

2020

NON-FINANCIAL REPORT
CANCOM SE

CANCOM

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1 GENERAL INFORMATION

1.1 Legal framework

In this non-financial Group statement, CANCOM provides information on the corporate social responsibility topics required by section 289c and 315c of the German Commercial Code (HGB). CANCOM has supported the UN Global Compact since 2015. This initiative, which was launched by the United Nations with the aim of promoting sustainable and responsible corporate governance, is based on ten universal principles. Through its membership, CANCOM undertakes to actively support these ten principles in the areas of human rights, labor standards, environmental protection and anti-corruption, and to promote them within its sphere of influence. This also includes that CANCOM consistently pursues the anchoring of these principles in its corporate strategy, its corporate culture and in its day-to-day business and reports annually on the progress made.

The ten principles of the UN Global Compact, including human rights, labor standards, environmental protection and anti-corruption, comprise significant parts of the reporting topics required in the non-financial Group declaration in accordance with HGB 298c (2) and (3). CANCOM has therefore based this declaration on the structure of the format proposed by the United Nations for annual reporting in accordance with the UN Global Compact framework. The declaration and its contents have been supplemented with additional disclosures where this appeared necessary from CANCOM's point of view in order to fully comply with the requirements of the German Commercial Code.

This report covers the period from 1 January 2020 to 31 December 2020. The key figures were recorded by the respective departments and divisions and apply to the entire CANCOM Group unless otherwise stated. Key figures and statements that relate only to parts or specific markets of the CANCOM Group are also marked.

You can find this and all previous years' sustainability reports in German and English on the Company's website www.cancom.de in the „Investors“ section. For reasons of sustainability, CANCOM does not print this report.

The Supervisory Board of CANCOM SE has reviewed this non-financial Group report and approved it on 27 April 2021.

1.2 The ten principles of the UN Global Compact

HUMAN RIGHTS

Principle 1	Businesses should support and respect the protection of international human rights; and
Principle 2	ensure that they are not complicit in human rights abuses.

WORKING STANDARDS

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining, and should also provide for
Principle 4	the elimination of all forms of forced labor;
Principle 5	the abolition of child labor; and
Principle 6	advocate the elimination of discrimination in respect of employment and occupation.

ENVIRONMENTAL PROTECTION

Principle 7	Businesses should support a precautionary approach to environmental problems,
Principle 8	take initiatives to create a greater sense of responsibility for the environment; and
Principle 9	promote the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.
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2 THE CANCOM VALUE SYSTEM

CANCOM's value system is based on the conviction that contemporary entrepreneurial action must be sustainable. Our understanding of corporate governance and our corporate values are based on this assumption.

2.1 Sustainable corporate governance at CANCOM

CANCOM believes that corporate responsibility for the environment and society and corporate growth are not mutually exclusive. On the contrary, CANCOM believes that social responsibility is indispensable for adequate sustainable growth. This is another reason why sustainability is one of CANCOM's three core values, along with agility and innovation. It is part of CANCOM's vision to grow while always assuming responsibility in society. All members of the Executive Board are committed to acting sustainably.

For CANCOM, an effective sustainability policy to protect the environment is an essential building block in the pursuit of long-term corporate goals. For this reason, the CANCOM Group implements measures at all levels and in all locations to operate in the spirit of sustainable development. IT as a means and a product makes a decisive contribution to greater sustainability - for customers and for CANCOM.

The Executive Board of CANCOM SE manages the Company and the CANCOM Group with the aim of creating sustainable value. In doing so, the members bear joint responsibility for the entire management of the Company. The members of the Executive Board work together as colleagues, exchange information and keep each other constantly informed about important measures and processes in their business units. This includes topics from the areas of corporate social responsibility and corporate governance or compliance. In addition, one member of the Executive Board is responsible for ESG (Environment Social Governance). The Management Board is publicly committed to the values of sustainable corporate governance; the Management Board's statement on corporate governance and sustainable corporate governance is published on the company website in the section Company > Corporate Governance.

The Executive Board and Supervisory Board work closely together in the interests of the Company. The intensive and continuous dialogue between the two bodies forms the basis for efficient corporate management at CANCOM. The Executive Board informs the Supervisory Board regularly, promptly and comprehensively about all material aspects of the CANCOM Group's business development, significant business transactions, planning, risk situation, risk management and compliance. The Executive Board and the Supervisory Board discuss the strategic direction of the Company and the status of strategy implementation at regular intervals. The Supervisory Board advises the Management Board on the management of the company and monitors its activities. The Supervisory Board appoints a member from among its members who, as an ESG expert, contributes expertise in the areas of environment, social affairs and governance to the Supervisory Board.

As a listed company, CANCOM already regularly publishes various information on the subject of responsible corporate governance. CANCOM sees this non-financial Group report as a supplement to the reporting obligations already fulfilled elsewhere. We therefore refer in particular to the declaration on corporate governance in accordance with sections 289f and 315d of the German Commercial Code (HGB), which is published on our website at www.cancom.de in the section Company > Corporate Governance.

2.2 CANCOM Core Values

CANCOM's corporate culture is based on three Core Values: Innovation, Agility and Sustainability. These values determine our entrepreneurial actions, the way we work, and our collaboration with our customers and business partners. The values and guidelines of the CANCOM Group can be found online at www.cancom.com/our-values.

2.3 CANCOM Code of Conduct - Fair, with respect, compliant

CANCOM is aware of its role in society and its responsibility towards customers, business partners, shareholders and employees. The CANCOM Code of Conduct is an important instrument that is binding for all employees. It creates an awareness of everyone's responsibility for sustainable and responsible business practices and anchors the ten principles of the UN Global Compact in the CANCOM Group.

With its principles, the Code of Conduct forms the basis for responsible, value-driven and compliant action. Under the motto „Fair, with respect, compliant“, the Code of Conduct reflects the Executive Board’s goal of strengthening ethical standards throughout the company and creating a working environment based on integrity, respect and fair conduct. The Code of Conduct thus forms the basis for CANCOM’s business activities and applies throughout the CANCOM Group. It thus also directly covers the subject areas of this non-financial Group report discussed below: human rights, labor standards, environmental protection and anti-corruption. All employees sign the Code of Conduct when they are hired as part of their employment contract and are regularly informed of any new developments and changes. Annual training is provided for all employees on the contents of the Code of Conduct.

3 COMPLIANCE WITH THE VALUES

Sustainability in the CANCOM Group is supported by all our colleagues. The core values of agility, innovation and sustainability form the basis for a corporate culture in which all employees bring these values to life every day. The CANCOM Group’s Code of Conduct, which is binding for all employees, provides guidance for this.

