

UN Global Compact Communication on progress for Liwlig 2021/2022

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Liwlig Group structure for communication on progress

Liwlig group consists of TAPAUS in Finland, Eventyr and Nine Yards in Sweden, and 6.Sans in Norway. Due to the stages of the acquisitions, this communication on progress is covering the implementations done in Tapaus, Eventyr and Nine Yards. The measurements and outcomes, if no other information is given, cover Tapaus and Eventyr. Future actions are covering all companies within the group of Liwlig¹.

1. OVERVIEW

Liwlig Group is the leading event agency in the Nordic region. We offer a pooled expertise of over 240 event professionals for strategic, creative, operational and production tailor made for the clients needs. Our multi-market teams cover local event and experiential marketing operations from Scandinavian capitals all the way to the open wilderness beyond the arctic circle. Liwlig is a grand player in the Nordic event and communication industry and we are humble to the fact that we do not have all the right solutions, nor the knowledge and tools needed for a sustainable development. However, we do have an ambitious will and strong drive to create a better impact. We also believe that change can only be made if we ease good corporations and use co-creation as a tool for finding better solutions.

By the end of 2020 we had several sustainable actions and implementations, but we didn't have a strategy, nor a monitored method for our sustainability work. While setting a 3 years strategy and method in 2021, we decided to narrow down the actions and focus firstly where we have the most impact and can create the most positive change.

¹ Nine Yards is onboarded in Liwligs sustainability work from Q3 2022 and 6.sans will start onboarding during Q4 2022

We have identified our clients' projects and in creating the work place of our dreams to be our areas with the most impact. It is also in our projects we can make the most positive change from the current situation.

In 2021 we started the mapping of our sustainability work and created main/sub topics. We implemented tools such as the climate calculator, our Code of Conduct and a number of policies, and our accessibility production plan. We started our internal sustainability onboarding and training program to implement our sustainability work in all areas of our organization and to involve our employees to co-create solutions. From 2021 the progress of our sustainability agenda and sustainability work in general are monitored in the management group and the board of directors meetings regularly.

In 2022 our main focus is how we can take bigger responsibility for our impacts. In our main topic “reduce environmental impact”, we have started to map all our client projects' CO₂e emissions and nudge our clients to reduce and compensate for the emissions. In the topic “contribute to a better society”, we have workshopped how we can support more organizations and initiatives, and how we can help by creating new routines in our projects. Above these we have had a focus on training and tools to support all employees internally to feel confident to discuss and suggest more sustainable solutions with clients as well as suppliers. Our general sustainability work, progress and implementations are also on the agenda for All Employee meetings, management meetings, board meetings, national meetings and bureau meetings. Above that there are workshops and education on department levels and at “Eventyr Nine Yard Academy” to co-create our work together with the employees.

In October 2022 we started a corporation with Upright Project to start measuring our Net Impact, and during 2022/2023 we will start inserting data from our sustainability works' outcome. We will use the topics and our insights as a road map for how to improve internally and externally, by finding

more sustainable solutions and using our corporations to improve the standards of the Nordic events industry.

2.HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: make sure that they are not complicit in human rights abuses.

2.1 Liwlig Code of Conduct on principles 1 and 2:

“At Liwlig, we want to be a part of developing our industry in operating ethically. Our goal is to create a happy and equal work environment where our employees, stakeholders and planet are all treated with respect. We want everyone who works within Liwlig to feel valued, safe and free to be their own unique selves. Because we believe that a good and safe work environment makes people happier and their work more rewarding.

We have zero tolerance for discrimination, exclusion, teasing, bullying, or any kind of harassment. Equal human rights, safe working conditions, preserving the environment and anti-corruption are all crucial to driving the kind of fair and sustainable global development we want to see happen.

We treat everyone with respect, regardless of gender, ethnicity, religion, age, ability, sexual orientation, gender identity – or anything else.

Equality means we all are responsible for that everyone will have the same opportunities, rights and obligations. We do this not only because it's right, but also because we know that diversity truly enriches our organization: different

perspectives and personalities challenge our thinking and push us forward as people and as a company”.

2. 2. Goal

Our goal is to make sure all our employees know about our values and commitments and to have read our policies. We want everyone to understand their rights and to feel safe and supported being who they are and in the environment where they work.

Our goal is also that all our suppliers know about and commit to the Universal Declaration of Human rights and Environmental protection.

