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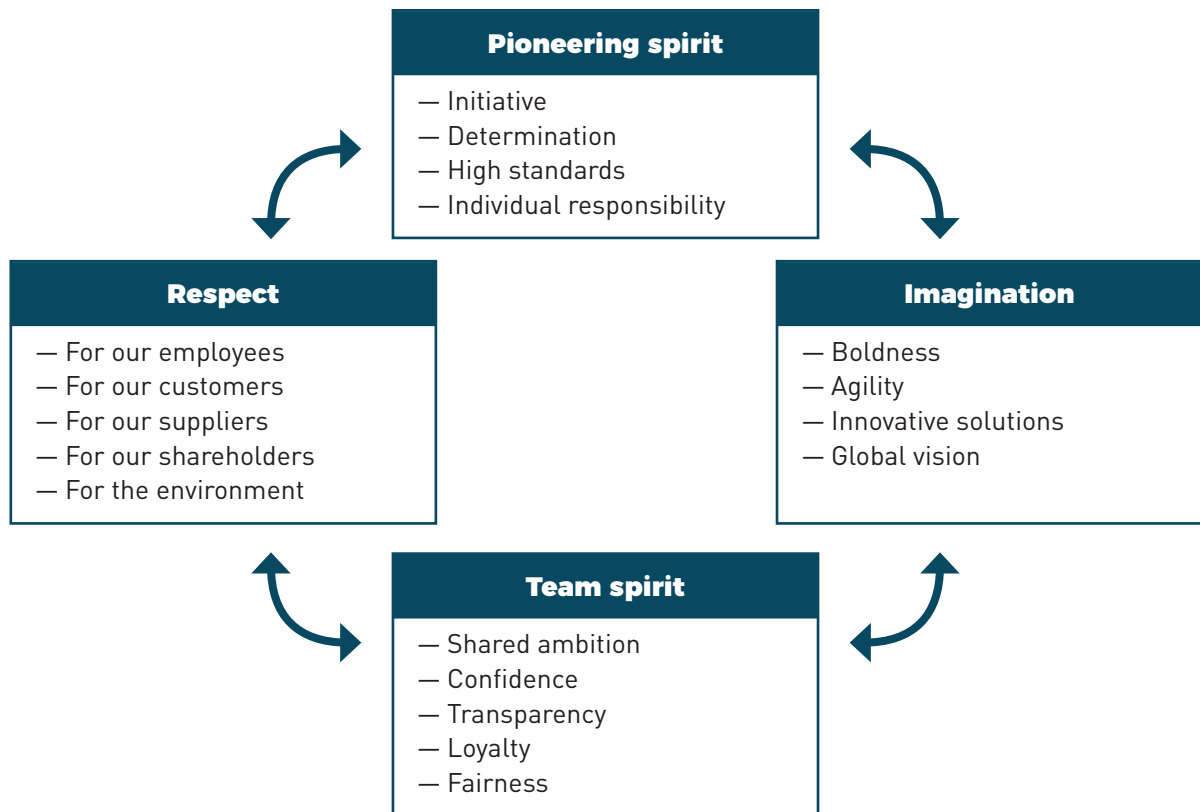
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INTRODUCTION

Since it was initially introduced in 2009, GL events' sustainable development policy has remained committed a responsible approach in the conduct of its businesses as a provider of services for events, managing exhibition and convention centres and organising consumer fairs

and trade shows. In practice, GL events' Corporate Social Responsibility (CSR) ensures that group businesses integrate social and environmental priorities into their operating activities in line with the Group values.

GL EVENTS GROUP'S VALUES



Corporate social responsibility is in this way an integral part of the company's operating practices (business units, purchasing, human resources, maintenance, etc.). Ongoing deployment of the three programmes, Think Green (environment), Think People (employment and workplace conditions), and Think Local (social progress)

is part of a continuous improvement approach, addressing different challenges according to our activities. These programmes apply project management methods, with both operational and support function teams, using a «test and deploy» approach aligned with the Group's development.

2016 HIGHLIGHTS

- Integration of Strasbourg Événements within the ISO 14001 environmental certification scope.
- ISO 20121 certification of 4 contracts with UEFA Euro2016
- PrestaDD certification of GL events Audiovisual (CSR label awarded by the trade association, Synpase)
- Event overlay services for COP22 in Morocco
- Change in management of the human resources department
- Drafting a Group code of ethical conduct
- Calculating the impact of the Lyon International Fair and Piscine using the global impact calculator developed by Unimev, the French event industry association.

GAÏA INDEX

Every year the Gaia index ranks mid-sized listed companies recognised for their CRS approach, providing a key source of data for investors incorporating ISR (socially responsible investment) extra-financial criteria into their decision-making process.

GL events maintains its ranking of 2015 and even gains one place with its 2016 campaign:

General ranking




34th/230

General category: Revenue > €500 million

27th/85

GAÏA-INDEX CERTIFIES THAT GL EVENT WAS A COMPONENT OF 2016 GAÏA INDEX IN WHICH IT HAS BEEN INCLUDED SINCE 2015

Gaia-Index, a subsidiary of Ethifinance, is specialised in the analysis and rating of CSR (corporate social responsibility) performances of European SMEs and intermediate sized enterprises. In 2016 more than 500 mid caps were assessed. Every year since 2009, the Gaia-Index collects extra financial information from a panel of 230 intermediate sized companies and SMEs listed on the Paris stock exchange meeting two of the following three criteria: < €5 billion in revenue; market capitalization < €5 billion; employees < 5,000, in addition to having a sufficiently liquid share. Based on this information, the companies are then rated according to their level of transparency and performance with respect to environmental, social and governance (ESG) criteria. The Gaia index is comprised of the 70 top ranking companies of the panel (excluding «serious» controversy alerts) retaining the initial segment breakdown.

	GL EVENTS LIVE	GL EVENTS EXHIBITIONS	GL EVENTS VENUES
	<ul style="list-style-type: none"> — Attracting, retaining and developing talent — Fostering transmission of know-how and skills — Promoting diversity — Promoting quality of life in the workplace — Socially responsible management of subcontracting 		
	<ul style="list-style-type: none"> — Introducing new offerings (eco-design) — Improving waste management (reuse and processes) — Limiting CO₂ emissions relating to transport 	<ul style="list-style-type: none"> — Integrating the environment into project management 	<ul style="list-style-type: none"> — Efficiently managing energy consumption — Improving waste sorting rate
	<ul style="list-style-type: none"> — Developing use of local suppliers 	<ul style="list-style-type: none"> — Energising professional communities (innovation, connexions) 	<ul style="list-style-type: none"> — Evaluating and optimising regional value creation — Energising local networks
CROSS-CORPORATE CHALLENGES	<ul style="list-style-type: none"> — Responsible purchasing, business support, management systems, communications, sponsoring 		

EMPLOYMENT INFORMATION A PEOPLE-CENTRIC BUSINESS CULTURE

With 3,934 employees, including 2,620 in France working in one hundred business units, GL events Group is committed to developing lasting professional relations with staff, by building a strong local base in a complex environment. This approach is illustrated by the 9 collective bargaining

agreements including a unique feature relating to skills based on professional experience of staff. GL events launched the Think People programme at the end of 2011 as a developmental framework for promoting employee growth within the company.



