

## Other non-financial disclosures

### Section 172 Statement

When conducting any activity in his or her role as a Computacenter plc Director, our Board members must act in a way that they consider is most likely to promote the success of the Company for the benefit of its members as a whole, having regard to a number of factors set out in section 172 of the Companies Act 2006. These include the interests of our employees, importance of fostering business relationships with our suppliers and customers, impact of our operations on the community and environment, likely consequences of any decision in the long term, desirability of the Company maintaining a reputation for high standards of business conduct and the need to act fairly between the members of the Company. Each Director considers that they have acted in a manner consistent with his or her section 172 duty throughout the year.

The Board understands that without our key stakeholders, the Company would not be able to successfully implement its strategy, and our Purpose would be unachievable. Understanding their interests, views and concerns, and considering these when reviewing and discussing matters put before it for review or approval as part of its annual programme, is critical to enabling the Board to make informed decisions, and for each Director to discharge their duty under section 172. In some cases, stakeholder engagement directly involves the Board or its members, and this is almost exclusively how engagement with our shareholders takes place. Given the size and geographic diversity of our business, the majority of engagement with our customers, technology vendors, people and communities takes place at an operational level across the organisation. Where this was the case, the Board ensured that it had been updated on the nature and outcomes of this engagement during the year.

We have also set out the factors listed under section 172 which the Board considered when reviewing Board-level matters or making decisions during the year. These can be found on pages 087 to 089. The results of the Board's decision-making, and the outcomes produced by each Director discharging their section 172 duty, can be found throughout this Annual Report and Accounts. Therefore, the following sections have been incorporated by reference into this section 172 statement and, where necessary, the Strategic Report.

#### Section 172 factors

##### The likely consequences of any decision in the long term

- Chair's statement [page 010]
- Our business model and strategy [pages 012 to 013]
- Chief Executive Officer's review and our performance in 2024 [pages 020 to 031]
- Stakeholder engagement [page 038]
- Board activity and decision-making [pages 087 to 089]

##### The interests of the Company's employees

- Stakeholder engagement – Our people [page 040]
- Sustainability – People [page 055]
- Board activity and decision-making [pages 088 to 089]
- Directors' Remuneration report [pages 113 to 140]

##### The need to foster the Company's business relationships with suppliers, customers and others

- Our business model and strategy [pages 012 to 013]
- Stakeholder engagement [pages 039 and 042 to 043]
- Board activity and decision-making [pages 087 to 089]

##### The impact of the Company's operations on the community and the environment

- Sustainability – Planet and Solutions [pages 060 to 064]
- Task Force on Climate-Related Financial Disclosures [pages 065 to 075]
- Board activity and decision-making [pages 087 to 089]

##### The desirability of the Company maintaining a reputation for high standards of business conduct

- Ethics and compliance [pages 076 to 077]
- Governance report [page 081]

##### The need to act fairly between members of the Company

- Stakeholder engagement – Our shareholders [page 041]
- Board activity and decision-making [pages 087 to 089]

### Non-financial and sustainability information statement

Computacenter needs to comply with section 414 of the Companies Act 2006, which includes requirements for non-financial and sustainability reporting. We have therefore set out in our Annual Report certain information on the non-financial and sustainability matters listed below, including related policies and outcomes, and supporting due diligence processes where they exist, for those matters listed at sections 3–7.

#### Reporting requirement

##### 1. Business model

- Our business model [page 012]

##### 2. Principal risks

- Principal risks and uncertainties [pages 045 to 052]

##### 3. Employees

- Stakeholder engagement – Our people [page 040]
- Sustainability – People [page 055]

##### 4. Social matters and community issues

- Stakeholder engagement – Our communities [page 043]
- Sustainability – People and Planet [pages 055 to 062]

##### 5. Human rights

- Sustainability – People [page 055]

##### 6. Anti-bribery and corruption

- Ethics and compliance [page 077]

##### 7. Environmental matters/Climate-related financial disclosures

- Sustainability – Planet and Solutions [pages 060 to 064]
- Task Force on Climate-Related Financial Disclosures [pages 065 to 075]

##### 8. Non-financial key performance indicators

- Our strategic KPIs [page 018]

## Stakeholder engagement

### Building trust with our stakeholders

We want long-term, sustainable and increasingly productive relationships with each of our stakeholders. Understanding and addressing their views, interests and concerns helps us achieve this aim.

