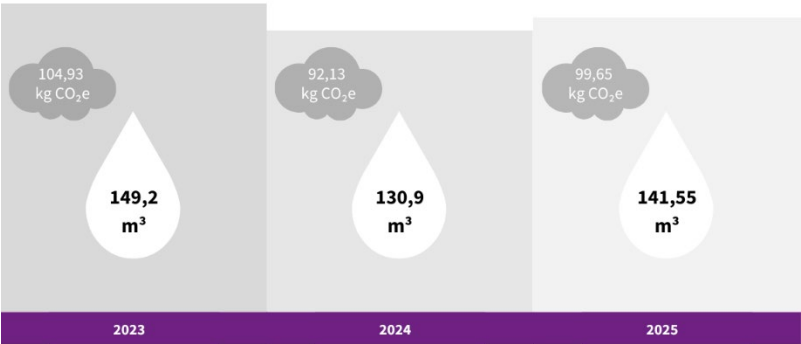
- IT equipment
- Office equipment
- Consumables
- Advertising materials

The data was recorded in detail as part of the CO₂ balance and cannot be aggregated by volume, weight or number of items. Listing the individual figures would be too time-consuming, so they are not shown here.

Because the data set has been expanded and the calculation methods refined, the emission values for other office equipment and supplies, advertising materials and campaigns, and IT equipment have increased. This represents a correction rather than an actual increase in emissions, as this data had not previously been included, because certain items and calculation factors were missing.

6.3 Water

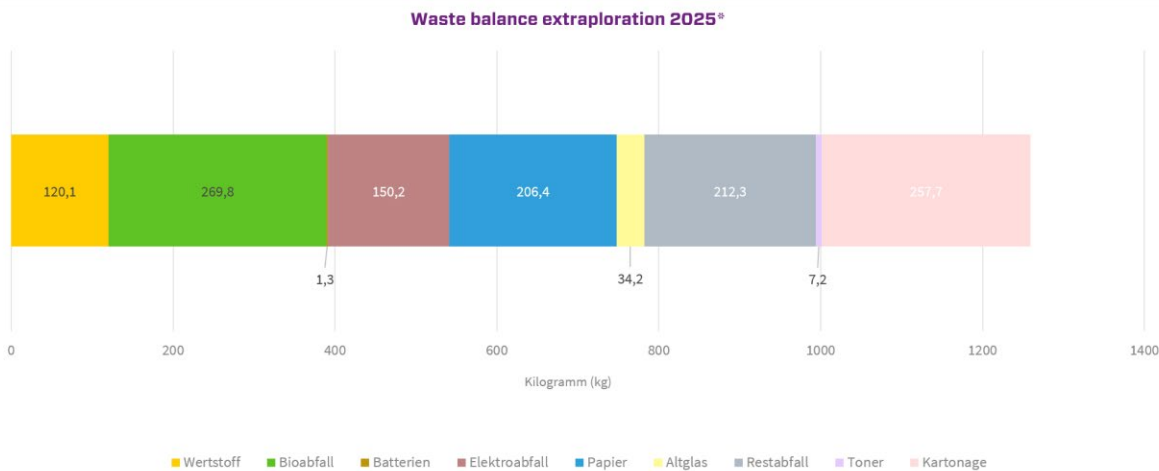
The water consumption (in m³) is apportioned by the landlord according to the rented area by way of the annual service charge settlement and is therefore not dependent on the actual consumption and the number of employees.



6.4 Waste

Waste volumes were recorded via the central waste management system. The waste produced is weighed in kg in the categories recyclables, organic, residual, paper, batteries, used glass, toner, cardboard/cardboard, electrical waste and recorded in the system. To determine the annual quantities, the quantities are extrapolated to 220 working days. We thus follow the principle of working days, which are usually taken as the basis for calculating the tax return. The following values are based on measurements for 9 months.

The separate collection rate in accordance with GewAbfV is currently 89.09%.



*The values shown are an extrapolation to 2025 based on the average value from three three-month measurement periods from 2024 and 2025.

