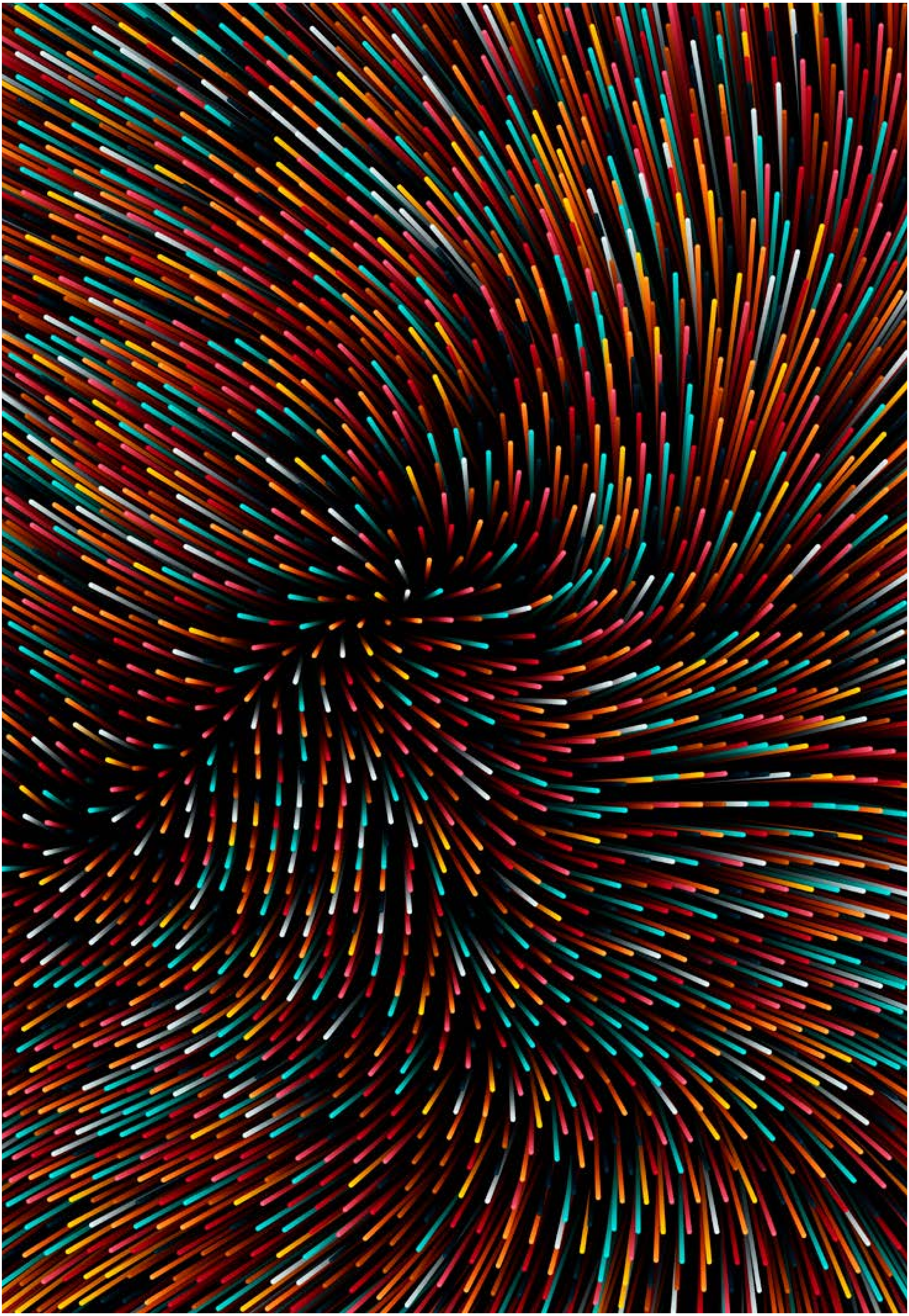
24

Universal registration document

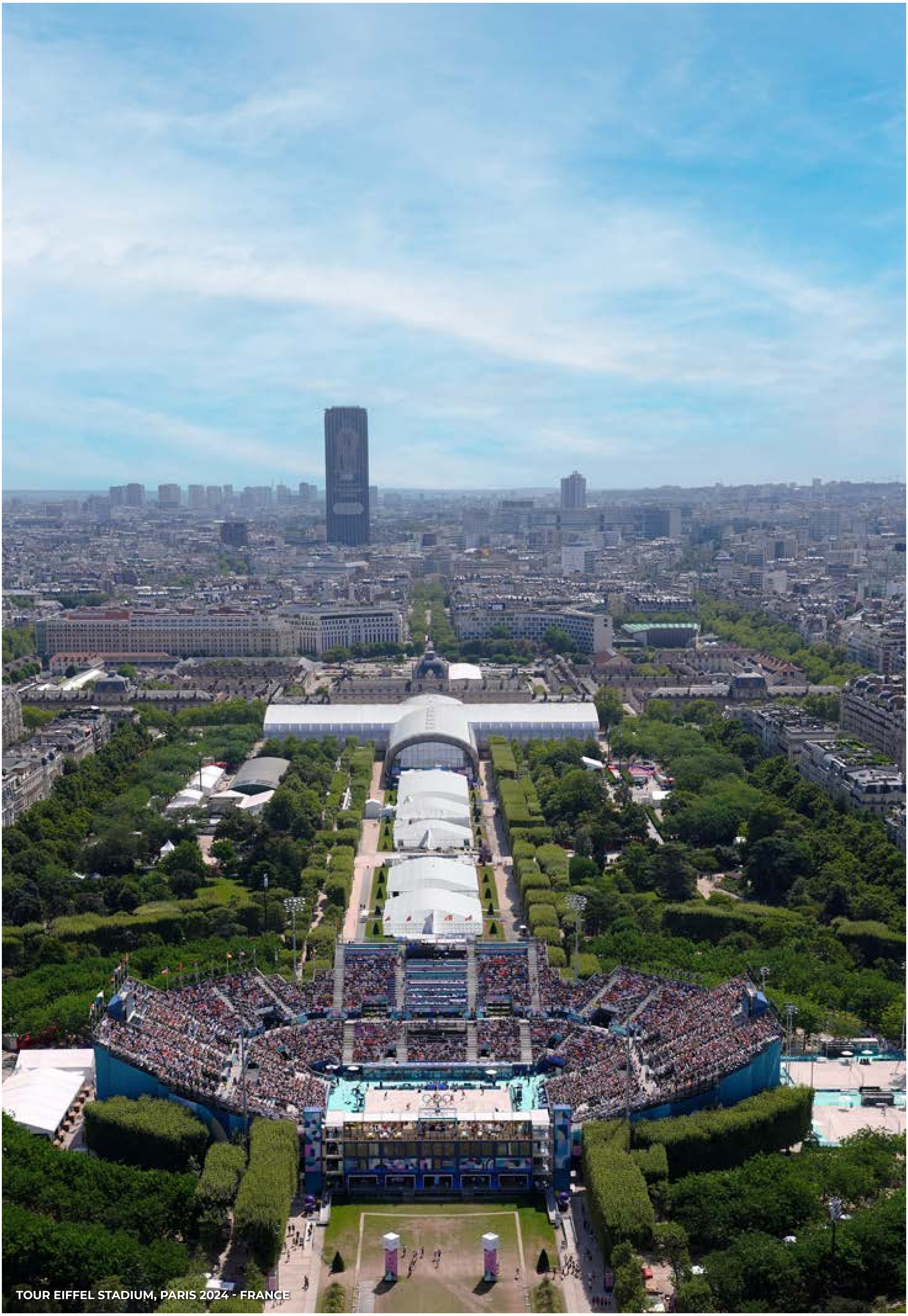
BRINGING PEOPLE TOGETHER



2024 UNIVERSAL REGISTRATION DOCUMENT

with the Annual Financial Report

This document is an English translation for information purposes of the copy of the official version of the Universal Registration Document (in French) (document d'enregistrement universel) in xHTML format, which includes the Annual Financial Report and can be consulted, at the websites of the Group www.gl-events.com and the AMF www.amf-france.org


TOUR EIFFEL STADIUM, PARIS 2024 - FRANCE

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GL events in 2024

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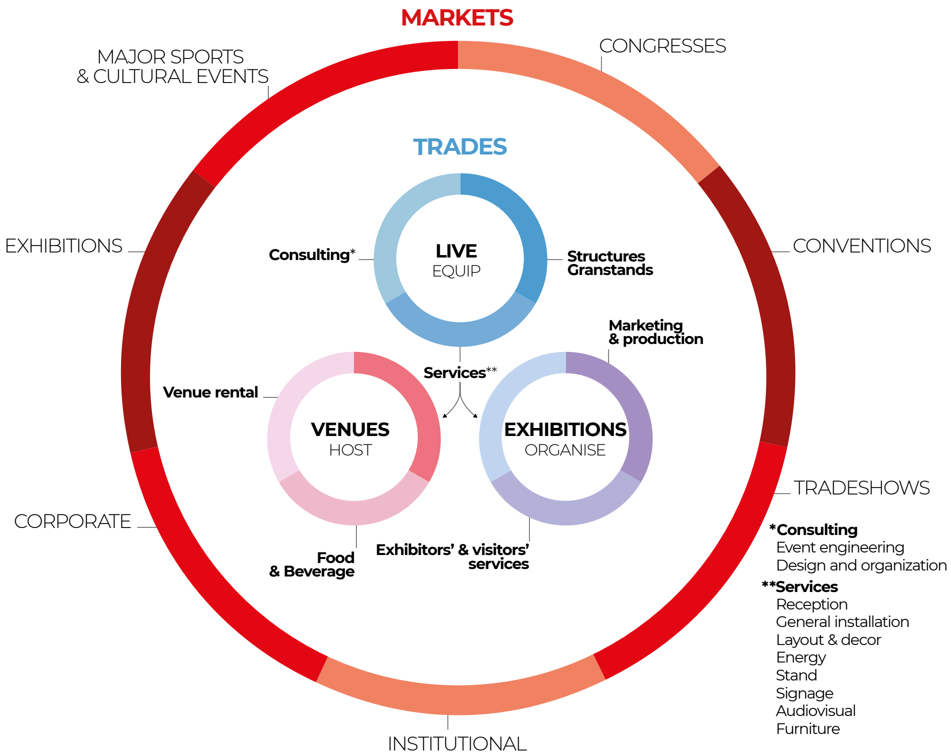
GL events, a global player in the world of events

The strength of the Group's business model: a complementary mix of products and services to meet customers' expectations and requirements for every type of event.

GL events' core mission is contributing to successful meetings: congresses and conventions, cultural, sports, institutional and corporate events, trade shows and exhibitions for professionals and the general public.
The specificity and unique strength of the Group's business model are its ability to propose a comprehensive range of solutions covering the main sectors of the events industry. GL events assists its customers in France and other countries ensuring the success of their events over their entire life cycle, from definition to execution, for public and private companies, institutions and event organisers. In partnership with local authorities, the Group contributes to developing the attractiveness of regions and reinforcing their economic reach. GL events has in this way gradually become the partner of choice for international organisers for major international events like the Olympic Games, World Cups and international meetings.
Present in more than 20 countries, in 2024 GL events had revenue of 1.635 billion. GL events is listed on Euronext Paris, Segment B (mid-caps) (€634 billion under full IFRS).

Three complementary businesses & areas of expertise

The unique strength of GL events' business model is the complementary nature of its three strategic businesses:
GL events Live provides a comprehensive range of turnkey solutions, from consulting and design to the production of all corporate, institutional and sports events.
GL events Exhibitions promotes industries and helps build communities by creating content and managing a portfolio of trade and consumer shows in the following sectors:



agri-food, ecological transition, textiles/fashion, industry, construction, building, health...
GL events Venues manages a network of 60 venues located in France and international destinations (convention and exhibition centers, concert halls and multi-purpose facilities).

ESG development & innovation capacity

Since its creation in 1978, GL events has developed a strategy of deploying a network of local and sustainable venues contributing to the growth of event industry stakeholders. Today, the Group has a network of around one hundred branches around the world developed by collaborating with leading local partners or acquiring companies with leadership positions in their respective markets. It has been successful in evolving, adapting and becoming an active stakeholder in environmental and societal transition.

Its strategy for innovation and transformation is being implemented across all its businesses, particularly with regard to ESG issues, notably by reducing the carbon footprint of events and activities, limiting the use of disposables, optimising the circular economy and promoting diversity and regional development.

High quality assets

Because GL events' assets and logistics capabilities now cover the entire supply chain, from manufacturing to assembly, it is able to equip all events within tight deadlines. Its portfolio of operating assets also strengthens its position as a market leader. Its strong brand and an image associated with rigorous standards, a culture of respecting promises and quality services contribute to value-added differentiation in an international competitive environment. Its expertise covers all business lines, world-class exhibitions and an international network of complementary event venues.

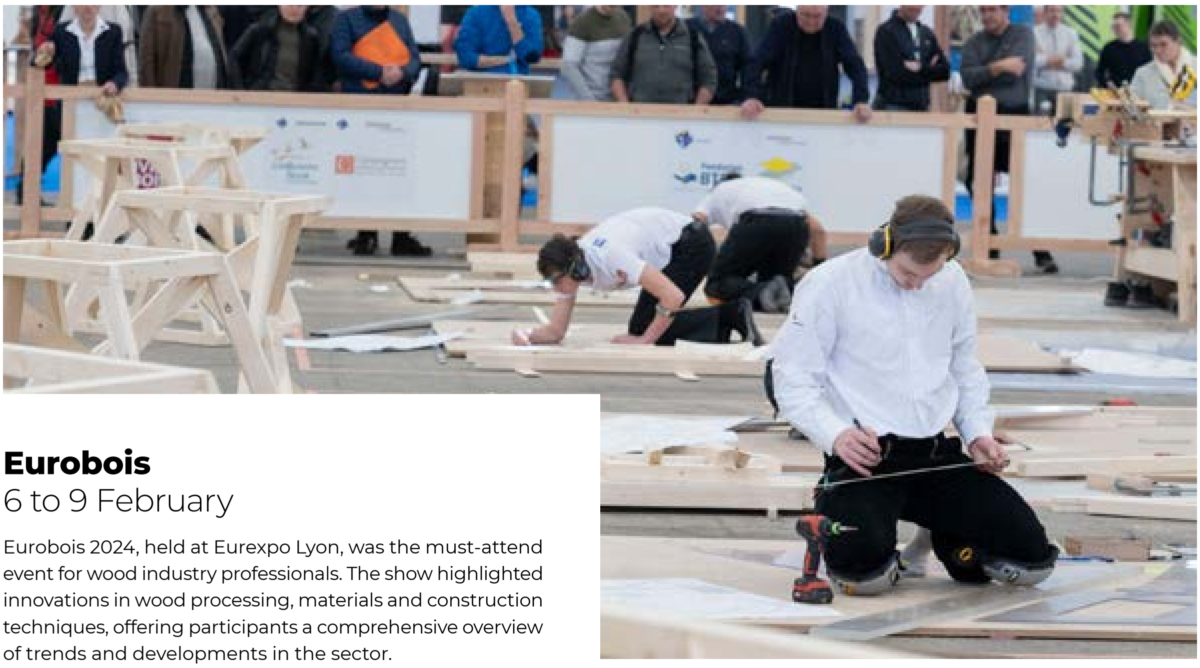

BIO BRAZIL & NATURALTECH - SÃO PAULO, BRAZIL

Annual highlights

Monte Carlo International Circus Festival – Monaco

19 to 28 January

GL events Audiovisual & Power provided the technical and audiovisual solutions for the prestigious Monte-Carlo International Circus festival, guaranteeing an immersive and spectacular experience for spectators.



Eurobois

6 to 9 February

Eurobois 2024, held at Eurexpo Lyon, was the must-attend event for wood industry professionals. The show highlighted innovations in wood processing, materials and construction techniques, offering participants a comprehensive overview of trends and developments in the sector.

Smart Manufacturing Summit by Global Industrie

13 to 15 March

The organisation of the Smart Manufacturing Summit at the Aichi Sky Expo in Japan illustrates the Group's ability to transform the infrastructures it operates into leading platforms for economic and technological exchange. This new event which is a meeting point between Europe and Japan, helping to strengthen international industrial ties and establish Aichi as a key global hub for the industry of the future.

CACLP Chongqing

16 to 18 March

CACLP 2024 in Chongqing was a major event for the Chinese in vitro diagnostics and laboratory equipment industry. The event introduced to industry professionals the latest technological advances, promoted collaboration and provided opportunities to discuss market trends, further reinforcing its position as a key platform for the sector.

Aquasur Chile

19 to 21 March

Aquasur 2024 has established itself as Latin America's leading international exhibition for the aquaculture industry. This year's event brought together industry professionals in Chile to discuss the challenges and opportunities, present technological innovations and promote sustainable aquaculture practices.

Salon du Randonneur, continuing growth

22 to 24 March

With over 480 exhibitors and co-exhibitors, 12,500 visitors and more than 30 conferences, workshops and initiations, the 16th edition of the Lyon Salon du Randonneur hiking exhibition was the first to be entirely organised by the new owner, the Venues division. A resounding success for the leading exhibition for nature hiking enthusiasts.

Global Industrie
25 to 28 March

The Global Industrie 2024 show this year provided a platform for showcasing innovations that are shaping our industrial future. Throughout this week devoted to the industries of tomorrow, GL events Exhibitions played a key role in orchestrating the programming content, optimising community management for industry professionals and exchanges between exhibitors and attendees. Through a series of conferences, demonstrations and networking events, Global Industrie provided opportunities for inspiration and strategic meetings for the entire industrial ecosystem.

Rolex Monte-Carlo Masters
6 to 14 April

For the last 25 years, GL events Live has been supporting this prestigious tournament as a provider of high-quality event engineering expertise. This year, once again we rose to the challenge by installing more than 5,000 sqm of structures, some multi-tiered, in the very heart of Monaco. Its teams contributed to ensuring an experience of the highest quality for both players and spectators by providing premium interiors, decorations and signage.

