



Environmental,  
Social and  
Governance  
Report **2023**

 **infoprodigital**

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# Foreword



**Christophe Czajka,**  
*Executive Chairman*

**W**e have been building Infopro Digital's success for many years, thanks to the talents we have been able to unite in our activities throughout the world. We are convinced that success can only be sustainable if it is virtuous and aspires to high social, environmental and governance standards.

As experts in information, data and B2B technologies, the Infopro Digital group can have a societal impact by developing products that help professional communities move towards more sustainability. Thanks to our solutions, automotive repair professionals contribute to the sustainability of mobility; we help build better by delivering data-driven insights and solutions to construction professionals; and our compliance and safety tools help companies deliver on their sustainability agenda.

By always prioritising the areas that have the greatest impact on Infopro Digital, in 2023 we strengthened our actions relating to the working environment of our employees. We have also taken concrete steps to create a positive environmental dynamic, by striving to reduce our carbon footprint and acting on our direct and indirect emissions. In 2023, we joined the United Nations Global Compact.

We are proud to share in our ESG report the challenges and progress that marked 2023, with a commitment to be ever more ambitious when it comes to sustainability. This charter commits all the Group's employees.

# Our business

**The development of professional communities is a driving force for growth and a marker of economic and social vitality.**

At Infopro Digital, we offer solutions that combine human intelligence, data and actionable insight. We harness the full potential of digital technologies to deliver this content to our customers. This helps them identify business opportunities, expand their professional networks and enhance

their long-term performance. Our model is built on our ability to design B2B offers and solutions, by leveraging the expertise of our teams in software, databases, marketplaces, media, trade shows and professional events.

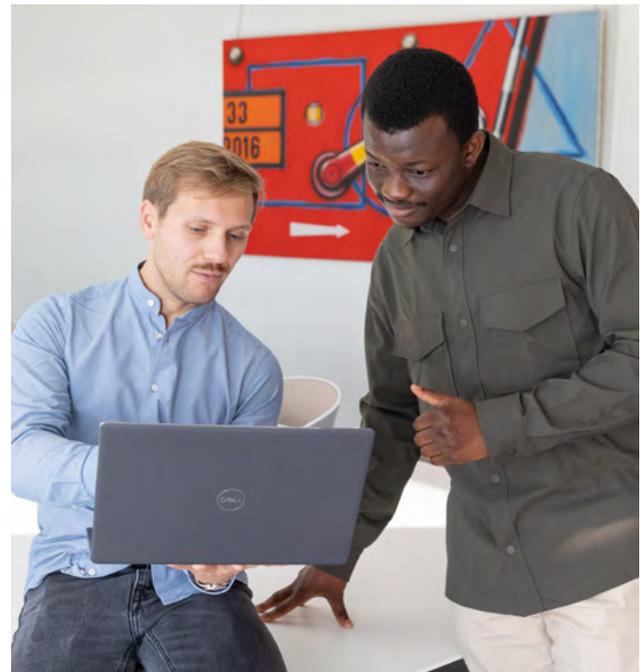
Our brands support their customers daily, helping them navigate their transformation challenges. They have in-depth knowledge of customers' sectors and markets, offering innovative digital solutions.

# Our mission and values

**Infopro Digital creates information, data and technologies to connect professional communities. We support businesses and organisations of all sizes, both private and public.**

We are committed to helping our customers:

- Make quick, informed decisions by providing relevant, up-to-date information.
- Build close relationships with their communities by facilitating exchanges and networking.
- Sustainably improve their efficiency and performance with advanced technological solutions and precise data.
- Stay ahead of the competition by detecting opportunities and offering digital tools.
- Adopt the latest technologies that will become tomorrow's standards by integrating recent innovations and anticipating future trends.
- Succeed over the long term by strengthening their resilience against market challenges.



Our values are deeply embodied by our teams. Each business unit reflects the strong characteristics that make up our DNA: teamwork, diversity of talents, passion for our sectors and professions, high standards in our customer offerings, and pragmatism in finding simple and effective solutions.

## Introduction



### The values that drive us are:

**Entrepreneurial:** We are a group of entrepreneurs. We empower people by encouraging initiative and innovation to win new markets and customers.

This mindset is at the heart of our corporate culture, where calculated risk-taking is encouraged and rewarded. We believe that entrepreneurship is essential to remain competitive and progress in a constantly evolving world.

Our employees are constantly looking to improve existing solutions or imagine new ones to anticipate the changes in our sectors.

**Diverse:** Diversity is rooted in the group's DNA, and enriches Infopro Digital. With our diverse range of businesses and activities, we attract talent from all backgrounds.

We value inclusion, and strive to create an environment where every individual feels respected and valued. This is why we launched Diversity Day in 2024 and implement actions around four priority areas: gender parity, junior and senior employees, and people with disabilities.

**Impact-driven:** We are constantly driven by action. We are agile and pragmatic, and we design solutions that deliver the best results for our customers, our colleagues and our communities.

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

All the solutions we design must bring real benefits to our stakeholders.

**Customer-focused:** Customer satisfaction is our priority. Expertise in their sectors is essential, as it allows us to anticipate their needs and support them long term.

All our solutions are created with a focus on their benefits and impact for our customers. Our offerings provide businesses and organisations with the tools to make informed strategic decisions.

**Collaborative:** We believe in collective intelligence. Collaboration, joint effort and solidarity are the driving forces behind teams that enable us to move together.

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

# Governance and senior management

The group is led by the members of its Executive Committee (composition as of July 2024):



**Christophe Czajka**  
Founder and  
Executive Chairman



**Julien Elmaleh**  
Chief Executive  
Officer



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



**Séverine Bersauter**  
Chief Financial  
Officer



**Nathalie Curvat**  
Luxury and Beauty  
Trade shows



**Edwin Dolan**  
Corporate  
Development



**Sajid Fayyaz**  
Chief Technology  
Officer



**Caren Genthner-  
Kappesz**  
Project Leads and  
DACH Product Leads



**Régis Sandrin**  
Automotive  
Software & Data



**Céline Ruat**  
Group Head  
of Human  
Resources



**Laurent Leenhardt**  
Specialised  
Software & Data



**Sophie  
Le Ménahèze**  
General Counsel



**David Pagliaro**  
Information &  
Connection –  
Risk Global

Additionally, in 2024, the Board of Directors was expanded to 9 members and is now composed of 7 men and 2 women.

# Our approach to sustainability

**A**t Infopro Digital, we place social and environmental responsibility at the heart of our projects and activities. We believe that integrating responsible and sustainable practices into the core of our activities not only strengthens our positive impact but also contributes to the performance of our company.

### Our ESG strategy is based on three pillars:

#### • Reducing our environmental footprint

Infopro Digital committed to an environmental approach in 2015, and the group has been certified ISO 14001 for a significant part of its activities since then. We pursue a policy of reducing our direct and indirect environmental impacts. Our teams also carry numerous initiatives aimed at supporting the environmental transition of our professional communities through our media, trade shows and digital solutions.

#### • Promoting equal opportunities, diversity and inclusion

The group has defined four key objectives to ensure that its employees are valued, supported and empowered, and to act in favour of a more inclusive society: the development and retention of employees; inclusion, gender equality and diversity; the health and wellbeing of employees; and support for local communities through solid partnerships.

#### • Conducting our activities with integrity and compliance

Infopro Digital is committed to conducting its activities according to the highest ethical principles and compliance rules. Respect, integrity and honesty are at the heart of our compliance and risk management policy. Responsible procurement procedures and policies are also in place, and tenders integrate sustainability and compliance criteria.

### Materiality matrix and corporate social responsibility risks

Our risks related to ESG were first mapped in 2020 and updated at the end of 2021 to better address issues such as climate change, talent management and cyber security.

This assessment encompasses the entire value chain of the group, as well as environmental, social, human rights and anti-corruption efforts.

The identification of our sustainability topics is based on the demands expressed by our customers and rating agencies, peer evaluations, and an internal analysis of our main levers to anticipate the evolution of customers, markets and regulations.

This analysis allowed us to identify three main risks, highlighting 11 priority sustainability topics. These issues have been incorporated into our materiality matrix, which addresses both internal impacts for the group and external impacts for our stakeholders.

## Our approach to sustainability

MACROSCOPIC RISK	ESG CHALLENGES AT STAKE RELATING TO THIS RISK
<p><b>1 - PEOPLE</b></p> <p><i>As businesses continuously evolve, the profile of the required talents may vary according to the specific needs of each business unit of Infopro Digital.</i></p> <p><i>Nevertheless, we aim to create a culture and a work environment that promote inclusion, learning and growth. Beyond their daily activities, our employees need to create and maintain relationships with the communities in which we are active.</i></p>	<ol style="list-style-type: none"> <li>1. Develop and retain employees (generalise our talent development, training and retention programmes).</li> <li>2. Encourage inclusion, gender equality and diversity (promote women in leadership positions, combat discrimination).</li> <li>3. Create conditions for a work environment that promotes health, safety and wellbeing for our employees.</li> <li>4. Accelerate our social commitments and have a positive impact on communities and local involvement (charitable actions aimed at social and inclusion goals).</li> </ol>
<p><b>2 - ENVIRONMENT</b></p> <p><i>We must measure our environmental footprint and equip ourselves with the necessary means to control and reduce it, in order to mitigate the negative impacts of our activities on the environment.</i></p>	<ol style="list-style-type: none"> <li>5. Raise environmental awareness among our teams and stakeholders.</li> <li>6. Improve our carbon footprint and track our emission-reduction targets (Scopes 1, 2 and 3), with a focus on the impact of digital activities.</li> <li>7. Manage our sites sustainably in all the countries where we operate.</li> <li>8. Accelerate the sustainable development policy of our trade shows and events.</li> </ol>
<p><b>3 - GOVERNANCE AND FAIRNESS OF PRACTICES</b></p> <p><i>Regulatory non-compliance poses significant risks in a competitive and globalised business environment, with increasing ethical demands and constant cyber threats of data breaches.</i></p>	<ol style="list-style-type: none"> <li>9. Conduct our business according to the highest ethical principles and compliance standards, and combat corruption.</li> <li>10. Continue to update our risk mapping, and monitor prevention and remediation actions (with a focus on cyber risks – network and data protection).</li> <li>11. Consistently implement our responsible procurement policy (considering environmental impact, compliance, human rights and working conditions).</li> </ol>

# Our approach to sustainability



The definition and prioritisation of environmental, social and governance topics allow us to accurately validate the actions to be undertaken and to define our ESG policy.

This approach ensures a targeted and effective response to our stakeholders' expectations. Infopro Digital's ESG policy focuses on environmental issues by managing our carbon

footprint, raising awareness among our employees about our environmental initiatives, and implementing strategies for sustainable trade shows and events. Socially, we emphasise employee retention, health and wellbeing, and the promotion of diversity and inclusion. Additionally, to manage our impact, we incorporate responsible purchasing practices.

## Our approach to sustainability

### Methodology:

We have decided to use the Sustainability Accounting Standards Board's Materiality Map® method specific to the services, technology and communications industries to analyse our materiality topics.

The significance of each topic for the group has been assessed through a process reflecting on the following elements:

- The potential (negative or positive) impacts on the group's operations, business activities and reputation.

- The likelihood of risk occurrence and their generation by suppliers.

At the same time, the importance of these topics for our stakeholders has been evaluated by considering:

- Customer demands and expectations for each area of sustainability.
- Feedback from employees collected during annual assessments and surveys.
- Alignment of ESG topics with the priority concerns of rating agencies.

The materiality matrix remains valid for Infopro Digital until the end of 2024. As part of preparing our new ESG policy and commitments for the upcoming three-year period, and to anticipate sustainability reporting according to the Corporate Sustainability Reporting Directive (CSRD), we will undertake a new double materiality assessment in 2024. The results of this process will highlight the major upcoming topics for our group and outline the priority areas for our sustainable actions.

We believe that ESG ambition must be shared and implemented by all our employees. To achieve results, these responsibilities cannot be assigned to only a few individuals. The ESG team at Infopro Digital, under the supervision of our General Counsel, raises employee awareness, co-ordinates efforts, and works daily with business lines, HR and site managers.

To engage all our teams around ESG topics and to tailor the approach to local activities, local ESG regional groups were established at the end of 2023 and comprised ESG referents, covering the following regions:

- France
- The UK, Hong Kong and the US
- Germany, Austria and Switzerland (DACH region)

## ESG organisation

To ensure that ESG is fully integrated at all levels of the organisation, Infopro Digital has established the following governance structure.

Our ESG Board, created in 2022, is composed of members from the group's Executive Committee, including the Executive Chairman, CEO, General Counsel, HR Director and operational representatives from various geographic regions of the group. The ESG Board defines strategic directions, implements actions and monitors progress. It ensures that we meet our commitments to the communities in which we operate and tracks progress using key performance indicators (KPIs).

**ESG referents are voluntary employees. The aim of these groups is to propose and implement local initiatives in environmental matters and social commitments, and to relay the strategy and actions carried out at the group level.**

## Our approach to sustainability

ESG Board members **Claire Hammond**, Chief Financial Officer (CFO) for Risk Global division, and **Philipp Scheidegger**, Managing Director of Infopro Digital in Switzerland, also co-ordinate the recently established ESG regional groups in English-speaking and German-speaking regions. They provide updates on these launches and the initial local actions.



### How do teams perceive our ESG commitments?

**Philipp Scheidegger:** ESG is very important to us. We want to be a role model both internally and externally.

### How has the launch of the regional groups been received?

**Claire Hammond:** This initiative was well received, demonstrating strong support and engagement from stakeholders. It is seen as a way that employees can input into the ESG objectives of Infopro Digital and action their ideas.

### How are you organised regionally?

**CH:** Within our regional committee, we have teams focused on each area (Diversity, equity, inclusion & wellbeing at work; Environment; Social impact) with good representation from across our different countries and businesses. Operations are collaborative, focusing on setting goals, developing strategies, and co-ordinating actions to address group and regional ESG concerns.

**PS:** We have one representative per country (Germany, Austria and Switzerland) in each team focused on one area, and have had regular meetings since the kick-off to exchange ideas and define the next steps.

### What are the main actions initiated since the launch of the regional groups?

**PS:** In the first few weeks, we were able to exchange ideas very closely in all groups and benefit a lot from each other. We were able to see quickly where we wanted to go together – for example, with the carbon footprint. We also identified charities in each country that we would like to support in the future, always with reintegration in mind.

