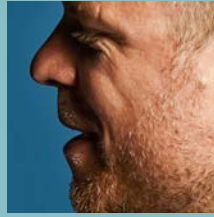
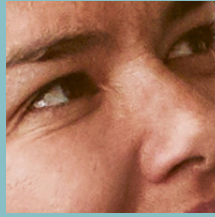
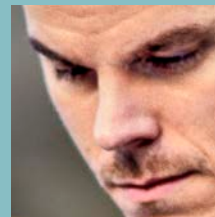
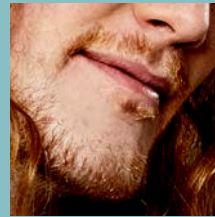


# CSR Report

Communication on Progress / 2019



EGMONT

*We bring stories to life*

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This report includes Egmont's mandatory CSR reporting in accordance with article 99a, and Egmont's report on targets and policy with respect to the underrepresented gender in accordance with article 99b, of the Danish Financial Statements Act (Årsregnskabsloven).

# Statement from CEO



In Egmont we believe that responsible behaviour and sustainable business practices are essential for being a strong and trusted media group. Our social engagement dates back to 1878 when Egmont was established. It is part of the company DNA, and we continuously strive to explore and refine our commitment to be a responsible company that acts with integrity wherever we operate.

During 2019, Egmont has continued to work towards setting standards of excellence to ensure that our DNA is reflected in the behaviour of our employees, among other things by launching a new Business Ethics Policy and training. The Policy covers various aspects of conducting business based on compliance, responsibility, and integrity. During 2019, Egmont has developed a baseline for its direct and indirect climate impact. In 2020, Egmont will continue to assess how we can mitigate negative impacts from our operations, while also maintaining focus on the benefits to society from our educational and charitable activities.

Egmont has been a signatory to the UN Global Compact since 2013, and we use it as a formal framework for our Corporate Social Responsibility (CSR) initiatives and operations. The present report is the seventh of its kind. Egmont is fully committed to respect human rights and labour rights as set forth in the UN Guiding Principles, and our efforts are directed at both employees in Egmont and at our business partners and suppliers.

**Steffen Kragh**  
*President & CEO of Egmont*

**+30**  
countries



# Egmont at a glance

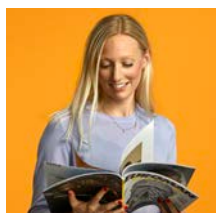
Egmont is a leading media group in the Nordics. In 2020, Egmont marks its 100<sup>th</sup> anniversary as a commercial foundation with a dual purpose: to develop tomorrow's media and to support vulnerable children and young people. The strategy "Grow with the Modern Consumer" entails investments in digital growth and new tech-based businesses while applying technology to strong storytelling. The annual profit is invested in business development and in the charitable activities to support vulnerable children and young people as well as donations for film talents through Nordisk Film Fonden. Concurrently, Egmont is continuously evaluating the possibilities to improve and optimise sustainability and social responsibility within its commercial activities.

1.7bn  
EUR revenue

## Egmont

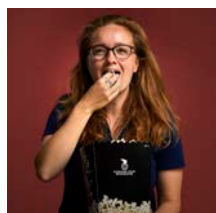
### Commercial activities

### Charitable activities



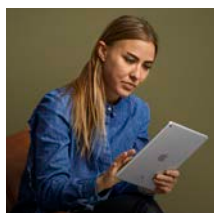
#### Egmont Publishing

- Magazines
- Multimedia publishing
- E-commerce
- Marketing services



#### Nordisk Film

- Film production and distribution
- Cinemas
- Games
- Digital gift card solutions



#### TV 2

- Tv channels
- Streaming services and technologies



#### Books

- Fiction
- Education
- Digital



#### Funding and Grant Administration

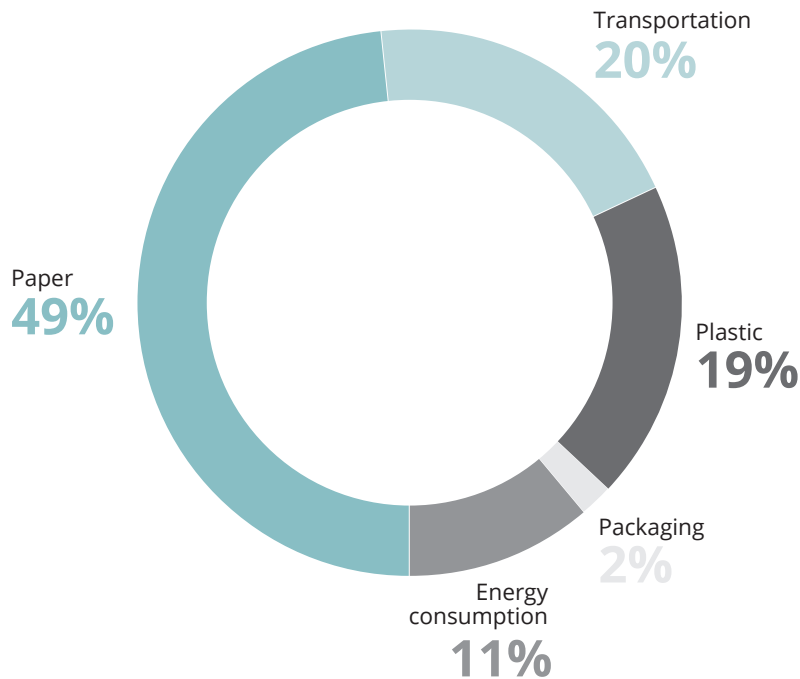
# CSR highlights



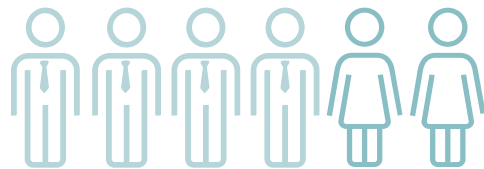
Egmont is working with goal 4, 5, 8, 12, 13, 16 and 17. Each goal has been identified based on the potential negative impact and the best opportunities that the Egmont Group may have to positively impact the goal.



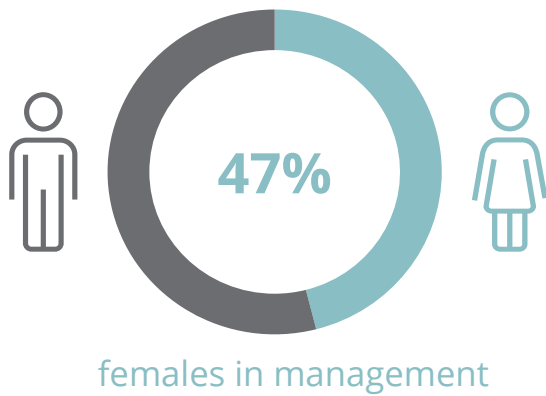
## Egmont's CO<sub>2</sub> emission by category



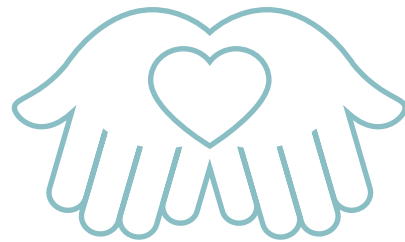
The underrepresented gender shall constitute at least 1/3 of the members of the supervisory boards in Egmont by end of 2024\*