Cannes Film Festival
14 to 25 May

As a long-standing partner of the Cannes Film Festival since 1988, GL events Live has once again transformed the Palais des Festivals et des Congrès to host the world's most prestigious event in the 7th art. From the festival's famous steps to the Marché du Film, not forgetting the interior and exterior spaces and the Agnès Varda cinema, its teams brought to bear their considerable expertise in scenography, overlay services and event logistics to produce a truly exceptional setting for film professionals from all over the world.

Toulouse Space Festival, showcasing aerospace expertise
23 to 26 May

Co-organised by Toulouse events and Advanced Business Events, the Toulouse Space Festival showcases the region's expertise in space exploration. This BtoC event brings together enthusiasts, experts and future industry talent for a unique immersion in the world of space. Reflecting its growing success, and confirming Toulouse's position as one of Europe's leading space hubs, the next edition of this event is already planned for 2025.

Art Explora Festival
6 to 18 June

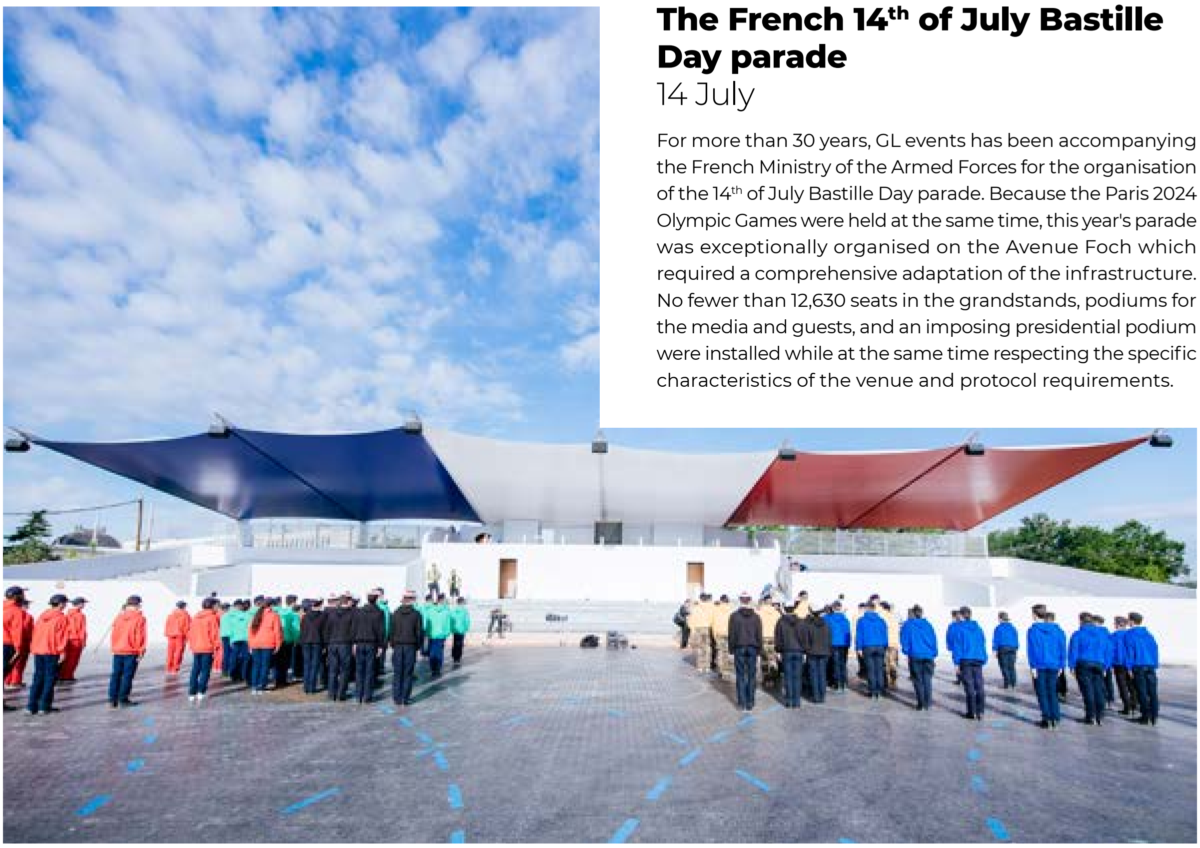
For the first edition of the Art Explora Festival, GL events Live designed an itinerant dockside village, imagined by the architectural firm Wilmotte & Associés and produced with the ARCORA design office. GL events Live's teams took charge of audiovisual engineering, lighting design, technical and scenographic design, as well as the operation of museum boat and stage equipment. This project offers another demonstration of the Group's ability to create immersive and adaptable cultural spaces.

Eurosatory
17 to 21 June

Créatifs, a subsidiary of GL events Live, provided overlay services for the common areas of the world's largest defence and security exhibition, including press areas, rest areas, conference rooms and reception areas. Nearly 300 exhibitors also benefited from our MOZAÏK modular partitioning solution characterised by its modern and functional design. Precision work for a strategic event.

Première Vision Paris
2 to 4 July

Première Vision Paris is a must-attend event or fashion industry professionals. With more than 1,000 exhibitors covering the fabrics, leather, accessories and yarns sectors, this year's show offered an expanded and diversified range of products for the Spring-Summer 2025 season. Sustainability was a central theme of this year's edition, highlighted notably by Imane Ayissi's Ecobamboo collection. And further reinforcing Première Vision's position as a fashion industry trendsetter and creative force, the PV Awards provided an opportunity to celebrate excellence and innovation in materials.



The French 14th of July Bastille Day parade
14 July

For more than 30 years, GL events has been accompanying the French Ministry of the Armed Forces for the organisation of the 14th of July Bastille Day parade. Because the Paris 2024 Olympic Games were held at the same time, this year's parade was exceptionally organised on the Avenue Foch which required a comprehensive adaptation of the infrastructure. No fewer than 12,630 seats in the grandstands, podiums for the media and guests, and an imposing presidential podium were installed while at the same time respecting the specific characteristics of the venue and protocol requirements.

2024 Paris Olympic and Paralympic Games

26 July to 11 August, 28 August & 8 September

GL events Live rose to the challenge by installing over 70% of the temporary structures and supplying energy to all the competition venues. 4,500 men and women applied their expertise to stage the world's biggest sporting event by meeting the technical and logistical challenges set by the Paris 2024 Olympic and Paralympic Committee, creating infrastructures specially designed for iconic venues and ensuring a lasting Olympic legacy.



Tranoï Tokyo

August 2024

Tranoi Tokyo 2024 offered a unique platform for emerging and established fashion designers seeking to penetrate the Asian market. By offering a showcase for international designers, this exhibition facilitated cultural and commercial exchanges between the West and the East and strengthened ties in the fashion industry.

Rose Festival
29 August to 1 September

By hosting the Rose Festival, the Toulouse MEETT exhibition and convention centre has established itself as a key venue for major cultural and popular events. This year's event, spearheaded by Bigflo & Oli, attracted 110,000 festival-goers and provided a major boost to the local economy, mobilising 700 professionals and 850 volunteers. And by supporting emerging artists and with 19% of its audience coming from outside Toulouse, the festival is reinforcing the city's appeal as a dynamic cultural destination.

Hyvolution Chile
3 to 5 September

The second edition of Hyvolution Chile was held in Santiago, positioning the country as a major hub for green hydrogen in Latin America. This year's event attracted 4,391 attendees and 142 exhibitors, 35% of which were from other countries. And with 13 panels and more than 90 speakers, the event highlighted the significant growth of the sector, and show-cased practical solutions such as hydrogen-powered trucks, bicycles and generators.

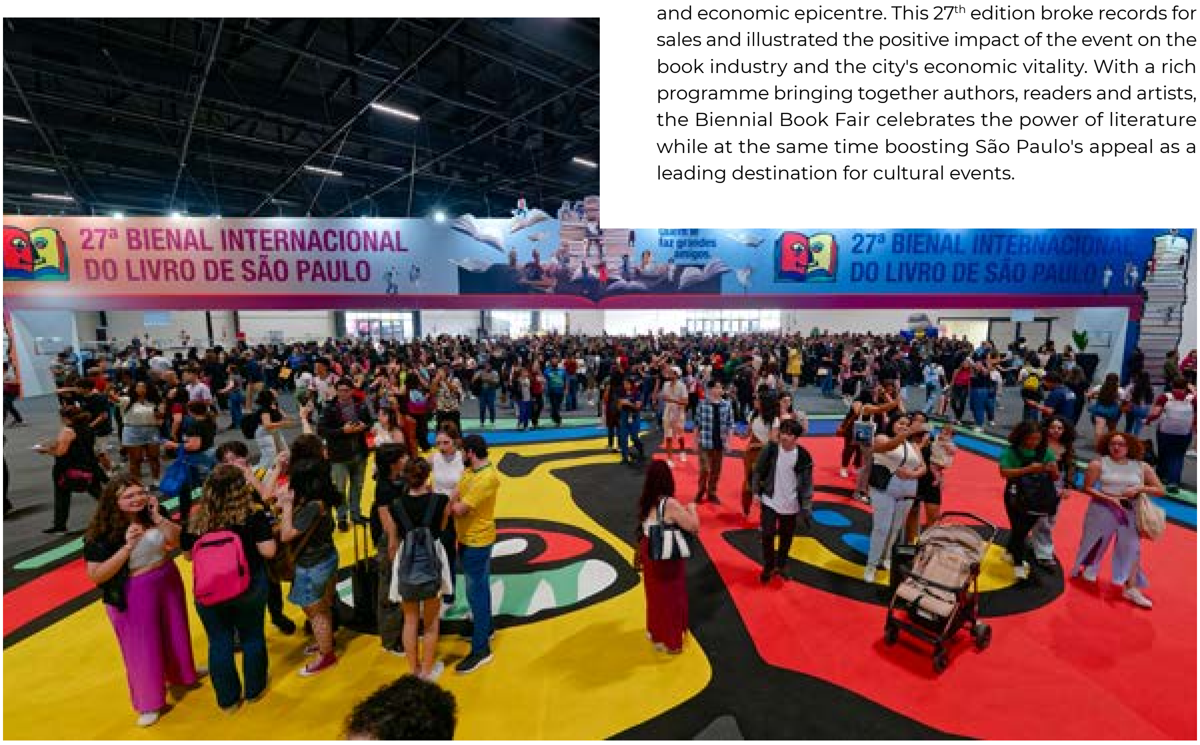
La Sucrière as a major cultural force

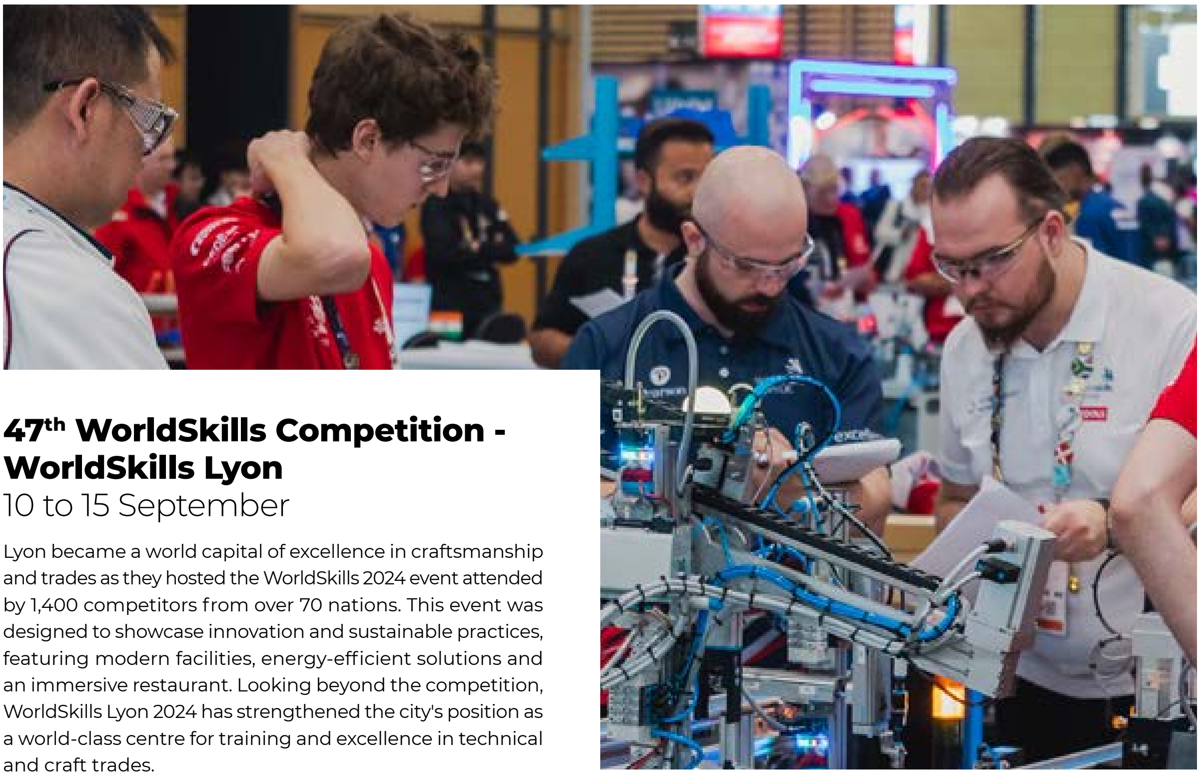
As a genuine architectural of hub of artistic creation, La Sucrière continues to enrich the cultural offering in the Lyon region. After the immersive “*Passion Japon*” exhibition, the site will host “Pompeii” from December 2024 to the end of July 2025. The ‘Immortal City’, a spectacular immersive journey into antiquity. These exhibitions strengthen Lyon's appeal and confirm La Sucrière's role as a key venue for promoting the arts and cultural heritage.

São Paulo Biennial Book Fair

6 to 15 September

São Paulo's Distrito Anhembi events complex hosted one of Brazil's largest book fairs, reinforcing its role as a cultural and economic epicentre. This 27th edition broke records for sales and illustrated the positive impact of the event on the book industry and the city's economic vitality. With a rich programme bringing together authors, readers and artists, the Biennial Book Fair celebrates the power of literature while at the same time boosting São Paulo's appeal as a leading destination for cultural events.





47th WorldSkills Competition - WorldSkills Lyon

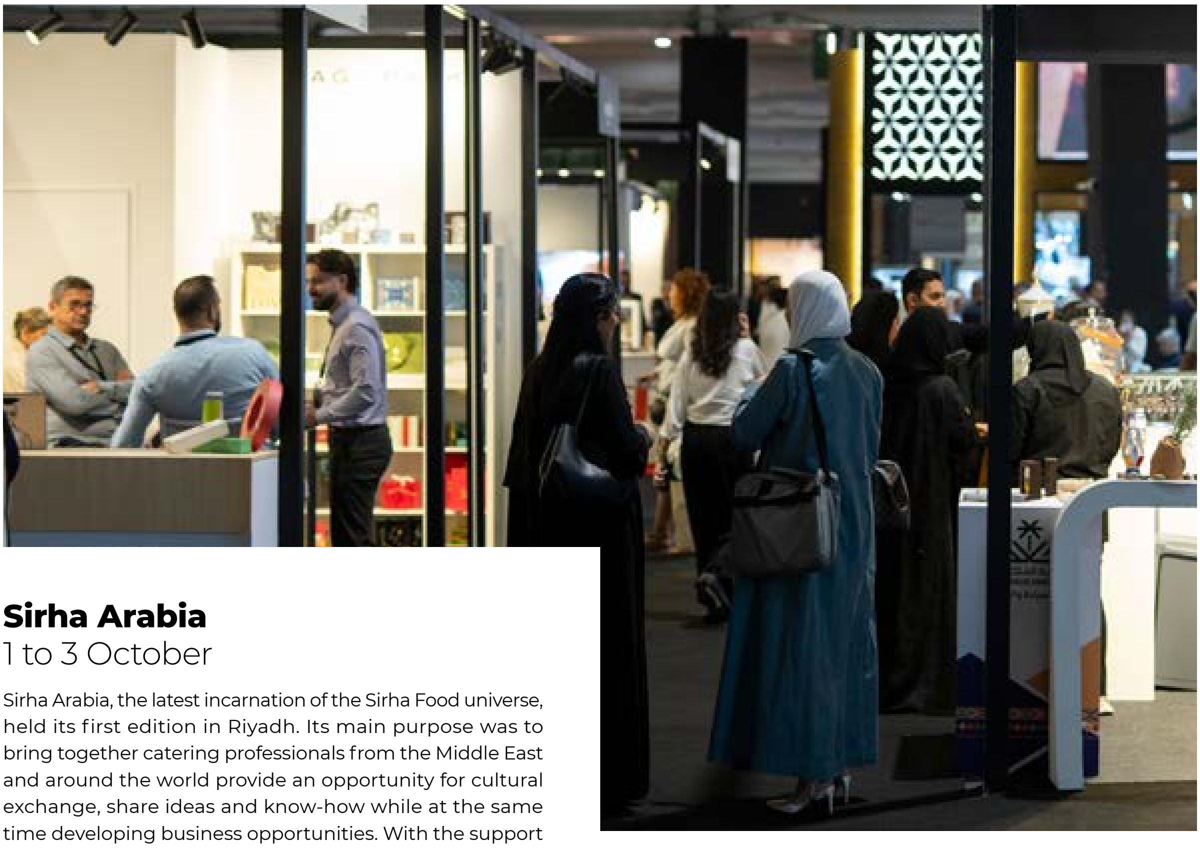
10 to 15 September

Lyon became a world capital of excellence in craftsmanship and trades as they hosted the WorldSkills 2024 event attended by 1,400 competitors from over 70 nations. This event was designed to showcase innovation and sustainable practices, featuring modern facilities, energy-efficient solutions and an immersive restaurant. Looking beyond the competition, WorldSkills Lyon 2024 has strengthened the city's position as a world-class centre for training and excellence in technical and craft trades.

