



# Impact Report 2022

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# Thank you for reading

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Private companies and the people who work here are the backbone of every free market economy. We create jobs that generates private sector income, consumption, and taxes. We operate for profit, but we must do so whilst carrying a share of social responsibility on our shoulders.

At Movinn we are aware of our responsibility as a company. We are a Danish company, and we could not be successful without the infrastructure and eco-systems made possible through public spending, such as roads, bridges, airports, fibreoptic internet, free education, university incubation systems, trade-deals, etc.

We are a small company. However, social responsibility is not something reserved for the large corporations; It is not some abstract thing that trickles down from the multinationals and it is not rocket science.

The past years has been extraordinary as the society, business, and the communities in where we live and work, were reshaped. We saw progress in battling COVID-19, renewed commitment to our planet, and remarkable human resilience in balancing work/life priorities and societal needs. In the coming years, we aim to create economic opportunity to reduce inequalities and enable inclusive growth.

We are facing a climate crisis. We openly acknowledge that we are implicated and that businesses like us need to act with speed and ambition.

With this Impact report, we aim to conduct a hotspot analysis of our carbon footprint. During 2023, we'll have a fuller carbon reduction plan and target in place. We will continue measuring our carbon footprint annually and ongoingly implement ideas to limit and offset our carbon footprint.

We will also continue to engage in social efforts and supporting good, local causes with both funds, donations and volunteer work.

We are doing a lot of good efforts already, but we can and will do more. So when reading this report, please keep in mind that this is our first report and it is a dynamic document that will evolve as we continue to grow larger, older, and wiser. But it forces us to improve and evolve.

Thank you for reading,

  
**Patrick Blok**  
CEO Movinn



# Company Values

Before we launched Movinn in Denmark in March of 2015, we identified a few overarching values and principles that should define us a company and guide the way to conduct business. We are still adhering to these original principles, but we are obviously also evolving and trying to keep up with the world around us. So on the back of our business-values, we are now developing our strategy and awareness on Environmental and Social impact.

## Transparency

What we say is what we do. What you see is what you get.

Our clients – no matter the size of the client – should always expect the same good product and service. Every apartment, furnishing and service has a certain standard, and all products and pricing is fully visible on our website.

## Dedication

We run the extra mile for all our clients, and we always strive to improve and advance. We are passionate about our service and business, and we aim to help each other internally to deliver the best possible product and service to our clients. No one is above the company, and nobody is too good – or too high up in the organization – to help in times of need.

## Innovation

We are constantly developing, and we have a constant focus on the needs and demands of our clients – both in terms of sales and in terms of operations. We are agile and we use forefront technology to develop our own IT-products to deliver a more efficient service to both clients and residents.

## Professionalism

We treat all our clients and residents in an appropriate and professional manner. We focus on solutions and not on problems. If problems arise, we solve them at as soon as possible and no client is too small to receive the same high standard of professional service, as what we always attempt to provide.

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# Our Story

**October 2014**  
Movinn was formally founded

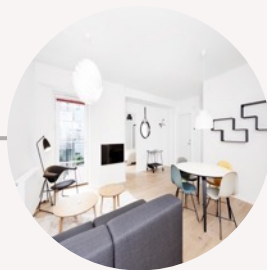


We formally founded the company. We were excited. We did a fancy business plan and we were ready to go.

We then had to change that plan a bunch of times to match theory with reality.

But we eventually got it right.

**March 2015**  
Launching trial apartment



We started out with one (!) apartment. We then approached the large companies. They liked our concept a lot, but said: "Get back to us, when you have some more in stock".

So we did.

**June 2017**  
Satellite office in Aarhus (DK) is established.



Under friendly pressure from existing clients, we launched a new office in Aarhus (DK).

We learned a lot from this exercise – especially how to remote control our concept and how to recruit local staff efficiently.

**April 2018**  
Satellite office #2 is launched in Odense (DK)



**November 2021**  
Going public – listed on NASDAQ ("MOVINN").



**Summer 2022**

We launched our first international subsidiary in Sweden, where we are currently covering two key markets in Lund and Malmö.

We are preparing to launch in Germany as well, which is expected to materialize in late 2023.

