



Sustainability Report 2023

THE SWEDISH EXHIBITION & CONGRESS CENTRE FOUNDATION

Sustainability Report

For over a century the Swedish Exhibition & Congress Centre Foundation, in its role as an international meeting place, has created value for visitors, employees, the city of Gothenburg and the country of Sweden. The foundation form entails a responsibility to create long-term, sustainable value.

Drawing on our history and driven by our core values of commitment, co-operation and courage, we are proud to contribute to our collective transformation and development as a society.

Our vision is to become Europe's most attractive meeting place by offering the best overall experience. To achieve this, we work with sustainability as a prioritised strategic area and have integrated the sustainability strategy in our business plan *Creating Value*. The strategy, with the goal of creating "A Sustainable

Meeting Place", aims to clarify and strengthen the connection between our operational sustainability work and the UN Sustainable Development Goals.

This is our seventh sustainability report which covers the financial year 2023. We particularly want to highlight the work that our organisation and employees have done over the year to concretise and realise our objectives to contribute to a sustainable society. We continue to create value today and in our next hundred years.



Our sustainability journey



1997

We formed our first environmental group.

1998

ISO 14001 provided structure to the work.

2008

We got certified according to the City of Gothenburg's environmental certification.

Our long-standing, warm co-operation with Rådningssmissionen began.

2009

We appointed our first Sustainability Officer.

2010

We informed about accessibility adaptations in our meeting place via the Swedish Accessibility Database (now via Svenska Equality).

2011

The business' electricity supply was now entirely renewable via wind power.

2013

We started to carbon offset internal freight transport, offering our exhibitors to do the same.

2014

Our bee farms now contributed to biodiversity in the city.

2015

Sustainability became one of our five focus areas.

We were certified according to ISO 20121 – the world's first certification for sustainable events.

Gothia Towers became the largest hotel in Europe to be certified under BREEAM, an environmental rating system for buildings.

2019

We incorporated the 2030 Agenda for Sustainable Development and the United Nations' Sustainable Development Goals into our strategic business plan.

2021

We became members of the UN Global Compact.

We signed the global events industry (JMIC) Net Zero Carbon Events Pledge.

2022

We implemented a new, reinforced sustainability strategy, and underwent an ISO 20121 audit that confirmed we were on track to meet the new targets.

2023



2023 in brief



Complete climate calculations
according to the Greenhouse Gas Protocol
– a necessity to halve our emissions by 2030



Checklist for sustainable exhibitions

We developed a checklist as a tool to ensure that our events work systematically with sustainability in line with our ISO certification and drive change by focusing on the most material issues.

Food waste measurement

Overview enabling reduced impact

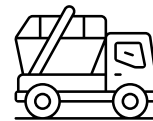


Through a comprehensive review of food waste across all catering units in our facility, we have created insights and data that enable monitoring and movement.

154,000

kWh

During the year the solar cells installed on our site generated some 154,000 kWh, equivalent to the electricity consumption of about eight houses.



-75%

Transport of waste

Efficient sorting during exhibitions and new compactors dramatically reduced the need for waste transport.



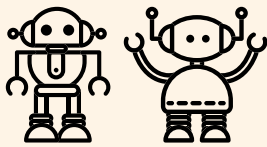
Sustainability skills for all

Our annual sustainability week invited all employees to seminars and activities such as climate-smart food choices, clothing swap days and health-related initiatives.



Plastic consumption reduced

By switching from imported small bottles to wall dispensers with Swedish-made soap, shampoo and conditioner, we reduced the consumption of hard plastic by 8 tonnes and reduced the impact of transport.



Robots

improve the working environment

The robots Rolf and Rut, designed to measure and draw out exhibition stand locations, reduced the time spent on the task by as much as 90% in the first implementation.



Activities to increase inclusion

During the year, 70 managers received skills development training as part of our work on inclusion, diversity and gender equality.

10 mentors

Through our extended co-operation with Öppet Hus and their mentoring program, ten employees have been mentoring young adults with a foreign background, sharing knowledge and contact network.

Accessibility in focus

We have made great strides towards being a meeting place for everyone. For example, an accessibility inventory via Svenska Equality, dialogue with the interest organisation GIL, internal skills development and accessibility-adapted stages at our events.

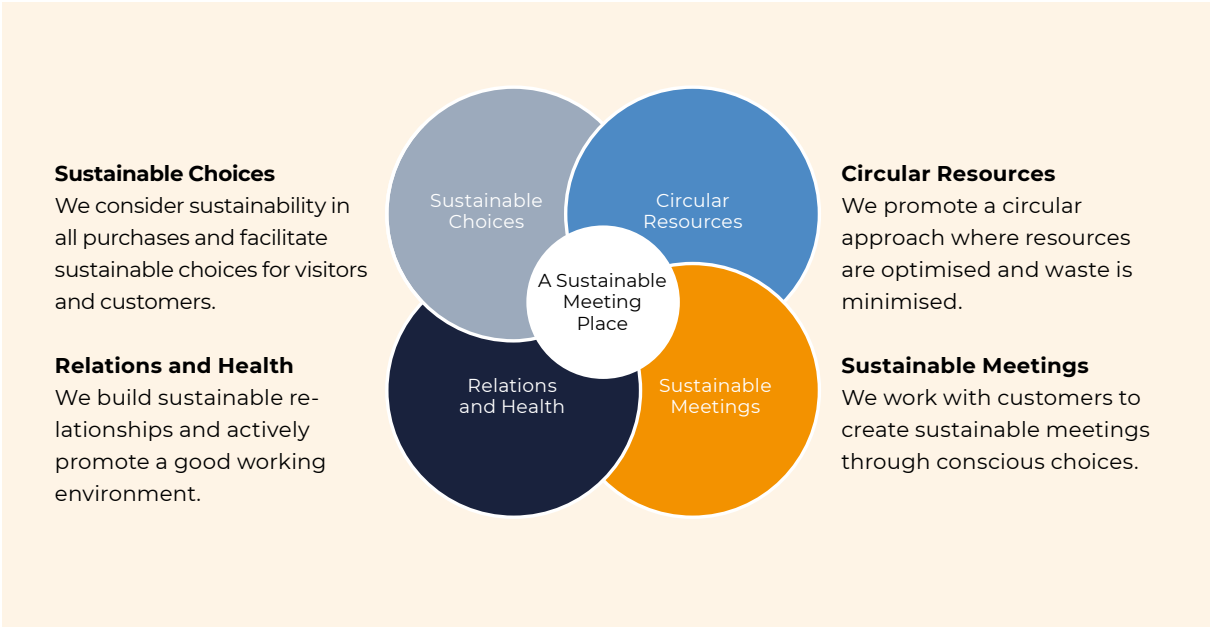


Strategic vision for a sustainable meeting place

Our ambition is to create a sustainable meeting place where meetings contribute to positive change – not only within our walls, but also in society and the world.

