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4C Strategies AB

Communication on Progress 2021

Statement of continued support

4C Strategies is a leading provider of business continuity and risk and crisis management solution, often in mission-critical environments. Founded in 2000, 4C Strategies today serves military, public and private clients in more than 100 countries around the globe. We combine the power of digital innovation with industry expertise to build a safer society.


We acknowledge the complexity of maintaining a high ethical standard and conduct business in a responsible way. We believe that aligning expectations and requirements ensures effectiveness, mutual value creation and positive development.

As CEO for the 4C organization, I am pleased to confirm that 4C Strategies 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 and summarize our actions to 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.

The Board annually reviews 4C Strategies' Code of Conduct, which includes an assessment of all 10 UN Global Compact's Principles.

Sincerely yours,


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Magnus Bergqvist, CEO 4C Strategies

Stockholm 30.11.2022

Description of actions

Principle 1 and 2 – Human Rights

Businesses should support and respect the protection of internationally proclaimed human rights (P1); and make sure that they are not complicit in human rights abuses (P2).

Respecting human rights is a core value for 4C Strategies. 4C Strategies standards for human rights are set out in our Code of Conduct and are in line the UN Universal Declaration of Human Rights.

During 2022 4C Strategies will implement an external whistle-blower function to ensure that all employees anonymously can report breaches of human rights or suspicions of breaches of human rights. 4C Strategies goal for the next year is to don't receive any reports for breaches of human rights.

4C Strategies is also working actively to raise awareness among employees and suppliers about our internal standards for respecting human rights. 4C Strategies goal for the upcoming year is to develop the procedures internally and externally for implementation of our standards with regards to human rights.

Principle 3, 4, 5 and 6 – Labour

- **Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining (P3)**
- **The elimination of all forms of forced and compulsory labour (P4);**
- **The effective abolition of child labour (P5);**
- **and the elimination of discrimination in respect of employment and occupation (P6).**

4C Strategies fully supports and adheres to all relevant legislation in our office locations, pertaining to the freedom of association and labor practices and actively and continuously works to promote workplace equality.

Every year 4C Strategies conducts an employee survey in which employees are asked to evaluate their overall working situation as well as assessing any discrimination regarding age, gender, sexual orientation, religion, ethnicity or disability. From the results, an action plan is developed with special attention to improvement areas where identified. Currently we don't have any major improvement areas. We also run annual salary mapping of our Swedish employees, as this is where we have the biggest population, to analyze whether there were any unequitable differences between men and women so that we can take action if discrepancies are identified.

It is part of the role description of each line manager ensure an inclusive team culture where everybody has a role to fill regardless of gender, ethnicity, religion, age, sexual orientation or special needs. All managers are trained on expectations on them in terms of leadership and building an inclusive culture.

Our goal for 2022 is to maintain our record of no legal breaches in the area of Labor intact and to continue to strive for gender balance among new employees. 4C Strategies will continue to monitor our employees' work satisfaction and perception of workplace equality through an employee survey and salary mapping. We will also attend to any improvement areas from said measures.

Principle 7, 8 and 9 – Environment

- **Businesses should support a precautionary approach to environmental challenges (P7).**
- **Undertake initiatives to promote greater environmental responsibility (P8)**
- **and encourage the development and diffusion of environmentally friendly technologies (P9).**

4C Strategies has a continuously updated ESG Policy and procedures to promote sustainable business practices and reduce our carbon footprint. This includes having more meetings, both internally but also with customers and service deliveries, in the digital space. We always encourage recycling initiatives and promote public transportation and bicycling to work or customer meetings when possible. 4C's data centre uses 100 percent fossil-free electricity and is ISO 14001 certified, while the offices are in an ongoing transition to 100 percent fossil-free electricity. The Company has also implemented a sustainability and travel policy to minimise climate impact from employee work and travel

As a software provider, 4C Strategies actively contributes to the digitalization of different processes, for example enabling distributed crisis management exercises to our clients. This digital approach reduces travel as neither our consultants nor our clients need transportation to participate. We are currently looking to further extend our digital offer to further minimize traveling.

Principle 10 – Anti-corruption

- **Businesses should work against corruption in all its forms, including extortion and bribery (P10).**

4C Strategies abide the highest norms of business conduct and has an anti-bribery and corruption policy in place to ensure compliance with anti-corruption legislation such as U.S Foreign Corrupt Practices Act and the UK Bribery Act. 4C Strategies also have a procedure in place for due diligence of business partners.

During 2022 4C Strategies will implement an external whistle-blower function to ensure that all employees anonymously can report breaches of anti-corruption or suspicions of breaches of anti-corruption. 4C Strategies goal for the next year is to don't receive any reports for breaches of anti-corruption.

4C Strategies is also working actively to raise awareness among employees and suppliers about our anti-corruption policy. 4C Strategies goal for the upcoming year is to develop the procedures internally and externally for implementation of our standards with regards to anti-corruption.

Measurement of outcomes

Human Rights

Our ambition and goal for 2021 was to maintain our record of no formal complaints or legal breaches in the area of Human Rights intact.

During 2021, no formal complaint or legal issue related to Human Rights was received.

Labour

In 2022 so far 4C Strategies recruited 58 new employees of which 37 were men and 21 women.

The salary mapping for 2021 showed no unequitable differences between men and women, mapping for 2022 is currently in progress.

During 2021 and 2022 until date, no formal complaint or legal issue related to Labor has been received.

Environment

In 2021, 4C Strategies has continued striving for progress in the environment area. We have:

- Evaluated and updated our ESG Policy.
- Continued our office recycling program for all plastics, paper, metal and cardboard throughout the group.
- 4C Strategies' data centre is continually using 100 percent fossil-free electricity and is ISO 14001 certified
- Continued use of 100 % fossil free electricity and a supplier that contributes part of their annual profit to charities (GodEI).
- Improved our digital offer to minimize traveling
- Conducted periodic review of results by senior management

Anti-corruption

In 2021 our goal was to not encounter a single case of doubtful nature when it comes to anti-corruption, this has been achieved as 4C Strategies during 2021 had no complaints or legal proceeding regarding anti-corruption.