Environmental Social Governance Policy

Purpose

CM.cm N.V. (hereafter: CM) has set up an Environmental Social Governance (ESG) Policy (hereafter: policy). This policy contributes to fulfilling CM's purpose and focuses on material issues, objectives and priorities on which CM.com has the largest impact (UN SDG's 8, 9, 12 and 13).

Our mission

CM has always been fully committed to integrate sustainability into its identity and strategy. CM will continue this journey, hereby acting as a forerunner to develop technologies that benefit society and making life easier, safer and more beautiful. CM sees ESG as a long-term driver for adding value to customers, employees, partners, environment, shareholders and society. In its ESG Roadmap (2022-2025). CM has defined clear KPI's to measuring the performance on its ambitious priorities and objectives. CM has aligned its ESG reporting with international standards and will keep its reporting up to date with current and future legislation and guidelines. CM advocates and outreaches to peers, partners, customers, consumers and the public at large. For example, CM has been signatories of the UN Global Compact.

Our priorities

Within our four selected SDG's, the key material topics are:
- Sustainable innovation in mobile communications (SDG's 8, 9 & 12)
- Increase social contribution (SDG's 8, 9 & 12)
- Reduce environmental footprint (SDG 13)

Evaluation and improvement

The management of CM commits to once per year review the effectiveness of this policy including its scope and objectives and evaluate the reporting by the Manager ESG. A program of corrective actions and/or continuous improvement recommendations will be agreed and assigned.

Document Control

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Version control

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V3.0	Third version of the Policy	Jan 1, 2023	P. Smit