Through these focus areas, we create an environment where sustainable choices are encouraged, resources are used efficiently, meetings are sustainable, and relationships and well-being are highly valued. These areas form the core of our sustainability work and point the way to a sustainable future.

Our sustainability work is driven by four focus areas that together create our strategic vision: a meeting place that enables real change for sustainable development in line with several of the UN Sustainable Development Goals.



The Sustainable Development Goals

Our sustainability work is based on the material issues of the business to ensure that we focus on the areas where our impact – both positive and negative – is greatest. Of UN's 17 Sustainable Development Goals, we have identified six as most important to us.

5 GENDER EQUALITY

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Governance and management

To achieve the shift we want, we have chosen to integrate sustainability broadly in the organisation, with the ambition that all employees will contribute to our overall sustainability goals.

There is a strong commitment to sustainability across our organisation. The Board of Directors has the ultimate responsibility and has delegated the management and governance of the sustainability work to the CEO and Group Management, with the Chief People & Communications Officer representing sustainability matters.

Our Sustainability Manager leads and drives the sustainability work forward at an overall level, and ensures compliance with the ISO 20121 standard.

We have established a Sustainability Forum that plays a central role in our work. The forum consists of representatives from different functions within the organisation and aims to create greater collaboration and common understanding of sustainability issues. Here, the overall sustainability goals are also followed up quarterly, which ensures that we continuously evaluate and develop our sustainability work in line with our strategy.



In 2023, we have made great strides in sustainability knowledge. It is inspiring to see how the commitment to sustainability issues has grown throughout the organisation. Today, there is a sense of ownership among all employees.

Hanna Larsson
Sustainability Manager



Guidelines and governing documents

Our sustainability work is conducted from a holistic perspective based on environmental, social and economic sustainability. To help us move towards our strategic objectives, we have a number of guiding and supporting principles and documents.

The primary governance document for sustainability work is the sustainability policy and its principles for sustainable development. The policy outlines the direction of the sustainability efforts and principles to adhere to. Related to the sustainability policy, there are governing documents and policies. These, along with the principles and performance evaluation for sustainable development, are reviewed annually by Group Management.

UN Global Compact

Since April 2021, we are members of the UN Global Compact, the world's largest corporate sustainability

initiative. The membership involves a commitment to comply with global standards and principles in the areas of human rights, working conditions, environmental protection and anti-corruption. We submit an annual Communication on Progress status report on how we conduct our business in accordance with the ten principles of the UN Global Compact.

ISO management system for sustainable events

The Swedish Exhibition & Congress Centre and Gothia Towers is certified according to ISO 20121, a standard that covers our entire meeting place, from exhibitions, meetings and events to hotels, restaurants and spa. The standard ensures that we lead, manage and improve the execution of events from a sustainability perspective and in line with our sustainable development policy. The work, which is focused on continuous improvement, is carried out systematically with defined processes and procedures based on a stakeholder perspective. The certification is validated by an independent third-party audit.

Sustainable development principles in line with ISO 20121

BASIC PRINCIPLE	SUPPORTING/GUIDING DOCUMENTS
<p>Inclusivity</p> <p>The involvement of our identified stakeholders is essential to drive our business forward and towards continuous improvement. Participation is achieved through systematic dialogue with our stakeholders. The procedures for dialogue and its analysis are integrated into our operations.</p>	<ul style="list-style-type: none"> · Communication policy · Communication plan · Stakeholder analysis
<p>Integrity</p> <p>We must always operate with a high level of integrity and morale. The Group shall be governed and act in accordance with applicable laws and regulations, and assume responsibility for and create engagement around policies, decisions and operations.</p>	<ul style="list-style-type: none"> · Code of Conduct · Supplier Code of Conduct · Whistleblowing policy
<p>Stewardship</p> <p>Sustainability is a fundamental part of our vision to become Europe's most attractive meeting place by offering the best overall experience. Like other members of society, we need to act responsibly to contribute to a more sustainable future and to address the major challenges facing our planet.</p>	<ul style="list-style-type: none"> · Our vision · Sustainability policy · Business plan 2022-2024
<p>Transparency</p> <p>We stand for openness and honesty in action and communication. Our communication should be clear, relevant, proactive and open.</p>	<ul style="list-style-type: none"> · Communication plan · Code of Conduct · Communication policy · Sustainability policy



Stakeholder analysis

Our meeting place affects and is affected by stakeholders in different ways. A continuous and constructive dialogue with our stakeholders is therefore a central part of our sustainability work.

The stakeholder dialogues are conducted to understand different perspectives, expectations and requirements that are central to how our operations

are conducted and developed. The dialogues form the basis of the overall sustainability strategy and influence ongoing decisions and actions taken.

We engage in this process throughout the year, resulting in a stakeholder analysis which is carried out by the Group Management together with other management teams. The stakeholder analysis is reviewed annually to identify the need for updates.