**CH:** Our main actions include promoting diversity and inclusion – for example, through International Women’s Day events, Diversity Workshops, fund-raising for locally chosen charities supporting the group theme and enhancing environmental challenges.

### What are the key success factors for these regional groups?

**CH:** The key success factors of this committee are effective collaboration, clear communication, strong leadership, fostering employee engagement and measurable impact on ESG goals.

**PS:** ESG is important to everyone involved, and it is wonderful to see so many employees wanting to do their part under the motto “Together we can achieve a lot”.

## The United Nations Global Compact Initiative

### WE SUPPORT



We joined the United Nations Global Compact initiative in April 2023. This international initiative calls upon participating companies to align their strategies and operations with 10 principles derived

from the United Nations' fundamental texts on human rights, labour standards, environmental practices and anti-corruption, and to encourage best practices in these areas. Infopro Digital is committed to upholding the highest ethical standards and considering the legitimate and ethical interests of all its stakeholders.

Our first Communication on Progress for 2022 (COP) can be viewed on the United Nations Global Compact website:

<https://unglobalcompact.org/what-is-gc/participants/157565-INFOPRO-DIGITAL>

In 2015, world leaders agreed to 17 Global Goals (officially known as the Sustainable Development Goals or SDGs). These goals are a plan to create a better world by 2030, by ending poverty, fighting inequality and addressing the urgency of climate change, to build a greener, fairer, better world. As we all have a role in achieving them, we have begun assessing how best to integrate the SDGs into our CSR strategy. Through identifying and mitigating risks to people and the environment, as well as through offering new services that support sustainable development, Infopro Digital believes that businesses can reap rewards for themselves and the markets they serve.

Based on its CSR risks and materiality analysis resulting in 11 CSR challenges, Infopro Digital has identified 3 Sustainable Development Goals (SDGs) that are a priority concern for us and to which we contribute directly or indirectly:

**SDG 3 - Good health and wellbeing**

**SDG 5 - Gender equality**

**SDG 13 - Climate action**



Additionally, we also want to contribute in the following SDGs:

**SDG 8 - Decent work and economic growth**

**SDG 12 - Responsible consumption and production**



# Cultivating the professional growth of our teams

The collective intelligence of our teams, the diversity of their profiles and backgrounds, and their entrepreneurial spirit are the keys to Infopro Digital's success. We aim to create an enriching professional environment where every employee feels valued, supported and empowered. The actions we have implemented are designed to contribute to talent development, focusing on three key pillars:

- Enhancing our employee development and retention programmes.
- Continuing our proactive policy on inclusion, gender equality, and diversity.
- Paying special attention to the health and wellbeing of our employees.

## Diversity and inclusion

Total employee number

**4,046**

figure as at December 31, 2023  
19 countries

Number of nationalities

**80**

A very well-balanced age pyramid

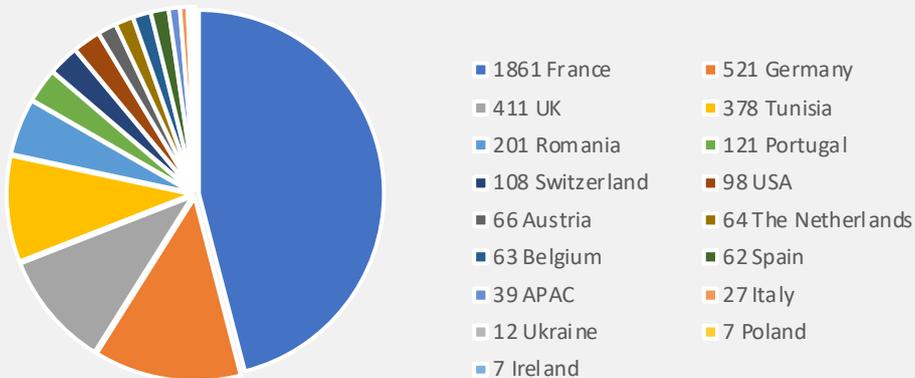
**21%**

< 30 years old

**26%**

> 50 years old

### Number of employees per country



## Gender equality

Total workforce

**51%**

of women

**49%**

of men

### Gender distribution in management (% of women)

	2023	TARGET 2024
EXECUTIVE COMMITTEE	38%	40%
TOP MANAGEMENT	32%	40%
MANAGERS	44%	50%

## Employee engagement & career development

### Internal mobility

6%

of recruitments are internal mobilities in 2023

### « Work with me » referral programme

24

new appointments were made through the referral programme in 2023

8.4

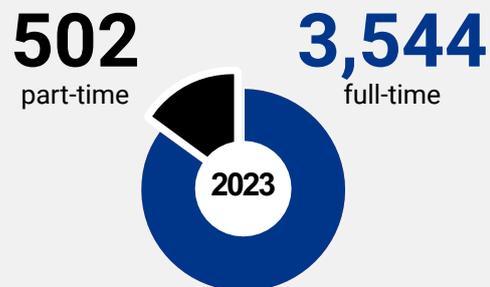
training hours per employee in 2023 including 1.12 hour per employee via our Learning Management System

## Health, wellness and safety

### Work/Life balance

- **Hybrid work schedule**  
Our employees have the benefit of working 2 days of week from home (based on a five-day working week), unless specific local regulations or collective arrangements apply to the contrary.
- **Maternity Protection and Parental Leave Act**
- **Support with childcare costs (up to 3 years old and 6 years old for children with disabilities) in France**

Part-time contract can be set up for employees who request it



### Prevention and wellness initiatives



**Encouraging sport activities** offering massage sessions in our different locations

### Awareness training on psychosocial risks

520

**managers in France** had followed the awareness training against psychosocial risks as at the end of 2023

## Evolution and composition of the workforce

As of December 31, 2023, the group employed **4,046 STAFF MEMBERS** (both permanent and fixed-term contracts), comprising **51% women** and **49% men**. The workforce has remained stable compared with the previous two years.

**Total number of employees (by gender) as of December 31 of each year:**

	2021	2022	2023
Female	2,013	2,014	2,062
Male	2,056	2,020	1,984
<b>TOTAL</b>	<b>4,069</b>	<b>4,034</b>	<b>4,046</b>

**Infopro Digital's workforce as of December 31, 2023 (with distribution across different geographical regions):**

- The Europe region includes the following countries: Belgium, Spain, France, Ireland, Italy, Netherlands, Poland, Portugal, Romania, UK, Ukraine, Germany, Switzerland and Austria.
- North America (NAM) includes employees in the US.
- The Middle East and Africa (MEA) region includes our employees in Tunisia.
- The Asia-Pacific (Apac) region includes employees from entities based in Australia, Singapore and Hong Kong.

Région	Female		Male	
	Permanent	Temporary	Permanent	Temporary
Europe	1,717	53	1,722	39
MEA	227	2	147	2
NAM	41	1	55	1
APAC	21	0	18	0
<b>TOTAL</b>	<b>2,006</b>	<b>56</b>	<b>1,942</b>	<b>42</b>
			<b>Total workforce<sup>1</sup></b>	<b>4,046</b>

<sup>1</sup> Total workforce figures above account for executives and non-executives in permanent and temporary positions (full-time and part-time contracts). Freelancers, trainees and apprentices are not included in the above count.

**France employs 46% of the group's workforce. Employees in Germany and the UK represent 12.87% and 10.15% of Infopro Digital's total workforce respectively.**

## Cultivating the professional growth of our teams

### Age distribution of the group's employees

- 21%** of employees are under 30 years old.
- 53%** are between 30 and 50 years old.
- 26%** are over 50 years old.

### Average turnover

For 2023, the average employee turnover rate (accounting for appointments and departures) for permanent contracts at the group level is 22 %<sup>1</sup>.

### Methodology

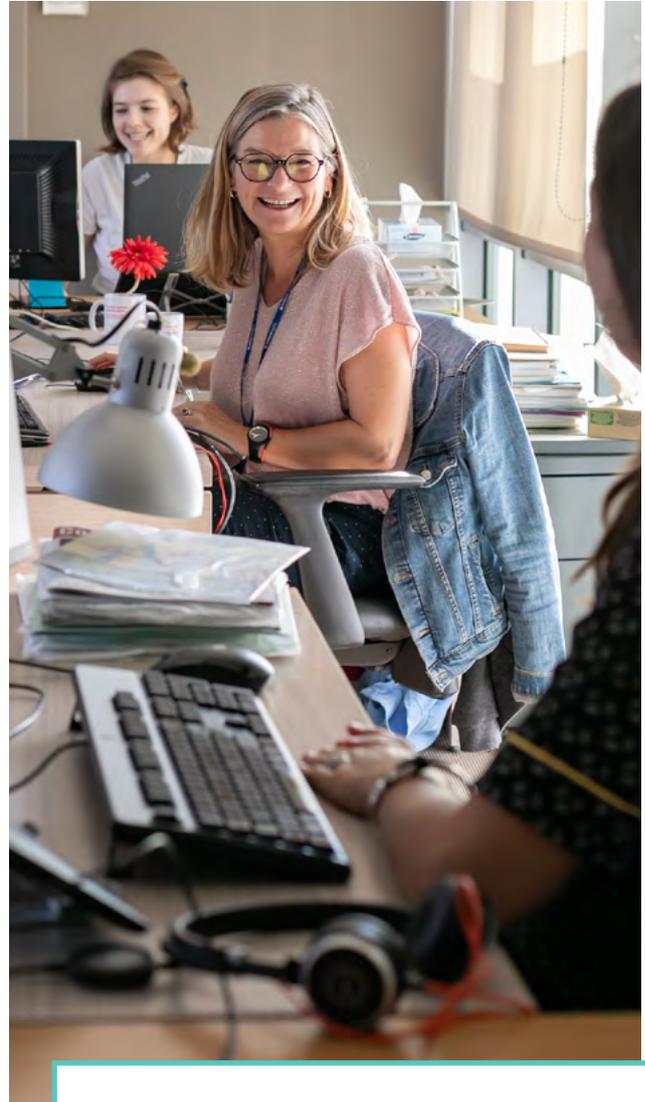
The workforce data is extracted from Infopro Digital's regional human resources (HR) management systems, currently implemented across all group entities.

The data is then integrated into the analytical database by regional HR department managers and consolidated by Infopro Digital's social management control team. The figures are reported based on the total number of employees as of December 31 of the reporting year.

## Developing and retaining talent

We operate in a constantly evolving professional world and actively participate in its transformation. Our adaptability to market changes depends on the engagement, professional skills and expertise of our employees. Our HR policy aims to retain our teams and offer career paths by promoting internal mobility, providing training, and offering a stimulating work environment and projects that encourage individual initiative, accountability and team autonomy.

<sup>1</sup> Without Poland integrated during the year (in September 2023).



To best support our activities and our employees, our HR organisation is based on two main principles:

- Local HR teams are overseen by regional HR directors and, if necessary, HR business partners.
- Implementation of common and streamlined tools for efficient and smooth workforce management.

## Attracting and recruiting

### Talent management

The uniqueness of the Infopro Digital group lies in the diversity of its professions and the multitude of talents and expertise within its various teams. These teams consist of diverse professional profiles: developers, engineers, content creation specialists, lawyers, digital marketing experts, sales professionals and specialists in many other fields.

Except for support functions, the profiles of Infopro Digital employees are specific to each activity. However, certain skills are found across all sectors because our business model is built around three pillars: technology and product; content created by industry experts; and in-depth knowledge of marketing, sales and networking.

#### Technology and product experts

Over 500 employees work in information systems and product development. These teams are spread across the group, close to our business units. They include engineers, software developers, product managers and employees in R&D and digital production.

#### Industry experts

Content is at the heart of Infopro Digital's offering. All our business units have experts in content production, data aggregation and analysis, and journalists who create essential content for our professional communities. For example, our 'Technology solutions' activity offers databases and lead generation solutions crucial for improving daily productivity and generating new business opportunities for our customers. Content is produced, purchased or aggregated from public and private sources by our in-house experts, who work and deliver data and information through platforms designed to optimise and simplify the work of end-users.

Diversity allows each member to contribute directly to the success of their business unit and benefit from the skills of other team members.



#### Sales and marketing experts

Our well-recognised brands in their sectors have strong sales and marketing teams dedicated to targeted professional communities. Their role is to generate interest in our products, maintain lasting relationships with customers and advertisers, ensure timely subscription renewals, and contribute to the improvement of our solutions alongside product teams. This expertise and local market knowledge, acquired over the years, allow us to detect trends, anticipate client needs and adapt our products accordingly.

## Recruitment policy

Our recruitment strategy relies on various approaches to attract talent. In addition to posting our job offers on recruitment platforms such as LinkedIn and Welcome to the Jungle, we have implemented a referral programme that encourages our employees to recommend potential candidates. This programme, known as 'Work with me', allows employees to refer individuals from their networks for permanent positions within the group. Upon successful hiring, they receive a special bonus. In 2023, this programme facilitated 24 new appointments.

Believing that our teams, diverse in backgrounds and experiences, are key to our success, we actively promote equal opportunities and inclusion from the moment of recruitment.

To encourage internal mobility, Infopro Digital's newsletter, One, highlights available positions within the group each month. At Barbour ABI, one of our entities in the UK, an initiative called 'Day in the life' was launched to promote internal mobility. This programme allows employees to spend a day in another department to better understand the roles and responsibilities of other teams. This immersive experience fosters better inter-team collaboration, helps participants discover new skills, and identifies professional development opportunities. Additionally, some employees have benefited from international internal mobility between the UK, Italy, France, Portugal and the US.

With this multidimensional approach, we aim to retain top talent and build dynamic, diverse teams.

## Internal mobility

Internal mobility is a driver for team development and retention. All our job vacancies are eligible for internal mobility. We believe in the importance of giving employees the opportunity to explore new roles and expand their skills.

In 2023,  
6% of vacant positions  
were filled by employees  
through internal mobility,  
and 8% of our employees  
received internal  
promotions.



### Encouraging career development

### Integration and career tracking

Our activities are structured into small business units, each specialising in a specific field and market. This structure allows every employee to have a direct impact on the success of their organisation. From the moment they join, we ensure that new employees quickly integrate into their business units or departments. We introduce them to our culture, values and activities through locally organised orientation days.

In February 2023, Infopro Digital's French subsidiaries signed a group collective agreement on job and career management. This agreement, lasting a minimum of three years, aims to effectively anticipate and prepare for the group's evolution. Through co-ordinated collective and individual actions, Infopro Digital strives to foresee and address employment and skill needs. This approach strengthens employability, assesses future staffing and skill requirements considering the group's age demographics, and maintains jobs while reducing turnover.

