



NEW
WORK
SE

2022

CSR Report

Corporate Social Responsibility

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Action area
Governance

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ABOUT THIS REPORT

New Work SE has been publishing an annual CSR Report in German and English since 2017. This report relates to the financial year from January 1 to December 31, 2022 and covers all activities and measures of the New Work SE Group including all subsidiaries in the reporting period.

This CSR Report is a non-financial report in accordance with Sections 289c and 315b of the German Commercial Code (HGB) and has been externally reviewed.¹ The performance indicators provided in this report serve to quantify earnings and do not constitute management-relevant performance indicators as defined in Section 289c (3) HGB. New Work SE thus fulfills its reporting requirements under the CSR Transparency Directive Implementation Act (CSR-RUG). There have been no material changes to the scope and purpose of this report since it was first published in 2017. Material topics are analyzed at regular intervals and defined in a materiality analysis. The most recent comprehensive analysis was performed in 2021, with the heart and direction of our topics not having changed significantly. This report discloses our new 2025 strategy with its goals and measures and reports on the level of target achievement and progress made with measures carried out to date.

The most recent report covered 2021 and was published online on March 24, 2022. For the purpose of comparison, the CSR Reports for 2017 to 2021 are still available on the New Work SE website → [new-work.se](https://www.new-work.se)

Quantitative disclosures and key figures as well as the descriptions of the significant events and measures in the individual action areas relate to the reporting year 2022. Any deviations and omissions are marked accordingly.

This report was prepared in consideration of the reporting standards of the Global Reporting Initiative (GRI)² and in addition to containing the principles of reporting comprises information on our objectives and measures relating to five action areas: Governance, Employees, the Environment, Products and Services and Society.

We welcome comments and questions at csr@new-work.se

¹ Assurance report → [page 56](#)

² GRI Standards are an internationally recognized set of reporting standards of the Global Reporting Initiative (GRI). The GRI disclosures used in the report are listed in the GRI contents index on → [pages 53 to 55](#).

Company profile

The **New Work SE Group** strives towards a better working world. **///** With strong brands such as XING, kununu and onlyfy by XING, and the largest talent pool in German-speaking countries, it claims the spot of recruiting partner No. 1 in these countries. **///** By bringing candidates and companies together, it guides talents to a more fulfilling working life while simultaneously helping companies to greater success by winning the right talent. **///** The Group has been listed on the Frankfurt stock exchange since 2006, has its headquarters in Hamburg and currently employs around 2,000 people at offices including Berlin, Vienna and Porto. **///** Visit → new-work.se and → nwx.new-work.se for more information.



HARBOUR FOR

XING

kununu

onlyfy
by XING

Honeypot

InterNations
connecting global minds

Strong brands

Five brands, one goal: To shape the future of work in the interests of people.

New Work SE at a glance

Key figures 2022

€313.4 million

Revenues

€104.1 million

EBITDA

21.5 million

XING members in the D-A-CH region

€146.1 million

Equity

2,077¹

Employees

14,511

B2B subscription customers

€46.1 million

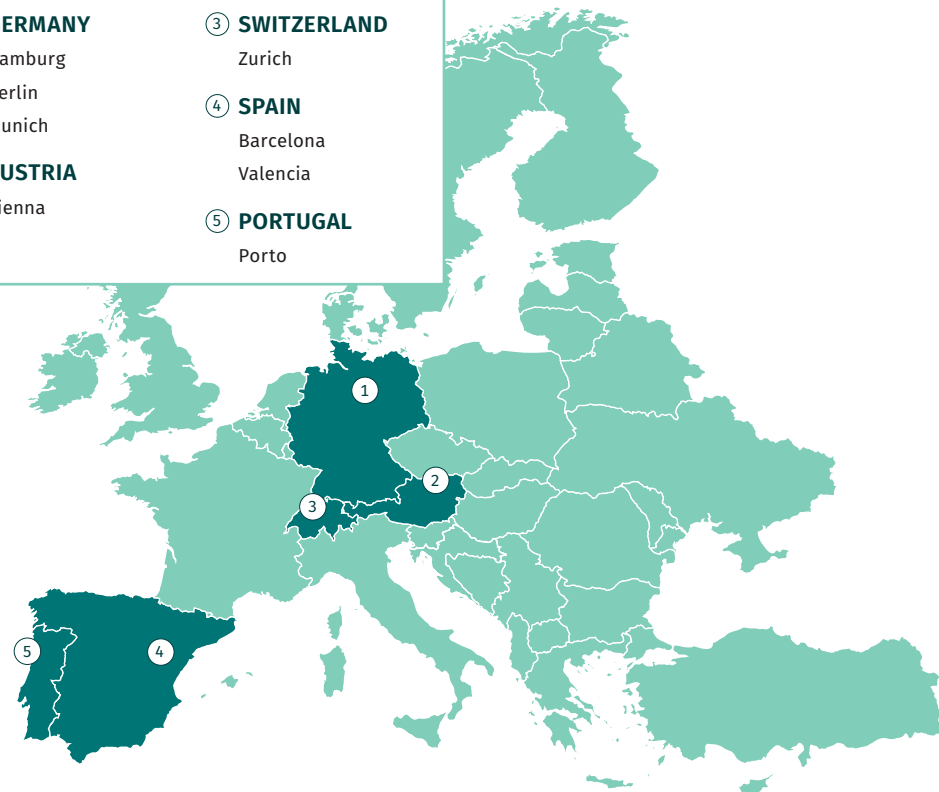
Consolidated net profit

4.6 million

InterNations members

Our sites

- ① **GERMANY**
Hamburg
Berlin
Munich
- ② **AUSTRIA**
Vienna
- ③ **SWITZERLAND**
Zurich
- ④ **SPAIN**
Barcelona
Valencia
- ⑤ **PORTUGAL**
Porto



¹ Total number of active and passive employees of the New Work SE Group including trainees, students, interns as well as Honeypot and InterNations as of December 31, 2022.

Our CSR mission statement

One sentence – ‘for a better working life’ – shapes our understanding of our company’s responsibility and commitment to society and is the core of our CSR mission statement as our vision and guiding principle. This maxim describes the contribution that we make as a company and also helps motivate and guide our employees.

We want to shape and drive the future of the world of work with our vision. And we want to create a better understanding of how life, culture, and work interact with one another. More than ever, people want to find their true selves and achieve their full potential. They want to work for companies that align with their own principles and whose culture makes them happy in the long term. That’s why New Work SE’s activities and brands are invested in our mission statement: to put our shared goal – shaping the future world of work for people, businesses, and the environment – in the spotlight of our day-to-day actions.

As we consider our mission to be at the heart of our social responsibility, we want to contribute to achieving the UN Sustainable Development Goals (SDGs). We have staked out ambitious goals that are consistent with our material topics within the parameters of our business operations and aligned with internationally recognized CSR principles. In doing so, we are taking account of our stakeholders’ needs and the wider responsibilities associated with digital transformation, in particular.

Our commitments

- We invest in good working conditions
- We strengthen innovation and product development
- We take on environmental responsibility
- We create values and cultures
- We comply with standards and create transparency



A message from our CEO

“We have continued to develop and refine our strategy and are on track with all the goals we have set for ourselves.”

Petra von Strombeck
CEO of New Work SE

Dear readers,

New Work SE's vision 'for a better working life' encapsulates the core of our socio-political commitment. We believe that our primary mission is to help people find a job that suits their life goals while at the same time enabling companies to find talented professionals who fit their corporate culture and can make them more innovative and thus more successful. Is this a relevant topic? You bet!

For several years now, the world of work has been undergoing arguably its most radical period of change since the Industrial Revolution. The coronavirus pandemic considerably accelerated this trend. Talented professionals are hard to find, and the shortage of skilled workers is becoming more and more apparent. Even economic concerns have so far only had at best a short-term impact on this shift, with the trend remaining stable. This poses major challenges for companies and society as a whole, while at the same time offering skilled professionals a whole new quality of labor market. With a wide variety of jobs on offer and limitless opportunities to pursue, all jobseekers need to think about is: which role suits me best? What environment do I need in order to be effective? Where do I want to invest my energy?

Where previously the concept of 'New Work' – a working world in which the individual and their needs play a central role – needed to be promoted by individuals who were passionate about the idea, it is now the topic on everyone's lips.

Questions that were once theoretical and in some cases almost tentative are now clearly tangible. How do I attract the right talent? What working conditions are they looking for? How can I optimize intergenerational communication? How do I create an office that employees want to visit, even if they no longer have to go there to do their work? How do I foster team spirit and a sense of togetherness? Or, from the professionals' perspective: How do I find the right job for me from such a wide range of vacancies? How can I make best use of my skills? Where should I invest valuable time?

This rapid evolution prompted us to continue developing and refining our strategy at New Work SE. We are committed to creating the perfect match between talent and a company or role wherever possible. Our aim is not to simply pair CVs with job openings, but to create the ideal combination of individuals and corporate cultures. Only then can an employee's personality and productivity really blossom. Our work is only done when both parties are satisfied, candidates are happier and companies are more successful. We firmly believe that this approach makes a very practical and tangible contribution to a better working world. Ultimately, life is too short to tolerate a bad job.

As a result, this issue also plays a key role in our CSR work. While new rules and regulations are rapidly changing what is being asked of us, the focus of our work remains the same. As previously announced, in 2022 we focused on our strategic action areas of Employees, Products and Services, Environment, and Society, and are on the right track to achieving our objectives in all of these areas.

Either we have already met our targets in full or we are well on course when it comes to reaching key milestones on the way to our goal. In addition to a 'better working world', the issue of sustainability also plays an increasingly significant role, of course. One of our main targets is to become a climate-neutral company by 2025. Again, we already have good news to report in this area. In 2020, our major shareholder Hubert Burda Media Holding Kommanditgesellschaft launched its own sustainability program entitled Getting Better. As part of this program, in 2021 it also voluntarily offset Scope 1 and Scope 2 carbon emissions as well as selected Scope 3 carbon emissions for us, as it did for all of its majority shareholdings in Germany, in addition to promoting renewable agriculture. This also enables us to make an important contribution towards creating a better society.

With this in mind, I wish you a 'sustainable' read in the truest sense of the word!

Yours sincerely,



Petra von Strombeck
Chief Executive Officer (CEO)

CSR goals and strategy

Our CSR strategy is essentially rooted in our corporate vision, ‘for a better working life’, which defines our understanding of corporate responsibility to society and the environment. In 2021, we laid the foundations for our 2025 Roadmap. In the 2022 reporting year, we focused on implementing the measures to achieve the goals we set.

SYSTEMATICALLY MANAGING CSR WITH AN INTEGRATED CSR GOVERNANCE STRUCTURE

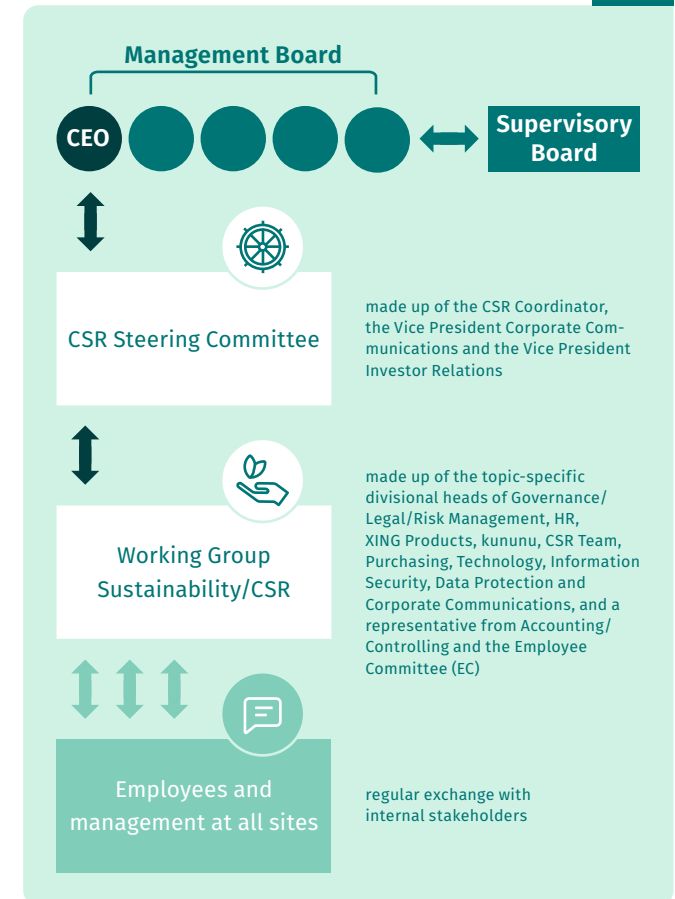
In the long term, we want to live up to our aim of enshrining social, environmental, and economic sustainability in our day-to-day business, raise awareness of these issues, and incorporate these elements into New Work SE’s strategic and corporate processes. That’s why CSR is already firmly embedded at management level at New Work SE. The CEO is responsible for sustainability management at our company. Together with the four other members of the Management Board, the CEO sets the strategic direction, adopts targets, and defines other KPIs and other indicators that we can use to measure progress towards our targets.

Our integrated CSR Steering Committee, made up of the CSR Coordinator, the Vice President for Corporate Communications, and the Vice President Investor Relations, was created in 2017 and reports directly to the Management Board. As part of our strategy refinement process, a need has arisen for a wider cross-departmental body that is made up of departmental managers responsible for specific topics.

The CSR team at New Work SE manages and coordinates the Company’s internal reporting processes and shares information with relevant departmental managers about the latest topics, measures, and status of target achievement within the parameters of our strategy. This ensures a steady flow of information that enables us to react in a targeted way to new developments and challenges relating to target achievement and work together to develop potential alternative courses of action. Any issues that might disrupt the environment and society as a result of our business activity can thus be detected in good time, enabling us to avoid or reduce them. The CSR Coordinator communicates any incidents to the CSR Steering Committee, which evaluates and prepares them for the Management Board for further decision-making. The CSR Steering Committee also discusses the enhancement of our CSR commitment and the preparation of internal processes and informs the Management Board, executives and employees of current trends relating to the achievement of targets and planned initiatives. The CSR Coordinator is responsible for CSR activities and actions, while the divisional manager is in charge of their implementation.

CSR GOVERNANCE STRUCTURE

Infobox



CSR Strategy 2025: Our strategic direction

In 2017, New Work SE defined its first sustainability strategy, which aligns our actions with central objectives. We reviewed and refined our sustainability strategy in the 2021 reporting year due to new challenges and our aim to conduct our business operations in a way that is fully responsible. The New Work SE Management Board and Supervisory Board adopted the strategy in 2021. We have set out significantly more ambitious targets in our strategic action areas of Employees, Products and Services, and Environment. With the help of the CSR Steering Committee and the working group for CSR & Sustainability, we are embedding sustainability more firmly into our Company across all of our sites.

The refinement of our CSR Strategy 2025, which is derived from the principles of New Work SE and our corporate vision, is primarily rooted in the Standards of the Global Reporting Initiative (GRI) and the requirements of the German CSR Transparency Directive Implementation Act (CSR-RUG). The ten principles of the **UN Global Compact** (UNGC), the world's largest and leading initiative for sustainable and responsible business practices, and the Sustainable Development Goals (SDGs) form the basis for our commitment. Our strategic direction is in line with the ten principles of the UN Global Compact.

OUR COMMITMENTS AT A GLANCE

We invest in good working conditions

Our commitment starts with our own employees. We aim to be an employer that guarantees very good conditions and offers employees the opportunity to reach their full potential.

We strengthen innovation and product development

Every day, we work with our strong brands to help improve the working lives of our users, members and customers. We guarantee sustainable corporate development by constantly innovating our products and services.

We take on environmental responsibility

A healthy environment and a stable climate are fundamental to our life and our economy. We do our part by shouldering global responsibility and will reduce the impacts of our business operations on the environment in the future.

We create values and cultures

We want to effectively support social change and contribute towards a modern world of work that helps people and society reach their full potential.



