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# Table of contents

2	EDITO
3	FOREWORD
8	OUR APPROACH TO SUSTAINABILITY
21	CULTIVATING THE PROFESSIONAL GROWTH OF OUR TEAMS
33	DRIVING A POSITIVE ENVIRONMENTAL DYNAMIC
40	GOVERNANCE – ENSURING OUR OPERATIONAL COMPLIANCE
46	CREATING SUSTAINABLE VALUE FOR OUR COMMUNITIES AND FOR SOCIETY
57	ANNEXES

# Editorial



At Infopro Digital, we are convinced that a company's performance is measured by both its economic impact and its positive contribution to society and the environment. This year was once again marked by development and enhancement in lower-carbon mobility in the automotive sector more sustainable construction and operational compliance and safety.

In 2024, we completed the first cycle of our corporate social responsibility (CSR<sup>1</sup>) commitments by achieving the objectives defined in 2021. The year 2025 marks the beginning of a new cycle that will end in 2028. The new commitments are more ambitious: to anchor all our teams and activities in a continuous improvement approach. This cycle is based notably on the results of our first double materiality matrix. Our ambition for the period 2025–28 is to continue reducing our environmental footprint, particularly through the definition of a carbon emission reduction trajectory for Scopes 1 and 2, to provide a fulfilling work environment for our employees in which everyone has their place, and to increase our contribution to the success of our professional communities and to the local associative landscape.

We are pleased to share in this ESG report the achievements of our teams that have marked the year 2025.

**Christophe Czajka,**  
*Executive Chair*

<sup>1</sup> At Infopro Digital, we use the common term ESG (environment, social, governance) to describe our CSR (corporate social responsibility) strategy. The two terms used in this document are interchangeable.

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# Foreword

Following consultations with the European Council and the European Parliament, the European Commission initiated a review of the sustainability reporting framework introduced by the Corporate Sustainability Reporting Directive (CSRD) via the so-called 'Omnibus' directives. These developments aim to clarify, simplify and further specify the content as well as the timetable for sustainability reporting requirements at the European level.

Within this evolving regulatory context and given its size, Infopro Digital falls within the scope of the CSRD, with a first mandatory publication expected in 2028 for the 2027 financial year. In anticipation of these regulatory requirements, the Group has undertaken a structured and progressive approach to aligning its ESG governance, risk management and reporting framework.

Infopro Digital has therefore decided to:

- Progressively align its internal processes, governance and reporting practices with the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS), ahead of its first mandatory reporting cycle, starting with the implementation of a double materiality analysis;
- Maintain the publication of a sustainability report on a voluntary basis during the transition period;
- Establish an internal reporting framework which, at this stage, does not yet constitute a sustainability statement in compliance with the CSRD.

This reporting framework is based on:

- A double materiality analysis incorporating the key principles of ESRS 1 while taking into account the ongoing simplification developments and initiatives at European level. The Group plans to have this analysis examined by an independent third party before the end of 2026;
- The continuity of previous reporting practices to ensure consistency and comparability of information published over time;

- The expectations of financial partners and stakeholders, including ESG assessment requirements and frameworks;
- The application of recognised ESG reporting methodologies, when relevant, to strengthen the robustness and reliability of published information.

Infopro Digital will continue to monitor regulatory developments, particularly the finalisation of the revised ESRS, and will progressively adapt its reporting framework accordingly.

Beyond regulatory requirements, the Group is committed to continuously improving its ESG reporting practices and transparency regarding its non-financial performance. Infopro Digital believes that creating long-term sustainable value is based on integrating ESG issues into its strategy, governance and operations, in addition to solid financial performance.

## Disclaimer

This document has been prepared by Infopro Digital solely to ensure transparency towards its stakeholders, as part of its voluntary ESG reporting approach. It does not constitute a sustainability statement established in accordance with the CSRD, nor regulated information within the meaning of regulations applicable to financial markets.

The presented information is based on data, methodologies and assumptions available at the date of reporting. They are subject to change in accordance with regulatory frameworks, methodologies and internal processes. No assurance has been provided on this document, which is not the product of a certification or audit mission.

# Key figures 2025

## SOCIAL

**4,077**  
employees

**77**  
nationalities

**6.3%**  
of available positions  
were filled through  
internal mobility

**7.1%**  
of our employees  
were promoted

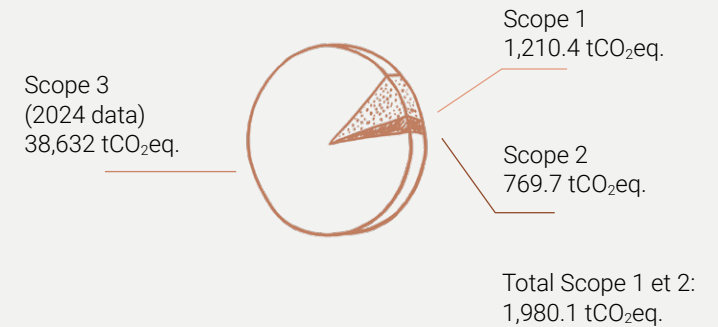
**50%**  
women

**50%**  
women

**9**  
organisations supported  
to act on employability  
and return to work

## ENVIRONMENT

### Greenhouse gas (GHG) emissions



## GOVERNANCE

**74%** of employees trained  
on data protection in 2025



## Our business

Infopro Digital is a European B2B (business-to-business) information solutions group, operating in 26 countries. In our view, the development of professional communities is a driver of growth and a marker of economic and social vitality.

We operate in five major sectors: construction & public sector; automotive; risks & insurance; industry; and retail; through brands recognised in their markets. These offer solutions tailored to the decision-making, performance and networking needs of professionals.

Through their sectoral expertise, our teams develop innovative solutions combining expert content, reliable data and advanced technologies. These cover:

- Specialised media, subscription platforms and professional events.
- Business software, technical databases, regulatory and compliance requirements.
- Productivity tools and digital solutions to optimise operations and accelerate transformation.
- Sales and marketing solutions, including targeted advertising, lead generation and professional trade shows.

Our offerings enable our customers to identify new opportunities, develop their professional networks and sustainably improve their performance.

## Mission and values

Our mission is to create information, data and technologies to connect professional communities. We support companies and organisations of all sizes, both private and public.

Our model is based on the business expertise of our teams and on two complementary business lines:

- Technology solutions.
- Information and connection.

Our solutions help our customers to:

- Make informed decisions quickly, by providing them with relevant and up-to-date information.
- Maintain privileged relationships with their communities, by facilitating exchanges and networking.
- Sustainably increase their efficiency and performance, thanks to advanced technological solutions and accurate data.
- Detect opportunities and stay ahead of competitors, with the digital tools we offer.
- Adopt the latest technologies that will become tomorrow's standards, by integrating the most recent innovations and anticipating future developments.
- Succeed in the long term, by strengthening their resilience in the face of market challenges.

Our values are deeply embodied in our teams. Within each business unit we find the strong characteristics that make up our DNA: an entrepreneurial spirit working as a team; diversity of our talent; a passion for our business sectors and professions; demanding quality in our customer offerings; and pragmatism in our search for simple and effective solutions.

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# The values that drive us are as follows

## Entrepreneurial

We are a group of entrepreneurs. We encourage our teams to take initiatives and innovate to conquer 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 changing world. Our employees continually seek to improve existing solutions and even imagine new ones, in order to anticipate developments in our sectors.

## Customer-focused

The satisfaction of our customers is our priority. Being experts in their sectors is a crucial issue for us, in order to anticipate their needs and support them over time.

All our solutions are imagined according to the interest and impact they will have for our customers. Our offerings must provide companies and organisations with the means to clarify their strategic decisions.

## Diverse

Diversity is an integral part of our Group's DNA and enriches our collective experience. Thanks to the richness of our professions and activities, we have the privilege of attracting talent from all backgrounds.

Within Infopro Digital, employees from 77 different nationalities work together. We strive to create an environment where every individual feels respected and valued. We implement actions around four areas of priority: professional equality; employment of young people; seniors; and people with disabilities.

## Collaborative

We believe in collective intelligence. Collaboration, collective effort and solidarity are the drivers of united teams, which enable us to progress together.

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

## Impact-driven

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

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



## Governance and senior management

### Executive Committee

The Group is led by the members of its Executive Committee (composition as of April 2026):



**Christophe Czajka**  
Founder and  
Executive Chair



**Julien Elmaleh**  
Chief Executive  
Officer



**Isabelle André**  
Information &  
Connection - France,  
Marketplaces



**Séverine Bersauter**  
Chief Financial  
Officer



**Nathalie Curvat**  
Industry  
Tradeshows



**Edwin Dolan**  
Corporate  
Development



**Sajid Fayyaz**  
Chief Technical  
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



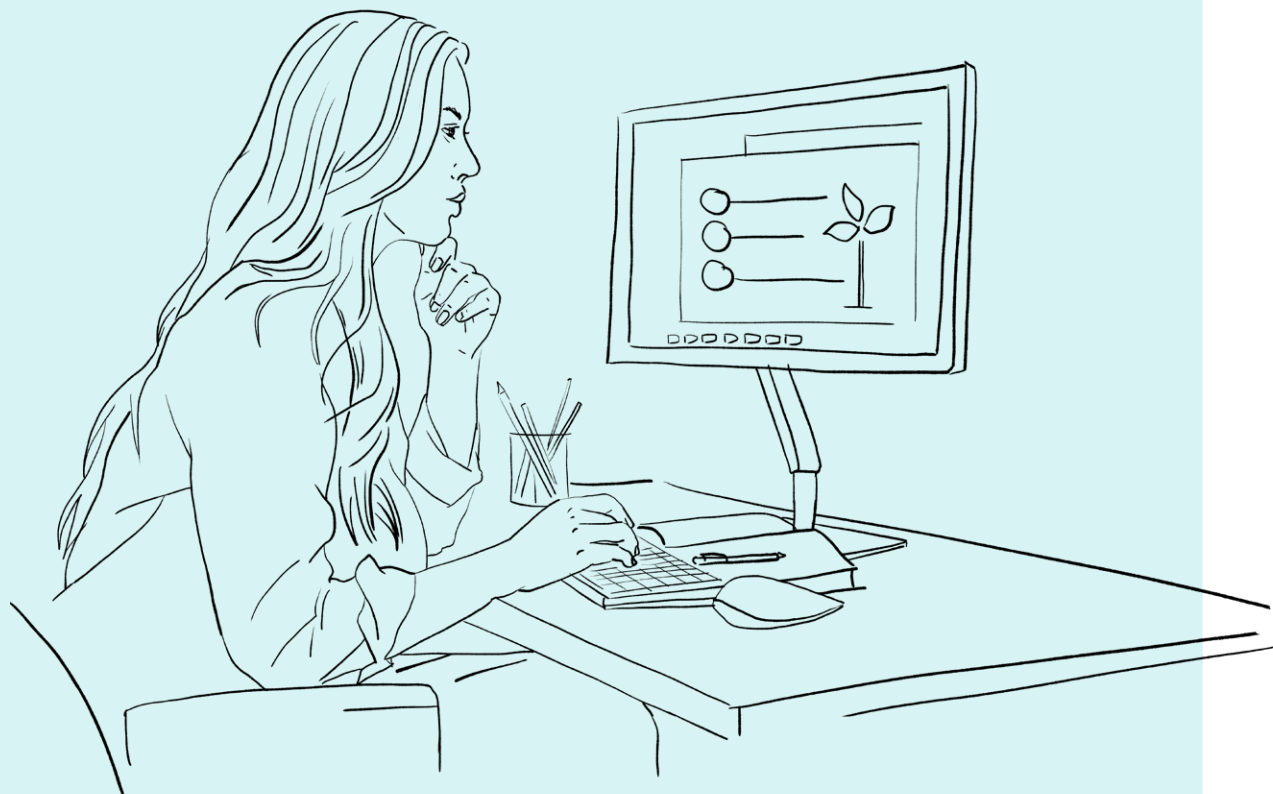
**Régis Sandrin**  
Automotive  
Software & Data



**Ben Wood**  
Information &  
Connection –  
Risk Global

### Board of Directors

The Board of Directors of the Group comprises eight members, of whom seven are men and one is a woman.



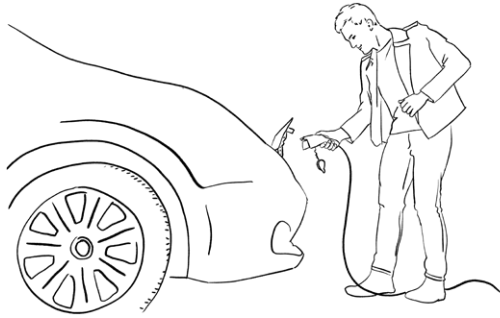
## Our approach to sustainability

In 2025, we conducted our first double materiality analysis, carried out at Group level (see the following chapter). This approach allowed us to identify our impacts, risks and opportunities, as well as the most significant environmental, social and governance topics for our activities and stakeholders.

On this basis, we have defined new ESG (environmental, social and governance) objectives for the 2025–28 period. These objectives translate into commitments towards our employees, the environment and society, as well as into principles of governance and responsibility. A set of measurable indicators is associated with these objectives to monitor our progress.

# This ESG policy is built on three pillars:

1



## Reducing our environmental footprint

The Group is continuing its environmental approach undertaken since 2015, certified ISO 14001, with a focus on continuous improvement. Our priorities are to reduce our carbon emissions, improve the environmental impact of our IT infrastructure and promote responsible practices among our professional communities through our software, media and professional trade shows.

As a result, the new objectives include strengthened actions regarding the carbon trajectory, enhanced internal environmental awareness and the integration of environmental monitoring indicators into our activities and trade shows.

2



## Promoting equal opportunities, inclusion and employee engagement

We place the professional fulfilment of our teams and support for local communities at the heart of our sustainability approach. Our objectives for the period 2025–28 aim to provide equal opportunities for all, foster skills development, offer enriching career paths, and promote quality of life at work.

Our societal commitment is also reflected in the support we provide to associations working to enhance employability and facilitate access to employment in many of the countries where we operate, with the ambition to gradually expand our skills based volunteering programmes and employee engagement initiatives.

3



## Conducting our activities with integrity and compliance

Infopro Digital applies high standards in terms of ethics, compliance and risk management. This approach notably covers cyber security, personal data protection, operational risk management, business continuity as well as the deployment of cyber security, the protection of personal data, the management of operational risks, business continuity and the implementation of responsible purchasing practices.

The 2025–28 objectives focus on expanding compliance related training coverage, deploying cyber security and business continuity frameworks across the Group, and monitoring our suppliers to ensure responsible practices throughout our entire value chain.

# Double materiality matrix

## General information

### General basis of preparation

The quantitative and qualitative data presented in this document cover the period from January 1 to December 31, 2025. Unless otherwise stated, information is presented on a consolidated basis at Group level.

Consequently:

- Risk analysis covers 100% of the consolidation scope, in accordance with the organisational scope retained for the double materiality analysis;
- Environmental data, notably energy consumption and greenhouse gas emissions, are established from data available across all Group activities, combining measured data and, where applicable, estimates based on reasonable and documented assumptions;
- Social and governance data are reported for fully consolidated entities over the reporting period, unless otherwise stated.

Greenhouse gas emissions are calculated in accordance with GHG Protocol methodology, based on activity data, life cycle analyses where available, and, where applicable, proxy or monetary emission factors. For 2025, the Group reports only Scope 1 and 2 emissions.

The methodological uncertainties, particularly those related to emissions calculations (emission factors, assumptions and estimates), are considered limited and consistent with the best methodologies and sectoral practices currently available.

The environmental, social and governance sections of Infopro Digital's ESG report present information

relating to policies, actions, indicators and objectives associated with the material impacts, risks and opportunities (IROs) of the Group, where applicable. When no specific timetable is defined, the corresponding actions are considered to be part of ongoing management processes.

### Previous materiality analysis

The risks related to corporate social responsibility (CSR) at Infopro Digital were mapped for the first time in 2020 and updated at the end of 2021, to better integrate issues related to climate change, talent management and cyber security.

This assessment covered the entire value chain of the Group as well as environmental, social, societal, human rights and anti-corruption issues. It made it possible to identify three main risks and 11 priority CSR issues, integrated into the first materiality matrix published in the Group's ESG reports since 2021. This matrix remained valid until the end of 2024.

As part of the preparation of its new CSR policy and commitments for the forthcoming period, Infopro Digital launched a new double materiality analysis at the end of 2024.

## Double materiality analysis process

Infopro Digital's double materiality analysis was carried out in accordance with the principles of the CSRD and European sustainability reporting standards (ESRS). The methodology was designed to ensure the robustness, traceability and auditability of the analysis, by combining document analysis, stakeholder engagement, quantitative and qualitative assessments and validation by management. The analysis will be reviewed by an independent third party in 2026 to validate the methodology.

### Organisational scope

The analysis covered the entire consolidation scope of Infopro Digital, as defined in its consolidated financial statements. It included:

- All consolidated subsidiaries and controlled entities;
- All operational units and Group activities; and
- All geographical areas in which the Group operates, without limitation.

The level of risks and opportunities was weighted according to the relative contribution of each segment in terms of revenue and workforce. The scope of the analysis was carefully aligned with the financial reporting scope to ensure consistency between published sustainability information and consolidated financial data.

### Value chain coverage

The analysis took into account, in a relevant and proportionate manner, the impacts, risks and opportunities across the entire upstream and downstream value chain of the Group.

The upstream value chain includes direct and indirect suppliers (mainly tier 1, but also certain tier 2 suppliers, particularly for trade show activities), subcontractors, partners and distributors.

The downstream value chain includes Infopro Digital's direct customers as well as the entire value chain of professional trade shows, including, but not limited to, visitors. Dedicated interviews and surveys amongst stakeholders were conducted to ensure robust integration of value chain perspectives in analysis of impacts, risks and opportunities - IROs (see page 17).

## The double materiality analysis process was structured through five main stages.

### STAGE 1 Establishing a baseline through document review

The first phase of the process consisted of establishing a comprehensive baseline through the analysis of existing internal documents (Group policies and procedures, ESG reports, codes of conduct and charters, procurement documentation, available quantitative data and performance indicators, etc.) as well as relevant external sources.

This review aimed to:

- Identify impacts, risks and opportunities (IROs) already taken into account by the Group;
- Analyse the indicators currently being monitored;
- Review the objectives already defined;
- Detect any potential gaps or inconsistencies; and
- Identify impacts perceived externally as well as reputational issues relevant to the Group.

### STAGE 2 Identification and qualification of impacts through internal engagement

The second phase focused on identifying and qualifying sustainability impacts across Group activities, its main functions and geographical areas.

In total, 24 semi-structured internal interviews were conducted, with an average duration of 1 hour and 15 minutes. These interviews were based on a structured, self-assessment approach and covered a representative panel of profiles, including in particular:

- The Executive Chairman and Chief Executive Officer;
- Members of the Executive Committee;
- The heads of international subsidiaries (DACH and Tunisia);
- The ESG team;

- The heads of operational activities exposed to ESG issues (for example: Chief Technical Officer of trade shows, Group Procurement Director, etc.); and
- The heads of functions related to risk management (for example: Facility Management, real estate).

