

IU GROUP

ESG REPORT

2022

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CONTACTS

OUR VISION

EVERYBODY CAN ACCESS

EDUCATION TO GROW

Contributing to society is at the heart of what we do



**SVEN SCHÜTT,
CEO OF IU GROUP**

“Our core mission and vision is to contribute to society by democratising access to education through personalised pathways to learning and growth”

Education is the key to leading a more fulfilling and successful life, no matter who you are or where you live. Education and innovation are also the most important ingredients in addressing the greatest challenges of our times – climate change, social

injustice, democratisation, and conflict resolution. We at IU Group have made it our mission to democratise access to education and to empower people through highly personalised learning pathways that maximise individual outcomes.

In today's world, access to education is very unequal. In Africa, for example, only 10% of the population have the opportunity to study at a university. At the same time, an educated workforce is more important for the global economy than ever before. According to research, it's critical to close the skills gap: unless 50% of the global workforce upskilling by 2025, an estimated half of all potential innovations will never get off the ground.

Educators are failing to meet these challenges. Many are elitist and don't look beyond secondary-school graduates to tap into the huge potential of non-traditional students. They also fail to focus on future skills and employability. And given the fragmented nature of the global education ecosystem, most educators lack the ability to leverage technology in order to connect with each other and with students to address these challenges.



At the IU Group, we strongly believe that everyone should have the opportunity to grow throughout their individual learning journey. We believe that technology should be leveraged to provide students with the fastest and easiest way to learn. We want everyone to have an equal opportunity to succeed – regardless of their personal, professional or financial situation, and regardless of their nationality or background.

We are driven by this vision, and we contribute to its achievement by meeting the needs of underserved groups and delivering the most affordable and high-quality education possible.

We've already been very successful in it. IU Group provides a university-level education to five times more students from non-traditional backgrounds than a traditional university. 70% of our students come from non-academic households, in comparison to less than 50% of students from traditional universities. One key factor in providing this level of access is our approach of delivering higher education to students who live outside of metropolitan centres. Additionally, we are the first university to partner with an A-level provider to enable students to gain qualifications to access a traditional university if they choose to transfer.

Our educational platform is key in achieving this, enabling us to deliver scalable, high-quality education at the lowest possible marginal cost. One great example of our ability to do this at scale can be seen in the Study Access Alliance initiative, which provides 100 000 scholarships across Africa by working closely with our non-profit partners.

We contribute to closing the widening skills gap by offering the largest portfolio of future skills degrees in the world, with more than 200 degrees to choose from. Moreover, we have also developed a vast corporate network, with over 10 000 partners who we help connect to young talent. On top of all this, we are the largest educator proving tech degrees in Europe, with over 10 000 starters last year alone.

As a leading provider of education services, all our internal systems and processes run in accordance with the most ambitious sustainability standards.

We are the first climate-neutral distance learning university in the world, and we were one of Germany's first climate-neutral providers of higher education overall. We have maintained low carbon intensity for

several years running, despite an exponential growth of revenues and student numbers.

Our team is just as diverse as the world around us, and we actively promote diversity as a necessary component of creativity and innovation. We consistently strive to be an employer of choice by developing a comfortable and inclusive working culture and by creating conditions that help all our colleagues to grow and develop. Our core mission and vision is to contribute to society by democratising access to education through personalised pathways to learning and growth. As part of this, we ensure that environmental, social and governance (ESG) principles are at the heart of our purpose and activities. Therefore, IU Group is actively enhancing our management and reporting system for sustainability and ESG. We do this by constantly developing and reviewing our internal regulations to ensure that no important topics are left uncovered. This report is a part of our work to become more transparent and open to all our stakeholders. We hope that it will give you a snapshot of where we stand on this journey.

EVERYBODY

We are inclusive and non-elitist
for global talents

ACCESS

Our offering is accessible
and affordable

EDUCATION

Our offer ranges from higher education
to nano degrees

GROW

We drive individual progress through
high-quality, career-oriented education

ABOUT THE IU GROUP



ABOUT THE IU GROUP

IU Group offers a vertically integrated educational platform with the largest portfolio of bachelor's and master's degree programmes in Europe.

Being Germany's largest private university group and Europe's fastest growing provider of higher education, we deliver high-quality study programmes, leveraging technology and innovation to meet the rapidly changing demands and needs of the labour market as well as of students. IU International University of Applied

Sciences (IU), the institution of higher education managed by IU Group, offers more than 200 certified courses, available in German or English. Students can shape their studies in their own way with the help of a digitally supported learning environment that features various study models, such as Dual Studies, Distance

117 295



students

4 152



graduates of bachelor's, master's, and MBA programmes during 2022

>200

certified learning courses in German in English

30

master's and bachelor's degree programmes in English

39



study locations and offices in Germany

>150

master's and bachelor's programmes offered

* All numbers as at the end of 2022 unless stated otherwise

Learning and myStudies which combines online and on-campus studies. In addition, we facilitate continuing education and promote the idea of lifelong learning. In alignment with our mission, we aim to provide access to personalised education to as many people worldwide as possible.

IU was established in 1998 and is now represented in over 30 German cities. We cooperate with over 15 000 companies and actively support them in employee development. Our partners include Deutsche Bahn, Motel One, Telekom, Vodafone and VW Financial Services.

OUR HISTORY



The foundation

of IU as the International University of Applied Sciences Bad Honnef (IUBH)

Admission to the “Leading Hotel Schools of the World” network

IUBH becomes the first and only German university to be accepted into the “Leading Hotel Schools of the World” network. The exclusive association Hotel Schools of Distinction emerged from this network in 2014.

Geographic expansion, institutional accreditation

Bad Reichenhall is opened as a new branch of the IUBH. IUBH unconditionally receives the longest possible accreditation of 10 years from the German Council of Science and Humanities. Innovation Minister of the state of North Rhine-Westphalia, Germany, Prof. Andreas Pinkwart congratulates the institution on this achievement.

Launch of distance learning courses

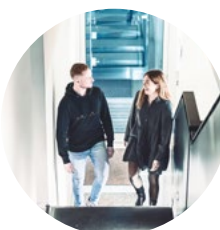
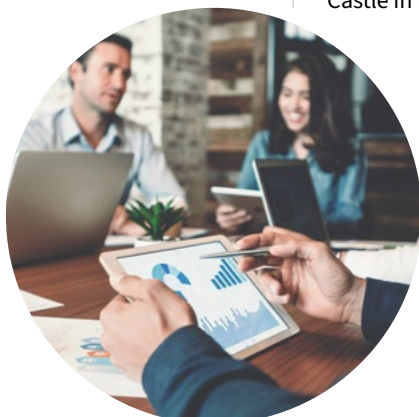
IUBH launches its first distance learning programme. The institution is renamed the International University of Applied Sciences Bad Honnef – Bonn.



1998 → 2000 → 2003 → 2004 → 2009 → 2010 → 2011 → 2012 →

Launch of the first learning programmes

at the Feuerschlösschen Castle in Bad Honnef



Presented with a Hospitality Studies concept award

IUBH becomes the first German university to be awarded the hotel industry’s Oscar, the Hotelier of the Year Award, for its outstanding study concept.

Further recognition

IUBH becomes a member of the German University Rector Conference (Hochschulrektorenkonferenz). The United Nations World Tourism Organization awards the UNWTO Tedqual certificate to IUBH’s tourism programme.