\*Appointed by the annual meeting



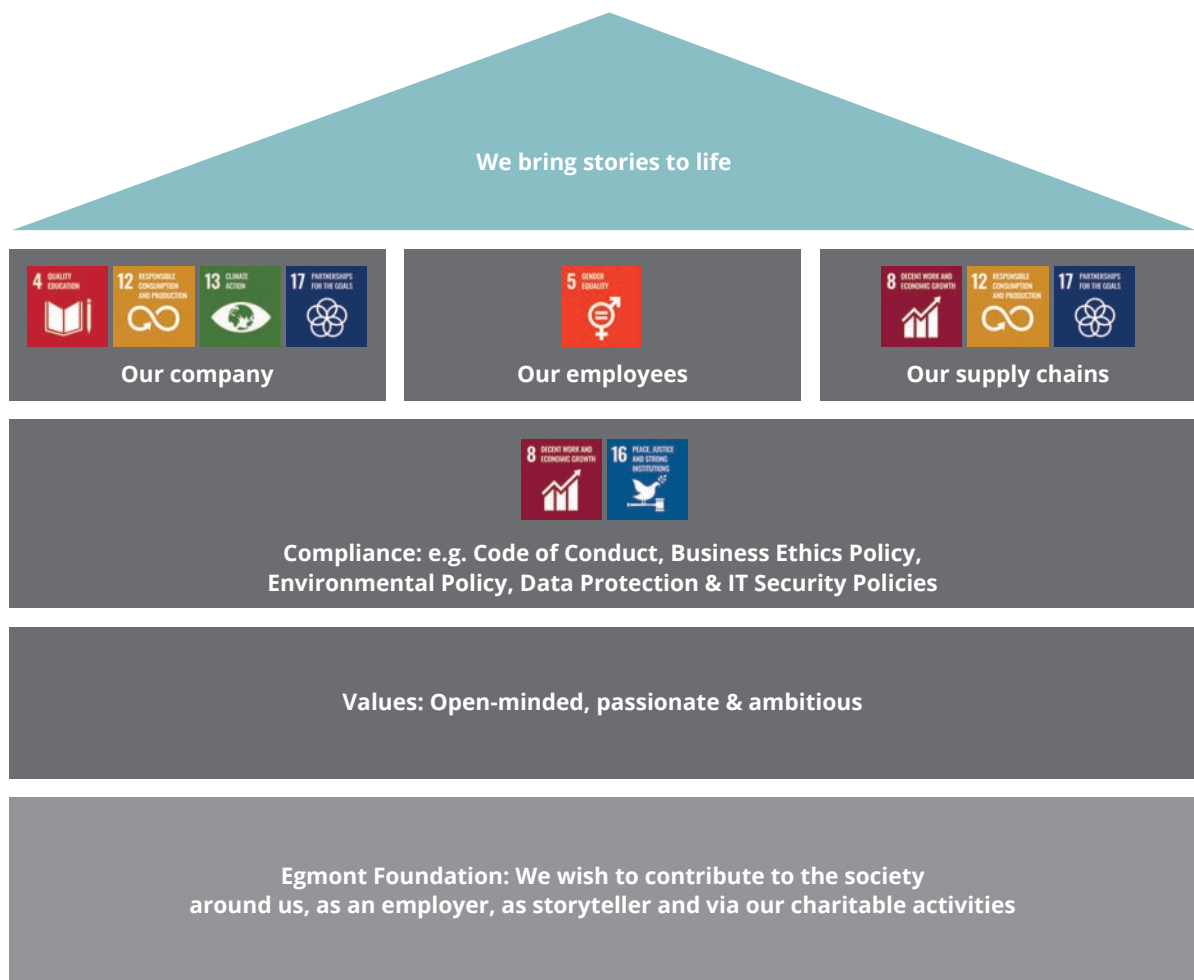
**12.7m EUR**  
for charitable activities



## Cases



# Egmont's approach to corporate responsibility



As a foundation with a dual purpose, Egmont has worked with social responsibility for more than 100 years. Egmont wishes to conduct its business and fulfil the mission of bringing stories to life in an honest and responsible way, and all employees are expected to act with integrity and treat each other with respect.

Egmont's work with corporate responsibility is based on its foundation purpose, its values, and on a strong compliance culture.

Egmont's Business Ethics Policy, which was launched during 2019, is the guideline for legal and ethical conduct. It applies to all Egmont employees. The Policy is not only a guide to appropriate decision making, but also provides information about the options for seeking advice in the company, and for confidentially and securely expressing concerns about possible misconduct, cf. page 14.



In addition, Egmont's Code of Conduct obligates suppliers and business partners that work for, with or on behalf of Egmont to observe minimum compliance and ethics standards that correspond to the UN Guiding Principles. Egmont developed the responsible supply chain scheme "Egmont Social Compliance Programme" in 2005 to ensure that suppliers and business partners comply with the Code of Conduct, cf. page 34.

During 2019, Egmont has worked on identifying and prioritising initiatives and actions based on the strategic questions of how Egmont can create a positive impact on society, because of who we are, and what Egmont can do to minimise the negative impacts we generate because of what we do. This work will continue in 2020.

Due to the company structure and diverse portfolio of products and services in the Egmont Group, the answers to the strategic questions and specific initiatives will be anchored locally in the companies under each division. However, the aim is to expand a corporate framework and a common approach to social responsibility and sustainability.

Several projects were initiated during 2019. Egmont Publishing and Nordisk Film have taken steps towards minimising their negative footprints on the climate and environment, cf. pages 21-22. Many more initiatives are in the pipeline across the divisions, and they will be communicated when the actions have been scoped and specific targets have been determined.

Egmont Group has continued to identify how the different Egmont entities can make an impact towards the achievement of the Sustainable Development Goals (SDG). As part of the two-year project in DI (Confederation of Danish Industry) "From philanthropy to business" further goals have been identified and are used as an exercise to assess, whether Egmont's business plans and sustainability initiatives are aligned with the agenda towards a better world. Egmont will continue to work on how the business can use the SDGs to guide its strategic priorities.

### CSR Priorities 2020-2022

- **Continued support to UN Global Compact and implementation of the UN Guiding Principles**
- **Continued focus on Egmont's Social Compliance Programme**
- **Continued focus on environment & climate targets and reporting**
- **Expand scope of Egmont's Business Ethics Policy implementation and training**
- **Expand Egmont's group approach to corporate responsibility**







# Our company

**This chapter includes actions and results  
from Egmont's own operations and activities.**



# Supervisory Boards

The target for the underrepresented gender on the board applies to all Egmont's Danish companies that are required under Danish law to set such target. In addition to Egmont Fonden and Egmont International Holding A/S (which have a board that consist of the same board members) the companies are, Egmont Publishing A/S, Egmont Printing Service A/S, Lindhardt and Ringhof Forlag A/S, Nordisk Film A/S, Nordisk Film Distribution A/S, Nordisk Film Biografer A/S, and GoGift.com A/S.

Except for Egmont Fonden and Egmont International Holding A/S, all these companies have one female board member elected by the general meeting out of three or four board members on the Supervisory Board, which is considered equal representation under Danish law.



According to the Charter of the Egmont Foundation, appointment to the Board of Trustees takes place when a member's appointment period expires, and board members are appointed for a period of four years. The members of the Board of Trustees of the Egmont Fonden are appointed for up to three ordinary periods of four years and may be appointed for up to two further periods of two years.

The Board of Trustees previously set a target to have at least one female board member appointed by the annual meeting no later than 2020. The target will be met at the annual meeting in March 2020 as Egmont has announced that one female will be appointed to the board. The Board of Trustees believes that its members should be chosen for their overall competencies but also recognises the benefits of a diverse Board in terms of experience, cultural, and educational background and gender. On that basis and in order to continue to strengthen gender diversity on the board, the Board of Trustees has set a new target:

## Target

**The underrepresented gender shall constitute at least 1/3 of the members of the supervisory boards (appointed by the annual meeting) no later than by the end of 2024.**



			Target 2020 met	Target 2024	Equal representation
Egmont Fonden / Egmont International Holding A/S	6	1	✓	✗	✗
Egmont Printing Service A/S	3	1	✓	✗	✗
Egmont Publishing A/S	2	1	✓	✓	✓
Lindhardt and Ringhof Forlag A/S	2	1	✓	✓	✓
Nordisk Film A/S	2	1	✓	✓	✓
Nordisk Film Distribution A/S	2	1	✓	✓	✓
Nordisk Film Biografer A/S	2	1	✓	✓	✓
GoGift.com A/S	2	1	✓	✓	✓



# Business ethics, anti-corruption, and whistleblowing



Egmont does not tolerate any use of corruption or bribery and since 2013, Egmont has had a clear policy on that.

At Egmont, employees, business partners, and third parties have the opportunity to use confidential and secure channels to express concerns about possible misconduct via Egmont's whistleblowing system, which can be accessed online by employees via our intranet and by external parties via **Egmont.com**.

## Actions

During 2019, a new Business Ethics Policy was introduced in the Egmont Group. The Business Ethics Policy incorporates a number of legal compliance areas in Egmont such as anti-corruption, bribery, conflicts of interest, gifts and entertainment, competition law, anti-fraud, marketing law, data protection, piracy and illegal use of content, human rights and environment.

Encouragement to speak up and communication about the whistleblowing system has been provided internally in Egmont at several occasions in connection with the new Business Ethics Policy both in the Policy, in announcements on the intranet and in e-mails, on posters, and in the training.

Egmont also works with all its relevant business partners to ensure that they sign up to Egmont's Code of Conduct (or have their own code with equivalent standards), which clearly states that no use of corruption, bribery or facilitation payments is tolerated. Based on a risk assessment, Egmont carries out due diligence and social audits on certain suppliers and business partners in countries with perceived high risk of corruption, cf. Egmont's Social Compliance Programme.