These interviews made it possible to identify positive and negative, actual and potential impacts associated with the Group's operations and its value chain. To strengthen and broaden the scope of identified impacts, an online questionnaire was distributed to managers at N-1 level below the Executive Committee. Fifty responses were collected, representing approximately 60% of the target population.

### STAGE 3 Benchmarking with the value chain perspective

As part of the double materiality analysis, Infopro Digital implemented a structured and participatory approach, supported by an independent consulting firm, to ensure the robustness of the methodology and the reliability of stakeholder contributions.

This approach included, notably:

- The development of a comprehensive mapping of relevant stakeholders;
- The design and dissemination of adapted questionnaires covering the main ESG issues – notably, actions, challenges, expectations and levels of ambition; and
- A consultation of 14 external stakeholders (customers, suppliers, shareholders, board members and financial stakeholders) through 13 in-depth interviews with representatives of selected organisations, each lasting at least one hour.

This approach was supplemented by a document review of stakeholder policies and commitments

on the main ESG issues, particularly regarding climate strategy, as well as an analysis of sectoral best practices.

The results of this work enabled Infopro Digital to formalise stakeholder expectations on ESG issues, as well as their perception of the Group's main ESG impacts. These insights were shared with senior management and directly integrated into the double materiality analysis.

### STAGE 4 In-depth thematic and sectoral analyses

To strengthen the robustness of the analysis, targeted thematic and sectoral studies were conducted on issues identified as potentially material. These analyses ensured sectoral relevance and alignment with regulatory developments and emerging market expectations.

### STAGE 5 Formalisation, prioritisation and validation of IROs

All identified impacts were consolidated within a structured inventory of impacts, risks and opportunities (IRO). A first assessment and prioritisation exercise was undertaken on the basis of:

- Severity and probability criteria;
- Financial exposure and strategic implications.

When possible, the analysis combined qualitative expert judgement with quantitative data to ensure a balanced and auditable assessment.

This ESG risk analysis was then discussed at meetings with members of the Executive Committee to refine risk levels, drawing also on qualitative data collected during the four previous stages. The final IRO analysis was validated at Group level before its presentation to the Board of Directors, ensuring appropriate governance and traceability of decisions.

This process ensured traceability, documentation and internal validation of governance, in line with methodological expectations of the ESRS, particularly regarding:

- Identification of sustainability issues;
- Prioritisation based on quantitative and qualitative data (activities, value chain, peer reports, sectoral studies and consultation of internal and external stakeholders);
- Assessment of the severity and probability of impacts, risks and opportunities;
- Involvement of senior executives in refining risk levels; and
- Validation by the Executive Chairman and Chief Executive Officer before adoption by the Board of Directors.

For certain topics, where available data was limited, the in-depth experience of managers was deemed sufficient to assess the level of risk or opportunity for the Group.

Within the scope of this analysis, each IRO was examined to determine whether it applied to the entire Group or only to certain countries and/or activities. The double materiality analysis methodology was updated in December 2025 to reflect the evolution of ESRS 1.

Finally, it incorporated market best practices arising from the publication of the first CSRD sustainability reports as well as guidelines relating to double materiality published by the Dutch and French regulatory authorities.

## Infopro Digital's double materiality matrix

The double materiality matrix presented in this section reflects the results of the structured analysis process implemented by the Group. It provides a visual representation of sustainability issues identified as relevant for Infopro Digital, taking into account both impact materiality and financial materiality. The double materiality matrix thus highlights the ESG topics considered most significant for Infopro Digital and forms the foundation for prioritising sustainability issues within the Group's ESG roadmap, as well as its future CSRD reports.

- ESG risks and impacts have been grouped into structured materiality themes, relevant to Infopro Digital's activities, ESG action plans and stakeholder understanding.
- For each theme, the levels of ESG impact and risk are derived from the analysis of impacts, risks and opportunities (IRO).
- Positioning within the double materiality matrix reflects a combination of impact level (vertical axis) and risk level (horizontal axis).

**Table - Our material topics**

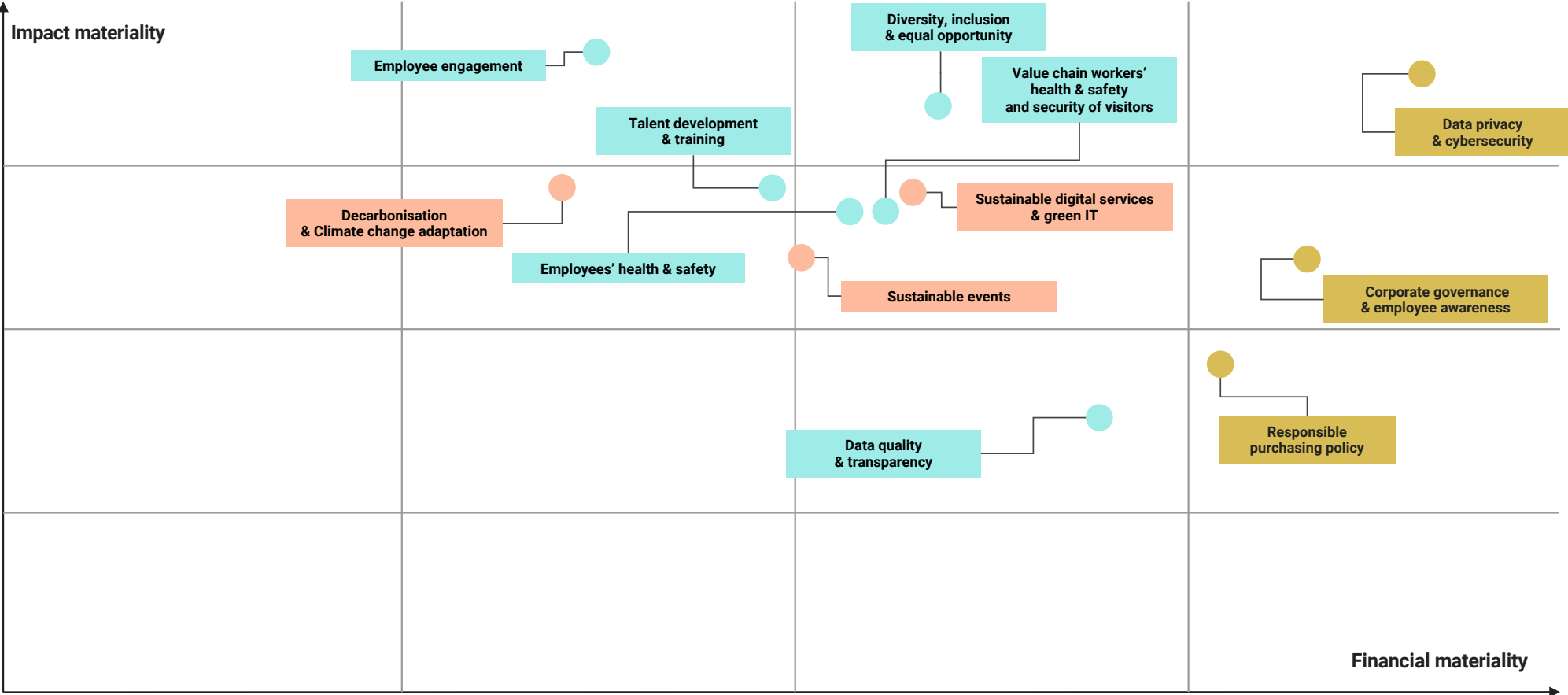
Here is the presentation of material topics, based on the impacts, risks and opportunities identified as a result of the double materiality analysis:

Material topic	Scope	Description of the material topic	ESRS reference
Decarbonisation and climate change adaptation	Upstream / Own operations / Downstream	This topic covers the management and reduction of greenhouse gas (GHG) emissions associated with Infopro Digital's operations and value chain, including energy consumption related to offices, infrastructure and travel. It also covers the Group's approach to climate change adaptation, including the assessment and management of physical and transition risks, as well as sustainable site management practices.	E1
Sustainable events	Upstream / Own operations / Downstream	This topic concerns environmental impacts related to the organisation of professional events and trade shows. It includes waste management, the use and reuse of materials (particularly stands) and logistics.	E1 / E5
Sustainable digital services and Green IT	Upstream / Own operations / Downstream	This topic covers the environmental footprint of the Group's digital activities and IT infrastructure, notably energy and water consumption as well as greenhouse gas emissions associated with data centres, cloud services and digital platforms. It also includes initiatives aimed at improving the environmental efficiency of digital services.	E1 / E5
Talent development and training	Own operations	This topic concerns the development of employee skills and expertise through training, professional development and continuous learning. It aims to support employees in adapting to technological change and market needs, whilst contributing to the Group's sustainable performance.	S1
Diversity, inclusion and equal opportunities	Own operations	This topic aims to promote diversity, inclusion and equal opportunities within the workforce, in accordance with the principles of fair and non-discriminatory employment practices. It includes the creation of inclusive working environments, support for people with disabilities or chronic illnesses, as well as equal access to recruitment and career advancement.	S1
Employee engagement	Own operations	This topic concerns the Group's actions aimed at fostering employee engagement and maintaining constructive dialogue with employees and their representatives. It includes initiatives designed to promote a positive working environment, strengthen internal communication and support effective social dialogue.	S1

**Table - Our material topics (continued)**

Material topic	Scope	Description of the material topic	ESRS reference
Health and safety of employees	Own operations	This topic covers the protection of employees' physical and mental health as well as safety in the workplace. It includes the implementation of policies, procedures and preventive measures aimed at guaranteeing safe working conditions and supporting employee wellbeing.	S1
Health and safety of value chain workers and security of visitors	Upstream / Downstream	This topic concerns the health and safety conditions of workers involved in Infopro Digital's value chain, particularly subcontractors and service providers involved in event-related activities. It also includes the safety and security of visitors participating in the trade shows and professional events organised by the Group.	S2 / S4
Data quality and transparency	Downstream	This topic covers the responsibility related to the production and dissemination of professional information via the Group's media, platforms and events. It covers the reliability, accuracy and transparency of information made available to audiences and professional communities.	S4
Data privacy and cybersecurity	Own operations / Downstream	This topic concerns the protection of personal data and the security of the Group's digital systems and platforms. It includes compliance with data protection regulations as well as the implementation of measures aimed at preventing, detecting and addressing cyber security risks.	G1
Corporate governance and employee awareness	Own operations	This topic concerns the governance framework that guides the Group's activities, including business ethics, corruption prevention and employee awareness programmes designed to ensure compliance with internal policies and regulatory requirements.	G1
Responsible purchasing policy	Upstream / Own operations	This topic aims to integrate environmental, social and ethical considerations into procurement practices. It includes responsible procurement approaches, supplier relationship management and the management of ESG risks within the Group's value chain.	G1

# Double materiality matrix



Environment
  Social
  Governance

**Table – Materiality of topics**

Sustainability topic	ESRS reference	Justification for materiality
Decarbonisation and climate change adaptation	E1 – Climate change	<ul style="list-style-type: none"> <li>• The Group’s activities generate direct and indirect greenhouse gas emissions linked to operations, travel and sites. The strengthening of regulatory requirements and customer expectations regarding climate transition also creates potential financial and strategic implications.</li> <li>• Impacts related to GHG emissions and energy consumption/risks related to climate transition regulations, carbon pricing increases and extreme weather events that could affect operations and events.</li> </ul>
Sustainable events	E1 – Climate change / E5 – Resource use and circular economy	<ul style="list-style-type: none"> <li>• Event organisation can generate environmental impacts related to waste, logistics, travel and the use of materials (stands). The strengthening of customer and regulator expectations regarding sustainability is likely to influence operational practices and business models.</li> <li>• Environmental impacts related to waste production and logistics/risks related to regulatory requirements and increased expectations for event sustainability.</li> </ul>
Sustainable digital services and Green IT	E1 – Climate change / E5 – Resource use	<ul style="list-style-type: none"> <li>• Digital services rely on energy-intensive infrastructure, such as data centres and cloud services. Growing awareness of the environmental footprint of digital technology and the evolution of the regulatory framework create both operational risks and opportunities for developing more sustainable digital solutions.</li> <li>• Environmental impacts related to energy, water consumption and GHG emissions from digital infrastructure/risks related to resource availability, scalability and overall cost of cloud and AI infrastructure.</li> </ul>
Talent development and training	S1 – Own workforce	<ul style="list-style-type: none"> <li>• The Group’s performance relies heavily on employee expertise. Continuous skills development is essential to address technological change and maintain competitiveness.</li> <li>• Impacts related to skills development and employability/risks related to attractiveness, talent retention and insufficient upskilling in the face of technological and sectoral change.</li> </ul>
Diversity, inclusion and equal opportunities	S1 – Own workforce	<ul style="list-style-type: none"> <li>• Inclusive employment practices contribute to employee well-being and organisational performance. This topic also influences employer attractiveness, talent retention and the Group’s reputation.</li> <li>• Social impacts related to equal opportunities and inclusive working environments/risks related to regulatory expectations and difficulties in attracting talent.</li> </ul>
Employee engagement (including social dialogue)	S1 – Own workforce	<ul style="list-style-type: none"> <li>• Employee engagement is a key factor in maintaining a high-performing workforce and a positive organisational culture, which can influence operational performance and retention.</li> <li>• Impacts related to well-being, engagement and organisational culture/risks related to employee disengagement or deficiencies in internal communication.</li> </ul>

**Table – Materiality of topics (continued)**

Sustainability topic	ESRS reference	Justification for materiality
Health and safety of employees	S1 – Own workforce	<ul style="list-style-type: none"> <li>• The protection of employee health and safety is a fundamental responsibility. While the Group's activities present limited direct operational risks, preventive measures remain essential.</li> <li>• Impacts related to physical and mental health/risks related to workplace incidents, safety during events and during business travel.</li> </ul>
Health and safety of value chain workers and safety of visitors	S2 – Value chain workers / S4 – End consumers and users	<ul style="list-style-type: none"> <li>• Event-related activities involve subcontractors and interactions with visitors. Ensuring safe working conditions and visitor safety is essential to prevent incidents and maintain the trust of partners and customers.</li> <li>• Impacts related to subcontractor working conditions/risks related to safety incidents, insufficient oversight of service providers and visitor physical safety.</li> </ul>
Data quality and transparency	S4 – End consumers and users	<ul style="list-style-type: none"> <li>• As a provider of professional information and media services, the reliability and transparency of information disseminated by the Group may influence professional decision-making and its credibility in the market.</li> <li>• Impacts related to the dissemination of professional information/risks related to the dissemination of inaccurate or misleading information, which could affect the reputation and trust of stakeholders.</li> </ul>
Data privacy and cybersecurity	S4 – End consumers and users / G1 – Business conduct	<ul style="list-style-type: none"> <li>• Digital platforms and databases involve the processing of personal and professional data. Cyber security threats and regulatory requirements regarding data protection represent major operational, regulatory and reputational risks.</li> <li>• Impacts related to data protection/risks related to data breaches, cyber security incidents or non-compliance with GDPR or AI-related regulations.</li> </ul>
Corporate governance and employee awareness (ethics and corruption)	G1 – Business conduct	<ul style="list-style-type: none"> <li>• Ethical business conduct and corruption prevention practices are essential to maintain stakeholder trust and ensure responsible governance.</li> <li>• Impacts related to business conduct and organisational culture / Risks related to unethical behaviour, corruption, conflicts of interest or a lack of awareness of ethical rules.</li> </ul>
Responsible purchasing policy	G1 – Business conduct / S2 – Value chain workers	<ul style="list-style-type: none"> <li>• The Group works with numerous suppliers and partners. Responsible procurement practices are necessary to manage ESG risks in the supply chain and strengthen sustainable relationships.</li> <li>• Impacts related to supplier practices and responsible sourcing/risks related to supplier compliance with ESG requirements, as well as payment practices and procurement transparency.</li> </ul>

**Process for monitoring and updating double materiality**

Infopro Digital intends to maintain its double materiality analysis as a dynamic process, subject to regular reviews to ensure its continued alignment with the Group’s activities, strategy and the evolution of regulatory requirements and market expectations. The analysis will be updated in the event of significant changes to the Group’s scope of activities or organisational and/or financial structure, to ensure the lasting relevance of the identified material topics.

Between these review cycles, the Group will monitor the evolution of material ESG topics through a monitoring system based on the tracking of relevant indicators and regular dialogue with key stakeholders. This monitoring will enable the Group to identify emerging issues or significant developments that may require an anticipated reassessment of materiality. Furthermore, action plans associated with the identified material topics should be defined from 2026 onwards. They will be accompanied by an increasing number of indicators designed to monitor their implementation and effectiveness over time.

**Stakeholder interests and perspectives**

Infopro Digital recognises that structured and ongoing engagement with its stakeholders is an essential lever for its strategy of creating long-term value and sustainability. The interests and perspectives of its key stakeholders contribute to the identification and assessment of its material impacts, risks and opportunities (IRO), and inform its strategic decision-making processes. The Group maintains regular dialogue with its stakeholders through various activities and functions, using formal and informal consultation arrangements. Stakeholders are identified and prioritised according to their relevance to Infopro Digital’s activities and the importance of the Group’s impacts on them, in accordance with ESRS requirements.

**Table- Stakeholder engagement framework**

Key stakeholder	Engagement process	Engagement objectives
Customers	<ul style="list-style-type: none"> <li>• Ongoing dialogue via commercial, marketing and customer service teams, including discussions on product development and ESG requirements as part of RFP calls</li> <li>• Marketing events and trade shows</li> <li>• Responses to customer questionnaires and ESG assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Improving customer satisfaction and continuously enriching products and services</li> <li>• Better understanding customer expectations regarding ESG</li> <li>• Meeting customer requirements for sustainability performance and reporting</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Regular engagement at all levels, including individual meetings, team meetings and plenary meetings (town halls)</li> <li>• Annual appraisals and regular follow-up meetings</li> <li>• Internal surveys and mechanisms for collecting feedback from the field</li> <li>• Dialogue with staff representative bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Offering attractive employment conditions and career development opportunities</li> <li>• Developing employee skills, talents and career progression</li> <li>• Promoting diversity, equity, inclusion and sense of belonging</li> <li>• Strengthening employee engagement and a positive working environment</li> </ul>
Suppliers and partners	<ul style="list-style-type: none"> <li>• Ongoing collaboration and operational interactions</li> <li>• Supplier assessments, audits and due diligence processes</li> <li>• Procurement and contract management processes</li> </ul>	<ul style="list-style-type: none"> <li>• Building sustainable and mutually beneficial relationships</li> <li>• Ensuring respect for ethical, environmental and social standards</li> <li>• Strengthening the resilience and accountability of the supply chain</li> </ul>
Investors	<ul style="list-style-type: none"> <li>• Ongoing dialogue via investor relations meetings and events</li> <li>• Regular discussions with financial analysts</li> <li>• Financial reporting and investor communications</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring transparency on financial performance, strategy and ESG developments</li> <li>• Enabling a good understanding of the business model and long-term value creation</li> <li>• Supporting informed investment decisions</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>• Regular board meetings</li> <li>• Continuous discussions between management and board members</li> <li>• Strategic reviews and governance discussions</li> </ul>	<ul style="list-style-type: none"> <li>• Ensuring a role of strategic oversight and direction</li> <li>• Examining major risks and opportunities, including those related to ESG topics</li> <li>• Guaranteeing effective governance and sustainable value creation</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Local engagement initiatives and partnerships</li> <li>• Skills sponsorship and local employee initiatives</li> <li>• Participation in professional and sectoral communities</li> </ul>	<ul style="list-style-type: none"> <li>• Contributing positively to territories and local communities</li> <li>• Promoting access to knowledge, information and professional development</li> <li>• Encouraging employee engagement in local initiatives</li> </ul>

## ESG governance

To ensure coherent and operational integration of CSR at all levels of the organisation, Infopro Digital relies on dedicated and structured governance.

