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NON-FINANCIAL
PERFORMANCE

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INTRODUCTION

When GL events first introduced its sustainable development policy in 2009, three frameworks for action were deployed to transform its engagement into reality: Think Green, Think People and Think Local, focusing on environmental, employment and social priorities according to its businesses.

2018 thus highlights a 10-year commitment to corporate social responsibility (CSR), with GL events having today

reached a stage of maturity in its deployment. Reflecting management's strong commitment to CSR thematic and laying the groundwork for our future engagements, GL events Group's sustainable development approach has confirmed its strategic dimension within the company based on a twofold realignment focusing on the experience of both customers and staff.

2018 HIGHLIGHTS

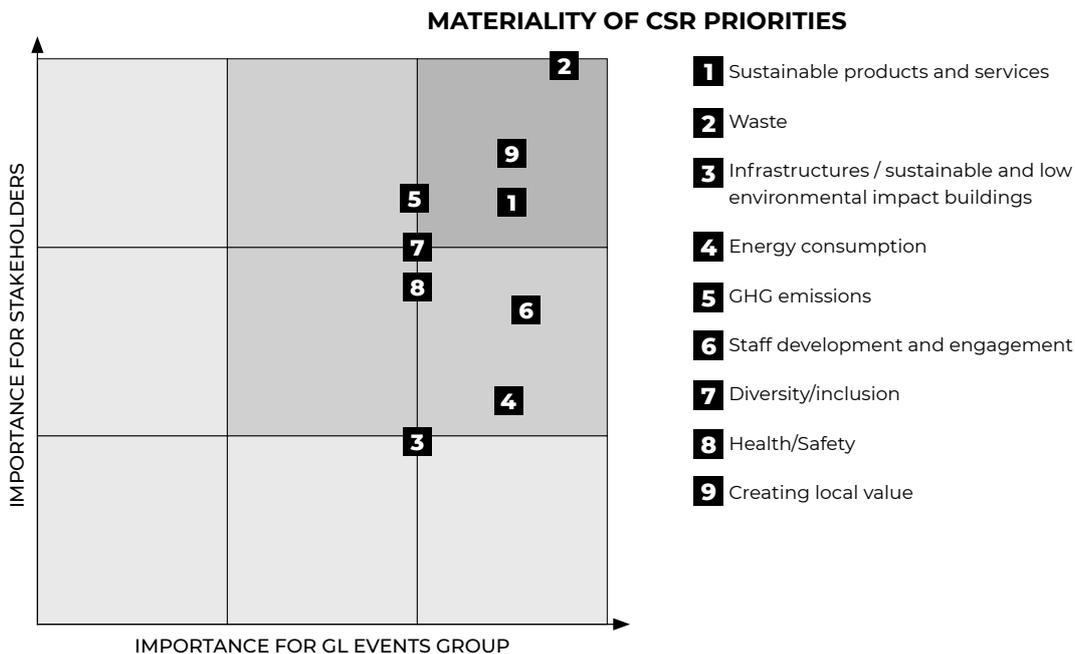
- Collaborative seminars in Aubrac, France: 6 collaborative work sessions with the participation of more than 400 employees to develop a collaborative model to create value for customers and invent together GL events Group of tomorrow.
- The first edition of Sirha Green to support the emergence of a culture of social and environmental responsibility in the food service sector
- Continuing our certification process: ISO 14001 certification of GL events UK, renewal of ISO 14001 certification for the sites of GL events Venues France, ISO 20121 certification of CCIB Barcelona, measures to adopt the standard by Strasbourg, The Hague, Brussels, Paris, Lyon
- The deployment of our agreements with eco-agencies
- A sustainable food and beverage engagement relating to purchasing and the network of catering services managers of the GL events Venues' sites

OUR PRIORITIES

The strategic position of CSR was confirmed with exchanges on the importance of CSR in the Group's development at a collaborative seminar held in Aubrac France, with the participation of the Executive Committee, the CSR Committee and the Board of Directors.

Analysis of the expectation of external stakeholders (customers, local governments, institutions, suppliers,

etc.), meetings with our senior management and feedback from hundreds of employees through seminars, workshops and surveys through our certification processes provided a way to rank priorities and risks. This ranking, based on the importance of the priorities for stakeholders and the strategic importance for GL events, is highlighted by the following materiality diagram:



UN SUSTAINABLE DEVELOPMENT GOALS

"The Sustainable Development Goals are a call for action to promote prosperity while protecting the planet. They address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection."

The four most significant goals in terms of impact or contribution for GL events' activities are as follows:



SDG 12- Ensure sustainable consumption and production patterns

- Professional exhibitions can contribute to changes in consumption and production patterns (example: Sirha Green which promotes green offerings and processes)
- Because events require substantial resources, the environmental impact of developing sustainable products, services and sourcing practices can be significant.
- In particular, sustainable event catering practices have a significant environmental impact but also promoting awareness by a large public about the issue of food choices, food wastage and recycling waste/resources.
- And finally, developing proposals and implementing solutions for prevention, reuse and recycling is one of the major challenges of the event industry sector.



SDG 13 - Taking urgent action to combat climate change and its impacts

- Greenhouse gas emissions Event engineering logistics and the transport of attendees represent one of the main sources of event-related CO₂ emissions. The imperative of reducing greenhouse gas emissions requires us to rethink our approach to transporting equipment and attendees. It is possible to limit the impact of transportation, logistics and attendee travel through technological changes of vehicles, and approved organisation of logistics flows and the promotion of alternative transportation solutions for attendees.
- Energy efficiency: energy consumption for event lighting, heating and air-conditioning is the other main source of energy consumption. Limiting CO₂ emissions consequently depends on achieving energy efficiencies as well as developing the use of renewables.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Events are important drivers of employment within regions.
- Creating employment within the Group
- Through its commitment to diversity, in particular to promote employment for persons with disabilities and job integration, GL events contribute to a more inclusive economy.
- Employee engagement represents a key issue for a service company whose value is based above all on its human capital.
- Ensuring that its economic development contributes to job growth is a top priority of GL events.



SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

- In addition to its role as a manager of venues, GL events Venues also contributes significantly to business tourism, the economic development of businesses, and more generally, territorial development in the service of the public interest. In partnership with all the territory's economic, political and civil society stakeholders, GL events Venues is actively engaged in developing the territorial network and facilitating contacts between companies, industry associations and learned societies.
- Event venues represent infrastructure that serve the public good. Their engagement in pursuing sustainable approaches directly contributes to the regions' environmental and social impact.
- Much more than an ephemeral event, trade shows and exhibitions are powerful tools for boosting professional and civil society communities and for promoting territorial economic development.

2018 GAÏA RATING

The Gaia index ranks 70 mid-sized listed companies from a panel of listed 230 intermediate sized companies and SMEs recognised for their CSR approach and represents a key source of data for investors incorporating ISR (socially responsible investment) non-financial criteria

into their decision-making process. As every year, GL events is reviewed and ranked by a non-financial rating entity. The Group maintains its performance and this year is ranked 51st out of 230 companies assessed according to 110 ESG (Environnement, Social and Governance) criteria.

