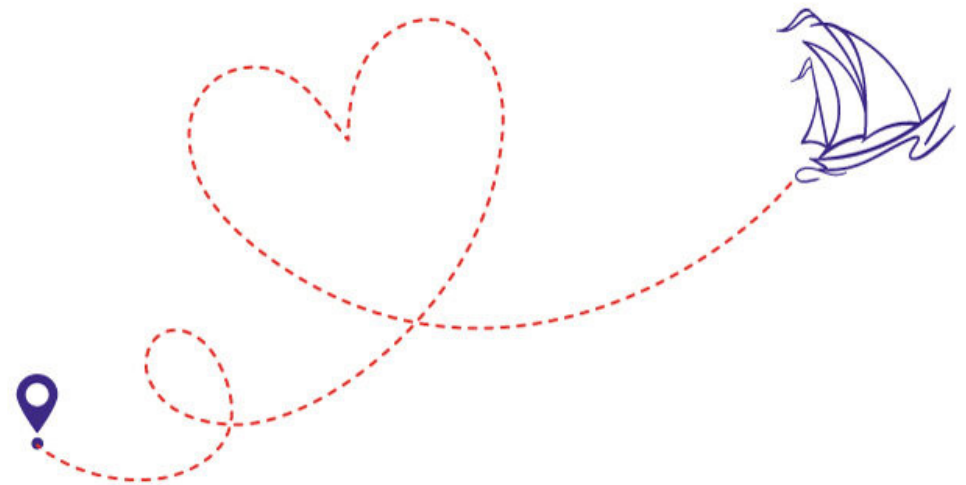




ESG Impact Summary 2023 - Jibe! Group





Intro

Over the past year, the Jibe! Group has made a strong commitment to sustainability, social responsibility and good corporate governance. As managing partners, we recognise that the increased global focus on ESG (environmental, social and governance) can be challenging for smaller companies like ours. It's like David versus Goliath, where the big players have all the resources and we have to manage ESG with a small team. However, just like David, we believe that with determination and the right approach, small teams can achieve a lot.

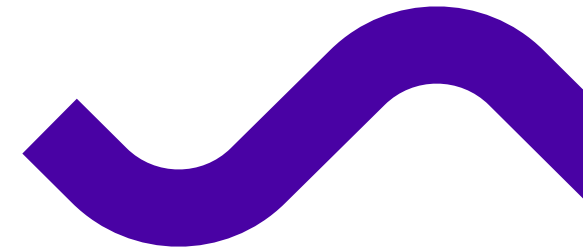
We are convinced that our efforts in the ESG area are very important. It's about doing our part to make the world a better place, not just for our own benefit, but for the wider community and for future generations. Our commitment to these principles will help us to be a better place to work for our employees and a more professional, ethical, secure, reliable and transparent partner for our customers.

In this report, we provide an overview of our initiatives and achievements in 2023 across all three ESG pillars: Environmental, Social and Governance. We are also pleased to announce that we will begin the B Corp or equivalent certification process in 2024.

As we continue on this journey, we thank you for your commitment and support to make Jibe! Group a company that is at the forefront of sustainable and responsible business practices.

Best regards,

Jolanda Prins, Eva van Diemen and Marjolein Pos





Environmental

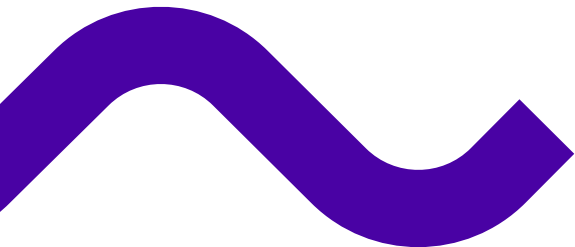
Our environmental efforts focus on minimising our environmental footprint and promoting sustainability in all our business activities.

