

# Sustainability Guidelines

Version: 22 January 2024



Climate change and the question of how climate neutrality can be achieved is the overarching theme. As a driver of innovation, we are able to respond quickly to these challenges and find concrete solutions.

We are aware that a healthy planet is a prerequisite for upholding our values of human rights, social balance and democracy.

We recognise our responsibility as part of society to do our part to reduce emissions and minimise our ecological footprint.

Compliance with our sustainability guidelines is a matter of course when planning and organising our "green" events, from hybrid formats to "train first" travel guidelines including CO2 compensation for absolutely necessary air travel to climate-friendly catering.

In order to achieve the goal of net carbon neutrality in the medium term, we will

- make sustainability an important factor in all purchasing decisions
- communicate to our suppliers that we are striving for climate-friendly options.
- Avoid unnecessary travel, choose low-carbon transport where possible and offset emissions from air travel.
- Reduce energy and material consumption in our offices as much as possible and implement other environmentally friendly measures (e.g. digitalisation)
- Offer our customers climate-friendly/neutral options as standard

The scope of the guideline:

First level: within our direct internal sphere of influence, e.g. what we buy for the office, how our team members travel, what we eat at our employer-paid internal meetings, which caterers we choose, which hotels ...

Second level: We have some kind of influence, e.g. on participants, partners and customers at events travelling by plane

Third level: Our influence as role models, setting an example in society

The guideline serves as a basis for the development of concrete goals and a catalogue of measures for implementation.