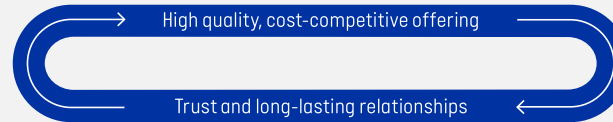
Engaging with our stakeholders is key to building trust in our relationships with them.

When we first engage, it allows us to understand their needs and expectations and, in line with our Winning Together Values, be open, straightforward and realistic about whether we can meet these. Where we cannot, it allows us to explore whether there are alternative solutions, common ground or areas of compromise that will allow us to build a mutually beneficial relationship.

As our relationship develops, ongoing engagement helps us to demonstrate consistency in our behaviours and decision making, meaning that our stakeholders build up an understanding of what they can and should expect from us. With every interaction, we also develop a clearer picture of their business, technology and wider objectives, the journey that they are on to achieve them, and the role we can play in helping them do so.

Collectively, our key stakeholders are an indispensable part of how we do business. We understand their importance and know we have to keep working hard every day to earn and retain their trust and loyalty.

#### Our key stakeholders enable Computacenter to create value for them



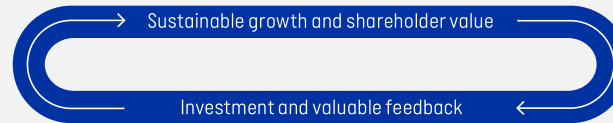
##### Our customers

Our customers place their trust in us to Source, Transform and Manage their digital technology to help them change the world.



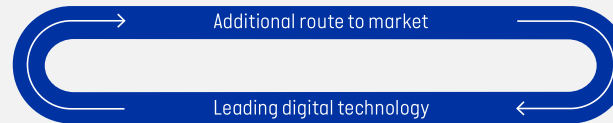
##### Our people

The calibre and capabilities of our employees drive our business forward and we recognise the importance of attracting, developing and retaining the best people.



##### Our shareholders

Our shareholders provide capital support that allows us to build a sustainable business for the long term.



##### Our technology vendors

Our technology vendors provide us with expertise and leading digital technology that underpins the competitiveness of our customer offering.



##### Our communities

The communities in which we operate support the social, economic and personal interests of our other key stakeholders.

## Our customers

### Why we engage

Our Winning Together Values are clear. We put our customers first, keep our promises to them and always prioritise the long term in our dealings with them.

Our collaboration with customers requires continuous two-way engagement across all levels of our organisation. This ensures we are aware of their needs and values, allowing us to create customer intimacy and serve them effectively, by adapting as their digital environments and technology needs evolve.

### What matters to them

Our customers expect us to be flexible, commercial and creative in responding to their requirements. While they have different individual priorities, they want us to add value through a deep understanding of their IT strategy and requirements, and by operational excellence delivered through our people and systems. They also expect us to deliver services to them in a way which reflects agreed terms and is safe and sustainable.

### How we engage

Our day-to-day customer engagement generally covers commercial opportunities, relationship development and our service delivery and performance. Engagement mechanisms include face-to-face meetings with our sales or delivery functions, customer training and workshops, and ongoing dialogue through client directors and account managers, our service support functions and, where necessary, our management teams.

In 2024, we completed our Principal Customer Survey of 1,283 contacts at 382 customers, covering areas such as their overall satisfaction with Computacenter; the ease of doing business with us; how innovative we are; the likelihood that they will recommend us; and our ability to support them in achieving their own sustainability goals. We compared the results to the surveys from the past three years. We also completed smaller customer surveys regularly throughout the year, and used other similarly structured mechanisms to get their feedback.