EAIE Congress

17 to 20 September

The MEETT exhibition and convention center continued to strengthen Toulouse's attractiveness by hosting the European Association for International Education (EAIE), one of the largest international events in the field of education. And with 6,000 attendees expected, the convention demonstrates MEETT's ability to attract world-class events and raise the city's profile as an international destination.



Sirha Arabia
1 to 3 October

Sirha Arabia, the latest incarnation of the Sirha Food universe, held its first edition in Riyadh. Its main purpose was to bring together catering professionals from the Middle East and around the world provide an opportunity for cultural exchange, share ideas and know-how while at the same time developing business opportunities. With the support of partner Nard Events & Exhibitions, the 225 exhibitors at this first edition offered a showcase for local industry and products, contributing to the development of the tourism and catering sector in Saudi Arabia.

Viving Brest
4 to 7 October

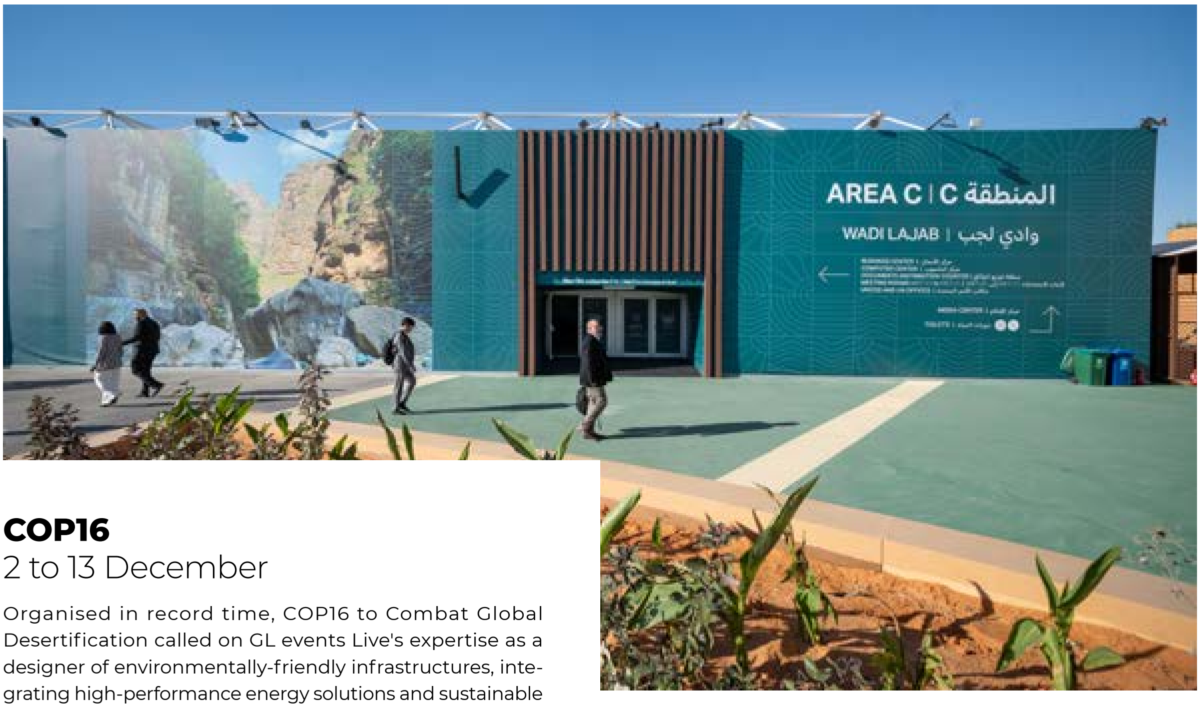
The Viving Habitat et Immobilier show in Brest enabled a wide range of professionals to meet at a single venue and address the concerns of home and real estate buyers. The event offered attendees an opportunity to meet industry experts and learn about the latest trends and innovations of the sector.

Equita Lyon
30 October to 3 November

With over 200,000 visitors, Equita Lyon has established its position as a must-attend event for equestrian sports. The specialised subsidiary, GL events Equestrian Sport produced groundbreaking infrastructure, integrating eco-responsible solutions and modern technologies to enhance the experience of exhibitors and spectators, while guaranteeing the well-being of the horses.

Piscine Global
19 to 22 November

Piscine Global 2024 has established its position as the leading industry event for pool and wellness professionals. This year's edition highlighted innovations in the sector in a context marked by developments in the areas of eco-responsibility and energy transition. Highlights included the Pool Innovation Awards, the Pool Arena conferences and the Startup Village dedicated to newly formed companies. Workshops, awards and a focus on employment through the Pool Campus highlighted the importance of this event for the sector.

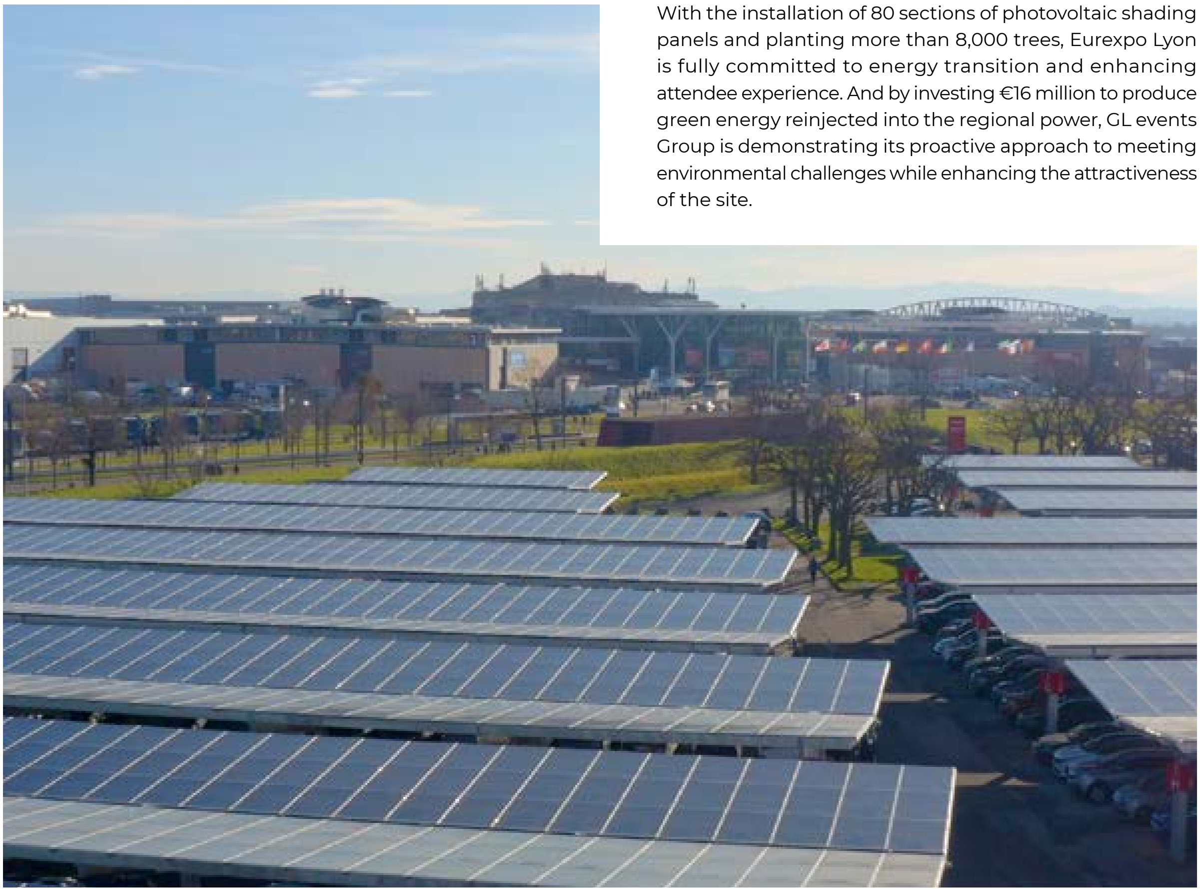


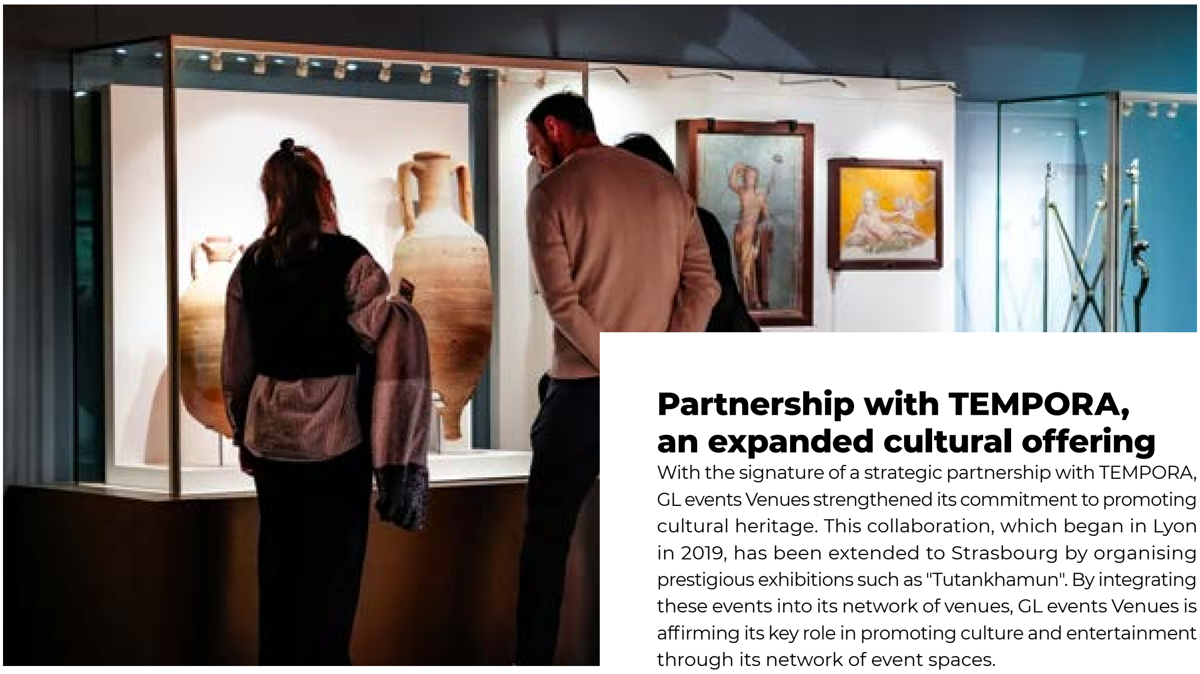
COP16
2 to 13 December

Organised in record time, COP16 to Combat Global Desertification called on GL events Live's expertise as a designer of environmentally-friendly infrastructures, integrating high-performance energy solutions and sustainable air conditioning systems. On a site spanning 400,000 sqm, GL events designed and delivered a 100,000 sqm temporary infrastructure in just 90 days, pushing the boundaries of what is possible in event management.

Eurexpo Lyon, building a sustainable venue
December 2024

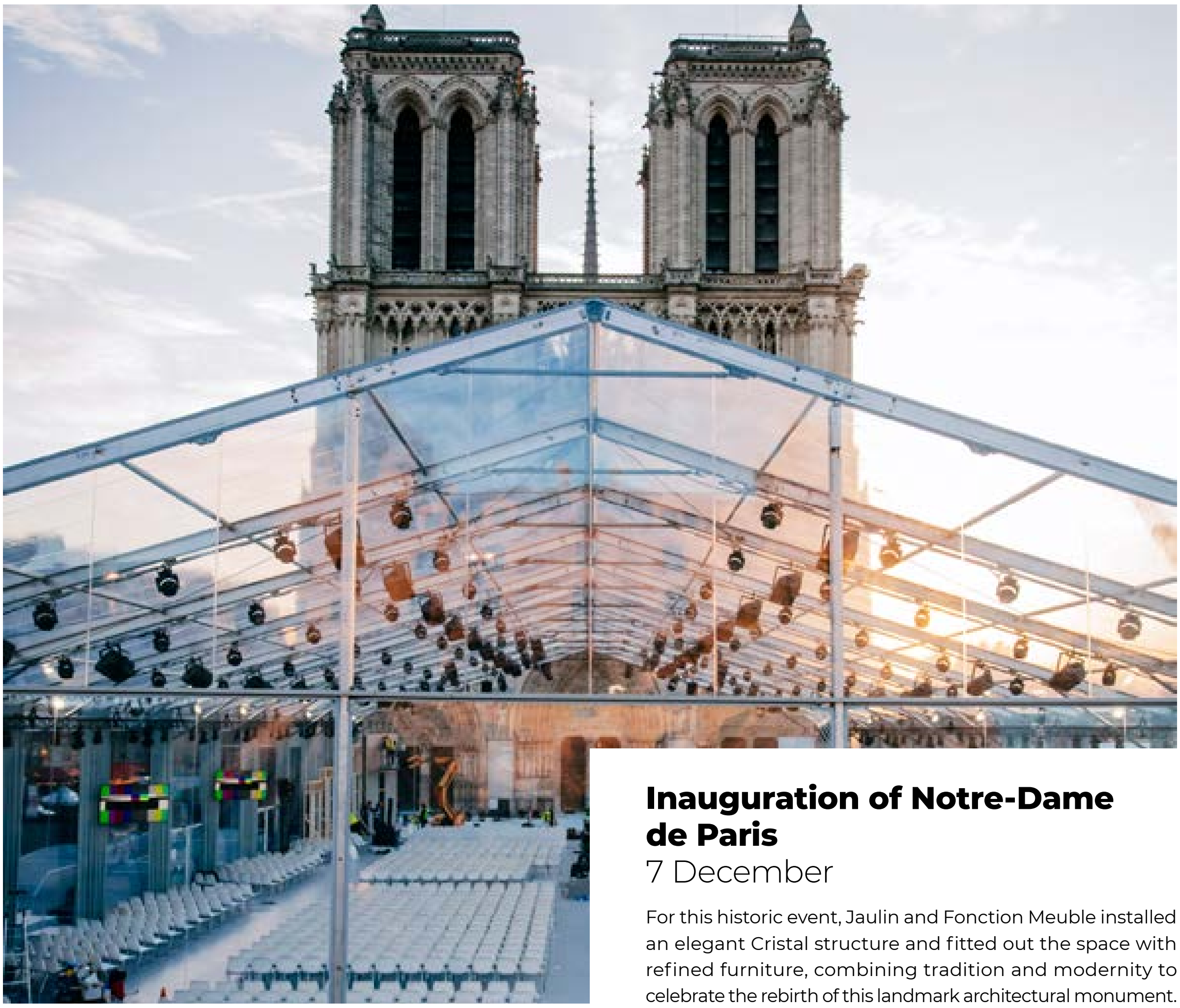
With the installation of 80 sections of photovoltaic shading panels and planting more than 8,000 trees, Eurexpo Lyon is fully committed to energy transition and enhancing attendee experience. And by investing €16 million to produce green energy reinjected into the regional power, GL events Group is demonstrating its proactive approach to meeting environmental challenges while enhancing the attractiveness of the site.





Partnership with TEMPORA, an expanded cultural offering

With the signature of a strategic partnership with TEMPORA, GL events Venues strengthened its commitment to promoting cultural heritage. This collaboration, which began in Lyon in 2019, has been extended to Strasbourg by organising prestigious exhibitions such as "Tutankhamun". By integrating these events into its network of venues, GL events Venues is affirming its key role in promoting culture and entertainment through its network of event spaces.



Inauguration of Notre-Dame de Paris

7 December

For this historic event, Jaulin and Fonction Meuble installed an elegant Cristal structure and fitted out the space with refined furniture, combining tradition and modernity to celebrate the rebirth of this landmark architectural monument.

2024, a record year that confirms the robustness of our business model

SYLVAIN BECHET
MANAGING DIRECTOR, CHIEF FINANCIAL AND INVESTMENT OFFICER

2024, confirmed the robustness of our business model

The Group delivered steady growth in 2024 of 15%, accompanied by a significant improvement in EBITDA (€33 million) and a 21% increase in earnings per share (to €2.58).
The resulting performance with revenue of €1.635 billion confirms the strength of the Group's business model.

These results were driven by both growth in France and an excellent performance in international markets.

The Group's winning strategic approach is illustrated by the consolidation of its leadership position in Latin America with significant investments in Brazil and the strengthening of its activities in the Middle East and Chile.
In Europe, the United Kingdom and Benelux have performed in line with expectations, whereas the situation in Asia, and China in particular, remains more complex in view of the economic context and the state of the property market.

The growth in the Live division's business was accompanied by an increase in profitability, notably for activities other than mega events, which performed well in Brazil, Chile and the UK. For its part, the Exhibitions division's results were in line with expectations for exhibitions in the agri-food, energy, industry and health sectors. The network of event venues grouped within the Venues division experienced growth in business accompanied by steady gains in its operating margin, while it continues to expand both in France and internationally.

Bolstered by major international events, the Group has demonstrated its capacity to meet the most demanding requirements in terms of volume, expertise and quality.

Financial discipline and value creation

In 2024, GL events also confirmed its ability to effectively manage its debt, and in so doing, ensuring the financial flexibility that is essential to support its growth strategy. The Group's debt leverage thus remains under control. Because it is backed by long-term contracts, the debt and its short term maturity enable the Group to pursue a dynamic investment strategy.
At the same time, the accelerated partnership with Trévise Participations will provide new momentum. By contributing its long-term vision, Trévise Participations will enable the Group to align its strategies and accelerate its growth and development, and in so doing, opening the way to new development prospects while reinforcing its financial solidity. By effectively managing financial risks and investments, we have been able to achieve a balance between profitability and continuing growth.