PRIMARY STAKEHOLDERS	KEY QUESTIONS	PRIMARY DIALOGUE METHODS
Visitors and guests	<ul style="list-style-type: none"> • Sustainable consumption • Climate impact • Behaviour and equal treatment • Offers and experiences • Business opportunities • Security • Accessibility 	<ul style="list-style-type: none"> • Customer meetings • Customer surveys • Newsletters • Website • Social media • Sustainability report
Employees	<ul style="list-style-type: none"> • Skills and career development • Leadership • Working environment and conditions • Equal treatment • Ethics and values 	<ul style="list-style-type: none"> • Employee survey • Staff appraisal • Intranet • Whistleblowing service • Staff meetings • Managers' Forum
Suppliers	<ul style="list-style-type: none"> • Responsible sourcing and social responsibility • Environment and climate impact • Business opportunities 	<ul style="list-style-type: none"> • Supplier meetings • Contract monitoring • Supplier assessment • Surveys • Whistleblowing service
Board of Directors and Supervisory Council	<ul style="list-style-type: none"> • Promoting the business community • Profitability • Meaningful business activities 	<ul style="list-style-type: none"> • Board meetings • Committee meetings • Supervisory Council
Legislators and authorities	<ul style="list-style-type: none"> • Legal compliance 	<ul style="list-style-type: none"> • Audits • Sustainability report
Industry initiatives/organisations/societal actors	<ul style="list-style-type: none"> • Sustainable development for the industry • Climate neutrality • Biodiversity • Responsible sourcing and social responsibility 	<ul style="list-style-type: none"> • Partner meetings • Participation in industry associations, e.g. NZCE, Green City Zone, Visita and others
Banks and financial institutions	<ul style="list-style-type: none"> • Long-term profitability • Green loans • Anti-corruption, money laundering 	<ul style="list-style-type: none"> • Regular meetings • Sustainability report, annual report
Media	<ul style="list-style-type: none"> • Security work • Climate and environmental initiatives • Social sustainability 	<ul style="list-style-type: none"> • Direct contact with the media • Press releases



Materiality analysis

To reconcile long-term profitability with environmental and social responsibility, we need to focus on the most material areas and issues – where our business has the greatest positive and negative impact.

To ensure that our analysis is well-founded and includes all relevant areas, management teams, the Sustainability Forum and the Group Management are involved in defining our key sustainability issues.

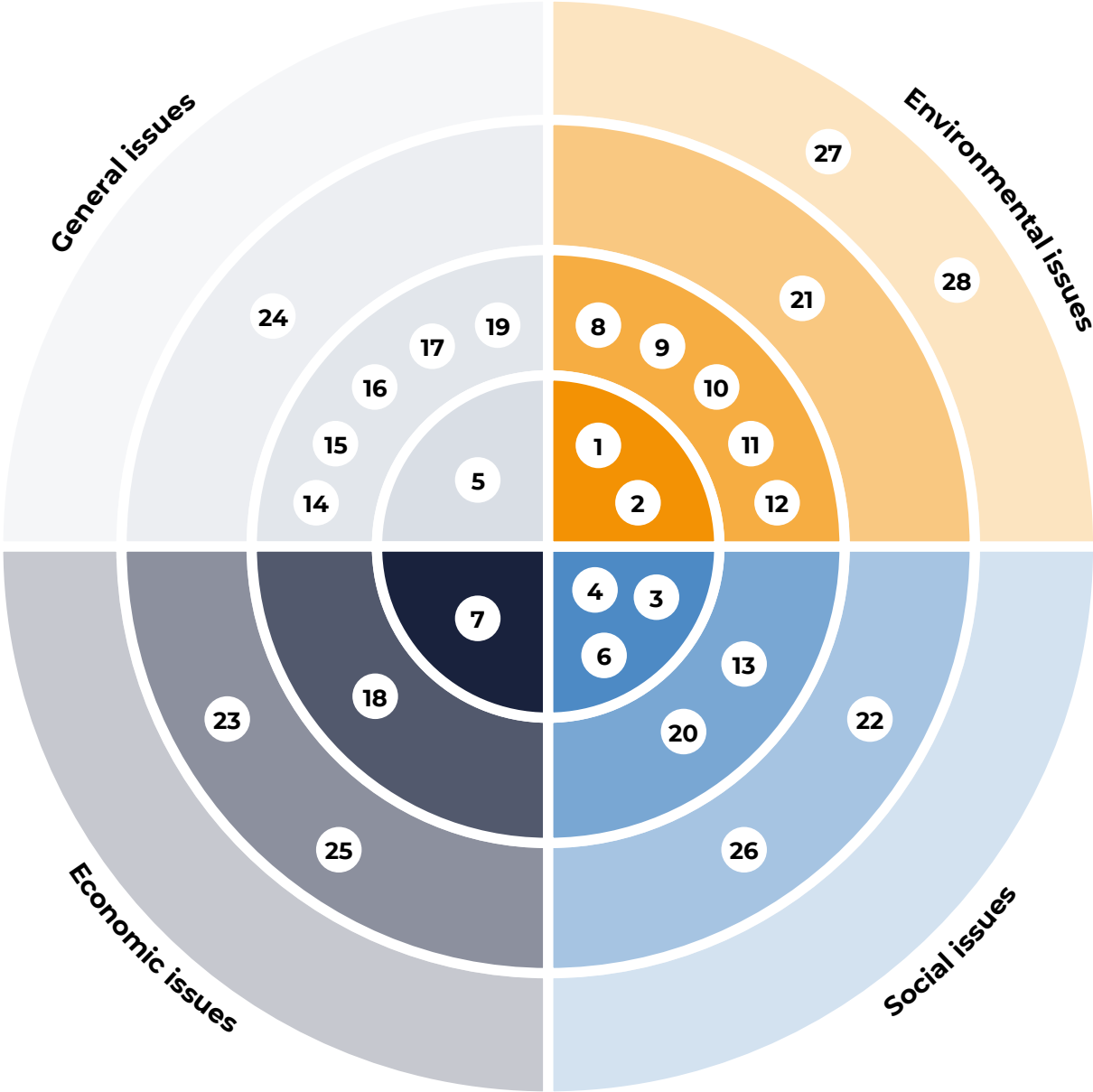
The definition work follows a structured process that includes stakeholder analysis, the customer journey, and risk and opportunity analysis. By involving the organisation in this way, we can ensure that efforts are in line with our overall strategy and that resources are applied where it is most relevant.

During the year, we updated our materiality analysis. As a result, we have identified biodiversity, money laundering, and green financing as material issues.

In 2023, the solar cells installed on our site generated about 154,000 kWh, equivalent to the electricity consumption of about eight houses.



All areas in the figure are relevant to our business. The issues closest to the middle are the most relevant and the assessment is based on potential impact and likelihood.