### How we reported our engagement activities and the views of those we engaged with to the Board

Customer feedback is reported up through Management levels. The CEO reports any material customer issues as part of his operational

performance update at each scheduled Board meeting, which also includes significant contract bids and wins. Our North American, European and Indian management leaders also presented to the Board and covered customer feedback, metrics and trends.

The CEO presented the results of the Principal Customer Survey to the Board at its dedicated strategy day, with the Directors then discussing the survey at that meeting and at a Board dinner afterwards.

### Outcomes of the engagement and impact on Board discussions and decision making

The results of our customer surveys enhance our understanding of what is important to them and enable us to continue to improve our services and relationships. The Board discussed key feedback from customers from the Principal Customer Survey, including their strategic business objectives over the following 12 months, their assessment of how we perform as an organisation relative to our competition, how innovative we are and, importantly, where we can serve them better.

General customer feedback, delivered through our Management teams, also covered important areas including: how customer investment capacity and buying behaviours were likely to be impacted by the global macroeconomic and geopolitical environment; their appetite for increased IT security, resilience and cyber defence; further automation of their business processes; the migration of core business applications to the cloud; cost-saving requirements across their business; and the development of solutions and services to get more out of big data.

The Board therefore received a wide range of feedback from customers, combining views on both Computacenter's performance and service offerings, and their own likely future needs. This was important for the Board in discussing and reviewing the Group's strategy and investments for 2025–2027, including identifying in which Service Lines, capabilities and geographies Computacenter should focus its investment, in order to effectively develop its customer proposition, enhance its competitiveness and gain market share.

Information from our customers on their likely ongoing IT spend also helped the Board to assess the reliability of financial forecasts, allowing it to approve trading outlook updates during the year and to set realistic but stretching financial targets for 2025.

### Customer-value proposition

We maximise the value of customer relationships by selling to our customers across each of our three Service Lines:

1. **Leading digital technology through Technology Sourcing**
2. **Deploying technology solutions through Professional Services**
3. **Supporting customer IT operations and infrastructure through Managed Services**

#### Our customers

<p><b>Professional Services</b></p> <p><b>4,000+</b></p> <p>completed projects for our customers</p>	<p><b>Managed Services</b></p> <p><b>3.7m</b></p> <p>customer incidents and requests managed</p>
<p><b>Technology Sourcing</b></p> <p><b>16m</b></p> <p>items supplied to our customers</p>	<p><b>Maximising our relationships</b></p> <p><b>192</b></p> <p>customer accounts with gross profit of over £1m per annum</p>

 **Our integrated portfolio**  
See page 008

 **Market and customer trends**  
See page 015

“Regular customer engagement helps us build a deep understanding of their business, strategy and objectives, which is essential to our long-term customer retention, satisfaction and growth ambitions.”

**John Beard**  
Managing Director Europe

## Our people

### Why we engage

At Computacenter we believe that our people are a competitive advantage. They are at the centre of what we do and are essential for our growth, as well as the outcomes and value we produce for our customers.

Our people implement and promote our culture and represent Computacenter with our other key stakeholders, building relationships, generating long-term trust, and learning about their requirements and preferred ways of operating. We ensure that we engage across the business with them, to ensure strong dialogue, connection and understanding of their key concerns and challenges.

### What matters to them

Our people expect us to provide fair and safe working conditions, and an environment where they can thrive and develop. Engagement allows us to understand how we can continually strive to do this better.

### How we engage

We engage at all levels across Computacenter, through our management teams, Group Human Resources' supporting activities, frequent employee surveys, and formal interactions with employee representative bodies. Our nominated Independent Non-Executive Director for Workforce Engagement, René Carayol, also undertakes an employee engagement programme.