6.5 Land use in relation to bio-diversity

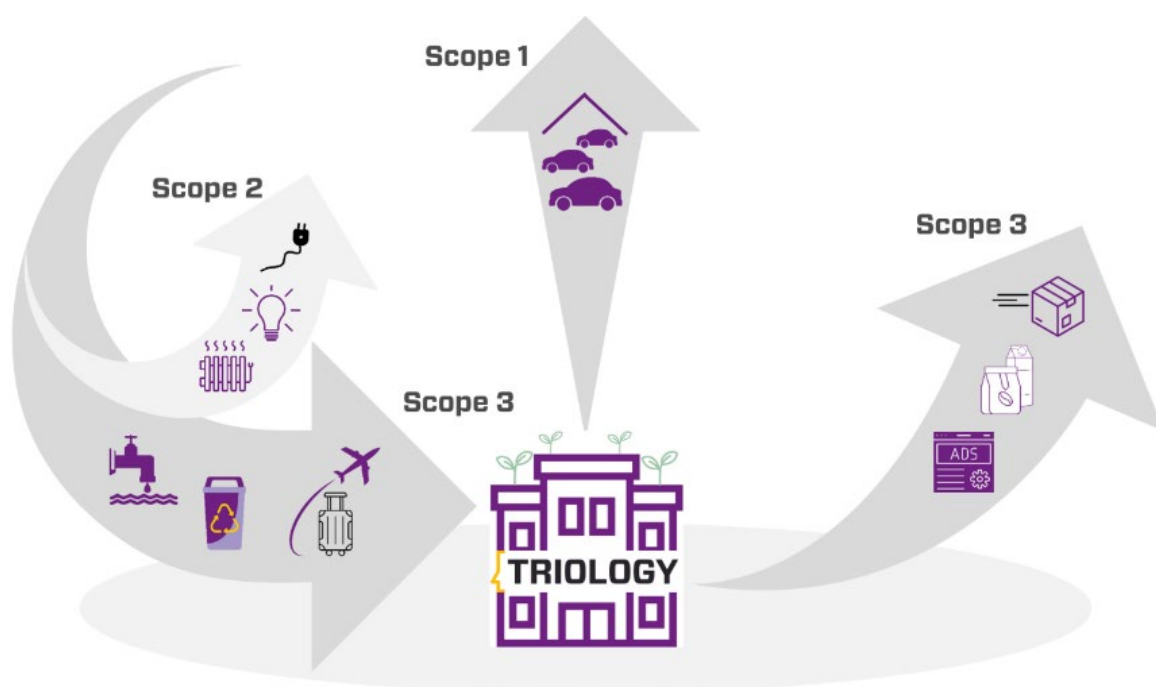
TRIOLOGY only uses the building at Brabandtstr. 9-10, 38100 Braunschweig as a tenant. The building was built back in 1984, which means that no space is owned by the company. The 4th floor, which includes a roof terrace of approximately 19 m² and has also been used since 2022. Ten percent of this area has been planted with vegetation. The vegetation includes tufted lavender, Chinese silver grass, climbing roses, Portuguese laurel cherry, Muhlenbergia grasses and Japanese spindle tree. These carefully selected mix of plants provide valuable shelter and food in the form of nectar and pollen for insects.



