

benial

COMMITMENT FOR CHANGE

2022-2023 Green Report



Content

In a world where sustainable practices and responsible behavior are increasingly in the spotlight, it is important for Bonial to be transparent about its progress and efforts in terms of sustainability. This report provides a deeper insight into the initiatives and measures Bonial is taking to contribute to a greener future.

As a pioneer in the digitalization of brochure advertising, sustainability has been in Bonial's DNA since the company was founded. In recent years, however, its relevance has become even more important both internally and externally, and the first milestones have been set with the organization of workshops and events, and the resulting formation of the Green Team.

As Bonial is not yet obliged by the EU to prepare a sustainability report in accordance with the Corporate Sustainability Reporting Directive, the company is oriented by the specified standards, but does not follow them 100%.

This report provides a summary of Bonial's cross-organizational work on the measures taken at the Berlin headquarters to promote social, ecological and economic sustainability in the corporate context. It analyses Bonial's activities in this regard, provides information and aims to build trust with employees, clients, partners and suppliers. Regular reviews and reporting are intended to identify potential and suitable measures. In addition, the report is intended to build internal motivation among employees and contribute to improvement on several levels.

The reporting period relates to the years 2022 and 2023. Information on consumption and CO2 neutrality relates to the year 2022. Bonial reports on social and environmental responsibility activities for the year 2023. The respective period is listed separately in the corresponding chapters.

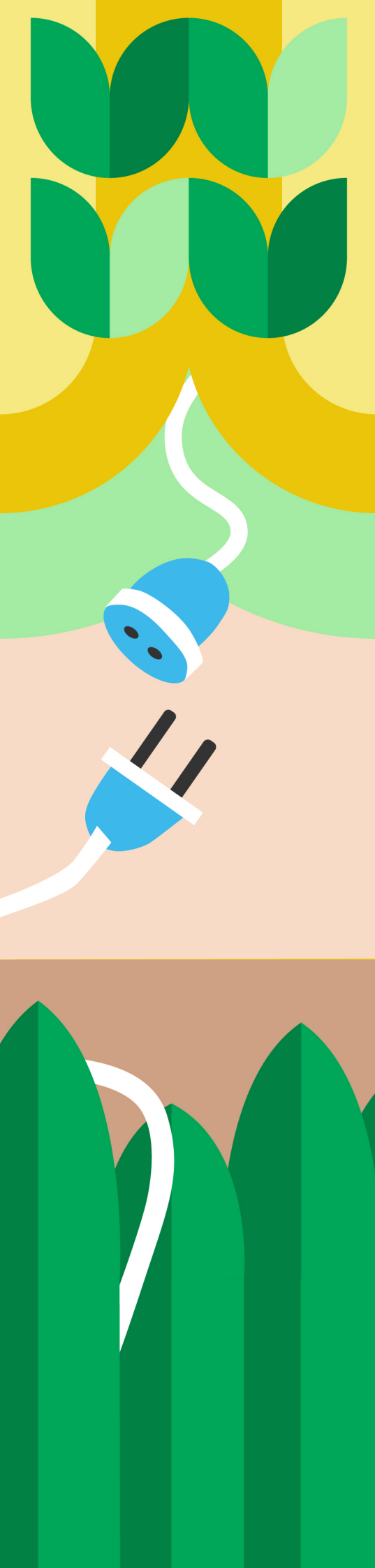


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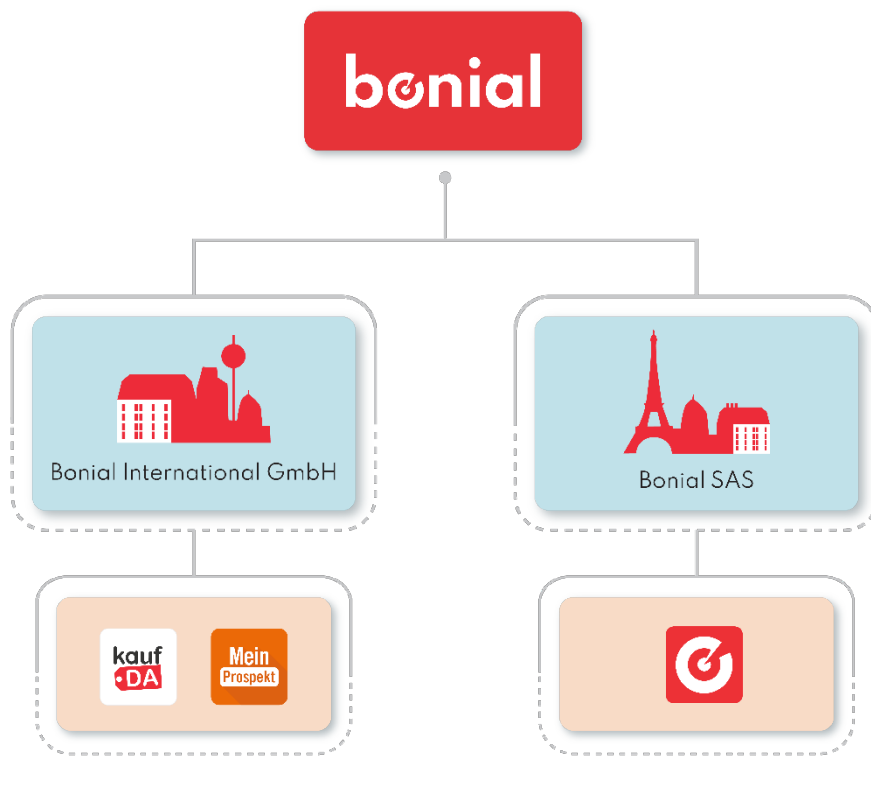
About Bonial

