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1.

Introduction ...

$1.1\,\%$ Message from the Executive Chairman

Infopro Digital is a global business-to-business (B2B) information services provider with a clear purpose: to help professionals and businesses succeed in a rapidly changing and digitally driven world. With a presence in 18 countries, Infopro Digital's portfolio includes a wide range of products and services, including B2B paid-content information, industry-specific events, online directories, and data and business intelligence solutions. By offering trusted and reliable information and insights, our Group empowers our clients to make informed decisions and stay ahead of the competition in today's complex and fast-paced business environment. Whether it is through thought-provoking content, cutting-edge technology or expertly curated events, we are dedicated to providing the tools and resources that our clients need to thrive in the digital age.

With a focus on creating information and technology solutions to connect professional communities, we have built a reputation for trust and transparency with our employees, stakeholders and the communities we serve. At Infopro Digital, we believe in the importance of placing social and environmental responsibility at the heart of our corporate projects and activities, empowering our people to take responsible actions and innovate to maximise its positive impact. In line with this commitment, the Group has embarked on a range of initiatives in Environmental, Social and Governance (ESG) areas, and this report provides an overview of the company's progress towards even more ambitious commitments.



Christophe Czajka, Executive Chairman

1.2 // Infopro Digital's values

[GRI 2-6]

Our mission: we create information and technology solutions to connect professional communities.

The Group's values can be stated as follows:

- **Entrepreneurial** We are a B2B group of digital entrepreneurs winning new markets and clients.
- Diverse Diversity is an integral part of who we are and what makes us great. The broad scope of our activities means we attract talented people from very diverse backgrounds.
- Impact-driven We are driven by action and innovation. We are agile and pragmatic, and we do whatever it takes to achieve great results for our clients, our colleagues and our communities.
- Client-focused Our expertise in our clients' industries means we can anticipate their needs and build lasting relationships. Client satisfaction is our top priority.
- Collaborative We believe in collective intelligence because we go further together. Our close-knit teams are driven by collaboration, teamwork and team spirit.

// Entrepreneurial // Diverse // Impact-driven
// Client-focused // Collaborative

1.3 //

GRI sustainability reporting

[GRI 2-3]



This ESG report is written with reference to the Global Reporting Initiative (GRI) Standards, which provide a globally recognised framework for sustainability reporting. GRI is an independent international organisation that helps businesses, governments and other organisations understand and communicate their sustainability impacts.

By referring to the GRI Standards, Infopro Digital ensures that its ESG report is comprehensive, credible and consistent with industry best practices. Infopro Digital uses these standards to identify the most relevant sustainability topics for its business, and to report on its performance in a transparent and meaningful way.

This report includes a GRI indexing table (see Appendix 2) that lists the GRI Standards and disclosures used in the report, and serves as a tool for stakeholders to navigate and understand the report's contents. It helps to ensure that stakeholders have access to the information they need to evaluate the company's sustainability performance. The company looks forward to continuing to improve its sustainability reporting in the years ahead.

2.

Shaping
Infopro
Digital's
sustainability
journey "

2.1 //

Business models and presence

[GRI 2-6, GRI 201-1, GRI 3-3]

66

We deliver community-focused solutions to clients in five major professional communities by creating information and technology solutions that connect professionals and businesses.

We are among the top five largest pan-European providers of B2B information services based on our total sales for the year ended December 31, 2022 – around €550 million.

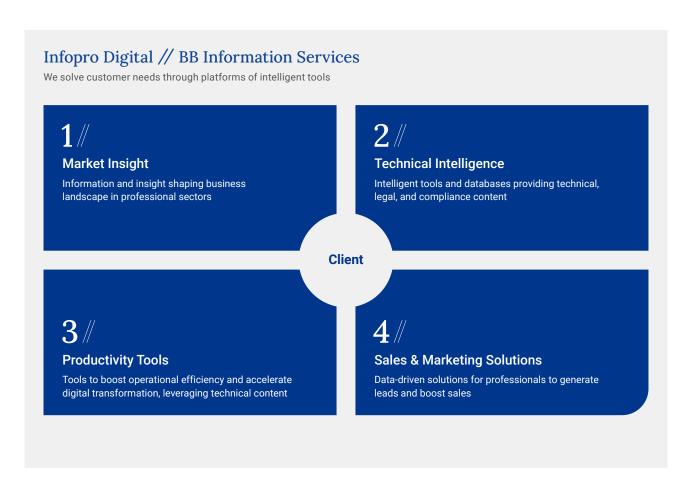
Through our portfolio of intelligent tools, our clients are able to make informed decisions more quickly, build close relationships with their communities, achieve long-term efficiency gains, and detect opportunities earlier than competitors.



Julien Elmaleh, Group CEO

The B2B information industry helps companies and business professionals identify business and growth opportunities, assess risks and manage their activities efficiently and effectively by providing in-depth information, intelligence, datasets, software and workflow tools, as well as by hosting live and digital industry events, such as trade shows, conferences and training sessions. For example, companies may use B2B information products and services to obtain sales leads, stay current on trends affecting their industry, inform strategic and operational decisions, exhibit and market their products and services, promote innovation and reach targeted end-user audiences.

Infopro Digital's product and services offering consists of information and data embedded into intelligent digital tools sold across a variety of channels to help clients run their business in an informed and efficient manner.



We fulfil client needs through our platforms of intelligent tools that unite: (1) market information and insights that shape the business landscape in our clients' professional sectors; (2) technical intelligence, through tools and databases that provide technical, legal and compliance content; (3) productivity tools that boost operational efficiency, accelerate digital transformation and leverage technical content; and (4) data-driven sales and marketing solutions that generate leads and boost sales for our clients.

Today, we operate across 18 countries, and offer our services to a diversified base of approximately 500,000 end-users.

We use our industry and country expertise to offer a synergistic value proposition, driven by deep understanding of clients. In developing our solutions, we focus on the needs of five well-defined professional communities that operate in local markets:

- The construction community and the public sector, such as construction companies, contractors, architects, and local and public authorities (including, among others, elected officials and civil servants).
- The automotive aftermarket community, including original equipment manufacturers (OEMs), automotive aftermarket distributors and suppliers, tyre distributors, individual car repair shops, and do-it-yourself (DIY) motor enthusiasts.
- The risk and insurance community, with banks, asset managers, insurance companies and insurance brokers, risk managers and companies in the wealth management, derivatives and complex financial products sectors.
- The industrial community, including manufacturers, raw materials and components' suppliers, B2B service providers, regulatory bodies, research and development (R&D) institutions driving innovation, and trade associations representing industry interests.
- The retail community, i.e. physical store or online platform retail brands, distributors and purchasers, manufacturers and franchisers, and logistics professionals and other service providers addressing retail clients.

This client-centric approach is critical to our commercial success and the resilience of our business model. In addition, it allows us to develop tailored and innovative solutions that meet our clients' most complex requirements, help them grow their businesses and operate more efficiently.

In turn, we draw on our deep understanding of our clients to continuously innovate and refine our integrated product offering. We believe there are powerful internal platform and cross-pollination effects created by the complementary nature of our businesses: platforms united by one business model that connects B2B communities and knowledge-sharing synergies from country and industry expertise.

Based on our business profile and challenges, we have conducted a risk analysis and endeavoured to build our own approach to sustainability.

2.2 //

Senior Management

[GRI 2-9]

The Group is managed by the members of its Executive Committee.



2.3 //

ESG organisation

[GRI 2-9, GRI 2-14]

ESG Board – At Infopro Digital, corporate social responsibility is a core value that is fully integrated into the company's management structure. Our ESG Board was formed in 2022. Its members include the Group Executive Chairman, its CEO and the General Counsel. Its mission is to propose, implement and review all strategic orientations, initiatives, and commitments related to sustainable development, ensuring that they align with the company's values and objectives. The ESG Board reports regularly on its actions to the Group's Board of Directors.

The Infopro Digital ESG Board plays a crucial role in overseeing and guiding the Group's ESG programme. With a focus on our ESG goals, sustainability and responsible business practices, it ensures that we uphold our commitment to the communities in which we operate.

One of the key responsibilities of the ESG Board is to monitor progress against Key Performance Indicators (KPIs).

ESG Team – Infopro Digital has established an ESG team under the supervision of the General Counsel and ESG Board. It drives the efforts in this field and collaborates with the business lines, HR organisation and site managers on a day-to-day basis. We are fully conscious that the ESG ambition must be shared and implemented wholeheartedly by all our employees as part of their culture – as it cannot remain the task of a few teams. That is why we are putting in place internal communications programmes centred around ESG. Our aim is to create enthusiasm, responsibility and momentum towards shared and realistic ESG goals among our employees.

Local reach across the Group – Two networks of correspondents are being set up across the Infopro Digital organisation:

- the local ESG Committees for (1) France, (2) the UK, Hong-Kong and Ireland, and (3) Germany, Switzerland and Austria (DACH region),
- the Site Environmental Management Correspondents.

Their missions are detailed below (Section 4.1).

The interactions of the ESG Board and ESG Team with the Group on a local level are paramount to ensuring that ESG priorities as defined by the Group are fully integrated into its strategic plan and implemented.

2.4 //

Corporate social responsibility risks

[GRI 3-1, GRI 3-2, GRI 3-3]



The Group has conducted a comprehensive analysis of its operations to identify 3 macroscopic risks that have resulted in 11 corporate social responsibility (CSR) challenges. We have classified these CSR challenges within our materiality matrix. The matrix is built using a double materiality perspective, ensuring that both the internal (for the Group) and external impacts (for our global ecosystem) of these issues are considered. Our analysis covers the value chain of the Group, as well as environmental, social and societal issues, human rights and the fight against corruption.

The identification of our CSR challenges was based on CSR requests from clients and rating agencies, on peer evaluation, and on an internal analysis of our key levers to anticipate the evolution of clients, markets and regulations.

Our CSR risks were first inventoried in 2020, and updated in 2022 to reflect higher priority for climate change, talent management and cyber security.

Macroscopic risk

CSR challenges at stake relating to this risk

People

As our businesses evolve continuously, we recognise that the profile of required talents may vary depending on the specific needs of each business unit. Nevertheless, our commitment to diversity, inclusion and talent development remains a fundamental aspect of our activities and competitive capabilities across all areas. We understand that a diverse and talented workforce is essential for driving innovation, increasing efficiency and achieving our goals, and we are dedicated to creating a workplace culture that promotes inclusion, learning and growth.

Beyond day-to-day activities, our employees need us to create and nourish relationships with the communities in which we are active. They want to partake in social and inclusivity goals, and feel proud of who we are.

- 1 People development and retention (generalise our programmes in people development, training and retention)
- 2 Inclusiveness, gender parity and diversity (access for women to positions of responsibility, fight against discrimination)
- 3 Health, safety and wellbeing of our employees
- 4 Community impact and regional involvement (charitable action towards social and inclusivity goals)

Environment

Climate change is a threat to biodiversity conservation. Conserving and restoring natural spaces is essential for limiting carbon emissions and adapting to an already changing climate. We must measure our carbon footprint and give ourselves the means to control and reduce it.

- 5 Increase environmental awareness among our employees and stakeholders
- 6 Improve our carbon footprint and follow the reduction targets of our emissions (Scopes 1, 2 and 3) with a focus on digital impact
- 7 Sustainably manage our physical locations across 18 countries
- **8** Accelerate the sustainability policy of our Trade Shows & Events activities

Macroscopic risk

CSR challenges at stake relating to this risk

Governance and Fairness of practices

Non-compliance poses significant risks in a competitive and globalised business environment with growing ethical demands, and constant cyber threats to misappropriate data.

- **9** Compliance business ethics and anti-corruption, competition rules
- 10 Continue to update our risk management map and monitor prevention & remediation actions (focus on cyber risks – protection of networks and of data)
- 11 Consistently deploy our responsible purchasing policy (impact on environment, compliance, human rights and working conditions)

2.5 //

CSR materiality matrix

[GRI 3-2]

We have chosen to benchmark ourselves against the SASB Materiality Map® to identify sustainability-related CSR challenges specific to the services and technology and communications industry.

The significance of each CSR challenge for the Group was assessed through a comprehensive evaluation process considering:

- The potential operational, business and reputational impacts on the Group, taking into account the diversity of impacts across our business lines.
- The probability of occurrence and risk generation by suppliers.

The importance of the CSR challenges for our stakeholders was evaluated based on:

- Client requests and expectations related to each CSR issue.
- Employee feedback gathered from annual evaluations.
- The alignment of the CSR challenges with the priorities of CSR rating agencies.