Decisive materiality

- 1. Energy efficiency
- 2. Climate emissions
- 3. Skills development (staff)
- 4. Employee engagement
- 5. Resource planning (goods, services and staff)
- 6. Security
- 7. Information security

High materiality

- 8. Material selection/resource management
- 9. Waste and disposable materials
- 10. Energy consumption

- 11. Food waste and menu choices
- 12. Shortage of raw materials
- 13. Working conditions, working environment
- 14. Reliable information/ sustainability communication
- 15. Environmental impact and human rights in the supply chain
- 16. Monitoring of external factors
- 17. Digitalisation
- 18. Corruption
- 19. Ethics/values including sustainable business model and meeting culture
- 20. Diversity and inclusion

Significant materiality

- 21. Biodiversity
- 22. Community engagement
- 23. Green loans
- 24. New legislation and reporting requirements
- 25. Money laundering
- 26. Accessibility

Moderate materiality

- 27. Chemical consumption
- 28. Air pollution

Goals and performance

Based on our business strategy, sustainability policy, the ISO 20121 standard and our materiality analysis, we have defined relevant and overarching sustainability goals linked to our four strategic focus areas.

The strategic focus areas are Circular Resources, Sustainable Choices, Sustainable Meetings, and Relations and Health. These reflect both our internal ambitions and external expectations, including the UN SDGs. The overarching goals are followed up quarterly in our Sustainability Forum and twice a year in the Group Management team, both during the management review and the review of our sustainability report. Follow-up by the Board of Directors takes place annually.

We recognise that the sustainability journey involves both complexity and continuous adaptation. Our efforts to create a more sustainable supply chain and reduce our environmental impact are examples of how we are actively working to influence and change.

While we don't have all the answers today, we are determined to continue our journey, meeting new challenges and embracing opportunities that lead us towards a more sustainable future. At the same time, we are proud of the concrete actions and delivery in each focus area and goal that we have achieved in 2023.



GOAL	FOCUS AREA	EXAMPLES OF ACTIONS IN 2023	STATUS 2023
Climate emissions: In 2023, publish our roadmap to reach net zero by 2050 and the interim target of reducing greenhouse gas emissions by 50% by 2030 (in line with the Paris Agreement).	Overarching 	<ul style="list-style-type: none"> Complete climate calculations according to the GHG Protocol. Base year set to 2022. Roadmap developed, completed in January 2024. 	 On the way
Staff turnover: By 2025, staff turnover in the Group should be no more than 15% per year.	Relations and Health 	<ul style="list-style-type: none"> Development of our health and culture program - "Staywell". Increased health care allowance. Establishment of a staff gym. Established cross-functional group focusing on diversity and inclusion. Continued possibility of remote working (for relevant roles). Initiated skills development program for supervisors. 	 Target achieved Staff turnover 15%
Employee engagement: Maintain the engagement index at 80 by 2025.	Relations and Health 	<ul style="list-style-type: none"> Objectives and appraisals twice a year; and regular reconciliations. Active internal communication of vision, business plan, finances and future plans. Leadership development for non-managers. Leadership meetings to strengthen leadership. Implementation of a Learning Management System, a learning portal for skills development. 	 Target achieved Engagement index 83%
Sustainability competence All staff will undergo annual skills enhancement activities. In-depth training courses targeting specific employee groups will start in 2023.	Relations and Health 	<ul style="list-style-type: none"> Sustainability week with skills-enhancing seminars. A staff meeting dedicated to the theme of sustainability with external and internal speakers. Targeted training initiatives: purchasing, commercial, Group Management, diversity training for managers, Sustainability Forum, Sustainability Week. 	 On the way
Own transport: By 2030, all our own transport will be carried out using electric vehicles or equivalent emission-free technology. The target applies to all transport owned and operated by the Swedish Exhibition & Congress Centre Gothia Towers.	Circular Resources 	<ul style="list-style-type: none"> Internal transport vehicles emission-free from June 2023. Participation in research projects: Gothenburg Green City Zone. Participation in project REDIG, focused on electrification and charging infrastructure. Solutions for climate-smart events, research project with RISE. Involvement in research projects for climate-smart events. Mapping of CO₂ emissions. Continued implementation of sustainability goals in procurement processes. 	 On the way
Energy sources: By 2025, all energy used should come from 100% fossil-free energy sources.	Circular Resources 	<ul style="list-style-type: none"> Use of bio-heat for district heating production from January 2023. The photovoltaic system (installed in 2022) has generated 154 MWh during the year. 	 On the way
Energy efficiency: By 2030, the building's consumption per m ² should be halved compared to the set base year (2010: 227 kWh/m ²).	Circular Resources 	<ul style="list-style-type: none"> Energy efficient lighting. Energy efficient insulation and windows. Optimisation of energy management systems, training and maintenance procedures to improve energy efficiency. The result for the year was 182 kWh. 	 On the way
Impact on environment, working conditions, human rights in the supply chain: By 2024, 100% of our significant suppliers will have undergone a supplier assessment or implemented an improvement plan by 2025.	Sustainable Choices 	<ul style="list-style-type: none"> Identification of significant suppliers (according to sustainability criteria), initiation of self-assessment, assessment based on it. Targeted supplier visits. Whistleblowing service established. Enhanced risk management and prevention of corruption. 	 In line with the target for the year
Sustainable business model and sustainable meeting culture: By 2024, all own exhibitions fairs and meetings/conferences should include activities aimed at inspiring sustainable solutions/innovation.	Sustainable Meetings 	<ul style="list-style-type: none"> Working group set up, checklist as a tool for more sustainable fairs developed. Measurable KPIs in areas such as transport, communication, food and beverage, accessibility. Application and external review of the checklist for more sustainable fairs in the context of Vitalis and Vatten 2023. 	 In line with the target for the year

Relations and Health

We work actively to offer a stimulating and sustainable workplace with sound leadership and strong employeeship. Employees are given great individual responsibility within their tasks, areas of responsibility, personal objectives and development.

Every year, individual performance and appraisal reviews are conducted where development areas are identified and skills development is offered to meet the needs of the organisation. During the past year, all permanent employees have received ongoing training in our sustainability work, and all managers have also undergone training in inclusive leadership for increased diversity, equality and inclusion.

Our annual employee survey includes questions on engagement, team effectiveness, leadership, organisational and social work environment, and diversity and inclusion. This year's results continued to be above benchmark on most indices. The response rate was very high (90%) and we have a strong eNPS* (a measure of an employer's attractiveness) of 30 (benchmark 14). This figure shows that our employees are proud and happy to recommend us as an employer.

