



1. The Environmental Policy of the Conrad Group

Sustainability is a key driver behind everything we do at all levels of the Conrad Group.

Wherever possible, we try to positively impact the upstream production and value chains that feed into the manufacture of the products we sell on our platform. Section 3 “Environmental protection” of our Code of Conduct for Suppliers sets out in detail what we expect of our suppliers.

Looking at our own business activities, our aim is to continuously reduce our impact on the environment. This involves optimising the use of resources at our production sites and in our shipping processes.

An additional overarching aim is to help our customers improve their own sustainability performance through innovations that save resources, energy and emissions.

2. Action items

Natural resources

Our policy for the use of natural resources is focused on resource-efficient extraction and manufacturing processes for our goods and services. This applies in particular with respect to the consumption of water and energy.

Conflict minerals

Suppliers shall undertake not to purchase any materials from illegal sources. They must take proactive measures to avoid using any conflict minerals in their products. This applies in particular to tin, tantalum, tungsten, gold, mica and cobalt from regions that are either suffering from armed conflict or considered to be of high risk.

Climate protection

In relation to climate protection, we strive to reduce our carbon intensity (carbon dioxide and other greenhouse gases or CO₂e) across all stages of our value chain.

Product design

Recycling and repair are increasingly important design criteria in the kind of products that we sell and distribute. We support these criteria through our design philosophy.

Quality and safety

We comply with the strictest standards on product safety and quality. Section 3 “Environmental protection” of our Code of Conduct for Suppliers sets out in detail what we expect of our suppliers. Compliance with applicable EU standards on product safety and conformity, including but not limited to the EU RoHS Directive (restriction of the use of certain hazardous substances), the REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) and the Directive on waste including the information requirements set out for the substances of concern in products (SCIP) database, must be ensured.

Use of renewable and secondary raw materials

We support the development of environmentally friendly alternative materials.

Recycling

We support the re-use of primary raw materials and initiatives to enable a circular economy.

Transparency, information and service

We engage our customers, business partners and other stakeholders in the development of our environmental policy.

3. Implementation

Building on the principles outlined above, the Board of Directors in co-ordination with the Sustainability department of the Conrad Group and the specialist departments to be involved define possible action items and concrete goals. The resulting improvement activities are regularly monitored and the progress milestones are reviewed annually.

Country-specific dynamics may call for different approaches across certain potential action items. In order to accommodate local dynamics as effectively as possible, local management defines and implements environment programmes in alignment with the overarching environmental policy of the Conrad Group.

4. Products and services

Across the entire Conrad portfolio, we offer products that outperform other products in the same material class in terms of environmental benefits. As part of our efforts to help our customers improve their environmental balance, we

will continue to develop this area of our product portfolio. Our aim for the future is to become an efficient and sustainable digital sourcing platform for our customers' technology needs.

5. Reducing the environmental impact of our operating activities

We use suitable processes and the latest technologies to save resources, minimise emissions

from our operating activities and thus mitigate the impacts of our activities on the environment.

6. EMAS environment management system

Since 2006, our Hirschau location and our logistics centre in Wernberg-Köblitz have been implementing an environment management system verified in accordance with the Eco-Management and Audit Scheme (EMAS) and have published an

EMAS-validated environmental statement. As part of this environment management system, we review internal processes on a regular basis and instigate improvement measures where required.

7. Business partners and suppliers

When evaluating and selecting suppliers, we include environmental factors in our decision-making process. We see our business partners as important enablers in supporting and improving our

environmental measures. We expect our suppliers and business partners to comply with our environmental protection standards and guidelines.

8. Management and employees

Members of management support our commitment to environmental protection and are aware of their duty to lead by example. They use regular briefings, events and further training to reinforce employees' awareness of environmental issues and distribute environmentally friendly resources.

Our environment management officers proactively ensure compliance with our environmental guidelines. They are responsible for continuous improvement of the company's environmental performance and they ensure this by proposing suitable measures and monitoring their

implementation. Their duties also include briefing, advising and supporting employees in all environment-related matters.

Our employees make a significant contribution to our environmental efforts and to compliance with our measures to protect the environment. By choosing environmentally friendly practices and behaviours in their own area of work, all of our employees play a part in making our company more sustainable. We support these efforts and reinforce the sustainability mindset throughout the Conrad Group through targeted initiatives.

9. Compliance with legal requirements

We comply with legal and statutory requirements and our own internal policies. In some cases, we co-operate with the relevant authorities and stakeholder groups to develop suitable processes

for putting environmental requirements into practice and to keep these processes up to date provided this is economically feasible.

10. Transparency and continuous improvement

We are committed to systematically improving our environmental performance by reducing, avoiding or removing environmental impacts, provided this is possible in the context of our business activities. We record, analyse and publish data on

the environmental impacts of our business, and regularly review the effectiveness of our environmental measures and the extent to which we are achieving our environment targets.



Ralf Bühler

CEO
Conrad Electronic SE



Jürgen Groth

COO
Conrad Electronic SE



Andreas Schlögl

Umweltkoordinator
Conrad Electronic SE