## Results

During the autumn of 2019, the launch of Egmont's Business Ethics Policy was followed up by e-learning training to all relevant employees in Egmont Corporate and in the divisions. The training presented the employees with dilemmas and cases, which they may encounter in their daily business. Relevant employees are defined as all employees directly employed by Egmont with an Egmont e-mail address, including student and project workers, but excluding long-term absentees (due to sickness, maternity leave or other leave of absence) and outsourced employees.

The majority of Egmont employees were invited to the training and just above 80% had completed the training by the end of 2019. The aim is to reach a completion rate of 100% in 2020, and to be able to better track the relevant categories of employees in our systems to ensure that all key employees complete training, and that employees that are not relevant are disregarded. All employees who failed to complete the training in time, received reminders, the second reminder with a copy to their manager. The training will automatically be assigned to new, relevant employees.

During 2019, Egmont has not detected any corruption or bribery issues in Egmont or in the supply chains or had reports of any such issues, and no whistleblowing was made in Egmont's whistleblowing system.



## Goals for 2020

- **Train 100% of all relevant employees in Egmont's Business Ethics Policy**
- **Enable better tracking and follow-up of relevant employees in Egmont's learning management systems**
- **Expand scope of Egmont's Business Ethics Policy implementation and training to include additional/newly acquired companies in the Egmont Group**
- **No corruption and/or bribery in Egmont or in the supply chains**

# GDPR

The EU General Data Protection Regulation (GDPR) has been in effect since 25 May 2018 across the EU. Egmont has implemented a group wide general framework for ongoing GDPR compliance.

The framework consists of policies, guidelines, and standard documents together with a comprehensive employee training programme. Furthermore, Egmont is implementing an improved documentation IT system where GDPR compliance must be documented.

The work to finalise implementation of the IT system and improving the various processes across the Egmont Group continues in 2020.

Furthermore, Egmont has created a group wide Information Security Policy in order to ensure all information systems are resilient and configured to a secure state based on international security standards and frameworks.

The adoption of the policy, which is an ongoing multi-year implementation process, covers end-user awareness and specialised policy training for IT professionals across all divisions in Egmont. The purpose with this policy is to comply with the requirements for data protection set out by the GDPR.



# Environment and climate



Egmont has an impact on the environment and climate through its business activities. With the introduction of Egmont's Environmental Policy in 2016, Egmont committed to promoting greater environmental and climate responsibility. The policy covers five main categories, which have been chosen based on their importance to Egmont and the impact Egmont's businesses have on these areas.

## The five areas in Egmont's Environmental Policy:

- **Energy consumption**
- **Packaging**
- **Waste handling**
- **Chemicals**
- **Paper sourcing**

## The policy outlines Egmont's environmental goals to:

- **Reduce energy consumption**
- **Reduce packaging and use recyclable/recycled materials**
- **Minimise waste**
- **Reduce the use of chemicals**
- **Reduce the use of paper at office facilities and source the majority of paper from sustainable sources**

In 2020, Egmont will revisit the Environmental Policy to assess the relevancy of the areas to decide if changes should be made.

In addition to the Environmental Policy, Egmont's Business Ethics Policy provides guidance to support a precautionary approach to environmental challenges, to promote sustainable solutions, and to consider the impact on the environment when making business decisions.

## Actions

In 2019, Egmont collected data from 2018 to form a baseline for the Group's climate and environmental impact (C&E assessment). Egmont is currently assessing the most appropriate adjustment framework in order to compare data year on year.

As a result of the C&E assessment, the scope of Egmont's data collection has widened. The climate accounting at group level now includes the headquarters and the four divisions across six of Egmont's biggest markets, i.e. Denmark, Sweden, Norway, Germany, Poland and the United Kingdom. The categories included in the C&E assessment differ somewhat from the categories in the Environmental Policy. The reason for this is that the policy primarily has an environmental focus, whereas the C&E assessment also takes climate impact into account and therefore transportation and plastic have been added to the scope. The production of plastic was previously included in packaging, but due to the large CO<sub>2</sub> emissions volume - relative to Egmont's total emissions - it became an independent category. Egmont will report on the following categories going forward:

- **Energy consumption**
- **Packaging**
- **Plastic**
- **Transportation**
- **Paper**





The environmental and climate data for 2019 has been collected using the same scope and methodology as the baseline data. The 2018 data baseline was concluded in Q4 2019 and consequently KPIs were not defined in 2019 as intended. In 2020, Egmont will set KPIs at group and divisional levels. Please see page 43 for an overview of the dataset.

In 2019, Egmont, at both group and divisional level, initiated several projects focusing on mitigation of environmental and climate impact. At divisional level, the Publishing division initiated both a plastic project and an environmental and climate project aiming to reduce its negative impact. Please see page 21 for more information about the projects. Both projects will continue in 2020.

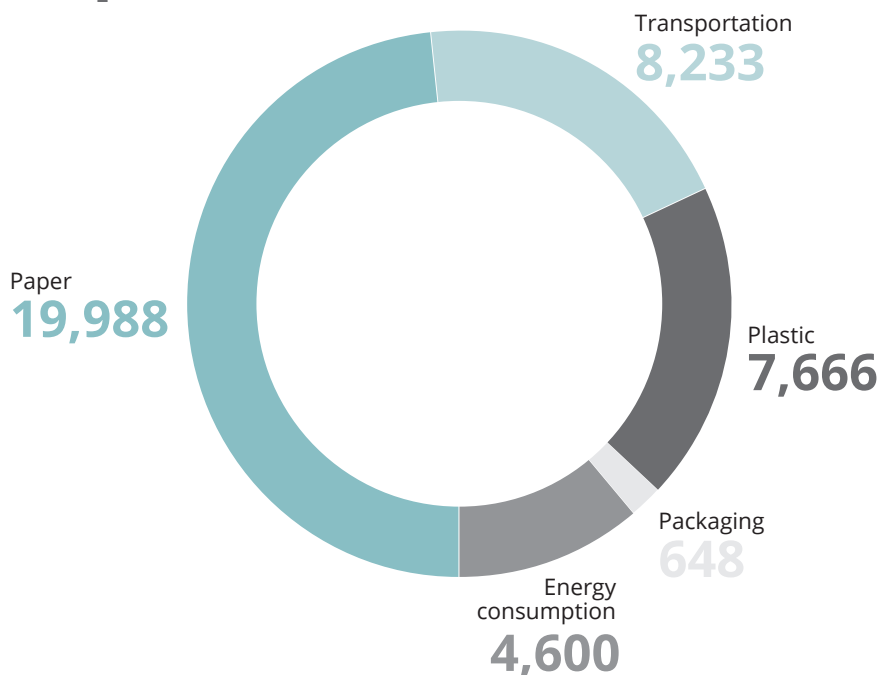
At group level, Egmont has continued its efforts to implement Egmont's Environmental Policy and support the divisions in their endeavours to become more sustainable, among other things by conducting analyses and research on relevant topics and by continuing to develop a tool box for the divisions to use.

## Results and ambitions

In the following section Egmont's direct and indirect CO<sub>2</sub> emissions for 2019 will be presented for the five categories: energy consumption, packaging, plastic, transportation and paper.

For an overview of the CO<sub>2</sub> emissions reported according to the Greenhouse Gas Protocol's scope 1, 2 and 3 please see table on page 43.

### Egmont's tCO<sub>2</sub> emission by category 2019

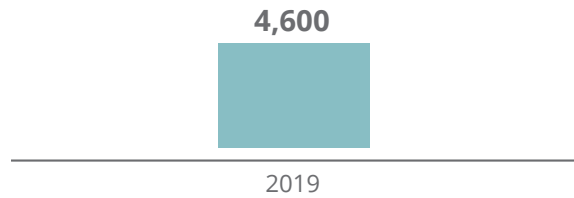




## Energy consumption

The energy consumption category includes consumption in offices, warehouses, cinemas occupied by Egmont in 2019. Electricity, heating and cooling are included in the category.

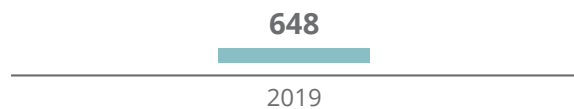
### Energy consumption tCO<sub>2</sub>



## Packaging

Packaging includes cardboard purchase from cinemas, cardboard for covermount packaging and the packaging for Books Games and Activity (BGA) products (see page 43 for details).

### Packaging tCO<sub>2</sub>

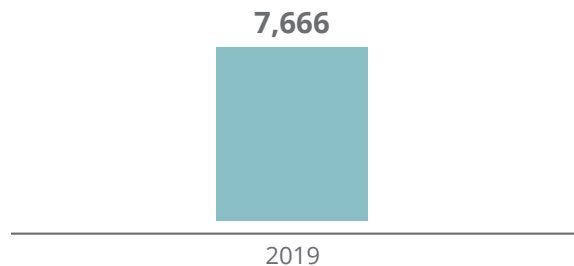


## Plastic

The plastic category includes foil used as packaging for magazines, plastic used for food packaging in the cinemas (sweets bags, gloves, straws, plastic cups), covermounts and blister packaging.