Infopro Digital's material ESG impacts are identified and laid out in this report. A formalised ESG road map has been outlined, and we endeavour to follow our key actions under this road map through Group-wide KPIs.

2.6 //

Approach to sustainability

[GRI 2-22, GRI 2-14]



66

At Infopro Digital, we take our responsibility to sustainability seriously. We believe that by integrating responsible practices into our core business operations, we can have a positive impact on the world around us.

Sophie Le Ménahèze, General counsel, Head of ESG and Chief Compliance Officer

We recognise that a diverse and inclusive workplace is not only the right thing to do, but it is also good for business. That is why we strive to attract and develop a diverse talent pool. We work hard to create an environment where everyone feels valued, respected and included, regardless of their race, gender, age, sexual orientation or ability. We believe that a diverse workforce leads to more innovation, better decision-making and, ultimately, better business outcomes.

As a B2B information services company, we understand the impact that our events and products can have on the environment. For this reason, we are committed to enabling sustainable media and greener events and trade shows. We are constantly exploring new ways to reduce our environmental footprint – from using sustainable materials in our products, to minimising waste and energy consumption at our locations and during our trade shows and events, to cutting paper usage.

We also recognise the importance of digital accessibility and personal data protection. We are committed to making our services accessible to all, regardless of their abilities or disabilities. We take the protection of personal data very seriously, and have implemented strict policies and procedures to ensure that our clients' data is safe and secure.

Finally, we believe that endeavouring to make sure that our suppliers live by the same ESG standards as we do is critical to promoting progress and sustainable standards globally. We work with our large suppliers to ensure that they adhere to our standards for health and safety, and we are committed to continuous improvement in this area.

2.7 //

United Nations Global Compact

[GRI 2-22]

It is with great pleasure that we announce the participation of Infopro Digital in the United Nations (UN) Global Compact as of April 2023. The UN's Global Compact initiative calls upon participating companies to align their strategies and operations with 10 principles that are universally accepted in the areas of human rights, labour standards, environmental practices and anti-corruption, and to foster best practices in these domains. In keeping with the UN's foundational principles, Infopro Digital is committed to adhering to the highest ethical standards and to taking into account the legitimate and ethical interests of all its stakeholders. Our first Communication on Progress (COP) will be submitted by the end of 2023 and made available for review on the UN Global Compact website:

unglobalcompact.org



In 2015, world leaders agreed to 17 Global Goals (officially known as the Sustainable Development Goals or SDGs). These goals are a plan to create a better world by 2030, by ending poverty, fighting inequality and addressing the urgency of climate change, to build a greener, fairer, better world. We have begun assessing how best to integrate the SDGs into our CSR strategy. Through identifying and mitigating risks to people and the environment, as well as through offering new services that support sustainable development, Infopro Digital believes that businesses can reap rewards for themselves and the markets they serve.

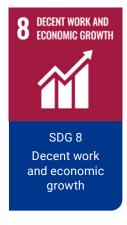
Based on its CSR risks and materiality analysis resulting in 11 CSR challenges (see Section 2.4), Infopro Digital has identified 3 Sustainable Development Goals that are a priority concern for us and to which we contribute directly or indirectly:







Additionally, we also want to contribute in the following SDGs:







People ...

¼ infoprodigital Environmental, Social and Governance Report **2022**

[GRI 2-7, GRI 2-30, GRI 401, GRI 401-1, GRI 401-2, GRI 401-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 404-1, GRI 405-1, GRI 406-1]

Infopro Digital recognises that its people are at the heart of its success. We have set four key People objectives to ensure that our employees are valued, supported and empowered:

- The company is committed to generalising its programmes in people development and retention.
- Infopro Digital is also focused on further reinforcing its already strong culture of inclusiveness, gender parity and diversity.
- Additionally, the company has made health and wellbeing a priority for its employees.
- Finally, Infopro Digital is committed to embodying and accelerating its social and inclusiveness charitable action through the ESG Board, as giving back to the community is an important part of its corporate social responsibility.

By focusing on these four key People objectives, Infopro Digital is demonstrating its commitment to its employees and the wider community, recognising that a diverse, healthy and happy workforce is essential to achieving its goals.



Céline Ruat, Group Head of Human Resources

3.1 //

Workforce evolution and composition

[GRI 2-7, GRI 401-1, GRI 401-2, GRI 401-3, GRI 405-1]

As of December 31, 2022, the Group employed 4,034 people (permanent and fixed-term contracts). Of these, 50.07% were male and 49.93% were female.¹

The major evolution of the workforce over the previous two years was mainly driven by external growth. In 2022, there were no major acquisitions, so the workforce remained relatively stable compared with the previous year.

We have chosen to split our analysis of workforce characteristics into geographical regions that are meaningful and relevant to the Group's current operations:

- The European region includes the following countries: Belgium, Spain, France, Ireland, Italy, the Netherlands, Portugal, Romania, the UK, Ukraine, Germany, Switzerland and Austria.
- The North American region (NAM) includes employees in the US.
- The Middle East and Africa (MEA) region includes our employees in Tunisia.
- The APAC region includes entities based in Australia, and Hong Kong.

Total number of employees (headcount by gender), on the 31st December of each year

	2020	2021	2022
Female	1,862	2,013	2,014
Male	1,864	2,056	2,020
Total	3,736	4,069	4,034

¹ See more Gender Parity data on page 36.

Infopro Digital's total workforce as of December 31, 2022, and distribution of personnel across geographical regions

Region ²	Female		Male	
	Permanent	Temporary	Permanent	Temporary
Europe	1,701	39	1,753	38
MEA	205	3	156	2
NAM	41	1	54	0
APAC	24	0	17	0
Total	1,971	43	1,980	40
			Global Total ³ :	4,034

The highly competitive and rapidly changing markets in which the Group operates require continuing adjustments and agility in human resources management and development strategies. As an example, in 2020, the Covid-19 pandemic halted events and trade shows, while the recovery in 2021 generated an acceleration of these activities that has shown no signs of slowing.

Split by age of Group employees

21.35% of employees are under 30; 21.5% are over 50.

Hiring and termination

For 2022, the average turnover at the Group level is 20.49%, and this rate is similar among female and male employees (20.59% for female and 20.39% for male employees).

Methodology

Employees and workforce figures are extracted from the Infopro Digital worldwide HR repository system, which is currently implemented across all Infopro Digital entities. The data is reported to the system by the regional head of HR departments and consolidated by the global Group Social Controlling team. The figures are reported based on a headcount as of December 31st of the reporting year.

² MEA: Middle East and Africa / NAM: North America / APAC: Asia-Pacific.

Total workforce figures above account for executives, non-executives on permanent and temporary positions (full time and part time contracts). Free lancers, trainees and apprentices are not included in the above count.

3.2 //

Management and development of talent

[GRI 401]

We operate in highly competitive markets that continue to change, particularly in response to technological innovation. Our performance and our ability to implement our strategy depend on the efforts, skills and business knowledge of our employees.

3.2.1 // Talents fit for our activities

The uniqueness and strength of Infopro Digital lies in the diversity of the professions within the Group, and the multitude of talents and expertise within the different teams.

Our teams are made up of a wide variety of professional profiles: developers, engineers, content creation specialists, digital marketing experts, sales professionals, as well as specialists in many other fields, in order to always be able to guarantee the best possible service to our clients in our expert sectors: insurance, automotive, banking, construction, architecture, real estate, etc.

Except for administration and support functions, the profiles of Infopro Digital employees are business line-specific.

Certain types of skills are found across business lines, as our business model revolves around (1) technology and product, (2) content produced by highly qualified sectorial experts and (3) in-depth knowledge of marketing, sales and connections.



Technology and product talents - We have more than 500 people working within our IT services and product development teams. They have been merged and integrated throughout our successive acquisitions, and are based throughout the Group. Our IT and product development teams are comprised of highly skilled engineers and product managers. It is therefore critical to be able to attract and retain talented, highly skilled engineers, software developers, product managers and other key personnel in the areas of R&D, digital production, application and/or software development.

Sector experts – Our content experts, data experts and journalists are at the core of our offer. Our Technology Solutions business line offers mission-critical software, databases and leads solutions to improve day-to-day productivity and generate new revenue opportunities for clients. The content is produced, bought or aggregated from public and private sources by our in-house experts who package data and information into software and platforms designed to optimise and simplify the end-user experience. In our Information and Connection business line, our experts produce trusted, in-depth analysis leveraging expert knowledge of certain industry sectors. To cite only a few of our brands, our Risk.net business unit boasts quantitative analysis experts, analysts, modelers, researchers and academics, and in the Industry sector L'Usine Nouvelle's journalists produce expert analyses on market trends and competitor intelligence, and news and services for the industrial sector.

Sales and marketing talents - Our brands have strong marketing and sales force teams dedicated to targeted professional communities. Their role, within the respective brand in which they operate, is to maintain durable relationships with clients and advertisers, ensure timely renewal of subscriptions and collect valuable client feedback that is shared with the product teams. This expertise and local market knowledge gathered over the years allow us to anticipate client needs and demand trends, and evolve our products accordingly. We use a wide variety of sales and marketing techniques, each depending on, and tailored to, the specific community we are targeting. This requires many types of skills and expertise in our marketing and sales teams.

3.2.2 // HR organisation

The Group's human resources organisation is built to address the different challenges of each business, while ensuring we move towards streamlined and global tools to manage our workforce efficiently and with fluidity, notably in order to promote internal mobility. The principle we endeavour to follow is to have an HR manager for any additional 50 employees. Our local teams are headed by regional HR directors and, as needed, intermediary-level HR business partners. As our activities vary between countries and locations, we adapt in an agile manner to actual business needs.

3.2.3 // Recruitment policies

Our recruitment strategy encompasses various approaches to attract talented individuals. On top of publishing job advertisements on job boards, we have a referral programme in place that encourages our employees to refer potential candidates. This scheme is known as the 'Work with me' referral programme, through which employees have the opportunity to recommend individuals from their networks for permanent positions within the Group. For each successful referral that results in a confirmed full-time employment contract, the referring employee is eligible to receive a referral bonus. In France, in 2022, 21 appointments were made through this programme.

Our internal newsletter regularly highlights job opportunities within the Group, creating awareness among our workforce and promoting internal mobility. To build strong relationships with universities, we actively engage with students and graduates through partnerships and collaborations. We also participate in recruitment forums,

in which we interact face-to-face with potential candidates, involving managers and the HR team. Through this multi-faceted approach, we aim to attract top talent and build a dynamic and diverse team.

3.3 //

Performance, recognition and retention

[GRI 401]

We use three primary levers to support our efforts to maximise employee development and retention:

- 1 **Internal mobility:** all open opportunities within the various entities of Infopro Digital are accessible to employees without restriction.
- 2 Professional training: we offer our employees a wide range of training courses. In 2021, the Group implemented a training platform (LMS: Learning Management System) in order to distribute global and targeted learning content and awareness modules to employees.
- **Projects:** Infopro Digital cultivates an entrepreneurial spirit and encourages individual initiative and project-driven work. This culture stimulates continuous training, new skills and autonomy.

3.3.1 // Internal mobility programme

Infopro Digital recognises the importance of internal mobility as a key driver for employee development and retention. Our internal mobility programme offers opportunities for employees to apply for vacant positions across the Group. All job openings within the Group are eligible for internal mobility. We believe in providing employees with the chance to explore new roles and expand their skill sets.

In 2022, our internal mobility rate stood at 9%, with a significant number of employees seizing opportunities to advance their careers within the organisation. This figure showcases the successful implementation of our programme, and our commitment to nurturing talent from within and actively building growth opportunities for our employees.

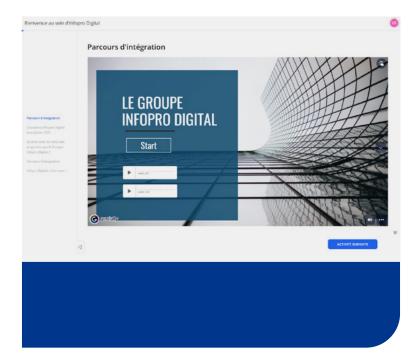
3.3.2 // Professional training

[GRI 404-1]

To ensure that we continue to provide our clients with the best possible service, Infopro Digital's employee training strategy is an integral part of its overall strategy.

Our training programmes cover a wide range of themes including office automation, personal development, IT, languages, management and technical skills in various fields. All training initiatives converge on common objectives:

- Develop new skills in line with business trends;
- Monitor and anticipate changes and new regulations;
- Support professional development;
- Encourage reflection and initiative;
- Protect employability for all;
- Develop management skills;
- Acquire common working methods.



