

ESG 2022.

 Sustainable innovation.

 Increase social contribution.

 Reduce environmental footprint.

Waste Reduction

- Increasing the amount of waste recycled by 10% in 2022 for Breda HQ (vs 2021)
- Decreasing the amount of industrial waste per person in kg by 5% in 2022 for Breda HQ (vs 2021)



Control Carbon Emissions

- CO2 usage is measured globally for datacenters, offices and travelling
- Implementation of 3 energy saving initiatives to reduce our carbon emissions



Talent Management & Retention

- 60% of R&D trainees of CM.com: first jobs after graduation
- Max 10% voluntary leave
- Target an average 80% score for the Trust Index of the annual employee engagement survey
- Salary multiplier for entry level positions
- Career Planning Process



Procurement Strategy

- Implementation of a Global Sustainable Purchasing Policy
- ESG is integrated in new purchasing agreements



Environmental Legislation

- Recertification of ISO14001
- Onboarding on EcoVadis
- Follow up Energy Efficiency Directive (EED) audit



Data Protection & Security

- Yearly 1 security/PEN test yearly per CM.com product
- 12x per year Security Awareness training/education
- Monthly vulnerability scan of external facing systems
- Onboard 1 additional product to Bug Bounty program each year
- Yearly review of all personal data processing activities
- Implementation of new privacy and databreach policy



Innovation Lab

- Successful launch of 2 innovative sustainable products or services
- Publish 1 blog/vlog per month on social media on sustainability



Diverse & Inclusive Workplace

- No average gender pay gap during onboarding
- Worldwide mandatory We are CM.com sessions (live and online)
- Launch of 10 projects within CM Group (with local scope) to activate our products, people and capital to do good for society
- Social Return on Investment (SROI) policy



Integral Reporting

- Further embed Social Impact in AR22
- Participation in 2 investor surveys on ESG
- To encourage transparency on sustainable topics, CM.com will report on EU Taxonomy in AR22

