



"HEALTH SAFETY HAS IN THIS WAY
BECOME A NEW PILLAR AT THE HEART
OF THE GROUP'S CSR POLICY."

SYLVIE FOUILLOUSE

VICE PRESIDENT, HUMAN RESOURCES

The COVID-19 epidemic impacted the Group's activities beginning in January 2020 How did the HR mission adapt and respond to this situation?

The health situation required a high level of responsiveness vis-à-vis all our employees. In a situation that required rapid and effective responses, we implemented a number of robust measures:

- Establishing strict health protocols to protect our employees and visitors,
- Ensuring their safety and rapidly providing remote working tools:
- Maintaining social links with furloughed employees, remote working, etc.

Health safety has in this way become a new pillar at the heart of the Group's CSR policy, formalised by a new programme: **Think Safe**.

Managers were also assisted in their efforts to motivate their teams and maintain ties within a remote work environment.

In the second half, continuing regulatory and administrative restrictions tested the Group's resilience in dealing with a protracted crisis.

At the worldwide level, the Group has adapted to the health situation and its economic consequences. 70% of Group employees worldwide were concerned by local legal measures impacting their business, concerning on average 50% of their activity.

In parallel with these measures made possible by government relief initiatives as well as efforts by the employees, the Group was required to take measures to protect the company by adopting difficult decisions involving staff reductions. This began by a reduction in non-permanent employees who at 31 December 2020 represented less than 10% of the workforce and then, in a second phase, by selected organisational adjustments and different countries and Group companies.

Group companies organised online seminars and training initiatives with the support of the French employment training agency (*Fonds National de l'Emploi*), when possible, focusing on three areas to prepare for the rebound: CSR, Digital Solutions and Management.

For all Group employees, this year was particularly difficult. GL events displayed a high degree of responsiveness and resilience in exercising its role as a responsible employer and corporate citizen in new formats.

PRINCIPAL ACHIEVEMENTS OF 2020

- 88% of permanent jobs 80% preserved, despite a drop in activity of nearly 60%, through job protection measures in the form of a national furlough scheme, drastic reductions in the use of temporary employment and internal mobility,
- Solidarity-based and collaborative approaches implemented by our sites within an exceptional context.

To motivate its teams, and without waiting for the resumption of our activities, the Group implemented a process of innovation and transformation placing the priorities of Social and Environmental Responsibility at the heart of a renewed business model. Several working groups were tasked with focusing on this mission and the CSR Department was reinforced to deploy in 2021 a new approach and new tools to contribute to the performance of Group companies.

MAJOR PROJECTS IN 2021

ENSURING AND PREPARING FOR THE RESUMPTION OF ACTIVITIES

- Establish the conditions for relaunching on-site activities after several months of furlough or teleworking
- Ramp up training required to help employees adopt and contribute to the Group's digital and CSR transformation
- Define new positions that will be required, either through internal mobility or external recruitment

OUR COMMITMENTS : SETTING THE EXAMPLE AND GROWING OUR EXPERTISE

- Pursuing a responsible and dynamic employment policy
- Accelerating the Group's commitments to develop inclusiveness
- Developing our policy in favour of youth training and employment
- Adapting skills to address new business challenges through training

BRINGING PEOPLE TOGETHER

- Assisting the men and women who serve our customers reengage
- Ensuring health security by applying strict and properly designed procedures
- Promoting the organisation of solidarity initiative by all French subsidiaries

MAXIMISING THE MEETING LEGACY

- Adopting Socially Responsible Entrepreneurship (partnership with the community-based organisation, Les Canaux)
- Continuing our transformation by becoming an efficient learning organisation



EXPO RETOMADA - SÃO PAULO, BRAZIL

MAJOR PROJECT FOR 2021

CREATION OF A DEDICATED EXECUTIVE MANAGEMENT TEAM TO SPEARHEAD TRANSFORMATION



"MAKE OUR OFFERINGS EASIER
TO UNDERSTAND AND MORE
ACCESSIBLE AND STRENGTHEN OUR
ROLE AS A COMMUNITY LEADER."

DAMIEN TIMPERIO

THE NEW CHIEF TRANSFORMATION OFFICER

Over the last 42 years, the Group has developed a unique integrated business model to services customers across the entire event value chain. More than ever, GL events wishes to consolidate its core mission: Bringing People Together.