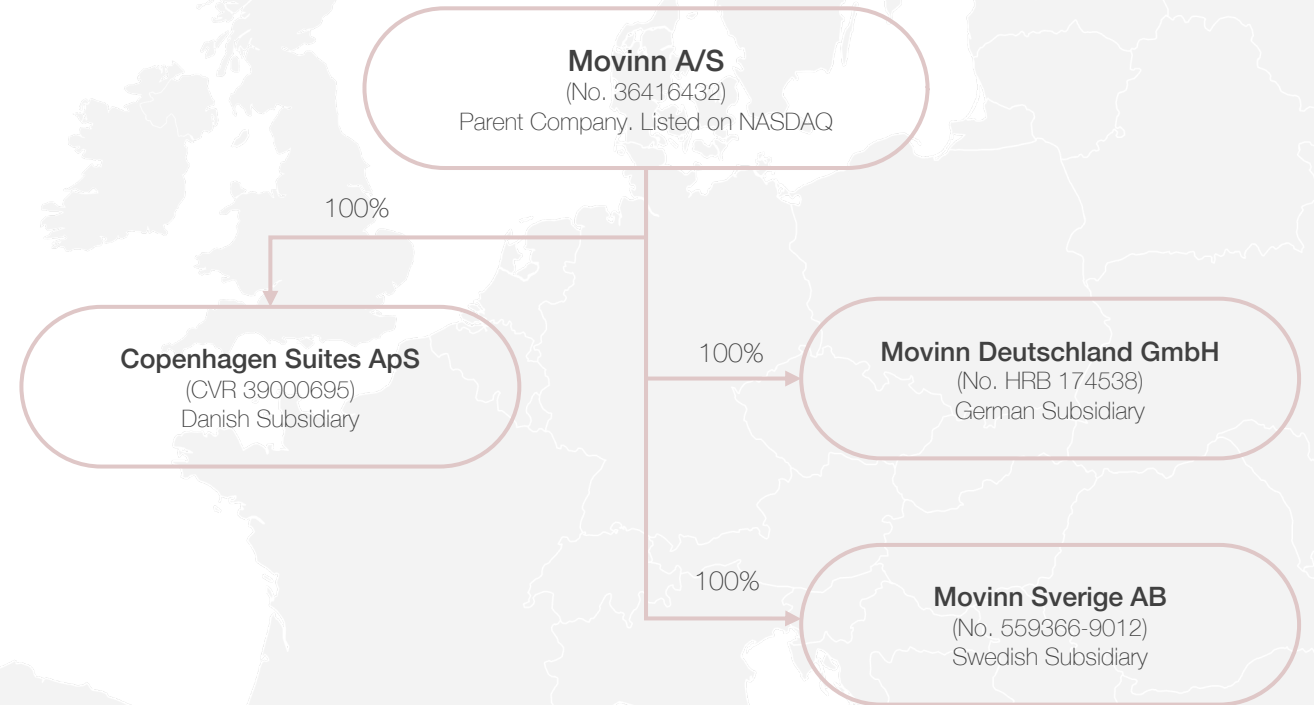


# Group Structure

In the chart to the right, our current group structure is displayed in full.

In Sweden, we have two markets in operations: 1) Malmö and 2) Lund. This means we are covering two of the most important Markets in the Skåne Region (South Sweden). Our next focus in Sweden is on Gothenburg and Stockholm.

In Germany we have no commercial activity yet, but we are working on securing commercial launches in key markets. We expect a launch to materialize in late 2023-24, but it remains too early to predict the exact time of the launch.



# Our People - Board of Directors

Say hi to our Board of Directors! They are the governing body in Movinn. All hail from different backgrounds and compliment each other well in the oversight of the company. You can read more about our Board of Directors in our Annual Report or on our website.



**Jacob Holm**  
Chairman

Jacob has previously held executive management positions in several large, well-respected danish companies. Before retiring, Jacob served as a CEO (through 20+ years) in danish furniture giant, Fritz Hansen A/S. The Company exports danish design classics all over the world with annual revenues in excess of 600 mDKK.



**Christian Scherfig**  
Member of the Board

Christian Scherfig joined our Board in early 2021. Christian is Partner in the danish law firm, Lundgrens, with a specialty in Mergers & Acquisitions. Christian has held several high-profile, trusted board positions in the past and is still active in board positions across danish business and foundations.



**Christian Dalum**  
Board Member & Shareholder

Christian is co-founder of DANE CAPITAL and have spent 20 years working with private investments and corporate finance. He has a proven track record from several buyouts, restructurings and growth capital deals, GP fundraising and secondary processes. Christian holds several board positions and is actively involved in driving the ownership agenda across portfolio companies.



**Salomé A. Trambach**  
Advisory Board Member

Salome has experience from the serviced co-living sector, where she has been Head of Nordics & France in a fast growing, danish co-living company.

She has experience with launching new markets and in building organizations internationally. Salomé has expertise in nurturing an excellent cross-border culture to help maintain and support dedication and commitment among the staff.

# Our People – Executive Management

Our Executive Management team is the face of the day-to-day operations of Movinn, business development and implementation of the overall long term strategy of the company.



**Patrick Blok**  
**Chief Executive Officer**

Patrick Blok was part of the team that launched Movinn A/S (DK) back in 2014. He was promoted to Managing Director in Denmark in 2017 and is now CEO of the Group.

Patrick has a degree (B.Sc.) in political science from the University of Copenhagen and has previously worked with serviced apartments, real estate investments and development out of Copenhagen and London.



**Johanna Engströmer**  
**Managing Director (VD), Movinn Sverige AB**

Johanna has previously held senior management and board positions in some of the largest Relocation Companies in Nordics. Johanna is a Stockholm native, but has been living as an expat in different parts of the world for a large portion of her adult life. So her insights and experience from international people mobility is of the highest quality.

Johanna joined Movinn in October 2022 to spearhead the development of Movinn in the Swedish market. She has excellent networking, key account and operational skills, which is already proving valuable to the Group.



**Jesper Thaning**  
**CFO (Founder & Board Member)**

Jesper Thaning is the founder and CFO of Movinn. In 1989, Jesper founded the facility service company Kølving & Thaning A/S, where he was a central part of the daily operations and business development of the company. Kølving & Thaning A/S grew to employ 1,500 people and to have an annual revenue of approx. 350 mDKK, making the Company one of Denmark's largest providers of cleaning and facility service. The Company was successfully sold in 2009 to a private equity fund.

**Marianne Ziemelis**  
**COO, Movinn A/S**

Marianne has previously held COO positions in some of Denmark's largest facility service companies. In previous positions, Marianne oversaw the well-being and performance of several hundred employees, did business development and key account client care.

Marianne will join Movinn Denmark on 1 January 2023 as COO, effectively taken over the existing Danish operations.

# Environmental

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# Electricity Consumption



Responsible consumption and production is one of UN Development goals that we are focusing on. The same goes with Clean energy. We buy all our electricity from sustainable energy sources.

## Electricity consumption

Since February 2020 we have been buying all our electricity in Denmark from renewable energy sources the power is being delivered from danish energy company, Ørsted. In 2022, we renewed the agreement with Ørsted until 2024.

Ørsted has estimated our consumption to be 1.75 million kW in the two year period. Renewable energy is more expensive pr. kW than other sources, but we believe that the benefits outweigh the costs.