3.1 Responsibility at CANCOM

As a matter of principle, CANCOM conducts its business in compliance with applicable national and international laws. CANCOM’s compliance management ensures that the requirements are adhered to. CANCOM has established an anonymous whistleblower system to give all employees and external stakeholders the opportunity to report violations.

3.2 Compliance

Compliance management is an important component of corporate governance. Its purpose is to ensure that the Company’s activities comply with statutory and voluntary regulations. In CANCOM’s view, the most important instrument of compliance management is an effective compliance management system (CMS). This system comprises all measures and processes that serve to pursue the objectives of compliance management.

At CANCOM, a Compliance Officer, who reports directly to the Executive Board, ensures compliance and is responsible for the organization of compliance management and the functionality of the instruments used. This essentially includes the general process organization of compliance management, the whistleblower system, which can be accessed both internally and externally and is also anonymous, compliance directives within the framework of guidelines and the Code of Conduct, regular information for all employees via update e-mails, annual e-learning training for all employees and additional dedicated training for specific employee groups, investigation of (potential) compliance incidents, reporting and documentation as part of the annual compliance reports, and immediate reports to the CEO in the event of compliance incidents. The Compliance Officer also informs the Chairman of the Supervisory Board on a regular basis and as required.

The employees of the CANCOM Group are made aware of the requirements and innovations in the area of compliance through their participation in an annual one-hour e-learning training course. The course sensitizes employees to the contents and requirements of the Code of Conduct.

3.3 Whistleblowing

CANCOM expects all of its employees to comply with existing laws, policies and processes. All CANCOM employees are encouraged to report any violations of legal or internal requirements that they discover or even suspect in good faith. Reporting channels are available for this purpose, either by stating one’s own name or by using an anonymous whistleblower mailbox.

The receipt of reports received by e-mail, by post or via the reporting mailbox will be acknowledged within five working days. The whistleblower will be informed about follow-up measures within three months at the latest.

Incoming reports as well as internal investigations derived from them, the involvement of authorities if necessary and derived measures are documented comprehensively but confidentially by the Compliance Officer. Authorities such as the police, public prosecutor’s office and/or supervisory authorities are called in after determining the facts and if necessary.

CANCOM ensures that there are no sanctions against persons who report a compliance violation in good faith. This includes the exclusion of dismissal, transfer, suspension, threats and intimidation or other forms of discrimination. There will be no sanctions of any kind against the bona fide reporter in any case.

4 BUSINESS MODEL

As digital transformation partner, the CANCOM Group, headquartered in Munich, accompanies companies into the digital future. CANCOM is one of the largest manufacturer-independent IT systems houses in Germany and acts as an IT architect, systems integrator and managed services provider. As a provider of complete solutions, its business activities focus not only on the sale of hardware and software, but also on the provision of IT services. The range of IT services includes IT consulting, the design of IT architectures and IT landscapes, the design and integration of IT infrastructure and systems, and their operation. CANCOM can take over operational management for individual subtasks through to complete IT operation.

The operating business is divided into two Group segments: IT Solutions and Cloud Solutions.

In the IT Solutions segment, CANCOM offers comprehensive support for all aspects of IT infrastructure and applications. The segment includes IT strategy consulting, project planning and implementation, system integration, IT procurement via eProcurement services or as part of projects, as well as professional IT services and support. As part of its remarketing activities, CANCOM also operates a refurbishment center in which old equipment is prepared for further use and reuse. This avoids waste and extends the life cycles of the equipment.

In the Cloud Solutions segment, the range of services includes analysis, consulting, delivery, implementation and services, thus providing customers with the necessary orientation and support for the transformation of their corporate IT to the cloud. As part of its service offering, the CANCOM Group is able to take over the complete or partial operation of IT for customers with scalable cloud and managed services - in particular shared managed services.

Overall, customers benefit from CANCOM's extensive expertise and innovative portfolio, which covers the IT requirements of companies that are necessary for successful digital transformation with smart business solutions and services for IT trends such as cloud computing, analytics, enterprise mobility and security. The more than 4,000 employees of the internationally active CANCOM Group worldwide and a powerful partner network ensure market presence and customer proximity in countries such as Germany, Austria, Switzerland, Belgium, the UK, Slovakia and the USA.

In doing so, CANCOM's offerings make a positive contribution to a sustainable and digitalized economy. With the consolidation of data centers, Unified Communication and Collaboration (UCC) solutions, energy management in data centers and energy-efficient clients, CANCOM helps its customers to avoid emissions and conserve resources. In this way, CANCOM's IT solutions contribute to the transition to a low-emission and sustainable economy.

Further information on the business environment, the markets in which CANCOM operates, and the most important trends and factors that could influence the future development of the CANCOM Group can be found in the combined Group management report of the Annual Report 2020. You can find the annual report on the company website in the Investors > Reports section.

5 RISKS IN CONNECTION WITH NON-FINANCIAL MATTERS

The principles of value-oriented and responsible corporate governance include the exploitation of entrepreneurial opportunities while at the same time managing the associated risks with foresight. Continuous risk management with efficient early risk identification and monitoring is an integral part of strategy and business development and of the internal management and control systems in the CANCOM Group. The Company's internal risk management system is described in the Risk and Opportunities Report section of the annual report. There you will also find detailed explanations of individual material risks that are related to the CANCOM Group's own business activities or business relationships and that also affect non-financial issues.

For the purposes of this non-financial report, sustainability risks are events or conditions relating to the environment, social issues or corporate governance, the occurrence of which could have an actual or potential negative impact on CANCOM's net assets, financial position and results of operations, as well as on its reputation.

As part of its risk management, CANCOM has identified the following non-financial risks:

- Risks of operational disruptions, in particular to IT systems
- Cyber security risks
- Key personnel and know-how risks
- Compliance and legal risks
- Data protection regulations risks

In identifying risks, CANCOM has not identified any physical risks in the areas of climate and the environment (for example, the more frequent occurrence of heat waves, floods or storms) or transition risks (effects of new political framework conditions to mitigate climate change) that would be material enough for CANCOM and would therefore have to be listed in the annual risk reporting.

For further information on the disclosures required under section 289c and section 315c of the German Commercial Code (HGB), please refer to the risk report in the annual report.

6 HUMAN RIGHTS

The CANCOM Group is expressly committed to the protection of human rights and promotes their observance within its sphere of influence. CANCOM does not tolerate any discrimination, racist statements or harassment in the work environment with regard to age, physical or mental ability, origin, gender, political stance, religion, ideology or sexual orientation.

With the global human rights guideline for the CANCOM Group, the Executive Board has made respect for human rights a principle of the Group's business activities. The Human Rights Directive is published on the corporate website in the section Company > Corporate Governance.

Membership of the UN Global Compact

CANCOM has been a member of the United Nations Global Compact (UNGC) since December 2015. CANCOM reports annually on its progress in implementing the goals and on its continued support of the UNGC's objectives. You can find the progress reports on the United Nations website.