**ESG Board** brings together members of the Executive Committee, including the Executive Chair, the CEO, the General Counsel, the CFO and the Human Resources Director, as well as operational representatives from the Group's main geographical regions. It defines strategic directions, monitors the implementation of actions and ensures compliance with our commitments to our professional communities. The Board relies on key performance indicators to measure progress towards our objectives.

**The ESG team**, of the Group, under the supervision of the General Counsel, co-ordinates the entire approach. It works closely with operational teams, human resources and site managers, and ensures the dissemination of the CSR strategy and best practices throughout the organisation.

**ESG regional groups**, were created in 2023, as the ESG ambition must be carried collectively. These local groups bring together volunteer employees in:

- France.
- United Kingdom, United States and Hong Kong.
- Germany, Switzerland and Austria (DACH region).

They relay the Group's priorities, propose initiatives tailored to local challenges and contribute to the implementation of concrete actions on environmental matters and social and societal engagement.

## Raising awareness among our teams

In 2025, Infopro Digital strengthened the internal dissemination of its CSR strategy through two major awareness-raising initiatives aimed at all employees.

### The ESG platform on the Group's Intranet

In April 2025, Infopro Digital launched its Group intranet 'One', designed to simplify access to internal content, documents and applications. As part of this project, a dedicated ESG space was created and is accessible to every employee.

This space centralises key information on Infopro Digital's CSR approach: actions, objectives, policies, resources useful for presenting our approach to our customers, etc. The objective is to facilitate access to reference content and encourage everyone's participation in this collective approach.

### My impact journey: first Group CSR initiative

In September, on the occasion of European Sustainable Development Week, Infopro Digital organised its first major internal initiative dedicated to CSR: *My impact journey*.

This initiative aimed to raise awareness of our CSR strategy and encourage our teams to become actors in the approach. Participants completed over 1,000 actions. Each one earned points, which were converted into donations to associations supported by Infopro Digital.

Several challenges highlighted concrete topics: digital sobriety, accessibility, the Group's ESG practices or participation in solidarity actions (volunteering missions or clean-up walks).

These two awareness initiatives strengthened understanding and ownership of our ESG approach, while fostering a collective dynamic within the Group's international teams.



## FOCUS

### Integrating CSR into the conduct of our activities: the example of the UKREiiF trade show

The UK's Real Estate Investment and Infrastructure Forum (UKREiiF) brings together each year over 16,000 professionals from national and local government, investors, developers, end-users and the wider built environment industry. UKREiiF has held ISO 20121 Sustainable Events Management accreditation since its launch in 2021. Nathan Spencer, managing director of UKREiiF, explains their commitment to organising a sustainable event.

Through continuous assessment by independent auditors, we can demonstrate we're on the right path and celebrate the hard work our team has put into making our events as sustainable as possible.

#### How is this reflected in the way your team operates and during the event itself?

**NS:** ISO 20121 is embedded in the way our team operates day-to-day and in how we deliver the event itself. Internally, it guides our planning, decision-making and collaboration. This means regularly reviewing processes, reducing waste within our office, prioritising responsible suppliers and continually challenging ourselves to improve.



Nathan Spencer

### ISO 20121 shapes everything from logistics and resource management to stakeholder engagement.

#### Why did you pursue the ISO 20121 accreditation from the start?

**Nathan Spencer:** We made a strategic decision to pursue ISO 20121 accreditation as part of our ambition to become sustainability leaders within the events industry. This framework has enabled us to set meaningful goals and milestones – ranging from small, office-based improvements to large-scale initiatives delivered on site at the UKREiiF event.

ISO 20121 also provides a robust way to track, verify and showcase our progress.

On site at the event, ISO 20121 shapes everything from logistics and resource management to stakeholder engagement. We apply the same structured approach to minimise environmental impact, enhance social value and ensure transparency in how we work.



UKREiiF trade show

#### Have you measured any impact between the first event and the 2025 edition?

**NS:** As we celebrate our fourth consecutive re-accreditation in 2025, some highlights include:

- We produced a carbon footprint report, which enabled us to take control of our emissions by understanding our contribution.
- We introduced a mobile app to enhance delegate experience and cut down on printed programmes by 688,000 pages.
- 0% of our waste ends up in a landfill.
- There is a Sustainability Champion Initiative where we recognise our partners who have gone the extra mile with their sustainability efforts at UKREiiF.
- There is an over 600% increase in the number of Community Interest Companies we've donated to, especially smaller businesses, as well as payment towards coaches to bring more than 200 students to the event from London and Manchester.

#### What are the next steps?

**NS:** We have chosen to pursue re-accreditation for 2026. The team is fully focused on setting new objectives and goals that will demonstrate our continued growth and commitment to sustainability.

With several years of experience behind us, sustainability has become second nature for the majority of UKREiiF team members, and we are constantly exploring ways to improve.



## United Nations Global Compact

### WE SUPPORT



We participate in the United Nations Global Compact. This international initiative invites businesses to align their strategies and operations with 10 principles from the United Nations foundational texts on human rights, labour standards, environmental practices and the fight against corruption, and to encourage best practices in these areas. Infopro Digital commits to respecting strict ethical standards and taking account of the legitimate and ethical interests of its stakeholders.

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

In 2025, we reviewed our contribution to the Sustainable Development Goals (SDGs) to more accurately reflect the evolution of our actions and priorities. This work led us to expand the number of SDGs to which we contribute directly or indirectly.

Infopro Digital contributes to several objectives, including health and well-being, education and skills development, gender equality, decent work, reduction of inequalities and climate action, as well as the promotion of justice, ethics and transparency within our activities and our value chain.



This new selection reflects the impact of our actions on a daily basis, whether it is supporting professional development, encouraging inclusion, acting on our environmental footprint or strengthening the trust of our stakeholders through responsible practices.

# Cultivating the professional growth of our teams

The collective intelligence of our teams, the diversity of their profiles and backgrounds, and their entrepreneurial spirit, are the key to Infopro Digital's success. We wish to create the conditions for a fulfilling professional environment, in which each employee feels valued, supported and empowered. The actions implemented are intended to contribute to talent development, based on three pillars:

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

To this end, quantitative objectives have been set for the period 2025–28 (cf. Annex 'Key CSR data').



## Material impacts, risks and opportunities

Infopro Digital's new double materiality matrix highlights major social topics, such as talent development, diversity and equal opportunities, employee engagement, health and safety at work for our employees, as well as that of workers in our value chain and visitors to the trade shows we organise. It analyses their potential impacts on the organisation – evolution of skills, maintenance of entrepreneurial culture – as well as their characteristics in terms of severity or probability. This matrix and the stakeholders concerned can be found on p. 10 to 17.

### Infopro Digital's workforce (with its distribution across different geographical regions):

- The European region includes the following countries: Austria, Belgium, Denmark, France, Germany, Ireland, Italy, Monaco, Netherlands, Poland, Portugal, Romania, Spain, Sweden, Switzerland, Ukraine and the UK.
- The North America (NAM) region includes employees in Canada, Mexico and the US.
- The Latin America (LATAM) region includes Argentina and Brazil.
- The Middle East and Africa (MEA) region includes our employees in Tunisia.
- The Asia-Pacific (APAC) region includes employees from entities based in Australia and China.

France employs 44% of the Group's employees.

Employees from Germany and the UK represent 13% and 11%, respectively, of Infopro Digital's workforce.

Region	Women		Men	
	Full-time	Part-time	Full-time	Part-time
Europe	1,390	330	1,672	144
MEA	241	0	110	0
NAM	44	0	70	0
APAC	26	1	37	0
LATAM	5	0	7	0
<b>TOTAL</b>	<b>1,706</b>	<b>331</b>	<b>1,896</b>	<b>144</b>
			<b>Total World</b>	<b>4,077</b>

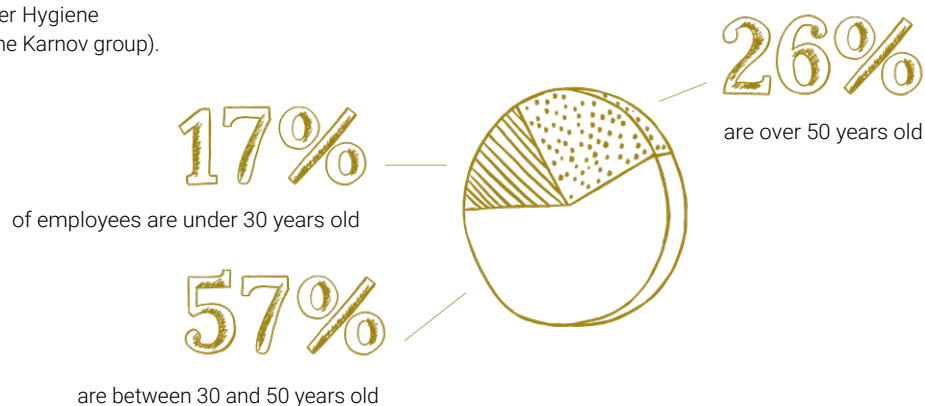
## Composition of our workforce

As of December 31, 2025, the Group employed 4,077 employees, of whom 50% are women (2,037) and 50% men (2,040). The workforce increased compared to 2024. This is explained by acquisitions made in 2025 (the Eucon Automotive group and the former Hygiene Safety Environment division of the Karnov group).

### Average turnover

For 2025, the average turnover (counting the number of departures) at Group level for permanent contracts is 14.6%.

### Age distribution of the group's employees



Region	Women		Men	
	Permanent	Temporary	Permanent	Temporary
Europe	1,678	42	1,768	48
MEA	241	0	110	0
NAM	44	0	69	1
APAC	20	7	16	21
LATAM	5	0	7	0
<b>TOTAL</b>	<b>1,988</b>	<b>49</b>	<b>1,970</b>	<b>70</b>
			<b>Total World</b>	<b>4,077</b>

### ► METHODOLOGY

Data relating to the workforce are extracted from the regional human resources management systems in place across all Group entities and consolidated by Infopro Digital's social controlling team. Figures are reported based on the total number of employees as of 31 December of the reporting year.

## Our competency areas

The Infopro Digital group's distinctive feature lies in the diversity of its activities and the multitude of talents and expertise within its various teams. These teams are composed of varied professions adapted to each business unit: engineers; developers; content creation specialists; digital marketing experts; sales professionals; support functions; and specialists in many other fields. This diversity enables everyone to contribute directly to the success of their business unit and to enrich themselves from the expertise of other team members.

Certain skills are found across all our activities, in line with our business model, which is organised around three pillars: technology and product; content creation; and marketing and sales.

### Technology and product experts

More than 530 employees work in information systems and product development. These teams are organised as close as possible to our business units and comprise a wide range of professional profiles, including engineers, developers, product owners, artificial intelligence experts, data scientists and others.

### Industry experts

Content lies at the heart of Infopro Digital's offering. Across all our business units, there are specialists in content production, data aggregation and analysis, as well as journalists. These experts produce essential information for our professional communities.

### Sales and marketing experts

Our brands, which are highly recognised in their respective sectors, are supported by strong sales and marketing teams dedicated to targeted professional communities. Their in depth knowledge

of industry sectors and local markets enables them to identify trends, anticipate needs and offer tailored solutions to their clients.



## Creating a work environment conducive to wellbeing, health and safety

As an employer, it is important to create a positive and healthy work environment for our employees and to recognise the true value of their contributions. In 2025, we continued the actions that promote the professional development and well-being of our teams.

### Recognition and remuneration

Infopro Digital group respects International Labour Organisation standards regarding working hours, remuneration, working conditions and social benefits.

100% of our employees receive a decent salary, in line with applicable standards, whether this be country legislation, collective agreements or applicable company agreements.

Our remuneration policy is based on flexible and competitive fixed and variable elements, aligned with market practice. Each year, the human resources team discuss salary increase campaigns with management teams to ensure global consistency.

We value the commitment of our employees in different ways, recognising their contributions to the success of our Group. On the financial side, depending on profiles, performance-related bonus systems are in place in all our countries. These are complemented by other benefits specific to each region and compliant with local regulations.

In Germany, for example, we reward employee loyalty through seniority bonuses.

Each year, we present Long-service awards to celebrate our employees who have reached 10, 20, 30 or even 40 years of service within the Group. In 2025, we were thus able to thank 155 employees for their commitment and loyalty.



Additional employee recognition programmes have been established, tailored to the specific features of each country or subsidiary. Here are some examples:

- In the UK and the US, local managers continued the Bonusly programme, which encourages peer recognition. This system allows each employee to award points to their colleagues for successful collaborative experiences, which are then converted into vouchers or donations to charities.
- Our Risk Global division organises an annual ceremony to reward the contributions of its employees to the success of activities. All employees can put forward candidates.



Long-service awards ceremony in Germany, France, Romania and the United Kingdom



## Work-life balance

Keen to offer each employee a balance between their personal and professional life, we have established a hybrid rhythm incorporating remote working days per week across all our business units, except in cases of specific local regulations or contrary collective agreements.

In 2025,  
81% of our employees  
worked remotely  
on a regular basis.

We also recognise the right to disconnect for our teams after work.

In France, employees have 12 additional remote working days per year, to be used at their discretion in addition to two days per week.

Other programmes related to parenthood and adapted to local specificities have been put in place to promote balance between personal and professional life\*: additional remote working days for pregnant employees, authorised absences to attend medical examinations of a pregnant partner, assistance with childcare costs, or even adjusted working hours or schedules on the day of return to school following summer holidays.

\* Eligibility criteria may vary depending on the countries in which these benefits are offered.

## Health and well-being at work

We are convinced that a workplace that prioritises the well-being of its teams promotes their development and commitment.

We endeavour to be attentive to the specific needs of employees at all our sites, providing ergonomic equipment to employees affected by musculoskeletal problems, for example.

Since 2024, Infopro Digital has been a signatory to the Cancer and Employment Charter of the National Cancer Institute, to improve the quality of work life for our employees with cancer or a chronic illness. It comprises 11 commitments to support employees affected by illness and promote their return to and retention in employment.

The objective is twofold for Infopro Digital:

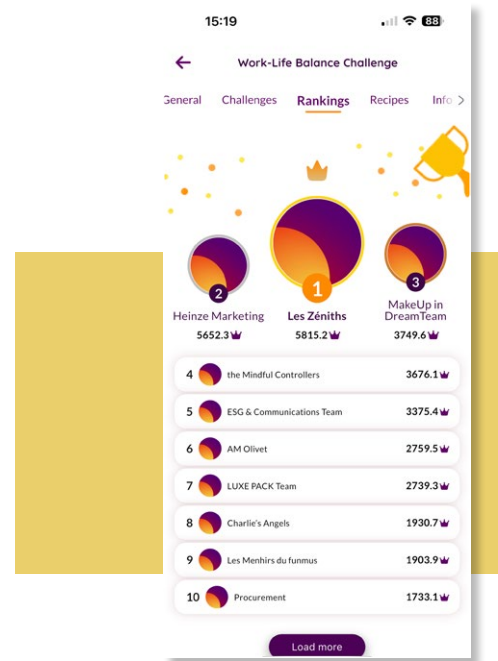
- To maintain, if they so wish, contact with our employees during their absences and provide them with both practical and moral support.
- To facilitate sustainable return to work for employees, particularly when they experience side effects from their treatment.

To promote early cancer detection and better understand risk factors, several awareness-raising activities were organised in 2025 among employees, such as conferences on breast cancer or male cancers.

This approach continues the partnership signed with Gustave Roussy, Europe's leading cancer research and treatment centre and 4<sup>th</sup> in the world, to support a research programme aimed at facilitating return to work after cancer.

In June 2025, we organised our annual Work-Life Balance Week. This edition was structured around

two themes: 'Looking after yourself: identifying the levers to multiply feelings of well-being' and 'Overcoming sedentary behaviour: staying active at the office or when working remotely'. During this key event, a 'Work-life balance challenge' was offered to employees. Participants took on daily challenges that encouraged them to eat healthily, engage in regular physical activity, or disconnect. 3,720 well-being actions were thus carried out. Alongside this event, our teams in Belgium took part in a workshop dedicated to the relationship between nutrition and well-being. Employees were able to benefit from advice from specialists brought in for the occasion.



Throughout the year, advice on health and well-being is made available to employees via our online training platform, the Infopro Digital Academy LMS. These cover topics such as enhancing mindset, vitality, resilience and social media detox.

Certain countries and business units also offer specific benefits to their employees. Here are some examples:

- Continuous psychological support services are available for our employees in France, the UK, the DACH (Germany, Austria, Switzerland) region countries, Belgium, Hong Kong and the US, guaranteeing telephone, email or in-person interviews in complete confidence, with or without an appointment.
- In France, we also offer a social assistance service in partnership with Ailes Sociales. Social workers support employees who request it in their administrative procedures.

Infopro Digital initiated in France the roll-out of a programme of awareness-raising and training for managers, to help prevent and detect psychosocial risk situations. The objective of this programme is to provide them with the skills and reflexes necessary to understand the concept of psychosocial risks and the associated issues. They must be able to detect sensitive situations to better anticipate risks, take appropriate measures as a manager, and alert in accordance with a confidential and clear procedure.

In 2025, 69 managers had completed the training on awareness of psychosocial risks.



## Safety at work

Ensuring the safety of our employees in the workplace is a priority. We are vigilant in identifying any situation that could lead to a work accident, and implement strict safety measures to prevent and mitigate risks. Each site applies safety and security procedures in compliance with local regulations.

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

In France, workplace safety includes the establishment and annual review of a Single Occupational Risk Assessment Document (DUERP), which identifies and assesses occupational 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 mandate on social policy. In other regions of the Group, such as English-speaking countries and the DACH area, health and safety policies are published and implemented for all local subsidiaries. Of our employees, 99.36% are covered by occupational health and safety risk management systems.

Employees can undertake training in occupational health and safety. In 2025, several training programmes adapted to local needs were put in place. Fire-safety and Workplace first-aid trainings were organised in Austria, Belgium, France, Germany and the Netherlands. English-speaking countries also offered Mental First Aid training.

In total in 2025, 915 employees completed fire-safety and evacuation trainings (face-to-face or online) and 315 employees participated in initial First-Aid Responder training.

### Work accidents

Work accidents in 2025 among Infopro Digital employees:

Number of workplace accidents (with or without temporary incapacity of work)	47
Number of days off due to workplace accidents	415
Workplace accident frequency rate	2.70%
Workplace accident severity rate	0.06%
Number and rate of fatalities resulting from workplace accidents	0
Main types of workplace accidents	Road accident (bicycle, scooter, car), fall, fainting



## Safety at our trade shows and events

The safety and security of our trade shows and events, that of our teams, service providers, exhibitors and visitors, is the absolute priority for this activity. We ensure ongoing monitoring when we occupy a space. A health and safety manager is appointed for each event.