## Energy Saving initiatives

- We have low-energy light bulbs and LED light sources in most properties and light sources. When we come across non-LED light sources, the light bulbs are immediately exchanged to LED / low energy bulbs.
- In properties, where we have had an influence in the construction phase, there are solar panels in the roofs. Solar panels are currently in place in 5% of the properties, we operate. So far, having influence in the construction phase is rare, but it is a future focus point.
- Appliances that we buy, are always sourced based on energy efficiency and strong energy labels. We do not have complete control of the purchase of all appliances in the properties, as our real estate partners are also installing these before we take over a property.

### Estimated annual consumption 2023-2024

'000 kW

Electricity	875
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Udstedt til: MOVINN A/S

Ørsted Solg & Service A/S forpligter sig med dette bevis til at indkøbe og annullere certifikater på el fra europæiske vindmøller for perioden 01-01-2023 til 31-12-2024 svarende til et forventet forbrug på 1.756.880 kWh.



Rune Sonne Bundgaard-Jørgensen  
Senior Vice President, Markets, Ørsted A/S  
28. oktober 2022

1.75m kW  
from  
renewable  
energy sources

# Water & Heat Consumption



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Heat consumption

Water and heat supply is delivered from the local municipalities and the sustainability of the heat and water production and delivery lies beyond our scope.

According to heat metering company, Brunata<sup>1</sup>, the average heat consumption pr. sqm in apartment lies between 60-100 kWh. Our current consumption is estimated to 90 kWh pr. sqm, so it is within the range, but in the higher end of the scale.

Estimated annual consumption 2023	
'000	
Water, m3	18,5
Heat, kwh	3.260

## Heat saving initiatives

- We do not have direct control on how our Clients manage their desired temperature levels in there apartments. There are also cultural differences, when international clients arrive from countries with warmer climates.
- We inform and educate our international clients on local standards and norms and offer advice on heat saving initiatives ongoingly.
- We are implementing a remote monitoring of heat and humidity in every apartment via an inhouse developed IoT sensor. This way we can monitor heat and humidity levels and advice clients on how to set proper in room temperatures. The project has started in November 2022. Progress and data on average room temperatures month-on-month will be monitored and reported ongoingly.

## Water consumption

We consume an estimated 18,500 m3 of water pr. year in total, corresponding to an apartment average of 46 m3. According to Bolius<sup>2</sup>, the average citizen (1 person) consumes 52 m3 pr. year, so our consumption pr. apartment (families etc include) are 11.5% lower than the national average. Waste water is handled by municipal plants in the cities we operate.

## Water Saving initiatives

- When water taps, showerheads and similar fixtures needs renewal, they will be replaced with EcoSmart water saving fixtures from Grohe. The project has started in December 2022 and progress will ongoing be reported upon.

1) <https://brunata.dk/losninger/varmeregnskab/varmeforbrug-saadan-sparer-du-paa-varmen-i-din-bolig/>  
 2) <https://www.bolius.dk/saa-meget-el-vand-og-varme-bruger-en-gennemsnitsfamilie-279>

# Linen Wash



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Linen wash

We have our own inhouse laundry, where we currently wash 1.7 tonnes of Linen a month or 20.4 tonnes a year. As we grow our business activities, that volume will increase ongoingly.

According to the technical specifications from our laundry machine supplier, the machines use 8.7 litres of water pr. kilo washed. That corresponds to 14,790 litres of water pr. month or 177,480 litres pr. year. (177 m3)

### Estimated Annual Volume 2023 '000

Linen wash (tonnes)	20.4
Water consumption (Litres)	177

## Machine Supplier

- Our laundry machines and dryers are in an industrial / professional standard delivered by danish supplier, Nortec.
- All machines bear the mark SuperEco for a minimal water and energy consumption.
- We have added on automated soap dispenser according to volumes to make sure we do not overdose soaps.

## Waste Water Saving Initiatives

- We are currently mapping out investments needed to better recirculate our waste water in the Laundry. We have not found a solution as of November 2022, but it is a a short term focus point.



# Cleaning detergents



Responsible consumption and production is one of UN Development goals that we are focusing on. It is an area where we believe to make a short term an substantial impact.

## Cleaning detergents

We employ inhouse cleaning staff, so we source cleaning detergents inhouse. All apartments are cleaned regularly – both ongoingly during peoples stay and upon Move ins / move outs.

All our cleaning detergents are Eco friendly and “Svanemærket” and staff is trained not to overdose detergents. The supplier is called Totalrent.

## Annual Consumption

We do approximately 6,400 cleaning events a year. We have 5 different cleaning products and the doses pr. product pr. event is 1 decilitre. This comes to 0.5 l of detergents pr. event. This comes to (6,400 x 0.5) 3,250 litres of detergents a year.

Water supply is included in the mapping that we did on a previous page.

### Estimated Annual consumption

'000

Cleaning detergents (Litres)	3,250
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# Textiles



We circulate, donate and recycle our textiles. We have two partnerships, where we donate washed and pressed linen to Hellebro and where we recycle worn out linen with partner, NewRetex.

## Textile Lifecycle

All our apartments are plug-and-play, meaning they are delivered fully furnished, equipped and serviced. This includes a complete delivery of linen (bedsheets, towels etc.).

We circulate an estimated 20.4 tonnes of linen a year, where a smaller portion is no longer fit to be used in our apartments. We currently have no data on amount donated and recycled, but that will be enforced in 2023.

We have three sorting classes in place.