In 2022, the average number of training hours per employee at the Group level was 6.8 hours. This figure is slightly higher than 2021, with an average of 6.74 hours.

The Group's training programmes encompass a variety of learning opportunities, including e-learning through our LMS. We are constantly expanding and enriching

the offerings. In the coming years, we will further enhance our training portfolio, with a particular focus on topics such as climate awareness and compliance.

3.3.3 // Compensation and remuneration policies

In a competitive environment, the compensation and benefits policies are a key pillar for the retention of acquired talent. The Group's objectives for long-term value creation are to achieve competitiveness, equitable approach and fairness, while meeting local and industry standards in our different markets. Our remuneration policy is structured around flexible and competitive fixed and variable compensation elements, driven by market best practices.

The remuneration policy for top executives is managed by the corporate HR team to facilitate consistency of various remuneration components and ease international and cross-business mobility. The corporate HR team discusses salary increase campaigns annually with most of the management teams in order to ensure consistency on a general level.

We are on a path of continuous improvement from an HR management perspective, making adjustments to our procedures, and putting HR tools in place across businesses.

3.4 //

Diversity, equity and inclusion

[GRI 405]



Infopro Digital is committed to promoting diversity, equity and inclusion among its workforce. Our goal is to create an inclusive workplace where everyone feels respected, valued and empowered to contribute their best.

In this report, we will share our initiatives and programmes aimed at promoting diversity, such as training, mentoring and inclusive recruitment strategies. Our journey towards a more diverse and inclusive future is ongoing, and we remain dedicated to making positive change.

At Infopro Digital, we believe in providing equal benefits to our employees, regardless of whether they work full-time or part-time. We recognise the value and contributions of each team member, and ensure that everyone receives equitable benefits packages.

3.4.1 // Gender parity

[GRI 405-1]

Our Code of Conduct makes it clear:

Infopro Digital is committed to promoting and implementing the conditions that will foster gender equality and the empowerment of women throughout the Group. This objective must be pursued in the business, the brands, the workplaces and also the surrounding business communities. Our gender parity goals and initiatives include equal pay and raises for work of equal value, equal access to visibility, promotions and mobility, and zero tolerance against sexual harassment in the workplace.

Equal opportunities, access to leadership roles for women

We encourage parity between men and women in management positions: Infopro Digital ensures as far as possible that women's CVs are included in all recruitment processes opened within the company.

Five women are members of the executive committee of the Group, comprising 38% of the committee.

At the Group level, 42% of managers are women. We are aiming for this to reach 50% by the end of 2024, thanks to recruitment policies and the launch of mentoring programmes.

Journey towards equal pay

Specific national or local regulations require the public reporting of gender pay gap ⁴ indexes in highly variable and non-comparable ways. In France, the gender pay gap index was 90/100 in 2020, 94/100 in 2021, and went down to 76/100 in 2022. The full report is available on our French website:

infopro-digital.com/fr/actualites/infopro-digital-index-de-legalite-femmes-hommes/

Our ambition is to build and implement a global gender pay equity monitoring system across our countries of operations. The gender pay gap is very dependent on business and geography, as the remuneration profile may vary significantly from one business to another and from one country to another, thus, this indicator can only be monitored by business and by geography.

Infopro Digital aims to increase the representation of women in the higher quartile, through promotion and hiring.

In addition, initiatives to promote gender parity are encouraged locally: in France, for instance, HR teams are actively working towards the alignment of compensation between men and women.

⁴ Gender pay gap measures the lack of parity for women across the different quartiles of remuneration, reflecting, among other things, the distortion of representation of women across the different levels of responsibility, as unequal pay may amplify the distortion.

3.4.2 // Diversity and inclusion

[GRI 405-1]

Globally, the Group counts 51 employees with disabilities. This figure is based solely on the voluntary declaration by employees, identifying themselves as having disabilities under a legally mandated administrative scheme. Figures have remained stable since 2020. Our target is to increase the hiring of people with disabilities by 50% by the end of 2024.

To promote diversity and ensure a fair representation of different backgrounds and perspectives, we employ sensitive recruiting practices. Local initiatives encourage diversity, notably towards differently abled people.

Our managing director for the Tunisia subsidiary created very positive debates in 2022 in the national media when she reaffirmed that we welcome employees with disabilities to join our local teams.

3.4.3 // First professional experiences

[GRI 404]

Interns and apprentices

We prioritise the recruitment and integration of interns and apprentices. We are committed to providing valuable learning experiences for young talented people.

In 2022, we welcomed 269 interns and work-study participants, keeping stable levels compared with the previous year (281 trainees), and showing significant progress compared with 2020 (123 trainees).



In 2022, we had continuing partnerships with universities in France and Romania, and our goal is to expand these types of relationships and exchanges globally throughout the Group.

By the end of 2024, our target is to have 300 interns and apprentices among our teams.

Infopro Digital League

The Group runs the Infopro Digital League programme, which offers various opportunities in France for individuals looking for internships, apprenticeships or professional contracts in IT jobs, so they can gain valuable experience and develop their skills.

Joining the Infopro Digital League means embarking on a journey based on a 12-month paid contract, allowing trainees to alternate between short- and long-term assignments while learning valuable skills. The League provides monitoring and a support programme that closely involves managers with mentoring and feedback milestones, and it offers opportunities to understand the Infopro Digital business.

3.5 // Wellbeing at work

3.5.1 // Health and wellbeing across our locations

[GRI 403-6]

As an organisation, we recognise the importance of creating a positive and healthy work environment for our employees. We understand that a workplace that prioritises the wellbeing of its staff can lead to increased productivity, engagement and job satisfaction. Across our locations, we endeavour to be attentive to specific employee needs in the office, and provide adjustable chairs, as well as ergonomic, adapted seating arrangements or height-adjustable tables for our employees with specific needs (for example, in the case of back-related or other musculoskeletal conditions).

We offer working from home to employees whose jobs allow it, across our locations. Generally, unless specific local regulations or collective arrangements apply to the contrary, our employees have the benefit of working two days a week from home (based on a five-day working week).

We encourage (and, in certain cases, subsidise or offer free) sports activities during lunch breaks, offer health and wellbeing advice through our LMS and benefits platforms to our employees (including boosting your mood, dealing with stress, financial wellbeing, etc.), and provide access to massage and stress management sessions.

Free vaccination campaigns are regularly conducted in France and the UK.

Below are some interesting initiatives from the Group:

Benelux

At our Belgium and Netherlands locations (Benelux), a strong emphasis has been placed on the wellbeing of our employees through various initiatives. We have implemented shorter meeting durations, with 25- and 50-minute slots now proposed by default in our scheduling tools. This allows for more focused and efficient discussions, giving our employees more time for themselves, and reducing meeting fatigue. Under 'Project People Happiness', we have a sustainable supplier provide fresh organic fruit at work, delivered on bike. Driven by our employees' input and enthusiasm, to combat stress, we organise regular yoga classes, encourage walking breaks, and arrange on-site massage sessions on demand.

DACH area

Our teams in the Germany, Austria and Switzerland (DACH) region have set up an array of initiatives aimed at promoting employees' physical and mental health. For example, our central office location in Berlin makes it easier for employees to use public transport to get to work, and we encourage our employees to take care of their physical health by offering bike leasing and parking options.

France

Among the many initiatives that were developed over 2022 to promote physical and mental health among our employees in France, we have selected a few examples below.

Employees at our Antony (Paris region) offices are encouraged to join the lunchtime 'Nordic walk' every Tuesday, and our managers actively participate in this. This walk provides an opportunity for employees to engage in physical exercise and enjoy the outdoors. We organise and subsidise lunchtime sports at the nearby gym (yoga, badminton, Pilates and workouts) in Antony.

We also offer free online sophrology sessions to manage stress and relax – accessible to employees on-site and working from home.

UK

Our UK teams have access to massage sessions and nutritional advice, and follow safety training. We offer health and wellbeing tools that office- and home-based employees can take advantage of. The Risk Global group ran an early Friday finish between July and the first week of September 2022. This allowed employees to finish at 3pm on a Friday (providing work deadlines are met), allowing employees to enjoy the good weather and spend time with family/friends. This is now active for summer 2023. In addition, the majority of UK employees can opt into a company-paid Health Cash Plan scheme. This allows employees to receive cashback (average £70 a year per category) on health and wellbeing treatments, for example, dental, optical, alternative therapies (Indian head massage, physiotherapy, chiropractor) and scans.

3.5.2 // Awareness training on psychosocial risks

[GRI 403-5]

In 2019, Infopro Digital initiated the roll-out of an awareness training programme aimed at Group managers (currently focusing on France), to help prevent and detect psychosocial risk situations. This programme's purpose is to provide managers with the necessary skills and reflexes to understand the notion of psychosocial risks and the associated issues. They must also be in a position to recognise sensitive situations to better anticipate risks, take appropriate action as a manager, and alert the organisation following a confidential and clear procedure.

At the end of 2022, 494 managers in France had followed our awareness training against psychosocial risks.

3.6 // Involving our employees

3.6.1 // Sharing our strategy and encouraging exchanges between employees

[GRI 2-24]

It is our strong conviction that employee wellbeing and performance depend on how management shares its strategy and vision with them and accompanies them on the company's business journey. We also believe that employees must regularly be offered opportunities to meet and exchange with colleagues from other lines of business, to share best practices and acquire a vision and knowledge of our ecosystem beyond their own day-to-day scope. Our business model creates a synergistic ecosystem that is nourished by constant interactions among business lines.

In France, for instance, the MarchésOnline business unit has implemented three seminars a year in which all departments come together. The Events & Training business organises an annual seminar to bring together all the business units within the department. These seminars serve as an opportunity for professional development, networking, knowledge sharing and fostering a sense of unity among the team.

3.6.2 // Social dialogue

[GRI 2-30]

Infopro Digital places great importance on social dialogue within the organisation. The Group has established 13 employee representative committees (Comités sociaux et économiques, CSE) in France, three in Germany and one in the Netherlands. We also have a group committee in France (comité de groupe). These committees serve as platforms with regular meetings and sessions, providing a dedicated space for open discussions and exchanges between the Group subsidiaries' HR teams, their management and the employee representatives. Through these ongoing interactions, Infopro Digital supports a culture of social dialogue in line with local regulations. This commitment to social dialogue is key to ensuring that the voices and concerns of employees are heard.



63.3% of our workforce is covered by collective bargaining agreements, which ensures fair and standardised employment conditions. The majority of these agreements are in place in countries such as France, Germany and Tunisia. For the remaining employees, we protect their rights and working conditions through organisational practices, adherence to general labour laws,

or other similar collective arrangements. We are committed to upholding the principles of fairness and equitable treatment for all our employees, regardless of their being covered under collective bargaining agreements.

3.7 // Safety at work

[GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-7]

3.7.1 // Work-related injuries

[GRI 403-9]

While our activities are not inherently dangerous, we still prioritise the safety and wellbeing of our employees.

We remain vigilant and committed to addressing any work-related injury incidents that may occur, implementing necessary measures to prevent and mitigate risks.

3.7.2 // Workplace security

[GRI 403-1, GRI 403-3]

Infopro Digital places a strong emphasis on workplace security. We ensure that safety measures are implemented in all our subsidiaries and locations, and that they cover all our employees.

Our locations follow security and safety procedures in accordance with local regulatory requirements. This workplace security programme is managed by location-dedicated security managers under the oversight of the Group's head of real estate and safety affairs.

Standard emergency situations and evacuation procedures are established and prominently displayed at our locations. These procedures provide clear guidelines to employees in case of any unforeseen circumstances. Occupational health services are available for employees, and some of our locations (such as Antony Parc 2) are equipped with first aid rooms.



At our French locations, workplace security practices include setting up and regularly reviewing a Single Professional Risk Assessment Document (DUERP). Each location maintains a DUERP that identifies and assesses professional and psychosocial risks in the workplace. Proposed action plans are outlined to mitigate or eliminate these risks. The DUERP is updated annually. It is available for consultation by all employees upon request. Based on the DUERP, PAPRIPACT (the Annual Programme for the Prevention of Occupational Risks and the Improvement of Working

Conditions) defines action plans for the following year. Its aim is to ensure continuous improvement in the safety and wellbeing of employees by minimising potential risks. Employee representative committees are involved in this mission, as part of their social policy remit.

Our French employees have the opportunity to undergo training in occupational health and safety, which is valid for two years. Additionally, fire safety training – covering the handling of fire extinguishers, evacuation procedures and techniques – is provided for volunteers every other year.