Green workplace

Cobraspen's Suikersilo West building, which houses our operations, was built with sustainability in mind. The building was refurbished with modern and, where possible, recyclable materials and has an energy label A. Sustainable energy is utilised, which is made possible by thermal energy.

Other 2023 initiatives included:

- **No plastic water bottles:** We have banned all plastic water bottles in the office and joined the Dopper Wave.
- **Paperless office:** We have minimised paper consumption through awareness programmes and the use of recycled paper.
- **LED lighting:** Replacing traditional lighting with LED lamps has resulted in annual savings.
- **Electric vehicles:** Our fleet has become more sustainable with the addition of electric vehicles and we aim to have a fully electric fleet by 2025.
- **Sustainable commuting:** We encourage the use of public transport, e-bikes or e-scooters by introducing NS Business Cards and e-bike or e-scooter leasing options.





Green Energy

Our goal of becoming a carbon neutral company by the end of 2025 will continue to be pursued through energy saving measures and carbon offsetting:

- **Targets and results for 2023:**

- We have implemented measures such as replacing diesel cars with electric cars and developed a policy to discourage air travel.

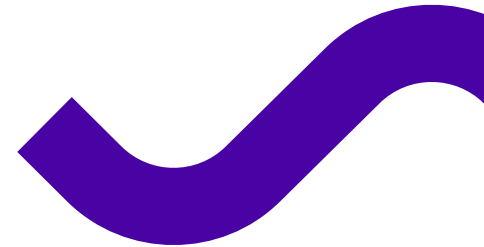
- **Goals for 2024 and beyond:**

- Calculate and offset our carbon emissions on an annual basis.
- Achieve B Corp certification or a similar status to formalise our policy in environmental impact.
- Replacement of our last non-electric vehicle by 2025.

Green Projects

We strive to promote green initiatives when producing events, including

- **Materials:** We select sustainable and/or recycled materials in close consultation with our clients.
- **Mobility:** By advising clients on locations accessible by public transport and facilitating green transport options, we minimise transport.
- **Food and beverage:** Reducing food waste, focusing on local and seasonal ingredients, and offering clients the opportunity to choose sustainably produced products.Social
- In 2023, we strengthened our focus on social responsibility by implementing initiatives that promote wellbeing and inclusivity.





Social

By implementing social responsibility initiatives, Jibe! Group is committed to creating a supportive, inclusive and engaged workplace. Our focus on employee health, professional development, diversity and community involvement reflects our commitment to the social aspect of ESG and ensures that we make a positive contribution to both our internal and external stakeholders.

Employee engagement

- **Human Capital Management (HCM) system:** We have deployed a formal HCM system to manage employee data, track training, handle holiday requests, and facilitate formal review processes. This system ensures that all employee-related information is managed efficiently and transparently, supporting our commitment to employee development and organisational growth.
- **Career development:** From 1 January 2024, we will provide continuous learning opportunities for our employees to enhance their skills and advance their careers. We believe that investing in the professional development of our employees not only benefits their career progression, but also strengthens the overall capabilities of our organisation.

Diversity and Inclusion

- **Inclusive workplace:** We are committed to fostering an inclusive workplace where diversity is celebrated. Our diversity and inclusion initiatives focus on creating an environment where all employees feel valued and respected, regardless of their background. To support this, we have formalised a code of conduct that every employee signs.
- **Charitable contributions:** The Jibe! Group is committed to supporting local and global causes through charitable contributions. Our goal is to establish a giving programme for all employees in 2024.



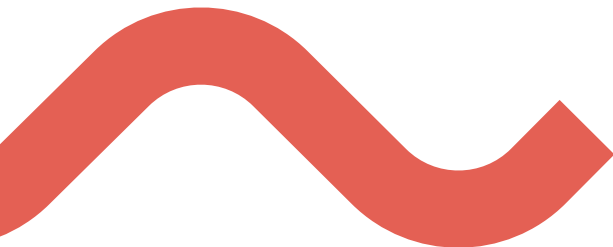


Employee Wellbeing Initiatives

- **Flexible working arrangements:** We offer flexible working arrangements to support a healthy work-life balance. Employees can choose to work from home, adjust their working hours or take advantage of job-sharing opportunities.
- **Wellbeing tips and tricks:** We have added valuable wellbeing tips and tricks to our internal knowledge management system.