New locations and sustainability

Düsseldorf and Munich become the first dual-campus locations to be opened besides Erfurt. IUBH commits to the principles of sustainability by joining the United Nations Global Compact.

UN PRME signatory member

IUBH becomes a signatory member of the International Academic Network of the [UN PRME Network](#), an initiative for responsible and sustainable academic management education.



Online exams

IUBH launches its first online degree programme and becomes the first provider of higher education worldwide to launch online exams.

New locations and accreditation

IUBH launches a part-time study format at Düsseldorf and Munich for the Business Administration and Social Work study programmes. IUBH becomes system accredited. Over 15 000 students are enrolled in 80 degree programmes. More than 500 permanent professors, lecturers, and employees work for IUBH in research, lecturing, consulting, and administration.

Evolving to fulfil our mission

This year sees the commercial launch of the new, innovative MyStudium offer for school graduates, as well as IU Academy as a new upskilling programme for corporate partners. IUBH is renamed IU International University of Applied Sciences to emphasise its international profile.



2013

2014

2016

2017

2018

2020

2021

2022

Top rankings and premium seal

IUBH achieves excellent results in the [CHE university ranking](#). In terms of business administration, IUBH positions itself as Germany's best private university of applied sciences, with the most rankings in the top group. IUBH's five study programmes in the fields of hotel management, tourism and event management receive the premium seal of the [FIBAA](#). This qualifies IUBH as one of the leading universities in Germany, with five or more premium seals.

IUBH receives the **Innovation and Excellence Award 2017** for innovative study programmes.

Climate neutrality

IUBH receives its first PAS 2060 climate neutrality certification and becomes one of the world's first climate-neutral providers of higher education. A total of 36 000 students are enrolled, representing 110 countries and spread across 80 different study programmes. Twenty-nine new study programmes are launched and 8 new locations are opened. IUBH becomes the first provider of higher education to launch an online architecture study programme.



Scale and quality

The IU student body reaches 100 000. IU is the largest provider of higher education in Europe and the largest university of applied sciences in Germany by the number of students. IU receives the Very Good Provider Award and is included in the list of top distance-learning providers. IU is ranked number 1 among the most popular universities on [StudyCheck](#) thanks to its Dual Studies programme. The university achieved this while maintaining a recommendation rating of 96%.

OUR APPROACH





OUR APPROACH TO SUSTAINABILITY

Sustainability is among the core values of IU Group and IU International University of Applied Sciences.

As a member of the UN Global Compact and UNGC's higher education initiative, IU International University of Applied Sciences is committed to the highest standards of sustainability to benefit all its stakeholders. The key principles behind these two initiatives define our sustainability approach.

Given the nature of IU Group's work, its social aspect plays a key role in our sustainability profile. We have identified three key areas of social impact, as defined by the relevant stakeholders:

- Our students
- Our employees
- Our communities

Apart from that, two further areas of ESG are relevant for IU Group just as for any other organisation:

- Our environmental footprint
- Our corporate governance

We have structured our ESG Report in accordance with this approach.

BUILDING A MORE PEACEFUL AND PROSPEROUS FUTURE WITH THE UN SDGs

SUSTAINABLE DEVELOPMENT GOALS

The UN sustainable development goals provide a series of benchmarks and targets for the future growth and development of humanity. As part of the 2030 Agenda for Sustainable Development, the goals act as a blueprint for creating a future that is peaceful and prosperous for all people, all over the world. The 17 SDGs seek to address a wide range of challenges that we face today – from tackling poverty, hunger, and inequality, to addressing climate change and building worldwide partnerships. Equal access to a high-quality education is a key pillar of the agenda and is

related to several of the SDGs. To this end, IU Group operates within the framework of the sustainable development goals to help bring about the UN's shared vision for a better world. The challenges addressed by the SDGs are interconnected, and to achieve the greatest impact on sustainability and future prosperity it is important to work in many directions at once within the framework. With that in mind, IU Group has identified seven of the SDGs to particularly focus on – these are areas that align closely with our core activities and are where we can have the most impact through our work.



Making real progress on the SDGs takes more than a committed vision and philosophy. It requires a professional approach, with our vision and ideals being matched by practical activities and projects, through achieving sustainable certification at the highest levels, and more.



Goal 1:

No poverty

End poverty in all its forms everywhere

See case studies
on pp. 19, 37



Goal 4:

Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

See case studies
on pp. 19, 20, 30, 31.



Goal 5:

Gender equality

Achieve gender equality and empower all women and girls

See case studies
on pp. 19, 20.



Goal 6:

Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all

See case studies
on p. 37



Goal 7:

Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

See case studies
on pp. 36, 37



Goal 8:

Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

See case studies
on pp. 19, 25.



Goal 9:

Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

See case studies
on p. 19.



Goal 10:

Reduced inequalities

Reduce inequality within and among countries

See case studies
on pp. 19, 24, 26, 30, 31, 33.



Goal 11:

Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient, and sustainable

See case studies
on pp. 29, 30



Goal 13:

Climate action

Take urgent action to combat climate change and its impacts

See case studies
on pp. 36, 37.



Goal 16:

Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all level

See case studies
on pp. 47, 48



Goal 17:

Partnerships for the Goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development

See case studies
on pp. 19, 32.



IU International University of Applied Sciences is part of the **United Nations Global Compact**, the world's largest corporate sustainability initiative, as well as a member of the **Global Compact Network Germany**.

It is committed to the 10 principles of the UN Global Compact, which are derived from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

HUMAN RIGHTS

Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2 make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3 Businesses should uphold the freedom of association and the effective recognition of right to collective bargaining;
Principle 4 the elimination of all forms of forced and compulsory labour;
Principle 5 the effective abolition of child labour; and
Principle 6 the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

Principle 7 Businesses should support a precautionary approach to environmental challenges;
Principle 8 undertake initiatives to promote greater environmental responsibility; and
Principle 9 encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.



IU International University of Applied Sciences is a member of **PRME**, an initiative of the **UN Global Compact** that unites institutions of higher education. **PRME** works to promote the listed below principles in the education sector worldwide.

PURPOSE

We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.

VALUES

We will incorporate into our academic activities, curricula, and organisational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.

DIALOGUE

We will facilitate and support dialogue and debate among educators, students, business, government, consumers, media, civil society organisations, and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

METHOD

We will create educational frameworks, materials, processes, and environments that enable effective learning experiences for responsible leadership.

RESEARCH

We will engage in conceptual and empirical research that advances our understanding of the role, dynamics, and impact of corporations in the creation of sustainable social, environmental, and economic value.

PARTNERSHIP

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities, and to explore jointly effective approaches to meeting these challenges.

A photograph of two men in a professional setting. One man, wearing a red and black plaid shirt and glasses, is seated and smiling while looking at a laptop. The other man, wearing a light blue button-down shirt, is standing and leaning over the laptop, pointing at the screen. The photo is framed with a white border that has a tab-like shape on the left side. In the background, a bookshelf with books is visible.