3.7.3 // Trade shows and events security

[GRI 403-7]

We organise many trade shows and events on an international basis, and are particularly attentive to the safety and security of our exhibitors and visitors. We implement 24/7 security surveillance when we occupy an event or tradeshow venue.

We have safety and security procedures in place for our trade shows and events, as described below.

We appoint a safety and health protection co-ordinator for all our trade shows. We share our general safety and health co-ordination plan and our safety notices (Safety Plans) with general installation service providers and their subcontractors, as well as decorators. These documents are specific to each event or venue.

The Safety Plans include regulatory requirements relating to accessibility for people with disabilities within the shows. All documents are available on our websites for exhibitors and decorators.

3.7.4 // Fight against harassment and discrimination

[GRI 406-1]

To attract and retain top talent from a wide range of backgrounds and experiences, Infopro Digital is committed to providing equal employment opportunities regardless of gender, sexual orientation, religion, national origin, age or disability status. We actively oppose any form of harassment or discrimination, as they are both illegal, and hinder our ability to perform at our best and to retain talented employees.

The non-discrimination and equal employment opportunity principles inscribed in our Group Code of Conduct and adjusted locally as required by specific legal requirements, are implemented at Infopro Digital locations. Our Group whistleblower policy allows any employee or external party to confidentially disclose their own situation, or that of a co-worker, without fear of retaliation. Any such suspected cases reported to Human Resources are investigated and acted upon with determination if found true.

In 2022, our Group has maintained a strong commitment to promoting a discrimination-free workplace. We are proud to report that there were no reported alleged incidents of discrimination, except for one isolated incident in the UK. The incident was promptly reviewed and upon thorough examination, it was determined that there was no evidence of discrimination. Our response and investigation reflected our dedication to addressing such matters promptly and to ensuring a fair and inclusive environment for all employees.



Community impact ...

[GRI 413-1]

4.1 // Social impact

4.1.1 // Employability and integration through access to work

[GRI 401, GRI 413-1]

Our initiatives towards social impact for the next three years (2023–25) focus on promoting employability and integration through access to work and training, and through support in returning to work despite life's challenges. We want to help individuals facing long-term absence from the labour market, postgraduate and young people from challenged backgrounds, seniors, and people with disabilities. In alignment with Infopro Digital's core values (Diverse, Collaborative, Entrepreneurial), these initiatives aim to make a positive difference in society by empowering individuals and communities.

One of our primary objectives is to mobilise our employees and encourage their active involvement in our social impact initiatives. By engaging our talented workforce, we can leverage their skills, expertise and passion to create meaningful change in the lives of individuals seeking employment and integration opportunities.

We are looking to craft carefully chosen long-term sponsorship programmes with thirdparty organisations that are in line with our social impact purposes.

4.1.2 // ESG Committees and Social Impact

To ensure effective implementation and local impact, we are establishing Infopro Digital's first three regional ESG Committees in (1) France, (2) the UK, Hong-Kong and Ireland, and (3) the DACH region. The committees will be composed of volunteer members among our employees. They will notably support our organisation in driving initiatives on the ground and being social impact ambassadors in our business locations. Their presence and actions will help us adapt our programme to region-specific needs and challenges. The committees will plan events, enhance employee engagement, propose actions to contribute to local communities, and serve as our representatives in connection with local third-party sponsorship programmes. All actions and initiatives will be approved by the ESG Board to ensure alignment with our strategy.

Comprised of passionate members who are representative of our locations and businesses, the committees will bring diverse backgrounds and perspectives to how we create social impact. Regular meetings will be held and supported by the ESG, HR and Internal Communications teams.

Thanks to the ESG Committees' collective effort and input, we are confident we will tailor our actions in a manner best-suited for our multiple local communities.

$4.2\,\%$ Local community support initiatives

[GRI 413-1]

We are proud to report that our teams around the world have led many actions, a number of which are part of a years-long programme in support of our communities. Below are some examples of our engagement.

4.2.1 // Patrimonia food bank initiative

In 2022, we implemented a food surplus initiative at the Patrimonia trade show held in Lyon, France, and will continue in 2023. As part of this initiative, all unconsumed food items that maintained proper cold chain conditions were donated to the local food bank. Exhibitors were instructed to store the surplus food in refrigerators on their stands and contact a designated organiser's staff member, tasked with collecting and storing the items for pickup. We collected 300kg of food, which was distributed to 800 people. This logistical challenge was a success thanks to an effective communication and awareness campaign with the exhibitors before and during the event.

4.2.2 // NQT mentoring

Infopro Digital launched another wave of its successful partnership with Nos quartiers ont du talent (NQT), which promotes equality of opportunity, in 2022. Since 2006, NQT has been working tirelessly to support young graduates under 30 from underprivileged neighbourhoods or modest socioeconomic backgrounds in their journey towards employment, apprenticeship and entrepreneurship.

The mentorship programme offered by NQT provides personalised support to young graduates in their job searches, pairing them with experienced executives and professionals from all sectors.

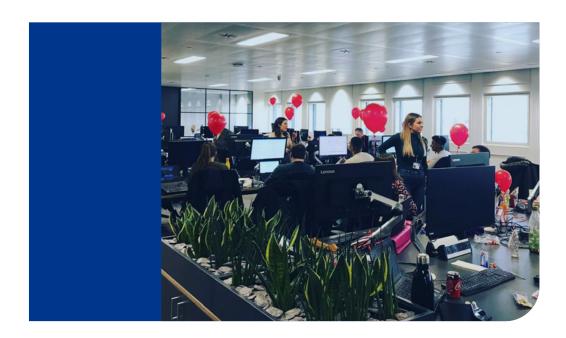


From 2019 to 2022, we had the privilege of mentoring and guiding 43 young graduates in the Paris region with the help of 30 registered mentors within our organisation. The 2023 wave of mentoring is open to all French employees of Infopro Digital.

4.2.3 // Charity initiatives

As in past years, our Haynes and Risk Global teams in the UK were active within their communities. Their 2022 initiatives were aimed at supporting national charities, including the Tropical Health and Education Trust (THET) and The Children's Trust (for children with brain injury), and making a positive impact in our communities.

Our teams organised a diverse range of activities and events, sometimes involving our clients. Pub quizzes, bake sales and raffles provided engaging opportunities for Haynes and Risk Global employees to contribute and raise funds for charitable causes. On special occasions such as Valentine's Day and the winter holidays, we spread joy by sending thoughtful gifts and organising festive events such as Christmas Jumper days.



In collaboration with The Children's Trust, we dedicated a day to gardening, fostering a sense of community and connecting with nature. Our Booze Trolley initiative added an element of fun while raising funds for charity. Additionally, we organised educational experiences, inviting teenagers from a school to spend a day with us, when they learned about the world of work and potential career opportunities.

To challenge ourselves physically and raise funds, we undertook exciting endeavours such as the Three Peaks Challenge and abseiling down Broadgate Tower. On Sports Days, we participated in fun runs across London, and even embarked on the London Bike Ride. Various sweepstakes and fundraising activities were organised to engage employees and encourage their participation.

Lastly, our team members at Haynes actively participated in London's City Giving Day, a prominent event in our calendar that showcases our commitment to giving back to the community.

4.2.4 // Support to associations



Our subsidiary Eventmaker has entered long-term partnerships for 2022–23 with the Epoka agency, which organises three prominent events in France for well-known public-interest organisations:

- IWF France, which spearheads the Assises de la Parité, an event aimed at advancing concrete actions for gender equality in society,
- Tremplin Handicap, the driving force behind the Tous HanScène (all on stage) event, dedicated to transforming perceptions of disabilities
- Mozaïk Foundation, with its Economic Inclusion Summit, an event focused on driving impactful economic inclusion.

Eventmaker is proud to contribute essential technological and logistical support to ensure the success of these events. Our team allocates a dedicated project manager and provides tools for website development, seamless registration processes, efficient check-in and on-site access control.

5.

Environment ...

Climate change is one of the most pressing global challenges facing society today, and we at Infopro Digital are committed to doing our part to address it. The latest scientific data shows that greenhouse gas emissions (GHGs) are at an all-time high, with total emissions reaching 59.1 billion tonnes of carbon dioxide equivalent (GtCO₂eq). As reported by the IPCC (Intergovernmental Panel on Climate Change), this has undoubtedly led to rising global temperatures and a range of damaging impacts, from more frequent and severe weather events to ris-

ing sea levels and loss of biodiversity. As an international Group, we recognise our responsibility to control and reduce our carbon footprint, and help limit global warming to match reduction targets such as those set by the 2015 Paris Agreement. As part of our commitment to sustainability, we have assessed our own carbon footprint for 2022, and are taking steps to reduce our emissions across our operations and supply chain. In this section, we will share details of our carbon footprint assessment and our plans for continued action.

5.1//

Greenhouse gas emissions

[GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5, GRI 305-7]

In March 2023, we conducted our first global footprint assessment for estimated GHGs under Scopes 1, 2 and 3 over the year 2022. The assessment was carried out using the Aktio online platform, with the support of a team of carbon experts. Data compiling and calculation were based on the Bilan Carbone®⁵ methodology.

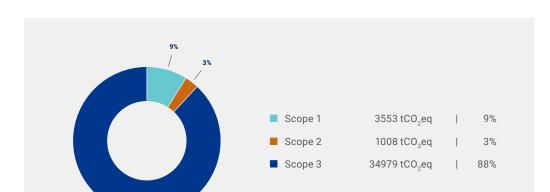
As this is the first complete scope assessment carried out by our Group, it will serve as the reference assessment.

The operational scope of the GHG footprint analysis covers all direct and indirect emissions of Infopro Digital, in line with the recommended default options (BEGES⁶ and Bilan Carbone®). Any exclusions, particularly due to a lack of data to date, are detailed and justified below.

We determined the organisational scope based on the operational control approach, as is also the recommended default option of the above format: this approach requires that the organisation consolidate 100% of the emissions from the facilities under its control.

Carbon footprint assessment methodology developed by the French governmental agency ADEME (French Agency for Ecological Transition).

⁶ French decree requiring the assessment of greenhouse gas emissions (Code of Environment).



The Group's activity mapping and details of GHG emissions are as shown in the chart below:

Total 2022 Group GHG emissions are estimated at 39,540 tCO_2 eq.

Having evaluated its operations, Infopro Digital determined the most significant but limited air emission contaminant resulting from the Group's operations (Scope 1) was associated with the on-site combustion of fuels for heating and cooling, and fuel for leased vehicles (gas and oil). A total of 3,553 tCO₂eq were emitted in 2022 from combustion sources within Infopro Digital's locations, all of which are non-industrial.

Indirect emissions from consumption of electricity and chilled water (Scope 2) were 1,008 tCO_2 eq. These were estimated using the International Energy Agency's emissions factors database (2019).

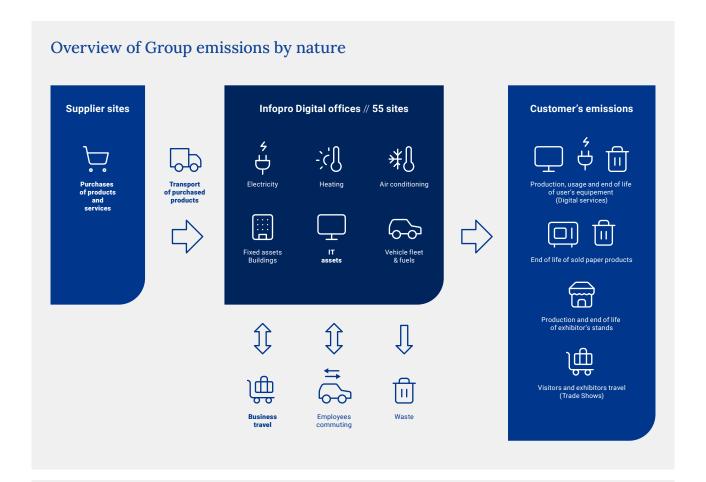
Scope 3 (indirect emissions due to purchases, employee commuting and travel, IT inventory, waste...) accounts for around 88% of our total emissions, and amount to $34,979 \ \text{tCO}_2\text{eq}$.

Our total estimated emissions and the proportion of Scope 3 are typical for the profile and size of our business.