Group-wide communications include our 'This Week' email, which the CEO sends to the 20,000 people we employ across 22 countries. It includes his reflections on what he has seen from our customers, partners, competitors and the wider sector, as well as his own activities and engagement with our people across the Group. Employees are able to provide their feedback to the CEO, or ask him questions, via a dedicated email address.

Each business area holds regular engagement sessions such as town hall events, conferences and group activities, which bring together global leaders to share messaging, strategy and activities. These events form the basis of a communications cascade which then filters down the organisation at a country and departmental level. They are sometimes attended by members of the Board or the Group Executive Management Team.

For example, during the year, the Chair took part in a Q&A session with the top 200 managers in the Company. Alongside the Workforce Engagement

Director, she also provided the Board's perspective on business strategy, performance and opportunity to the people in our North American business. Our CEO and representatives from his Group Executive Management Team attended the opening of the Group's new offices in Bengaluru, India, and spent three days holding discussions, presentations and Q&A sessions.

### How we reported our engagement activities and the views of those we engaged with to the Board

Employees' views, including material issues they raised, were communicated to the Board through the CEO's general business updates, the Workforce Engagement Director's reports on the engagement programme, and the Chief People Officer's presentations on employee survey results and Management's interactions with employee representative bodies. Feedback was also provided by Board members, on an ad hoc basis.

### Outcomes of the engagement and impact on Board discussions and decision making

A small number of priority issues were consistently raised during the workforce engagement programme. There was strong support and recognition for the significant investment that the Company is making in its internal and customer-facing systems, tooling and technology, both to continually evolve and enhance the customer experience, and to ensure that Computacenter operates efficiently and effectively, thereby maximising its competitiveness. The Board approved related expenditure in this area in 2024, and in the Group's budget for 2025.

Our people also raised the issue of how to balance the need for continuing automation and standardisation of processes in order to grow and compete, while maintaining the Group's culture and its emphasis on flexibility and agility when dealing with its key stakeholders. Engagement also indicated that Computacenter's culture continues to be clear, lived throughout the organisation on a day-to-day basis, and viewed by our people as a competitive differentiator. The Board reflected on this feedback when reviewing the Group's culture, and satisfying itself that it aligned with its strategy, values and purpose.

Feedback from the programme also highlighted substantial interest from our people in the Company's succession planning for the CEO, given his length of tenure and importance in leading the organisation for the past 30 years. The Board and Nomination Committee continue to pay close attention to this topic, which is kept under review on a frequent basis.

### Our people

Employees worldwide

**20,081**

across 22 countries

Engaged, enabled and energised

**83%**

Sustainable Engagement Score

Group Attrition

**8.3%**

12 month rolling voluntary attrition

Average length of service

**9.4 years**

per employee

 **Sustainability – people**  
See page 055

 **Engaging with our stakeholders**  
See page 038

*"I'm looking forward to meeting members of our employee forums and our people across the business in 2025. This engagement gives me and the wider Board a critical insight into our people's experience of working for Computacenter."*

**René Carayol**

Independent Non-Executive Director –  
Workforce Engagement Director

## Our shareholders

### Why we engage

As shareholders own the Company, it is essential for the Board and Management to understand their views on key topics such as our strategy and priorities for investment, as well as their expectations of us in evolving areas such as sustainability. Two-way engagement also allows current and potential shareholders to make informed decisions concerning investment in Computacenter.

### What matters to them

Our shareholders expect an appropriate return from their investment in Computacenter. To help them make effective investment decisions, they want to understand our strategy, our current or projected financial performance, and our approach to ESG matters.

### How we engage

The Executive Directors meet shareholders and potential investors following the release of the Group's full-year and half-year results, which they also present to sell-side analysts. Physical and virtual meetings took place across the year in multiple geographies, including an investor roadshow to the US. Following these meetings, we obtain feedback. The Chair and the Company Secretary undertake a governance roadshow with significant shareholders following the release of the Annual Report. The Company also offers shareholders the opportunity to meet the Directors and ask questions at the AGM.