STUDENTS

Enabling worldwide access to education



**HOLGER SOMMERFELDT,
RECTOR, IU INTERNATIONAL UNIVERSITY
OF APPLIED SCIENCES**

“We are increasingly becoming global in terms of our student audience and in the way we operate. Our team, our mindset, and our way of thinking reflect the dynamic modern world”

The German education system is characterised by public universities that offer free-of-charge education, and IU International University of Applied Sciences (IU), with its online and dual offerings, operates in a very specific niche within this system. Our

mission is to provide everyone with the appropriate skillset, flexible access to education, and opportunities for additional learning and re-education, while also maintaining professional activities. We are proud that tens of thousands of students in German-speaking countries choose us and recommend us to their friends every year.

Besides that, we are increasingly becoming global in terms of our student audience and in the way we operate. Our team, our mindset, and our thinking reflect the dynamic modern world. To achieve our vision of ‘Everybody can access education to grow’, we focus on providing opportunities to qualified members of groups and communities that otherwise would encounter barriers to a university education. One of our priorities is students from low-income countries. In 2022, we granted scholarships to 4 957 students from such countries, up from 3 075 in the previous year. The portion of these students with respect to our total student intake grew from 6.4% to 8.2% in the same year. On top of that, we offer scholarships to people with disabilities, as well as to single parents.



186

countries
our students
come from

€ 46.4 million

total value of scholarships
to students from low-income
countries (2022)

535%

growth of the IU student
number between 2018
and 2022

5 times

more new students without
A levels compared to the average
among German universities

70%

of students are
from non-academic
households

4 957

scholarships to students
from low-income
countries (2022)

Of equal importance to us is helping female professionals enter industries where they have traditionally been underrepresented. This is why we run projects aimed at women studying IT and tech, including a special ‘women in tech’ scholarship programme. We do everything to maintain an open and fair dialogue with our students at all stages of our joint journey – from application to graduation – ensuring

advice and coaching whenever needed and to whomever needs it. Our studies match student lifestyles and commitments, allowing every student to set their own pace and schedule. Studies and interaction with peers from all around the globe provide students with plenty of opportunities to network on a world-wide scale. That’s why in addition to teaching professional expertise and practical skills,

we focus on training social and intercultural competencies. We do our best to provide an energising jumpstart for impressive international careers as well as to be a facilitator of a global mindset. 94% of IU graduates are employed within 6 months after graduation. Those already working during their study time see on average a 20% salary increase after graduation.

And it comes back full circle – 95% of students would recommend IU to others. Despite the not always favourable macroeconomic situation, we are currently in a period of rapid growth: since November 2022, IU has had more than 100 000 students. It is an exciting opportunity to help so many people achieve more – and it is a great responsibility which we appreciate and aim everyday to live up to.

STUDY ACCESS ALLIANCE



The Study Access Alliance is a scholarship provider for students in African countries who are financially unable to fund their university education. Since only ~9% of the university-aged population in Sub-Saharan Africa is enrolled in higher education (around 4 times less than the world average), the aim of the Study Access Alliance is to empower the young people of Africa with skills for the future, through education – including high-quality online bachelor's and master's degrees in a variety of study programmes.

Initiated by the IU Group in 2022, the Study Access Alliance is a non-profit company partnering with local organisations, NGOs, businesses, universities, education groups and governments in African countries and beyond that already provide education opportunities to students in need. By ensuring accessibility and closing the gap in university education and employability for socially and economically disadvantaged students, the initiative reduces inequalities, solves pressing needs for digital and soft skills, and provides other essential competencies, thereby contributing to the overall sustainable development of low-income countries of the African continent.



“It is fundamental to us at IU Group that all people have access to education and growth, which is why we are proud to partner with the Study Access Alliance.”

Sven Schütt,
CEO of IU Group



FOUNDERS@IU

The Founders@IU initiative, launched in January 2022, is aimed at creating a contact and communication point for all members of the IU International University of Applied Sciences community – first of all, students and alumni – who are interested in entrepreneurship. As part of the initiative, during 2022 IU organised four events with over 200 participants, published a newsletter, interviewed founders, as well as set up a web-based SharePoint collaborative platform. All this facilitated information exchange and experience-sharing between participants of the initiative.

The goal of Founders@IU is to generate impulses and inspiration for the development and founding of start-ups, as well as to foster ideas for a better future, linking social, environmental and economic issues and trends, to strengthen the entrepreneurial and intrapreneurial mindset and motivation for social entrepreneurship and networking.

[More information](#)

WOMEN IN TECH



Women in Tech is an initiative at the IU International University of Applied Sciences (IU) to attract more girls and women to the IT industry. It is led by Chancellor Prof. Dr. Alexandra Wuttig and Public Affairs Officer Lena Sälzle.

Where women are not present, they are not considered. With the help of the Women in Tech initiative, IU wants to create low-threshold offers to enlighten and break down stereotypes. We see it as part of our mission to make female IT professionals visible, to promote role models and thereby to motivate more women to join STEM jobs and studies. Below are a few examples of projects realised as a part of Women in Tech.

STEM EDUCATION: WHAT YOUNG WOMEN THINK ABOUT IT – A STUDY BY IU

IU has conducted a short study with the aim to ascertain the level of interest of female students in STEM subjects and training. Another aim was to identify the factors discouraging girls from pursuing a STEM education or, to the contrary, motivating them to choose STEM as their field of study or career.

The study showed that 70% of female students have a personal interest in STEM subjects (mathematics, computer science, natural sciences, technology). However, more than 40% of the young women and girls feel overwhelmed by these topics or find the STEM field too difficult. Only a few of the respondents have female friends or female relatives who work in STEM professions. More than a third do not know anyone who is professionally involved in STEM.

For the short study, IU surveyed a total of 777 female students. The short study will be followed by a more comprehensive research project.

“Women are less likely than men to choose STEM fields of study or training. To do something about this, we have to start early in school – for example, through gender-sensitive teaching

that addresses girls and boys equally. Above all, there is an urgent need for more female role models from the STEM sector to encourage young women. Because role models in the immediate environment, such as teachers and family members, but also from the business world, have a great influence on later study and career choices,” says Alexandra Wuttig, Chancellor of IU International University of Applied Sciences (IU).

The white paper on the study is available at: [STEM education. What young women think about it | IU News](#).

YES, SHE CAN – GIRLS IN IT

In October and November 2022, IU held a series of events for female students from the 10th grade upwards, familiarising them with various aspects of the IT industry. The events were conducted by IU’s female tech & IT professors and gave the girls an opportunity to experience IT in a very practical way, including coding and modelling. The message was clear and unambiguous: women and girls must be encouraged to actively shape the future of IT.

There will be a follow-up event in December that is not exclusively aimed at school students.



FRIDA

At the beginning of December 2022, IU launched the FRIDA project, presenting video portraits of 21 women working in IT. The project aims to provide authentic insights into the professional digital world, present women and their careers and show how colourful and diverse the digital industry is. It was implemented in cooperation with #SheTransformsIT.

Further projects as part of the Women in Tech initiative are planned for 2023.

[More information](#)



EMPLOYEES

A culture of everyone, by everyone



**TIM KALTENBORN,
HEAD OF HR AT IU GROUP**

“Diversity promotes innovation, and it is innovation and creative solutions that are at the heart of IU”

Our mission is to help people grow, and this applies to our employees as much as to our students. IU strives to be a place where everyone can realise their potential, developing skills and knowledge while working in an innovative educational environment which improves the lives of people. We hire highly-skilled professionals from different areas to create a unique

range of expertise and backgrounds which drives our progress. We encourage a friendly and results-oriented culture that is open to new ideas, change and development. At IU Group and IU International University of Applied Sciences (IU), we respect everyone regardless of their background, ethnic or national origin, health conditions, sexual orientation, gender identity or attitude towards religion. We do our best to create comfortable conditions for all our colleagues, taking their individual needs into consideration, while ensuring a competitive and transparent compensation system that is in line with good market practices.

