

COMMUNICATION ON PROGRESS



United Nations
Global Compact

Report 2022
Eterni Group & Moment A/S

Introduction

In many ways, 2021 will be a landmark year in Moment's and Eterni's history.

Moment starts the year as one of the leading temp and recruitment agencies in Denmark after the sale to the private equity fund Axcel and the acquisition of several recruitment agencies both in Denmark as well as in Norway and Sweden, with the acquisition of the leading company Eterni.

The mission to become the Nordic region's largest source of flexible labor has been born.

The end of 2021 will also be a farewell to Moment's CEO Morten T. Højberg, who at his own request stops as CEO of Moment - after 24 years at the helm of Denmark's largest temp agency. He continues in Eterni & Moment's board of directors and transfers the company's daily operations in Denmark to his longtime partner and co-founder, Thomas Gleerup.

A new organization is set for the Nordic Leadership as well, an, for new joint Nordic recruitment agency, and a new board together with Axcel.

Our new Group CEO Rune Myrseth as well as the owners Axcel, has a strong focus on ESG in general and hereby the commitment to UN Global Compact.

Therefore Eterni & Moment still has the joy of being a part of the UN Global Compact initiative, as Moment has been since 2009.

Our primary focus which is a part of our business processes are in specially the following four:

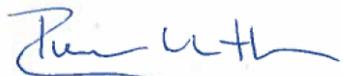
- Human Rights
- Work conditions
- Environment
- Anti-corruption

In 2021, we have sharpened our efforts in general within the ESG area and started several data reports in order to be able to follow trends and implement the desired initiatives. I believe this will create value for both employees, customers and temps in a broad sense.

In this report, we describe how we generally adhere to and respect the 10 Global Compact principles, where there will be different efforts across countries as well as several joint initiatives. Then we review the development in relation to last year's focus area in the different countries and finally we describe our goals for 2022.

By being part of the UN's Global Compact initiative, we at Eterni & Moment set words, actions and goals for our ESG initiatives, and we can clearly communicate both internally and externally in relation to our commitment within the area.

Norway, Bergen, April 2022



Rune Myrseth
Group CEO
Eterni & Moment

Moment A/S

In Denmark, Moment consists of the companies Moment, TeamVikaren, PersonaleBørsen, Protemp, Job InWest Vikar, Xterna, Netgen, Chabber and Learny. In addition, Moment is significantly present in both Norway and Sweden through the acquisition of the agency Eterni Group.

Our ambition is to become the Nordic region's leading communicator of flexible labor, and this must be done through proper conditions for both temps, employees and customers.

Properness is important to us. That is why we are a member of Vikarbureauernes Brancheforening, several Collective Agreements and have a strong focus to ensure orderly conditions for flexible labor.

Moment A/S has been owned by the private equity fund Axcel since the autumn of 2020.

Eterni Group A/S

Eterni Group consists of the companies Eterni Norge, Eterni Sweden, Pedagogisk VikarSentral (PVS), Safejob AS, Elektropersonell AS and Snaptemp.

The company's mission and purpose are to create opportunities in a safe environment for our customers and employees. Proper conditions and high ethical standards have therefore always been an important part of company operations. The role of ESG reporting is expected to grow exponentially in the coming years and is becoming a bigger focus area for the company in both short and long term projects.

Eterni Group A/S has been owned by the private equity fund Axcel since the summer of 2021.

ESG in Eterni & Moment

Whether you are a customer, job seeker, temporary worker, partner or employee in the company, it is our goal that you are sure we take responsibility for our actions and development. As a natural part of this, we take social responsibility.

In Denmark, we actively participate in the public debate with our experience of the labor market. It is part of our strategy to conduct analyzes among our target groups here - be it students, graduates or the business community. We thus base our participation in the debate on statistically sound data, as we believe it is important for decision-makers to be able to base employment policy on a real basis.

In terms of Danish society, we also take responsibility by improving the interaction between, among other things, the country's students and the business community. We play a significant role by offering the students and newly graduated jobs at the country's companies and public institutions and thereby contribute to Denmark as a knowledge society by creating better working conditions for the country's students and graduates. For a recent graduate, work experience can e.g., in the form of a student job may well be the crucial parameter for getting a job. Many also have their first experience of business through Moment. It is therefore important for us to be able to provide guidance on this situation and offer the terms that are most attractive to the students.