The Group also communicates with its shareholders through regulatory announcements, our Annual Report, and Capital Markets Events, updating them on strategy, performance and governance. In June 2024, the Group Executive, joined by the Chair, hosted a Capital Markets Day in London detailing Computacenter's strategy, business model and growth prospects.

### How we reported our engagement activities and the views of those we engaged with to the Board

The Board is updated on investor and analyst feedback across the year, supported by verbatim comments. The Board reviews and discusses the feedback. The Company's corporate brokers present regularly to enhance the Board's understanding of institutional investors' views of Computacenter and the factors that influence the Company's share price. The Board also directly interacts with shareholders at the AGM.

### Outcomes of the engagement and impact on Board discussions and decision making

Feedback from our institutional investors focused on a number of areas. These included the sustainability of the Company's success in Germany, in the context of a challenging macroeconomic environment; the ability to deliver further growth in North America, the level of visibility in the region, and the evolving mix of customers, including growing demand from hyperscale customers; the prospects for the UK business, following a weaker performance over the last three years; and the opportunity to drive Group-wide productivity.

The Board has ensured that explanations and progress on these issues were included when approving the Group's performance updates to the market during the year.

Shareholders continued to show significant interest in the Group's priorities for its use of cash. This included a range of views around the attractiveness of share buybacks, dividend payouts and further acquisitions, and the need for strategic investment to increase the Group's long-term operational reliability and efficiency.

This was all reflected in the Board's reviews, discussions and approvals during the year concerning: mergers and acquisitions opportunities; further IT programme spend; the quantum of dividend declarations (which the Board considered against other stakeholder interests concerning our balance sheet strength, investment requirements and long-term viability), resulting in a 2023 final dividend of 47.4p per share and a 2024 interim dividend of 23.3p per share; and approval of the Group's dividend policy, which the Board decided to leave unchanged.

#### Our shareholders

##### Earnings per share growth

**11.6%**

compound annual growth in adjusted diluted earnings per share from 2019–2024

##### Shareholder distributions

**£547m**

amount returned to shareholders through dividends and capital returns since 2019

##### Generating returns

**73.2%**


return on capital employed in 2024

##### Total shareholder return

**142%**

growth in market capitalisation, dividend and capital returns since 2019

 **Our integrated portfolio**  
See page 008

 **Market and customer trends**  
See page 015

“Our Capital Markets Day was a great opportunity to demonstrate how Computacenter’s consistent focus on customers and its integrated Technology Sourcing and Services model have powered our success and positioned us for future growth and value creation.”

**Christian Cowley**  
Group Head of Investor Relations

## Our technology vendors

### Why we engage

As a Value-Added Reseller, Computacenter is 'vendor-agnostic', meaning we work with our customers to understand their needs, before leveraging our strategic relationships with vendor partners who have the right solutions. We are immensely proud of our partnerships with technology vendors and work closely with them to leverage our deep customer relationships, global capabilities and scale, to deliver the solutions our customers need. We also ensure that our vendor partners understand our end-to-end approach to adding value and ensuring customer satisfaction.

We will continue to invest in mutually beneficial, multi-level relationships with our vendor partners. These relationships are critical to the effective day-to-day management of our commercial partnerships and to understanding each other's priorities and plans.

### What matters to them

Our technology vendors need us to be able to effectively articulate the value of their solutions. Our sales, technical and services teams must therefore understand both the technical capabilities and customer use cases for a wide range of products and services. We can demonstrate this understanding by obtaining accreditations and certifications from our vendor partners. We are proud of having 400+ technology accreditations and over 14,000 individual technical certifications, reflecting the breadth and depth of expertise across our sales and technical colleagues.

### How we engage

Group Partner Management is responsible for managing Computacenter's commercial and operational relationships with our partners. By ensuring effective day-to-day relationships, we can stay connected with our partners and remain front-of-mind as partner of choice.