Several meetings and tools have already been implemented as part of this group collective agreement, and have been extended to the entire group. We conduct annual review campaigns between employees and their managers to discuss missions, objectives, achievements, challenges and individual career aspirations.

In France, these reviews take three distinct forms: the annual evaluation interviews to assess skills, review the past year, and set objectives for the upcoming year; professional interviews to discuss career prospects and identify means to facilitate career advancement; and interviews conducted

every six years to review the employee's career path and the training programmes they had followed. An annual campaign is conducted around these interviews. Additionally, every new employee has the opportunity to meet with an HR manager during their probation period.

In Romania, a performance review process has been established, with one to four interviews per year, depending on the employee's profile. For example, a junior employee will have specific reviews three and six months after recruitment.

### Autonomy in tasks

Every employee enjoys a high degree of autonomy in their daily work. They can evolve their role and enrich their tasks by being proactive and making suggestions. Generally, the group's entrepreneurial culture enables teams to launch new projects and grants them considerable freedom in their execution. For instance, the emergence of artificial intelligence is a major area of exploration for our IT development teams, particularly in designing digital solutions that will satisfy our customers.

### Professional training

To ensure that we continue to provide the best service to our customers and to guarantee our employees' long-term employability, team training is an integral part of our overall strategy. Driven by our entrepreneurial spirit, each employee actively manages their career: annual reviews provide an opportunity to express training needs and career aspirations.

**Our training programmes cover a wide range of topics, including office skills, personal development, IT, languages, management and technical (job-specific) skills across various fields. All training initiatives converge towards common goals:**

- **Developing new skills aligned with industry changes.**
- **Monitoring and anticipating changes and new regulations.**
- **Supporting professional development.**
- **Encouraging reflection and initiative.**
- **Protecting employability for all.**
- **Developing managerial skills.**
- **Acquiring common working methods.**

For example, the group's French affiliates, in collaboration with employee representatives, have identified certain roles requiring specific support due to changes in their professional environment. These roles include digital journalists, copy editors, graphic designers and sales representatives. Additionally, the need for English proficiency was identified for employees in the Automotive division, whose roles involve regular use of this language. Consequently, since 2023, in-person English classes have been offered in Romania, Tunisia and France for employees in these roles.

In addition to traditional training, all our employees have had access to the Infopro Digital Academy Learning Management System (LMS) since 2021. It offers a wide range of learning content and awareness modules, tailored to our various professions. The training database is enriched monthly, and regular communications promote newly available modules.

**In 2023, the average training time per employee across the group was 7.25 hours, plus an additional 1.12 hours per employee via the LMS. This figure has been increasing over the past few years (it was 6.8 hours in 2022).**

To better support employees, training advisers have been appointed within HR teams in several countries. These allow individuals to receive advice on their training rights, training options and topics such as personal skills assessments or validation of acquired experience.



In addition to the training offered within Infopro Digital, our teams regularly organise key events to share knowledge and enhance skills in specific areas. Digital accessibility is a good example of this: we aim to improve the accessibility of our websites and applications. Overseen by our Design team, this topic led them to organise webinars and internal training sessions in late 2023 and early 2024 for web developers and website managers, among others.

## Manager training

Since 2019 in France, Infopro Digital has implemented a training programme for managers responsible for more than four employees: the 'Managers' guide' mornings. These sessions are conducted by the HR teams, covering topics such as:

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

These sessions ensure that managers receive consistent information and help bridge the gap between operational staff and the HR department.

In the same year, also in France, the group initiated a programme to raise awareness and provide training for managers to help prevent and identify psychosocial risk. The objective of this scheme is to equip managers with the skills and reflexes necessary to understand the concept as well as its associated issues. Managers must also be able to detect sensitive situations to better anticipate risks, take appropriate measures, and alert others following a confidential and clear procedure.

**By the end of 2023,  
520 managers in France  
had completed  
the training on psychosocial  
risk awareness.**



### Performance, recognition and retention

We value the commitment of our employees in various ways, recognising their contribution to the success of our group. Financially, performance-based bonus systems are in place in all our countries, tailored to different profiles. These are complemented by other benefits specific to each region and compliant with local regulations. For instance, in Germany, we reward employee loyalty with seniority bonuses.

Regarding non-monetary rewards, different programmes have been established and adapted to the particularities of each country or affiliate. In France, we annually present long-service awards to celebrate employees who have reached 10, 20, 30 or even 40 years of service with the group. In 2023, we thanked 69 employees for their dedication and loyalty. A similar system exists in Romania, where seniority diplomas are awarded. In the UK and the US, local managers have implemented the Bonusly scheme to encourage mutual recognition among colleagues. This system allows employees to award points to their peers for successful collaborative experiences, which can then be converted into gift cards or donations to charities.

Additionally, each year, our Risk Global division holds a ceremony to reward the contributions of its employees to the success of the business. All employees can nominate candidates, teams and brands for awards. The Specialised Software division held a similar awards ceremony for the first time at the end of 2023.

Other local initiatives include harmonising social benefits across our entities in the English-speaking region. Specific actions have also been taken to improve employee wellbeing, such as granting additional holidays in Germany, creating a success plan in Portugal to support professional development, and more.



### Compensation policies

In a highly competitive environment, compensation and benefits policies play an important role in retaining internal talent. The group's long-term value-creation goals lead us to adopt a competitive, fair and ethical approach while respecting local standards and the specificities of our various markets. Our compensation policy is based on flexible and competitive fixed and variable elements, aligned with market practices.

Senior executive compensation is managed by the group's HR team, ensuring coherence in various compensation elements and facilitating both international and inter-subsidary mobility. Each year, the HR team discusses salary increase campaigns with management teams to ensure overall consistency.

We are committed to continuous improvement in HR management by adjusting our procedures and implementing HR management tools across all entities within the group.

# Promoting diversity, equity and inclusion

We firmly believe that the diversity of our teams is a source of professional enrichment for each employee and enables us to achieve collective success. Having teams from different backgrounds and with varied experiences is part of the DNA of our group. Within Infopro Digital, employees of 80 different nationalities work together.

In March 2024, we organised our first Diversity Day, as part of our efforts to promote diversity. This edition focused on the theme of unconscious bias to better understand this mechanism and remove barriers to effective collaboration. More than 40 workshops were organised across all our countries, bringing together nearly 650 employees.

Our goal is to maintain an inclusive workplace where all individuals feel honoured, appreciated and fully able to contribute their best efforts. We pursue a proactive equal opportunity policy from recruitment to career development. To this end, we have defined four priority areas of focus.

## Gender equality

In 2023, Infopro Digital achieved a notable accomplishment by finalising a group agreement in France that focuses on professional gender equality and improving the quality of work life.

This agreement aims to:

- Eliminate pay gaps.
- Ensure equal access to employment, professional training, career development and promotions.
- Improve working conditions and employment, especially for part-time employees.
- Promote job diversity.

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

While we have gender parity at the group level, there are disparities across countries, activities and within our management. In 2023, 44% of our managers were women (32% in top management).

In accordance with French legislation, we publish the gender equality index for our French entities with more than 50 employees on the group's website: <https://www.infopro-digital.com/fr/actualites/infopro-digital-index-de-legalite-femmes-hommes/>

In our English-speaking region, which includes the UK, the US, Australia and Hong Kong, a gender pay gap analysis is conducted annually to implement corrective measures and ensure fair and equitable pay.

Many countries, such as Portugal and Spain, organise exchange sessions among female employees annually on International Women's Day. Finally, to support women in their professional development and enable them to access leadership positions, a female empowerment network will be launched in 2024.

### Disability and inclusion

At Infopro Digital, professional integration of individuals with special needs is a priority. Our ambition is twofold: to welcome all potential talents; and to best support our employees affected by disabilities.

Since 2020, we have partnered with Tremplin Handicap in France, an association that supports people with special needs in their job searches and connects them with companies. The group participates annually in the job forum organised by this association.

**We continue to create appropriate working conditions for our employees who declare their special needs and require workplace accommodations.**

In 2023, the group had 66 employees with special needs, reflecting a 29.4% increase compared with 2022. This figure is based solely on voluntary declarations to our HR departments by employees. To promote inclusion within Infopro Digital, we employ several action levers described below.

### European Disability Employment Week

Each year in France, we organise a significant event to raise awareness about disabilities among our teams during the European Disability Employment Week. For the first time in 2023, this event was also followed in Belgium, Spain, Portugal, Romania and Tunisia. Our employees participated in workshops (eg, discovering invisible disabilities, digital accessibility) and activities offered on site or remotely (eg, eye yoga, hosting people with disabilities for job shadowing in France via the DUOday scheme). This event aims to raise awareness among our teams about disability in the workplace, promote a culture of inclusion, and dispel taboos, misconceptions and prejudices about disabilities.

### Disability representatives

Disability representatives among HR teams support the group's employees by co-ordinating, promoting and implementing policies and actions that foster the inclusion of people with special needs within Infopro Digital.

Their actions include:

- Participating in the welcoming and integration of affected employees.
- Assisting employees with disabilities in obtaining the accommodations and resources needed for their success at work.
- Raising awareness among employees about disability issues.
- Ensuring compliance with legal requirements regarding accessibility and non-discrimination.

### Local actions

In France, employees seeking to obtain a recognition of disabled worker status can take a day off for administrative procedures. Several French subsidiaries regularly work together with assisted employment centres.

In Belgium, we work with the French-speaking association Diversicom and GTB in the Flemish region, to offer training, workshops and awareness initiatives. Additionally, one of our Belgian subsidiaries has established a partnership with a supplier employing people with disabilities.

In our English-speaking region, we have implemented a confidential medical form allowing employees to declare a disability or medical condition. An online training course on equality and diversity is also offered to all teams.

In Germany, managers receive specific training to supervise employees with special needs, and we provide support for administrative procedures.

In Romania, we have established a partnership with the regional agency for people with disabilities, and work with a cleaning services supplier employing people with disabilities.

## Age pyramid

Infopro Digital implements a proactive management approach for both junior and senior employees to promote their integration and professional development throughout their careers within the group.

## Facilitating entry into the working life

As of December 31, 2023, employees under 30 years old make up 21% of our permanent workforce.

We welcomed 204 interns and apprentices (77 interns and 127 apprentices), ensuring that their experience within our teams serves as a stepping stone to employment. They receive specific support, particularly in France, where a structured pathway (including regular meetings and personalised follow-ups) has been established for apprentices.

Building relationships with educational institutions is essential for raising awareness of our activities, contributing to the evolution of initial training

programmes and recruiting. We have several university partnerships in various countries. For instance, in Romania, we have developed a partnership with the Polytechnic University of Bucharest, and participate in events such as the Congress of Automotive Engineers to attract new talent.

## Leveraging senior expertise

26% of our employees are over 50 years old. Their experience and know-how are invaluable in driving Infopro Digital forwards.

With the extension of professional life duration, every employee who wishes to should be able to continue benefiting from opportunities for individual development and professional advancement.

The group agreement on employment and career management (GEPP), signed in 2023 for all French subsidiaries, emphasises the importance of focusing on employees over 45 years old. This agreement aims to provide them with the means to develop and acquire new skills, anticipating and supporting their professional evolution or career change. A skills assessment can be offered to employees over 45 with at least five



## Cultivating the professional growth of our teams

years' service, helping to define a professional project, decide whether to enhance current skills or acquire new ones.

In Portugal, we have created a specific career plan to support seniors in their professional development and address their needs.

To assist employees in preparing for retirement, regular information and advisory sessions with specialised organisations are held locally. These sessions aim to inform employees about the technical aspects of the retirement process, administrative deadlines and so on. In France, the group offers a meeting with HR in the year the employee turns 62 or upon request starting from age 60.

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

### Health and wellbeing at work

**As an employer, we recognise the importance of creating a positive and healthy work environment for our employees. We believe that a workplace that prioritises the wellbeing of its teams increases productivity, engagement and professional fulfilment.**

Committed to offering each employee a balance between their personal and professional lives, Infopro Digital has established a hybrid work schedule incorporating remote workdays per week across all our business units, except in cases of specific local regulations or contrary collective agreements.

**In 2023, 81.3% of our employees regularly worked from home.**

We also recognise the right for our teams to disconnect after work, and have implemented a policy in this respect in certain countries.

We provide additional medical coverage to all our employees worldwide. At all our sites,

we strive to be attentive to the specific needs of our employees by providing adjustable office chairs, ergonomic seating arrangements and height-adjustable desks, especially for those with back pain problems or other musculoskeletal issues.

In June 2023, a week dedicated to work-life balance was organised at Infopro Digital in France. The group offered its employees webinars on topics such as daily stress management, digital pollution, meditation and the release of physical and mental tension. Hybrid sessions available online and at the Antony site included introductions to self-massage and meditation. For the first time in 2024, this work-life balance week was organised at group level for all our countries.

Health and wellbeing advice is available to employees through our Infopro Digital Academy LMS, on themes such as mindset stimulation, vitality, resilience and social media detoxification. Some countries and business units also offer specific benefits to their employees. Here are a few examples:

- UK and Spain: Employees are granted a day off for their birthday.
- France: Employees have an additional 12 days of remote working to use at their discretion,

## Cultivating the professional growth of our teams

in addition to the two weekly remote working days. The group has also continued its partnership with US Métro (a sports association near our headquarters in Antony) to offer sports classes to its employees, such as muscle strengthening, Pilates and yoga. We also offer a social assistance service in partnership with Ailes Sociales, with social workers available to help our employees with administrative paperwork.

- Psychological support services are available to our employees in France, the UK, the DACH region, Hong Kong and the US, ensuring confidential consultations via telephone, email or in person (with or without an appointment).
- Belgium and the UK: Employees are offered regular 30-minute massage sessions.



## Workplace accidents

The safety of our employees is a priority. We remain vigilant and strive to identify any situation that could lead to a workplace accident, implementing necessary measures to prevent and mitigate risks.

### Workplace accidents at Infopro Digital in 2023:

Number of workplace accidents	45
Number of days off due to workplace accidents	1,461
Workplace accident frequency rate	6.34%
Workplace accident severity rate	0.21%
Number and rate of fatalities resulting from workplace accidents	0
Number and rate of workplace accidents with significant consequences (excluding fatalities)	1
Main types of workplace accidents	Slip-and-fall accidents, fainting, accidents while commuting.

### Safety at work

Infopro Digital implements strict safety measures across all its subsidiaries and geographic sites to ensure workplace safety for its employees. Each site adheres to safety and security procedures that are compliant with local regulations.