We offer all age groups the opportunity for jobs via Eterni & Moment in all countries that we operate in, and we have a close collaboration with job centers and municipalities, to activate the workforce and get more people into work.

We handle the entire job process from advertising to administration of salary and holiday pay. Our consultants are specialists in jobs and job administration, and as a temp you are therefore guaranteed basic labor rights and good guidance.

UN Global Compact

Our values are based on responsibility, passion and the joy of working together, and therefore it was only natural back in 2009 to join the UN Global Compact. The membership has meant that for many years we have focused on important areas that, among other things, have made a difference to the environment and the well-being of employees as well as temps.

Today, we have an ESG committee consisting of people across national borders and represented by both managers and employees - as well as a great commitment from the Executive Board and the Board of Directors. The ESG Committee selects areas for action and conducts campaigns that help to develop standards within the framework of the 10 principles.

The ten principles

Below is a review of how we live up to the 10 Global Compact principles.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

Labor Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor.

Principle 5: The effective abolition of child labor.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Status of focus areas for Denmark 2021

A summary of the focus areas we have been working with in Denmark for 2021.

Flexible working conditions

Employees have been offered options for monitors, equipment, and office chairs for use in the home workplace. It is now a generally opportunity to work from home, to gain the flexibility which suits the individual employee. This creates higher motivation, well-being and reduces stress.

Individual coaching

We have offered several employees individual coaching sessions with MINDstrain, which is an effective stress-prevention and reducing method. Every employee has been happy to follow the process and have ended up with a higher well-being after the sessions.

Leadership course

We have completed a leader-ship course facilitated with an external business psychologist for 10 leaders across all of Denmark. Within the period, we have discussed and trained the personal leadership, the best way to give feedback and make sure the employees thrive and me-too-cases and focus on general well-being.

Physically Working environment

We have continued to campaign with the physical events from Easymove, to make sure the employees are in good physical conditions and prevent damage. Throughout the offices we have also ensured up-to-date equipment, flowers and thorough cleaning.

Digital processes

We have taken several initiatives within the digital processes, and many new releases to the systems that have made it easier and better quality for the processes. We have implemented a digital HR-system and several other digital systems. This helps the employees to avoid repeating processes and monotonous work.

Recycling

We have spread out the collaboration with the PANT-FOR-PANT scheme, where we donate all deposits to the homeless. Pant-for-pant is a non-profit bottle collection service that gives the socially disadvantaged a concrete job by companies donating their bottle deposit money. The association Hus Forbi is behind it, with the aim of creating jobs for the homeless and the socially disadvantaged.

Reporting

In 2021 we have also started to report to Axcel on several ESG parameters.

This gives us a baseline on e.g., Co2, gender-diversity and gender-pay-gap, which we will be following closely in the future, to make the right initiatives.

Eterni & Moment: Focus for 2022

Our general focus on sustainable development and special commitment to the following three SDG's:



A summary of our main focus areas for this year, 2022.

Organization and structure of ESG work in general

With a growing and partially fragmented organizational structure across national borders, a clear, goal-oriented agenda and clarification of responsibility concerning ESG tasks might be needed. Routines related to reporting and initiating measures must be made, and we will focus on communicating the great importance of ESG projects in an unambiguous way to employees in the whole organization internally, and thus contribute to a company culture where one increasingly has a conscious relationship to sustainability in one's everyday work.

For 2022 Denmark has also submitted to the Ecovadis as a business sustainability rating.

Updating, tailoring and implementing policies

In Q1 and Q2 existing policies will be edited to fit today's demands and desired framework, and at the same time make sure they match/harmonize with all existing work practices. This will also include a focus on training and communication throughout the whole organization across borders.

Recycling & environment

With many new locations and business sites, it will be necessary to stress the importance of garbage sorting and other recycling practices on each individual site; evaluate today's practice and consider taking individual action.

Digital processes

We will continue the focus on automation and digitization of processes, to avoid repeating processes and monotonous work and at the same time maintain a high quality in all processes. We will be implementing the same HR-system across borders as well as working together in different planning tools and so forth.

Well-being and satisfaction for employees, temps and customers

We have always monitored the well-being and satisfaction of our employees, temps and customers. In 2022 we will join forces and work with the same measurements such as the internationally known method Net Promoter Score.

Reporting

We will continue Axcel reports and implement appropriate measures and initiatives consecutively.

Foreign labor

Adjust our processes as they are compliant with both national and international labor and protect migrant workers.