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Preface

Separate Non-Financial (Group) Report of NEXUS Group and NEXUS AG

NEXUS AG's business model focuses on supporting medical facilities in the organization and treatment of patients using software solutions. The associated responsibility for the processes and treatment success in healthcare facilities is a key part of our business success. This means that social and sustainable work is particularly important for our business model.

For this reason, we strive to act responsibly and sustainably in all processes. In addition to economic issues, environmental, social and cultural factors have a direct impact on our success. The development of controlling key figures to measure the achievement of targets will become a focal point in future periods.

To collect and process expectations, ideas and topics relating to sustainable management, we are in regular contact with the stakeholders of our company – in particular employees, shareholders and customers. This exchange also determines where we are going to adjust our strategies.

Dr. Ingo Behrendt
Chief Executive Officer



Environmental issues

Significant environmental influences in the form of greenhouse gas emissions arise at NEXUS AG due to:

- + Power consumption of data center services and
- + fuel consumption of service vehicles

Power consumption

For power consumption, we are conceptually focused on reducing power consumption by concentrating our data centers and using efficient cooling systems. We aim to increase our efficiency by 20% compared to 2015.

In 2016-2018, we were able to close four decentralized data centers by constructing our new data center in Donaueschingen and replaced them with a more energy-efficient, new data center at the company's headquarters. We have also signed data center contracts with „co-locations“ that have been proven to be energy efficient. The savings amount cannot be clearly quantified at this point in time, because we have significantly increased the number of servers operated.

We get as much electricity as possible from renewable energy sources at our locations and production sites. Total electricity consumption in 2018 at our own facilities was 1,614,510 kWh. Compared to 2015, this was an increase of 16 %. On the other hand, there is an increase in total power output of 39 %. Pure data center performance has not been assessed during this period.

In our view, risks arising from our business activities that are very likely to occur and that are harmful for the environment or the company do not exist. Electricity-intensive processes are too low for this with respect to our overall power output.

We do not keep track of risks arising from our business relationships, e.g., caused by suppliers.

Power consumption is a significant, non-financial factor for us. We will report on its annual development in the management report in the future.

Acquisition costs for new data centers totaled 258,725 € in 2016 and 2017.

In 2018, we successfully conducted an energy audit in accordance with DIN EN 16247-1.

Fuel consumption

We are conceptually committed to making mobility and logistics more environmentally friendly in terms of fuel consumption. By using economical service vehicles, electric cars, leasing bicycles for employees, telephone and video conferencing instead of business trips and optimized tour planning, we aim to reduce fuel consumption per employee by 15 % per employee by 2020 compared to 2015.

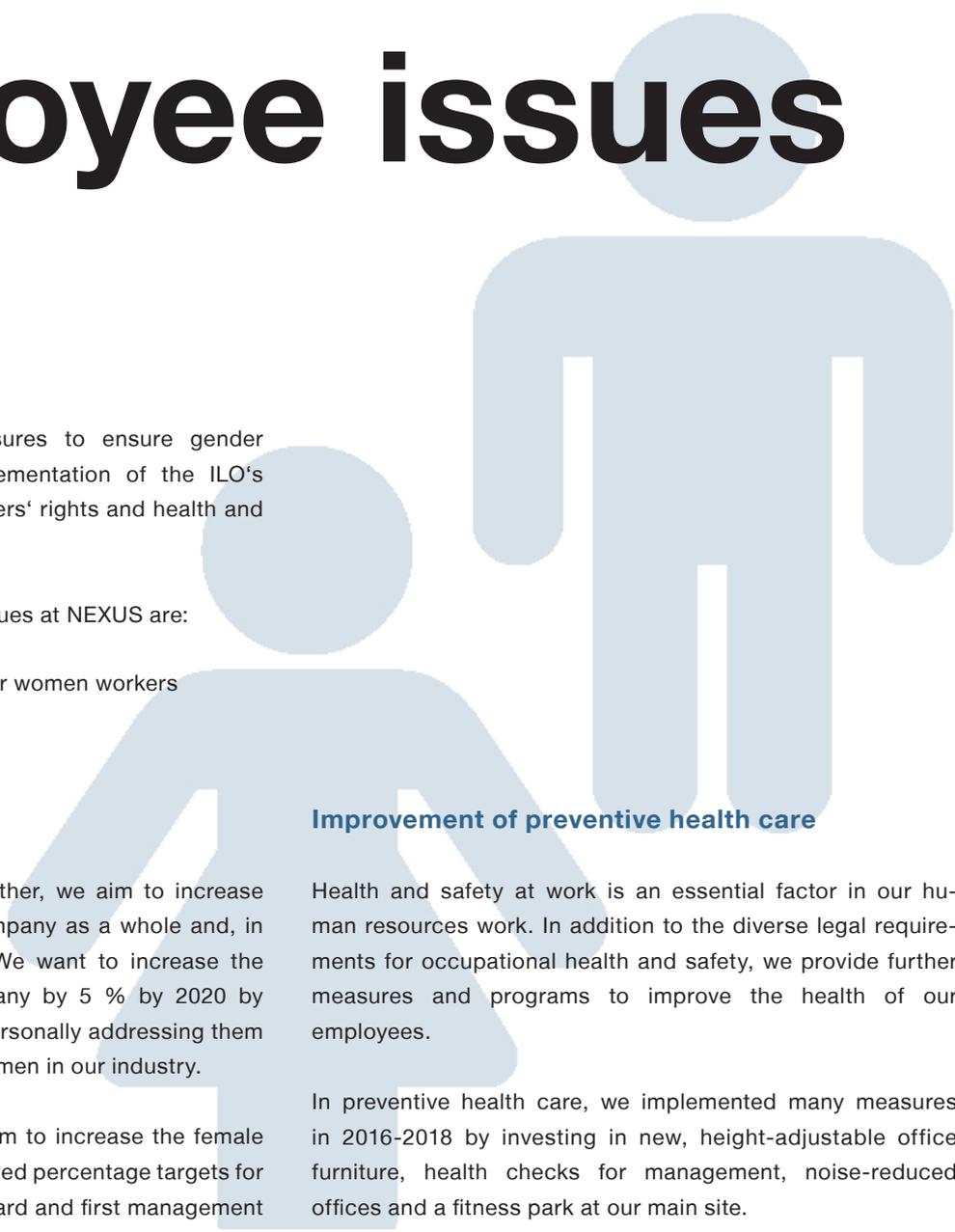
In 2018, we expanded a bicycle leasing program for employees. We have continued to integrate incentives for low-emission vehicles into the company's car policy and have put more emphasis on using railways. Total fuel consumption per employee in 2018 was 445 liters, compared to 628 liters in 2015. This resulted in a saving of 29 %.