6.6 Emissions

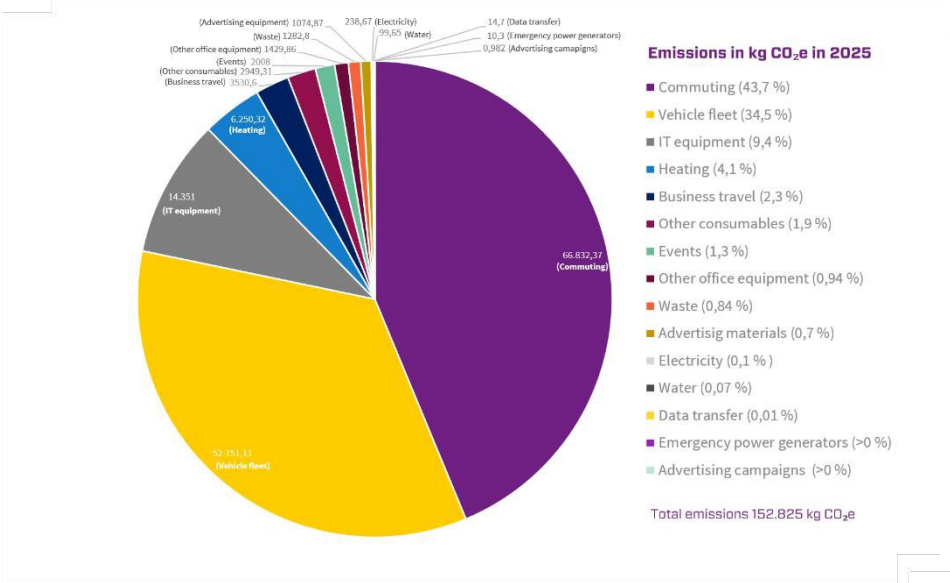
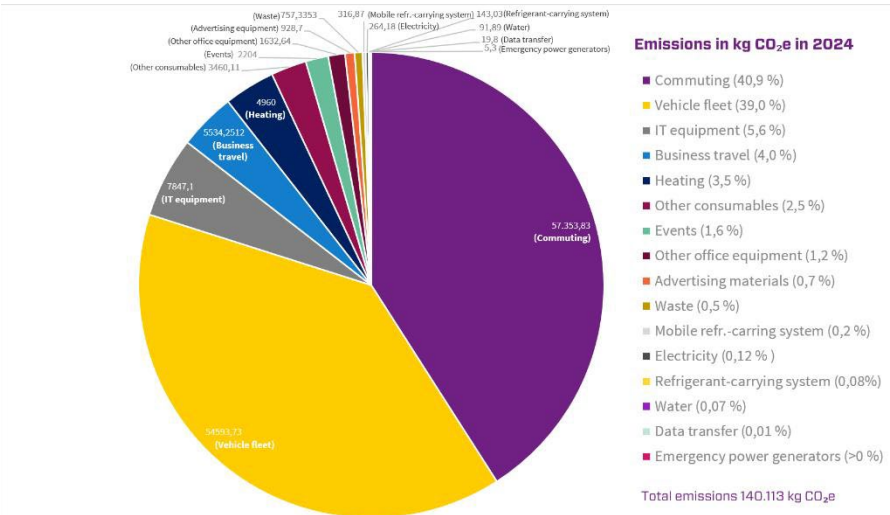
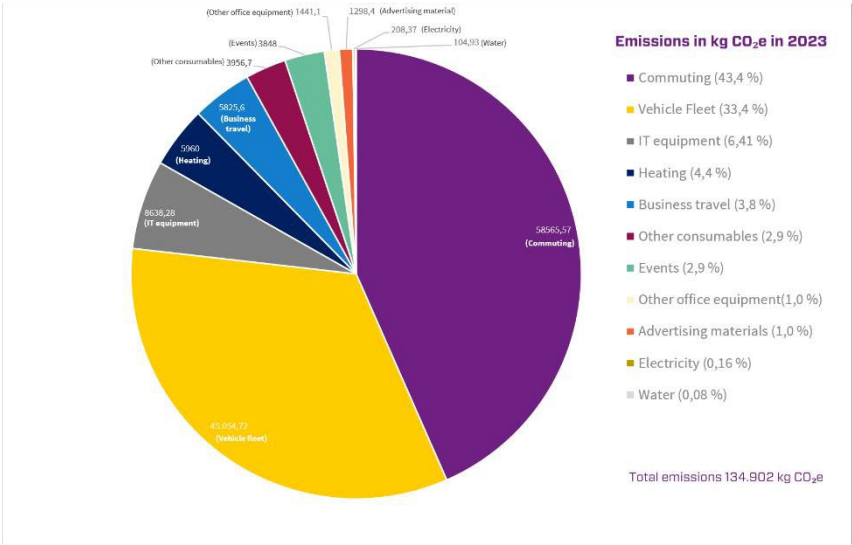
Emissions are recorded and evaluated annually in a carbon footprint report and reduction measures are derived from this analysis. The years 2019, 2022, and 2023 were analyzed as references for the first version of the environmental statement in the 2024 certification year. These years were selected because approximately 98% of work at TRIOLOGY was performed in the office prior to the COVID-19 pandemic, when the office space totaled approximately 726 square meters. 2022 was the first year during and after the pandemic in which work was conducted in a hybrid setting, with employees spending an average of about 50% of their time working from home. In addition, TRIOLOGY expanded, adding another office floor.

Each update of the environmental statement will report on the three most recent fiscal years. In connection with TRIOLOGY's business activities, emissions are generated by sources that can be assigned to different scopes according to the Greenhouse Gas Protocol.



Scope 1 includes the emissions generated by the vehicle fleet. Scope 2 covers emissions from purchased energy in the form of electricity and heating. Scope 3 is divided into upstream and downstream processes, which include the following emission sources: (waste) water, waste, IT equipment, digital communication services, emergency power generators, office equipment, consumables, advertising materials and campaigns, events, business trips, commuting, the parking garage, purchased goods, rented storage space, shipping services, construction work, and more.

The emissions for the individual years are broken down below according to the polluter-pays principle.



