

Loopia Group

UN Global Compact – Communication on Progress for 2023

May 2024

Agenda

Statement of continued support

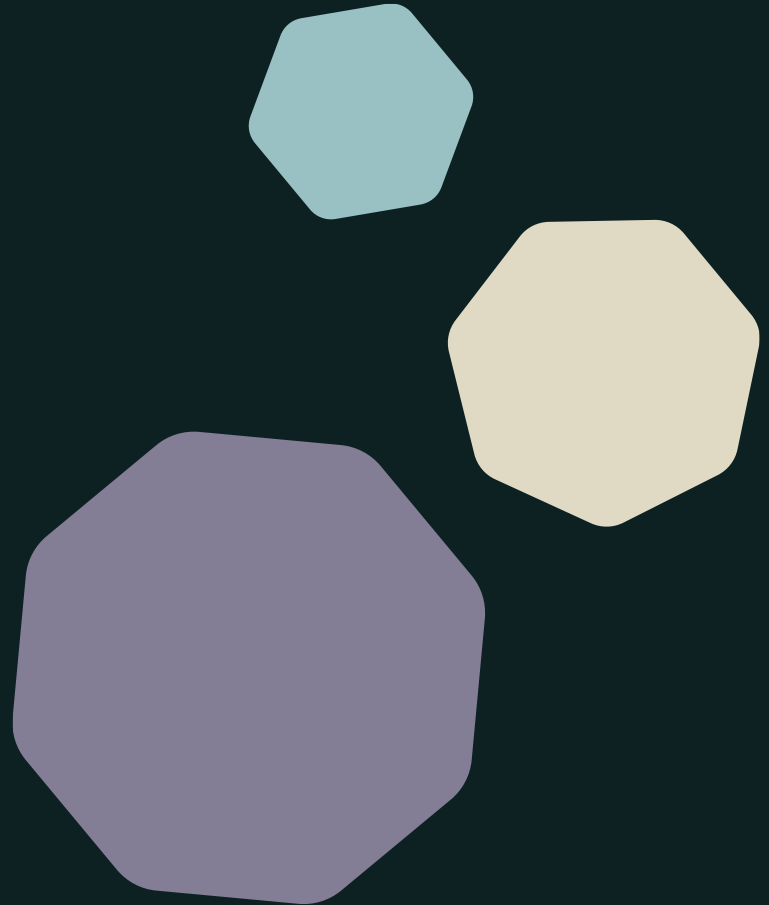
Introduction to Loopia Group

Human Rights

Labor

Environment

Anti-Corruption



2023-06-08

To our stakeholders,

I am pleased to confirm that Loopia Group reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this report, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations, as well as highlighting some of our key milestones achieved during previous year. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Sara Laurell
Chief Executive Officer

Introduction to Loopia Group

Loopia Group is an innovative European web hosting company offering products ranging from domain registration, email and web hosting, to site builders, SEO tools and more. Our vision is to make it easy for entrepreneurs and makers to succeed. Loopia Group has its largest operations in Sweden, Finland, the Czech Republic, Slovakia, Hungary and Serbia.

Our strong team of ~340 (as of end of year 2023) employees in the Nordics and Central Eastern Europe is committed to serving our customers by delivering world-class products and support in all our major markets.

With our proven track record of delivering world-class products to

demanding customers, Loopia Group is fully committed to the Ten Principles of the United Nations Global Compact and believe in our company's ability to make a difference.

Human Rights

Loopia Group supports and respects the protection of internationally proclaimed human rights. The main areas where we see that we can influence our impact on human rights are within equality and labor rights.

Our code of conduct and whistleblower policy are our main vehicles for showing support of, and ensuring compliance to, human rights principles.

Loopia Group has made several acquisitions in the last couple of years through which its operations has come to span over a multitude of countries and include several legal entities. Based on our commitment to support and respect human rights, we have implemented one code of conduct for the whole company so that it makes our position clear for all our employees,

business partners and other stakeholders.

Furthermore, have a whistleblower policy in which includes an externally hosted whistleblower protection scheme, making it easier for our employees and external stakeholders to report any concerns or incidents. During the last year we have also strengthened our internal processes to ensure all new employees receive information and get educated in our above-mentioned policies.