General ranking **51th/230**

General category : "Revenue > €500m" **37th/85**

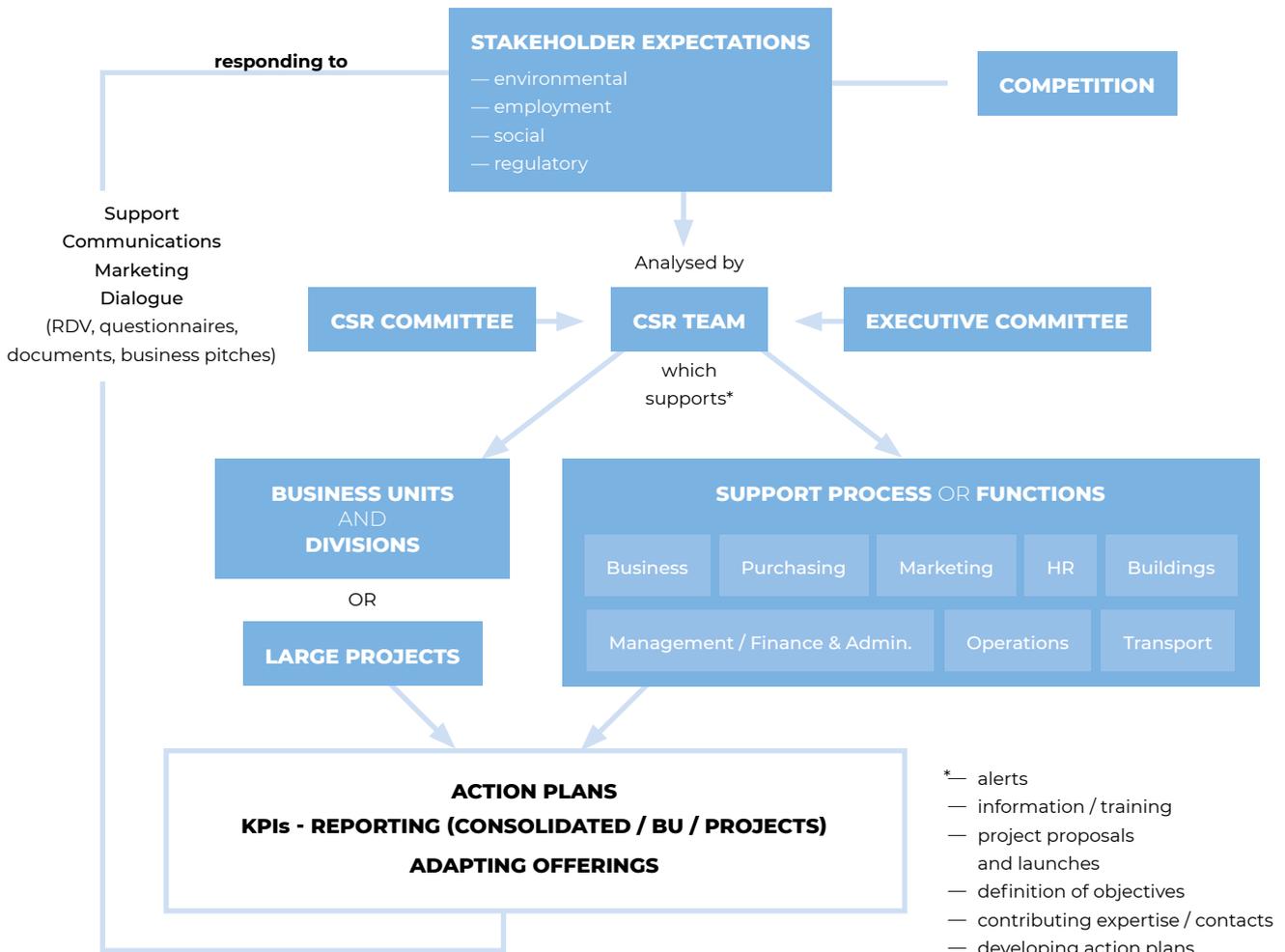
GAÏA-INDEX CERTIFIES THAT GL EVENTS WAS A COMPONENT OF THE 2017 GAÏA INDEX

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 capitalisation < €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.

CSR ORGANISATIONAL DIAGRAM WITHIN GL EVENTS GROUP

STAKEHOLDERS: LOCAL AND REGIONAL GOVERNMENTS, CUSTOMERS, TERRITORIES, INSTITUTIONS, FINANCIAL MARKETS...



ENVIRONMENTAL INFORMATION

GL events' environmental policy is spearheaded by the Think Green programme launched in 2009.



OBJECTIVES

- I. Adapting our offerings – proposing alternatives**
- II. Optimising waste management**
- III. Equipment and the management of our venues with high environmental value**
- IV. Containing CO₂ emissions**

2018 HIGHLIGHTS

- Supporting the Sirha Green sustainable food service event
- Developing collaboration with eco-agencies
- Launch of 4 company transportation schemes
- Study on the electric model for the utility vehicle fleet
- Developing an eco-responsible food and beverage plan for the sourcing of caterers, reducing food waste and bio waste management
- Supporting the 7 sites of the network of premium GL events Venues in obtaining ISO 20121 certification
- ISO 14001 certification of GL events UK
- Implementation of ISO 20121 and ISO 14001 standards for Jaulin and Décorama respectively

2019 PROJECTS

- Development of offerings of new alternative services
- Definition of the mobility strategy
- Deployment of the sustainable food and beverage policy
- Implementation of a coaching programme for recycling
- ISO 20121 certification of GL events Venues' sites
- Formalisation of our "Green offices" strategy

OVERVIEW OF 2015 ENVIRONMENTAL INDICATORS BY DIVISION

GL EVENTS LIVE



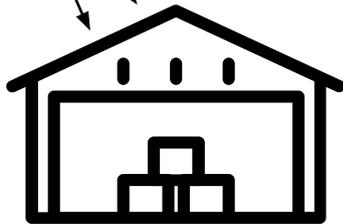
2,674 t CO₂ resulting from energy consumption



Energy consumption
12,228 MWh of electricity
7,341 MWh gas
2,160 MWh fuel



Water consumption
91,360 m³ for buildings



LOGISTICS & STORAGE SITES



Waste
3,226 t NHIW
324 t paper/cardboard
696 t metals
1,504 t wood
8 t plastics
11 t glass
11 t carpeting
17 t WEEE
192 t other

Total = 5,989 t



Waste separation rate
46%

GL EVENTS VENUES



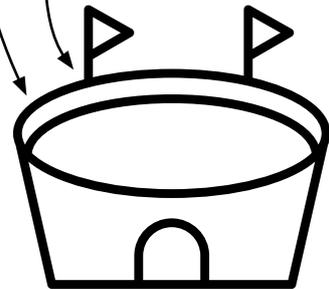
6,697 t CO₂ resulting from energy consumption



Energy consumption
70,059 MWh of electricity
40,988 MWh gas
2,089 MWh fuel
11,722 MWh heating network
4,078 MWh cooling network



Water consumption
399,260 m³ for buildings
94,095 m³ for heating and air-conditioning



EVENT VENUES



Waste
5,605 t NHIW
368 t paper/cardboard
30 t metals
395 t wood
53 t plastics
149 t glass
214 t carpeting
5 t WEEE
66 t organic waste
128 t other

Total = 7,013 t



Waste separation rate
20%

Provision of services for events

- stands
- audio-visual equipment
- signage
- carpeting
- temporary structures



1,347,880 litres of fuel



Inventory returns



3,396 teq CO₂ resulting from transport

GL EVENTS EXHIBITIONS IS AN ORGANISER OF TRADE SHOWS AND CONSUMER FAIRS. ENVIRONMENTAL DATA RELATING TO WASTE AND ENERGY CONSUMPTION IS NOT AVAILABLE FOR EVENTS HELD OUTSIDE OF GL EVENTS VENUES' NETWORK. IN CONTRAST, THEY ARE INTEGRATED INTO GL EVENTS VENUES DATA WHEN THEY ARE HELD AT OUR NETWORK OF VENUES.

I. SUSTAINABLE PRODUCTS AND SERVICES: ADAPTING OUR OFFERINGS – PROPOSING ALTERNATIVES

Every day the sustainable development team provides very operational support to the teams of different departments to increase the integration of environmental issues in products and services so as to anticipate the needs of key decision-makers/customers

- Making available a materials library for the eco-design of spaces and venues
- Providing product support to business developers and operational staff (around 40 projects in 2018)
- Developing services for our customers for the recycling of our products
- Research and development for new service offerings in close collaboration with the marketing and purchasing teams

IN PRACTICE: The sustainable development team has carried out substantial work to support the Food and Beverage (F&B) teams at the reception sites: producing a sustainable F&B guide, organising a day for exchanges between catering managers on purchasing, contributing to calls for tender and the pre-selection of caterers. The goal is to promote changes in menus (with an increased focus on organic, local, seasonal and vegan choices) but also practices to limit impacts and offer customers alternative offerings.

For the CCIB Barcelona international convention centre, sustainable food and beverage services is a key priority, reflected by the adoption of biowaste sorting with a portion converted into fertiliser for the venue's garden. The CCIB menu also actively promotes short cycle eco-certified and traditional food choices adapted to every case (vegetarian, vegan, halal, allergen-free, etc.).

The CCIB in this way gives the customer the option of using cutlery derived from recycled or recyclable products.

IN PRACTICE: The Group's offering of exhibitions is in this way evolving to integrate sustainable development in their organisation: The possibilities are numerous:

- "green itineraries" helping attendees discover exhibitors proposing sustainable alternatives
- conferences on sustainable development challenges of specific sectors
- creating exhibitions addressing sustainable development themes

Sirha Green: Sirha launched Sirha Green from 17 to 19 June 2018, the first event designed to help catering and food industry players respond to new consumer trends (bio, "free-from", veganism, vegetarianism, short cycles, energy-saving technologies, foodtech, social and environmental responsibility). 5 major areas have accordingly been redesigned

- food and beverage sourcing
- equipment and materials
- transportation and logistics
- hall and boutique installations, tableware
- services and technologies

Sirha green also offers a rich content showcased within a central staging area (interventions by experts and chefs + culinary demonstrations), a consulting area, a start-up space,

SMART CREATION AND PREMIÈRE VISION

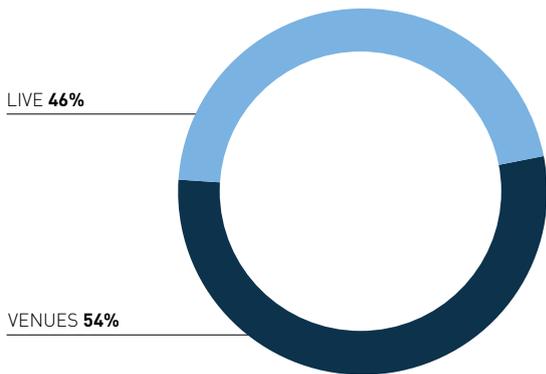
"Sustainable" fashion has proven to be a considerable source of creativity and innovation highlighted by Première Vision through its Smart Creation platform. In the exhibition area, exhibition guide and the conferences are presented a multitude of environmentally responsible materials, goods and services. Première Vision has also integrated within its own organisation this concept with its reusable stands and packaging across 14 editions, LED lighting, etc. To further raise the level of its commitment to this approach, since September 2018 a unique waste separation system has been adopted in coordination with Viparis, the Paris region event operator. Recycling carpets, brushed cotton, collecting recoverable waste, dedicated teams are just some of the initiatives being experimented with the goal of defining new operating practices with a reduced environmental impact.

II. OPTIMISING WASTE MANAGEMENT:

Waste management remains a major issue for the events industry, and without a doubt one of the main drivers currently transforming economic and operating models. While making available reusable rental equipment represents the Group's historic business, this activity nevertheless generates waste in light of the volume of disposable consumables used such as carpet tiles, signage, stands or customised spaces, certain plastic packaging, cardboard, etc.

This waste is produced by event service providers whether in-house or external, with the major portion of waste remaining at our sites at the end of the events. This explains why 54 % of waste processed by the Group is managed by the GL events Venues' reception sites even when these sites are not the source.