6.7 Summary key indicators

Reference value		Unit	2023	2024	2025
Employees		Average annual number	101	103	105
Sales		In €	8.680.000	8.850.000	8.776.000
Energy	Electricity	Total in kWh	51.576,12	65.390,56	59.077,08
		Per employee in kWh	510,65	634,8	562,64
		Per 100.000 € in sales in kWh	594,19	738,87	673,166
	District Heating	Total in kWh	78.318,00	65.177,03	82.133,01
		Per employee in kWh	775,43	632,79	782,22
		Per 100.000 € in sales in kWh	902,28	736,46	935,88
	Business trips using the company's own fleet ²	Total in kWh	147.322,02	188.195,54	175.287,71
		Per employee in kWh	1.458,63	1.827,14	1.669,45
		Per 100.000 € in sales in kWh	1.679,26	2.126,5	1.997,35
	Total energy consumption	In kWh	277.216,14	318.763,13 ³	316.497,8
		Per employee in kWh	2.744,71	3.094,78	3.014,26
		Per 100.000 € in sales in kWh	3.193,73	3.601,84	3.606,40
	Share of renewable energies ⁴	in %	53,02	52,86	53,36
Material**	included in total emissions ⁴				
Water		Total in m ³	149,15	130,53	141,55
		Per employee in m ³	1,48	1,27	1,37
Waste		In kg	nicht vorhanden ⁵	1.434,01	1.259,10
		Per employee		13,92	11,99
Land consumption	Rental space	in m ²	987,16	987,16	987,16
Emissions	Total	kg CO ₂ e	134.902	140.113	152.825
		Per 100.000 € in sales in kWh	1.554,17	1.583,20	1.741,40
	Per employee	kg CO ₂ e	1.335,7	1.360,51	1.455,5
	No _x ⁶	kg pro Jahr	12,22	15,90	13,91
	PM _{2,7} ⁷	kg pro Jahr	0,27	0,41	0,37

² The energy consumption of the vehicle fleet was calculated without deducting possible private journeys, as any use of vehicles provided by TRIOLGY is fully attributable to TRIOLGY's business activities

³ The increase can be explained by the differentiated breakdown of diesel and petrol refueling and the addition of privately refueled kWh by fleet members

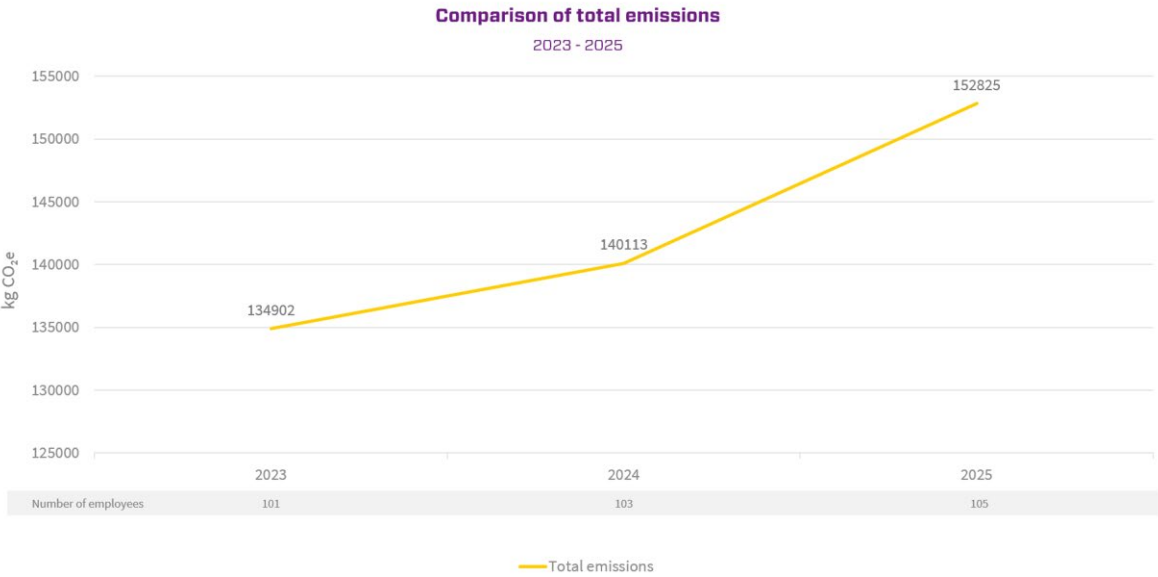
⁴ consists of IT equipment, advertising materials, office equipment and other consumables

⁵ launch of the 2024 Waste Monitoring Program

⁶ based on liters of petrol/diesel from the vehicle fleet - diesel only calculated separately from 2024 onwards

The data listed in the table can be viewed as the basis for TRIOLGY GmbH's environmental management. This data set is continuously refined and expanded to improve the monitoring of environmental performance and to support strategic business decisions. Accordingly, new information and updated data (e.g., electricity offsetting, current consumption data, gasoline/diesel breakdown, share of renewable energy) have been incorporated into the key indicator values of this updated environmental statement. A direct comparison with the table from the first environmental statement (2024) and its updates for the 2025 review audit is therefore not possible.