UN Global Compact website

For CANCOM, compliance with the principles of the UNGC is an important principle for exercising responsibility in the supply chain. The commitment to the ten principles of the UNGC is therefore part of the obligatory supplier commitment that all suppliers who have a business relationship with CANCOM sign.

You can find the Supplier Commitment on the company website in the section Company > Corporate Governance.

No violations of human rights were reported became known in the CANCOM Group in 2020.

6.1 Code of Conduct and Human Rights

The principle of respecting human rights is part of the CANCOM Code of Conduct, compliance with which is mandatory for all employees of the CANCOM Group, regardless of their location or position. In addition, the principles of respecting human rights are explained in more detail in the CANCOM Human Rights Policy. The Human Rights Policy can be found on the website in the section Company > Corporate Governance.

6.2 Diversity and gender equality

CANCOM does not tolerate discrimination of any kind. The Code of Conduct also requires all employees and suppliers to make a clear commitment to the principle of non-discrimination. Furthermore, compliance with legal requirements is also the basis of successful business activity for CANCOM in the area of equality. Accordingly, CANCOM also complies with the statutory regulations for the equal participation of women and men in management positions in the private and public sectors, as well as with the regulations of the German Corporate Governance Code (DCGK) with regard to gender equality and diversity.

No cases of discrimination have been reported in the CANCOM Group in 2020.

Diversity and inclusion at CANCOM

The Executive Board of CANCOM SE has adopted a Diversity and Inclusion Policy. In doing so, the Executive Board is committed to promoting diversity of perspectives and biographies within the Company, the compatibility of family and career, and a culture of fair and respectful treatment.

You can find the Diversity Policy on the company website in the section Company > Corporate Governance.

In accordance with the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector (FührposGleichberG), the Supervisory Board of CANCOM SE sets targets for the Executive Board and the Supervisory Board for the proportion of women on both boards and a deadline for achieving them. CANCOM reports annually on the targets set and their achievement in the section of the Corporate Governance Statement entitled „Targets for the proportion of women“. You can find the current Corporate Governance Statement for 2020 on the Company's website in the section Company > Corporate Governance.

Within the CANCOM Group, the shareholders' meeting and the Executive Board of CANCOM GmbH continue to set targets for the proportion of women on the Supervisory Board and in the Executive Board, and deadlines for achieving these targets, on the basis of the FührposGleichberG. CANCOM GmbH reports annually on the targets and their achievement in the abridged corporate governance statement. You can find CANCOM GmbH's current abridged corporate governance statement for 2020 on the Company's website in the section Company > Corporate Governance.

6.3 Personal rights - data protection

The protection of personal data of customers, employees and other persons associated with the CANCOM Group is a fundamental basis of business activity for all companies of the CANCOM Group. The companies of the CANCOM Group are aware of the responsibility that CANCOM's success also depends on the trustworthy and secure handling of personal data.

In many areas and industries, the CANCOM Group is perceived as a single entity from the perspective of its customers and the public. It is therefore the common concern of the companies in the CANCOM Group to make an important contribution to their joint business success by implementing their Group Privacy Policy and to support the CANCOM Group's claim to be a provider of high-quality and forward-looking various services, solutions and products.

The CANCOM Group has established a Group-wide policy for data protection to ensure a uniform and high level of data protection worldwide for internal and cross-company data processing, as well as for national and international data transmission. The data protection information for all employees, customers and external interested parties is summarized in the data protection section of the company website.

Personal data must be processed in the CANCOM Group by the recipient of data in accordance with the data protection principles that apply to the transmitting entity. For the CANCOM Group, in addition to this economic aspect, the security of data with regard to the protection of personal data is also decisive for the responsible handling of the individual personal rights of each person.

CANCOM ensures that all employees are aware of the principles of data protection, the legal basis and the confidentiality of certain data and information by means of documents that are valid throughout the CANCOM Group. These include the Code of Conduct, the Data Protection Policy and the Data Protection Concept.

Both technical and organizational measures are crucial for comprehensive data security. Cloud hosting and services, such as in the areas of cloud computing, managed services, consulting, field services and remote support have the highest security standards. This is demonstrated in particular by our ISO 27001 in conjunction with ISO 27017, ISO 27018, ISO 27005, ISO 31000 and ISO 22313 certified services. CANCOM's data centers are subject to the highest security requirements and meet the technical and organizational specifications of the German Data Protection Regulation (DSGVO) and the ISO 27001 standard. This is regularly confirmed by external audits.

CANCOM relies on the responsible cooperation of all colleagues when dealing with personal data. All employees are sensitized to the topic of data protection in an annual 45-minute online training session and are made aware of new legal requirements. All employees are regularly informed about data protection issues via internal channels.

In addition, the data protection team held three team training sessions in 2020 and five small team sessions on an ad hoc basis. In particularly exposed sectors and projects, the employees of the CANCOM Group are instructed separately.

In the 2020 financial year, CANCOM Group employees reported 30 data protection incidents and CANCOM Group customers reported six. After a thorough review and corresponding risk assessment, none of these 36 cases was reportable.

6.4 IT security / information security

As a provider of IT security solutions, the protection of IT systems - both for customers and for CANCOM itself - is a high priority. With many years of experience in the field of information security, CANCOM is in the best possible position to establish security implementations that keep the business running. A significant part of CANCOM's business activities is aimed at providing customers with the highest possible security standard within their IT landscape. In addition, CANCOM is internally committed to high data protection and information security standards for internal systems.

The ISO 27001 standard for information security management systems (ISMS) aims to ensure that all confidential data is protected, the integrity of operational data is maintained and data is available at all times. For this reason, CANCOM considers a certified ISMS to be the necessary basis for successful day-to-day business. The content of the certification covers almost all of CANCOM's offerings in the areas of information technology and cloud computing. The certification covers all locations in Germany, England, Ireland, Austria, Switzerland, Belgium and Slovakia.

As part of the ISO/IEC 27001 certification, compliance with the following standards is also audited: ISO 27017 (Cloud Security), ISO 27018 (Cloud Data Protection), ISO 27005/31000 (IT Risk Management), ISO 22313 (Business Continuity Management) and ISO 27701 (Data Protection).



The Group-wide IT risk management system is certified in accordance with ISO 31000 for the subsidiaries in Germany, Austria, Switzerland and Slovakia. The risk management system enables risks to be identified at an early stage and, if necessary, appropriate countermeasures to be implemented proactively. The risk management system covers business, technical and organizational aspects.

7 LABOR STANDARDS

CANCOM expects a high level of commitment from its employees and in return offers individually tailored development opportunities and career prospects. The key criteria for employee development are performance and potential.