We comply with standards and create transparency

We are creating value for a better world of work with a strong foundation and good governance. Our future is built on clear codes of conduct and serves as the basis for everything we do. We engage in open dialog with our stakeholders.

We are guided by issues related to human rights and labor standards, the environment and climate, preventing corruption, reporting, and the Sustainable Development Goals. They seek to bring about change processes within companies and embed sustainability in their strategies. Altogether, we

contribute to six of the 17 SDGs, see images on [→ page 14](#). The SDGs underwent an internal mapping process so that their allocation could be assessed and shown as part of our strategic direction.

OUR MATERIAL TOPICS¹

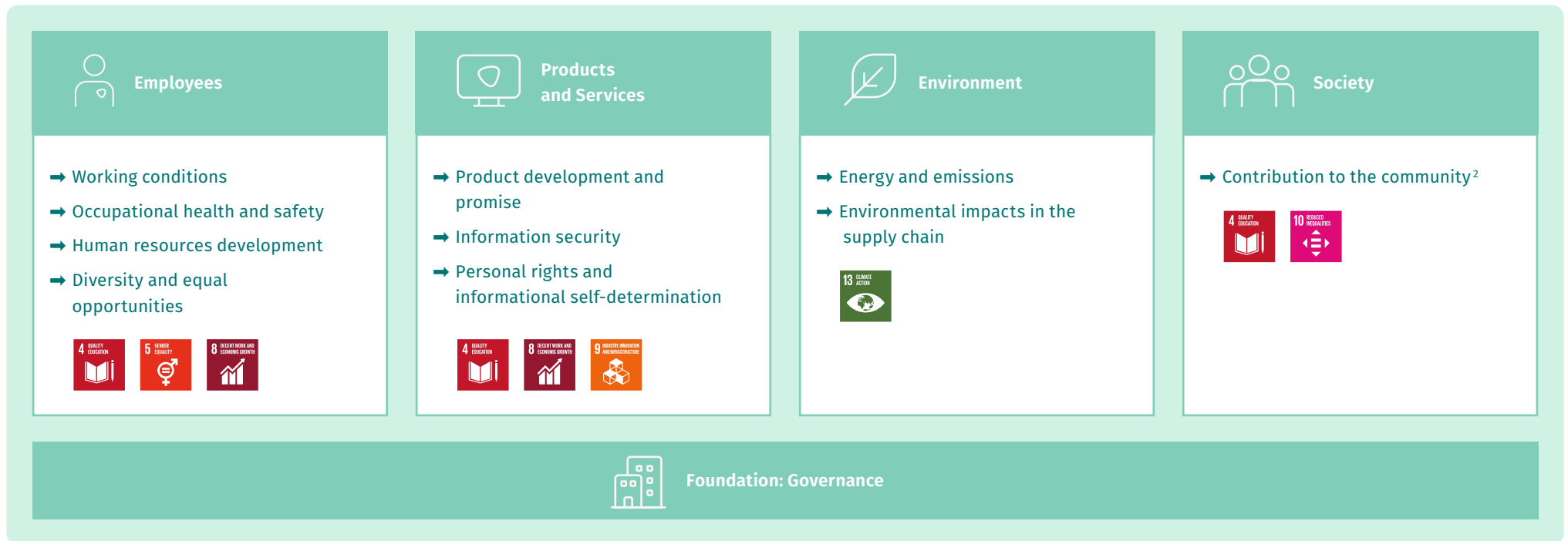
Our CSR roadmap 2025 covers five action areas: Governance as the basis and foundation for our corporate responsibility and the four key areas of responsibility of Employees, Products and Services, Environment, and Society.

We have set ambitious goals that we want to achieve by 2025 for all of the material topics shown in the image. For instance, we are putting more of a focus on the working environment that we offer our own employees as they are at the heart of our commitment. After all, they reinforce and foster diversity and innovation across our products to improve the working lives of our users, members, and customers alike. Our expertise allows us to make a positive contribution to society. A healthy ecosystem is the basis for our actions.

We are putting a greater focus on reducing carbon emissions from the perspective of the Company, its employees, customers, and suppliers. An overview of all of the goals that we aim to reach by 2025 and the current status of target achievement in the reporting period is shown on → [page 11](#). Each chapter addressing one of our five action areas provides additional explanations, and details measures that we intend to use as a pathway to reaching our goals.

Presentation of the topics according to the relevance of materiality, see materiality matrix → [page 13](#)

OUR STRATEGIC ACTION AREAS AND MATERIAL TOPICS






¹ The review of our materiality analysis revealed that respecting human rights and fighting corruption and bribery are not material topics for New Work SE under the CSR-RUG. That's why we are not reporting any plans pertaining to these issues under the German Commercial Code.


² Not identified as a material topic in the materiality analysis; due to its high strategic relevance for New Work SE, this topic's relevance was upgraded and the topic was included in the CSR roadmap.

OUR GOALS FOR 2025 AT A GLANCE

Employees	
Recommendation rate ≥ 80% kununu overall score ≥ 4.0 on average for the year	Internal recommendation rate for our seminars and training courses ≥ 60%
Maintain the quality of content in our offers supporting the physical and mental health of employees	Annual  180° feedback to strengthen and enhance leadership skills
 Equal opportunity & diversity are very important to us as an employer. We aim to achieve an annual average kununu score of ≥ 4 by 2025.	

Environment	
Climate-neutral operation of 100% of all data centers and cloud services from 2025	Climate neutrality¹ Long term: define net zero target 
<small>¹ Climate neutrality means that when carbon emissions cannot be avoided by a company these are offset by high-quality carbon reduction certificates (certified climate change mitigation projects).</small>	

Products and Services	
> 50% of the job ads on XING will be integrated into the kununu Culture Score.	Tested security  to protect our systems
 kununu Workplace Insights ≥ 9.6 million the 2021 number of 4.8 million is expected to more than double by 2025	Planning of at least 2 internal audits/year to be carried out from 2025 Contents: company technologies and practices that impact user data

Society	
	Develop a method to measure and strengthen our personal and social added value

All details and information on our goals and actions can be found in the respective action areas starting on → page 16.

MATERIALITY ANALYSIS

To determine the substantive direction and focus of our new CSR Strategy 2025¹, we analyzed the materiality of CSR topics in 2021 to map and prioritize the challenges as things currently stand. In a multi-stage process, we identified topics that are relevant for the direction and refinement of our sustainability strategy. All three relevant dimensions – impact (the impact that New Work SE has on society and the environment), stakeholder relevance and business relevance – were taken into account during this review. The framework of reference for our wide-ranging analysis is made up of existing legislation, the CSR-RUG, and the GRI 2, Sustainability Accounting Standards Board (SASB), and Carbon Disclosure Project (CDP) reporting standards. Our analysis also considered the requirements of international environmental, social, governance (ESG) rating agencies and the principles of the UN Global Compact and the SDGs.

The expectations and interests of our internal and external stakeholders played an important role every step of the way. The analysis resulted in a long list of topics that we grouped and categorized into six overarching CSR areas.

The materiality analysis of topics had three stages:

1. **A workshop** for determining the materiality of the topics
2. Evaluation of the topics via a quantitative **survey** with internal and external stakeholders, and
3. **Expert interviews** with selected stakeholders

The findings of our analysis were validated with the involvement of the Management Board and analyzed in the context of their impacts on our value chain and strategic corporate topics. The results can be seen in a materiality matrix on [→ page 13](#). The vertical axis shows the importance of sustainability issues to our business (outside-in), while the horizontal axis depicts the impact that New Work SE has on the topic in question (inside-out).

When we aligned our strategy, we defined five action areas:

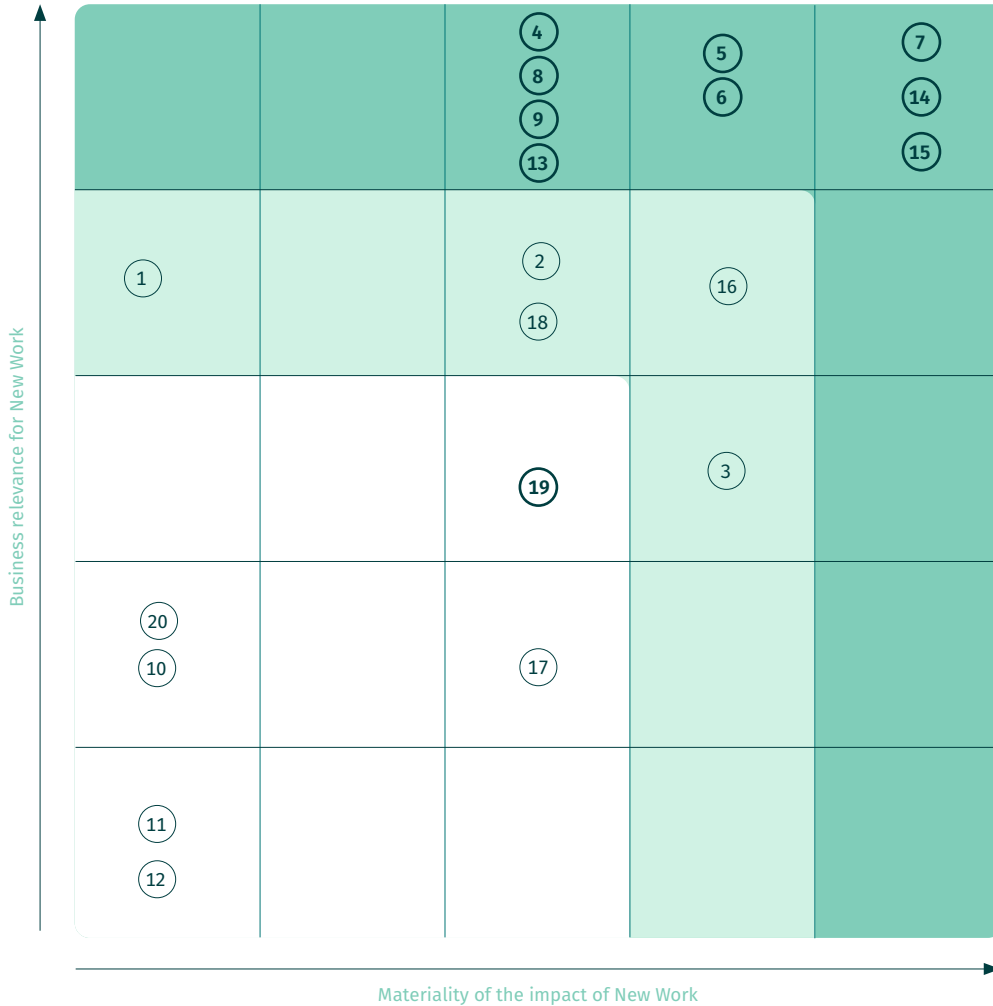
- Governance
- Employees
- Products and Services
- Environment
- Society

The Governance action area is the cornerstone for sustainable and responsible practices and good governance. Topics such as laws, policies and compliance as well as our taxonomy-eligible economic activities are disclosed as part of this action area. The Employees action area is especially important to us. In particular, the goals and measures for the material topics defined here, see [Figure → page 11](#), contribute to our corporate vision ‘for a better working life’ and position us as one of the pioneers of a modern, digital world of work in the D-A-CH region (‘walking the talk’).

¹ The current strategy was developed with a target achievement horizon of 2025. We will evaluate the relevance of the material topics in a new strategy process and define ambitious goals based on this.

² At the time of the 2021 strategy realignment, the 2016 GRI Standards were used as a reference framework.

OUR CSR TOPICS – MATERIALITY MATRIX



■ Material topic (Priority 1) ■ Important topic (Priority 2) □ Further topic (Priority 3)

NEW WORK ACTION AREAS

Governance

- 1 Fair competition
- 2 Corporate governance
- 3 Value creation

Employees

- 4 Human resources development
- 5 Occupational health and safety
- 6 Diversity and equal opportunity
- 7 Working conditions

Environment

- 8 Environmental impacts in the supply chain
- 9 Energy and emissions
- 10 Materials and waste
- 11 Water and effluents
- 12 Environmental impacts in the use phase

Products and Services

- 13 Information security
- 14 Product development and promise
- 15 Personal rights and informational self-determination
- 16 Digital participation and diversity
- 17 Customer health

Society

- 18 Partners in social discourse
- 19 Contribution to the community¹
- 20 Human rights and core labor standards

The review of our materiality analysis revealed that respecting human rights and fighting corruption and bribery are not material topics for New Work SE under the CSR-RUG. That's why we are not reporting any plans pertaining to these issues under the German Commercial Code.

¹ Not identified as a material topic in the materiality analysis; due to its high strategic relevance for New Work SE, this topic's relevance was upgraded and the topic was included in the CSR roadmap.

OUR CONTRIBUTION TO THE SDGS

With our commitment and strategic direction, we want to contribute to the achievement of the following Sustainable Development Goals (SDGs):

Quality education:

Promoting training and continuing education courses, online learning opportunities, knowledge hubs, platforms, forums, knowledge sharing, media skills and digital transformation, human resources development and enabling people to reach their full potential



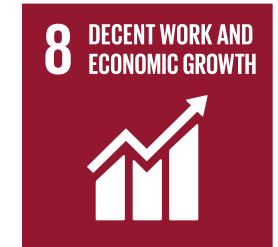
Gender equality:

Promoting gender equality, eliminating barriers and discrimination, empowering women, diversity and equal opportunity



Decent work and economic growth:

Promoting and supporting a new, better and more people-focused world of work



Industry, innovation and infrastructure:

Safeguarding technical solutions and offerings for the working world and guaranteeing data protection and security



Reduced inequalities:

Breaking down inequality, especially in access to educational opportunities because education is the key to career opportunities and social advancement, promoting diversity and equal opportunity



Climate action:

Reducing carbon emissions by being energy-efficient, using electricity from renewable energies



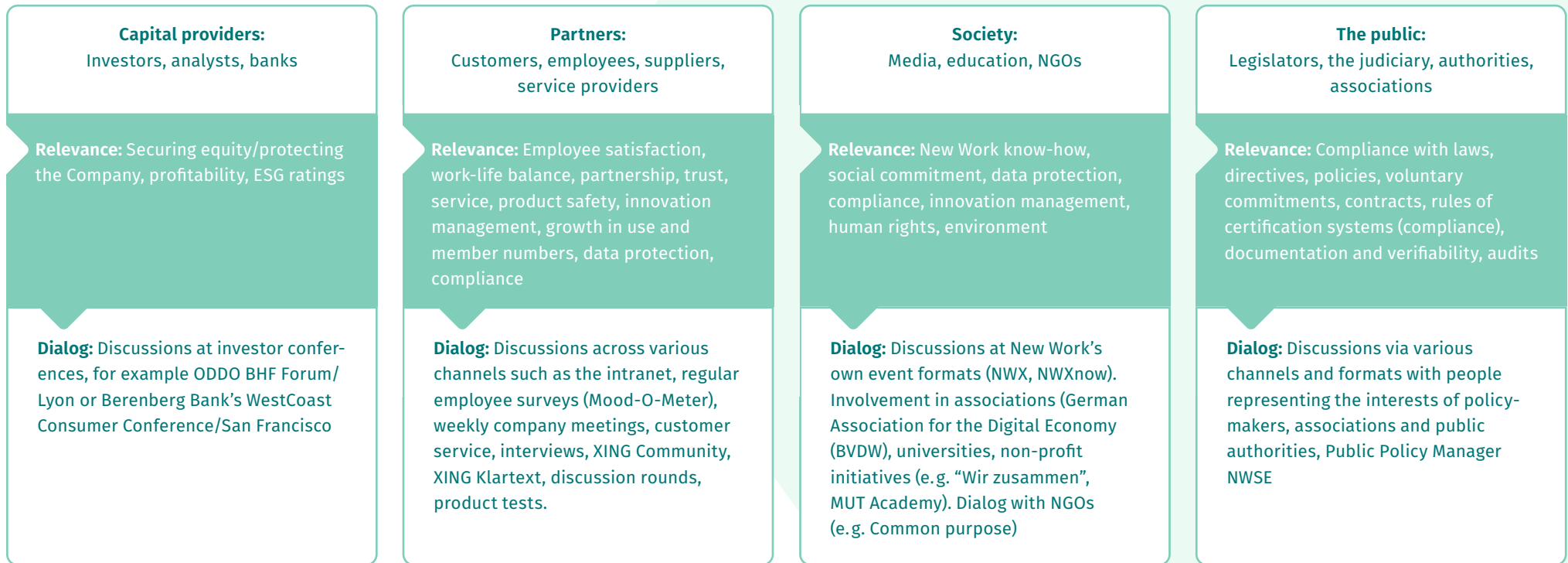
OUR STAKEHOLDERS

We focus our sustainable business practices and reporting on areas that are most interesting to our stakeholders, where our company has the biggest impact, and where we can contribute to a better world of work for everyone.