WASTE PRODUCTION BY DIVISION



To contribute to lowering the impact of waste it is necessary to:

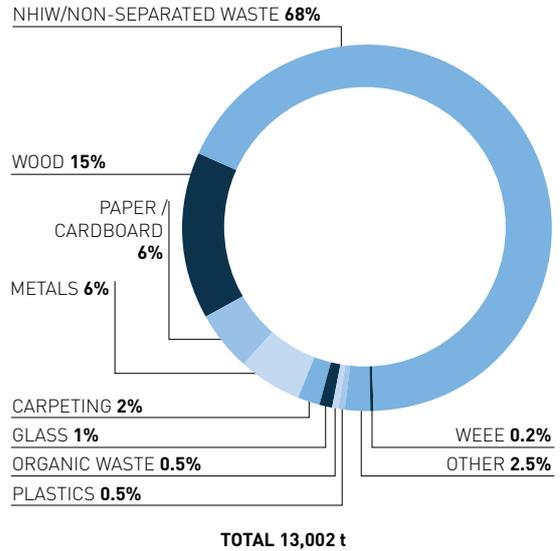
- Reduce the production of waste from our services by using sustainable design solutions but above all reuse, for example reusable carpet tiles.
- Develop waste separation mechanisms at our warehouses and reception venues in partnership with specialised waste management partners, our operating teams and cleaning service providers

IN PRACTICE: Biowaste produced by catering service providers operating at our sites is adapted for recycling for methanation or for the production of compost. Experiments were launched in 2018 to test their models and the conditions for their proper deployment. The Lyon Convention Centre has accordingly launched a biowaste sorting system in the kitchen facilities and highlighted the challenge of ensuring that procedures are properly applied by rotating catering teams. A specific experiment was carried out at Sirha Green to collect biowaste at the exhibition directly at the stands. Sirha Green has adopted a number of anti-waste solutions, notably thanks to its collaboration with the not-for-profit Aremacs. 1,130kg of biowaste were collected at the exhibition by this not-for-profit for promoting sustainable event practices. Most of this biowaste was processed through industrial composting and vermicomposting whereas the food

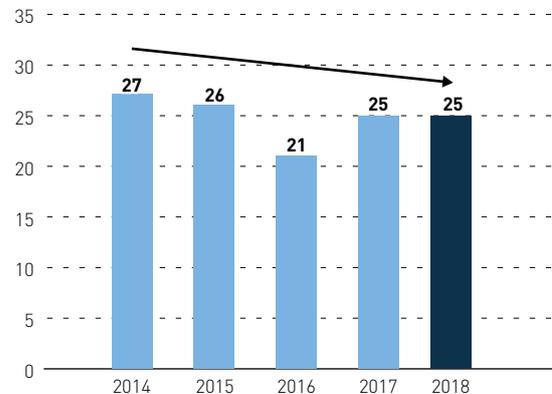
leftovers were distributed to charitable organisations. While this exceptional mechanism permitted very good results in terms of waste recycling, it is difficult, in contrast to imagine its replication at all exhibitions, in light of its budget (€), the complexity of its preparation and requirements in terms of field supervision.

IN PRACTICE: As part of its environmental policy, in 2017 GL events has entered into agreements with environmental organisations to promote the recycling of selected categories of waste at the Live and Venues sites in France. The implementation of these agreements in 2018 made it possible to recycle 260 tons of furniture and similar waste in coordination with Valdélia, an eco-agency for furniture professionals.

WASTE PRODUCTION BY CATEGORY (in tons)



RATIO OF WASTE/SALES (€ MILLION) (France ISO 14001 certified scope)



Managing event waste (and its potential use as a resource) is a complex issue, involving many stakeholders (service

providers, organisers, venues, cleaning companies, exhibitors, waste collection and processing services providers). It also involves changes in processes used, impacting the entire sector, where this issue is addressed by the joint work of Unimev, our industry trade association. GL events Group

naturally has an active role in the discussions of the sector and assures for example the chairmanship of the CSR commission.

III. EQUIPMENT AND THE MANAGEMENT OF OUR VENUES WITH HIGH ENVIRONMENTAL VALUE

While the visible share of our impacts is linked to changes in the form of services and their end-of-life, the environmental impact of buildings is much less perceptible though also an important issue. For both our reception venues (48 sites of the GL events Venues network) or our logistics warehouses, there exists a number of levers which may be activated to reduce environmental impacts.

A. ADAPTING EQUIPMENT

In connection with our contracts with delegating public authorities /while we do not always have the leeway to make the investments, the objective is to adapt the equipment of our sites to limit their environmental impact. Many initiatives have been taken:

- Investments in centralised technical management
- Work on the air management systems
- Relamping
- Developing waste separation equipment
- Using renewable energies

IN PRACTICE: The brand new **Metz Congrès Robert Schuman convention centre** (opened in September 2018), is a modern building designed by architect Jean-Michel Wilmotte and equipped with all the latest technologies. It is currently pursuing steps to obtain the rating of "Excellent" of the *"NF Bâtiment Tertiaire Démarche HQE® Neu"* standard. As part of this process, it has already received certification for the "Programme", "Design" and "Execution" phases. The certification process for the "Operation" phase is now in progress.

IN PRACTICE – LIVE: Significant work has been carried out on the heating, ventilation and air-conditioning system at the logistics platform at Brignais (the Group's historic headquarters). These installations have in large part been renewed: replacement of the heating pump and work on the air handling unit to permit more efficient management of building temperatures (by area and office) in order to optimise energy consumption.

B. ADAPTING PROCESSES

Equipment represents only one lever for reducing the environmental impacts of sites. Efficient management also requires the adoption of processes and partnerships with maintenance service providers.

ISO 14001 certification of our network of French venues (renewed for three years at the end of 2018) provides the framework for managing the environmental performance of the relevant sites through action plans, procedures, instructions and reporting.

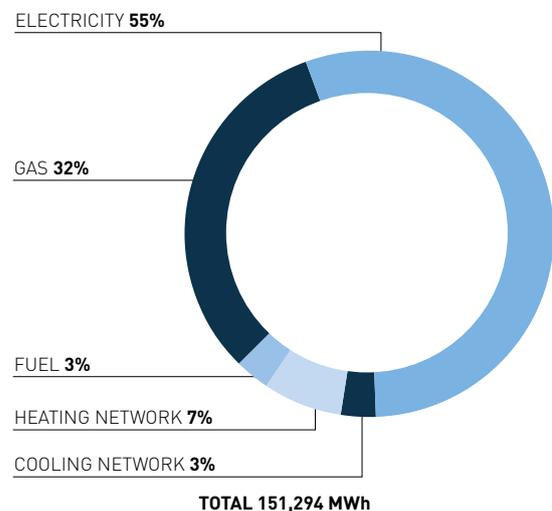
IN PRACTICE: The Group's reception venues are not the only operations concerned. **GL events Live's logistics**

platforms are no less engaged in processes to obtain environmental certifications. For example, GL events UK obtained ISO 14001 certification in 2018, and Décorama was engaged in efforts throughout the years to obtain certification in April 2019.

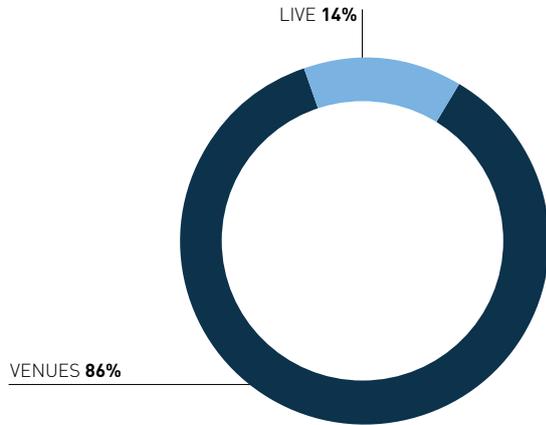
IN PRACTICE: Maintaining and servicing energy-using equipment is an important lever for achieving energy efficiencies. A centralised call for tender covering GL events Venues' 19 French sites made it possible to select a single multi-technical service provider for preventive maintenance and servicing for low-voltage heating, air-conditioning and plumbing equipment. Improved processes and steering procedures contributed to substantive work on the frequency of maintenance interventions adapted to the type of equipment, standardised reporting, the implementation of steering committees and the service provider engagement. In addition, for those sites requiring a permanent presence, the maintenance service provider is also tasked with applying strict temperature criteria reconciling the priorities of comfort with achieving optimal energy efficiencies.

The 151,294 MWh break down as follows by source of energy and Group business:

ENERGY CONSUMPTION BY SOURCE (in MWh)



ENERGY CONSUMPTION BY DIVISION

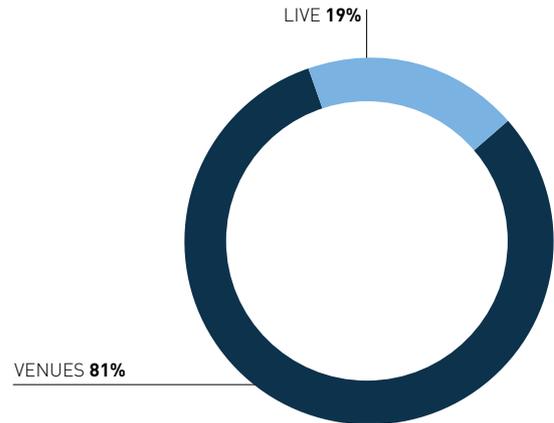


GL events Venues represents approximately 85 % of the 49,490 m³ of water consumed by the Group for building management purposes. Water consumption is one of the areas controlled by operational personnel and monitored for review by management for the certified venues. A range of equipment is being gradually installed to reduce

water consumption at the venues and an increase in the number of meter readings makes it possible to react more quickly in order to prevent overconsumption.

