

3DSE Corporate Social Responsibility

Corporate Social Responsibility (CSR) describes the voluntary contribution of 3DSE Management Consultants GmbH to sustainable development that goes beyond legal requirements. CSR stands for responsible business conduct with regards to the core business (market), ecologically relevant aspects (environment), relationships with employees* (workplace), and the contact with relevant claim or interest groups (stakeholders).

Sustainable Service

Our mission is to optimise and transform our customers' R&D for results. Together with our customers, we find sustainable and future-oriented solutions and set new standards according to our claim: "Where we are is upfront." We create profitable innovation. We provide answers to key challenges of digitalisation, innovation, and increasing complexity in R&D. Engineered products, i.e. complex services and digital business models, are at the centre of our consulting. With our tried-and-tested and constantly evolving approach to consulting, which combines expert knowledge with behavioural orientation and a minimally invasive approach at the neuralgic points, we create the highest level of trust and customer satisfaction through sustainable project results.

* For better readability, the masculine form is used in part. This does not imply any discrimination against the other sexes.

Awards

We are very pleased about awards in the field of sustainability.

- **EcoVadis Sustainability Rating** – responsibility towards people and nature



Founded in 2007, EcoVadis is a provider of universal sustainability ratings for companies. EcoVadis supports companies in the development and implementation of sustainable business practices with innovative technologies and know-how in the field of sustainability and offers leading solutions for monitoring sustainability in global supply chains. 75,000 companies have been evaluated by the sustainability rating so far.

At 3DSE, we are aware of our responsibility towards the environment and have therefore also taken part in this evaluation. EcoVadis evaluated us based on 21 sustainability criteria in the four areas of environment, labour and human rights, ethics, and sustainable procurement. We have been awarded the **silver medal** for our sustainable commitment every year since 2021.

- **Best of Consulting** for project work with Plant-for-the-Planet



As part of Best of Consulting, WertschaftsWoche honours Germany's best business consulting projects in various categories and project fields. The project success of consulting firms is examined with the aim of supporting customers in their search for the best possible consultancy for their next project.

After winning the Best of Consulting Awards in the SME category in recent years, we were particularly proud to receive our first award in the “Sustainability” category in 2021. With our expertise in the field of strategy development and process design, we have been able to achieve great success in the continuous development of Plant-for-the-Planet since 2016. In 2024, we received the next award in the Sustainability category as part of a project to evaluate the economic viability and risks of a sustainable hydrogen infrastructure in collaboration with Stadtwerke Stuttgart.

Risk Management/Reputation Management

A constant focus on internal and external processes, social standards, the company's own finances and employee and customer satisfaction are of great importance at 3DSE Management Consultants GmbH.

Annual strategy workshops with the entire 3DSE management team analyse past financial years and define “smart” corporate goals for future financial years. The achievement of goals is analysed and reviewed by the management team once a quarter. Dangers are analysed to identify threats in time. An advisory board of at least five members advises the 3DSE directors on a quarterly basis and discusses strategic decisions. Company-relevant points are discussed and resolved monthly in the management board meeting.

Social media, customer surveys, employee feedback sessions, and ratings on external rating platforms for employers and consulting services are regularly viewed from the perspective of consultants, marketing, and HR, and relevant measures are implemented. In order to regularly optimise our processes, remuneration models, etc., we actively and regularly take part in consulting and employer surveys and/or analyse such reports and survey results.

Shared company values and management guidelines

We act in the overall interest of the company and build on strong shared corporate values: personal responsibility, appreciation, loyalty, courage, and determination. In addition, we are guided by our 3DSE Leadership Guidelines, which focus on diversity, an open feedback culture, mutual acceptance of responsibility, encouragement of employees, and consistent communication.

Our 3DSE Management Consultants GmbH Leadership Guidelines



Our 3DSE Management Consultants GmbH Corporate Values



Diversity as the Key to Success

The 3DSE management team considers the topic of diversity to be of crucial importance for future success, which is also reflected in one of our seven 3DSE management guidelines.

Accordingly, Diversity Management strives to create a workforce that is as diverse as possible, to organise it well, and to prevent discrimination. 3DSE diversity measures exist on many levels: We make diversity an important issue. We address diversity in the management team, discuss the issue with the entire team at annual workshops and/or diversity workshops, provide information, and demand an open mindset from all employees and future employees.

We have already laid the foundations for this: our 3DSE management guidelines, 3DSE feedback culture, and 3DSE values support diversity. In our advisory board, Claudia Kessler is responsible for diversity in addition to aerospace. Various incentives are provided to promote different target groups, e.g. women mentoring, advice and mediation on care issues, individual work models for the compatibility of family and work, as well as financial and health care in old age.



Diversity & Inclusion

The topic of diversity is seen as a central lever for future success by the 3DSE management team and is reflected in our 3DSE strategy and in our management guidelines.

An open mindset with mutual appreciation and equality play a major role in our team culture - regardless of gender, age, social and cultural background or sexual orientation. We promote a diverse and inclusive work environment with internal discussion groups, women mentoring and diversity training, among other things.

As 3DSE, we have been a signatory of the Diversity Charter since 2022.



2024 the first Women in RnD event took place at 3DSE. Numerous female managers and specialists from RnD took a day to share and discuss various views on the challenges facing companies in the field of research and development. The format received positive feedback and was perceived as a great success. A second edition is planned for 2025.

Health Packages for Employees

The safety and health of our employees are equally important corporate goals alongside the quality of our services and our economic success. Occupational safety and health protection are an integral part of all operating processes. We cooperate with the IAS Group and implement all the necessary measures in the field of occupational health management. 3DSE has clearly structured all important aspects of occupational health management on its own intranet page.