We want to contribute to a better society. Our work is a lot about inclusion and we want to use our expertise to help in areas and subjects where it is possible.

2.3. Actions:

- We have created a number of policies² to express our values and commitments.
- We have created an employee guideline document including all values and principles.
- We have a safety representative in each office
- We have regular employee surveys with questions about if employees feel safe to be themselves, and if their workplace is a safe environment.
- We have created a Code of Conduct³ for our third party suppliers and as a guide for our employees. Our Code of Conduct complies with the ISO 26000 standards and other international conventions.

² See appendix Working environment policy, systematic working environment, Drug and Alcohol policy, Environmental policy, and Policy to decline project due to personal standpoint

³ See appendix Code of Conduct

- Eventyr Nine Yards has prolonged as a partner to Regnbågsfonden. Regnbågsfonden works for a world where people have the same basic rights and freedoms regardless of their sexual orientation and gender identity. For more info of Regnbågsfonden and their work: <https://regnbagsfonden.org/en/>
- Eventyr Nine Yards has become a partner to Magnoliabarnen. Magnoliabarnen is an organization working aligned with the childrens' convention and the inclusion and respect of all children in the society. For more info of Magnoliabarnen and their work: <https://www.magnoliabarnen.se>
- Eventyr Nine Yards was a partner to the fundraising gala "Hela Sverige Skramlar" for the benefit of refugees from Ukraine. For more information of the gala and fund raising: <https://helasverigeskramlar.nu>
- Tapaus has become a partner to NGO Volunteer hundred

2.4. Implementation

- Liwligs Code of Conduct, and employee guideline together with all policies are communicated to all employees and are a part of Liwligs onboarding program
- Liwligs Code of Conduct that is shared with our suppliers and published on our website.
- We communicate our partnership and work with our partner organizations⁴ internally and encourage employees to volunteer work when needed
- All employees are informed
- Our Employee Surveys are anonymous and can be filled out with open text as a comment on each question. Comments and results are communicated on group level, country level, office level and department level. Topics and insights from the survey is chosen by each department to continue working with to close identified gap/need.

⁴ Magnoliabarnen, Viggo foundation, AjaBajaCancer, Regnbågsfonden

- All employees are encouraged to reach out to chosen Safety Representative, Head of People and Performance, or closest supervisor in case of need.
- Eventyr Nineyards monitor Regnbågsfondens' Social Media to bring awareness to specific situations, raise money for ongoing cases etc.
- We cooperate with external partners to learn more about, and plan how we can ensure inclusive events and communication.

2.5. Measurement of outcomes:

- Even though we have shared our Code of Conduct with suppliers and all new employees go through an ambitious onboarding, we do not know that all partners work aligned with the principles.
- In our Employee Survey in March 2022 the question was asked "is NN⁵ overall a safe working place?". An average of 96% of all employees agree.
- In our Employee Survey⁶ the question was asked to what extend the employee agreed with the quote "I am happy with how we contribute to society". An average of 52% of all employees were happy with how Liwlig as a group contribute. A follow up workshop with employees resulted in the insights that the employees are proud of the work we do as a group, but would like to volunteer more. Another insight was that the work that has been done hasn't been communicated enough.

2.6. Future Actions:

- We will create a measurable way of monitoring and ensuring that all individuals in our professional network, internally and externally, have

⁵ Company name inserted and an average for employees at Tapaus, Eventyr and Nine Yards

⁶ March 2022 for Tapaus and Eventyr Nine Yards

read and understood our guidelines, values and principles. This will be a KPI for us to use insights from going forward.

- To ensure our suppliers and clients are not violating any of the 10 principles, we will need to implement a way of monitoring their level of commitment.
- At Eventyr Nine Yards there will be a CSR-day in November 2022 with workshops to support a higher number of organizations with our expertise in communication and project management. Volunteer work is highly appreciated by the employees and by this project we can help more organizations in a more efficient way.
- We are aware of that the employees of Liwlig is to be considered a homogeneous group. We are also aware of that this might affect the result of 100% being safe to be themselves. We will set a plan for how to become more diverse in the future.
- We will implement a whistleblower function as a complement to our internal system of reporting

3. LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour:

Principle 6: the elimination of discrimination in respect of employment and occupation.

3.1. Goal

We at Liwlig always agree to work under the laws of the specific market we are operating in. On international projects, local laws, regulations and eco standards are always taken into context. Above laws and regulations we also strive to plan and manage inclusive events and communication for everyone involved.

