



SCOUT 24

Risk. Management. Reward.



Code of Conduct

Scout24-Group

Winning with Integrity

Contents

Leadership Message	S.01
Why this Code of Conduct?	S.02
Leading by Example: „Tone from the Top“	S.04
Our Values	S.06
Integrity	S.08
Customers, Employees und Our Social Environment	S.10
Conflicts of Interest	S.12
Data Protection, Communication & Transparency	S.14
Confidential Information and Insider Knowledge	S.16
Criminal Acts	S.18
Risk Management, Finance, Taxes and Contracting	S.20
Compliance with the Code of Conduct	S.22
Where to Get Help – Compliance Hotline	S.24
Compliance Checklist	S.26
Important Contacts	S.28



LEADERSHIP MESSAGE

Dear Scouts,

It is our ambition to use our digital and technological competencies in the best way possible in order to provide state-of-the-art online marketplaces. This is the key factor for succeeding in our mission to empower our customers to live their property and car dreams by making the entire experience **simple, efficient and stress-free**. We are fully aware that our market position is determined by our performance and our values. We strive to live in a corporate culture, which is shaped by innovation, personal accountability and integrity. Ethical requirements in the business-world become more and more sophisticated, and acting with integrity as well as leading by example plays an immensely important part. We therefore documented our ambition of value-oriented commercial conduct in this behavioral code – our code of conduct. Our goal is that these ideas are embraced by **everyone** at Scout24, they shall sustainably determine our conduct in relation to our jobs.

This Code of Conduct provides a binding framework for the organizational behavior expected from all of us, i.e. all employees at all entities of the Scout24-Group, naturally including our executive leadership. Therefore, our Code of Conduct is both our aim and a promise: we expressly commit ourselves to the principles we expect from each other at Scout24, and we promise to adhere to them consistently. Of course, this also pertains to the relationship we have with our customers, consumers, and our business partners, and it applies to our corporate-social responsibility.

Dear Scouts, this Code of Conduct that you are holding in your hands, provides you with guidance and confidence for your actions. Take advantage of this! Your personal integrity makes an important contribution to the success of Scout24, helping to minimize the risks we're facing. We count on you!

Greg Ellis
CEO

Christian Gisy
CFO

Why this Code of Conduct?

Scout24 supports, challenges and develops its employees. We promote an environment and a corporate culture in which we all can perform at our best and meet the expectations of consumers and customers.

The intention of this Code of Conduct is to provide a reliable framework for acting responsibly, meeting legal requirements and living up to our ethical and social values. Our goal is to protect both Scout24 and individual employees from potential damages resulting from misconduct.

Our Code of Conduct defines the framework of how we conduct our business based on the legal requirements we need to consider:

- Laws
- Regulations (regulatory requirements)
- Policies
- Procedures
- Contracts

In enforcing the Code of Conduct, Scout24 observes all relevant and applicable laws and regulations, and considers any cultural and country-specific differences.

The code is not only of legal importance, but also of significant economic relevance. Compliance with the Code significantly reinforces Scout24's reputation in the markets in which we operate, as well as in the eyes of regulators, the public and our owners. Most importantly, the Code effectively and sustainably protects ourselves – provided that we all live the Code of Conduct.

It is tremendously important for the continued success of our business that we can make use of all the opportunities in this fast-paced environment. At the same time we must always act responsibly and in compliance with legal requirements. This Code of Conduct helps us do just that.

¹ This Code applies to all employees of all Scout24 entities, including all members of the executive leadership team and all other managerial employees, irrespective of position or title. It also applies to any freelancers and contractors working under the direction of Scout24. For simplicity of reference, the terms „employee“ and „Scout“ will be used with this comprehensive understanding throughout this document.



When in doubt: Consult!

Ask someone! Consult when you don't understand something, when you are unsure about something, or when you need some advice. Your first point of contact should always be your line manager. If for some reason that does not appear appropriate under the circumstances you may at any time also contact one of our specialists. The chapter on “Important Contacts” provides you with a list of **relevant contacts** by topic, and you can also find guidance on Scout24Connect in our “Risk Management & Compliance” space.

