

WorkNomads ESG

Our message to preserve tomorrow's health, happiness and prosperity for everyone

Dear fellow crew members of planet Earth,

WorkNomads has deliberately abstained from sending Christmas & NY messages and presents to our friends and partners. You may ask why!

Well, we believe we should only send one message to preserve tomorrow's health, happiness and prosperity for everyone...

our commitment to building a long-term sustainable community...

We present to you ...our first ESG report based upon our first full financial year.

No matter how hard and ugly some of those figures will look, our main aim is to create transparency and awareness within the company, our community and all those who we partner with.

Above all we want to keep ourselves accountable and set targets for us to improve, inspire and lead by.



1%

Mean Gender
Pay Gap

56%

Females in
Upper Q4

59%

Remote Work

48%

Millenials

25%

Gen Z

266
sqm/person

to live & work

105L

waste/capita/month

36%

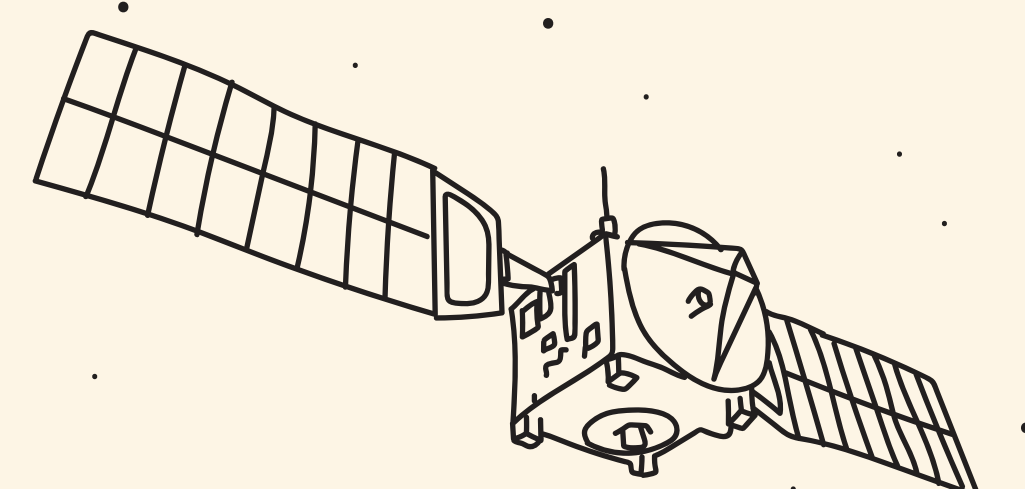
Unused Paid
Leave

65%

Staff Turnover

97%

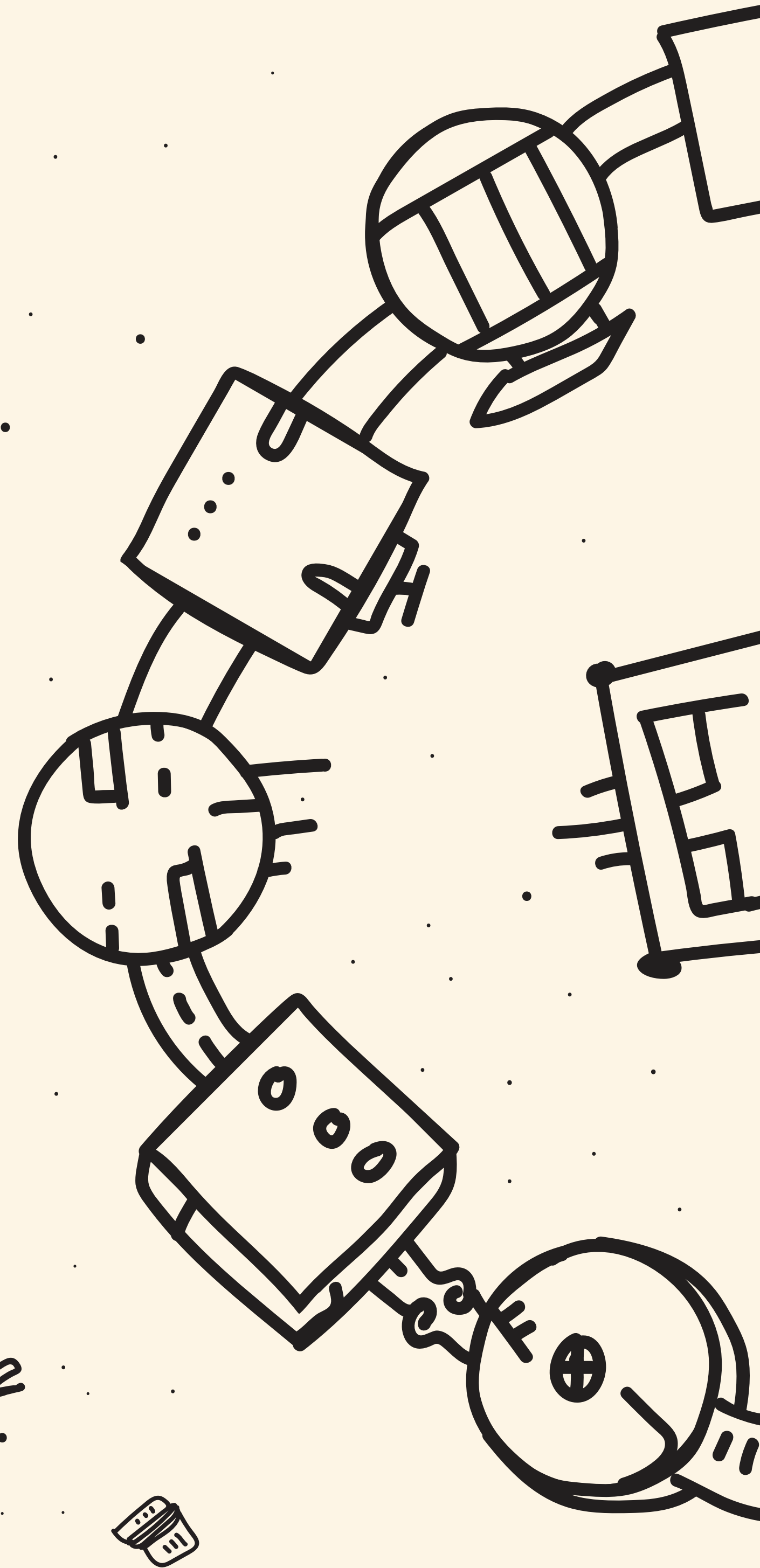
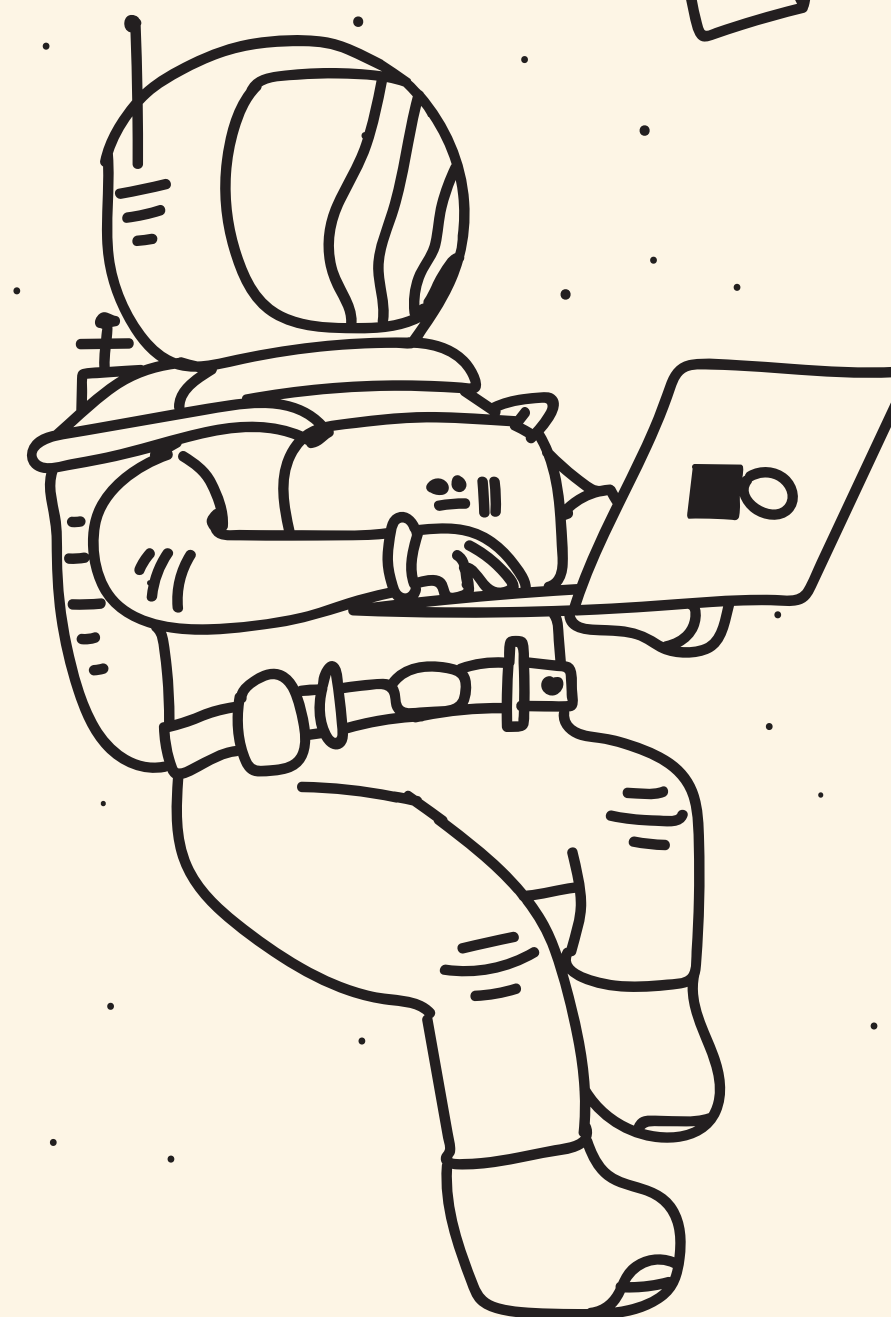
European staff