To this end, the Group initiated a vast digital, environmental and social Transformation and Innovation project, with a dual objective:

- Make our offering of services and logistical solutions for hosting and servicing events (Venues + Live) easier to understand and more accessible.
- Strengthen our role as a community leader (Exhibitions + Live By), specifically in sectors where GL events is recognised as a major player: gastronomy and food service, sports, fashion and textiles, industry and health in particular.

True to its entrepreneurial DNA, the Group opened its doors to students and young entrepreneurs as part of an Open Innovation programme in partnership with the Matrice Institute. By drawing on the Group's expertise, this programme will contribute to anticipating new trends and identifying new profiles and new skills to prepare for the resumption of our activities.

CHARLES DE LORGERIL

CSR MANAGER

What place does CSR occupy within GL events?

For 42 years, the Group has been driven by an increasingly strong conviction that bringing men and women together to create more emotion, more value, more solidarity and more passion.

The Group has developed a specific CSR approach, organised around five action programmes: Think Green, Think People, Think Local, Think Ethics and, more recently, Think Safe. This approach was rewarded in 2020 by a CSR ranking of 30th out of a panel of 230 companies assessed by Gaïa, a non-financial rating entity.

What would you most remember about 2020?

An incredible spirit of solidarity. And tremendous agility. Our employees engaged in powerful initiatives, exemplifying the Group's active role within the territories. These ranged from making its sites available in the efforts to combat Covid-19 to providing assistance or shelter to isolated persons, or philanthropic and volunteer initiatives.

Projects were also developed in which environmental and social criteria occupied an important place. For example the Temporary Grand Palais project: a model in terms of sustainability and a construction project integrating all components of the circular economy.

For the event venue management business lines, the adoption of CSR as a key management priority was rewarded by the Paris sites' addition to those already ISO 20121 certified in Lyon, Brussels, Barcelona, Strasburg and The Hague. GL events' commitment to energy transition was reflected by the transition of all French sites to 100% green electricity. In addition, as an organiser of events, the Group has made Sustainable Development a central theme of its exhibitions, exemplified by SIRHA Green or the launch of the GreenTech+ business unit, specialised in exhibitions devoted to the energy transition and ecology.

What changes are you anticipating for your market in terms of CSR and Sustainable Development?

All GL events' business lines will contribute to the circular economy by maximising the reuse of solutions necessary for events. With that objective we will be developing partnerships with SSE stakeholders to produce socially responsible meetings and to safeguard employment and its diversity, especially for young people.



SIRHA GREEN - LYON, FRANCE

CSR IN ACTION

GL events' actions are based on a deeply held belief: bringing people together creates value, solidarity, emotion and passion. For this reason, the Group has adopted the following commitments:

- 1. Bringing people together:** providing a quality hospitality experience and promoting the development of innovative communities.
- 2. Maximising the meeting legacy:** by creating virtuous cycles for creating value and managing all the impacts of an event.
- 3. Setting an example:** by respecting all contributors and continually developing our expertise.

This commitment is put into practice through specific programmes: Health safety this year thus became a new pillar at the heart of the Group's CSR policy, formalised by a new programme: **Think Safe**.



- Construction of the Temporary Grand Palais in Paris, a building able to be disassembled and reused,
- ISO 20121 certification of GL events Venues' Paris sites (Palais Brongniart, Parc Floral, Maison de la Mutualité, Paris Event Center) and those of GL events UK
- Deployment of 100% green electricity at all French sites,
- Deployment of the Greentech+ Business Unit, specialising in exhibitions devoted to energy and ecological transition



- Making our sites available in the combat against COVID-19 (temporary hospitals, testing centres, landing pads for medical evacuations by helicopter, etc.),
- Solidarity-based and collaborative approaches implemented by our sites.
- Organising a collaborative approach with the Social and Solidarity Economy (SSE) economy



- 88% of the permanent jobs were preserved, despite a decrease in activity of nearly 60% through government furlough measures, a drastic reduction in the use of temporary employment solutions and internal mobility,
- Employee training on subjects relating to the Group's transformation such as digital solutions or CSR.