kaufDA was founded in 2008 as a digital platform for brochure advertising. By 2010, the kaufDA app was, at times, already the most downloaded app in the German app store.

The company reached the next milestone in 2011 when it gained Axel Springer SE as a strategic partner to jointly invest in internationalization. The business model was then established in the French market with the bonial.fr brand.

Bonial expanded its reach and offerings in Germany in 2014 with the acquisition of MeinProspekt.

Today, Bonial is the most important platform for localized offer advertising with more than 1,500 retailers and more than 12 million users.



Leading Platform for Local Shopping

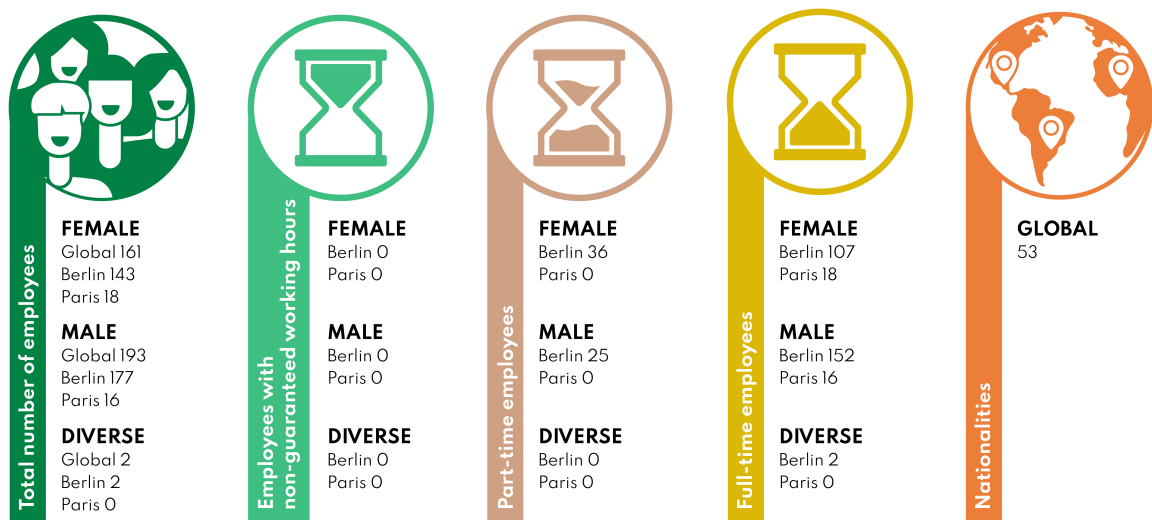


"We keep our home towns vibrant by attracting people to the stores – so everyone can enjoy what life has on offer."

Every word is carefully chosen and carries weight. This statement emphasizes Bonial's belief that markets and retail are an integral part of the physical and social world where all people meet, regardless of social background, gender or origin. It tells us that people want to explore and discover offerings without losing control of their spending. In addition, Bonial positions itself as an ally of the retail industry and acts as a digital bridge to revitalize the physical world.

"The two most important moments in life are the day you are born and the day you understand why" - Mark Twain. The journey has shown that discovering the "why" is an introspective endeavor, a treasure that you actively seek out and lift (as opposed to something you create or invent). Bonial embarked on this six-month journey of self-discovery in mid-2022 under the expert guidance of the consulting agency human unlimited. Together, we thought about and discussed Bonial's DNA and beliefs and defined skills, drive and needs. A cornerstone of success on this journey was the broad representation of the entire spectrum of the organization - from Product, People & Culture, Marketing, IT, Operations, Finance and Sales to the CEO, who sponsored this company initiative. This broad yet optimal group size (with 12 different participants) not only ensured diversity, but also fostered creativity, constructive criticism and dynamism. This collective project resulted in a purpose that is valued, and ambassadors who stand up for it and spread the word.

Over a period of 1.5 years, Bonial has managed to make the purpose an integral part of the culture. This deliberate investment aims to create a genuine and robust community that enables the company to engage holistically and build deep and sustainable relationships with its customers and users.





Environment

In today's world, the question of sustainable business initiatives plays a key role. Companies face the challenge of making their operations more sustainable in order to minimize their environmental impact. This section of the report is dedicated to environmental topics and the company's strategies for assuming environmental responsibility and putting operational processes on a more sustainable footing.