The safety programme is managed by dedicated professional risk prevention managers at each site. Standard emergency and evacuation procedures are established and visibly displayed in offices and on the group's intranet, providing clear guidelines to teams in case of unforeseen circumstances. Occupational health services are available for employees, and some sites, such as our offices in the Paris region, are equipped with first-aid rooms.

In France, safety at work includes the annual implementation and review of the Single Occupational Risk Assessment Document, which identifies and assesses professional and psychosocial risks at work. Action plans are developed to reduce or eliminate these risks. Employee representative committees actively participate in this mission as part of their social policy mandate. In other regions of the group, such as English-speaking and German-speaking countries, health and safety policies are published and implemented for all local subsidiaries.

Employees can undergo health and safety training, including fire-safety training (handling fire extinguishers, evacuation procedures and associated techniques) and workplace first-aid training, valid for two to five years (vary per country).

**In 2023, 221 employees underwent fire-evacuation training, and 161 employees participated in the initial two-day workplace first-aid training.**

### Safety in conducting our trade shows and events

The safety and security of our trade shows and events – including our teams, service providers, exhibitors and visitors – remain the top priority of this activity. We maintain continuous monitoring when occupying an event or trade show venue. A health and safety manager is appointed for each event. We communicate our general health and safety co-ordination plan and our security plans to general installation service providers (at venues), their subcontractors and stand constructors. These documents are adapted to each event or venue and comply with current local standards.

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

## Engaging our teams

### Encouraging exchanges

The wellbeing and performance of our teams depend on how the group's strategy and vision are communicated and shared.

We believe that employees should have the opportunity to meet and regularly interact with colleagues from other business areas, share best practices, and familiarise themselves with our ecosystem beyond their daily scope of work.

Our business model promotes an organisation that fosters synergies and constant interactions between business units.

Our employees have various means of communication with management and the executive committee: annual reviews, team seminars, department meetings and individual check-ins, onboarding days, etc.

### Social dialogue

**Social and economic committees are established in several countries where we operate: 13 in France; three in Germany; and one in the Netherlands. We also have a group committee in France.**

These committees, through their regular meetings and sessions, provide a privileged forum for discussions and exchanges among Infopro Digital's HR teams, their management, and employee representatives. Through these ongoing interactions, Infopro Digital maintains a culture of social dialogue that complies with local regulations. This commitment is essential to ensure that employees' voices and concerns are heard.



68% of our employees benefit from collective agreements, ensuring fair and standardised employment conditions.

Most of these agreements are in effect in countries such as France, Germany and Tunisia. For other employees, we protect their rights and working conditions by adhering to labour legislation and other collective agreements. We are committed to respecting the principles of equitable treatment for all our employees, whether or not they are covered by collective agreements.

## People Engagement: Results & Targets

MATERIAL TOPICS	2023 STATUS	TARGET 2024
Diversity & inclusion	21% of juniors and 26% of seniors 204 apprentices & interns	Accelerate DE&I hiring programmes Reach 300 interns and apprentices in workforce
Gender parity	Gender parity achieved 44% of women in management 38% of women in the Executive Committee	50% - in management 40% - in the Executive Committee
Employee engagement & Career development	Internal recruitment rate: 6% Trainings: 8.4h/employee	Increase internal recruitments up to 10% Implement more training programmes (7.5h/emp.)
Health, wellness & safety	Physical activities and work-life balance initiatives implemented locally	Expand initiatives on the group level

# Driving a positive environmental dynamic

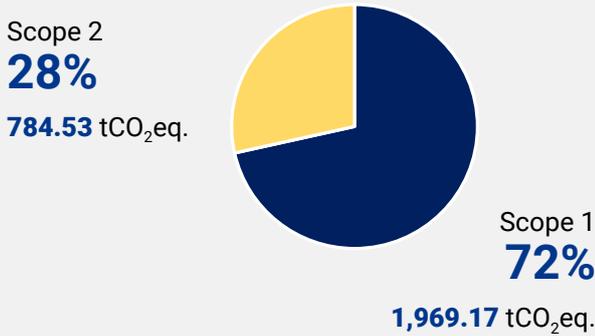
The latest scientific data indicates that global greenhouse gas (GHG) emissions in 2022 amounted to 53.8 billion tonnes of carbon dioxide equivalent (tCO<sub>2</sub>eq), an increase of 1.4% compared with 2021. As an international group, we are committed to controlling and reducing our carbon footprint to meet the reduction targets set by the 2015 Paris Agreement.

As part of our sustainability commitment, we have been measuring our own carbon footprint since 2022 and implementing actions to reduce our emissions across all our activities and supply chain. In this chapter, we will present the results of our carbon footprint assessment and our ongoing action plans.

## Carbon Footprint & Environmental Policy

### GHG Emissions 2023 (scopes 1 and 2)

GHG emissions in tCO<sub>2</sub>eq.



Infopro Digital's total GHG emissions for Scope 1 and 2 in 2023 are estimated at 2,753.7 tCO<sub>2</sub>eq. The most significant Scope 1 emissions were associated with the use of fuels for heating and cooling, as well as fuel consumption for the company fleet vehicles (gas and oil). Indirect emissions due to electricity and chilled water consumption (Scope 2) amounted to 784.53 tCO<sub>2</sub>eq.

### Emissions by category for scope 3 as of 2022



### ISO 14001 Environmental Management System

The Group is certified ISO 14001 for its Environmental Management System for the creation, organisation of the production chain, and commercialisation of its activities in France (Antony Parc) since 2015.

## Reducing our emissions

### Acting on our direct emissions

The main sources of emissions are the energy consumption of our sites, the car fleet and air conditioning. Infopro Digital's environmental policy addresses our control and management of these factors.

### Addressing our indirect emissions

We are committed to identifying, assessing and reducing them through targeted actions and enhanced collaboration with our partners and suppliers. Our primary reduction efforts in 2023 and for the coming years focus on emissions related to trade shows and events, our media and the hosting of our digital products.

## Print Medias

### Reduction of 30% in print-related CO<sub>2</sub> emissions through changes in paper usage\*:

use of lighter grammages,  
incorporation of recycled paper,  
careful selection of paper sources based on the energy profile of the producing country,  
priority of using (PEFC)-certified paper.

\*for the following media titles: Moniteur (MTP), Argus, LSA, La Gazette, L'Usine Nouvelle, AMC and CTB

## Trade shows: examples of initiatives already implemented

- 100% LED lighting on stands
- No carpeting in the aisles and common areas
- On-site sorting of paper/cardboard, glass, bio-waste, etc.
- Use of disposable booths (rented equipment, numerous rotations) instead of single booths

## Hosting our digital products

**We embarked on a comprehensive migration of our infrastructure to cloud solutions starting in 2022.** This migration allows us to modernise and optimise our operations while adopting more sustainable practices.

So far, we have migrated a wide range of platforms, including over 80 products from our Information & Connection activities, trade shows and leads platforms.

## Our greenhouse gas emissions

The group calculated its total carbon footprint in 2022 for the three categories of emissions, classified as Scope 1, 2 and 3, based on the level of control exercised over these emissions. The emissions calculated in 2022 serve as the baseline year for Infopro Digital's greenhouse gas (GHG) reduction strategy.

**For 2023, we chose to measure Scope 1 and 2, with Scope 3 being recalculated every three years. The group's 2023 carbon footprint for Scope 1 and 2 covers:**

- Emissions from 67 sites included in our environmental data collection (sites over 100m<sup>2</sup>) across 19 countries.
- Electricity, gas and fuel oil consumption (actual or estimated when data was unavailable).
- Fugitive emissions estimated based on the areas of air-conditioned spaces.
- Emissions related to the car fleet used within various subsidiaries.

### Carbon footprint assessment methodology

Infopro Digital engaged consultancy Spitha Pyxida to conduct its 2023 carbon footprint assessment, utilising the ABC® Bilan Carbone method, the GHG Protocol and ISO 14064 standard, as outlined in French environmental agency ADEME's General Carbon Plan, the ABC® and SAMI®. Emissions are categorised according to the GHG Protocol methodology, with Scope 2 reported on a 'location-based'

basis. Emission factors are derived from 30 French and international databases, with the ADEME carbon database (v23.2) serving as the primary reference. Calculations performed by a Spitha Pyxida analyst were verified (checking for consistency, variance analysis, etc) before the final report was produced. Spitha Pyxida holds the Bilan Carbone licence, is trained in the GHG Protocol, and is part of the Open Carbon Practice community.

Infopro Digital's total GHG emissions for Scope 1 and 2 in 2023 are estimated at 2,753.39 tCO<sub>2</sub>eq. The most significant Scope 1 emissions were associated with the use of fuels for heating and cooling, as well as fuel consumption for the company fleet vehicles (gas and oil). Indirect emissions due to electricity and chilled water consumption (Scope 2) amounted to 784.22 tCO<sub>2</sub>eq.



Scope 1 and 2 of the carbon footprint respectively cover direct emissions from the company's activities and indirect emissions related to the company's energy consumption. Scope 3, on the other hand, covers indirect emissions that are not under the company's control, but result from its activities (purchases, travel, etc).

## Driving a positive environmental dynamic

### GHG emissions per category (in tCO<sub>2</sub>eq):

SOURCE	2023	2022	VAR
<b>SCOPE 1</b>			
1. Direct emissions from stationary combustion	322.52	305.5	5.56%
2. Direct emissions from mobile combustion	1,344.70	2,499.8	-46.21%
3. Direct emissions from process sources	0	0	
4. Direct emissions from fugitive sources	301.95	747.9	-59.63%
5. Direct emissions from agricultural sources	0	0	
<b>TOTAL SCOPE 1</b>	<b>1,969.17</b>	<b>3,553.26</b>	<b>-44.58%</b>
<b>SCOPE 2</b>			
1. Indirect emissions from consumption of electricity	784.22	1,008.3	-22.22%
2. Indirect emissions from consumption of steam, heating or cooling	0	0	
<b>TOTAL SCOPE 2</b>	<b>784.22</b>	<b>1,008.3</b>	<b>-22.22%</b>

Variations in GHG emissions between the 2023 and 2022 calculations are due to several factors:

- The 5.56% increase in direct emissions from fixed combustion sources is explained by a slight increase in the consumption of fuel oil and gas used for heating buildings.
- The 46.21% decrease in direct emissions from mobile thermal engine sources (or our car fleet) is due to better methodological accuracy taking into account the vehicles' year of service, as well as improved mileage data quality, particularly for France.
- The 59.63% decrease in direct fugitive emissions is also linked to an evolution in the estimation methodology of air conditioning fluid losses, based on assumptions validated by ADEME.

For Scope 2, indirect emissions related to electricity consumption were reduced by 22.22% thanks to the energy-saving plan launched at the end of 2022 for our French sites.

This reduction is also explained by the consolidation of offices and the release of unoccupied workspaces (notably in Romania) and the reduction of rented spaces, linked to the widespread adoption of remote working.

Scope 3 (indirect emissions related to purchases, home-to-work commuting, IT inventory, waste, etc) was calculated for the year 2022, and represents approximately 90% of our total emissions (around 34,979 tCO<sub>2</sub>eq)..

Apart from purchased goods and services, the most significant contributions to Scope 3 emissions in 2022 were:

- Home-to-work commuting, estimated at around 2,867.55 tCO<sub>2</sub>eq (7.25% of all 2022 Scope 1, 2 and 3 emissions, or 39,540.56 tCO<sub>2</sub>eq).
- Business travel, with an impact of 1,006.27 tCO<sub>2</sub>eq (2.54%).
- Data centres supporting all the group's activities, with an estimated impact of around 3,735 tCO<sub>2</sub>eq (9.45%) in 2022. This estimate covers all data centre-related emissions and includes partial double-counting of certain emissions already reported in Scope 2 within Infopro Digital's activities.

Within Scope 3, emissions related to the purchase of goods and services, freight transportation, business travel, IT equipment and furniture were calculated based on accounting data (monetary ratios).

## Driving a positive environmental dynamic

When quantitative estimations are provided, the values are approximate due to the formulation of assumptions and the potential lack of precise knowledge regarding the specific type of transport equipment and fuel. Assumptions rely on industry standards, surveys on collective vehicle performance, and consumer behaviour.

**In the coming years, Infopro Digital aims to gradually improve the quality and traceability of data collected for all its activities and countries of operation, particularly for car fleet consumption and geographic sites.** Additionally, it is necessary to simplify the data collection process by identifying difficulty points and updating the corresponding processes, particularly within the framework of the CSRD. This will allow us to have a clearer understanding of the impact of our actions aimed at reducing our GHG emissions and to communicate more reliable data to our stakeholders.

## Business travel

**Some of our activities, by their nature, generate travel for our teams both nationally and internationally. This includes, for example, our trade shows and professional events, as well as our consulting activities during our experts' missions on client sites. Therefore, managing the environmental footprint of our employees' business travel is one of the group's priorities.**

In 2022, emissions related to business travel were estimated at 1,006.27 tCO<sub>2</sub>eq through an analysis of our spending with travel providers. In 2023, we worked to improve the accuracy of this assessment by collaborating directly with our main service providers.

Most of our business travel is managed by an external agency, which measures the GHG emissions associated with our bookings. This inventory provides us with a baseline year in 2023 to implement a business travel policy and monitor the effectiveness of our actions. Our goal is to launch this policy by the first half of 2025 and to generalise it at the group level, while taking national specificities (energy mix, etc) into account.

As an indication, in 2023, Infopro Digital employees travelled 3.6 million kilometres by plane, generating 797 tCO<sub>2</sub>eq. 57% of these emissions are related to long-distance international flights, 25% to European flights, and 18% to domestic flights in France (our main trade shows and event market). The goal of our future travel policy is to, as much as possible, convert domestic flights in France into train travel.

Group employees travelled 3.05 million kilometres by train (for nearly 6,000 trips) in 2023, with a total footprint of 8.27 tCO<sub>2</sub>eq.

Finally, GHG emissions associated with accommodation during travel are estimated at 52 tCO<sub>2</sub>eq for approximately 5,800 overnight stays. The group's policy is to prioritise partners with a committed environmental policy and that demonstrate real efforts to reduce average tCO<sub>2</sub>eq emissions per night.

## Reducing our emissions

In line with our carbon footprint assessments, the group is now working to set targets for reducing its GHG emissions.

## Acting on our direct emissions

The main sources of emissions are the energy consumption of our sites, the car fleet and air conditioning. Infopro Digital's environmental policy addresses our control and management of these factors.