### Sorting 1: Circulation

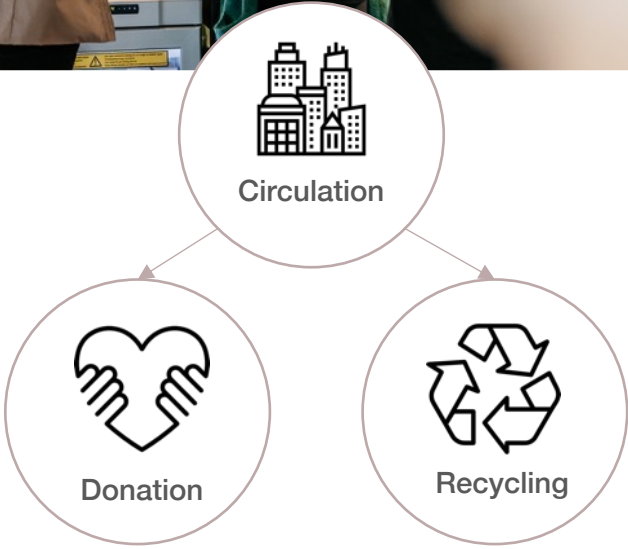
- First sorting is linen that is fit to be recirculated in our Serviced Apartments.
- Linen is washed, pressed and distributed among apartments.

### Sorting 2: Donation

- Second sorting is linen that is worn to a point, where it still functions, but is no longer upholding the standards we employ in core business.
- Linen is washed, pressed and donated to a home for youth homelessness, Hellebro (Copenhagen).

### Sorting 3: Recycling

- Third sorting is linen that is worn out to a point, where it is not fit for use or donations (Stained, holes etc).
- Linen is sorted by colour and delivered to Textile Recycling plant, NewRetex in Viborg (DK).



Estimated Annual Volume 2023 '000	
Linen wash (tonnes)	20.4
% portion donated	N/A
% sent to recycling	N/A



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# Cars & Transport



We have a smaller car fleet of company cars, where a portion uses fossil fuel. We are in the process of going 100% electric as current leasing agreements are set to expire. Other than the car fleet, our staff use electrical bikes, electrical scooters and public transport to get around.

Company Car Fleet					
Model	Fuel type	Leased / owned	Start of lease	Renewal date	Changed to
Range Rover Evoque 2013	Diesel	Leased	Jan 2020	Dec 2022	MB EQB (EV)
VW Golf	Gasoline	Owned	N/A	Exp. 2023	VW ID3 (EV)
Fiat 500 EV	Electric	Owned	N/A	N/A	N/A
Volkswagen Crafter	Diesel	Leased	01/03/2019	Mar 2023	MB E-sprinter (EV)
Volkswagen Caddy	Diesel	Leased	01/11/2020	Mar 2024	MB E-Vito (EV)
Volkswagen T6 Transporter	Diesel	Leased	01/09/2020	Sept 2024	MB E-Vito (EV)
Volkswagen T6 Transporter	Diesel	Leased	01/09/2020	Sept 2024	MB E-Vito (EV)
Volkswagen T6 Transporter	Diesel	Leased	2022	2026	MB E-Vito (EV)

## Thoughts on Electric Vehicles.

We have been looking at EVs for some years and we have ongoingly assessed when it would make sense to make the transition. And the eternal discussion on EVs is of course range.

The range on normal cars are decent, but the range on yellow plate service cars remains limited. As an example, we have a Volkswagen Crafter at the moment, that will be exchanged for a electrical alternative. The E-sprinter from Mercedes Benz looks like the best option, however, the range is 150 km, when driving in the city – and when the weather conditions are optimal.

Going from Copenhagen to Aarhus – or Odense for that matter – then looks like an uphill battle and will take 2-3 chargings on the way. This will prolong travel time by roughly 1.5 hours in both directions. So in this case, operational efficiency will be sacrificed to go electric. Needless to say that is a massive weakness.

# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Montana

Montana is a danish furniture company. They have their entire production in Denmark and they have obtained the EU Ecolabel on several product lines.

We use their Panton Wire products – designed by danish designer Verner Panton. He is known for his iconic and timeless pieces.

**Montana**

## Fritz Hansen

Fritz Hansen is a Danish furniture company known for the portfolio of major danish design classics, designed by immortal furniture designers such as Arne Jacobsen and Poul Kjærholm.

We use Arne Jacobsen chairs in various forms; the Ant, the Seven Chair and the Drop. We also use Arne Jacobsen stools with aniline leather upholstery.

**Fritz Hansen** 

## Aurnia

Aurnia is our in-house furniture brand, where we have designed the items inhouse. So it is a danish brand with designs based on the Nordic, minimalistic tradition.

The furniture is designed and assembled in Denmark. Some of the items are manufactured in Europe and Asia. We get some raw materials (such as steel and marble) from Asia as well.

**aurnia**®

MOVINN™



# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## aurnia®

We decided to start our in-house design line and furniture production for several reasons, but mainly we wanted a tailored product line that were durable, timelessness and renewability. These principles go again in several furniture items.

The product are manufactured in Europe and Asia. We initially tried to source local manufacturers, but our current order quantities – which is relatively low compared to larger furniture companies – made the unit economics impossible.

Transport from Europe and Asia has a larger carbon footprint than local sourcing.

Material Choices	Strengths	Weaknesses
<ul style="list-style-type: none"><li>Stainless Steel (brushed)</li></ul>	Durable, Renewability, Recycling	CO2 heavy in initial production
<ul style="list-style-type: none"><li>Marble</li></ul>	Durable, natural material, Easy to maintain / polish.	Waste in production, Difficult to recycle.
<ul style="list-style-type: none"><li>LED light sources</li></ul>	Durability, energy efficient, no mercury or chemicals.	-
<ul style="list-style-type: none"><li>Aluminium</li></ul>	Durable, lightweight, recycling,	CO2 heavy in initial production
<ul style="list-style-type: none"><li>Birch Plywood</li></ul>	Birch is fast growing, recycling, strenght	Glue used in production.
<ul style="list-style-type: none"><li>MDF</li></ul>	Made from wood scrap, recycling.	Resin /glue used in production.



# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Renewability in design features

Our inhouse furniture line is designed with a high degree of renewability in the designs. We are listing a few examples below:

- Sofas are completely modular, so if one module gets damaged, it can be replaced with the least amount of waste and to prolong the lifespan of the sofa.
- Sofa textiles are removable and washable, so they are easily maintained if stained. If damaged the covers are easily swapped to increase the lifespan of the sofa.
- Daybeds are made in aniline leather and cushions are removable to make them easier to renew, if damaged.
- All tables are made with a stainless steel base and marble tops. Marble is polishable to remove stains and markings to prolong the lifespan of the furniture.

- Lamps are designed with LED light sources for increased lifespan and low energy consumption.
- Marble table tops used for coffee tables and consoles are removable, so if the top is damaged, it can be replaced with a complete reuse of the steel frame.
- Designs are generally simple to limit the need for materials.
- In dining tables, the marble top is enforced with an aluminium core – both to up the strength of the table and to limit the use of marble.

So in general we think of durability, timelessness and renewability in all our design items.



MOVINN

# Furniture



All our apartments are fully furnished and equipped, so we use a lot of furniture, fixtures and equipment in our apartments. We source Furniture based on durability, timelessness in design and renewability.

## Carbon Footprint from Sea Freight

According to official sources, the Carbon footprint of sea freight is 16.14 g Co2 pr. kilometre pr. kg.

In 2022, we have received 9,9 tonnes (9,896 kg) of goods shipped. The shipping distance is approx. 9,500 km, meaning the current Carbon footprint from shipping is (16.14 x 9,896 x 9,500) 1,517 tonnes of CO2.

### Estimated Carbon footprint from Sea Freight

CO2 emissions grams pr. kg. pr. km	16.4
Cargo 2022 (tonnes)	9,9
Shipping distance (km)	9,500
<b>Total Emissions (tonnes)</b>	<b>1,517</b>

## Emissions Initiative: DHL GoGreen

DHL is our freight forwarder and they handle all our international transport. They have a product called GoGreen<sup>3</sup>. Go Green tracks emissions and identifies efficiency potentials. That product also selects Green carriers and neutralize emissions.

This GoGreen shipping product will be implemented on future shipments (from 2023 and onwards). Our shipping costs will rise as a result of adding this product, but we currently have no data on the price difference.

We will report the progress on full implantation of GoGreen in 2023.

3) <https://www.dhl.com/dk-en/home/our-divisions/global-forwarding/special-expertise/gogreen-solutions.html>



# Real Estate



Movinn does now own or build any real estate. We solely operate existing assets. So our direct carbon footprint is somewhat limited regarding real estate as the assets are already existing.

## Real estate & Construction

Real estate and construction represents a substantial carbon footprint in general. We don't own the real estate and we have little say in how the buildings we operate is being constructed.

However, we have developed a concept together with renowned architects, Vilhelm Lauritzen Arkitekter. It is a road map into developing an existing property into a building fit for serviced apartments – whilst ensuring a sustainable profile in the property. The ambition is to develop these houses in partnership with real estate professionals across key European markets. Among the sustainable initiatives, here is some key takeaways:

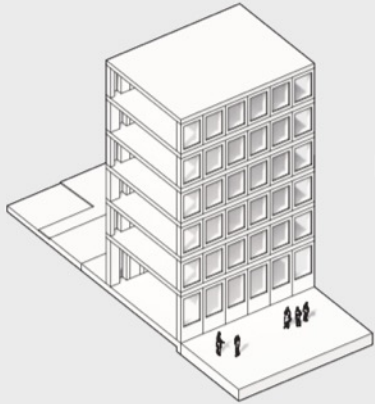
- **Transformation of existing properties.**  
Breath new life into an existing property in need of a new purpose. Limits carbon footprint, as building is already existing.

- **Solar Panels on roofs.**  
Supplier certainty that limits the need for energy from existing energy grid. Solar power is sustainable. We currently have solar panels on approx. 5% of the properties we operate.
- **SolarLab facades.**  
The product can generate electricity from solar panels on the front / façade of the building. Can supplement solar panels on roofs.
- **Wind turbines & energy machines.**  
It has the potential to store and reuse the energy in the properties and hot water can be stored and reused as well.

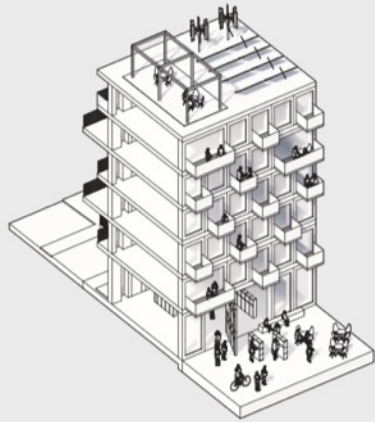
We don't have any properties with this energy profile in place, but it is part of our pitch, when we bid on the operations of a property, that has not yet been built or transformed. A better energy profile in the property allows us to pay more rent – and therefore offering a clear incentive to our real estate partners.