- Obtaining the Safe & Clean label for all GL events operations in France,



- Continuing to strengthen the governance procedures and the control system of the Group Compliance team.

MAINTAINING JOBS AND MOTIVATION



In 2020, the business lines found themselves severely challenged by the effects of public health and regulatory trends. The Group's business contracted nearly 60%. The business lines have also evolved, involving notably an increasing shift towards digital formats. The work organisation impacted by constantly evolving public health regulations also changed. All structures have been required to adapt to these new constraints.

In this new environment, GL events' challenge as a responsible employer was thus to safeguard as many jobs and employees as possible, create the conditions for a return to shared economic growth and in this way contribute to job stability and its future development.

All teams have contributed to a wide-scale collective

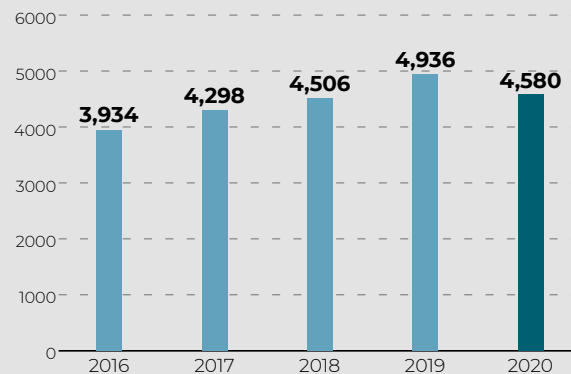
efforts: furlough measures, a drastic reduction in temporary employment, organisational change, remote working, the reinforcing of new skills.

The social mechanisms gradually implemented by certain States and made available in different companies by employee representation bodies contributed to preserving the majority of permanent jobs. Locally, in certain companies and countries, staff reductions were nevertheless necessary. The teams have demonstrated a high degree of adaptability and resilience.

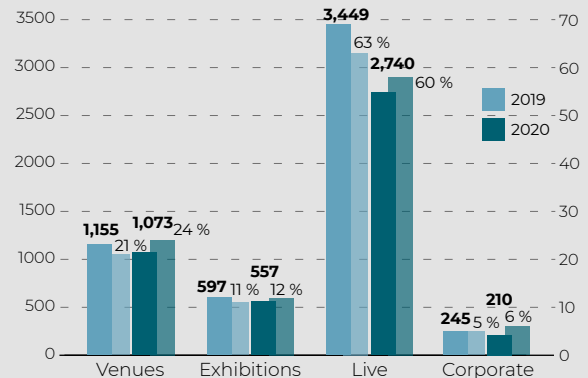
All decisions and actions have focused on ensuring the security of each, protecting long-term employment and developing the expertise and motivation of everyone for the Group's future.

CHANGES IN THE GROUP WORKFORCE

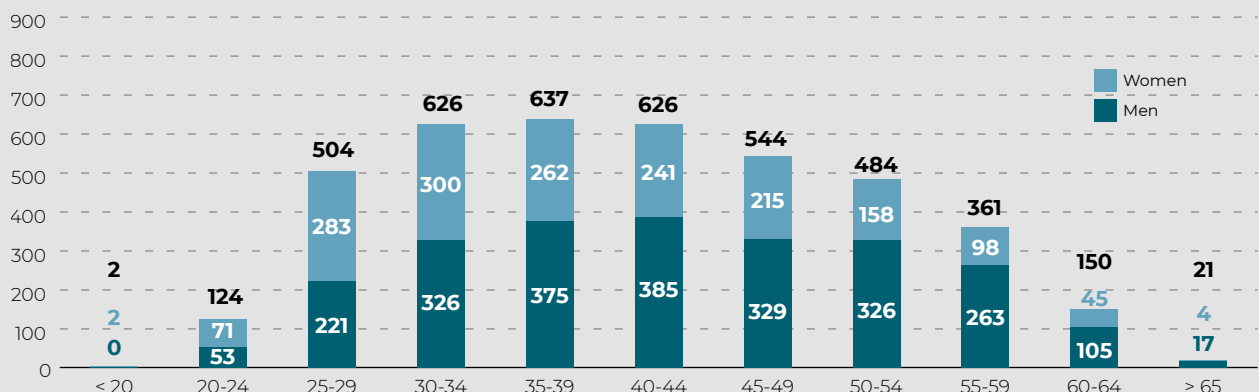
(AT 31/12/2020)