CANCOM ensures compliance with recognized international labor standards, such as the ILO core labor norms, as well as locally applicable laws at all its operating sites. No form of forced labor or child labor is tolerated within the CANCOM Group. Furthermore, CANCOM does not tolerate any form of discrimination in employment or occupation. Fairness and equal rights with regard to the remuneration of men and women are a matter of course for CANCOM. CANCOM complies with the applicable statutory minimum wage regulations throughout the Company.

CANCOM does not operate any facilities in countries where there is a significant risk of child labor or where young employees are exposed to significant dangers. All suppliers pledge to respect the principles of the UNGC in their declaration of commitment.

7.1 Code of conduct

Interaction with employees must be fair and equitable at all times. Employees should feel that they can discuss all problems related to their work in the CANCOM Group on a confidential basis. This includes a learning culture that values and encourages open and objective feedback from all participants. These principles are also anchored in the CANCOM Code of Conduct. You can find the code of conduct on the company website in the section Company > Corporate Governance.

7.2 ILO Core Labor Standards

The core labor standards of the International Labor Organization (ILO) consist of the following four basic principles:

1. freedom of association and the right to collective bargaining
2. elimination of forced labor
3. abolition of child labor
4. prohibition of discrimination in employment and occupation

These basic principles strive for social justice and fair globalization. Supporting these principles is a matter of course for CANCOM. For us, this also includes open dialogues with works council bodies, the strict rejection of forced labor, the verification of the minimum age of employees, and a zero-tolerance policy towards discrimination.

In the reporting year 2020, no violations of the above principles of the ILO labor standards became known within the CANCOM Group.

7.3 Employees of the CANCOM Group

The employees of the Group make a significant contribution to CANCOM's success. The corporate culture is based on three core values: Innovation, Agility and Sustainability. These values determine our entrepreneurial actions, the way our teams work, our collaboration with customers and business partners, and ultimately our entire corporate culture.

Values process 2020

As part of an intensive values process, various departments across the company worked on values and guidelines in 2020. CANCOM has identified innovation, agility and sustainability as its core values and has built on them 10 principles that guide the actions of all employees in their day-to-day work. A lively corporate culture guided by values creates identification with the Company and offers employees orientation in their daily work.

The values and guidelines are published on the corporate website under Company > Our Values. The values are also part of CANCOM's internal management guidelines.

At the end of last year, more than 4,300 colleagues were working in the CANCOM Group. Divided into three age groups, 22.8 percent of employees in the past financial year were under 30, with the majority of employees aged between 30 and 50. Last year, 78.9 percent of employees identified themselves as male and 21.1 percent as female. CANCOM generates a large proportion of its revenue in Germany, and around 80 percent of its employees are based in Germany.

Number of Employees	2020		2019	
Nach Alter		%		%
Under 30	984	22.8	959	23.1
30 to 50	2,333	54.0	2,243	54.1
Over 50	1,002	23.2	962	23.2
By gender				
Male	3,409	78.9	3,314	79.9
Female	910	21.1	850	20.5
Non-binary	0	0.0	0	0.0
By region				
Germany	3,458	80.1	3,413	82.3
UK	577	13.4	561	13.5
Other	284	6.6	190	4.6

Attracting and retaining qualified employees is an important goal for CANCOM. With a lively corporate culture guided by values, targeted employer branding and benefits, CANCOM seeks to retain employees in the long term. In 2020, the fluctuation rate fell by 2.8 percentage points to 13.1 percent (previous year: 15.9 percent).

Employee turnover	2020	2019
By age	%	%
Under 30	3.5	4.4
30 to 50	6.7	8.2
Over 50	2.9	3.3
By gender		
Male	10.4	12.7
Female	2.8	3.2
Non-binary	0	0
By region		
Germany	10.6	13.5
UK	1.6	1.3
Rest	0.9	1.1
Total	13.1	15.9

Permanent employment contracts dominate the employment contracts at CANCOM. At 8.8 percent, fixed-term employment contracts 2020, which are mostly concluded as part of dual studies and training, accounted for a small proportion of employment contracts. The type of contract is independent of gender.

Type of contract	2020		2019	
Unlimited Employment contract		%		%
Male	3,128	78.8	3,038	79.4
Female	842	21.2	789	20.6
Non-binary	0	0.0	0	0.0
Temporary Employment contract				
Male	281	80.5	276	81.9
Female	68	19.5	61	18.1
Non-binary	0	0.0	0	0.0

CANCOM has designed an employee survey as a key component for measuring employee satisfaction and identification with the Company in the course of the values process in 2020. Every year, colleagues have the opportunity to evaluate their working environment at CANCOM and actively make suggestions for improvement.

7.4 Further training

In 2020, CANCOM spent around EUR 2.3 million, which corresponds to around 3.7 percent of net income after taxes, on external training alone as an investment in employee training. Compared to 2019, the share of net income spent on training fell by 4.9 percentage points. This change can be explained by a significantly lower number of external trainings last year due to the pandemic. In addition, internal training of employees on various standard programs, such as Excel courses or technical training, takes place every year. The expenses for internal training are not included in the above-mentioned EUR 2.3 million.

Year	Expenditure on training (external) (in EUR million)
2018	2.7
2019	3.1
2020	2.3

7.5 Internships, student traineeships, final theses, further training measures, school partnerships

CANCOM offers students in various courses of study internships, student traineeships or theses. CANCOM provides students with subject-related support throughout the entire period and ensures close supervision for bachelor's and master's theses. CANCOM also supports school students throughout Germany in their first steps into the world of work and carries out extensive company and orientation internships at all major locations.

In cooperation with the German Federal Armed Forces Vocational Support Service (BFD), CANCOM offers various internships and further training measures for soldiers leaving the German Armed Forces, enabling these individuals to pursue careers in the IT sector.

In cooperation with various social insurance agencies, CANCOM offers internships in various occupational fields as part of retraining measures.

CANCOM participates in the annual „Girls' Day“ at several locations. Girls aged 12 and over have the opportunity to get to know and experience the world of IT.

CANCOM has an official school partnership with a total of three schools in the area covered by the Swabian Chamber of Industry and Commerce, and is also involved in various project seminars on career guidance at various middle and secondary schools. CANCOM is also involved in the upper secondary school level in various German states with regular information events on general career guidance and career paths in IT.

7.6 Training and dual studies

CANCOM attaches great importance to providing qualified training for young people. For this reason, the CANCOM Group offers 12 different apprenticeships and six dual Bachelor's degree programs throughout Germany. The spectrum ranges from classic IT apprenticeships (IT specialist for system integration, IT specialist for application development, IT systems management clerk) to dual courses of study in the fields of information technology, business information technology, IT management, business administration and marketing.