## CONCEPT FACADE



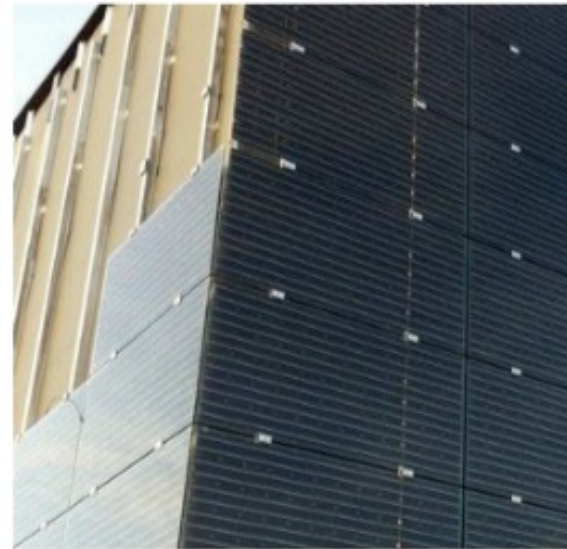
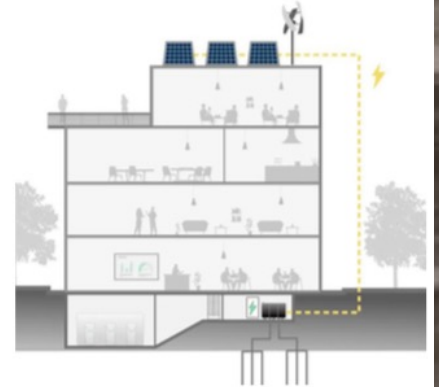
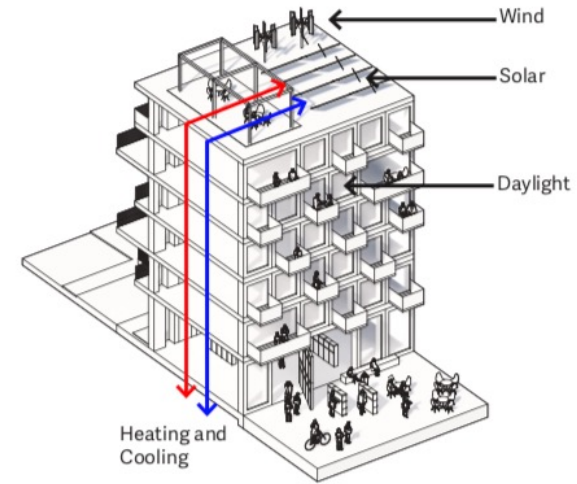
Existing Office Block Facade



MOVINN™

How do we ReUSE the existing building fabric within our cities?

Green Roof  
Roof Terrace  
Solar Panels  
Wind Turbines  
Balconies  
Active Ground Floor  
Social gathering points  
Community spaces



# Corporate Social Responsibility

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# Diversity in Hiring



**Movinn enforces a complete non-discrimination policy in our workforce. Everyone is welcome no matter of their race, country of origin, age, gender or sexuality.**

## Gender

We currently employ 34 people, where 21 (62%) is men and 13 are women (38%). Our largest section is our service department, where the use of power-tools and heavy lifting is part of the day-to-day work. In here, the workforce is predominantly male.

Our executive management group currently consists of four people.

- CEO, Patrick Blok
- CFO, Jesper Thaning.
- COO (Denmark), Marianne Ziemelis.
- VD (Sweden), Johanna Engströmer.

The gender split in executive management is 50/50.

Our Board currently consists of five (5) people, where four are men (80%) and one woman (20%). The EU recently passed a directive, where companies with 250 employees or more, needs a 30% share of Board Member to of the underrepresented gender (women). Despite being a significantly smaller company, we will implement the target as a qualification criteria in future evaluations of the Board's composition.

## Race and Country of origin

We enforce a no-discrimination policy in our recruitment and employ and welcome people from all races and country of origin. We currently have staff from Argentina, Sweden, Denmark, Philippines, Ukraine and The Netherlands.

We have previously had staff from Slovakia, Rumania and the middle east.

## Age

Our current employee's age span ranges from 19-62, meaning we are covering all age groups of the active, adult work force.

## Religion

We don't ask our people about their religious beliefs, so we wouldn't know – and we wouldn't care 😊

## Sexuality

... Same as directly above. (One love 😊)



# Diversity in Clients



**Movinn enforces a complete non-discrimination policy in our client base. Everyone is welcome no matter of their race, country of origin, age, gender or sexuality.**

We do more than 1,000 move ins a year and we are constantly welcoming people from all over the world. Our current residents hail from every continent of the world – maybe with the exception of Antarctica. We are confident that every mainstream religion in the world is represented as well.

The screen clients based on basic KYC practices, and we don't work with clients that is obviously engaged in criminal or unethical activities – both current and historically.

## Current EU Sanctions on Russia

Due to the current war in Ukraine, the EU have imposed sanctions on Russia. We don't have any stakeholders, that is covered by the current sanctions (Nov 2022) and we do no business with Russian companies.

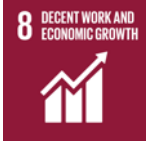
## Social Events and commitments.

We host social events for our residents interested in attending. We also accept invitations to resident's homes, if they invite us in an informal setting.

On the image to the right, the Director of Movinn Sverige, Johanna, was visiting a family staying with us in Malmö during the Indian holiday season, Diwali.



# Fair Wages & Hiring terms



Movinn enforces a fair wages and hiring policy in our workforce. We also pay for education of our people to help them develop and grow.

Employee Category	Starting Wage	Industry benchmark 22*	Vacation Additions	Employer paid pensions	Private Health Care	Hours pr. week	Working nights
Cleaning staff (DEN) Unskilled, part time.	130 DKK	117.77 DKK	+12.5%	-		16-30	No
Service Staff (DEN) Unskilled, part time.	140 DKK	117.77 DKK	+12.5%	-		12-25	No
Student job, part time.	150 DKK	-	+12.5%	-		16-20	-
Cleaning Staff (SWE), Unskilled, part-time	160 SEK	-	-	-		12-20	No
Service Staff (DKK) Unskilled, full time	23.000 DKK	21.645 DKK	Paid vacation 5 weeks	9%	Yes	37	No
Service Staff, Skilled, full time	30.000 DKK	-	Paid vacation 5 weeks	9%	Yes	37	No
Sales, full time	35.000 DKK	-	Paid vacation 5 weeks	9%	Yes	35-37	No

## Wages and hiring terms

We have displayed your starting wages and hiring terms on (mainly parttime) service, cleaning and IT staff. Everything is shown in the table to the left.