Constant dialog with our stakeholders, such as employees, customers, lenders, analysts, investors, business partners, media, non-governmental organizations (NGOs), and representatives of the world of business, academia, research, education, and policy, is especially important to us.

After all, constructive dialog is the only way for us to gain valuable insights, suggestions, and critical views so that we can put ourselves in an even stronger position in certain areas. At the same time, stakeholder engagement allows us to better understand the interests and expectations of our stakeholders and ramp up our communication in a purpose-driven manner.

OUR KEY STAKEHOLDERS AND THEIR REQUIREMENTS





Action area

Governance

We are creating value for a better world of work with a strong foundation and good governance. Our future as a company is built on clear codes of conduct and serves as the basis for everything we do. As an economic stakeholder and corporate citizen, we know that we have a role to play and want to do our part to shape a better future and a better world of work.

We are strengthening our position by embracing good governance and aligning our endeavors with policies, standards, and our stakeholders' expectations. In particular, our stakeholders' interests and regular dialog with them underpin our actions – both internally and externally. This approach allows us to face up to future challenges, provide new ideas for the future of work, and propagate our values.

OUR AIM

Integrity, transparency and compliance are our governance principles when interacting with our customers and employees. Our focus here is on prevention by providing our employees with comprehensive information about risks that could threaten all or part of our company. We have also put various standards and processes in place to prevent compliance infringements.

OUR POLICIES

As a listed company, New Work SE complies responsibly with all legal requirements at both national and European level. We also follow the German Corporate Governance Code as a guideline for good governance. The Code, several passages of which were amended last year, provides important guidance on managing and supervising companies listed on the stock exchange in Germany such as New Work SE. We meet our obligations in this regard by publishing joint declarations by the Management Board and Supervisory Board on the implementation of these recommendations in accordance with Section 161 of the German Stock Corporation Act (AktG) on the New Work SE website.

Our internal policies, which are available to all employees, cover areas including IT, purchasing, booking and billing travel, IT security, reviewing contracts, acting as an authorized representation of the Company, and using powers of attorney, and help us to manage and guide our everyday work. We inform new colleagues of these policies during the onboarding process. They can also align themselves with our Code of Conduct → [page 18](#), which demands integrity and provides information on the correct way to deal with conflicts of interest. To prevent insider trading, we make everyone who is included on our insider list for the first time aware of their obligations with a special leaflet.

Code of Conduct provides guidance for all

The Code of Conduct (CoC) adopted by the Management Board in 2019 is a key aspect of our compliance system. It provides a basis for acting ethically in our everyday work and helps us avoid risks to the Company. The content and significance of the CoC is also explained to all new colleagues at the start of their employment. Violations of the Code of Conduct, legal regulations, internal policies and rules are dealt with irrespective of the person's rank or position within the Company and no matter how important a business partner is. Business



The members of the Management Board of New Work SE

From left to right:
Ingo Chu (CFO), Frank Hassler (CSO),
Petra von Strombeck (CEO),
Jens Pape (CTO) and
Dr. Peter Opdemom (Board member B2C)

relationships with the latter may be terminated, while employees may face consequences under labor law where appropriate. Any offenses are subject to a thorough review to determine whether further action needs to be taken.

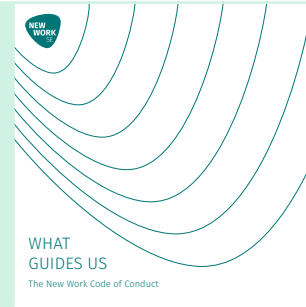
THE NEW WORK SE CODE OF CONDUCT

We have decided to make compliance with the Code of Conduct a voluntary commitment. The code sets out New Work SE's key values, basic convictions and visions and lays the foundation for additional specific policies and regulations.

The Code of Conduct seeks to provide our employees with guidance and prevent undesirable actions. This also means that we act in a way that is responsible, ethical and shows integrity. This expectation extends to third parties like business partners and suppliers so that our company's reputation is not harmed.

The New Work SE Code of Conduct comprises the following areas:

- Integrity
- Equal treatment and non-discrimination
- Data protection and information security
- Avoiding conflicts of interest
- Protecting company property
- Conduct with users, customers and business partners
- Fair competition
- Confidentiality



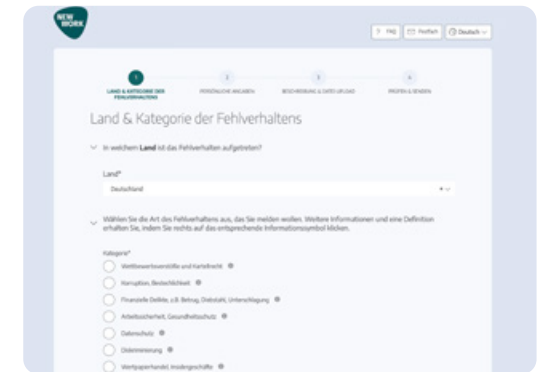
Diligent and consistent compliance procedures

We want each and every one of the 2,077¹ employees (2021: 1,876² employees) within the New Work SE Group to feel safe and a respected part of a proper working environment at all times. With this in mind, we also introduced a whistleblower tool a few years ago to ensure that we can identify compliance infringements at an early stage and ideally prevent them. Employees and, in the future, external third parties can report infringements using the tool, which is available on our intranet and will also be available on the Company's website going forward. A special link ensures that users remain completely anonymous if they wish and cannot have their reports traced back to them.

When an initial suspicion is confirmed, a member of the Compliance team who is also part of the Legal department investigates the reported case and listens to the parties involved where possible. The Compliance team then assesses the situation, involving other departments such as HR where necessary, and issues recommendations for action to relevant stakeholders (Management Board, head of the relevant business unit, CEO, People Manager). The Employee Committee is then informed about the outcome of this process and the decisions made, before the stakeholders take specific action as appropriate.

¹ Total number of active and passive employees of the New Work SE Group including trainees, students, interns, and Honeypot and InterNations as of December 31, 2022

² Total number of active and passive employees of the New Work SE Group including trainees, students, interns, and Honeypot and InterNations as of December 31, 2021



Confidentiality: The “whistleblowing tool” (see screenshots above) enables employees to report violations of legal regulations and company policies anonymously.

In 2022, this process was required in one instance when there were reports of inappropriate behavior towards other employees after an internal celebration. Strict steps were immediately taken in accordance with labor law once the aforementioned compliance chain had rapidly clarified the situation. The processing and consequences of these events were then reported to the Management Board at an internal company meeting – in strict compliance with personal privacy rights – and our zero-tolerance policy was emphatically reiterated once more.

Effective risk management is extremely important to our company. The risk manager provides the Management Board and Supervisory Board with regular updates on the latest risk situation and adapts the Company's risk management approach to changing conditions as required. The special software we introduced in 2021 and have been continually refining ever since allows us to fully map and manage the risk management process. This program provides support with distributing and managing tasks, consolidating the risk reports of various New Work SE companies, logging and recording the overall risk-bearing capacity of our company, and tracking various KPIs from different business areas using comprehensive ad-hoc reports as well as an archiving function.

We broadened the frequency and target audience of this documentation in 2022. It now includes the Management Board on the one hand as well as the Supervisory Board and its Audit Committee on the other at quarterly or half-yearly intervals. The thresholds for reports have also been adjusted to reflect what in some cases has been a considerable increase in business volumes in individual markets in recent years.



Hamburg corporate headquarters:
"NEW WORK Harbour": Extensive controls and regulations guarantee a safe and correct working environment.

EU Taxonomy

During the 2022 financial year, New Work SE made use of the 2021 exemptions from disclosure requirements granted by the EU Commission and initially only reported taxonomy-eligible revenue (called “turnover” in the taxonomy), capital expenditure and operating expenses (called “operating expenditure” in the taxonomy) for the environmental objectives of climate change mitigation and climate change adaptation. The economic activities considered taxonomy-eligible are those described in the delegated acts, as they have the potential to contribute substantially towards the EU’s environmental objectives. Taxonomy-aligned revenue, capital expenditure and operating expenses must be disclosed for the first time for the 2022 financial year. The economic activities considered taxonomy-aligned are those that meet the technical screening criteria and minimum safeguards criteria.

The following information constitutes the mandatory disclosure of the New Work SE Group in accordance with Article 8 of the EU Taxonomy Regulation 2020/852 for the 2022 financial year.

Legislative framework

Preparing the necessary information was generally subject to uncertainty for New Work SE, as issues around defining taxonomy-eligible economic activities and interpreting technical screening criteria and minimum safeguards criteria had not yet been definitively clarified by the EU Commission. Information available up to and including February 28, 2023 was taken into account.

What is the EU Taxonomy?

The EU Taxonomy is part and parcel of the EU Action Plan on Financing Sustainable Growth, which was presented by the European Commission in March 2018 and approved by the European Parliament and Council in December 2019. It will apply in certain areas starting in 2022. The EU Taxonomy helps companies to classify environmentally sustainable economic activities refer to revenue, capital expenditure and operating expenses in relation to the EU’s six environmental objectives, two of which are currently reportable (see “What environmental objectives does it cover?”).

What are the goals of the EU Taxonomy?

The EU Taxonomy is a classification system established to clarify which activities are environmentally sustainable: As an ambitious goal set out in the European Green Deal, the EU intends to largely phase out greenhouse gas emissions by 2050 at the latest. The EU Taxonomy serves as a classification system that depicts the EU’s six environmental objectives in a catalog of criteria. In doing so, it clearly specifies business activities or investments with an impact on the climate. Reporting duties for companies focus on making information about the sustainability of activities more comparable and preventing greenwashing. The new reporting and information duties should also make it easier for investors to get the big picture.

What environmental objectives does it cover?

Going forward, companies will have to bring their business activities into conformity with at least one of the EU’s six environmental objectives without doing significant harm to any of the other objectives (DNSH principle).

These environmental objectives are:

1. → Climate change mitigation
2. → Climate change adaptation
3. → Sustainable use and protection of water and marine resources
4. → Transition to a circular economy
5. → Pollution prevention and control
6. → Protection and restoration of biodiversity and ecosystems

Companies must also meet minimum requirements in social areas and respect human rights. So far, the EU has only defined criteria for the first two environmental objectives of mitigating and adapting to climate change. Proposals have already been made for criteria to evaluate the four remaining objectives. This means that only parts of the EU Taxonomy Regulation will apply for the time being.

Sources: German Federal Ministry of Economics and Technology, German Council for Sustainable Development, dpa



Colleagues talking:
More and more employees find it important that their company shows sustainable commitment.

Materiality approach

Capital expenditure and operating expenses are disclosed by using a financial materiality threshold. Any amounts considered immaterial were designated as taxonomy non-eligible and thus were not subject to any further review of taxonomy alignment. This relates to capital expenditure and operating expenses associated with the following activities:

- 6.4. Operation of personal mobility devices, cycle logistics
- 6.5. Transport by motorbikes, passenger cars and light commercial vehicles

In the previous year, disclosures were made in relation to 7.2. Renovation of existing buildings and 7.3. Installation, maintenance and repair of energy efficiency equipment associated with the move to new office buildings in Hamburg and Vienna. As no such expenses were incurred in the 2022 financial year, they were not taken into account as part of the taxonomy eligibility assessment.

New Work SE currently allocates the economic activities identified as well as the amounts listed below exclusively to the “Climate change adaptation” environmental objective. Furthermore, the individual economic activities assigned to capital expenditure and operating expenses are not connected to each other. This approach excludes the possibility of double counting.

Process for determining taxonomy eligibility (eligibility assessment)

In a first step, New Work’s economic activities were compared with economic activities eligible for the first two environmental objectives of the taxonomy as part of an initial mapping, and the activities were assigned by taking into account the activity descriptions in Annex I (substantial contribution to climate change mitigation) and II (climate change adaptation) of Delegated Regulation (EU) 2021/2139. Interviews and workshops were subsequently conducted with the contacts and experts in each department. The aim of these discussions was to analyze and review the economic activities in these departments, determine which economic activities of New Work SE are fundamentally taxonomy-eligible.

The relevant key figures are calculated based on the International Financial Reporting Standards (IFRSs) applicable for the consolidated financial statements and take all fully consolidated Group companies into account. Total turnover according to section 1.1.1. of the Delegated Act Supplementing Article 8 of the Taxonomy Regulation corresponds to the total revenue figure for the relevant financial year reported in the statement of comprehensive income.

Total capital expenditure according to section 1.1.2. of the Delegated Act Supplementing Article 8 of the Taxonomy Regulation is defined as the sum of gross additions to tangible and intangible assets during the reporting year. Acquired goodwill is not taken into account here.

Total operating expenditures according to section 1.1.3. of the Delegated Act Supplementing Article 8 of the Taxonomy Regulation includes all direct, non-capitalized costs associated with research and development, renovation work, short-term leases, and maintenance, servicing and repair (total operating expenses).

New Work SE's core economic activities as a digital company and platform operator are not yet explicitly mentioned in the delegated acts published to date. For New Work, this means that no revenue-relevant economic activities have been identified and no taxonomy-eligible or taxonomy-aligned revenues have been calculated based on the regulation as it currently stands.

The analysis of our economic activities in the area of capital expenditure revealed that around 90 percent of our CapEx is invested in taxonomy non-eligible economic activities and around 10 percent in taxonomy-eligible economic activities. This key figure indicates the share of the aforementioned capital expenditure (additions to fixed assets) relating to purchase of products or services arising from taxonomy-aligned economic activities and listed in Annex I (substantial contribution to climate change mitigation) and Annex II (climate change adaptation) of Delegated Regulation (EU) 2021/2139. During the 2022 financial year, this amount primarily related to Activity 8.1. Data processing, hosting and related activities (application at New Work SE: purchase and operation of own servers at third-party data centers for data processing).

Of the total operating expenses, 92 percent is taxonomy non-eligible and 8 percent is taxonomy-eligible. This key figure indicates the share of the aforementioned operating expenses relating to the acquisition of products or services associated with taxonomy-aligned economic activities and listed in Annex I (substantial contribution to climate change mitigation) and Annex II (climate change adaptation) of Delegated Regulation (EU) 2021/2139. As New Work SE is a digital company in which a significant portion of its reportable total

operating expenses is attributable to research and development costs that are not currently taxonomy-eligible, this key figure is low for the 2022 financial year.

It primarily consists of operating costs associated with Activity 8.1. Data processing, hosting and related activities (application at New Work SE: purchase and operation of own servers at third-party data centers for data processing).

Process for determining taxonomy alignment (alignment assessment)

According to the provisions of the EU Taxonomy, economic activities are only "environmentally sustainable" if they:

- make a substantial contribution to reaching one or more of the six named environmental objectives ("substantial contribution"),
- do no significant harm to reaching the five other environmental objectives ("do no significant harm, DNSH"), and
- meet minimum standards for occupational safety and human rights ("minimum safeguards").

A taxonomy alignment assessment is carried out for each economic activity that can be assigned using taxonomy criteria and has therefore been classified as taxonomy-eligible. During the 2022 financial year, this amount exclusively related to Activity 8.1. Data processing, hosting and related activities.

