

Environmental,
social and
governance report
2024



Table of contents

- 2 FOREWORD
- 7 OUR APPROACH TO SUSTAINABILITY
- 12 CULTIVATING THE PROFESSIONAL GROWTH OF OUR TEAMS
- 26 DRIVING A POSITIVE ENVIRONMENTAL DYNAMIC
- 33 CREATING SUSTAINABLE VALUE FOR OUR COMMUNITIES AND SOCIETY
- 42 GOVERNANCE – ENSURING OUR OPERATIONAL COMPLIANCE
- 48 APPENDIXES

Foreword



Infopro Digital is committed to supporting the performance of businesses and organisations. We provide them with information, data and B2B technologies that help them identify commercial opportunities, grow their networks, increase operational efficiency and ensure the long-term success of their activities.

Convinced that a company’s performance is measured not only by its economic impact but also by its positive contribution to society and the environment, we continued in 2024 to enhance and develop solutions to support our professional communities in their transformation challenges: contributing to lower-carbon mobility in the automotive sector, promoting sustainable construction, and offering compliance and safety tools to help businesses meet their ESG objectives.

Infopro Digital’s own success can only be sustainable if it is founded on integrity and aspires to high social, environmental and governance standards. In 2024, we continued to implement the CSR policy we launched in 2021, stepping up our efforts to reduce our carbon footprint and act across our entire value chain. We are also continuing to offer a fulfilling working environment for our employees. Lastly, we have strengthened our support for the local voluntary sector.

We are proud to share in this ESG report the challenges and progress that marked 2024 – the result of our teams’ collective efforts. We remain committed to becoming ever more ambitious in our approach to sustainability.

Christophe Czajka,
Executive Chairman

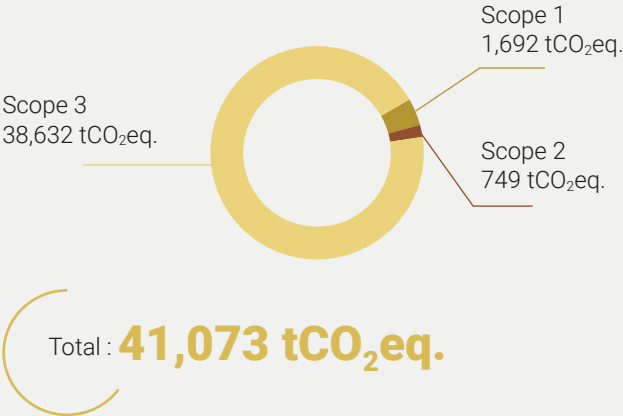
Key figures 2024

Social

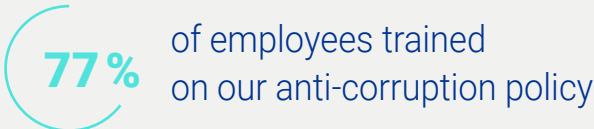


Environment

Greenhouse Gas (GHG) emissions



Governance



Our business

Infopro Digital is a European leader in business-to-business (B2B) information solutions, operating in 20 countries in 2024. The group designs content, data and technologies for professionals in five key sectors: the construction and public sector; automotive; risk and insurance; industry; and retail. Our products and solutions help our customers make informed strategic decisions, identify business opportunities, secure operational deployment, increase revenues, and ensure the long-term success of their activities.

The development of professional communities is a driving force for growth and a marker of economic and social vitality.

At Infopro Digital, we offer solutions that combine human intelligence, content and data, and leverage the full potential of digital technologies to deliver them to our clients. We help them identify business opportunities, expand their professional networks and support their long-term performance. Our model is built on our ability to design B2B offerings and solutions, drawing on the business expertise of our teams in software, databases, marketplaces, media, trade shows and professional events, etc.

Our brands support their customers daily, helping them to navigate their transformation challenges. They have in-depth knowledge of customers' sectors and markets, and offer innovative digital solutions.



Our mission and values

Infopro Digital creates information, data and technologies to connect professional communities. We support businesses and organisations of all sizes, both private and public.

We are committed to helping our customers:

- Make quick, informed decisions by providing relevant, up-to-date information.
- Build close relationships with their communities by facilitating exchanges and networking.
- Sustainably improve their efficiency and performance with advanced technological solutions and precise data.
- Stay ahead of the competition by detecting opportunities and offering digital tools.
- Adopt the latest technologies that will become tomorrow's standards by integrating recent innovations and anticipating future trends.
- Succeed in the long term by strengthening their resilience against market challenges.

Our values are deeply embodied by our teams. Each business unit reflects the strong characteristics that make up our DNA: teamwork; entrepreneurship; diversity of talent; passion for our sectors and professions; high standards in our customer offerings; and pragmatism in finding simple and effective solutions.

The values that drive us are:



Entrepreneurial

We are a group of entrepreneurs. We encourage our teams to take initiative and innovate to win new markets and customers.

This mindset is at the heart of our corporate culture, where calculated risk-taking is encouraged and rewarded. We believe entrepreneurship is essential to remain competitive and progress in a constantly evolving world.

Our employees are constantly seeking to improve existing solutions or imagine new ones to anticipate the changes in our sectors.

Diverse

Diversity is rooted in the group’s DNA and enriches Infopro Digital. With our diverse range of businesses and activities, we attract talent from all backgrounds.

We strive to create an environment where everyone feels respected and valued. This is why we organised Diversity Day in 2024 and are implementing initiatives based on four key priorities: equal opportunities; youth employment; employment of seniors; and inclusion of people with disabilities.

Impact-driven

We are driven by action. Agile and pragmatic, we design solutions that deliver the best results for our clients, colleagues and communities.

We are aware of the impact of our actions and are committed to creating long-term value, both economically and socially. Our culture is guided by a continuous desire to make a positive difference in the world around us.

All the solutions we design must bring real benefits to our stakeholders.

Customer-focused

Customer satisfaction is our priority. Expertise in their sectors is essential, as it allows us to anticipate their needs and support them long term.

All our solutions are created with a focus on their benefits and impact for our customers. Our offerings provide businesses and organisations with the tools to make informed strategic decisions.

Collaborative

We believe in collective intelligence. Collaboration, joint effort and solidarity are the driving forces behind teams that enable us to move together.

We encourage an environment where ideas are shared freely, where teams work together towards common goals, and where everyone contributes to collective success.

Governance and senior management

Executive Committee

The group is led by the members of its Executive Committee (composition as of April 2025).



Christophe Czajka
Founder and
Executive Chairman



Julien Elmaleh
Chief Executive
Officer



Isabelle André
Information &
Connection - France,
Marketplaces



Séverine Bersauter
Chief Financial
Officer



Nathalie Curvat
Luxury & Beauty
Trade shows



Edwin Dolan
Corporate
Development



Sajid Fayyaz
Chief Technology
Officer



**Caren Genthner-
Kappesz**
Project Leads and
DACH Product Leads



Laurent Leenhardt
Specialised
Software & Data



**Sophie
Le Ménahèze**
General Counsel



Laurent Pitoun
EHS Solutions



Céline Ruat
Group Head
of Human
Resources



Régis Sandrin
Automotive Software
& Data



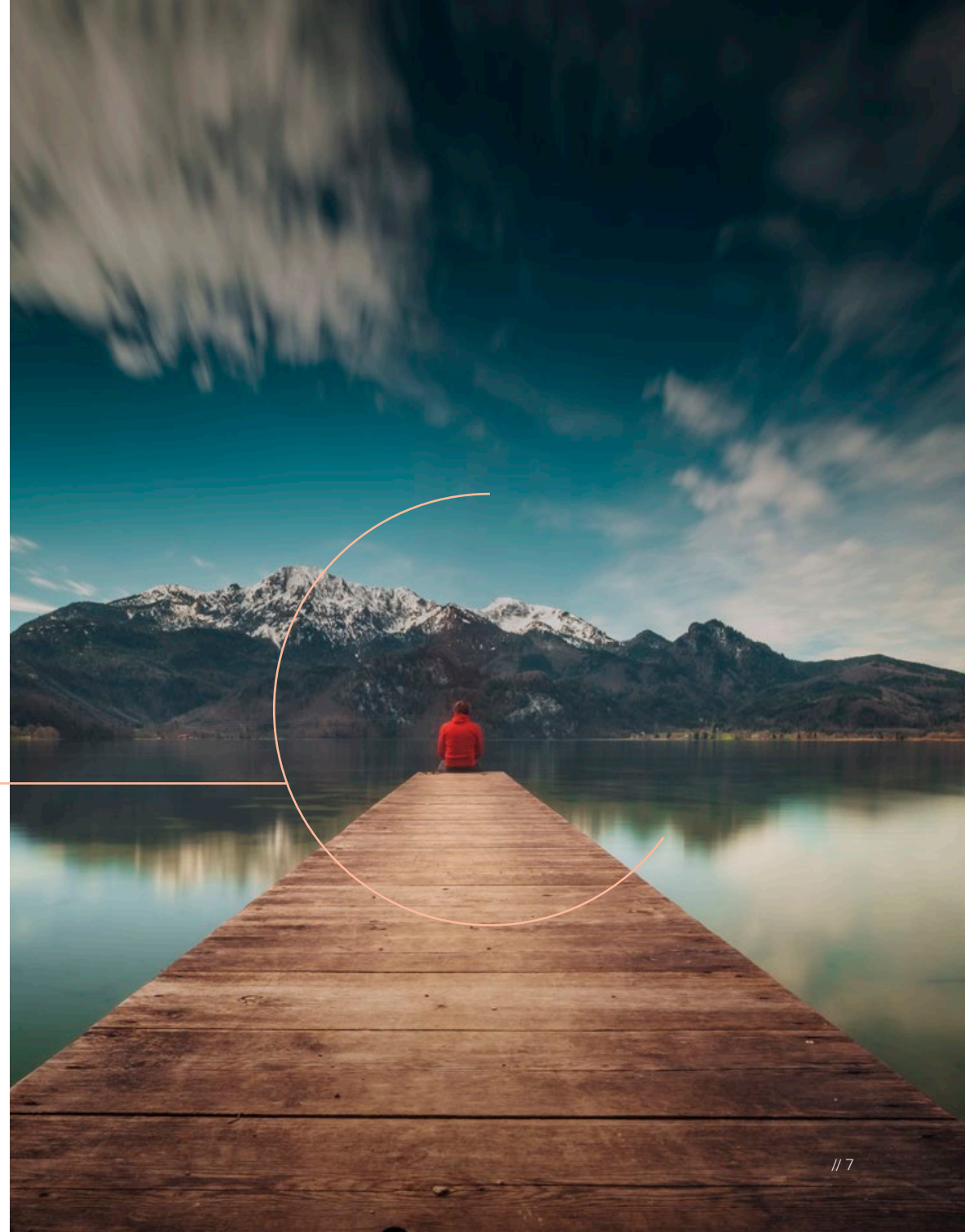
Ben Wood
Information &
Connection –
Risk Global

Board of Directors

In 2024, the Board of Directors was expanded to nine members and is now composed of seven men and two women.

Our approach to sustainability

At Infopro Digital, we place social, societal and environmental responsibility at the heart of our projects and activities. We believe that integrating responsible and sustainable practices into our operations not only enhances our positive impact but also contributes to the performance of our business.



Our environmental, social and governance (ESG) policy is based on three pillars:



1

Reducing our environmental footprint

Infopro Digital committed to an environmental approach in 2015, and the group has been certified ISO 14001 for a significant part of its activities since then. We pursue a policy of reducing our direct and indirect environmental impacts. Our teams also carry numerous initiatives aimed at supporting the environmental transition of our professional communities through our software and digital solutions, media and events.



2

Promoting equal opportunities

The group has defined four key objectives to ensure its employees are valued, supported and empowered, while contributing to a society that gives everyone a fair chance: employee development and retention; equal opportunities; employee health and wellbeing; and support for local communities through solidarity-based partnerships.



3

Conducting our activities with integrity and compliance

Infopro Digital is committed to conducting its activities according to the highest ethical principles and compliance rules. Respect, integrity and honesty are at the heart of our compliance and risk management policy. Responsible procurement procedures and policies are also in place, and tenders integrate sustainability and compliance criteria.

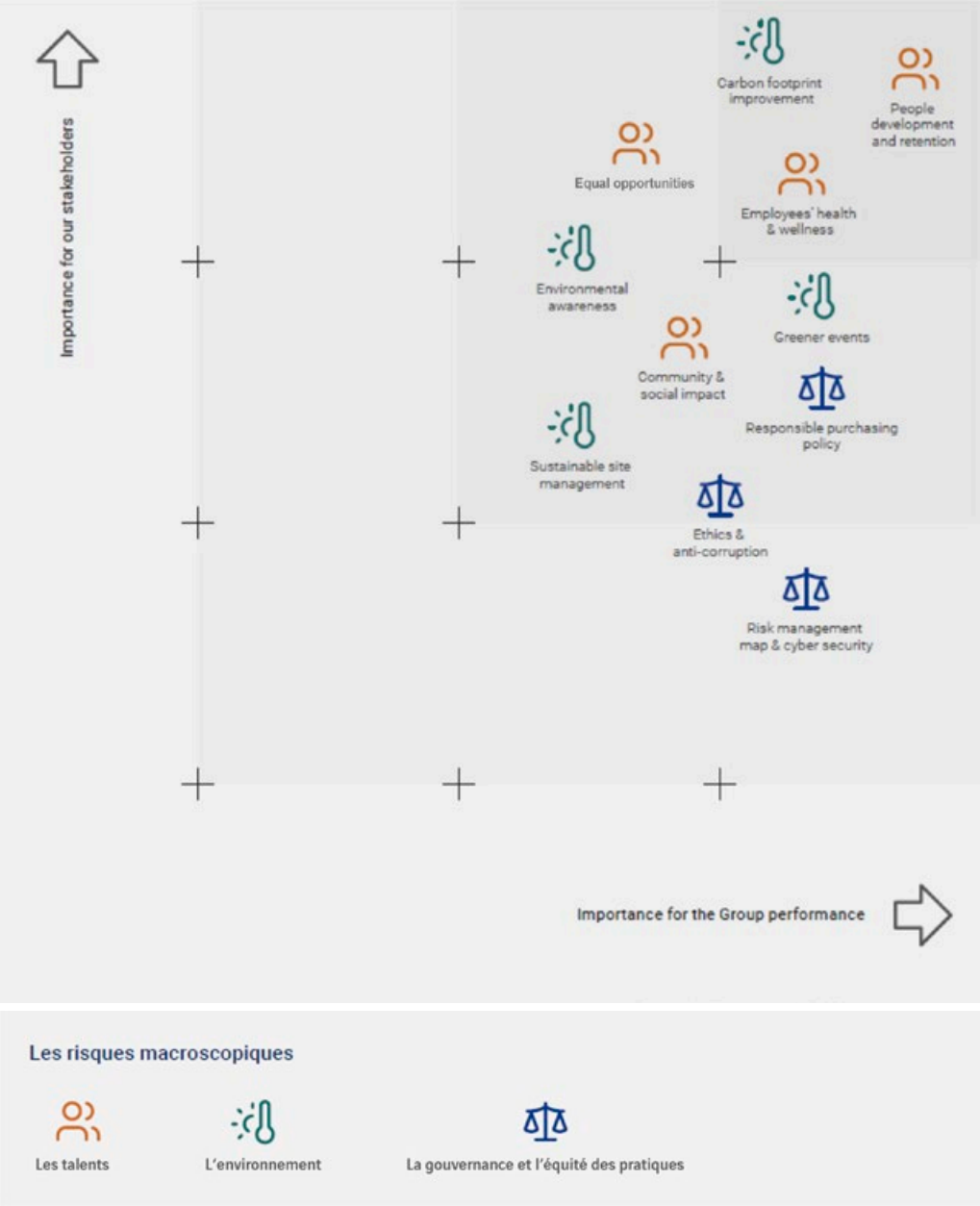
Materiality matrix and corporate social responsibility risks

Our corporate social responsibility (CSR) risks were first mapped in 2020 and updated at the end of 2021 to better account for issues related to climate change, talent management and cyber security. This evaluation covers the entire value chain of the group, as well as environmental, social, societal, human rights and anti-corruption issues.