The Green Team is a cross-departmental team that aims to emphasize the importance of sustainability not only from an environmental perspective, but also in terms of social impact. With the involvement of all employees, the aim is to establish the project as a long-term, strategic initiative that helps the company to make a positive impact and is in line with its cultural values.

The corporate strategy is developed by the Bonial Executive Team and the yearly company goals are aligned to achieve this. At a departmental level, objectives are set in such a way that they contribute to the company goals so that, in summary, everyone within Bonial works directly or indirectly towards the fulfilment of the yearly goals. In 2023, "Own our environmental impact" was the first "Cultural Company Goal" agreed with the Green Team, which included the publication of the first Green Report and the implementation of two initiatives to reduce consumption.

In order to minimize Bonial's ecological footprint, the Green Team defined and implemented various sub-projects. A far more significant achievement was the switch to 100% renewable energy in the middle of the year. After all, energy from renewable sources is sustainable and contributes to a greater sense of responsibility.



Green Team Roadmap 2023

	Q1	Q2	Q3	Q4
Sustainability Report				
Stakeholder Analysis	Expectation check on the Green Team and Bonial as a whole within the leadership team and collection of ideas at department / team level.			
Publication			Preparation and publication of our 1 st Sustainability Report.	
Reducing Consumption				
Energy Audit	Energy consumption analysis within Bonial.			
Roll out 2 initiatives	Identify and rollout 2 initiatives that reduce our consumption.			
CO2 neutrality	Ensuring that Bonial stays CO2 neutral.			
Bonial Green Campaigns				
Bonial Green Day	Planning and preparation for our 1 st Bonial Green Day.			
Veganuary 2024 incl. Influencer Campaign			Planning and preparation for the 2024 Veganuary campaign.	
Other events	Planning and execution of events and workshops.			

Stakeholder Analysis

The stakeholder analysis conducted within Bonial's Leadership Team in the first two quarters of 2023 was used to identify expectations of the Green Team, but also of the management and Bonial as a company. At the same time, the Green Team wanted to find out whether there was already an understanding of sustainability in the corporate context in the teams and departments and whether areas had already been identified within the teams and departments in which changes with regard to sustainability were possible and necessary.

The stakeholder analysis has shown that awareness of this topic is strong in various departments and has generated innovative ideas to promote sustainability. Many employees contributed ideas on how their respective departments could help to make the company more sustainable. For example, IT experts suggested reducing the energy costs of the servers. The topic of green media and the associated reduction of the carbon footprint as well as an emissions analysis of print vs. digital brochures were also particularly emphasized.

The ideas go beyond short-term measures and primarily include long-term projects. Employees think strategically and develop abstract concepts that may only be realizable in the coming years. These projects can have a significant impact on corporate sustainability, such as the integration of renewable energies or the introduction of circular economy models.

The diversity of ideas illustrates the great potential that lies in the company's various departments. This diversity is a sign of the strong commitment of employees who are willing to play an active role in shaping a more sustainable future.



It is clear that the survey not only reflects an opinion, but also serves as inspiration for innovative strategies and projects within the company. Sustainability is therefore not just seen as a concern of individual departments, but as an integral part of the overall corporate strategy, which aims to achieve both short-term and long-term changes. In future, the input will serve as a generator and pool of ideas for projects.

Energy Audit

Change always begins with an understanding of the current situation and the adaptation and expansion of strategies by identifying needs and opportunities. The energy audit carried out at the beginning of 2023 helped the Green Team to better understand Bonial's energy consumption and identify opportunities for improvement. An energy audit is an essential process that involves a thorough inspection, survey and analysis of energy flows within the organization.

This investigation made it possible to identify the areas where energy consumption is highest and provided information on possible areas for optimization. However, the objectives of the Green Team and Bonial's management go beyond mere action: conducting an energy audit also provides the option of measuring and raising awareness of consumption behavior. The results of the energy audit, which illustrate Bonial's commitment to sustainability and energy efficiency, can be found below:

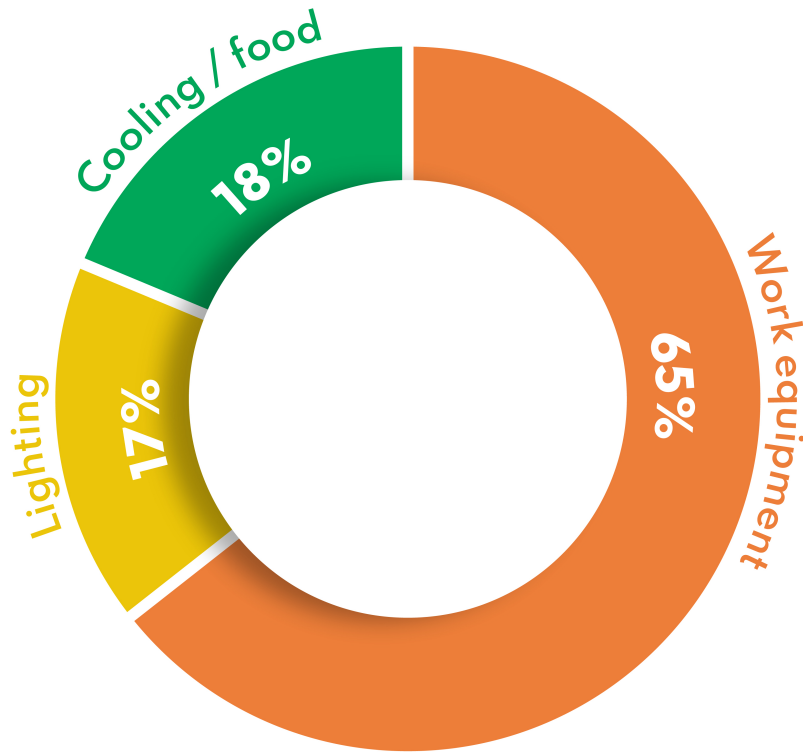
Two aspects need to be differentiated when analyzing the results of the energy audit:

- on the one hand, the sources of energy consumption necessary for Bonial's daily activities (laptops, ...),
- on the other hand, the sources of energy consumption that are not essential for the activities. If these are not essential, their reduction was taken into consideration.

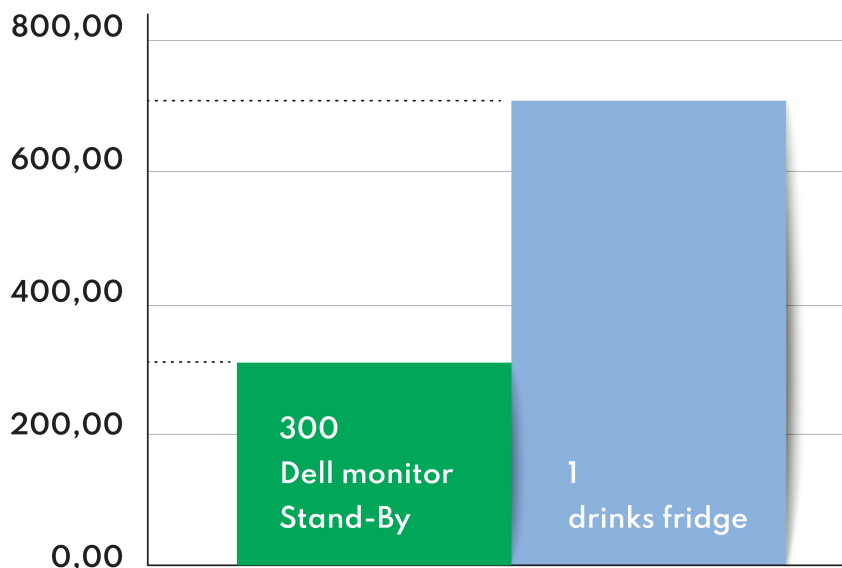
The raw data from the audit shows that the largest sources of energy consumption (in this case electricity consumption) are as follows:

- **Work equipment.** Usually laptops, monitors, etc., as well as the network technology in the offices account for the largest share of consumption. At the same time, it should be noted that the use of the latest devices (average age of employees' computers is 1.6 years) means that the specific consumption of the devices is very economical.
- **Cooling / food.** In addition to fridges, this also includes kettles, water dispensers, coffee machines and dishwashers. While cooling generates electricity consumption 24 hours a day, Bonial tries to reduce the consumption of coffee machines to the working hours or to organize washing cycles as efficiently as possible. In view of the high average consumption per appliance, the greatest potential for savings remains here.
- **Lighting.** Because Bonial has very modern business offices, there are no light sources that are not operated with an LED. This means that there is hardly any significant potential for Bonial to reduce its overall consumption.

Electricity consumption breakdown (direct)



The analysis also brought interesting and less intuitive results to light. For example, there was the assumption that the work monitors on the many desks certainly produce a not insignificant and, above all, avoidable power consumption. However, analyzing the data sheets of the respective devices revealed that 300 monitors per year consume half as much energy during the hours they spend in "stand-by mode" as a single drinks fridge in the same time.



Other sources of consumption, such as heating and cooling of the business premises, which are just as important as those mentioned above, are not at the core of the Green Team's activities, as these cannot be managed centrally or only to a limited extent and can therefore only be realized in longer-term projects and in collaboration with the owners of the property.

Based on this analysis, the activities of the Green Team have focused in particular on the areas mentioned above in order to implement meaningful and feasible measures to reduce consumption.

Consumption reduction



In order to achieve the second company goal for 2023, it was important to take action and reduce consumption. Saving water is about using less water as well as reducing the consumption of other energy sources such as gas and electricity. In a three-floor office, the demand for water and electricity is correspondingly high, so the Green Team focused on two main areas:

Saving water:

In June 2023, new taps were installed in all bathrooms (on all floors). These installations reduce water consumption by up to 75 %. In June 2023, the toilet flush buttons were labelled with information stickers to make each user aware of the amount of water used when each button is pressed.