Our Strategic Alliances team, introduced in 2023, is responsible for nurturing Computacenter's relationship with our top vendors. This includes attending Partner Advisory Boards and facilitating opportunities for our Group Executive to meet with senior representatives from our vendor partners.

Each year, we hold our Group Sales Kick Off (GSKO) event for more than 1,200 sales people from Europe and North America. We also invite delegates from vendor partners, giving our sales colleagues a valuable opportunity to engage directly.

Computacenter also attends and supports numerous vendor conferences and summits throughout the year. These allow our sales colleagues to hear directly from vendors about their priorities and plans, as well as sharing updates from Computacenter.

### How we reported our engagement activities and the views of those we engaged with to the Board

GSKO provides numerous opportunities for Executive and Non-Executive Directors to hear directly from vendors about their latest solutions, market views, or opportunities and priorities for the year ahead. Engagement ranges from the formal plenary, internal keynote presentations and executive roundtables, to networking in the technology vendor village.

The Directors received regular updates on Computacenter's performance with our top vendors during the year. This included a deep dive relating to our top vendors from the Chief Commercial Officer at the April 2024 Group Risk Committee, which was attended by a number of the independent Non-Executive Directors.

### Outcomes of the engagement and impact on Board discussions and decision making

Discussions at the Board relating to our vendor partners have primarily focused on the health of our relationship and performance with each of our top vendors, as well as wider conversations about key themes and market forces impacting or involving our vendors.

These include:

- **Geopolitical challenges** – how these might impact operations, particularly supply chain and the cost of doing business
- **Consolidation in the vendor landscape** – including the acquisitions of Juniper (HPE), Splunk (Cisco), VMware (Broadcom) and Infidat (Lenovo), and new partner programmes
- **Computacenter's Sustainability Strategy** and performance against ESG commitments, including working with vendors to achieve goals and meet customers' expectations
- **The impact of AI** and how Computacenter is responding and working with vendor partners to support our customers

This feedback helped the Board to approve our three- year strategy plan and related investments.

#### Our technology vendors

##### Technical certifications

**14,000+**

held by our employees

##### Vendor relationships

**60**

awards received from 23 technology vendors

##### Vendor delegates

**500+**

at our latest Group Sales Kick-Off

##### Global Partner Advisory Boards

**12**

attended, to engage vendor partners at the highest level

 **Our integrated portfolio – Technology Sourcing**  
See page 008

 **Our performance in 2024**  
See page 022

"I'd like to thank all our valued vendor partners for another excellent year for our powerful partnerships. I look forward to us continuing to work together in the year ahead – helping our customers achieve their goals and delivering excellence in all that we do."

**Lieven Bergmans**  
Chief Commercial Officer

## Our communities

### Why we engage

We seek to build long-term trust with our stakeholders, including the communities in which we and our other stakeholders live and work. Our communities support our ability to do business, so we have a responsibility to support them in return. By doing so, we aim to inspire our people, illustrate our commitment to understanding people matter (one of our core values), and maintain and enhance our corporate reputation.

### What matters to them

Our communities want us to ensure that our operations are safe and sustainable, so we can protect our positive economic and social impact, and increase that impact over time. They expect us to engage with them on social and environmental issues that matter to them, such as D&I and our sustainable use of resources. They also expect us to act ethically, to treat our stakeholders fairly and, where possible, to support them financially or with our time.

### How we engage

Our approach is guided by our values, which include ensuring that we consider the long-term in our actions, and that we recognise the importance of people, both inside and outside Computacenter.

Our day-to-day community engagement is primarily focused on social issues, in particular inspiring and supporting the next generation to follow a career in Science, Technology, Engineering and Mathematics (STEM) through our school, community and university outreach programmes. Most of this engagement is delivered through employee volunteering.

We also create social value, both globally and locally, through partnering with our chosen charities and our technology vendors to drive change around topics that are important to our business, our customers and our people.