HEADCOUNT BY DIVISION (AT 31/12/2020)



AGE PYRAMID- PERMANENT EMPLOYEES WORLDWIDE (AT 31/12/2020)



PROTECTING EMPLOYMENT

Different job protection mechanisms were implemented by public authorities in many countries where the Group is present. In full compliance with the law, the Group made use of these measures in response to the shutdown of its activities. At the worldwide level, furlough schemes offered GL events a structural tool for adapting to the crisis, notably in the French, Belgian, British, Hungarian, Italian, Spanish and Brazilian subsidiaries. These furlough schemes concerned more than 3,700 employees or nearly 70% of the workforce of the different companies.

Mobility between companies, whether temporary or permanent, also contributed to job preservation. The staffing of nearly 80 permanent positions was made possible by means of this mobility. On a temporary basis, employees whose normal operational activity was interrupted were solicited or volunteered to assist their colleagues by contributing to projects in progress.

This mobility represents a permanent vehicle for employee development.

SUPPORTING SKILLS DEVELOPMENT

The event business lines are challenged and must adapt to new applications and new forms of consumption. To this purpose, employees were provided access to professional training in 2020. This training has become even more vital today for maintaining ties, promoting exchanges, raising skill levels and focusing staff on themes linked to transformative projects for the Group (Digital, CSR for example).

MAINTAINING TIES AND CARING ABOUT PEOPLE

In just a few days, all our employees were required to adapt to remote working practices. Our operating information systems made it possible to achieve this adaptation immediately. Managers also created digital spaces where staff could meet on a voluntary basis in the form of breakfast meetings or virtual cocktails. Some organised contests focusing on non-work-related themes.

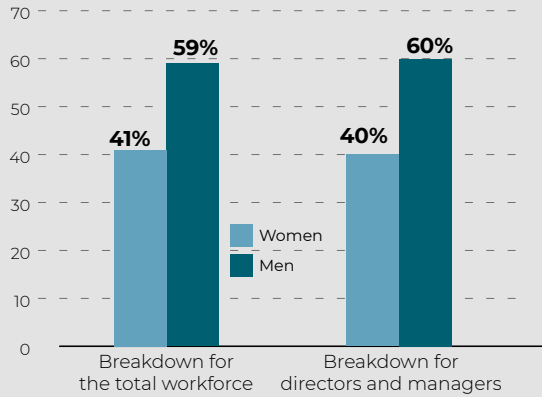
In Brazil, a virtual seminar was organised for all employees over a period of several days.

The Sharing project, initiated at the end of 2019, developing collaborative solutions was rolled out before the first lockdowns, facilitating in this way to the widespread adoption to remote working.

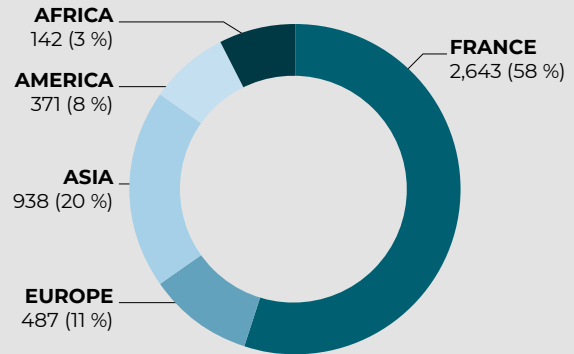
This Sharing project helped employees use the tools on a day-to-day basis to maintain ties and develop collective intelligence. Beyond this professional dimension, the Group authorised the use of these tools by employees outside a work framework as a way to maintain ties and share moments of conviviality while operations were shut down.