Beyond Scope 1 and Scope 2, some of the most significant contributions to Scope 3 emissions are shown below (except purchased goods and services):

- employee commuting was estimated at about 2,867.55 tCO₂eq (7.25%);
- business travel had an impact of 1,006.27 tCO₂eq (2.54%);
- data centres supporting all businesses within the Group generated an estimated impact of around 3,735 tCO₂eq (9.45%) over 2022.
 This estimate relates to all data centres and includes in part a double counting of some emissions already reported as Scope 2 emissions within Infopro Digital operations.

Where quantitative estimates are shown, the values are approximate because of assumptions required and potential absence of exact knowledge regarding the specific type of transportation equipment and fuel. Necessary assumptions are based on industry standards or surveys for collective vehicle performance or consumer behaviour.



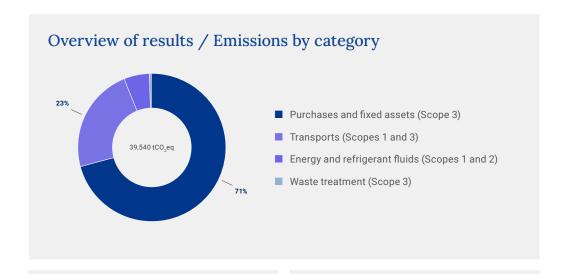
Analysis of emissions for the 3 scopes:

- Scope 1: for Infopro Digital sites: heating (gas, oil), air conditioning, fuel for leased vehicles
- Scope 2: for Infopro Digital sites: electricity
- Scope 3: purchases, goods transportation, home-office travel, business travel (excluding leased vehicles), IT waste treatment

5.1.1 // Overview of results: emissions by activity

[GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-7]

Our carbon footprint assessment has revealed that our purchases and fixed assets (purchased and leased equipment such as IT equipment, vehicles and furniture) are the largest contributors to our GHG emissions, accounting for 71% of the total. These 71% are 65% of emissions from purchased goods and services and 6% from fixed assets.



Purchases & fixed assets

71% of emissions

- 65% Purchased goods and services
- 6% Fixed assets

Transports

23% of emissions

- 7% Goods transport
- 7% Employees communiting
- 6% Fuels for car vehicle fleet
- 3% Business travel

Transportation also represents a significant portion of our emissions, contributing 23% to our overall carbon footprint. This is further broken down into 7% from goods transportation, 7% from employees commuting, 6% from fuel for our vehicle fleet, and 3% from business travel.

Physical data for electricity, heating, air conditioning, fuel for vehicles, waste, real estate, and vehicle fleet amortisation were collected by location or by country.

Emissions from purchased goods and services, goods transportation, business travel, IT equipment, and furniture (Scope 3) were calculated based on accounting data (monetary ratios).

The regulatory BEGES format of Carbon Footprint of the Group is presented below.

Scope	Source	Total	CO ₂	CH₄	N ₂ O	Other	CO ₂ b
Scope 1	Direct emissions from stationary combustion	306	299	0.6	2.3	0	0
	Direct emissions from mobile combustion	2,500	0	0	0	0	0
	3. Direct emissions from process sources	0	0	0	0	0	0
	Direct emissions from fugitives sources	748	0	0	0	0	0
	5. Direct emissions from agricultural sources	0	0	0	0	0	0
Scope 2	6. Indirect emissions from consumption of electricity	1,008	885	0	0	0	0
	7. Indirect emissions from consumption of steam, heat or cooling	0	0	0	0	0	0
Scope 3	8. Indirect emissions from:	98	-	-	-	-	-
	Purchase of products and services	25,785	-	-	-	-	-
	10. Capital goods	2,116	-	-	-	-	-
	11. Waste	209	-	-	-	-	-
	12. Incoming goods transport	2,884	-	-	-	-	-
	13. Employee business travel	1,006	-	-	-	-	-
	14. Upstream leased assets	0	-	-	-	-	-
	15. Investments	0	-	-	-	-	-
	16. Customers and visitors transport	12	-	-	-	-	-
	17. Outcoming goods transport	0	-	-	-	-	-
	18. Use of sold products and services	0	-	-	-	-	-
	19. End-of-life of sold products	0	-	-	-	-	-
	20. Franchises	0	-	-	-	-	-
	21. Downstream leased assets	0	-	-	-	-	-
	22. Employees commuting	2,868	-	-	-	-	-
	23. Other indirect emissions	0	-	-	-	-	-

	Total	CO ₂	CH₄	N ₂ O	Other	CO ₂ b
Total Scope 1	3,553	299	0.6	2.3	0	0
Total Scope 2	1,008	885	0	0	0	0
Total Scope 3	34,979	-	-	-	-	-

5.1.2 // Carbon emissions reduction

[GRI 305-5]

Based on the above findings, the Group is now working on determining carbon emissions reduction targets.

Scopes 1 and 2 emissions represent a smaller part of our footprint but are directly under our control. See Section 5.4 for our action plan (ISO 14001 and Site Environmental Management).

We will pursue work based on our GHG emissions assessment in 2024 in order to reach more precise calculations for Scope 3 activities through additional physical data collection. We are planning on defining a reduction target in absolute value for Scopes 1 and 2, and a reduction target of our carbon intensity (tCO₂eq/1K€ of turnover) for Scope 3.

For Scopes 1 and 2, our goal is to align our reduction targets with Paris Agreement's objectives.

Regarding Scope 3, we will see a focus on the collection of physical data for the most significant emissions. We will develop our first Environmental Action Plan in 2023 with a focus on reducing these main emissions, such as purchases, transportation, events and printing. The first Environmental Action Plan will be available at the end of 2023, and its deployment will start in 2024. Preparation work regarding locations and activities will be launched in 2023 to ensure a smooth and effective implementation.

5.2 // Greener events

5.2.1 // Sustainable event management

With a view to creating a sound and documented basis for any future sustainable initiative, Infopro Digital conducted a study in 2021 on its French events and trade shows to inventory data points and build an outline for events' corporate social responsibility policy. Data points were classified into 10 categories (General data, Geographical aspects, Exhibition venue data, Energy/utilities, Facilities, Cleaning/waste, Catering, Marketing, Customer reputation/Employee branding). This study has helped to structure the first Environmental Plan for our trade shows. It will be used as a basis to build a common Sustainable Events Policy across the Group.

Infopro Digital obtained ISO 14001 certification for its Environmental Management System in 2015, and, as part of its actions in the field of responsible trade shows and events, a list of commitments was defined, and updated in 2020. The beginning of the Covid-19 pandemic partially slowed the introduction of these actions, but most of them were implemented starting in 2022.

Below are some of our commitments:

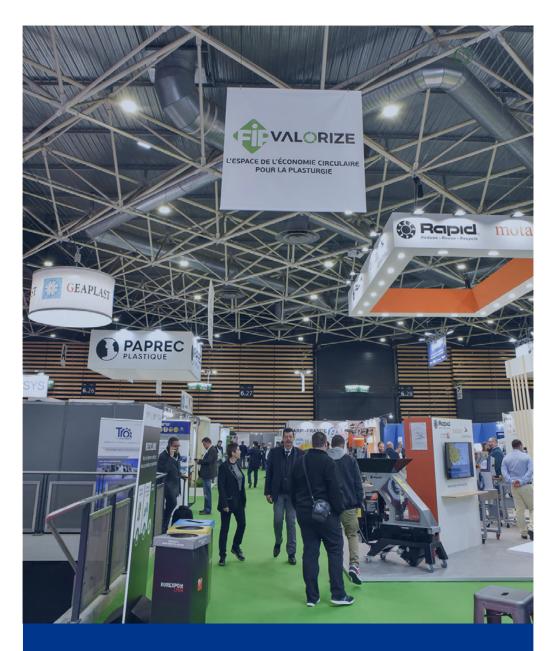
- Quantify and reduce the volume of printed materials for visitors
- Raise awareness among employees about the issues of ISO 14001
- Evaluate the environmental impact of trade shows and events
- Include an environmental clause in calls for tenders for service providers and suppliers
- Assess service providers and suppliers based on their environmental initiatives
- Implement an annual reporting process
- Deploy an environmental approach in accordance with ISO standards
- Engage with venue suppliers
- Offer an up-to-date 'sustainable development best practices' memo for exhibitors
- Create guidelines for the actions carried out by service providers
- Help limit the impact of marketing services

- Quantify the volume of food to avoid waste
- Integrate communication on our environmental approach to exhibitor websites.

The majority of these commitments are already implemented in our project management process.

Listed below are some examples of the environmental initiatives that were implemented in 2022:

- Two of our main trade shows (SIMI, Luxe Pack) have completely eliminated carpets, while 35% of the group's trade shows have carpeting only on stands, and 13% have carpeting on stands and aisles.
- We removed 80% of the carpeting at SMCL (Salon des Maires), and replaced 20% of the remaining carpeting with recycled and recyclable carpet.
- We also use recycled cardboard signage, LED lighting for equipped stands, and water fountains with cardboard carafes and cups for conferences.
- We have implemented folded cardboard badges at SIMI, and prefer paper badges at other events.
- Regarding waste management, we have implemented a sorting obligation for cardboard, metal, glass, wood, plastic and non-hazardous waste, and we require waste-weighing receipts for each event venue.
- We are committed to food recovery on the majority of our shows.
 We have put in place the recovery of leftover food for disadvantaged families in partnership with local associations.
- We optimise the reuse of our partitions and furniture, which we offer to associations.



Sustainable event management

5.2.2 // Next steps for our sustainable events

As mentioned above, we are working on harmonising our common Sustainable Events Policy and we are looking forward to implementing our best practices across all our events. An Infopro Digital supplier specifications document for our trade shows and events businesses was developed in the fourth quarter of 2022, to integrate several areas:

- Environmental: materials used, signage, eco design, waste management, stand reuse and lifespan, dedicated labels and standards
- Social: compliance, hardship, risks and working conditions
- Economic: fair business practices, responsible procurement and quality assurance.



These initiatives are an important step in our commitment to a sustainable future, and we are determined to continue our efforts to reduce the environmental impact of our events.

In 2023, we have embarked on the project of calculating the greenhouse gas emissions (GHG) footprint (Scopes 1, 2 and 3) of two of our major trade shows: SMCL (Salon des Maires); and Luxe Pack Monaco.

The calculation of these shows' footprint will allow us to identify their most impactful aspects, and to introduce targeted emission-reduction actions by developing the environmental programme for events over the next five years.

The results of these two assessments will be available in early 2024.

5.3 //

Environmental initiatives within businesses

[GRI 2-22]

We would like to highlight the environmental initiatives that were implemented throughout the Group in 2022. We are extremely proud of our employees' commitment to environmental causes.

5.3.1 // Media

MarchésOnline

In 2022, as part of our environmental initiatives, MarchésOnline's publishing activity underwent notable changes. We continued our migration of tender ads publications from print to digital, as started in 2020. By embracing digital platforms for tender ads, we reduced paper usage and minimised waste, contributing to a more sustainable approach to information dissemination.

Furthermore, looking ahead to 2023–24, we are committed to further reducing our environmental impact by replacing our print catalogue with a predominantly online catalogue.

Print

We have achieved a significant reduction of 30% in print-related ${\rm CO_2}$ emissions through changes in paper usage for the following media titles: Moniteur (MTP), Argus, LSA, La Gazette, L'Usine Nouvelle, AMC and CTB. These reductions were achieved through various measures, including the use of lighter grammages, the incorporation of recycled paper (which requires less water and energy in its manufacturing process compared with new paper), and the careful selection of paper sources based on the energy profile of the producing country.

Moreover, for other print media within the Group, we prioritise using (PEFC)-certified paper,⁷ which ensures that the paper comes from sustainably managed forests.

Additionally, we have implemented practices to reduce print runs and produce publications as accurately as possible. For publications with lower sales expectations, we have adopted a print-on-demand approach.

⁷ PEFC: Programme for the Endorsement of Forest Certification.

5.3.2 // Trade shows

We are proud to share the environmental actions we have implemented for our trade shows. These initiatives include:

- Eliminating carpets in the aisles to reduce waste.
- Phasing out plastic bag holders, and instead providing paper bags and packaging for exhibitor lunchboxes, promoting sustainability.
- Replacing plastic glasses with more eco-friendly alternatives.
- Emphasising reusability by ensuring that 90% of booth and furniture items can be reused from one year to the next, and utilising reusable designs for 90% of on-demand requests.
- Shifting our approach from organising large shows to geo-cloning events in key markets worldwide, reducing the need for long-distance travel for exhibitors and visitors.



5.3.3 // Environmentally responsible offices

Our offices are implementing eco-friendly practices, including motion sensors in toilets, LED lighting, waste sorting, and water fountains. Some locations also have coffee machines with A-rated energy labels, and offer Fairtrade, organic, climate-neutral and UTZ-certified products.