So don't be a passenger Join the crew!

• Yours sincerely,

WorkNomads universe crew members .





Environmental

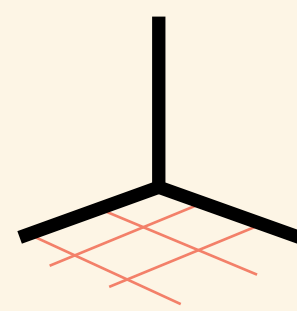
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Sustainable cities and communities

Our Coliving WN LAB Hotel is based on the principle of the sharing economy that makes housing inclusive, safe and affordable in urbanized regions.

WorkNomads wastes no space! We transformed the WN LAB Hotel into a thriving community for living, working and playing, all under the same roof.



KPI – 266sqm/person to live & work

Data is average for Q4 and is calculated the following way:

Total sqm of the WN LAB hotel//average number of people living and working in the WN LAB Hotel for the period.

Average nr. of people = (count of nights stayed in WN LAB Hotel + count of workdays spent in the WN LAB Hotel)/count of days in the month

Ouch, so yes we have been living and working like kings in 2022! Our refurbishment hindered a full use of the hotel for most part of the year. Since November 22, we're able to fully use the whole building and open all guest areas. In addition, we have substantially grown our number of employees over the course of the year. Thus, we anticipate this number will go drastically down in 2023.

Our long term target will be between **40-50sqm/person** for living and working space.





Responsible production and consumption

We always take sustainability into consideration when we make decisions about the services and operational activities of the W/N LAB Hotel.



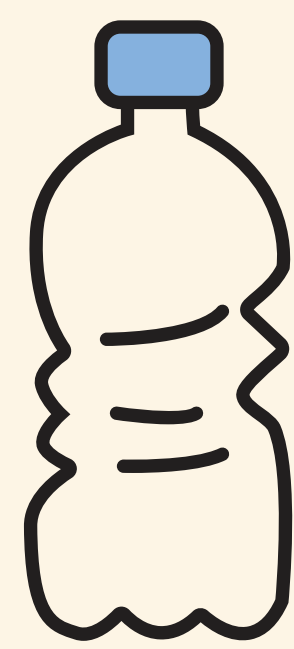
KPI WASTE – 105L/capita/month

Data is average for Q4 and is calculated the following way:
Liters of collected garbage for the period/average number of people living and working in the W/N LAB Hotel for the period.
Average nr. of people = (count of nights stayed in W/N LAB Hotel + count of workdays spent in the W/N LAB Hotel)/count of days in the month.