The leadership index shows a positive improvement and a high level of trust in our leaders. Our staff has a high engagement rate, and among managers it is very high. 69% of managers are highly engaged, compared to the benchmark of 50%. The survey also shows that we need to continue working on planning, division of labour and dialogue to improve team effectiveness.

New to this year, we started measuring our employees' perception of the Management team, as there is a correlation between that perception and the willingness to recommend us to others. This year's index: 75, above the benchmark (66%).

Sustainable workplace

Our overall objective is a sustainable workplace with a good physical, social and digital work environment.

We work systematically with work environment issues, including through reporting and follow-up of incidents and accidents, ongoing risk assessments, safety rounds, employee surveys and through a work environment committee. Since 2019, the number of reported work-related incidents has decreased by 27%.

An example of individual measures that have enabled a better working environment is Rolf and Ruth, robots for measuring and drawing out stand locations. This has been shown to save up to 90% of the time spent in the inherently intensive exhibition production phase.

In the past year, we have also established a cross-functional group focused on diversity and inclusion issues to further strengthen our inclusive culture.

We continued to promote employee health by offering activities under our Staywell initiative, including spinning, choral singing and yoga. In 2023, we inaugurated a staff gym with generous opening hours.

Part of society

We want to be part of a positive social development and therefore support organisations that operate at a regional level. During the year, we expanded our collaboration with Öppet Hus, which works with mentoring programs for diversity and integration. They bring together young adults, often new to Sweden, with established mentors. Today we have about ten employees who are mentors and regularly meet their mentees and share knowledge and contact networks.

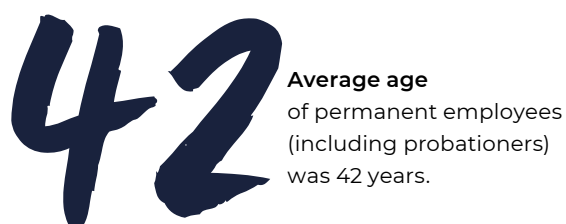
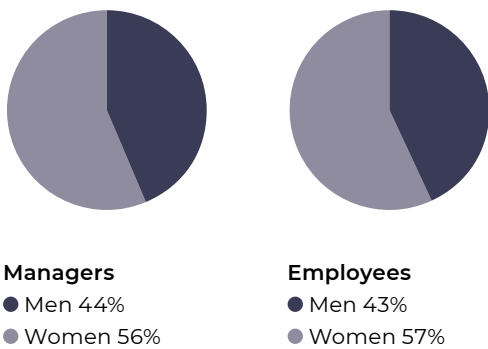
We also support Ung Företagsamhet (UF), which provides advice and support to young people in their entrepreneurship. Among other things, we invited them to our Sustainability Week where they had the opportunity to find advisors for their young entrepreneurs.

Our long-standing collaboration with Räddningsmissionen, which offers support for people in need in Gothenburg, continues.

Key figures



Gender distribution



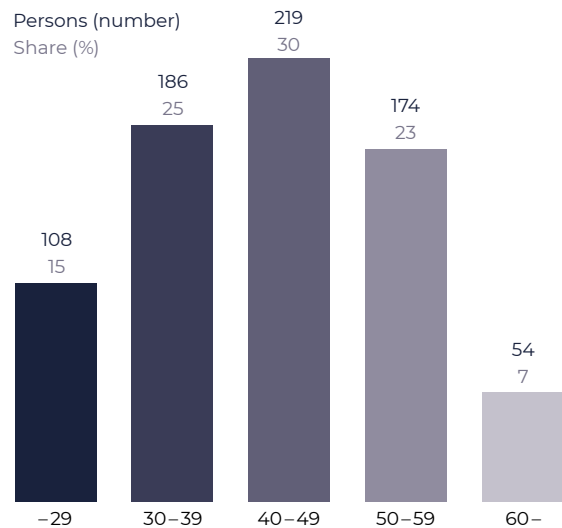
Employee survey



Among other things, we measure three key indices such as engagement, team effectiveness and leadership in our our employee survey. The benchmarks were 81, 77 and 81 respectively.

Age distribution

Permanent employees



FOCUS AREA

Sustainable Choices

Through responsible procurement and purchasing of goods and services, we want to inspire our visitors to make more sustainable choices during their stay with us.

Food and beverage

By introducing climate calculations according to the Greenhouse Gas Protocol during the year, we have made food and beverage visible as a significant part of our climate impact. Together they account for 30% of our total greenhouse gas emissions and over 43% of purchased goods and services. To meet our goal of halving carbon emissions by 2030 in line with the Paris Agreement, we have therefore taken a number of actions:

1. We strive to prioritise the purchase of organic, locally produced and fair-trade options. For example, by:
 - Increase the share of locally produced vegetables.
 - Avoiding red-listed fish species.
 - Total ban on foie gras.
 - Carry out visits to selected suppliers with a focus on animal welfare.

- Find new ways to reduce our footprint, for example by serving meat from former Swedish dairy cows and implementing pilot projects such as burgers made from meat from cows raised on red algae (-70% carbon footprint/dish).

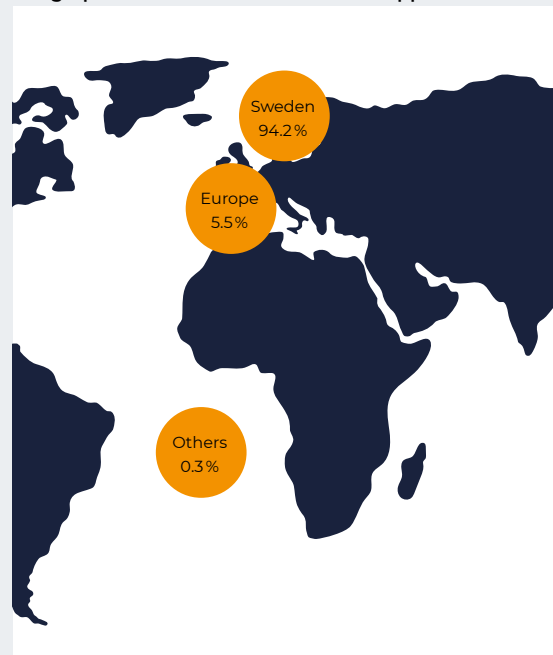
2. Reduce the carbon footprint of what is produced and consumed, including by:
 - Map and measure food waste in all kitchens, including training of staff.
 - Disclose the carbon footprint per dish to facilitate more sustainable choices.
 - Increase the share of plant-based alternatives (for example, in 2023 we continued to offer only vegetarian meals at one of our largest public exhibitions – carbon footprint only 0.55 CO₂e per portion served).
 - Working with charities to reduce food waste at events.
 - Working with suppliers to reuse products close to their expiry date.
3. Reduced deliveries of raw materials and ingredients by 20% through streamlined procedures.