In Germany, we have reduced our paper usage and promote digital workflows. We have implemented digital tools and platforms such as Teams, Jira and Monday to facilitate project organisation and collaboration, eliminating the need for excessive printing and physical documentation. We encourage the use of digital signatures whenever possible and when permitted by law. This not only streamlines administrative processes, but also reduces the use of paper and printing resources.

Through these practices, we are dedicated to reducing our environmental impact and embracing digital solutions that enhance efficiency and sustainability in our daily operations.

Sustainable Site Management System

We have implemented our Sustainable Site Management System (SSMS) at our main locations. This process is aimed at enhancing environmental performance by incorporating environmental considerations into our daily business operations.

It involves the continuous improvement of practices, procedures and processes to meet environmental obligations. By implementing a robust SSMS, we can identify and address potential environmental risks, achieve environmental objectives, minimise

liability exposure, and optimise our overall environmental performance. The SSMS allows us to plan, implement, evaluate and refine our strategies, ensuring that we meet our environmental responsibilities while operating in a sustainable manner.

5.4 // Environmental ISO standards

5.4.1 // ISO 14001 (Environmental Management System)

[GRI 302-4]

ISO 14001 is a globally accepted international standard (NF EN ISO 14001:2015) that focuses on Environmental Management Systems. In the current global business landscape, engaging in the ISO 14001 process serves as evidence of an organisation's dedication to environmental stewardship. This certification requires organisations to develop comprehensive plans and procedures to systematically identify, assess, measure, prioritise and track the environmental effects of their operations. Thanks to the expertise of our Red-on-Line business, Infopro Digital has initiated the ISO 14001 journey for our main location and activities. Red-on-Line's extensive knowledge and experience in this field have been instrumental in guiding our Group towards meeting the stringent requirements of ISO 14001.



The Group obtained ISO 14001 certification for its Environmental Management System for the creation, organisation of the production chain, and commercialisation of its activities in France (Antony Parc) in 2015.

As part of our SSMS and ISO 14001 certification, we have established an environmental manual for the Antony Parc site. This document complements the Group's Environmental Policy, which comprises five environmental objectives as follows:

- 1 Raise awareness and engage employees and other stakeholders
- 2 Reduce emissions related to transportation
- 3 Involve subcontractors in responsible procurement practices
- **4** Take effective action to reduce energy consumption associated with activities
- 5 Improve traceability and recycling of waste generated by trade shows and print media.

ISO 14001 environmental management system: 2022 results

[GRI 302-4]

The Group's methodology is based on continuous improvement, and regulatory monitoring is managed through the HSE Compliance® tool from Red-on-Line. The certification cycle and triennial action plan are currently under way.

In 2021, the Group achieved a 13% reduction in GHG from fleet travel (estimated via fuel expenses). Teleconferencing led to a decrease in business travel, and a significant reduction in client travel was recorded in 2021 because of the cancellation of numerous trade shows and events.

In 2022, the Group experienced a decrease of 22% in electricity consumption at the Antony site compared with 2019 (the last typical year before the Covid crisis). This result was not caused by employees working from home, as the heating, ventilating, air-conditioning and lighting systems were maintained, although workstations were underutilised. The decrease was obtained thanks to the Plan de sobriété energétique (Energy Saving Plan) that we implemented in September 2022.

These efforts are to be continued and amplified. We will continue to work closely with all stakeholders to raise awareness, foster accountability, and mobilise our employees and partners.

ISO 14001 Environmental management system: objectives

Our environmental objectives and action plans are set out below, together with the associated key indicators we monitor within the Group.

Objective 1: Raise awareness and create accountability among employees and stakeholders.

Key actions: Communication on the Group's environmental policy, awareness training activities, information campaign with key suppliers, awareness of new suppliers in technical trade shows.

Objective 2: Reduce emissions related to transportation.

Key actions: Assessment of transportation methods used during trade shows, monitoring of fleet emissions, selection of 'green' airlines, implementation of car-sharing (100% electric).

Objective 3: Engage subcontractors in responsible procurement practices.

Key actions: Sending our ISO 14001 questionnaire during tender processes, responsible purchasing of documents for trade show activities, selection of environmental-friendly service providers.

Objective 4: Improve traceability and recycling of waste generated by trade shows and print media.

Key actions: Data collection on waste management during trade shows, use of recyclable and de-inked paper for print media, study on the impact of used carpeting.

Objective 5: Act on energy consumption related to activities.

Key actions: Inclusion of measurement tools, tracking of data-collection feedback.

ISO 14001 Environmental Management System: KPIs Fleet Emissions – French Fleet (Scope 1)

The $\mathrm{CO_2eq}$ emissions from our French vehicle fleet remain on average below the 120 $\mathrm{gCO_2eq/km}$ limit imposed by our Car Policy⁸. However, there are a few exceptions where emissions exceed this limit, reaching up to 150 $\mathrm{gCO_2eq/km}$. In 2022, an increase of 2.0 $\mathrm{gCO_2eq/km}$ was observed, primarily because of a slightly less favourable vehicle mix.

Energy Consumption (Scope 2)

Energy consumption linked to our Antony sites continued to decrease in 2022 by 12% after a significant decrease already observed in 2020–21 due to successive lockdowns. Compared with the 2019 reference year, energy consumption has decreased by 22% in 2022. Several actions have been taken to reduce consumption, including the progressive replacement of lighting with LED fixtures and the implementation of automatic shutdown in all sanitary blocks. Additionally, selective power cuts were implemented during lockdown periods, and specific measures were taken in the server room, such as equipment removal and air-conditioning shutdown.

The maximum limit imposed by our Car Policy is 130 gCO₂/km. This is the average level of emissions from new petrol and diesel vehicles sold in France in 2022 (source: ADEME).

Water

Water consumption at our Antony site has shown an increase of 29% in 2022 compared with the previous year, reaching a total of 2,800m³. Although consumption has risen, it has not reached pre-Covid levels due to the implementation of remote working practices (two days/week on average). Various factors have contributed to the increased water usage, including the daily operations of our communal restaurant. Additionally, a temporary disruption in the server room cooling system resulted in some water loss (around 80m³), although corrective measures were then taken.

On-site Waste

Waste tonnage increased by 26% in 2022 due to the resumption of activities and employees' return to the office. However, it is important to note that 100% of our waste is recycled by our direct contractor, PAPREC. Hazardous waste is limited to the collection of used batteries, which is an insignificant volume.

ISO 14001 Environmental management system: 2022/2023 challenges

[GRI 2-22]

The following new challenges were submitted to the Group's Management and ESG Board to strengthen our environmental actions and maintain the continuous improvement of our eco-responsible approach:

- 1 Prepare a new environmental analysis based on the Group's carbon footprint assessment (Scopes 1, 2, and 3).
- **2** Ensure consistency between the Group's ESG action plans and the ISO 14001 approach: objectives and targets, indicators and action plans.
- 3 Prepare for the transfer of the Antony headquarters in summer 2024 into an HQE building. ⁹ Ensure the recycling of waste related to the cleaning of the current site and the works, design new processes (waste management, cleaning, KPI reporting from the smart building, etc.) with new service providers.
- 4 Raise awareness and train our new employees (develop new e-learning training support with an evaluation questionnaire, strengthen internal CSR communication).

⁹ HQE: Haute qualité environnementale, or high-quality environmental standard.

5.4.2 // ISO 50001 for DOCUgroup Germany

All our German subsidiaries have been certified ISO 50001:2011 by SZI, a leading certification body. This certification signifies our commitment to energy management and sustainability practices across our operations in the country. By adhering to the ISO 50001 standard, our German teams have implemented a systematic approach to continuously improve energy performance, reduce energy consumption and enhance overall energy efficiency.



Product and procurement stewardship "

Our Group has been actively promoting sustainability and eco-responsibility through various products, events, and initiatives in 2022. The Group has made significant strides in driving positive change within its industry.

This drive for a greener and more responsible product offering complements the

establishment of responsible procurement practices and procedures.

Some of the notable endeavours undertaken by Infopro Digital to promote sustainability are shared below.

$6.1\,\%$ Responsible procurement

We recognise that the extension of a company's operations, products and services has an impact on our planet. By implementing responsible sourcing principles, we aim to work with our suppliers to ensure that they live by the same ESG standards as we do.

6.1.1 // Responsible supplier charter and screenings

Throughout 2022, our Procurement team has worked closely with the Chief Compliance Officer and Finance teams in order to implement responsible sourcing procedures and policies.

The Group now screens its largest suppliers for bribery, corruption and sanctions risks via request-for-information question-naires shared by the Procurement team with Group employees who are taking part in a procurement scenario. Additionally, anti-corruption and anti-bribery language is included in new contracts and upon renewal as per a Group-wide guideline. We work with our large suppliers to ensure that they adhere to our standards for health and safety, and we are committed to continuous improvement in this area. Our Procurement team makes sure that our bids in the context of significant purchases include ESG and compliance criteria, notably engagement towards sustainability goals, governance organisation and procedures, and human rights.



Responsible procurement is also driven by culture. Across our businesses, our managers and employees endeavour to implement responsible purchasing practices and reflexes on a day-to-day basis. Our Events and Trade Shows teams' early awareness of their activities' environmental impact led them to begin this journey years ago.

6.1.2 // Fight against modern slavery

[GRI 2-23]

Infopro Digital Group upholds the internationally recognised principles outlined in the International Labour Organization's **Declaration on Fundamental Principles and Rights at Work** as a foundation for its commitment to ethics and social responsibility. These principles are further reinforced through the Group's Code of Conduct and participation in the UN Global Compact.

The Group is dedicated to ensuring the fundamental rights of workers, including freedom of association and the effective recognition of the right to collective bargaining, elimination of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in employment and occupation.

Infopro Digital introduced its Modern Slavery Act statement in 2015. This statement is linked to UK law, and specifically addresses the issue of forced labour and human trafficking. It outlines our approach to preventing and detecting modern slavery within our operations and supply chain. Because of the nature of our business and our approach to governance, we assess that we have a low risk of modern slavery in our business and supply chain. However, we rely on suppliers that are located around

the world, and we have designed our internal standards and procedures to ensure that all our employees conduct business in an ethical manner. Onboarded UK employees follow an awareness training against modern slavery and human trafficking, and we aim to train specific audiences, such as our IT procurement and event producers teams, as well as our employees across the Group.

$6.2\,\%$ Product stewardship

6.2.1 // Events and trade shows

Infopro Digital has developed several shows focused on sustainability and environmental responsibility across many businesses and services. These shows serve as important platforms for knowledge sharing, networking and raising awareness about pressing environmental issues.



Heinze Klimafestival

Germany's Klimafestival event showcases a range of innovative solutions and products aimed at reducing carbon emissions and combatting climate change. The festival serves as a platform for industry professionals, experts and stakeholders to come together and explore sustainable practices and technologies.

Drive to Zero

Drive to Zero, the first-ever meeting of players committed to low-carbon mobility, took place in Paris in April 2023. This event hosted approximately 70 exhibitors, including energy majors, electric vehicle start-ups, alternative mobility ventures, government bodies and environmental not-for-profit organisations. It showcased more than 50 seminars and roundtables to discuss the challenges of the European mobility sector. By facilitating discussions and promoting sustainable transportation solutions, Infopro Digital contributes to the transition towards a greener automotive future.



CARES

Infopro Digital CARES is the world's number-one global transdisciplinary forum for sustainability in automotive manufacturing. The forum took place in the US, in Detroit, Michigan, in May 2022, and was designed as a global platform for discussions and collaborations among automotive industry leaders. It addresses sustainability challenges in automotive manufacturing and explored innovative solutions to promote greener practices across the sector.

Luxe Pack in Green

Luxe Pack in Green highlights sustainability in the luxury packaging industry. This event takes place in Monaco and focuses on eco-design, responsible procurement and innovative sustainable packaging solutions. Luxe Pack in Green provides a platform for luxury brands, designers, and packaging professionals to exchange ideas and explore sustainable practices within the industry.



Bâtir pour le climat

Bâtir pour le climat ('Build for the climate') is dedicated to finding sustainable solutions to fight climate change in the French construction industry. The event facilitated discussions among industry experts, sharing insights on energy-saving techniques, green materials and other environmentally friendly practices.

Moniteur Innovation Day

Moniteur Innovation Day brought together stakeholders from the construction industry to address energy efficiency and the use of innovative and greener materials.