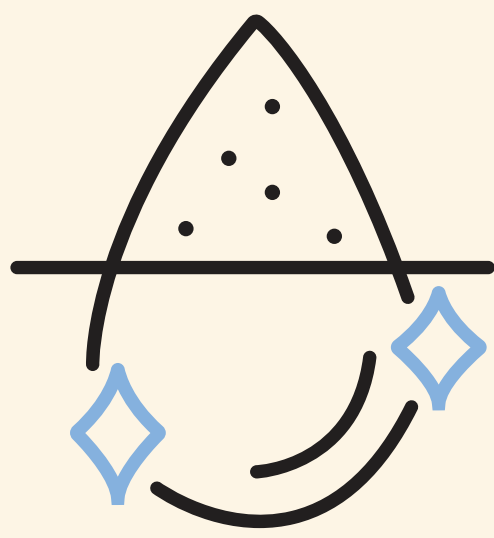
Average European municipal waste per person is 505kg/year => 42kg/month which translated to Liters is 87L/month/person

Our initial target should be to at least bring our waste down to European average and from there onwards continue our commitment to reduce our waste footprint.

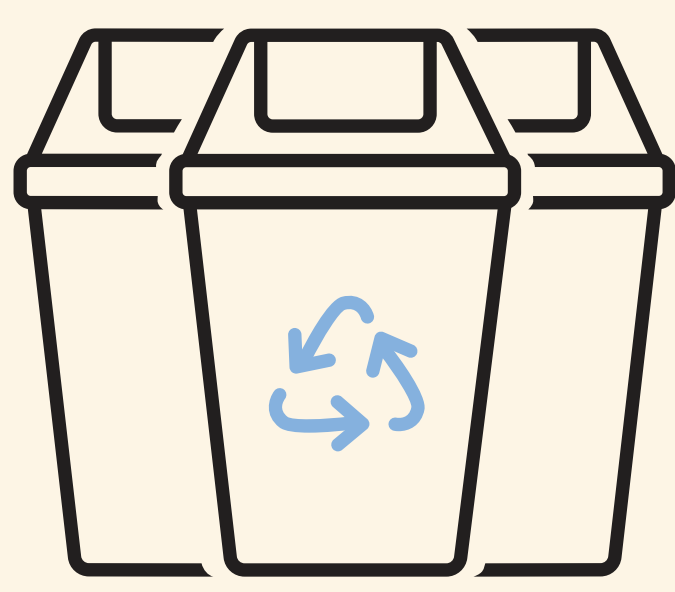
Our current initiatives include:



no plastic bottles sold or used in W/N LAB Hotel

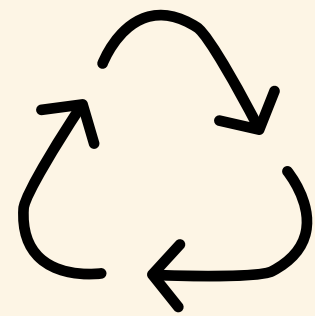


Access & use of only filtered water

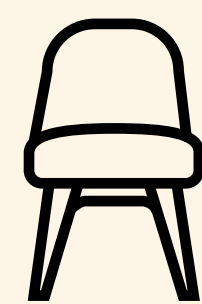


Garbage rooms for guests to sort their waste

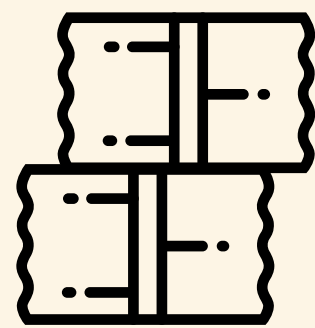
During the Refurbishment of the W/N LAB Hotel, we undertook the following initiatives:



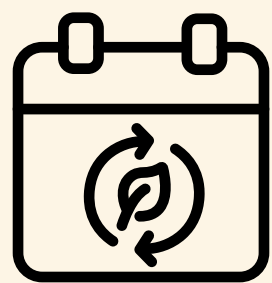
On average every room include 30 items reused/recycled/upcycled items



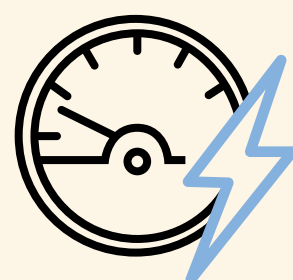
Purchases of several vintage furniture



Hay stuffing of poufs in the rooms



ESG series events to raise awareness and create sustainable Christmas decorations