Please consult the case on page 21 to see how Egmont Publishing works to reduce plastic. Nordisk Film Cinemas also uses plastic for bags for sweets, sanitary gloves for sweets, and straws. The cinemas are looking into replacing these items with other materials.

### Plastic tCO<sub>2</sub>





HEMINGWAY  
Samlede noveller

MIN HISTORIE - MICHELLE OBAMA

DE 7 DØDSSYNDER

ENZO FERRARI

EGTVEDPIGENS REJSE

MICHAEL KÄTZ KREFELD

SMARAGDSLIBEREN

KORT OVER PARADIS

PETERS KERLIGHED

FAITH

Hvis der skulle komme et menneske forbi

En slag vil vi kæmpe til det



## Transportation

The transportation category includes leased cars, business travel (flights) and transportation and distribution of products. (see page 43 for details)

Transportation tCO<sub>2</sub>  
8,233



2019

## Paper

The paper category includes the purchase of paper produced at third party paper mills which is used to print magazines and books by Egmont Publishing and Books.

Paper tCO<sub>2</sub>  
19,988



2019

## Goals for 2020

- **Strengthen data collection and methodology, e.g. by implementing a system to manage the data and to convert into CO<sub>2</sub>**
- **Support the divisions in their work to further reduce negative impact**
- **Create an adjustment framework to be able to compare data year on year**
- **Set KPIs at group and divisional levels**
- **Revisit the Environmental Policy to assess if changes should be made**



# Sustainable business practices



## Plastic project

In Q2 of 2019, the Publishing division initiated a plastic project across the division. The purpose of the project is to reduce the use of plastic and the key focus is on the plastic foil wrapped around the magazines and the plastic toys bundled with the magazines.

Egmont Publishing has set an ambitious target to reduce the use of plastic foils by 50% by the end of 2021 compared to current levels. The project will continue into 2020, as planned, and pilot projects will continue in 2020 to test plastic free toys.

## Environmental and climate project in Egmont Publishing

A side effect of the plastic project in the Publishing division is the launch of an environmental and climate project. The aim of the project is to create a baseline analysis of the division's negative climate impact, formulate an environmental/climate policy for the division, and provide recommendations for improvements and local actions.

The project is set to begin in Q1, 2020.

## Nordisk Film Games – LCA of a game

Nordisk Film Games is part of the Nordisk Film division and makes equity investments in games studios. Besides investing in great games, Nordisk Film Games also focuses on the environment and climate agenda.

Nordisk Film Games has initiated Bornholm Game Days, a two-day summit for Nordic game executives, and in 2019 the participants chose "Climate Impact" as the theme of the year. This has led to several sustainability initiatives, one being the creation of a life-cycle analysis model for game companies. The initiative is carried out with an external partner and different Nordic game companies.



First step is to map the parts of the entire life of game production and consumption to understand where efforts can be made to reduce negative impact:

- **Impact during game development and production**
- **Impact during game marketing**
- **Impact during game distribution**
- **Impact during gameplay**
- **Impact of hardware end-of-life**

Once the project has been completed, Nordisk Film Games will share the findings with the industry to increase awareness of negative environmental and climate impacts and to educate consumers on climate.



# Sustainable business practices



## Office initiatives in UK Publishing and Nordisk Film, Valby

### UK Publishing

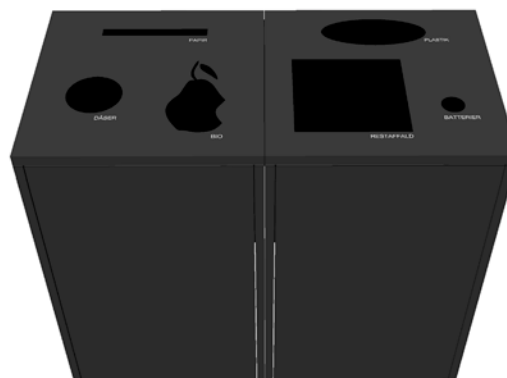
In 2019, several of the offices in the Egmont Group have taken initiative to become more environmentally friendly. One example is the Publishing office in the UK, where John S. has taken it upon himself to help in any way that he can. This includes finding out how he can help colleagues with eco-friendly improvements that are easily implemented in everyday life, e.g. how to set up double-sided printing or share knowledge of great initiatives that are already taking place. The British publishing team recently moved into a new

office space in central London which already has a strong emphasis on being eco-friendly and reducing packaging. John S. says *"I would describe a perfect office as one that only uses eco-friendly products in all departments, makes all staff aware and part of its mission, makes strong connections with business partners that have similar stances on the environment and tries to encourage partners that don't. All in all, leading by good example; anything we can do to get closer to this is a step in the right direction."*

### Nordisk Film in Valby, Denmark

At the Nordisk Film offices in Denmark, the facilities team has installed new waste sorting bins. The bins were installed in August 2019 and are part of the division's goal to reduce their environmental impact. The employees at Nordisk Film have welcomed the new waste sorting bins, which have been designed in partnership with Peoples.dk.

An added benefit of sorting the waste is a reduction in cleaning costs, and in addition it is cheaper to dispose of the waste when it has been sorted.





# Charitable Activities



Egmont Fonden's charitable activities are based on social indignation and empathy. The foundation was founded in 1920 with the aim to alleviate the consequences for children and families living in poverty. Over time, poverty has changed. Egmont's experience with fighting poverty will be the focus point of Egmont Fonden's 100th anniversary in 2020.

Today, the aim is to safeguard young people against "modern poverty" – the lack of learning and life skills. Egmont Fonden focuses on the approximately 15% who are at risk of not completing an upper secondary education. Egmont Fonden contributes to ensuring that by 2030 all young people are able to complete an upper secondary education, and the foundation thereby also contributes to UN's Sustainable Development Goals number four on quality education.

Egmont Fonden strives to involve the child's perspective in all grants. As a prelude to Egmont Fonden's 100th anniversary in 2020, the foundation held a summit where young people at risk shared their experience of living in modern poverty with the foundation and key decision makers.

Egmont Fonden uses a variety of philanthropic instruments: The programme called: 'A Helping Hand' which distributes aid directly to children and families at risk, donations, partnerships, incubator grants, and catalytic activities. In 2019, Egmont Fonden has spent a total of DKK 95.6m on philanthropic activities which aim to support children and young people's learning and life skills and to support film talents through Nordisk Film Foundation. Since 1920, Egmont Fonden has donated DKK 3bn to charitable activities.

## A good school start

In 2019, Egmont Fonden's annual theme was 'a good school start'. As one of the initiators of Småbørnsløftet (the Pledge to Support Young Children), Egmont Fonden works to ensure that all young people have a good childhood, and that they develop the necessary skills and competencies - personal, social and academic - for a good schooling. Therefore, Egmont Fonden has chosen to focus especially on 'the good school start', because school start is a crucial period in a child's life.

Each year, approximately 60,000 Danish children start school. The Egmont Report 2019 introduced new data showing that the vast majority of children have a good school start. However, a minority of 11.6 % of the children do not thrive. Furthermore, the new data shows that a poor school start is a long-term problem as well as a short-term problem for children because it reduces their well-being and ability to complete an upper secondary education.

Egmont Fonden earmarked a big sum of funds to focus on ways to improve school start. The foundation will address three goals: 1) Children at risk must be detected and supported before school start, 2) Children who do not thrive need adequate and prompt support, and 3) No child must be excluded from children's communities.

One of the first grants in relation to 'a good school start' has been given to the organisation Skolens Venner. The grant of DKK 1.2m enables volunteers to help ensure the successful inclusion of children at the time of school start.



## A helping hand

Egmont Fonden provides individual support through partnerships with organisations in Denmark and Norway that are directly in contact with children and young people at risk. In 2019, Egmont Fonden distributed a total amount of DKK 10.7m via A Helping Hand.

## The pledge to support young children

As a contribution to the Pledge to Support Young Children, Egmont Fonden created a 5-year partnership with Mødrehjælpen with a total investment of EUR 3.3 million. In partnership with Egmont Fonden, Mødrehjælpen will contribute to ensuring that the first 1,000 days in all children's lives are characterised by safety and stimulation. The core of the programme called 1,000 Days is a digital platform aimed at all future parents and families.

In addition, the foundation supported the regional municipality of Bornholm's four-year development programme called De små børns Bornholm. The purpose is to give all of Bornholm's young children equal opportunities to prosper, learn, and develop. The parties invest a total of EUR 3.3 million in the programme, which can hopefully become a model for other municipalities.