Our employees have access to a wide range of training and learning opportunities. This includes discounts to access IU study programmes that help them in their professional growth.

More importantly, we live in a ‘culture of everyone, by everyone’. This is the only way we can create a working and learning environment in which everyone feels comfortable, and it is how we can contribute to their strengths and further development. Diversity promotes innovation, and it is innovation and creative solutions that are at the heart of IU.



3 322

average staff count
(2022)

2 138

full-time employees
(average, 2022)

66.8

average hours spent
on training per
employee (2022)

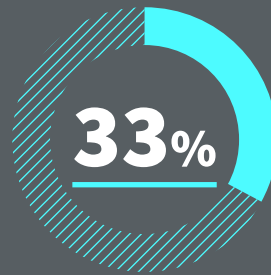
82

nationalities
represented among
employees

**STAFF TRAINING
IN 2022:
PERCENTAGE
OF EMPLOYEES
WHO RECEIVED
THE RESPECTIVE
TRAINING**



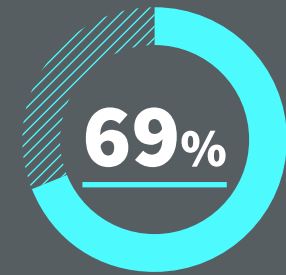
received **skills-based training** to advance core job responsibilities



received **cross-job functions** beyond regular responsibilities



received training on **life skills for personal development**



received specialised training on **labour or human rights**

DIVERSITY DAY AT IU GROUP

On May 31st, the Diversity Day is celebrated across Germany. It was initiated by the Charta der Vielfalt (Charter of Diversity) to combat prejudices and exclusion in the work environment. At IU Group, we have been one of the signatories since 2019 and have thus officially committed to measures for respectful inclusion – regardless of gender, nationality, ethnic origin, religion, ideology, age, disability or sexual orientation.

We are also one of the founding members of the Employers for Equality program, aiming to raise awareness and educate employees, managers and stakeholders on gender equality and diversity.

To celebrate this day in 2022, IU Group held several online and offline events for its team. Whether from their private desk, physically in the offic-

es, or on campuses with IU students, employees were invited to dive deeper into this important topic, to meet new colleagues, and to exchange ideas with them. IU Group held, amongst other events, a webinar-style learning lunch about diversity, as well as hosted a photo challenge and an online quiz. The employees were also invited to attend diversity and inclusion learning cours-



es available on the corporate learning portal.

We are committed to equal opportunity, because education without borders is what we strive to

achieve. The idea of diversity shapes our work and study culture. Everyone is welcome and should feel safe, valued, and included.



„Diversity is anchored in the DNA of IU Group, firmly integrated into our vision and embodied daily.”

Nicola Schmidt-Geheb,
Equal Opportunities Officer



“We consider diversity as enrichment and are convinced that sustainable growth can be achieved only through different perspectives and potentials.”

Tim Kaltenborn,
Director, People, Organization
& Culture at IU Group

PEOPLE DEVELOPMENT AT IU GROUP



As a provider of higher educational knowledge for our customers, we also want to inspire our employees to help inspire our students. People Development is an integral part of the entire employee journey at IU Group. We build and maximise strength for possible career progression through learning & development and leadership development programmes. Alongside that, IU Group identifies and fosters talent, ensures success, and boosts potential through talent management and performance management.

OUR APPROACH TO PEOPLE DEVELOPMENT IS BASED ON FOUR PILLARS:

- 1.** Formal learning provided via IU Group's corporate learning management system (IU Learning Hub and IU Manager Learning Hub).
- 2.** Open informal learning formats: this includes regular events like "learning lunches" and "deep dives" provided by our own staff for inhouse upskilling, as well as community internships for social and peer learning.
- 3.** Non-linear group-wide knowledge management: an established corporate network (mainly intranet-based) with information about the organisation, processes, contact persons, etc.
- 4.** Role- or target group-specific offers such as the leadership induction programme, leadership space (a one-stop-shop for leadership information, communication, and knowledge sharing), or development tracks for certain roles at IU Group.



As of today, the IU Learning Hub contains 650+ courses for about 3 300 employees, including apprentices, trainees, and fixed-term employees. Additionally, the IU Manager Learning Hub has 80+ courses (like Product Management, Sales, Product Marketing, various languages, Tools & Applications etc.) for about 570 managers today.

Over 3 100 employees out of about 3 300 registered employees regularly use the IU (Manager) Learning Hub. Each IU Group and IU International University of Applied Sciences employee spent on average more than 8 days in formal

training in 2021 – this was provided almost entirely through IU (Manager) Learning Hub – and about 2 500 employees were trained from our learning platform in 2021. More than 180 courses have received a top rating of 5 stars (out of 5), and the average rating of all courses is 4.57 stars. There have been over 71 000 course enrolments in 12 months, demonstrating a profound learning culture at IU.

Our passion and efforts also convinced the expert jury of the eLearning Journal, leading to an eLearning Award 2022 in the University category.



IU RECEIVES AWARD FOR EQUAL OPPORTUNITIES AND DIVERSITY



In 2022, International University of Applied Sciences (IU) was awarded the **TOTAL E-QUALITY** award for our extraordinary commitment to equal opportunities and our diversity-oriented personnel and organisational policies, procedures, and processes. IU underpins its socio-political commitment by, among other things, being a signatory of the Diversity Charter (Charta der Vielfalt) since 2019. A clear zero-tolerance policy promotes appreciative, prejudice-free behaviour within the organisation and acts against any form of abuse of power, discrimination, harassment, or violence.

The award also recognises numerous measures and offers made by IU to promote and treat its learners and employees equally – from reducing possible bias in the recruitment and integration process of new employees to flexible working conditions (such as mobile work, working from abroad, sabbatical), and training for mental and physical health.

With initiatives such as Women in Tech and the Study Access Alliance, as well as reduced access barriers through studying without A-levels and without numerus clausus or entrance exams, IU is opening access to education to more people and making a significant contribution to educational equity.



COMMUNITIES

Social responsibility as a priority



**ALEX ČAIČICS,
HEAD OF SUSTAINABILITY
AT IU GROUP**

“We strive to be an active part of the communities around us”

We are a part of society and work to serve society, including the economies of the countries our students are from. While being an educational institution that mainly provides distance learning, and with our team being largely home-office-based, we also strive to be an active part of the communities around us. Our offices and campuses have traditionally been engaged in important local initiatives promoting sustainable development, volunteering, and fundraising.

Social welfare is an important part of our everyday work. IU International University of Applied Sciences (IU) is the largest educator of social workers in Germany. Every fourth IU student is a student of healthcare or pedagogy. Together with psychology, these fields make up close to 40% of our student body. Social work is a significant focus of our Dual Studies study programmes, where students receive their education while simultaneously obtaining practical experience by working with our corporate partners. The majority of our main Dual Studies corporate partners are social, charitable, and humanitarian organisations.