The identification of our sustainability issues is based on requests from our clients and rating agencies and peer evaluations, as well as an internal analysis of our key levers to anticipate changes in clients, markets and regulations.

This analysis allowed us to identify three main risks, highlighting 11 priority sustainability issues. These issues have been integrated into our materiality matrix, which considers both the internal impacts for the group and external impacts for our stakeholders.

	MACROSCOPIC RISK	ESG CHALLENGES AT STAKE RELATING TO THIS RISK
1	<p>PEOPLE</p> <p><i>As businesses continuously evolve, the profile of the required talents may vary according to the specific needs of each business unit of Infopro Digital. Nevertheless, we aim to create a culture and a work environment that promote equal opportunities, learning and growth.</i></p> <p><i>Beyond their daily activities, our employees need to create and maintain relationships with the communities in which we are active.</i></p>	<ol style="list-style-type: none"> Developing and retaining employees (rolling out our development, training and talent retention programmes more widely). Encourage equal opportunities (equal access to leadership positions, combat discrimination). Create conditions for a work environment that promotes health, safety and wellbeing for our employees. Accelerate our social commitments and have a positive impact on communities and local involvement (charitable actions aimed at goals related to integration into professional life).
2	<p>ENVIRONMENT</p> <p><i>We must measure our environmental footprint and equip ourselves with the necessary means to control and reduce it, to mitigate the negative impacts of our activities on the environment.</i></p>	<ol style="list-style-type: none"> Raise environmental awareness among our teams and stakeholders. Improve our carbon footprint and track our emission-reduction targets (Scopes 1, 2 and 3), with a focus on the impact of digital activities. Manage our sites sustainably in all the countries where we operate. Accelerate the sustainable development policy of our trade shows and events.
3	<p>GOVERNANCE AND FAIRNESS OF PRACTICES</p> <p><i>Regulatory non-compliance poses significant risks in a competitive and globalised business environment, with increasing ethical demands and constant cyber threats of data breaches.</i></p>	<ol style="list-style-type: none"> Conduct our business according to the highest ethical principles and compliance standards, and combat corruption. Continue to update our risk-mapping, and monitor prevention and remediation actions (with a focus on cyber risks – network and data protection). Consistently implement our responsible procurement policy (considering environmental impact, compliance, human rights and working conditions).



The definition and prioritisation of environmental, social and governance topics allow us to accurately validate the actions to be undertaken and to define our ESG policy. This approach ensures a targeted and effective response to our stakeholders' expectations. Infopro Digital's ESG policy focuses on environmental issues by managing our carbon footprint, raising awareness among our employees about our environmental initiatives, and implementing strategies for sustainable trade shows and events. Socially, we emphasise employee retention, health and wellbeing, and the promotion of equality. Additionally, to manage our impact, we incorporate responsible purchasing practices.

METHODOLOGY

We have decided to use the Sustainability Accounting Standards Board's Materiality Map® method specific to the services, technology and communications industries to analyse our materiality topics. The significance of each topic for the group has been assessed through a process reflecting on the following elements:

- The potential (negative or positive) impacts on the group's operations, business activities and reputation.
- The likelihood of risk occurrence and their generation by suppliers.

At the same time, the importance of these topics for our stakeholders has been evaluated by considering:

- Customer demands and expectations for each area of sustainability.
- Feedback from employees collected during annual assessments and surveys.
- Alignment of ESG topics with the priority concerns of rating agencies.

This materiality matrix remained valid for Infopro Digital until the end of 2024. As part of the preparation of our new CSR policy and commitments for the next period, we launched a new double materiality assessment at the end of 2024. The results of this process will help us identify the key future challenges for our group, as well as the priority areas for our sustainability actions.

ESG organisation

To ensure ESG is fully integrated at all levels of the organisation, Infopro Digital has established the following governance structure.

Our ESG Board, is composed of members from the group's Executive Committee, including the Executive Chairman, CEO, General Counsel, HR Director and operational representatives from various geographic regions of the group. The ESG Board defines strategic roadmap, implements actions and monitors progress. It ensures we meet our commitments to the communities in which we operate and tracks progress using key performance indicators.

The ESG team at Infopro Digital, under the supervision of General Counsel, raises employee awareness, co-ordinates efforts, and works daily with business lines, HR and site managers.

We believe that ESG ambition must be shared and implemented by all our employees. To achieve results, these responsibilities cannot be assigned to only a few individuals. To engage all our teams around ESG topics and to tailor the approach to local activities, local ESG regional groups have been established across the following regions:

- France
- The UK, Hong Kong and the US
- Germany, Switzerland, and Austria (DACH region)

ESG referents are voluntary employees.
The aim of these groups is to propose
and implement local initiatives
in environmental matters and social
commitments, and to relay the strategy
and actions carried out at the group level.

United Nations Global Compact

WE SUPPORT



We are a participant in the United Nations Global Compact, an international initiative encouraging businesses to align their strategies and operations with 10 principles derived from UN fundamental texts on human rights, labour standards, environmental practices and anti-corruption efforts. The initiative also promotes best practices in these areas. Infopro Digital is committed to upholding the highest ethical standards and considering the legitimate and ethical interests of all its stakeholders.

All progress reports (Communication on Progress) can be accessed on the United Nations Global Compact website:
<https://unglobalcompact.org/what-is-gc/participants/157565-INFOPRO-DIGITAL>

Based on its CSR risks and materiality analysis resulting in 11 CSR challenges (See section 'Materiality matrix and CSR risks', Infopro Digital has identified three Sustainable Development Goals (SDGs) 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:



Cultivating the professional growth of our teams

The collective intelligence of our teams, the diversity of their backgrounds and experiences, and their entrepreneurial spirit are the driving forces behind Infopro Digital's success. We aim to create an enriching professional environment where every employee feels valued, supported and empowered. The actions we have implemented are designed to contribute to talent development, focusing on three key pillars:

- ▶ Enhancing our employee development and retention programmes.
- ▶ Promoting equal opportunities
- ▶ Paying special attention to the health and wellbeing of our employees.



Evolution and composition of the workforce

As of December 31, 2024, Infopro Digital employed 4,025 staff members (both permanent and fixed-term contracts), comprising 51% women (2,058) and 49% men (1,967). The workforce has remained stable compared with the previous two years.

Infopro Digital's workforce as of December 31, 2024

(with distribution across different geographic regions):

- The Europe region includes the following countries: Austria, Belgium, France, Germany, Ireland, Italy, Monaco, Netherlands, Poland, Portugal, Romania, Spain, Switzerland, Ukraine and the United Kingdom.
- The North America (NAM) region includes employees based in the United States.
- The Middle East and Africa (MEA) region includes our employees in Tunisia.
- The Asia-Pacific (Apac) region includes employees in Australia, Hong Kong and New Zealand.

	Women		Men	
Region	Permanent	Temporary	Permanent	Temporary
Europe	1,708	45	1,716	35
MEA	230	6	144	4
NAM	44	0	51	0
APAC	25	0	17	0
TOTAL	2,007	51	1,928	39
			Total workforce	4,025

France employs 46% of the group's workforce. Employees in Germany and the United Kingdom represent 12% and 11% of Infopro Digital's total workforce, respectively.



METHODOLOGY

The workforce data is extracted from regional human resource management systems in place across all group entities and consolidated by Infopro Digital's social management control team. The figures are reported based on the total number of employees as of December 31 of the reporting year.

Age distribution of the group's employees



Average turnover

In 2024, the average employee turnover rate (calculated based on the number of departures) for permanent contracts at the group level is 18.4%.

Developing and retaining talent

We operate in a constantly evolving professional world and actively participate in its transformation. Our adaptability to market changes depends on the engagement, professional skills and expertise of our employees.

Our human resources policy aims to retain our teams and offer career development opportunities by promoting internal mobility, providing training, and offering a stimulating work environment and projects that encourage individual initiative, accountability and team autonomy.

To best support our activities and employees, our HR organisation is based on two main principles:

- ▶ Local HR teams close to employees
- ▶ Implementation of common and streamlined tools for efficient management.



Attracting and recruiting

Talent management

The uniqueness of Infopro Digital lies in the diversity of its professions and the multitude of talents and expertise within its various teams. These teams consist of diverse professional profiles: developers, engineers, content creation specialists, legal experts, digital marketing professionals, sales professionals, and specialists in many other fields. This diversity allows each member to contribute directly to the success of their business unit and benefit from the skills of other team members. Except for support functions, the profiles of Infopro Digital employees are specific to each activity. However, certain skills are found across all business sectors because our business model is built around three key pillars: technology and product; content created by sectoral experts; and in-depth knowledge in marketing, sales and networking.

Technology and product experts

Over 480 employees work in information systems and product development. These teams are spread across the group, close to our business units. They include engineers, software developers, product managers and employees in R&D and digital production.

Industry experts

Content is at the heart of Infopro Digital's offering. All our business units have experts in content production, data aggregation and analysis,

and journalists who create essential content for our professional communities. For example, our 'technology solutions' activity offers databases and lead generation solutions crucial for improving daily productivity and generating new business opportunities for our customers. Content is produced, purchased or aggregated from public and private sources by our in-house experts, who work and deliver data and information through platforms designed to optimise and simplify the work of end-users.

Sales and marketing experts

Our well-recognised brands in their sectors have strong sales and marketing teams dedicated to targeted professional communities. Their role is to generate interest in our products, maintain lasting relationships with customers and advertisers, ensure timely subscription renewals, and contribute to the improvement of our solutions alongside product teams. This expertise and local market knowledge, acquired over the years, allow us to detect trends, anticipate client needs and adapt our products accordingly.

Recruitment policy

Convinced that our teams, coming from diverse backgrounds and with varied experiences, are one of the key drivers of our success, we implement a proactive policy of equal opportunity from the recruitment stage. In 2024, all HR teams completed the training module 'Unconscious bias' to understand the mechanisms behind unconscious stereotypes and effectively overcome them in their daily professional activities, particularly during recruitment.



Internal mobility

Internal mobility is a driver of team development and retention. All our job vacancies are eligible for internal mobility.

To encourage internal mobility, Infopro Digital's newsletter, One, highlights available positions within the group each month. At one of our entities in the UK, Barbour ABI, an initiative called 'Day in the life' was launched to promote internal mobility. This programme allows employees to spend a day in another department to better understand the roles and responsibilities of other teams. This immersive experience fosters better inter-team collaboration, helps participants discover new skills and identifies professional development opportunities.

In 2024, 13.6%
of recruitments
are internal mobilities.
8.2% of our
employees received
internal promotions.

Our recruitment strategy relies on various approaches to attract talent. In addition to posting our job offers on recruitment platforms, we have set up a referral programme that encourages our employees to recommend potential candidates. Known as 'Work with me', this programme allows employees to recommend people from their networks for permanent positions within the group. Upon successful hiring, they receive a special bonus. In 2024, this programme facilitated 35 new appointments.

In 2024, 13.6% of recruitments are internal mobilities. This figure exceeds the 10% target set in 2021 as part of our 2021–24 roadmap. Furthermore, 8.2% of our employees received internal promotions.

Encouraging career development

Integration and career-tracking

Our activities are structured into small business units, each specialising in a specific field and market. This structure allows every employee to have a direct impact on the success of their organisation. From the moment they join, we ensure new employees quickly integrate into their business units or departments. We introduce them to our culture, values and activities through locally organised orientation days.

The job and career management collective agreement signed in 2023 by our French entities allows us to anticipate and prepare effectively for the changes within Infopro Digital. Through collective and individual actions, Infopro Digital strives to prevent and anticipate the needs for jobs and skills. This approach strengthens employability, assesses future staffing and skill requirements considering the group's age demographics, and maintains jobs while reducing turnover.

Several meetings and tools have already been implemented as part of this collective agreement and have been extended to the entire group. We conduct annual review campaigns between employees and their managers to discuss missions, objectives, achievements, challenges and individual career aspirations.

In France, these reviews take three distinct forms: annual evaluation interviews to assess skills, review the past year and set objectives for the upcoming year; professional interviews to discuss career prospects and identify means to facilitate career advancement; and interviews

conducted every six years to review the employee's career path and the training programmes they had followed. An annual campaign is conducted around these interviews. Additionally, every new employee has the opportunity to meet with an HR manager during their probation period.

In Romania, a performance review process has been established, with one to four interviews per year, depending on the employee's profile. For example, a junior employee will have specific reviews three and six months after recruitment.



Autonomy in tasks

Every employee enjoys a high degree of autonomy in their daily work. They can evolve their role and enrich their responsibilities by being proactive and suggesting new ideas. Generally, the group’s entrepreneurial culture enables teams to launch new projects and grants them considerable freedom in their execution. For example, artificial intelligence is a key exploration area for our product teams, particularly in designing digital solutions that will satisfy our customers.

Professional training

To ensure we continue to provide the best service to our customers and to guarantee our employees’ long-term employability, team training is an integral part of our overall strategy. Driven by our entrepreneurial spirit, each employee actively manages their career: annual reviews provide an opportunity to express training needs and career aspirations.

Our training programmes cover a wide range of topics, including office skills, personal development, IT, languages, management and technical (job-specific) skills across various fields. All training initiatives converge towards common goals:

- Developing new skills aligned with industry changes.
- Monitoring and anticipating changes and new regulations.
- Supporting professional development.
- Encouraging reflection and initiative.
- Protecting employability for all.
- Developing managerial skills.
- Acquiring common working methods.



For example, the French entities of the group, in collaboration with employee representatives, have identified certain roles requiring specific support due to changes in their professional environment. These roles include digital journalists, copy editors, graphic designers and sales representatives. Additionally, the need for English proficiency among employees in certain business units has led to the implementation of recurring training programmes.

In addition to traditional training, all our employees have access to the Infopro Digital Academy learning management system (LMS). It offers a wide range of learning content and awareness modules, tailored to our various professions. The training database is added to monthly, and regular communications promote newly available modules.

In 2024, the average training time per employee across the group was 8.14 hours, including LMS training. This figure exceeds the target of 7.5 hours set by the ESG 2021–24 roadmap.

To better support employees, training advisers have been implemented in several countries. These services help employees understand their training rights, select from available training options, and provide advice on topics such as skills assessments and accreditation of prior learning.

In addition to the training provided within Infopro Digital, our teams regularly organise key events to share knowledge and enhance skills in specific areas.

Manager training

For several years in France, Infopro Digital has implemented a training programme for managers responsible for more than four employees: the ‘Managers’ guide’ mornings. These sessions re conducted by the HR teams, covering topics such as:

- Recruitment.
- Training.
- Mobility.
- Probation periods.
- Working hours.