Groundwater is extracted at certain sites which represented 94,095 m³ in 2018.

WATER CONSUMPTION BY DIVISION



IV. CONTAINING CO₂ EMISSIONS

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

- 73 % in energy consumption (or 9,371 Mt CO₂e) for the Venues and Live scope);
- 27 % in transportation (or 3,396 Mt CO₂e)

Measures to reduce energy consumption (see high environmental value equipment and venue management) contribute significantly to reducing greenhouse gas emissions.

GL events Venues' French sites are now required to reduce the ratio of MWh/€'000s of sales by 5 % (75 % of energy consumption in France).

CO₂ emissions are also reduced by means of electricity supply contracts that include a "renewable energy" option. This green energy supply accounts for 15 % of the electricity consumption for the reporting boundary of French companies.

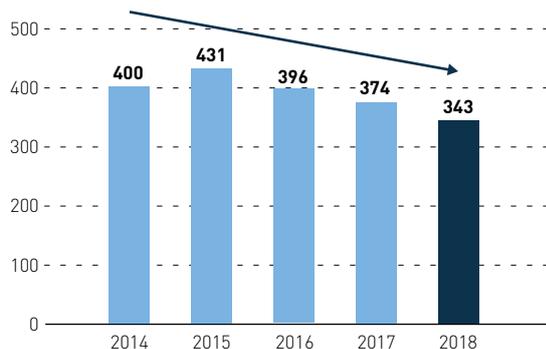
The other significant source of direct emissions is fuel consumption linked to the transportation of our goods (including the consumption of our own fleet) and employees.

IN PRACTICE: Our car policy has now integrated the Renault ZOE electric vehicle along with the electric Kangoo ZE for our logistics bases with deployment planned in 2019.

In addition sustainable development clauses designed to limit CO₂ emissions have been introduced in our calls for tender for subcontracting transportation services (in contrast however, scope 3 has not been assessed to date). 4 company transportation schemes (CTSs) were developed in 2018 to limit the impact of employee travel for the sites of Confluence (our headquarters), Strasbourg, Gonesse and Jaulin in Chilly Mazarin.

Jaulin also signed in 2018 a memorandum of understanding with a start-up to test a solution equipping truck capable of significantly limiting NO_x, SO_x and fuel emissions, without it being necessary to change vehicle.

**RATIO MWH/SALES (€M)
(France certified scope)**



THINK PEOPLE: EMPLOYMENT INFORMATION

With its 4,506 employees (+ 4.8 % in relation to 2017), 2,814 of which based in France, across 100 business units, GL events Group operates on the basis of decentralised human resources management. Launched in 2011, the Think People programme establishes a broad-based framework for the CSR engagements of each company. Its objectives have been adjusted to address the specific context of the Group.



OBJECTIVES

- I. **Employee engagement and collaborative development**
- II. **Diversity, inclusion, promoting employment for all in the territories**
- III. **Health and safety in the workplace**

2018 HIGHLIGHTS

- Integration of 924 employees
- Collaborative seminars in Aubrac, France: 6 collaborative work sessions and a management seminar, with the participation of more than 400 employees to create value for customers and invent together GL events Group of tomorrow (budget: 6 seminars + amounts + consulting fees) (€300,000)
- International talent recruitment campaign: international onboarding
- Persons with disabilities: expiration of the Agefiph convention in September
- Meeting with job integration stakeholders
- Granting exceptional tax exempt bonuses (*prime exceptionnelles de pouvoir d'achat*) in a number of companies
- Welcome Convention

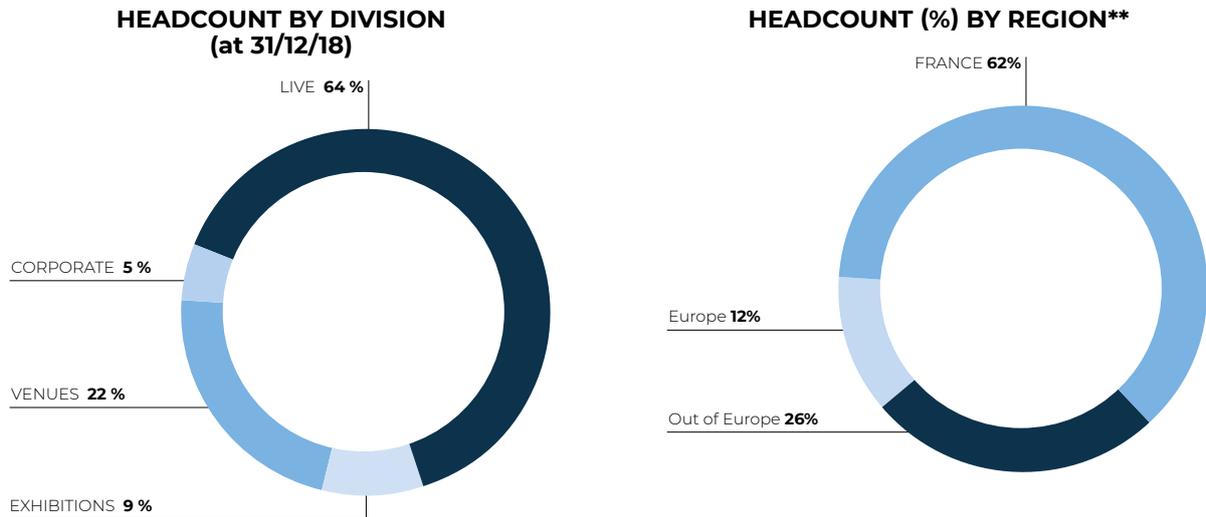
2019 PROJECTS

- Deployment of professional integration initiatives
- Measures supporting entry-level employees in France
- Continuation of the Aubrac seminars
- Scoping of workplace quality of life initiatives

I. ENGAGING EMPLOYEES

A. ATTRACTING PEOPLE

As a service company, the men and women of GL events are its valuable resource. Attracting talent is in consequence a key priority for ensuring its sustainability. The 4,506 employees break down as follows:



IN PRACTICE: International onboarding

To support the Group in its fast-growing international markets (China, Japan, Chile etc...), the human resources departments have developed an innovative recruitment initiative to create an internal talent pool with a global cultural profile: international onboards. At the end of a recruitment campaign targeting LinkedIn and schools, a recruitment day with members of the executive committee was able to select and convince the most interesting profiles in terms of potential. Seven candidates were selected. A specific integration programme

and missions were developed designed to enable them to acquire within one year the culture of the Group and its different divisions. This programme was supplemented by the designation of internal HR and GL events business coaches. An innovative initiative supporting both the international strategy and the GL events "employer brand" In 2018, 924 employees joined the Group and 800 employees left reflecting, in addition to staff turnover, additions from Fisa in Chile, Eventpro Modul France, Imagine Labs, and Nice Acropolis' removal from the scope.

B. DEVELOPING COLLABORATIVE INITIATIVES

After 40 years of existence, GL events Group continues to be driven by a strong entrepreneurial culture promoting the empowerment of employees who are closely associated with initiatives to transform the business units and the Group. Hospitality services and the organisation and installations for an event are developed exclusively in project mode: collaborative approaches to maximise this employee engagement are in this way critical.

IN PRACTICE: Aubrac Project

The "Aubrac" project was among the high points of 2018. Nearly 400 people coming from every division, country and business lines were invited to Aubrac to participate in the six work sessions focusing on Group innovations and transformations. a collaborative approach focusing on three priorities is applied to the 10 projects proposed by management:

- Promoting the emergence of ideas for collaborative actions to create additional value
 - for our customers (products, offerings, new services)
 - within our organisation and operations procedures (breaking down barriers, agility, cooperation...)

- Inventing with the employees the GL events of tomorrow
- Developing a corporate culture in step with societal changes (collaboration, freedom of expression and inclusion).

These important opportunities for sharing and exchange have contributed to the emergence of a number of projects. The most straightforward are already in the deployment phase, and the most demanding and strategic are pending arbitrations by the executive committee.

EMPLOYMENT INFORMATION:

IN PRACTICE: The collective dynamic of the Ile de France region

Under the impetus of executive management and the HR department of Live Ile de France, the event service teams of the Paris region adopted several initiatives designed to energise staff and bolster the collective dynamic. For example, the "Live My Life" programme offered around 12 employees an opportunity to learn about the jobs of colleagues in other departments in the course of a day, contributing in this way to more efficient exchanges between the sales and operating activities. A mini "welcome convention" was organised to facilitate the integration of new arrivals having joined Paris business unit services within the last six months and to give them an opportunity to visit the region's different operating sites. A dozen work-study programme students were also recruited within this scope reflecting a genuine class spirit. They met every three months to visit events equipped by our services and to meet with operational managers who presented their business line.

Employee engagement indicators:

In 2018, the absenteeism rate was 3.86 % compared to 4.51% in 2017.

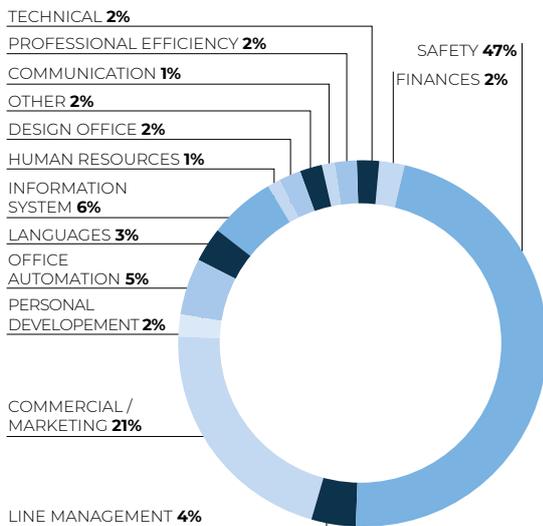
C. DEVELOPING COMPETENCIES

Business competencies are constantly adapted to the company's needs and changing environment through professional training programmes. The training plans are developed by each business unit in coordination with the managers, operational HR and executive management.