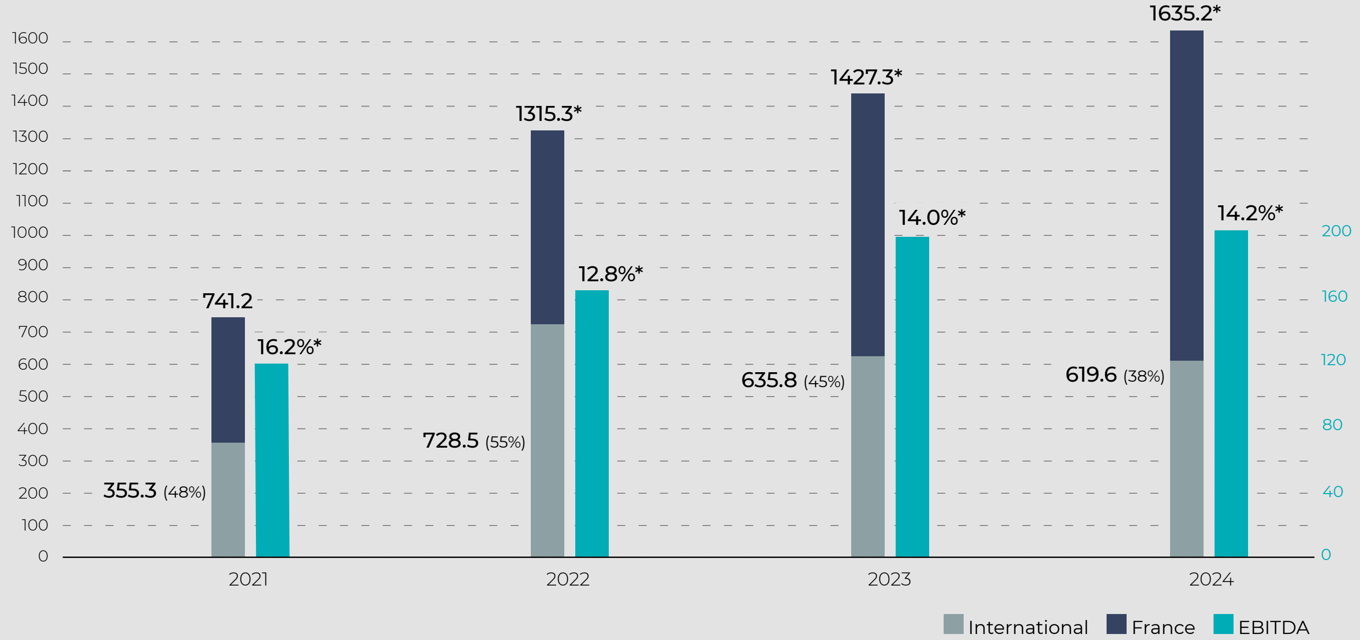
Solid foundations for 2025 and beyond

We had two key goals in 2024: delivering an exceptional performance driven by major projects and laying the foundations for lasting growth. The Group's ability to manage multiple major events simultaneously while at the same time laying the strategic foundations for its future is no longer in doubt.

And by applying a selective approach to pursuing new business development opportunities, GL events has continued to grow while maintaining rigorous financial discipline.

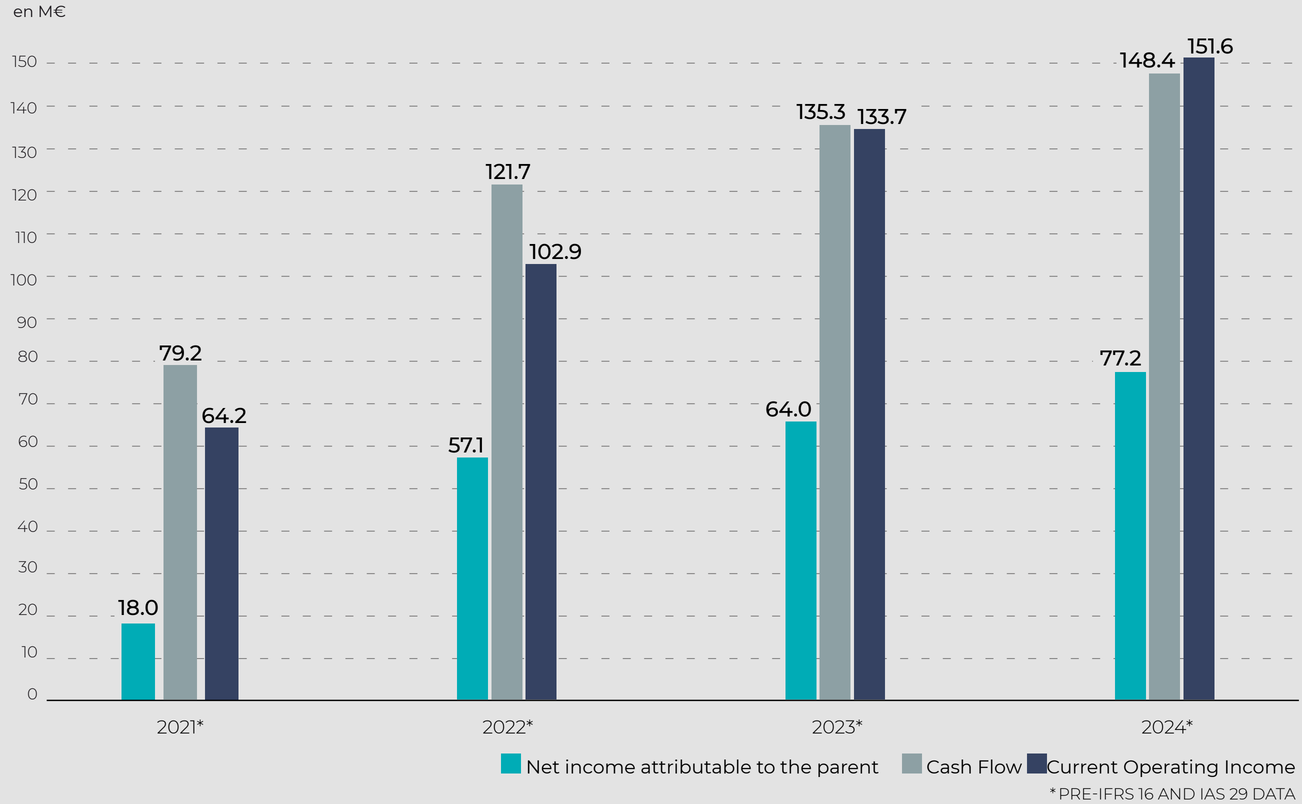
Against an uncertain geopolitical backdrop, following the strong growth in 2024, GL events is anticipating continuing expansion in its business, an improvement in its operating margin and stable net debt.

REVENUE GROWTH (€M) AND THE EBITDA MARGIN (%)



* PRE-IFRS 16 AND IAS 29 DATA

NET INCOME ATTRIBUTABLE TO THE PARENT, CASH FLOW AND CURRENT OPERATING INCOME



* PRE-IFRS 16 AND IAS 29 DATA

CONSOLIDATED INCOME STATEMENT HIGHLIGHTS (€M)

	2023*	2024*
REVENUE	**1,427.3**	**1,635.2**
EBITDA	199.2	231.8
CURRENT OPERATING INCOME	133.7	151.6
OPERATING PROFIT	128.8	147.6
NET FINANCIAL INCOME (EXPENSE)	-26.2	-30.4
TAX	-26.5	-30.2
NET PROFIT / (LOSS) OF CONSOLIDATED COMPANIES	**+76.2**	**+87**
EQUITY-ACCOUNTED INVESTEES AND NON-CONTROLLING INTERESTS	-12.2	-10.4
NET INCOME ATTRIBUTABLE TO SHAREHOLDERS	**+64**	**+77.2**

— EBITDA: 14.2% OF REVENUE

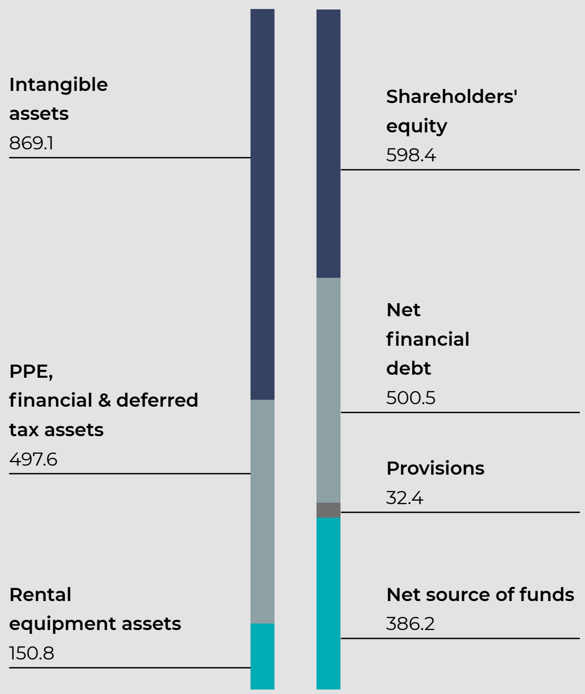
— CURRENT OPERATING MARGIN: 9.3% OF REVENUE

— NET INCOME ATTRIBUTABLE TO GROUP SHAREHOLDERS: + 20.7%

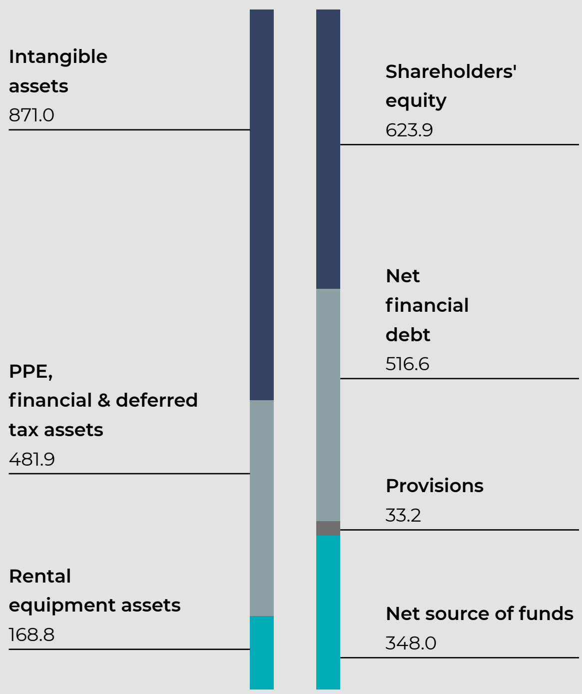
* PRE-IFRS 16 AND IAS 29 DATA

CONSOLIDATED BALANCE SHEET HIGHLIGHTS (€M)

2023 BALANCE SHEET*

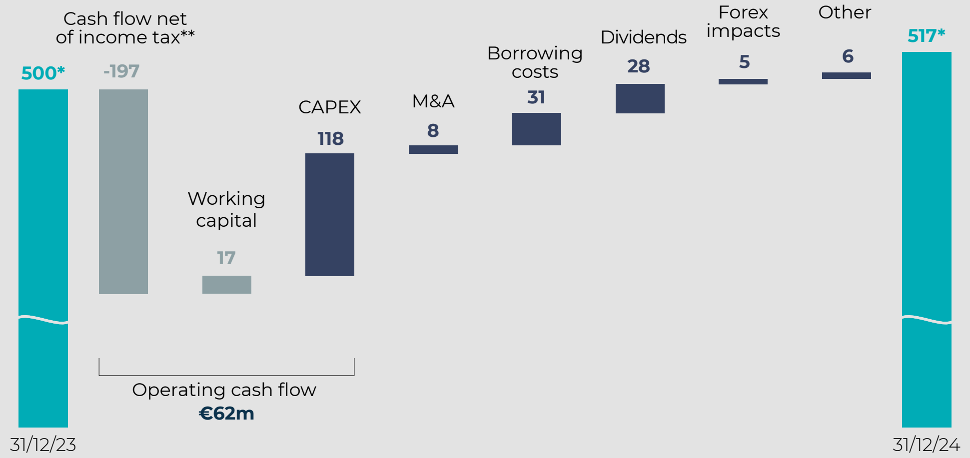


2024 BALANCE SHEET*



* PRE-IFRS 16 AND IAS 29 DATA

CHANGE IN NET DEBT (€M)*



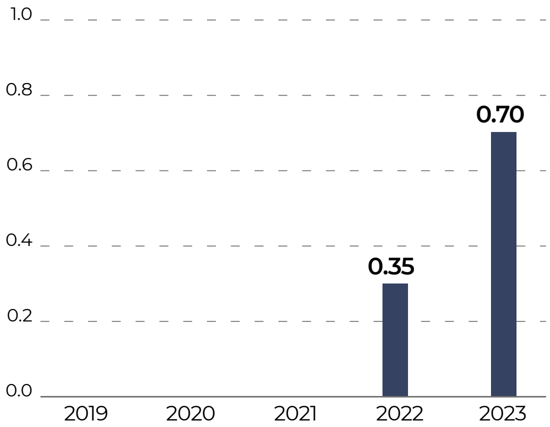
— CASH FLOW NET OF INCOME TAX: +20.9%

— CAPEX INCLUDING INVESTMENTS AT THE ANHEMBI SITE (€47.7M) AND EUREXPO'S PHOTOVOLTAIC SHADING PANELS (€12.6M)

* PRE-IFRS 16 DATA
** PRE-IFRS 16 AND IAS 29 CASH FLOW NET OF TAX AND BEFORE NET INTEREST EXPENSE

LOU RUGBY - MATMUT STADIUM IN GERLAND, LYON, FRANCE

Dividends



At the upcoming Annual General Meeting to be held on 25 April 2025, the Board of Directors will submit a proposal to distribute a dividend of €0.90 for 2024.

Market

Euronext Paris- Compartment B (Mid Caps).
ISIN code - FR 0000066672
Bloomberg code: GLOFP
REUTERS code: GLTN.PA
FTSE code: 581
LEI code: 9695002PXZMQNBPY2P44

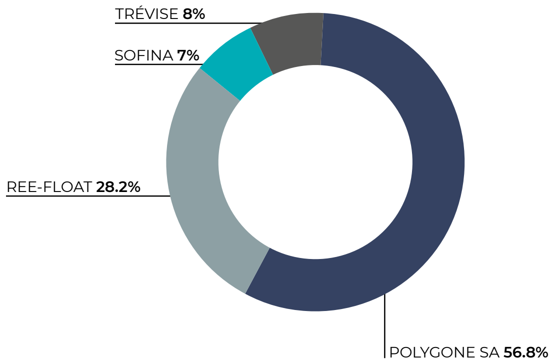
Since its initial public offering, GL events has adopted a communication strategy based on strong investor relations. The following information can be found on the company's website (www.gl-events.com) in the space for shareholders:
— recent and past press releases,
— a calendar of financial publications,
— downloadable annual reports and financial publications,
— key Group figures,
— webcast of the Group's Annual General Meeting

Email: info.finance@gl-events.com

Press releases

GL events' press releases are posted on the company's website, www.gl-events.com (under "Investor Relations") after 6 p.m. on the day of their publication. They are systematically sent by e-mail to all persons having so requested.

Shareholder ownership structure at 31 December 2024



Annual reports

Copies of GL events' annual report can be downloaded from the company's website. Previous press releases and annual reports (since the Company was listed) are also available on the company's website.
English translations of GL events' financial publications are available in electronic form at its website www.gl-events.com,(Investor Relations) or may be obtained on request from the investor relations department.

Investor relations

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Email: info.finance@gl-events.com

2025 Investor calendar

— **16 April 2025** :Q1 2025 revenue
— **25 April 2025**: Combined Annual General Meeting, Lyon
— **23 July 2025**: H1 revenue and results (after the close of trading)

Analysts covering GL events

Emmanuel Chevalier, CM CIC Market Solutions
Geoffroy Michalet, ODDO BHF
Nicolas Delmas, Portzamparc
Stéphanie Lefebvre, Gilbert Dupont
Florian Cariou, Midcap
Robin Leclerc, IDMidCaps

History & milestones

1978-1989

Sarl Polygone Services was created by Olivier GINON and three partners (Olivier ROUX, Gilles GOUÉDARD-COMTE and Jacques DANGER).

Alliance between Polygone Group (No. 1 in France for the installation of exhibitions and events) and Cré-Rossi (rental of trade show furniture, accessories and surfaces).

Name change to Générale Location.

1990-1997

Eight years of growth. Générale Location strengthens its strategy of providing global solutions through acquisitions and creations in the sectors of general contracting for exhibitions, furniture rental, premium stands, signage, fixtures for mass retailers and museums, hosting services.

Générale Location launches its international development with an office in Dubai.

1998-2003

Six formative years of major transformation. After its initial public offering on the *Second Marché* of the Paris Stock exchange, Générale Location takes its first steps in the sector of large international events (Football World Cup in France, Heads of State Summit, and Cannes Film Festival, etc.).

Major projects for the Group: Olympic Games in Sydney, the European Heads of State Summit (coinciding with the French EU Presidency), and several second millennium events.

A new name for Générale Location: GL events. The venue management and event organisation business registers very strong growth and, to support its expansion in the event market, the Group carries out a capital increase of €15.4 million.

2004-2009

In addition to the acquisition of Market Place, a specialised event communications agency and Temp-A-Store in the United Kingdom (temporary structures), Promotor International and AGOR (organisation specialist), and an equity interest acquired in Première Vision, GL events registers very strong growth in the B2B segment with the acquisition of six new industry trade fairs.

The Group develops its international network of venues, acquiring Hungexpo, the operating company of the Budapest Exhibition Center and wins management concessions for the Riocentro Convention Center of Rio de Janeiro, Pudong Expo for the city of Shanghai, the Brussels Square Meeting Center, the Turin Lingotto Fiere exhibition center, the Curitiba Estaçao Embratel Convention Center and the Rio de Janeiro Aréna in Brazil and the World Forum Congress Center of The Hague. GL events acquires Traiteur Loriers to accelerate the development of its Food & Beverage strategy.

In 2005 and 2007, the Group carries out two capital increases raising €35.7 million and €77.6 million.

In France, GL events wins concessions for the Metz Exhibition Center, Exhibition and Convention Centres (Nice, Amiens), the Roanne Scarabée multifunctional hall, the Troyes Convention Center and the Maison de la Mutualité in Paris.