These sessions ensure that all managers receive consistent information and help bridge the gap between operational staff and the HR department.

In the same country, the group initiated a programme to raise awareness and provide training for managers to help prevent and identify psychosocial risk. The objective of this scheme is to equip managers with the skills and reflexes necessary to understand the concept as well as its associated issues. Managers must also be able to detect sensitive situations to better anticipate risks, take appropriate measures and alert others following a clear and confidential procedure.

In 2024, 76 managers completed the training on psychosocial risk awareness.

Performance, recognition and retention

We value the commitment of our employees in various ways, recognising their contribution to the success of our group. Financially, performance-based bonus systems are in place in all our countries, tailored to different profiles. These are complemented by other benefits specific to each region and compliant with local regulations. For instance, in Germany, we reward employee loyalty with seniority bonuses.

Regarding non-monetary aspects, different programmes have been established, tailored to the specific needs of each country or subsidiary. In France, we annually present long-service awards to celebrate employees who have reached 10, 20, 30, or even 40 years of service within the group. In 2024, we were able to thank 69 employees for their dedication and loyalty. A similar system exists in Romania, where seniority diplomas are awarded. In the UK and the US, local managers have implemented the Bonusly programme to encourage mutual recognition among colleagues. This system allows employees to award points to their peers for successful collaborative experiences, which can then be converted into gift card or donations to charities.

Our Risk Global division organises an annual ceremony to reward the contributions of its employees to the success of its activities. All employees can nominate candidates.

Specific initiatives have also been introduced to improve employee wellbeing, such as granting additional holidays in Germany and the creation of a success plan in Portugal to support professional development.

Long-service awards in France (November, 2024).



Compensation policies

In a highly competitive environment, compensation and benefits policies play an important role in retaining internal talent. The group’s long-term value-creation goals have led us to adopt a competitive, fair and ethical approach, while respecting local standards and the specificities of our various markets. Our compensation policy is based on flexible and competitive fixed and variable elements, aligned with market practices.

Each year, the human resources team discusses salary increase campaigns with the management teams to ensure overall consistency.

We are committed to continuous improvement in human resources management by adjusting our procedures and implementing HR management tools across all entities within the group.

Promoting fairness

We firmly believe that the diversity of our teams is a source of professional enrichment for each employee and a key factor in our collective success.

Having teams from diverse backgrounds and with a wide range of experiences is part of our group’s DNA.

At Infopro Digital, employees of 79 nationalities work together.

In March 2024, we organised a Diversity Day to raise awareness among our teams about unconscious bias, with the aim of better understanding how these mechanisms work and overcoming barriers to effective collaboration. More than 40 workshops were held across our countries, bringing together nearly 650 employees.

As we continue to cultivate this strength, we aim to ensure a work environment where all employees feel respected, valued and empowered to give their best. We pursue a proactive equal opportunity policy, from recruitment to career advancement, based on four key pillars.

Equal opportunity

Our teams are gender-balanced at a group level. In 2024, women represented 44% of our managers, 41% of top management and 43% of our Executive Committee. However, disparities remain across countries and business areas, and we are committed to further promoting equal opportunity within the group.

Since 2023, all Infopro Digital entities in France have implemented an agreement on equal opportunity and wellbeing at work.

This agreement aims to:

- Analyse the gender pay gap.
- Ensure equal access to employment, professional training, career development and promotions.
- Improve working conditions, especially for part-time employees.
- Promote diversity across roles.

We offer the same benefits to employees, whether they work full- or part-time, and recognise the value and contribution of every team member.

We have standardised salary adjustments for employees returning from parental leave across all countries, ensuring they receive the same general increases applied within the company.

Many countries, such as Portugal and Spain, also organise employee gatherings and discussions to mark International Women’s Day each year.



People with disabilities

Supporting the professional integration of people with disabilities is one of our top priorities. Infopro Digital’s ambition is twofold: to welcome all potential talents and to provide the best possible support for employees affected by disability. We continue to ensure adequate working conditions for those who disclose their disability and may require workplace accommodations.

In 2024, the group had 81 employees with disabilities. This figure, which has increased steadily in recent years, is based solely on voluntary disclosure to our HR teams.

To promote the professional integration of people with disabilities at Infopro Digital, we rely on several key initiatives described below.

European Disability Employment Week

In 2024, we expanded our Disability Employment Week to include all of our countries. This key moment of awareness for our teams aimed to challenge common misconceptions about disabilities through educational content and employee testimonials. Some countries implemented additional initiatives, such as workshops in Belgium covering motor, visual and cognitive impairments, and in France, the participation in DuoDay by welcoming three individuals with disabilities.

Disability representatives

The support for employees with disabilities is generally managed by human resources.

In France, disability representatives have been designated within the HR team to coordinate, promote and implement policies and actions that foster the integration of people with special needs within Infopro Digital. Their actions include:

- Participating in the welcoming and integration of affected employees.
- Assisting employees with disabilities in obtaining the accommodations and resources needed for their success at work.
- Raising awareness among employees about disability issues.
- Ensuring compliance with legal requirements regarding accessibility and non-discrimination.

Local actions

Many local initiatives are carried out in line with applicable regulations and existing organisations:

- Use of ESATs (assisted employment centres) or agencies employing people with disabilities in France, Belgium and Romania.
- Support with administrative procedures in Germany and France, with the latter offering a day off to complete such procedures.
- Partnerships with associations that support people with disabilities in their job search and connect them with companies, in both France and Romania, along with participation in employment forums.



- Training for managers in Germany on supervising employees with disabilities, and an online training course offered to all teams in the UK on equal opportunities.



Awareness workshop in Belgium

DuoDay is a discovery internship day in companies for people with disabilities. The teams from our business unit Vecteur Plus in Nantes welcomed two individuals with disabilities for the occasion.

Thomas Roussel, Operations Support Manager, and Chloé Gendron, Internal Communications Officer, share their feedback:



Thomas Roussel



Chloé Gendron

How did the day go, and how did you involve the rest of your teams?

CG: The day took place in a warm and enriching atmosphere. Our duo had the opportunity to meet individually with each team member, deepen their understanding of the various aspects of marketing roles, and ask any questions they had. We ended the day with a group debrief to share feedback and insights.

TR: The day went very well. Right from the start, we took time to talk about our duo's background and expectations. We then organised an immersion into several tasks so they could take a look at how our department operates. The team really got involved – each person took a moment to share their experience and answer questions. We wanted to make the experience interactive and enriching for both sides, and I think we achieved that.

Why did you choose to take part in DuoDay?

Thomas Roussel: We wanted to participate in DuoDay because it was a great opportunity to open our doors and introduce our professions to persons with disabilities. It was also a way to raise awareness within the team, break down some stereotypes, and show that everyone has a place in the workplace.

Chloé Gendron: DuoDay is a chance to share our daily work life and highlight the diversity of talents.

Looking back, what did you take away from this day?

TR: The day gave us a new perspective on our work and reminded us that we can all learn from one another. It was a great human and professional experience.

CG: DuoDay reminded us how important open-mindedness and sharing are, and we have nothing but positive memories from it. We'd be delighted to do it again and encourage other teams to give it a try!

Age pyramid

Infopro Digital implements a proactive management approach for both junior and senior employees to promote their integration and professional development throughout their careers within the group.

Facilitating entry into the working life

As of December 31, 2024, employees under 30 years old make up 17% of our permanent workforce. We welcomed 201 interns and apprentices (81 interns and 120 apprentices) and consistently ensure that their experience within our teams serves as a real springboard to employment. They benefit from specific support, particularly in France, where a programme including regular meetings and personalised follow-up has been established for apprentices.



A networking day for apprentices at the Campus Infopro Digital

More generally, our relationships with schools are essential for raising awareness of our activities, contributing to the evolution of initial training and recruiting. Several school partnerships are in place within the group. For example,



in March 2024, our teams in Romania signed a new partnership with the Transilvania University of Brasov, specialising in mechanical engineering.

Leveraging senior expertise

Twenty-five percent of our employees are over 50 years old. Their experience and know-how are invaluable in driving Infopro Digital forwards.

With the extension of professional life duration, every employee who wishes to should be able to continue benefiting from opportunities

for individual development and professional advancement. Signed in 2023 for all French entities, the employment and career management agreement (GEPP) emphasises the importance of paying particular attention to employees over 45. This agreement aims to provide them with the means to develop their skills and acquire new ones, to anticipate and support their career progression or to change their professional direction. A skills assessment may be offered to employees over 45 with at least five years' service, helping to define a professional project, decide whether to enhance current skills or acquire new ones.

In Portugal, we have created a specific career plan to support seniors in their professional development and meet their needs.

To assist employees in preparing for retirement, regular information and counselling sessions with a specialised organisation are organised locally. These meetings aim to inform employees about the technical aspects of the steps to be taken to prepare for retirement, deadlines to be respected, etc. In France, the group systematically offers an interview with human resources in the year the employee turns 62 or upon request from the employee starting at the age of 60.

Creating a work environment conducive to wellbeing, health and safety



Health and wellbeing at work

As an employer, we recognise the importance of creating a positive and healthy work environment for our employees. We believe a workplace that prioritises the wellbeing of its teams increases productivity, engagement and professional fulfilment.

We conducted our first group-wide quality of life at work survey with Great Place To Work from September 23 to October 11, 2024.

The goal was to capture employees’ perceptions at a given point in time on various aspects of working at Infopro Digital: trust in leadership; pride in the work they do; and the quality of relationships between colleagues.

A total of 2,506 employees responded to the survey, which helped highlight the group’s strengths as well as areas for improvement.

The average score obtained by Infopro Digital – representing the rate of positive responses – was 60%. At the national level, seven countries achieved Great Place To Work certification (with the minimum required satisfaction rate ranging from 65% to 75% depending on the country):

- Austria
- Belgium
- United States
- Hong Kong (China)
- Portugal
- Romania
- Switzerland



Team seminar
in Romania



The lobby of
the new Gentilly
site (France)



Infopro Digital
team in Portugal

David Bonneau and George Cernitchi respectively lead our operations in Portugal and Romania, which both earned Great Place To Work certification in 2024. They share their views on workplace wellbeing and the initiatives implemented locally.

Why do you believe workplace wellbeing is important?

David Bonneau: Work is a space for both professional and personal growth, where we spend a significant part of our day. Waking up with enthusiasm to go to work is a valuable feeling, and both the company and its managers have a key role in nurturing that. Good workplace wellbeing boosts motivation, strengthens engagement and, as a result, improves performance.

George Cernitchi: Investing in workplace wellbeing is not only about creating a positive work environment; it also brings tangible benefits for both employees and the organisation. I would add to David's point that workplace wellbeing enhances the company's reputation and employer brand.

What initiatives have you put in place to create a great employee experience?

GC: One of our key initiatives is career planning. Our employees benefit from a transparent professional development plan, with performance indicators for each level of training and experience. They are supported daily in their growth. We provide internal and external training and, from their very first day, they are informed of the career paths available to them. We organise regular mentoring and feedback

sessions, and performance is reviewed at least every six months. We also prioritise internal promotion; most of our leadership roles are filled by employees who have grown within the company. On top of that, we offer flexible working hours to suit individual needs.

DB: The employee experience starts from recruitment and onboarding. We've implemented a structured programme that helps newcomers quickly immerse themselves in our company culture, understand our values, and build connections with their colleagues. Like in Romania, we focus on professional development and support through training, regular check-ins to ensure a balance between goals and wellbeing, and a feedback-oriented culture. Dialogue between employees and managers is encouraged to continuously improve our practices. Lastly, we've optimised our offices to encourage collaboration, while also providing relaxation areas.

How do you bring this to life on a daily basis?

DB: Day-to-day, the employee experience is about the small things that make a big difference. Our goal is for each employee to feel empowered in their wellbeing and the team dynamic. This includes celebrating individual and team achievements, birthdays, organising team events, and informal moments to connect. Recognising, thanking and encouraging people are habits we cultivate within our culture. We also invite employees to share ideas on how to improve daily life at work.

GC: We rely on feedback from our teams. We listen to their concerns and implement their suggestions. We put a strong emphasis



George Cernitchi



David Bonneau

on managerial communication and encourage employees to connect with their colleagues through shared activities and informal interactions. Clear communication of expectations and an open-door policy create an environment that encourages idea-sharing.

“Our goal is for each employee to feel empowered in their wellbeing and the team dynamic.”

Creating a work environment conducive to wellbeing, health and safety - Continued

Committed to offering each employee a balance between their personal and professional lives, Infopro Digital has established a hybrid work schedule incorporating remote workdays per week across all our business units, except in cases of specific local regulations or contrary collective agreements.

In 2024,
81% of our employees
regularly worked
from home.

We also recognise the right for our teams to disconnect after work, and have implemented a policy in this respect in certain countries.

In most of our countries, we provide supplementary healthcare coverage. We also strive to address specific employee needs across the majority of our locations – for instance, by providing ergonomic equipment to employees experiencing musculoskeletal issues.

At the end of 2024, Infopro Digital signed the Cancer and Employment Charter developed by the French National Cancer Institute.

The charter aims to improve the quality of work life for employees affected by cancer or chronic illnesses. It outlines 11 commitments to support employees impacted by illness and to facilitate both job retention and return to work. It includes guiding principles and practical actions that will serve as our roadmap in the coming years – such as appointing contact persons, maintaining regular communication, raising awareness among stakeholders, providing information on support services, and promoting health in the workplace.

Infopro Digital's objectives are twofold:

- To maintain contact with employees during their absences, if they wish, and provide them with both practical and moral support.
- To ease their return to work, particularly when they are experiencing the side effects of treatments.

This approach is part of our broader three-year partnership with Gustave Roussy – Europe's leading cancer centre and the world's fourth-ranked – supporting a research programme designed to facilitate return to work after cancer (see page 39).

In May 2024, a group-wide week dedicated to work-life balance was organised at Infopro Digital in France. We offered our employees online training sessions and quizzes on a range of topics: work-life balance, setting up the ideal home office and maintaining personal energy levels. A sports challenge aimed at encouraging physical activity was also launched during the week, bringing together over 400 employees. Every step taken – whether walking or running – and every minute spent cycling earned points that contributed to a leaderboard. These points were then converted into donations to charitable organisations.

Due to the enthusiasm shown by our teams, further challenges were organised throughout 2024. In total, more than 800 employees took part in at least one of them. On average, participants increased their daily step count by 25% during these events.



Health and wellbeing advice is available to employees via our LMS, Infopro Digital Academy, covering topics such as boosting mindset, vitality, resilience and social media detox.

On average,
participants increased
their daily step count
by 25% during
these challenges.

Some countries and business units also offer specific benefits to their employees.

A few examples include:

- In France, employees are entitled to 12 additional remote working days per year, to be used at their discretion, on top of the standard two days per week.
- A confidential psychological support service is available to our employees in France, the UK, the DACH region (Germany, Switzerland, Austria), Hong Kong and the United States, ensuring confidential consultations via telephone, email or in person (with or without an appointment).
- In France, we also offer a social assistance service, in partnership with Ailes Sociales. Professional social workers are available to support employees with administrative procedures and related matters.

Workplace accidents

The safety of our employees is a priority. We remain vigilant and strive to identify any situation that could lead to a workplace accident, implementing necessary measures to prevent and mitigate risks.