OBJECTIVES

I. Identifying & developing talent

Integration, People Reviews, training, seminars and mobility

II. Fostering transmission of know-how and skills

Internal instructors, best practices meetings, preparing for retiring employees

III. Promoting diversity

Integrating persons with disabilities, developing local partnerships

IV. Promoting quality of life in the workplace

Psychological counselling unit, adapting managerial practices

V. Socially responsible management of the use of subcontracting

Oversight - Safety

2016 HIGHLIGHTS

- Reorganisation of the Group Human Resources Department
- Launch of the HRIS Talents programme: promoting reliability, quantitative and qualitative monitoring of career assessment meetings once a year
- Persons with disabilities, concrete results: 33 workers with disabilities with permanent employment contracts in 2013 compared with 71 in 2016.
- Operational CSR training: responsible project management for the Euro site managers, environmental law and fire safety for persons responsible for site maintenance of the Live division, incorporating CSR into Live By GL events' offerings, recruitment without discrimination for managers
- Reintegrating core-business activities (assemblers)
- Drafting of a Group code of ethical conduct

2017 PRIORITIES

- Persons with disabilities: priority of recruitment to meet the Agefiph convention targets
- Distribution of and training on the Group code of ethics
- HR development: an action plan is being developed focusing on recruitment, integration, the employment brand and people reviews

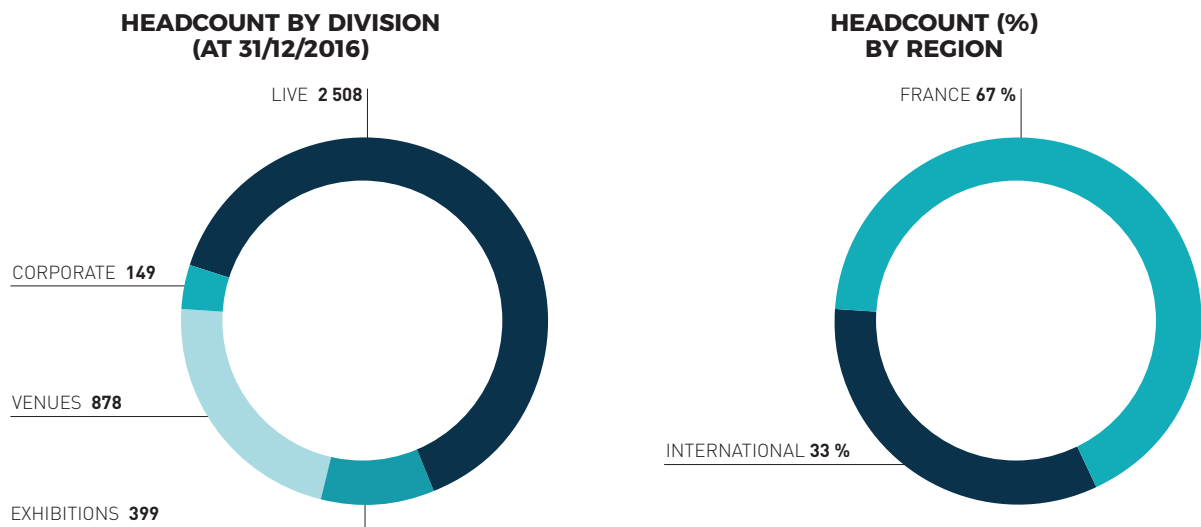
ASSISTING EMPLOYEES OVER THEIR PROFESSIONAL LIFE

As a service sector company, its most valuable resources are the Group's men and women, an intangible asset of strategic importance in the universe of events:

A GL events «talent», is an employee who has developed his or her abilities to identify and analyse customer needs, to build collective solutions. He or she knows how to drive and integrate change by respecting and reconciling multicultural factors considered as sources of value by fostering creativity and flexibility, in order to adapt to market trends.

And because talent is everywhere, GL events has developed an entrepreneurial culture that encourages a spirit of initiative and equal opportunities. Within this approach, it is not the diploma that is the most important. Instead, priority is given to skills: the capacity to learn, to mobilise and engage, honesty, initiative and team spirit.

At 31 December 2016, GL events Group had 3,934 employees breaking down by the Group's different business divisions as follows:



Attracting, retaining and developing talent: this approach requires actions at every phase of the selection process, from initial assessment to training and employee mobility. The stakes of this approach are diverse:

- **address** the expectations of different generations in terms of employment;
- **develop** the motivation, agility, employability of our people;
- **strengthen** knowledge and expertise;
- **offering** employees better control over their environment and stimulate the desire and ability to learn.

ATTRACTING TALENT

The communications department, digital human resources, CSR and marketing departments work together promoting the employment brand and value proposition in order to attract new talent, particularly through social media.

In Practice GL events Brazil and LinkedIn

In a tight labour market of full employment, in preparation for the 2016 Rio Olympic Games, the human resources team of GL events Brazil developed a

collaboration with LinkedIn to attract new talent.

Teaching employees how to manage their LinkedIn page, working jointly with the marketing team to render the corporate webpage more dynamic, drawing on the support of ambassadors, this collective approach contributed to bringing the GL events Brazil webpage to life.

PEOPLE INTEGRATION

Within the permanent workforce, the Group counted 635 recruitments and 917 departures (including dismissals) in 2016. Individual or collective integration is a top priority of GL events Group.

— New arrivals:

The successful integration of an employee represents a critical moment for the future success of his or her subsequent career path, contributing to his/her engagement and loyalty.

Integration is achieved differently from one entity to another, according to business unit function and specialised business area.

The integration process includes a presentation of the

Group and the employee's new company, meetings with other employees, a presentation of the company tools and processes and field visits.

— **A specific priority: «collective» integration**

GL events Group also develops in part through external growth: company acquisitions, new public-private partnership missions (délégations de service public) This type of development brings with it its own specific challenges in terms of integration: integrating a new entity into the Group's culture without denaturing its own characteristics, preserving the brands, transmitting the Group's values and management approach and developing synergies.

In Practice In 2006, one of these challenges was to support the integration of the Jaulin Group, acquired in

EVALUATING AND TRAINING NEW STAFF

Performing assessments of employees is the cornerstone of the talent management approach.

For this reason, the first building block of the human resources information system of the GL events Group (HRIS), baptised «Talent», was devoted in 2016 to the issue of reliability, and the quantitative and qualitative monitoring of annual performance reviews and career assessment meetings implemented in early 2016.

This lays a solid foundation for developing the employee training policy and makes it possible to adjust their skill acquisitions according to the needs of the company.

For the Group's Executive Management, providing training throughout the professional life of each GL events employee is a top strategic priority. This approach is even more important in the context of increasingly challenging and complicated economic market conditions.

GL events offering of training programmes for 2016 was developed in coordination with:

- managers, in order to target the evolving needs of our teams in terms of expertise,
- operational HR managers, by analysing training needs expressed by staff,
- Group executive management, as a decision-making tool to address future strategic organisational needs.

2016 training highlights:

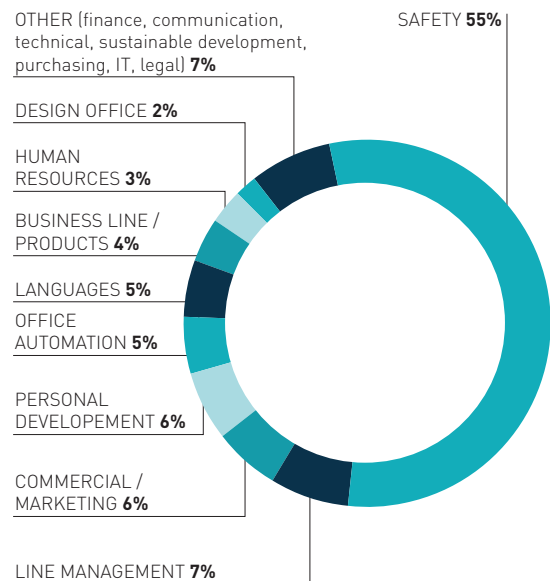
- **30%** of the French workforce received training,
- **13,893** hours of training,
- an average of **12** hours of training per trainee,
- **55%** of training hours devoted to safety

MOBILITY

The challenge is proposing a dynamic career path to employees, developing their acquisition of multiple skill sets to manage complex projects in an environment where agility and cross-functional capabilities are increasingly

required. Particular attention was paid to and ensuring an equivalent level of service to demanding event industry customers and ensuring a smooth transition in terms of working methods: guiding the management transition process, coordinating the gradual development of relations with the different departments of GL events Group, exchanging good practices with Group entities engaged in the same activities as Jaulin entities (Light events, Fonction meuble, Adecor and Jaulin SA) training middle management, association of managers of the Ile de France Services steering committee, mapping business lines and processes, integration within the GL events profit-sharing agreement, etc. Supporting human resources management by placing an emphasis on listening and pragmatism was decisive in successfully creating a spirit of belonging among new employees.

TRAINING HOURS BY SUBJECT



In Practice The sustainable development team provides training programmes specifically adapted to the Group's different business lines. In this way employees are given the tools to integrate CSR priorities into their work practices. Latest training programmes to date: Responsible project management for UEFA Euro 2016 site managers, environmental law and fire safety for the building managers of the Live division, incorporating CSR into Live! by GL events' offerings.

required. The mobility strategy aims to enhance business line approaches by exchanging points of view and activating synergies.

In Practice **Our difference: temporary mobility:** Temporary mobility is essential for managing large projects. Such mobility entails missions ranging from on average three to six months, with priority given to drawing on internal resources in building project teams. The UEFA Euro 2016 in France, the COP22 in Morocco, the Rio Olympic Games, installation of the Africa-France Summit in Mali, installing the Africa Cup of Nations in Gabon: 2016 was rich in opportunities. These large projects offer employees very intense professional experiences lasting a few months, in some cases giving them an opportunity to discover, a new business specialisation (through a mechanism for internal mobility and the transfer of skills), a new culture and working methods of

different business units all within the framework of major world-class international events. In 2016, 83 opportunities for internal transfers were proposed.