We communicate our general health and safety coordination plan and our safety plans to general installation service providers (exhibition sites), their sub-contractors, and stand operators. These documents are adapted to each event or location, and comply with applicable local standards.

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

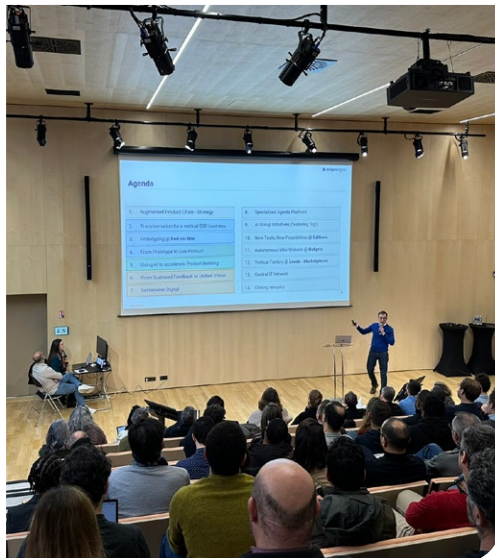
## Engaging our teams

### Encouraging exchanges

Our business model encourages an ecosystem that benefits from synergies and interactions between business units. We strive to offer employees the opportunity to meet colleagues working in other activities, to share best practice and to become familiar with our ecosystem beyond their own fields of action. The Innovation Days thus bring together IT experts from the various Group business units one or two times per year.

Our employees also have many means of communication with management and the Executive Committee (ExCom): annual reviews, internal seminars, team meetings and individual discussions, welcome days, etc.

*Innovation Days 2025*



## Social dialogue

Several Works Councils and Consultative Enterprise Commissions are in place in the countries where we operate: eleven in France, five in Germany, two in Tunisia, one in Romania and one in Switzerland. We also have a Group Committee in France. These bodies, through their meetings and regular sessions, provide a privileged forum for discussions and exchanges between the human resources teams of Infopro Digital's subsidiaries, their management and employee representatives. With these ongoing interactions, Infopro Digital maintains a culture of social dialogue in line with local regulations.

Of our employees, 60.8% benefit from collective bargaining agreements, while 68.5% are covered by employee representatives (in countries within the European Economic Area). Most of these agreements are in force in countries such as Austria, France, Germany, Romania, Switzerland and Tunisia. For our other employees, we protect their rights and working conditions by complying with labour legislation and through other collective agreements. We are committed to upholding the principles of fair and equitable treatment for all our employees, whether they are covered by collective bargaining agreements.

### Satisfaction survey

We organised our first Group-wide survey on quality of life at work at the end of 2024, with Great Place to Work. 62.5% of employees responded to the questionnaire sent. The objective was to obtain the teams' perception at a given point in time regarding various aspects of working at Infopro Digital, including trust in management, employees' pride in the work they perform, and the level of friendliness and interpersonal relationships among colleagues.

This survey made it possible to identify locally and at Group level action plans to continue to build a positive work environment for our teams. Their implementation began in 2025. At Group level, a new intranet was launched, for example, to promote better understanding of our organisation, better knowledge of our activities by our employees, and to simplify access to information.



With this site, it is now easier for them to identify contacts working in other business units, to access tools and reference documents as well as online training, and to stay informed of major Group news.

## Giving everyone a chance

We are convinced that the diversity of our teams is a source of professional enrichment for each employee and enables us to succeed collectively.

## Having teams from all backgrounds and with varied experience is part of the DNA of our Group.

Within Infopro Digital, employees from 77 different nationalities work together.

Because we want to cultivate this asset, we wish to continue to ensure a work environment conducive to all talents, where everyone feels respected, valued and able to give their best. We pursue a proactive policy of equal opportunities, from recruitment to the career development of our employees.

## Recruitment policy

From the recruitment stage, we take an active approach to give every application a chance. All human resources teams have completed the 'Unconscious bias' training module to understand the mechanism related to unconscious stereotypes and overcome them effectively in their daily professional work, particularly during recruitment.

Our recruitment strategy is based on various approaches to attract talent. In addition to publishing our job offers on recruitment platforms, our 'Work with me' referral programme encourages our employees to recommend potential candidates

for permanent positions within the Group. In the event of confirmed recruitment, they receive an exceptional bonus. Twelve recruitments were thus made thanks to this programme in 2025.



## Equal opportunities

We have gender parity at Group level<sup>1</sup>. In 2025, 41% of managers were women. They represented 36.5% in top management and 43% of our Executive Committee. However, disparities remain across our countries and activities, and we wish to continue to promote equal opportunities within the Group.

We offer the same benefits to our employees, whether they work full-time or part-time. We recognise the value and contributions of each employee.

We have standardised salary adjustments for employees returning from maternity or parental leave across all our countries, so they benefit from the same general increases applied within the company.

Since 2023, Infopro Digital has implemented for all its entities in France the agreement on equal opportunities between women and men and on quality of life at work. This agreement aims to:

- Eliminate remuneration gaps;
- Ensure equal access to employment, professional training, career development and professional promotion;
- Improve working and employment conditions, particularly for part-time employees; and
- Promote occupational diversity.

Finally, many countries, such as Portugal, Spain and the UK, organise exchanges among female employees each year on the occasion of International Women's Rights Day.

<sup>1</sup> At Infopro Digital in 2025, percentage of women: 50%; percentage of men: 50%.

## Employment and employability of people with disabilities

We make the professional integration of people with disabilities a major issue. Infopro Digital's ambition is twofold: to welcome all potential talents and to best support our employees affected by disability. We continue to create suitable working conditions for our employees who declare themselves as disabled and require workplace adjustments. In 2025, recruiters were specifically trained on inclusion in the recruitment process, and our IT team in Belgium welcomed a trainee with a disability, in partnership with an association, to contribute to their professional integration.

The Group had 82 employees with disabilities in 2025. This figure, which has been increasing for several years, is based solely on voluntary declaration by employees to our human resources services.

To promote inclusion within Infopro Digital, we organise each year the European Disability Employment Week. This is an important time for raising awareness among all Group employees.

## European Disability Employment Week

The 2025 edition was an opportunity to discuss invisible disabilities and possible workplace adjustments through a thematic educational exhibition and employee testimonials. Some countries implemented complementary actions, such as France's hosting of a person with a disability during the *DuoDay* initiative.



An employee testimonial illustrated as a comic strip

## Generations

Infopro Digital implements proactive management of junior and senior employees to promote their integration and professional development throughout their careers within the Group.

### Facilitating entry into working life

As of December 31, 2025, employees under 30 years old represented 17% of our permanent workforce. We welcomed 243 trainees and apprentices (144 trainees and 99 apprentices) and ensure that the experience of these young people within our teams is a real springboard into employment. They benefit from specific support, particularly in France, where a pathway for apprentices has been put in place, including regular appointments and personalised follow-up.

School relationships also play a key role in raising awareness of our activities, contributing to the development of initial training, and recruitment. In France, four partnerships are currently under way, three of which were launched in 2025 (see opposite). In the Netherlands, we are partners with three universities: ROC Midden Nederland, Hogeschool Utrecht and Saxion College, in Deventer. In Romania, our Infopro Digital Automotive teams work with Transilvania University of Brasov and the Polytechnic University of Bucharest. In February 2025, Infopro Digital Automotive and the Polytechnic University of Bucharest inaugurated a laboratory dedicated to the study of automotive electrical and electronic equipment, as well as the design and operation of electric and hybrid vehicles.

## FOCUS

**Mégane Delobelle Brzek is HR Development Manager in France. She reflects on the actions put in place to attract young talent and ensure their successful integration within Infopro Digital.**



### What are the current challenges in recruiting young talent?

**Mégane Delobelle Brzek:** The recruitment and integration of young talent has always been at the heart of the Group's strategy. To achieve this, we actively work on identifying schools and training programmes in line with our environment, our professions and our missions.



Mégane  
Delobelle Brzek

Our objective is to offer training and professional opportunities that meet the expectations of all stakeholders: students and recent graduates of course, but also teaching staff and our own teams.

Retention is as crucial an issue as attracting the young talent who join us. We therefore ensure we offer a solid integration pathway and career

prospects from the start of employment, which are notably based on the diversity of professions and business sectors within Infopro Digital.

### What actions have you put in place, and what are the results?

**M.D-B:** Since 2023, a partnership has been signed between one of the Group's entities, Red-on-line, and the engineering school ESAIP to strengthen student training in the field of occupational health, safety and environment (HSE). This partnership enables privileged contact with students and graduates of this school in order to share market trends, expertise and professional expectations. To cover more of our different business sectors, new partnerships were established in 2025, notably with business schools (Euridis Business School and Paris Business School), as well as GARAC, the national school of automotive professions.

In parallel, we built and have been running since 2023 a dedicated integration programme for new apprentices in the group: 'ID'AL: The circle of apprentices'. This programme, created and designed around our apprentices, enables this community to be engaged regularly with different meetings throughout their apprenticeship within the Group: a half-day induction, small breakfasts for informal exchange times, mid-term and end-of-term interviews, to explore opportunities open within Infopro Digital for students soon to be job-seeking.



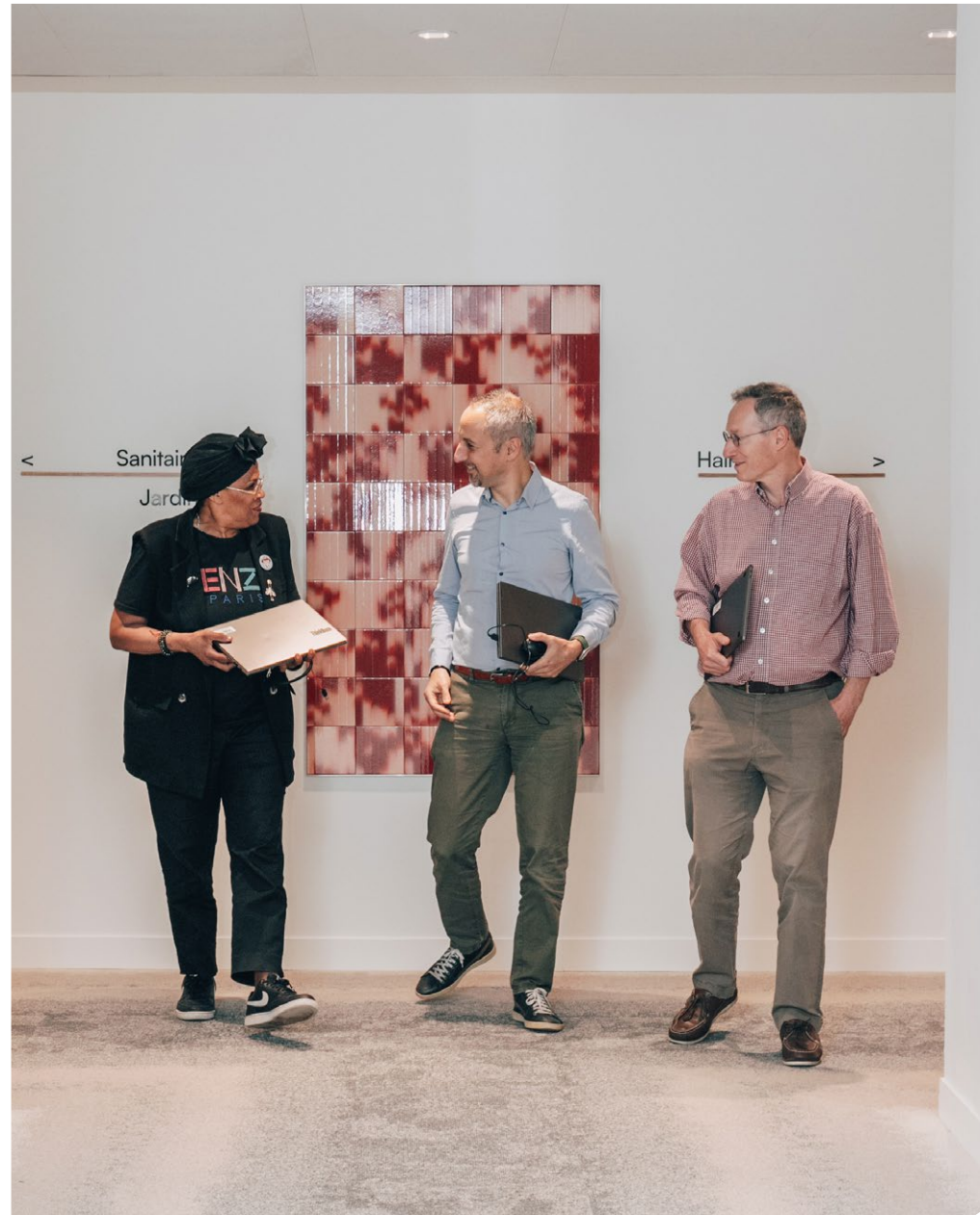
### Drawing on senior expertise

26 % of our employees are over 50 years old. Their experience and expertise are invaluable in continuing to advance Infopro Digital.

With the extension of professional life, each employee who wishes should continue to benefit from opportunities for individual development and professional advancement. Signed in 2023 for all French entities, the employment and career management agreement emphasises the importance of paying particular attention to employees aged 45 and over. This agreement aims to provide them with the means to develop new skills and acquire new ones, in order to anticipate and support their professional development or to change career direction. A skills assessment can be offered to employees aged 45 and over with five years' service. This allows them to reflect on a professional project, ways to strengthen their skills or acquire new ones.

In Portugal, a specific career plan was put in place to support seniors in their professional development and respond to their needs.

To help employees prepare for retirement, regular information and advisory sessions with a specialised organisation are provided locally. These meetings are intended to inform employees on the technical aspects of the procedures to be



followed to prepare for retirement, deadlines to be respected, etc. In France, the Group systematically offers, in the year of their 62nd birthday or on request from the employee from their 60th year, an interview with human resources.

### Fighting discrimination and harassment

Harassment at work, whether moral or sexual, is a serious problem that can affect the mental and physical health of employees. In 2025, we encouraged all our teams to complete online training on this subject on our Infopro Digital Academy training platform. This training aimed to identify at-risk situations and know how to respond if a harassment situation was identified in our organisation. It was completed by 64% of our employees.

On a daily basis, and in accordance with our Code of Conduct, we ask our teams to demonstrate respect in their professional interactions.

## Developing and retaining talent

We operate in a professional world in constant transformation. Our human resources policy aims to support the evolution of professions and strengthen the skills of our teams. We place the development of skills, professional mobility and the creation of individualised career paths at the heart of our action. We also ensure that we provide a stimulating work environment and projects that promote individual initiative, responsibility-taking and team autonomy. This approach enables our teams to take charge of their professional development within the Group and strengthen their employability in a changing labour market.

## Integration and career management

Our activities are structured into small-sized business units, specialised in a particular activity and market. Each employee thus has a direct impact on the success of their organisation. We ensure that new recruits integrate quickly into their business units or departments. In the days following their arrival at Infopro Digital, they are invited to follow the integration module on our online training platform to get to know our activities and organisation better. We introduce them to our culture, values and professions through welcome days organised locally. Finally, each new employee has the opportunity to exchange with a human resources manager during their probation period.

The job and career management collective agreement signed in 2023 by our French entities enables us to anticipate and prepare effectively for Infopro Digital's changes. Through co-ordinated

collective and individual actions, Infopro Digital strives to prevent and anticipate jobs and skills requirements. This approach helps strengthen employability and assess workforce and skills requirements for the coming years, taking into account the Group's age structure. It helps maintain jobs whilst reducing turnover.

Several meetings and tools have already been put in place as part of this agreement and have been rolled out across the Group. We conduct annual interview campaigns in all our countries between the employee and their manager to review duties, objectives, achievements, difficulties and each person's career aspirations.

In France, these interviews take three distinct forms: annual performance review interviews, which are used to assess skills, draw up a summary of the past

year and set objectives for the following year; professional interviews, designed to discuss career prospects and identify ways to promote such developments; and finally, situation assessment interviews, which take place every six years, to review the employee's career path and the training actions undertaken.

In Romania and Portugal, performance review processes have also been put in place for certain employee profiles.

Mentoring programmes have also been launched in the Netherlands, Portugal, Romania and the UK, allowing employees to be supported by experienced colleagues. Nearly 60 employees participated in these programmes in 2025.

## Freedom of action in carrying out tasks

Each employee benefits daily from significant autonomy. They have the opportunity to develop their position and broaden their responsibilities by being proactive and putting forward ideas. In general, the Group's entrepreneurial culture enables teams to launch new projects and benefit

from considerable freedom of action in carrying them out. A topic still being explored in 2024, artificial intelligence became an integral part of our digital solutions in 2025, whether in simplifying and making the 600,000 regulations referenced in the Red-on-line database easily understandable, or making Risk.net articles accessible in Japanese.



## Professional training

In a world where professions and technologies are constantly evolving, it is essential to enable our employees to acquire new skills to ensure their long-term employability and to progress within the Group. In the spirit of entrepreneurship that drives us, each employee is an actor in their career: annual reviews provide them with an opportunity to express their training needs and career aspirations.

Our training programmes cover a wide range of topics, from languages to technical skills (professions), through IT, office skills, personal development and management. All training initiatives converge towards common objectives:

- Develop new skills aligned with the evolution of professions;
- Monitor and anticipate changes and new regulations;
- Support professional development;
- Encourage reflection and initiative;
- Protect everyone's employability;
- Develop managerial skills;
- Acquire common working methods.

In addition to access to traditional training, all our employees have access to the Infopro Digital Academy LMS<sup>1</sup> platform.

This offers a wide choice of learning content and awareness modules, for all or adapted to our different professions. The training catalogue is enriched every month, and regular communications promote newly available modules.

Training plans tailored to the needs of each country are also developed each year by local HR teams. Thus in 2025, technical training was organised in Romania, for example.

88% of our employees undertook at least one training course in 2025.

The average number of training hours per employee at Group level was 9.63 hours, including internal and LMS trainings.

Training advisory sessions are offered to our employees in our various countries. These allow everyone to receive advice on their training rights, the choice of existing training, and on subjects such as skills assessments or accreditation of prior learning.

In addition to all the training offered within Infopro Digital, our teams regularly organise major events to share their knowledge and upskill employees on certain topics.

## Manager training

Infopro Digital has been running a manager training programme in France for several years for those with responsibility for more than four employees: the 'Guide Managers' mornings. These are led by human resources teams, who address among other subjects the following:

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

These sessions enable the same level of information to be provided to managers and strengthen collaboration between operational teams and human resources.

## Internal mobility

Internal mobility is a driver of development and employee retention within our organisation. It offers each employee the opportunity to progress within the Group and build an enriching and personalised career path. Cross-functional opportunities enable teams to explore new activities, acquire new skills and support the evolution of our organisations. All our job openings are therefore open to internal candidates.

