

Sustainability *report* 2024



A report that isn't as boring as the news report you saw today.

Welcome to our 1 sustainability report

Well, it's a sort of unofficial report, since we aren't one of those

cool big companies

with more than 250 employees and are on the stock market.

Plus, we keep it light, engaging, and B.S. free, so it won't bore you to death. Our only goal?

Making sure you actually understand it.

“

If you were expecting a pompous and
stuck up, yet humble letter from our

CEO



*"it could be this guy
but he isn't"*

you've got the wrong company.

Here, we speak openly and directly. We won't
bore you with empty words, we prefer

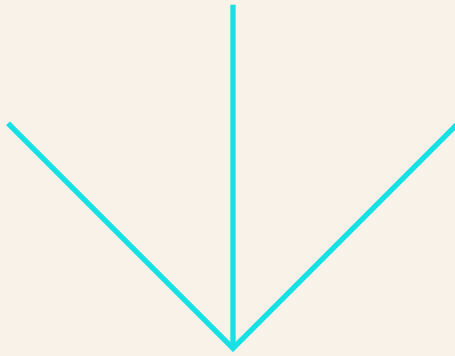
facts

We believe in talent and creativity, and that the best way
to create change is to lead by example.

Tss, let's be clear—we're not trying to be planet-saving
heroes. We just want to leave things a little better than
how we found them.

We're more about
doing
than
talking. *

But when we do talk,



we back it up with hard, cold

data.

We've crushed it in sustainability, but yeah, we've scr*wed up here and there (who hasn't?). The difference? We owned it, learned from it, and came out stronger. The road ahead might be long and winding, but bring it on—we're not fazed.

We would love to contribute to all the **SDG's***
but we are only human. We try to focus on what
we can change, so we focus on what we can truly
make a difference.



The 17 Sustainable Development Goals are a call to action for all countries to eradicate poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

13

Climate Action

- Employing hybrid cars for our team and an electric van for smaller transports.
- Reducing, calculating, and offsetting our carbon footprint.
- Managing and separating waste properly.

4

Quality Education

Empowering our team through training in both professional skills and sustainability practices.

7

Affordable and Clean Energy

Installing 475 m² of solar panels in our offices in Madrid and Barcelona. Using energy from renewable sources.

10

Reduced Inequalities

- Ensuring equal opportunities regardless of gender, culture, or sexual orientation.
- Implementing policies to promote job inclusion for at-risk groups.

12

Responsible Consumption and Production

- Using recycled and recyclable materials.
- Eliminating PVC from our events.
- Using 100% recyclable carpets.
- Promoting upcycling and post-event recycling.

8

Decent Work and Economic Growth

Creating safe workspaces for our employees and we promote labor inclusion policies.

This isn't about boasting on LinkedIn;
it's about making real things happen.

If we want the system to change, the
first move is ours to make.

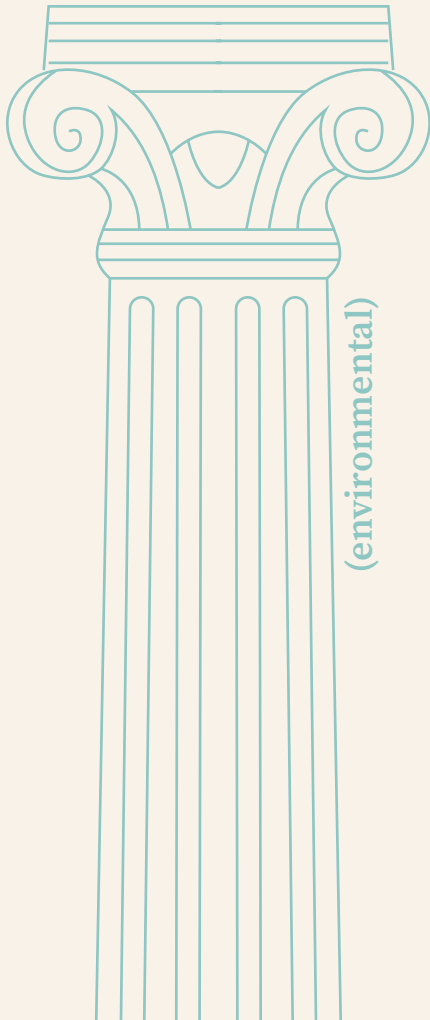
Call it sustainability, commitment, or
just plain common sense—we don't
care what you name it.

What matters to us is that we do it.

