



ETHICS CHARTER

JULY EDITION | 2025
CORRUPTION PREVENTION SYSTEM



EDITORIAL

GL events was founded on strong values, executed through a proactive ethical approach. This approach has been strengthened with the expansion of our operations internationally.

Today, our position as a major international player in the events industry requires us more than ever to conduct ourselves in an exemplary manner. Integrity, loyalty, protecting our staff, assets and the Group's reputation, the fight against corruption and vigilance in subcontracting are all key pillars that underpin our actions.

Working alongside and on behalf of numerous public and private clients, our teams are always committed to giving concrete expression to these principles. Our activities are conducted in accordance with our commitment to corporate social responsibility (CSR) and responsible growth.

This Code of Ethics («Code of Ethics») should serve as a benchmark, but even more so as a guide for each of us, on a daily basis. It encourages us to implement ten fundamental principles, structuring our initiatives and the conduct of our work.

It reaffirms an ambition shared by all the Group's employees: to act in a transparent, compliant and determined manner, always driven by the requirement to «do the right thing, and do it well».

Olivier GINON
Chairman

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THE GLEVENTS GROUP VALUES

Pioneering spirit

Initiative
Determination
Scrupulousness
Individual accountability

Imagination

Audacity
Agility
Innovative solutions
A view of the project as whole

Respect

For employees
For customers
For suppliers
For shareholders
For the environment


Group mindset

Shared ambition
Trust
Transparency
Loyalty
Equality

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TEN FUNDAMENTAL PRINCIPLES


EQUALITY AND DIVERSITY

 Human resources are a major performance lever for the Group. Everyone strives to promote a fulfilling professional environment and refrains from all forms of disparagement.

- We make sure everyone is treated with dignity and loyalty in the interest of and in accordance with the Group's values.
- We strive to combat all forms of discrimination, on any basis whatsoever.
- We promote the integration of people with disabilities⁽¹⁾ and offer equal opportunities to everyone.
- We develop talent through internal training.
- We identify and mitigate the risks of forced, concealed or undeclared labour by conducting assessment audits at our sites and operations.

(1)) In France, GL events signed an agreement with AGEFIPH (a French Association in charge of managing funds for the integration of disabled persons) in November 2014.

2 RESPECTING COMMERCIAL PARTNERS, CUSTOMERS, SUPPLIERS AND COMPETITORS


 As a leading player in our sector, we are committed to ethical business conduct and refuse all forms of illegal anti-competitive agreements, monopolistic or unfair practices. Commercial partners are treated fairly in all the countries in which the Group operates.

Each employee must act in the Group's interest. Each employee is therefore expected to comply with international regulations, the laws in force in each country where the Group operates, and the specific provisions of the Code of Ethics:

- The Group complies with the specific rules governing public contracts applicable in each country in which it operates.
- The Group's employees shall not propose any favours or advantages, be they financial or other, to third parties.


Business practices comply with the legislation applicable to the activity concerned, and remain within the limits of the most reasonable procedures of the profession and country where they are practised. The promise or delivery of gifts or free services is prohibited, except for customary acts of courtesy or hospitality, or symbolic or minimal gifts.

3 COMMUNICATION AND INFORMATION – **LOYALTY** TOWARDS SHAREHOLDERS

 In accordance with the regulations applicable to listed companies, we apply the principles of transparency, reliability and accuracy to the information that we communicate :

- Each employee is responsible for ensuring the confidentiality of any non-public information that could influence the GL events share price, until it is published by the persons entrusted with this responsibility.
- The Group undertakes to provide its shareholders with sincere, high-quality information.


4 PROTECTING THE GROUP'S **IMAGE** AND ASSETS

 The Group strives to protect its image and reputation through various information and communication media. The Group has significant assets that reinforce its leading status in the market. The quality of the Group's institutional image and reputation are key factors for the company's long-term viability.

We develop an image associated with rigour, respect and excellence - qualities that shape the core of our services.


- Each employee has a duty to protect and safeguard the Group's tangible and intangible assets (furniture, buildings, intangible assets identified and defined by the law, market information, sales practices and policy, studies or data that employees may have access to within the framework of their job) even after their departure from the company.
- We apply the greatest discretion and care as regards the terms we use to talk about the Group in private circumstances.
- Only employees who have the requisite authorisation based on their professional responsibilities may use media and social networks to communicate information about the Group.