In our view, risks arising from our business activities that are very likely to occur and that are harmful for the environment or the company do not exist. We do not keep track of risks arising from our business relationships, e.g., caused by suppliers.

Fuel consumption is a significant, non-financial performance factor for us. We will report on its annual development in the management report in the future.

Vehicle leasing costs (cars and bicycles) totaled 2,021,283 € in 2018 compared to 2,326,368 € in 2017.

Employee issues



Nexus regularly implements measures to ensure gender equality, working conditions, implementation of the ILO's basic conventions, respect for workers' rights and health and safety at work.

Key projects related to employee issues at NEXUS are:

- + Increasing equal opportunities for women workers
- + Improving preventive health care

Equal opportunities

To increase equal opportunities further, we aim to increase the proportion of women in the company as a whole and, in particular, at management levels. We want to increase the proportion of women in the company by 5 % by 2020 by means of targeted promotion and personally addressing them to increase the low proportion of women in our industry.

In 2016/2017, we launched a program to increase the female share of the total workforce and defined percentage targets for the supervisory board, executive board and first management level under the German Federal Participation Act.

Active measures include, in particular, the promotion of reconciling issues of family, care and work with the possibility of part-time jobs and return opportunities. The proportion of women is currently 31 %; it was 22 % in 2017.

The share of women in our company is a significant, non-financial performance factor for us. We will report on the annual development in the management report in the future.

In our view, risks arising from our business activities that are very likely to occur and that are harmful for the company do not exist.

Improvement of preventive health care

Health and safety at work is an essential factor in our human resources work. In addition to the diverse legal requirements for occupational health and safety, we provide further measures and programs to improve the health of our employees.

In preventive health care, we implemented many measures in 2016-2018 by investing in new, height-adjustable office furniture, health checks for management, noise-reduced offices and a fitness park at our main site.

NEXUS focuses on the safety of its employees, particularly in road traffic. We take care to evaluate our vehicle selection according to safety criteria and provide road safety training to employees. We aim to ensure that our rate of injury in road accidents remains at zero.

Traffic accidents with personal injuries are a significant, non-financial performance factor for us. In 2018, we again had no staff injuries due to traffic accidents.

Social affairs, human rights and the fight against corruption

NEXUS supports dialog at local and regional levels at its locations in Germany and abroad and occasionally promotes the protection and development of local communities as well as supports voluntary charitable activities of its employees. We also ensure that violations of human rights are not tolerated in any way. In the fight against corruption and bribery, we have high transparency requirements as well as strict gift guidelines both with regard to customers and suppliers.

We do not pursue any separate concepts for the topics of social issues, human rights and the fight against corruption, because they are not essential for our course of business, our business results or the situation of our company.



Diversity in our company



In line with the Law on Equal Participation of Women and Men in Management Positions (German Federal Participation Act), NEXUS AG issued a target at the beginning of 2016 for the supervisory board to achieve a gender ratio of 17 % by 30 June 2022. One woman is currently a member of the supervisory board and consequently the quota of 17 % was reached as of 31 December 2018. The Executive Board of NEXUS AG currently consists of three male members. On the basis of the German Federal Participation Act, the supervisory board does not foresee the participation of women on the executive board under the current general conditions for NEXUS AG. The management level below the executive board of NEXUS AG is defined as the „head of department(s)“. This level reports directly to the executive board. The proportion of women is currently 50%, which is why the target (50% by 30 June 2022) was already met on 31 December 2018. There is no second management level at NEXUS AG.

The executive board continues to follow the recommendation of German Corporate.

Governance Codex“ (DCGK) to pay general attention to diversity in filling management positions in the company, in particular with the appropriate consideration of women. In addition, there is a plan to promote diversity in the filling of leadership positions.

Framework

We have not used a uniform framework for this Separate Non-Financial (Group) Report, because we do not currently have a clear picture of which frameworks will prevail in the future.

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