MATMUT STADIUM IN GERLAND, LYON, FRANCE

2010-2015

The creation of GL events Exhibitions on the 1st of January 2010 enables the Group to strengthen the level of service provided to exhibitors and visitors alike, in coordination with the different event industry players and professionals.

In France, GL events was selected to manage the Palais Brongniart.

GL events wins a historic contract for the FIFA World Cup 2010™ in South Africa. The Group also strengthens its position by contributing to a number of international events such as the Shanghai World Expo.

GL events confirms its leadership with contributions to a number of international events: the Africa Cup of Nations in Qatar, the RBS 6 Nations rugby championship and summit meetings for the French presidency of the G8 and G20, the London Olympic Games, the Rio+20 Summit, etc.

Acquisitions of Brelet, a French provider of temporary installations for trade fairs and events, Slick Seating Systems Ltd, a UK-based specialist in the design and manufacture of grandstands and seating solutions in the UK and Commonwealth countries, and Serenas, Turkey's leading PCO.

With the renewal of the management concession for the Toulouse Exhibition Center, the management concession for the new Ankara Convention and Exhibition Center in Turkey and La Sucrière in Lyon, GL events continues to build its international network of premium venues.

GL events carries out a capital increase to accelerate its development in emerging markets and, in particular, Brazil with a very promising line-up of major events in 2016. Sofina becomes a Group shareholder

Exporting the proprietary event concepts to different geographical regions confirms its potential for generating high added value for the Group (Première Vision in New York, Sao Paulo and Moscow, the Bocuse d'Or in New York, Sirha in Shanghai and Geneva, etc.).

In Brazil, the acquisition of LPR, a Brazilian company specialised in the supply of general installations and furniture; the Group is awarded a 30-year management concession for the São Paulo Imigrantes Exhibition Center following a call for tenders.

Construction of a 20,000 sqm temporary exhibition park in Sydney.

The Group is awarded a ten-year concession for the Metz Convention Center.

On 1 January, the Group's three event agencies - Alice Événements, Market Place et Package - are combined into a single entity, specialised in strategic and operating communications for events: Live! by GL events.

The Group obtains a public service concession through Strasbourg Événements for the management of two major facilities: the Music and Convention Center and Exhibition Park of Strasbourg.

As a stakeholder of the G20 summit in Brisbane, Australia and the COP20 in Lima, Peru, the Group confirms its positioning for major political and environmental events.

Operations in Latin America are ramped up by acquiring positions in Chile.

The offering of modular and durable stadiums introduces an innovation with the concept of rapidly installed and cost-efficient infrastructure.

**Commencement of a major development programme for San Paolo Expo:
the construction of a 7-level 4,532 place parking facility.**

Inauguration in Rio de Janeiro of the Grand Hôtel Mercure
for which GL events is the prime contractor. Carried out in partnership with Accor, this five-star establishment has 306 rooms.

Acquisition of the Jaulin Group which allows GL events to strengthen its position in the Paris region and adds a new venue to its network: Paris Event Center.

2016-2021

In April, inauguration of São Paulo Expo, Latin America's largest exhibition center with a total area of 120,000 sqm.

A strong presence at the Rio Summer Olympic Games, with competitions hosted at Group sites (Rio Arena and Riocentro), the provision of numerous catering and hospitality services.

Signature of a joint venture between GL events and Yuexiu Group to jointly develop a network of event sites in China. The first step in 2019: managing the future Guangzhou Yuexiu Exhibition and Convention Center (50,000 sqm).

After COP20 in Lima and the COP21 in Paris, GL events is a stakeholder of the COP22 hosted in Marrakesh. The Group confirms accordingly its standing as a major player for these global sustainable development meetings.

Creation of Global Industrie
With the acquisition of the Tolexpo and Midest trade shows, combined with Smart Industries, GL events has created a major broad-based event for the industrial sector. The first edition is held in March 2018 at Paris-Nord Villepinte.

Matmut Stadium of Gerland is completely refurbished. After six months of work, the playing grounds of LOU Rugby is ready to host sports events and large events.

Strategic acquisitions: Tarpulin (Chile), Wicked & Flow (Dubai), Aganto (UK) and the CCC agency.

Continuing development in Asia
after China, GL events is awarded preferred bidder status to manage the future Aichi International Exhibition Center (Japan).

The Group's network of event venues is reinforced by the addition of Reims and Caen.

With the acquisition of Fisa, Chile's leading professional exhibition organiser, the Group has strengthened its market positions in Chile, and more generally, in Latin America, reflecting a dual dynamic of both organic and external growth driven by employee engagement.

The €1 billion revenue milestone was crossed in a year marked by a double anniversary: 40 years of existence and 20 years as a publicly traded company.

The company accelerates its international expansion
Acquisition of a 51 % stake in ZZX (China), a company specialised in event services, a 60 % majority stake in Johannesburg Expo Center, the managing company of the Johannesburg exhibition center, 55 % of CIEC Union, an organiser of 6 major exhibitions in tier one cities and a 60 % stake in Fashion Source (China), a fashion exhibitions organiser.

Strengthening the venue network
The Venues Division continued to strengthen its network: a new convention center of Salvador de Bahia (Brazil), renewal of the management concession for the Exhibition Center and Polydome of Clermont Ferrand, extension of the concessions for the Saint-Etienne venues (Exhibition Center, the St Etienne La Cité du Design, supplementing the La Verrière-Fauriel meeting facilities).

Noteworthy successes by GL events live with major events
Highlights for the Live Division in 2019 included services provided for the Pan American Games (Peru) and also COP25 (Chile and Spain), an event which demonstrated the Group's ability as a highly responsive and mobile organisation capable of delivering services to customers in record time.

The Temporary Grand Palais in Paris
Construction work on the Temporary Grand Palais on the Champ-de-Mars landscaped public garden in Paris was launched with delivery scheduled for spring 2021.

Acquisition of the CACLP exhibition in china followed by a first successful edition
The country's market leader in the fields of IVD (in vitro diagnostics) and clinical tests, the acquisition of this event confirms the Group's commitment to developing a lasting position in this promising market. Tranoï, the leading B2B event organiser for creative fashion brands in conjunction with Fashion Week, joined forces with the Group, strengthening its fashion business unit.

Digital innovations
The Global Industrie Exhibition accelerates its digital offering
and becomes Global Connect. Over 4 days, 300 participants and 46 webinars brought together a community of more than 6,100 professionals from the industrial sectors.
The Palais Brongniart organised its first phygital event and a live streaming fashion show for Fendi, the Italian luxury fashion house. The Group launches a television studio offering across multiple sites.

Putting safety first
Reflecting the 5th pillar of its CSR policy, "Think Safe", the Group recently received the Apave Safe & Clean label attesting that appropriate health measures and systems have been implemented addressing the COVID-19 risk. This represents a first step of an approach designed to extend this label to all its activities throughout the globe.

2021, a year of recovery!
Our business marked an upturn, first in Asia then Europe starting in June and then South America in October. On this basis, we were able to generate €741 million in revenue over a short period.

Renewal of the Safe & Clean label
GL events' Safe & Clean label issued by APAVE was renewed for all its establishments and activities in France and abroad (excluding China).

New major contracts
GL events signed several key contracts including the Commonwealth Games, COP26, the 2022 Football World Cup and the construction of a cross-country track in Versailles in preparation for the Paris 2024 Summer Olympics.

A CSR-driven strategy
The Group's commitment to CSR was strengthened by the signing of the Paris agreement to promote local employment and business, its partnership with Les Canaux for purchasing from the social and solidarity economy and its training programme with Eureka for the assembly of structures.

Capital increase in China
GL events Greater China carried out a capital increase, with the new shares reserved for Nexus Point, who becomes a shareholder. This transaction, based on a pre-money valuation of the shareholdings of €259 million, will provide the Group with additional financial resources to pursue its development through targeted acquisitions. This transaction validates the strategy implemented over the last 18 months and strengthens the value and quality of the assets held in China.

Capital increase of GL events Sports
GL events Sports' capital was opened up to Montefiore Investment, manager of the "Nov Tourisme Actions – Relance Durable France" fund. The resulting inflow will contribute to the continuing development of activities at the Matmut Stadium site.

Position reinforced in São Paulo
The Group was awarded a 30-year management concession contract for the Anhembi event complex located in the heart of São Paulo (Brazil) to operate the exhibition and convention center (93,000 sqm) and the outdoor areas (400,000 sqm). After completing the renovations, revenue is expected of between €25 million and €30 million with an operating margin of 28%-31%. In addition, the Group will be able to optimise the value of the 270,000 sqm land reserve which will contribute to financing of the capital expenditures for the site's renewal.
In this context, a first exclusive negotiation agreement was signed with Live Nation & Oak View Group for the establishment of an Arena.

Acquisition of Créatifs
The acquisition of Créatifs in Paris at the end of 2021 will further strengthen GL events' expertise in creative services.

2022

GL events sets a new record for annual revenue (€1.315 billion)
made possible by twofold and threefold increases in Europe and South America respectively which more than offset the decline in business in Asia adversely impacted by lockdown measures remaining in force in China.

The Group has supported and equipped major events such as the Equestrian Saudi Cup in Saudi Arabia, the Indonesian Motorcycle Grand Prix on Lambok Island, in addition to numerous contracts for the FIFA World Cup in Qatar, COP27 in Egypt and the 2022 Commonwealth Games in Birmingham.

Additions to the network of venues under management in 2022:

— **Strasbourg's New Exhibition Center** , perfectly complementing the nearby Palais de la Musique et des Congrès (Concert and Convention Center), it reinforces the Strasbourg region's event offering.

— **Paris Invalides**: in the heart of Paris' 7th arrondissement with a view of some of its most beautiful monuments. An atypical space in terms of its history and layout, it offers a ground floor area of 1,000 sqm plus backstage areas for the organisation of events.

— **Paris Montreuil Expo**: the Group has further reinforced its presence in the Paris region by securing a 10-year lease for the Montreuil event venue (15,000 sqm) starting September 1, 2022.

— **Six new sites in Orléans**: the Group becomes the first manager and operator of the CO'Met for a period of 9 years (a 15,800 sqm exhibition center, a convention center with a capacity for 1,000 people and a large 10,000-person capacity event hall).
GL events will also operate three additional venues located in the city center: the Zenith concert hall (capacity: 6,900 persons), the Chapit'O event venue (37,000 sqm) and the Conference Center (capacity: 500).

— **The Ruck Hotel** which opened in December is located in the heart of the Gerland district in Lyon next to the Matmut Stadium and is equipped with 134 rooms, 5 seminar rooms, a restaurant and a cocktail bar.

GL events acquired Field & Lawn, a company with four business divisions: event marquees, temporary industrial buildings, placemaking and festive lighting.

The Chief CSR Officer becomes a member of the Group's Executive Committee.

2023

The Group announced the acquisition of 100% of the share capital of Locabri, a supplier of temporary structures in France and Spain. Based in the Lyon region (Brignais), Locabri has more than 70 employees. This completes the GL events' offering of temporary structures provided by Spaciotempo while further diversifying the Group's scope of intervention beyond the events sector. The Group in its way benefits from an expanded range of products and increased production resources that will help it better meet growing demand for temporary structures.

Paris 2024 Olympic and Paralympic Games, GL events and LOXAM have combined their expertise to win a key contract for the Paris 2024 Olympic and Paralympic Games. The consortium will provide project management and supply services for the production and distribution of temporary energy, guaranteeing uninterrupted electrical power and temperature control systems at all sites including for the International Broadcast Center (IBC). In addition, GL events, which became an Official Partner, was responsible for providing overlay services at several Olympic and Paralympic sites, from central Paris to stadiums in several major French cities. This success reflects the company's development strategy, as confirmed in particular by its contribution to the equestrian events at Versailles in 2023.

The United States Olympic and Paralympic Committee (USOPC), in partnership with On Location, selected the Palais Brongniart as the home of Team USA for Paris 2024. The Palais Brongniart will be the meeting place for families, future athletes, sponsors, donors and fans.

A continuing commitment to ESG
We are meeting our commitments: the targets announced for 2022 have been met, particularly with respect to reducing energy consumption associated with site activity by more than 30% by the end of December 2023 and exceeding the 25% reduction target set in 2022. The Group is also continuing to invest, deploying 581 fully operational electric charging stations in France and accelerating the electrification of its fleet with a target of 60% within 3 years.

2024

GL events as an official partner and overlay provider for Paris 2024
Supplier of 70% overlay facilities, in charge of energy distribution and organiser of the equestrian events on behalf of the Paris 2024 Olympic and Paralympic Committee, the Group was involved in 60 venues in Paris and in the French regions. To meet this technical challenge and the Organising Committee's ambitious CSR objectives, all the divisions have joined forces. Beyond the the organisation of the Olympic Games themselves, the Group is committed to building on the Games' legacy as an official partner of an event that has raised the profile of Paris, France, sport and the performances of athletes and paraathletes.

**Entry of Trévise Participation as a shareholder of GL events
and exit of SOFINA**
In February 2024, Trévise Participations acquired an 8% stake in GL events from Sofina and became a 20% shareholder in Polygone, GL events' controlling holding company. A 15-year shareholders' agreement was signed by Le Grand Rey SAS and Olivier GINON to govern this shareholding. The agreement provides for the appointment of two directors and two seats on the Strategy Committee for Trévise Participations, as well as a commitment to hold the shares for three years. In March 2024, Crédit Agricole's regional private equity funds (SCIRs) reinforced their shareholding in Polygone by replacing Ovalto (7.02%). In July 2024, Olivier GINON, via Le Grand Rey, purchased 10% of Polygone's capital held by Aquarsourça.

New record sales performance (up 15% to €1.635 billion)
2024 was a historic year for the Group, marking a new milestone in its development by achieving 15% growth in revenue and consolidating its leadership position on the international stage.

GL events maintains its commitment to CSR
GL events confirms its goals with its ESG performance results for FY 2024, marked by a 5% reduction in the Group's carbon footprint as a percentage of sales and the acceleration of its circular economy policy with a rental model based on services provided in connection with the Paris 2024 Olympic and Paralympic Games. At the same time, employment-related and social initiatives were reinforced with more then 100,000 social integration hours recorded involving nearly 1,000 very small and medium-sized enterprises. The Group launched a number of large-scale projects, including the installation of photovoltaic shading systems at Eurexpo-Lyon, the roll-out of the Cléo Carbone tool across all its French operations and its bid to meet the unique specification requirements of the Paris 2024 Organising Committee.

GL events Venues is awarded the management concession for Marseille Chanot
Following a call for tenders, GL events was awarded the management concession for the Marseille Chanot Exhibition and Convention Centre for a period of 3 years. Already present in the city of Marseille through its Live division, the Group is strengthening its positions in this market and can now leverage its expertise to promote the ambitions of a resolutely Mediterranean destination.

Inauguration of the Anhembi site
After 18 months of construction work, the inauguration of the Anhembi site in São Paulo (CapEx > €100m) is a powerful signal of our strong ambitions for the future.

GL events Exhibitions, a content integrator The evolution of the division's positioning is based on an integrated approach that places content at the heart of the offering; exhibitions have become genuine platforms for solutions contributing to economic and social change. The Health Division: the development of our expertise in the field of health illustrates our determination to establish a foothold in promising strategic sectors. The expertise already acquired in organising specialised events, with formats meeting the challenges of the sector's transformation, will enable the division to develop a stronger offering in the health sector in 2025.

Entry into exclusive negotiations in 2024
The start of exclusive negotiations for the Stade de France concession marks a new phase that demonstrates the quality of the work accomplished by the Group designed to enhance the attractiveness of the Paris region.

Signature of a Memorandum of Understanding for the acquisition of ADD Group in Saudi Arabia
ADD Group is a local provider of services for the events market.
The company is involved in all aspects of event design and production: event and communications agency, stand design, signage, audiovisual, logistics... ADD Group also owns and organises the Innovation Zero World Congress in the UK.
This acquisition would represent a new stage in GL events' development in the Middle East.

PRIX LUMIÈRE AWARD CEREMONY - LYON, FRANCE

02
GL events, businesses and markets

35 / GL events Live

36 / GL events Venues

38 / GL events Exhibitions

GL events Live a full service offering

€1,024.4M
in revenue

3,718
Employees

14
specialised business lines

MORE THAN 5,900
events designed and equipped

10
top-tier
logistics platforms
in France: Northern Paris, Southern Paris, Lyon, Nantes

in international markets:
United Kingdom, Saudi Arabia, Chile, Brazil, China, USA


JUMPING DE MEGÈVE - FRANCE

GL events Venues, an international network of 60 event venues

GL events Venues manages a global network of 60 convention centers, exhibition centers and multi-purpose facilities proposing a unique range of services from the event's design to delivery, while facilitating commercial and operational synergies across the network. Our expertise and know-how make it possible to attract and develop a diverse portfolio of large consumer fairs and B2B exhibitions. These actions contribute to promoting territories in terms of economic attractiveness and cultural reach while reinforcing social cohesion. GL events Venues develops a proactive environmental approach. All our French sites, as well as WorldForum in The Hague and Hungexpo in Budapest, are ISO 20121 certified. This process will continue in 2025 with a renewal audit including other international destinations and involvement in local initiatives.