Human resources have professionalised the standard management for these internal mobility assignments through a procedure setting guidelines for, among others, remuneration and benefits applicable to all geographic regions.

Specific training programmes may also be developed for the purpose of adapting to the project's context.

In a world of tension the Group's engagement for the safety of its employees, sometimes working in at risk regions, was further strengthened by systematically deploying training programmes on safety practices for employees.

EQUAL OPPORTUNITY EMPLOYMENT

GL events, as an equal opportunity employer, is committed to offering a chance to all: beyond diplomas, this involves above all recognising the expertise, skills and engagement of each, the entrepreneurial spirit, the will to succeed and team spirit. The diversity charter signed at the end of 2010 has provided a framework for action to promote this priority in our Group.

Starting from an environment providing favourable regulatory incentives, the idea was to develop actions in favour of recruitment, job stability and continued employment and developing skills by focusing on four priority areas: disabilities, gender, age and social integration.

In Practice 45 managers of the Group received classroom-based training on the theme of «Recruiting without discrimination». For this, role-playing as disabled persons in the recruitment process was used as a way to combat stereotyping.

PROMOTING EMPLOYMENT OF PERSONS WITH DISABILITIES

As a responsible employer, our Group has been promoting diversity for many years. The professional integration of persons with disabilities represents one of the priority areas of this approach.

The Group has been actively engaged on a day-to-day basis over the last two half years in recruiting and maintaining in the workforce disabled persons, supporting the teams and managers and raising their awareness.

Supporting persons with disabilities

The Disability mission is today clearly defined: several employees contacted it to obtain information, and several requests were made for support for performing the formalities for the recognition of their disability and/or adapting their workstation.

Team awareness-raising

Measures to raise team awareness continued in 2016 with the organisation of the «Handitour» event in conjunction with workshops (hearing impairments, dys'-type disorders,...) in Lyon (Confluence), Gonesse, Strasbourg, Chilly Mazarin and Ivry sur Seine. As a result, over 200 additional

employees of the Group were able to share their experiences and questions about disabilities in the workplace.

Finally, an email communications campaign introduced more than 35% of French employees to the world of the disabled through entertaining videos (in the form of animated cartoon quizzes).

Solidarity-based purchasing

The Group contributed more than €220,000 in sales purchases to the sheltered-work sector. The partnership with GESAT, the French national network of sheltered work establishments, was renewed.

Examples of services contracted:

- Printing and dispatching,
- Cleaning the frames of the removable panels (services contracted for several workers),
- Electrical spotlight maintenance, cleaning cabling (services contracted for a single worker),
- Sewing work.

Recruitment

- Close collaboration of the recruitment team with the disability project team to facilitate the process for job applicants with disabilities.
- Participation in the Specialised Forum for Virtual and Physical Employment Opportunities,
- Publication of employment opportunities at specialised websites, Agefiph.fr and Handicap.fr.

The number of employees with disabilities (defined as persons subject to payment by the employer to a special fund, AGEFIPH) increased from 3.44% (2014) to 3.81% (2015). If one takes into account all French business units, the number of employees with disabilities with permanent employment contracts at GL events has risen from 33 in 2013 to 71 in 2016. Initiatives to promoting the continued employment (a major priority) and the recruitment of persons with disabilities has produced results going beyond the statutory scope as defined above.

PROMOTING AGE DIVERSITY AND INTERGENERATIONAL INITIATIVES

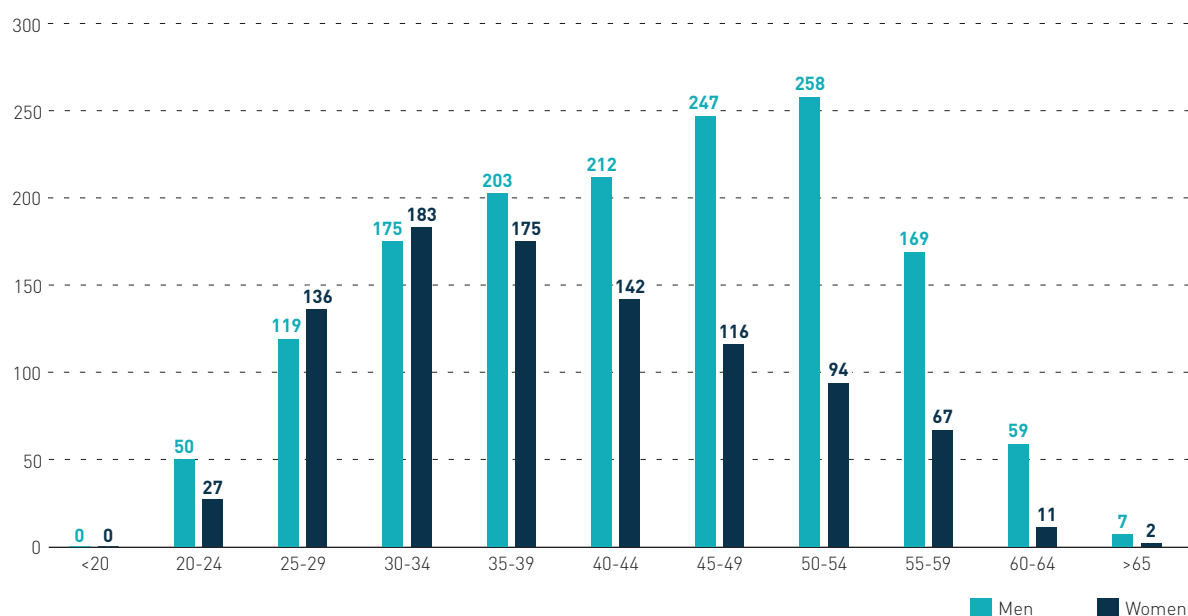
Achieving the right balance between the expertise provided from experience and giving opportunities to young workers: this is a central priority for GL events where some employees have been with us since its

creation. With 27% of the workforce in France older than 50, an average age of 42 and seniority averaging more than nine years, promoting cooperation between generations is essential. Such cooperation contributes to performances and efficiencies by encouraging synergies between individuals with different ways of thinking and often with complementary knowledge sets.

Breakdown by age for permanent staff of GL events (France reporting boundary)

	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	>65
Headcount by age	-	77	255	358	378	354	363	352	236	70	9
%	-	3,14 %	10,40 %	14,60 %	15,42 %	14,44 %	14,80 %	14,36 %	9,62 %	2,85 %	0,37 %

Breakdown by age and gender for permanent staff - GL events France at 31/12/2016



With respect to generational management, the intergenerational challenge involves a twofold objective: retaining older employees (45 years and older) in the workforce and facilitating the professional integration of younger persons (under 26).

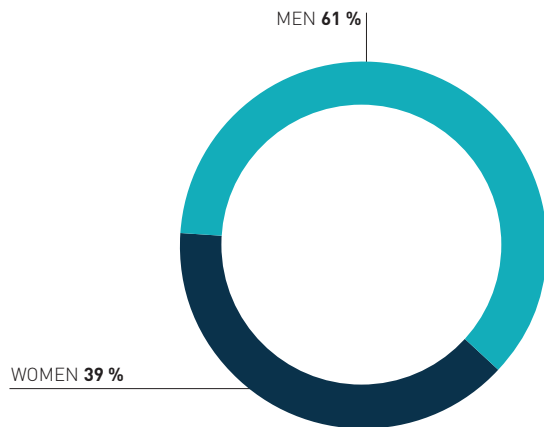
A working group was relaunched with the purpose of revamping the French government-subsidised intergenerational hiring arrangement with a twofold objective:

- Draw conclusions from initiatives carried out over the last six years in the areas of youth recruitment, the retention of older employees and skill transfers.
- Laying the framework for new actions, particularly for addressing the generational challenges.

WORKPLACE GENDER EQUALITY

The gender breakdown is 61% for men and 39% for women to be weighted by business unit: for GL events Exhibitions, the breakdown is higher for women in large part reflecting the historically higher concentration of women pursuing degrees in fields largely relating to commerce and communications.

**Headcount by gender
at 31/12/2016**



In the management category in France, 42% are women.