CANCOM Germany	2020	2019	2018
Number of apprentices	229*	232	211
Number of dual students	45	42	40
Training ratio Germany	7.9%	8.0%	7.6%
Total (net) Germany	3,113	3,076	3,005
Total number (gross)* Germany	3,458	3,409	3,299

*status: 01.09.2020

CANCOM Germany	Training			Study		
	2020	2019	2018	2020	2019	2018
Commercial	63	59	30	20	17	16
Technical	155	162	174	25	25	22
Other	11	11	7	0	0	2

Compared to the relevant average in the comparable company size, CANCOM trains significantly more apprentices. With a training rate of 7.9 percent, CANCOM is about three percentage points above the average for Germany; in terms of the information and communication industry, the training rate is about twice as high as the industry average (source: Federal Institute for Vocational Education and Training, Data Report on the Vocational Training Report 2020). In 2020, the rate of employment after completion of training was 85 per cent.

As part of various exchange programs - for example „Erasmus“ - CANCOM, in cooperation with the vocational schools, offers trainees the opportunity to complete part of their training in another EU country.

Excellent training

In 2019 and 2020, CANCOM achieved top rankings among all IT service providers in the study „Germany's best training companies“ commissioned by Focus Money and Deutschland Test. Anyone who starts a vocational training program or a dual study program at CANCOM creates the best conditions for individual development and a promising future in the IT industry.

For CANCOM, the good result is an award for the great commitment of the trainers, not only in vocational training, but also in supporting the dual students. In the autumn of 2020, the business magazine Capital (issue 11/2020) determined „Germany's best trainers 2020“. For the third time in a row, CANCOM was also rated with outstanding results – with the highest number of points for both dual studies and vocational training.

7.7 Health and safety

CANCOM attaches great importance to safety in the workplace and complies with the relevant laws, regulations and trade association agreements for the protection of employees. Based on the specifications and requirements of the legislator and the employers' liability insurance associations, CANCOM ensures that trained employees provide safety and occupational health care in the company.

The occupational safety specialists regularly inspect CANCOM's premises, moderate the regular occupational safety committee meetings, prepare and distribute instruction materials and compile accident statistics. They also regularly review the risk assessments, operating instructions and other materials.

Health days are held regularly at all major sites. All employees can contact the company doctor personally. The range of health days offered varies annually and is based on the needs of the employees. First-aid facilities are also regularly checked at all sites and managers are advised on the safety and health of employees at work. A database is available as a source of evidence and information for all employees, but also for authorities.

No fatalities or work-related injuries with serious consequences occurred in 2020. A total of 26 work-related injuries were recorded (previous year: 29).

	2020*		2019*	
	Quantity	Accident rate	Quantity	Accident rate
Fatalities due to work-related injuries	0	0	0	0
Work-related injuries with serious consequences	0	0	0	0
Work-related injuries	26	5.41**	29	5.67**

* Figures for CANCOM GmbH, CANCOM ITC Service GmbH, CANCOM Managed Services GmbH, CANCOM Public GmbH, CANCOM physical infrastructure and CANCOM SE (2020: 3,110 employees).

** Accident rate calculated according to the formula (number of accidents at work / number of hours worked per year) * 1,000,000

Most of the injuries were bruises and cuts that occurred during work at the Service Factory in Jettingen-Scheppach. As far as possible, measures have been implemented to prevent accidents in the future. CANCOM aims to achieve an accident rate of 0 percent.

Irrespective of their place of work, employees are made aware of the basics of occupational safety and health in the workplace once a year as part of a mandatory 45-minute online training course. The occupational safety specialists accompany the training in terms of content and are available to answer questions from employees.

Corona Management

Last year, the safety and health of employees was a particular focus, especially in view of the spread of the corona virus. CANCOM responded early and comprehensively by setting up a central Corona crisis team. As part of regular updates, all employees were informed about new regulations, hygiene rules, sources of information and internal rules.

Thanks to the AHP platform used throughout the company, CANCOM was able to enable mobile working for most employees at a very early stage. The only exceptions were the colleagues in the Service Factory, who continued to dispatch the hardware required by the customers in a shift system in compliance with a strict hygiene concept. At times, up to 90 percent of all employees were not working at their office workstations at the CANCOM sites.

A protection concept was developed and introduced for all colleagues, customers and external guests within a short period of time. Hygiene measures such as disinfectant dispensers, Plexiglas screens at reception and masks for employees were quickly available at all locations. All colleagues always had access to current and comprehensive information via a central microsite.

CANCOM benefited in its response to the pandemic from the processes developed as part of the certification of the business continuity standards ISO 22313. As part of the certification, a pandemic scenario was part of the considerations in 2019 and the corresponding proactive and reactive measures were prepared accordingly. The resulting processes and specifications were quickly introduced, controlled and optimized by the crisis team that was convened.

7.8 Work flexibility

As a modern employer, CANCOM wants its employees to have a good work-life balance. A healthy work-life balance is important for the well-being of all employees. For this reason, employees can work as flexibly as possible, depending on their area of responsibility, in order to optimally combine private life and work. Technologically, this is possible at any time with the cloud-based CANCOM Digital Workspace - from anywhere and on any device.

CANCOM enables all employees, in consultation with their team and their superiors, to arrange their own working hours wherever possible within the framework of trust-based working hours. Mobile working from home is also possible – depending on the location and task – in consultation with superiors.

7.9 Supplier relationships

CANCOM acts strictly in accordance with the Code of Conduct in all situations and divisions. For this reason, fair dealings are also desired in our dealings with suppliers and manufacturers, and are regulated as binding for all employees by the Code of Conduct. CANCOM also checks its suppliers and manufacturers for compliance with these requirements. In addition to operational performance parameters, they must meet certain qualitative, ethical and legal requirements.

Before CANCOM accepts a supplier, the supplier must sign the Supplier Commitment. The declaration of commitment sets out binding rules for the supplier. CANCOM only accepts suppliers who confirm in the declaration of commitment, among other things:

- to comply with CANCOM’s Code of Conduct,
- respect the principles of the UN Global Compact,
- ensure compliance with all applicable international and national laws, regulations and directives,
- ensure data protection, confidentiality of information and information security,
- to prevent discrimination in all its forms, and
- not to tolerate any form of corruption.

In addition, all suppliers who provide a service for CANCOM must give a written assurance that they will comply with the Minimum Wage Act.

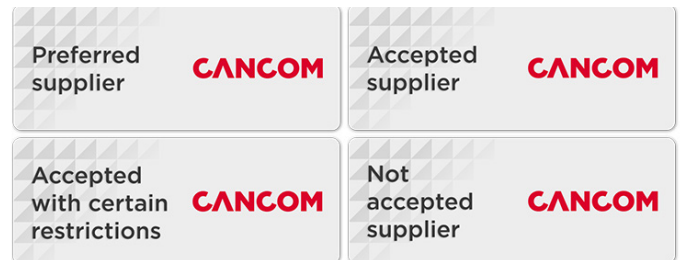
The declaration of commitment for suppliers is published on the website in the section Company > Corporate Governance.