2018 training highlights:

- 1,855 candidates employees trained
- 23,892.3 candidates hours of training
- an average of 12.88 candidates hours of training per participant
- 47 % of training hours devoted to safety

TRAINING HOURS BY TOPIC:



D. MOBILITY

The challenge is proposing a dynamic career path to employees, facilitating the acquisition of multiple skill sets to manage complex projects in an environment where agility and cross-functional capabilities are in increasing demand. The mobility strategy aims to enhance the business line approach by exchanging points of view and activating synergies.

Opportunities are offered by the Group for international deployment designed to transfer expertise and know-how to the venues and integrated business units and mobilise employees motivated by the transfer of skills and the discovery of other cultures.

IN PRACTICE: Japan Task Force

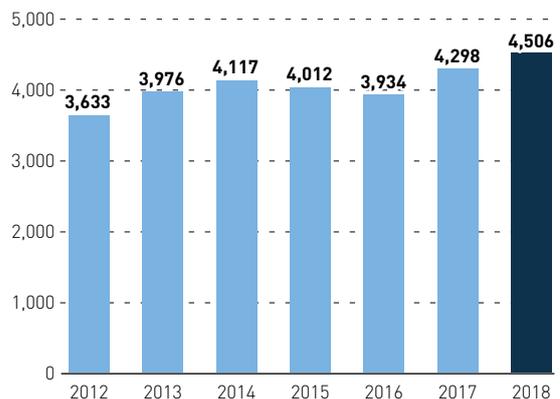
In April 2018, GL events signed the agreement for the management concession for Aichi Sky Expo, one of Japan's largest exhibition and event centres scheduled to open its doors in September 2019. For the launch of this new park, a new team has been recruited. To support it, a task force has been formed bringing together a range of internal expertise: business development, operations, food and beverage, management. Missions for periods of 3 to 12 months were thus proposed to voluntary candidates from different countries for the purpose of training the recruits and facilitating the acquisition of GL events' processes, culture and diversity. And extraordinary adventure for employees eager for new experiences!

II. DIVERSITY AND THE CREATION OF VALUE FOR ALL

A. JOB CREATION

Against the backdrop of a tight worldwide job market, creating and preserving jobs within a growing company constitutes one of its most important social responsibilities. On this basis, GL events management have been pursuing the Group's development, as highlighted by the growth in the number of employment in recent years.

CHANGES IN THE GROUP WORKFORCE AT 31/12/18



EMPLOYMENT INFORMATION:

In addition to the workforce employed directly by the Group, events staged, organised or equipped within our operating regions also generate jobs across the business tourism value chain and covering event services, the hotel and catering sectors, passenger transport, etc. On this basis, through the services provided to its customers GL events is committed to creating local value within the territories in which it operates.

IN PRACTICE: GL events actively contributed within its industry trade association, Unimev (*Union Française des Métiers de l'Événement*) to the creation of a CSR performance calculator developed for the entire sector, a tool for analysing online global performance (socioeconomic, environmental and societal) of events within a common

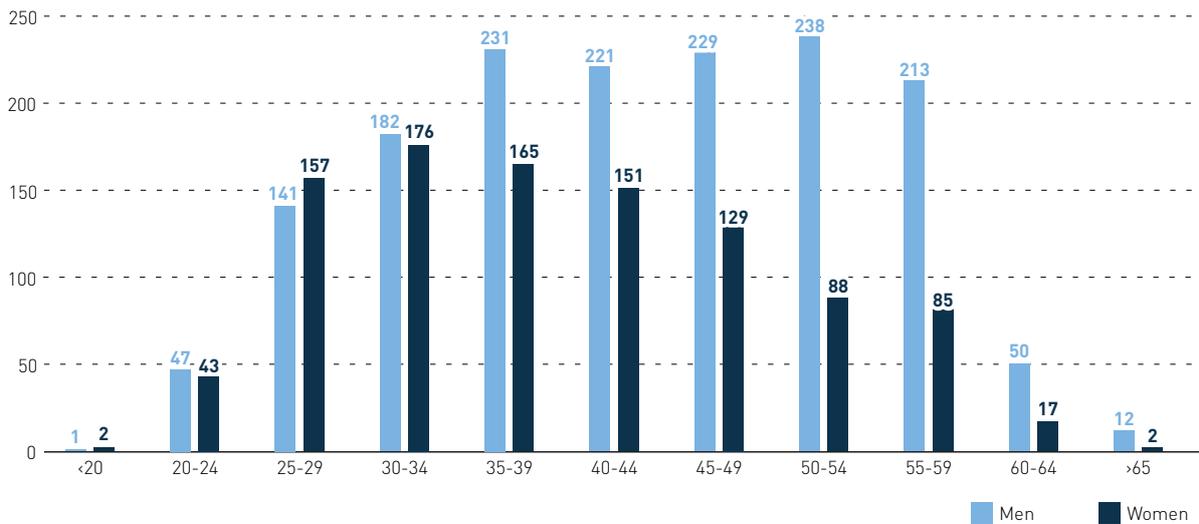
event industry framework. This tool which represented 18 months of collective work was upgraded in 2018 with the support of Deloitte to guarantee the methodology used for the calculation. The output generated demonstrated among other things, that the direct and indirect benefits of events have an impact across the entire business tourism value chain (service providers, hotels, transportation, catering services). Within a period of relatively sluggish labour market conditions, the Lyon International Fair, with an in-house team of eight employees, highlights a contribution of more than 261 full-time equivalent positions within the territory. The scope of the impacts of this event far exceeds that of a simple annual regional meeting by providing a very concrete contribution to the region.

B. DIVERSITY, DISABILITIES, INCLUSION

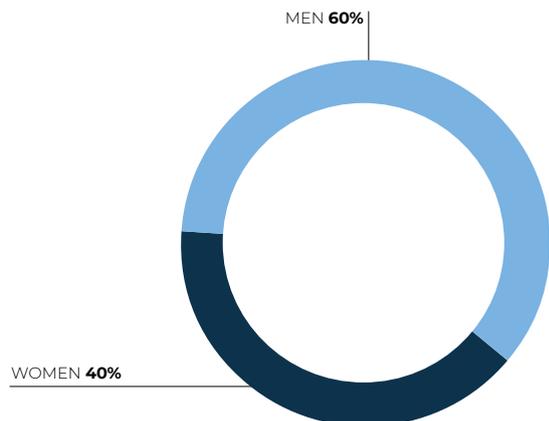
As a signatory of the diversity charter since the end of 2010, GL events candidates events is committed to developing an equal opportunity culture that offers a chance to all: beyond diplomas, irrespective of gender, age or state of health, this involves above all recognising the expertise, skills and engagement and entrepreneurial spirit of each.

BREAKDOWN BY AGE

For permanent employment contracts in France at 31/12/18



GROUP HEADCOUNT BY GENDER (AT 31/12/18)



WORKERS WITH DISABILITIES

Promoting the professional integration of persons with disabilities has been one of the Group's priorities since 2014. The signature of an agreement with AGEFIPH has given a framework and strong momentum to this approach. Its one-year renewal to September 2018 has made it possible to reinforce measures adopted, multiply the most effective impacts and focus efforts on recruitment. The number of employees with disabilities with permanent employment contracts in France has risen from 33 at the end of 2013 to 84 at 31 December 2017 (the overall employment rate for persons with disabilities was 4.83 % in 2017, with 2018 data not yet available). An action plan spearheaded by a disability project manager is focused on five main subjects.

- 1- Awareness-raising and training
- 2- Information and communication
- 3- Recruitment and integration
- 4- Job stability and continued employment
- 5- Collaboration with the sheltered work sector.

IN PRACTICE: Two recruitment days designed for applicants with disabilities were organised in partnership with the specialised HR consulting firm Thom'pouss and HR teams. After pre-selecting profiles corresponding to the job openings, 30 candidates were shortlisted and invited to participate in "speed meeting" interviews with HR managers or the managers of the posts open to recruitment.

In this same spirit, a mini fair for sheltered-work establishments was organised offering employees an opportunity to discover the structures providing services associated with our activities: communications, printing, web agencies, caterers... The objective: challenge preconceived notions and demonstrate the know-how of structures and companies operating in the sheltered employment sector.

INSERTION

With the signature of the diversity charter at the end of 2010 and the adoption of a group disability approach in 2014, GL events has maintained its commitment to promoting equal opportunity by signing the 1,000 company member charter (*La Charte des 1000*), a partnership between companies and the Greater Lyon urban authority, in favour of job integration and employment. To address the priorities of our stakeholders, and in particular, local authorities, this charter promotes the implementation of concrete actions with simple but ambitious objectives: adopting alternative recruitment methods, contributing to job access, promoting knowledge about our businesses, supporting entities promoting job integration, invest in local efforts in favour of employment.

C. SHARING THE CREATION OF VALUE WITH "ALL" EMPLOYEES

GL events Group wanted to provide an additional boost to the compensation policy of its French subsidiaries. Reflecting its decentralised approach in which each subsidiary is the decision-maker responsible for its own wage policy, the Group wanted each subsidiary to pay specific attention to compensation for employees at the lower end of the pay scale.

IN PRACTICE: In all the Group's companies in France, an exceptional bonus was awarded in December 2018 to every employee of €500 and €300 depending on the compensation levels.