In compliance with the French Retirement Reform Act of 9 November 2010 and Decree^oNo. 2011-822 of 7 July 2011 on the application of gender equality obligations, French companies with at least 50 employees are required to conduct negotiations for the purpose of concluding an agreement to ensure gender equality in the workplace.

In compliance with these obligations, each French company of the Group thus concerned has developed an action plan or an agreement to meet this objective.

The Group has also implemented article R.2242-2 of the French labour code requiring French companies with less than 300 employees to set progress targets and actions for their achievement based on quantitative indicators previously set. These metrics are used to reduce gaps in compensation between men and women, define qualitative and quantitative actions to meet the targets and evaluate the corresponding costs and time-line.

To improve the percentage for the breakdown between men and women and promote gender diversity in recruitment, agreements have also been signed with recruitment firms. These concern introducing a neutrality clause in all service agreements with such firms, and respect thereof in proposals submitted to the company

PROFESSIONAL INTEGRATION OF VULNERABLE POPULATION GROUPS

For our stakeholders-customers and regional authorities, the issue of integrating the long-term unemployed is a growing preoccupation. Reflecting this priority, our diversity approach is gradually integrating studies with the aim of developing direct or indirect hires from among vulnerable population groups.

In Practice Hall expo wanted to bring back in-house a part of the skill set of structure assemblers that is generally subcontracted. A team of around 10 assemblers was accordingly formed before being given training for this specific event industry specialisation. In addition to the conventional recruitment methods, initiatives were developed with the local organisations of Lyon and Saint Etienne for the professional and social integration of youth in difficulty. Information days were organised designed to open up these positions to the long-term unemployed and persons disconnected from the labour market.

GUARANTEEING A CONVIVIAL, SAFE AND STIMULATING WORK ENVIRONMENT

This priority is organised around three main lines of action: strengthening safety for worksite business lines exposed to during interventions; developing workplace quality of life within business lines by their nature subject to stress; ensuring that subcontractors comply with PPE (Personal Protection Equipment) regulations.

ENSURING SAFE WORK ENVIRONMENTS FOR STAFF AND SUBCONTRACTORS

Worker health and safety constitute a critical component of social responsibility. Safety is a key priority for the different service-related business lines. GL events teams' activities include assembling and dismantling a range of structures from the simple stand partition to a grandstand for a stadium. Such tasks require the application of strict

rules guaranteeing safety for everyone at the worksite. This imperative is reflected by the existence of a formal operational policy based on a continuous improvement approach.

To achieve this objective, programmes are provided that offer training in the latest personal safety and risk prevention procedures:

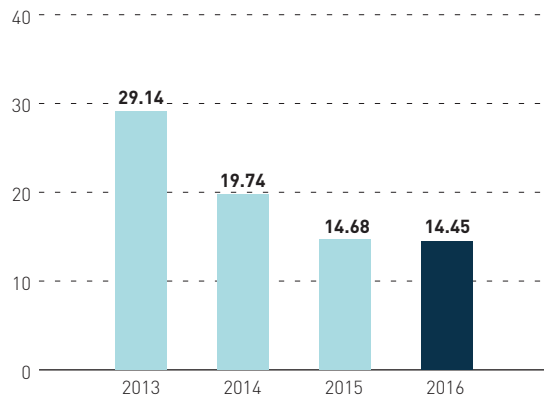
- Training certification (CACES) for worksite equipment operators (valid for 5 to 10 years);
- Road safety training and qualifications for lorry drivers (FIMO and FCOS);
- The adoption of specific gestures and positions for all employees performing manual operations,
- Work performed at heights and on scaffolding;
- A master risk assessment form (a statutory French industrial safety document)

- Fire emergency services safety certification (SSIAP levels 1 to 3);
- Workplace first-aid personnel;
- Electrical accreditation.

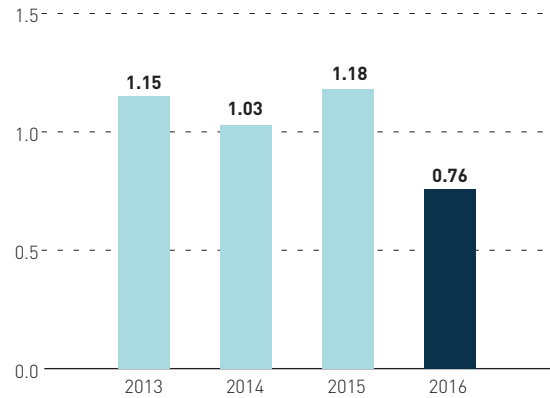
Reflecting this priority, 55% of total training hours provided in 2016 were devoted to safety.

The frequency and severity rates for occupational accidents (lost time injuries) of GL events Group:

Frequency rates: 2013-2016



Severity rates: 2013-2016



GL events reported 58 Lost Time Injuries (excl. commuting accidents) in 2016. Business Units with the highest risks for accidents are those engaged in assembling, installing and disassembling equipment, (Furniture, GL events Audiovisual, Menuiserie Expo, Montexpo, Hall expo), Spacio Tempo (industrial activity) as well as catering activities (the «Terroir Parisien» restaurants). One occupational illness was reported in the year under review.

WORKPLACE QUALITY OF LIFE IS AN INDIVIDUAL EXPERIENCE CONTRIBUTING TO COLLECTIVE PERFORMANCE

In accordance with new French regulations, the human resources teams performed job stress/hardship assessments of those businesses concerned (Live division). On that basis, the statutory documents were updated and action plans to improve working conditions for the relevant employee categories were drawn up.

The aggregate exposure rate for the Live division teams is 12% based primarily on two major stress/hardship factors, (handling and chemical products for 60% of exposed employees).

Adapting workstations

Workstation adaptations proposed by the disability project team for employees with disabilities, in many cases, have resulted, in addition to improvements in working conditions for the employee, in overall improvements in general working conditions. In 2016, 14 workstations were redesigned in coordination with the occupational health authorities.

In Practice Individual workstation adaptations often produce benefits to all in terms of workplace quality of life. For example, adapting the lighting of a workstation of a visually impaired upholsterer, benefited the entire upholstery workshop.

Psychological counselling

The disability project manager is also an occupational psychologist. She can accordingly be called upon by

managers wishing to offer support to employees experiencing psychological difficulties.

Fostering close dialogue between employees and management

The following employee representation bodies are present at GL events:

- employee delegates (entities > 10 employees);
- the Works Council (Comité d'Entreprise) (companies with more than 50 employees) or the Unique Staff Representation body (Délégation Unique du Personnel or DUP) (workforce of 50 to 300 employees)
- the Health, Safety and Working Conditions Committee (CHSCT) (companies with more than 50 employees);
- Union Delegates (DS) (companies with more than 50 employees) and labour union representatives (RS)

Their mission is to contribute to social dialogue within the company. This includes all forms of exchanges of information, consultations or negotiations between employee representatives and the employer about issues of common interest relating to GL events' economic and employee-relations policies.

Mandatory annual negotiations are conducted in Group companies with labour union delegates tasked with addressing several subjects. Wages, the length and organisation of working hours or requests for part-time work represent the first general topic of discussion providing an opportunity to more generally address the employment situation within the company. These exchanges also address the topics of professional integration and the continuing employment of workers with disabilities, as well as gender equality measures in place within the company.

Working time organisation

Every French subsidiary of the Group is covered by an agreement for the organisation of working hours making it possible to adjust the work time in relation to fluctuations in activity of our different business lines. Most management employees work under days-per-year arrangements based on a fixed number of days. The company is committed to respecting the length of working hours notably through use of a dedicated time management tool that makes it possible for staff to report their time and for the company, to notify managers when working hours have been exceeded. This system applies to employees both on fixed-term and permanent contracts. Specific tools for monitoring time worked also exist for hostesses and intermittent workers.

In 2016, the absenteeism rate was 4.6% (this figure includes lost time injuries and sick leave, part-time for health reasons, lay-offs and unjustified absences within the French reporting boundary).

Promoting compliance with the core conventions of the international labour organisation

As a company incorporated under and governed by French law, GL events respects the ILO core conventions. These conventions are focused in particular on the freedom of association and protection of the right to organise and negotiate collective bargaining agreements, eliminating employment and occupational discrimination, abolishing forced labour and the effective abolition of child labour.

The «Think People» programme strengthens and contributes to the effective compliance with these commitments for the entire Group.

The goal of social progress however does not only concern Group employees. Group subcontractors are also required to systematically apply principles of ethical conduct and rules that apply under labour law. A sustainable development charter has been signed by our main suppliers that incorporate a commitment to comply with ILO core conventions.