Saving electricity:

In April 2023, the unused fridges were identified and switched off. This affected six fridges and enabled us to reduce energy consumption by an average of 60 kWh per week. In addition, smart meters were installed in June 2023 to improve the accuracy of electricity consumption metering.

The Green Team has also achieved an improvement in waste management and recycling. As waste management plays an important role in achieving the 12th UN Sustainable Development Goal worldwide, it was clear that Bonial wanted to make a positive contribution and improve waste management. Until now, Bonial has sorted waste in a relatively traditional way. However, there were challenges that crystallized



over time. The current recycling system was analyzed in order to be able to tackle this in the best possible way. The result showed that there was a lack of information on the correct use of the containers and that sorting was therefore not taking place correctly. New bins with clear labelling have been in place in all communal areas since July 2023. The focus was on company-specific waste so that all employees know exactly which bin to put their waste in. The next step is to provide further information about recycling in Berlin and Germany and the importance of recycling correctly.

Bonial's CO₂-Neutrality

The question of CO₂ neutrality has become increasingly important in today's business world. As a company, Bonial is aware of its responsibility and is actively committed to analyzing, reducing and offsetting CO₂ emissions. Accordingly, various areas have been identified that contribute significantly to the calculation of the CO₂ footprint.

Facility

All aspects of the company's facilities are recorded in this area. This includes electricity consumption, heating, cooling systems, air conditioning and the consumption of water and waste.

People

The consumption of employees also plays an important role. This takes into account company cars, business trips, overnight stays in hotels and CO₂ emissions caused by working from home and commuting.

Digital Products

Bonial's digital products, including websites and apps, are carefully analyzed to determine their CO₂ consumption. This includes data centers, network infrastructures and end devices.

Others

Last but not least, other factors are considered that may not fit directly into one of the aforementioned categories. This includes CO₂ emissions for purchased goods and services that were not specified in other categories. This includes logistics services such as mail, parcels and couriers, consulting, content & journalism and marketing & promotions.

The data that Bonial draws from the analysis is used to offset the annual CO₂ emissions generated. Bonial works with a provider that promotes climate protection projects. The company is aware that this is the minimum level of responsibility towards the environment. The data is collected retrospectively, meaning that Bonial has currently received CO₂ neutrality certification for the year 2022.



As a company that operates in the app business, it is also important to consider and understand digital consumption and to be able to draw conclusions. The first steps were taken with the Green Media project in 2023. In this project, a first version of Bonial's Global Green Dashboard was developed in Power BI, which will accurately track and display the monthly CO₂ emissions of digital brochures in the future. Bonial has thus taken a proactive step towards quantifying the digital carbon footprint of its products and will be able to provide a clear and transparent overview of its environmental impact in the future.



Certificate

co₂ offsetting_

for the purchase of
verified emission reductions

for **Bonial International GmbH**

for **CCF 2022**

This is to certify that the company mentioned above has used the Axel Springer Carbon Bank (ASCB) to offset its footprint. All listed compensation projects are certified according to the Clean Development Mechanism by the United Nations.

	Offset Project	ASCB-ID	Volume
	Ulubelu Geothermal Power, Indonesia	ASCB-A-027	397 t
	Hidro Pantasma, Nicaragua	ASCB-B-027	926 t
	Biomass Residue Co-Generation, India	ASCB-C-027	265 t
	Solar Power at Patan, India	ASCB-D-027	1.058 t
			2.646 t

People

The following section focuses on Bonial's efforts and commitments to the people in the company. The focus here is on the employees, their needs, their well-being and the promotion of an inclusive and diverse working environment. This provides an overview of Bonial's social responsibility and commitment to the well-being of the people who make up the company.

Bonial Principals

<p>Idea meritocracy</p>	<p>People at the center</p>	<p>Embrace reality</p>	<p>Own your impact</p>	<p>Leader leader</p>
<p>We understand that the best ideas are not based on hierarchy. They are not set in stone and evolve over time. We cherish knowledge and curiosity that stimulates structured thinking and natures creativity.</p>	<p>People are more important than rules and processes. As an international, multicultural, diverse and inclusive organization, we are proud to have a strong social culture that encourages conversations and builds relationships.</p>	<p>We value insight more than being right and data is the source of our innovation and decision-making. We expose ourselves to reality as much as possible because this is the fastest way to success.</p>	<p>We strongly believe in the power of individual contribution. We create an environment that fosters initiative-taking and accountability that leads to a can-do attitude.</p>	<p>Decisions should be as close to the information as possible, therefore, we deliver clear intent to build alignment that empowers people to execute with autonomy based on open communication.</p>

Employee Engagement Survey and Development

The Bonial Principles are at the center of collaboration and are a key element of the company culture and decision-making. To establish and maintain Bonial's organizational feedback and learning culture, an anonymous company survey is conducted twice a year, which offers employees a platform for participatory organizational development and surveys their commitment. A renowned survey tool is used for this purpose. Together with all Bonial employees, we have succeeded in keeping the participation rate constant at around 85 %. This is helped by the fact that Bonial management ensures a high degree of transparency with regard to the results following the surveys. At company level, the results are initially communicated in the monthly all-hands meetings to ensure that the teams' feedback is seen and heard globally. In order to shed more light on the individual aspects of the survey, the presentation is followed by a review of the results at individual team level, where data-based measures are derived that address the needs of the employees. All perspectives are then carefully weighed up together and possible areas for action are identified.