We want to enhance and utilize all peoples unique skills and abilities. To do so we are committed to create a safe, and healthy working environment. We want Liwlig to be the “workplace of our dreams”, a place where people can grow and take on new challenges. A place where we all feel valued, safe and free to be our own unique selves. A place we all co-create together.

3.2 Actions:

- Liwlig Employee Handbook commits to freedom of association and the effective recognition of the right to collective bargaining.
- Liwlig employee handbook also commits that we are against, and we work to eliminate all forms of forced and compulsory labour, including child labour
- Liwlig Code of Conduct commit to Principle 3,4,5, and 6
- Liwlig Work Environment Policy and systematic working environment
- During H1 in 2022 a new policy was communicated within Liwlig. All employees have the right to decline a task or a project if they feel that it interferes with the employees' personal values and beliefs. This policy was communicated in our All Employee Meeting and was individually filled out and discussed together with each persons' supervisor.

- Eventyr Nine Yards is an official partner to Regnbågsfonden⁷ which, for example is communicated on our web pages, in our presentations and in our clients surveys.
- We have identified “workplace of our dreams” as one of our main focuses at Liwlig. The workplace of our dream is a workplace we can only create together.
- We don’t hire people under the age of 18 and have condemned child labor in our Code of Conduct give to suppliers.
- We have a safety representative, risk analyses in our projects and a representative and plan for crisis management.
- We regularly do revisions on wages to ensure we are offering a fair salary for everyone. The payment level is compared to comparable industry salary levels.

3.3. Implementation

- Any grievances, sustainability incidents and negative events of any kind (e.g. financial misconduct, corruption, environmental violations, workplace accidents, harassments etc) are brought forth and openly informed to the management.
- We have a yearly employee feedback survey. These surveys are used for each department of each office to workshop around and create solutions.
- Each member of the Liwlig team has their own personal development plan that’s regularly reviewed and adjusted together with his/her/they supervisor.
- Our industry has intense periods of work load and therefore we respect each other’s time, and support a good work-life balance. Here

⁷ Regnbågsfonden works for a world where people have the same basic rights and freedoms regardless of their sexual orientation and gender identity. For more info of Regnbågsfonden and their work: <https://regnbagsfonden.org/en/>

we have implemented a structured way to plan and monitor working hours with regular follow ups to avoid periods of long working hours.

- We have a learning culture and embrace internal education. At Eventyr Nine Yards there is 1h weekly internal education for all employees called “Eventyr Nine Yards Academy”. These classes are a highly appreciated way of learning relevant knowledge, tools and inspiration. Liwligs’ sustainable work is a recurring topic for the Academy and have for exemple been “environmental impact”, accessibility in events, ESG as a business model, and more.

3.4. Measurement of outcomes

- In 2022 years Employee Survey⁸ there was an employee satisfaction and wellbeing in the company of 96%⁹
- We have measured the percentage of men/women in the executive management. Overall we had an average of 63,2% women and 36,8% men in the executive management during 2021¹⁰. We also measured the gender salary gap and there was no difference between the genders.
- Personnel sickness absence in 2021 was 2,6%¹¹

3.5. Future actions

- Activations and workshops of our commitments where our employees learn more about risks and prevention.
- A process for how to ensure our partners/suppliers commitment

⁸ March 2022 Including Tapaus, Eventyr and Nine Yards

⁹ “overall, this is a very good workplace”

¹⁰ Average number of Eventyr & Nine Yards

¹¹ Average number of Tapaus & Eventyr

- We will use our partner Regnbågsfonden as a guide on how we can develop our internal knowledge and communication to become more inclusive.
- We will implement a whistleblower function.

4. ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility.

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

We have identified that our most valuable work and development will be to lower the environmental impact of our clients' events. Every year we have around 1000+ events for approximately 500 000+ people so this is where we can make an impact by analyzing and implementing new standards as well as communicating and nudging the target groups.

To understand the impact of all our events as a whole, as well as the individual impact of each event, we have set a number of KPIs and actions.

Our work starts with calculating and mapping the CO₂e emissions of the event/events to understand the impact they have; individually and as a whole. We have, together with our partner Positive Impact¹² developed our own Climate Calculator for Physical, Virtual, Hybrid and Expo events. The Physical event calculator is also available on our webpage for everyone to

¹² <https://en.positiveimpact.fi>

use.