This way of thinking and acting is what we call **4forchange**, built on the

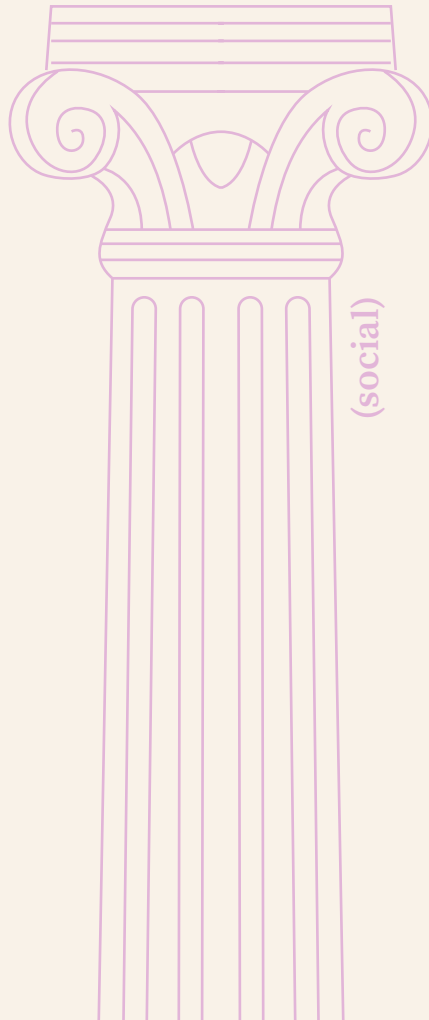
3 pillars of sustainability

4forPlanet



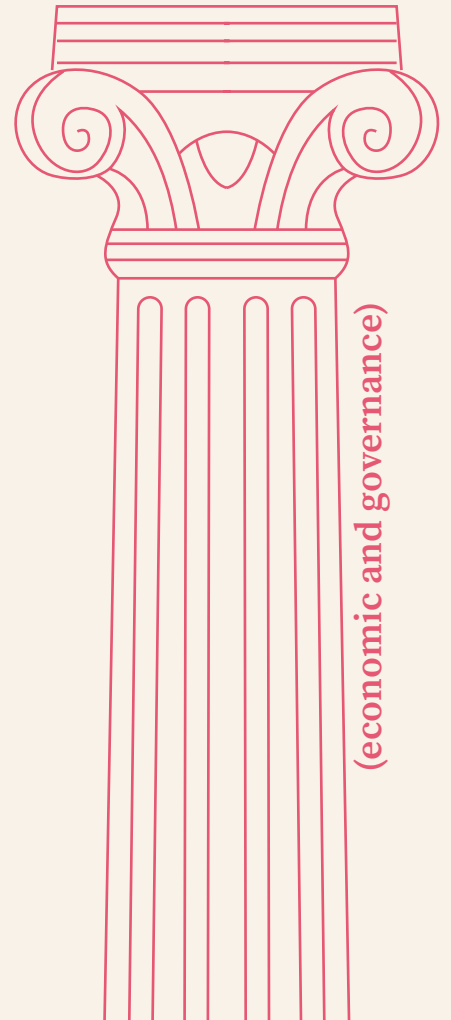
(environmental)

4forEverybody



(social)

4forImpact



(economic and governance)

01
4 FOR
PLA
NET

This part goes out to our planet. **Reduce, reuse, recycle**—sure, it's the usual drill.
But here? Waste gets a second life... and a third.

We reduce

emissions from our operations:

-58,8% **-25,8%**

*less in Scope 1**
emissions

*less in Scope 2***
emissions

you might be wondering...
And what is that?

Scope 1*:

The fuel we consume directly (like our cars).

Scope 2**:

What we consume indirectly (yes, we're talking about the electricity we use for everything: lights, air conditioning, the coffee machine, etc.)"

We reduced electricity consumption by

-32,9%
since 2022

How much is that? Imagine turning off ALL the lights in every Disney Park worldwide... for 6 whole months.



#DisneyForgotToChargeThisMouse

We increased our solar self-consumption by

+83,8%
from 2023-2024

To put it in perspective,
our office now leans on the sun more
than a beach bar in

Ibiza
during peak summer.



We've made

28,5%
of our fleet
sustainable.

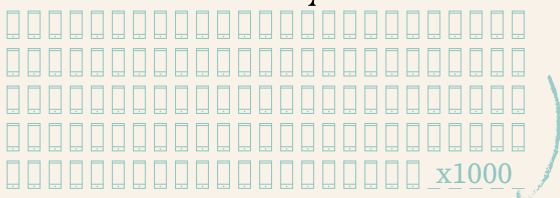
What we used to spend on gas, we now use for cooler and more sustainable things.

We opened our new base in

Martorell

to streamline logistics, and we installed

+145m² solar panels



Enough energy to charge **145 K** phones daily.