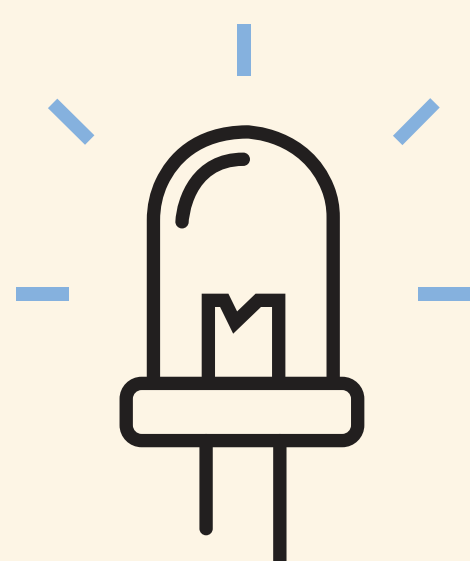
KPI Electricity consumption – 1Mwh/capita/month

MWh consumed for the period/average number of people living and working in the W/N LAB Hotel for the period. Average nr. of people = (count of nights stayed in W/N LAB Hotel + count of workdays spent in the W/N LAB Hotel)/count of days in the month

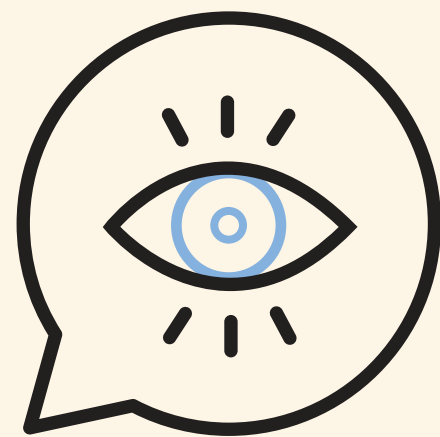
During 2022 our average monthly electricity consumption was around 48Mwh. We do not have enough historic data to compare what should be the expected consumption based upon certain occupancy rates.

Energy consumption per capita is expected to decrease significantly due to increasing guests and users of the building. While our monthly average will increase accordingly however being it with a lower percentage.

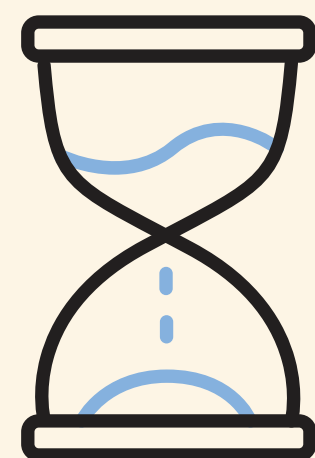
Current initiatives:



Only LED lights in bedrooms

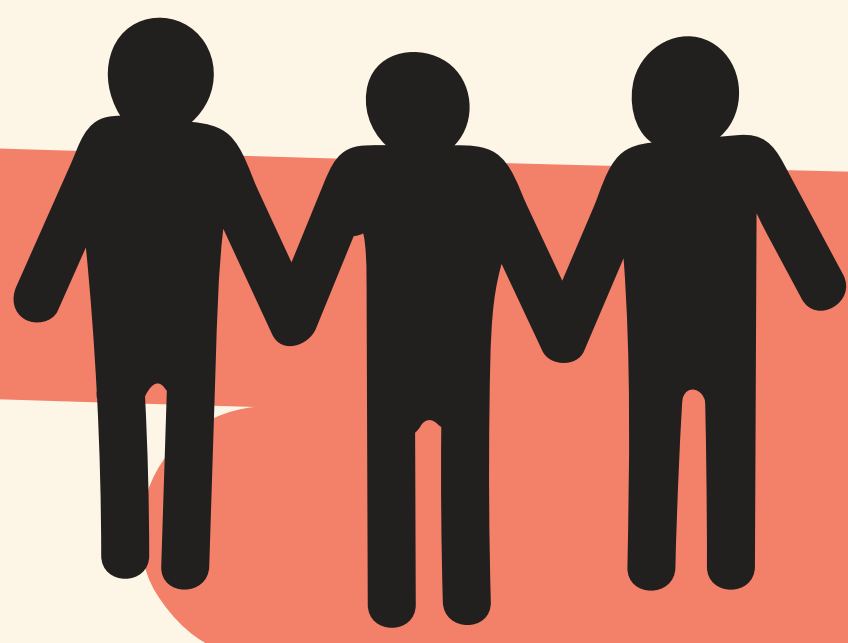


Awareness messages for guests to reduce energy consumption



Lighting timers in certain common areas

In 2023 we will continue to take more sophisticated measures to improve our energy consumption rate.