The analysis of identified taxonomy-eligible activities initially included a review of compliance with technical screening criteria. This includes checking that the activities make a



Break area at the NEW WORK Harbour: Our climate targets also apply to our corporate headquarters.

substantial contribution (SC) to one of the EU's environmental objectives, and that they do no significant harm (DNSH) to the EU's other environmental objectives. The second step is to check whether the activities are carried out in compliance with the minimum safeguards criteria.

This check to see whether activities are carried out in compliance with the minimum safeguards criteria was not carried out in the 2022 financial year as the technical screening criteria reviewed in the first step were not met.

A review of the taxonomy alignment of our taxonomy-eligible economic activities in the areas of capital expenditure and operating expenses has shown that 0 percent of our taxonomy-eligible economic activities qualify as taxonomy-aligned.

Proportion of revenues from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities	Code(s)	Absolute revenues € thsd.	Proportion of revenues %	Significant contribution						DNSH criteria						Minimum safeguards Y/N	Taxonomy-aligned proportion of revenues, year 2022 Percent	Taxonomy-aligned proportion of revenues, year 2021 Percent	Category (enabling activity) E	Category (transitional activity) T
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (taxonomy-aligned)																				
	Revenues of environmentally sustainable activities (taxonomy-aligned) (A.1)	0.00	0	0	0	n/a	n/a	n/a	n/a									0		
A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)																				
	Revenues of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)	0.00	0																	
	Total (A.1 + A.2)	0.00	0															0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
	Revenues of taxonomy-non-eligible activities (B)	313,357.00	100																	
	Total (A + B)	313,357.00	100																	

Proportion of CapEx from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities	Code(s)	Absolute revenues € thsd.	Proportion of revenues %	Significant contribution						DNSH criteria						Minimum safeguards Y/N	Taxonomy-aligned proportion of CapEx, year 2022 Percent	Taxonomy-aligned proportion of CapEx, year 2021 Percent	Category (enabling activity) E	Category (transitional activity) T
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (taxonomy-aligned)																				
	CapEx of environmentally sustainable activities (taxonomy-aligned) (A.1)	0.00	0	0	0	n/a	n/a	n/a	n/a									0		
A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)																				
	8.1 Data processing, hosting and related activities	3,019.64	10																	
	CapEx of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)	3,019.64	10																	
	Total (A.1 + A.2)	3,019.64	10															0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
	CapEx of taxonomy-non-eligible activities (B)	28,592.36	90																	
	Total (A + B)	31,612.00	100																	

Proportion of OpEx from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2022

Economic activities	Code(s)	Absolute revenues € thsd.	Proportion of revenues %	Significant contribution						DNSH criteria						Minimum safeguards Y/N	Taxonomy-aligned proportion of OpEx, year 2022 Percent	Taxonomy-aligned proportion of OpEx, year 2021 Percent	Category (enabling activity) E	Category (transitional activity) T
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Biodiversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Biodiversity and ecosystems Y/N					
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1 Environmentally sustainable activities (taxonomy-aligned)																				
	OpEx of environmentally sustainable activities (taxonomy-aligned) (A.1)	0,00	0	0	0	n/a	n/a	n/a	n/a									0		
A.2 Taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities)																				
	8.1 Data processing, hosting and related activities	1,111.59	8																	
	OpEx of taxonomy-eligible but not environmentally sustainable activities (taxonomy-non-aligned activities) (A.2)	1,111.59	8																	
	Total (A.1 + A.2)	1,111.59	8															0		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
	OpEx of taxonomy-non-eligible activities (B)	12,301.41	92																	
	Total (A + B)	13,413.00	100																	



Action area

Employees

Our commitment starts with our own employees. We aim to be an employer that guarantees very good conditions and offers employees the opportunity to reach their full potential. Employees who are happy and satisfied with their work are at the heart of our business model. They are the people who carry our corporate vision to the outside world.



Together with our employees, we are shaping the future of work. And to provide inspiration for all those who want to create a better working world, we are creating excellent working and employment conditions for everyone at New Work. Our employees are our most important asset. Health, motivation, and qualifications are all important factors affecting the quality of our working lives. After all, people can only be happy in their jobs and in their private lives in the long term when they are able to develop and grow.

OUR AIM

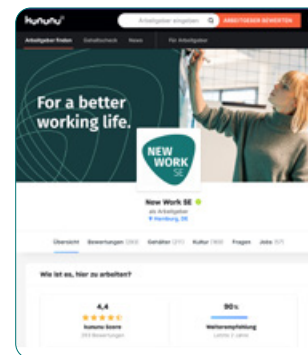
We want to create a work environment where everybody can reach their full potential and genuinely flourish. We believe that this not only makes for happier and more satisfied people, but also helps our business to succeed. As an employer, we want this belief to become a reality. We work

“We focus on the professional and personal development of our employees. Our diverse offering allows them to see things from a different angle, develop different mindsets, and learn and hone skills.”

Marie Beneke, HR Manager Learning & Development



Team meeting including office dog: We want to create a compassionate and emphatic workplace.



Employee review for New Work SE on kununu: Regular surveys ensure and boost the quality of our HR work.

continuously to build a modern company culture with transparent decision-making processes, organizational agility, a high degree of self-responsibility, and most of all, a compassionate and empathic workplace. Without these endeavors, we cannot maintain and grow employee satisfaction for our 2,077¹ employees. To check whether our efforts are successful, we rely on the assessment of those who should know best – our employees.

OUR MATERIAL TOPICS AND GOALS

To ensure the wellbeing of our employees, at New Work SE we invest in excellent working conditions and sustainable work, and a broad development program, while actively supporting diversity and equal opportunity. We promote employees’ physical and mental health by providing the ideal work design, a positive and open environment, and a vast range of prevention and maintenance measures. Through regular needs checks, we determine if there is a demand for these services and arrange them where necessary.

We measure the success of these actions by the scores our people give on our kununu platform: our subsidiary and a portal for rating companies. See also → [page 35](#) – Products. Our goal for New Work SE is to achieve a consistent minimum score of 4.0 (out of a possible 5.0) on kununu and a recommendation rate of at least 80 percent by 2025. At the close of editing this report on March 10, 2023, we had scored 4.4 in total and had an 89 percent recommendation rate. In the previous year, 2021, the overall score was 4.3 and the recommendation rate was 91 percent.

¹ Total number of active and passive employees of the New Work SE Group including trainees, students, interns, and Honeypot and InterNations as of December 31, 2022

There for each other in times of crisis

External circumstances were a real test of our strength and resilience in 2022. The launch of Russia’s war of aggression against Ukraine on February 24 was a turning point not only for international and German politics but also for our society, economy, and every individual. Our people were not immune to the effects of the war either, and they too experienced horror, worry, empathy, and a desire to help.

Both as a company and privately, diverse initiatives were launched to respond to these emotions and stress factors. Many of our co-workers got involved in the “Support Truck for Ukraine” donation appeal for civilians launched by our major shareholder Burda. Others provided relief privately, see infobox Employee Initiatives at New Work SE → [page 29](#).

At the same time, New Work SE made sure that our people received professional help in overcoming this completely unfamiliar situation. The wide-ranging services at the Fürstenberg Institut were the first port of call here. Since 2010 we have provided healthcare and coaching in collaboration with the institute, and a phased return to work program since 2022. Fürstenberg broadened its program again in 2022 by launching a mental health platform, for example, and a redesigned navigation which makes it easier and more accessible to users.

Employee key figures at a glance¹

GRI	Description	2020	2021	2022	Rate
Total employees by gender and region					
	Total number of employees¹	1,701	1,699	1,902	
	by gender				
	of which women	695	708	799	42.0%
	of which men	1,006	991	1,103	58.0%
	by region				
2-7-a	Germany	1,155	1,075	1,135	59.7%
	Austria	267	298	368	19.3%
	Switzerland	11	10	8	0.4%
	Spain	153	173	220	11.6%
	Portugal	115	143	170	8.9%
	Other ²	0	0	1	0.1%
Information on employees by gender					
	permanent employees	1,474	1,489	1,641	86.3%
	of which women	563	590	648	39.5%
	of which men	911	899	993	60.5%
2-7-b	temporary employees	227	210	261	13.7%
	of which women	132	118	151	57.9%
	of which men	95	92	110	42.1%
	Full-time	1,336	1,300	1,435	75.4%
	of which women	450	463	506	35.3%
2-7-b	of which men	886	837	929	64.7%
	Part-time	365	399	467	24.6%
	of which women	245	245	293	62.7%
	of which men	120	154	174	37.3%
Information on employees by region					
	permanent employees	1,474	1,489	1,641	
	Germany	994	929	971	59.2%
	Austria	244	268	301	18.3%
2-7-b	Switzerland	11	10	8	0.5%
	Spain	152	171	210	12.8%
	Portugal	73	111	150	9.1%
	Other ²	0	0	1	0.1%

GRI	Description	2020	2021	2022	Rate
Information on employees by region					
	temporary employees	227	210	261	
	Germany	161	146	164	62.8%
	Austria	23	30	67	25.7%
2-7-b	Switzerland	0	0	0	0.0%
	Spain	1	2	10	3.8%
	Portugal	42	32	20	7.7%
	Other ²	0	0	0	0.0%
	Full-time	1,336	1,300	1,435	
	Germany	856	776	814	56.7%
	Austria	209	213	249	17.4%
	Switzerland	10	9	7	0.5%
	Spain	147	159	199	13.9%
	Portugal	114	143	165	11.5%
2-7-b	Other ²			1	0.1%
	Part-time	365	399	467	
	Germany	299	299	321	68.7%
	Austria	58	85	119	25.5%
	Switzerland	1	1	1	0.2%
	Spain	6	14	21	4.5%
	Portugal	1	0	5	1.1%
	Other ²	0	0	0	0.0%
Employee satisfaction					
NW-MZ ³	Employee satisfaction (happiness index)	75.8%	67.7%	71.1%	
Trainee rate					
NW-AQ ³	Number of trainees	13	11	9	0.47%
Nationalities					
NW-AQ ³	Total number of nationalities	56	56	61	

¹ Based on all active and passive employees (HC) at New Work SE including trainees, students and interns; excluding released employees; excluding Honeypot and InterNations, as of December 31, 2022

² Other: Boston site (USA) until 2019; it was dissolved at the end of 2019. From 2020, employees who work “remotely” are shown under “Other”.

³ New Work SE’s own key figure

EMPLOYEE INITIATIVES AT NEW WORK SE

Social responsibility at New Work SE is not only an aspect of our company philosophy, it is increasingly evident in the private engagement of our people. And in 2022 the willingness to help the victims of Russia's war of aggression in Ukraine made this plain to see.

Immediately after February 24, employees held discussions on our internal communication platforms about various types of support for the people hit by the war. Soon the offers for accommodation, furniture, clothing etc. started pouring in for Ukrainian refugees in Hamburg, Vienna, and elsewhere.

Employee engagement mainly focused on participating in the Ukraine appeal organized by Burda, which was well-received across the Group. At New Work SE, a team was quickly formed for the organization of communication, fundraising and transport.

The team succeeded in sending a truck with 37 boxes of donations from Hamburg to the collection point for the Burda convoys in Dresden. Almost 450 kilograms of relief items were transported such as medicine, baby food, hygiene products, baby carriages, camping beds, mattresses, warm blankets and first-aid kits. Together with other donations from the Group, these were driven to the Ukrainian border by truck and distributed by aid organizations on the ground.



Ukraine aid from the Hamburg NWSE staff: 450 kilograms of aid for those hit by the war

Apart from support for Ukraine, several other campaigns were organized in the past year, which came about from our people's engagement in a private capacity, most notably the Changemaker team. This is a group of colleagues that banded together to initiate social and environmentally sustainable projects within the Company.

Some of their projects include regular blood donation days at NEW WORK Harbour, sales initiatives for a good cause, or appeals such as the Christmas 2022 gift voucher appeal for the Sternenbrücke children's hospice in Hamburg.

The Changemaker team in Hamburg is planning more campaigns for 2023 by collaborating with groups from other New Work SE locations. For example, a new "Lunch Lectures" series has been set up, in which representatives from business or organizations present their sustainable projects and ideas to interested employees during a group lunch.

Infobox

TIMETABLE

Time	Monday 28.02	Tuesday 29.02	Wednesday 30.02	Thursday 01.03	Friday 02.03
8:00					
9:00					
10:00					
11:00					
12:00					
13:00					
14:00					
15:00					
16:00					
17:00					

PLEASE CHECKOUT THE FOLLOWING WEBS FOR MORE INFORMATION ON HOW AND WHERE TO PARTICIPATE
YOU CAN ALSO CLICK ON THE DAYS TO JUMP TO THE CORRESPONDING DAY

Healthy: Health Week and a supply of fresh food are just some of the initiatives launched to ensure the well-being of our employees.



Our people can benefit from this institute's services at no cost. These include not only personalized support to overcome professional challenges, but also discreet one-on-one coaching in the event of personal issues or psychological illness. Knowledgeable experts from the institute have provided extra opportunities to talk, helping people to cope with the stress brought on by the war in Ukraine.

Most notable here was the company-wide participation in the Search Inside Yourself program, see infobox → page 30, which shared information about emotional intelligence, stress reduction strategies and methods, and how to improve resilience. From managers to trainees and interns, all our staff members were invited to join us on the eight-week program which consisted of diverse modules, challenges, and a closing seminar. Overall, 345 employees or around 20 percent of our total staff completed the program.

SEARCH INSIDE YOURSELF

Infobox



The Search Inside Yourself (SIY) program came about accidentally at Google in 2007. Chade-Meng Tan,

one of Google's earliest engineers, facilitated mindfulness training on the Google Campus for the first time, and it was a real hit with his colleagues. Tan was already experienced in practicing mindfulness and learned that it helped him to deal with himself and

his colleagues in a better and healthier way, especially during times of stress. The training proved to be so successful that Google worked with external scientists, neurologists in particular, to develop its own program for managers and workers.

Based in neuroscience, SIY combines effective mindfulness exercises to cultivate all aspects of emotional intelligence. In addition to cognitive skills, emotional intelligence is one of the key factors for professional success, resilience and leadership abilities. Training

also included other skills such as handling stressful situations, problem-solving under pressure, improving your own performance and that of your co-workers, as well as rediscovering joy and meaning in your work.

While the SIY program was being rolled out, in 2012 Google also founded the Search Inside Yourself Leadership Institute in San Francisco, which now operates independently from the Group. SIY programs are delivered in various formats in more than 50 countries around the world.

The new programs launched in 2022 were bolstered by existing health-promotion services and campaigns such as the free use of the meditation app by our partner Balloon, or the three Health Weeks which saw 14 campaign days. These are special information days rooted in health, which highlight everything from nutrition and exercise to stress reduction and a work-life balance.

The future of work is hybrid

The biggest health event of the past three years, the COVID-19 pandemic, was less salient in 2022, but its traces could still be felt significantly in our company over the last year.

Most of the measures introduced at the height of the pandemic were reversed, but we continued to comply with the necessary safety regulations – either by offering free rapid testing or sharing information internally about COVID-19 cases in each team.

However, there is one other leftover from the pandemic that remains: the profound and rapid shift to flexible working hours and locations, which has also influenced our company – leading to a massive change in the number of hours our colleagues spend in the office across our locations – whether in Hamburg, Vienna, Porto, Barcelona, or Valencia.

The current regulations in place since the beginning of 2022 offer a hybrid 60:40 solution (60 percent work from home, 40 percent from the office) which has been supervised and organized by the People Managers in each team, for example by developing a common office day for all team members. This guidance allows our people to freely choose their place of work. Despite this new development, a range of activities were organized by management, HR and Real Estate Management in 2022 as a reminder to our people of the perks of our office buildings after such a long absence due to COVID-19. This included many update events (such as the New Work All Hands Meetings held live across our office locations) and get-togethers, initiatives such as Bring Your Parents to Work Day, and seasonal events such as the summer festival and Christmas party.