66,7% of our electricity comes from
solar energy

Basically, in our office, 2 out of every 3 light bulbs run on solar power.

More sustainable than an influencer with a tote bag.



We also

reduce our footprint

We acquired nearly

8.788m²

of recyclable aluminum panels
from the beMatrix modular system:

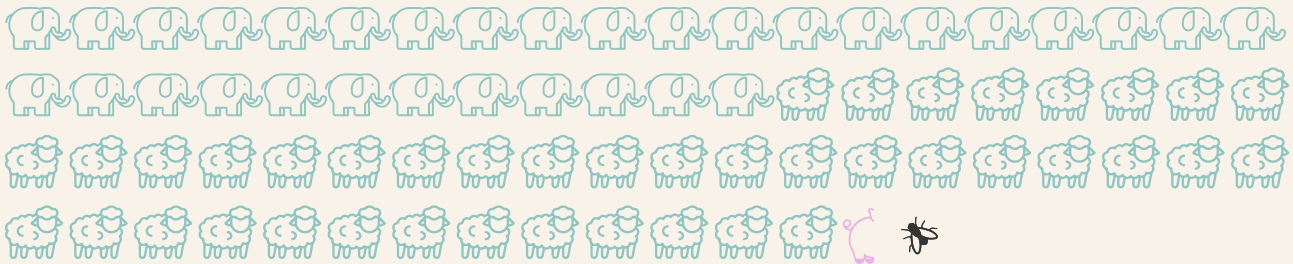
Enough to cover the White House and still have
3,000m² left to build a beautiful terrace with
views of.... absolutely *nowhere*.



And what we can't reduce,

we offset...

we have offset **162.92 t_{Co²}** equivalent to scope 1 and 2.



That's the weight of 32 elephants, 41 sheep, 0.5 pig, and 1 fly.

And about circularity...

We transformed over
+70m²
of event tarps into:

430
bags.

200
wallets.

We're this close to tripling
Kim Kardashian's
handbag collection.



02

4 FOR

EVERY

BODY

As we were saying, **sustainability without people makes no sense**. So, the first thing is to do it right, and the second, to make sure it's for everyone.

We donated:

97 *items of clothing,*
or in other words,
an entire *Formula 1*
team with two changes of clothes.

4 *computers*
which might seem like few, but
Steve Jobs
started with one.



Just saying.

We have trained more than

+90
employees

in sustainability and CSR

Hold on, it wasn't boring PowerPoints or a stuffy speech like you were thinking. We did it like a cool agency *with practical workshops* on eco-design, learning to live without plastic, gender-based violence, self-esteem...

#MindBlown

We built an
organic vegetable patch



If you've made it this far, swing by in 2026, and we'll hand you a freshly grown radish from our garden. Consider it a crunchy token of our gratitude..

51%
of new hires in
2024
were people at risk of exclusion.

We developed an
intervention guide

in cases of sexual assault at events.

Now, let's get serious because this is important

It might not seem like it, but
2024 ended with a total of

21.159

crimes against sexual freedom
in Spain



And in our sector, turning a blind eye is not an option.

03
4 FOR
IMPA
CT

We've always been very aware, but for some time now, we've said, let's get serious and make it official. **Because good intentions are worthless if not backed by action.**

We're not here to sell empty promises; in any case, we're here to certify them.

So, let's talk about those certifications we love so much:

Eventsost

Certificate of Compliance.
since 2019.

MITECO

"Calculate and Offset" seal
since 2021

ISO 20121

Certification *since 2022*



Could we get more certifications?

YES

But after

662h

spent with auditors, compiling documentation, and organizing sustainable events, we think we've got our hands full. Priorities, right?

Oh, and let's not forget the

9

events we
certified
in 2024

We should also mention,

that we've pretty much become close relatives to...

**Net Zero
Carbon
Events.**

32

audits carried out
on our value chain

We launched

Beyond the Green

a monthly LinkedIn newsletter on sustainability in events, and it's already gained

+3.000
followers.

Watch out,

Greta Thunberg.
we're coming for you.



We have so much free time that we now spend it supporting several

sustainability committees.

We're not
perfect,
but at least we
don't hide it



This wasn't mandatory and no one paid us, unfortunately.
We did it because we wanted to and because we care.

*If you feel an uncontrollable
urge to write to us...*

- We accept emails, but please don't start with: *Dear team*, it bores us.
- If you find any typos, consider them part of the design.
- If you're one of those persistent people with questions, write to sustainability@4foreverything.com.

And that's all, folks. If you've made it this far, thank you. We'll see you next year with more data, more actions, and hopefully less CO₂.