To support and to enhance a common understanding of our Code of Conduct we offer special trainings, and we provide specific policies, procedures and guidelines for relevant topics.

Finally, this Code of Conduct is also intended for use by our customers, suppliers, contractors and consultants as well as by our business partners. This way we demonstrate also to the public that we are committed to our values of acting responsibly and sustainably.



Leading by Example: “Tone from the Top”

Exemplary behavior that is both ethically and legally acceptable is everyone’s responsibility.

Our work environment supports this: our business KPIs are not the only measure of our success, since our performance management also addresses how we reach our goals. It therefore explicitly includes responsible behavior and acting with integrity.

In other words, we want to reach our goals – and we want to do so by acting responsibly, appropriately, exemplary and sustainably: “Doing good business” is an important corporate goal for us. For all of us, and in particular for our leadership this means to lead by example. It is expected from all members of our management team that they credibly live up to our values, to assure the appropriate “Tone-at-the-Top”. This way they underline their responsibility for decision-making based on values and integrity, and they confirm their position as role-models, in accordance with our values and our Leadership Capabilities.

WE ARE SCOUT: EVERYONE IS A LEADER!



Our Values

Our values define who we are, what we do, and most importantly how we do it. They define our culture and require us to act responsibly. Our performance management includes our 'We Are Scout' Leadership Capabilities as a fundamental element. They are a clear commitment to acting in accordance with our values. These capabilities, our „Purpose“, directly form our values, as we defined them for the Code of Conduct.

- We lead by example – Every single one of us must be aware of his or her responsibility for the behavior and motivation of everybody else.
- We respect the individual – mutual respect is the basis for our teamwork at Scout24.
- We are open and honest in our communication – Open communication creates a climate of mutual trust. This means sharing information, insights and advice frequently, and constructively managing tough situations with courage and candor.
- We are committed towards our communities – We act responsibly and engage in our social communities.
- Above all, we act with integrity – Integrity means for us the unconditional duty to act responsibly, to recognize and comply with applicable laws and regulations, as well as to avoid any of conflicts of interest.

We are Scout: OUR LEADERSHIP CAPABILITIES Everyone is a Leader!

WE ARE ONE TEAM

we earn and develop trust
we define clear roles & responsibilities
we empower and coach our teams
we care about our colleagues &
the communities they live in
we think and act as owners
we communicate openly

WE ARE DATA DRIVEN

we base our decisions on facts and figures
we constantly seek to wow our consumers
we create success for all stakeholders
we care about data protection

OUR WAY

WE ARE WINNING

we take action and get the job done
we walk the extra mile
we strive for mastery & excellence
we take responsibility in & out
we love competition outside

WE ARE AGILE

we are in challenge and build mode
we seek feedback and share it frequently
we innovate and simplify
we are flexible and curious
we value autonomy
we embrace change



What does this mean for me?

Ask yourself the following questions in the context of your daily business:

- Am I doing "the right thing" according to my own personal values?
- Is my behavior appropriate and does it comply with the Code of Conduct?
- Am I prepared to take responsibility for my decisions and their consequences?
- Is my decision in line with the long-term interests of Scout24?

Integrity

Everyone's acting with integrity is the foundation for a trusting and co-operative working environment. Compliance with laws and regulations of the jurisdictions in which we do business is an integral part of our corporate responsibility and our corporate values. These include all rules applicable to Scout24, which are updated regularly in line with our agile approach to reflect new business processes and methodologies, and which must be observed at all times.

Compliance with laws and regulations as well as appropriate usage of Scout24 assets and resources is part of our corporate responsibility

We always seek to fulfil our professional duties and all associated responsibilities, both within and outside of our organization, with the highest degree of professionalism, competence, diligence and integrity. In doing so, we respect the rights of others and refrain from incurring damage to our customers and consumers, our brands, the Scout24-Group, and to our colleagues.

In addition, we keep our assets and resources safe, and we use them only for appropriate business purposes, unless other separate regulations, corporate rules or general corporate practices demand otherwise.