5 DATA CONFIDENTIALITY

 Any information that is not public must be protected, whether it concerns the company, its employees or third parties. Any unforeseen or accidental disclosures may affect the Group's competitiveness, and potentially result in malicious actions or unfair competition :


- We comply with the national laws and regulations relating to the collection and use of personal data in order to protect the privacy of our employees and stakeholders.
- We are particularly vigilant and take all necessary measures to prevent viruses from entering our information system, to ensure files or databases cannot be hacked and to prevent other malicious actions.
- We are constantly improving the protection of sensitive information and the secure storage of data, notably as regards commercial data.

6 POLITICAL AND UNION **NEUTRALITY** AND SPONSORSHIP/ PATRONAGE OPERATIONS

 Any contribution made by the Group to an organisation, party, political figure or charity, is subject to a prior written approval, in compliance with the rules and procedures in force.


- The Group maintains political neutrality.
- Each employee is free to hold their own political beliefs and commitments, in insofar as this remains a strictly personal position.
- Each employee undertakes to separate their personal political activities from their missions and work within the Group.
- Contributions to charities and corporate sponsorship initiatives serve the general community and contribute to promoting civic actions.
- The Group recognises its employees' trade-union involvement in compliance with the applicable local law

TRANSPARENCY: MANAGEMENT OF CONFLICTS OF INTEREST

 Each Group employee must make decisions in an objective manner, without any consideration of their personal interest and in accordance with applicable local standards and regulations:


- To ensure equitable business conduct, each employee shall identify any potential personal conflicts of interest and act in the best interests Group.
- Everyone is careful not to influence any Group decision that could confer a personal advantage, by favouring a relative or close friend, or as part of a business relationship with a stakeholder.
- All employees must be transparent with their superiors to minimise the risk of conflict of interest or find a solution to avoid it completely.

8 **CONFIDENCE:** FINANCIAL TRANSACTIONS, ACCOUNTANCY

 The Group seeks to maintain the confidence of shareholders, tax authorities and stakeholders by providing them with transparent and regular information:


- We provide sincere accounting and tax information, reflecting a true picture of the Group's financial situation, transactions, assets and liabilities
- Each employee shall contribute to internal inspections and audits with a view to ensuring that any deficiencies or significant weakness may be identified and corrected, for the sake of transparency and honesty.
- We strive at all times to avoid being inadvertently part of any operation that may involve money laundering and we undertake to alert the competent authorities if this case arises.

9 INTEGRITY: COMBATING CORRUPTION

 The Group has adopted an Anti-Corruption Code of Conduct annexed to its internal regulations. The Group encourages staff to be particularly vigilant in their relationships with commercial, institutional and administrative third parties. The Group is committed to respecting and ensuring compliance with national and international legal provisions relating to the fight against corruption:

- Each employee must base their business relationships on the principles of transparency and integrity.
- Commercial negotiations, even in the interests of the group, must not give rise to behaviours or actions that could be construed as active or passive corruption, complicity in influence peddling or favouritism.

10 PROTECTING THE **ENVIRONMENT**

 The Group is committed to sustainable development through programmes relating to environmental issues:

- We incorporate environmental protection into our day-to-day business activities.
- We contribute to reducing waste and recycling products at the end of their life.
- We emphasise the fundamental principle of each individual's responsibility towards the environment.

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ETHICS CHARTER



IN PRACTICE

A reference point

The pioneering spirit of the GL events Group's activities necessarily means that staff face unforeseen situations. That is why the Code of Ethics aims to be a practical reference tool guiding the choices of each of us, in all circumstances and all places. The Code of Ethics is the compass that helps us navigate all situations. The 10 principles formalise the daily requirements that must guide our actions in a constantly changing global and multicultural professional environment.

A potentially tricky or sensitive situation

If I find myself in a potentially difficult situation, or if I have any doubts about whether my actions comply with our ethical principles, I should ask myself the following questions :

- Is my decision consistent with the Ethics Charter?
- Will my decision serve my own interests or those of the Group?
- Will my decision convey a good image of the Group?
- Would I feel comfortable if my decision were publicly known?

Taking initiative

If I am unable to address these questions, my first duty is to consult a superior within a reasonable timeframe to resolve my problem. If my line manager is also personally involved in this issue, I will refer the matter to a human resources manager or send an email, whose confidentiality will be respected, to the Compliance department: compliance@gl-events.com

In addition, the GL events Group has implemented an internal alert system for all its employees (which is also open to external or temporary staff). The system enables employees to report any conduct or situations that contravene the Ethics Charter and/or the Anti-corruption Code of Conduct and ensures total confidentiality: <https://glevents.whisppli.com/alertes>.

The background is a solid blue color with abstract, flowing, curved lines in various shades of blue. A prominent feature is a diagonal band of small, light blue dots that tapers from the top left towards the center. The overall effect is modern and dynamic.

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