Number of workplace accidents	40
Number of days off due to workplace accidents	902.5
Workplace accident frequency rate	2.79%
Workplace accident severity rate	0.13%
Number and rate of fatalities resulting from workplace accidents	0
Number and rate of workplace accidents with significant consequences (excluding fatalities)	0
Main types of workplace accidents	Accidents while commuting, slip-and-fall accidents, illnesses, manual handling.

Safety at work

Infopro Digital implements strict safety measures across all its entities and geographic sites to ensure workplace safety for its employees. Each site adheres to safety and security procedures that are compliant with local regulations.

Standard emergency and evacuation procedures are established and visibly displayed in offices and on the group’s intranet, providing clear guidelines to teams in case of unforeseen circumstances. Occupational health services are available for employees, and some sites, such as our offices in the Paris region, are equipped with first-aid rooms.

In France, safety at work includes the annual implementation and review of the Single Occupational Risk Assessment Document, which identifies and assesses professional and psychosocial risks at work. Action plans are developed to reduce or eliminate these risks. Employee representative committees actively participate in this mission as part of their social policy mandate. In other regions of the group, such as English-speaking and German-speaking countries, health and safety policies are published and implemented for all local entities.

Employees can undergo health and safety training, including fire-safety training (handling fire extinguishers, evacuation procedures and associated techniques) and workplace first-aid training, valid for two to five years (vary per country). In 2024, 287 employees underwent fire-evacuation training, and 237 employees participated in the initial two-day workplace first-aid training.

Safety in conducting our trade shows and events

The safety and security of our trade shows and events – including our teams, service providers, exhibitors and visitors – remain the top priority of this activity. We maintain continuous monitoring when occupying an event or trade show venue. A health and safety manager is appointed for each event. We communicate our general health and safety co-ordination plan and our security plans to general installation service providers (at venues), their subcontractors and stand constructors. These documents are adapted to each event or venue and comply with current local standards.

To make our events more inclusive, safety plans incorporate rules related to accessibility for people with disabilities. All these documents are made available on our event websites for exhibitors and stand-builders.

Engaging our teams

Encouraging exchanges

The wellbeing and performance of our teams depend on how the group's strategy and vision are communicated and shared.

We believe employees should have the opportunity to meet and regularly interact with colleagues from other business areas, share best practices and familiarise themselves with our ecosystem beyond their daily scope of work. Our business model promotes an organisation that fosters synergies and constant interactions between business units.

Our employees have various means of communication with management and the executive committee: annual reviews, team seminars, department meetings and individual check-ins, onboarding days, etc.



Social dialogue

Several Social and Economic Committees and Consultative Commissions are in place in the countries where we operate: 12 in France, two in Germany, two in Tunisia and one in Romania. We also have a Group Committee in France. These bodies, through their regular meetings and sessions, provide a privileged space for discussions and exchanges between the HR teams, their management and employee representatives.

Through these ongoing interactions, Infopro Digital maintains a culture of social dialogue that complies with local regulations. This commitment is essential to ensure employees' voices and concerns are heard. Fifty-nine percent of our employees benefit from collective agreements, and 68% are covered by worker representatives (in European Economic Area countries). Most of these agreements are in place in countries such as France, Germany and Tunisia.

For other employees, we protect their rights and working conditions by adhering to labour laws and other collective agreements. We are committed to upholding the principles of fair treatment for all employees, whether or not they are covered by collective agreements.

Driving a positive environmental dynamic

We are committed to controlling and reducing our environmental footprint. We assess our carbon footprint to manage and take action. In this section, we present the results of this assessment and our action plan.



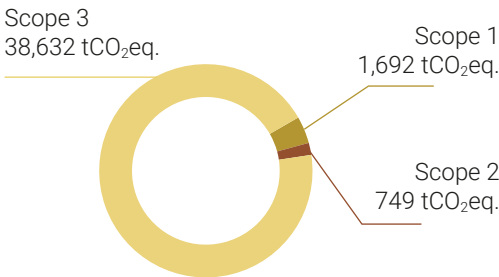
Our greenhouse gas emissions

In 2022, the group calculated its full carbon footprint for the first time, covering the three categories of emissions, referred to as 'Scopes 1, 2 and 3,' based on the level of control over these emissions. The results from the 2022 assessment serve as the baseline year for Infopro Digital's greenhouse gas (GHG) reduction strategy. For the year 2024, we again measured our scopes 1, 2 and 3.

The group's 2024 carbon footprint assessment thus covers:

- Emissions from 55 sites included in our environmental data collection (sites of more than 100m²) across 20 countries, and includes: electricity, gas and fuel oil consumption, based on actual figures or estimates where data was unavailable.
- Fugitive emissions reconstructed based on the surface area of air-conditioned spaces.
- Emissions related to the car fleet used within various entities.
- Emissions related to employee commuting and business travel.
- Emissions associated with the purchase of goods and services, as well as our fixed assets.

Infopro Digital's total GHG emissions for Scopes 1, 2 and 3 in 2024 are estimated at 41,073 tCO₂eq.



In 2024, Scope 1 emissions amounted to 1,692 tCO₂eq. The most significant contributors were stationary combustion linked to building heating systems and mobile combustion associated with the group's vehicle fleet.

Indirect emissions related to electricity and chilled water consumption (Scope 2) amounted to 749 tCO₂eq., representing a 25.7% reduction compared to the base year. This decrease is largely due to the energy efficiency plan launched at the end of 2022 for our French sites, the consolidation of office space, the release of unused workspaces and

the reduction of leased floor area, in line with the widespread adoption of remote working. The relocation of our main French site also contributed significantly to the reduction of Scope 1 and 2 emissions.

Scope 3 accounts for 94% of our total emissions, or 38,632 tCO₂eq. This proportion is typical for a company of our size and nature.

In June 2024, the group's largest site, located in the Île-de-France region and a workplace to more than 35% of our employees, was relocated to newer, more compact premises. In accordance with the GHG Protocol®, all emissions related to the construction and fitting out of the new site were included in this year's carbon footprint.

The majority of Scope 3 emissions stem from the purchase of goods and services, including IT equipment and furniture, which were assessed using monetary emission factors. The rise in these emissions is directly linked to a higher volume of purchases, inflation and the group's growth. To improve the reliability of our carbon assessments, we aim to increase the share of physical data in future analyses.

The breakdown of Scope 3 emissions by activity is as follows:

- 36% from the organisation of trade shows and professional events.
- 22% from project and product leads activities.
- 15 % from software and data activities.
- 15 % from information and insights activities.
- 11 % from general and administrative expenses.

In 2025, we will reassess emissions for the base year (2022) to standardise calculations and remove any GHG reductions stemming from changes in methodology.

These insights will inform the development of our decarbonisation strategy in 2025, based on the main sources of emissions identified.

► CARBON FOOTPRINT ASSESSMENT METHODOLOGY

Infopro Digital engaged consultancy Spitha Pyxida to conduct its 2024 carbon footprint assessment, utilising the ABC® Bilan Carbone method, the GHG Protocol® and ISO 14064 standard, as outlined in French environmental agency ADEME's General Carbon Plan, the ABC® and SAMI®. Emissions are categorised according to the GHG Protocol® methodology, with Scope 2 reported on a 'location-based' basis. Emission factors are derived from 30 French and international databases, with the ADEME carbon database (v23.4) serving as the primary reference. Calculations performed by a Spitha Pyxida analyst were verified (checking for consistency, variance analysis, etc) before the final report was produced. Spitha Pyxida holds the "Bilan carbone" (Carbon footprint) licence, is trained in the GHG Protocol®, and is part of the Open Carbon Practice community.

► Scope 1 and 2 of the carbon footprint respectively cover direct emissions from the company's activities and indirect emissions related to the company's energy consumption. Scope 3, on the other hand, covers indirect emissions that are not under the company's control, but result from its activities (purchases, travel, etc).

Business travel

Some of our activities, by their nature, generate travel for our teams both nationally and internationally. This includes, for example, our trade shows and professional events, as well as our consulting activities during our experts' missions on client sites. Therefore, managing the environmental footprint of our employees' business travel is one of the group's priorities.

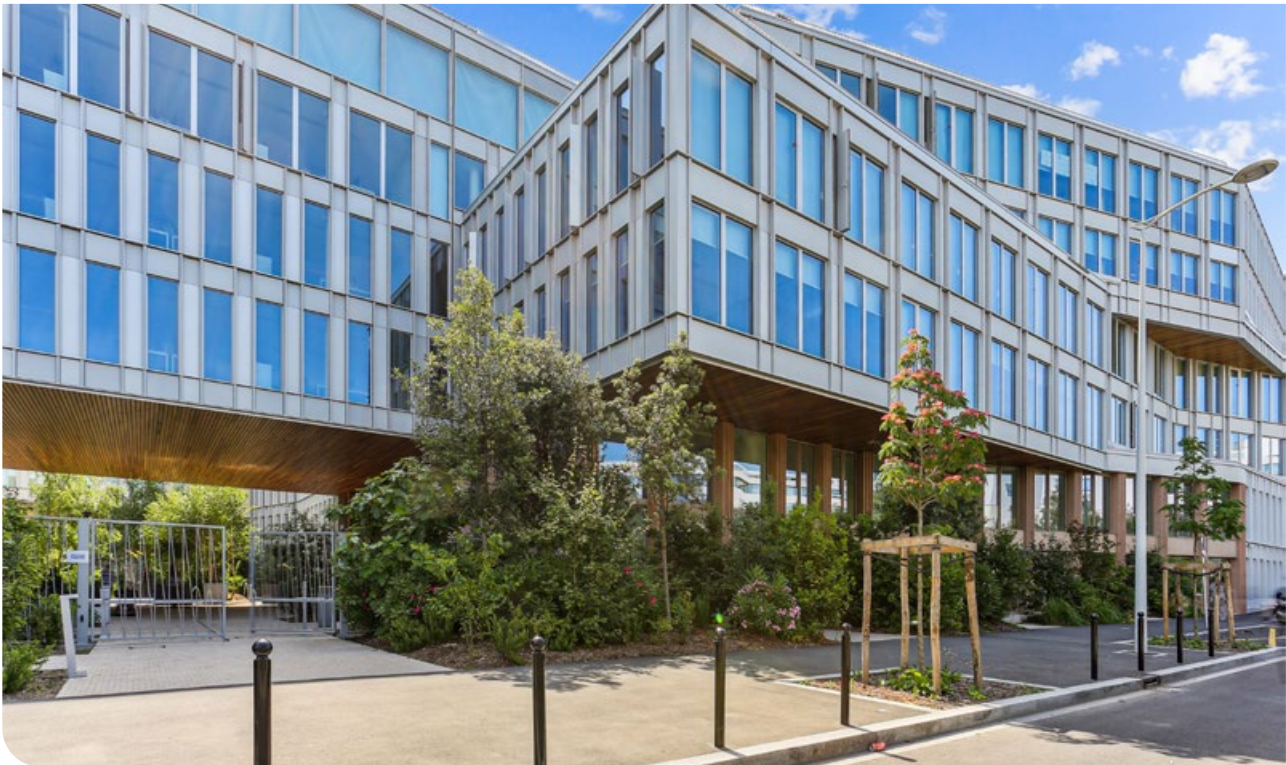
In 2024, emissions related to business travel were estimated at 582 tCO₂eq, thanks to our carbon footprint calculation and an analysis provided by our travel service provider, which offers a tool to calculate the GHG emissions associated with our bookings (flights, trains, hotels).

In 2024, Infopro Digital employees travelled 2.7 million kilometres by plane. This figure represents a 24% decrease compared to 2023. This reduction is primarily due to a decrease in the number of long-distance international flights. Domestic flights within France, our main market for trade shows and events, account for 30% of all emissions generated by air travel. The goal of our future travel policy is to convert, whenever possible, domestic French flights into train journeys.

Employees of the group travelled 3.7 million kilometres by train (for nearly 9,300 trips) in 2024, with a total footprint of 9.3 tCO₂eq.

Finally, the GHG emissions associated with accommodation during business travel were estimated at 47.8 tCO₂eq. for approximately 5,500 overnight stays, which remains stable compared to the previous year (the reduction in overnight stays was 5%). The group's policy is to prioritise partners with a committed environmental policy and who demonstrate real efforts to reduce average CO₂ emissions per night.

35% of the Group's workforce is now based at the new Gentilly site.



Reducing our emissions

In line with our carbon footprint assessments, the group is now working to set targets for reducing its GHG emissions.

Acting on our direct emissions

The main sources of emissions are the energy consumption of our sites, the car fleet and air

conditioning. Infopro Digital's environmental policy addresses our control and management of these factors.

In 2024, a major milestone was the relocation of our main French office from Antony (92 Administrative District) to new premises in Gentilly (94). By switching to a flexible office model, organising teams by working zones and optimising workspace use, we reduced occupied floor area by 40% compared to the previous site. This move was made possible by the widespread adoption of hybrid working (combining office presence and remote work).



Almost all the furniture at the new Gentilly site was reused from our former offices in Antony.

Designed according to the latest eco-friendly standards, the new building was awarded several certifications and labels: BREEAM® International New Construction 2016 (Final certification – Excellent), HQE Bâtiment Durable (Excellent – New Building) and Osmoz Label (Construction, New Building).

We made every effort to minimise waste during the move from Antony to Gentilly, including reusing 45% of furniture in the new offices (representing almost all of the new site's furnishings), redistributing unused equipment to staff, and handing over the remainder to a broker responsible for reselling reusable furniture (12% of the total). The remaining

waste was recycled or repurposed. In total, 65.54 tonnes of furniture waste were handled by a specialist eco-organisation for professional furniture recycling or reuse.

To further reduce energy consumption across our offices, we continued several initiatives in 2024:

- An energy-saving plan for all French sites, delivering tangible results since 2023 (see next chapter).
- For certain sites identified as the most energy-intensive, relocation projects are being studied

or carried out. Discussions are also under way with landlords to improve the energy efficiency of premises.

- Our offices are largely equipped with LED lighting, motion sensors in toilets and water fountains. We also carry out waste sorting.

To reduce emissions from our car fleet, we encourage our employees in France to choose electric car models if their use is compatible with their missions. In the UK, Netherlands and Belgium, our entities have begun transitioning their fleets from internal combustion engine vehicles to hybrid and electric cars.

We promote digital workflows to limit waste production, especially paper. We have deployed digital tools and platforms such as Teams, Jira and Monday to facilitate project organisation and collaboration, thereby eliminating the need for excessive printing and physical documentation. We encourage the use of digital signatures whenever possible and where legally permissible. This not only simplifies administrative processes, but also reduces the use of paper and printing resources.

Finally, we consider raising awareness among our employees as an essential element of our environmental approach. In 2024, on World Environment Day, we raised awareness among our teams about the environmental impact of digital technology, particularly encouraging them to use this day for their 'digital cleanup'.

In Switzerland, our entity participated in a CleanUp Day around the office surroundings. Communications are also made throughout the year via the group's newsletters on our environmental policy, our ISO 14001 approach, our commitments by activity, and simple virtuous practices to adopt.

ISO 14001

Infopro Digital has been ISO 14001-certified since 2015 for its environmental management system for the creation, organisation of the production chain and marketing of its activities in France (Gentilly site). In 2024, we obtained the renewal of our certification by the LRQA organisation for a period of three years.



The activities covered by this environmental management system include the development, maintenance and consulting associated with our expert software and online platforms, the design and production of professional media (publishing, websites and databases), and the organisation of trade shows, events and training sessions.