MARSEILLE CHANOT EXHIBITION AND CONVENTION CENTER, FRANCE

€442.6M
in revenue

1,323
Employees

60
venues under management

MORE THAN 4,181
EVENTS HOSTED

116
EVENTS ORGANISED

2.18 M
SQM OF PUBLIC SPACE

* March 2025 figures

A network of 60 venues under management by GL events at 1 March 2025

FRANCE

Paris
- Maison de la Mutualité
- Palais Brongniart
- Le Pavillon Chesnaie du Roy
- Parc Floral de Paris Event Venue
- Paris Event Center
- Voyage Samaritaine
- Paris Montreuil Expo

Lyon
- Lyon Convention Center
- Eurexpo
- La Sucrière
- Matmut Stadium Lyon Gerland

Toulouse
- MEETT

Strasbourg
- Palais de la Musique et des Congrès
- Strasbourg Exhibition Center

Reims
- Reims Convention Center
- Reims Exhibition Center
- Reims Arena

Metz
- Metz Exhibition Center
- Metz Robert Schuman Convention Center
- Technopole Convention Center

Clermont-Ferrand
- Polydome
- Grande Halle d’Auvergne
- Zenith d’Auvergne

Orléans
- Comet: Convention Center
- Comet: Exhibition Center
- Comet: Arena
- Orléans Zenith
- Chapit'O
- Conference Center

Caen
- Convention Center
- Exhibition Center

Saint-Étienne
- Convention Center
- Saint-Etienne Exhibition Center
- Metrotech
- La Verrière
- Cité du Design meeting facilities

Roanne
- Le Scarabée

Amiens
- Mégacité

Marseilles
- Marseille Chanot

INTERNATIONAL

Brussels (Belgium)
- Square-Brussels Convention Center

The Hague (Netherlands)
- World Forum The Hague

Budapest (Hungary)
- Hungexpo

Turin (Italy)
- Lingotto Fiere
- Oval

Istanbul (Turkey)
- The Seed

Johannesburg (South Africa)
- Johannesburg Expo Center

Rio de Janeiro (Brazil)
- Riocentro
- Jeunesse Arena

Salvador (Brazil)
- Convention Center

Santos (Brazil)
- Santos Convention Centre

São Paulo (Brazil)
- Anhembi District
- São Paulo

Santiago (Chile)
- Metropolitan Santiago Convention and Event Center
- Espacio Riesco
- Parque Fisa

Guangzhou (China)
- Guangzhou International Congress Center
- Guangzhou Aerotropolis Expo Center

Beijing (China)
- Capital International Exhibition & Convention Center

Aichi-Nagoya (Japan)
- Aichi Sky Expo

Abidjan (Côte d’Ivoire)
- Abidjan Exhibition Center

REIMS CONVENTION CENTER - FRANCE

GL events Exhibitions: a world-class player with a local focus

639
Employees

1,088,354
attendees

98
proprietary trade fairs

23,170
exhibitors

€168.2M
in revenue

515,334
sqm of stands


PREMIÈRE VISION MADE IN FRANCE - PARIS, FRANCE

SIRHA WORLD PASTRY CUP - PARIS, FRANCE

03
Sustainability statement

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Introductory note

Over the past two years, GL events has undertaken significant work to improve the quality and completeness of sustainability data in conjunction with measures to increase the reliability of financial data. These efforts have focused in particular on harmonising data collection methods, strengthening internal control and ensuring the completeness of the scope. The aim is to gradually construct a reliable reporting system both meeting regulatory requirements and ensuring greater transparency for internal and external stakeholders. However, the CSRD directive and the ESRS standards are being implemented for the first time in a context marked by many uncertainties. This is due to differing interpretations of the texts, and the absence of established practices and comparative data. The collection of external data, particularly in value chains, is also a challenge, which can sometimes make it difficult to assess certain sustainability indicators accurately and reliably.

As part of this first-time application of ESRS standards, several methodological and operational challenges were identified, in particular due to:

- The heterogeneity of information systems: GL events relies on more than 130 entities that use different tools and reporting systems. This diversity complicates the task of collecting consistent data, particularly for calculating greenhouse gas emissions generated from purchases (ESRS E1).
- Limits in the quantification of certain indicators. With regard to emissions of atmospheric pollutants (ESRS E2), GL events is not yet able to quantify these emissions for all its activities. In terms of the circular economy (ESRS E5), the company does not currently have volume data on all its purchases, which makes it difficult to estimate material flows and the proportion of sustainable purchases.
- Possible discrepancies in energy data : Data on energy purchases is collected on a monthly basis, which can lead to occasional discrepancies between meter readings and invoices, particularly in the estimation of energy consumption and associated emissions (ESRS E1). In addition, in Brazil, some sites use energy cogeneration technologies, which can make it difficult to qualify the data.
- Data linked to ESRS S1-10 (Europe), S1-13 (France), S1-14 (France) and S1-15 (France) currently covers part of the reporting scope, and improvement initiatives are being developed to extend this scope in order to fully meet requirements.

GL events is continuing its efforts to improve the quality and exhaustive nature of its sustainability data. The development of methodologies, strengthening internal processes and adapting reporting systems will gradually increase the reliability of key indicators and reduce the uncertainties identified. Furthermore, number of pilot projects will be launched by the Group in 2025 with the digital management of data hubs to centralise and consolidate sustainability data. Awareness-raising initiatives and training of reporting contributors will also continue during the year. Lastly, new central internal controls will be implemented during the year. The aim of these current and future projects is to work on the accuracy, authenticity and classification of data, as well as the separation of reporting periods.

This statement reflects GL events' commitment to transparency and continuous improvement in the implementation of CSRD requirements. Any changes in methodology or scope will be detailed in future publications.

1. ESRS 2 – General Disclosures

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ESRS 2: General disclosures

GL events' sustainability statement is aligned with the European Sustainability Reporting Standards (ESRS). These standards provide a structured and comprehensive framework for the publication of non-financial information covering environmental, social and governance (ESG) issues.

GL events' sustainability statement is based on a double approach to materiality which assesses not only the impact of the company's activities on the environment and society, but also how environmental and social issues influence GL events' overall performance. This twofold perspective ensures that the statement is relevant to all stakeholders, including employees, investors, customers and many others with whom the company interacts. It also makes it possible to identify sustainability risks, opportunities and impacts facing the Group.

In preparing this statement, GL events collected and consolidated data from across its operations and supply chain. The scope of sustainability policies and indicators is aligned with that of financial consolidation. This ensures consistency between financial and sustainability issues. This scope is presented in ESRS 2 BP-1.

This statement, which complies with the requirements of the CSRD (Corporate Sustainability Reporting Directive), is subject to an external audit, as required by regulations, with a limited level of assurance, as detailed in the corresponding section. In addition, prior to these audits, an internal control environment was set up (see ESRS 2 GOV-5).
The statement includes regulatory information as well as a presentation of and performance updates with*GL events Group's CSR policy.

Finally, the statement contains the disclosures required by the CSRD, as well as presentations of and performance updates with respect to GL events' CSR policies, and the internal control environment (reporting protocol, mathematical checks, archiving, etc.)

This sustainability report is the responsibility of the Group's Risk and CSR department.

An internal review is carried out by the Audit and Internal Control, Finance and Communications teams, in collaboration with the CSR teams.

As presented in ESRS 2 GOV-2, the content of this sustainability statement has been reviewed and approved by various management bodies. It was reviewed by the members of the CSR & Audit Committees on March 4, 2025. The summary review by the sustainability auditors was carried out at GL events on February 27, 2025 and their report follows this sustainability statement.

1.1 General basis for preparation of sustainability statements (BP-1)

Sustainability statement scope

Information published in this report relates to the 2024 financial year. The data and information presented herein are aligned with the financial statements and were collected from 1 January 2024 to 31 December 2024.
The information covers the activities of all Group entities included in the scope of full consolidation for environmental and employment-related data. This includes all the entities under the Live, Venues, Exhibitions divisions and the various holding companies. This scope is aligned with that of the financial statements.
The list of entities included in the reporting scope is provided at the end of this section. All entities with employees are included in the employment-related data.
All entities with an event-related operational activity, generating consolidated revenue or having their own offices are included in the HR scope. The rules for entities added and removed during the financial year are as follows:
— **Incoming companies**: Companies joining the Group in year N from 1 January are included in the ESG consolidation scope. Incoming companies have a maximum of one year to comply with the indicators of this reporting framework. When data is not available, it will be extrapolated on a pro rata temporis basis of the sales generated once integrated into GL events.
— **Outgoing companies**: Companies exiting the Group in year N are included in the consolidation scope until their removal. If the data is not available, it is extrapolated based on the previous year's indicators and applied on a pro rata temporis basis within the scope of year N.

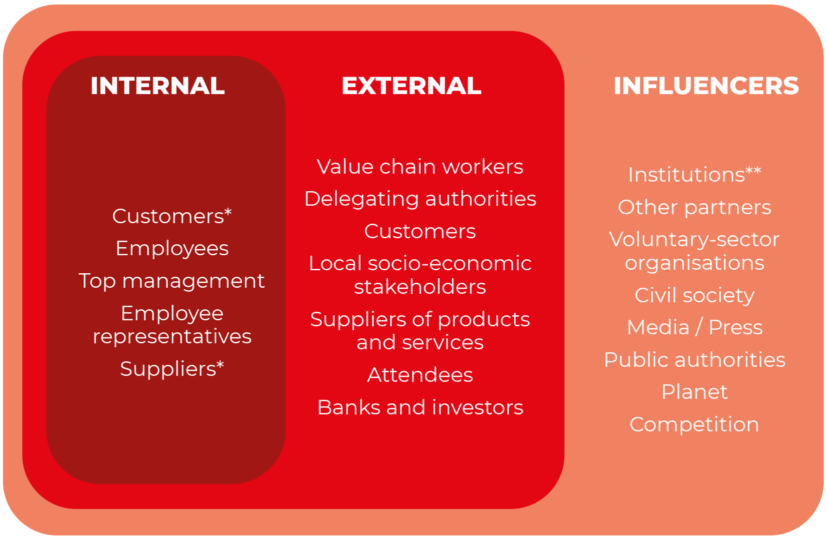
Entities included in the scope of employee related and environmental data are presented in the table below. ESG reporting includes:
— Entities with an operational activity or generating sales.
— Entities with employees.

All entities are therefore included in the scope of ESG and employee-related data. However, they may not appear in certain employment or environmental indicators. This can be explained by two reasons:
— The employees work in an entity but without any event-related operating activity. It will report employment data, but not environmental data.
— An entity includes operational projects in its accounts. However, the employees working there are part of another entity. For that reason, it will report environmental data but not HR data.
See APPENDIX : List of consolidated entities.

GL events' sustainability statement covers the company's entire value chain and as such covers stakeholders both upstream and also downstream of its activities. Upstream, the value chain includes suppliers of services and products, essential for organising events, managing venues and providing associated services. This approach takes into account the impact of raw materials sourcing, services and logistics. Downstream, the value chain extends to exhibitors, event organisers and attendees, who interact directly with the spaces and services offered by GL events. Here, for example, emissions resulting from travel will be calculated. The double materiality analysis integrates the risks, opportunities and impacts associated with each link in the value chain.

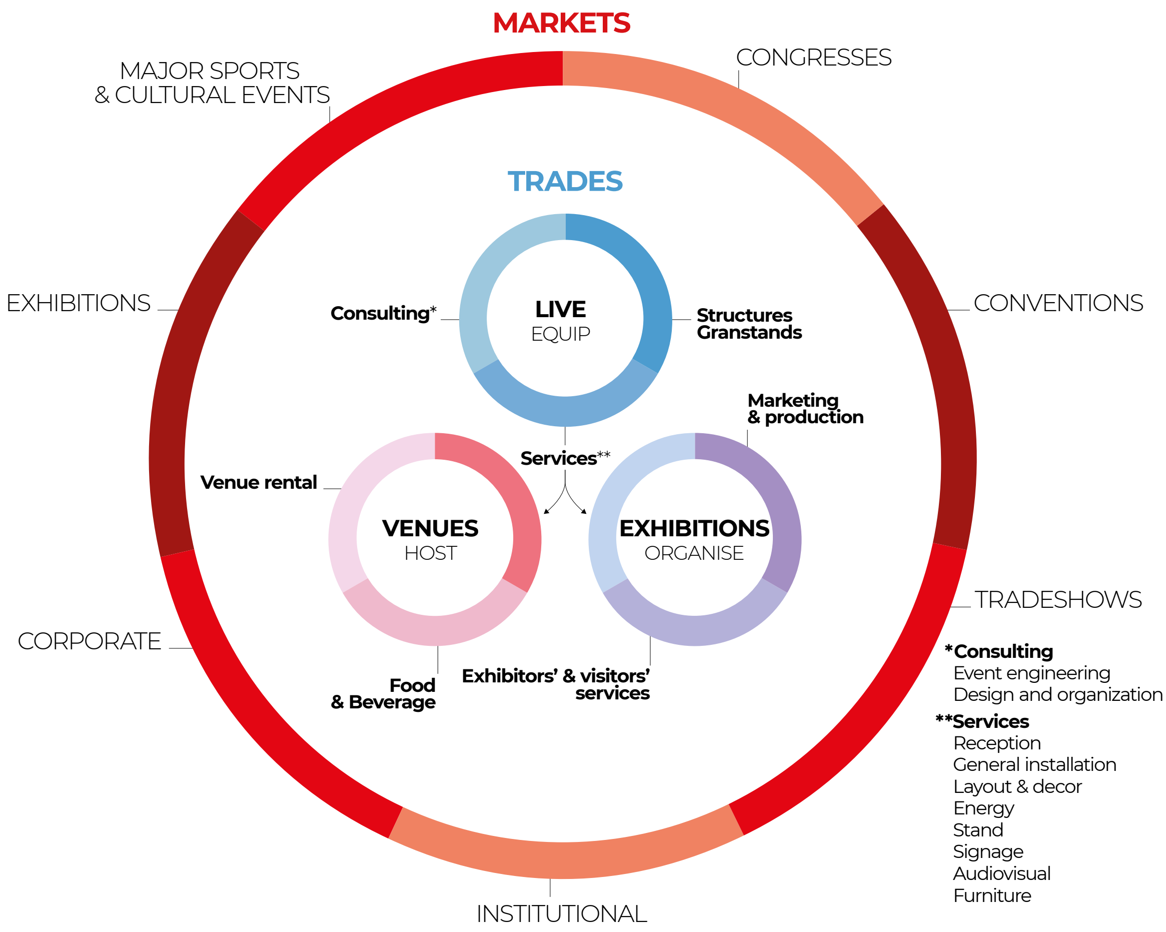
Stakeholder mapping

Identifying stakeholders is an essential step in ensuring the relevance and coherence of GL events' CSR policy. The stakeholder map presented below identifies the key players likely to influence or have a direct impact on GL events' business model, as well as those over which the Group can exert influence or have a direct impact.



* the Group's integrated business model: Group entities trade goods and services with one another.
** including trade federations / professional organisations

Business model presentation

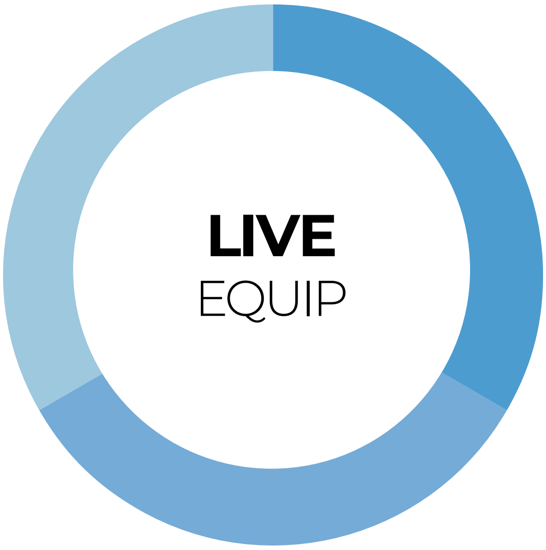


The strength of the Group's business model: leveraging the combined strength of complementary activities to meet the expectations and requirements of all its customers.

GL events' core mission is contributing to successful meetings: congresses and conventions, cultural, sports, institutional and corporate events, trade shows and exhibitions for professionals and the general public.
The specificity and unique strength of the Group's business model are its ability to propose a comprehensive range of solutions covering the main sectors of the events industry.

GL events assists its customers in France and other countries ensuring the success of their events over their entire life cycle, from definition to execution, for public and private companies, institutions and event organisers.

In partnership with local authorities, the Group contributes to developing the attractiveness of regions and reinforcing their economic reach. GL events has in this way gradually become the partner of choice for international organisers for major international events like the Olympic Games, World Cups and international meetings.



The Live division's business model is based on an integrated approach covering every phase in the event organisation cycle from consultancy to operational execution.. This complementary range of business expertise makes it possible to offer turnkey solutions tailored to a wide range of events (corporate, institutional, sporting or cultural).

Backed by its technical and creative expertise, GL events Live is able to offer a wide range of services, including project design, the provision of temporary infrastructure and a wide range of products for any event.

The Live division is characterised by a high degree of adaptability which enables it to meet the specific needs of all event organisers and venues, from local projects to major international projects (Olympic Games, COP, Football World Cup, etc.).

Reflecting its responsible approach, GL events has adopted practices designed to reduce the environmental impact of its events. This includes eco-design and the leasing of assets, while guaranteeing the on-site safety and security of internal and external stakeholders.

This business model, combining innovation, quality of service and sustainable commitment, has established the Live division as a key player in the events sector.

SERVICES

Upstream
- Inventory management and asset identification
- In the case of the purchase of a finished product: extraction of resources, transformation, followed by logistics and storage by the entity.
- Logistics and packaging of finished products up to the events.

Operation
- Assembly, operation and disassembly
- During disassembly, if the product is a consumable (e.g. carpet) then the product must be reused or end-of-life disposal by the Venues division.

Downstream
- If return to stock is possible, then logistics up to storage. It is then reconditioned in the workshop before being stored.
- For damaged products, reuse or end-of-life disposal on site.

CONSULTING AND INTELLECTUAL SERVICES

Upstream
- Scaling the project to customer needs
- Ensure the availability of material resources (planning tool, IT) and human resources (employees, temporary staff, intellectual services).
- Project management and pre-delivery.

Operation
- Delivering and monitoring the project and all service providers.