Responsible purchasing

We have strong relationships with our predominantly Swedish, in many cases regional, suppliers. A key element in these business relationships is our Code of Conduct, which all suppliers are expected to follow. The code, which requires respect for fundamental human rights, labour law, environmental protection and anti-corruption, is integrated into every contracting process. 50 suppliers have been identified as significant from a sustainability perspective, based on product type, volume, and geography/area. Of these significant suppliers, 78% have signed the Code of Conduct. Work is ongoing to ensure that all significant suppliers sign the code.

In 2023, we have initiated work to map and expand our risk assessment process. Our whistleblowing service reinforces this work. The function has been available on our website since 2020 and can be used by internal and external stakeholders. No cases related to corruption were received during the year.

Geographical distribution of selected suppliers



FOCUS AREA

Sustainable Meetings

The Sustainable Meetings focus area is based on our commitment to develop a complete offering that generates long-term business benefits for customers, our business and society at large.

The dialogue with customers on sustainability has intensified and become a critical factor in their decision-making process when choosing a venue. This provides an opportunity for us to make a difference inside and outside our meeting place. A central part of this work is our sustainability guide, which provides guidance and support for organisers to make sustainable choices in everything from transport to food and beverage. Sustainability has also been included in our sales training "Know Your Product" during the year.

To concretely support sustainability efforts in both our own and in externally organised events, we have developed a comprehensive internal sustainability checklist. This spans areas such as transport, production, waste management, communication, accessibility, and food and beverage – providing each project with tools for positive impact. It has been successfully tested and refined during the Vitalis and Vatten 2023 trade fairs, and have also been externally audited by a third party. This methodology will be implemented as standard in all our events from 2024 onwards.

Our goal is to integrate more activities that inspire



sustainable solutions and innovations into all our own events by 2024. By actively integrating sustainability into our strategic project plans, we ensure that our work delivers real and measurable results.

We are determined to be a platform where every meeting can be a catalyst for positive change and drive a future of sustainability and innovation.



The location and suitability of the venue, the proven strong focus on sustainability, and the support from the city all played a major role.

International congress customer on why they chose the meeting place
Swedish Exhibition & Congress Centre and Gothia Towers

FOCUS AREA

Circular Resources

In the Circular Resources focus area, we are working to increase the supply of renewable energy, reduce emissions and ensure wiser use of resources to continue developing an even more sustainable meeting place.

Waste

Our ambition is to continuously reduce our waste, increase the share of recycled materials and enable future material recycling. 97% of materials and energy are currently recycled, but we also work to reduce the total amount, for example by offering reusable solutions to exhibitors at fairs. Reusable carpets and stand contents reduce waste and transport.

Since 2019, our total waste has decreased by about 23% and waste per visitor by just over 10%. Material recycling together with biological recycling increased during the year from 56% to 60%. In 2023, we have carried out renovations of several hotel rooms, which was necessary from an operational perspective but resulted in slightly more deposited material.

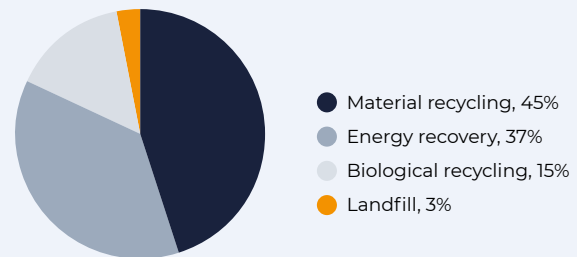
Activities during 2023:

- Improved sorting through manned stations and waste trains has led to a 75% reduction in transport needs.
- Adaptation to the Swedish Waste Regulation: improved on-site sorting of corrugated cardboard, plastic, metal and wood, among others.
- Alignment with the EU Single-Use Plastics Directive: introduced reusable items.
- GAP analysis of waste management for all activities: identified current situation and desired situation in line with legislation. Provides the basis for our planning of future actions.

Waste	2023	2022 ¹	2021 ²	2020 ²	2019
Total (tonnes)	1,463	1,379	605	876	1,912
Per visitor (kg)	0.94	0.91	0.89	1.17	1.04

¹ 2022: Not full year of operation due to COVID-19
² 2020–2021: Affected business year due to Covid-19

2023



Over the past year we have, among other things, made it easier to sort waste through more and manned stations.



Energy

We continue to move towards the goal of 100% fossil-free energy sources by 2025. Our facility has been powered by wind energy since 2011. In 2023, our solar plant generated 154 MWh and thus reduced carbon dioxide emissions by about 57 tonnes over one year. In 2023, we switched to bioheat for district heating production.

We use synthetic fuel for our backup power, which has reduced its associated CO₂ emissions by 50%. Going forward, we are investigating the possibility of switching to biofuel while securing the facility's needs.

To improve energy efficiency, we work continuously with optimisation of insulation, heating and cooling systems, energy-efficient windows, regular maintenance and upgrades, as well as education on energy-saving behaviors. In 2023, we replaced around 2,000 luminaires with more energy-efficient alternatives.

Compared to the normal year 2019, our total energy consumption has decreased, but per visitor it has increased slightly. We continue to work systematically on efforts to reach the target of halving the consumption by 2030 (base year 2010), including measures planned in 2024 that are expected to have significant effects.