By mapping and understanding the Co2e emission from different types of events and how changes of solutions will influence the total emissions of the event we can set a road map and goals to reduce the impact. By mapping our emissions, and use our insights to reduce emissions and nudge compensation we will set the plan forward towards becoming climate neutral.

4.1.Goals

We have a main topic of reducing our environmental impact. We have set a long term goal to become climate neutral in the future and as a part of that strategy and roadmap, we have set a number of goals for 2022.

- Start a conversation about sustainability within clients' events in 100% of our projects.
- Climate calculation the Co2e emission in 100% of our events.
- Another goal is to make our clients climate compensate 50% of all completed events. During 2022 we want everyone internally to feel confident to talk about our calculator and climate compensation with clients, and to feel inspired to collaborate with our suppliers for more climate smart solutions. If we succeed we believe we can make reduction of environmental impact as a natural topic for all our partners, in all our projects.

4.2. Actions:

- Environmental policy
- Minimum checklist and guidelines for events
- Sustainability policy for internal event

- Training in waste reduction program: Follow Up on what be buy and produce
- Climate calculator
- Climate compensation by default in our budget template¹³
- Expo Re-use rate calculator and model
- Carbon smart events

4.3.Implementation

We have started systematic work in all projects by using our climate calculator to calculate the Co2e emission of each event. We also include the cost of climate compensation (in a CDM, Gold Standard project) by default in all of our proposals. By calculating the emissions of the event we have ensured a dialogue about environmental impact and Co2e emissions with our clients. We can thereafter have a dialogue around impact and reduction related to the different parts of the event, but most importantly discuss how other solutions can lower this impact. By making climate compensation a standard we have started to nudge our clients to choose climate compensation as a natural part of their strategy to lower their environmental impact.

By tracking the emissions from 100% of the events, we can withdraw data on all emissions as a whole and withdraw data of the percentage of events that are being climate compensated. We can also withdraw data on emissions for each event category and on clients' industry segment, as well as on each individual event, and the different parts of the event. These data and insights will be of great importance when setting new goals for how to lower our climate impact.

As a complement to actions above we have set a number of routines and

¹³ CDM & Gold Standard project with our partner Tricorona

responsibilities within our organization to ensure we can reach our goals. We have included training in our climate calculator as a mandatory part of our onboarding program and we have recurring internal training to implement routines, inform about actions taken, and coach how to address actions in projects with clients and suppliers. Our data and progress on projects emissions and compensation (as well as our social work and numbers) has a place in all internal bureau meetings so we all keep it top of mind.

Due to acquisitions Nine Yards and 6.sans hasn't been fully onboarded during the 2021/2022 report. Nine Yards is onboarded in our sustainability work from Q3 2022 and 6.sans will start onboarding during Q4 2022.

- We have a plan and commitment to reduce the emissions in our internal events and in our offices.
- We climate compensate all our non-reducible emissions in our internal events as well as the emission from our offices.
- During 2022 we have an outspoken focus to take higher responsibility in lowering all emissions. This means we will work closer with our suppliers to find more climate smart solutions. It also means we will nudge our clients to lower the impact of the event and to take responsibility and climate compensate for the non reducible emissions.
- Our general sustainability work, our climate calculation and implementation of climate compensation in projects are all part of Liwligs' Onboarding program for all new employees.
- We have recurring internal trainings to implement routines, inform about actions taken and also employees are taught how to address actions and solutions in projects with clients and suppliers
- We have created an online Liwlig Sustainability Library where our employees can find policies, templates and presentations about our sustainability work.
- We have mandatory routines to calculate all internal events and compensate them
- We calculate all clients' events and nudge towards climate compensation by including it by default in our budgets and by

addressing it along the project.

- We have a list of preferred suppliers with sustainable solutions with the intention on closer cooperation for 2023
- Monthly reporting of projects Co2e emissions and amount of emissions and projects that will climate compensate for the emissions.
- Climate compensation with Tricorona as a common partner for all markets. To read more about Tricorona <https://tricorona.se>
- Compensated internal emissions 2021 for offices and internal events
- An indoor composter/Smartbin was installed at the Eventyr Nine Yards' Stockholm office, in August 2022. The Smartbin will turn the food waste from the office into compost soil Same technology can be used in events

4.5. Measurement of outcomes:

As a company we fully support all of these three principles. Our sustainability work is a high priority to develop, measure and communicate internally and externally. We are a grand player of our industry in the Nordics and therefore we also have a big responsibility to improve impacts of all aspects,

- We have a dialogue with our clients about Co2e emissions in all projects. By August 31st 2022, we¹⁴ have an average of 85%¹⁵ on calculated events
- By August 31st 2022, we¹⁶ have reached a level of 32,5%¹⁷ on climate compensated events
- We¹⁸ have by August 31st 2022, climate compensated for 1 943 647 kg Co2e for our clients' events that have been completed.