In 2019, 174 organisations have signed the pledge.

## A new partnership on absenteeism

Egmont Fonden entered into a new partnership with Børns Vilkår from 2019-2023. The partnership's vision is to significantly reduce the proportion of students with high school absenteeism in Denmark and to improve the learning and life conditions of children in school. The reason for this initiative is the fact that many Danish pupils have a very high degree of absenteeism. A total of 15% of the students (approximately 102,000 children and young people in the Danish elementary school) have more than 10% absence. In addition, there is an increase in the number of children who do not go to school for very long periods of time.

## Other big bets

Egmont Fonden has made a call on initiatives addressing the consequences of dyslexia. The foundation has received a number of applications and has decided to give 12 grants amounting to DKK 14 million. A total of DKK 25.4 million has been donated in order to implement its strategy on dyslexia.

The learning and life skills of children placed in care has been at the top of Egmont Fonden's agenda in 2019. The first class of learning kids from Learn for Life, a learning programme for children placed in care which was initiated by the foundation, graduated and the children have communicated the benefits of the programme and the needs of children placed in care very broadly.

## Norway

Egmont Fonden also wishes to take social responsibility in Norway where Egmont has many commercial activities. The development and challenges of Norwegian children and young people are similar to those of children and young people in Denmark, and consequently Egmont Fonden's strategy is the same in Norway as in Denmark. In 2019, the foundation distributed a total of DKK 5.2 million to Norwegian Women's Public Health Association, The Crown Prince Haakon and Crown Princess Mette-Marit's Foundation, and the organisation !LES.

## Nordisk Film Fonden

Nordisk Film Fonden donated EUR 0.7 million in 2019 supporting and empowering film talents to a new future demanding new ways of thinking and use of new technologies. 60 talents received Nordisk Film Fonden's scholarships Lille Isbjørn and Store Isbjørn to grow their talent abroad. Four initiatives received Isbjørn project donations: A new two-year part-time script programme for children & youth fiction, a PhD in "the Immersive Physical Film", a new knowledge-sharing network for screenwriters in the Nordics, and Picture This\_19, aiming to inspire filmmakers to embrace new technology to increase artistic creativity. The Nordisk Film Award in Denmark went to director Feras Fayyad and in Norway to production designer Jørgen Strangebye-Larsen. The Balling Award went to VFX supervisor Peter Hjorth and the Ove Sprogø Award to actor Esben Smed.









# Our employees

This chapter includes people information on development, engagement and diversity.



# Egmont's workforce

Egmont cares about the well-being of its people – short and long-term. Egmont believes that a good life at work for its employees is realised through a combination of a meaningful job, a great purpose, great cooperation with colleagues, and opportunities to develop professionally. People are the most important asset in Egmont, and it is one of Egmont's strategic priorities to be people driven. In an industry where the speed of change in technology and consumer behaviour is a precondition, Egmont needs to have the right competencies to stay relevant, and a culture where development and innovation is paramount. Thus, Egmont wants to strengthen the learning culture across divisions, to eliminate the risk of a workforce gradually losing its ability to stay relevant in respect to external demands. This is done through a mix of professional skills development, acquisition of new competencies, and new ways of working.

## Leadership development and employee engagement

Egmont's leaders are vital to the well-being and development of its people, and it is crucial for Egmont's continued success that its leaders understand how to guide their employees through the rapid changes in business models. Therefore, Egmont continues to invest in leadership training, which aims at unfolding Egmont's strategy in a set of key leadership principles.

By the end of 2019, approx. 236 leaders have completed the "Committed to Lead" programme. This corresponds to approx. 45% of the total leadership population, and the rate of completion increases with the pipeline of other leaders lined up for the programme in 2020.

In 2019, Egmont introduced a training programme for informal leaders, i.e. functional specialists who are expected to impact a wide population of employees, although they do not have formal responsibility for direct reports.

In addition to the leadership development, Egmont expects its leaders to focus and act on the engagement of people in their teams, which is why Egmont conducts engagement surveys twice a year. Engagement is essential for short-term business performance and customer satisfaction as well as for the longer-term sustainability of the company. Egmont's engagement remains at a high level, both in terms of participation rate in surveys (82%) and the overall engagement level (8.0 on a 10-point scale) according to the latest survey in November 2019. This constitutes a 0.4-point increase compared to the engagement level in November 2018.

An important element in the development of the individual employee is the possibility of receiving feedback. Egmont's internal surveys as well as external research has proven feedback to be one of the most important elements of personal development. In Egmont, feedback is therefore included as an element in all leadership training, just like in autumn 2019/spring 2020 Egmont has offered one-day training sessions during which teams (leader and employees) together receive input and training on how to give, receive, and ask for feedback.

To help Egmont employees handle the many changes and demands they face, both at work and in their private lives, Egmont offered the employees a course under the title 'Resilience'. In 2019, 462 Egmont employees chose to accept this offer, which guided them on how to handle their busy everyday lives, thereby achieving greater mental and physical resources.



# Gender balance





## Policy

- **Egmont does not discriminate based on gender, age, handicap, ethnic or religious background**
- **Egmont wishes to always employ the best qualified person, irrespective of gender**
- **Egmont aims to have a diverse set of competencies. Diversity is not a matter of gender only but can also include educational background, functional experience, cognitive perception, age, cultural background, etc.**
- **When recruiting or promoting people Egmont aims to identify both male and female candidates**

Egmont's total workforce consists of 52% females and 48% males and **is thereby aligned with the standards for equal balance between genders.**

The same goes for the total management pool across the divisions with a gender split of 46% females and 54% males. The table below shows variations across management layers in the divisions, which is believed to be fairly reflective of the talent pool available. Egmont aims at being an attractive workplace, where the competencies of our employees can be used the best way possible irrespective of gender and where everyone finds that they have equal and fair opportunities for promotions.

	 Count	%	 Count	%	Total*
<b>Egmont total</b>	<b>1,775</b>	<b>52%</b>	<b>1,821</b>	<b>48%</b>	<b>3,596</b>
Management	307	47%	353	53%	660
Other employees	1,468	50%	1,468	50%	2,936
<b>Books</b>	<b>153</b>	<b>67%</b>	<b>74</b>	<b>33%</b>	<b>227</b>
Management	19	53%	17	47%	36
Other employees	134	70%	57	30%	191
<b>Egmont Publishing</b>	<b>917</b>	<b>62%</b>	<b>565</b>	<b>38%</b>	<b>1,482</b>
Management	162	56%	129	44%	291
Other employees	755	63%	436	37%	1,191
<b>Holding</b>	<b>56</b>	<b>44%</b>	<b>70</b>	<b>56%</b>	<b>126</b>
Management	12	50%	12	50%	24
Other employees	44	43%	58	57%	102
<b>Nordisk Film</b>	<b>340</b>	<b>37%</b>	<b>576</b>	<b>63%</b>	<b>916</b>
Management	73	33%	145	66%	219
Other employees	266	38%	431	62%	697
<b>TV 2</b>	<b>309</b>	<b>37%</b>	<b>536</b>	<b>63%</b>	<b>845</b>
Management	40	44%	50	55%	90
Other employees	269	36%	486	64%	755

\*Based on number of employees in people survey as of November 2019. Excluding employees paid by the hour and employees in minority owned e-commerce businesses.



# Games and diversity

Nordisk Film Games actively supports greater diversity in the game industry by hosting Diversity in Games events, supporting game jams for women in games, they seek to have several genders as speakers at their events and diversity is a parameter in their due diligence processes.

Case









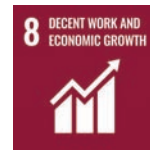
A person in a white shirt is working at a table in a factory setting. The background shows industrial machinery and a large, dark, curved structure. The person is wearing a gold bracelet and is looking down at their work.

# Our supply chains

This chapter includes Egmont's commercial activities, where the company cannot impact the results directly, but only via third parties such as suppliers and business partners.



# Social Compliance Programme



It is essential for Egmont that all its companies respect human rights and provide decent working conditions as well as a safe working environment for the employees. These requirements also apply to Egmont's suppliers and business partners. The Egmont Social Compliance Programme was implemented in 2005 to ensure a healthy and compliant pool of suppliers. The programme is aligned with the UN Guiding Principles and is primarily targeted at suppliers of magazines, books, games, activity products, covermounts, and promotional items. Throughout 2019, Egmont continuously worked on the Egmont Social Compliance Programme and saw improvements compared to 2018.