To ensure comparability, the data sets for the reporting years 2023 and 2024 were adjusted to reflect the current state of the data. The figures for previous years were corrected accordingly and may therefore differ from earlier publications. The increase in 2024 compared with 2023 is primarily attributable to the "Vehicle Fleet" environmental aspect. In 2025, by contrast, the increase stems primarily from the "Commuting" environmental aspect, which reflects the rise in the number of employees and increased office attendance. Employee mobility continues to account for the largest share of total emissions. The structure of emissions remains stable across all three years, with commuting and the vehicle fleet together accounting for about three-quarters of total emissions.



7. Compliance with legal regulations

We ensure compliance with the binding obligations and legal regulations that apply to our environmental impact and environmental performance, such as

Regulation (EC) 1221/2009	eco-audit-/EMAS-Regulation
DGUV Vorschrift 1	Unfallverhütungsvorschrift
BetrSichV	Betriebssicherheitsverordnung
GefStoffV	Gefahrstoffverordnung
Verordnung (EU) 2014/573	Verordnung über fluorierte Treibhausgase (F-Gase-Verordnung)
1. BImSchV	Verordnung über kleine und mittlere Feuerungsanlagen
KrWG	Kreislaufwirtschaftsgesetz
GewAbfV	Gewerbeabfallverordnung
AVV	Abfallverzeichnis-Verordnung
Abfalls	Kommunale Abfallsatzung
Decision (EU)2021/2054	Reference document on best environmental management practices, environmental performance indicators and benchmarks of excellence for the telecommunications and information and communication technologies (ICT) services sector
AVV-EnEff	Allgemeine Verwaltungsvorschrift zur Beschaffung energieeffizienter Leistungen
ElektroG4 (2026)	Electrical and Electronic Equipment Act on the Proper Take-Back and Environmentally Sound Disposal of Waste Electrical and Electronic Equipment
BattDG	Battery Law on the Separate Collection and Environmentally Sound Disposal of Used Batteries and Rechargeable Batteries from Office Operations

in which these were determined, evaluated and responsibilities defined. Changes are communicated via the legal register on Umwelt-Online.de, the employers' association's legal newsletter and annual training courses for the responsible persons and processed by the internally designated departments.

8. Environmental goals

The environmental objectives or goals and the identification of opportunities and risks were based on an analysis of the context, the interested parties, the environmental aspects and the list of legal binding obligations. The ECOlogy team, headed by the EMO, is initially responsible for implementing the environmental objectives. Nevertheless, we see all activities of our EMS as a joint task that depends on the support, will and knowledge of employees, managers, management and all persons who have a business relationship with TRIOLGY.

8.1 Schedule and measures

We are revising our previous goal of achieving greenhouse gas neutrality in our office operations by our 30th anniversary in 2032, as the upward trend in emissions from our vehicle fleet in recent years has made this target unrealistic. In line with the update to our environmental policy, we now aim to reduce emissions from our business operations by at least 65% by 2035, compared with the 2023 base year. To make this goal achievable, we have refined the initial baseline assessment presented in our first environmental statement and formulated interim targets for the years 2024–2026.

Environmental goals	Related environmental aspect	Measure	Responsible	Date	Potential for improvement and reduction	Goal achievement
Increase employee awareness						
	Mobility/ Commuting	Workshops on environmental topics at the Xperience Sessions with e.g. reka e.V.	EMO, ECOlogy-Team	31.03.2024	1 slot per XPS, planned information and discussion series "sustainable lunch break"	achievend
	Product life cycle-related aspects/ provision of services in new markets	Green Development/ Green IT- Consulting e.g. adapt specifications for conference searches	EMO, managers	31.12.2024	listen to at least 1 presentation on Green IT topics per conference visit	ongoing
	Product life cycle-related aspects/provision of services on new markets	Development of a further training program regarding green development/green IT consulting, e.g. adapt development guidelines	EMO, managers	31.12.2024	Lack of feasibility as an IT service provider/dependence on contract awards	rejected
	Environmental relevance of the procured (primary) products and raw materials	Sustainable lunch break" discussion series	EMO, ECOlogy-Team	31.03.2025	"Sustainable business trips" lecture	achieved
	Environmental relevance of the procured (primary) products and raw materials	Sustainable lunch break" discussion series	EMO, ECOlogy-Team	31.03.2025	Reka association holds 3 lectures on "sustainable lunch break"	achieved