We understand compliance with the Code of Conduct is a joint responsibility

For us, compliance with the Code of Conduct is an ongoing process, during which we provide mutual support to one another. Together with our market segments and functions, our colleagues responsible for compliance identify regulations that are material and relevant to Scout24, and they monitor, that the market segments and functions enforce their observance. We know that the demands on our behavior grow along with our business activities. We take this into account during our day-to-day work activities. We stay informed about changes to relevant regulations and guidelines applicable to our work, and we apply them in timely manner.



What does this mean for me?

- Make sure that your decisions and your actions are in line with the Code of Conduct, applicable laws, and relevant regulations.
- Take care to comply with written rules (i.e. organizational and competence policies, process descriptions).
- You should always be aware of reputational risks that could result from your actions and decisions.
- Ensure that statements you make online and in social networks do not harm Scout24.



When in doubt: CONSULT!

Ask someone if you have questions, doubts, or if something is unclear! You should (usually) first approach your line manager and/or directly contact Risk Management & Compliance. If this appears inappropriate for any reason, you can also consult our **external ombudsman (Vertrauensanwalt)** through our Compliance Hotline (see "Where to Get Help Compliance Hotline").

Customers, Employees, and Society

We are committed to our customers

For us, our customers are always our first priority. We support them in a long-term partnership. We know the business environment in which our customers operate, and we offer them solutions tailored to their needs. Our collaboration is based on team spirit, trust, reliability, commitment, honesty, common sense, and self-confidence – externally and internally.

We value the commitment of our colleagues

We promote a motivational and respectful working environment where our employees may apply their entire potential. We aim to attract and support highly qualified and committed employees, and retain them at Scout24. We are convinced that we are enriched by our colleagues' diversity which provides differing points of view and skills.

We guarantee a safe work environment and comply with locally applicable laws and regulations regarding workplace health and safety.

Please
RESPECT
OUR
NEIGHBORS

We comply with all laws regarding equal opportunities especially the equal professional development for all employees. We do not differentiate or discriminate against employees based on ethnic background, skin color, gender, age, religion, disability, sexual orientation, nationality, or other attributes.

We do not tolerate any discrimination against employees

We do not tolerate any form of discrimination, harassment, threatening, or other hostile or abusive behavior in our workplace. Similarly, we do not tolerate false or malicious statements or actions, which could harm our customers, colleagues, shareholders of Scout24, or the community. It is our aim, and we have put relevant procedures in place, to resolve any problems respectfully, confidentially, and quickly.

In all our business activities, we remain constantly aware of the significance of environmental and community sustainability

We regard social responsibility as an integral component of our actions and as an investment in the community and, therefore, also in our own future. This is why we support, amongst others, sporting and cultural activities.



What does that mean for me?

- Immediately inform Customer Care about customer concerns.
- Take the opinions of your colleagues into consideration.
- Retain a fair and respectful attitude towards your colleagues.
- Be aware of the consequences of your actions and decisions with regard to our customers, our coworkers, and our communities.
- Refrain from any form of discriminatory or harassing behavior towards your colleagues or customers.
- If you are personally discriminated against or harassed, you can confidentially approach HR. Alternatively, you can also contact our external ombudsman (Vertrauensanwalt) through our Compliance Hotline (see "Where to Get Help – Compliance Hotline").



When in doubt:
CONSULT!



Conflicts of Interest

We resolve conflicts of interest in the interest of Scout24

Conflicts between the interests of our customers and the interests of Scout24 and our employees can arise in various situations of our daily business activities. In addition, situations can arise in which the personal interests of our customers or employees may differ from the interests of Scout24. We are at all times attentive and have the knowledge and the skills to recognize and manage conflicts of interest and – to the extent possible – avoid them.

If a conflict of interest cannot be avoided in fact or in appearance, we disclose it in a timely manner. In doing so, together with the appropriate departments of our company (i.e. Risk Management & Compliance, Legal, HR) we look for suitable measures for acting in the best interests of Scout24.

We do not use our position or the position of Scout24 to pursue our own personal interests or the interests of related parties or persons close to us.