Other Full-time employees are hired on competitively terms for a company our size.

We try to be an attractive workplace and a part of that is an attractive wage package, pension plans, private health care insurance and some fair, flexible hiring terms.

## Educating our people

We do inhouse training and then we pay for the further formal training and education of our workforce.

Examples include:

- Full certification as certified craftsman (electrician).
- Full education as Property Administrator.
- University course from Ivy league universities directed at specific qualifications.

\* Source: Dansk Industri / danskindustri.dk.

# Anti-corruption & Anti-bribery



Movinn enforces a anti-corruption and anti-bribery policy based on a few simple and transparent principles.

We do not engage in anything that can be interpreted or labelled as corruption and/or bribery. We do regular client care, where we invite partners to events, lunches and give office Christmas presents (i.e. gift baskets). However, none of the company's employees give or receive unjustified advantages from Danish or foreign public officials or employees in private companies.

We have increased focus on our stakeholders in the public sector and the medicinal sector, where stricter standards apply.

With regard to public officials that we work with – and have a relationship with – we have a 700 DKK maximum gift policy, which is the tax-free maximum under Danish law (2022 levels). Other than that, we happily invite public officials to join us for lunch or dinner, if such dinner or lunch has a direct and practical purpose and where expenses always is kept at an ordinary, modest level.

With stakeholders in the medico industry, we enforce a zero-gift etc. policy as this is in line with the internal ethics code of the industry.

Movinn A/S is aware of and respects the regulations on corruption as expressed in the Danish legislation in the penal code, Act No. 977 of 9. September 2017, §§ 122, 144, 290, 299.2 and 306. The Danish legislation is in accordance with the Council of Europe convention on corruption and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

The Danish authorities punish violations of the Danish regulations on corruption by fine or imprisonment. This may also be the case if the punishable act is committed abroad.

Policy on gifts, dinners etc.	
Gifts, Public Officials (2022)	700 DKK
Gifts, Medico industry (2022)	0 DKK
Lunches & dinners	Modest



# Health & Safety



**We enforce health & safety principles in the workplace and in our operational units.**

## Workplace

We comply with health & safety standards in the workplace, with regards to indoor climate, workwear, equipment and similar.

It is nothing major or extraordinary from what you would expect for any company doing business in northern Europe.

We do an APV report once every three years. Last time we conducted an APV was in 2019 and the next one is due end of year.

We also do ongoing evaluation of executive management to make sure that we monitor and align all our people.

## Apartments

All our active apartments comply with local building codes in respects to fire hazards, fire escape routes, ventilation, natural lights etc.

Furniture is of high quality, apartments are cleaned regularly and maintained ongoingly.

During the Covid19 pandemic, there was added requirements to general accommodations.

Movinn Apartments complies with every measure. When in normal operations, we don't enforce point 4.

1.The occupants must have access to toilet and bathing facilities as well as dining and kitchen facilities.

2.The occupants must be able to maintain at least one metre of distance between them at all times.

3.The residence must be set up to allow each occupant to have at least four square metres at their disposal in common residential areas.

4.There should be visible signage indicating the maximum number of persons allowed in a room, visible cleaning instructions and hygiene rules as well as line markings to indicate distances.

5.The residence should have access to a sink with soap and hand sanitizer, especially in common residential areas.

6.The layout of the residence must ensure a high standard of hygiene with the opportunity for frequent, effective cleaning and personal hygiene.

7.Occupants should have access to personal storage space for their personal effects.

8.Each occupant must have their own bed.

**MOVINN®**



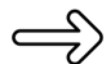
MOVINN



## “For a direct, local impact”.

The Movinn Foundation is our (very) humble and small contribution to supporting our local communities. It is nothing major, but we have to start somewhere.

We do different types of charity work and donations, but our philosophy is mainly based on direct co-operations and direct support and donations to our local communities.



### Sustainable causes and contributions

Sustainability is always at the core of any initiative or project. We are looking for sustainable methods of supporting causes under the 17 UN World Goals.

### Dedication

We engage personally and locally and dedicate time and effort to make an immediate impact.

### 100% Local & direct

All contributions goes directly to the causes that we support. 0% costs. All manpower and administration is fully covered by our commercial operations and activities.

## UN Development goals in focus

We have focused on the following UN development goals that are in line with our operations and company values.



## How it works

We have not set up a formal foundation as this carries a disproportionate amount of costs compared to our current commitments. However, we think Movinn Foundation is a fitting name and coining the term commits us to put in the effort.

As the volume of our donations and volunteer work increases, a more formal setup will be put in place.

In the meantime, we will manage it with our current man-power and carry on our charitable work and support good causes.

All donations and raised funds will be publicly available information on our ongoing future financial reporting. Reporting will be done on a Quarterly basis and put into effect from Q1 2023.

All donations and raised funds will go 100% directly to local causes and efforts. 0% administration costs.



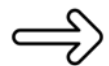
### 1% Pledge

We pledge of 1% of revenue from secondary revenue sources to donations to local causes. This will put into effect from the fiscal year of 2023.



### 1-1 Pledge

As an added source of donatable funds, we are offering our Clients the option to donate a small monthly fee that we will match on a one-to-one basis.