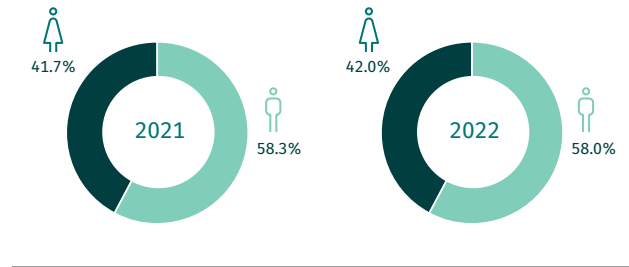
Over and above the working from home option, our people have had the opportunity since 2021 to work for up to three months per year in any EU country without many formalities, by extending a holiday, for example. This is how we are implementing the current EU Directive that stipulates mobile and flexible work should be encouraged. Unpaid leave and career breaks are also available to our people. Likewise, employees can also reduce their working hours to 80 or 90 percent or choose from a selection of temporary part-time solutions. Generally, almost 15 percent of our people are in part-time employment, of which just over half have limited part-time jobs between 80 and 100 percent hours.

Continuous learning for a consistent HR Strategy

Our company culture is born out of a motivation to give all our people the opportunity to exercise their full potential and develop as best possible, according to their needs and interests. Not only that, but by introducing our own measures, we also have the greatest chance possible at keeping up with the challenges facing a rapidly changing job market. The systematic and long-term promotion of subject-specific and social skills – taking personal strengths into account – is one of our most important business strategies.

Our extensive program of personalized training and development opportunities was expanded in 2022 and around 250¹ people took part in internal opportunities. Many of our talent also participated in various external development opportunities. These were personally selected in consultation with our leaders and approved under the special development budget.

Gender distribution at New Work SE



An important control mechanism for the success of our training and development strategy is to increase the number of recommendations for our development opportunities. This is measured by the net promoter score, a rating given by participants on completion of development training. It is based on a scale of 1 to 10 (1 = wouldn't recommend, 10 = would highly recommend). We endeavor to achieve a regular rating of at least 6 points by 2025, which would reflect positive feedback and internal recommendations. In 2022 we scored 7.98 points (out of a maximum of 10), achieving our objective by 130 percent during the reporting period (goal: ≥ 60 percent recommendation rate with at least 6 points).

We work closely with the coaches and our talent to create a program that offers them the most support for their development. We intend on expanding this offering with new approaches to learning in 2023.

Employee key figures at a glance¹

GRI	Description	2020	2021	2022	Rate
401-1	New employee hires and employee turnover				
	New employee hires (by gender, age group and region)	389	521	606	
	of which women	175	249	266	43.9%
	of which men	214	272	340	56.1%
	under 30 years of age	222	292	326	53.8%
	30 – 50 years	158	220	272	44.9%
401-1-a	over 50 years of age	9	9	8	1.3%
	of which in Germany	230	272	334	55.1%
	of which in Austria	78	120	136	22.4%
	of which in Switzerland	4	0	0	0.0%
	of which in Spain	42	54	81	13.4%
	of which in Portugal	33	73	54	8.9%
	Other ²	2	2	1	0.4%
401-1-b	Employee turnover	246	370	301	19.2%
	Parental leave				
	Total number of employees taking parental leave³	208	235	206	10.8%
401-3-b	of which women	106	131	137	66.5%
	of which men	102	104	69	33.5%

¹ Based on all active and passive employees at New Work SE including trainees, students and interns; excluding released employees; excluding Honeypot and InterNations
² Other: Boston site (USA) until 2019; it was dissolved at the end of 2019. From 2020, employees who work "remotely" are shown under "Other".
³ Figures are presented only from 2019, as the calculation basis was modified in 2019.

¹ The survey was launched in 2022.

The NEW WORK Leaders Program for our managers also increased in numbers and content over the past year. Leaders who are either new to our company or in a leadership role for the first time, receive several weeks' training as part of the program. They get regular personalized feedback from qualified external trainers, which helps to guide their training. The participants also receive recommendations on how to enhance their leadership skills or manage their team more effectively – while always factoring in their unique situation.

Another cornerstone of our leadership development, the 180° Leadership Feedback Format also continued, with a participation rate of 66 percent reported in 2022, down from 78 percent in 2021. Due to a process adjustment in logging, feedback was not fully recorded in 2022. Communication and recording will be modified for 2023 to achieve more complete documentation.

As an add-on to our leadership program launched in 2022, our entire senior management at Board, (S)VP and Director level will now also be included in company-wide training measures in 2023.

Promoting women in leadership positions

The promotion of diversity and equal opportunity is one way in which we try to create a fairer workplace. In addition to our traditional Diversity Day, our Female Executive Learning Journey program is an important cornerstone of our work. The third cohort was launched early 2022 with twelve participants and it will run until March 2023. The program for the

Award-winning:
The Hamburg Chamber of Commerce awarded New Work SE the Helga Stödter Prize for its commitment to have more women in management positions.



twelve nominated participants, who were later selected by the Management Board, includes an array of workshops and training, including intensive one-on-one coaching for 16 days, and other modules. It is also important to note that the participants are supported by mentors, usually their managers, who take part in selected training and can therefore also learn important skills to bring to their own work. For the next Female Executive Learning Journey commencing in 2023, the twelve selected participants and the program will continue to be developed after intensive feedback rounds to better meet individual needs.

an initiative of People Growth



Search Inside Yourself

What participants say about the program:

"I have completely changed the way I react to stressors. I love the new me!"

"Think of S.I.Y. as the Zen of Google."

"I know this sounds melodramatic, but I really think this course changed my life."

What is it?

Originally developed at Google, we bring the groundbreaking 8-week mindfulness-based training program to NEW WORK SE. It will teach you

- practical mindfulness
- emotional intelligence and self-leadership tools

to unlock your full potential at work and in life.



Curious?

Visit Slack and the HR Space on confluence for more information.

Stay tuned for an invitation to a Lunch Talk session with POP in which he shares about his experiences as a participant of the program on August 16th

— Open to all NWSE employees!



Scan to sign up for Cohort 1 (English)
Sep 1 to Sep 25 – deadline: Aug 22



Scan to sign up for Cohort 2 (German)
Sep 20 to Oct 12 – deadline: Sep 8






Encouragement: Supporting all employees, even if they wish to change their job within the company, is a key principle of our HR work.

We were also highly flattered to receive for our endeavors the Helga Stödter Prize by the organization of the same name, in association with the Hamburg Chamber of Commerce. According to the jury, the prize honors businesses and organizations that pave the way for an equal number of women and men in leadership positions in the long term.

Finding and fostering talent inhouse

At the core of our training measures is a value dear to us, recognizing and growing our people’s hidden talents. This may mean that an employee ends up in an entirely different field than the one they were employed in up until now. To facilitate this objective, we developed an extensive inhouse campaign in 2022, which introduces, via various internal communication channels, the wide-ranging duties available at New Work SE and presents opportunities to switch career. People who have already changed jobs report on their experience in a video series.

Employee key figures at a glance¹

GRI	Description	2020	2021	2022	Rate
405-1	Diversity of governing bodies and employees				
	Control bodies and top management tie¹	99	109	117	
	of which women	26	34	38	32.5%
405-1-a	of which men	73	75	79	67.5%
	under 30 years of age				0.0%
	30 – 50 years				85.5%
	over 50 years of age				14.5%
	Senior executives²	285	288	325	
405-1-a	of which women	81	88	102	31.4%
	of which men	204	200	223	68.6%
	Percentage of employees³ per employee category by gender				
	Employees	1,701	1,699	1,902	
	of which women	572	585	656	34.5%
	of which men	936	910	992	52.2%
	Trainees				
	of which women	7	5	6	0.3%
	of which men	6	6	3	0.2%
405-1-b	Interns				
	of which women	12	21	17	0.9%
	of which men	7	10	13	0.7%
	Students				
	of which women	101	94	117	6.2%
	of which men	56	63	92	4.8%
	Trainee				
	of which women	3	3	3	0.2%
	of which men	1	2	3	0.2%

GRI	Description	2020	2021	2022	Rate
	Percentage of employees per employee category by age				
	Employees				
	under 30 years of age	288	284	320	16.8%
	30 – 50 years	1,186	1,168	1270	66.8%
	over 50 years of age	34	43	58	3.0%
	Trainees				
	under 30 years of age	12	11	9	0.5%
	30 – 50 years	1	0	0	0.0%
	over 50 years of age	0	0	0	0.0%
405-1-b	Interns				
	under 30 years of age	19	23	23	1.2%
	30 – 50 years	0	8	7	0.4%
	over 50 years of age	0	0	0	0.0%
	Students				
	under 30 years of age	144	138	193	10.1%
	30 – 50 years	13	19	16	0.8%
	over 50 years of age	0	0	0	0.0%
	Trainees				
	under 30 years of age	2	4	6	0.3%
	30 – 50 years	2	1	0	0.0%
	over 50 years of age	0	0	0	0.0%

¹ Basis: top management tier and control bodies are GM, Director, Board, VP&LST
² Basis: Senior executives/managers
³ Based on all active and passive employees at New Work SE including trainees, students and interns; excluding released employees; excluding Honeypot and InterNations



Action area

Products and Services

Every day, we work with our strong brands to help improve the working lives of our users, members and customers. All of our products and services have a role in bringing people and companies together.

We are aware of our responsibility to bring people and companies together in a professional context, and achieve the best possible match between both parties. We invest continuously in product innovation and development to achieve optimum results. When using the data needed to achieve these goals, we guarantee our customers and business partners a high degree of security and data protection.

OUR AIM

We want people to be able to lead a fulfilling working life. To do this, we help them find the job that matches both their personality and their lifestyle. Our products and services aim to give jobseekers and businesses alike the chance to get to know each other better to ensure they can make the best use of each other's potential. Throughout the process, we work with both of our customer groups in a spirit of trust.

OUR GOALS

We aim to integrate the → **kununu Culture Score** (referred to there and below as the Culture Compass) into more than 50 percent of the ads on → **XING Jobs** by 2025. On December 31, 2021, this figure was 34 percent. A precise evaluation of integration as of December 31, 2022, was still underway when this report went to press.

The kununu Culture Compass is a tool that can be used to query ratings from users on typical aspects of corporate culture. The tool shows both the overall result as well as details from four key areas: work-life balance, interpersonal relationships, leadership and general strategic orientation. These criteria are assessed on a scale between two poles.

The tool also assesses whether the corporate culture in question is conservative or modern and how the company is positioned within its industry as a whole regarding this aspect.

In early 2021, we started consolidating the brands within the New Work SE Group and combining their products together where synergies exist. Alongside the creation of innovative solutions for modern recruiting, one of our aims here is to provide users with more information about the corporate culture of as many employers as possible – specifically by integrating the Culture Compass from kununu with XING Jobs. This means the data will be directly available at the place where applicants and those considering a move come into contact with potential employers.

kununu promotes honest dialog

Thanks to the availability of insights into around 588,000 (2021: around 527,000) companies in the German-speaking market, kununu is now the largest employer rating portals in the D-A-CH region. These ratings and comments provide an important source of information for employees and career starters as regards corporate culture, careers and pay, the work environment and diversity.

PRIORITY TOPICS

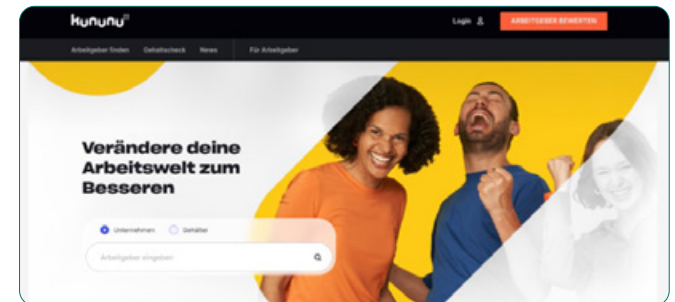
Product development and promise

Goals by 2025

Integrating the kununu Culture Score in ≥ 50 percent of XING Job Ads

kununu workplace insights ≥ 9.6 million

kununu portal:
Employer reviews provide valuable assistance when looking for a job.



These results also constitute a well-founded decision-making tool not only for jobseekers but also for company HR departments. By 2025, our goal is to double the number of workplace insights in the form of employer ratings on kununu, as submitted by current and former employees, thereby increasing these from the current figure of just under 4.8¹ million (reporting date: December 31, 2022) to more than 9.6 million. The total number of workplace insights, consisting of employer ratings, culture data and salary data, was over 8 million as of December 31, 2022 (2021: 6.2 million).

¹ Due to kununu's withdrawal from the US market and the associated deactivation of the employer ratings collected in the USA, the adjusted figure for kununu workplace insights as of December 31, 2021 was 4.14 million instead of 4.8 million in 2021.

Following several detailed survey rounds within the user base, the kununu rating processes were subjected to an intensive development process last year aimed at further improving the depth and quality of statements made. As one example, if a user now submits a rating that includes only stars and a single heading, this user is sent an email after three days asking them to complete their rating. This approach has led to a significant increase in ratings offering more detailed information.

Increasing the employee headcount in the kununu Community Service was another measure adopted to provide quality assurance for ratings and conflict-free interaction across our distribution channels. This team had 25 members at the end of 2022 (18 members in 2021¹).

Finally, partnerships between kununu and research institutes also continued in 2022, such as with Vienna University of Economics and Business (WU), IMC Krems University of Applied Sciences and University of Innsbruck, to analyze the application and selection process for new hires, and the role played by kununu. Together with the University of Paderborn and the Interior Business Association (IBA), we established the Best Workplace prize, which was oriented towards kununu ratings on the topic of work environments. A comprehensive kununu salary study, conducted together with ETH Zurich, was also published in 2022, whose core topic was investigating salary satisfaction among employees in Austria, Germany, and Switzerland.

As had been completed on the user side of the platform, several surveys were also conducted with our corporate customers in order to better understand their motivation

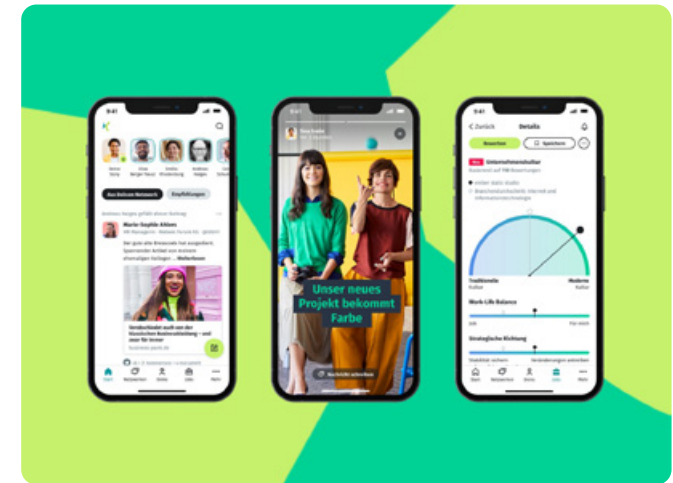
and feedback when using our services. In summary, it can be said that kununu is now viewed as a valued employer branding partner by many businesses. We have observed that the willingness to engage in honest discussion and dialog with users has risen significantly.

A good kununu rating is now seen as a confirmation of the achievements made by HR departments and management right up to the executive level. The most visible sign of this is the demand for our kununu seal, used as a certificate of quality by more than 2,000 companies in 2022.

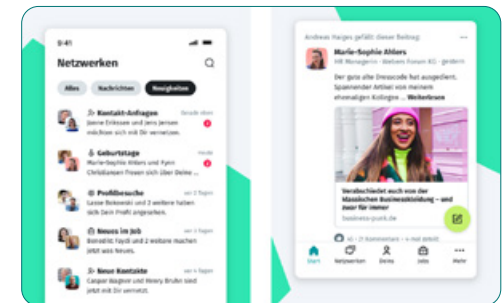
XING 2022: better benefits for users

A number of significant changes were made on the product and services side of our XING job network in 2022. In the context of the change in strategy already mentioned (see → page 7), new core items here now include a stronger focus on optimum matching between jobseekers and employers as well as the promotion of career satisfaction on an individual user basis. As a result, reductions to other community and dialog aspects, both digital and live at events, have been and will be made.