In addition to addressing social issues, our commitment to minimising our environmental impact includes protecting our communities' local environments. To do so, we continue to invest, develop our capabilities and work with our partners. For further details, please see page 063.

### How we reported our engagement activities and the views of those we engaged with to the Board

The Board received updates from the Chief People Officer on our activities to engage with and support our local communities.

### Outcomes of the engagement and impact on Board discussions and decision making

Our engagement helps us to raise awareness of who we are, attract diverse talent to our organisation, promote the awareness of women in technology, and support people with disabilities and young people from disadvantaged backgrounds. Our flagship educational outreach programme, Bright Futures, saw over 200 of our employee volunteers complete over 1,000 hours of outreach activity, reaching over 23,000 students and young adults at 123 outreach events, often in a mentoring capacity.

Our expertise also enables the re-use and recycling of IT hardware, reflecting our employees' desire that we promote equal opportunities and good environmental practice. In Germany, we engaged with the wider community through our 'Hey Alter' initiative, which collected older IT devices from companies, institutions and households, restored and modernised them, and distributed them to students from disadvantaged backgrounds, who have not been able to participate in e-learning or home schooling.

As well as our flagship programmes, we completed a substantial programme of local activities across the Group, often partnering with our customers and technology vendors. During Race Equality Week, we joined with Computing and CRN UK to host a virtual half day event. Supported by HP, Cisco, PwC and TC4RE (Technology Community for Racial Equality) we explored how we can all work together to break down barriers and improve ethnic diversity representation within the industry. The event was a huge success, with over 250 participants joining from across the industry.

The Board considered feedback from our engagement programmes when approving our social strategy. This included confirming that our approach to social issues affecting the community should remain focused on the areas where we can have the biggest impact and that our people care most about, and also that ensuring every young person has an equal opportunity to develop a career in STEM will remain a central part of our community engagement.

#### Our communities

##### Employee volunteers

200

Computacenter employees volunteered as part of the Bright Futures programme in 2024

##### Influencing the industry

250

people attending the Race Equality Week event

##### Community outreach activity

1,000+

employee volunteering hours completed in the UK

##### Community outreach recognition

123

different Bright Futures outreach events held in 2024

 **Sustainability – planet**  
See page 060

 **Sustainability – solutions**  
See page 063

“Introducing paid volunteering leave has enabled us to further support our people to make a difference to their communities. It gives them the time and flexibility to focus on causes that matter to them, as part of our Sustainability Strategy.”

**Sarah Long**  
Chief People Officer

## Engaging with our stakeholders



### Building long-term value

#### Engaging with the capital markets

In June, the Group Executive hosted a Capital Markets Day in London, presenting Computacenter's strategic focus on large corporate and public sector organisations. We showcased growth opportunities in Technology Sourcing, Professional Services, Managed Services, and Circular Services. We also updated on our progress in North America and how we are capitalising on the significant growth opportunity with hyperscale and enterprise customers.

We also demonstrated how our financial model supports sustainable earnings growth and consistent free cash flow generation, and enables targeted acquisitions and capital returns. The event was very well attended by investors, analysts and other capital markets stakeholders. A video replay of the event is available in the Investor Relations section of our website: [investors.computacenter.com](https://investors.computacenter.com).

### Understanding people matter

#### Engaging with our employees

In November 2024, CEO Mike Norris and his Group Executive Management team hosted a dedicated two-day offsite event for the Group's 200 most senior employees, with representatives from across our operating companies and business areas.

The meeting focused on the Group's performance in 2024 and its strategy and investments for 2025. It included several Q&A sessions covering a range of issues and culminated in a post-dinner Q&A session, led by the CEO.

The panel for this included the Chair of the Board and the lead audit partner from our external auditor, Grant Thornton, who provided an outside perspective of Computacenter. Key messages from the meeting were then cascaded downwards from Management to their teams, ensuring they are communicated across the organisation.