Health Prevention Conference

The Health Prevention Conference was hosted to emphasis the importance of proactive healthcare measures and sustainable health practices. The event aimed at creating awareness among individuals and organisations about the positive impact of prevention and wellbeing initiatives.

Sustainable Industry Conference & Awards

The Sustainable Industry Conference & Awards in Paris acknowledged and honoured organisations that made significant contributions to sustainable industrial practices in France. The event focused on sharing success stories, innovative approaches, and strategies for achieving a greener and more responsible industry.

6.2.2 // Automotive solutions

Infopro Digital is a leader in technical information for professionals in the automotive aftermarket (ie, repair workshops) in Europe, delivered through Infopro Digital Automotive software solutions. We have built a strong position in markets including the UK, the US and Australia. It is our responsibility to do our part in the decarbonation of this industry.

Smart Filter OE

Smart Filter OE is an innovative tool designed for auto-repair workshops to simplify and enhance the process of searching for and selecting original automotive spare parts. With its advanced functionalities such as specific search criteria, precise parts classification and technical data visualisation, Smart Filter OE enables users to quickly find the spare parts that match their specific needs. This results in increased efficiency and in reduced ordering errors (and consequent returned shipments and reordering of spare parts). Thanks to this tool, garages can lower their return rates by up to 20%, resulting in significant time, cost and emissions savings.

Global PRE

The Global PRE (pièce de ré-emploi, or 'reused part') online platform connects buyers and sellers of refurbished auto parts. The platform aims to give these parts a second life, ultimately reducing the environmental footprint associated with manufacturing new parts, and helping to minimise waste in the supply chain.

6.2.3 // B2B media platforms

Our trade shows, events and product lead businesses are synergistic with our wider B2B information media brands and community ecosystems. As a B2B information specialist, we have a major role in promoting sustainability and new best practices within our industries. Through our platforms, we aim to raise awareness, showcase success stories, and empower our audience with the knowledge they need to embrace sustainable practices. We collaborate with experts and thought leaders to curate content that highlights innovative solutions.



L'Argus de l'assurance Green

As a pioneer in sustainable insurance coverage, we launched L'Argus de l'assurance green, the first media platform dedicated to sustainable and responsible insurance practices. This initiative aims to raise awareness and provide insights into the growing importance of environmentally conscious insurance solutions.



LSA Green

Our LSA Green online media platform in France focuses on sustainable retail practices. LSA Green offers expert resources and information to help businesses in the retail sector adopt eco-friendly strategies and make more sustainable choices.

6.3

Quality certifications

ISO 27001 for Red-on-line

Red-on-line has successfully obtained AFNOR certification for its management system in accordance with the requirements of NF EN ISO/IEC 27001:2017 (Europe) and ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International), demonstrating its commitment to information security and data protection for its software platforms.

ISO 9001 for Haynes Group

HaynesPro BV has successfully achieved ISO 9001:2015 certification (with Bureau Veritas). This certification validates HaynesPro's commitment to providing high-quality automotive technical information for the maintenance and repair of vehicles.

$6.4\,\%$ Accessibility by design

Infopro Digital serves its clients across professional communities through multiple touchpoints and online platforms. We are committed to ensuring accessibility across these platforms. Three major groups of users (c.500 million people in the world) are concerned with digital accessibility: users with cognitive or learning disabilities; users with low vision; and those with disabilities on mobile devices. Laws in the US, UK and France in particular protect the right for digital accessibility to websites, and stateowned organisations are obliged to provide accessible online platforms. Compliance

with accessibility guidelines, such as the Web Content Accessibility Guidelines (WCAG), ¹⁰ must be our ultimate goal.

We have decided to set ourselves the ambition of achieving 50% accessibility ('partially compliant' under WCAG and French RGAA standards¹¹) for all websites (unless a business unit requires a higher level of accessibility).

Developed by the World Wide Web Consortium (W3C).

¹¹ RGAA stands for Référentiel Général d'Amélioration de l'Accessibilité, which translates to 'General Accessibility Improvement Guidelines', based on the WCAG.

6.4.1 // Lead team and awareness campaign

A dedicated team of passionate designers and IT specialists are leading the effort at Infopro Digital.

The Group's Head of Design builds training programmes targeting priority lead and front-end developers. In 2021, the user interface (UI) and user experience (UX) designers underwent training and awareness sessions on accessibility conducted by Temesis. Furthermore, designers within the department regularly share resources on the subject, fostering ongoing knowledge and improvement. In terms of UI, efforts were made to apply the lessons learned from the training, particularly in systematically verifying contrasts and element sizes in our mock-ups. The design process places a strong emphasis on creating accessible interfaces and forms.

We will extend and adapt this training programme to key stakeholders such as Product teams, as well as decision-makers such as Heads of Product and Business Heads. These programmes will be complemented by news campaigns aimed at all Infopro Digital employees to raise awareness, create reflexes and reduce compromises regarding accessibility.

6.4.2 // Towards 50% digital accessibility

As we operate over 500 online platforms and websites, we adopted a progressive and pragmatic approach in investing towards this goal: (1) start by creating a culture where accessibility is a reflex; (2) implement 'accessibility by design' requirements as we renew or create online platforms and tools; and (3) progressively fix issues detected by their ongoing audits.

7.

Governance and risk management ...

[GRI 2-23, GRI 2-24, GRI 2-26, GRI 3-1, GRI 3-3]

7.1 //

Risk management

[GRI 3-1]

Infopro Digital operates in a fast-changing marketplace and is exposed to a series of financial and extra-financial risks. If these risks materialise, they may have a material adverse effect on business, prospects, clients, partners, reputation and on the company's financial situation.

A risk-mapping exercise under the oversight of the Group's Board of Directors addresses all risks from a strategic perspective. In 2021, the results of mapping involving managers that represented the group's businesses and functions were shared with the CEO and Board of Directors. The risk mapping exercise in 2021 resulted in the Group Management selecting, and ranking in priority order, the risk factors most relevant to Infopro Digital. Among critical risks, security was ranked as a priority in both its cyber aspect and data protection.

7.2 // Security

7.2.1 // Cyber security

As the top five largest pan-European providers of B2B information services based on sales in Europe (excluding finance information companies, such as S&P, Reuters and Bloomberg), ¹² Infopro Digital's businesses rely to varying degrees on digital platforms and distribution systems for delivery of their products and services.

Maintaining robust defence systems is a top priority for our Group, as well as ensuring we have sufficient protection and reaction measures in place, should malevolent actions occur. We have established an IT Security Committee composed of senior management and IT security experts to implement a road map to align the level of IT security across our business lines. A Chief Information Security Officer currently manages and oversees our IT Security Committee. They are assisted by local, on-site employees who ensure that our security requirements are regularly maintained across our products and internal IT networks.

¹² Sources: public filings.

These strategies are formally assessed on a quarterly basis by a steering committee headed by the CEO and includes the Chief Technology Officer (CTO), the Head of Cyber Security, the Chief Finance Officer (CFO) and Infopro Digital's General Counsel, as well as IT representatives.

The Infopro Digital Security Office has issued a Security Policy to address risks such as content leaks affecting clients or employee personal data, as well as to defend its products and systems against cyber attacks or theft of valuable intellectual property. Infopro Digital was awarded its first ISO 27001:2013 certificate in 2019 for Red-on-line. ISO 27001:2013 certification has been renewed since.

7.2.2 // Data protection

We process our clients' personal data as part of our business and comply with strict data protection and privacy laws from the European Union, the UK and certain other jurisdictions, such as those of US states in which we operate. To find out more about the Group's data processing activities, protection measures and rights of access and modification, please consult our **Group Privacy Policy.**

infopro-digital.com/data-protection/

Our compliance programmes contain procedures to cover the 2018 General Data Protection Regulation (EU GDPR) and the UK Data Protection Act 2018 (UK GDPR) by providing records of processing activities, performing assessments on technical and organisational security measures and stipulating contractual agreements with external service providers and business partners.

Our employees receive training on data protection issues and are subject to regular phishing and cyber-security tests.



In addition, the DPO's (Data Protection Officer) team continuously monitors the data protection of the various activities of our Group. They co-ordinate the data protection programme with the help of data protection referents of the various business units. The Group DPO reports to the Group's General Counsel. The Automotive business line has a dedicated manager.

Our DPO's team regularly meets with data protection referents from across the business in order to ensure that our compliance efforts are effective and comprehensive. It also co-ordinates daily with the CTO's team's data protection co-ordinator and with all businesses and brands' data protection referents.

Looking ahead to 2023-2024, we have developed a road map of actions and priorities focused on ongoing education and awareness. We are also implementing a detailed questionnaire across the businesses in order to establish KPI objectives and focused road maps.

Project management procedures ('privacy by design') have been implemented. Their aim is to involve the DPO's team, legal department and IT security team at an early stage of projects, to assess compliance of new business applications and systems with EU GDPR and UK GDPR, as well as with IT security rules.

The Group implements data processing agreements (DPA) and standard contractual clauses (SCC) internally and externally for all transfers of personal data, in accordance with the requirements of laws on the protection of personal data. The process is established through a legal and business engagement policy.

The Group has defined and implemented a data update/retention policy for identified personal data processing activity. This is detailed in the Group's personal data protection policy, which includes guidelines such as retaining prospect data for three years, client data for six years after the last interaction, and candidate data for two years if not hired. A revised policy for Group employees is soon to be launched.

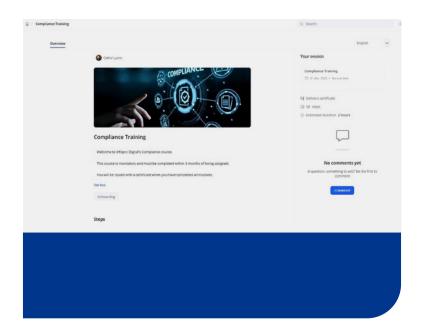
Additionally, there is an annexe for each country and data type that specifies the legal requirements for data retention.

Our cookie policy has been defined and implemented in compliance with the regulations regarding the protection of personal data and the guidelines issued by the relevant data protection authorities. Our consent management policy has been established with the help of the Consent Management Platform (CMP), including the Didomi tool. The policy is presented in the language of each visitor through a consent banner and links to our privacy policy. We have deployed this policy across businesses and final integration is currently under way in some of them.

The Infopro Digital Group has a policy concerning the exercise of the rights of data subjects, and it is implemented in accordance with legal requirements. Requests from data subjects are processed within the legal timeframes. The DPO team responds in person to requests that require a detailed response.

Infopro Digital has established a register of requests for the exercise of rights by data subjects, and this register is kept up to date and comprehensive. Currently, the register is a directory that centralises the exercise of rights, and it will soon be managed via the OneTrust tool.

Training and awareness sessions regarding data protection issues are provided to our employees, including new joiners, who receive this training during their first few weeks. These sessions are conducted regularly and kept up to date. We use an internal e-learning tool, 360Learning, to monitor attendance.



7.3 //

Fairness of business practices

[GRI 2-9, GRI 2-24]

A reputation for integrity benefits Infopro Digital in countless large and small ways. We are a trusted service provider to our clients, a dependable collaborator for our business partners, a valuable member of our communities, and a reliable long-term investment for our shareholders. Ethical behaviour and observance of laws are two main ingredients in building our reputation for uncompromising integrity.

The Ethics and Compliance Committee (ECC) and the Group Chief Compliance Officer undertake to raise awareness of the employees on fair business practices and rules of conduct. They are responsible for ensuring that the necessary tools and training are in place, and that Group employees are appropriately trained on the

variety of applicable rules. The ECC is also tasked with investigating complaints and allegations relating to possible breaches of the Infopro Digital Code of Conduct or local and international regulations, and with the resolution of those issues raised as a result. The ECC reports to the Audit Committee of the Board of Directors of Infopro Digital. The ECC currently comprises five members: Céline Ruat (Group Head of Human Resources); Sophie Le Ménahèze (General Counsel, Head of ESG and Chief Compliance Officer); Peter C Schmitz (Finance Director, DACH); Claire Hammond (Finance Director, UK and US); and Nicolas Gangloff (General Secretary). The ECC Chair is Sophie Le Ménahèze. Nicolas Gangloff serves as the Secretary.

7.3.1 // Code of Conduct

[GRI 2-23, GRI 2-24]

Infopro Digital published its Code of Conduct in 2022. It establishes the foundation of the Group's core values, and requires all employees as well as our contractors to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. The Code provides guidelines for all employees, stakeholders and suppliers to ensure that they act in an ethical and responsible manner. It covers a range of areas, including anti-bribery and anti-corruption, conflicts of interest, compliance with laws and regulations – notably, competition rules, data privacy and security, human rights and labour standards, and environmental responsibility. By adhering to this Code of Conduct, Infopro Digital is committed to creating a workplace culture that fosters transparency, honesty and integrity, and one that respects the rights and dignity of all individuals.