We do not engage in external activities such as political engagements, if they could harm the reputation of Scout24. Such activities may only be pursued if they do not collide with the interests of Scout24 and if there are no issues with competition. In addition, secondary remunerated employment relationships may be accepted only with prior approval by Scout24.

We furthermore will not invest, directly or indirectly, in a competitor of Scout24, if such investment affects viable interests of Scout24. Exceptions require explicit and written consent by Scout24.

We do not grant nor do we accept benefits, which could potentially cause conflicts of interest and subsequently result in damages to Scout24 or our customers.



What does this mean for me?

- Disclose any personal or other relationships that could give rise to conflicts of interest to Risk Management & Compliance, as well as other circumstances relevant to a potential conflict of interest.
- Notify HR in writing of any remunerated outside employment, and apply for a written approval. Approvals are usually granted if there are no objective reasons preventing secondary employment.
- Be cautious during vendor selection if any personal relationships are involved. Always disclose any relationships before making a selection!
- Do not accept or grant any benefits, including invitations or gifts, if they may be perceived to be influencing business decisions, or if this may cause such an impression in appearance to third parties.
- Familiarize yourself with our internal standards for avoiding and handling conflicts of interest. You will find them on Scout24Connect in the "Risk Management & Compliance" space.



When in doubt:
CONSULT!



Data Protection, Communication, and Transparency

Our customers' trust in us and our brands is a valuable asset, no less on the part of our coworkers, our investors and the public. We handle the data we collect or receive from our customers, consumers, and business partners responsibly and in consideration of personal rights. Accordingly, our reporting must always be correct and truthful.

We treat data absolutely confidential and we communicate professionally

We protect the data of our customers, business partners, and coworkers by treating this data responsibly and using it only in accordance with the law.

Statements made in the name of Scout24 employees are consistent, precise, and factually correct. Also, Corporate Communications or Investor Relations is always consulted with regard to any communication directed towards the public.



Information about Scout24 and our business activities are disclosed in accordance with statutory obligations after having been agreed with the respective departments (for example within the scope of annual financial statements or consolidated financial accounts).

Legal disclosure obligations, such as pricing disclosures, annual (consolidated) financial statements, data protection, etc. are complied with by the Scout24 employees responsible. In case of doubt, our legal department will assist with the clarification of legal requirements.

Where necessary, Scout24 assists and cooperates with authorities, auditors, consumer protection organizations and anti-trust regulators and supports their work.