Environmental goals	Related environmental aspect	Measure	Responsible	Date	Potential for improvement and reduction	Goal achievement
Increase employee participation						
	Waste generation	Participation in the BS city clean-up	TRIO	30.04.2024	New attempt in 2025	not achieved
	Impact on biodiversity and landscape	Donation run to renaturalize moors: 5 EUR per participating employee	Marketing	30.09.2024	750 Euro donation to BUND	achieved
	Impact on biodiversity and landscape	Reforestation Rötgesbüttel	EMO, ECOlogy-Team	31.10.2024	Plant at least 100 trees	pending
	Impact on biodiversity and landscape	Charity event to collect donations to be used for the "rewetting moors" project	EMO, ECOlogy-Team	31.12.2025	approx. 1250m ² of moorland habitat	achieved
	Impact on biodiversity and landscape	Charity event to collect donations to be used for the "rewetting moors" project	EMO, ECOlogy-Team	31.12.2026	At least 1 lecture	achieved
	Impact on biodiversity and landscape	Charity event to raise funds for the "Harz Reforestation" project	EMO, ECOlogy-Team	31.12.2026	Instead, the decision regarding the charity event was made in favor of NABU (the "Rewet the Marshes" project)	rejected
	Water use	Strengthen cooperation with environmental organizations, such as Viva con Agua	EMO, ECOlogy-Team	31.12.2026	Offer a presentation with active volunteers as part of the Open Room event	pending
Promotion of biodiversity						
Increase the proportion of bee pasture on the roof terrace	Selection and composition of services	Coordinate selection guidelines with plant care service, determine proportion of bee pasture, no peat	OFM	30.04.2024	Lavendel planted	achieved

Environmental goals	Related environmental aspect	Measure	Responsible	Date	Potential for improvement and reduction	Goal achievement
Reduction in electricity consumption						
for cooling appliances	Use of electricity	Installation of premounted measuring devices (June/July)	ITA	30.09.2024	Due to emission compensation	rejected
for cooling appliances	Use of electricity	Installation of reflective films for the summer	ITA	30.09.2025	Use of outdoor shutters + proper ventilation	rejected
for cooling appliances	Use of electricity	Install Plug-In Meters (June/July)	ITA	31.12.2025	there was no significant demand for portable air conditioners	rejected
About public suppliers	Use of electricity	Installation of own electricity meter	Property management	31.12.2025	depending on landlord/BS network, current use of green electricity	rejected
for cooling appliances	Use of electricity	Evaluate and implement measures from previous years	ITA	31.05.2026	No longer relevant, as 100% green electricity is used	rejected
Reduction of CO₂ emissions						
due to business trips	Business travel	Create business travel policy, instruct employees, offer alternative travel options/ "climate-reduced travel/ overnight stays"	EMO, OFM	31.12.2024	Procurement guideline created, contains regulations on business trips	achieved
due to commuting	Employee travel/commuting Advertise bike leasing		EMO, OFM	31.12.2024	New advertising video broadcast	achieved
due to advertising material	Environmental relevance of procured (primary) products and raw materials	Create and implement procurement guidelines, check and, if necessary, reduce inventory, purchase climate-reduced products	OFM, Marketing	31.12.2024	Reduce our stock of advertising materials and find alternatives to our previously "non-climate-reduced" advertising materials, which should remain in stock	achieved

Environmental goals	Related environmental aspect	Measure	Responsible	Date	Potential for improvement and reduction	Goal achievement
Reduktion der CO₂-Emissionen						
Reduction of Scope 1 emissions generated by the vehicle fleet	Vehicle fleet	No further expansion of vehicle fleet restrictions	OFM, HR	31.12.2024	Not feasible due to organizational growth and restructuring coupled with demands on our service provision	rejected
due to commuter traffic	Employee travel/ commuting	Promote the Deutschland-ticket	Marketing	31.12.2025	approx. 4,000kg CO ₂ /year	pending
due to advertising materials	Environmental relevance of procured (preliminary) products and raw materials	Purchasing climate reduced products	OFM, Marketing	31.12.2025	At least 50% of the procured products	achieved
due to advertising materials	Environmental relevance of procured (preliminary) products and raw materials	Procurement of advertising materials: Decision for/against suppliers and service providers based on external company fact sheet	Marketing, OFM	31.12.2025	at least 30% of the products procured in the future advertising material	achieved
via electricity consumption	Use of electricity	Choosing a green electricity provider	OFM, ITA	31.12.2025	Depends on the utility provider/BS Netz; currently using green electricity	rejected
Reduction in Scope 1 emissions generated by the vehicle fleet	Vehicle fleet	Promote alternative mobility concepts	OFM, HR	31.12.2025	ca. 2.000kg CO ₂ /year	achieved
Reduction in Scope 1 emissions generated by the vehicle fleet	Vehicle fleet	Increase orders for electric/ hybrid vehicles, reduce number of combustion engines	OFM, HR	31.12.2025	Not achieved due to the expansion of fleet access permissions	not achieved
via electricity consumption	Use of electricity	Install a PV system	OFM, ITA	31.12.2026	Emission compensation and potential electricity connection with green electricity option	rejected