Social

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Good health & well-being

Health and Wellbeing are at the forefront of our mission. We invest in the development of human capital for the benefit of employees and our community. We empower people to take control over their work life balance.

KPI – Absent Figures 0.42%

% of total days (actual workdays + all days off)

KPI – Sick Leaves 2.24%

% of total days (actual workdays + all days off)

KPI – Paid leave 8.21%

% of total days (actual workdays + all days off)

KPI – Unused Paid leave 36%

base on the people employed as of 31.12.2022

KPI – Staff Turnover 65%

From the reported figures two KPI need special attention. The high percentage of unused paid leave and the staff turnover rate.

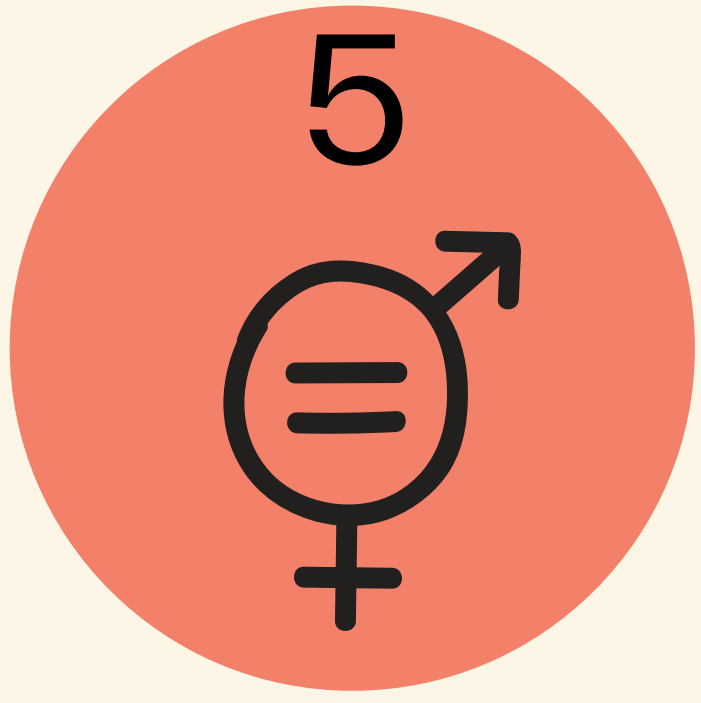
The high percentage of unused paid leave can be explained due to fact that first full business year, required a lot from our staff. We have grown exponentially and the complete refurbishment and start of operational activities of WNI LAB Hotel made it difficult to really use paid leave. Even though internally it was encouraged to take time off, most of the employees felt a huge sense of responsibility to ‘finish the job’. Nevertheless, this will be a point of attention for us in 2023, since we believe that regular breaks improve the general health and wellbeing of the employees.

With regards to the disappointing staff turnover rate, we encountered almost a complete overhaul of the team in one of the started business outsourcing streams, which accounts for over 50% of the impacted rate. Since the end of Q4, this business stream and its team have been stabilised.

The other reason for the high turnover rate stems from being a start-up company. We engaged staff members who had either other expectations of the company and/or the job. During 2022, all of us were confronted with a huge amount of work out of our comfort zone. Even though, this will be less extreme going forward, it will always be part of our DNA to encourage our staff to go out of their comfort zone. After all, **curiosity** is one of our company values.

During the course of the year, we organised several staff events that were centred around helping with the refurbishment of the WNI LAB Hotel. Our staff excelled in upcycling furniture, creating new art, removing old wallpaper, cleaning the dirtiest no-go areas, staging the new rooms, trying out escape room adventures and tasting the new food menu. We’re grateful for everyone’s enthusiasm during those events and it has created unforgettable memories and content 😊

Looking ahead, in 2023 we will focus more on internal and external communication and training sessions with our staff. Mapping out and addressing the need for improving hard and soft skills on all levels.



Gender equality

We proudly stand for people of all genders to have equal rights, opportunities and responsibilities.