To reduce the energy consumption of our offices, we have implemented or continued several actions in 2023:

- An energy-saving plan for all sites based in France, which has been producing tangible effects since 2022 (see the following chapter).
- For certain sites identified as the most energy-intensive, relocation projects are being studied or carried out. Discussions are also under way with landlords to improve the energy efficiency of premises.
- Our offices are largely equipped with LED lighting, motion sensors in toilets, and water fountains. We also carry out waste sorting.

To reduce emissions from our car fleet, we encourage our employees in France to choose electric car models if their use is compatible with the employees' missions. In the UK, Netherlands and Belgium, our subsidiaries have begun transitioning their fleets from internal combustion engine vehicles to hybrid and electric cars.

We promote digital workflows to limit waste production, especially paper. We have deployed digital tools and platforms such as Teams,

Jira and Monday to facilitate project organisation and collaboration, thereby eliminating the need for excessive printing and physical documentation. We encourage the use of digital signatures whenever possible and where legally permissible. This not only simplifies administrative processes, but also reduces the use of paper and printing resources.

Finally, we consider raising awareness among our employees to be an essential part of our environmental approach. In 2023, we shared the results of our carbon footprint assessment with all our teams for the first time. This allows them to understand and evaluate the impact of their activities on the group's overall emissions. In Switzerland, our subsidiary organised a Clean-up Day around the office. Communications are made throughout the year via the group's newsletters about our environmental policy, our ISO 14001 approach, our commitments by activity, and simple good practices.

## ISO 14001

ISO 14001:2015 is the standard for environmental management systems. This standard requires organisations to establish comprehensive action plans and procedures to regularly identify, evaluate, measure, prioritise and control the environmental impacts of their activities.

**Infopro Digital group has been ISO 14001-certified since 2015 for its environmental management system for the creation and organisation of the production chain, and marketing of its activities in France (Antony Parc II site).**

This system aims to control and reduce the direct and indirect environmental impacts related to the various stages of the group's activities, following a lifecycle approach. The activities covered by this environmental management system include the development, maintenance and consulting associated with our expert software and online platforms, the design and production

## Driving a positive environmental dynamic

of professional media (publishing, websites and databases), and the organisation of trade shows, events and training sessions.

This environmental approach allows us to have a comprehensive view of the environmental impacts of our activities and equip our employees to actively participate in reducing our ecological footprint and promoting sustainable practices within the group.

Infopro Digital regularly publishes and updates its environmental policy associated with this management system, committing to:

- Comply with its regulatory obligations.
- Protect the environment, particularly by preventing pollution risks caused by its activities.
- Continuously improve the performance of its environmental management system (EMS).

Every three years, Infopro Digital sets operational objectives to achieve the commitments of its environmental policy.

For the 2021–23 triennial cycle, the main objectives of our actions were as follows:

1. Raise awareness and responsibility among our employees and stakeholders about our approach on each stage of relationship.
2. Reduce emissions related to transportation.
3. Involve our subcontractors in a responsible-purchasing approach.
4. Improve the traceability and recycling of waste generated by our trade shows and magazines.
5. Act effectively on energy consumption related to our activities.

In 2023, the KPIs monitored allowed us to evaluate the effectiveness of our environmental management system.

### 1. Emissions from our car fleet in France (Scope 1)

The CO<sub>2</sub> emissions of our French car fleet remain on average below the limit of 130 gCO<sub>2</sub>/km imposed by our car policy. 74.7% of our French fleet's vehicles have emissions of 117 gCO<sub>2</sub>/km or less.

There are a few exceptions where emissions exceed this limit, reaching up to 150 gCO<sub>2</sub>/km. In 2023, the average emissions of newly ordered vehicles were equal to those of 2022 (116 gCO<sub>2</sub>/km).

### 2. Energy consumption (Scope 2)

The decrease in energy consumption related to our Antony site continued in 2023 (-18%), as part of the energy-saving plan implemented in 2022. Our private consumption in 2023 was down by 36% compared with 2021 (post-Covid-19 recovery year). The energy-saving plan includes the management of heating, air conditioning and lighting.

### 3. Water consumption (Antony site, France)

Water consumption at our Antony site decreased by 8.1% in 2023 compared with the previous year, reaching a total of 2,868m<sup>3</sup>. This indicator has remained relatively stable since 2020, following significant reduction measures (-45.2% compared with 2019), such as the installation of tap aerators in our washbasins.

### 4. Waste (Antony site, France)

In 2023, the tonnage of waste at the Antony site decreased by 25.6%, largely due to the widespread adoption of remote working, which reduced the occupancy rate of our premises. All our waste is recycled or recovered by our service provider, Paprec. Hazardous waste is limited to the collection of used batteries, representing an insignificant volume. Regarding electronic waste, 5.8 tonnes were processed in 2023, while some equipment was reused by one of our partners.



## Driving a positive environmental dynamic

### Environmental objectives 2024–27

The new ISO 14001 challenges have been submitted to the group's management to strengthen our environmental actions and maintain the continuous improvement of our eco-friendly approach:

1. Evaluate, control and act effectively on the consumption of our new headquarters (relocation in June 2024).
2. Support our landlords in obtaining environmental labels.
3. Reduce the carbon footprint of our vehicle fleet.
4. Continue efforts to reduce the environmental impacts related to the lifecycle of our printed media by identifying new levers.
5. Implement a common action plan for our trade shows.
6. Control the carbon footprint related to the hosting of our digital products.
7. Raise awareness of our ISO 14001 approach, and make our employees accountable

## Addressing our indirect emissions

Indirect emissions, originating from our entire value chain, constitute a significant portion of our total carbon footprint (included in Scope 3). We recognise the importance of reducing these emissions, and are committed to identifying, assessing and reducing them through targeted actions and enhanced collaboration with our partners and suppliers. We develop our action plans using an activity-based approach in line with our environmental policy. Our primary reduction efforts in 2023 and for the coming years focus on emissions related to trade shows and events, our media and the hosting of our digital products.



## Promoting responsible trade shows

Since 2015, our trade shows have been engaged in reducing their environmental impacts.

To deepen our initiatives and measure the actual effects of these actions, Infopro Digital conducted two carbon footprint assessments in 2023 for our major trade shows, Luxe Pack and Salon des maires et des collectivités locales (SMCL).<sup>1</sup> These two events were chosen as benchmarks because of their differing nature and significant organisational complexity, covering all possible types of emissions at a trade show.

The completion of these two carbon assessments allowed us to identify the most significant emission sources and prioritise actions based on the nature of each event. This exercise helps the group guide the technical teams' road map towards decarbonising their processes.

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

## Driving a positive environmental dynamic



In parallel with these assessments, several concrete actions have been implemented over the years, including:

- For the SIMI and Luxe Pack trade shows: carpet removal. For the SMCL show: 80% reduction in carpets, use of recycled and recyclable carpets. Recycling of 2,085m<sup>2</sup> of carpet at the Patrimonia show in 2023.
- Expansion of pre-packaged and reusable booths: Across most of our trade shows (these booths include LED lighting, recycled carpets, reusable and recyclable wooden partitions, optimised transportation, hiring of local booth installation companies). We make certain that 90% of our booths and furniture pieces are reusable annually. We also use sustainable designs for most of the one-off requests.
- Use of recycled cardboard panels: Introduction of cardboard badges at some trade shows. Elimination of plastic bags, replaced with paper bags and packaging (especially for exhibitor lunches).
- LED lighting.
- Water dispensers and jugs. Substituting plastic cups for more eco-friendly options.
- Waste collection: organic waste, recyclable waste, paper/cardboard, glass, non-recyclable waste, metal scrap, bulky waste with waste-weighing receipts.
- Donation of unconsumed food: In partnership with local charities (at some trade shows).
- Shift from large trade show organisation to local event duplication: reducing the need for long-distance travel for exhibitors and visitors by focusing on key markets.

In 2024, Infopro Digital will introduce a charter for responsible trade shows and events, establishing the group's standards. This initial co-ordinated action will enable us to scale up specific operating methods and reduce our environmental impact.



## Hosting our digital products

As part of our commitment to reducing the environmental impact associated with hosting our software, databases and media, we embarked on a comprehensive migration of our infrastructure to cloud solutions starting in 2022. This migration allows us to modernise and optimise our operations while adopting more sustainable practices.

We have migrated a wide range of platforms, including over 80 products from our Information & Connection activities, trade shows and leads platforms. These include media solutions, marketplaces (such as Companeo), employment, publishing (such as Kheox), data (such as Industry Explorer), as well as cross-functional sites and solutions (such as HCUB). Additionally, event and training activities, as well as Marchés Online in France, were included in this migration. Software such as Vecteur Plus, EBP and ABK, which provide professional leads, have also been moved to cloud hosting platforms. This transition represents a significant change from

a hardware purchase model to a 'pay-as-you-go' model. It allows us to optimise computing power based on need, turn off unused machines and avoid issues related to hardware obsolescence.

**The ability to scale computing power up or down based on load peaks prevents energy waste and optimises resource use.**

This migration offers several environmental benefits for our infrastructure. Reducing energy consumption is crucial, as the use of virtual machines allows for power adjustment based on actual need, unlike old servers. Additionally, eliminating hardware obsolescence and sharing usage with our provider avoids the need to purchase our own equipment.

These actions are essential to ensuring a sustainable and adaptable infrastructure. We will continue to assess and adjust our hosting strategies to minimise our environmental impact while meeting the growing needs of our users and customers.

### Print media

**In France, the production of our print magazines is part of Infopro Digital's environmental management system, certified ISO 14001.**

Several eco-design measures have been implemented to reduce the carbon footprint of this activity through the three-year action plan adopted for the period 2021–23. In 2021, AMC magazine was entirely printed on recycled paper, and the covers of Le Moniteur, La Gazette des communes, LSA and L'Argus began using recycled or PEFC-certified paper. By 2022, we achieved 100%-certified paper, with 56% recycled and 44% PEFC-certified. And LSA, L'Argus de l'assurance and La Gazette des communes had fully adopted recycled paper for their covers and inner pages.

In 2023, Le Moniteur and L'Usine nouvelle also switched to recycled paper. We continued exploring alternatives for small-circulation magazines to replace the remaining PEFC paper. In 2021, we used sheet reels for the covers of titles such as AMC, Mona, Mat, IT and in 2022 for Néo restauration. In 2023, we optimised our prints in response to reduced circulation and pagination, cutting paper consumption by 4%, despite a slight increase of 1% in circulation.

After a testing phase and depleting film stocks in 2022, we implemented paper packaging for almost all our magazines in January 2023, except for AMC and Territorial. Additionally, our books are printed 99% in France, and our magazines 100% in France, all within 1,500 km of our distribution points.

The paper mainly comes from France, Germany, Switzerland and Spain, with around 25% from Sweden until 2023. In 2023, we replaced Swedish supply with paper from the UK, and are exploring solutions in Switzerland to further reduce transport-related CO<sub>2</sub> emissions. The carbon calculator, completed in 2022, revealed a 32% reduction in GHG emissions across our printing activities.

We have also established practices aimed at reducing print runs and producing publications as accurately as possible. For publications with lower sales, we have adopted a print-on-demand approach.

**These initiatives have been widely communicated to internal departments such as production, general management and subscription services to raise awareness of our environmental commitment.**

**Starting in 2023, we have incorporated CSR issues into all our tenders, engaging 100% of our suppliers in our approach.**

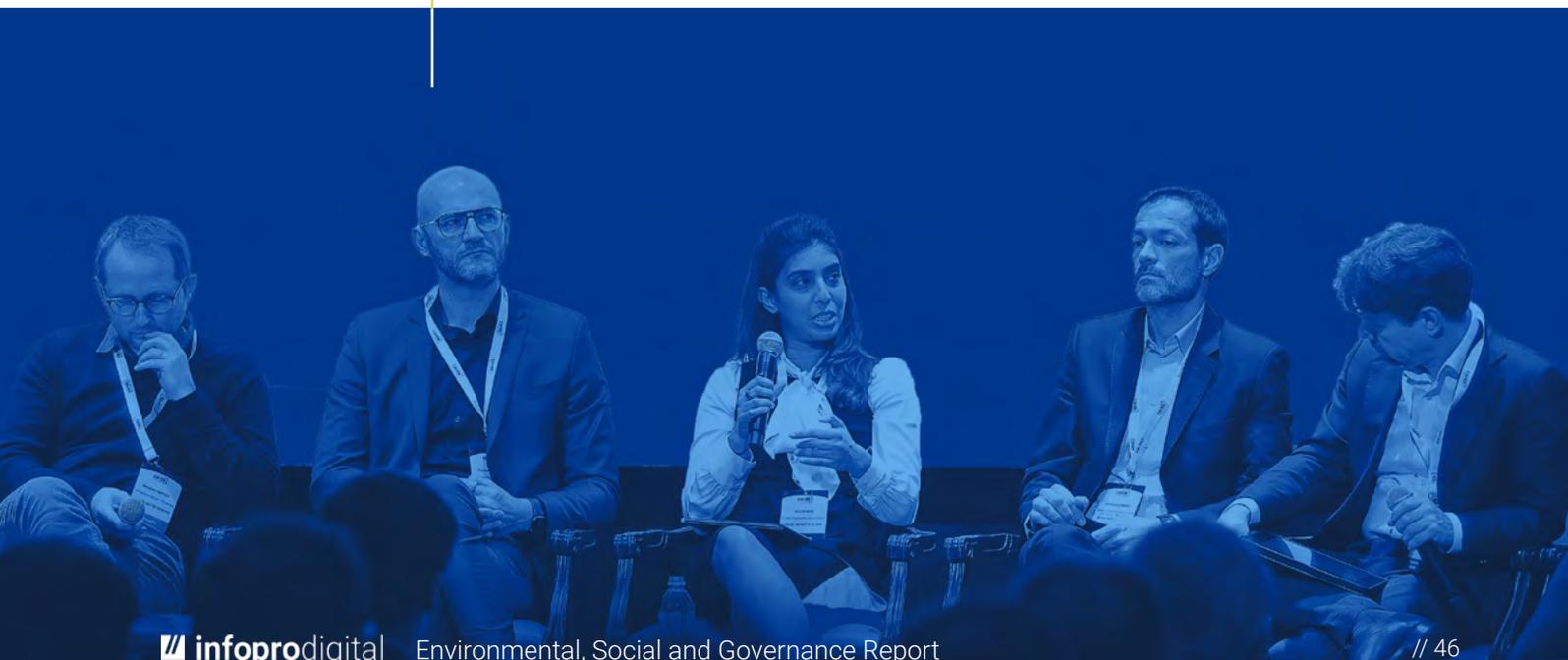


## Environment: Results & Targets

MATERIAL TOPICS	2023 STATUS	TARGET 2024
Sustainable Site Management	ISO 14001 certification in France KPIs tracked globally	Expand Sustainable Site Management System Enhance Sustainable Purchasing Strategy
Carbon footprint	Scope 1+2 : 2,753.69 tCO <sub>2</sub> eq. Scope 3 : 34,979 tCO <sub>2</sub> eq.	Set up carbon reduction plan Digital and data centers footprint monitoring
Sustainable activities	Actions implemented for all trade shows and events 7 Medias reduced -30% print-related emissions	Group wide Sustainable Events Policy Partners' performance monitoring Continue print-related media reduction action

# Creating sustainable value for our communities and society

Our activities provide us with a unique opportunity to promote and support current environmental and social transformations. We leverage our information platforms and multiple mechanisms to positively influence the professional communities we serve, actively engaging in the sharing of concrete and measurable actions.