Teaching sustainability and integrating it into our study programmes is another important aspect of our social role. We believe in the need to reinvent higher education by assigning sustainability a special and essential role in management studies, and we don't see it as a separate or stand-alone topic. Sustainability is therefore a vital, integral part of teaching and research processes at IU, whether through modules, projects, or entire programmes. Our professors are opinion leaders in the field of sustainability.



46 000

students study healthcare, social work, pedagogy and psychology at IU International University of Applied Sciences, making up almost 40% of our total student numbers



128
out of 200

of IU's largest Dual Studies corporate partners are social, charitable and humanitarian organisations



SOCIAL DAY IN FRANKFURT

In early October, the team at IU's Frankfurt campus organised a Social Day and donated their working hours to helping Caritasverband Frankfurt e.V., a local charitable organisation and one of IU's Dual Studies partners, which maintains and develops a housing facility for children and young people from disadvantaged families. IU volunteers helped to improve the housing facility's outdoor territory by planting herbs and plants, including a 15-year-old cherry tree.

PARTNERSHIP WITH UNESCO'S GLOBAL EDUCATION COALITION



In June 2022, IU International University of Applied Sciences (IU) became the first higher education institution in the European Union to be a member of UNESCO's Global Education Coalition, which aims to help students worldwide in crisis by providing resources to mitigate educational disruptions. Our membership will provide students who are most in need with crucial support – an opportunity to learn key topics, obtain useful skills, and simultaneously earn ECTS credits so that they can apply for a globally recognised, top-rated bachelor's degree through IU.

Aligning with the coalition's mission, IU will offer students – at no cost to them – flexible online micro-credentials (5 ECTS credits in total) in the fields of computer science, engineering, and data science, which can later be applied toward a bachelor's degree. Joining the Global Education Coalition, whose goals and principles resonate well with that of IU, we want to be part of the collective efforts to build more resilient education systems for the future.



“It is of the utmost importance that the potential of digital technologies is leveraged to the maximum, thereby facilitating the mitigation of unprecedented educational disruption and beyond. At IU, our main principle is the democratisation of education, which is built on our strong belief that everyone should have access to education.”

Dr. Sven Schütt,
CEO at IU Group

NINE TIMES AROUND THE WORLD FOR BETTER ACCESS TO EDUCATION



“For each other, with each other,” says the motto of our fitness challenge, “I&U Around the World”. In spring 2022, as part of this challenge – with a focus on collective commitment and strengthening the sense of community among our staff – we joined our forces to circle the Earth nine times. IU employees from all locations worldwide collected kilometres during a variety of sporting activities, tracked them in an app, and together we covered 355 380 kilometres. For each circumnavigation of the globe, we donated 10 bicycles to the World Bicycle Relief (WBR) organisation – 90 bicycles in total. WBR is an international aid organisation working in the field of development cooperation, providing people in rural developing countries with bicycles to enable greater mobility and, therefore, greater independence. In line with the IU Group's vision of “Everybody can access education to grow”, the provision of bicycles enables better access to education, work, and health, resulting in an improved perspective of self-reliance and better security.



“We thought five circumnavigations of the world would be realistic. The fact that, with our combined efforts, we even made it around the world nine times in the end makes us extremely happy. Together, we can achieve great things, even with small steps.”

Tim Kaltenborn,
Director of People,
Organisation & Culture
at IU Group

WE FEMALE FOUNDERS



Women represent only 20.3% of start-up founders in Germany, resulting in them being the exception, rather than the rule. To support them and make the start-up scene more diverse, IU International University of Applied Sciences, together with its partner FSIWS, has initiated the “we Female Founders” project.

It is a free online programme for female entrepreneurs with sustainable and innovative business ideas. After a successful launch in 2021, the programme entered its second round in February 2022, with an expanded range of events. The focus of the programme for 2022 was on sustainable entrepreneurship.

During this year, 90 programme participants were invited to attend 15 live workshops, as well as being granted access to over 50 recorded webinars.

More importantly, we Female Founders provides its participants with an AI-based networking platform that serves as a safe space for female business founders to discuss issues that concern them, make contacts, and engage in networking with the aim of sharing



knowledge and know-how, as well as establishing direct contacts (including with angel investors) and receiving support. This is a way participants can identify, promote, and develop their ideas, as well as to benefit from the experiences of others.

In February 2023, the programme’s third round will launch.

[More information](#)



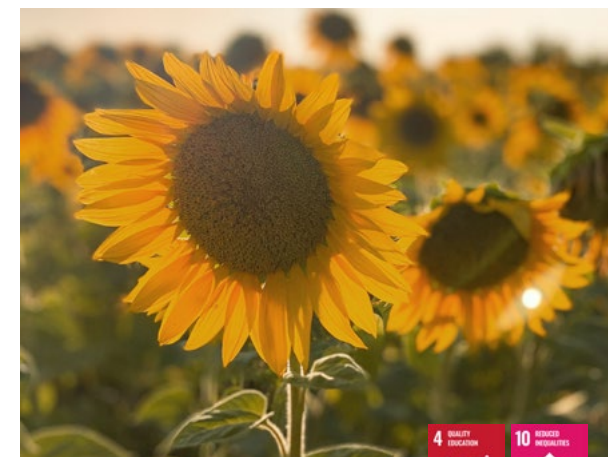
“I was able to take away so much from the workshops and am grateful for every person who shared their knowledge and experiences with us.”

**Sina H.,
programme participant**



“It helped me a lot and now I have a better understanding how to start a business in Germany.”

**Julie C.,
programme participant**



SOLIDARITY WITH UKRAINE

We condemn the belligerent attack of Russia on Ukraine. Our thoughts and solidarity are with the children, women, and men of Ukraine. Together with all German universities, immediately after the start of this unprecedented military aggression we declared our solidarity with Ukraine and supported the statements of the German Academic Exchange Service and the German Rectors’ Conference.

We are committed to supporting students from Ukraine in the best possible way. We have nominated special contact individuals from the student administration who are available to their Ukrainian peers for any help and assistance needed. Besides that, in 2022 we granted 50 scholarships to students from Ukraine to study at IU International University of Applied Sciences.

ACTING LOCALLY: IU CONTRIBUTES TO THE CLIMATE STRATEGY OF BAD HONNEF



IU International University of Applied Sciences (IU) participated in the workshop “Municipality and Citizenship as Role Models for the Climate Protection Concept of Bad Honnef”. The event was organised by the city of Bad Honnef, home to our largest and oldest campus, and was part of the development of the city’s climate strategy.

The workshop’s participants represented various groups of local stakeholders, including organisations from the education sector such as IU, who shared their ideas and perspectives about potential projects Bad Honnef could implement on its path to carbon neutrality. Several new initiatives were proposed and will become part of the strategy.



“Such events are an excellent opportunity for IU to act as a responsible member of society and to contribute to the development of our communities by sharing our expertise, which is why we gladly accepted the invitation by Bad Honnef to participate in this workshop. It is very important for us to participate in such projects in the regions where we are present.”

Alex Čaičics,
Head of Sustainability at IU Group
and IU’s representative at the event





EXAMPLE OF SUSTAINABILITY RESEARCH AT IU: SUSTAINABLE MEDIA MANAGEMENT



Brands are increasingly evaluating not only the reach of media, but also their contribution to society in terms of sustainability—primarily, sustainability in the sense of responsibly managing information and content.