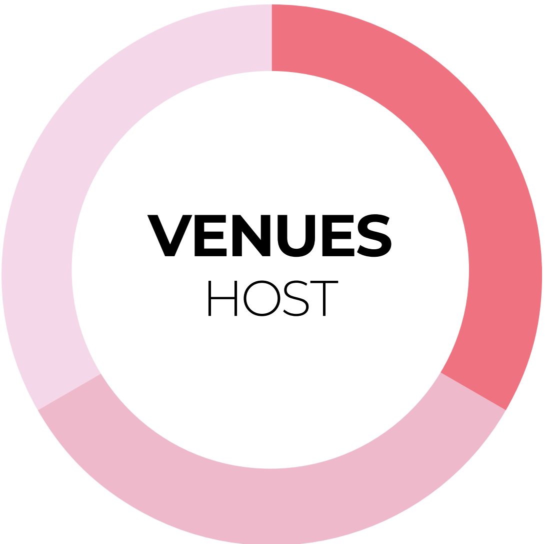
Downstream
- Event follow-up and closing (administrative and operational)

STRUCTURES AND SEATING SYSTEMS

Upstream
- Inventory management and asset identification
- In the case of an investment: extraction of resources, transformation, followed by logistics and storage by the entity.
- Logistics of finished products up to the event.

Operation
- Securing the site and setting up a living compound if necessary.
- Assembly, operation and disassembly of the structure.

Downstream
- If return to stock is possible, then logistics up to storage. It is then reconditioned in the workshop before being stored.
- If the structure is degraded, then end-of-life disposal of the product and recovery of waste in appropriate channels (metals, wood and plastics)



The business model of the Venues division consists of managing and operating a network of 60 event venues in France and other countries. This network includes convention centres, exhibition centres, concert halls and other modular event spaces, offering a wide range of structures and configurations designed to meet the needs of event organisers.

GL events Venues ensures the hospitality services and operational management of a wide range of events, including congresses, exhibitions, trade fairs, shows and sporting events. By offering bespoke services and customised support, this business seeks to maximise the attractiveness of sites under its management while providing attendees and exhibitors an optimal experience. Their operations are based on ensuring a close collaboration with the Group's other divisions, in particular the Exhibitions division, which organises its exhibitions at these sites, and the Live division, a provider of high-quality services.

With strong local roots and a global presence, the Venues division also contributes to local development by promoting regional economic ecosystems, and in so doing addresses the needs of the delegating authorities who own the venues.

In addition, policies and initiatives have been introduced to reduce the carbon footprint of its sites, minimise pressure on water resources and biodiversity, and maximise circular economy practises at these sites, in line with the Group's sustainable transition objectives.

This operating model, which combines quality, innovation and responsibility, strengthens GL events Venues' position as a partner of choice for event organisers.

SPACE RENTAL

Upstream

— Maintain the facilities in line with the public service delegations (*délégations de service public*).

— Define requirements with the organisers in terms of square meterage, energy and other fluids.

Operation

— Ensure the availability of the spaces identified during the set-up, operation and disassembly phases.

— Assist the organiser with waste management and clean-up.

Downstream

— Event follow-up and closing (administrative and operational)

SERVICES

— See the Live division value chain

HOSPITALITY AND FOOD & BEVERAGE

Upstream

— Define requirements with the organiser and coordinate with service providers.

— Prepare reception facilities in accordance with current regulations (safety, cleaning, etc.)

Operation

— Ensure that the services and reception arrangements for the organisers and service providers are properly executed.

— Manage event waste, including reuse.

Downstream

— Closure of the event: support the departure of service providers and organisers.

The Exhibitions division's business model consists in managing and organising exhibitions for professionals in sectors such as catering, industry, energy transition and fashion, and also events for the general public such as fairs. These events play a key role as platforms for meetings, exchanges and economic development for the stakeholders in each sector.

The success of these events also depends on the availability of adapted and modular reception areas, such as those managed by the Venues division, as well as calibrated and high-quality services, notably those offered by GL events Live, to ensure an optimal experience for all visitors and exhibitors.

As part of its forward-looking approach, the Exhibitions division supports the environmental transition of the sectors it services, in particular by showcasing the exhibitors' sustainable initiatives, organising conferences dedicated to the ecological transition, and gradually integrating responsible practices into its own operations.

This business model, combining expertise in specific sectors, innovation and a commitment to sustainability, establishes GL events Exhibitions' position as a major contributor to the development of local and international economic activities.

MARKETING & PRODUCTION

Upstream

Scaling events to the needs of stakeholders

- Choose a Venue and the timing of the event.
- Design the event
- Ensure the availability of material resources (planning tool, IT) and human resources (employees, temporary staff, intellectual services).

Operation

- Ensure logistical coordination for assembly, operation and disassembly.
- Promote the marketing content.

Downstream

- Follow-up and close the event (administrative and operational).

SERVICES

- See the Live division value chain

EXHIBITORS' & VISITORS' SERVICES

Upstream

- Obtain information from the Venues and the event destination about the accessibility of the city and the site, and inform exhibitors and visitors accordingly.
- Sell technical services.
- Design the visitor and exhibitor experience.

Operation

- Coordinate the action of service providers during the assembly, operation and disassembly phrases.
- Ensure that the different responsibilities of the service providers (waste management, cleaning and other services) are respected.

Downstream

- Follow-up and close the event (administrative and operational).

1.2 Disclosures in relation to specific circumstances (BP-2)

Within the framework of GL events' operations and sector strategy, the time horizons are defined as follows:

— **Short-term: 0 to 1 year.** This time horizon is aligned with the Group's short-term strategy, enabling it to react quickly to immediate needs and rapid changes in the sector.

— **Medium-term: 1 to 4 years.** GL events' medium-term calendar is adapted to the frequency of the main events organised and the related services provided, held every two years. This biennial time horizon structure provides the basis for medium-term planning, making it possible to incorporate the adjustments needed to manage these events.

— **Long-term: over 4 years.** GL events contributes to major world events such as the Olympic Games, which are held every four years. The ability to learn and introduce structural changes in terms of investments, business models and other areas is aligned with this cycle.

The following table includes the indicators based on data relating to the upstream or downstream value chains obtained from indirect sources such as average sector data or other proxies. For each indicator concerned, a selection of information is provided to ensure the transparency of the methodology applied. The context describes the sources used and the methodologies applied. The level of precision obtained from these estimates is then given for each indicator, making it possible to assess the reliability of the data. Finally, when actions are planned to improve accuracy in the future, these are also mentioned. This approach reflects GL events' commitment to optimising the quality and reliability of its sustainability data, in line with ESRS 2 requirements.

Metric	Basis of preparation	Level of precision	Actions planned to improve precision
Purchasing carbon assessment	The data collected may be physical or monetary, depending on the information systems and information from suppliers	When monetary data is used, monetary emission factors are therefore used. As a result, the emission factors used are inherently uncertain.	For the past two years, GL events has endeavoured to collect as much physical data as possible to reduce uncertainty about its purchasing carbon footprint.
Waste generated in operations	The data used in the ESRS E5 and the carbon assessment relating to waste comes from reports originating from the waste collection service providers.	For that reason, the quality of the data depends on the robustness of the tools and controls used by these entities.	GL events works closely with its service providers to ensure that the data reported corresponds as closely as possible to the operational reality on site.

The following table presents the quantitative indicators and monetary amounts for which a level of uncertainty in their measurement may be considered significant, in accordance with section 7.2 of ESRS 1. In order to ensure transparency about these outcome uncertainties, the sources of measurement uncertainty are specified for each metric or amount concerned, together with the assumptions, approximations and judgements that have been applied in estimating them. This information helps users of the report to understand the potential factors behind measurement discrepancies, as well as the methodological choices made.

ESRS	Indicators	Sources of Measurement Uncertainty	Assumptions
ESRS E1	Energies	All data useful for energy-related indicators are collected the form of physical values: kWh; m^3; litres; etc. This data originates from energy supplier factors.	If no data is available for a given period, consumption is estimated on the basis of average monthly consumption.
ESRS E1	Carbon assessment	The calculation method and assumptions used to estimate the Group's carbon footprint are presented in ESRS E1-6.	The calculation method and assumptions used to estimate the Group's carbon footprint are presented in ESRS E1-6.
ESRS E2	Electrification of the vehicle fleet	The data comes from the service provider responsible for managing France's vehicle fleet. Data is collected in physical units of measurement: numbers.	No particular assumptions.
ESRS E3	Water consumption	Water consumption figures reported by the entities originate either from supplier invoices or meter readings. Physical data is collected: m^3.	If no data is available for a given period, consumption is estimated on the basis of average monthly consumption.
ESRS E5	Waste generated in operations	All data useful for waste-related indicators is collected in the form of physical units of measurement: tons. This data comes from waste service providers	If data is not available for a given period, an estimate of the waste generated is made on the basis of average tonnages per month.

Certifications

ISO certifications, in particular ISO 20121: 2012 is the event sustainability management system standard which ensures the reliability of part of the information presented in GL events' sustainability statement. Obtaining these certifications requires a rigorous assessment of the company's environmental and HR performance processes and data. This assessment is carried out by an accredited organisation which verifies that practices comply with the requirements of the relevant ISO standard.
In France, all Venues division sites are ISO 20121 certified. Other international sites, such as Hungexpo in Hungary and the World Forum in the Netherlands, are also certified. In the Live division, 10 entities in France, the UK and Chile are certified.
In 2024, ISO certifications covered 41% of Group revenue. In the Venues division, 65% of revenue is covered by at least one ISO certification.
Other entities have been evaluated and rated by Eco Vadis. For example, Live By! GL events was awarded an Eco Vadis silver medal. Spaciotempo and Locabri were also evaluated by this entity.

ESG evaluations

Just as with ISO certification, GL events uses ESG assessments to structure and strengthen the methodology for collecting and consolidating sustainability results. For example, for the last two years GL events has been responding to the CDP (Carbon Disclosure Project) questionnaire. The CDP provides a global platform for assessing the transparency and performance of companies in managing the risks and opportunities associated with climate change, water and forests. Its climate questionnaire analyses organisations' strategies, actions and results in terms of reducing greenhouse gas emissions and adapting to climate impacts, assigning a grade ranging from D to A.
For FY 2024, GL events obtained a B- score. This rating reflects the company's sound management of climate issues, indicating that it has taken concrete steps to measure and reduce its carbon footprint, while demonstrating maturity in its approach to transparency and climate risk management.
The Group also completes the EthiFinance questionnaire every year. This non-financial assessment tool analyses companies' performance in terms of environmental, social and governance (ESG) responsibility. In particular, it makes it possible to assess the maturity of CSR commitments and policies, as well as ESG risk management, by assigning a rating based on industry sector and regulatory criteria. This questionnaire helps the Group ensure that it has comprehensive sustainability reporting system.
For FY 2024,GL events was awarded a silver medal.

Incorporation by reference

Data point	Reference document	Reference document section
ESRS 2 GOV-1 Para. 20. a) b) c)	Universal registration document	4.3. Composition and functioning of the Board of Directors 4.2. Functioning of the Executive Management.
ESRS G1-6 Para. 33. a)	Universal registration document	2.21 Statutory disclosures on the maturity of the trade payables and receivables (Article D441-6-1 paragraph 1 and L. 441-14 of the French Commercial Code).
ESRS 2 SMB-1 Para. 40. A) ii)	Universal registration document	02. GL events, businesses and markets

1.3 The role of administrative, management and supervisory bodies (GOV-1)

Board of Directors

The composition of the Board of Directors and the profile of its members are presented in section 4.3. Composition and functioning of the Board of Directors.

Indicators	2023	2024
Average ratio of female to male members of the Board of Directors	0.7	0.7
Percentage of independent Board members	75%	58%
Number of executive / non-executive members	1 / 11	1 / 11

** * calculation: number of female / male members*

The CSR Committee advises the members of the Board of Directors on new CSR issues applicable to the Group (regulatory context, market, etc.) and presents them with a report on the actions taken during the year.

Without prejudice to the responsibilities incumbent to the Board, the CSR Committee is in particular responsible for the following tasks:

— Review and make recommendations on the Group's CSR strategy, ambitions, policies and commitments (ethics and compliance, human rights, health and safety, environment, human resources, social responsibility);
— Ensure that the CSR strategy and actions implemented and promoted by the Group are sufficiently ambitious;

To this end, the CSR Committee:

— ensures that the internal CSR organisation is aligned with the strategic objectives;
— receives each year the presentation of the Group's CSR risk map; reviews, jointly with the Audit Committee, the risks and opportunities thus identified and stays informed of their evolution and the characteristics of the related management systems;
— examines the Group's policies, guidelines and charters on CSR issues and ensures their effectiveness;
— gives an opinion on the annual non-financial statement and, in general, on any information required by current CSR legislation and makes recommendations for subsequent versions;
— remains informed of the reporting procedures for non-financial indicators (environment, health and safety, employment indicators and reporting);
— conducts an annual review of a summary of the non-financial rankings carried out on the Group and proposes areas for improvement.

This committee meets four times a year. As presented in ESRS 2 IRO-1, the Audit and CSR Committees were involved in the double materiality analysis process.
The Risk, Audit, Internal Control and CSR Department is responsible for monitoring impacts, risks and opportunities, and regularly reports on developments and progress.

The CSR and Climate Projects Reporting Manager, in charge of data collection, reports directly to the Risk Management, Audit and Internal Control and CSR departments.
The entire chain of governance participates in setting targets to address impacts, risks and opportunities.

To ensure that the necessary sustainability skills are available, GL events organises regular training sessions for Directors and Executive Committee Members on ESG issues. In 2023, for example, directors received specific training on climate issues, linked to ESRS E1 and the resulting IROs, followed in 2024 by training on compliance with the CSRD directive. These initiatives ensure that governance members have the necessary skills to effectively oversee sustainability issues.
The company recognises that the presence of employee directors contributes to greater transparency in board decisions, enabling employees to better understand the company's strategic goals, although in a decentralised management environment, the implementation of these strategic objectives may have very different implications for employees. The presence of directors representing employees and employee shareholders is governed by law.

As presented in ESRS G1-1, at meetings of the Audit Committee and the Board of Directors, the General Counsel and Chief Compliance regularly reports to Board members on the progress of the Sapin II programme. In October 2022, all members of the Executive Committee and Board of Directors received training in "Effective Corruption Prevention Measures - Sapin II Act - Risks and Best Practices", provided by the law firm FIDAL. A new training programme will be introduced in 2025.

Executive Committee

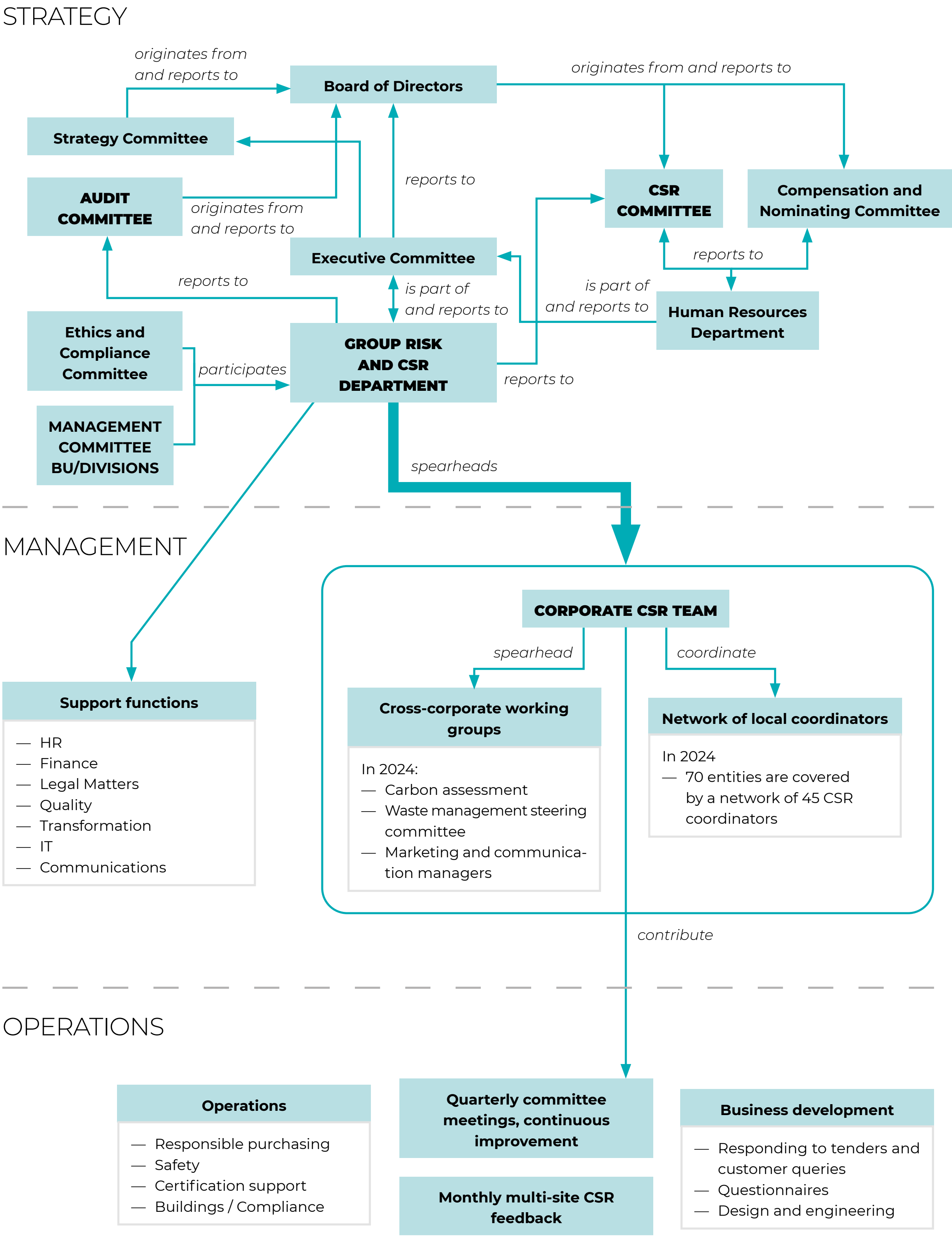
The composition of the Executive Committee and the profile of its members are presented in section 4. 2. Functioning of Executive Management.