## OVERVIEW - Creating sustainable value for our communities and society

Our activities provide us with a unique opportunity to promote and support current environmental and social transformations. We leverage our information platforms and multiple mechanisms to positively influence the professional communities we serve, actively engaging in the sharing of concrete and measurable actions:

- Raising awareness and highlighting solutions through our media
- Promoting exchange and collective action
- Making our software and digital solutions transformation tools for our customers

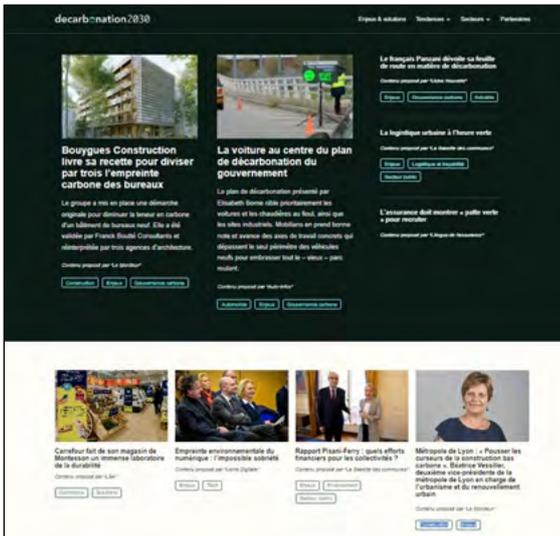


## Social impact

Our initiatives towards social impact for the next three years (2023–25) focus on promoting employability and integration through access to work and training. We want to help individuals facing long-term absence from the labour market,

postgraduate and young people, seniors, and people with disabilities. One of our primary objectives is to mobilise our employees and encourage their active involvement in our social impact initiatives.

# Raising awareness and highlighting solutions through our media



More broadly, our professional media have fully integrated environmental and societal issues into their editorial content, reflecting our editorial teams' ongoing commitment to informing and raising awareness about these issues.

They provide solution-focused journalism: Risk.net and L'Argus de l'assurance publish numerous articles and podcasts related to climate risk management and sustainable insurance. L'Argus de l'assurance has also launched Green Assurance to showcase innovations and best practices in sustainable and responsible insurance.

To assist professionals in addressing the environmental challenges faced by their organisations, Infopro Digital launched a dedicated decarbonisation website in France in September 2023: <http://www.decarbonation2030.fr>

This new information hub provides our professional communities with insights tailored to their specific needs and challenges, offering actionable knowledge to achieve their decarbonisation goals. It consolidates essential resources for:

- Understanding environmental challenges: Through specialised educational content such as in-depth articles, reference texts, case studies and white papers.
- Finding inspiration: From proven examples across major energy transition themes including carbon governance, procurement, logistics and traceability, energy, new practices, recycling and waste management, financing, and green mobility.
- Taking action: By discovering solutions relevant to their specific activities.

In construction and public works, Le Moniteur and Baublatt highlight innovative environmental projects and progress towards decarbonisation in construction. Le Moniteur also offers publications for construction professionals and local authorities committed to environmental preservation and achieving carbon-neutrality goals.



## Creating sustainable value for our communities and society

L'Usine nouvelle published 763 articles in 2023 under the category 'Ecological and energy transition', and recently introduced a newsletter and a dedicated day for sustainable industry.

Finally, in the retail sector, after launching LSA Green, the LSA platform initiated the La Conso s'engage movement, which gained momentum in 2024, to encourage businesses in retail and consumer goods to adopt more sustainable practices.

These actions represent just a few examples of how we are working to raise awareness among our professional communities, promote concrete solutions and support the transition to sustainability.

## Promoting exchange and collective action

Our trade shows and events serve as valuable opportunities for our professional communities to discuss their climate change challenges, share knowledge, and identify concrete solutions and innovations. Below are some of the key 2023 events dedicated to environmental and social responsibility:

### Klimafestival 2023

In its second event, Germany's Klimafestival brought together 3,500 participants to discuss the transformation of the construction sector, focusing on preserving existing buildings and resource efficiency.

### Bâtir pour le climat (Building for the climate)

This French event aims to share sustainable solutions for combating climate change in the construction sector, including energy-saving techniques, sustainable and decarbonised materials, and other environmentally friendly practices.

### CARES

Held in the US and Europe, this forum gathers all players in the automotive production chain to discuss the latest innovations and strategies in sustainable automotive manufacturing.



## Creating sustainable value for our communities and society

### Drive to zero

Launched in 2023, Drive to zero is Europe's premier event for decarbonised mobility. This event brings together alternative mobility companies, car manufacturers, start-ups, infrastructure managers, as well as government bodies and environmental organisations. The 2024 edition of Drive to zero attracted over 4,000 professionals, marking a 40% increase compared with the previous year.

### Assurer pour le climat (Insuring for the climate)

At the end of 2023, our teams launched this event in France, dedicated entirely to climate transition in the insurance sector – a first in the industry. Two hundred insurers and stakeholders discussed three core themes: sustainable investment; responsible insurance practices; and corporate citizenship.

### ÉDITION SPÉCIALE by Luxe Pack (Special Edition)

For several years, this trade show has focused on sustainable solutions in luxury packaging, a significant issue for the industry.

We also highlight the environmental and social actions of our communities through awards and trophies: Luxe Pack in Green, for example, rewards the best sustainable packaging innovations and responsible practices of exhibitors at Luxe Pack Monaco. L'Argus gold trophies are awarded for the best corporate citizenship and responsibility initiatives, as well as responsible investment.

Beyond these events exclusively dedicated to environmental and social issues, sustainability challenges are an integral part of the editorial focus of most of our events and trade shows.



## Creating sustainable value for our communities and society

Every year in Paris, the Salon des maires et des collectivités locales (SMCL) gathers nearly 60,000 French elected officials and stakeholders who work daily on managing and developing territories. Infopro Digital's teams organise this event in collaboration with the Association of French Mayors.

**Stéphanie Gay-Torrente, Director of the Trade Shows & Congresses for Public Authorities and Real Estate division at Infopro Digital, explains how this major event has evolved since 2020 regarding environmental and societal issues.**



### What are the main transformations that have taken place at the SMCL in recent years?

**Stéphanie Gay-Torrente:** Over time, the structuring of SMCL exhibition areas has been rethought to better align with evolving social challenges: energy and climate, environment and living conditions, and technologies and digital transformation, to name just a few. We have also created an entirely new space dedicated to themes such as childhood and education, ageing well, social action and living together.

### How has the programming evolved to support the new focus of the event?

**S. G-T:** We have enriched the programming around social and environmental transformations in two phases. Our themes primarily focus on transition trajectories and the systemic dimension of transitions. We offer several expression formats, such as the 'Atmospheres' spaces, which embody solutions for environmental, energy, digital, agricultural, food and demographic transitions. To illustrate co-construction, other spaces, called 'Labs' facilitate more concrete exchanges among participants about applying these major issues in the field and in their daily lives.

In 2023, we aimed to accelerate and move from transitions to action. We thus evolved our thematic spaces to cover topics such as energy sobriety, ecological planning, decarbonised mobility, responsible digital technology, sustainable planning and housing, and agricultural and food resilience.

The number of sessions dedicated to environmental and societal issues has significantly increased, from 89 conferences in 2019 to 368 today, with a growing audience each year.

### What are the main challenges for upcoming editions?

**S. G-T:** Climate issues and biodiversity remain at the core of our concerns. In 2024, together with the Association of French mayors, Eco-mayors, and the organisation UPGE, we will launch the first Biodiversity and ecological engineering trade show. It will allow visitors to meet key players in the sector. We are also working on the topic of ageing well, which will be addressed cross-sectionally at SMCL starting in 2025 to address the necessary topics and investments in all areas of responsibility for local authorities.

## Making our software and digital solutions transformation tools for our customers

In a period where all our professional communities are undergoing digital transformation, technology proves to be an essential lever for addressing their sustainability challenges. Whether in construction, automotive or industry, our solutions are designed not only to optimise our customers' operational performance, but also to significantly contribute to reducing their environmental footprint and addressing their compliance issues. Here are some examples of our offerings:

### Automotive solutions

Infopro Digital Automotive is a European leader in data and software solutions for the automotive aftermarket. The core of our offering is to contribute to extending vehicle lifespan and enhancing reliability. We support the sector's transformation towards decarbonised solutions. Among these solutions, we can highlight:

#### Smart Filter OE

This innovative tool for automotive repair shops simplifies and improves the process of searching for and selecting original spare parts, thanks to precise classification and visualisation of technical data. This results in increased efficiency and reduced ordering errors (and therefore fewer returns and spare part orders). With this tool, garages can reduce their return rate by up to 20%, leading to significant savings in time, cost and carbon emissions.

#### Atelio

Within the Atelio estimating platform, our teams have developed a free option that connects buyers with sellers of automotive parts from the circular economy (body or mechanical parts). Repairers can consult the available stock from partners and perform a cart transfer to replace new parts with reused parts. This functionality promotes and simplifies the use of refurbished equipment. Atelio Aftermarket International offers a similar solution for parts distribution networks through its PIEC module (parts from the circular economy).

By giving a second life to automotive parts, Infopro Digital Automotive helps reduce the ecological footprint related to manufacturing and helps minimise waste in the supply chain.

### Red-on-line

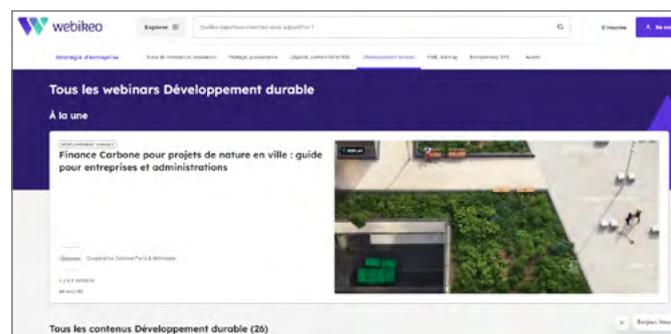
Founded in 1999 with the idea of transforming regulatory information on health, safety and environment (HSE) into a decision-support tool, the brand naturally supports its clients in their sustainability challenges. Red-on-line's software solutions, combined with the expertise of its HSE lawyers and engineers, facilitate project management: regulatory monitoring, management of sustainability indicators, environmental risk assessment, occupational risk assessment, etc. Red-on-line experts also assist many clients in obtaining ISO certifications, including ISO 26000, which covers sustainability areas, and ISO 14001 for environmental management.

### Ibau Xplorer

Our portal for detecting construction tenders and public markets in Germany encourages the search for sustainable construction projects. Infopro Digital offers equivalent solutions through other brands for the Austrian, Belgian, French, UK and Swiss markets.

### Webikeo

In 2023, the webikeo.fr platform hosted 44 webinars addressing CSR topics, and attracting nearly 6,000 participants.



## Community impact

### Support for local communities

Our teams carry out various local charitable actions, some of which are part of multi-year support programmes.

### Promoting integration into work life

Infopro Digital has been partnering with Nos quartiers ont du talent (NQT), or Our neighbourhoods have talent, since 2016. This association works towards equal opportunities and helps young individuals with a Bac+3 degree or higher from disadvantaged neighbourhoods enter the job market. This partnership involves mentoring by our volunteer employees to support young people guided by NQT.

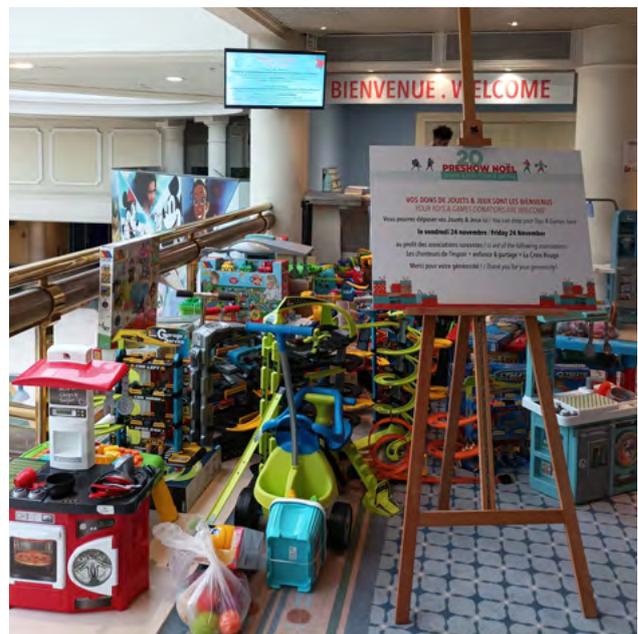


In October 2023, we hosted 18 young people seeking their first job or an apprenticeship in our Paris offices for a mentoring session. This half-day event provided these young people with advice from our group clients employees on their CVs, cover letters and presentation skills.

It was also an opportunity for our volunteer employees to familiarise themselves with the mentoring role, and, for some, to commit more long-term with NQT in 2024.

### Supporting charitable organisations at our trade shows and events

Each year, Preshow Noël Jouets & Jeux allows manufacturers to present their collections to retail professionals. Following this event, our teams, with the support of exhibitors, organise the distribution of toys and games to children through three associations: Les chanteurs de l'espoir, Enfance et partage and the French Red Cross. The teams at the Patrimonia show continue their food collection operations to redistribute all non-consumed foodstuffs, kept under appropriate cold chain conditions. Exhibitors are invited to store excess food in refrigerators at their stands and contact a designated member of the organising team for collection and storage. In 2023, 320kg of food was redistributed. Additionally, Patrimonia selected a supplier employing people with disabilities to produce the bags given to conference attendees, generating 200 hours of social support.