The profit-sharing scheme established in 2007, with a Group savings plan, has provided employees of the Group's French companies a way of sharing concretely in the Group's successes. All GL events' French subsidiaries 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 calculated for 2017 and paid in the 2018 first half represented a gross benefits of €3,503,344.

An employee savings scheme for employees who wish to participate for use as a savings vehicle and/or for voluntary contributions. Within this framework, six investment funds are available including one solidarity-based fund. Since 2012, the Chairman and the Board of Directors have sought to promote the engagement of Group employees through an employee stock ownership programmes and decided to distribute 10 bonus shares per year and per employee. This initiative was continued in 2018.

All Group employees in France are offered benefits covering death, invalidity or incapacity and the reimbursement of healthcare costs, in accordance with collective bargaining agreements. Our health insurance plans are adapted to the specific needs of our employees, offering the ability to select different options for additional benefits.

III. OFFERING A SECURE ENVIRONMENT FOR OUR EMPLOYEES AND CUSTOMERS

Worker health and safety constitute a critical component of social responsibility. Safety is a key priority for the different service-related business lines. GL candidates events teams' activities include assembling 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.

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
- Road safety training and qualifications for lorry drivers (FIMO and FCOS)
- The adoption of specific movements and positions for all employees performing manual operations
- Work performed at heights and on scaffolding;
- A Uniform Document;
- Special fire safety qualifications (SSIAP)
- Workplace first-aid personnel;
- Electrical accreditation

Reflecting this priority, 47 % of total training hours provided in 2018 were devoted to safety.

For events, plans for prevention, general coordination for safety and health and a specific safety and environmental protection plan (PPSPS) are adopted to ensure the safety of our employees, contract workers and suppliers.

The frequency rate for occupational accidents (lost time injuries) was 22.22 in 2018, reflecting the insourcing of assembly teams which mechanically increases the number of employees exposed to the risks of occupational accidents. The severity rate for occupational accidents of GL events Group (France reporting boundary) was 0.82.

IN PRACTICE: The safety approach was reinforced at GL events Live Ile de France by the appointment of a regional safety and prevention manager. In addition

to ensuring the regulatory compliance, initiatives were taken in 2018 to harmonise practices and further raise awareness by all service business units of the Ile de France region: updating prevention plans, producing information posters on chemical agents, broadcasting safety "videos on dynamic display screens, fire safety drills...

GL events must guarantee the safety of visitors at sites under its management (exhibition centres, convention centres, reception or multi-purpose venues). Venues under management fall under the category of public-access buildings (*Etablissements Recevant du Public* or ERP) and are subject to strict regulations. A certain number of staff at these sites, in compliance with applicable regulations, have received safety training (SSIAP qualification levels 1 to 3). The profile and number of the safety personnel present at the site is specifically scaled and adapted to the events being staged. Training to continuously update knowledge about first aid measures for "front-line" employees in the service areas and those working in buildings open to the public, training in fire fighting measures are provided in priority and among the top training objectives.

In response to the growing risk of terrorism, GL events Group has maintained its prevention measures by means of collective and day-to-day efforts, carried out in close collaboration with governmental authorities (*préfectures*) and institutional security organisations.

Measures adopted for public-access buildings (*Etablissements Recevant du Public*) and also for large-scale events, include the following actions: participation in the working groups of our trade association

- coordinating a network of designated security officers for Group venues
- designation of a specially assigned law enforcement officer for each site in Paris
- sharing experience among sites concerned by major safety and security issues
- adapting and implementing safety guidelines established by our professional federations, dealing with access management and identifying risks,
- crisis management procedures...

And generally, implementing security measures adapted to the risk level in coordination with public authorities and a relationship of trust with the event organisers. Dialogue with stakeholders here as well is key.

Concerning the Live Division, temporary structures supplied (tents, grandstands,...) , required to meet specific safety standards, are inspected by specialised companies to guarantee the safety of visitors and spectators.

IV. SOCIAL DIALOGUE AND COLLECTIVE AGREEMENTS

GL events operates on the basis of a decentralised approach to social dialogue and employee relations. The following employee representation bodies are present within GL events Group companies:

- 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 and representatives.
- The Social and Economic Committee

The ministerial decree (*ordonnance*) of 22 September 2017 created a new employee representative body, the social and economic committee ("*comité social et économique* or CSE) merging the prior bodies of the:

- works council
- employee delegates,
- and the Health, Safety and Working Conditions Committee (CHSCT).

Between now and the end of 2019, the CSE is to replace these prior bodies that as from 1 January 2020 will cease to exist.

Today, 3 companies Ranno, GL events Mobilier and Live ! By GL events now operates under this new CSE organisation.

The mission of employee representation bodies is to promote 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 business unit 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 broadly address the employment situation within the company. These agreements also address, as applicable, the topics of professional integration or the continued employment of workers with disabilities, as well as measures for gender equality and the employability of seniors.

THINK LOCAL / CREATING VALUE FOR GEOGRAPHIC TERRITORIES AND BUSINESSES

With more than one hundred offices worldwide, GL events provides customers with local service reflecting a commitment to creating value to benefit the territories where it operates.



PRIORITIES BY DIVISION

- I. Venues: strengthening the territorial coverage of sites to promote the vitality of regions
- II. Exhibitions: facilitating exchanges for professional communities and local initiatives
- III. Live: developing local partnerships

I. GL EVENTS VENUES: STRONG LOCAL POSITIONS ACTIVELY CONTRIBUTING TO THE VITALITY OF TERRITORIES

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

political and civil society stakeholders, GL events Venues is actively engaged in developing the territorial network and facilitating contacts between companies, industry associations and learned societies.

DIALOGUE WITH STAKEHOLDERS WITHIN GL EVENTS VENUES:

	REGIONAL AND LOCAL GOVERNMENT	TRAINING AND RESEARCH INSTITUTES	NGOS & NOT-FOR-PROFITS	ECONOMIC AND INDUSTRIAL FABRIC
STAKEHOLDERS	<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 centres – 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

STRENGTHENING TERRITORIAL COVERAGE

As a venue manager, 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.

SUPPORTING LOCAL ACTIVITIES

In parallel with the space rental activity, through the creation of events, GL events Venues' development teams seek to transform the sites into highly effective tools for creating value and showcasing the territory's specific areas of excellence.

IN PRACTICE: In partnership with the French government space agency (*Centre National d'Etudes Spatiales* CNES), the Toulouse Metropole and the Occitanie region, in 2018 GL events Venues designed

a new event to connect all stakeholders of the space industry. The first edition will be held in 2020 in the new exhibition centre of Toulouse, the European capital of the aerospace industry. Its goal will be to federate the international stakeholders of large ecosystem concerned by the impact of aerospace developments on the company and the economy; Top-level executives, Chairs- Chief Executive Officers of the private sector, representatives of government and the public sector, military, security and intelligence officers, investors, researchers and academics, media, NGOs are invited to debate, contribute, promote an ongoing assessment of the impact of the aerospace industry developments on all economic and societal challenges: health, environment, safety and defence, education, mobility, communications. A very concrete illustration of the vital local dimension of events within regions.

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 deadlines and sustainable development at the national level. However, it also encourages, when local suppliers meet these standards, using the latter as a way of promoting the local economy.

II. ORGANISATION OF TRADE SHOWS, FACILITATING EXCHANGES FOR PROFESSIONAL COMMUNITIES AND LOCAL INITIATIVES

TRADE SHOWS: PLATFORMS FOR STAKEHOLDER DIALOGUE



Much more than an ephemeral event, trade shows and exhibitions are powerful tools for boosting professional and civil society communities and for promoting territorial economic development. This momentum is based on:

- The impact of a unique gathering of all the sector's stakeholders: professional federations, companies, public authorities, political and economic decision-makers, clusters, research and training institutions, experts, customers, suppliers, media, local authorities, regions and countries...
- Community management and promotion throughout the year through websites, blogs, dedicated social media, conferences and the publication of high content newsletters
- Presenting trends for products and services, showcasing innovations
- Producing high value added content for seminars and conferences

IN PRACTICE: Global Industrie, a major multi-sector gathering of manufacturers

By acquiring and combining Midest and Tolexpo in July 2017 with the Industrie and Smart Industrie trade shows, GL events Exhibitions has created a major European industrial gathering whose first edition was held in March 2018, Global Industrie. This large-scale event will bring together an entire industrial ecosystem (providers of products/solutions, equipment manufacturers, subcontractors, start-ups, contracting parties, large groups), the

entire value chain (research and development, design, production, services, training, etc.) and all end-user industries (transportation & mobility, energy, food industry, infrastructure, consumer goods, chemicals, cosmetology, pharmaceuticals, metallurgy and steelworks, etc.) This event will in this way contribute to increasing value for this industry in France and promoting the many industrial strengths of French regions and extend the reach of French industrial know-how beyond the national borders and attract professional attendees from across Europe.

III. GL EVENTS LIVE: SUPPORTING LOCAL ECONOMIES

For GL events Live's activities, stakeholders' expectations concern primarily the Group's ability to promote the regional economy by working with local suppliers. This requirement is frequently conveyed in connection with public procurement contracts. The proximity offered by the GL events Live's network of agencies is a genuine asset. For customers, long-term partnerships contribute to a better balance in terms of costs, meeting deadlines and local impacts.

For organising committees of large international sports competitions or major political events, promoting a region's heritage and creating local value are top priorities. For that reason, the aim is both to promote the region but also to stimulate the local economy and employment. As a service provider for these events, GL events incorporates these requirements by providing, in addition to budgetary and operational responses, solutions that enhance local partnerships to ensure the event's efficacy and impact.