This environmental approach allows us to have a comprehensive view of the environmental impacts of our activities and equip our employees to actively participate in reducing our ecological footprint and promoting sustainable practices within the group.

Infopro Digital regularly publishes and updates its environmental policy associated with this management system, committing to:

- Comply with its regulatory obligations.
- Protect the environment, particularly by preventing pollution risks caused by its activities.
- Continuously improve the performance of its environmental management system (EMS).

This system aims to control and reduce the direct and indirect environmental impacts related to the various stages of the group’s activities, following a lifecycle approach.

Every three years, we set our operational objectives to achieve the commitments of our environmental policy. For the 2025–27 three-year cycle, the main objectives of our actions are as follows:

1. Evaluate, control and effectively manage the consumption at our new main site.
2. Support our landlords in obtaining environmental labels.
3. Reduce the carbon footprint of our car fleet.
4. Continue efforts to reduce the environmental impacts related to the lifecycle of our printed media, by identifying new levers.
5. Implement a joint action plan for our trade shows and events.
6. Control the carbon footprint related to the hosting of our digital products.
7. Raise awareness of our ISO 14001 approach and empower our employees.

In 2024, the key performance indicators allow us to assess the effectiveness of our environmental management system

Emissions from our car fleet in France (Scope 1)

The average CO₂ emissions from our French car fleet remain below the 130gCO₂/km limit set by our Car policy¹. Of our French fleet, 56% have emissions of 118gCO₂/km or less. There are some exceptions where emissions exceed this limit, reaching up to 167gCO₂/km. In 2024, the average emissions of new vehicles ordered were 8.6% lower than in 2023 (106gCO₂/km).

Energy consumption (Scope 2)

The relocation of our certified site in June 2024 resulted in a change in the monitoring of our electricity consumption. As it is a new building, at least one year of operation is required to establish a baseline for comparison. The first few months were mainly spent configuring the building management system and adjusting the meters associated with each occupant. We obtained our first electricity consumption data for December 2024, which amounted to 12.26 MWh.

Water consumption

Our new site is equipped with installations complying with eco-design standards. The water consumption for the second half of 2024 (period of office occupation) is 1,479m³. This figure includes the commissioning and meter adjustment period.

¹ The maximum limit set by our Car policy is 130gCO₂/km, which corresponds to the average CO₂ emissions of new internal combustion engine vehicles sold in France in 2022 (source: ADEME).

Waste

The new Gentilly site is fully managed by the landlord, and waste management is now handled directly by a partner specialised in responsible waste treatment. For the second half of 2024, our waste generated at the Gentilly site is estimated to be 7.84 tonnes.

Regarding WEEE (Waste Electrical and Electronic Equipment), 2024 was exceptional due to the significant sorting carried out as part of the move from our main site. A specialist for the treatment of IT equipment was entrusted with 1,901 items, representing approximately 10.5 tonnes. Specialising in reuse and recycling, our partner managed to reuse 45% of this equipment, resulting in a savings of 106tCO₂eq. and 178,500 litres of water.

Addressing our indirect emissions

Indirect emissions, originating from our entire value chain, constitute a significant portion of our total carbon footprint (included in Scope 3). We recognise the importance of reducing these emissions, and are committed to identifying, assessing and reducing them through targeted actions and enhanced collaboration with our partners and suppliers. We develop our action plans using an activity-based approach in line with our environmental policy. Our primary reduction efforts in 2024 and for the coming years focus on emissions related to trade shows and events, our media and the hosting of our digital products.

Promoting responsible trade shows

Since 2015, our trade shows have been engaged in reducing their environmental impacts.

To deepen our initiatives and measure the real effects of the actions taken to reduce carbon emissions, Infopro Digital has carried out two carbon assessments for two major trade shows: Luxe Pack and the Salon des Maires et des Collectivités Locales (SMCL)¹. These two events were chosen as benchmarks because of their differing nature and significant organisational complexity, covering all possible types of emissions at a trade show.

The completion of these two carbon assessments allowed us to identify the most significant emission sources and prioritise actions based on the nature of each event. This exercise helps the group guide the technical teams’ road map towards decarbonising their processes.

In parallel with these assessments, several concrete actions have been implemented over the years, including:

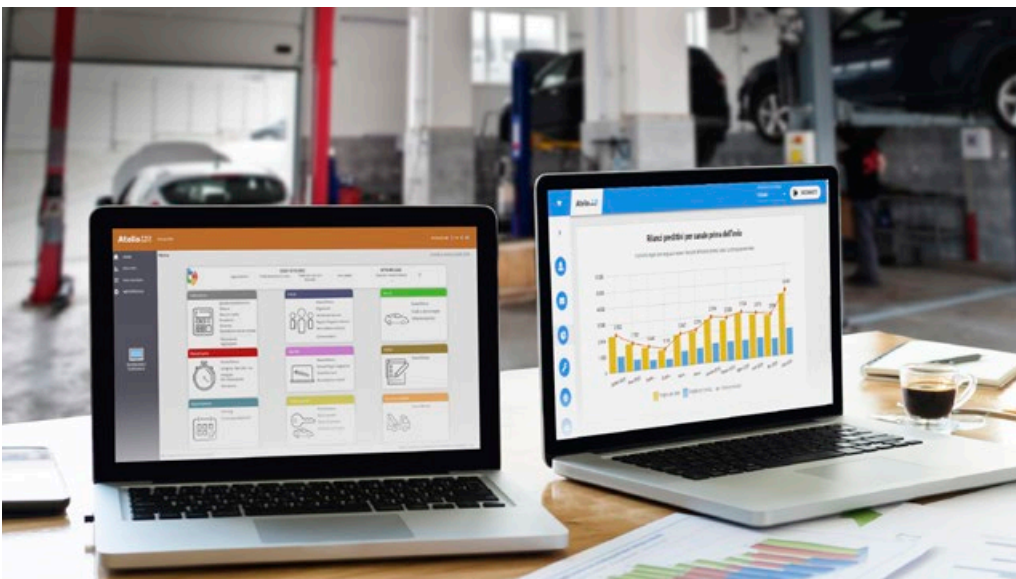
- Complete or partial carpet removal at our major trade shows, using recycled and recyclable carpets.
- Expansion of pre-packaged and reusable booths at most of our trade shows (LED lighting, recycled carpets, reusable and recyclable wooden partitions at the end of their life, transport optimisation, local assembly and disassembly staff). We ensure 90% of stand and furniture elements can be reused year after year and use reusable designs for 90% of one-off requests.
- Use of recycled cardboard panels, introduction of cardboard badge holders at some events. Elimination of plastic bags, replaced by paper bags and packaging (especially for exhibitors’ lunches).
- LED lighting.

- Water dispensers and jugs. Substituting plastic cups for more eco-friendly options.
- Waste collection: organic waste, recyclable waste, paper/cardboard, glass, non-recyclable waste, metal scrap, bulky waste with waste-weighing receipts.
- Donation of unconsumed food, in partnership with local charities (at some trade shows).
- Shift from large trade show organisation to local event duplication: reducing the need for long-distance travel for exhibitors and visitors by focusing on key markets.

► In 2024, the Infopro Digital trade show and events teams contributed to defining a common sustainable policy. This approach led to the proposal of a shared Charter, laying the foundations for our sustainability commitments. An action plan for each trade show is now to be defined, taking into account their specificities and maximising positive impact.

¹ Mayors and Local Authorities Fair.





was certified, with 79% recycled and 21% PEFC certified. All paper is produced in Europe (Belgium, France, Germany, Switzerland and the UK). We systematically choose our suppliers with the goal of reducing transport distances between the paper manufacturing location and the printing facilities. The carbon calculator used by the group since 2022 highlighted a 32% reduction in GHG emissions across all our printing activities (compared to 2021 data).

Regarding distribution, since 2023, we have used paper packaging for all our titles, except for technical constraints. Furthermore, our books are printed 99% in France, and our magazines 100% in France, all within 1,500km of our distribution points.

Finally, we have integrated a CSR criteria into all our tenders, engaging 100% of our suppliers in our sustainability approach.

Hosting our digital products

As part of our commitment to reducing the environmental impact of the hosting of our software, databases and media, we continue the large-scale migration of our infrastructure to cloud solutions that began three years ago. This migration allows us to modernise and optimise our operations while adopting more sustainable practices. Today, the majority of our platforms are hosted on cloud solutions.

This transition represents a significant change, shifting from a hardware purchasing model to a 'pay-as-you-go' model. This enables us to optimise computing power based on needs, turn off unused machines, and avoid issues related to equipment obsolescence. This migration offers several environmental benefits for our infrastructure. The reduction in energy consumption is substantial, as the use of virtual machines allows us to adjust power according to actual needs, unlike older servers.

Furthermore, resource pooling with our providers reduces the number of servers required for our needs, thus indirectly decreasing the number of servers necessary for our activities. These actions are essential to contribute to a sustainable and adaptable infrastructure. We will continue to evaluate and adjust our hosting strategies to minimise our ecological impact while meeting the growing needs of our users and clients.

Print media

In France, the production of our print magazines is part of Infopro Digital's environmental management system, certified ISO 14001.

Several eco-design measures have been implemented to reduce the carbon footprint of this activity, with a three-year action plan renewed at the end of 2024 for the period 2025–27. In 2024, 100% of the paper used in our magazines



Creating sustainable value for our communities and society

Our activities provide us with a unique opportunity to promote and support current environmental and social transformations. We leverage our information platforms and multiple mechanisms to positively influence the professional communities we serve, actively engaging in the sharing of concrete and measurable actions.



Making our software and digital solutions transformation tools for our customers

Our technologies serve as an essential lever to address the sustainability challenges of our professional communities. Our solutions are designed not only to optimise the operational performance of our clients but also to help them tackle the challenges of reducing their environmental footprints and ensuring compliance. Here are a few examples of our offerings:

Solutions for the automotive sector

As the European leader in data and software solutions for the automotive after-sales market, Infopro Digital Automotive contributes to extending the lifespan and reliability of vehicles while driving the sector's transformation towards lower-carbon solutions. Maintenance plans have dramatically changed in recent years. With the rise of embedded electronics and electric and hybrid vehicles, new repair methods are now required, focusing more on electrical and electronic systems than on mechanical ones. As a result, the volume of data has exploded, and the amount of mechanical technical data has reduced. Repair workshops now need increasingly specialised information to maintain and repair vehicles. This is particularly crucial when it comes to vehicle safety and the safety of the mechanics who service them. By providing accurate technical data on vehicles, lubricants, tyres and wheels, our solutions ensure proper maintenance and prolong the life of vehicles, thereby limiting or reducing the CO₂ emissions associated with their ageing.

We are also supporting the environmental transition of the sector through various initiatives:

- Electric and hybrid vehicles have been integrated into all our repair and maintenance manuals, as well as in our catalogues for associated maintenance parts and equipment (e.g. battery coolant fluids).
- Our teams have developed and integrated Vehicle Identification Number (VIN) filtering across all our catalogue and estimation solutions, enabling precise identification of the parts necessary for repairing each vehicle. With this tool, garages can reduce order errors and returns, resulting in significant savings in time, costs and carbon emissions.
- We have incorporated an option into our catalogue solutions that allows repairers to use reconditioned parts when permitted. By giving automotive parts a second life, Infopro Digital Automotive reduces the ecological footprint associated with manufacturing and minimises waste within the supply chain.

Solutions in HSE¹: Red-on-line supports clients with sustainability challenges

Laurent Pitoun leads Red-on-line within Infopro Digital, a company he founded in 1999.

Red-on-line is now a major player in HSE risk management.

Can you introduce Red-on-line?

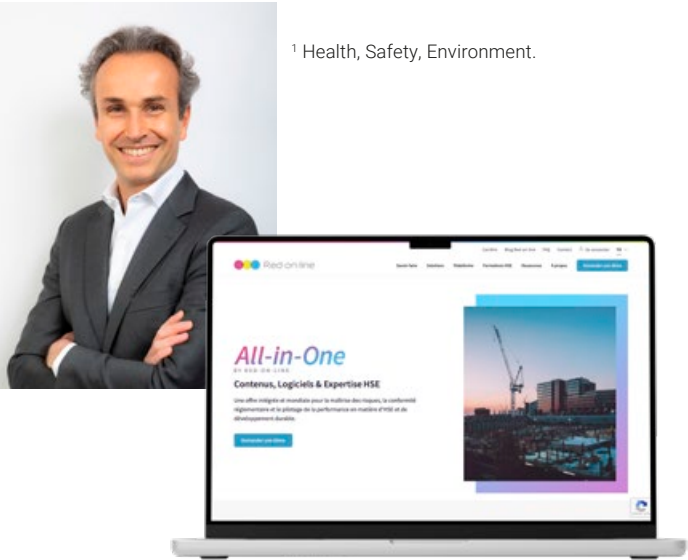
Laurent Pitoun: Red-on-line assists over 2,000 industrial and tertiary sector groups in managing their regulatory and operational risks in environment and health. The creation of Red-on-line stemmed from the initial need to digitise regulatory information and deploy information systems that enable understanding and interpretation of increasingly complex and voluminous regulations. For more than 25 years, we have been developing software and advisory solutions tailored to the needs of environmental and health and safety managers, powered by regulatory content and the HSE expertise of our teams.

Today, our solutions cover a range of topics that contribute to our clients' risk mapping: regulatory compliance; risk analysis; action plans; incident management; and so on, supported by regulatory expertise covering more than 90 countries and 300 jurisdictions.

How do Red-on-line's software solutions support organisations in their ESG challenges?

LP: Our solutions are fully integrated into companies' ESG strategies: Red-on-line is a major source of information for the environmental and social dimensions of ESG. Furthermore, a large majority of our clients use our solutions in the context of their ISO 14001 and ISO 45001 certifications, which are leading management systems for environmental and health/safety matters. In 2024, we launched a new extension of our solutions that allows clients to collect, analyse and compare indicators, including HSE and ESG indicators. This extension aims to help them meet regulations such as the Corporate Sustainability Reporting Directive or other specific standards.

¹ Health, Safety, Environment.



Solutions for construction and public procurement

Heinze, in partnership with EPEA
and BIM & More

Heinze, EPEA and BIM & More have joined forces to promote sustainable planning and construction, and simplify the ecological assessment of building products, as well as the creation of lifecycle assessments and building resource passports. Heinze.de serves as a central platform to provide manufacturer-specific product information and sustainability criteria. The 'Heinze-data' is connected to the BIM & More software solutions that enable CO₂ footprint calculations and compliant documentation for architects and are connected the EPEA ProCA product compliance declarations for construction products.

Batiprix

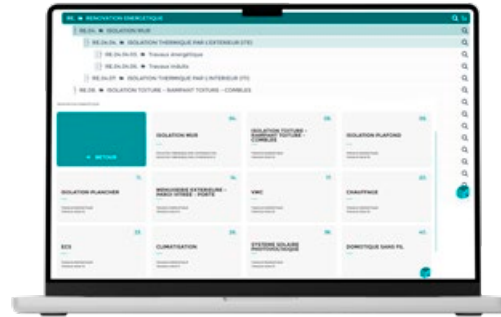
Our construction project estimation software is widely used as a price reference in public and private markets due to its transparency in pricing, free from bias or advertising. Batiprix primarily serves project owners and construction companies involved in renovation and maintenance work, thereby extending the lifespan of buildings and their equipment, and ensuring compliance with environmental standards.