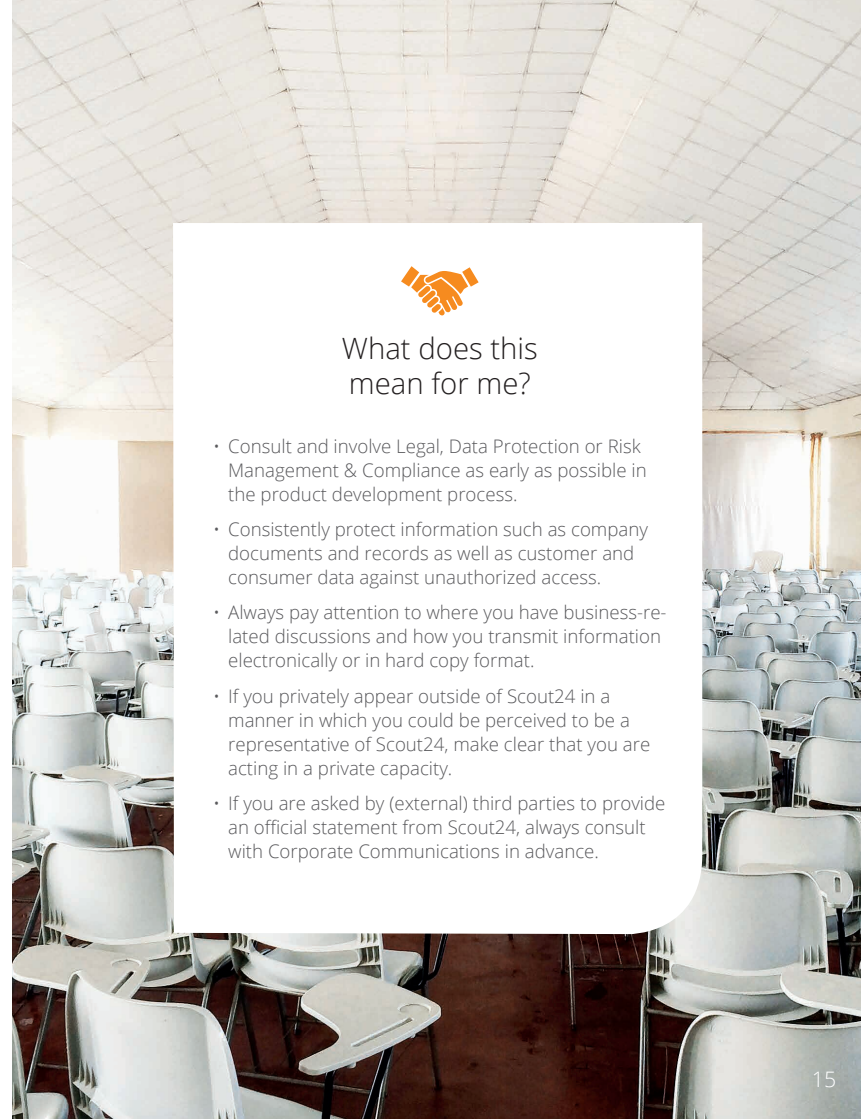



When in doubt:
CONSULT!



What does this mean for me?

- Consult and involve Legal, Data Protection or Risk Management & Compliance as early as possible in the product development process.
- Consistently protect information such as company documents and records as well as customer and consumer data against unauthorized access.
- Always pay attention to where you have business-related discussions and how you transmit information electronically or in hard copy format.
- If you privately appear outside of Scout24 in a manner in which you could be perceived to be a representative of Scout24, make clear that you are acting in a private capacity.
- If you are asked by (external) third parties to provide an official statement from Scout24, always consult with Corporate Communications in advance.





Confidential Information and Insider Knowledge

In connection with our business activities, we may obtain access to confidential corporate data and information. Such may include company or business secrets (i.e. codes, data of customers and users, market strategies, product plans, etc.), but also valuable insider information (i.e. numbers, data, financial information, planned acquisitions and the like). The term insider information therefore covers all types of (specific) information about non-public circumstances concerning Scout24, which are capable of influencing the conduct of other market participants in case of disclosure.

We protect our company and business secrets, insider information and any other confidential information, keep them secret, and never use them for our own benefit or for the benefit of a third party.

We only use our company information in the scope of our ordinary business processes or other official tasks. If we suspect misuse of our business secrets, confidential information or insider knowledge, we immediately inform the persons responsible (Risk Management & Compliance, Data Protection, or our external ombudsman ("Vertrauensanwalt")) via our Compliance Hotline.

Under no circumstances will we use business secrets or insider information to pursue our personal interests or the interests of third parties. Especially with regard to insider information, special rules of conduct apply. Misuse of such information is subject to legal consequences.



When in doubt:
CONSULT!



What does this mean for me?

- Confidential information may neither be mentioned, nor disclosed or shared with any unauthorized persons.
- Sending confidential information via e-mail to a personal or private e-mail address is prohibited. Any other means of distribution that lie outside of our corporate communication channels is similarly not permitted.
- Pay particular attention in selecting the appropriate recipients when sending confidential information.
- Never use confidential company information for your own personal gain or for the benefit of a third person.
- When disclosing confidential information, consider whether such disclosure is necessary for the performance of your official duties ('Need to Know' principle).



Criminal Acts

We firmly reject and take action against any form of fraud, bribery, corruption, as well as any other types of commercial crime

As one of the leading online platforms, we have significant responsibility towards our customers, employees, investors, and to the public. Our actions always endeavor to meet high ethical standards. Of course, this requires that we act within the boundaries of the law and that we take action against any form of criminal conduct (i.e. fraud, bribery, or corruption) within our area of responsibility.