In 2021 and 2022, Loopia Group has had zero incidents reported in the whistleblower system. In 2023, two concerns regarding potential misuse of our services were reported and handled accordingly.

Labor

Loopia Group considers our staff to be our most important resource, and one of our key strategic priorities is to build one strong team. We seek to offer attractive working conditions that can help us attract and retain talent. As we grow and operate across several countries, we believe that we will be able to offer even more intriguing career and learning opportunities.

Loopia Group supports fundamental labor principles and rights at work:

- a) We support and accept employees' freedom of association
- b) We will not use, encourage or benefit from any form of forced or compulsory labor
- c) We respect and adhere to minimum age provisions in national laws and regulations in the countries where the group operates

- d) We do not tolerate any form of discrimination in respect of employment and occupation

We are committed to fairness and non-discrimination across all grounds of discrimination, including gender, age, disability, ethnicity etc. This includes a commitment to equal pay for work of equal value considering local market conditions, complying with minimum wage standards, and ensure that employment-related decisions are based on relevant objective criteria, e.g., qualifications, skills and experience.

We believe that diversity contributes positively to the work environment and strengthens the group's performance and competitiveness.

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Labor

We are committed to take good care of our people and to reach high levels of employee satisfaction.

Our position with regards to labor principles is reflected in our code of conduct and other relevant policies and manuals. Loopia Group strives to have up-to-date employee manuals for each location where we operate with clearly stated employee rights and responsibilities and their compensation and benefits.

We track several labor-related KPIs, including gender diversity, sickness absence and work-related injuries.

As per end of 2023, 26% of our total workforce, and 33% of people in leadership positions*, were women.

*All people that meet both of the following criteria:

1. Reports to CEO or to any of the CEO's direct reports
2. Has direct reports

In 2023, we had 5.5 sickness absence days per FTE on average, and 0 work-related injuries.

Environment

Sustainability is one of Loopia Group's core values. Loopia Group strives to be sustainable in everything it does – from decisions on what data centers to partner with to daily decisions on resource use and how employees treat each other.

In Q1 2024 we conducted a CO₂e baseline project for 2023 covering scope 1, 2 and 3. The project concluded that Loopia Group's emissions in 2023 were 2,152 tonnes CO₂e, distributed as:

- Scope 1: 43 tonnes (2%)
- Scope 2: 293 tonnes (14%) (458 tonnes using location-based approach)
- Scope 3: 1,816 tonnes (84%)

Out of 293 tonnes CO₂e in scope 2, 283 tonnes come from electricity consumption in facilities, mainly

originating from our data centers.

The largest emission categories in scope 3 are “Purchased goods and services” (965 tonnes) and “Upstream fuel and energy” (273 tonnes).

Given this baseline, reduction of our consumption of electricity generated by fossil energy sources in the data centers is our primary focus to reduce our emissions.

As an example of our actions, we have committed to reducing our CO₂ emissions by 42% by 2030 – a near-term science-based goal approved by the Science Based Target initiative (SBTi). As part of reaching this target, we moved out of the Hungary data center, one of our largest CO₂e emitters.

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Environment

Another source of environmental footprint is electronic waste, such as servers from our data centers. Careful resource use should permeate all our decisions such as buying used or environmentally certified products when possible, and to consider prolonged use, re-selling or up-cycling in all scrapping decisions.

Our long-term goals are:

- 100% renewable or non-fossil energy (electricity and cooling) in our data centers
- Reuse, resell, or recycle 100% of all hardware.

Anti- Corruption

Loopia Group has an anti-corruption policy which reflects our strong desire to maintain high standards for the company's integrity and ethics in relation to our way of doing business. Loopia Group does not tolerate any forms of corruption, bribery and extortion and our work is conducted in accordance with current legislation.

The anti-corruption policy and its guidelines apply to all Loopia Group employees. We expect our employees to be aware of irregularities and to speak up if they have concerns about aspects of Loopia Group's business activities.

We emphasize the managers' responsibility in creating a good environment where employees feel safe

to express their concerns. In this way, management will have the opportunity to deal with potential problems at an early stage.

Anyone who is concerned that a corrupt act is considered or has taken place, either in Loopia Group or with any of our business partners, should report this to his or her manager, or report it via the whistleblower practice.

In 2023, no incident of misconduct was reported.



Thank you!