IU Professor Dr. Lisa-Charlotte Wolter, in partnership with Prof. Dr. Sylvia Chan-Olmsted (University of Florida, College of Journalism & Communications), is supporting Serviceplan/Mediaplan Group as an academic partner throughout the process of developing and establishing a sustainable media model. The project started in January 2022, and its final results will be presented in 2024.

The research includes a comparison of sustainable and traditional

media planning strategies, the assessment of the effect of sustainable media planning on advertising, an analysis of approaches and trends in the international market, and other related questions.

“We will explore the connections between brands, media, content and audience in the context of sustainability. The aim of the project is to develop an applicable and scientifically sound model for media planning that meets the demands of contemporary sustainability strategies,” explains Prof. Dr. Lisa-Charlotte Wolter.

The project is part of the Consortium on Trust in Media and Technology (CTMT), whose mission is “to foster a diverse community of scholars and thought leaders who will build an unparalleled ecosystem for the study of how media and technology can become more trustworthy, and develop programs for the application of new knowledge and tools and the creation of new policies and laws.”

In October 2021, the research paper ‘Sustainability and Brand Communication: Consumer Segment and Media Platform Implications’, which was a pre-study for the Sustainable Media Management research project, received the emma Best Paper Award 2021.

[More information](#)



ENVIRONMENTAL FOOTPRINT

IU Group as a pioneer of climate neutrality



**WOLFGANG HUSS,
HEAD OF REAL ESTATE MANAGEMENT
AT IU GROUP**

**“Despite a threefold growth
of student numbers since
2019, we have managed to
maintain low levels of
carbon intensity”**

To a large extent, the education process at IU International University of Applied Sciences (IU) is based on distance learning and online courses. Most of our employees work in a home-office setting. This unique operational model allows us to have an inherently small environmental footprint compared to traditional offline-based universities. Needless to say that this format helps us to save costs and ensure maximum comfort for both students and staff. Nevertheless, as of the end of 2022, we operate 39 offices and campuses in different parts of Germany, and we are in

regular contact with our property managers to ensure the implementation of the best environmental standards at all of our locations.

In 2020, IU became Germany's first provider of higher education¹ to be officially certified as climate-neutral by TÜV SÜD², and likely the world's first climate-neutral distance learning university. Every year, we conduct an official recertification of our carbon-neutrality by organising an external audit of our carbon footprint. For three years in a row between 2019 and 2021, we have managed to decrease our carbon intensity despite significant growth of our operations both in terms of student numbers and revenue.

We compensate for our CO₂ emissions through renowned international climate projects. For instance, in 2022 we supported the expansion of renewable energies in Brazil and Laos, and we promote access to clean drinking water in Mozambique.

To reduce CO₂ emissions, IU Group has set up a system for recording and accounting for all greenhouse gas emissions. We constantly seek ways to improve our environmental performance and to optimise our resource usage. At each of our offices and campuses, we have appointed an energy officer who reviews and implements energy saving solutions. These solutions include, for example, introducing digital thermostats where necessary, as well as motion detectors for light sources and converting to LED lamps. IU Group is currently working to completely switch its existing electricity supply to renewable energy sources with the aim of obtaining 100% green electricity at all IU Group locations.

1. “Hochschule” under the German education system

2. Certified by TÜV-SÜD in accordance with the PAS2060 standard

Compensation of carbon footprint: projects financed by IU Group

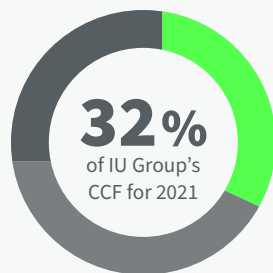
Climate change is one of the greatest challenges of our time. Climate neutrality has always been a focus for IU Group. We have made serious and continuous efforts toward climate protection in several ways, including financial contributions to projects to offset our carbon footprint.

HYDROPOWER PLANT PROJECT IN LAOS



Carbon footprint compensated

3 000 tonnes CO₂e



Certification standard

GS VER



The IU-supported hydropower plant project contributes to a stable, sustainable, and independent energy supply in the Luang Namtha region of northern Laos, which historically has been completely dependent on fossil fuels for its energy supply, partly coming from China. The project has helped to decrease the significant existing gap between energy demand and supply, reduced energy costs, as well



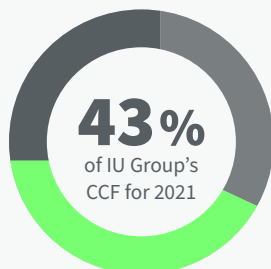
as improved access to sanitation and clean water by providing more than 230 households and 1 000 people with access to clean water. The hydropower plant's total capacity of 5 megawatts generates approximately 37 gigawatt hours per year, and the project itself saves about 20 860 tonnes of CO₂ annually.

14 WIND PARKS IN THE NORTH-EASTERN BRAZIL



Carbon footprint compensated

4 000
tonnes CO₂e



Certification standard

VCS

This IU-supported wind energy project comprising 14 wind farms contributes significantly to climate action and sustainable development, and it ensures a clean energy feed to the surrounding communities in north-eastern Brazil. The project focuses particularly on the needs of local communities, improving local infrastructure and creating access to training opportunities. A total of 156 turbines supply renewable electricity to the Brazilian power grid with a total capacity of 358.8 MW, thus saving approximately 652 150 tonnes of CO₂ per year.

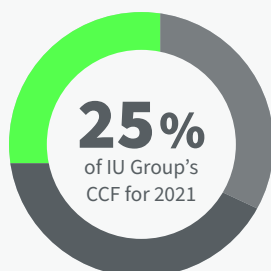


CLEAN DRINKING WATER FOR COMMUNITIES IN MOZAMBIQUE



Carbon footprint compensated

2 350
tonnes CO₂e



Certification standard

GS VER

This IU-financed project using borehole technologies provides access to clean drinking water to about 102 000 residents of the Tete, Sofala and Manica provinces in central Mozambique. The project has a fundamental social, environmental, and health impact: by replacing the need for water purification (boiling) at open fireplaces, it substantially reduces household smoke (by up to 90%) and potential health risks, since women and children are less exposed to the air pollution caused by open fireplaces. The project saves approximately 180 000 tonnes of CO₂ emissions per year.





7 times

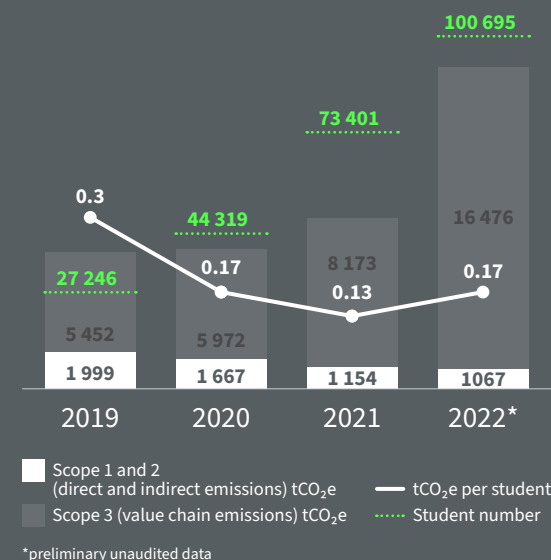
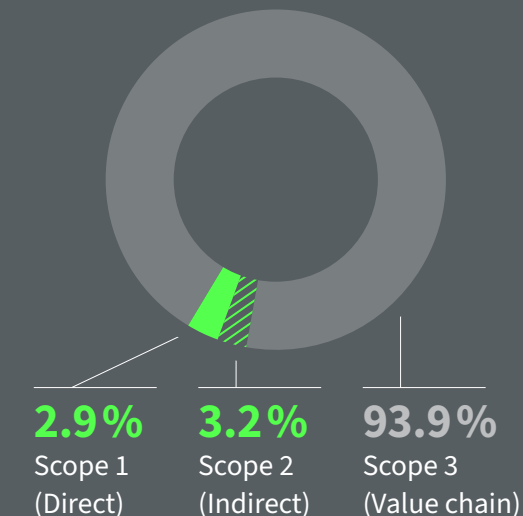
lower greenhouse gas emissions by one distance-learning student versus a regular off-line student.