We are aware of and we comply with the applicable policy on avoiding conflicts of interest, which also addresses the acceptance and granting of benefits (i.e. invitations and gifts).

We do not participate in any transactions or business activities if we suspect that they could be connected to bribery or corruption.

We actively and appropriately seek information about our business partners. We take such information into consideration when making our decisions and attentively analyze our business relationships.

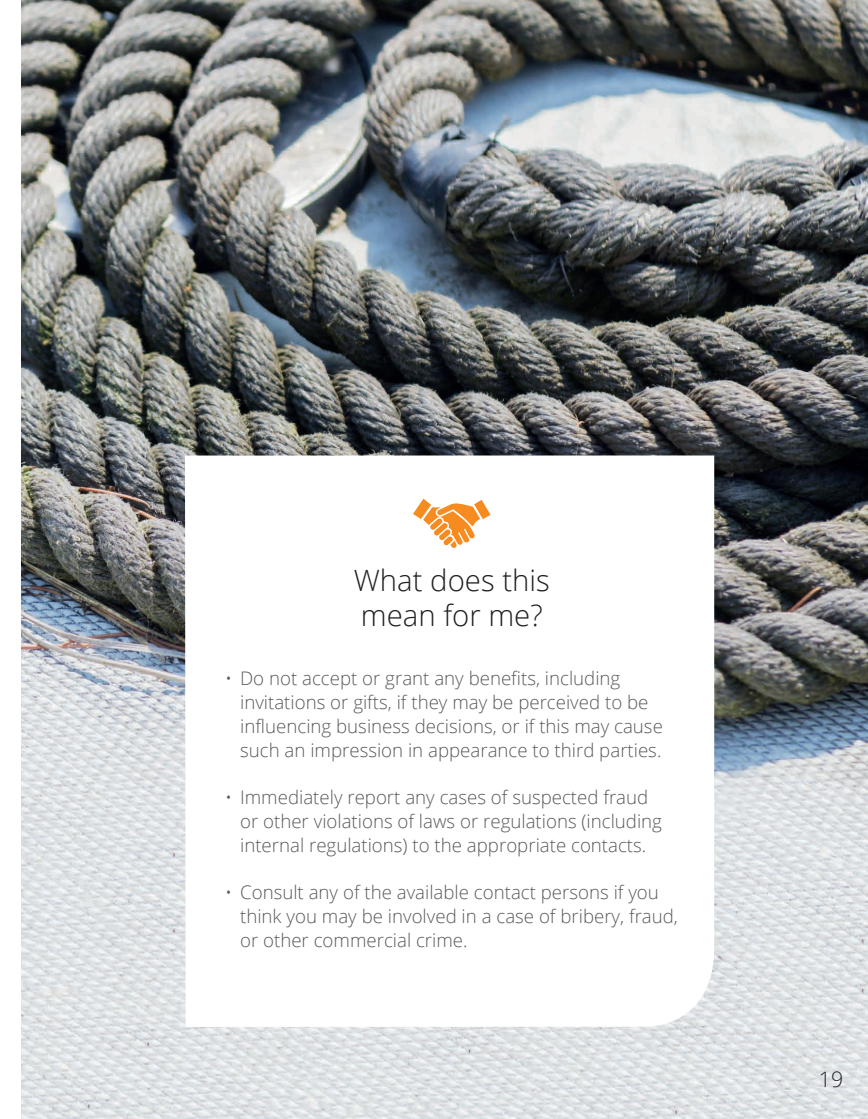


Scout24 has binding rules and procedures for investigating suspicious activities in connection with other criminal acts and in the context of our ordinary business operations. These can be found on Scout24Connect in the 'Risk Management & Compliance' space.

We support the investigating authorities within our area of responsibility and are aware of all channels established by Scout24 for reporting commercial crime.



**When in doubt:
CONSULT!**



**What does this
mean for me?**

- Do not accept or grant any benefits, including invitations or gifts, if they may be perceived to be influencing business decisions, or if this may cause such an impression in appearance to third parties.
- Immediately report any cases of suspected fraud or other violations of laws or regulations (including internal regulations) to the appropriate contacts.
- Consult any of the available contact persons if you think you may be involved in a case of bribery, fraud, or other commercial crime.