## Stable supplier pool

Egmont has built solid relationships with the existing suppliers and concentrated resources on helping the suppliers develop their level of compliance. On 31 December 2019, Egmont had 448 active suppliers in its supplier pool, which was a reduction in comparison to 2018. Only 49 new suppliers were introduced to the supplier pool in 2019, which is 40% less compared to 2018.

Egmont's Social Compliance Programme includes:

- **Risk-based assessment and mapping of suppliers**
- **Social audits at suppliers against Egmont's Code of Conduct or review of third-party audit reports covering human rights, labour rights, environment, and anti-corruption/bribery**
- **Remediation plans and following-up**

At a minimum, Egmont requires that its suppliers have:

- **No violations of local minimum wage regulations (equivalent to pay per standard work hour)**
- **No forced, bonded or compulsory labour**
- **No child labour**
- **No risk of losing life and/or limb**
- **No corruption and/or bribery**



## Updated country risk assessment

In 2019, Egmont updated its country risk assessment with effect from October 2019. Of the active suppliers, 249 (55.6%) were in group 1, 2 (0.4%) were in Group 2 and 197 (44.0%) were in Group 3.

In 2019, the number of suppliers in Group 2 has significantly reduced due to the updated country risk assessment (see overview on the right), which resulted in a transfer of 95 suppliers from Group 2 to Group 3.

## Active suppliers by country risk group



## Egmont's country risk assessment

In order to manage the complex supply chains most efficiently, Egmont operates with three country risk profiles

**Group 1**  
High risk countries

**Maximum audit cycle of 12 months**

The country risk parameters are based on several acknowledged tools and analyses and take relevant licensors' requirements into account. Egmont continuously strives to keep updated on the changing political, economic, and social landscapes in the regions, where Egmont and its business partners operate, and adjusts the relevant country risk profiles accordingly.

**Group 2**  
Medium risk countries

**Audit cycle ranging from 12 to 24 months**

**Group 3**  
Low risk countries

**Audits performed on an ad hoc basis. Self-assessment questionnaires required yearly from the suppliers that have been moved from Group 2 to Group 3.**



## Healthier supply chains

In 2019, Egmont’s Social Compliance team evaluated 198 social audits. A total of 997 issues of non-compliance with Egmont’s Code of Conduct were detected with an average of 5 findings per audit, which was lower than the average of 5.4 in 2018. The figure below shows the distribution of findings detected from audits in 2019. In general, the category Health and Safety remains the area with the highest number of Code of Conduct violations. The most common findings in this category are related to: Health check, inappropriate use of applicable personal protective equipment (PPE) and secondary containment (anti-leakage equipment) for chemicals used in production processes. PPE and Health check were also most common findings in 2018, whereas secondary containment is new on the top three list.

The second largest category is still Hours of work, which covers the total working hours, overtime hours, seventh day rest, and insufficient rest between shifts. The most common finding is related to excessive working hours with overtime hours exceeding the national limit. This was also the case in 2018. However, during 2019 the seventh day rest requirement has improved.

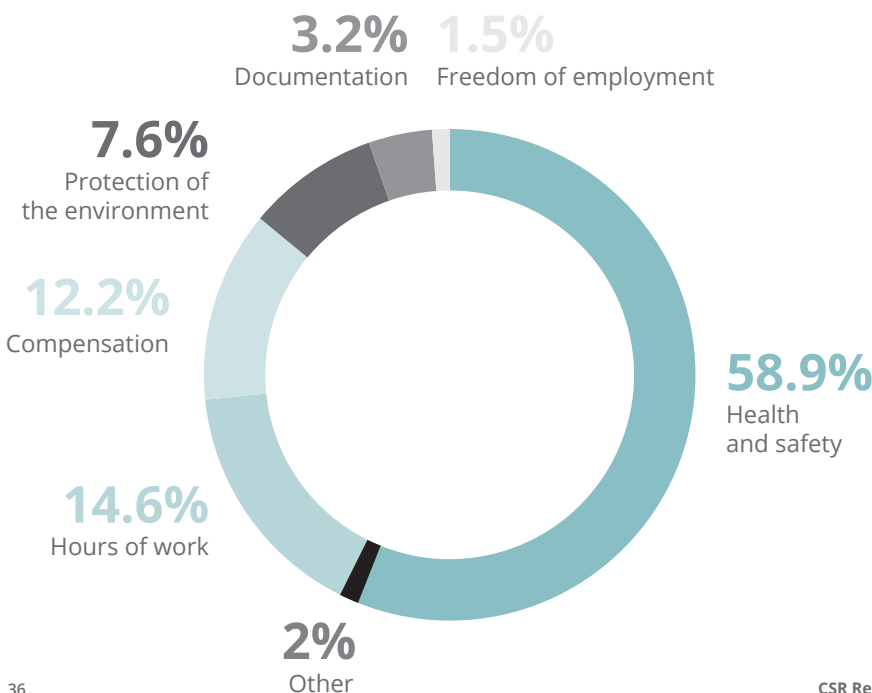
The Compensation category covers insufficient payment of social insurance, insufficient paid leave, and other legally required benefits. The findings in this category are mostly related to insufficient payment of social insurance, which means that the workers run the risk of not participating in the national social insurance scheme. The violation is most commonly seen among Chinese suppliers due to difficulties for employees to transfer their social insurance savings from one province to another. In 2019, a new social insurance scheme was implemented in China which will hopefully raise the payments to social insurance in the future. On a positive note, Egmont found that most of the suppliers purchased work-related injury insurance for their employees.

The Egmont Social Compliance team continues to work actively with the suppliers to increase the compliance level over time.

### One zero tolerance issue in 2019

Egmont found one instance of migrant workers who paid recruitment fees to obtain a job at a supplier in Egmont’s supplier pool. Paying recruitment fees is a violation of Egmont’s Code of Conduct and Egmont acted accordingly to solve the situation, which resulted in a discontinuation of the recruitment fees paid by migrant workers.

## Findings from Social Audits in 2019





## Activities in 2019

### Supplier day

Egmont invited all its covermount suppliers in China to a supplier day in Shenzhen in May 2019. Egmont employees from Sourcing, Legal & Social Compliance, and Product Quality and Safety participated in the meeting.

The suppliers were updated on the requirements from Egmont and its licensors and were introduced to new internal guidelines and processes. During the meeting, the participants were invited to visit the testing laboratory of Egmont's external quality assurance partner (SGS) to learn about the quality and safety control testing and methods. Throughout the meeting, Egmont and its suppliers had useful discussions and reflections on compliance requirements and processes.



### Inspiration letter

Egmont's inspiration letters continue to be a useful tool of communication to the suppliers. During 2019, Egmont issued a new inspiration letter related to best practices on fire safety issues to relevant suppliers, which was read by 74% of the recipients. In 2020, the aim is to issue two new inspiration letters about relevant topics of interest to relevant suppliers with the aim of sharing knowledge and best practices and encourage compliance.

### Production verification

In order to ensure compliance with Egmont's Code of Conduct and prevent unauthorised subcontracting, Egmont Social Compliance performed (via independent auditor firms) unannounced inspections on randomly sampled orders. In 2019, two production verification inspections were conducted at two selected suppliers and no violations of unauthorised subcontractors were detected. Egmont will continue with unannounced production verification inspections as part of our ongoing supplier compliance focus.

## Goals for 2020

- **Continue to work with the supplier pool to remediate Code of Conduct violations and to work towards a declining incident curve**
- **Work on further implementation of Egmont's Code of Conduct across the divisions**
- **Issue two new inspiration letters on relevant compliance topics**



# UK modern slavery statement

This statement outlines the measures taken by Egmont to prevent forms of modern slavery and human trafficking for the 2019 fiscal year. In doing so, Egmont is fulfilling its duties pursuant to Section 54 (1) of the UK Modern Slavery Act 2015.

## Egmont

Egmont is a commercial foundation with a dual purpose: to develop tomorrow's media and to support vulnerable children and young people to an education and a better life. The strategy "Grow with the Modern Consumer" entails investments in digital growth and new tech-based businesses while applying technology to strong storytelling. The annual profit is invested in business development and in the charitable activities to support vulnerable children and young people as well as donations for film talents through Nordisk Film Fonden.

Any and all forms of modern slavery, forced and child labour, exploitation and discrimination are prohibited at Egmont. Egmont is committed to the principles of the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights, and the Core Labour Standards of the International Labour Organization (ILO). Ensuring fair working conditions is an integral part of Egmont's corporate culture, and Egmont operates a number of policies to ensure that its companies conduct business in a transparent and ethical manner and in compliance with relevant legislation, including Egmont's Business Ethics Policy, the Corporate Recruitment Policy, and the Whistleblowing Policy. All relevant Egmont employees are well-informed about the rules of conduct and their rights through group-wide communication and training measures concerning Egmont's Business Ethics Policy. In 2019, a new online training in business ethics was implemented across the Egmont divisions. Furthermore, Egmont has established comprehensive communication and speak-up channels that allow for the reporting of compliance violations, e.g. human rights violations.

