**Sustainability / ESG Clause 2.0 - Leaders for Climate Action**

**Term Sheet:**

After closing, the management commits on a best effort basis to:

1. Adopting a climate policy within 12 months, as defined by measuring the company’s direct operational carbon footprint, setting clear actions steps to reduce it and offsetting what is not reduced.
2. Evaluating and implementing best practices of its business activities with respect to Environment, Social and Governance (ESG) aspects. This includes the company’s internal practices and external impact of the business model, services/products.

Such policy and practices will be discussed with and reported to the board. The Investors will support the management with above-mentioned commitments.

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**Option A - Shareholder Agreement**

We, the company, intend to combine economic success with ecological and social success. In this context we are committed to evaluate our business practices and take responsible action with regards to Environmental, Social and corporate Governance (ESG) aspects.

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Therefore, we commit no later than within 12 months to:

1. Measure the carbon footprint of our business activities within the company by using an appropriate assessment framework. The scope for those measures will comprise our energy consumption (electric and thermal), the way we commute and travel, the type of food and drinks we consume, the material we use and waste as well as the cloud services and electronic devices we make use of.
2. Evaluate and implement measures to reduce our carbon footprint, in preferably with yearly targets that include the business model / product implications.
3. Compensate the carbon footprint of the company´s direct business operation (to the extent not reduced by the above measures)by purchasing Gold Standard and/or VCS certificates.
4. Assess our current performance in terms of other ESG criteria in addition to the carbon footprint and our environmental impact. Implement sustainable measures to improve the company’s environmental, social and corporate governance (ESG) impact.

The measures will be reviewed regularly and its progress will be reported to the board bi-annually.

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**Option B - Rules of Procedure:**

We, the management of the company, intend to combine economic success with ecological and social success. In this context we are committed to evaluate our business practices and take responsible action with regards to Environmental, Social and corporate Governance (ESG) aspects.

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Therefore, we commit no later than within 12 months to:

1. Measure the carbon footprint of our business activities within the company by using an appropriate assessment framework. The scope for those measures will comprise our energy consumption (electric and thermal), the way we commute and travel, the type of food and drinks we consume, the material we use and waste as well as the cloud services and electronic devices we make use of.
2. Evaluate and implement measures to reduce our carbon footprint, in preferably with yearly targets that include the business model / product implications.
3. Compensate the carbon footprint of the company´s direct business operation (to the extent not reduced by the above measures)by purchasing Gold Standard and/or VCS certificates.
4. Assess our current performance in terms of other ESG criteria in addition to the carbon footprint and our environmental impact. Implement sustainable measures to improve the company’s environmental, social and corporate governance (ESG) impact.

The measures will be reviewed regularly and its progress will be reported to the board bi-annually.