Risk Management, Finance, Taxes and Contracting

We assess our risks consistently and proactively

Active risk management is an important component of the governance structure at Scout24. Our actions are based on a rational and consistent approach to risks and opportunities. The individual elements of risk management comprise, in their totality, a system which ensures the identification, analysis, assessment, continuous monitoring and reporting of risks.

We maintain our accounts correctly and completely

We ensure that all business transactions are appropriately recorded in our books in accordance with existing rules and processes, and in compliance with all applicable generally accepted accounting principles. Our accounting, financial reporting and regulatory reporting are completed in a timely, precise, correct, complete and truthful manner. They correspond to the respectively applicable legal and regulatory requirements.

We support our auditors to the best of our knowledge and belief

Financial planning is conducted on the basis of reasonable premises and reflects future earnings contributions, taking existing accounting regulations into account. Opportunities and risks will be equally considered.

We comply with national and international tax regulations, and reject any form of abusive tax planning

We explicitly commit ourselves to compliance with all tax-related obligations. We perform responsible tax planning, which considers both our legal obligations as well as the interests of our investors. We reject abusive tax planning, yet we utilize available opportunities for a legitimate optimization of our tax position. When introducing new products, we ensure adherence to the requirements prescribed by tax legislation.

We comply with all applicable processes when entering into contracts

Our contracting is subject to clear responsibilities. We comply with all applicable processes including the involvement of our legal department, consideration of signature rights and applicable approval requirements (i.e. the supervisory board). We comply with our budgets and manage them responsibly; we supervise contractual relationships and coordinate special terms and conditions with the appropriate contact persons (i.e. early termination rights, other non-standard clauses). We archive in accordance with legal requirements.



What does this mean for me?

- Inform yourself about your duties to avoid tax-related risks as far as they apply to your area of responsibility, and consult with the finance/tax departments in relevant matters.
- Act responsibly, with necessary degree of care, and always in the interest of Scout24.
- Ensure that all information you provide to the finance and controlling departments is always on time and correct, in particular those related to the preparation of financial statements, the planning process and reporting.
- When making decisions, weigh the risks and returns for your Scout24-vertical and for the Scout24 group.
- Coordinate any non-standard contract clauses, terms and conditions with our legal department and inform about early termination rights.



When in doubt:
CONSULT!

Compliance with the Code of Conduct

We are aware of and we read the Code of Conduct and base our actions on 'letter and spirit' of its provisions. We recognize that non-compliance with these principles, including any applicable rules (policies & procedures), may affect our individual performance evaluation and, in specific instances, result in disciplinary measures up to and including termination of the employment relationship.

**If you see something, say something!
and: take responsibility!**

We immediately inform our line managers, the Compliance Officer, or our external ombudsman ("Vertrauensanwalt") through our Compliance Hotline (see 'Where to Get Help – Compliance Hotline') about potential violations of laws, rules, regulations, internal policies, or the Code of Conduct. Reports to the Compliance Hotline can remain anonymous, but should contain sufficient information to allow Scout24 an appropriate investigation into the subject matter.



Scout24 prohibits any form of sanctions directed at anyone who reports a potential violation in good faith or who contributes to an investigation, even if the suspicion of the misconduct eventually lacks sufficient proof to be clearly substantiated. This applies for the reporting of any potential violations of laws, regulations or policies, not only for those submitted through the Compliance Hotline.



When in doubt:
CONSULT!



Where to Get Help – Compliance Hotline

There are many means and ways to get help, and we use those that seem most appropriate under the circumstances. In some situations it may help to consult with someone, in other situations it may even be necessary. Typically, the **line manager** should be the first and usually also the **appropriate contact person**.

Additional contacts that can be addressed with requests for help or advice, or who can also be approached with questions in writing are listed in the 'Important Contacts' chapter at the very end of this Code of Conduct.

If the available means of internal communication seem impracticable in a specific situation, employees may also consult our external ombudsman ("Vertrauensanwalt") through our external **Compliance-Hotline**.