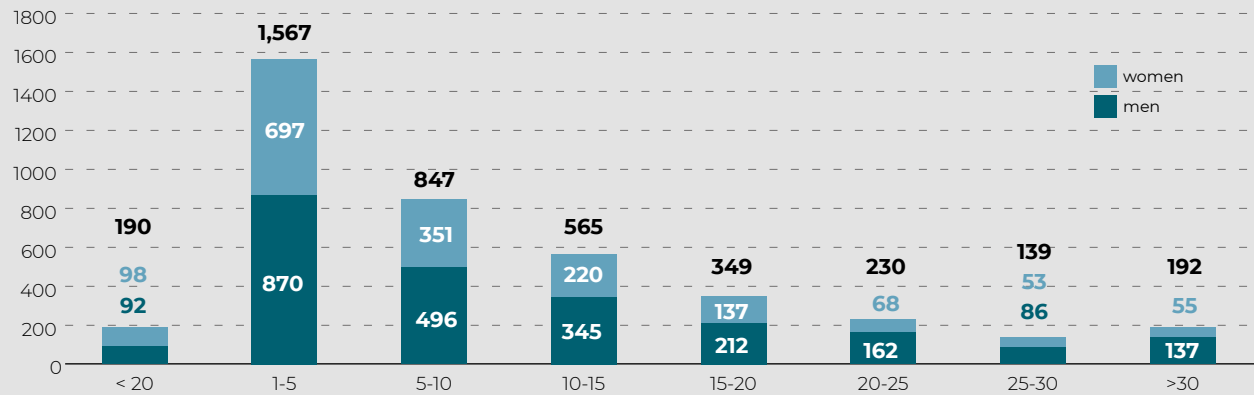
HEADCOUNT BY GENDER AND CLASSIFICATION (AT 31/12/2020)



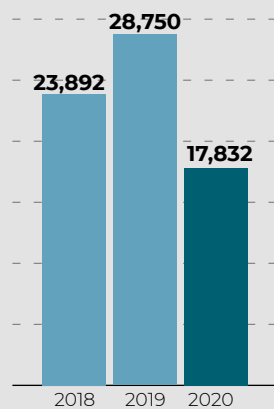
HEADCOUNT BY REGION (AT 31/12/2020)



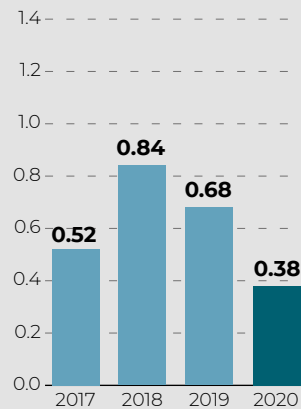
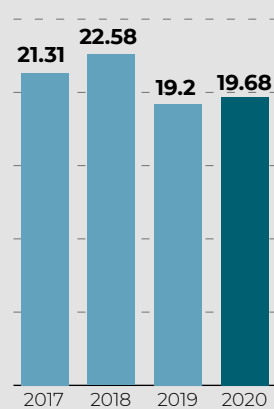
BREAKDOWN OF SENIORITY FOR THE TOTAL WORKFORCE (AT 31/12/2019)



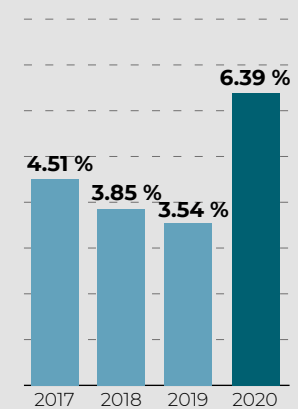
NUMBER OF TRAINING HOURS (FRANCE REPORTING BOUNDARY)



WORK-RELATED-LOST TIME INJURIES FREQUENCY RATES* SEVERITY RATES** (FRANCE REPORTING BOUNDARY)



ABSENTEEISM RATE (FRANCE REPORTING BOUNDARY)



* Number of lost time injuries involving more than one day of absence, occurring over a period of 12 months per one million hours of work

** Number of lost days resulting from temporary disability per 1,000 hours worked

GUARANTEEING THE HEALTH AND SAFETY OF OUR EMPLOYEES AND PARTNERS



The Think Safe programme encompasses all the Group's policies in the area of health and safety and is a cornerstone of our social responsibility. This year was impacted by a very challenging health context and the approach adopted illustrates our capacity for adaptation and resilience in the face of this crisis.

Since the crisis began in March, GL events has focused efforts on preparing for the recovery of our businesses, with as a guiding priority: protecting our employees, customers and partners.

An iterative process constantly adjusting to the evolving rules imposed by the relevant authorities, a collaborative and multi-disciplinary approach carried out in close collaboration with the Group's Risk Management team.