(Source: IU Group's own research, 2020)

Current priority areas for the further reduction of our carbon footprint

- Reducing the average energy use of offices
- Increasing the use of electricity from renewable energy sources
- Reducing the amount of ordered student lecture notes
- Reducing business travels by airplane
- Other measures

IU Group's carbon footprint



CORPORATE GOVERNANCE

Integrity and fairness are key to success in the education industry



**KATARINA THANASSIS,
GENERAL COUNSEL, IU GROUP**

**“Our management team
is committed to professionalism
and effectiveness”**

As a unique organisation of its kind, IU International University of Applied Sciences (IU) combines features of a traditional university and those of a company in the technology sector. This also applies to the structure of our governance, where we have corporate management represented by IU Group at the level corporate leadership, alongside the academic

management of IU International University of Applied Sciences represented by the University Senate and Rectorate.

The University Senate comprises representatives from all groups of IU's academic population, from the Rectorate to the students. It decides on the key questions that affect the entire organisation and are of crucial importance,



including fundamental questions of research, teaching, evaluation and co-operation, as well as the overall strategic directions of IU's further development.

Apart from that, in 2022, IU formed a new Advisory Board made up of outstanding key opinion leaders in science, business, and politics. The Advisory Board will comprehensively advise IU in its further development – including its strategic orientation, study formats and global growth towards maintaining its status as a globally competitive and attractive provider of digital education.

IU and IU Group's key internal document ensuring adherence to high standards of corporate governance is our Ethics Policy, which is available in two languages and is constantly being enhanced and developed. In 2022, we introduced our Supplier Code of Conduct, which will serve as a guideline for our suppliers in terms of sustainability.

Our management is committed to professionalism and effectiveness by exploring the opportunities the global education market provides us with, as well as designing the best solutions to meet all the challenges of

21st century education, including digital learning.

IU Group manages its legal and regulatory environment with our professional Legal Department, which is committed to ensuring compliance with all regulatory regimes in Germany and other relevant jurisdictions. A separate team of professionals dedicated to academic excellence at IU is led by Prof. Dr. Holger Sommerfeldt. The academic operations are regulated by the university law of Thuringia – the state in Germany where IU is officially registered. In addition, IU Group has a compliance officer as part of its Legal Department. A whistle-blower hotline is available for all our stakeholders. For students and employees alike, a dedicated Diversity & Equality Officer is also available. The Accounting & Financial Team has appointed a Senior Revisor to implement a framework for internal auditing and revision.

The education business is about people. This is why integrity and fairness are key to success in this industry and help to attract the best talent. It is the basis of trust – for our students, employees, corporate partners and all other stakeholders.

LEADERSHIP

IU Group is led by a highly experienced and committed leadership team.



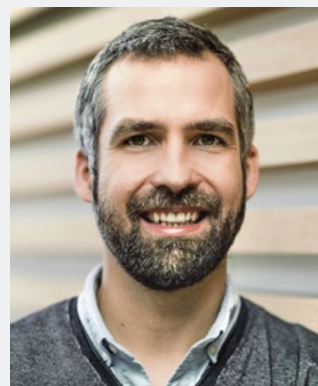
Sven Schütt,
CEO,
IU Group

Experience

Sven has been CEO at IU Group since 2010. His professional and managerial experience also includes the positions of Managing Director at Hertie School of Governance GmbH, Management Director at the German Federal Employment Agency (Bundesagentur für Arbeit), as well as a consultant position at McKinsey & Company.

Education

Max Planck Institute for Neurobiology (PhD, Neurobiology); University of Bremen (degree in Physics and master's degree in Philosophy); University of Göttingen, University of Otago (degree in Neuroscience).



Marvin Lange,
Managing Director/CFO,
IU Group

Experience

Marvin has been Managing Director and CFO at IU Group since January 2019. Before that, he held several managerial positions in Germany and in the UK as CFO and Member of the Board at Gameforge; CEO and CFO at PayVoD ProSiebenSat.1 Media; as well as CFO at Prinovis UK.

Education

INSEAD Business School (Bertelsmann University Programme); Cranfield University (Bertelsmann Leadership Programme for leaders in technology and management); Pfeiffer university (Mini-MBA programme).

LEADERSHIP



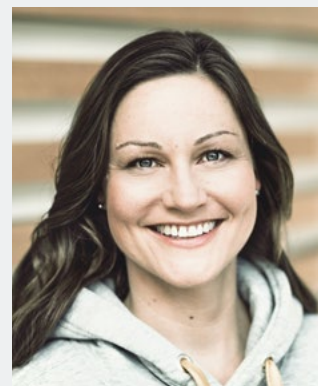
Holger Sommerfeldt,
Rector of IU
International University
of Applied Sciences

Experience

Holger has been Rector of IU International University of Applied Sciences since early 2021. He has been with IU for more than 14 years as management professor, vice-chancellor for online studies, head of the distance learning department and head of IU's campus in Bad Reichenhall. Prior to that, he worked in various management positions at companies of the Bertelsmann group in Germany, France and the United States.

Education

University of Oxford (PhD, Management and Organisation); University of Oxford (master's degree in Management Research); Karlsruhe Institute for Technology (degree in Economics).



Carmen Thoma,
Managing Director
of IU Group

Experience

Carmen has been with IU Group for more than 8 years in various positions – as a Chief Operating Officer for online studies, Director for Online Operations, and Senior Business Development Manager. Before joining IU Group, she worked at the Economics research department of the Ludwig Maximilian University in Munich and as a management consultant.

Education

Munich Graduate School of Economics (PhD, Economics); Center for Digital Technology and Management (honours degree in Technology Management); Ludwig Maximilian University (degree in Economics).

ADVISORY BOARD

In 2022, IU International University of Applied Sciences (IU) formed a new Advisory Board composed of renowned key opinion leaders from science, business, and politics. With the expertise and diverse experience of its members in central strategic fields of IU, the Advisory Board will comprehensively advise the university in its further development, including the strategic orientation of IU, its study formats, and the university's global growth. IU's goal is to further expand its creative power as a driver of high-quality education both in Germany and internationally and to establish itself as a globally relevant provider of digital education.

Members of the Advisory Board:

Dr. Frank-Jürgen Weise

Chair of the IU Advisory Board

Former Chairman of the Executive Board of the German Federal Employment Agency from 2004 to 2017 and simultaneously Head of the German Federal Office for Migration and Refugees between 2015 and 2016. Dr. Frank Weise is one of Germany's leading experts on the future of education and employment.