Finally, for the inaugural Assurer pour le climat event, the teams donated a portion of the registration fee to the Epic Foundation, which aims to transform the lives of children and young people, and to protect the planet. This event also allowed L'Argus de l'assurance to raise awareness about the foundation and its climate initiatives through a podcast and a speech from Sarah Mariotte-Tirmarche, Epic Foundation's General Director.

## Participating in major international events

For many years, we have encouraged our employees in the Paris region and Nantes to participate in the Odyssea sponsored run, benefiting breast cancer research.

In 2023, over 80 employees walked and ran in the event.



## Supporting the local non-profit sector

As Christmas approached, employees at our Vecteur Plus subsidiary in Nantes collected 45kg of hygiene products and food items, which they donated to the Restos du cœur association. In Switzerland, our teams chose to convert the usual amount allocated for client Christmas gifts into donations to the Petite suisse charity, which supports the wellbeing of children, young people and socially disadvantaged families.

To maximise the impact of our actions within communities, the Infopro Digital ESG Board reaffirmed in 2023 our primary support focus: we assist organisations that work on employment integration and returning to work after accidents and life events. In the second half of the year, our ESG regional groups identified local associations and initiatives to be supported, resulting in partnerships established in 2024.

These partnerships primarily involve skill-based volunteering, which can be supplemented by financial support.

## Digital accessibility

As part of our commitment to inclusion, the group is intensifying its efforts to enhance the digital accessibility of our products and services.

At Infopro Digital, we carried out our first actions towards digital accessibility in 2020, beginning with training our IT designers in best practices for accessibility in form design, under the guidance of the Design Director, who is currently the group's accessibility leader.

In 2021, our teams underwent training in partnership with Temesis, a digital accessibility agency. The IT department team was made aware of digital accessibility principles (15 designers and 10 front-end developers). They were also encouraged to attend the Paris Web conference, a major event on digital accessibility in France.

In 2022, the Design Director obtained Opquast certification, further strengthening our internal expertise. Operationally, we created the group's first 'design system' for the Red-on-line platform, adhering to RGAA (Référentiel Général d'Amélioration de l'Accessibilité)<sup>1</sup> standards.

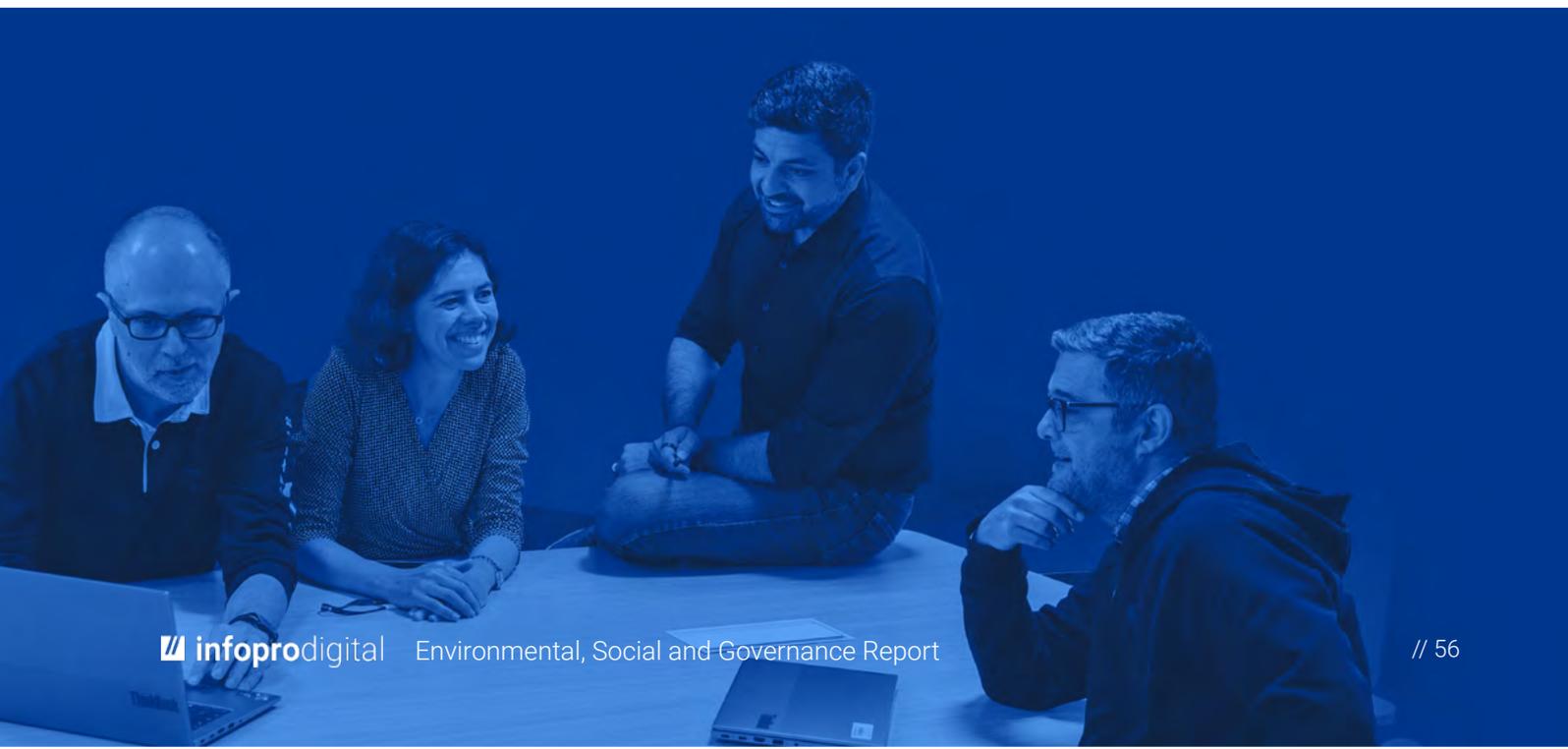
In 2023, compliance objectives for each Infopro Digital product began to be set, with associated action plans. A global group webinar on accessibility was organised for all employees to raise awareness on the topic.

The ambition for 2024 is to focus on internal training, with the identification of roles requiring expertise in graphical and technical accessibility. Summary materials and mandatory specifications will be provided to ensure the compliance of graphics. A dedicated portal for awareness and ongoing team training will also be created.

A road map of priority actions has been defined for each business unit, with clear guidelines supported by management to hold teams accountable. Self-audits and self-audit checklists have been shared for priority products (with training workshops for conducting RGAA audits). The design of a compliant structure and design system for the group's trade show sites is under way, and the publication of the Multi-year digital accessibility schemes (SAN) and three-year action plans is planned.

1 General Accessibility Improvement Framework

# Governance Ensuring our operational compliance



## Governance & stewardship

Specific governance and security policies address the Group's risks and priorities.

Our whistleblowing policy serves to ensure that any breaches of these rules are reported without fear of retaliation and dealt with. Infopro Digital's commitment to prevent corruption is formalised in our Anti-bribery Code of Conduct.

To uphold governance standards and as an operational priority, Infopro Digital has implemented risk management systems and security processes that help protect our ecosystem and the data and integrity of our stakeholders.

## Risk Management is key to protect our stakeholders

### Risk mapping

The Group carried out a comprehensive risk mapping with the help of an external audit firm. Risks deemed major or significant have been the subject of an action plan presented to the Board.

The roadmap is monitored regularly by the Corporate Secretary with the identified risk carriers.

## IT and Data security



More than

**80%**

of suspicious emails received  
are blocked by our anti-spam tools

## Risk management

**Infopro Digital operates in dynamic markets and faces various financial and non-financial risks. Should these risks materialise, they could negatively affect the group, its prospects, customers, partners, reputation or its financial situation.**

A strategic risk-mapping exercise was conducted at the end of 2021 under the supervision of the group's Board of Directors, involving the heads of the group's main activities and functions.

The exercise led the group's management to identify and prioritise the most significant risk factors for Infopro Digital. Among the critical risks, security was classified as a priority, addressing both cyber security and data protection aspects. The next update of this risk mapping is scheduled for 2025.

## Equity in business and operational practices

**A reputation for integrity benefits Infopro Digital in many ways. We are committed to being a trustworthy service provider for our customers, a reliable partner for our business associates, a valuable member of our communities, and a dependable long-term investment for our shareholders. Ethical behaviour and compliance with the law are two fundamental principles in building our reputation for integrity.**

Digital's code of conduct or local and international regulations, and proposing remedies to the issues raised by these complaints. The ECC reports to the Audit Committee of Infopro Digital's Board of Directors. Sophie Le Ménahèze, General Counsel and Chief Compliance Officer, is the Chair of the ECC. Nicolas Gangloff serves as the Secretary.

## **Compliance officers**

The group's Chief Compliance Officer ensures that the laws, regulations and other rules applicable to the group's activities and their updates are known and adhered to. The Ethics and Compliance Committee (ECC) and the group Chief Compliance Officer are dedicated to raising awareness among employees about fair operational practices and ethical conduct rules. They are responsible for ensuring that the necessary tools and training are in place and that the group's teams are properly trained in the various applicable rules. The ECC is also tasked with investigating complaints and allegations related to potential violations of Infopro

## **Group code of conduct**

In 2022, Infopro Digital published its code of conduct to establish the fundamental principles and key values of the group regarding compliance and ethics. Our code of conduct requires that corporate officers, employees, representatives and partners of the group adhere to high standards of professional and personal ethics in their duties. The code covers compliance with laws and regulations, starting with human and labour rights, data protection and security, anti-corruption and fraud prevention, conflict of interest, competition rules, and environmental responsibility. By issuing this code, Infopro Digital commits to fostering a corporate culture that promotes transparency, honesty and integrity, and respects

## Governance – ensuring our operational compliance

the rights and dignity of all. This code is translated into the group's six main languages. All employees are required to be familiar with it.

### Anti-corruption rules

The group's anti-corruption policy outlines our commitments to prevent corruption and bribery in our operations and to avoid any potential conflicts of interest. It was updated in 2018, and will be revised again in 2024 based on a new risk map of corruption conducted in 2023. This policy outlines the various rules and obligations that must be followed by employees, executives and professionals acting on behalf of Infopro Digital, illustrated with practical examples relevant to the group's activities. Several specific policies (including those concerning third parties, such as agents) were revised in 2022 and 2023, and the group has implemented background check processes for certain third parties. Dedicated anti-corruption training has been designed, and is offered to group employees via e-learning programmes.

Control procedures related to the development and handling of financial and accounting information are in place, in accordance with local regulations, and are an integral part of the group's anti-corruption framework.

In this context, we have adapted our whistleblowing policy, notably to comply with changes to EU regulations, as outlined below.

### Whistleblowing policy

Infopro Digital adopted a new version of its whistleblowing policy in 2022 to encourage employees and partners to raise questions, concerns, suggestions, or complaints regarding serious ethical breaches, such as in accounting, banking, anti-corruption, competition, fraud

or harassment, and generally any violation of the group's code of conduct. This whistleblowing system, compliant with national regulations in the countries where Infopro Digital operates, allows anyone associated with Infopro Digital to report in good faith any serious act they believe to be unethical, illegal or dangerous, any suspected violation of a group policy, and, more broadly, any serious alleged breach of laws or regulations.

Any report meeting the above criteria that an employee or partner does not wish to address with their manager or HR department can be confidentially submitted through other channels – to the Chief Compliance Officer, the Ethics and Compliance Committee, by phone, email (ECC@infopro-digital.com), or by post.

The ECC handled 4 whistleblowing alerts in 2023. They were investigated, resolved and closed in accordance with our ethical rules.

Our whistleblowing policy guarantees protection from retaliation for anyone reporting in good faith a proven or suspected serious breach of the rules outlined above. The report will be documented and investigated under the supervision of the ECC, with the concerned parties being informed according to applicable procedures.

### Compliance with international economic sanctions

In 2023, Infopro Digital consolidated and updated its global policy for compliance with current international economic sanctions. These sanctions impose measures against individuals, entities or organisations that are restricting or prohibiting trade, finance and services. These measures aim to promote foreign policy and security objectives for common peace, and are established by countries and international organisations, including the UN, the Council of the European Union, the UK,

the US Treasury's Office of Foreign Assets Control (OFAC), and the US Department of Commerce. Infopro Digital's international economic sanctions policy applies to all corporate officers, employees, representatives and partners of the group. It outlines the principle of sanctions, lists the affected countries, and requires group personnel to comply with international sanctions, including where necessary, assessments of third parties before engaging with them. This policy and the lists of sanctioned entities are subject to regular reviews. The Chief Compliance Officer ensures that all group staff are aware of this policy and that reasonable operational tools are in place to enforce it.

## Business engagement policy

The business engagement policy, issued in 2023, establishes a framework for aligning the initiation, review and approval processes of all external commitments across the group. This policy underscores the need for legal reviews and enables each business unit to define appropriate approval levels required before any commitment on behalf of an Infopro Digital subsidiary. The business engagement policy thus secures transactions and commitments by ensuring they are authorised and that contractual risks are well understood and documented. This policy applies globally to all contracts negotiated and concluded by Infopro Digital with customers, suppliers and partners. With a broad scope, it also addresses HR commitments, transactional agreements and the group's corporate activities.

## Group tax responsibility

**Infopro Digital operates in 19 countries, and prohibits any tax evasion or complicity in tax evasion, in compliance with the laws of each jurisdiction where the group operates. We adhere to local tax laws, pay our taxes on time, and fulfil all our tax obligations, thereby making a significant contribution to the economies of the countries in which we are present.**

Our tax strategy is based on principles of responsible tax planning and risk management. We strive to align our tax practices with economic and business realities, in accordance with the tax laws and regulations in force in each country.

Our organisational structures are based on genuine business considerations, and we avoid abusive tax schemes. Transactions between group subsidiaries are conducted on market terms, in accordance with Organisation for Economic Co-operation and Development (OECD) guidelines and local regulations. We use government tax incentives transparently and consistently.

## Responsible procurement

**In 2023, the group's procurement department continued its commitment to responsible sourcing practices, working closely with our suppliers to ensure compliance with the ESG standards adopted by Infopro Digital. Each new supplier now systematically signs our responsible procurement charter, ensuring increased compliance from the outset of the business relationship.**

Environmental and social commitment criteria are systematically included in all our tenders, ensuring that our partners share our commitment to sustainability and ethical practices. The team also ensures that tenders include criteria related

## Governance – ensuring our operational compliance

to health and safety, as well as commitments to human rights. These efforts are embedded in our corporate culture, and our managers and employees follow responsible procurement practices daily.