As with our kununu team, these adjustments were the results of in-depth surveys conducted among users to establish the reasons for their XING usage and membership. First and foremost, users expressed their interest in using XING to find a great job that works for them, as well as a need for orientation and assistance in managing their day-to-day working lives. These aspects are now also visible on the XING web portal and in the app, whose topics of focus, plus a new menu system, are clearly oriented towards providing greater benefits for our users.



New XING offer: More help for users



¹ Figure includes student trainees

This also led to the development of the new Satisfaction Check in 2022, released to an initial user group in late January 2023. This Check lets users define their most important factors for a happy working life and see how their current job matches up against them. While providing users with the results from their current job situation, we also suggest new employers who would be a better (or even perfect) match regarding their requirements for corporate culture and work-life balance.

Our new onlyfy brand: the best of all New Work worlds

One important instrument for achieving the perfect match between jobseekers and companies is a recruiting process organized along modern lines. Such a system not only looks at applicants' subject-specific qualifications but also their soft skills, plus individual expectations and needs regarding their potential new employer's corporate culture. Intelligent software solutions and data analyses are also used to drive this approach, which benefits applicants as well, thanks to faster processing and more targeted communication.

In times of skills shortages and changing values – and therefore a significant reshaping of the talent market – this process is no longer merely “nice to have,” but is an essential tool for attracting new talent and achieving the equally important goal of minimizing churn. These facts were again confirmed by various surveys and investigations conducted in 2022, such as the Willingness to Change study run jointly with forsa. “New Hiring” is our umbrella term for ideas about this necessary change in thinking.

As a response, we launched the new “onlyfy by XING” brand as part of our strategy reorientation in late summer 2022. As a successor to XING E-Recruiting and Prescreen, onlyfy brings together these brands' products while leveraging strengths and knowledge from XING and kununu to offer solutions for the entire recruiting process – from the search to the hiring of new talent (see interview on → page 38 for more details).

Launch campaign for onlyfy: the “perfect match” between businesses and talent is becoming increasingly important.

New Hiring Solutions by XING

Ja, ich will!
Recruiting-Lösungen für die schönsten Momente im Arbeitsleben

Aus XING E-Recruiting und Prescreen wird onlyfy.

In **onlyfy** verbinden sich XING E-Recruiting und Prescreen, um Recruiting in New Hiring zu transformieren und damit genau die Antworten zu geben, die Personaler:innen jetzt brauchen. Mit genau den Einblicken in die Lebensweisen und Bedürfnisse, die eine echte Candidate Experience überhaupt erst ermöglichen. Und mit genau den Lösungen, die zum schönsten Erfolg überhaupt führen: Ihrem neuen Team-Mitglied.

Finden Sie das Perfect Match für Ihr Team!

Reichweitenstart
 Nutzen Sie die Reichweite der größten Karriereplattformen im deutschsprachigen Raum, um die Aufmerksamkeit von Top-Talenten zu bekommen.

Praxiserprob
 Mit onlyfy lassen Sie die jahrelange Erfahrung der Marktführer XING E-Recruiting, kununu und Prescreen für sich arbeiten.

Datensicher
 Alle Lösungen von onlyfy entsprechen den DSGVO-Vorgaben und garantieren Ihnen somit maximale Datensicherheit für sich und Ihre Kandidat:innen.

Integriert
 Das Lösungsportfolio von onlyfy verbindet alle relevanten Disziplinen im Recruiting: von Employer Branding über Active Sourcing bis hin zur ganzheitlichen Talent Acquisition Plattform.

Smarte Lösungen, die auch Talente lieben

Mit onlyfy wird Recruiting zum Erlebnis – für Sie und Ihre Kandidat:innen.

Vorteil für Ihr Unternehmen: Implementierung eines nahtlosen Recruiting-Prozesses

Talente mit authentischem Unternehmensauftritt anziehen	Talente jederzeit und überall erreichen	Passende Kandidat:innen direkt ansprechen	Talente einfach von unseren Recruiting-Profis suchen lassen	Passive und Active Sourcing sowie Bewerbungsprozesse: alles in einer Plattform	Wertvolle Synergien und Automatisierungen in einem Lizenzpaket nutzen
Employer Branding Profil	onlyfy Stellenanzeigen	Talent Manager	Talent Service	onlyfy one	onlyfy 360°
Authentische Insights gewinnen	Passende Job-Anzeigen sehen	Bei passenden Jobs persönlich angesprochen werden	Bei passenden Jobs persönlich angesprochen werden	Zuverlässige und persönliche Kommunikation im Bewerbungs- und Einstellungsprozess	Professionelle Wahrnehmung der Arbeitgeber-Marke

Vorteile für Ihre Kandidat:innen: Positive Candidate-Journey erleben

“onlyfy enables standardized recruiting for companies.”

Stephan Rathgeber from onlyfy on New Work SE's new B2B brand

The labor market is undergoing fundamental change – what does this mean for businesses?

While record numbers of people are now employed in the German labor market, this figure is already declining by around 150,000 workers per year. The skills shortage has been an increasingly thorny problem for many years now. Faced with this situation, companies must now acquire the best talent to secure their competitiveness. Recruiting has therefore become one of the key strategic pillars that underpin business success. A new perspective and new methods are required here. We call this “New Hiring”.

What's the thinking behind this?

New Hiring puts into practice a contemporary understanding of the world of work, implementing it as modern paradigms that are fit for the future. The focus is on people and their individual needs. We need to get away from the idea of seeing people as “human resources.” On the one hand, we're talking about head and heart in perfect harmony: someone might well be the perfect candidate on paper, but if the chemistry's not right, then they're not a good match. Another point of focus is using smart tools to optimize the candidate journey and applicant management. And this is where onlyfy comes in.

September saw the launch of onlyfy as the new B2B brand for New Work SE. What led to this decision?

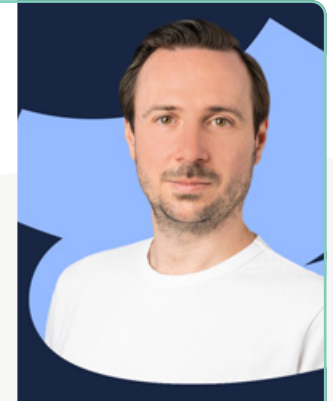
onlyfy brings together products, services and support from XING E-Recruiting and Prescreen under one roof, while also adding some new features. The centerpiece of the brand is its “onlyfy one” talent acquisition platform, which provides companies with an integrated approach to recruiting while supporting talent identification and acquisition by combining sourcing with efficient applicant management. Artificial intelligence is deployed to automate processes and simplify complex workflows. As soon as a job vacancy is created, for example, the system immediately recommends matching candidates from the XING platform's 21.5-million¹ member base.

When companies use the onlyfy one platform, how do jobseekers benefit? After all, it's all about them.

They benefit from rapid feedback, transparency and features that simplify the application procedure. They can send their applications using WhatsApp, for example, if the company has approved this channel – or by using their own XING profile. All of this helps to ensure a positive candidate experience.

Does New Hiring also have a recipe for staff retention?

As has been said for a long time, and we can repeat it here: people turn their backs on the job and the management style – not the company. So leadership is a key driver for culture within the company. Basically, the idea of New Hiring is to inspire a new type of leadership that focuses on the individual needs of the employees to make them enthusiastic about staying at the company. Culture, leadership and employee perspective all need to match: anyone that likes strict hierarchies and structures will not feel at home in the rather more chaotic environment of a start-up.



¹ Reporting date: December 31, 2022; figure for previous year 20.3 million members (reporting date: December 31, 2021)

Information security

OUR AIM

Information security is a top priority for the business we do at New Work SE. Above all, we aim to provide a secure environment for all users of our services. We do so by prioritizing the protection of personal data, complying in full with applicable legislation, and observing our company's internal policies. We also document the security measures we take to ensure maximum transparency and clarity.

OUR GOAL (XING)

In line with this strategy, in 2022 we extended the security safeguards for the more than 21.5¹ million people now using XING to prevent fraud, identity theft, spam and other unlawful activities. This involved reorganizing our existing IT security team², while expanding the security coverage we offer to B2B customers.

OUR ACTIONS

We respond promptly to any misuse of our platform, such as the creation of fake accounts or posting links to spam, and apply a range of appropriate sanctions. These cases are processed jointly by three teams from our UserCare, Quality and Security departments. Any suspicious user activity is reviewed and accounts are blocked if necessary. We also expanded our process for securely reviewing stolen login credentials in compliance with data protection regulations and protecting affected users from identity theft.

We regularly subject our products and services to risk analyses, and we have likewise implemented external security checks and targeted penetration tests for business-critical software applications and IT systems. We also continue to run our bug bounty program, started in 2018, which gives security researchers an incentive to identify and report vulnerabilities and errors in selected networks and products from our portfolio (kununu, XING, Android App, iPhone App, XING Events, onlyfy by XING, New Work SE).

We also make use of an interface for exchanging threat intelligence in order to further improve the level of security offered to our platforms and products. This system lets us forward relevant data from the XING platform to our other platforms and products automatically. In terms of our goal of ensuring an appropriate level of protection for our products and platforms, most of the actions necessary to achieve this have already been certified according to VdS 10000 guidelines – and this was also true of the onlyfy one platform when it started in late summer 2022. Our IT system for the limited use of credit card data, processed by specialized service providers, on XING.com has been certified according to PCI DSS since 2021.

Improving B2B communications

For a digital company like New Work SE, the growing threat from cyberattacks and data theft naturally makes it necessary to expand the level of security offered to its B2B products and services as well. Accordingly, we expanded our information security communications with business customers during the past year. Both prospective and existing customers of our services can use the forms we provide to request details of security measures covering their specific requirements.

Personal rights and informational self-determination

OUR AIM

As a company that offers digital products and services, data protection and information security are aspects we take very seriously indeed. For this reason, we provide our members and users with as many configuration options as possible, to let them make their own decisions about how their data will be used.

OUR GOALS

When it comes to data protection, we strive to improve our monitoring, analysis and reporting in addition to carrying out in-depth analyses. Among other initiatives, we are aiming to complete two annual internal audits of our company's technologies and practices that affect user data from 2025 onwards.

PRIORITY TOPICS

Personal rights and informational self-determination

Planning internal audits of Company technologies and practices that impact user data

To be conducted twice a year from 2025

¹ Reporting date: December 31, 2022; figure for previous year 20.3 million members (reporting date: December 31, 2021)

² Eleven employees were on the team in 2022.

OUR ACTIONS

Preparations for completing these regular audits have already begun, including the creation of an in-house maturity model for data protection as well as an internal audit system for the New Work Group. This model, which is based on established standards such as VdS 10010 or SIM, will also be tailored to relevant and specific audit areas within New Work SE.

We have also set up a convenient and secure data inquiry service, which gives users on-demand access to the personal data stored about them at XING. Users merely need to click this button to obtain a detailed and clearly structured document that not only includes their personal data but also informs them about how these data are processed. Information about user rights can be found on the “Privacy at XING” website as well as in the XING Privacy Policy. The website also provides information about other data protection topics, presented in clear and easy-to-understand language.

Our incident management system for handling data breaches is both reliable and efficient, defining responsibilities, roles and reporting lines – which may be escalated to top management if necessary. Data protection also forms an integral part of the routine reports submitted to the CEO by the Group Data Protection Officer. We also take several other precautions to protect users from the misuse of their data.



Hybrid team meeting:
The security of digital interaction for customers and employees is a top priority.

Despite implementing all of these measures, a major, security-relevant incident occurred on our XING platform in early 2022, when an external attack on our systems bombarded 1.2 million of our customers with spam over a period of several days. Although countermeasures were rapidly instigated by a taskforce involving no fewer than 40 members of staff, we received around 40,000 customer complaints overall.

We set up a comprehensive post-mortem analysis to investigate this incident. This comprised multiple lessons-learned sessions, which were attended by a variety of participant groups. These sessions reconstructed the tactics used by attackers and identified the vulnerabilities they had exploited. The analysis findings were then processed at

a technical and organizational level. As one example, this resulted in the establishment of a special team at XING that now focuses primarily on the protection of user accounts. The Management Board and Supervisory Board were then informed about the findings and measures adopted, with XING company management apologizing to affected users.

Beyond the handling of individual incidents, all employees at New Work SE are required to complete a special training program on data protection. Our Data Protection Committee, consisting of experts from several departments, also meets regularly to discuss data protection issues. The Committee’s annual Data Protection Report for 2022 is scheduled to be published in March 2023.



Action area

Environment

A healthy environment and a stable climate are fundamental to our life and our economy. That is why New Work SE believes in ecological accountability. We want to help protect the environment by tracking and steadily reducing our ecological footprint in cooperation with our service providers and suppliers.

From a socio-political perspective, we, as a responsible company, want to make a contribution to environmental protection and the 1.5-degree global warming target in accordance with the Paris Agreement of December 12, 2015, by setting ourselves ambitious carbon reduction targets until our business operations become carbon-neutral.

PRIORITY TOPICS

Energy and emissions

Climate neutrality

Define net zero target long-term

OUR AIM

Fighting climate change and minimizing its effects is the main task for our generation and all subsequent generations. That is why our company mission also refers to treating the environment with respect and making careful use of natural resources. To combat climate change, we have set ourselves some ambitious climate targets. We are playing our part in driving the transformation by working continuously on a climate strategy, reducing our carbon emissions and investing in climate neutrality.¹

OUR GOALS

Our primary goal for 2022 was to prepare a detailed carbon footprint for all of our sites, brands, subsidiaries and business activities. This was completed retroactively for the years

2019–2021 during 2022 in accordance with the requirements of the Greenhouse Gas Protocol (GHG) Corporate Standard and externally reviewed by software provider Planetly. It also complies with the Carbon Disclosure Project (CDP). Our declared aim was to use this carbon footprint to develop an annual program of measures to reduce our carbon emissions by 2025 based on the “avoid, minimize, offset” hierarchy. We want to build on this reduction strategy by defining our long-term net-zero target.

While collecting data to calculate our carbon footprint, we established that several existing data points were not sufficiently meaningful to specify all of our emission drivers accurately. However, we are committed to identifying our largest carbon emissions in granular detail in order to develop a realistic climate strategy and adopt an annual package of measures on this basis. Only by doing this can we ensure that our reduction measures target the most significant emission drivers. At the end of the year under review, our strategy development process was adversely impacted by the loss of our software provider. As selecting a new provider and rethinking our next steps will take time, the entire process has been delayed. After introducing the new software, we will set up our processes accordingly and derive actions (see → [page 43](#)).

Canteen at the Hamburg headquarters:
Climate-conscious action is also taken in food selection and menu preparation.



Another of our declared goals was to be climate neutral¹ as a company by 2025. As a subsidiary of Hubert Burda Media Holding Kommanditgesellschaft, we are part of the “getting better” campaign. All unavoidable Scope 1 and 3 emissions for 2021 have been offset as part of these efforts, which means we can already declare climate neutrality¹ for 2021. Once our 2022 emissions have been tracked, they will also be offset as part of the campaign.

¹ Climate neutrality means that when carbon emissions cannot be avoided by a company these are offset by high-quality carbon reduction certificates (certified climate change mitigation projects).

However, our clear objective is to not only offset our unavoidable emissions but to thoroughly account for and reduce all emissions from our upstream and downstream supply chain.



Green roof terrace of the NEW WORK Harbour:
We want to reduce our emissions long-term.

KEY FIGURES AND INITIATIVES AT A GLANCE

We calculated our carbon footprint using specialist software from the Berlin-based company Planetly (as described above), which helps companies track and measure their carbon emissions. As announced, we conducted a retrospective analysis of all our offices for the years 2019 to 2021, which also enabled us to evaluate pre-pandemic data.