The range of information goes far beyond legal requirements. The occupational health promotion includes information pages with (exercise) videos on addiction, prevention, nutrition, exercise, and stress management. Employers regularly offer proactive seminars and information events on health-promotion topics. In 2021, 3DSE started its cooperation with the Techniker Krankenkasse health insurance fund. 3DSE employees can use the TK health coach free of charge and have access to annual impulse workshops during working hours on topics such as stress management, relaxation techniques, exercise, or nutrition. We also support the topic of exercise with sports allowances and team activities throughout the year.

Donations

As a company and as people, we are aware that our job does not only make us responsible for our customers and projects, but also for society. Therefore, we commit to more than just the fulfilment of our professional duties.

Every year at Christmas time, we support social organizations that are committed to helping disadvantaged people in Munich with our Christmas campaign. As a Munich-based company, it is important to us to make a contribution to our city and its community. In 2020, we chose 's Münchner Herz, a purely volunteer-run organization with a strong regional focus. In 2021 and 2022, our donations went to HORIZONT e.V. , which supports homeless mothers and children, and Münchner Kindertafel, which provides healthy meals to schoolchildren in need. In 2023, we decided to donate to buntkicktgut gGmbH, an initiative that promotes integration through intercultural street soccer. Our 2024 Christmas donation went to the Kleine Helden e.V. foundation, which supports seriously ill children and their families. With this tradition, we not only want to provide targeted help, but also set an example of social responsibility and community in our city.

Encouraging Employee Involvement in Charitable Causes

Every Christmas, 3DSE organises a wrapping of presents. Anyone can participate. “Geschenk mit Herz” connects children and their families in Germany with needy children worldwide. Many children in this world live in poverty, war, and injustice, without any prospects and protection. Very early on they are confronted with issues and everyday life that overwhelm them and present them with existential problems. Only rarely are they allowed to just be children. We want to put a smile on their face with our campaign. “Geschenk mit Herz” is organised by the Kaufbeuren aid organisation humedica. In addition to thousands of present packers throughout Bavaria, numerous volunteers ensure that children in need all over the world can enjoy Christmas.

Environmental and Climate Protection Projects

The topic of environment and climate protection is very important to us. The reason for this is simple: the health of our planet is the basis for the existence of our civilisation and thus also indirectly the basic requirement for us being able to practice our profession as consultants in its current form.

We are particularly enthusiastic about a climate protection project that has emerged in Germany – the “Plant-for-the-Planet” youth initiative. The idea behind it is as simple as it is effective: children want to plant trees to create a CO₂ balance on their own. In 2007, the then 9-year-old Felix Finkbeiner founded the initiative together with children from over 100 countries. It was the beginning of a global movement in which children around the world are committed to their future.

We do what we do best: advise. In addition to tree donations, our contribution primarily relates to the areas of strategy development, process design, and finding innovative approaches to achieving the goals of Plant-for-the-Planet. Further information about Plant-for-the-Planet can also be found on the official website.

Development and Promotion of Student Initiatives

Product development and innovation are the main part of our DNA. For this reason, the promotion of students and young talents in this field is also a major concern for us.

- **Manage and More** – For three terms, the Manage and More students can either develop new products, design business models, or establish their own start-up. The scholarship holders receive individual support and can attend numerous skills training courses. Since 2018, we have been a cooperation partner of Manage and More, the entrepreneurship scholarship of UnternehmerTUM. In addition to a financial contribution, every year we support up to four start-up teams in sharpening their business ideas, among other things with a value stream workshop. We are available to other members as contact persons in the mentoring program.
- **Enactus** – The name Enactus stands for entrepreneurial spirit (entrepreneurial), the will to create (action), and the commonality in actions and values (us). It is a term that sums up the mission of the international non-profit organisation in one word – inspiring students to improve the sustainability of the world through entrepreneurial action. More than 75,500 students are involved in more than 37 countries. They all share the basic idea of improving the world on a small scale through entrepreneurial projects. In Germany, the network is represented by teams at 36 universities. We have been a cooperation partner of Enactus Munich since the end of 2020 and support the association in organisational development, through advisory hours, and by teaching methods, and are also initiators for internal departments such as HR and marketing.

Environmental Policy

As a company, we want to promote environmentally friendly practices and strive for sustainable growth. We want to minimize our impact on the environment and make a positive contribution to environmental protection. As 3DSE, we therefore have an internal environmental protection policy.

We regularly review more environmentally friendly offers in the areas of mobility, water consumption, catering, office supplies and employee benefits/incentives. Every year, we

report KPIs and measures to the management in the HR report and by participating in the Ecovadis Sustainability Rating. Our employees are made aware of our guidelines and measures for raising awareness once a year in the employee jour fixe.

Sustainability in Everyday Work

3DSE and its incentive offers address the issue of sustainability.

3DSE Offices try to integrate “sustainability” into everyday life:

- sustainable toilet paper
- CWS towel dispensers
- Tupperware – station for a green lunch break
- waste separation in all rooms and floors
- green office with plants
- paperless work – b/w print settings, cloud-based workplace
- IT donations via the “Das macht Schule” organisation

This is also reflected in our 3DSE mobility offers:

- promotion of ÖVM with Jobticket and Bahncard100 offers
- range of hybrid and electric cars as company vehicles
- offer and subsidy for leasing job bikes

Contact Person

The management and HR of 3DSE Management Consultants GmbH are at your disposal for further questions about corporate social responsibility activities.