ADDITIONAL INFORMATION

REPORT OF COLLECTIVE BARGAINING AGREEMENTS

Signature of workplace gender equality agreements (see section III. 3/ above);

Group action plan relating to the intergenerational hiring agreement (see section II. 2/ above);

Report on agreements signed with trade unions or employee representatives concerning occupational health, safety and prevention: No agreements on occupational health, safety and prevention were signed in 2016.

OTHER ACTIONS UNDERTAKEN IN FAVOUR OF HUMAN RIGHTS

GL events Group has not undertaken additional actions in favour of human rights in 2016.

SUBCONTRACTING

As a global driver of performance, the Group's industrial and subcontracting strategy is based on four principles: alignment with the employment policy and the company's range of expertise, responsible subcontracting, long-term partners and efficient purchasing policy. The desired objective is to enhance the performance of the Group's business operations and products in terms of quality, safety and competitiveness. This involves in particular using outside companies recognised for their expertise and professionalism.

The Group has adopted a system for listing outside companies based on expertise and the skills required to ensure the successful execution of our projects.

Particular attention is paid with respect to use of subcontracting at every level of GL events Group. Executive Management support function departments and

operational staff are in this way particularly concerned and informed accordingly.

In Practice As part of the ongoing training provided to worksite supervisors (implemented in December 2015), a training programme led by an outside legal expert was organised for an expanded scope covering the Ile de France greater Paris region in October 2016. This programme covers all the responsibilities, duties and points to be monitored when using subcontractors.

A formalised procedure for the use of subcontractors is available on the Intranet.

All subcontractors selected by GL events Group for projects are subject to a prior approval procedure, involving the signature of an agreement by the subcontractor and the relevant departments. As a principal and as part of our diligence requirements with respect to subcontracting, we ask all subcontractors to provide us with the necessary regulatory documents.

GL events performs strict controls of outside service providers, and ensures their compliance with labour laws (including the wearing of personal protection equipment).

REMUNERATION: OVERVIEW AND DEVELOPMENTS

The profit-sharing scheme established in 2007, along with company savings plans, has provided employees of the Group's French companies a way of sharing concretely in the Group's successes.

All French subsidiaries of GL events participate in this scheme regardless of their number of employees, with the total amount collected redistributed to all Group staff in accordance with statutory provisions. Profit-sharing benefits calculated for 2015 and paid in the 2016 first half represented €3,410,515.

A range of employee savings options has been developed to allow employees to invest these profit-sharing proceeds or make voluntary payments. Within this range of options, five profit-sharing funds are available including one solidarity-based employee savings fund.

Since 2012, our Chairman and Board have sought to strengthen equity ties between GL events employees and the Group by giving them a stake in its capital. To that purpose, the Company decided to grant per year and per employee

ten shares for no consideration. This initiative was continued in 2016.

All Group employees in France are offered benefits covering death, invalidity or incapacity and the reimbursement of healthcare costs above amounts provided for by law, in accordance with collective bargaining agreements. Our healthcare plans adapt to the needs of our employees by offering three different types of coverage.

ENVIRONMENTAL INFORMATION: A YEAR FOCUSING ON OPERATIONAL AND MANAGEMENT PRACTICES

GL events' environmental policy is organised around the «Think Green» programme launched at the end of 2009. It includes commitments covering the entire life-cycle of an event. The Group's environmental commitments concern many areas: designing events, managing sourcing and logistics, energy consumption, greenhouse gas emissions, producing and managing waste linked to GL events' activities.

After several years implementing structural measures that resulted in environmental certification for certain reporting scopes according to the issues, 2016 was highlighted by achievements at the operational level. Specific indicators adopted for certain reporting boundaries have also made it possible to strengthen our environmental performance management.



OBJECTIVES

I. Adapting offerings and management:

Eco-design – supporting business development staff– new products- implementing new management systems

II. Improving waste management:

Integrating the environment into management practices and processes. Optimising inventories

III. Efficiently managing energy consumption:

Renewing equipment – optimising their management – Influencing behaviour
Limiting our CO₂ emissions by optimising logistics

2016 HIGHLIGHTS


- Integration of Strasbourg Evénements into the scope of ISO14001 certified sites of GL events Venues France,
- «Incorporating CSR into our offerings» training for our event agency, Live! by GL events,
- Good practices seminar for building managers of the Venues division,
- Environmental regulatory compliance working group,
- Launch of the Prestadd certification process for GL events Audiovisual
- Obtaining ISO20121 certification for 4 service contracts for the European football championships.


2017 PRIORITIES


- Migration towards the 2015 version of ISO 14001 for the GL events Venues France certification scope,
- Deploying pilot operations to test new waste recovery models
- Developing collaborations with eco-agencies
- CO₂ Objective process for the Paris data centre facility.

Panorama des indicateurs environnementaux 2016

GL EVENTS LIVE


 **1,699 t CO₂** resulting from energy consumption

 **Energy consumption**
8,293 MWh of electricity
4,309 MWh gas
1,919 MWh fuel

 **Water consumption**
45,704 m³ for buildings




LOGISTICS & STORAGE SITES

 **Waste**
1,558 t NHIW
31 t paper/cardboard
369 t metals
1,415 t wood
9 t plastics
2 t glass
6 t carpeting

Total = 3,390 t


 **Waste separation rate**
54 %

Provision of services for events
— stands
— audiovisual equipment
— signage
— carpeting
— temporary structures


 **1,345,798 litres** of fuel





Back to stock

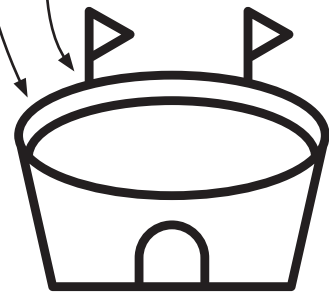
 **3,391 teq CO₂** resulting from transport

GL EVENTS VENUES


 **6,548 t CO₂** resulting from energy consumption

 **Energy consumption**
74,019 MWh of electricity
29,923 MWh gas
10,563 MWh fuel
8,901 MWh heating network
4,677 MWh cooling network


 **Water consumption**
368,206 m³ for buildings
317,156 m³ for heating and air-conditioning



EVENT VENUES

 **Waste**
5,178 t NHIW
433 t paper/cardboard
13 t metals
591 t wood
59 t plastics
114 t glass
234 t carpeting
2 t WEEE
109 t organic waste
43 t other

Total = 6,776 t

 **Waste separation rate**
24 %

ADAPTING OFFERINGS AND MANAGEMENT

ECO-DESIGNING VENUES AND EVENTS

Integrating environmental issues already in the design stage reduces the impact of an event or a temporary event space in terms of waste and energy consumption. That is why GL events has been pursuing an eco-design approach for venues and events since 2007 that addresses the concerns of major contractors: organisers of large events, local authorities, corporate key accounts, etc.

In Practice Over the past few years we have been developing eco-design tools in-house. In that same spirit, a training module «Integrating CSR into our offerings» was developed for all staff of Live ! by GL events, the agency frequently solicited for public and corporate key accounts regarding environmental and social requirements. This ad hoc module provides concrete guidelines for selecting products having the least impact within our range of services, supported by external service providers offering eco-innovative solutions on the market and for evaluating the total impact of an event.

PROVIDING PROJECT SUPPORT TO SALES ENGINEERS AND OPERATIONAL STAFF

Several tools have been developed to encourage Group staff to integrate environmental issues in offerings developed for customers : (guides, custom-designed training programmes, Group intranet including tools). This is supplemented by expertise provided by the sustainable development team to sales engineers and project managers covering every phase of a project to fully address customer needs: responding to calls for tenders, executing operational action plans, project assessment reports, environmental reporting.

In Practice In 2016, the sustainable development department provided support to teams for major projects:

COP22 (the 22nd session of the Conference of the Parties) – Marrakesh / GL events, heading a consortium, finalised in early November the largest temporary installation ever produced. Approximately 120,000m² of structures integrating a priority of environmental vigilance: a GHG emissions assessment over the three event production phases (assembly, operation, disassembly), and offsetting project for our services, waste separation, donation of furniture to not-for-profits, schools and orphanages, installation of solar panels and photovoltaic lighting... A range of measures concretely contributing to reducing the environmental footprint of this event.

2016 RIO Olympic Games: After London, sustainable development continued to be integrated into event management for the Olympic Games in Rio de Janeiro. Waste separation, energy and fuel management, sourcing certified-origin wood, management of chemical products, a health-safety approach: GL events launched actions and tracking indicators in these different areas.