Due to trends such as a significantly higher proportion of people working from home and massively restricted travel, we already suspected that these factors would have a strong impact on the final footprint and would therefore not be useful in helping us set out carbon reduction targets.

The data collection process and the calculation of our carbon footprint were based on the three different carbon emission “scopes” of the GHG standard. We therefore distinguished between Scope 1, Scope 2 and Scope 3. Scope 1 includes direct emissions resulting from the Company’s own activities. Scope 2 includes indirect emissions from the energy and heat we purchase. And Scope 3 covers all the indirect emissions from our upstream and downstream value chain. The diagram on → [page 44](#) shows how the carbon emissions of New Work SE are distributed.

By calculating our carbon footprint, we were able to establish that the majority of our emissions in the upstream supply chain are Scope 3 emissions. As a non-manufacturing company, our own Scope 1 and 2 emissions are low in keeping with the rest of the industry and thus offer only limited

reduction potential, as there are no production processes that we can adjust. As a result, we focus on Scope 3 emissions. Unfortunately, the data available to us so far does not allow us to break down these emissions in granular detail. To close this gap in our understanding, we are currently in talks with carbon accounting management software providers. We will make a long-term decision that enables us to establish processes with which we can eventually account for this data more thoroughly.

Only after completing this process will we be able to develop a roadmap of initiatives to reduce our long-term annual emissions in accordance with our target hierarchy. We will document our progress and publish it in future CSR reports.

By calculating the first, comprehensive carbon footprint for our entire office network for the years 2019 to 2021 and deriving insights and actions from it, we are telling both the public and our stakeholders that we, as a non-manufacturing digital company, take our responsibilities to the environment seriously, act accordingly, and contribute to climate change mitigation.

Our energy-saving measures include a planned switch to green electricity at all suitable offices and increased use of e-mobility. We will also continue to tighten our requirements for selecting service providers in support of our climate targets. In the long term, our goal is to pay greater attention to environmentally friendly production and services on the part of our service partners.

To gain specific insights from which to derive a strategy for this project, we created and have since constantly updated a detailed documentary report in 2021 listing the carbon emissions of all the external data centers and cloud services (except Honeypot and InterNations) that exceed a minimum annual amount. This report shows the current carbon status (carbon neutral¹: yes/no) and, where possible, the energy consumption and emissions of these services, making it an important factor in our quest to reduce emissions.

Our biggest consumers of electricity are our internal and, in particular, external digital services such as the XING platform. Most of our services like these operate out of two data centers in Amsterdam, which achieve good Power Usage Effectiveness² (PUE). PUE³ is a metric used to express how efficiently a data center uses energy. It is the ratio of the total energy consumed by a data center to the total energy consumed by the IT infrastructure as a whole.

Since our primary data center in Amsterdam has already been operating on a climate-neutral¹ basis for some time, we also converted our second data center to renewable electricity from January 1, 2022. Many of our other data service providers

who often provide their services via cloud computing (see infobox → [page 46](#)) have converted most of their supply to renewable energy in recent years.

DISTRIBUTION OF THE CARBON EMISSIONS OF NEW WORK SE

Infobox



Scope 1:

→ Direct emissions – operation from own activities – of NWSE's facilities and buildings



Scope 2:

→ Indirect emissions from purchased energy (electricity and district heating)



Scope 3⁴: Indirect third-party emissions



→ Office emissions: Air conditioning, water consumption, waste generation, office equipment, office supplies, IT equipment, employee meals/canteen



→ Employee emissions: commuting (car, train, bike), working from home/remote work, business travel (air, car, train, hotel)



→ Service provider emissions: Data centers/data servers and cloud services, purchasing of external services (products/services), logistics, shipping

→ Customer emissions: use of sold products/software

¹ Climate neutrality means that when carbon emissions cannot be avoided by a company these are offset by high-quality carbon reduction certificates (certified climate change mitigation projects).

² The data centers we use currently run at a figure of 1.2 and 1.6. The closer the figure is to 1.0, the more efficiently the data center is operated. PUEs of 2.0 are considered average, 1.5 efficient and less than 1.2 very efficient. à Source: Datacenter-Insider: <https://www.datacenter-insider.de/was-ist-eigentlich-power-usage-effectiveness--pue-a-663864/>

³ Power Usage Effectiveness (PUE) is a technical parameter representing a data center's energy efficiency. PUE is the ratio of the energy consumed by a data center's computing equipment to the total energy consumed by the IT infrastructure as a whole.

⁴ Scope 3 covers the indirect release of climate-damaging gases in the upstream and downstream supply chain. All activities and raw materials that are created to provide the service or product are considered upstream. All emissions from use or disposal are considered downstream.

“GETTING BETTER” INITIATIVE BY BURDA

Infobox



Sustainability and environmental protection have been key values for Hubert Burda Media since the 1990s. For years, many of Burda's divisions have been committed to working as environmentally consciously and sustainably as possible with the help of predefined standards. This commitment focuses on reducing greenhouse gas emissions and renewing resources.

Hubert Burda Media has produced detailed footprints to map their greenhouse gas emissions (Scope 1–3) for 2019, 2020 and 2021. These footprints include the emissions of the Group's 50-percent-owned companies in Germany, while the most recent editions include figures

for all majority-owned companies both inside and outside Germany. This data is collected in accordance with the international Greenhouse Gas Protocol standard.

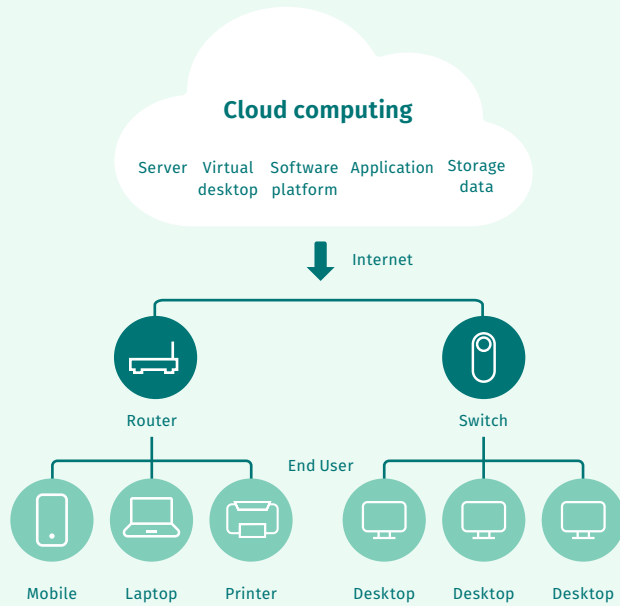
The footprints are used to define and introduce specific measures designed to reduce greenhouse gas emissions, with Burda primarily focusing on the areas of energy, resources, mobility and education. Greenhouse gas emissions that cannot be reduced any further despite all measures are voluntarily offset. To do this, Burda invests in climate change mitigation projects run by ClimatePartner, which means that Burda has been retroactively climate neutral in Germany since 2021.

However, Burda's main focus is on promoting regenerative agriculture by endorsing courses and supporting “Burda Farmers”. As a media company, Hubert Burda Media is aware of its particular responsibility to model what it means to do business in a sustainable and environmentally conscious way – and to use its media to raise awareness of issues such as regenerative agriculture.

For more information, visit → [getting better](#)

CLIMATE-FRIENDLY THANKS TO CLOUD COMPUTING

Infobox



Cloud computing is the increasingly widespread use of computing resources provided as a service via the Internet to private individuals and companies by specialist providers. For companies, these solutions mean that they no longer need to develop, configure or manage their own hardware and software infrastructure, making it faster and more efficient to scale new business models and proposals, for example.

Cloud computing connects users via the Internet to a cloud platform where customers can then call up and use the computing services they are hiring. In most cases, one of the provider's central servers takes over all communications between client devices and other servers to enable the exchange of data.

Supporters of cloud technology believe it to be intrinsically environmentally friendly, arguing that the fundamental characteristics of the underlying technology make it highly efficient, as the computing power is shared among many users and is only used on demand. According to a study, using Microsoft cloud services saves up to 93 percent of energy and up to 98 percent of carbon emissions compared to a traditional data center.

Nevertheless, it is important to assess the environmental friendliness of cloud solutions on a case-by-case basis, particularly when it comes to tasks that require a large amount of computing power. This may include checking whether the provider's server structures run on green electricity, for example.

- Microsoft
- Umweltbundesamt (Federal Environment Agency)

OUR PRODUCTS

As part of our preparations for the introduction of the German Supply Chain Due Diligence Act (LkSG) on January 1, 2023 (see infobox → page 47), in 2022 we began sending out a questionnaire to ask our suppliers (with a procurement

volume of at least €50,000) to provide transparency on their manufacturing and product details. Our business partners have largely reacted positively and openly to this request.

UNDERSTANDING THE GERMAN SUPPLY CHAIN DUE DILIGENCE ACT (LKSG)

Infobox



Terrace at the NEW WORK Harbour: The due diligence obligations of the LkSG also apply to the furnishing of office space.

What is the LkSG?

The German Supply Chain Due Diligence Act (LkSG), which came into force on January 1, 2023, gradually obliges companies to take responsibility for the actions of their own business operations as well as those of all partners within their supply chain, particularly suppliers of intermediate products.

Which companies are affected by the LkSG?

The LkSG affects all companies based in Germany with more than 3,000 employees from January 2023 onwards. This threshold will drop to 1,000 employees from January 1, 2024. However, the Act can also indirectly affect smaller companies if they are part of the supply chain of a larger company.

What are the standards defined by the LkSG based on?

The Act's due diligence obligations are based on the cornerstones of Environment, Social and Governance – that is, the sustainability criteria of environmental protection, social responsibility and good corporate governance that is already regulated by appropriate legislation in several countries. The LkSG now makes these same criteria compulsory in Germany.

What are some examples of the occupational safety and human rights violations within a company's own supply chain that will no longer be tolerated?

- Child labor, forced labor, slavery
- Disregard for occupational safety
- Depriving workers of a reasonable wage

What are some examples of breaches of environmental standards that will no longer be tolerated?

- Specific environmental risks such as harmful contamination of the soil, water or air as well as harmful noise emissions and excessive water consumption (e.g. if contamination leads to violations of human rights)
- Producing, using and handling mercury
- Producing and using persistent organic pollutants

What are the penalties for breaching the LkSG?

Companies that become aware of breaches and do not take corrective measures may be subject to fines of up to €50,000 and penalties of up to 2 percent of annual revenues, where these revenues exceed €400 million. There is also the possibility that companies will be excluded from public calls for tender for up to three years. In addition, companies are now obliged to provide information and publish data.

Why is the LkSG also an opportunity for companies?

The financial markets are increasingly shifting their priorities towards sustainable investments. In future, the reputational damage caused by breaching the LkSG could be more costly than the associated financial penalties. Complying with these regulations gives companies the opportunity to set themselves apart from the competition and impress investors with their credibility, sense of responsibility and forward-looking mindset.

PROTECTING THE ENVIRONMENT AND SAVING ENERGY AT THE HARBOUR

While the trend of replacing business trips and on-site meetings with video conferences that intensified during coronavirus weakened slightly as the pandemic eased in 2022, the amount of traveling done within our Group is still much lower than before. The energy-saving measures relating to gas and electricity that were required as a result of the war in Ukraine were implemented in consultation with the Employee Committee, with the temperature at our Hamburg head office lowered to 20 degrees Celsius and lighting reduced significantly outside of core office hours.

Finally, we introduced initiatives that had a small impact in themselves but constitute important details when it comes to being environmentally conscious in our everyday work at the Company, including consistently separating our waste into special containers on each floor, using climate-friendly washing and cleaning agents, and ensuring that our catering service makes conscious food and menu choices. The new suggestions and feedback we regularly receive from our colleagues in these areas strengthen us in our conviction that we are pursuing the right strategy with our environmental sustainability targets beyond merely meeting our reporting obligations.



Brainstorming on environmental issues: We also regularly receive great suggestions from our colleagues on how to improve our climate action efforts.

“As a software-focused company, we take special care to ensure that not only our data centers but also our cloud providers have energy-efficient operations and use green electricity.”

Jülide Sünter, VP Technology



Action area

Society

We want to effectively support social change. Our networks and formats offer opportunities for people to participate in the discourse about the future world of work and drive it forward.

*Celebrating work
pioneering culture*

#HWX22

We believe in a world of work that empowers people to find their true self and achieve their full potential in a corporate culture that ideally is a perfect fit for them. Our networks, communities and formats give stakeholders in different areas of society – from science and media to culture and politics – the opportunity to take part in a constructive discourse about the future world of work and drive it forward. We contribute to this by providing solutions and perspectives in our role as moderators, experts, commentators and mediators.

OUR AIM

As a company, we want our products and services to help every employee find the ideal role, develop their skills in their job and reach their individual potential as much as possible. We aim to give employers modern tools that help them to find the most suitable candidates and benefit from this “perfect match”. To develop these products and services and adjust to rapid changes in the world of work, we support both groups with in-depth analysis and inspiring content and event formats.

OUR GOAL

By 2025, we want to establish a measurement method that broadly analyzes working conditions in the D-A-CH region from an employee viewpoint, enabling us to draw firm conclusions about what employees want from their ideal company. This snapshot, updated annually, will provide the foundation for all of our products, publications and discussion formats.

After developing this process in collaboration with opinion research institute forsa in 2022, we published our initial findings in two installments during the fourth quarter of the year to enrich public debate on the matter. The findings of this study also helped us to make the first conceptual changes to our products and formats, particularly at our main conference, the NEW WORK Experience. We will provide further information on how we are expanding our research activities and the consequences this will have for our further strategic development in the next CSR Report.

OUR INSIGHTS AND ACTIONS

The 2022 XING Job Happiness Study was the first step in our aforementioned journey towards gaining a comprehensive overview of the situation in the labor market, with forsa conducting a comprehensive survey of 3,042 employees in Germany in the fall.

One of the survey’s key findings is that so-called “soft” factors are becoming increasingly important for employees when assessing their jobs and companies. In addition to salary and career opportunities, employees are increasingly looking for

a positive and meaningful corporate culture, both in terms of their relationships with management and colleagues as well as the targets and overall strategy set by the company itself. Among the most noteworthy observations reported by many respondents were a lack of appreciation for their individual contribution, a poor relationship with direct line managers, or a generally negative corporate culture.



NWX panel discussion with Petra von Strombeck: “We need a sense of purpose in our work.”

“New Work has gone mainstream. What do I need to do to be an attractive employer? What is my corporate culture like and what can I do to develop it in a way that attracts talent? These are questions that flip our previous perspective on the world of work.”

Marc-Sven Kopka, NWX host and VP External Affairs



Unique setting: Petra von Strombeck welcomes the participants of NWX22 in the great hall of the Elbphilharmonie.

For Petra von Strombeck, the XING Job Happiness Study shows “how soft factors are becoming hard facts. (...) People who have hardly any emotional connection to their job and feel that they are at a dead end are also more willing to change jobs. That is fatal for companies, particularly at a time of skilled labor shortages.”

The feeling expressed by many employees in the survey that they no longer feel (or have never felt) that their job is the right fit became a key consideration when designing the new XING campaign, which was launched at the start of 2023. The campaign focused on job hunting and reflected XING’s new strategic direction. “XING connects people and corporate cultures and provides job recommendations tailored to a candidate’s individual skills and requirements. We offer personalized guidance and help professionals to continue developing their skills in their future roles,” said Tim Elsner, Vice President Marketing and Communication.

NWX22: meeting and sharing ideas in person again at last

Changes in corporate culture and their significance for the individual were the main topics of discussion at the NEW WORK Experience (NWX) in Hamburg on June 20, 2022. After a two-year break enforced by the coronavirus pandemic, it was wonderful to be able to focus on interacting and sharing ideas in person at Hamburg’s Elbphilharmonie concert hall. Around 2,000 visitors participated in a 14-hour program boasting more than 100 speakers in different formats, from discussions and keynote speeches to small group sessions.