Energy consumption	2023	2022 ¹	2021 ²	2020 ²	2019
Total (MWh)	30,448	29,002	26,715	24,524	31,064
Per m ² (kWh)	182	173	159	147	185
Per visitor (kWh)	20	19	39	33	17

¹ 2022: Not full year of operation due to COVID-19

² 2020–2021: Affected business year due to Covid-19

Water

We are working to optimise water use at our meeting place by monitoring and analysing consumption data. After a successful pilot project, during the year we introduced Smart Water throughout the site – technological monitoring that enables quick action against waste.

This is one of the reasons why, compared to 2022, we have reduced our total water consumption and consumption per visitor by around 12% and 14% respectively during the year.

Water consumption	2023	2022 ¹	2021 ²	2020 ²	2019
Total (m ³ /year)	96,707	109,693	74,095	70,908	107,882
Per visitor (l)	62	73	110	94	59

¹ 2022: Not full year of operation due to COVID-19

² 2020–2021: Affected business year due to Covid-19

Transport

Our ambition is to reduce carbon dioxide emissions, relieve traffic congestion in central Gothenburg and actively contribute to the creation of an emission-free zone in the city, including through involvement in the Gothenburg Green City Zone project. Logistics is a prioritised area where initiatives during the year resulted in better dialogue, increased safety, an improved working environment and an increased utilisation of joint loading with a reduced load on the traffic network as a result. Through cross-effects and co-operation in the areas of waste and food and beverage, we have reduced the number of transports for waste by 75%, and 20% fewer deliveries of raw materials. In 2023, we have further reduced the number of fossil-fuelled vehicles and now own no fossil-fuelled trucks for transport.



Roadmap towards net zero

We have taken a crucial step towards a sustainable future by developing a roadmap to achieve net zero carbon emissions by 2050, in line with the Net Zero Carbon Events Pledge.

The roadmap is not only an expression of our commitment to a sustainable future, but a guide to how we will achieve our climate goals in practice. Achieving net zero is a complex task that requires collaboration, innovation and engagement not only within our own organisation but also with our partners, suppliers and customers. Every step of this journey requires thoughtful decisions and continuous adaptation.

Our aim is to combine ambitious climate targets with a realistic strategy that allows us to act efficiently and responsibly. Through the industry's Net Zero Carbon Events Pledge, we commit to regularly review and update our roadmap to ensure that it remains relevant in line with technological developments, changing market conditions and new science-based insights.

Prerequisites for the roadmap and climate reporting

Pandemic impact in 2022

In the first quarter of 2022, Covid-19 restrictions resulted in significantly fewer visitors, likely resulting in reduced greenhouse gas emissions. We are evaluating this period to adjust our climate targets in an accurate and relevant way. The decision on any recalculation will be taken after we have analysed future data from 2023 and 2024.

Visitors' travel emissions

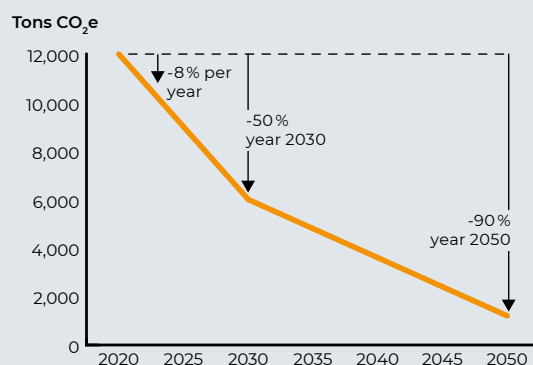
Although it is not a requirement under the Greenhouse Gas Protocol to report the emissions from our visitors' travel, which would account for around 81% of our total emissions, we nevertheless perform calculations on these for a more comprehensive understanding. We are actively committed to reducing these indirect emissions as much as possible.

Waste from sold products

The sale and distribution of various products such as toiletries, slippers and flowers generate waste. The greenhouse gas emissions resulting from the final

Our emission reduction targets

To reduce emissions by 50% in total by 2030 (base year 2022) through an annual reduction of around 8% and achieve net zero by 2050.



treatment of these products have been calculated, but deliberately excluded from our climate accounts due to their insignificant impact on total emissions.

Main steps of the roadmap

Emission calculations and monitoring

With climate calculations according to the Greenhouse Gas Protocol carried out in 2022 and 2023, we now have a foundation where we can overview our climate impact and steer our work towards measures that make a difference and achieve set goals.

We will analyse the results annually to ensure that we are on track towards the reduction target of c. 8% per year, which is necessary to achieve a halving of our emissions by 2030.

Future reduction measures

We have previously implemented several significant measures in our climate work, such as the switch to wind power in 2011, the installation of solar panels in 2022 and the switch to biofuel for district heating in 2023. These are just a few examples of the efforts we are making to reduce our climate impact. Our roadmap has identified a catalogue of potential measures that we will now vigorously pursue. 99% of our emissions are in scope 3, mostly from purchased goods and services. Even if measures are quickly taken in scope 1 and 2, the reduction potential is mainly in scope 3.

Sample of actions

SCOPE 1 AND 2

Continued focus on fossil-free operations and reduced energy consumption. Evaluation of potential change to bio-based fuel in our backup power.

We work actively to reduce refrigerant emissions. This includes reducing leakage from cooling systems, seeking environmentally friendly alternatives and closely monitoring our climate impact

SCOPE 3

Sustainable procurement

A significant part of our carbon dioxide emissions is linked to the purchase of goods and services (70%). Continued co-operation with suppliers to reduce their climate impact by, among other things, setting climate targets in line with the Paris Agreement.

Food & beverage

Continued prioritisation of organic, local and fair-trade food and beverage options. This includes increased use of locally produced vegetables, reduced meat consumption and measures such as reduced food waste and more plant-based options.

Transport of goods to events

In 2024, we are investing in digital solutions to improve the accessibility of our business offering. By offering our customers products that are already in place and reused, we reduce the transport of goods to the site. Our work to develop an attractive product portfolio is a continuous process.

Capital goods

We work actively to reduce the climate impact of the purchase and use of capital goods, including buildings and equipment. This includes prioritising sustainable options and making more efficient use of these resources.