CANCOM carries out standardized supplier assessments of existing suppliers at regular intervals. This involves assessing various qualitative and ethical aspects.

Evaluation criteria include, but are not limited to, the following factors:

- Does the company have a policy for dealing with employees, the environment, suppliers and customers?
- Is there an action program in the field of corporate social responsibility?
- Does the company have a certification regarding environmental protection and information security?
- Is there a code of conduct?

These criteria, along with other factors, are included in the evaluation of the supplier and are then viewed and evaluated by the Compliance Officer. The suppliers are then divided into four possible groups:



Preferred suppliers	Very good performance of the supplier Measures: Little action required
Accepted suppliers	Average good performance of the supplier Measures: Improvements required
Restricted suppliers	Still sufficient performance of the supplier Measure: Mandatory improvement necessary
Not accepted supplier	Inadequate performance by supplier Instant escalation. Measures: Reasoned exclusion from the supplier range.

7.10 Trustworthy business partner

The AEO (Authorized Economic Operator) was introduced by the World Customs Organization in order to jointly ensure the security of the international supply chain. The status certifies the reliability and trustworthiness of certified companies and allows them to participate in simplified customs procedures. As an AEO, CANCOM guarantees compliance with the following criteria: Compliance with customs and tax regulations, satisfactory accounting system, solvency, security standards, practical and professional qualification. In this way, CANCOM also wants to contribute to making global trade easier and safer and to acting as a trustworthy business partner.

8 ENVIRONMENTAL PROTECTION

CANCOM is aware that resources are not available in unlimited quantities. For this reason, an adequate sustainability policy to protect the environment is an essential principle for CANCOM in pursuing its long-term corporate goals. CANCOM therefore consistently implements measures to reduce negative impacts on the environment. All colleagues are called upon to support the goal of working in a way that conserves resources.

As a trading and service company in the IT sector with more than 60 international locations, CANCOM rents or operates office space, warehouses, logistics and data centers. In addition to the real estate, the vehicle fleet and the equipment of the employees are particularly important for CANCOM's work.

Accordingly, CANCOM's sustainability policy focuses on the sustainable and careful use of resources in the area of buildings and infrastructure, the vehicle fleet and the IT equipment and IT use of employees. Trading in hardware also generates large quantities of packaging waste, which is directly related to business activities. For this reason, CANCOM focuses on acting in an environmentally conscious manner, particularly in these areas.

In the 2020 financial year, no cases of non-compliance with environmental protection laws and regulations came to CANCOM's attention. Accordingly, no fines or sanctions were imposed on CANCOM. Furthermore, CANCOM was not involved in any dispute resolution proceedings in the past financial year.

EcoVadis assessment

CANCOM is assessed annually by EcoVadis. The platform examines the company's sustainability and the sustainability of global supply chains. The scorecard, which is also available to CANCOM customers, enables CANCOM to survey, communicate to stakeholders, and improve selected factors of corporate performance in the areas of environmental, social, and ethical business practices.



CANCOM achieved bronze status in 2020 with 47 out of a possible 100 points.

8.1 Energy policy and emissions

As energy generation is one of the main drivers of man-made climate change worldwide, CANCOM's energy policy is to ensure that energy is used in the most resource-conserving and environmentally conscious way possible. CANCOM focuses in particular on its vehicle fleet, offices, data centers, warehouses and logistics centers.

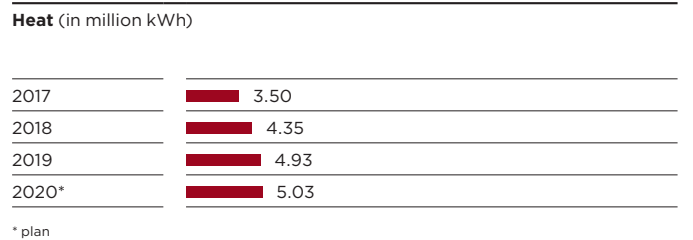
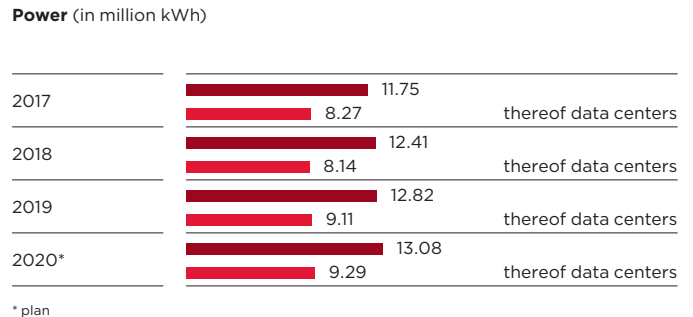
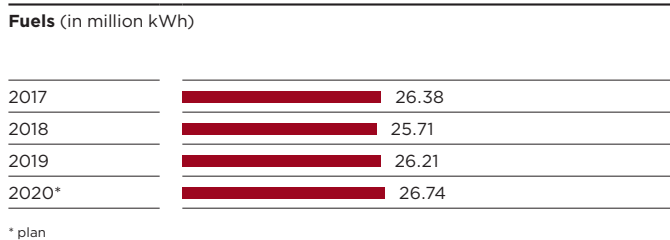
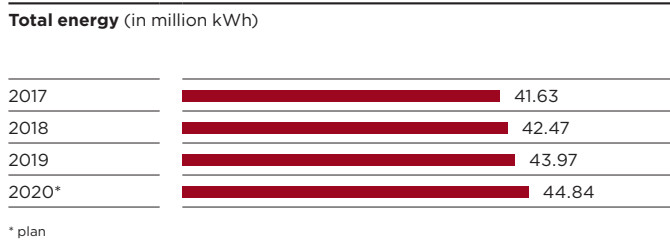
Energy targets and energy policy

CANCOM sets efficiency targets as part of its energy management. For example, fuel consumption and electricity consumption are to be reduced by 1 percent per year compared with consumption in the previous year. With these targets, the Executive Board is committing itself to the principle that all energy should be used sparingly. Energy consumption is thus to be continuously reduced. At the same time, energy efficiency in mobility, data storage and in day-to-day work within the CANCOM Group is increasing accordingly.

The company management promotes climate protection. It defines the energy policy and supports its development and compliance. CANCOM also encourages each individual to act in an energy-conscious manner. In order to continually reduce consumption, energy is to be used sparingly. For this reason, CANCOM has laid down binding rules of conduct for all employees. CANCOM also aims to increase energy efficiency in mobility, data storage and in daily work. Where possible, efforts are made to use renewable energies. It is important to CANCOM to identify opportunities for improvement so that measures can be derived to increase efficiency. For this reason, an energy team tracks energy planning and the improvement of energy-related performance.