Scout24 engaged an external lawyer as ombudsman, who as such is legally bound to **confidentiality**. Every submission will be:

- taken seriously,
- treated with strict confidentiality, and
- investigated.

If necessary, reports may be made **anonymously**.

Scout24 prohibits any form of sanctions directed at anyone who reports a potential violation in good faith or who contributes to an investigation, even if the suspicion of the misconduct eventually lacks sufficient proof to be clearly substantiated. This applies for the reporting of any potential violations of laws, regulations or policies, not only for those submitted through the Compliance Hotline.

The hotline can be reached by phone via **030 31 86 85 -79**, or by e-mail: **compliance-scout24@fs-pp.de**. Further information on our Compliance Hotline can be found on Scout24Connect in the 'Risk Management & Compliance' space as well as at www.compliance-scout24.fs-pp.de.

DIRECT LINE TO
EMERGENCY DEPT.





COMPLIANCE CHECKLIST

Our ethical behavior, that is to say our personal recognition of what is appropriate, what is right, and what is for the wider benefit of us all, should guide our response to the situations that arise in the course of our daily business. Our behavior must be clearly aligned with applicable laws and our Scout24-policies. At the same time, they should reflect wider ethical

considerations, including our Scout24-values and commitments.

The following checklist has been prepared to help you decide how you should respond - not only when you are faced with a difficult decision, but also in going about your daily business.

When making a decision or following an instruction, please ask yourself the following questions:

- ✓ Does my action or my behavior, or the behavior of a colleague, customer, or of one of our suppliers, as far as I can judge, comply with applicable laws?
- ✓ Is the decision or the instruction in accordance with the requirements of our Scout24-policies, the Code of Conduct, including our 'Leadership Capabilities'?
- ✓ Does my decision or the instruction reflect the right thing to do, is it being driven by responsible professional judgement, and would I not be embarrassed to explain my decision or the instruction if it were made public?

If the answer to any of these questions is 'no' or if you are not sure, you will need to get help. This includes situations where:

- ✓ You are uncertain about the interpretation of relevant laws or applicable policies – many of these can be complex.
- ✓ Potential actions, non-actions or decisions make you uncomfortable.

IF YOU SEE SOMETHING, SAY SOMETHING AND: TAKE RESPONSIBILITY!



Our employees are requested to report any imminent threats resulting from potential or suspected violations of applicable laws or Scout24-

policies, in consideration of the circumstances, to avoid damage to Scout24, our coworkers, customers, or our consumers.

Important Contacts

Compliance Officer:

Frank Wittenberg
VP Risk Management & Compliance
+49 30 24301-1519
+49 170 5627998
Andreasstr. 10, 10243 Berlin
frank.wittenberg@scout24.com

External Compliance Hotline:

Dr. Rainer Frank
Fachanwälte für Strafrecht
am Potsdamer Platz
+49 30 31 86 85-79
compliance-scout24@fs-pp.de
www.compliance-scout24.fs-pp.de



You can find the relevant contacts for the following topics on Scout24Connect in the 'Risk Management & Compliance' space:

Risk Management & Compliance

Conflicts of interest, quality of our products, confidentiality, brand & reputation, vendor selection, compliance with Scout24-policies & processes, anti-corruption and bribery, acceptance and granting of benefits, fraud and embezzlement (including travel expenses), theft and misappropriation, misuse of assets, handling corporate data and business secrets, violations of duties regarding insider knowledge, accounting regulations & external financial reporting

Data Protection

Data protection, data privacy , personal data, violations of competition or consumer rights regulations

IT / Corporate IT

Misuse and unauthorized access to data, electronic communication, and IT-security

Legal

Behavior during investigations, lawsuits or threatened lawsuits, contractual penalties

Human Resources

Work environment, occupational safety, occupational development, equal opportunities, respect, human rights, discrimination, mobbing & bossing

Facilities

Building security, insurance

Corporate Communications / PR

Crisis communication and public relations

Finance / Accounts Payable

Business entertainment & travel expenses (including taxes)