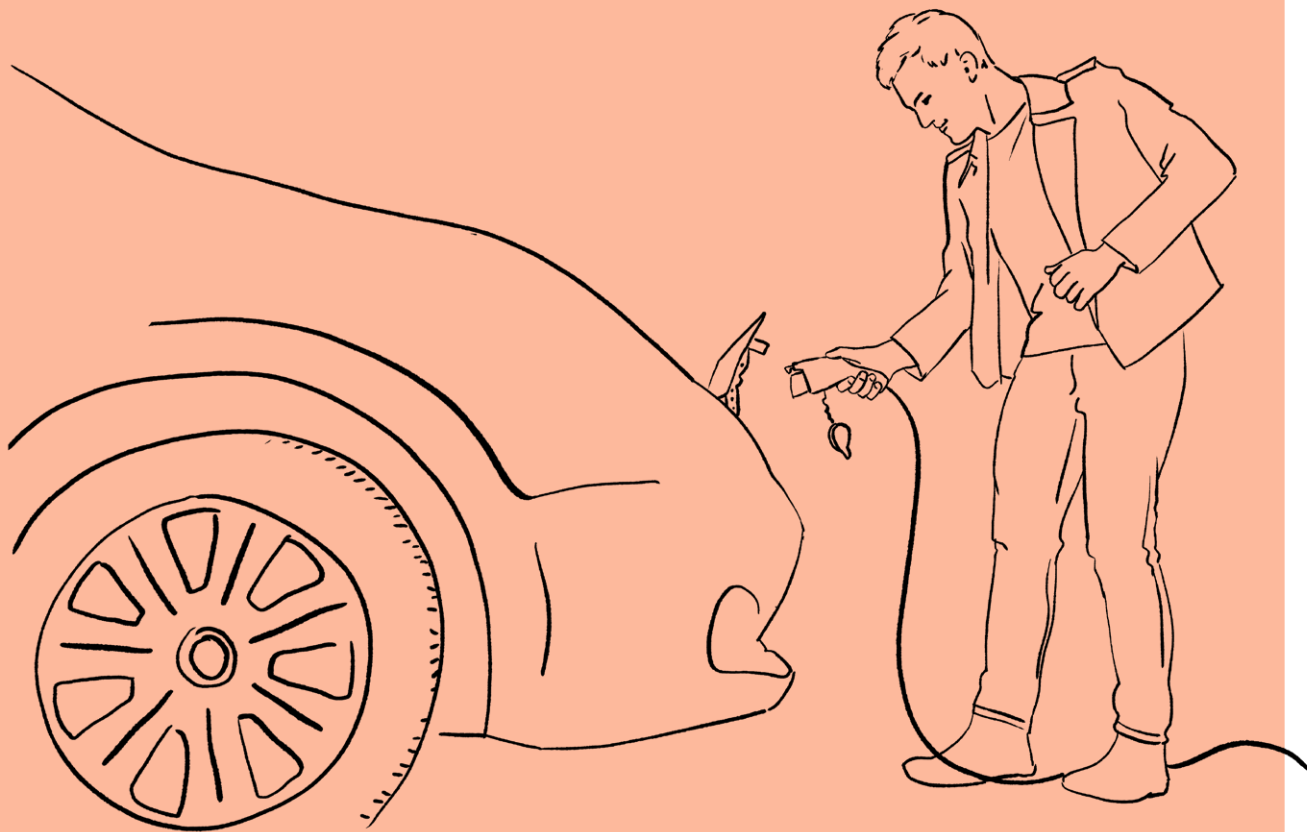
To encourage internal mobility, Infopro Digital's monthly newsletter One and intranet highlight the latest available positions within the Group. In 2025, the Infopro Digital Automotive teams in the Netherlands continued an initiative to introduce teams to the different roles within the entity and career advancement opportunities: each month,



an employee spent a day in another department. This immersive experience also improved knowledge-sharing, cross-departmental understanding and thereby increased overall collaboration levels.

In 2025, 6.3% of our employees benefited from internal mobility. Additionally, 7.1% of our employees received internal promotions.

<sup>1</sup> Learning Management System (online training platform).



# Driving a positive environmental dynamic

We are committed to controlling and reducing our environmental footprint. We assess our carbon impact to manage and address it. This chapter presents the results of this assessment and our action plan.

## Our greenhouse gas emissions

Since 2022, the Infopro Digital group has been calculating its carbon footprint for all three categories of emissions, referred to as Scopes 1, 2 and 3, depending on the level of control exercised over these emissions. The results of the 2022 assessment serve as the baseline year for our greenhouse gas (GHG) emissions reduction strategy.

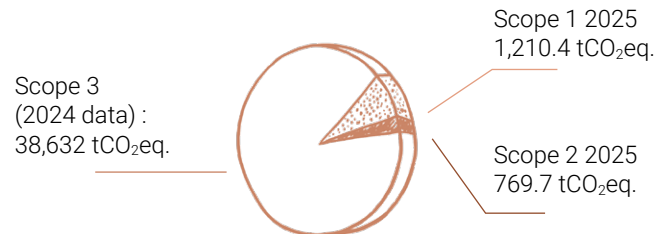
In 2025, we recalculated the carbon assessment for 2022 (Scopes 1, 2 and 3) using the reference frameworks, methodology and emission factors applied for 2024, in order to ensure consistency of historical data with the latest methodological developments. This recalculation also takes account of changes to the operational and financial scope, particularly relating to acquisitions made by the Group in 2023 and 2024. This reassessment work complies with the guidelines and best practices of the GHG Protocol.

Following this reassessment, our total carbon footprint for 2022 amounted to 40,877 tCO<sub>2</sub>eq. (+9.23% compared to the initial result).  
 Scope 1: 3,162 tCO<sub>2</sub>eq.  
 Scope 2: 1,037 tCO<sub>2</sub>eq.  
 Scope 3: 36,678 tCO<sub>2</sub>eq.

**For 2025**, we assessed our Scopes 1 and 2. Scope 3 will be recalculated in 2028 for the year 2027. Carbon footprint of the Group in 2025 covers:

- Emissions from fifty-nine sites included in our environmental data collection (sites of more than 100 m<sup>2</sup>) across eighteen countries: electricity, gas and fuel consumption, based on actual or estimated figures where data was unavailable.
- Fugitive emissions reconstructed from the air-conditioned surface areas or maintenance certificates of our air conditioning systems.
- Emissions related to the use of company vehicles from our various subsidiaries.

Infopro Digital's total GHG emissions for Scopes 1 and 2 in 2025 are estimated at 1,980.1 tCO<sub>2</sub>eq.



Scope 1 emissions amount to 1,210.4 tCO<sub>2</sub>eq. The most significant proportion comes from the use of fuels for heating and fuel consumed by our company vehicle fleet. These emissions declined by 28% compared to 2024 results, primarily due to a gradual transition of our vehicle fleet towards lower-emission vehicles, an improvement in the methodological accuracy of direct fugitive emissions, and the cessation of fuel oil use at one of our Romanian sites.

Indirect emissions related to electricity consumption (Scope 2) amount to 769.7 tCO<sub>2</sub>eq., representing a decrease of 25.8% compared to the baseline year (2022) and an increase of 3% compared to 2024. This reduction compared to the baseline year is explained notably by the energy efficiency plan launched in late 2022 for our French sites, office consolidation and the release of unoccupied workspace. The relocation of our main French site in 2024 continued to impact the reduction of our Scope 1 and 2 emissions in 2025 (the first full year of occupying the site). The slight increase in our emissions compared to 2024 is due to the integration of new Eucon Group sites, with a baseline year recalculation also planned for 2026.

Scope 3, assessed for 2024, represents more than 90% of our total emissions, equalling 38,631.85 tCO<sub>2</sub>eq. This proportion is typical of the activities and size of our Group.

► Scopes 1 and 2 of the carbon assessment cover direct emissions from the company's activities and indirect emissions related to the company's energy consumption respectively. Scope 3 covers indirect emissions not under the company's control but resulting from its activities (purchasing, travel, etc.).

### ► CARBON ASSESSMENT METHODOLOGY

Infopro Digital engaged Spitha Pyxida to carry out its 2025 carbon footprint assessment, using the ABC Bilan Carbone® methodology, the GHG Protocol® and ISO 14064, in line with the ADEME General Carbon Plan and the ABC® and SAMI® frameworks.

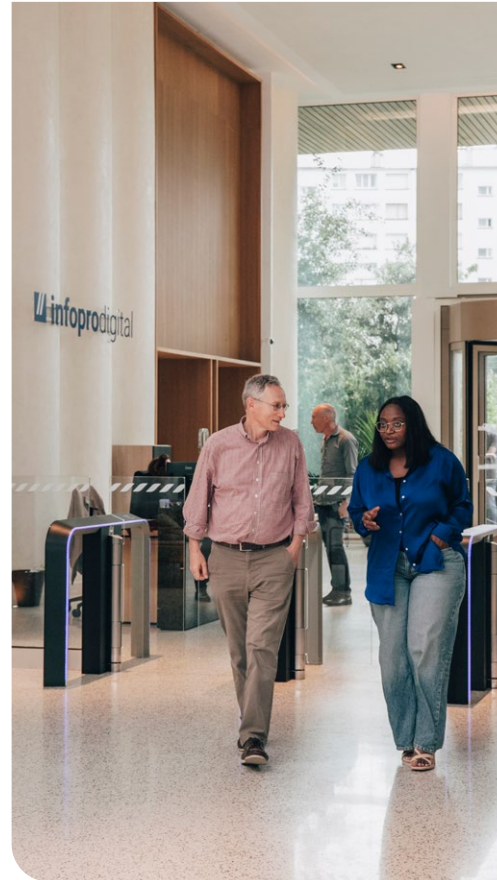
Emissions are presented by category in accordance with the GHG Protocol® methodology, using a location based approach for Scope 2. Emission factors are drawn from around thirty French and international databases.

The majority of Scope 3 emissions originate from the purchase of products and services, IT equipment and furniture.

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

- 36% of emissions come from the organisation of trade shows and professional events;
- 22% are related to project and product leads activity;
- 15% to software and data activity;
- 15% to information and insights activity;
- 11% to general and administrative expenses.

In 2026, we will continue to improve our calculation methodology, particularly for Scope 3 and emissions related to the purchase of products and services. We are also working on the decarbonisation strategy associated with the main emission sources identified.



## Reducing our emissions

In continuation of its carbon assessment evaluations, the Group is now working to set targets for reducing its GHG emissions. In 2025, we defined an emissions reduction trajectory for our Scopes 1 and 2. Our ambition is to reduce these emissions by at least 55% by 2030 (in absolute value) and compared to our baseline year (2022). This target is aligned with the Paris Agreement, which aims to limit global warming to 1.5°C.

## Acting on our direct emissions

The main emission sources are our site energy consumption, vehicle fleet and air conditioning. Their control and management are integrated in Infopro Digital's environmental policy.

In June 2024, our main site in France has been relocated to a new office building. We reduced the occupied area by 40% compared to our previous site by adopting 'flex office', a team organisation by working zones, and optimising the use of workspaces.

Designed according to the latest environmental standards, the new building obtained several certifications and labels: BREEAM® International New Construction 2016 (final certification – Excellent), HQE Sustainable Building (Excellent – New Building) and Osmoz Label (Construction, New Building). 2025 marks the first full year of occupying these premises, resulting in a significant reduction in our energy consumption (see the following chapter on ISO 14001).

To reduce energy consumption at our other offices, we continued several initiatives in 2025:

- For certain sites identified as the most energy-intensive, relocation projects are being studied. For other sites, discussions are under way with landlords to improve the energy efficiency of the premises.
- Our offices are largely equipped with LED lighting, presence detectors in restrooms, and water fountains. We also conduct waste sorting.

To address emissions from our vehicle fleet, we encourage our employees to favour electric vehicle models where their operational needs are compatible. A new company vehicle fleet management policy will be rolled out in 2026 for our French entities, including more electric or hybrid vehicle options and reducing the average emission of CO<sub>2</sub> per km for the thermal models offered.

In Belgium, Germany, the Netherlands and the UK, our subsidiaries have begun transitioning their thermal engine vehicle fleets to hybrid and electric vehicles.

To limit waste production, particularly paper, we promote digital workflows. We have deployed digital tools and platforms to facilitate project organisation and collaboration, eliminating the need for excessive printing and physical documentation. We encourage the use of digital signatures whenever possible and permitted by law. This not only streamlines administrative processes but also reduces paper and printing resource usage.

Finally, we consider that raising employee awareness constitutes an essential lever in our environmental approach.

### Internal training

In 2025, we launched two online training modules available on our LMS platform: 'Understanding Climate Change' and 'Taking Action on the environment at your own level'. Designed by the Group's ESG team, these trainings are available to all our employees.

The first module aims to provide an understanding of the greenhouse effect, greenhouse gas (GHG) emissions and key climate change issues, particularly its impacts on biodiversity, oceans, our lifestyles, etc. The second module presents the potential environmental impacts of a business and the levers for action to reduce them, particularly in the areas of waste management, responsible digital practices, responsible purchasing and the circular economy. Both trainings generated significant interest from our teams, with over 1,300 learners for the first module (voluntary participation rate of 37%) and over 1,100 learners for the second (voluntary participation rate of 28%).

### Digital Clean Up Day

Every March, on World Digital Clean Up Day, we raise our teams' awareness of the environmental impact of digital technology. This initiative encourages them to use this day to free up space on our Cloud servers and on their equipment by deleting obsolete data (photos, videos, large emails, temporary work documents, etc.).

### Clean Up Walks

In 2025, we organised cleanup days around our offices in France, Hong Kong and Switzerland (Clean Up Walks). In total, our employees participating in these cleanup walks collected over 2,000 litres of waste.

Additionally, communications are shared throughout the year through Group newsletters to present our environmental policy, our ISO 14001 approach, our commitments by activity and simple virtuous practices to adopt. The Group's new intranet, One, also relays eco-gestures to integrate into work routines to reduce our ecological footprint at the office.

*Clean Up Walks in Hong Kong and in Switzerland*



## ISO 14001

The ISO 14001 standard (ISO 14001:2015) concerns environmental management systems. This standard requires organisations to establish comprehensive action plans and procedures to identify, evaluate, measure, prioritise and regularly monitor the environmental impacts of their activities.

The Infopro Digital Group has been ISO 14001 certified since 2015 for its environmental management system for the creation, organisation of the production chain and commercialisation of its activities managed in France. We obtained the renewal of our certification in 2024 by LRQA certification body for a period of three years.



The activities covered by this environmental management system are the development, maintenance and advice 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 enables us to have a comprehensive vision of the environmental impacts of our activities and to equip our employees so they actively participate in reducing our ecological footprint and promote sustainable practices within the Group.

Infopro Digital publishes and regularly updates its environmental policy associated with this system, committing to the following three points:

- 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 linked to the various stages of the Group's activities, in a lifecycle logic.

Every three years, we set our operational objectives to achieve the commitments of our environmental policy. For the 2024–27 cycle, the main objectives of our actions are as follows:

1. Evaluate, control and effectively manage the consumption at our new main site (France).
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 and partners.

In 2025, the key performance indicators we monitor allow us to assess the effectiveness of our environmental management system (EMS)

#### Emissions from our car fleet in France

The average CO<sub>2</sub> emissions of our French vehicle fleet remain below the 130 gCO<sub>2</sub>/km limit set by our Vehicle Policy<sup>1</sup>. 54% of our French vehicle fleet records emissions of 113 gCO<sub>2</sub>/km or less<sup>2</sup>. In 2025, the average emissions of newly commissioned vehicles stood at 82.5 gCO<sub>2</sub>/km, representing a 13% decrease compared to 2024 (95 gCO<sub>2</sub>/km). 18% of new vehicles are electric models, while the rest - are non plug in hybrid vehicles (PHEVs).

#### Energy consumption

In 2025, electricity consumption at our certified site in France amounted to 239.6 MWh, representing a 78% decrease compared with consumption at our previous premises in 2023, the last full year of occupancy prior to the relocation in 2024. This reduction is mainly attributable to the improved energy performance of the new site, the closure of our server room and the migration of data to virtual servers, as well as the reduction in leased floor space.

#### Water consumption

Our new site is equipped with facilities that comply with eco-design standards. Total water consumption for 2025 amounted to 2,743m<sup>3</sup>, corresponding to an average consumption of 0.21 m<sup>3</sup>/m<sup>2</sup> per year. This indicator is significantly below ( 45%) the national average for tertiary buildings in France (0.39m<sup>3</sup>/m<sup>2</sup> per year), according to the barometer of French Observatory for Sustainable Real Estate.

#### Waste

The new Gentilly site is fully managed by a property owner, and waste management is now handled directly by a partner specialising in responsible waste treatment. In 2025, waste generated at this site is estimated at 15.78 tonnes, of which 54.5% was recycled (plastic bottles, cans, cardboard, paper cups and office paper). Total waste volumes decreased by 35% compared with 2023, the last reference year without the impact of the relocation. This reduction is partly explained by a significant decrease in printing ( 60%).

With regard to WEEE (waste electrical and electronic equipment), 2024 was an exceptional year due to the extensive sorting carried out as part of the relocation of our main site. A total of 1,901 items of equipment were entrusted to a specialist IT equipment treatment provider, representing approximately 10.5 tonnes. Specialising in reuse and recovery, our partner enabled 45% of this equipment to be reused. In 2025, no WEEE recycling operation was required. The next reuse and disposal operation is scheduled for 2026.

<sup>1</sup> The maximum limit set by our vehicle policy is 130 gCO<sub>2</sub>/km, which corresponds to the average CO<sub>2</sub> emissions of new internal combustion engine vehicles sold in France in 2022 (source: ADEME).

<sup>2</sup> Scale of the ecological malus for vehicles in France applicable as of January 1, 2025.

## Addressing our indirect emissions

Indirect emissions, which arise across our entire value chain, account for a significant share of Infopro Digital's total carbon footprint (included in Scope 3). We are aware of the challenge represented by their reduction and are committed to identifying, assessing and reducing them through targeted actions and closer collaboration with our partners and suppliers. Our action plans are developed using an activity based approach, in line with our environmental policy. Our main reduction efforts focus on emissions related to professional trade shows and events, our media activities, and the hosting of our digital products.

### Promoting responsible trade shows

For several years, Infopro Digital has been integrating principles of environmental responsibility into the organisation of its trade shows and events, with the aim of sustainably reducing their environmental footprint. In 2024, our Responsible

Trade Shows Charter formally laid the foundations for our sustainability commitments.

This approach is notably based on the completion of carbon footprint assessments for reference trade shows such as Luxe Pack Monaco and the Salon des Maires et des Collectivités Locales<sup>1</sup>. These assessments helped identify the main sources of emissions and structure an operational roadmap adapted to the diversity of event formats and contexts.

On this basis, concrete actions are implemented on a regular basis across all our trade shows: limiting or eliminating carpet use; using recycled and recyclable materials; developing pre packaged and reusable stands incorporating energy efficient equipment; generalising LED lighting; and reducing single use plastics. Waste management systems are standardised, with sorting and recovery streams and, where possible, local partnerships for the donation of unconsumed food.

In addition, the evolution of event formats, combining flagship trade shows with more local editions

(for example, for Luxe Pack and MakeUp in), helps limit long distance travel for exhibitors and visitors.

These practices now form a common foundation for the Group's trade shows and events teams, and are part of a continuous improvement approach within our environmental management system.

### Business travel

Some of our activities involve travel by our teams at both national and international level. This includes, for example, our trade shows and professional events, as well as our consulting activities when our experts carry out assignments at client sites. As a result, managing the environmental footprint of our employees' business travel is one of the Group's key areas of action.

