



December 9, 2022

To our stakeholders:

I am pleased to confirm that SVN International Corp. proudly reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Sarah Vincent

EVP of Operations

SVN International Corp.

United Nations Global Compact Communication on Progress 2022

SVN International Corp., has continued to work all year to improve on our promise to the UN Global Compact. Our corporation has taken steps in the main four areas of UN Global Compact: Human Rights, Labor, Environment and Anti-Corruption. Our efforts have led us to be a more gender inclusive and take steps to educate our franchisees on environmentally sustainable investments and overall, become a more self-aware community.

Human Rights

SVN International Corp., as a company and a community require that all of our offices comply with the human rights initiative by providing safe, suitable and sanitary workplaces for the employees. Within our corporate offices, we supply a workplace that supports a human rights risk reduction by supplying an equal and safe workplace for our employees. Within our company policy, harassment, in any form is strictly prohibited. This includes harassment based on age, race, color, national origin, gender (including pregnancy, childbirth or medical condition related to pregnancy or childbirth), gender identity or expression, sexual orientation, religion, physical or mental disability, medical condition, genetic information, marital status, veteran status, military status or any other characteristic protected by federal, state or local law.

All of our human resource policies and procedures are clearly outlined in our Human Resources Employee Handbook that is made available to all employees of the company. It specifically outlines the company's guidelines as to what is a protected class of persons. SVN International Corp. also complies with the Massachusetts Family Leave Protection Act enacted in 2019 which is one of the most progressive and inclusive family leave acts in the country.

In 2019, we published a Diversity & Inclusion report for the Commercial Real Estate industry, based on research and steps we have taken over the past few years to increase the numbers of women and people of color working in our franchise offices. In June 2020, we issued a public statement on our website and our various social media channels reiterating our zero-tolerance policy for discrimination or harassment and our intentions to be leaders in the industry on the issues of diversity and inclusion. Members of our executive team also participated in a 3-part training series on Diversity and Inclusion following the statement.

During the business interruptions that began in March 2020 due to the onset of COVID19, SVN International Corp. provided all Franchisees and their employees with weekly guidance via webinar, email and videos on safety regulations, business requirements and assistance, how to support work at home employees. SVN International Corp. continues to support franchisees as needed throughout the pandemic.

Labour

All forms of harassment, verbal, physical, visual and cyberstalking are to be reported and investigated. We encourage all of our employees to do so by paying attention to other's reactions and states requests and preferences. We welcome the respect of others wishes, and we treat all in a professional manner regardless of gender, race, religion, nationality, age, sexual orientation, sexual identity or expression or any other protected characteristic. Harassment in the workplace is not tolerated and would require that disciplinary action be taken in the event that is it found that the harassment exists. The reporting of harassment would lead to steps taken by senior executives within SVN International Corp. and our HR department.

All of SVN International Corp.'s employees are at-will employees. Within the Employee Handbook it states that all employees "are employed at an at-will basis." This policy means that any employee has a right to terminate the employment at any time, with or without cause or advance notice. SVN International Corp. prohibits forced labour within the company.

Finally, to eliminate discrimination in our employment practices, SVN International Corp. has implemented formalized hiring practices across all the franchising offices as well as within our corporate offices. All our job postings are reviewed to ensure that they comply with UN Global Impact and local regulatory standards for meeting equal opportunity and minimum wage standards.

Environment

While we do not have a formal process in place for our franchises, our corporate office in Boston, Massachusetts is situated in a building that is certified Silver LEED, and within a co-working space that is committed to and undertakes environmental best practices. We also began subsidizing public transportation for our employees at our headquarters.

In response to COVID19, we began operating virtually with a remote workforce at our headquarters and intend to continue this practice. Remote work and the reduction of corporate travel has reduced our carbon-footprint and we plan to continue to curtail all unnecessary travel into the future.

Finally, we ran a pilot test for franchisee interest in ESG (Environmental, Social, Governance) real estate investing. We will support our franchisees who intend to further pursue activity in this area in the next 12 months.

Anti-corruption

In order to work against corruption, SVN International Corp. has recently instated policies to advance our anti-corruption initiative. Our industry is highly regulated. Therefore, when corruption arises, our industry would take actions in order to halt the advancement of the corruption and backtrack to force the corruption to be eliminated. Regardless, we have been working diligently within SVN International Corp. to standardize processes and increase transparency across the entire company. This allows SVN International Corp. to eliminate corruption while measuring corporate our outcomes and goals.

Measurement of Outcomes

In the past year, SVN International Corp. has maintained our diversity goals in our Headquarters and on our Board of Directors. We will continue to use diversity as a filter in any future hires. Across all our franchisees, since emphasizing our focus on diversity in 2015, we have doubled the number of female advisors and Managing Directors from < 10% to approximately 25%. While we still have a long way to go in a male dominated industry, our goal is to increase that number to 30% within the next 5 years and to 40% or greater by 2030.