The Executive Board has also set as a key objective the use of sustainable forms of energy generation at all CANCOM sites that offer suitable conditions for this. Photovoltaic systems at CANCOM sites play a particularly important role in this.

The following chart shows the development of energy consumption at CANCOM SE. Due to the collection interval of the information shown, the data for the 2020 financial year is not yet available at the time of publication of this report. Compared to 2018, energy consumption increased moderately.



Electricity from hydropower

In addition to fuel for the vehicle fleet, electricity is the main energy source used at CANCOM. CANCOM purchases around 9.2 million kWh each year in Germany alone. Therefore, as part of its energy policy, CANCOM has decided to rely on electricity from environmentally friendly hydroelectric plants for all of its locations in Germany. CANCOM purchases a green electricity product throughout Germany that is certified by TÜV Nord Cert GmbH on the basis of the VdTÜV Basic Guideline „Green Electricity Products“ 1304.

An important goal of energy policy is to reduce emissions caused by the use of energy sources. At CANCOM, the focus is particularly on CO2 emissions caused by energy consumption. Other greenhouse gases such as water vapor, methane or nitrous oxide do not play a role at CANCOM. The main consumers of energy are the vehicle fleet, data center operations and office space. Although emissions also occur in the supply chain during the manufacture, transport and use of products, CANCOM focuses on emissions within Scope 1 and Scope 2 as defined in the Greenhouse Gas Protocol (GHP).

Calculation methods for emissions

The recording and calculation of emissions plays an important role for more and more companies and organizations worldwide under the catchword „carbon accounting“. Different methods of recording emissions have become established.

CANCOM currently calculates its emissions using the site-based method. A site-based method reflects the average emissions intensity of the networks in which energy consumption takes place. Network-average emission factor data is used for the calculation. For the calculation of CO₂e emissions, CANCOM uses the factors of the fact sheet on CO₂ factors of the Federal Office of Economic and External Affairs, version 1.1 of 1 January 2019.

Another common method of calculating emissions is the market-based method. Here, the emission factors are derived from the framework data of the contracts with which a party buys electricity on the market, for example.

The combination of both methods is also possible if not all consumption can be covered by the market-based method.

The different calculation methods make it difficult to compare data between companies, even if they are active in the same sector.

The data collected by CANCOM as part of its energy management covers the sites in Germany, Austria and Belgium and records the majority of the CANCOM Group's energy consumption. Compared to 2018, CANCOM was able to reduce emissions from the consumption of primary energy CO₂ equivalents (CO₂e) by 1.7 percent. In 2019, the CO₂e intensity was 9.0, expressed in tons of CO₂ per million euros of revenue. The Compound Annual Reduction Rate (CARR), the average annual reduction in emissions intensity, was -17.7 percent from 2017 to 2019.

	2019**	2018	Δ
Total energy*	13,978	14,217	- 1.7 %
Fuels*	6,971	6,837	+1.9 %
Electricity*	6,132	6,497	- 5.9 %
Heat*	875	883	-0.9 %
Tons CO₂e/EURm turnover	9.0	10.3	-12.6 %

* Figures in metric tons of CO₂e, Scope 1 and Scope 2.

** Data for 2020 was not available at the editorial deadline for this report.

8.2 Energy and environmental management

Since 2015, the legislator has required companies to conduct an energy audit in accordance with EDL-G 16247 or to introduce an ISO standard (ISO 50001:2011). Based on this obligation, CANCOM introduced the ISO standard ISO 50001:2011 Energy Management in 2016. For the sites in Germany, Austria and Belgium, CANCOM is certified in accordance with ISO 50001:2011 until 20 August 2021. The introduction of ISO 50001:2018 took place in the past financial year.

In the United Kingdom and Ireland, CANCOM Managed Services Ltd was certified to ISO 14001:2015 in 2020.

8.3 Green IT

Green IT plays an important role in the CANCOM portfolio. CANCOM supports customers in the use of energy-saving and environmentally friendly IT components and architectures.

CANCOM also uses these technologies extensively itself. Within the Company, there are requirements to procure only equipment with appropriate energy-saving functions. There are also requirements for employees to use the devices in an energy-efficient manner.

CANCOM also introduced the Workplace of the Future throughout the Group in 2014. The UCC (Unified Communication and Collaboration) solution introduced, with extensive options for telephone conferences and video conferences, is available to all employees on various devices and platforms. This has a reducing effect on travel behavior, which in turn leads to reduced energy consumption.

In CANCOM's data centers, virtualization is generally used to reduce the number of dedicated servers and to reduce the power consumption of individual components that are not in use. These measures are supplemented by the use of optimized cooling mechanisms. Modern power monitoring tools are used to precisely monitor power consumption, performance and other parameters and to optimize them from an energy perspective.

Energy consumption in data centers

A significant proportion of the electricity consumed within the CANCOM Group is generated by the operation of several data centers.

Over the last few years, CANCOM has reduced energy consumption by around 40 percent at its data center in Jettingen-Scheppach, for example. With its successful energy management, CANCOM has also been able to reduce the annual electricity consumption at its data center in Hamburg by around 75 percent. In 2019, the Hamburg Senate awarded CANCOM the „UmweltPartnerschaft Hamburg“ certificate for this achievement.

8.4 Travel and vehicle use

To support the avoidance of travel activities through technical communication solutions, attention is paid to greenhouse gas and pollutant emissions as part of the group-wide car policy. The focus here is primarily on replacing old vehicle models with newer, more energy-efficient models. This reduces fuel consumption and emissions.

As at 31 December 2020, the CANCOM Group had 1,447 vehicles. Compared to 31 December 2019, the inventory has decreased minimally by 13 vehicles.

In the past financial year, travel activity was significantly lower as a result of the restrictions imposed to contain the coronavirus pandemic. In total, colleagues in the CANCOM Group booked 10,456 trips (previous year: 22,186 bookings), a decrease of 52.9 percent. Of these trips, 1,143 were air trips (previous year: 3,925 air trips), a decrease of 70.9 percent. Air travel as a percentage of travel bookings decreased from 17.7 percent in 2019 to 10.9 percent in the past fiscal year.

In addition to modernizing its vehicle fleet, CANCOM encourages its employees to travel by train in order to take advantage of the less CO₂-intensive rail transport. In 2020, CANCOM booked 1,748 rail trips. In the previous year, this figure was 6,289 trips. In this way, environmentally friendly green electricity was used for employee travel and the emission of CO₂ and other pollutants was greatly reduced compared to car travel. In the 2020 financial year, the CO₂ savings from rail travel amounted to 107.9 tons of CO₂ compared with the emission that would have resulted from the use of an average car.