In 2025, emissions related to business travel are estimated at 663 tCO<sub>2</sub>eq., based on our carbon footprint calculation and an analysis provided by our travel service provider. This provider supplies a tool to calculate the GHG emissions associated with our bookings (air travel, train travel and hotels).

In 2025, Infopro Digital employees travelled 3.8 million kilometres by air. Domestic flights within France – our main market for trade shows and events – account for 22.6% of total emissions generated by air travel ( 8% compared with 2024). The objective of our future travel policy is to convert domestic flights within France to train travel wherever possible.

Group employees also travelled 3.4 million kilometres by train in 2025 (nearly 8,300 journeys), resulting in total emissions of 8.6 tCO<sub>2</sub>eq.

Finally, GHG emissions associated with accommodation during business travel are estimated at 49.5 tCO<sub>2</sub>eq. for approximately

5,700 overnight stays, remaining stable compared with the previous year. The Group's policy is to prioritise partners with strong environmental commitments and demonstrable efforts to reduce average CO<sub>2</sub> emissions per night.

### Responsible digital practices

The Responsible Digital Charter adopted in 2025 formalises the Group's guidelines for limiting the environmental footprint of digital activities. The Charter is based on five pillars, translated into concrete actions: extending the lifespan of equipment and reducing volumes of WEEE (waste electrical and electronic equipment); managing the carbon footprint associated with hosting our digital products; raising employee awareness of responsible digital practices; reducing the energy footprint linked to our office activities; and integrating eco design into our digital solutions. The integration of environmental criteria into IT purchasing completes this approach, combining innovation with digital sobriety.

Launched in 2025, the design system provides a common foundation for all of the Group's digital products. Designed with a modular, circular and sustainable approach, it helps harmonise interfaces, pool components and limit specific developments, while facilitating the evolution of our interfaces and software without full redesigns, thereby contributing to a more responsible digital design approach.

### Hosting our digital products

In 2025, Infopro Digital continued the gradual migration of the hosting of its platforms to the cloud, as part of the transformation initiated several years ago. This transition aims to modernise our IT architecture, improve the resilience of our services and reduce the environmental impact of our digital hosting. Thanks to the decarbonised energy policies



*Over the years, the Mayors and Local Authorities Fair has significantly reduced its use of carpeting.*

<sup>1</sup> Mayors and Local Authorities Fair.

of our hosting providers, our compensated footprint (market based) is significantly lower than the footprint that would result from the local energy mix (location based), reinforcing the environmental relevance of this transition.

A new milestone was marked in 2025 with the migration of several major environments. Part of our infrastructure is still hosted on internal environments, which we are progressively reducing where the nature of the products allows.

At the same time, we deployed Group standards in terms of security, access and governance, and consolidated the shift from a 'permanent maximum capacity' model to a 'real time adjusted capacity' model, promoting more efficient and restrained use of resources.

## FOCUS

### Interview with Daleche Ossengue, Head of IT hosting



Daleche  
OSSENGUE



#### Why did you start migrating the hosting of our platforms to the cloud?

**Daleche Ossengue:** We launched the migration to the cloud in order to modernise an infrastructure that had become too rigid and difficult to scale. The cloud allows us to strengthen the resilience and security of our platforms, while moving away from a historical model based on the purchase of hardware.

With a usage based model, we can size our resources more precisely according to the actual needs of the products. This approach improves operational efficiency while supporting our environmental strategy: adjustable resources, pooled infrastructure and a more streamlined architecture. The objective is to rely on a technical foundation that is more robust, more agile and more sustainable.

#### Where do you stand in 2025?

**DO:** Today, a large share of our strategic platforms is already operated in the cloud, and all new projects are designed using a cloud by design approach.

In 2025, we migrated applications from several business activities to the cloud, notably Automotive and Project Leads.

At the end of the year, we migrated Caroline to the cloud at 95%, marking an important milestone for our Automotive perimeter. This platform is currently in a stabilisation phase: we are observing several weeks of real world usage before precisely adjusting capacity and activating automatic optimisations with our cloud service provider.

We are also making progress on a structuring initiative common to all our business units and forming part of our ISO 14001 certified commitment: the definition of performance indicators, particularly those related to carbon impact. With a scope that evolves as migrations progress, it is essential to have suitable and comparable metrics over time in order to effectively steer our results.



## Print media

In France, the production of our printed magazines is covered by our ISO 14001 certified environmental management system. The year 2025 was marked by the launch of a call for tenders to select new printers based on strengthened environmental criteria. The selected service providers are French, which helps reduce transport distances, with some also managing distribution, thereby limiting logistics flows. The technical data of the printers selected in 2025 will be integrated as of 2026 into our internal tool for analysing the carbon footprint of our titles, in use since 2022.

All of our media are now printed on 100% recycled paper produced in Europe (France, Belgium, Germany, Switzerland and the UK). The use of heat sealed film for all our titles has also been generalised as part of this call for tenders, improving packaging recyclability. Environmental clauses are systematically included in all new contracts.

# Governance – ensuring our operational compliance

Our governance is based on clear processes and active oversight to ensure compliance across all our activities. The Compliance team ensures adherence to regulations and internal standards, while anticipating legal and sector specific developments. This vigilance enables Infopro Digital to secure its operations, mitigate risks and strengthen the trust of its stakeholders.



## Our Compliance approach

The Group adopts a proactive approach to ensuring ethical and consistent business conduct across all its markets. This commitment aims to strengthen confidence in Infopro Digital and maintain transparent and responsible relationships with all our stakeholders: investors; business partners; clients; and employees.

To ensure a consistent level of compliance across all entities and in all countries in which we operate, common documents, standards and procedures have been rolled out at Group level. They form the shared foundation of our Compliance framework and govern our day to day practices.

### Code of Conduct

Infopro Digital's Code of Conduct sets out the Group's fundamental principles and core values in terms of compliance and ethics. It requires the Group's corporate officers, employees, representatives and partners to comply with high standards of professional and personal ethics in the performance of their duties. The Code covers compliance with laws and regulations, starting with human and labour rights, data protection and security, the prevention of corruption and fraud, conflicts of interest, competition rules and environmental responsibility.

The Code is translated into the Group's seven main languages. All employees are required to be familiar with it and to apply it.

By publishing this Code of Conduct, we reinforce a corporate culture that promotes transparency, honesty and integrity, and respects the rights and dignity of all.

## Anti-corruption rules

The Group's Anti-Corruption Code of Conduct details our commitments to preventing corruption and influence peddling during our activities and to avoiding any potential conflicts of interest. It is regularly updated based on the Group's corruption risk-mapping. The Code outlines the rules to be followed and the obligations of employees, executives and professionals acting on behalf of Infopro Digital. A number of specific policies are in place, including those relating to third parties, such as agents. Infopro Digital has also established background check procedures for certain third parties. Dedicated online training courses on anti-corruption have been rolled out for employees. During the 2025 campaign, 78% of the targeted teams completed the training, representing 43% of the Group workforce. Specific training tailored to certain activities and departments is also provided.

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

No cases of corruption were reported or detected in 2025.

### Whistleblowing policy

Our whistleblowing policy enables employees, contacts and partners of the Group to raise questions, concerns or complaints relating to serious ethical breaches, for example in the areas of accounting, banking, anti-corruption, competition, fraud or harassment, or breaches of the Group's Code of Conduct. This whistleblowing system complies with the national regulations of the countries in which Infopro Digital operates.

Under the whistleblowing policy, a whistleblower who does not wish to contact management or local human resources may confidentially submit a report to the Group Compliance Director or the Ethics Committee via several channels: by email at [ECC@infopro-digital.com](mailto:ECC@infopro-digital.com) or by post.

Our whistleblowing policy guarantees the absence of retaliation against any person who, in good faith, reports an actual or suspected serious breach of the rules set out above. The report is recorded and investigated under the supervision of the Ethics Committee, with the parties concerned being informed in accordance with the applicable procedure.

In 2025, the Ethics Committee recorded one whistleblowing report. It was investigated, resolved and closed in compliance with our ethical rules.

### Compliance with international economic sanctions

Infopro Digital has implemented its policy on compliance with international economic sanctions. These sanctions set out measures against individuals, legal entities or organisations, imposing restrictions or prohibitions on trade, finance and services in order to promote foreign policy and security objectives aimed at maintaining international peace. They are issued by countries and international organisations, in particular, the United Nations, the Council of the European Union and the UK, as well as by the US Office of Foreign Assets Control (OFAC) and the US Department of Commerce. Our policy applies to all corporate officers, employees, representatives and partners of the Group. It provides a list of the countries concerned and requires Infopro Digital

employees to comply with international sanctions, including, where necessary, carrying out third party assessments when entering into relationships. This Group policy is subject to regular review. The Group Compliance Director ensures that all Group employees are made aware of the policy and that reasonable operational tools are in place to enable its implementation.

## Business engagement policy

The business engagement policy provides a framework to align, across the Group, the process for initiating, reviewing and approving all external engagements (commercial, purchasing, partnership, financial, etc.). This policy reiterates the need for legal reviews and allows each business to define the appropriate approval levels required before entering into any commitment on behalf of an Infopro Digital entity. The business engagement policy therefore secures transactions and commitments by ensuring they are authorised at the appropriate management level and that contractual risks are properly identified and documented. This policy applies globally to all contracts negotiated and entered into by Infopro Digital with its clients, suppliers and partners. It also covers commitments relating to human resources, finance, the conclusion of settlement agreements and the Group's corporate activities.

## Combatting modern slavery

Infopro Digital relies on the principles set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work as the basis for its ethical and social policies. These principles are complemented by the Group's Code of Conduct and its participation in the United Nations Global Compact.

The Group is committed to respecting workers' fundamental rights, in particular freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation.

The Infopro Digital Group publishes annual statements in the UK in accordance with the requirements of the Modern Slavery Act. These statements describe the measures taken by the company to minimise the risk of forced labour or human trafficking in its supply chains. Given the nature of our activities and our governance model, we consider the risk of modern slavery within our operations or supply chains to be low. Nevertheless, we work with trusted suppliers, mainly located in countries close to the European Union, and remain vigilant with regard to potential risks.

We have implemented internal standards and procedures to ensure that all our employees act ethically. For example, all new employees in the UK receive training on the risks related to modern slavery and human trafficking, and teams working with higher risk suppliers are made aware of the rules and procedures to be applied, particularly in IT and events.

## Group tax responsibility

Infopro Digital operates in 26 countries and prohibits any practice of tax evasion or complicity in tax evasion, in accordance with the laws of each jurisdiction in which the Group operates. We comply with local tax laws, pay our taxes on time and meet all our tax obligations, thereby making a significant contribution to the economies of the countries in which we operate.

Our tax strategy is based on the principles of responsible tax planning and risk management. We seek to align our tax practices with the commercial and economic reality of our activities, in compliance with applicable tax laws and regulations in each country.

Our organisational structures are based on genuine commercial considerations, and we refrain from any abusive tax arrangements. Transactions between Group companies are carried out on an arm's length basis, in accordance with OECD (Organisation for Economic Co-operation and Development) guidelines and local regulations. We use government tax incentives in a transparent and consistent manner.

## Ensuring compliance

The Group Compliance Director ensures that the laws, regulations and other rules applicable to Infopro Digital's activities, as well as their developments, are known and complied with. The Ethics and Compliance Committee (Ethics Committee) and the Group Compliance Director are committed to raising employee awareness of fair operational practices and rules of conduct. They ensure that the necessary tools and training are in place and that teams are properly trained on the applicable rules. The Ethics Committee is also responsible for investigating complaints and allegations relating to potential breaches of Infopro Digital's Code of Conduct or local and international regulations, and for proposing resolutions to the issues raised following such complaints. The Ethics Committee reports to the Audit Committee of Infopro Digital's Board of Directors. Sophie Le Ménahéze, General Counsel and Group Compliance Director, chairs the Ethics Committee.

## Digital confidence

### Cyber security

The implementation of robust protection systems against cyber attacks, together with appropriate response mechanisms in the event of malicious actions, is an absolute priority for the Group.

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

The information security team's objective is to harmonise the level of protection across all business lines and ensure ongoing compliance with our security requirements within our digital solutions and internal IT networks. These strategies are reviewed quarterly by a steering committee chaired by the CEO and composed of the Chief Technology Officer, the Chief Information Security Officer, the Chief Financial Officer and the General Counsel, together with representatives of the IT team.

#### Information security policies

Infopro Digital continued to strengthen its information security in 2025. Annual updates were carried out for the following security policies and procedures:

- Information systems security policy.
- Information systems security governance.
- Remote working security policy.
- Information security risk management policy.
- Information security incident management policy.



- Information security incident management procedure.
- Cryptographic controls usage policy.
- Mobile device management policy.
- Physical access control policy.

Three new policies were also introduced to further strengthen our framework:

- Information transfer policy.
- Crisis management policy.
- Malware management policy.

#### Information security awareness

As part of Cybersecurity Awareness Month in October 2025, we organised our annual awareness campaign on IT security issues for employees. 73% of employees received cyber security training.

In addition, an online training on phishing was launched for all employees. This module is available on the Infopro Digital Academy LMS and was completed by 48.7% of the Group's workforce.

#### Crisis management and deployment of tools

Several major actions were carried out in 2025:

- The crisis management policy was published, and the crisis management team was formally established.
- The deployment of SASE continued in 2025, reaching a coverage rate of 65% across all Group activities.
- The rollout of EDR (next generation antivirus) continued, with an equipment rate exceeding 96% of the IT estate by the end of 2025

## Information security due diligence

As part of our information security due diligence programme for third parties, we implemented the ISRA (Information Security Risk Assessment for Applications) process. This process assesses the risks associated with each application or supplier and is a prerequisite for authorising the use of an application or selecting a supplier. A supplier maturity score is defined, enriching our security assessment of the services provided and enabling us to approve or reject their use.

In 2025, 39 information security incidents were reported. These incidents were handled in accordance with our security incident management processes in order to minimise their impact and strengthen our security measures.

## Personal data protection

The protection of personal data is a key factor in the trust between Infopro Digital Group companies and their employees, prospects, clients, partners, service providers and suppliers.

We are committed to a global compliance approach with personal data protection laws in the countries in which we operate. The Group's personal data policy describes the characteristics of the processing carried out, the protection measures in place and the rights of data subjects:

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

The Group has established personal data protection governance to ensure and monitor compliance with regulatory requirements and internal rules, both in its capacity as data controller and as data processor:

- The heads of Infopro Digital subsidiaries are responsible for and guarantee the Group's commitment to personal data protection; in this capacity, the DPO (Data Protection Officer) and the General Counsel present each year to the CEO the status of compliance of personal data processing at Group level and the priorities for the current financial year.
- The DPO reports to the General Counsel. Together with her team, her role is to advise and support Infopro Digital's various subsidiaries in their compliance efforts.
- Data protection correspondents have been appointed and are responsible for ensuring the proper application of the 'Personal Data Policy' within their business units.
- The DPO works closely with the Group's Information Systems Security Department (ISSD), in particular to analyse the context and criticality of projects, detect and manage security incidents and personal data breaches.

All Infopro Digital employees are made aware of the issues and principles relating to personal data protection:

- New hires complete an online training course during their first weeks at Infopro Digital. These sessions are regularly delivered and updated. To raise awareness among teams and monitor participation rates, we use the Infopro Digital Academy LMS. As of June 2025, 74% of our employees had completed this training.
- The Data Protection documentation space on the Group Intranet provides employees with fact sheets summarising the key information and obligations relating to personal data protection, by role and by topic.

Risk identification and management are carried out through questionnaires and analyses:

- Privacy by design assessments are formalised for new projects.
- When using a service provider, we verify that it offers sufficient guarantees regarding the implementation of appropriate technical and organisational measures to ensure data security and enter into a written contract.
- Before transferring data outside the European Union, we ensure that the importing country benefits from an adequacy decision from the European Commission regarding its data protection framework, or that the importing entity has implemented Standard Contractual Clauses (SCCs).
- A process is defined to enable a rapid and coordinated response in the event of a personal data breach.

Infopro Digital has implemented documentation, tools and procedures in accordance with regulatory requirements, in particular:

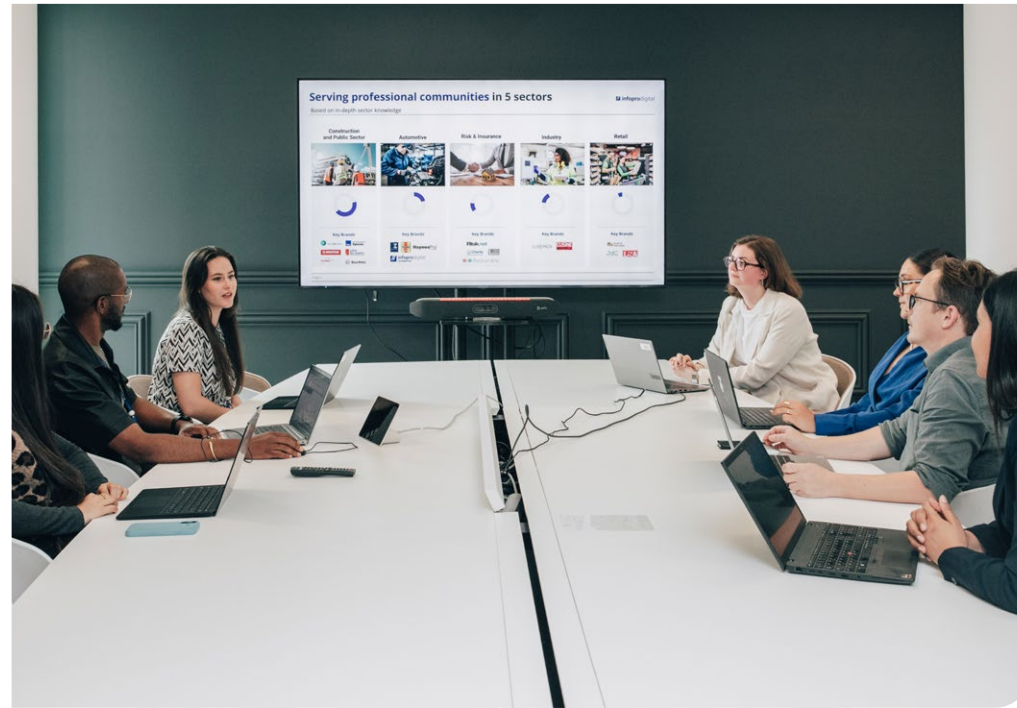
- Personal data processing activities are recorded in a centralised register within a SaaS personal data protection management tool.
- Cookie policy has been defined and implemented to manage consent via a consent management platform (CMP).
- Internal procedure for personal data breaches has been formalised and integrated into the Group's Information Systems Security Policy.
- The Group is organised to ensure the effective exercise of data subjects' rights and to provide responses within the legal timeframes.

## Digital accessibility

Infopro Digital aims to progressively integrate digital accessibility into the design and development of its digital products and services, in order to ensure equitable access to its content for all users, including people with disabilities. This approach is part of a structured framework aligned with recognised standards (RGAA, WCAG) and is managed at Group level as a quality, inclusion and compliance topic.

The year 2025 marked a key milestone with the rollout of the Group design system, which was designed from the outset to incorporate digital accessibility principles. This common foundation provides teams responsible for our digital products with compliant and harmonised components, making it easier to integrate best practices from the design and development phases.