Environmental goals	Related environmental aspect	Measure	Responsible	Date	Potential for improvement and reduction	Goal achievement
Reduction of waste volumes						
Improvement in separation rates (especially organic waste)	Amount of waste	Order green garbage can, set up recycling collection system	OFM	30.06.2024	Both already installed	achieved
"Cardboard"	Amount of waste	Determine quantities via waste balance sheet and draw up reduction plan	UMB, ECOlogy-Team	30.06.2025	There is still a lot of packaging material due to hardware orders, but significantly less plastic packaging (molded cardboard instead of Styrofoam)	achieved
"Packaging"	Amount of waste	Train employees on waste-reducing behavior, provide reusable packaging for lunch breaks	Marketing-Team	30.06.2025	Search for "non-Tetrapack" milk cartons; employees receive leak-proof lunch boxes for their lunches	achieved
Improving the recycling rate	Amount of waste	Separate recyclables according to packaging and plastics	OFM	31.12.2026	75% GSQ	achieved

The ECOlogy team monitors the implementation and progress of the measures at the monthly ECOlogy meeting. Targets are adjusted or added if necessary. The findings from the audits are recorded and processed via a separate CIP tracking system. Suggestions from the management reviews or the regular legal checks are also incorporated here.

9. Social Sustainability⁸

9.1 Working conditions in our company

9.1.1 Communication

Open and transparent communication is a cornerstone of good cooperation. For this reason, TRIOLOGY's management has not only committed to regular reporting via the EMS, but also informs employees about figures/data/facts at least three times a year. In addition, managers and HR are available at any time to discuss questions and problems in a confidential setting.

9.1.2 Equal pay & benefits

Fair salary determination and the avoidance of the gender pay gap have a high priority. For this reason, a salary benchmark is carried out once a year across the entire company, taking into account reliable market data. Salary decisions are made on the basis of comparable criteria and by consensus at the management level. Employees, regardless of gender, with the same professional experience and comparable qualifications are paid equally as long as their work is of equal value. TRIOLOGY does not have a pay scale similar to a collective bargaining system. Benefits such as Hansefit, bike leasing, Deutschlandticket etc. are available to all employees, with a few exceptions (position-dependent individual fleet regulations, exclusion during the probationary period).

The current minimum wage in Germany is €13.90 per hour. In roles that would otherwise be paid at the statutory minimum wage, we pay above that rate. Employees are regularly informed about the working conditions/rights and obligations that apply to them via their employment contract, company regulations, the intranet, the file-sharing server, and other internal tools. TRIOLOGY GmbH pays all contributions to statutory social security benefits such as

health, pension, unemployment, and long-term care insurance, as well as contributions to the employers' liability insurance association, in a timely and proper manner.

Salary reductions are never used as a disciplinary measure at TRIOLOGY. Managers are trained accordingly and act in accordance with the values of emotional leadership. Salary changes are implemented via a contract amendment signed by the employee and employer and cannot therefore be decided unilaterally. Salary reductions are only permissible if the number of hours to be worked is reduced, wage replacement benefits are paid, the employment relationship is suspended, or the employee holds another position that is assigned a lower salary level.

9.1.3 Working conditions

All employees are employed under an employment contract that is drafted in accordance with German case law and legislation. The standard working hours are Monday to Friday, with a maximum of 40 hours. Overtime is permitted up to the maximum limit specified in the Working Hours Act and can be taken as time off in lieu or paid out. In accordance with § 10 (1) No. 14, work on Sundays and public holidays is possible. Our employees work in Germany. Working remotely is generally possible if the job description, assignment/customer, and team allow it.

TRIOLOGY strives to maintain a healthy work-life balance and values individual circumstances. We have therefore introduced flexible working hours for all employees and utilize the flexibility offered by flexitime accounts.

We do not have employee representation. Employees are free to establish such representation in accordance with German law. Our HR manager Franziska Sy is available to answer any questions you may

⁸ based on ILO-Standards

have regarding personnel matters at 0531 235 28 52/ franziska.sy@triology.de.

All employees work at TRILOGY of their own free will, and we do not use forced labor in any form.