Batiprix now offers a dedicated reference for energy renovation work within its solution. This enables our clients to identify materials and equipment that enhance energy performance, comfort and the energy transition of buildings.

This new reference includes:

- The vast majority of available bio-sourced materials, including insulation.

- The majority of building equipment management systems, essential for controlling energy consumption.
- Main ranges of photovoltaic panels.
- Electric vehicle-charging stations with the latest market technologies.



In April 2025, Batiprix launched a carbon impact analysis module. Construction professionals can now select materials considering their price, carbon impact and lifespan, supported by environmental and health data sheets*. This allows professionals to opt for more environmentally friendly materials in their projects.

* Data from the INIES database. Owned by the HQE-GBC Alliance, this database provides environmental data on construction products and equipment, necessary for calculating a building's Life Cycle Assessment.

Barbour ABI

Barbour ABI's specialist market research reports on sustainability and renewable energy to help support construction companies to develop more sustainable practices and gain a deeper understanding of renewable energy sources. Clients can get in-depth analysis and forecasts that address the growing need for renewable energies in utility scale solar farms, utility construction: gas and electric; water heating; pump market; residential central heating; and space heating.

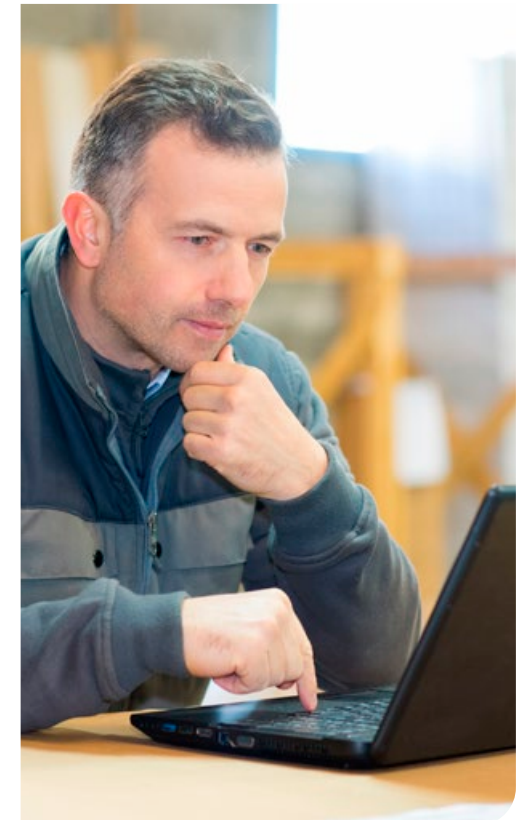
We are also contracted with the Department for Energy Security and Net Zero (UK Government) to provide the Renewable Energy Planning Database, which is a quarterly published on its website to track the progress of UK renewable electricity projects.

Ibau Xplorer

Our portal for detecting tenders in construction and public procurement in Germany encourages the search for sustainable construction projects. Infopro Digital offers equivalent solutions through other brands for the Austrian, Belgian, British, French and Swiss markets.

achatpublic.com

achatpublic.com provides a comprehensive range of solutions covering the entire public procurement process in France. Before the tender, the platform offers public buyers clauses to help them draft specifications that incorporate social and environmental aspects. Afterward, 'La salle des marchés' (the trading floor) allows companies consulting online tenders to specifically search for tenders that include social and environmental aspects.



Raising awareness and highlighting solutions through our media

All our professional media have fully integrated environmental and societal issues into their editorial content, reflecting the ongoing commitment of our editorial teams to inform and raise awareness on these challenges. They provide solution-focused journalism: *Risk.net* and *L'Argus de l'assurance* publish numerous articles and podcasts related to climate risk management and sustainable insurance. *L'Usine Nouvelle* offers an 'Ecological and Energy Transition' section to highlight innovations and best environmental practices in industry.

In construction and public works, *Le Moniteur*, *BauNetz*, and *Baublatt* showcase innovative environmental projects and progress towards decarbonisation in construction. *Le Moniteur's* editions also publish books for construction professionals and local authorities aiming to engage in environmental preservation and carbon-neutrality objectives.

Our platform *Toute la Franchise*² published, in February, the first Barometer of Women in Franchising, in collaboration with *Reconversion en Franchise*. The goal is to highlight the experience of women, who represent 36% of active franchisees, and encourage them to consider franchising as an entrepreneurial path.

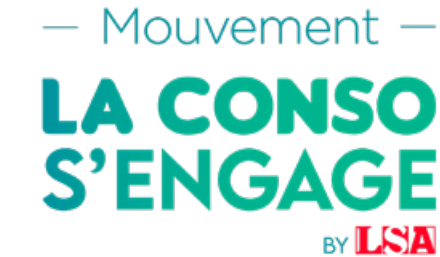
Finally, to support B2B marketing advertisers in decarbonising their campaigns, the teams at Infopro Digital Media's ad sales department enhanced their performance-tracking platform at the end of 2024 with a module to measure the carbon emissions of digital marketing campaigns. This solution, developed by DK, allows the evaluation of different campaign scenarios (mobile or computer distribution, Wi-Fi or 4G/5G networks, image size, etc.), enabling more informed decision-making.

¹ Retail engagement.

² All the Franchising.



These actions are just examples of how we are working to raise awareness within our professional communities, highlight concrete solutions, and thus support the transition to sustainability.



In retail, the platform LSA launched the 'La conso s'engage'¹ initiative, supported by a group of 29 businesses in the retail and consumer goods sector, which gained momentum in 2024. This initiative aims to encourage sector players to adopt more sustainable practices.

Promoting exchange and collective action

Our trade shows and events serve as valuable opportunities for our professional communities to discuss their climate change challenges, share knowledge and identify concrete solutions and innovations. Here are some of the key 2024 highlights dedicated to the environment, social responsibility and governance:

The biodiversity and ecological engineering fair

Held as part of the *SMCL (Mayors and Local Authorities Fair)* in France, the first edition of this fair attracted over 11,000 visitors and 89 exhibitors. This ‘event within an event’ focused on the critical ecological issue of biodiversity and helped local authorities integrate biodiversity protection into their territorial strategies.

ArchitekTOUR 2024

The 15th edition of Heinze GmbH’s travelling event ArchitekTOUR brought together 2,500 participants across nine German cities, focusing on building renovation and sustainable construction. Another major event hosted by Heinze, the Klimafestival, welcomed 4,600 people, underscoring the growing importance of sustainable practices in the construction sector in Germany.

La Conso s’engage

As part of the ongoing ‘La Conso s’engage’ (Retail Engagement) movement, our teams organised the first congress on this topic in France in September 2024. This event alternated between concrete solutions and small-group



discussions on three key themes: Together for committed production and supply; Together for a committed store and supply chain; and Together for a committed consumer and price.

1LoD events

In June 2024, Infopro Digital acquired 1LoD (for ‘first line of defence’), a conference platform specialising in non-financial risks and compliance in the banking sector. 1LoD organises over 10 events annually in the UK, US and Singapore, covering topics like governance and cyber security in financial institutions.

Drive to Zero

The 2024 edition of Drive to Zero attracted over 4,000 professionals, marking a 40% increase from the previous year. As Europe’s leading decarbonised mobility event, this trade show brings together alternative mobility companies, car manufacturers and start-ups, as well as electricity and transport infrastructure managers, government agencies and environmental organisations.

ÉDITION SPÉCIALE by Luxe Pack

This fair, dedicated for several years to sustainable solutions in luxury packaging, continues to attract industry players.

Sustainable trophies and awards

We also recognise the environmental and societal efforts of our communities through awards and trophies. For example, the *Trophées de la commande publique*¹, organised by achatpublic.com in partnership with the Ministry of Ecological Transition, Energy, Climate and Risk Prevention, recognises seven organisations each year for their exemplary procurement strategy. The *Argus d’Or* awards are given to the best initiatives in corporate citizenship and responsibility, as well as to participants in responsible investment.

¹ Public order trophies.

Beyond these events dedicated exclusively to environmental and societal challenges, the sustainability agenda is an integral part of the editorial focus of most of our events and trade shows.

Community impact

Support for local communities

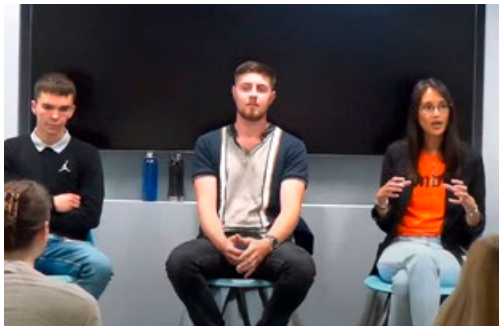
We assist associations that work towards employment integration and helping people return to work after life accidents. In 2024, our regional ESG committees formed partnerships with associations in the following countries and territories: Austria, France, Germany, Hong Kong, Switzerland, the United Kingdom and the United States.

These partnerships mainly involve skills-based sponsorship, which may be supported by financial backing.

PROMOTING INTEGRATION INTO WORK LIFE

Amber Foundation

In the UK, our teams formed a partnership with The Amber Foundation, which supports young adults in severe difficulty by helping them escape homelessness and unemployment. In addition to temporary housing, each young person welcomed by Amber receives personalised support and has the opportunity to develop new skills and experiences, while focusing on themselves.



Presentation of Amber Foundation to Infopro Digital teams in the UK

The goal is to help young people progress positively and independently towards employment, education or training, and housing. In May, employees had the opportunity to meet a representative from the charity and two young residents. Participants were able to learn about the charity's operations and the impact of their work on the young people they support.

In 2024, the UK teams raised funds through various internal and external events, including sponsored walks (Summer Walks), auctions at our professional events, a bingo evening and a Christmas raffle.

Fondation IPT

In Switzerland, we support the IPT Foundation, which for over 50 years has worked to support the professional integration and reintegration of vulnerable individuals. The Foundation provides personalised support, tailored training and concrete opportunities for integration into the job market.

Lebenshilfe Celle

In Germany, Infopro Digital supports the Lebenshilfe branch in Celle (Lower Saxony), an association that works to improve the access of people with disabilities to social and professional life. Through its training and support programmes, Lebenshilfe helps overcome barriers, whether physical or related to prejudice, and promotes long-term integration. By providing financial support, we contribute to the development of tailored training programmes, particularly in mobility, workplace safety and social skills, to meet employers' needs and maximise the beneficiaries' potential.

Make It Work HK

This Hong Kong-based association supports local precarious workers by providing access to resources and training to promote their professional reintegration and improve their living conditions.



The NQT workshop organised in 2024 resulted in a hiring of young person supported by the NQT association

Nos Quartiers ont du Talent (NQT)

Since 2016, we have partnered with *Nos Quartiers ont du Talent* (NQT) and, in December, welcomed 19 young individuals seeking their first job or an internship to our offices in the Paris region for a mentoring session. The half-day event allowed these young people to receive practical advice on optimising their CVs, cover letters and LinkedIn profiles, and preparing for interviews. It was also an opportunity for our voluntary employees to familiarise themselves with the role of mentor and volunteering. We were also pleased to hire 2 young talents met during the 2023 and 2024 sessions.

Pro Mente Salzburg

In Austria, our teams are engaged with the Pro Mente Salzburg association, which supports people with mental health issues, particularly in their professional reintegration journey, through programmes that promote autonomy and social integration.

Rock the Street Wall Street

In the US, our teams support the Rock the Street Wall Street association, which runs financial education and investment programmes in English-speaking countries, designed to promote gender equality in financial markets and to spark high school girls' interest in finance careers.

SUPPORTING RETURN TO WORK AFTER CANCER

Gustave Roussy

In 2024, Infopro Digital signed a three-year partnership in France with Gustave Roussy, Europe's leading cancer centre and the fourth worldwide, to support a research programme aimed at facilitating the return to work after cancer. Through this partnership, Infopro Digital is supporting an international research team at Gustave Roussy conducting various studies related to job retention and return to work. These studies focus particularly on the use of digital technologies to help individuals manage the long-term side effects of treatment (severe fatigue, etc.). Gustave Roussy's team is concentrating its research on a sample of active women with breast cancer, with the results expected to be applicable to all cancers and potentially other diseases.

Infopro Digital's support includes a financial contribution to the research and the production of a guidance booklet aimed at companies and organisations. This guide, which will be published in 2025, will provide key information and best practices for supporting employees undergoing treatment and assisting them in their return to work after cancer. The guide is co-produced with a team of experts from Gustave Roussy (researchers, epidemiologists, social workers, etc.) and Infopro Digital's teams, who will also handle its distribution to businesses and organisations.

Dr Ines Vaz Luis, a medical oncologist and researcher, is an internationally recognised specialist in post-cancer quality of life (survivorship) and its assessment. At Gustave Roussy, she leads a medical-scientific programme focusing on post-cancer care, aiming to better identify and prevent toxicities associated with treatments. She is the scientific head of the CANTO cohort (CANCer TOxicities), which investigates the toxicities developed in women treated for localised breast cancer.



Why conduct research on 'post-cancer' and return to work?

Dr Ines Vaz Luis: For the past 30 years, the number of new cancer cases in Europe has been increasing each year, mainly due to an ageing population, rising risk behaviours such as smoking, and improvements in diagnostic or screening methods. At the same time, survival rates after cancer have risen thanks to early diagnosis, new surgical techniques and the development of new treatments. More and more people are living with cancer. However, they must face the physical, psychological and social consequences of cancer and its treatments. Studies have shown that more than 50% of women who have had non-metastatic breast cancer suffer from at least one severe post-treatment symptom. This significantly impacts adherence to prescribed treatments and increases the risk of relapse. Reducing and preventing the impact of symptoms on patients' lives, through a personalised support care approach, is essential.

A large proportion of people diagnosed with cancer are of working age. In France, for example, around 30,000 women are diagnosed with breast cancer out of 61,200 new cases each year, and nearly 30,000 men with prostate cancer.



Doctors Maria-Alice Franzoi (left) and Ines Vaz Luis (right) are conducting research on quality of life after cancer

Worldwide, the incidence of early cancer or cancer occurring in adults under 50 has increased by nearly 80% since the 1990s. Cancer can have a significant impact on individuals' professional lives. Sick leave can last for several months following a diagnosis and can also lead to a reduction in income due to sick leave or job loss. Two years after a breast cancer diagnosis, only 70%

of women return to work. However, returning to work is associated with a better quality of life and is considered an important part of the recovery process.

Is there support for individuals returning to work?

IVL: At Gustave Roussy, many types of support are available to individuals diagnosed with cancer and their families. To name a few: the 'psychological issues of returning to work' workshop, which addresses concerns, communication with colleagues, performance, fatigue, the joy of social connection, etc.; the 'working with cancer' training for managers to better support their employees affected by cancer. This training covers cancer-related issues in the workplace, treatments and psychological and physical impacts, aiming to improve job retention and facilitate the return to work.

Finally, Gustave Roussy is leading a clinical trial to determine the effectiveness of the ITACA* intervention compared to standard care in reducing the number of sick leave days between diagnosis and the first return to work. ITACA includes psycho-educational, physical and professional reintegration support provided via two digital tools (an app and a website), complemented by individual follow-up by an occupational psychologist. The study also examines the impact on professional status two years after diagnosis and the circumstances of return to work, as well as on various quality of life domains (fatigue, pain, anxiety, depression).

**Intervention for return to work after breast cancer*

How to create conditions for job retention and return to work?