One result that emerged from the results of one company survey is Bonial's Feedback & Development Dialogue GROW. It was born out of the teams' desire to receive more

regular and structured feedback as well as development perspectives and opportunities. GROW is primarily about offering employees and managers a platform to engage in a constructive and appreciative dialogue about feedback on collaboration in both directions, to identify and reflect on the strengths and development potential of the manager for the employee and to create a development plan agreed between the manager and employee for the period up to the start of the next GROW cycle. Personal growth and individual development are crucial aspects for everyone within Bonial. The basis for personal development is self-reflection and feedback from others. GROW provides the framework for the further development of all employees and supports the development of a constructive and appreciative feedback culture.

„Diversity & Inclusion“



Another cornerstone of Bonial's corporate culture is the "Diversity & Inclusion" strategy. As a diverse company with 53 nationalities spread across more than 350 employees, "Diversity & Inclusion" is important to understand the different needs, experiences and expectations of employees. Bonial recognizes that certain groups of people are discriminated against in society and that this dynamic is often reflected in the workplace. Therefore, Bonial works to create and foster an inclusive work environment where people can develop freely and where their ideas, voices and concerns are heard.

In 2023, the "Diversity & Inclusion" project group concentrated on a focused roadmap that combines the expectations from Axel Springer's "Diversity & Inclusion" strategy and the needs within Bonial. The milestones were:

Introduction of the Inclusive Language Guide

The purpose was to make the contents of the Axel Springer Guide to Inclusive Language accessible. The project was launched with a vernissage at the Bonial office and an inclusive dictionary was made available on our intranet. In addition, an "Inspiration Board" for inclusive presentations and "Deep Dive" sessions for managers and teams will be offered.

„Unconscious Bias” - from training to praxis

At the beginning of 2023, workshops on unconscious bias were offered to all managers and employees. These workshops serve as the basis for the introduction of tools in the company that will continue to support HR processes. "Unconscious bias" was introduced as an integral part of the onboarding process.

Train the trainers

Bonial will establish a group of experts who will be responsible for regular "Unconscious Bias" trainings at Bonial. The aim is to develop regular workshops for all Bonialers, conduct workshops for newcomers and integrate "Unconscious Bias" into the Hiring Manager training. The first two trainers will be trained in the first quarter of 2024.

Competency-based Leadership Profile

Bonial has developed a competency-based Leadership Profile that serves as a basis for, among other things, equal hiring and promotion decisions, leadership development and targeted GROW conversations. The profile was created in collaboration with Bonial's CTO and CMO and will be applicable to the entire leadership team.

Bonial's „Sounding Board“

The "Sounding Board" is a dedicated group of employees who challenge and support the "Diversity & Inclusion" efforts at Bonial with their critical voices and input.

Health and Wellbeing

Caring for the health and well-being of employees and promoting a supportive, inclusive and healthy work environment plays a critical role in Bonial's sustainability efforts. The company offers its employees various opportunities to take care of their mental and physical well-being. These include:

- 1:1 sessions and coaching with mental health experts.
- Various tools, workshops and programs to support mental health, e.g. stress management, mindfulness, meditation.
- Network of mental health ambassadors who offer colleagues support at eye level in difficult times.
- Management coaching sessions to support managers and executives.
- Subsidized membership of sports courses throughout Berlin and our company gym, because physical and mental health go hand-in-hand.



Bonial Health Days

In November 2023, Bonial organized its first Health Days, which took a holistic view of health and well-being and offered flu vaccinations and eye tests as well as workshops on active breaks, brain fitness and ergonomic back health.

Mental Health Ambassadors

Mental and physical health are becoming increasingly important in modern workplaces and Bonial has recognized the importance of investing in employee wellbeing. In addition to services provided by external partners, this includes internal support systems such as Mental Health Ambassadors. These Mental Health Ambassadors dedicate part of their working time to making Bonial a better and healthier environment for everyone.



Society

In the context of sustainability, the focus is not only on environmental aspects, but also on the responsible interaction with people. As a company that wants to act sustainably, Bonial recognizes the importance of "Own your Impact" towards the employees and society. In this section, the focus is on social responsibility and commitment to society. It takes a closer look at Bonial's efforts and impact on the people around it.

Green Team Campaigns

In 2023, the Green Team of Bonial organized events to raise awareness of environmental topics such as climate change, water scarcity and food waste. The events were designed to be both informative and accessible to all Bonial employees.

Bonial Green Day

In 2023, Bonial's Green Team organized its first Green Day, which enabled our enthusiastic colleagues to actively contribute to the company's sustainability and social responsibility.