8.5 Facilities

In the CANCOM offices, particular attention is paid to reducing electricity and energy consumption within the framework of the structural conditions and those specified by the landlord. The measures also include tips on reducing water consumption, the use of more efficient heating technologies, and the replacement of lighting with more energy-efficient LED tubes. In addition, the use of photovoltaic systems will significantly reduce electricity costs for the main logistics and administration site in Jettingen-Scheppach.

Within the service factory in Jettingen-Scheppach, an innovative concept was already relied on during construction in order to keep climate and heating costs low. A groundwater heat pump, concrete core activation, heat recovery and a photovoltaic system ensure sustainable air conditioning and permanently reduce emissions.

Photovoltaic system in Jettingen-Scheppach

When expanding the central logistics facility in Jettingen-Scheppach, the issue of sustainability played a major role in the construction planning from the very beginning. The photovoltaic system makes a significant contribution to this. A total of 3,228 modules produced a total of 796,636.77 kWh of electricity in 2020. The proportion of self-consumption was between 70 and 72 percent, meaning that CANCOM was able to feed around 30 percent of the electricity generated into the grid. This resulted in CO₂ savings of 474.7 tons for CANCOM in the past year.

8.6 Disposal

As an IT company that is also active in hardware trading, its business activities generate waste, particularly in the form of packaging materials. CANCOM therefore takes care to dispose of the materials used in a way that conserves resources as much as possible. Disposal and recycling are also key factors in reducing the environmental impact of business activities.

CANCOM only works with certified companies in the context of disposal. In addition to certification in accordance with ISO 14001:2015-11 (environmental management system), all waste disposal service providers in the CANCOM Group also have certification confirming compliance with the requirements of the German Ordinance on Specialist Waste Management Companies.

CANCOM's largest logistics center is located at the site in Jettigen-Scheppach. For this reason, CANCOM has commissioned INTERSEROH Dienstleistungs GmbH to collect and recycle packaging materials that arise in order to conserve resources and protect the environment. CANCOM continues to offer its customers on-site disposal.

According to INTERSEROH, recycling of the materials PE/PP/ mixed plastics, paper/cardboard, lightweight packaging and wood saved a calculated 363 tons of resources and an additional 46.7 tons of greenhouse gases in 2020. This compares to 365 tons of resources and an additional 48.8 tons of greenhouse gases saved in 2019.

9 FIGHT AGAINST CORRUPTION

CANCOM undertakes to conduct its business in accordance with applicable laws, regulations and guidelines. CANCOM does not tolerate corruption or bribery, and does not tolerate any conduct in which business is conducted by unfair means. The CANCOM Group's principle of acting with integrity and honesty and meeting high quality standards ensures the Company's long-term success.

This principle is laid down in the Code of Conduct and the Anti-Corruption Policy and is binding for every employee at CANCOM. The Anti-Corruption Policy regulates, among other things, the granting and receipt of benefits and hospitality, dealings with public officials and elected representatives, as well as suppliers and customers, in order to create a clear and binding framework. The anti-corruption guideline is published on the company website in the section Company > Corporate Governance. In addition, there is a binding internal guideline on the granting and receipt of benefits and hospitality.

Internal Audit regularly reviews relevant business transactions for compliance. In addition, all employees are encouraged to actively address violations or report them anonymously via the whistleblowing system. The CANCOM Group was not aware of any cases of corruption and/or bribery in connection with its business activities in financial year 2020.

Correct conduct is taught to employees in a mandatory annual online training course. If there are any uncertainties or questions, all employees can contact the Compliance Officer. As part of the annual training on the Code of Conduct, CANCOM trains all employees on how to deal with problematic situations, on the existing guidelines and on reporting channels in the event of suspicious circumstances.

10 SOCIAL CONCERNS

CANCOM is in dialogue with various groups and individuals from business, society, politics and administration. CANCOM does not foresee any risks or negative effects from the topic area of „social concerns“ required by Section 289c or Section 315c 1 (2) of the German Commercial Code (HGB) arising from its own business activities or its isolated social commitment. Overall, CANCOM does not pursue an overarching concept for dialogue or engagement.

CANCOM is in contact with authorities, municipalities and local communities, for example in the case of major construction projects as part of the necessary approval procedures. The company or individual employees are also involved in local initiatives, charitable causes or non-profit initiatives with CANCOM's support.

CANCOM has drawn up a guideline for conduct in the context of interest representation in order to provide employees who are in contact with public officials, elected representatives and the public sector with guidance. It is published on the company website in the section Company > Corporate Governance.

10.1 Donations and charitable projects

Within the CANCOM Group, there are a large number of commitments that CANCOM supports. All of the larger company locations maintain long-term, local and sustainable partnerships with local institutions and support them with annual donations. The focus of the respective projects varies depending on the location.

In 2020, CANCOM SE as the parent company supported seven projects in the area of child and youth welfare as part of its annual Christmas campaign. The employees actively participated internally in the regionally based projects of the Christmas donation campaign. In addition, donations in kind are made to local initiatives on a case-by-case basis.

10.2 Memberships

In addition to compulsory memberships in chambers of industry and commerce, CANCOM is a member of the following associations and federations, among others:

- Professional Association of Entrepreneurs, Members of Liberal Professions and Self-Employed in Trade and Commerce (BVUFS) e.V.
- Bundesverband der Krankenhaus IT-Leiterinnen/Leiter e.V
- Bundesverband Digitale Bildung (BvDB) e. V.
- Federal Association of Medium-Sized Businesses BVMV e.V.
- Bundesverband Fuhrparkmanagement e. V.
- German Association for Information Technology, Telecommunications and New Media (bitkom) e.V.
- Bündnis für Bildung e.V.
- Cyberforum e.V.
- German expert society ltd.
- German Investor Relations Association (DIRK) e.V.
- German speaking SAP user group (DSAG) e.V.
- digitalHUB Aachen e.V.
- eco - Association of the Internet Industry e. V.
- Foundation for the Global Compact,
- OSB Alliance - Federal Association for Digital Sovereignty e.V.
- Regional Industry Club for Computer Science Aachen (REGINA) e.V.
- German Association for the Protection of Investors (SdK) e.V.

10.3 Party donations

CANCOM did not directly or indirectly support any political parties or candidates in the past financial year. Direct or indirect party financing is excluded by the policy on social dialogue and political advocacy. You can find the policy on the company website in the section Company > Corporate Governance.

This is a translation of CANCOM SE's nonfinancial report. Every effort was made to ensure the accuracy of the translation, however, no warranty is made as to the accuracy of the translation and the company assumes no liability with respect thereto. The company cannot be held responsible for any misunderstandings or misinterpretation arising from this translation.

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