

Environmental Guideline of the Thieme Group

Many of our decisions affect the ecosystems of our planet. All our actions have an impact on how we live now and in the future. In line with the Thieme vision "For better medicine and healthier lives", we are committed to a world worth living in. As a digital healthcare provider and globally active company, we are aware of our special responsibility, because climate protection is always also health protection.

Our environmental guidelines are both a guiding principle and a target image for us: Within the framework of the Thieme strategy, they provide orientation for our joint commitment and are signposts for more sustainability at Thieme. However, they will only be effective if we all support them as actively as possible and participate in them across all divisions and teams.

What do we mean by sustainability?

We are committed to sustainability under the aspects of ecology, economy and social compatibility. We want to help shape a world that is viable, livable and fair. The 17 Sustainable Development Goals of the United Nations and the goals of the Paris Climate Agreement serve as our guiding principles.

Our goal is to effectively reduce the company-wide CO₂ footprint. To measure our progress, we prepare an annual greenhouse gas inventory for our German sites in accordance with the Greenhouse Gas Protocol. Our goal is to gradually expand this initiative to the entire Group worldwide and to further specify our targets by 2027. At Thieme, we focus on the following areas in particular:

Field of action: Mobility/Transportation

The mobility and transport sector offers the Thieme Group significant opportunities to become even more sustainable. We are constantly evaluating suitable alternatives and utilising them wherever possible to reduce our emissions. Many of the in-person meetings that previously required travel are now being replaced by video conferences and hybrid meetings. We prioritise public transport. We avoid flights wherever possible. Our Travel Policy provides the framework for this. It encourages our employees to consider the necessity and cost-effectiveness of business trips and to choose environmentally friendly modes of transport.

As part of our Car Policy, employees can choose an electric vehicle. This will help us to gradually advance the electrification of our company car fleet.

Field of action: Energy/Facility management

In order to reduce heating and cooling requirements, we are gradually increasing the share of renewable energy and adjusting our building space to actual needs.

Field of action: Resources/Procurement/Waste Management

When procuring materials, be it paper for our products, office equipment, or anything else, we are guided by the 5 Rs of sustainability: Refuse, Reduce, Reuse, Repair, Recycle.

We are committed to the economical and responsible use of resources, a principle that is reflected in our procurement policy. This applies to water, electricity, and paper, as well as all everyday items. We minimize transportation distances by manufacturing in Germany wherever possible, and by eliminating shipping packaging where feasible.

We also consciously try to avoid waste. Correct waste separation is a matter of course for us.

We create a better tomorrow!

Our goal is to contribute to a more sustainable future by continuously improving our practices. We achieve this by systematically taking environmental considerations into account when making business decisions, and by working to reduce our environmental impact on an ongoing basis.

To this end, we - the employees of the Thieme Group, the management board and the management of the Thieme sites and subsidiaries - work together across divisions. We encourage each other and network within the company and with external partners.

Mutual information and communication ensure that everyone is empowered to explore and use their own scope for action. We strive for continuous improvement and expansion and are happy to share our knowledge.

Stuttgart, September 2026