The Code of Conduct is translated into three languages, and will be available in 2023 in three additional languages. Its enactment in certain jurisdictions is pending the regulatory group employee representative committee processes. All employees will be required to individually acknowledge the Code of Conduct.

Infopro Digital has issued a set of compliance policies that the Group endeavours to review and update regularly. The principal policies are addressed below.

7.3.2 // Anti-bribery Code of Conduct

[GRI 2-23, GRI 2-24, GRI 205-1]

Infopro Digital's commitment to prevent corruption is formalised in our Anti-bribery Code of Conduct. Its prohibitions and requirements are designed not merely to comply with any applicable anti-corruption laws, but also to avoid the appearance of questionable conduct in connection with Infopro Digital operations.

The Anti-bribery Code of Conduct, last updated in 2018, includes a practical guide to anti-bribery measures. Several specific policies (notably targeting third parties such as agents) have been reviewed, and background-check processes were put in place for certain third parties. The mapping of corruption risks has been conducted regularly since 2018. Specific training courses on anti-bribery have been developed and are delivered within the Group to the staff categories with the highest level of exposure. Our teams are regularly required to take e-learning programmes.

Accounting control procedures relating to the preparation and processing of financial and accounting information form an integral part of the Group's anti-bribery measures.

In this context, we updated our Whistleblowing policy to comply with changes in EU regulations in 2022, as detailed below.

7.3.3 // Whistleblowing Policy

[GRI 2-23, GRI 2-24, GRI 2-26]

The Infopro Digital Whistleblowing Policy, launched in 2018 and last updated in 2022, is designed to make it easier for employees and partners to share questions, concerns, suggestions or complaints about financial, accounting, banking, anti-bribery, competition, fraud or harassment matters. The whistleblowing system enables all Infopro Digital employees and partners to report any serious matter they suspect to be unethical, illegal or unsafe, any suspected breach of a Group policy, and generally any suspected serious breach of laws or regulations.

Any claim that an employee does not wish to direct to their manager or to Human Resources can be made confidentially through alternative channels: the Chief Compliance Officer, the ECC, via phone, email ECC@infopro-digital.com or post.

Our Whistleblowing Policy protects any person reporting in good faith an issue or suspected issue against retaliation. The issue is logged, investigated with oversight of the ECC, and the parties involved are updated in accordance with the applicable process.

7.3.4 // Tax management

[GRI 207-1, GRI 207-2]

The Group has a presence in 18 countries across the globe, and strictly prohibits any form of tax evasion or participation in tax evasion, in accordance with the laws of every city, state or country in which it operates or conducts business.

Our approach is centred on adhering to the tax laws of the countries where we operate, ensuring that we pay the correct amount of taxes at the appropriate time, and meeting all tax obligations in the countries where we have a taxable presence. The taxes we pay and collect form a significant part of our economic contribution to the countries in which we operate.

The tax strategy of the Group is built on the principles of responsible tax planning and

risk management. We aim to align our tax practices with commercial and economic substance, while ensuring compliance with applicable tax laws and regulations in the jurisdictions in which we operate.

Our business structures are based on genuine commercial considerations, and we do not seek to obtain abusive tax results. Transactions between the Group's companies are conducted at arm's length, following the relevant OECD ¹³ and local guidelines. We seek to take advantage of tax incentives offered by governments in a transparent and consistent manner.

 $^{^{\}rm 13}~$ OECD: Organisation for Economic Co-operation and Development.

Appendixes ...

1 // CSR key data

$1.1\,\%$ Key sustainability data

[GRI 3-3, GRI 302-1, GRI 305-1, GRI 305-2, GRI 305-3]

	2022	2021	Target 2024
People			
Group gender equality index	76/100	94/100	
% of female employees	50	49	50
% women in management	42	43.5	50
% women in top management	34	34	40
% women in excom	38	27	40
% of juniors (under 30 yo)	21,4	19	22
% of seniors (over 50 yo)	21,5	21	22
Number of employees with disabilities 14	51	51	75
Number of interns and apprentices	269	281	300
Turnover rate (%)	19.7	12.81	
% of internal mobilities	9	6	10
Number of training hours/employee	6.8	6.74	7.5
Environment			
Total electricity consumption (MWh)	4005.5	3947.73	
Carbon Footprint: Scope 1 (tCO ₂ eq)	3,553	589 ¹⁵	
Carbon Footprint: Score 2 (tCO ₂ eq)	1,008	1,989 ¹⁶	
Carbon Footprint: Scope 3 (tCO ₂ eq)	34,979	N/A	
Average GHG emissions of car fleet (gCO ₂ /km)	102	104	

 $^{^{\}rm 14}~$ As self-declared in accordance with applicable local regulations.

¹⁵ The discrepancies in Scopes 1 and 2 calculations for 2021 and 2022 are explained by a change of methodology and the use in 2022 of an external carbon expert (Aktio).

¹⁶ Ditto.

1.2 //

Data collection method and analysis

[GRI 2-1, GRI 2-3]

The information presented in this report encompasses data from 55 locations. Not all locations are required to report on each established metric. Selection of reporting locations is based on an annual coverage analysis, considering criteria such as a headcount (more than 20 employees), surface area (more than 150 m2), and environmental risk. At the beginning of each year, Infopro Digital aims to include over 95% of the group's headcount and surface area by carefully screening and selecting reporting locations.

The Group's ESG Team and Real Estate Team have identified key information that is consistently tracked and reported. It includes utilities consumption, waste generation, recycling and disposal practices, as well as water effluent data from the selected locations. To ensure accurate and timely reporting from Infopro Digital's locations worldwide, the Group has developed its own electronic reporting system. This system serves as a vital tool for identifying trends at various levels, including the reporting location, business line and brand, regional and global levels. Reporting locations submit the required data on a quarterly or annual basis, depending on the specific information requested. The collected data is then organised, consolidated globally, and shared with the ESG Board, Real Estate Team and other relevant stakeholders.

The data collection period for this report spans from January 1, 2022, to December 31, 2022.

Data verification procedures are in place to ensure the accuracy and reliability of the reported data. The ESG Team develops data reporting requirements and communicates them to individual locations. Each location is responsible for establishing internal systems for data collection and reporting, with the ESG Team reviewing the submitted data for accuracy. In cases where inconsistencies arise, the ESG Team works directly with the locations to clarify and resolve any issues. Furthermore, scheduled audits are conducted to review the data provided by the locations and ensure its compliance with established standards and guidelines.

$1.3 \ /\!\!/ \qquad {\rm List \ of \ locations \ included \ in \ the \ report}$

[GRI 2-1, GRI 2-2]

Nashville

New York City

Location name	Country	
Aix-en-Provence	France	
Antony	France	
Barcelona	Spain	
Basel	Switzerland	
Berlin	Germany	
Bordeaux	France	
Brussels	Belgium	
Bucharest	Romania	
Celle	Germany	
Chester	UK	
Deventer	Netherlands	
Frankfurt	Germany	
Hong Kong	Hong Kong	
Sydney	Australia	
Leusden	Netherlands	
Limerick	Ireland	
Lisbon	Portugal	
London	UK	
Lviv	Ukraine	
Lyon	France	
Maidstone	UK	
Monaco	Monaco	
Munster	Germany	
Nancy	France	
Nantes	France	
NI I III	110	

US

US

Location name

Country

Offenbach Germany Olivet France Oyonnax France Paris France Saint-Denis de la Réunion France Sainte-Terre France Salzburg Austria Sparkford UK Stuttgart Germany Swindon UK Tarbes France Los Angeles US Turin Italy Tunis Tunisia Udine Italy Vienna Austria Voiron France Zurich Switzerland

Appendixes ...

2 // GRI content index – with references

GRI content index		
Statement of use	Infopro Digital Group	
GRI 1 used	GRI 1: Foundation 2021	

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Appendix, 1.3.
	2-3 Reporting period, frequency and contact point	Section 1.3., 'GRI Sustainability reporting' Appendix 1.2 – annual reporting from January 1, 2022, to December 31, 2022 esg@infopro-digital.com
	2-6 Activities, value chain and other business relationships	Section 2.1., 'Business models and presence' Section 1.2., 'Infopro Digital's values'
	2-7 Employees	Section 3, 'People'
	2-9 Governance structure and composition	Section 2.2, 'Senior Management' Section 2.3., 'ESG organisation' Section 7.3., 'Fairness of business practices'
	2-14 Role of the highest governance body in sustainability reporting	Section 2.3., 'ESG organisation'
	2-22 Statement on sustainable development strategy	Section 2.6., 'Approach to sustainability' Section 2.7., 'United Nations Global Compact' Section 5.3., 'Environmental initiatives' Section 5.4.1., 'ISO 14001'
	2-23 Policy commitments	Section 7.3.1., 'Code of Conduct' Section 7.3.2., 'Anti-bribery Code of Conduct' Section 7.3.3., 'Whistleblowing Policy' Section 6.1.2., 'Fight against modern slavery' Section 6.1., 'Responsible procurement'
	2-24 Embedding policy commitments	Section 7.3.1., 'Code of Conduct' Section 7.3.2., 'Anti-bribery Code of Conduct' Section 7.3.3., 'Whistleblowing Policy' Section 3.6.1., 'Sharing our strategy and encouraging exchange between employees'

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Section 7.3.3., 'Whistleblowing Policy'
	2-30 Collective bargaining agreements	Section 3.6.2., 'Social dialogue'
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section 2.4., 'Corporate social responsibility risks' Section 7.1., 'Risk management'
	3-2 List of material topics	Section 2.4., 'Corporate social responsibility risks' Section 2.5., 'CSR materiality matrix' Section 7.1., 'Risk management'
	3-3 Management of material topics	Section 2, 'Shaping Infopro Digital's sustainability journey' Section 2.4., 'Corporate social responsibility risks' Appendix 1.1, 'Key sustainability data' Section 7.2.2., 'Data protection'
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Section 2.1., 'Business models and presence'
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Section 7.3.2., 'Anti-bribery Code of Conduct'
GRI 207:	207-1 Approach to tax	Section 7.3.4., 'Tax management'
Tax 2019	207-2 Tax governance, control, and risk management	Section 7.3.4., 'Tax management' Section 7.1., 'Risk management'
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Appendix 1.1, 'Key sustainability data'
	302-4 Reduction of energy consumption	Section 5.4., 'Environmental ISO standards'
GRI 305:	305-1 Direct (Scope 1) GHG emissions	Section 5.1., 'Greenhouse gas emissions'
Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Section 5.1., 'Greenhouse gas emissions'

GRI Standard	Disclosure	Location
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Section 5.1., 'Greenhouse gas emissions'
	305-5 Reduction of GHG emissions	Section 5.1., 'Greenhouse gas emissions' Section 5.1.2., 'Carbon emissions reduction'
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Section 5.1., 'Greenhouse gas emissions' Section 5.1.1., 'Overview of results: emissions by activity'
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Section 6.1., 'Responsible procurement'
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Section 3.1., 'Workforce evolution and composition' Section 3.2., 'Management and development of talent' Section 3.3., 'Performance, recognition and retention'
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Section 3.4.2., 'Diversity and inclusion'
	401-3 Parental leave	Section 3.1., 'Workforce evolution and composition'
GRI 403: Occupational	403-1 Occupational health and safety management system	Section 3.7., 'Safety at work'
Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Section 3.7., 'Safety at work'
	403-3 Occupational health services	Section 3.7., 'Safety at work'
	403-5 Worker training on occupational health and safety	Section 3.7., 'Safety at work' Section 3.5.2., 'Awareness training on psychosocial risks'
	403-6 Promotion of worker health	Section 3.5.1., 'Health and wellbeing across our locations'

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Section 3.7., 'Safety at work' Section 3.7.3., 'Trade shows and events security'
2010	403-9 Work-related injuries	Section 3.7.1., 'Work-related injuries'
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Section 3.3.2., 'Professional training' Section 3.4.3., 'First professional experiences'
2010		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Section 3.1., 'Workforce evolution and composition' Section 3.4.1., 'Gender parity' Section 2.7., 'United Nations Global Compact'
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Section 3.7.4., 'Fight against harassment and discrimination'
ODI 412:	410.1 Oppositions with least	Coation 4 (Consequents in the state of
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	Section 4, 'Community impact'

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