In addition, Egmont regularly conducts an employee survey addressing, inter alia, working conditions and employee satisfaction. If survey results indicate a need for improvement, appropriate measures are implemented. The most recent employee survey took place in November 2019.

## Supply chain compliance

Business partners and suppliers (and their subcontractors) are required to comply with Egmont's Code of Conduct. The Egmont Code of Conduct together with the Egmont Social Compliance Programme operationalises Egmont's efforts against modern slavery in third party supply chains. The Egmont Social Compliance Programme requires social audits at first-tier/core suppliers based on a risk assessment of the country and sector they are in. Egmont operates with three country risk groups:

- **Country Group 1:**  
**Suppliers are audited every 12 months**
- **Country Group 2:**  
**Suppliers are audited every 12-24 months**
- **Country Group 3:**  
**Suppliers are audited ad hoc**

If Egmont experiences or is made aware of an instance of modern slavery, this will be dealt with by the Corporate Legal and Compliance team.

The statement was approved by Egmont's board of directors and will be reviewed annually.



# Product safety and quality



Egmont continues to focus on ensuring that products are safe for the consumers and comply with all relevant legislation and standards.

## Actions

The processes for sourcing covermounts was reviewed, which resulted in a reduction of the number of Egmont's direct and indirect suppliers. Additionally, more efficient processes were introduced, leading to the closure of Egmont's Hong Kong office, and the sourcing responsibility was relocated to Egmont's European-based buyer organisation.

In continuation of this, a new product safety and quality setup was established, based on:

1. General outsourcing of product safety and quality activities to a well-recognised, international business partner (SGS), and
2. Establishment of a European based quality function.

SGS was selected to manage the general product safety and quality activities for all covermounts, including safety assessments, testing, inspections, and development of technical documentation.

The European based quality function, located in Berlin, forms part of Egmont's global sourcing organisation. A new quality manager was recruited to oversee and develop all quality assurance and control activities. The product safety and quality activities related to children's books remained unchanged with overall coordination and management from the Egmont office in London.

## Goals for 2020

- **The overall goal is to provide safe products to our consumers. This means that Egmont aims to have no serious incidents and no product recalls and at providing consumers and partners with the safety information they need**
- **Continued attention to the new safety and quality organisation in order to ensure that all necessary processes are in place and work effectively and efficiently.**

## Results

The adjustments in the product safety organisation have not deteriorated the quality and safety of Egmont's products.

No serious incidents related to Egmont products were reported in 2019. Egmont was only contacted by a few consumers. In most cases, they requested product information such as content of certain chemicals in a product.

There were no recalls of Egmont products in 2019 and no products were notified in the European Safety Gate (RAPEX) system. Egmont was approached by the authorities in two cases:

- The authorities in Luxemburg requested information on chemical substances under the REACH regulation. The case was closed by providing the requested information.
- The Austrian authorities had tested a product and found that the unintended sound level was too high. The case was transferred to the German authorities with whom we are currently in dialogue on the requirements as well as remediations for similar products.

Egmont has reviewed and updated the recall processes by establishing clear and simple procedures supported with contact details for key personnel. The product recall procedures are linked to the general Egmont crisis communication plan.



# From magazine to recycled newspaper paper

Case

Leftover Danish magazines are sold to the company DanFiber, which transports the magazines to a mill in Sweden for recycling. The mill will mix the raw material with other recycled paper grades in the production of new graphical paper, i.e. newspaper - and magazine paper. The raw material (wooden fibre) is dissolved in water and the water/fibre solution runs through a number of cleaning stations in order to remove waste and impurities, ending up with fibres which are suitable for recycling.

The cleaning process separates waste, unwanted materials and worn out fibres from the raw material and the reject is used for energy production in the mill (electricity and steam).<sup>1</sup>

As part of the process, ink is removed from the printed surfaces in the so-called “De-inker”. By adding air and soap in a large kettle, the ink slowly detaches from the fibres. The ink sludge is used for energy production at the mill.

Ultimately, 85% of the raw material is turned into newspaper paper or weekly magazine paper. As a bonus of the recycling process, the tree’s absorbed CO<sub>2</sub> is not emitted to the atmosphere. Transport of raw material to the mill emits approx. 5.2 kg CO<sub>2</sub>/ton of raw material and the production process approx. 300 kg CO<sub>2</sub>/ton of raw material. Incineration of magazine paper would result in approx. 1,500 kg CO<sub>2</sub>/ton. An overall reduction in CO<sub>2</sub> of approx. 1,200 kg/ton raw material or 80% compared to using virgin fibres.

<sup>1</sup> Worn out fibre = short fibre. A paper fibre can on average be recycled seven times.







# GoGift – FSC and Nordic Swan Eco label

Case

## Sustainability

All our paper and packaging is FSC & Nordic Swan ecolabelled

**FSC**  
The mark of responsible forestry  
FSC® A000504

**FSC looks after our forests & people around the world!**  
FSC is the only global labelling scheme concerning wood, who has the backing of green organisations like WWF, Greenpeace and World Forest.

Within a FSC forest, no more wood is cut down than the forest can reproduce.

FSC is a safety to nature and wildlife. The people employed are supplied with certified training, safety equipment and receive a proper pay.

**The global gift card**

Choose your own gift...  
Gift cards Products Experiences

Originalisation on your Global Gift Card  
€50

Today more than **65%** of the gift cards sold through GoGift are **digital**, minimizing print production.

**GoGift**  
We do gifts!

**NORDIC SWAN ECOLABEL**

The Swan ecolabel is one of the worlds leading environmental certifications

On going **certification and control.**

**High environmental requirements** within all relevant phases of the paper's life cycle. The chemicals used are not harmful to the environment or people.

## General accounting principles

The Greenhouse Gas Protocol Initiative (GHG protocol) is a multi-stakeholder partnership of businesses, non-governmental organisations (NGOs), governments, and others convened by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) which has developed four internationally accepted greenhouse gas (GHG) accounting and reporting standards for businesses.

The CO<sub>2</sub> emission reporting in the Egmont CSR report is based on one of the four international standards: 'A Corporate Accounting and Reporting Standard Revised edition'. This is the most important standard for measuring greenhouse gas (GHG) emissions and was the basis for the ISO standard 14064-1. The reporting considers the following GHGs, all converted into CO<sub>2</sub>, CH<sub>4</sub> (methane), N<sub>2</sub>O (laughing gas) SF<sub>6</sub>, HFCs and PFCs. Due to the nature of the media industry, Egmont only reports on CO<sub>2</sub> emissions as this is the most prevalent GHG impact.

The emission analysis in this CSR report is based on the operational control principle which defines what should be included in the overall carbon inventory of Egmont's operations, as well as in the different scopes. Control can be defined in either financial or operational terms. Under the operational control approach, a company accounts for the GHG emissions from controlled operations. It does not account for GHG emissions from operations in which it owns an interest but has no control.

### Egmont's scopes for reporting

The overall carbon inventory is divided into three main scopes of direct and indirect emissions created as a result of Egmont's operations. Scope 1 are direct emissions resulting from activities where Egmont has operational control. Scope 2 are indirect emissions related to purchase of energy. It is mandatory to report emissions relating to scope 1 and 2, whereas reporting of scope 3 indirect emissions from purchased products or services is voluntary according to the GHG reporting standard.

In the emission reporting for the CSR report all three scopes have been included in the analysis to ensure that the emission reporting reflects the accurate impact of Egmont's operations. In the diagram the overall inventory boundary based on the operational approach and an overview of the data which has been included in the different scopes is documented. The CO<sub>2</sub> emissions have been calculated utilising the external CEMAsys platform. Consequently, the reported emission impact of the Egmont's operations is dependent on the chosen conversion rates utilised by the CEMAsys system.

### Description of different scopes

- **Scope 1:** includes all direct emission sources such as use of fossil fuels for owned, leased or rented assets including cars.
- **Scope 2:** includes indirect emissions related to purchased energy; electricity, heating and cooling. The electricity emissions factors used in the CEMAsys system are based on national gross electricity production mixes on a 3-year rolling average. The Nordic electricity mix covers the weighted production in Sweden, Norway, Finland and Denmark, which reflects the common Nord Pool market area. Emission factors per fuel type are based on assumption in the International Energy Agency (IEA) methodological framework. Factors for district heating and cooling are either based on actual (local) production mixes, or average IEA statistic.
- **Scope 3:** includes indirect emissions from business travel, materials and goods transportation in Egmont's value chain. The scope 3 emissions are a result of the different activities, which are not controlled by Egmont, i.e. they are indirect. The CEMAsys platform has provided accurate conversion factors for the raw materials reported in the system. \*Some of Egmont Publishing's transportation data for 2019 have been substituted with 2018 data as the data could not be supplied by the CSR report deadline.