All employees could choose from a wide range of 20 activities to make a positive impact on the community while promoting exchange and collaboration between different departments.

These activities were spread across Berlin and included cleaning parks and social facilities, promoting sustainability at Bonial HQ and supporting senior citizens. Each activity had its own focus and individual purpose. Another important aspect of the Green Day was supporting those in need through food distributions and clothing collections. Bonial employees prepared various meals and distributed them to shelters and soup kitchens. The German Red Cross was supported with volunteer work in the clothing store.

The sustainable adjustments at the Berlin site included the programming of smart meters to monitor energy consumption in the office and the implementation of initiatives to reduce water consumption. With the support of motivated employees, the workplace was transformed into a greener and more environmentally conscious space, harmonizing daily operations with the company's wider commitment to sustainability.

Swap Market



In a practical step towards promoting sustainability, the Green Team organized a swap market and a 100% plant-based barbecue for Bonial employees. At this event, everyone had the opportunity to bring unused items and swap them for other things that colleagues no longer need.

It was an opportunity to share resources and reduce waste. Books, decorations and household items found new owners as everyone came together to give new life to the things they no longer needed. Through this exchange, another small step towards a more sustainable future was taken together and the idea of the circular economy was supported.

External events

The Green Team also took part in several external events, such as the Global Climate Strike and the Berlin Climate Day. These events help to raise awareness of environmental issues on a global level.

Donations



Donations 2022

Support for the Ukraine

Since the beginning of the Russian invasion, Bonialers have been involved with personal donations and other support activities for the people affected by the invasion. A donation was also made as part of the " Ein Herz für Kinder " campaign.

Bonial x Kinderhaus Mitte e.V.: Christmas campaign

At the end of 2022, the Office Team launched a Christmas campaign with Kinderhaus Mitte in Berlin to bring joy to children at this special time of year. Employees became wish fulfillers by sweetening Christmas with small gifts. The children's wish lists could be found as decorations on the Christmas tree so that they could be put directly into action by the Bonialers and ended up as presents under the Christmas tree.

Alzheimer's Research UK and Berliner Tafel

At the end of 2022, Bonial increased its commitment by donating to two charitable organizations. In doing so, we supported Berliner Tafel, an initiative that works to support families in need and reduce food waste. In addition, donations were also made to Alzheimer's Research to advance research and development of cures for this disease.

Donations 2023

Support for Ukraine

To continue supporting the people affected by the Russian invasion, Bonial donated 20 laptops to refugees in January 2023.

Bonial x Kinderhaus Mitte e.V.: Christmas campaign 2.0

After the positive feedback regarding this campaign in 2022, our Office Team also committed to realizing this Christmas campaign with the Kinderhaus Mitte in Berlin in 2023. The Bonialers love to bring joy to children at this special time of year and give something back.