This approach has 3 objectives:

- ✓ **REASSURE** our employees and all stakeholders, including the institutional stakeholders
- ✓ **COMPLY** with the recommendations of the competent government and health authorities
- ✓ **GUARANTEE** a consistent level of quality and excellence for all the Group's business lines

This resulted in:

- Reinforced measures in the area of hygiene and protection (complying with distancing measures, mask wearing, etc.)
- The implementation of health procedures adapted to our different business lines: for our project worksites, events and meeting venues
- Manuals produced for all employees providing guidelines for the return back to work
- Solutions adapted for our customers: temporary structures serving as field hospitals, decontamination areas for entrances to events, specific signage, etc.

All our operations in France were rewarded for the different approaches adopted by receiving the Apave Safe & Clean label at the end of the year. Similar measures were taken for our companies in other countries legitimising the efforts adopted to protect our employees and customers in accordance with local requirements.



UPHOLDING OUR COMMITMENTS OVER TIME



Even though the period was particularly complicated, the Group maintained its efforts to minimise its environmental impacts.

EFFICIENTLY MANAGING ENERGY CONSUMPTION

Since 1 January 2020, all electricity supplying French sites are provided by renewable energy. This exceptional period, marked by an unprecedented suspension of activity, provided an opportunity to calibrate our sites and their energy consumption and study the impact of the suspension of activity in terms of energy consumption. Procedures for shutting down sites without activities were implemented to reduce energy consumption to the necessary minimum.

CIRCULAR ECONOMY

We have continued our efforts to increase recycling by conducting tests of certain waste streams, while maintaining our existing partnerships. We are continuing efforts to recycle, by expanding the process of testing, validation and deployment for certain waste streams.

The deployment of waste separation and recycling in offices has continued in partnership with Elise, a socially responsible waste collection network. Upcycling solutions have been tested on PVC tarpaulin:

- The Lyon Convention Center initiated a collaborative venture with a young start-up of the above region to transform tarpaulins into packaging for e-commerce products:
- Jaulin has begun tests to transform tarpaulins into home furnishing articles in the form of poufs.

INNOVATION & EXPERTISE

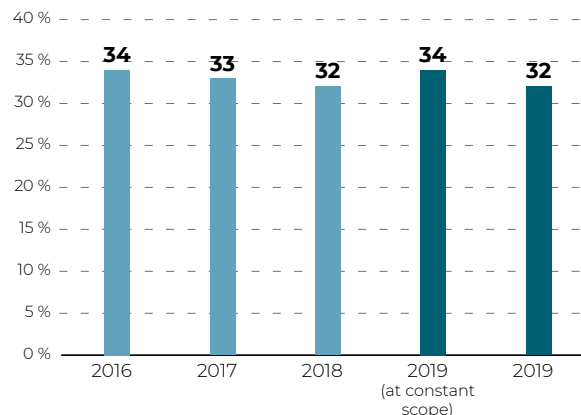
2020 provided an opportunity to demonstrate our capacity for innovation within different businesses. This resulted in two emblematic initiatives:

The construction of the Temporary Grand Palais, integrating sustainable development features over the structure's entire lifecycle.

Starting from the design stage, several criteria were integrated to limit the project's environmental impact : utilisation of "light" materials designed to guarantee a level of thermal comfort, an acoustic envelope to limit and reduce noise disturbances, use of wood to limit the environmental impact. The building was designed to be disassembled and reused in different formats at the end of the Paris 2024 Olympic Games.

As for the Exhibitions Division, the Greentech + exhibition business unit was created to accelerate the ecological transition by combining the strengths of different sectors to support their project, development and innovations. By leveraging its knowledge of the markets and their stakeholders, the goal of Green Tech + is to serve as a focal point for all contributors to the process of ecological transition.