IV. SPONSORSHIP

GL events Group supports major contributors to the universe of culture, sports and not-for-profit initiatives. In parallel, each Business Unit supports not-for-profit initiatives at local levels that address the social challenges of their territory, based on a community-centred approach. In 2018, key actions or entities supported by the Group included:

- The Lyon Festival of Lights
- Sport dans la Ville
- Solidarité Sida
- Villa Noailles
- Institut Français de la Mode
- Emmaus Action Est
- Le Printemps de Pérouges

A sponsoring contract has also been renewed with Elise Marc and Mélina Robert-Michon, a world-class athletes with disabilities.

CROSS-FUNCTIONAL INITIATIVES**I. PURCHASING: ADAPTING PRACTICES.**

GL events' purchasing policy concretely reflects its CSR commitment in order to secure the supply chain and better manage the environmental and social impacts of its purchases of products and services.

By providing guidelines to be adopted, buyers are critical partners of the sustainable development department: supplier questionnaires on CSR practices at the selection phase, integration of specific CSR criteria for types of purchases for the main consultations, dedicated purchasing/sustainable development meetings...

The Group continues to evaluate key suppliers in relation to their performances in the different sustainable development areas.

Our purchasing department provides suppliers with specifications. For categories of purchases having an impact (significant volume or environmental/social impacts), the purchasing team works in coordination with the sustainable development team to integrate targeted environmental and social criteria in relation to the specific issues of the category of supplies. We have moved from the use of rather long and generic questionnaires to a more targeted approach in recent years and are gradually introducing CSR clauses in the contracts;

II. CHANGES IN THE SCOPE OF CERTIFICATION

The Group intends to gradually extend the scope of certification.

- While ISO 14001 certification was renewed for the network of GL events Venues France
- GL events UK received ISO 14001 certification for the first time.
- The CCIB Barcelona international convention centre

obtained ISO 20121 certification (event sustainability management).

- Décorama is in the process of pursuing ISO 14001 certification
- Jaulin is in the process of ISO 20121 integration
- The sites of the GL events Premium network are preparing for ISO 20121

III. ETHICS AND COMPLIANCE

GL events' activities adopt a concrete approach to promoting ethical practices and compliance according to French and international standards.

A. PREVENTING CORRUPTION

In 2018, under the impetus of executive management, the project team created to implement the eight pillars of the French anticorruption law (*Loi Sapin 2*) continued with its action, and in particular:

- The anti-corruption code was published on the Company intranet and Internet sites and providing for disciplinary measures in conjunction with a whistleblowing system accessible by email. This code has been translated into all languages represented within the Group;
- The mapping of corruption risks has been finalised. It includes an analysis of corruption risks and influence peddling by country and type of risk. Sixty interviews were carried out covering all the Group's business lines and activities. The analysis of the interviews also provides the basis for developing training tools and for the implementation of the other pillars. Mechanisms for mitigating the gross exposure are in the process of being formalised and analysed.
- Employees most exposed to the risk of corruption and influence peddling were identified and will be provided with specific training in 2019. Personnel most at risk will receive classroom-based training which includes role-playing based on the risk mapping for corruption and influence peddling;
- With respect to the procedures for accounting controls, a feasibility study was conducted in 2018 to identify the nature of controls (expense vouchers, gifts, invitation, etc.) and their recommended frequency. The technical (tools, data..) and operational suitability is in the process of being analysed with execution planned for the second half of 2019;
- For the assessment of third parties, criteria and a procedure have been previously defined based on accounting systems and assessment tools existing within the Group. An in-depth procedure and the mechanism for its implementation will be deployed in 2019.

With respect to governance, a project team made up of representatives of the finance, legal, internal audit, internal control, human resources and tax functions meets on a weekly basis to monitor the implementation of the 8 pillars. The approach and the results of the corruption risks mapping was presented to the entire project team. In addition, each pillar was placed under the responsibility of a function, with the entire system spearheaded by the Project Head/Ethics Officer.

In addition, all managers of our subsidiaries, including all those located in international markets have been tasked by Executive Management with the responsibility of deploying measures and procedures decided at the executive management level. Actions to be taken in countries identified as at risk are the focus of particular vigilance.

The anticorruption approach is systematically presented at each audit committee meeting and on a regular basis to meetings of executive committees and the Board of Directors.

B. TAX POLICY

The principles of the tax policy applied by the Group consists of:

- complying with all laws and applicable tax treaties in force;
- paying the right amount of taxes;
- effectively managing the tax risk;
- applying the tax provisions corresponding to the economic substance of its activities;
- ensuring a responsible approach in dealings with tax authorities.

For 2018, no consequences regarding this matter were noted within the framework of the Group's activities when the appropriate measures and internal controls were applied.

C. PRINCIPLES OF INTEGRITY IN BUSINESS DEALINGS

GL events' Code of Business Conduct defines the rules that the Group asks all its stakeholders to apply in conducting their business dealings.

The purpose of this code is to promote both for GL events and its stakeholders a harmonious application of the rules of international trade and respecting Human Rights.

The stakeholders of GL events undertake to respect these rules and ensure they are respected.

In particular, in the area of Human Rights, the GL events Code of Business Conduct stipulates that GL events Group shall defend human rights as defined in the Universal Declaration of Human Rights. The Group respects these rights in the conduct of its operations throughout the world:

- These stakeholders undertake throughout the world in their business dealings with GL events Group to encourage sound relations and avoid civil conflicts.
- The stakeholders respect and defend the dignity, well-being and rights of their employees, families and communities.
- The stakeholders undertake to combat all forms of undeclared work.
- The stakeholders undertake to not use or encourage the employment of children in accordance to Convention 138 of the International Labour Organization.
- The stakeholders undertake to not use or encourage the forced labour as defined in Convention 29 of the International Labour Organization.
- The stakeholders undertake not to practice nor encourage discriminatory practices in the area of recruitment, compensation, access to training, advancement, dismissals or retirement, based on conditions of race, nationality, religion, disability, gender, sexual orientation, or any other condition which could give rise to a form of discrimination.

ACRONYMS

AGEFIPH: *Association de Gestion du Fonds pour l'Insertion Professionnelle des personnes Handicapées* (Fund Management Organisation for the Professional Integration of Persons with Disabilities)

AHU: Air Handling Unit

BEGES: *Bilan des Emissions de Gaz à Effets de Serre* (a statutory French GHG emissions audit)

BU: Business Unit

CACES: *Certificat d'Aptitude à la Conduite En Sécurité* (training certification for equipment operators)

CDD: *Contrat à Durée Déterminée* (fixed-term employment contracts)

CDI: *Contrat à Durée Indéterminée* (permanent employment contracts)

CHSCT: *Comité d'Hygiène, de Sécurité et des Conditions de Travail* (Health, Safety and Working Conditions Committee)

CSE: *Comité Social et Economique*: (Social and Economic Committee)

DSP: *Délégation de Service Public* (a form of public-private partnership concession)

DUP: (*Délégation Unique du Personnel*) a unique staff representation body

ERP: *Établissement Recevant du Public* (a public-access building)

ESAT: *Établissement de Service d'Aide par le Travail*.

F&B: Food & Beverage

FCOS: *Formation Continue Obligatoire à la Sécurité* (French compulsory ongoing professional driver safety certification)

FIMO: *Formation Initiale Minimale Obligatoire* (French compulsory minimum initial training certification for professional drivers)

GHG: Greenhouse Gas

HP: Heat Pump

ILO: International Labour Organisation

LTI: Lost Time Injury

NHIW: Non-hazardous industrial waste

PDE: *Plan de Déplacement Entreprise* (Company Transportation Schemes)

PPE: Personal Protective Equipment

SDG: Sustainable Development Goals

SSIAP: *Service de Sécurité Incendie et d'Assistance à Personnes* (Fire Safety and Personal Protection Services)

METHODOLOGICAL NOTE ON THE REPORT

I. THE GL EVENTS REPORTING APPROACH:

1. GENERAL INFORMATION

GL events has published CSR information in its management report since 2012. As from 2018, the CSR report is referred to as the "Statement of Non-Financial Performance".

2. REPORTING PERIOD

Information published in this report relates to the 2018 financial year for the period running from 1 January to 31 December.

3. BUSINESS MODEL:

GL events' CSR approach fully reflects the specific challenges of its activities and the Group business model. This business model is described in the section "GL events, Businesses and Markets" in the 2018 Registration Document.

II. REPORTING BOUNDARY:

1. DETAILS ON THE ENVIRONMENTAL REPORTING SCOPE:

GL events Group's activities are organised into three business units: As the nature of these activities differs, the environmental impacts are also not the same. It is accordingly necessary to provide clarifications regarding the reporting boundary adopted. For certain sites, information is not available.

- **GL events Venues** operates and markets event venues (exhibition centres, convention centres, reception or multi-purpose venues). In most cases it intervenes on behalf of local governments through public-private partnerships (*délégations de service public*) and concessions. The Venues business unit today has 48 sites worldwide representing total exhibition area of 710,000 sqm (excluding outside exhibition areas), 40 auditoriums with seating capacity for 300 to 13,000 people, and nearly 450 meeting rooms. This activity, in light of the volumes to be taken into account, generates significant amounts

- of waste and substantial energy and water consumption.
- **GL events Live** activities cover the provision of services for events: supplying temporary structures (tents, grandstands), audio-visual equipment, signage, stands, etc. For the Group's environmental reporting, the main logistics and warehousing sites of the Group are taken into account in France and other countries.
- **GL events Exhibitions** organises the Group's 300 proprietary trade shows. Environmental data relating to the staging of trade shows is not available. The management practices of the venues staging such events vary significantly (example: depending on the location where the venue is hosted, energy consumption may be invoiced to the organiser based on actual cost or on a fixed rate basis). These different types of management methods currently prevent the availability of sufficiently reliable consolidated data. For that reason, data for this division is not consolidated.

