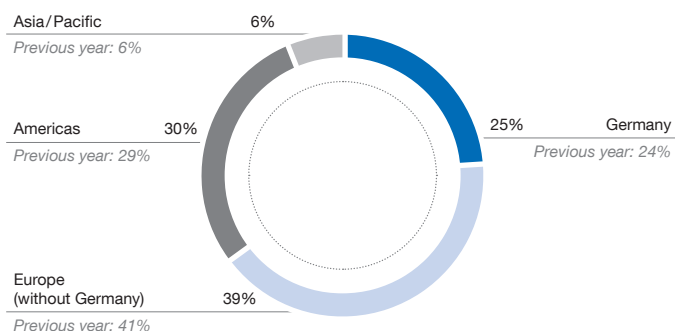


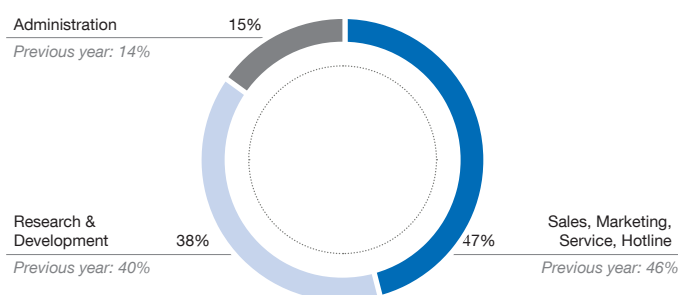
## Employees by region



On average, the Nemetschek Group employed 3,008 people worldwide in 2020, an increase of 8.7% compared with the previous year (2,767). The average number of employees in research and development was 1,158 (previous year: 1,103), or 38.5% of the total workforce (previous year: 39.9%)

The average number of employees in sales, marketing and hotline came to 1,403 (previous year: 1,280). In addition, 446 employees (previous year: 383) worked in administration (including 12 trainees after 15 in the previous year). Trainees are primarily employed in the commercial departments as well as in the IT and development departments.

## Employees by function



Personnel expenses increased by 11.5% to EUR 267.1 million in 2020 (previous year: EUR 239.4 million), resulting in a personnel expense ratio (personnel expenses/revenue) of 44.7% (previous year: 43.0%).

## 3.4 Results of Operations, Financial Position and Net Assets of Nemetschek SE

The following information refers to Nemetschek SE as the parent company of the Nemetschek Group. The information is based on the German Commercial Code (HGB) on accounting for large corporations and the German Stock Corporation Act (AktG). The result of Nemetschek SE is dependent on the earnings of subsidiaries held directly and indirectly. The separate non-financial consolidated report (non-financial declaration) is combined with the non-financial declaration of the parent company [<< 2. Non-Financial Declaration >>](#).

### Revenue development and earnings situation

Nemetschek SE's revenues of EUR 7.2 million in the 2020 financial year (previous year: EUR 6.3 million) resulted primarily from income from licensing the umbrella brand "A Nemetschek Company."

At EUR 2.5 million, other operating income remained almost at the previous year's level of EUR 2.7 million. In the past financial year, this item included income of EUR 1.2 million (previous year EUR 0.5 million) from rebilling to subsidiaries. Operating expenses of EUR 17.7 million (previous year: EUR 15.8 million) include personnel expenses, consulting costs and other operating expenses.

Income from interests of EUR 60.3 million (previous year: EUR 128.6 million) includes EUR 60.3 million in dividends from subsidiaries. The previous year included extraordinary dividends from subsidiaries to finance the Red Giant acquisition. Also, the gain on sale of the interest in Docuware GmbH of EUR 33.3 million was included in 2019. Income from profit transfer agreements in the amount of EUR 29.4 million (previous year: EUR 40.0 million) came as a result of profit transfers from Allplan GmbH, Frilo Software GmbH and Nevaris Bausoftware GmbH. In 2019 the profit transfer of Maxon Computer GmbH about EUR 10.2 million was included. Net income for the year amounted to EUR 74.0 million (previous year: EUR 150.6 million).

### Net assets

Nemetschek SE's balance sheet is mainly characterized by financial assets amounting to EUR 612.6 million (previous year: EUR 586.9 million). Affiliates accounted for by far the largest share at EUR 568.1 million (previous year: EUR 568.1 million). Loans to affiliates increased to EUR 44.4 million (previous year: EUR 18.8 million). In the financial year, loans amounting to EUR 2.8 million were repaid and two new long-term loans of EUR 28.4 million were granted to Group companies.

With regard to current assets, trade receivables from affiliates and profit and loss transfer agreements amounted to EUR 47.1 million as of the balance sheet date (previous year: EUR 40.4 million).

Cash and cash equivalents amounted to EUR 8.5 million at the end of 2020 (previous year's reporting date: EUR 17.0 million).

The liabilities side of the company's balance sheet is dominated by liabilities to banks. As a result of scheduled repayments, these fell to EUR 129.5 million (previous year: EUR 185.8 million). Equity increased by EUR 41.7 million to EUR 430.9 million. Net income for 2020 of EUR 74.0 million was offset by the dividend payment for the 2019 financial year (EUR 32.3 million). The equity ratio of Nemetschek SE was 64.2% as of the balance sheet date (previous year: 60.2%).

Provisions dropped by EUR 5.2 million to EUR 5.0 million, primarily due to lower tax provisions.

Liabilities to affiliates resulted mainly from cash pooling (EUR 70.1 million, previous year: EUR 56.6 million) and short-term intercompany loans (EUR 32.0 million).

In the 2020 financial year, control agreements and profit and loss transfer agreements existed with the following subsidiaries: Allplan GmbH, Frito Software GmbH and Nevaris Bausoftware GmbH. There were also profit and loss transfer agreements and control agreements between Allplan GmbH and Allplan Deutschland GmbH.

### Financial position

Nemetschek SE's financing activities mainly comprised redemption payments of EUR 56.3 million (previous year: EUR 72.5 million) and the dividend payment of EUR 32.3 million (previous year: EUR 31.2 million). In July 2020, Nemetschek SE increased its financial scope through additional bilateral credit lines in the amount of EUR 200 million. These credit lines were granted with a term of two years.

Interest payments of EUR 1.1 million were made on loans taken out and credit lines in the 2020 financial year.

Within the scope of its internal financing activities, the company received funds primarily from cash pooling transactions, intercompany loans and dividends from selected subsidiaries.

### Nemetschek SE employees

On average, Nemetschek SE had 51 employees in 2020 (previous year: 47).

### Outlook for Nemetschek SE

The future development of Nemetschek SE with its significant opportunities and risks is strongly influenced by the forecasts of the Nemetschek Group set out in the Opportunity and Risk Report. Based on the Group's planning, Nemetschek SE also expects an increase in net investment income in the 2021 financial year. Accordingly, Nemetschek SE is assuming that earnings will continue to develop positively and that the annual result for the 2021 financial year will exceed that of the past financial year. The company plans to continue to distribute around 25% of the Group's operating cash flow to its shareholders in the future. The dividend policy always takes into account the overall economic development and the economic and financial situation of the company.