In addition to talks from prominent speakers such as Richard David Precht, Jitske Kramer, Ben Hammersley and John Strelecky, several high-level panel discussions also helped to set the tone for NWX22. With titles such as “How much New does Work need?” and “Does it really make sense? The value of purpose at work”, these sessions made it clear that the debate over the future of work has reached a point where transformation and tradition must be reconciled in an uncertain world. This reimagining of work as one of life’s traditional cornerstones has become incredibly important, particularly in the wake of crisis situations such as the coronavirus pandemic, climate change and the war in Ukraine.

This also became apparent across more than 40 sessions at NWX22, where problems and solutions stemming from specific practical issues were passionately debated. And of course, the festival-like character of the NEW WORK Experience – unique for an event of this kind – also came into its own this year, with captivating live performances ranging from star pianist Alexander Krichel to electropop band Hundreds.

NWX22 “AT A GLANCE”



> 13,000

streaming live

Exclusively for XING members



100 speakers

50/50 women and men,
88 national and 12 international



10 stages

14 hours of program with 60 slots



Diverse and new

formats

Keynotes, panels, sessions, creative workshops, innovative talk formats, classical and pop concerts



~ 1,350 participants

incl. partners and sponsors, idea lab, influencers, community podcasters, media representatives, etc.

¹ Not identified as a material topic in the materiality analysis; due to its high strategic relevance for New Work SE, it is included in the CSR roadmap.



NWX stage in the Great Hall of the Elbpilharmonie: Finally, after a two-year break because of the pandemic, there was a chance to meet and talk in person

The NEW WORK Award 2022: recognizing outstanding achievement

This passion and excitement came to a head with the 2022 NEW WORK Awards, which also took place during NWX. It was the ninth time we have presented these coveted prizes for pioneering work, with another selection of interesting and creative projects and ideas recognized in the NEW WORK Gamechanger, NEW WORK Teams, NEW WORK Companies and NEW WORK Pioneers in Public Institutions categories.

A distinguished jury made up of leading figures from research, society and the economy whittled down almost 200 applications – from individuals all the way to major corporations – to create shortlists. The online community then voted for a total of 12 winning teams and projects, including Alnatura, IHK Fulda, the transformation team at Wilich, and “gold activist” Guya Merkle for her Golden Future initiative. According to Petra von Strombeck, all of these projects “impressively demonstrate how corporate culture can be a force for positive change”.



“Work has left the office building because of COVID. The foundation of the relationship between employers and employees needs to be rebuilt.”

Jitske Kramer



“The corporate culture revolution is in full swing. It has been a long time since so much inspiration and expertise about the future of work has been united in one place.”

Petra von Strombeck about NWX22

“The German automotive industry and SMEs can learn a lot about transformation processes in other countries.”

Astrid Maier, Editor-in-Chief of XING

“The strategic decision-making processes of companies today are also informed by environmental protection criteria.”

Ben Hammersley, NWX keynote speaker



GRI content index

This report was prepared **in consideration** of the GRI Standards.¹

Dis-closure	Description	Page references and comments
GRI 1: FOUNDATION¹		
In preparing this GRI Content Index 2022 of New Work SE for the period from January 1, 2022 to December 31, 2022, the principles of reporting according to "GRI 1: Foundation 2021" were considered and applied.		
GRI 2: GENERAL DISCLOSURES 2021²		
The organization and its reporting practices		
2-1	Organizational profile	Company profile → page 3 New Work SE at a glance → page 4 Publishing information → page 58 New Work SE is a European company headquartered in Hamburg, Germany → https://www.new-work.se/de/unternehmen
2-2	Entities included in the organization's sustainability reporting	About this report → page 2 Brands of New Work SE → page 3 Annual report (management report) → page 24 Organizational structure of the Group
2-3	Reporting period, frequency and contact point	About this report → page 2 01/01/2022 to 12/31/2022 (same as financial reporting/annual report → page 24) annual Publication on 03/22/2023 Publishing information → page 58
2-4	Restatements of information	no correction of information in the reporting period
2-5	External assurance	External assurance: Assurance report → page 56
Activities and workers		
2-6	Activities, value chain and other business relationships	Company profile → page 3 Products and Services → page 34 ff. Annual report (management report) → page 25 ff. Annual report (consolidated financial statements) → page 64 f. no significant changes in 2022
2-7	Employees	Employees → page 26 ff. Unavailable information will be gathered in 2023 and the collection methodology will be adjusted accordingly.
2-8	Workers who are not employees	This information is currently unavailable.

Dis-closure	Description	Page references and comments
Governance		
2-9	Governance structure and composition	CSR goals and strategy → page 8 Annual report (Corporate governance statement) → https://www.new-work.se/de/investor-relations/corporate-governance
2-10	Nomination and selection of the highest governance body	Annual report (corporate governance statement) → https://www.new-work.se/de/investor-relations/corporate-governance
2-11	Chair of the highest governance body	Annual report (Management Board and Supervisory Board) Annual report (management report: corporate governance statement) → https://www.new-work.se/de/investor-relations/corporate-governance
2-12	Role of the highest governance body in overseeing the management of impacts	Annual report (Management Board and Supervisory Board) Annual report (management report: corporate governance statement) → https://www.new-work.se/de/investor-relations/corporate-governance
2-13	Delegation of responsibility for managing impacts	CSR goals and strategy → page 8
2-14	Role of the highest governance body in sustainability reporting	CSR goals and strategy → page 8
2-15	Conflicts of interest	CSR goals and strategy → page 8
2-16	Communication of critical concerns	Governance → page 16 ff.
2-17	Collected knowledge of the highest governance body	This information is currently unavailable.
2-18	Evaluation of the performance of the highest governance body	This information is currently unavailable.
2-19	Remuneration policy	This information is currently unavailable.
2-20	Process to determine remuneration	This information is currently unavailable.
2-21	Annual total compensation ratio	This information is currently unavailable.

¹ Application of GRI Standards 2021

² The year stated specifies the year of publication of the GRI Standard.

Dis-closure	Description	Page references and comments
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Message from the CEO → page 6+7
2-23	Policy commitments	CSR goals and strategy → page 8 Governance → page 16 ff. Code of Conduct of New Work SE → page 18
2-24	Embedding policy commitments	This information is currently unavailable.
2-25	Process to remediate negative impacts	CSR goals and strategy: Materiality analysis → page 13 For details see the material topics in the action areas
2-26	Mechanisms for seeking advice and raising concerns	This information is currently unavailable.
2-27	Compliance with laws and regulations	Governance → page 16 ff. No fines and violations for non-compliance with laws/regulations during the reporting period.
2-28	Membership of associations	CSR goals and strategy → page 8
Stakeholder engagement		
2-29	Approach to stakeholder engagement	CSR goals and strategy → page 8 Governance → page 16 ff. Employees, employee satisfaction/ Happiness Index → page 28 Products and Services → page 34 ff. Society, events → page 49 ff.
2-30	Collective bargaining agreements	No disclosure possible. New Work SE is not subject to any collective bargaining agreements.

Dis-closure	Description	Page references and comments
GRI 3: GENERAL DISCLOSURES 2021²		
Disclosures on material topics		
3-1	Process to determine material topics	CSR goals and strategy: Materiality analysis → page 13
3-2	List of material topics	CSR goals and strategy: Materiality analysis → page 13 no changes
3-3	Management of material topics	CSR goals and strategy: Materiality analysis → page 13 For details see the material topics in the action areas
GRI 300: ENVIRONMENTAL TOPICS		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Environment → page 43+44 Data was collected in 2022. No quantitative information is disclosed in this report.
302-2	Energy consumption outside of the organization	Environment → page 43+44 Data was collected in 2022. No quantitative information is disclosed in this report.
302-4	Reduction of energy consumption	Environment → page 43ff.
GRI 305: Emissions 2016		
305-2	Energy indirect (Scope 2) GHG emissions	Environment → page 43+44 Data was collected in 2022. No quantitative information is disclosed in this report.
305-3	Other indirect (Scope 3) GHG emissions	Environment → page 43+44 Data was collected in 2022. No quantitative information is disclosed in this report.
305-5	Reduction of GHG emissions	Environment → page 43 ff. Data was collected in 2022. No quantitative information is disclosed in this report.

² The year stated specifies the year of publication of the GRI Standard.

Dis-closure	Description	Page references and comments
GRI 400: SOCIAL TOPICS		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Employees → page 31
401-3	Parental leave	Employees → page 31
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Employees → page 31 To be disclosed in the 2023 report because the method to collect data changes in 2023
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governing bodies and employees	Employees → page 33
Disclosure of material social issues		
NW-MZ	Employee satisfaction	Employees → page 28 New Work SE's own key figure (Happiness Index)
NW-FA	Proportion of women in management	Employees → page 33 New Work SE's own key figure
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Products and Services → page 34 ff. No substantiated complaints concerning breaches of customer privacy during the reporting period.

External assurance

Independent Practitioner's Report on a Limited Assurance Engagement of a separate non-financial group report

To New Work SE, Hamburg

CONCLUSION

We have performed a limited assurance engagement on the separate non-financial group report (hereinafter the "non-financial group report") of New Work SE, Hamburg, (hereinafter the "Company" or "NWSE") for the purpose of complying with section 315c in conjunction with sections 289c to 289e of the German Commercial Code [HGB] and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework for facilitating sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the delegated acts adopted in this respect for the financial year from 1 January 2022 to 31 December 2022.

Not subject to our limited assurance engagement are the external sources of documentation, expert opinions, informational content marked as "Infobox", visual material (photos, screenshots, etc.) and the Foreword by the Chairwoman of the Board mentioned in the non-financial group report.

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the attached separate non-financial group report for the period from from 1 January 2022 to 31 December 2022 has not been prepared, in all material aspects, in accordance with the relevant German legal and European regulations and the substantiating criteria outlined by the company's legal representatives.

We do not express an audit opinion on the external sources of documentation, expert opinions, informational content marked as "Infobox", visual material (photos, screenshots, etc.) and the Foreword by the Chairwoman of the Board mentioned in the non-financial group report.

BASIS FOR THE CONCLUSION

We have performed our limited assurance engagement in accordance with the draft German auditing standard: Limited assurance engagement on non-financial (group) reports outside the scope of an audit of financial statements (IDW EPS 991 (11.2022), as issued by the Institute of Public Auditors in Germany, Incorporated Association [Institut der Wirtschaftsprüfer in Deutschland e.V. (IDW)] and the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board (IAASB). Our responsibility is further described in the section "Practitioner's Responsibility for the limited assurance engagement related to the separate non-financial group report".

Our audit firm has applied the quality assurance system requirements of the International Standard on Quality Management (ISQM 1) as issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

We have complied with the German professional requirements on independence and other ethical requirements.

EMPHASIS OF MATTER – PRINCIPLES FOR THE PREPARATION OF THE NON-FINANCIAL GROUP REPORT

Without modifying our conclusion, we draw attention to the explanations in the non-financial group report, in which the principles for the preparation of the non-financial group report are described. The non-financial group report was prepared by the company to meet the requirements of section 315c in

conjunction with sections 289c to 289e of the German Commercial Code (HGB) and Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the delegated acts adopted in this respect. Consequently, the non-financial group report is not suitable for other purposes.

RESPONSIBILITY OF THE LEGAL REPRESENTATIVES AND THE SUPERVISORY BOARD FOR THE NON-FINANCIAL GROUP REPORT

The legal representatives are responsible for the preparation of the non-financial group report in accordance with the relevant German legal and European regulations and with the specific criteria outlined by the legal representatives, as well as for such internal control as the legal representatives determine it necessary to enable the preparation of a non-financial group report that is free from material misstatement, whether due to fraud or error (e.g. manipulation of the non-financial group report).

This responsibility includes the selection and application of appropriate methods to prepare the non-financial group report as well as making assumptions and estimates about individual non-financial disclosures that are reasonable under the circumstances.

The relevant regulations contain phrases and terms that are subject to considerable uncertainties of interpretation and for which authoritative comprehensive interpretations have not been published yet. Accordingly, the legal representatives have provided their interpretations of such phrases and terms in the section on the EU Taxonomy Regulation of the non-financial group report. The legal representatives are responsible for the reasonableness of these interpretations. As such phrases and terms may be interpreted differently by regulators or courts, the legality of such interpretations is uncertain.

The supervisory board is responsible for overseeing the process of preparing the non-financial group report.

PRACTITIONER’S RESPONSIBILITY FOR THE LIMITED ASSURANCE ENGAGEMENT RELATED TO THE NON-FINANCIAL GROUP REPORT

Our objective is to express a conclusion with limited assurance, based on our limited assurance engagement performed, as to whether any matters have come to our attention that cause us to believe that the non-financial group report has not been prepared, in all material respects, in accordance with the relevant German legal and European regulations as well as the substantiating criteria outlined by the legal representatives of the company.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a significantly lower level of assurance is obtained. The selection of the assurance procedures is at the practitioner’s discretion.

In the course of our limited assurance engagement, we performed the following assurance procedures and other activities, among others:

- Gaining an understanding of the structure of the Group’s sustainability organization and of stakeholder engagement,
- Interviews of personnel responsible for the materiality analysis to gain an understanding of NWSE’s approach to identifying material issues and corresponding reporting boundaries,
- Interviews of personnel involved in the preparation of the non-financial group report about the preparation process, internal controls relevant to that process and the disclosures in the non-financial group report,
- Identifying and assessing the risk of material misstatement of the non-financial group report,
- Performing analytical procedures on selected disclosures in the non-financial group report,

- Reconciliation of selected disclosures with the corresponding disclosures in the financial statements and the management report,
- Evaluation of future-oriented disclosures. There is a significant unavoidable risk that future events will differ materially from the future-oriented statements,
- Evaluation of the processes of identifying taxonomy-relevant economic activities and the corresponding disclosures in the separate non-financial group report.

As set out in the description of the legal representatives’ responsibilities, the legal representatives have interpreted the wording and terms contained in the relevant regulations; the legality of these interpretations is subject to the inherent uncertainties mentioned in this description.

RESTRICTION ON USE AND DISTRIBUTION OF OUR REPORT

We draw attention to the fact that the limited assurance engagement was carried out for the purposes of the Company and that the report is only intended to inform the Company of the result of the limited assurance engagement. Consequently, it is not suitable for any other purpose than the aforementioned. Thus, the report is not intended for third parties to make (financial) decisions based on it. Our responsibility is to the company alone. We do not accept any responsibility to third parties. Our conclusion is not modified in this respect.

GENERAL TERMS OF ENGAGEMENT

The General Engagement Terms for Certified Auditors and Audit Firms as of 1 January 2017 → <https://www.mazars.de/Home/Services/Audit-Assurance/Auftragsbedingungen> as well as our Special Engagement Terms for audits and audit-related services of Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft [Besondere Auftragsbedingungen für Prüfungen und prüfungsnahе Leistungen der Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft] as of 1 June 2019 shall apply during our limited assurance engagement. Clause 9 of the General Engagement

Terms regulates the liability of our profession and contains a limitation of liability with respect to third parties. We shall not assume any responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the third party or such exclusion of liability would be ineffective.

We expressly point out that we do not update the report with regard to events or circumstances occurring after it was issued, unless there is a legal obligation to do so. Whoever takes note of the result of our work summarised in the above report must decide on his own responsibility whether and in what form he considers this result useful for his own purposes and extends, verifies or updates it by his own investigative actions.

Hamburg, 22 March 2023

Mazars GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

Philipp Killius Partner	Corinna Kaufhold Wirtschaftsprüferin [German Public Auditor]
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CONE – The Content Network

Our social media channels

<https://nwx.new-work.se/>
(New Work Experience)

Twitter: NEW_WORK_SE_IR
(Information and news related to the capital markets)

Twitter: NewWork_SE
(Topics and news related to the Company in general)



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