Anti-corruption, anti-international economic sanctions clauses, as well as provisions promoting respect for human and social rights (with audit rights), are also incorporated by our legal teams into new contracts and their renewals, in accordance with group guidelines.

## Combatting modern slavery

Infopro Digital adheres to the principles established in the International Labour Organization's Declaration on fundamental principles and rights at work as the basis of its ethical and social commitment. These principles are complemented by the group's code of conduct and its participation in the United Nations Global Compact.

The group ensures respect for workers' fundamental rights, including freedom of association and effective recognition of the right to collective bargaining, elimination of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in employment and occupation.

In 2015, Infopro Digital adopted its statement on the Modern Slavery Act. This statement pertains to the UK law and specifically addresses forced labour and human trafficking. It outlines our approach to preventing and detecting modern slavery within our operations and supply chain, but, because of the nature of our activities and governance model, we consider the risk of modern slavery in our operations to be low. However, we work with suppliers in countries close to the European Union and remain vigilant on these issues.

We have developed our internal standards and procedures to ensure that all our employees act ethically. All new UK employees receive training on modern slavery and human trafficking awareness, and we aim to train targeted audiences, such as our IT and events teams, and, more broadly, our employees across the group.

## Data security and General Data Protection Regulation (GDPR)

### Cyber security

As a major player in B2B information services, Infopro Digital relies heavily on digital distribution platforms and systems to deliver its products and services.

Implementing robust protection systems against cyber-attacks and establishing adequate responses to malicious actions is a top priority for the group. All our efforts in this area aim to strengthen the security of our systems and protect the data of our customers, employees and partners.

The group's IT Security Committee, composed of directors and security experts, aims to standardise the level of security across all our business lines.

Currently led and overseen by the Chief Information Security Officer (CISO), this committee benefits from the support of local staff, who ensure continuous compliance with our security requirements in our digital solutions and internal IT networks. These strategies are evaluated quarterly by a steering committee chaired by our CEO and comprising the Chief Technology Officer, the CISO, the Chief Financial Officer, the General Counsel and representatives from the IT team.

In 2023, Infopro Digital enhanced its IT security through several major actions.

### New policies implemented

An IT security policy was published in 2022 to address risks such as data leaks affecting customers or personal data of employees, and to defend our solutions and information systems against cyber-attacks or intellectual property theft.

Additional reference documents complement this policy and reinforce our IT security standards, including:

- Cryptographic measures policy.
- Password management policy.
- Logical access control policy.
- Active directory account naming procedure.
- Office 365 administration rights management policy.
- Domain name registration and configuration procedure.

### Awareness of IT security

During Cybersecurity Awareness Month in October 2023, we organised a campaign to raise awareness among our employees about IT security issues. Topics covered included ransomware, password security, phishing and multi-factor authentication (MFA).

We also conducted phishing simulation campaigns to educate our employees about security risks. In 2023, two campaigns were organised, reaching all our employees, approximately 4,000 people.

Additionally, an online training module on phishing was launched for all employees in France, available on our LMS portal. A total of 24.6% of French employees completed the module, and 16% passed it. We will continue to improve these figures in 2024.

### Crisis management and tool deployment

Three major actions were undertaken in 2023:

- We formalised the crisis management team and conducted a cyber crisis simulation at the group level in January 2023.
- The deployment of next-generation antivirus solution EDR continued, with a 90% coverage rate of the IT fleet by the end of 2023.
- Furthermore, MFA and Office 365 continued to be rolled out across our subsidiaries, achieving a 95% activation rate of MFA among target employees. Additionally, 86% of the group's workstations have encrypted hard drives.

### Due diligence in IT security

As part of our information security due diligence programme for third parties, we implemented the ISRA (information security risk assessment for applications) process. This assesses the risks associated with each application or vendor, and is a prerequisite for authorising the use of an application or selecting a vendor. We use the Bitsight tool for each iteration of this process. A vendor maturity score is identified, which enhances our security analysis of their services and allows us to authorise or deny their use.

### IT security incidents

In 2023, 28 IT security incidents were reported. These incidents were managed through our security incident management processes to minimise their impact and strengthen our security measures.

## Personal data protection

Personal data protection is a key factor in building trust among Infopro Digital's companies and their employees, prospects, customers, partners, service providers and suppliers, whether acting as data controllers or processors.

Infopro Digital is committed to global compliance with data protection laws in the countries where the group operates. Our personal data policy outlines the nature of personal data processing within the group, the protective measures in place, and the rights of the data subjects:

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

**Our group has established governance for personal data protection** to ensure and monitor compliance with regulatory requirements and internal rules, both as a data controller and a processor:

- The leaders of the group's entities represent the data controller and ensure the group's commitment to personal data protection. Each year, the Data Protection Officer (DPO) and General Counsel present the CEO with the status of personal data processing compliance at the group level and the priorities for the current year.
- The DPO reports to the General Counsel. The DPO's role is to advise and assist, with their team, the various entities of Infopro Digital in their compliance efforts.
- DPOs have been appointed and are responsible for ensuring the proper implementation of the personal data policy within their business units/directorates.
- The DPO works closely with the group's CISO to analyse project contexts and criticalities, detect and manage security incidents and personal data breaches.

All group employees are made aware of the issues and principles of personal data protection through a dedicated campaign, which will become annual starting in April 2024. New employees also complete this online training within their first few weeks at Infopro Digital. These sessions are regularly conducted and updated. To raise awareness and track participation rates, we use our LMS.

### Risk detection and management are carried out through questionnaires and analyses:

- Privacy by design analyses are formalised for new projects.
- When engaging a service provider, we ensure they provide sufficient guarantees regarding the implementation of technical and organisational measures to secure processing and establish a written contract.
- Before transferring data outside the European Union, we verify that the importing country has an adequacy decision from the European Commission regarding its data protection regulations, or that the importing entity has implemented standard contractual clauses, as per the GDPR.
- A process is defined to respond quickly and in a co-ordinated manner to personal data breaches. A breach analysis questionnaire has been implemented to centralise all information collected during the breach analysis and, if necessary, to have all the information required for notification to the supervisory authority.

### Infopro Digital has established documentation for processing activities, tools and procedures, in accordance with regulatory requirements:

- Personal data processing activities are listed in our centralised register within a software as a service (SaaS) tool for managing personal data protection.
- A cookie policy has been defined and implemented to manage consent through the consent management platform tool Didomi.
- The group is organised to allow the effective exercise of data subjects' rights and to ensure a response within the legal timeframe. When Infopro Digital acts as a processor, in its obligation to assist the data controller, it transfers the request and the information it holds to the data controller within a reasonable timeframe.

## Certifications of our subsidiaries

### ISO 9001

HaynesPro BV is certified ISO 9001:2015 (with Bureau Veritas). This certification of its quality management system validates its commitment to providing high-quality automotive technical information for vehicle maintenance and repair.

### ISO 27001

Infopro Digital has maintained its ISO 27001 certification for its subsidiary Red-on-line, issued by AFNOR. This certification is based on the requirements of the NF EN ISO/IEC 27001:2017 (Europe) and ISO/IEC 27001:2013 + COR 1:2014 + COR 2:2015 (International) standards, confirming its commitment to information security and data protection for its software.

# Appendixes

## Data collection and analysis method

The information presented in this report aggregates data from 67 geographical sites. Not all sites are required to report every established KPI. The selection of reporting sites is based on an annual coverage analysis, considering criteria such as area (over 100m<sup>2</sup>) and environmental risk. At the beginning of each year, Infopro Digital aims to include over 95% of the group's workforce and floor space by carefully selecting reporting locations.

The ESG team and the group's General Services team have identified key information that is tracked and reported consistently. This includes energy consumption, waste production, recycling and disposal, as well as data on water effluents from the selected sites. To ensure accuracy and timeliness in reporting from Infopro Digital's global sites, the group has developed its own electronic reporting system. This system is an essential tool for identifying trends at various levels, including site, business sector, brand, regional and global levels. Sites submit the required data on an annual basis. The collected data is then organised, consolidated globally and shared with the ESG Board, General Services and other relevant stakeholders.

The data collection period for this report runs from January 1, 2023, to December 31, 2023.

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

## Key sustainability data

	2023	2022	Target 2024
<b>PEOPLE</b>			
Group gender equality index (France)	86/100	76/100	–
% of female employees	51	50	50
% women in management	44	42	50
% women in top management	32	34	40
% women on executive committee	38	38	40
% of juniors (under 30 years old)	21	21.4	22
% of seniors (over 50 years old)	26	21.5	22
Number of employees with disabilities <sup>1</sup>	66	51	75
Number of interns and apprentices	204	269	300
Turnover (%)	22	20.49	20
% of internal mobilities	6	9	10
Number of training hours/employee	8.37	6.8	7.5
<b>ENVIRONMENT</b>			
Total electricity consumption (MWh)	3,657	4,005.5	–
Carbon footprint: Scope 1 (tCO <sub>2</sub> eq)	1,969.17	3,553	–
Carbon footprint: Scope 2 (tCO <sub>2</sub> eq)	784.53	1,008	–
Carbon footprint: Scope 3 (tCO <sub>2</sub> eq)	–	34,979	–
Average GHG emissions of car fleet (gCO <sub>2</sub> /km)	107	102	–

<sup>1</sup> As self-declared in accordance with applicable local regulations.

## List of locations included in the report

Adliswil	Switzerland
Aix-en-Provence	France
Antony (3 sites)	France
Barcelona	Spain
Basel	Switzerland
Berlin (2 sites)	Germany
Bordeaux	France
Bouguenais	France
Brussels	Belgium
Bucharest (2 sites)	Romania
Celle	Germany
Cheshire	UK
Deventer	Netherlands
Hattersheim am Main	Germany
Hong Kong	Hong Kong
Ilkley	UK
Kingsgrove	Australia
Kornwestheim	Germany
La Chapelle-sur-Erdre	France
Leusden	Netherlands
Limerick	Ireland
Lisbon (2 sites)	Portugal
Lleida	Spain
London (2 sites)	UK
Lviv	Ukraine
Lyons (2 sites)	France
Maidstone	UK
Marseilles	France
Monaco	Monaco

## Appendixes

Munich	Germany
Münster	Germany
Nancy	France
Nantes	France
Nashville	US
New York	US
Nürtingen	Germany
Offenbach	Germany
Olivet	France
Oyonnax	France
Paris (2 sites)	France
Perchtoldsdorf	Austria
Saint-Denis, Réunion	France
Sainte-Terre	France
Salzburg	Austria
Schiphol	Netherlands
Shanghai	China
Sparkford	UK
Strasbourg	France
Stuttgart	Germany
Swindon	UK
Tarbes	France
Tavagnacco	Italy
Tunis	Tunisia
Turin	Italy
Vienna	Austria
Voiron	France
Westlake Village	US

## Index with reference to GRI standards

This ESG report is prepared with reference to the Global Reporting Initiative (GRI) standards, which provide a globally recognised framework for sustainability reporting. GRI is an independent international organisation that assists businesses, governments and other organisations in understanding and communicating their sustainability impacts.

By referring to the GRI standards, Infopro Digital ensures that its ESG report is comprehensive, credible and aligned with industry best practices.

Infopro Digital uses these standards to identify the most relevant sustainability topics for its activities and to report its performance in a transparent and meaningful way.

This document includes a GRI indexing table below, which lists the GRI standards and the information used in the report. It allows stakeholders to access the information they need to assess the company's sustainability performance. Infopro Digital will continue to enhance its sustainability reporting in the years to come.

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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	"Introduction", "Data collection and analysis method"
	2-2 Entities included in the organisation's sustainability reporting	"List of locations included in the report"
	2-3 Reporting period, frequency and contact point	"Index with reference to GRI standards", annual reporting from January 1, 2023, to December 31, 2023 - <a href="mailto:esg@infopro-digital.com">esg@infopro-digital.com</a>
	2-6 Activities, value chain and other business relationships	"Our mission and values", "Our business"
	2-7 Employees	"Evolution and composition of the workforce"
	2-9 Governance structure and composition	"Governance and senior management", "ESG organisation"
	2-14 Role of the highest governance body in sustainability reporting	"ESG organisation"
	2-22 Statement on sustainable development strategy	"Our approach to sustainability", "ISO 14001"
	2-23 Policy commitments	"Equity in business and operational practices", "Responsible procurement", "Data security and GDPR"
	2-24 Embedding policy commitments	"Equity in business and operational practices", "Responsible procurement", "Data security and GDPR", "Engaging our teams"
	2-26 Mechanisms for seeking advice and raising concerns	"Whistleblowing policy"
	2-27 Compliance with laws and regulations	"Governance – Ensuring our operational compliance"
	2-30 Collective bargaining agreements	"Social dialogue"

## Appendixes

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	"Materiality matrix and CSR risks", "Risk management"
	3-2 List of material topics	"Materiality matrix and CSR risks", "Risk management"
	3-3 Management of material topics	"Our approach to sustainability", "Materiality matrix and CSR risks", "Key sustainability data"
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	"Risk management", "Anti-corruption rules"
	205-2 Communication and training about anti-corruption policies and procedures	"Anti-corruption rules"
GRI 207: Tax 2019	207-1 Approach to tax	"Group tax responsibility"
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	"Key sustainability data"
	302-4 Reduction of energy consumption	"ISO 14001"
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"Our GHG emissions"
	305-2 Energy indirect (Scope 2) GHG emissions	"Our GHG emissions"
	305-3 Other indirect (Scope 3) GHG emissions	"Our GHG emissions"
	305-5 Reduction of GHG emissions	"Reducing our emissions"
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	"Responsible procurement"
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	"Evolution and composition of the workforce", "Developing and retaining talent"
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	"Promoting diversity, equity and inclusion"
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	"Creating a work environment conducive to wellbeing, health and safety"
	403-2 Hazard identification, risk assessment, and incident investigation	"Safety at work"
	403-3 Occupational health services	"Health and wellbeing at work"
	403-5 Worker training on occupational health and safety	"Safety at work"
	403-6 Promotion of worker health	"Health and wellbeing at work"
	403-9 Work-related injuries	"Workplace accidents"
	403-10 Work-related ill health	"Workplace accidents"
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	"Key sustainability data"
	404-2 Programmes for upgrading employee skills and transition assistance programmes	"Encouraging career development"
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	"Gender equality"
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	"Whistleblowing policy"
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	"Creating sustainable value for our communities and society"
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	"Responsible procurement"