IVL: It is crucial to include a preventive approach to limit the aftermath of treatments, and to also make individuals more active and in control of their journey after a cancer diagnosis.

Informing employers and employees is key, as the issue of returning to work and job retention is still under-addressed. Awareness resources are still limited. That is why Infopro Digital is partnering with Gustave Roussy to create a guide for managers on how to manage the return to work and job retention of an employee diagnosed with cancer.

It is also important to raise awareness among patients early in their care journey about the importance of planning for their return to work and providing them with the necessary tools when they feel ready to begin the process. Moreover, offering support care and directing patients to these resources can reduce or eliminate the side-effects of treatment, thus facilitating the return to work.

How can the partnership with Infopro Digital be useful?

IVL: Most of the funding for our Cancer Survivorship team comes from responses to calls for projects launched by various national or international bodies. These funds are allocated for specific projects with defined timeframes. However, unforeseen circumstances are part of any research project and can cause difficulties in its successful execution. The financial support provided by Infopro Digital gives us the necessary flexibility to boost our research (and explore certain issues in more detail).

The partnership with Infopro Digital will also enable a sharing of expertise, particularly in terms of communication and dissemination of our research results, especially aimed at employers and managers.

Supporting associations beyond our trade shows and events

Each year, the Preshow Noël Toys & Games fair allows manufacturers to showcase their collections to distribution professionals. At the end of this meeting, our teams organise, with the support of exhibitors, the distribution of toys and games to children via four associations: Les chanteurs de l'espoir; Enfance & Partage; Les Blouses roses; and the French Red Cross.

The teams at the Patrimonia Convention also continue their food collection operations to redistribute all unused food to associations. Exhibitors are invited to store excess food in refrigerators at their stands and contact a designated member of the event team to collect and store the items for removal. The equivalent of 700 meals was handed over in 2024 to the *Salvation Army* and *Les Amis de tous* (*The Little Brothers of the Poor*)

Our Franchise Expo Paris fair also reaffirmed its commitment to entrepreneurship by supporting two associations dedicated to assisting entrepreneurs. Visitors and exhibitors had the opportunity to vote for the association they wished to support, directly contributing to the distribution of funds. Two projects were highlighted:

- The mentoring programme for migrant entrepreneurs by SINGA España, which facilitates the integration of refugees and migrants by helping them develop entrepreneurial projects.
- The entrepreneurship training programme for women in Casamance (Senegal), run by *Entrepreneurs du Monde* (*Entrepreneurs of the World*), which supports women in creating and developing their economic activities.

Through these initiatives, our trade shows and events continue to be platforms for solidarity engagement, supporting concrete actions in favour of professional integration, sharing and entrepreneurship.

Participating in major international events

For many years, we have offered our employees in the Île-de-France and Nantes regions the opportunity to participate in the Odyssey race, which supports breast cancer research. In 2024, more than 120 employees walked and ran in the events.



Infopro Digital runners participating in the Odyssey Paris 10 km race

Infopro Digital teams in Switzerland also participated in the Pink Ribbon Charity Walk, supporting the Zurich Cancer League to advise and financially support women with breast cancer.

The Swiss team
at the Pink Ribbon
Charity Walk 2024



Towards digital accessibility

Infopro Digital continues to strengthen its commitment to the digital accessibility of its products and services. Since 2020, we have gradually structured our approach by training our teams, integrating best design practices, and deploying solutions that comply with accessibility standards.

Building the skills of our employees has been a key lever. The group organised several webinars for all teams to share best practices for digital accessibility. Our designers and web developers received dedicated training, particularly in partnership with specialists such as Temesis and Access42, to integrate accessibility principles from the outset of interface design. The group's design director holds a university degree in Digital Accessibility and works closely with the IT department to implement and monitor actions, including audits, corrective plans and team training.

Operationally, in 2022, we launched a 'design system' for the Red-on-line platform, ensuring better compliance with RGAA standards. In 2023, we improved the compliance of our institutional website, and this initiative was expanded by setting specific objectives for each of the group's products.

In 2024, we continued this momentum by reinforcing the integration of accessibility criteria into the development of our digital solutions. An RGAA¹ and WCAG-compliant 'design system' for the group was created in 2024 and is set to be validated in 2025 by Temesis. Self-audit grids were shared for priority products, such as the Marchés Online website and the group's institutional site, which are currently compliant at 47% and 66.13%, respectively.

In 2025, we also aim to deploy the Multi-Year Digital Accessibility Plan and extend our actions to all entities of the group involved with platforms and websites across Europe and outside the EU. This initiative is part of our alignment with the international standards, ensuring all users, including those with disabilities, have optimal access to our online services.

¹ General Accessibility Improvement Framework.

Governance – ensuring our operational compliance



Risk management

A strategic risk-mapping exercise was carried out at the end of 2021 under the supervision of the Infopro Digital Board of Directors, involving the heads of the group's key activities and functions.

The 2021 risk-mapping exercise led the group's management to identify and prioritise the most significant risk factors for Infopro Digital. Among the critical risks, security was ranked as a priority, both in its cybernetic aspect and with regard to data protection.

The next update of this mapping was launched at the end of 2024, with results expected in 2025.

We strive to further
enhance the trust
of our investors, business
partners, employees
and the public through
open and transparent
corporate communication.

Equity in business and operational practices

Infopro Digital adopts a proactive approach to ensuring consistent and ethical business conduct across all markets, aiming to increase trust in our group and maintain and strengthen relationships with our key partners. Furthermore, we strive to further enhance the trust of our investors, business partners, employees and the public through open and transparent corporate communication.

Compliance officers

The group's compliance director ensures that the laws, regulations and other rules applicable to Infopro Digital's activities, as well as their developments, are known and followed. The Ethics and Compliance Committee (ECC) and the group's compliance director are committed to raising awareness among employees about fair operational practices and ethical conduct rules. They are responsible for ensuring that the necessary tools and training are in place and that our teams are properly trained in the applicable rules. The ECC is also tasked with investigating complaints and allegations related to potential violations of Infopro Digital's code of conduct or local and international regulations, and proposing remedies for issues raised following these complaints. The Ethics Committee reports to the Audit Committee of the Infopro Digital Board of directors. Sophie Le Ménahèze, General Counsel and Compliance Director, is the Chair of the Ethics Committee.

Group code of conduct

Infopro Digital's code of conduct sets out the fundamental principles and core values of the group regarding compliance and ethics. Our code of conduct requires that the group's executives, employees, representatives and partners uphold high standards of professional and personal ethics in carrying out their duties. The code covers respect for laws and regulations, starting with human and labour rights, data protection and security, prevention of corruption and fraud, conflicts of interest, competition rules and environmental responsibility. By publishing this code of conduct, we are committed to creating a corporate culture that promotes transparency, honesty and integrity, and respects the rights and dignity of all. This code is available in the seven main languages of the group. All employees are required to know and comply with it.

Anti-corruption rules

The group's anti-corruption policy outlines our commitment to preventing corruption and bribery in our operations and to avoid any potential conflicts of interest. It was updated this year based on a review of the group's corruption risk-mapping conducted in 2023. This policy outlines the rules and obligations that employees, executives and professionals working on behalf of Infopro Digital must follow, illustrated by relevant practical examples for the group's activities. Several specific policies are in place, including those concerning third parties such as agents. Infopro Digital has also implemented background verification processes for certain third parties. Dedicated anti-corruption training programmes have been designed and are offered to employees through e-learning. In the 2024 campaign, 77% of employees

completed the anti-corruption training (including 100% of employees in Austria and Portugal, and 97% in Romania). A programme of specific training for certain businesses and departments began at the end of the year.

Control procedures for the preparation and processing of financial and accounting information are in place, in line with local regulations, and are an integral part of the group's anti-corruption framework.

Whistleblowing policy

Infopro Digital has implemented a whistleblowing policy to encourage employees and partners to express their concerns, suggestions, or complaints related to serious ethical breaches, such as in accounting, banking, anti-corruption, competition, fraud, harassment, or any violation of the group's code of conduct. This whistleblowing system, compliant with national regulations in the countries where Infopro Digital operates, allows anyone linked to Infopro Digital to report in good faith a serious act they consider unethical, illegal, or dangerous, any suspected violation of a group policy, or any other serious breach of laws or regulations.

Any whistleblowing report that a collaborator or partner does not wish to submit to their management or local human resources can be sent confidentially through other channels: to the compliance director, the Ethics Committee, by phone, by email at ECC@infopro-digital.com, or by post.

The Ethics Committee recorded four whistleblowing reports in 2024. These were investigated and resolved in compliance with our ethical rules.

Our whistleblowing policy guarantees that there will be no retaliation against any person reporting in good faith a proven or suspected serious breach of the rules mentioned above. The report will be documented, and an investigation will be conducted under the supervision of the Ethics Committee, with the relevant parties being informed according to the applicable procedure.

Compliance with international economic sanctions

Infopro Digital has implemented its global policy to comply with the applicable international economic sanctions. These sanctions impose measures against individuals, entities or organisations, restricting or prohibiting trade, finance and services. These measures aim to promote foreign policy and security objectives for common peace, and are established by countries and international organisations, including the UN, the European Union Council, the UK, the US Department of the Treasury's Office of Foreign Assets Control (OFAC), and the US Department of Commerce. Infopro Digital's international economic sanctions policy applies to all the group's directors, employees, representatives and partners. It outlines the principle of sanctions, lists the affected countries and requires Infopro Digital employees to comply with international sanctions, including where necessary conducting third-party assessments before engaging with them. This group policy and the list of sanctioned entities should be reviewed regularly. The compliance director ensures that all group employees are aware of it and that reasonable operational tools are in place to facilitate its application.

Business engagement policy

The business engagement policy, issued in 2023, establishes a framework for aligning the initiation, review and approval processes of all external commitments across the group. This policy underscores the need for legal reviews and enables each business unit to define appropriate approval levels required before any commitment on behalf of an Infopro Digital subsidiary. The business engagement policy thus secures transactions and commitments by ensuring they are authorised and that contractual risks are well understood and documented. This policy applies globally to all contracts negotiated and concluded by Infopro Digital with customers, suppliers and partners. With a broad scope, it also addresses HR commitments, transactional agreements and the group's corporate activities.

Group tax responsibility

Infopro Digital operates in 20 countries and strictly prohibits any tax evasion or complicity in tax evasion, in accordance with the laws of each jurisdiction where the group operates. We comply with local tax laws, pay our taxes on time and meet all our tax obligations, thereby contributing significantly to the economy of the countries in which we are present.

Our tax strategy is based on principles of responsible tax planning and risk management. We strive to align our tax practices with economic and business realities, in accordance with the tax laws and regulations in force in each country.

Our organisational structures are based on genuine business considerations, and we avoid abusive tax schemes. Transactions between group subsidiaries are conducted on market terms, in accordance with Organisation for Economic Co-operation and Development guidelines and local regulations. We use government tax incentives transparently and consistently.

Responsible procurement

The group works closely with its suppliers within the framework of its responsible procurement process to ensure compliance with the ESG standards adopted by Infopro Digital. Every new supplier in France signs our responsible procurement charter.

Environmental and social engagement criteria are systematically included in all our tenders to ensure our partners share our commitment to sustainability and ethical practices. The procurement team also ensures that tenders include health and safety criteria, as well as commitments to human rights. These efforts are embedded in our corporate culture, and our managers and employees follow responsible procurement practices daily.

Anti-corruption, anti-international sanctions, and human and social rights clauses (with audit rights) are also integrated by our legal teams into new contracts and when renewing contracts, in line with group guidelines.

Combating modern slavery

Infopro Digital adheres to the principles established in the International Labour Organisation's Declaration on fundamental principles and rights at work as the basis of its ethical and social commitment. These principles are complemented by the group's code of conduct and its participation in the United Nations Global Compact.

The group ensures respect for workers' fundamental rights, including freedom of association and 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's UK branch publishes annual statements in compliance with the requirements of the Modern Slavery Act. These statements describe the measures the group has taken to minimise the risk of forced labour or human trafficking within its supply chains. Given the nature of our activities and governance model, we believe the risk of modern slavery in our operations or supply chains is low. However, we collaborate with trusted suppliers, located primarily in countries close to the European Union, and remain vigilant to potential risks.

We have established internal standards and procedures to ensure all our employees act ethically. All new employees in the UK receive training on modern slavery and human trafficking awareness, as do staff working with higher-risk suppliers, particularly in IT and events teams.

Data security and General Data Protection Regulation (GDPR)

Cyber security

Implementing robust protection systems against cyber attacks and ensuring appropriate responses to malicious actions are top priorities for the group.

All our actions in this area aim to strengthen the security of our systems and protect the data of our customers, employees and partners.

The information security team's goal is to standardise the level of security across all our business units and to ensure the continuous compliance of our digital solutions and internal IT networks with our security requirements. These strategies are reviewed quarterly by a steering committee chaired by our CEO and composed of the Chief Technology Officer, the Chief Information Security Officer (CISO), the Chief Financial Officer, the General Counsel and representatives from the IT team.

Implemented policies

Since 2023, Infopro Digital has strengthened its IT security through several major initiatives.

Our group-wide IT security policy is designed to address risks such as data breaches affecting clients or employees' personal data, and to protect our solutions and information systems from cyber attacks and intellectual property theft.

Other key documents complement and reinforce our IT security standards, including:

- Change management policy.
- Clean desk and locked screen policy.
- Vulnerability management policy.
- Information security incident management procedure.
- Risk management policy.
- Information classification policy.

Awareness of IT security

During Cyber Security Awareness Month in October 2024, we ran a security awareness campaign for our employees. The topics covered included phishing, network security and the integration of cyber security into internal projects. In June and December 2024, internal newsletters were used to raise awareness about the dangers of fake international wire transfer orders.

Additionally, an online phishing training module was launched for all employees in France, available through our LMS, Infopro Digital Academy. A total of 69.4% of French employees completed

the module. We will continue to improve this participation rate in 2025.

Crisis management and tool deployments

Some major actions were carried out in 2024:

- We finalised the formalisation of the crisis management team within the group.
- The deployment of the SASE (Secure Access Service Edge) began in 2024 (covering 40% of the group's activities by the end of 2024).
- The deployment of the EDR (Next-Generation Antivirus) continued, with more than 90% of the IT fleet equipped by the end of 2024.

Due diligence in IT security

As part of our information security due diligence program for third parties, we have implemented the ISRA (Information Security Risk Assessment for Applications) process. This process evaluates the risks associated with each application or supplier and is a prerequisite for authorising the use of an application or choosing a supplier. A supplier maturity score is identified, enriching our security analysis of their services and allowing us to authorise or deny their use.

IT security incidents

In 2024, information security incidents were reported. These incidents were managed through our security incident management processes to minimise their impact and strengthen our security measures.

Personal data protection

Personal data protection is a key factor in building trust among Infopro Digital's companies and their employees, prospects, customers, partners, service providers and suppliers.

Infopro Digital is committed to global compliance with data protection laws in the countries where the group operates. Our personal data policy outlines the nature of personal data processing within the group, the protective measures in place, and the rights of the data subjects:

<https://www.infopro-digital.com/data-protection/>

Our group has established governance for personal data protection to ensure and monitor compliance with regulatory requirements and internal rules, both as a data controller and a processor:

- The leaders of the group's entities represent the data controller and ensure the group's commitment to personal data protection. Each year, the Data Protection Officer (DPO) and General Counsel present the CEO with the status of personal data processing compliance at the group level and the priorities for the current year.
- The DPO reports to the General Counsel. The DPO's role is to advise and assist, with their team, the various entities of Infopro Digital in their compliance efforts.
- DPOs have been appointed and are responsible for ensuring the proper implementation of the personal data policy within their business units/directorates.