Emissions overview

Scope	Category	Tonnes CO ₂ e 2023	Tonnes CO ₂ e 2022*	Distribution of emissions, 2023
Scope 1 total		57	21	1%
	Mobile combustion (cars)	14	19	0%
	Stationary combustion (property)	1.6	1.5	0%
	Refrigerants	42	0	0%
Scope 2 total		35	541	0%
	Purchased electricity	0	0	0%
	Heating	35	541	0%
Scope 3 total		10,735	9,729	99%
	Cat 1 – Purchased goods and services	7,588	7,363	70%
	Cat 2 – Capital goods	2,173	1,232	20%
	Cat 3 – Fuel- and energy-related activities	156	97	1%
	Cat 4 – Upstream transportation and distribution	7	7	0%
	Cat 5 – Waste generated in operations	79	51	1%
	Cat 6 – Business travel	68	46	1%
	Cat 7 – Employee commuting	421	571	4%
	Cat 9 – Downstream transportation and distribution	236	291	2%
	Cat 13 – Downstream leased assets	8	70	0%
Scope 1–3 total		10,827	10,290	100%

* Business affected by pandemic restrictions in the first quarter.

Proactive and integrated risk management

To minimise the negative effects of the risks associated with our activities, but also to act on the opportunities that these risks may bring, we attach great importance to effective, systematic risk management.

Our ambition is for risk management to be proactive and integrated into all business processes, thereby supporting the achievement of our business objectives. Our risk process is managed systematically, regularly and equally across the organisation. We work actively with risk management in accordance with ISO 31000:2009.

Risk management process

Our primary goal of risk management is to eliminate threats that could affect our operations or threaten the safety of our employees and visitors. We strive to create a safe environment and realise our vision of becoming Europe's most attractive meeting place. We categorise risks into business risks and safety risks. Risks related to sustainability are primarily associated with business risks.

Risk management responsibilities and organisation

- The Board of Directors has overall responsibility for effective risk management in accordance with our risk policy.
- The Risk Committee, which is composed of members of the Board and convenes three times a year, is informed of events and monitors the management's risk work, and prepares issues for the Board.
- The President/CEO is responsible for risk management, while the Director of Security manages the implementation of security risk analysis and training, and supports operational risk management.
- Group Management conducts analyses of the 40 highest priority risks, based on risk reports from each business area.
- The management teams are responsible for creating risk registers and conducting analyses for their respective business areas, and report these annually.

Follow-up and review

An internal review of risk management is carried out annually and the Director of Security ensures that the policy is updated in line with business developments.

Tools and methodology

We use established tools and processes in accordance with ISO 31000:2009 to conduct our risk analysis.

Significant sustainability-related risks and risk management

We have identified eight material sustainability-related risks where systematic risk management is implemented. Central to ensuring compliance with our core values and addressing any shortcomings are our Code of Conduct and our whistleblowing function. The overall objective is to increase the proactivity of the sustainability and risk management dialogue.

Sustainability risks in the supply chain

This type of risk mainly concerns breaches of the Code of Conduct regarding social responsibility, human rights, working conditions, health and safety, the environment and corruption in the supply chain. We require all suppliers to respect and comply with the principles of the Code of Conduct. The Code of Conduct lists basic sustainability requirements and ethical guidelines for suppliers. Suppliers undertake to comply with the Code of Conduct throughout their operations and to ensure that their subcontractors do the same. Follow-up takes place continuously in connection with the signing of new contracts and at regular follow-up meetings with evaluation of suppliers.

Shortage of raw materials

War, pandemics and extreme weather risk reducing the availability of raw materials, which may limit the availability of volumes or specific products that meet demand. This can affect our business offering and pricing and, by extension, the business as a whole. Several measures are taken to ensure the supply of goods. Partly by continuously raising internal competence in purchasing work in combination with ongoing dialogue with suppliers, and partly by spreading risks such as the supply of goods from more geographical areas.

Climate-related risks

The risks in the environmental field are complex and include the availability of raw materials and costs that may arise as a result of political decisions. At the same time, these risks represent opportunities for those players who are at the forefront of the competition.

We ensure that we are prepared for climate-related risks that may have a direct impact on our operations. This is done through active measures to reduce our climate impact. We also ensure that the business is equipped for the direct impact that extreme weather can have by conducting investigations linked to, among other things, stormwater and cloudbursts.

Supply of skills

Skills provision is a key issue affecting all stakeholders. Competition for talent can lead to some staff turnover. This situation is not unique to our business but part of the wider labour market dynamics. The pandemic has introduced additional complexity by changing workforce needs and availability, but these are manageable aspects of our long-term planning.

To ensure a good supply of skills, we emphasise the importance of skills development, succession planning and targeted recruitment, while constantly developing our employer brand. Our commitment to diversity, a good working environment and work-life balance is central to our ability to attract and retain qualified staff. These efforts are crucial to our long-term success and our position as a sought-after employer.

Brand and market risk

The risk includes potential negative association with misbranding and poor management of sustainability issues. These factors could damage our brand's reputation and profitability, leading to negative publicity, loss of customer loyalty and reduced competitiveness.

We carry out regular brand assessments and maintain our ISO 20121 certification, which includes external audits. A dedicated sustainability resource works with different departments to achieve continuous improvement. Our efforts include supply chain monitoring and employee training.

Health and safety risks

We have employees in several different business areas such as hotels, restaurants, logistics, assembly, sales and administration. In these activities there is a risk of accidents with personal injuries and risks linked to the social and organisational work environment.

The guidelines and procedures that form the basis for systematic work environment management are based on current legislation. We carry out systematic work environment management linked to the physical, organisational and psychosocial work environment, and annual risk assessments are carried out. In more physically demanding and high-risk environments, load assessments are carried out every two years within lifting, vibration and noise.

Corruption and information security

Our Code of Conduct and the Supplier Code of Conduct stipulate how employees and suppliers should act in relation to relevant issues. The Code of Conduct has been communicated to employees and suppliers respectively. All suppliers must comply with the Code of Conduct and follow-up takes place on an ongoing basis when new contracts are signed and at quarterly meetings. We have not had any reported cases of corruption during the year. Security work is conducted in accordance with the international guidelines for information security management.

Other security risks

Extensive systematic and preventive security work is carried out within the organisation, focusing on detection, analysis and remedial activities. Personal safety has the highest priority in this work. We currently have two comprehensive certifications linked to security: Safe Hotel Premium Level and Vål Brandskyddat Hotell® ("Well Fire Protected Hotel"). The certifications are audited annually by an external party.