Goals for 2024

- **Formalise our approach:** Begin the process of becoming a B Corp or similar certification. This involves a comprehensive assessment of our social and environmental performance, accountability and transparency. Achieving B Corp certification will formalise our commitment to high standards of social and environmental impact and publicly demonstrate our dedication to these values.
- **Internal training:** Provide training on ESG principles to our team. This training will cover the basics of environmental, social and governance practices to help employees understand their importance and how to integrate these principles into their daily work. The training will include practical examples, best practices and guidelines to enable our team to actively contribute to our ESG goals.



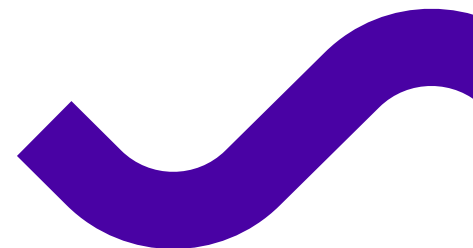


Governance

Good governance is at the heart of everything we do. In 2023 we've taken significant steps to ensure that we're transparent, ethical and accountable.

Our 2023 governance journey

- **Code of Conduct:** We have developed a comprehensive Code of Conduct that promotes ethical business practices and ensures compliance with laws and regulations. The Code sets out the principles and standards that guide our behaviour and decisions. It covers areas such as anti-bribery, anti-corruption, fair treatment and respect for human rights. Every employee is required to read, understand and sign the Code of Conduct each year, reinforcing our commitment to integrity and ethical behaviour.
- **Risk management:** We have implemented new risk management programmes to proactively identify and manage potential risks. Key areas of focus include
 - **Cybersecurity:** With the increasing threat of cyber-attacks, we have strengthened our cybersecurity measures to protect our digital assets and sensitive information. This includes regular security audits, employee training on cybersecurity best practices and the implementation of advanced security technologies.
 - **Data Privacy:** Protecting the personal information of our employees, customers and partners is a top priority. Our privacy programme ensures that we comply with all relevant privacy laws and regulations. We have established clear policies and procedures for data collection, storage and processing, and we conduct regular reviews to ensure their effectiveness.
 - **Information Classification:** We have implemented an information classification system to ensure that sensitive information is properly handled and protected according to its level of sensitivity.





Plans for 2024

- **Whistleblowing policy:** We have established a whistleblowing policy to provide a safe and confidential way for employees to report unethical or illegal activities within the company. The policy ensures that all concerns are taken seriously and dealt with appropriately, protects whistleblowers from retaliation and maintains a culture of transparency and accountability.
- **Supplier Code of Conduct:** We are in the process of implementing a Supplier Code of Conduct. This document will outline our expectations regarding ethical practices, human rights, environmental sustainability and compliance with laws and regulations. By setting these standards, we will ensure that our suppliers align with our values and contribute positively to our social and environmental goals.
- **B Corp Certification:** In 2024, we will begin the process of becoming a B Corp (or similar) to formally recognise our commitment to sustainability and social responsibility. Achieving this certification will involve a rigorous assessment of our social and environmental performance, accountability and transparency. This will not only formalise our dedication to high standards, but also publicly demonstrate our commitment to being a force for good in the business world.

Conclusion

The year 2023 was marked by significant progress in our sustainability initiatives, social engagement, and good governance. We remain committed to creating a better future by reducing our ecological footprint, promoting the health and wellbeing of our employees, and acting ethically. We look forward to making further progress by starting our B Corp certification (or similar) in 2024.

For any questions or suggestions regarding our environmental policies, social initiatives, or governance, please contact Jolanda Prins: jolanda@jibe-group.com