INTEGRATING THE ENVIRONMENT INTO NEW PRODUCTS AND SERVICES

Introducing changes in the offering also involves managing inventories and products purchased specifically for events. Work carried out since 2009 with the purchasing departments has made it possible to integrate sustainable development criteria in the main consultations carried out by the Group for selecting suppliers. These measures make it possible to continually source new products to expand the range of alternative services promoted by the marketing department through a catalogue of «eco-responsible solutions».

In Practice GL events Audiovisual initiated a process in 2016 to obtain the «Prestadd» label. Awarded by the industry federation «Synpase», this label recognises companies for initiatives in favour of sustainable development over a period of several years, enabling them to keep pace with growing CSR-related demand of customers and stakeholders. GL events Audiovisual thus regularly renews its product ranges and today has for example nearly 50 LED lighting product references. COP 22 accordingly provided an opportunity to test autonomous photovoltaic-powered outdoor lighting. A product intelligence team furthermore ensures that we remain at the forefront of innovation.

INTEGRATING THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT INTO OUR MANAGEMENT CULTURE***

The environment is a complex subject that must be fully reflected in our companies' processes. The implementation of management systems remains the best mechanism for integrating environmental issues into day-to-day practices of staff, regardless of their functions.

ISO 14001 certification for the Venues division for France was renewed for three years. After a first cycle of structuring the approach for venues and teams, the challenge is now to effectively manage and assess our environmental performance for highly seasonal activities. New tools, management methods and new indicators and ratios were adopted to more effectively measure our actions and guide our actions.

It should be noted that Strasbourg Evénements, the operating company of the Music and Convention Centre and Exhibition Park of Strasbourg joined the network of certified venues in November 2016.

- The CCIB Barcelona international convention centre was also awarded ISO 14001 and European EMAS (Eco Management and Audit Scheme) certification),
- Hall Expo has a dual certification for ISO 9001 (quality) and ISO 20121 (event sustainability management).
- Spaciotempo is MASE certified,
- Our signage company, Signexpo has been granted the Imprim'vert label,
- Finally, the World Forum in The Hague is distinguished by the top gold level Green Key global eco-rating.
- GL events Audiovisual has initiated a process for obtaining the Prestadd label.

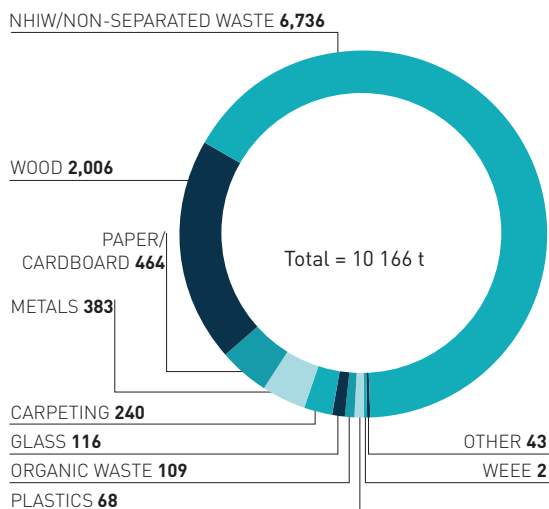
Overall, 2016 was a year of consolidation and experimentation for certain management approaches.

In Practice As a major first-time achievement, GL events was awarded ISO 20121 certification (sustainable development management system for events) for services provided for the UEFA Euro 2016 (supplying furniture, signage, air-conditioning, temporary structures) For the first time the Group thus obtained certification for a project (as opposed to a business unit). Teams were deployed across the 10 stadiums staging the chairmanship and our stakeholders were associated with different issues (waste management, energy, health and safety, transportation, purchasing, etc.). The results were very convincing, particularly in terms of the waste recovery.

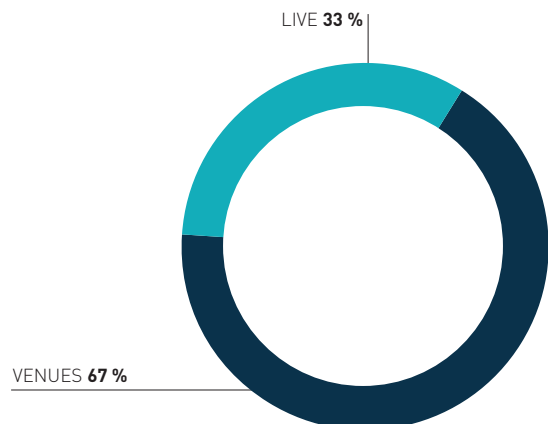
IMPROVING WASTE MANAGEMENT

With an increasingly incentivised regulatory framework, GL events is continuing to implement measures designed to improve waste management, and in particular separation and recovery.

Waste production by category (in tons)



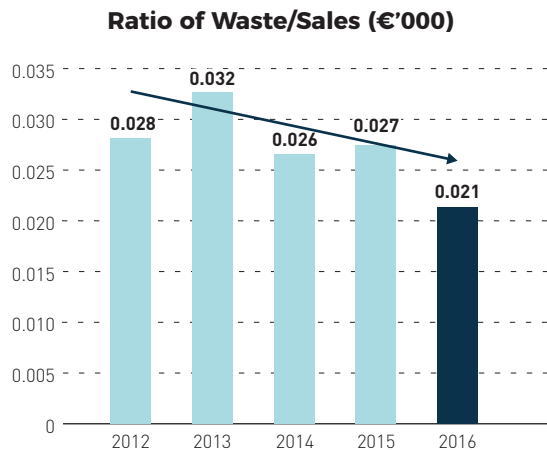
Waste production by division



GL EVENTS VENUES: INTEGRATING WASTE MANAGEMENT BY KEY MONITORING INDICATORS

GL events Venues produces approximately 67% of the volume of waste generated by the Group. ISO 14001 certification (environmental management systems) of the sites of GL events Venues France, obtained in 2012, remains one of the major drivers for improvements in waste management. The main objectives concern waste separation with a target to reach 10% over three years. The first renewal of certification provided an opportunity to fully revamp and formalise objectives for highly efficient waste separation processes. Such an undertaking represents a long-term project given the number of parties intervening over the different phases of an event from assembly to dismantling. Within the event cycle, the more significant quantities of waste are produced during the dismantling phases. In

addition, volumes of waste can vary significantly from one type of event to another. Premium trade shows and made-to-measure stands account for the largest share of this volume. Conversely, small trade shows use exclusively pre-equipped stands derived from rental equipment inventories. Raising awareness of staff, exhibitors and cleaning subcontractors working at the sites is an important priority for guaranteeing the effectiveness of the separation collection process. To support this initiative, targeted information notices are posted at the sites. By monitoring indicators for waste volume and separation in relation to the business, it is possible to establish the contribution for the reporting boundary of certification since it was awarded.



On this basis, one notes a decline in this ratio since 2012. It should be noted that this trend must be analysed by taking into account the biennial schedule of odd and even years: SIHRA as an event held in odd years having a significant effect on this data, naturally impacts the ratio.

In Practice As part of its integration within the certified scope, Strasbourg implemented several waste management measures. For the European Fair held in September 2016, the largest event organised by the site (more than 900 exhibitors, nearly 175,000 visitors over 10 days), a test was conducted on the use of recyclable carpeting and its recovery. After working jointly with the service providers responsible for collecting and processing the waste and the service provider in charge of cleaning, nearly 13 tons were recovered at the end of the Fair. Based on this convincing test, all carpeting supplied by Strasbourg Evénement are now recycled.

Over the entire certified scope, 147 tons of carpeting were sorted and recovered in 2016.

IMPROVING PROCESSES AT GL EVENTS LIVE VENUES AND PROJECT SITES

The sites of GL events Live account for 33% of the volume of waste produced by the Group. Operational action plans are gradually being implemented to reduce waste by improving the rotation of our inventory and product life cycles as well as the waste separation rate for materials disposed of at the end of this cycle.

In Practice In 2016, examples of concrete actions included:
— A specific action plan for UEFA Euro 2016 contributed to remarkable waste separation performances for an undertaking of this magnitude. A complete system involving our stakeholders was deployed: Training teams, identify new channels, collaboration

with an eco-agency, waste datasheets, container security services. Of the 470 tons of waste produced, nearly 60% was recycled. 9 types of waste were sorted at the site: furniture through a specialised channel, carpeting, fabrics (brushed cotton) aluminium, as well as several different types of signage media.