- The DPO works closely with the group's CISO to analyse project contexts and criticalities, detect and manage security incidents and personal data breaches.

All Infopro Digital employees are made aware of the issues and principles surrounding personal data protection. New hires take this online training within their first weeks at Infopro Digital. These sessions are regularly conducted and updated. To raise awareness and track participation, we use our online learning tool, LMS Infopro Digital Academy. By the end of 2024, 75% of our employees had completed this training.

Risk detection and management are carried out via questionnaires and analyses:

- Privacy-by-design analyses are formalised or new projects.
- When engaging a service provider, we ensure they provide sufficient guarantees regarding the implementation of technical and organisational measures to secure processing and establish a written contract.
- Before transferring data outside the European Union, we verify that the importing country has an adequacy decision from the European Commission regarding its data protection regulations, or that the importing entity has implemented standard contractual clauses, as per the GDPR.
- A process is defined to respond quickly and in a co-ordinated manner to personal data breaches.

Infopro Digital has implemented documentation for processing activities, tools and procedures in compliance with regulatory requirements. In particular:

- Personal data-processing activities are listed in our centralised register within a software as a service (SaaS) tool for managing personal data protection.
- A cookie policy has been defined and implemented to manage consent through the consent management platform tool.
- The group is organised to allow the effective exercise of data subjects' rights and to ensure a response within the legal timeframe. When Infopro Digital acts as a processor, in its obligation to assist the data controller, it transfers the request and the information it holds to the data controller within a reasonable timeframe.

Certifications of our entities

ISO 9001

HaynesPro BV is certified ISO 9001:2015 (with Bureau Veritas). This certification of its quality management system validates its commitment to providing high-quality automotive technical information for vehicle maintenance and repair.

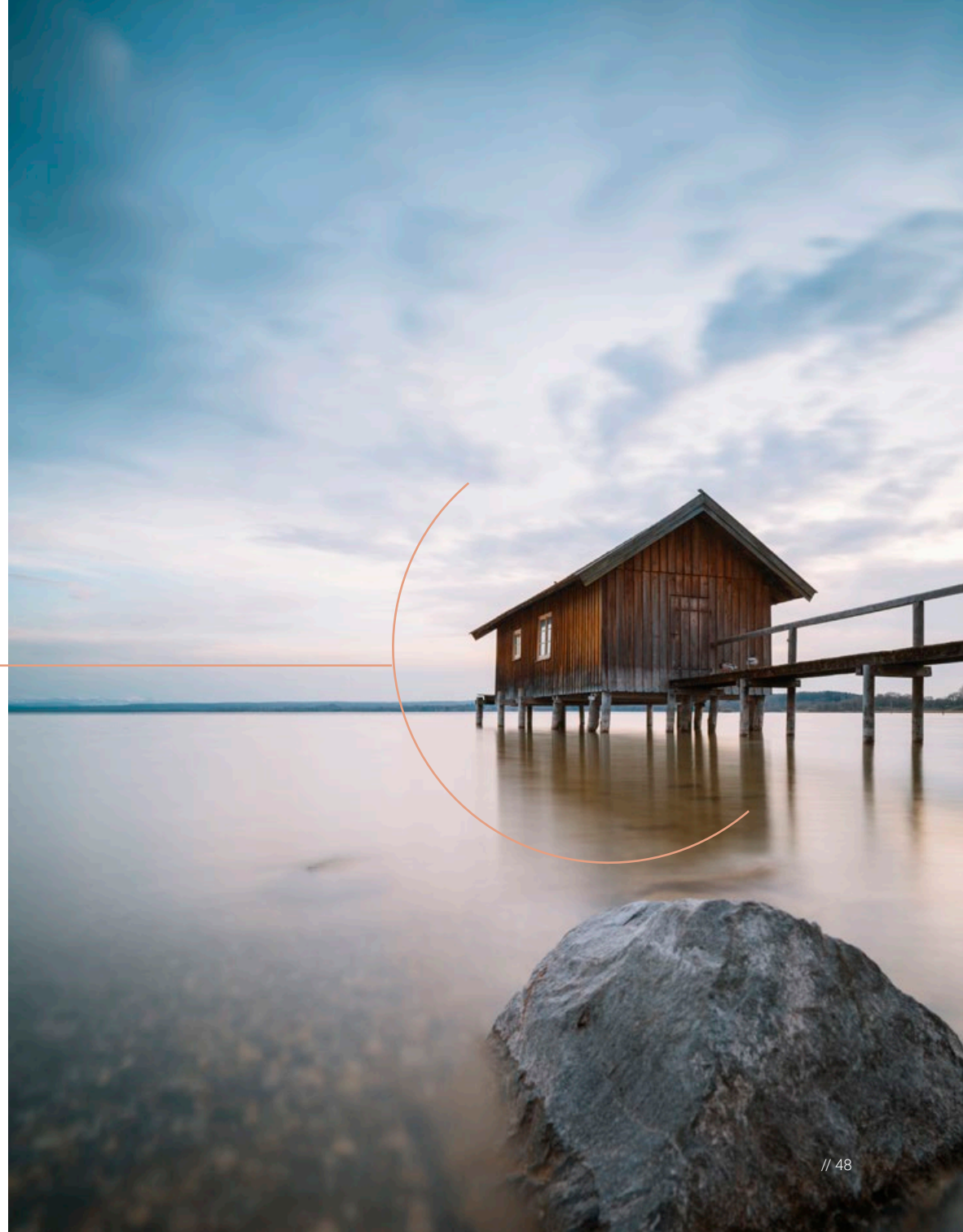
ISO 27001

Infopro Digital has maintained its ISO 27001 certification for its subsidiary Red-on-line, issued by AFNOR. This certification is based on the requirements of the NF EN ISO/IEC 27001:2017 (Europe) and ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International) standards, confirming its commitment to information security and data protection for its software.

ISO 20121

The entity Built Environment Networking Ltd., organiser of the UKREiiF event in the United Kingdom, is certified ISO 20121:2012 (by SGS), attesting to the implementation of a responsible management system for the organisation of conferences, exhibitions and networking opportunities, both in-person and online.

Appendixes



Data collection and analysis method

The information presented in this report consolidates data from 55 geographical sites. Not all sites are required to report on every established measure. The selection of reporting sites is based on an annual coverage analysis, taking into account criteria such as surface area (over 100m²) and environmental risk. At the beginning of each year, Infopro Digital aims to include over 95% of the group's workforce and surface area by carefully selecting the reporting locations.

The ESG team and the group's General Services have identified key information that is subject to consistent monitoring and reporting. These include energy consumption, waste generation, recycling and disposal, as well as water effluent data from selected sites. To ensure the accuracy and timeliness of reporting from Infopro Digital sites worldwide, the group has developed its own electronic reporting system. This system is a vital tool for identifying trends at different levels, including site, business line, brand, regional and global levels. Sites submit the required data on an annual basis. The collected data is then organised, consolidated globally and shared with the ESG Board, General Services and other relevant stakeholders.

The data collection period for this report runs from January 1, 2024, to December 31, 2024.

Data verification procedures are in place to ensure the accuracy and reliability of the reported data. The ESG team sets data-reporting requirements and communicates them to the various sites. Each site is responsible for establishing internal systems for data collection and transmission. The ESG team verifies the accuracy of the submitted data. In case of inconsistencies, the team works directly with the sites to clarify and resolve issues.

Key sustainability data

	2024
Human resources	
% of women (group)	51
% of women in management	44
% of women in top management	41
% of women on the executive committee	43
% of juniors (under 30 years old)	17
% of seniors (over 50 years old)	25
Number of employees with disabilities	81
Number of interns and apprentices	201
Turnover rate (%)	18.4
% of internal mobility	13.6
Average number of training hours per employee	8.14
Environment	
Total electricity consumption (MWh)	3,187
Carbon footprint: Scope 1 (tCO ₂ eq.)	1,692
Carbon footprint: Scope 2 (tCO ₂ eq.)	749
Carbon footprint: Scope 3 (tCO ₂ eq.)	38,632
Average GHG emissions from the vehicle fleet (gCO ₂ /km)	101

List of locations included in the report

Aix-en-Provence	France	Kingsgrove	Australia	Olivet	France
Adliswil	Switzerland	Kornwestheim	Germany	Oyonnax	France
Amersfoort	Netherlands	Leusden	Netherlands	Paris (2 sites)	France
Antony (2 sites)	France	Leeds	United Kingdom	Saint-Denis de la Réunion	France
Basel	Switzerland	Limerick	Ireland	Sainte-Terre	France
Barcelona	Spain	Lisbon	Portugal	Salzburg	Austria
Berlin (2 sites)	Germany	London (2 sites)	United Kingdom	Schiphol	Netherlands
Bordeaux	France	Lviv	Ukraine	Shanghai	China
Bouguenais	France	Lyon (2 sites)	France	Sparkford	United Kingdom
Brussels	Belgium	Maidstone	United Kingdom	Swindon	United Kingdom
Bucharest (2 sites)	Romania	Monaco	Monaco	Tarbes	France
Celle	Germany	Münster	Germany	Tavagnacco	Italy
Ellesmere Port	United Kingdom	Nancy	France	Toulouse	France
Deventer	Netherlands	Nantes	France	Tunis	Tunisia
Hattersheim am Main	Germany	Nashville	United States	Voiron	France
Gentilly	France	New York	United States	Westlake Village	United States
Hong Kong	Hong Kong (China)	Nürtingen	Germany	Vienna (2 sites)	Austria
Ilkley	United Kingdom	Offenbach	Germany		

Index with reference to GRI standards

This ESG report is prepared 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 assists businesses, governments and other organisations in understanding and communicating their sustainability impacts.

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

This document includes a GRI indexing table below, which lists the GRI standards and the information used in the report. It allows stakeholders to access the information they need to assess the company's sustainability performance. Infopro Digital will continue to enhance its sustainability reporting in the years to come.

Declaration of use	Infopro Digital
GRI 1 used	GRI 1 : Foundation 2021

GRI Standard	Disclosure	Location
GRI 2 : General Disclosures 2021	2-1 Organisational details	'Introduction'; 'Data collection and analysis method'
	2-2 Entities included in the organisation's sustainability reporting	'List of locations included in the report'
	2-3 Reporting period, frequency and contact point	'Index with reference to GRI standards', annual reporting from January 1, 2024, to December 31, 2024 esg@infopro-digital.com
	2-6 Activities, value chain and other business relationships	'Our mission and values'; 'Our business'
	2-7 Employees	'Evolution and composition of the workforce'
	2-9 Governance structure and composition	'Governance and senior management'; 'ESG organisation'
	2-14 Role of the highest governance body in sustainability reporting	'ESG organisation'
	2-22 Statement on sustainable development strategy	'Our approach to sustainability'; 'ISO 14001'
	2-23 Policy commitments	'Equity in business and operational practices'; 'Responsible procurement'; 'Data security and GDPR'
	2-24 Embedding policy commitments	'Equity in business and operational practices'; 'Responsible procurement'; 'Data security and GDPR'; 'Engaging our teams'
	2-26 Mechanisms for seeking advice and raising concerns	'Whistleblowing policy'
	2-27 Compliance with laws and regulations	'Governance – ensuring our operational compliance'
	2-30 Collective bargaining agreements	'Social dialogue'
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	'Materiality matrix and CSR risks'; 'Risk management'
	3-2 List of material topics	'Materiality matrix and CSR risks'; 'Risk management'
	3-3 Management of material topics	'Our approach to sustainability'; 'Materiality matrix and CSR risks'; 'Key sustainability data'

GRI Standard	Disclosure	Location
GRI 205: Anti-corruption 2016	205–1 Operations assessed for risks related to corruption	'Risk management'; 'Anti-corruption rules'
	205–2 Communication and training about anti-corruption policies and procedures	'Anti-corruption rules'
GRI 207: Tax 2019	207–1 Approach to tax	'Group tax responsibility'
GRI 302: Energy 2016	302–1 Energy consumption within the organisation	'Key sustainability data'
	302–4 Reduction of energy consumption	'ISO 14001'
GRI 305: Emissions 2016	305–1 Direct (Scope 1) GHG emissions	'Our GHG emissions'
	305–2 Energy indirect (Scope 2) GHG emissions	'Our GHG emissions'
	305–3 Other indirect (Scope 3) GHG emissions	'Our GHG emissions'
	305–5 Reduction of GHG emissions	'Reducing our emissions'
GRI 308: Supplier Environmental Assessment 2016	308–1 New suppliers that were screened using environmental criteria	'Responsible procurement'
GRI 401: Employment 2016	401–1 New employee hires and employee turnover	'Evolution and composition of the workforce'; 'Developing and retaining talent'
	401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	'Promoting fairness'
GRI 403: Occupational Health and Safety 2018	403–1 Occupational health and safety management system	'Creating a work environment conducive to wellbeing, health and safety'
	403–2 Hazard identification, risk assessment and incident investigation	'Safety at work'
	403–3 Occupational health services	'Health and wellbeing at work'
	403–5 Worker training on occupational health and safety	'Safety at work'
	403–6 Promotion of worker health	'Health and wellbeing at work'
	403–9 Work-related injuries	'Workplace accidents'
	403–10 Work-related ill health	'Workplace accidents'

GRI Standard	Disclosure	Location
GRI 404: Training and Education 2016	404–1 Average hours of training per year per employee	'Key sustainability data'
	404–2 Programmes for upgrading employee skills and transition assistance programmes	'Encouraging career development'
GRI 405: Diversity and Equal Opportunity 2016	405–1 Diversity of governance bodies and employees	'Equal opportunity'
GRI 406: Non-discrimination 2016	406–1 Incidents of discrimination and corrective actions taken	'Whistleblowing policy'
GRI 413: Local Communities 2016	413–1 Operations with local community engagement, impact assessments and development programmes	'Creating sustainable value for our communities and society'
GRI 414: Supplier Social Assessment 2016	414–1 New suppliers that were screened using social criteria	'Responsible procurement'

Carbon footprint (GHG Protocol®)

Table 1
CO₂eq Emissions by Category (in tCO₂eq)

Emission source (GHG Protocol®)	2024
Scope 1	
Direct emissions from stationary combustion	259
Direct emissions from mobile combustion	1,204
Direct emissions from process sources	0
Direct emissions from leakage sources	228.5
Total Scope 1	1,692
Scope 2	
Indirect emissions from consumption of electricity	749
Indirect emissions from consumption of steam, heat or cooling	0
Total Scope 2	749

Emission source (GHG Protocol®)	2024
Scope 3	
Purchase of goods or services	31,698
Capital goods	2,713
Energy-related emissions not included in Scopes 1 and 2	733
Upstream transportation of goods	0
Waste generated in operations	256
Business travel	582
Employee commuting	2,378
Upstream leased assets	0
Downstream transportation of goods	0
Processing of sold products	0
Use of sold products	0
End-of-life treatment of sold products	0
Downstream leased assets	0
Franchises	0
Investments	0
Other (upstream and downstream)	271.7
Total Scope 3	38,632
Total of scopes	
41,073	