### Partners

We have a vast network of local business owners that shares our focus on social matters. We will then put in the manpower and all funds goes 100% directly to a charitable cause



## Case in point: Joining the fight against youth homelessness with Hellebro



"Vi plejer at sige, hvis du bor i skrald, bliver du skrald. Bare fordi målgruppen er udsatte behøver vi ikke at nøjes med at tilbyde discount sociale løsninger, men tværtimod samskabe bæredygtige løsninger med socialt engagerede selskaber som Movinn. Det er sådan civilsamfundet bidrager til at unge hjemløse hurtigere kommer tilbage på sikker grund".

Eva Riedel  
Founder Hellebro

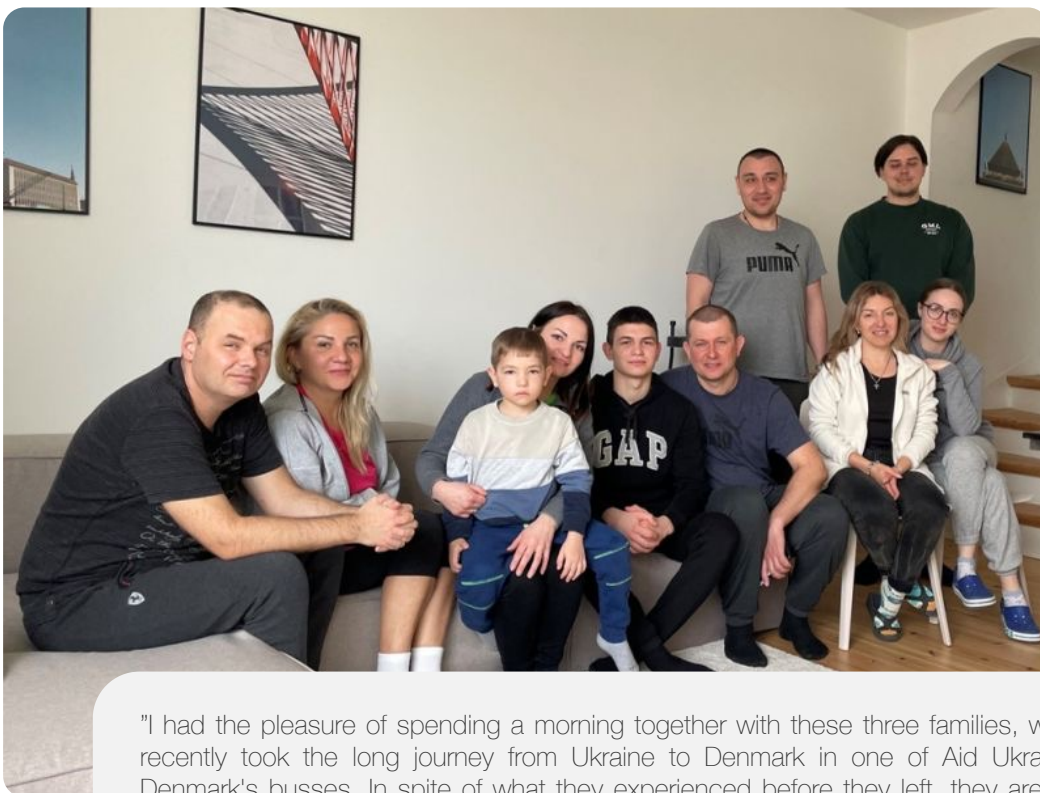
*hellebro* ❤️

Hellebro is a charitable house situated in Copenhagen. It is a private initiative initiated by native Copenhagener and "ildsjæl", Eva Riedel. Together with a dedicated team, Eva has created a safe space, where young people – living on the edge of permanent homelessness – can experience support and care and get a second chance in life.

Hellebro has common areas filled with recreational offers, youth homes and apartments. They also help the residents with job training and to find apartments for them to at, when their time at Hellebro is up. Hellebro is not all fun and games: They enforce a strict no-drugs-policy, so if you not ready to give up your bad habits, Hellebro is not the place for you.

Movinn is helping with ongoing linen service, donations of furniture, appliances etc., and ad hoc projects whenever Hellebro needs to get something done.

## Case in point: Housing Ukrainian families after breakout of war



"I had the pleasure of spending a morning together with these three families, who recently took the long journey from Ukraine to Denmark in one of Aid Ukraine Denmark's busses. In spite of what they experienced before they left, they are all extremely pleased to be here and ready to get on with their lives. Thanks to Movinn for providing a great place for them to stay".

Lasse Larsen  
Aid Ukraine Denmark



Aid Ukraine Denmark is an NGO and a network of volunteers that helps Ukrainian refugees, who are on their way to Denmark, or have arrived in Denmark. The organization consists of a group of diverse people who use our professional skills to make a difference for those in need. Movinn has several good friends and business partners engaged in the network, so when we got the chance to contribute, we did not think twice.

The war in Ukraine is a human tragedy in all aspects and the people fleeing war zones need support, housing and care. Movinn urgently provided serviced housing for Ukrainian families for two months - until the network was able to find the families a long-term housing solution. It is a humble contribution for sure - a drop in the sea - but when everyone comes together the humble contributions can also make a difference.



# Finishing Remarks

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Thank you once again to taking the time to read this Impact Report 2022. We have had a CSR policy in place for several years, but some of the points have arguably been a bit to the fluffy side. So this was an attempt to get specific and to map out all sections of our environmental social impact and efforts.

Some points in this report might still be to the fluffy side; and some points are arguably still too poorly documented. But that is the point with this report. We transparently map and explain – and in some places we are strong and in others we are weak.

So until we publish our next report, we will be working on our weaker spots and we will become more scientific and data-driven.

But this is a start - and we have to start somewhere.

  
**Patrick Blok**  
CEO Movinn