— A RFID tag identification system for the structure canvas of Hall Expo contributed to improved management of the individual rotation of canvas, extending their lifespan as well as improved management of maintenance and in consequence scrapping.

IDENTIFYING NEW RECOVERY AND RECYCLING CHANNELS

In addition to work carried out with our «conventional» service providers, pilot initiatives have also been launched with companies specialised in processing a particular waste category. These measures extend the «lifespan» of a given material or give it a new life, thus exemplifying the full meaning of the notion of circular economy. Tests were conducted in 2016 for the following materials: Fabric signage, brushed cotton, manufactured furniture, biowaste.

A collaborative work with buyers, the industry federation, recycling companies and not-for-profits is constantly expanding the range of recovery solutions. The compatibility of these solutions with our operating model and

economic imperatives is then tested through pilot projects in a company environment.

In Practice In addition to its function as a venue for hosting events, Maison de la Mutualité in Paris also has a significant catering activity with the restaurant «Terroir Parisien» and kitchen facilities for event catering services. With the assistance of a specialised service provider, the venue adopted a system for sorting food waste in early 2016. The teams were supported and trained by this service provider. In 2016, more than 25 tonnes of biowaste were recovered from composting or methanisation platforms.

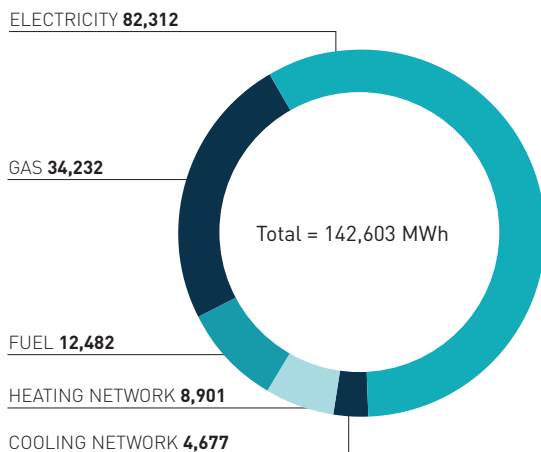
EFFICIENTLY MANAGING ENERGY CONSUMPTION

Energy efficiency is a major priority for the GL events Group, particularly for the Venues division which accounts for 90% of energy consumption of the consolidated reporting boundary.

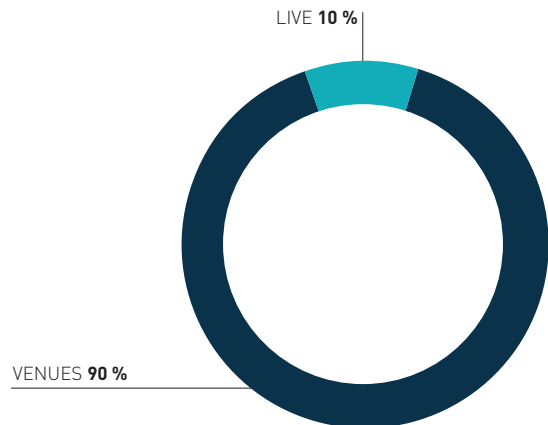
Energy consumption efficiencies are achieved by activating three levers:

- Renewing equipment,
- Optimising the management of existing equipment,
- Influencing behaviour.

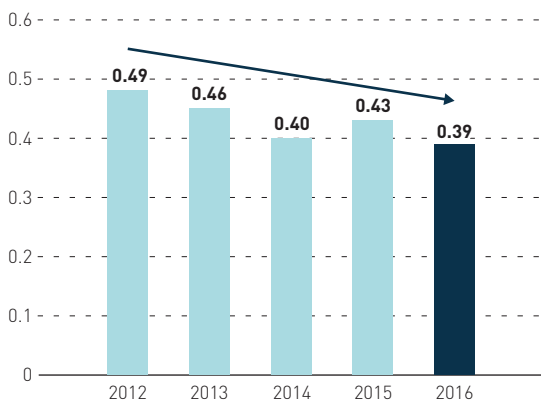
**Energy consumption by source
(in MWh)**



**Energy consumption
by business division**



**MWh/Sales (€'000) ratio
(Venues France ISO 14001 certified scope)**



The MWh/Sales (€'000) ratio for the Venues France ISO 14001 certified scope has also been declining since 2012 (from 0.49 to 0.39). Here as well it is necessary to reason in terms of even and odd years, reflecting Sihra's biennial impact. Measures taken in the certified scope for equipment (management and/or renewal) as well as awareness-raising for teams and service providers contributed to the improvement of this ratio.

GRADUALLY RENEWING EQUIPMENT

It is important to emphasise that the method of management for event venues, generally through public-private partnership arrangements, limits our control over the building and the replacement of major equipment.

For our own event venues, LED lighting is adopted as soon as possible during relamping.

In Practice Most areas of Palais Brongniart are now equipped with LED lighting after a programme that was launched three years ago. The other event and office sites have been following suit with similar programmes currently in progress.

Equipment renewal also concerns our rental equipment stock. As mentioned above, GL events Audiovisual, our subsidiary specialised in providing audio-visual solutions, has a product catalogue of 50 references and is continuing to gradually invest in replacing its conventional spotlight racks with LED lighting racks.

OPTIMISING EQUIPMENT MANAGEMENT

Optimising equipment is a major priority for progress when one considers the number of factors that can impact energy consumption (business intermittently, type of event, number of visitors, whether, etc.).

In Practice The CCIB Barcelona international convention centre, a pioneer in environmental stewardship (the first ISO 14001 certified venue of the GL events network in addition to being European EMAS (Eco Management and Audit Scheme) certified, adopted an

approach to identify the electrical power baseload or the minimum amount of electrical consumption in the absence of activity, i.e. without events. The first step was to characterise the equipment generating the baseload (computer or telecommunications equipment, fire protection, equipment cold rooms, etc.). Energy consumption was then quantified for each item of equipment concerned in order to define measures to optimise this baseload. Measures identified made it possible to reduce baseload consumption by 4,722 kWh per day.

INFLUENCING BEHAVIOUR

Strict operating instructions are applied at Group sites to prevent all energy waste. Awareness-raising efforts targeting staff are carried out on a daily basis with the support of environment coordinators.

In connection with ISO 14001 certification of the sites of

GL events Venues France, achieving energy consumption efficiencies is a key objective. Procedures, instructions and tracking indicators promote improvements in practices with the involvement of all staff whose activity impacts energy consumption.

USING RENEWABLE ENERGIES

In 2015, the Group signed its first green energy contracts for ten pilot sites of GL events Venues to be supplied renewable electrical energy. Through these contracts, the suppliers undertake for every kWh purchased to reinject in the network kilowatts originating from renewable

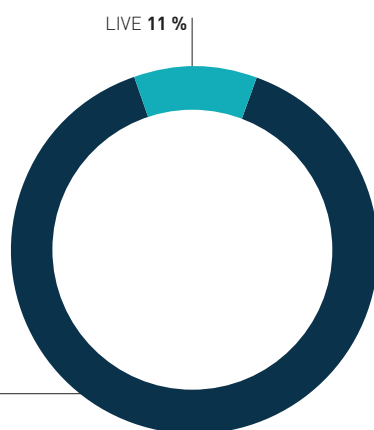
energies, provide certificates and funding to research institutions working in the field of renewables.

In 2016, 29% of the electricity of GL events Venues France was supplied through this type of contract.

REDUCING WATER CONSUMPTION

Water consumption depends greatly on the nature of the event staged or organised. The main focus for improvement remains detecting and preventing leakage.

Water consumption by business division



VENUES 89 %

GL events Venues accounts for approximately **89%** of the 412,780 m³ of water consumed by the Group, whether for catering, building maintenance and heating/air conditioning. Water consumption is included in the scope of the ISO 14001 environmental management system for GL events Venues France. It is also subject to monitoring at other sites. Such controls have produced results involving significant reductions in water consumed.

To reduce water consumption, a range of equipment is gradually being installed at the sites: double debit flush toilets or tap aerators...

The Group also asks its cleaning service providers to use in priority water efficient equipment in order to reduce consumption levels. It should be noted that GL events does not have operating sites in locations subject to specific restrictions in terms of supply.

In Practice **Monitoring consumption to prevent leakage** Sites are gradually installing meter readers to manage and identify more rapidly potential leaks. This was the case of the Lyon Convention Centre which installed a system for daily meter readings in May 2016 making it possible to respond more quickly in the event of leaks and avoid overconsumption.