Prof. Dr. Tobias Bonhoeffer

Director at the Max Planck Institute for Biological Intelligence (in foundation)

Ambassador Kamissa Camara

Former Minister of Foreign Affairs and Minister of Digital Economy and Planning of the Republic of Mali

Dr. Karina Montilla Edmonds

SVP, Head of Academies and University Alliances at SAP

Raffaella Rein

EdTech expert, entrepreneur, formative protagonist in the European start-up, VC, and tech industry

Lucy Stonehill

EdTech expert, founder of BridgeU – a service linking secondary school, higher education and professional life using data-driven decision-making

Jimmy Wales

Entrepreneur, co-founder of Wikipedia, advocate for the democratisation of knowledge

RECTORATE AND SENATE

The education process is managed by the Rectorate, comprising of the university's top academic and administrative staff, as well as by the Senate which includes representatives of all main stakeholder groups within IU's university community: the Rectorate, professors, university staff and students. The composition of the Senate is aimed at ensuring the top quality of IU's education services, as well as the protection of the interests of IU's key stakeholders.

Rectorate

Prof. Dr. Holger Sommerfeldt,
Rector

**Prof. Dr.
Kamal Bhattacharya**

Prorector,
Research and Transfer

**Prof. Dr.
Regina Cordes**

Prorector, Accreditation
and Offer Formats

**Prof. Dr.
Patrick Geus †**

Prorector,
Campus Studies

**Prof. Dr.
Anastasia Hermann**

Prorector,
Quality of Teaching

**Prof. Dr.
Florian Hummel**

Prorector,
International Affairs

**Prof. Dr.
Alexandra Wuttig**

Chancellor

**Prof. Dr.
Karsten Leibold**

Prorector, Teaching and
Continuing Education

Professors (elected every two years)

Prof. Dr. Cordula Kreuzenbeck

Distance Learning,
Essen

Prof. Dr. Gerhard Sälzer

Distance Learning,
Bad Reichenhall

Prof. Dr. Katrin Sen

Dual Studies,
Frankfurt am Main

Prof. Dr. Gabriele Schuster

Dual Studies, Hamburg

Prof. Dr. Markus Walther

Dual Studies, Nürnberg

Prof. Dr. Thomas Winner

Dual Studies, Berlin

Student representatives (elected annually)

Laura Rohkrämer

Distance Learning

B.A. Health management

Henri Tomic

Distance Learning

B.Sc. Psychology

Max Richter

Dual Studies, Nürnberg

B.A. Social Work

Academic staff

(elected every two years)

Sandra Alansigan

Bad Honnef/Remote

Project Manager,
Accreditation

Jasmin Erb

Distance Learning,
Bad Reichenhall

Team Leader, Appeals
Processes

Stephanie Schmid

Distance Learning,
Bad Reichenhall

Team Leader,
Teaching Formats and
Communication

Stefan Böhm

Distance Learning,
Bad Reichenhall

Product Manager

Catrina Brummer

Dual Studies, Bad
Reichenhall

Head of the Central
Examination Office

Barbara Buxbaum

Distance Learning,
Bad Reichenhall

Lecturer (Team Inclusion)



DATA SECURITY AT IU GROUP



Trust in our product and the safety of our students' data are major determinants for our success. This is why data security is an important factor for IU Group and IU International University of Applied Sciences. All our activities comply with strict European and German data security regulations. Throughout our history, we have never experienced any material data or security breaches. We regularly monitor DDoS and phishing attacks, while also reviewing processes and software for flaws and incidents that would need to be reported to the authorities. In order to ensure a well-structured approach to addressing cybersecurity and General Data Protection Regulation (GDPR) issues, we have implemented an Information Security Management System (ISMS) programme over the last two years, while simultaneously developing a dedicated cybersecurity team. Both ISMS and internal CyberSec review risks and define measures to ensure a pre-emptive approach by running phishing simulations, pen tests and test backups. We have successfully completed an IT audit with TÜV – an independent, and the most respected, German testing and certification organisation – and received a relevant certification. Additionally, we conduct regular training for our employees with a focus on data security and protection.

SUPPLIER CODE OF CONDUCT



We, as the IU Group, have the ambition not only to adhere to the best standards ourselves, but also to foster ethical business conduct and share our values among our partners. That is why, in 2022, we introduced the Supplier Code of Conduct as an integral part of IU Group's Ethics Policy.

The Supplier Code of Conduct reflects our understanding of corporate social responsibility and sustainability, setting our requirements and approach to doing business with suppliers and contractors.

The Supplier Code of Conduct covers the most important spheres of business conduct. IU expects its suppliers to be socially responsible and respect human rights, to meet high standards of environmental performance, and to implement ethical governance and business practices.

We want our Supplier Code of Conduct to be an effective real-life guide and a basis for a broad dialogue with our business partners on sustainability-related issues. IU Group reserves the right to perform code compliance audits and to engage in discussions with suppliers regarding potential corrections and improvements. In the case of serious constant non-compliance, we even reserve the right to suspend business relations.



ETHICS POLICY

The Ethics Policy is IU Group's key document covering the most important areas of corporate governance and ethics within the frame of the applicable laws, rules, and normative regulations. It sets out the ethical principles of IU Group and provides general guidelines to protect against corruption, economic crime, conflicts of interest, and other misconduct. The topics covered by the policy include personal responsibility, honest conduct, corporate citizenship, integrity, accounting practices, privacy and confidentiality, respectful treatment, and others.

The Ethics Policy sets out the following ethical principles of IU Group:

- 1.** We conduct ourselves with honesty, integrity, and according to the highest ethical standards.
- 2.** We seek, and are open to, diversity – valuing diversity of people, their views, and their experiences.
- 3.** We contribute to the communities in which we work and live through civic engagement, both globally as a company and privately as individuals.
- 4.** We observe and comply with the laws, rules and regulations that apply to us wherever in the world we operate.
- 5.** We believe that the way we do business is as important as the results we achieve in doing so.



OFFICIAL ACCREDITATION

IU International University of Applied Sciences is accredited by key German state institutions. Official accreditation not only requires the fulfilment of formal requirements regarding academic standards but is also an assessment of the quality of staff, equipment, and the quality management system.

State accreditation.

Institutional accreditation. Next review in 2026 (after 5 years). On 22 January 2021, the German Wissenschaftsrat (Council of Science and Humanities) granted reaccreditation to IU for a period of five years.

System accreditation. On 4 December 2018, the FIBAA Accreditation Commission for Institutional Procedures granted accreditation to IU until the end of the summer

semester of 2025. Being system-accredited gives the university the right to independently validate its own programmes in accordance with legally defined quality standards.

Programme accreditations. All study programmes offered by IU International University of Applied Sciences are accredited internally and then audited by the German Accreditation Council, confirming that the study programmes meet all necessary quality requirements.



Contacts

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Head of Sustainability
and ESG Communications
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80339 Munich

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LEGAL NOTICE

IU Group N.V. ("IU Group"), the holding company behind IU International University of Applied Sciences ("IU"), is a private university group. IU Group strives to keep its materials up to date, accurate and complete. Nevertheless, and despite careful processing of information, it cannot be entirely ruled out that errors occur. When referring to IU as a "university" in the text of this report, the official status of "university of applied sciences" (German: "Hochschule") in accordance with the German classification of institutions of higher education is understood, unless stated otherwise.



2023