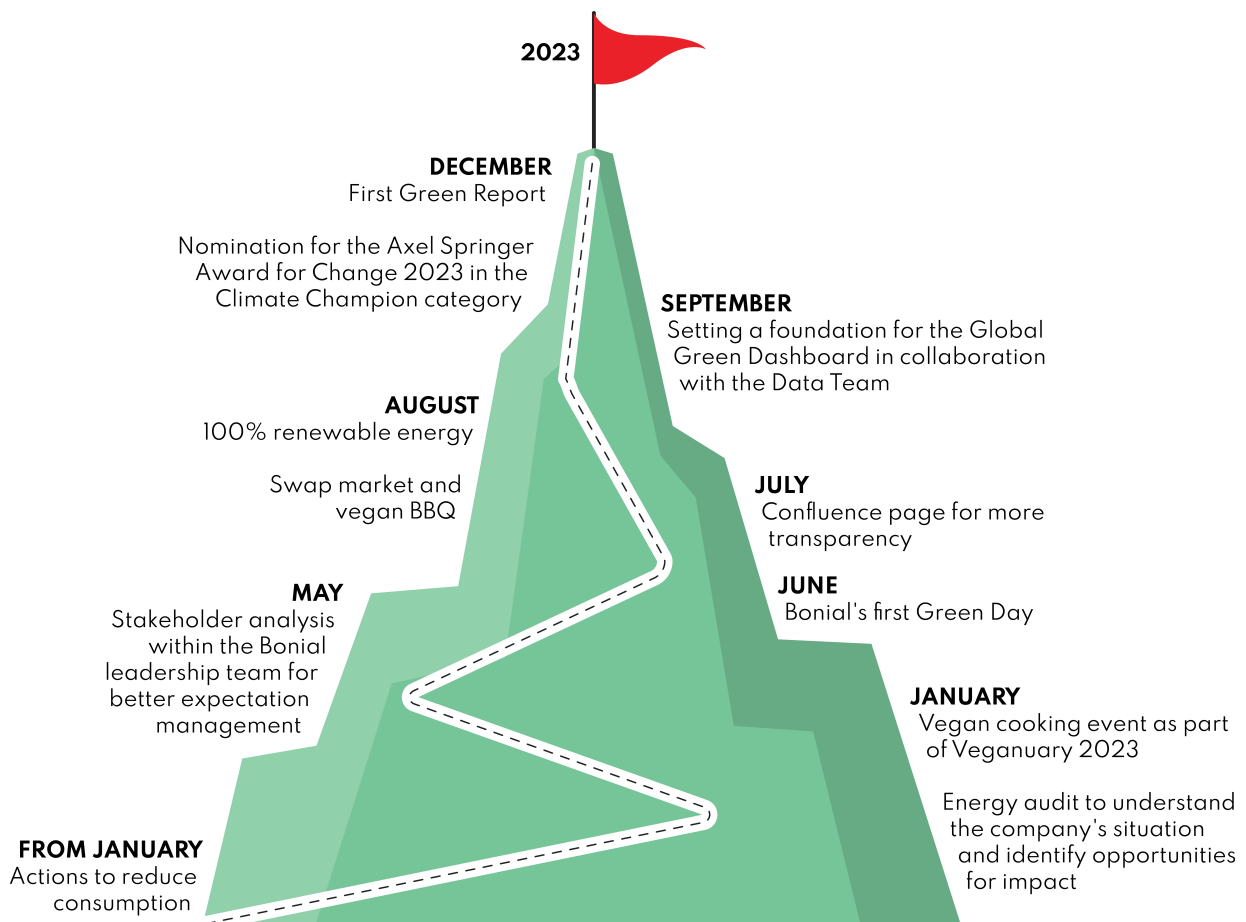
Restos du Coeur and Berliner Tafel

This year, the management thought of something special for the Bonial company donation to a Berlin organization. It was not the management that decided where to transfer the money, but the employees chose from four charitable organizations located in Berlin. After a two-week anonymous survey, the Berliner Tafel was chosen. Bonial France's donation went to Restos du Coeur, a non-profit organization that distributes food to those in need.

Successes and Outlook

In 2023, the Green Team was able to lay the first foundations for a future sustainability strategy at Bonial. These successes will help the Green Team to continue to establish the strategy within the company and make it part of the DNA, so that it becomes standard practice to challenge ourselves, clients and partners with regard to sustainability criteria.

Successes 2023



Outlook 2024

In 2024, the progress and goals that were introduced in 2023 with the various initiatives will be continued. In addition, Bonial's Green Team will focus on the following areas:

Veganuary

The year 2024 will kick off for Bonial with a Veganuary campaign, encouraging both employees and users of our platforms to embrace the vegan lifestyle in January.



Bonial employees will be able to enjoy vegan food and information sessions at the Berlin office throughout the month. At the same time, users of our platforms will have access to exclusive content, including offers for vegan products and editorial content such as vegan recipes.

Evaluation of sustainability concepts

A comprehensive evaluation of various sustainability approaches is intended to identify the most suitable concepts for the company. Procurement strategies are also taken into account in order to identify potential opportunities to increase sustainability. The insights gained are used to refine existing strategies and plan new projects for the coming years.

Sustainability Day

Due to its great success, Bonial is establishing the Sustainability Day (aka Green Day) as a permanent commitment by all employees from 2024. The objective is to make this initiative a recurring event. Early considerations for the upcoming event also relate to the involvement of local shops.

Visualizing Sustainability in our Products

For the first time, Bonial will be working on a product innovation to make sustainability accessible to users on German platforms. The idea is to support users in making responsible purchasing decisions, thereby having a positive impact on consumption and reducing the emissions caused by online shopping.



Facts

With a strong focus on social and environmental responsibility, Bonial strives every day to align itself as closely as possible with the United Nations Sustainable Development Goals. Bonial recognizes the importance of these UN Sustainable Development Goals and their role in reshaping the world for the better. It is not enough to simply recognize these goals; the company and its employees are constantly striving to make them a reality. Beyond the day-to-day business, it also guides the Green Team's initiatives in this direction.

Two of the three specific United Nations Sustainable Development Goals that Bonial actively supports are highlighted below.

1. Gender Equality

Bonial is committed to promoting gender equality through a number of impactful initiatives. A key element is the ambition to reach a significant milestone: 30 % female representation in leadership positions by 2024. The ongoing commitment reflects a clear desire to create a working environment that offers equal opportunities. In line with this ambition, Bonial has established a dedicated Diversity & Inclusion group. This team actively participates in constructive dialogues, conducts surveys and leads projects to promote diversity & inclusion.

2. Ensuring sustainable consumption and production

By actively participating in the digitization of brochures, Bonial is committed to further reducing paper consumption while taking into account the environmental impact. Our innovative digital product goes beyond technological change and actively helps to minimize environmental impact. By giving its users the ability to interactively access brochures from nearby shops, Bonial can reduce the production and distribution of paper.

In addition, the Green Team's initiatives focus on promoting responsible consumption and the conservation of resources. This team raises awareness among employees through effective campaigns and initiatives.

3. Contact

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**We keep our home towns vibrant
by attracting people to the stores
- so everyone can enjoy
what life has on offer.**

