

Environmental Policy - CMS Germany

At CMS Germany we are committed to responsible corporate governance which is geared towards sustainability. This includes optimising our business activities and services in line with the conservation of natural resources. We are guided by internationally recognised standards, such as the OECD Guidelines for Multinational Enterprises and the principles of the UN Global Compact (UNGC). In our [Sustainability Charter](#), we describe in the three areas environment, society and economy, how we intend to contribute towards sustainable development.

This Environmental Policy describes in more specific detail the goals we have set ourselves to address the impact our business activities are having on the environment.

Our goals

- We strive to continuously reduce our greenhouse gas (GHG) emissions with the goal of becoming climate neutral by 2030.
- By 2025, we want to define measurable reduction targets for our GHG emissions.

How we see ourselves

- **Continually improving and ensuring transparency:** We make sure our progress is continuously reviewed and evaluated and that this is communicated in a transparent manner both internally and externally. In order to demonstrate this we intend to publish a [Sustainability Report](#) on a regular basis.
- **Complying with laws and regulations:** We ensure strict compliance with all environmentally relevant legal regulations.
- **Involving our employees:** The implementation can only be achieved together. An open dialogue and the active participation of employees are an important component of our contribution to protecting the environment. By communicating transparently and offering courses, we want to provide education and information and motivate our employees to act responsibly in their daily activities.
- **Advice on sustainability issues:** Our biggest contribution is the work with our clients. With specialised and interdisciplinary teams, we represent and advise our clients comprehensively in all matters relating to the protection of the environment and climate (see [Advisory Services](#)).

Main topics

Based on our Materiality Analysis and our 2019 Carbon Footprint (for Scopes 1-3 according to the Greenhouse Gas Protocol¹), we have defined three focus areas "climate neutrality", "sustainable mobility" and "resource-saving office operations". With the following measures, we want to avoid or reduce our environmental impact in these areas.

1. Climate neutrality

Climate strategy

We will analyse our third carbon footprint in 2025. Based on these results, we will build our climate strategy and define our intended target path to climate neutrality in 2030.

Green electricity

Over the past few years, we have successively converted all German CMS offices to using 100 % green electricity. The crises in 2022 have, however, unfortunately caused disruptions. Since 2024, the CMS sites are being supplied with 100% green electricity again.

At the same time, we are focusing on reducing electricity consumption in the offices, for example by installing motion detectors for the lighting.

2. Sustainable mobility

Business trips

Our travel policy has been revised with sustainability in mind. The focus is on avoiding travel and using environmentally friendly means of transport, such as trains. In addition, we have been working with the car-sharing service provider Free Now since 2022 who is also committed to climate neutrality and is continuously expanding the number of e-cars in its fleet.

Business travel is closely linked to our business and, unfortunately, cannot be completely avoided. We have, therefore, since 2022 been offsetting the unavoidable emissions created through air travel.

¹ Scope 1 comprises all direct emissions resulting from a company's activities. Emission sources include, for example, heat generation and company-owned vehicles. Scope 2 includes the indirect emissions from electricity and heat that companies purchase from utilities. Scope 3 comprises the other indirect emissions in the supply chain.

Incentives for sustainable mobility

In addition, measures are being taken regarding how our employees can travel sustainably to the workplace (e.g., we have expanded bike parking spaces and provided mobility budgets). Our New Work concept also supports reducing the amount of travel by opening opportunities for remote working.

3. Resource-saving office operations

Certifying our office space

To identify additional sustainability potential and specific measures for improvement, we took part in a pilot project to have our Cologne office certified according to [DGNB System for Buildings](#) and were awarded silver status. In this process, various sustainability aspects like the environmental- as well as the economic-, socio-cultural- and functional quality of the offices, were investigated. Furthermore, our office buildings in Düsseldorf (Gold, 2023) and Frankfurt (Platinum) were already certified according to DGNB during the construction phase.

In addition, the CMS sites are currently undergoing an energy audit in accordance with DIN EN 16247.

Digitalisation to reduce paper consumption

Paper is an important resource in our office operations. By digitising our work processes, we are gradually reducing paper consumption. Measures to achieve this include expanding the use of e-files, increasing the number of e-meetings, reducing use of printers and the digitalisation of business cards and letterheads.

Guidelines for sustainable procurement

With our purchasing guidelines, we have defined binding minimum requirements for the purchase of goods and services that are based on recognised standards and sustainable quality labels, e.g., Blue Angel, TCO Certified or Energy Star Label. These guidelines are amended and extended on a regular basis.

Sustainable event management

We strive for becoming more sustainable regarding the planning, implementation and further development of the format of our events. Where possible, digital events should be given preference. In addition, sustainability criteria are being developed for face-to-face events, e.g., regarding selecting venues, products and service providers.

Supplier Code of Conduct

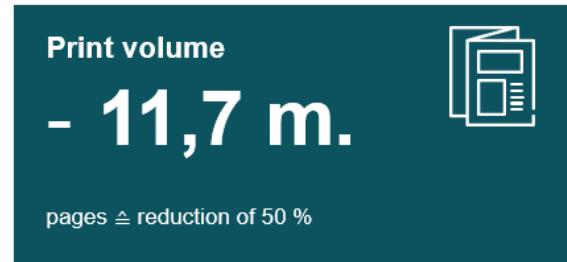
Our Supplier Code of Conduct forms the basis for our business with our suppliers. It includes requirements for social responsibility and ethical principles as well as ecological issues.

Exchange and capacity building

We have given our employees the opportunity to participate in sustainability training since 2022. This training provides our employees with skills and approaches on how to integrate protecting the environment into their daily work routine.

4. Facts and Figures

Our efforts to improve environmental performance, including the measures we have introduced, are showing positive effects, which can now also be backed up with figures: Compared to our base year 2019 (for measuring carbon emissions), we were able to reduce CMS Germany's carbon emissions by a total of 26%. For paper and IT hardware as an example, 35% of the CO₂ emitted could be saved in 2022 compared to 2019 (from 637 t CO₂e to 416 tCO₂e). The printing volume was also reduced by half compared to 2020.



Update process and responsibilities

This policy applies to our activities and all the related aspects that we can control or influence. It applies to all German CMS locations and is communicated transparently both internally and externally. It is reviewed once a year in consultation with the CR Board.

The next review will take place in 2025.

Key contact



Tatjana Kukies

Corporate Responsibility Manager

E: tatjana.kukies@cms-hs.com

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1	01.02.2022	Juliane Hensel	Michael Ranft
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