On the 31st of December 2022, we had a head count of 64 employees and the following figures are based upon this headcount and the method according to: <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

KPI – 53% Female employees

KPI – 1% Mean Gender Pay Gap

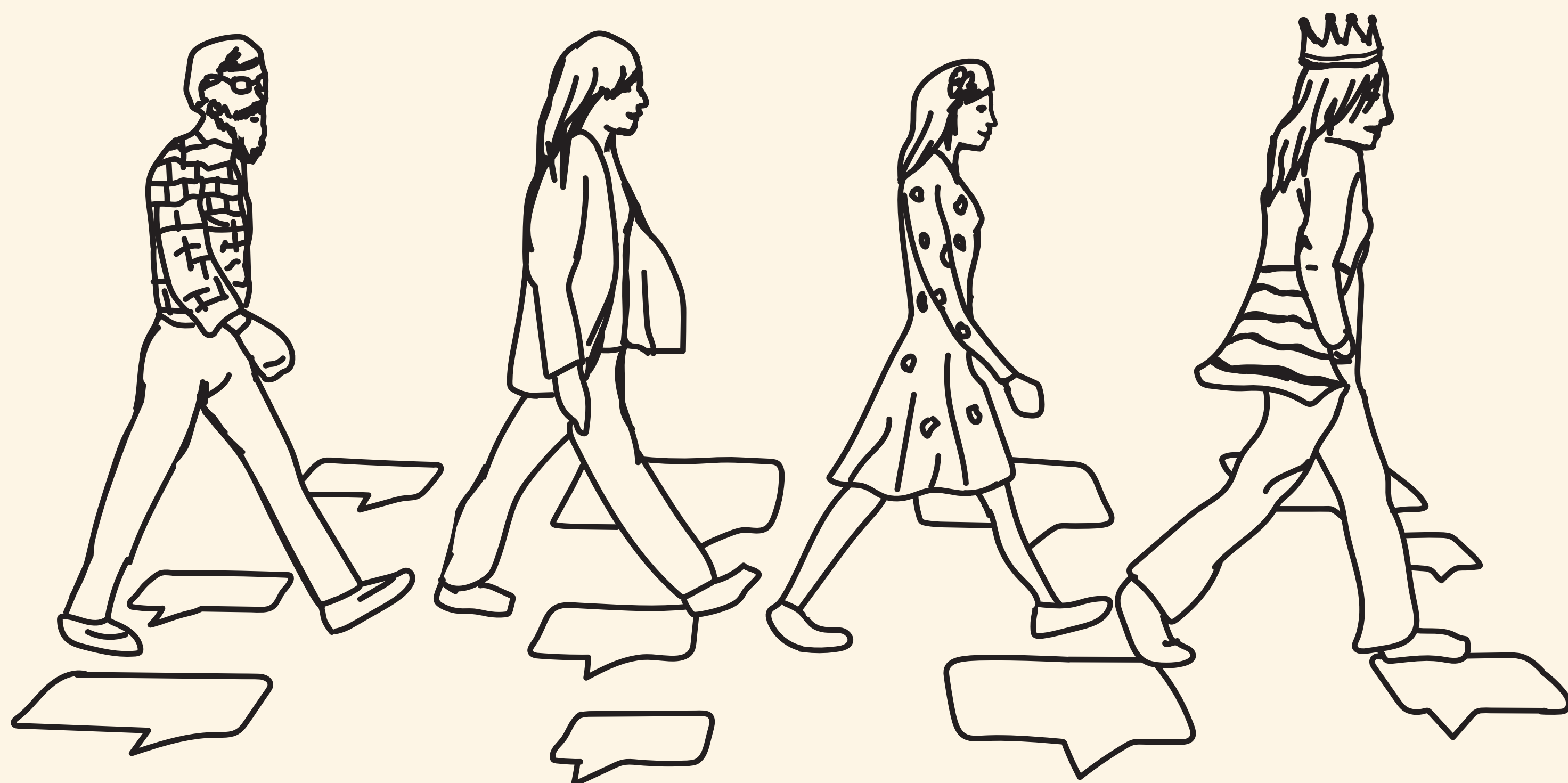
KPI – 0% Median Gender Pay Gap

KPI – 56% Females in Lower Q1

KPI – 44% Females in Lower middle Q2

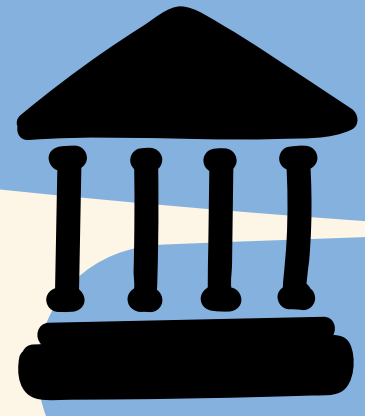
KPI – 31% Females in Upper middle Q3

KPI – 56% Females in Upper Q4



Walk the talk is one of our values and these figures really show that. We have only 1% of Mean Gender Pay Gap but this is still 1 % too much.

We're proud that women are represented significantly throughout all the levels of the company, but we will continue to look deeper into these figures and quantify other (minority) groups pay gaps.



Governance

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Decent work and economic growth

Social mobility is what we stand for, we believe everyone, irrespective of where you were born, has the right to design their own life and future. We hire top talent from all over the world and deploy their services remotely to clients worldwide.

KPI – 8 different nationalities

KPI – 97% European

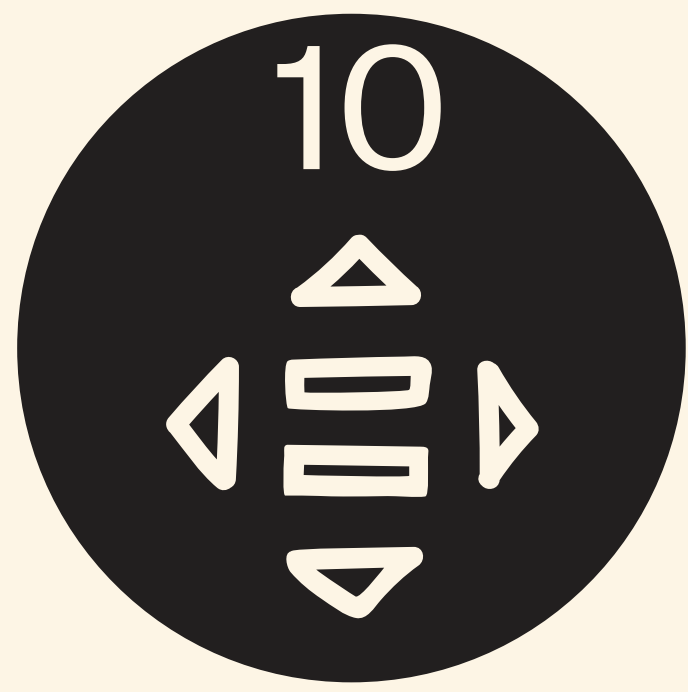
KPI – 59% Remote

KPI – 11 % Hybrid

KPI – 30% Onsite



The results here have been disappointing. We want to create access to opportunities for people from all over the world. In 2022, we have recruited a much more diverse pool of talent, but their immigration processes will only start in 2023. Having more remote work opportunities will also increase the opportunities for this global talent pool. We're confident these figures will improve in 2023.