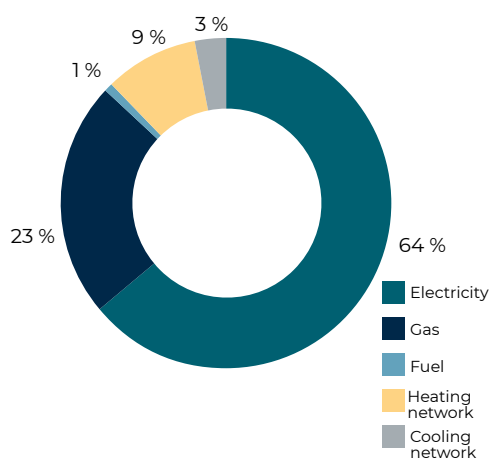
THE GROUP WASTE SEPARATION RATE



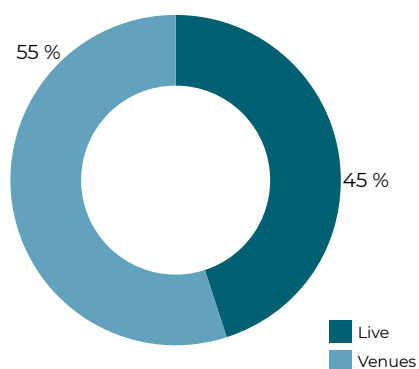


HYVOLUTION - PARIS, FRANCE

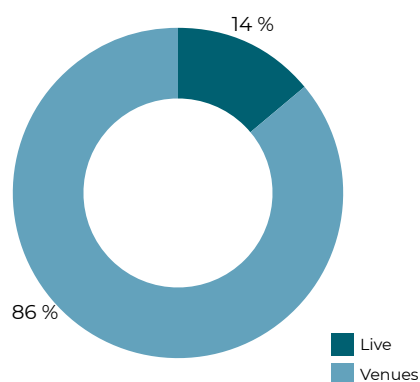
ENERGY CONSUMPTION BY TYPE (%)



ENERGY CONSUMPTION BY DIVISION (%)



WATER CONSUMPTION BY DIVISION (%)



WATER CONSUMPTION*

211,043 m³

Of this amount, GL events Venues accounted for 86 % and is linked to the number of visitors attending the events, the type of event as well as the process of cleaning the sites.

* Total water consumption for buildings and fire hose cabinets



CREATING LASTING VALUE AND STAKEHOLDER SOLIDARITY WITHIN OUR TERRITORIES

Through its regional network, GL events has actively assumed its share of responsibility in the combat against COVID-19. This contribution has taken many forms:

- Sites managed by the Group were made available for emergency hospitals to meet the needs for additional beds required to care for COVID-19 patients. In Budapest, Hungexpo in this way made available a 9,000 sqm hall that was converted into an emergency hospital.
- The CCIB Barcelona International Convention Center made its site available as a logistic centre to distribute protective equipment at the very outset of the COVID-19 crisis. It also made available its facilities and know-how to produce 192,000 meals for the most vulnerable persons.
- The Paris Event Center made 8,000 sqm available to serve as a homeless shelter. All our know-how was deployed to create this shelter in record time.
- In the Netherlands during the crisis, the World Forum of the Hague supported a local initiative to provide meals to persons in need. To date, more than 100,000 meals have been served.

The “Engageons-Nous” committee created by employees of Destination Lyon continued its actions in the service of the community. If the annual open house event for isolated persons at the Lyon Convention Centre, in partnership with the not-for-profit, Secours Populaire, could not be held in 2020 for health reasons, employees of Lyon For Events were able to gather for a solidarity day to create facemasks and

gifts that were then distributed by the Secours Populaire. Solidarity initiatives of this nature were organised in many of Group companies at the initiative of employees committed to contributing both individually and collectively to this essential mission, even in the absence of events and in full compliance with public health directives.

As another means for creating value, GL events has been actively contributing for a number of years in collaborative initiatives with the Social and Solidarity Economy sector:

- Member of GESAT since 2012, the French national network of sheltered work establishments as part of our disability policy
- Signatory since 2017 of the 1,000 company member charter (*La Charte des 1000*) to promote job integration and employment
- Member since 2015 of the Club Handicap et Compétences, a not-for-profit promoting workplace integration of persons with disabilities

To strengthen our Responsible Purchasing policy initiated a number of years ago, and to integrate new opportunities for collaboration made possible by the rapid development of the SSE sector, in 2020, the Group began working with the not-for-profit “Les Canaux” that promotes and develops collaborative initiatives between “conventional” companies and organisations of the SSE universe.



HUNGEXPO RENOVATION PROJECT - HUNGARY