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## Data overview

### Egmont Group

#### Divisions

	Egmont Publishing	Nordisk Film	TV2	Books	Holding
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#### Countries

	UK, Germany, Denmark, Sweden, Norway and Poland	Denmark, Sweden and Norway	Norway	Denmark	Denmark
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#### Category

<b>Energy consumption</b>	X* (offices)	X (offices and cinemas)	X (offices and studios in Bergen and Oslo)	X*	X (offices and leased cars in DK)
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<b>Packaging</b>	X (BGA and covermounts)	(cinemas)			
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<b>Plastic</b>	X (magazines, BGA and covermounts)	X (cinemas)			
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<b>Transportation</b> - Flights - Product transportation and distribution	X (magazines, BGA and covermounts)	X (cinemas DK and Interactive)			X*
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<b>Paper</b>	X (magazines, and covermounts)			X (books)	
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#### Delimitations

	* Not including Germany due to 1 year delayed account settlements.  E-commerce and marketing services are not included	Games, film production and distribution and digital gift card solution are not included	Vimond and TV2 Sumo are not included	*Included under Holding.  Digital is not included	Flights and accommodation cover the entities included in the corporate agreement with travel agent
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# Carbon accounting report 2019

The aim of this report is to get an overview of the organisation's greenhouse gas (GHG) emissions, which is an integrated part of the company's climate strategy. The carbon accounting is a fundamental tool in order to identify concrete measures to reduce the energy consumption and corresponding GHG emissions. The annual report enables the organisation to benchmark performance indicators and evaluate progress over time.

This report comprises the following units:

The input data is based on information from both internal and external data sources and then converted into tonnes CO<sub>2</sub>-eq. The analysis is based on the international standard; A Corporate Accounting and Reporting Standard, developed by the Greenhouse Gas Protocol Initiative (GHG protocol). This is the most important standard for measuring greenhouse gas emissions and was the basis for the ISO standard 14064-1.

## Energy and GHG emissions

Category	Description	Consumption	Unit	Energy (MWh eq)	Emissions (tCO <sub>2</sub> e)	Emissions (distribution)
<i>Transportation</i>				1 020.6	240.3	0.6%
Diesel (B7)	Leased cars, SE	31 372.0	liters	331.3	78.5	0.2%
Diesel (B7)	Leased company cars DK	47 807.6	liters	504.8	119.6	0.3%
Petrol (B7)	Leased cars, SE	5 820.3	liters	54.7	12.5	-
Petrol (B7)	Leased company cars DK	13 824.0	liters	129.8	29.8	0.1%
<i>Stationary combustion</i>				542.2	133.7	0.3%
Burning oil		52 638.0	liters	542.2	133.7	0.3%
<b>Scope 1 total</b>				<b>1 562.8</b>	<b>374.1</b>	<b>0.9%</b>
<i>Electricity</i>				28 939.2	3 257.2	7.9%
Electricity Denmark 125		12 333 918.0	kWh	12 333.9	2 491.5	6.1%
Electricity Sweden		1 137 273.0	kWh	1 137.3	13.6	-
Electricity Norway		14 343 238.2	kWh	14 343.2	114.7	0.3%
Electricity United Kingdom		402 025.0	kWh	402.0	117.0	0.3%
Electricity Poland		722 757.0	kWh	722.8	520.4	1.3%
<i>DH Nordic locations</i>				13 180.8	1 210.0	2.9%
District heating SE/Stockholm		102 312.0	kWh	102.3	7.9	-
District heating NO/Oslo		799 670.0	kWh	799.7	12.0	-
District heating Denmark mix		8 050 000.0	kWh	8 050.0	912.9	2.2%
District cooling SE/Stockholm		40 343.0	kWh	40.3	-	-
District heating NO/Bergen		-	kWh	-	-	-
District heating DK/Københavns Ko		2 849 423.0	kWh	2 849.4	228.0	0.6%
District heating SE/Malmö		92 523.0	kWh	92.5	13.2	-
District heating NO/Nydalen		736 730.0	kWh	736.7	26.6	0.1%
District cooling NO/Nydalen		509 780.0	kWh	509.8	9.5	-
<i>District heating general</i>				48.5	-	-
District cooling Renewable		48 531.0	kWh	48.5	-	-
<b>Scope 2 total</b>				<b>42 168.5</b>	<b>4 467.2</b>	<b>10.9%</b>
<i>Air travel</i>				-	3 079.4	7.5%
Continental/Nordic		3 079.4	tCO <sub>2</sub>	-	3 079.4	7.5%
<i>Goods transportation</i>				-	4 913.6	11.9%
Truck 7.5-17t		4 586 923.0	km	-	2 756.7	6.7%
Truck 7.5-17t		1 416.7	tCO <sub>2</sub>	-	1 416.7	3.4%
Sea Container Avg load		717.3	tCO <sub>2</sub>	-	717.3	1.7%
Air Intercontinental freight		22.9	tCO <sub>2</sub>	-	22.9	0.1%
<i>BGA SE</i>				-	327.9	0.8%
Cardboard		238 830.4	kg	-	201.2	0.5%
Plastic (HDPE)		85.0	kg	-	0.2	-
Plastic (LDPE)		628.9	kg	-	1.3	-
Plastic (PET)		5 785.1	kg	-	23.4	0.1%
Plastic (PVC)		1 748.1	kg	-	6.0	-
Plastic (PP)		17 374.3	kg	-	53.4	0.1%
Plastic (PS)		6 792.2	kg	-	25.7	0.1%
Plastic (PC)		107.3	kg	-	0.8	-
Ethylene vinyl acetate		9.0	kg	-	-	-
Polyurethane, rigid foam		119.1	kg	-	0.5	-
Plastic, virgin		96.8	kg	-	0.3	-
Plastic, virgin		10 992.5	kgCO <sub>2</sub>	-	11.0	-
Plastic (PE)		2 708.0	kg	-	4.1	-
<i>Covermounts</i>				-	6 246.2	15.2%
Plastic (PVC)		146 604.0	kg	-	500.4	1.2%
Plastic (PP)		413 497.0	kg	-	1 270.4	3.1%
Plastic (PS)		1 012 265.0	kg	-	3 824.3	9.3%
Plastic, virgin		13 961.0	kg	-	43.5	0.1%
Plastic, virgin		607 600.0	kgCO <sub>2</sub>	-	607.6	1.5%
<i>Foil</i>				-	292.7	0.7%

Plastic (PP)		78 155.0	kg	-	240.1	0.6%
Plastic (PE)		35 048.0	kg	-	52.6	0.1%
<i>Packaging cinemas</i>					196.9	0.5%
Paper,office (Eco-label)		90.0	kg	-	-	-
Cardboard		164 628.6	kg	-	138.7	0.3%
Plastic (LDPE)		6 098.0	kg	-	13.0	-
Plastic (PET)		8 211.5	kg	-	33.3	0.1%
Plastic (PVC)		129.2	kg	-	0.4	-
Plastic (PP)		2 244.7	kg	-	6.9	-
Plastic (PS)		1 035.0	kg	-	3.9	-
Expanded Polystyrene (EPS)		133.6	kg	-	0.4	-
Fabric Polypropylene (PP)		8.0	kg	-	0.1	-
Plastic (PE)		150.0	kg	-	0.2	-
<i>Packaging covermounts</i>					1 250.8	3.0%
Cardboard		366 000.0	kg	-	308.4	0.7%
Plastic (PVC)		250 000.0	kg	-	853.3	2.1%
Plastic (PP)		29 000.0	kg	-	89.1	0.2%
<i>Paper Books</i>					789.8	1.9%
Paper		789.8	tCO2	-	789.8	1.9%
<i>Paper Publishing</i>					19 198.8	46.7%
Paper	Books	2 441.2	tCO2	-	2 441.2	5.9%
Paper	Magazines	16 757.6	tCO2	-	16 757.6	40.7%
Scope 3 total				-	36 296.1	88.2%
<i>Total</i>				43 731.3	41 137.4	100.0%
<i>Electricity market-based</i>						
<i>Scope 2 market-based</i>						
<i>Total market-based</i>						

# EGMONT

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This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Questions or comments related to this report, please contact Egmont Social Compliance at [CSR@egmont.com](mailto:CSR@egmont.com)

Photos: Phillip Ørneborg, Klaus Rudbæk