¹⁴ Average of Tapaus and Eventyr who have started reporting KPIs 2021/2022

¹⁵ Out of a goal of 100%

¹⁶ For Tapaus and Eventyr who have started reporting KPIs 2021/2022

¹⁷ Out of a goal of 50%

¹⁸ Tapaus and Eventyr Nine Yards

- Liwlig¹⁹ have climate compensated for all our internal emission of 2021
- A total internal/offices energy consumption of 153000kWh for 2021
- A share of renewable energy in the offices of 100% for 2021
- Tapaus has planted a forest in Karkkila Finland by our partner Reforest. There is space for 770 trees and so far a total of 248 have been planted. There is still room for more trees to be planted and there has been research of expanding the forest even further. The Tapaus forest is an optional gift for Tapaus' clients. Earlier years clients were given a christmas tree, but now they are given an option to receive a tree planted for them.

Future Actions

- Set new goals for 2023 and the climate impact of our clients' events
- Set a goal and roadmap to become Climate Neutral
- Use our network to implement more circular solutions
- Map our Scopes and start using insights how we can support SDGs in a more explicit way
- Continue with internal training and workshops where the employees will be a part of setting the goals and solutions.

¹⁹ Tapaus, Eventyr, Nine Yards and 6.sans

5. ANTI CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Liwlig has implemented guidelines to work against corruption or to engage in bribery of any form. That means every employee has to take responsibility for his/her/their own actions and make choices that are in the best interest of Liwlig and our clients. Decisions made at or on Liwlig's behalf should never be based on personal interests or preferences. We have a policy for participating in FAM-trips, receiving gifts from suppliers, giving gifts to customers etc.

5.1. Actions:

- Code of Conduct
- Employees handbook

5.2. Implementation:

- Preferred partners are regularly negotiated, inspected and contracted
- Preferred partners list is shared with all employees, with encouragement to use the selected companies
- It is stated in the employee handbook that using contractors to one's personal benefit is forbidden
- Employees handbook is a part of the onboarding program

5.3. Measurement of outcomes:

- Yearly reports of used suppliers

5.4. Future actions

- Create a solid supplier network with a sustainable focus, and promote them as preferred partners
- Trainings and workshop internally with a focus of Anticorruption

6. Liwlig Net impact

We have during H2 2022 started a work together with Upright Project to identify and use our Net Impact as a tool for our sustainability work going forward, by withdrawing insights and delivering data for updates.

In the first stage we have delivered our overall revenue together with percentage of revenue for “Category²⁰”, type of event²¹, and clients industry.

6.1. Measurements of outcome

- Our Net Impact ratio is currently +49
- Our top positive impact was in “Society” with +3,8 and our top negative were in “Knowledge” with -1,9²² and Environment with -1,8
- Our most aligned UN SDG is currently number 8 where we have a 28,6% aligned revenue.
- Our most misaligned UN SDG is number 13 where we have 2% misaligned revenue

To read more about our current Net Impact Analyze:

<https://uprightplatform.com/company/9328e9ec-4f6a-472b-a779-73e60413c081/Liwlig>

²⁰ B2B events, B2E events or B2C events

²¹ Live, Virtual, Hybrid, Expo or consultation

²² “Scarce human capital -1,8

FINAL WORDS:

Main focus for sustainability in Liwlig group 2022 has mainly been a strengthen cooperation with our clients to create more sustainable impact in our common events/projects. Next will be a dedicated focus on suppliers and a common work and partnership towards common sustainability goals. We will also have a higher focus on integrating our sustainability work and measure the outcome and our contribution and impact on the 17 SDGs. We will use our insights from our work 2021/2022 and the report of our Net impact to set a solid plan for 2023. We would also like to work with the transparency of our sustainability work and integrate it in our communication plan so we can communicate our work as one group internally and externally.