At the same time, Infopro Digital continues its awareness-raising and training initiatives on digital accessibility. Training modules have been made available to the relevant employees via our LMS. Targeted learning paths have been offered to functions directly involved in the design and operation of digital services, notably IT, design, product, marketing, media and business platform teams. These training initiatives aim to disseminate best practices in accessibility throughout the design, development and interface update phases, and to promote a progressive and sustainable integration of these issues into the Group's digital projects.



The results of this new risk mapping will serve as the basis for the Group's risk management and monitoring, strengthening the integration of ESG issues into our overall risk management framework.

## Responsible procurement

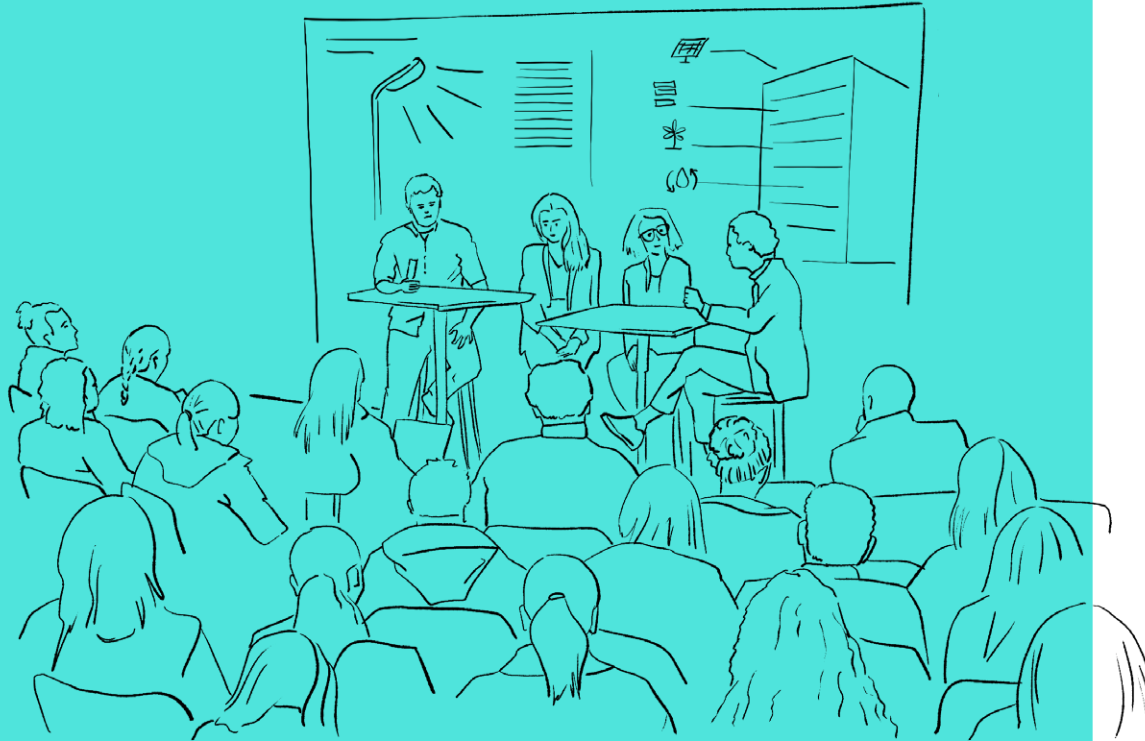
The Group is committed to responsible sourcing practices, integrating environmental, social and ethical criteria into its calls for tenders and contracts, and ensuring that its partners share its commitment to sustainability and human rights. The Purchasing Department also ensures that health and safety criteria are included in calls for tenders. Anti-corruption clauses are systematically included by our legal teams in new contracts and upon their renewal, in line with Group guidelines.

In 2025, the Purchasing policy was strengthened around three priorities for the 2025–28 period: improving performance, supporting innovation and increasing the share of responsible and decarbonised purchasing. It provides for the inclusion of at least one ESG criterion in 100% of calls for tenders managed by the Procurement Department, the mandatory signing of the Responsible Purchasing Charter since its introduction in 2023 or an equivalent commitment, and the rationalisation of the supplier base to improve risk control.

## Risk management

A new strategic risk-mapping exercise, covering both ESG and non ESG risks, was carried out in 2025 for the 2025–28 period, under the supervision of Infopro Digital's General Counsel and with the participation of the heads of the Group's main business activities and functions.

This exercise made it possible to identify, assess and prioritise the most significant risk factors for Infopro Digital, taking into account changes in the regulatory, technological and societal environment. Security, particularly with regard to cyber security and data protection, remains a major priority.



# Creating sustainable value for our communities and for society

Our activities give us a unique opportunity to promote and support today's environmental and social transformations. We use our software, information platforms and events to support the professional communities we work with. We are actively involved in developing shared, concrete and measurable actions.

## Making software and digital solutions tools for our clients' transformation

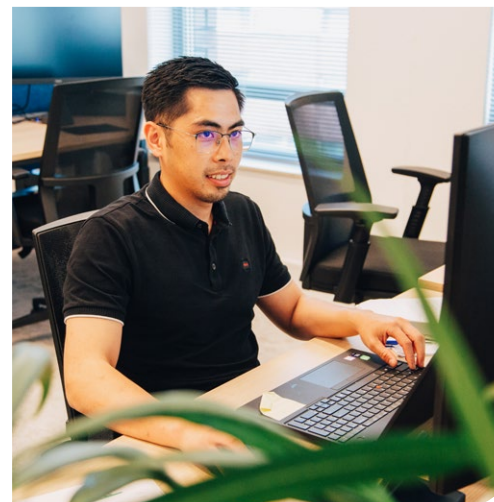
Our technologies are a key lever in addressing our clients' sustainability challenges. Our solutions are designed not only to optimise their operational performance, but also to support them in reducing their environmental footprints and meeting compliance requirements. Below are some examples of our offerings.

### Automotive solutions

As the European leader in data and software solutions for the automotive aftermarket, Infopro Digital Automotive contributes to extending vehicle lifespan and reliability, as well as to the sector's transition towards lower carbon solutions. Maintenance plans have changed significantly in recent years. On board electronics and electric and hybrid vehicles now require new repair methods that are more focused on electrical and electronic systems than on mechanical components. As a result, data volumes have increased sharply: mechanical technical data now represent a minority share. Repair workshops therefore need increasingly specialised information to service and repair vehicles properly. This is particularly critical when it comes to vehicle safety and the safety of the mechanics who maintain them. By providing precise technical data on vehicles, lubricants, tyres and rims, our solutions support proper vehicle maintenance, helping to extend their use and limit, or even reduce, CO<sub>2</sub> emissions related to ageing.

We also support the environmental transition of the sector through several levers:

- Electric and hybrid vehicles have been integrated into all our repair and maintenance manuals, as well as into our catalogues for associated parts and servicing equipment (battery cooling fluids, etc). In 2025, the database continued to be enriched with new electric vehicles, notably models from Asian manufacturers.
- Our teams have developed and integrated VIN (Vehicle Identification Number) filtering across all our catalogue and pricing solutions, enabling precise identification of the parts required for each vehicle repair. This tool helps garages reduce ordering errors and return rates, resulting in significant savings in time, costs and carbon emissions.
- We have added an option in our catalogue solutions allowing repairers to use refurbished parts where their use is permitted. By giving automotive parts a second life, Infopro Digital Automotive helps reduce the environmental footprint associated with manufacturing and minimise waste across the supply chain.



### HSE solutions

As a leading player in health, safety and environment (HSE) risk management, Red-on-line supports more than 2,000 organisations worldwide in managing their regulatory obligations and reducing operational risks.

By the very nature of its activities, Red-on-line plays a structuring role in supporting ongoing environmental and social transformations: the solutions developed by Red-on-line are designed to turn regulatory complexity into actions that are understandable, measurable and manageable in the field, serving organisations and their stakeholders.

Red-on-line's solutions cover a wide range of topics, including regulatory compliance, risk analysis, action plans, incident management and the monitoring of HSE and ESG indicators. The teams support many clients in ISO 14001 and ISO 45001 certification processes and in meeting their reporting obligations, in particular under the CSRD and other ESG standards.

### Vecteur Plus data powers the InfraClimat platform

Climate change is impacting infrastructure, exposing it to flooding, storms and extreme heat. In France, the National Federation of Public Works (NFPW) decided to raise awareness among infrastructure managers of the importance of integrating climate change adaptation into their practices with the launch of InfraClimat. This platform makes it possible to visualise climate risks affecting infrastructure, better understand the nature of vulnerabilities and provide concrete solutions to strengthen territorial resilience.

Our subsidiary Vecteur Plus contributed to this project by providing key information on public procurement tenders for construction and engineering works aimed at addressing various climate hazards. This data helps measure the growing awareness of public buyers on the subject. A white paper on this topic had already been co produced in 2023.

In 2025, Vecteur Plus also carried out two studies for the NFPW on the greening of public procurement and on ecological engineering.

## Solutions for construction and public procurement

### Febis Service's energy savings calculator

Febis Service GmbH, a company of the Infopro Digital Group, provides information and support for obtaining financing in the construction and energy sectors. Each year, the company helps more than 6,000 end-customers obtain subsidies for energy renovation projects, such as installing new windows, replacing heating systems or installing heat pumps.

In 2025, Febis Service launched its energy savings calculator, a tool designed to measure the energy savings that a house or residential building can achieve. In just a few clicks, the software determines the building's energy performance certificate, which serves as the starting point for the calculations. It draws on the richness of Febis' database to assess each building based on criteria such as year of construction, size and location. Users can then select various renovation measures, including façade works, a new heat pump, new windows, etc. The costs of the works and the potential savings are presented graphically and numerically. Simulations are carried out for each individual measure as well as for combinations of measures.

## FOCUS

**Martin Kutschka, Founder and CEO of Febis Service GmbH, tells us about the energy saving calculator.**

Martin Kutschka



### Why did you launch an energy savings calculator?

**Martin Kutschka:** With the Paris Agreement, many European countries have committed to drastically reducing greenhouse gas emissions in the coming years. In Germany, this has led to an ambitious plan to renovate buildings and heating systems. Today, more than 18 million buildings are heated with gas or oil. In the near future, owners will have to switch to alternative energy sources and systems, such as heat pumps. Germany plans to install 500,000 heat pumps per year, with the aim of equipping 10 million households by 2045.

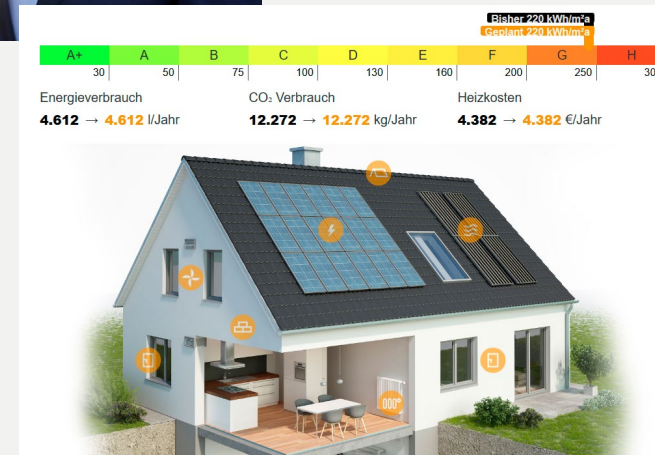
To finance this work, owners can benefit from subsidies. Our calculator helps assess the overall impact of renovation work and new equipment: installation costs, CO<sub>2</sub> emission reductions, monthly energy and cost savings, as well as available subsidies.

### Who can use it?

**MK:** Febis' energy savings calculator is mainly used by homeowners, tradespeople, real estate

finance advisers and energy efficiency experts, who are the only professionals authorised to apply for subsidies. The tool helps them raise owners' awareness by providing clear information: what are the costs? What subsidies are available? How much can I save over time?

This transparency enables professionals to sell more solutions with a tangible environmental impact.



### What are the next steps?

**MK:** We plan to add photovoltaic and energy storage solutions to the calculator.



## Raising awareness of and promoting sustainable initiatives through our media

All our professional media have fully integrated environmental and societal issues into their editorial content, reflecting the continued commitment of our editorial teams in favour of information and raising awareness of these issues. They offer solution-focused journalism. Risk.net launched the Climate Risk Benchmarking at the end of 2025, an initiative aimed at assessing and comparing climate risk management practices among 40 of the world's largest financial institutions. In construction, the podcasts Building for Climate, produced by Le Moniteur, highlight decarbonisation and climate change adaptation solutions in the construction sector.

In France, the teams at Infopro Digital Media enriched their marketing performance monitoring platform with a module to control the carbon impact of campaigns. In addition to detailed visibility of the performance of digital campaigns run across our various marketing channels, B2B advertisers can also measure their carbon impact and act directly on their emissions: the new module allows assessment of different campaign scenarios (distribution to mobile devices or computers, via WiFi or 4G/5G networks, image file sizes, etc.) and thus make the most appropriate decisions. In 2025, 866 marketing campaigns were measured in this way by advertisers. These generated 7.3tCO<sub>2</sub>eq.

These actions are only examples of how we act to raise awareness among our professional communities, promote concrete solutions and thus support the transition to sustainability.

## Promoting exchanges and collective action

Our exhibitions and events are an opportunity for professionals to exchange on their ESG issues, share their knowledge, and identify concrete solutions and innovations. Here are some of the highlights from 2025 dedicated to sustainability issues.

### Territories & Energies

The first edition of Territories & Energies, the event to accelerate local production of decarbonised energy, took place in France in September 2025. Securing energy supply, decarbonising it and controlling costs have become major issues for local authorities and industry. This new event aimed to highlight lessons learned in terms of production of decarbonised energy in territories, present innovative solutions, and help local authorities implement their projects with legal and financial engineering. More than 200 participants from local authorities, industry and energy companies took part in this edition, led by our brands L'Usine Nouvelle, La Gazette des Communes and Enerpresse.

### Risk.net – Roundtables and climate initiatives

In September 2025, on the occasion of New York Climate Week, our Risk.net brand collaborated with the start-up Climate X, which helps companies analyse exposure to climate change, to bring together key players in sustainable development in the financial community. Objective: to help assess and reduce climate risks, while continuing efforts in favour of sustainability in financial markets. The Climate Risk Benchmarking launched by Risk.net at the end of 2025 is a continuation of this event.





**The Biodiversity and Ecological Engineering Fair**

Held in France at the heart of the Mayors and Local Authorities Fair, the second edition of this fair offered a comprehensive programme to improve and restore biodiversity and ecological functions across all habitats, thereby helping local authorities integrate the requirement to protect biodiversity into their territorial strategies. Enthusiasm for this event was confirmed, with nearly 12,500 visitors and 85 exhibitors in 2025.

**The 1LoD events**

Through its XLoD Global and Financial Crime networks, 1LoD brings together experts in operational risk management and internal control. These communities, made up of experienced leaders in risk and compliance, are tasked with ensuring the integrity of financial markets and protecting consumers. Their main areas of interest include governance, risk management and control in the following areas: market abuse; misconduct; cyber security and resilience; anti-money laundering; fraud; sanctions; and anti-corruption. In 2025, events were organised in London and New York, and new formats were launched in Dubai, Hong Kong and Singapore, bringing together a total of more than 2,000 participants.



**The Zero Impact Packaging Awards**

After 70 years of history, our teams evolved the 'Packaging Oscar' in December 2025 into the 'Zero Impact Packaging Awards' to recognise projects, products and solutions that advance the industry towards more sustainable, smarter and more responsible packaging. Innovation, impact reduction, circularity, new material approaches or uses: this awards ceremony, led by Emballages Magazine in partnership with LSA, honoured French players who combine performance and purpose, in front of 300 industry players.

**Klimafestival**

Klimafestival brings together each year more than 3,500 players from construction in Germany, called to reflect on the transformation of the sector, focusing on preserving existing buildings and resource conservation. To offer participants a complete immersion in sustainable solutions, our teams organised a treasure hunt this year in which more than 250 people participated.

**+20,500**

More than 20,500 professionals took part in one of the events organised by Infopro Digital entirely dedicated to at least one ESG topic in 2025.

## Developing our societal impact

### Support for local communities

We have been supporting for many years organisations that work towards employment integration and helping people return to work after life accidents.

In 2025, Infopro Digital supported nine organisations in Austria, France, Germany, China, Switzerland, the UK and the US. Our regional ESG committees continued their action locally, by encouraging skills sponsorship where the expertise of our employees could provide direct and useful input, supplemented as needed with financial support.

### Promoting employment support

#### Amber Foundation

Our teams in the UK strengthened their commitment with the Amber Foundation, which supports homeless young adults towards independence and employment. In addition to temporary housing, each young person supported by Amber receives personalised support and has the opportunity to develop new skills and gain experience, while taking time to focus on themselves. The aim is to help young people progress in a positive and independent manner towards employment, a place in education or training, and housing.

## FOCUS

**Kirsty Asomani and Bhavanesh Laher lead the People Engagement Committee for Infopro's English-speaking regions. Kirsty is HR Business Partner for the UK and Ireland, and Bhavanesh is Assistant Management Accountant within the Risk Global division.**



*Bhavanesh Laher and Kirsty Asomani*

The committee supports selected charities across the English-speaking regions: Make It Work HK in Hong Kong, Rock the Street, Wall Street in the US, and the Amber Foundation in the UK.



#### Could you describe the partnership with Infopro Digital?

The year 2025 marks our second year partnering with Amber Foundation. During this time, employees have visited Amber sites to volunteer in CV workshops and gardening projects with residents, providing valuable first-hand insight into the impact of our contributions. We also hosted a visit from the Amber Foundation at our London office, livestreamed to other UK locations, where residents shared their personal experiences and how the programme has supported them.

To further support Amber's work, we invited the foundation to participate in multiple customer events throughout the year, including

the Women in Tech Awards and the Risk Awards. At these events, we held silent auctions and other fundraising activities. Thanks to these initiatives – together with additional internal fundraising efforts such as raffles, charity walks and quiz nights – we raised £30,533 for the Amber Foundation this year.

#### What does this partnership bring to the teams?

Our partnership with The Amber Foundation benefits the Infopro Digital teams in the UK by giving employees hands-on volunteering opportunities, which build teamwork and empathy. Hosting Amber residents at our London office and involving them in our events helps the teams

see the real impact of our support, boosting engagement. This also strengthens our culture by connecting colleagues to a cause aligned with our social values, while demonstrating our commitment to responsible business practices and positive community impact.



## Colombbus

In France, Infopro Digital signed a partnership in 2025 with the Colombbus organisation, which works towards training and employment support for people far from the job market in IT professions, by facilitating the adoption of digital tools.

A first joint action was organised in May 2025 at the Infopro Digital Campus: nearly 70 beneficiaries from the Colombbus employment support schemes participated in a morning of discovery of IT professions, including presentations from our employees (development, cyber security, support, infrastructure, project management) as well as two themed workshops dedicated to low-code/no-code and artificial intelligence.



## EMPLOYEE TESTIMONIAL

**Laurence Bornachot-Declety, who acted as a mentor during Colombbus interviews, shares her feedback:**



**Why did you take part in the interview sessions?**

**Laurence Bornachot-Declety:** I enjoy helping people who want to progress and move forward in life. The idea of supporting someone undergoing a career change appealed to me, as it is a courageous process that requires energy and determination. These are exactly the qualities I found in this person. Being able to pass on my experience and share what I have learned is both important and rewarding.

