

Management Board Sustainability Commitment

Preamble

As a leading German manufacturer of networking solutions, we take responsibility in the digital age. At LANCOM we consider security, reliability and future viability to be our top priorities - not only in terms of our products but also in our day-to-day actions. We pursue a stakeholder-based CSR approach that closely aligns with our core business, our brand, and our mission statement. We wish to take advantage of emerging opportunities, while at the same time applying foresight to reduce economic, ecological and social risk. It is our goal to be a reliable employer, partner and market player in the long term.

CSR strategy

Our sustainability strategy focuses on seven priority themes. A balanced CSR strategy requires that we take equal account of our market, our employees, the environment, and society.

- **Sustainable product development** for the ongoing optimization of environmentally compatible and energy-efficient solutions.
- **High employee satisfaction** by offering an attractive workplace, social benefits, and by fostering a value-based corporate culture.
- **Operational environmental management** for a fundamental environmental awareness and sustainable behavior in our everyday working life.
- **Non-profit sponsorship** to foster digital progress in the field of social care and education in our home region
- **Fair working practices** characterized by honesty, high moral standards, and ethical behavior in all of our business processes.
- **Sustainable procurement** for the greatest possible transparency in the supply chain while respecting social, ecological and economic principles.
- **Commitment to IT security** to increase the level of IT security and to promote digital sovereignty.



Ralf Koenzen, Geschäftsführer /

Managing Director

Wuerselen, 01. January 2023