2. INFORMATION ON THE EMPLOYMENT REPORTING BOUNDARY:

Headcount data concerns headcount for France and International operations. This covers fixed-term contracts (including work-study contracts and professional development contracts) and permanent contracts at 31 December 2018.

Information relating to new and departing employees concerns those on permanent contracts in France and other countries.

The age pyramid covers permanent employees for France. Frequency, severity and absenteeism rates are published for the French reporting boundary.

III. ENVIRONMENTAL INDICATORS

1. METHODOLOGICAL EXPLANATIONS AND LIMITATIONS

Direct and indirect energy consumption (excluding fuel): energy consumption is presented in MWh for the relevant reporting boundary. Selected data (energy, water) may be communicated on a year-on-year basis based on availability.

Fuel consumption relates exclusively to the French reporting boundary. Specifically, fuel consumption is reported for the fleet of vehicles with authorised loaded

weight of less than 3.5 tonnes as well as the Lyons and Paris fleet of lorries (the Group's main logistics platforms in France).

CO₂ emissions: CO₂ emissions correspond to emissions resulting from building energy consumption (Scope 1 and 2 of BEGES) for French sites. Emission factors used in the calculation are derived from the Base Carbone® reference (2015 version) of the French Agency for Environment and Energy Management (ADEME).

Water consumption: data reported (in m³) relates to water consumption of buildings. This includes consumption originating from groundwater extraction (use of heat pumps) for Eurexpo (Lyon).

Waste production: the production of waste is expressed in tons. We note that for certain sites of the Venues division, waste collection and processing services are assured by the local administration and for that reason data is either not available or only partially available. Certain volumes are estimated by applying ratios for average density (kg/l) according to the type of waste. This method introduces a high degree of uncertainty for the data.

IV. EMPLOYMENT INDICATORS

Headcount: headcount data relates to actual headcount at 31 December.

The overall employment rate for disabled persons: the calculation of this figure is based on the total workforce in this category for the French reporting boundary. The overall unemployment rate includes both direct and indirect employment (tasks outsourced to the sheltered work sector). The rate presented in the report relates to 2017 as data for 2018 was not yet available at the time of its publication.

The frequency rate: the number of Lost Time Injuries (LTI) in relation to the number of hours worked multiplied by 1,000,000. Commuting accidents are not taken into account for this calculation. Hours taken into account represent theoretical paid working hours.

The severity rate: the number of lost work days due to occupational injuries in relation to the number of hours worked multiplied by 1,000. Lost workdays in 2018 due to occupational injuries occurring in 2017 are not taken into account.

Number of training hours: this data concerns training of the France reporting boundary.

Absenteeism rate: The absenteeism rate covers absences for the following reasons: sick leave and part-time for health reasons, lost time injuries and lay-offs.

V. ORGANISATION OF THE REPORTING

1. GUIDELINES

GL events has implemented an internal reporting guideline defining the roles, responsibilities, indicators and their reporting boundaries and calculation method.

2. PROCESS FOR REPORTING AND CONSOLIDATING INFORMATION:

Environmental information is reported through operational and/or financial reporting lines. Environmental information is consolidated by the sustainable development department. The human resources department is responsible for reporting and consolidating employment-related data. Environmental data is reported through accounting channels on a quarterly basis or through a specific monthly balanced scorecard for entities within the ISO 14001 certification boundary. Social data within the French boundary is derived from the payroll application and its different components. Headcount data outside of France is collected on a quarterly basis to supplement this information.

3. VERIFICATION OF DATA

Data checks are performed by persons responsible for each data set to the extent possible. Such verifications may take different forms: consistency checks, request for supporting data for qualitative information, internal audits (subsidiaries with a certified management system), detailed testing.

VI. EXTERNAL AUDITS OF DATA

GL events Group appointed Finexfi as an independent third-party certified by COFRAC for the auditing of non-financial information. As this information is included in our report, there is no obligation to provide detailed disclosures on these indicators here and refer to our report.

A description of procedures implemented and the conclusions of the verifications are presented in the independent assurance report provided at the end of this document [page 26](#).

INDEPENDENT THIRD-PARTY ASSURANCE REPORT ON SUSTAINABILITY INFORMATION

To the shareholders:

As requested by GL events and in our capacity as independent assurance providers certified by COFRAC under No. 3-1081 (for details on the scope refer to www.cofrac.fr), we hereby present our consolidated statement of non-financial performance (hereafter the "Statement") presented in the management report prepared for the period ended 31 December 2018 in accordance with the provisions of article L. 225-102-1, R. 225-105 and R. 225-105-1 of the French commercial code.

THE ENTITY'S RESPONSIBILITY

The Board of Directors is responsible for issuing a Statement in accordance with the legal and regulatory provisions that includes a presentation of the business model, a description of the main non-financial risks, a presentation of the policies applied with regard to these risks and the results of these policies, including key performance indicators.

The Statement was prepared by applying the Company's procedures (hereinafter the "Guidelines"), the significant elements of which are presented in the Statement.

INDEPENDENCE AND QUALITY CONTROL

Our independence is defined by the provisions of Article L.822-11 of the French Commercial Code and the Code of Ethics (*Code de Déontologie*) of our profession. We have also implemented a quality control system comprising documented policies and procedures for ensuring compliance with the codes of ethics, professional doctrine and applicable legal and regulatory texts.

RESPONSIBILITY OF THE STATUTORY AUDITOR

Based on our work, our role is to formulate a reasoned opinion expressing moderate assurance as to:

- the Statement's compliance with the provisions of Article R. 225-105 of the French commercial code;
- the truthfulness and fairness of the information provided in application of paragraph 3 of section I and II of Article R. 225-105 of the French commercial code, namely the results of the policies, including key performance indicators, and the actions relating to the main risks (hereinafter the "Information").

However, it is not our responsibility to express an opinion on:

- the entity's compliance with any other applicable legal and regulatory provisions, particularly those concerning the combating of corruption and tax evasion;
- the conformity of products and services with applicable regulations.

NATURE AND SCOPE OF OUR WORK

Our work was carried out in accordance with the professional standards determining the means whereby the third party independent body is to perform its assignment as well as with the ISAE 3000 international standard for assurance engagements for non-financial information.

Our work was carried out over a period of approximately 11 man-days between 14 February and 11 March 2019.

We conducted six meetings with persons responsible for the Statement.

We carried out checks allowing us to assess the Statement's compliance with the legal and regulatory provisions and the fair presentation of the Information:

- we took due note of the activity of all the businesses included in the consolidation scope, their exposure to the main social and environmental risks associated with this activity, and, where applicable, its effects as regards respect for human rights and the combating of corruption and tax evasion as well as of the policies deriving from them and their results;
- we assessed the appropriateness of the Guidelines regarding their relevance, exhaustiveness, reliability, neutrality and comprehensibility, taking into account, where applicable, best practices in the sector;
- we verified that the Statement covers each category of information provided for in section III of Article L. 225-102-1 on social and environmental matters as well as respect for human rights and the combating of corruption and tax evasion;
- we verified that the Statement presents the business model and the main risks related to the activity of all the entities included within the scope of consolidation, including, whenever relevant and proportionate, the risks engendered by business relations, products or services as well as the policies, reasonable diligence procedures and results, including key performance indicators;
- we verified, whenever relevant to the main risks or policies presented, that the Statement presents the information provided for in section II of Article R. 225-105;
- we assessed the processes used for identifying, ranking and validating the main risks;

- we enquired as to the existence of procedures for internal control and risk management implemented by the entity;
- we verified that the Statement includes a clear and reasoned explanation of the reasons justifying the absence of policy with regard to one or more of these risks;
- we verified that the Statement covers the consolidated scope, i.e. all the companies included in the scope of consolidation in compliance with article L. 233-16 of the French commercial code, with the limits specified in the Statement;
- we assessed the collection process implemented by the Company aimed at ensuring completeness and fair presentation of the Information;
- for the key performance indicators and the other quantitative results that we considered to be the most significant, we implemented:
- analytical procedures consisting in verifying the correct consolidation of collected data as well as the consistency of changes in them,
- detailed tests based on sampling, consisting in verifying the proper application of definitions and

procedures, and in reconciling data with supporting documents. This work was conducted with a selection of contributing entities¹ and covers between 10% and 100% of the consolidated data (with an average of 76%) of the key performance indicators and results selected for these tests²;

- we consulted documentary sources and conducted interviews to corroborate the qualitative information (actions and results) that we considered most significant;
- We assessed the overall consistency of the Statement in relation to our knowledge of the companies included in the scope of consolidation.

We consider that the work we carried out by exercising our professional judgement allows us formulate a conclusion of moderate assurance; a higher level of assurance would have required more extensive verification work.

Given the use of sampling techniques, and the other limits inherent to the operation of any information and internal control system, the risk of a material misstatement not being identified in the Statement cannot be completely eliminated.

CONCLUSION

Based on our work, and bearing in mind the scope of our responsibility, we did not observe any significant misstatement likely to call into question the statement of non-financial performance' conformity with the applicable regulatory provisions or the fair presentation of the Information, taken as a whole, in accordance with the Guidelines.

Lyon, 3 April 2019

FINEXFI

Isabelle Lhoste

Partner

1. Divisions selected for the tests:

Employment and social reporting scope: Jaulin Groupe

Environmental reporting scope: GL events Venues (Palais de la Mutualité, Sao Paulo Expo, World Forum, Auvergne Evénements, Polydôme and Zénith of Clermont-Ferrand); GL events Live (Jaulin and GL events Live Mitry-Mory)

2. Employment, recruitment and dismissals, health and safety, general policy concerning environmental issues, climate change and the circular economy.

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