LIMITING GREENHOUSE GAS EMISSIONS

For the France reporting boundary, scope 1 and 2, greenhouse gas emissions under Group control (excluding exhibitors and visitors transportation) break down as follows:

- 71% in energy consumption (or 8,247 Mt CO₂-equivalent for the Venues and Live scope)
- 29% in transportation (or 3,391 Mt CO₂-equivalent for transportation)

Measures to reduce energy consumption (see below III) contribute significantly to reducing CO₂ emissions. The other progress driver is optimising logistics, specifically by using the Visual Planning software application. 3 energy savings measures must be implemented each year for ISO14001 certified sites (90% of energy consumption in France). These cover equipment renewal as well as changes in processes and behaviour.

Green energy contracts also provide a way to reduce CO₂ emissions. As previously noted, in France 29% of the electricity of GL events Venues France was supplied through this type of contract.

A signatory of the «Objectif CO₂» Charter of the French Environment and Energy Management Agency (ADEME), the Brignais transportation department has been pursuing a structured approach to reduce greenhouse gas emissions for more than three years. Driver training, new equipment, monitoring indicators on a very regular

basis, vehicle fleet maintenance, such measures have produced both environmentally positive results and economic savings: performances in terms of emissions are 15% lower than the European average for transport companies.

OTHER POLLUTIONS

Even though its activities do not involve major environmental risks, the Group takes all possible measures to monitor pollution and improve prevention measures.

ISO 14001 certification in this way contributes to the implementation of specific procedures, individually designed and adapted to all sites concerned. Specific resources such as retention tanks or pollution clean-up kits are available at the sites.

An environmental law committee with members from sustainable development, legal affairs, general services and insurance, regularly comes together to identify and address applicable new regulations.

The Group's activities may generate noise nuisance linked to the nature of the event. Spaces hosting concerts and performances are for that reason always especially designed to protect nearby residents from noise. Systems have also been installed to automatically shut off sound equipment above a certain decibel level as with the multi-purpose hall of Roanne.

OTHER ENVIRONMENTAL INFORMATION

AMOUNT OF PROVISIONS AND GUARANTEES FOR ENVIRONMENTAL RISKS

GL events Group is not engaged in industrial activities which could have a serious impact on the environment. In consequence, no provisions are recorded for environmental risks.

CONSUMPTION OF RAW MATERIALS AND EFFICIENCIES IN THEIR USE

In light of the nature of the Group's activities, the consumption of raw materials does not represent a major issue.

PROTECTION OF BIODIVERSITY

GL events Group, through its activities, does not have a material impact on biodiversity. In consequence, this subject does not constitute a significant issue for the Group in light of its activities.

LAND USE

In light of GL events' activities, there is no land use (extraction, landfill, storage activities) with potential for provoking direct environmental impacts.

ADAPTING TO THE CONSEQUENCES OF CLIMATE CHANGE:

GL events Group is conscious of the issue of climate change. On this matter, the Group refers to the work of the Intergovernmental Panel on Climate Change (IPCC). Regardless of the countries where it operates, GL events Group is not subject to the consequences of climate change. In consequence, no specific actions dealing with this subject are being conducted at present.

INFORMATION RELATING TO SOCIETAL COMMITMENTS / CREATING VALUE FOR GEOGRAPHIC TERRITORIES AND BUSINESSES

With more than one hundred offices worldwide, GL events provides customers with local service reflecting a twofold commitment to creating value and operational performance.

The «Think Local» programme seeks to anchor the Group's activities in the territories where it operates.



OBJECTIVES

I. Venues: Strengthening the territorial coverage of sites to promote the vitality of regions

- Dialogue with stakeholders
- Stimulating local economic and industrial development
- Creating local economic value (purchasing and economic benefits from events)
- Promoting the destinations

II. Exhibitions: Facilitating exchanges for professional communities and local initiatives

- Leveraging the networks
- Local adaptations in international trade show developments

III. Live: Developing local partnerships

2016 HIGHLIGHTS

- Signature of the «business and event sector meetings» industry contract
- Evaluation of two test trade shows, with the tool for calculating CSR impact of our industry federation, Unimev.
- Evaluating the percentage of purchases by geographic region for the UEFA Euro 2016

2017 PRIORITIES

- Rolling out the Unimev CSR performance calculator for other trade shows and fairs
- Production of geographical indicators with the purchasing department

GL EVENTS VENUES: STRONG LOCAL POSITIONS CONTRIBUTING TO REGIONAL GROWTH

In addition to its role as a manager of venues, GL events Venues also contributes significantly to business tourism, the economic development of businesses, industry and trade and more generally, territorial development in the service of the public interest.

Indeed, the role of such venues is not limited to hosting or staging events. They contribute significantly to generating intangible added value for territories.

STRENGTHENING TERRITORIAL COVERAGE:

As a manager of the venues, GL events develops strong relations with all stakeholders from the economic, political and non-profit sectors of the territory. As a member of this network of partners, the Group is able to identify the expectations and needs of each. The objective is to foster dialogue for launching effective initiatives for the territory and establish a common strategy for creating value.

In partnership with the territory's main stakeholders, GL events actively works on developing the territorial network and facilitating contacts between companies (and their shareholders), professional associations, industry associations, learned societies, exhibitors, etc.

Dialogue with stakeholders within GL events Venues:

	REGIONAL AND LOCAL GOVERNMENT	TRAINING AND RESEARCH INSTITUTES	NGOs & NOT-FOR-PROFITS	ECONOMIC AND INDUSTRIAL FABRIC
STAKE-HOLDERS	<ul style="list-style-type: none"> – Municipalities – Inter-municipal authorities – General Councils – Regional Councils – Tourism Offices, CDT, CRT 	<ul style="list-style-type: none"> – Leading schools and universities – University hospital centres – ADEME, urban planning agencies, CNRS 	<ul style="list-style-type: none"> – Industry sectors and professional federations – NGOs and other not-for-profits 	<ul style="list-style-type: none"> – Competitiveness – Clusters and hubs – Business Clubs – Consular Chambers
FOCUS OF DIALOGUE	<ul style="list-style-type: none"> – Public-private partnership concession agreements – Events staged and organised – Works – Promoting the destination and cultural development – Development of business tourism 	<ul style="list-style-type: none"> – Pedagogical projects – Research and development – Innovation – Hosting and organising conventions 	<ul style="list-style-type: none"> – Making exhibition venues available 	<ul style="list-style-type: none"> – Economic and territorial development – Exchange of best practices

SUPPORTING LOCAL ECONOMIC AND CULTURAL VITALITY

The pace of local life is very often determined by the calendar of events that are hosted or organised. One of our roles in this context is contributing to the territory's strategy by providing guidance and support. As a place for exchange and a force of attraction, the event venue offers an instrument for development by boosting the territory's vitality and notoriety.

Motivating and energising local business sectors

Events staged or organised by GL events contribute to structuring the territories. Undertaken as part of sustainable efforts, they contribute in an integral manner to the economic strategy of local business sectors and communities of interest.

Examples of local sectors we support by staging or organising events

- **Clermont-Ferrand:** agriculture and research, ophthalmology.
- **Toulouse:** aeronautics and aerospace, gastronomy.
- **Metz:** urbanism, home and interior design, antiques, flea markets.
- **Vannes:** aquaculture, nautical sector, transportation and logistics.
- **Lyon:** transportation, medicine, catering, culture, energy innovation, the environment.
- **Paris:** Fashion, new technologies, media.
- **Saint-Etienne:** design, medicine, retail.

CONTRIBUTING TO LOCAL JOBS

The Group's responsibility in the area of sourcing and subcontracting is central to its sustainable development strategy. The purchasing policy defines prerequisites in terms of quality, cost, delivery and sustainable development at the national level. However, it also encourages, when local suppliers meet these standards, using the latter as a way to promote the local economy, in a spirit of economic partnership (example: caterers, printers, communications, security services, etc.).

PROMOTING THE TERRITORY

As a showcase and facility welcoming outside visitors, the event venue occupies a key role in marketing the destination. GL events actively participates within a system designed to co-promote the territories in coordination with the convention bureaus. In this way, the Group proactively partners with the brands of territories to reinforce their visibility and create brand destinations:

- **Auvergn'events** as a global promoter of the Zénith, the Polydôme and the Grande Halle d'Auvergne;
- **So Toulouse:** participation of GL events in the territory's brand;
- **Only Lyon:** GL events is a co-developer with the Greater Lyon urban authority of the Exhibitors Service Charter.

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