**What did you gain from it?**

**L. B-D :** A feeling of usefulness, and the impression of having met a wonderful, highly motivated person! She was very appreciative after the interview, and we are still in touch today. I am pleased that Infopro Digital gives us the opportunity to have this kind of experience during our working time, and happy to have been able to help in my own way. I am looking forward to seeing how this person's career change project develops. To be continued!



## IPT Foundation

In Switzerland, we continued our support for the IPT Foundation, active for more than 50 years in employment and re-employment support for people in vulnerable situations. Local teams continue to support the activities of this organisation in favour of individualised pathways for return to employment.

## Lebenshilfe

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

## Make It Work HK

In Hong Kong, our teams support Make It Work, an organisation that assists local precarious workers by providing access to resources, training and tailored support to help improve their living conditions and facilitate their reintegration into employment.

## Pro Mente Salzburg

In Austria, our teams are committed alongside the Pro Mente Salzburg organisation, which supports people suffering from mental health issues, particularly in their journey towards re-employment, through programmes promoting independence and social integration.

## Rock the Street Wall Street

In the US, our teams support the Rock the Street Wall Street organisation, which runs programmes on financial education and investment in English-speaking countries designed to promote gender equality in financial markets, and inspire interest among young women in careers in finance.

## Westfalenfleiß GmbH

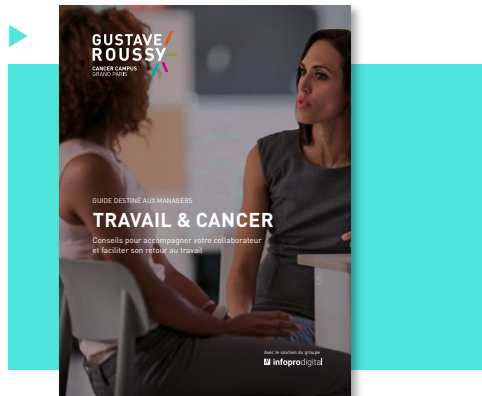
In Germany, Infopro Digital teams chose to support a new organisation in 2025: Westfalenfleiß GmbH. This organisation employs approximately 900 people with physical, intellectual or multiple disabilities, as well as people suffering from mental health issues. Westfalenfleiß provides a protected work environment combined with enhanced professional and social support.

## Supporting return to employment after cancer

In 2024, Infopro Digital signed a three-year partnership in France with Gustave Roussy, the leading centre for cancer treatment in Europe, to support a research programme dedicated to remaining in employment and returning to work after cancer. This programme focuses particularly on the use of digital solutions to help people affected to manage the side effects of treatments over time, based on studies carried out with working women with breast cancer, with results intended to be expanded to other types of cancer.

Through this partnership, Gustave Roussy and Infopro Digital co-produced a guide intended for companies and managers. Launched at the end of 2025, the Work & Cancer guide provides managers with practical guidance and 'step-by-step' support to facilitate remaining in employment of an employee undergoing treatment, as well as their return after a period of absence.

The content is based on extensive work carried out by researchers, sociologists and experts at Gustave Roussy (interviews, workshops, feedback), whilst the design was done by Infopro Digital's Studio. A media plan carried out in January 2026 and managed by Infopro Digital Media sales house made it possible to distribute it widely to the audiences of our platforms, with the highlight being World Cancer Day on February 4, 2026.



## ◀ Welcoming young people for a discovery internship

At the end of November, we welcomed eight students from the Rosa Parks public secondary school in Gentilly to our site in the Paris region as part of their Year 9 work experience placement. Throughout the week, they discovered the diversity of our professions through workshops dedicated to artificial intelligence, cyber security, event organisation, journalism, content creation and customer relations.

This immersion experience offered them a week rich in exchanges, enabling them to explore a wide range of career paths and supporting their first reflections on future career choices.

## Supporting organisations alongside our exhibitions and events

Our trade exhibitions continue in 2025 their commitment to solidarity activities linked to our social commitments.

### Franchise Expo Paris

Franchise Expo Paris has been collaborating for several years with a sheltered employment service for the preparation of visitor bags and assembly of badge holders, thereby contributing to the employment support of workers with disabilities.

### Deauville Preshow

The Christmas Preshow supports local organisations working with hospitalised children, healthcare and

social structures and families in difficulty. Once again, this year, toys collected thanks to the generosity of Preshow exhibitors were redistributed to children hospitalised in paediatric departments in the region (Lisieux, Caen and Rouen), as well as to centres caring for children with disabilities or autism. Partner organisations, including the Singers of Hope, also supported families in severe difficulty, particularly parents of children with severe disabilities.

The donations included a wide range of educational toys, creative activities and outdoor or motor development games. Additional quantities were given to local branches of the Red Cross (Deauville, Lisieux), to Enfance & Partage, to Blouses Roses, as well as to the concierge service for Secours populaire.

### Patrimonia

The food collection operation carried out among Patrimonia Convention exhibitors was renewed in 2025, to redistribute all food items not consumed to partner organisations. In total, 253kg of food were given to partner organisations (l'Armée du Salut and Amis de tous), in co-ordination with the Lyon Convention Centre, in accordance with protocols for handling and food transport.

Through these initiatives, our exhibitions and events position themselves as platforms of solidarity engagement, supporting concrete activities in favour of inclusion, sharing and entrepreneurship.

## Running for charity

In 2025, several Group teams participated in charity runs organised in Belgium, France and Switzerland. From Marseille to Nantes, via Paris, Lyon, Zurich and Brussels, more than 170 employees participated in one of these sporting events for committed organisations.

In France, the Nantes teams joined the Odyssea Nantes race in March, followed in September by the Aix-en-Provence teams who took part in Odyssea Marseille, then in October by the Ile-de-France teams at Odyssea Paris. These three events aimed to raise funds for research on breast cancer. In Switzerland, our employees participated in August in the Zurich Pink Ribbon Walk, in support of the Zurich League Against Cancer.

Other initiatives complemented this mobilisation. In Lyon, about 10 employees took part in the Heroes Run to support the Colombbus organisation, which works towards re-employment support. Finally, in May in Belgium, the EBP and ABK teams participated together in the 20km of Brussels to support Dyadis, an organisation that trains assistance dogs for people with disabilities.

These activities made it possible to bring together employees from several sites around causes that matter to them, and to contribute, through sporting effort, to the financing of organisations committed to health, inclusion and solidarity.

*Odyssea Marseille*



*Pink Ribbon Walk*

## Providing visibility through campaigns on our media sites

This year, Infopro Digital supported Handicap International by featuring its Protect Books campaign on several of its professional media, including L'Usine Nouvelle, LSA, Le Moniteur, La Gazette, L'Usine Digitale and L'Argus de l'assurance. This provision of our advertising spaces ensured wide visibility of the operation on our sites, with more than 3.2 million impressions distributed to our audiences and enables us to use our platforms to support initiatives and solidarity causes.

## Certifications of our entities

### ISO 14001

The companies Infopro Digital Holding (holding company of French Group entities) and Haynes Pro BV are certified ISO 14001:2015 for their environmental management systems put in place to manage all environmental impacts of their activities.

These certifications cover 45.2% of the total Group workforce (in France and the Netherlands).

### 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 20121

The entity Built Environment Networking Ltd., organiser of the UKREiiF exhibition in the UK, is certified ISO 20121:2012 (by SGS), certifying the establishment of a responsible management system for the organisation of conferences, exhibitions and networking opportunities, both in-person and online.

### ISO 27001

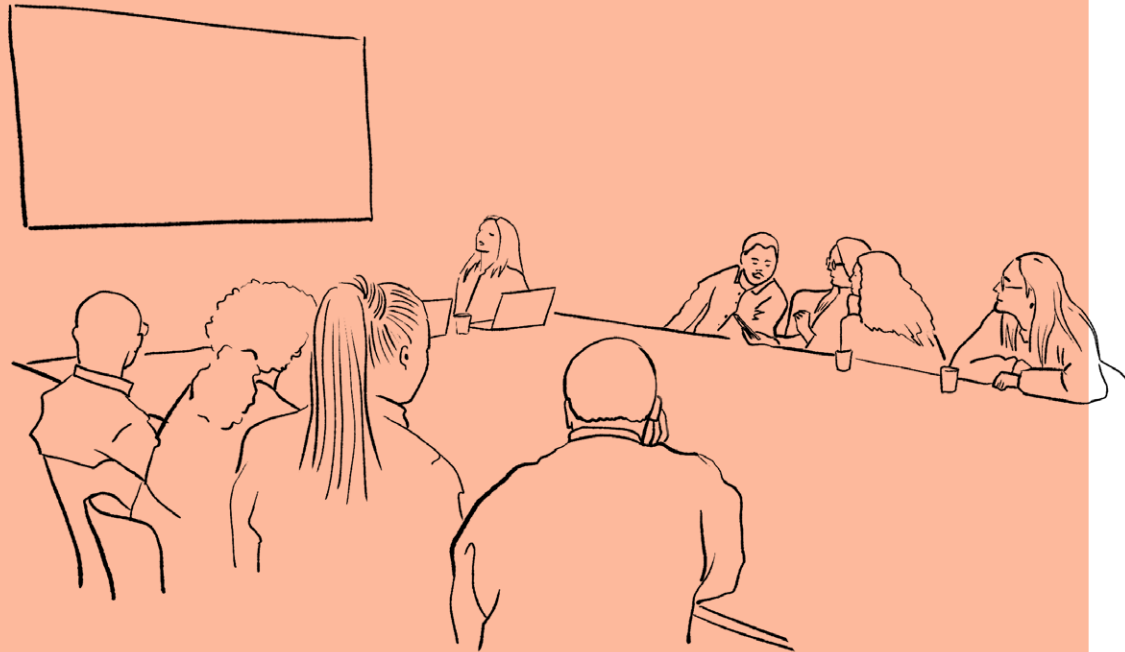
ISO 27001 defines the requirements for establishing an information security management system (ISMS). This international standard aims to protect sensitive data, ensure the continuity of services and ensure regulatory compliance, particularly with the GDPR. It is based on a structured approach to risk management and follows a logic of continuous improvement.

Within Infopro Digital, two entities are certified ISO 27001:

- Red-on-line, which renewed its certificate at the beginning of 2025 for a period of three years, issued by AFNOR according to NF EN ISO/IEC 27001:2017 standards (Europe) and ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International).
- Eventmaker, certified for the first time at the end of 2025, confirming its commitment to securing data, ensuring service availability and maintaining regulatory compliance.

This approach illustrates our desire to make the protection of information and the reliability of our solutions a lasting priority, in service of the trust of our clients and partners.





# Annexes

## Environmental data collection methodology

The information presented in this report brings together data from 59 geographical sites. Not all sites are required to report on every metric established. The selection of reporting sites is based on an annual analysis of coverage, taking into account criteria such as site area (over 100m<sup>2</sup>) and environmental risk. At the beginning of each year, Infopro Digital strives to include more than 95% of the workforce and floor space of the Group by carefully selecting reporting locations.

The ESG team and the Group Facility Management team identified key information that is subject to consistent tracking and reporting. This includes energy consumption, waste production, recycling and disposal, as well as data on water effluent from selected sites. To ensure accuracy and speed of reporting from Infopro Digital sites worldwide, the Group developed its own electronic reporting system. This system is an essential tool for identifying trends at different levels, including at a site, business and brand level, as well as at regional and global level. Sites submit required data on an annual basis. The data collected is then organised, consolidated at global level and shared with the ESG Board, Facility Management team and other concerned stakeholders.

The data collection period for this report extends from January 1, 2025 to December 31, 2025.

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

## Key sustainability data

	2023	2024	2025	Target 2028
<b>Human Resources</b>				
% of women (Group)	51	51	50	50
% of women in management	44	44	41	50
% of women in top management	32	41	36,5	45
% of women on the Executive Committee	38	43	43	50
% of juniors (under 30 years old)	21	17	17	20
% of seniors (over 50 years old)	26	25	26	20
Number of employees with disabilities	66	81	82	>98
Number of interns and apprentices	204	201	243	~200
Turnover rate (%)	22	18,4	14,6	<20
% of internal mobility	6	13,7	6,3	15
Average number of training hours per employee	8,37	8,14	9,63	9,8
<b>Number of employees engaged in volunteering activities with supported associations</b>	-	-	282 (6,9 %)	10 %
<b>Environment</b>				
Total electricity consumption (MWh)	3 657	3 187	4 160	-
Carbon footprint: Scope 1 (tCO <sub>2</sub> eq.)	1 969,17	1 691,73	1 210, 4	-
Carbon footprint: Scope 2 (tCO <sub>2</sub> eq.)	784,53	749,34	769,7	-
Carbon footprint: Scope 3 (tCO <sub>2</sub> eq.)	-	38 631,85	-	-
% of employees covered by carbon footprint awareness campaigns	-	-	100	100
<b>Governance &amp; Cyber security</b>				
% of employees trained on compliance topics	-	-	74	100
<b>% of workstations covered by an antivirus and an EDR solution</b>	90	90	96	>95
% of employees trained on cybersecurity	25	69,4	73	>95

## List of locations included in the report

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

## Index with reference to GRI standards

This ESG report has been prepared with reference to the Global Reporting Initiative (GRI) standards, which provide a globally recognised framework for reporting on sustainable development. GRI is an independent international organisation that helps businesses, governments and other organisations understand and communicate their sustainable development impacts.

By referring to GRI standards, Infopro Digital ensures that its ESG report is comprehensive, credible and aligned with sector best practices. Infopro Digital uses these standards to identify the sustainable development themes most relevant to its activities and to report on its performance in a transparent and meaningful manner.

This document includes a GRI index table below that lists the GRI standards and information used in the report. It enables stakeholders to access the information they need to assess the company's sustainable development performance. Infopro Digital will continue to improve its sustainable development reporting in the years to come.

<b>Statement of use</b>	<b>Infopro Digital</b>
<b>GRI Standard used</b>	<b>GRI 1: Foundations 2021</b>

GRI Standard	Disclosure information	Location
GRI 2:	2-1 Organisational details	"Editorial", "About Infopro Digital", "Environmental data collection methodology"
	2-2 Entities included in sustainability reporting	"List of locations included in the report"
	2-3 Reporting period, frequency and contact point	"Index with reference to GRI standards", annual report from January 1, 2025 to December 31, 2025, <a href="mailto:esg@infopro-digital.com">esg@infopro-digital.com</a>
	2-6 Activities, value chain and other business relationships	"Mission and values", "Our business "
	2-7 Employees	"Composition of our workforce"
	2-9 Governance structure and composition	"Governance and senior management", "ESG governance"
	2-14 Role of the highest governance body in sustainability reporting	"ESG governance", "Double materiality matrix: General information"
	2-22 Statement on sustainable development strategy	"Our approach to sustainability", "ISO 14001"
	2-23 Policy commitments	"Our compliance approach", "Responsible procurement", "Digital confidence"
	2-24 Embedding policy commitments	"Our compliance approach", "Responsible procurement", "Digital confidence", "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	"Encouraging exchanges", "Social dialogue"	
GRI 3: Material topics 2021	3-1 Process to determine material topics	"Double materiality matrix", "Risk management"
	3-2 List of material topics	"Double materiality matrix", "Risk management"
	3-3 Management of material topics	"Our approach to sustainability", "Double materiality matrix", "Key sustainability data"

GRI Standard	Disclosure information	Location
GRI 205: Anti-corruption 2016	205-1 Operations assessed for corruption-related risks	"Risk management", "Anti-corruption rules"
	205-2 Communication and training on anti-corruption policies and procedures	"Anti-corruption rules"
GRI 207: Tax 2019	207-1 Approach to tax policy	"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 GHG emissions (Scope 1)	"Our greenhouse gas emissions"
	305-2 Indirect GHG emissions (Scope 2)	"Our greenhouse gas emissions"
	305-3 Other indirect GHG emissions (Scope 3)	"Our greenhouse gas emissions"
	305-5 Reduction of GHG emissions	"Reducing our emissions"
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers screened using environmental criteria	"Responsible procurement"
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	"Recruitment policy", "Composition of our workforce", "Developing and retaining talent"
	401-2 Benefits provided to full-time employees not provided to temporary or part-time employees	"Composition of our workforce", "Giving everyone a chance"
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 investigation of incidents	"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	"Safety at work"
	403-10 Work-related ill health	"Safety at work"

GRI Standard	Disclosure information	Location
GRI 404: Training and education 2016	404-1 Average hours of training per employee per year	"Professional training", "Key sustainability data"
	404-2 Programmes for upgrading employee skills and transition support programmes	"Developing and retaining talent"
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	"Governance and senior management", "Composition of our workforce", "Equal opportunities"
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 for society"
GRI 414 : Supplier social assessment 2016	414-1 New suppliers screened using social criteria	"Responsible procurement"

## Carbon footprint (GHG Protocol)

Table 1  
CO<sub>2</sub>eq. emissions by category (in tCO<sub>2</sub>eq.)

Emissions categories (GHG Protocol®)	2022 (baseline year) <sup>1</sup>	2023	2024	2025
<b>Scope 1</b>				
Direct emissions from stationary combustion sources	305.5	322.52	259	286.6
Direct emissions from mobile thermal engine sources	2,554.3	1,344.70	1,024.2	777.1
Direct emissions from non-energy processes	0	0	0	0
Direct fugitive emissions	301.91	301.95	228.5	146.7
<b>Total Scope 1</b>	<b>3,161.71</b>	<b>1,969.17</b>	<b>1,692</b>	<b>1,210.4</b>
<b>Scope 2</b>				
Indirect emissions from electricity consumption	1,037	784.53	749	769.7
Indirect emissions from steam, heat or cold consumption	0	0	0	0
<b>Total Scope 2</b>	<b>1,037</b>	<b>784.53</b>	<b>749</b>	<b>769.7</b>

<sup>1</sup> These data include the 2023 and 2024 acquisitions. A recalculation will be carried out to integrate the Group's 2025 acquisitions.

Emissions categories (GHG Protocol®)	2022 (baseline year)	2023	2024	2025
<b>Scope 3</b>				
Purchase of goods or services	30,116	-	31,698	-
Capital goods	926.26	-	2,713	-
Energy-related emissions not included in Scopes 1 and 2	1,287.1	-	733	-
Upstream transportation of goods	0	-	0	-
Waste generated in operations	209.4	-	256	-
Business travel	1,006.27	-	582	-
Employee commuting	2,867.55	-	2,378	-
Upstream leased assets	0	-	0	-
Downstream transportation of goods	0	-	0	-
Processing of sold products	0	-	0	-
Use of sold products	0	-	0	-
End-of-life treatment of sold products	0	-	0	-
Downstream leased assets	0	-	0	-
Franchises	0	-	0	-
Investments	0	-	0	-
Other (upstream and downstream)	265.78	-	217.7	-
<b>Total Scope 3</b>	<b>36,678.4</b>	<b>-</b>	<b>38,632</b>	<b>-</b>
<b>Total (all scopes)</b>	<b>40,877.2</b>	<b>-</b>	<b>41,073</b>	<b>-</b>