We do not employ children. Young people are employed only in temporary positions (on a mini-job basis), apprenticeships, or internships, in accordance with the Youth Employment Protection Act (Jugend-arbeitsschutzgesetz).

TRIOLOGY is a purely office-based operation; we have no production sites and no production staff.

9.1.4 Further training

We support job-related training, on-the-job learning, and qualifications that develop our employees while remaining relevant to TRILOGY's service portfolio. Regular conversations during day-to-day work, together with scheduled development reviews every nine months, keep learning continuous.

9.1.5 Social engagement

Alongside our internal initiatives, we are actively involved in the community, supporting local projects and charitable organizations through fundraising campaigns — among them NABU and Hackers4good, as well as peatland rewetting and reforestation projects in the Harz region. This commitment not only strengthens our environmental management and its impact on the social fabric of our region, but also

contributes to the personal development of our team members. Our employees are actively involved in the selection of the donation purpose and can influence the amount of the donation through sporting activities (x euros are donated per km run/hiked).

9.1.6 Health promotion

Height-adjustable desks and ergonomic chairs are standard at our company, both in the office and in their home office. We encourage an active lifestyle through regular health campaigns, which we support with the Hansefit program, our own physiotherapist, health checks and vaccinations. We also provide a wide range of healthy snacks during breaks and cater to employees' individual needs, such as noise-canceling headphones, daylight lamps, etc.



9.1.7 Diversity in the workplace

Since 2019, we have been a proud signatory of the Diversity Charter (Charta der Vielfalt), an employer initiative promoting diversity, appreciation, and inclusion in the workplace — irrespective of characteristics such as ethnic origin, gender, or religion. We create a working environment in which everyone is welcome and can make full use of their diverse skills. For us, diversity means not only treating one another with respect and appreciation as a matter of course, but also encouraging the exchange of ideas, welcoming different perspectives, and recognizing individual strengths. We actively involve the whole team in this, because genuine diversity makes us stronger, more creative, and more successful together.

9.2 Working conditions along the value chain

9.2.1 Supplier selection

We ensure that our service providers, suppliers and partner companies comply with social standards. We document this using an external company fact sheet, which we use to ensure selection processes for companies that represent similar values. This includes fair wages, safe working conditions and environmentally friendly practices along the entire value chain.

In addition, subcontractors are obliged to comply with labor and social standards in accordance with our terms and conditions.

9.2.2 Cooperation with customers

Many of our customers/clients have their own environmental/sustainability reporting obligations (e.g. Supply Chain Due Diligence Act, CSRD reporting obligations, EcoVadis, etc.) to fulfill, whose standards also apply to us as part of the assignment. In the context of new customer business, we nevertheless ensure that our potential customers share TRILOGY's ethical, social and sustainable ideas, e.g. by proactively informing them about our EMAS certification. We rely on open communication and transparency in all projects as the basis for successful collaboration. Our aim is to develop innovative solutions that are not only technically convincing, but also meet the specific needs of our customers (and their customers) and promote long-term partnerships.

9. Validation – Environmental verifier's declaration

The environmental verifier listed below confirms that the Brabandtstraße 9-10, 38100 Braunschweig site, as stated in the present environmental statement of TRIOLOGY GmbH with registration number DE-111-00039, meets all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25.11.2009 as amended on 28.08.2017 and 19.12.2018 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS).

Name of the Environmental verifier	Registration number	Approved for the sectors (NACE)
Peters, Martin	DE-V-0362	J 62.0 Computer programming, consultancy and related activities J 62.01 Computer programming activities J 62.02 Computer consultancy activities J 62.09 Other information technology and computer service activities

By signing this declaration it is confirmed that:

- the verification and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009 as amended by Commission Regulation (EU) 2017/1505 and (EU) 2018/2026,
- the result of the verification and validation confirms that there is no evidence of non-compliance with the applicable environmental regulations, and
- the data and information in the environmental statement provide a reliable, credible and true picture of all the organization's activities.

This declaration cannot be equated with EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009. This declaration may not be used as an independent basis for informing the public.

Braunschweig, 21.08.2026



Martin Peters
Umweltgutachter



Impressum

TRIOLOGY GmbH
Brabandtstr. 9-10
38100 Braunschweig

Management: Thomas Grosser, Thomas Paliga, Tino Friedrich,
Rolf Hein

Telephone: +49. 531. 235 28-0
Fax: +49. 531. 235 28-19
Mail: info@triology.de

Contact person

Franziska Sy – Environmental management officer
Telephone: +49. 531. 235 28-52
Mail: ecology@triology.de