Reduced inequalities

Diversity is one of our company values and we're a strong believer that DEI strategies are essential for the wellbeing and success of our WorkNomads' community. We empower and promote the inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

KPI – 48% Millennials

KPI – 25% Gen Z

KPI – 22% Gen X

KPI – 5% Baby Boomers

Other current initiatives:

- 1** We don't believe in corporate titles we believe in people, so we don't have managers, vice-presidents, directors in our team. Instead, we have spotters, universe booster, queen bee, gadget designer, alchemist, sparkling fairies, head honcho and many more
- 2** We like to work as much as possible with a flat management structure and let people stand up and take responsibility when it's their level of expertise or their drive to do so, irrespective of the seniority level
- 3** We gave same rights of paid leave for gay marriage despite local legislation
- 4** WorkNomads participated in gay pride Sofia

We have no figures about ethnicity, race, sexual orientation or disability but we shamefully must admit those data would be negligible. We try to create a welcoming and safe environment for all, but we will have to start making more efforts in measuring our current workforce (in)equalities and take action to improve our KPIs in this area.

We strive for health, happiness and prosperity for everyone. 2022, was a bumpy road with quite a few curveballs but our W/N staff showed amazing commitment and resilience and we have grown tremendously as a company and as people. 2023 will bring more action from our side to keep building a more long-term sustainable community.