Indicators	2023	2024
Average ratio of female to male Executive Committee members	00:30	00:27

** * calculation: number of female / male members*

As presented in ESRS 2 IRO-1, GL events' Executive Committee plays a central role in integrating CSR issues and managing the Group's material impacts, risks and opportunities (IRO).
Since 2022, the CSR department has been attached to the Risks, Audit and Internal Control department. The head of these two departments sits on the Group Executive Committee. In this way, the Group ensures that sustainability issues are directly integrated into the strategic discussions taken by members of the Executive Committee.
In 2024, the Executive Committee was directly involved in developing the double materiality analysis through several of its members (Finance, Human Resources, CSR) and the Group's Chairman and CEO. The evaluation of the IROs was overseen by the Risk and CSR Department, thus ensuring strategic consistency and that the results were taken into account at the highest level of governance.

Group governance



1.4 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2)

Information on the frequency and procedures for informing governance bodies, their consideration of impacts, risks and opportunities in strategy and major decisions, and the list of material subjects addressed, are presented in section ESRS 2 GOV-1, and part 4.3. Composition and functioning of the Board of Directors.

1.5 Integration of sustainability-related performance in incentive schemes (GOV-3)

In accordance with the information presented in part 4.3. Composition and functioning of the Board of Directors, GL events' variable compensation policy reflects its commitment to environmental, social and governance (ESG) issues. Part of the Deputy Chief Executive Officer's variable compensation is contingent on achieving targets relating to environmental performance, social commitment and ethical governance. This strategic alignment is also extended to all employees in France who receive variable compensation, incorporating specific ESG criteria. The purpose of this system is to focus the efforts of all teams on achieving the Group's sustainable development objectives, and in that way strengthening the coherence and effectiveness of its CSR approach at every level of the organisation.

Compensation of the Deputy CEO

The variable portion of the compensation of the Deputy CEO (*Directeur Général Délégué*), which may represent up to 40% of his total compensation, will be determined for fiscal 2024 on the basis of quantitative (50%) and qualitative (50%) criteria. Quantitative criteria are linked to operating and financial performance, while qualitative criteria include strategic objectives, with environmental, employment-related and governance criteria accounting for 20% of qualitative criteria.

The Deputy CEO will be assessed on the implementation of the Group's CSR strategy, with a focus on carbon footprint reduction, diversity and inclusion, workplace well-being, in addition to the adoption of best business practices.

At this stage, the Deputy CEO's variable compensation is not assessed in respect to quantitative targets for reducing greenhouse gas emissions. As stated in the presentation of the objectives (ESRS E1-2), these objectives are currently being defined and their reliability improved through the sustainability statement. For that reason, no percentage of the compensation recognised in the current period is linked to climate issues based on emission reduction targets.

Responsibilities of the Compensation and Nominating Committee

At the beginning of the year, the Nominating and Compensation Committee determines the compensation of Group managers for the year in progress and ensures the exhaustive nature, coherence and balance among the different components of this compensation. It also defines the criteria for the assigning of qualitative objectives (development, CSR, digital transformation, etc.). In addition, the Nominating and Compensation Committee is tasked with examining proposals for stock option and restricted stock unit awards. The Nominating and Compensation Committee is informed of the arrival and departure of key managers and the appointment and renewal of the terms of directors and executive officers. It also addresses the issue of the succession plan for executive officers in coordination with the Human Resources Department.

Variable compensation for employees in France

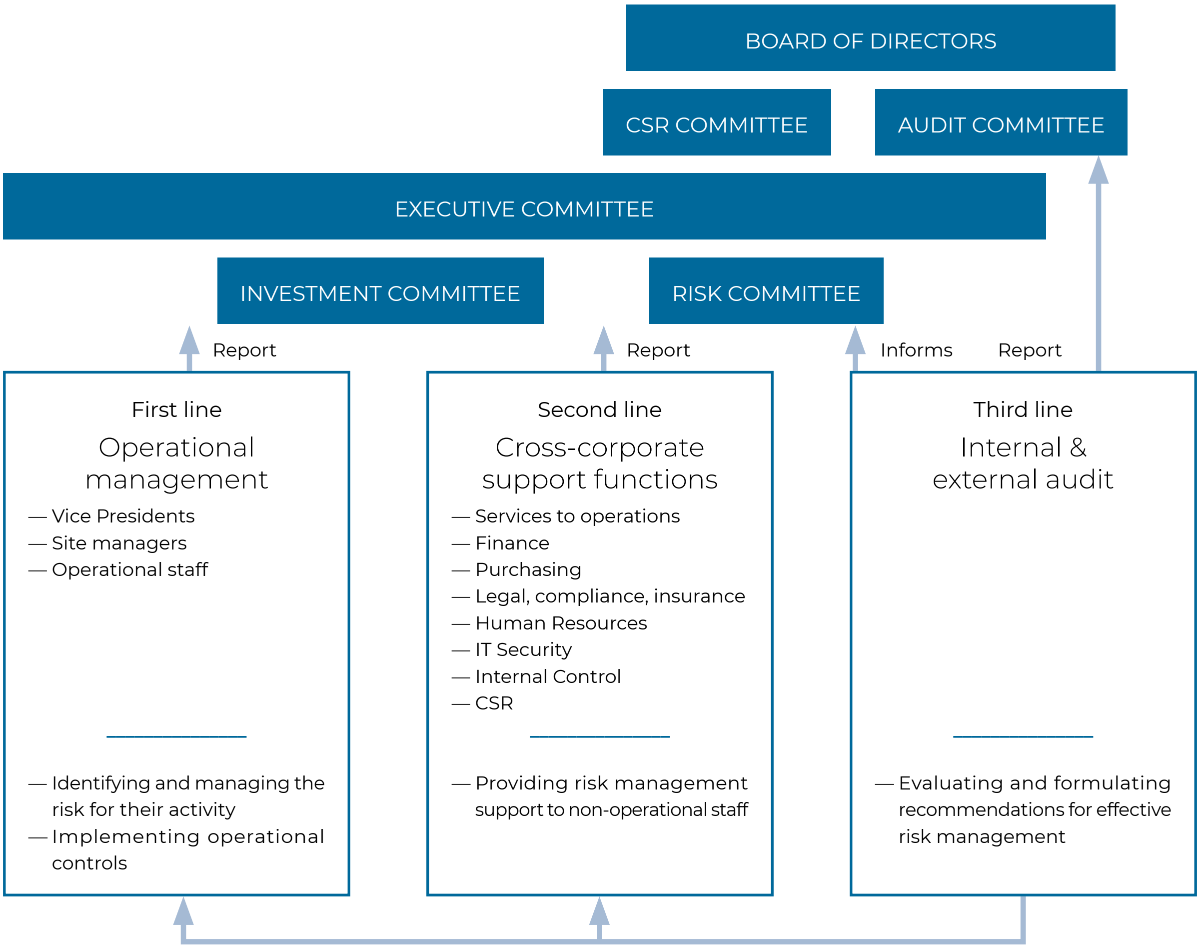
Since 2023, GL events has integrated sustainability-related compensation policies for employees in France, with a target-based bonus with a variable component. The criteria, adapted to each department, are defined by managers according to their responsibilities. For example, management control helps to collect CSR indicators, the purchasing department includes CSR criteria for suppliers, and the technical departments ensure that buildings comply with regulations. The variable component linked to sustainability varies from 5% to 20% and is managed by the HR department.

1.6 Statement on due diligence (GOV-4)

Table of cross-references between the core elements of due diligence (in terms of impact on people and the environment) and the information in GL events' sustainability statement.

Core elements of due diligence	Sections in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	ESRS 2: Role of administrative, management and supervisory bodies (GOV-1) ESRS 2: Stakeholder mapping and business model presentation (SBM-1)
b) Dialogue with affected stakeholders at all stages of the due diligence process	ESRS 2: Stakeholder interests and viewpoints (SBM-2)
c) Identify and assess negative impacts	ESRS 2: Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
d) Taking actions to address these adverse impacts	ESRS E1: Policies related to climate change mitigation and adaptation (E1-2) ESRS E2: Policies related to pollution (E2-1) ESRS E3: Policies related to water and marine resources (E3-1) ESRS E4: Transition plan and consideration of biodiversity and ecosystems in the strategy and business model (E4-2) ESRS E5: Policies related to resource use and circular economy (E5-1) Policies related to own workforce (S1-1) ESRS S2: Policies related to value chain workers (S2-1) ESRS S4: Policies in relation to consumers and end-users (S4-1) ESRS G1: Business conduct policies and corporate culture (G1-1)
e) Tracking the effectiveness of these efforts and communicating	ESRS E1: Gross GHG emissions from scopes 1, 2, 3 and total GHG emissions (E1-6) ESRS E2: Pollution of air, water and soil (E2-4) ESRS E3: Water consumption (E3-4) ESRS E4: Impact indicators concerning alteration of biodiversity and ecosystems (E4-5) ESRS E5: Incoming resource flows (E5-4) ESRS E5: Outgoing resource flows (E5-5) ESRS S1: Characteristics of company employees (S1-6) ESRS S1: Characteristics of non-salaried employees assimilated to company personnel (S1-7) ESRS S1: Collective bargaining coverage and social dialogue (S1-8) ESRS S1: Diversity indicators (S1-9) ESRS S1: Adequate wages (S1-10) ESRS S1: Social protection (S1-11) ESRS S1: Persons with disabilities (S1-12) ESRS S1: Training and skills development indicators (S1-13) ESRS S1: Health and safety indicators (S1-14) ESRS S1: Work-life balance indicators (S1-15) ESRS S1: Compensation indicators (compensation gap and total compensation) (H1-16) ESRS S2: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S2-5) ESRS S4: Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

1.7 Risk management and internal control over sustainability reporting (GOV-5)



Internal control is everyone's business, from managers to operators as well as all support functions. To identify, prevent and limit risks, the Group's internal control environment is based on a standardised risk management model built on three levels of control.
The corporate governance bodies, comprising notably the Board of Directors and its committees (the Audit Committee and the CSR committee) and the Executive Committee, ensure three levels of control that are essential for any global approach to risk management systems. As the main stakeholders in this organisation, they occupy key roles for ensuring these three levels of control.
Within the framework of the model based on three levels of control:

- The first risk management level corresponds to controls managed by operational management and CSRD contributors,
- The second level of control is exercised by the different functions implemented by management to monitor environmental and HR management control,
- The third line of control is based on the objective assurance provided by internal and external audits (sustainability auditors).

Each person in this environment reports to the Executive Committee and/or the governance bodies or their internal representatives.
Since 2022, the CSR function has been represented on the Executive Committee by the Corporate Risk and CSR Officer in order to accelerate the environmental and societal transformation of our businesses. The creation of the Risk and CSR department is a real asset in terms of addressing the new goals in the area of sustainability reporting.
On a day-to-day basis, the corporate CSR team leads cross-functional working groups to understand the various challenges and opportunities for transformation, and coordinates a network of local correspondents. Sustainability data are extremely diverse, both because of the heterogeneous stages at which they are produced, and because of the multitude of players who contribute to them. It is therefore essential to identify, assess and prioritise the risks that need to be controlled, and to understand the data flows that have an impact on sustainability reporting. To meet EFRAG's new sustainability reporting requirements, the Risk and CSR Department has appointed a CSR Reporting and Carbon Projects Manager. The main tasks of this function are to ensure the collection and reporting of non-financial performance data in collaboration with stakeholders, while guaranteeing the accuracy and completeness of the data reported. This person also coordinates the carbon footprint

collection and calculation process, and participates in carbon footprint calculation and reduction projects, with the associated action plans.

In 2023, the CSR team created a reporting framework for environmental and governance data for use by reporting contributors and sustainability auditors. This document contains the definitions of the indicators, level 1 and 2 controls to be performed, the sources used to collect the data and any other information that may be necessary to understand the reporting. This document has been reviewed and approved by the Risk, Audit and Internal Control Department.

In 2024, to ensure consistency in all the work performed, the Group's Board of Directors appointed the College of Statutory Auditors as sustainability auditors. Their mission is to assess the Group's internal control environment and provide an independent and objective perspective when reviewing the financial and non-financial statements. As sustainability auditors, the Statutory Auditors have audited the double materiality and reporting protocol issued. The Risk, Audit and Internal Control team also performs qualitative and quantitative quality reviews (mathematical checks) when producing the sustainability statement.

In 2025, the Risk Management, Audit and Internal Control and CSR departments will begin formalising and deploying the CSR Golden Rules. These internal control procedures, which constitute the fundamentals of environmental and HR management, will be deployed across all the Group's businesses and divisions. They will ensure that all Group entities follow the policies, objectives and indicators defined in the sustainability statement. These Golden Rules also provide a framework for reporting environmental and social data.

The scope of intervention for each party covers all business lines and all divisions in France and in other countries.

Since July 2023, with the contribution of the operational and support functions, a project team consisting of the CSR Reporting and Carbon Project Manager and members of the Risk, Audit and Internal Control team has been established. This team is tasked with jointly deploying the double materiality approach and the associated control environment. The missions of this project team focused on three areas:

— Deployment of a double materiality approach in line with EFRAG guidelines and consistent with the Group's risk management methodology
— Deployment of a joint methodology for qualifying collection points and their auditability. The project team also paid particular attention to data justification and traceability.
— Adapting and structuring the associated internal control environment

The entire project is aligned with the financial results closing schedule, which is validated by members of Group management: finance, legal, HR, communications, risk management and CSR.

Also in 2025, GL events plans to study the possibility of a CSR data management project*(Data Hub*) with the Group's digital department. By automating data collection and consolidation, GL events aims to put in place automated internal controls designed to improve data quality and completeness.

1.8 Strategy, business model and value chain (SBM-1)

For further information, please consult the following:

— The GL events' business model presented below.
— The stakeholder map presented in the ESRS 2 BP-1.
— A description of GL events' own workforce (5,936 employees) presented in chapter *Characteristics of the company's workforce (*ESRS 2 S1-6*)*.
— The breakdown of GL events' total revenues (€1.634 billion) presented in part 2 of the URDGL events, businesses and markets.
— Sustainability issues presented in the double materiality analysis in chapter *Description of the processes to identify and assess material impacts, risks and opportunities* (IRO-1) and *Disclosure requirements in ESRS covered by the company's sustainability statement* (IRO-2). These issues concern all the continents where the Group operates: Europe (France, Hungary, UK, Netherlands, Italy, Belgium, Monaco, Turkey, Spain), Middle East (Saudi Arabia, United Arab Emirates), South America (Chile, Brazil), North America (USA), Africa (South Africa) and Asia (China, Japan)

Stakeholder mapping

Identifying stakeholders is an essential step in ensuring the relevance and coherence of GL events' CSR policy. The stakeholder map presented in ESRS 2 BP-1 identifies the key players likely to influence or have a direct impact on GL events' business model, as well as those over which the Group can exert influence or have a direct impact.

Business model presentation

GL events' value chain begins upstream with all stakeholders in its network of suppliers of services and products (including raw materials), required to support its event organisation, services and venue management activities. These stakeholders include service providers, equipment suppliers and logistics companies.

Downstream, GL events' value chain focuses on the experience of end users, such as attendees, exhibitors and event organisers, as well as hosting venues. Exhibitors and organisers from a variety of sectors work with GL events to rent and equip spaces or to organise events at sites that may or may not be managed by the Group. The satisfaction of attendees, as the end-users of these spaces, is crucial to building customer loyalty and ensuring the success of events.

GL events is positioned as a global service provider covering the entire event cycle, from design and production to operating the event and operational management. Based on this positioning, the company is able to manage different aspects of its activities, from event organisation to site management and optimisation. GL events' internal business divisions, such as Live, Venues and Exhibitions, also play a role among the external stakeholders identified.

GL events maintains close ties with its stakeholders, which include not only its value chain stakeholders, but also its employees, financial partners, associations, local communities and public authorities. GL events' employees are fully integrated into the company's activities and actively contribute to its success. Local communities are also key partners, as they are part of the immediate environment of GL events' operations. Public authorities, whether elected representatives, government departments, trade federations or regulatory bodies, play an important role in shaping the

regulatory framework in which the company operate. In addition, financial partners, including investors and banks, provide the resources GL events requires to develop and manage its activities.
GL events' value chain is complex. The entities in the Live, Exhibitions and Venues divisions are both customers and suppliers of each other, while at the same time working with external service providers and customers. The entire value chain is deployed in the service of an event. By effectively managing this ecosystem, GL events is able to offer quality events and venues that meet the expectations of its stakeholders while contributing to the socio-economic development of local communities.

1.9 Interests and views of stakeholders (SBM-2)

GL events recognises the importance of taking into account the interests and viewpoints of its internal and external stakeholders. For this reason, GL events has developed a variety of channels for dialogue with its stakeholders. These channels enable the Group to adjust its events and services to meet the expectations of the market and its stakeholders. Stakeholder mapping is presented in theESRS 2 BP-1.

Internal / external	Category	Stakeholders	Method for exchange
External	Financial stakeholders	Banks and investors	Regular meetings, financial reports, Q&A sessions, integration of ESG criteria in financing, questionnaire responses, conferences.
External	Public stakeholders	Public authorities	Participation in public consultations (e.g. building energy conservation requirements / *décret tertiaire*).
External	Public stakeholders	Delegating authorities	Regular exchanges with delegating authorities of sites under management.
External	Public stakeholders	Local socio-economic stakeholders	Local partnerships, participation in initiatives such as the *Conventions des Entreprises pour le Climat* (CEC), purchasing consultations, responses to and analysis of applications (students, start-ups, etc.).
External	Customers	Competition	Joint participation in trade associations (UNIMEV/UFI/etc.), exchanges of information on specific subjects (e.g. calculation of carbon emissions in the events sector).
External	Customers	Customers	Satisfaction surveys, customer meetings, responses to calls for tender and solicitations, services.
External	Customers	Attendees	Post-event surveys, targeted communication channels (social networks, applications, digital attendee experience).
External	Environment	Planet	Monitoring ESG issues and dedicated training (e.g. climate fresk).
External	Trade payables	Product suppliers	Supplier audits, exchanges and meetings.
External	Trade payables	Service providers	Exchanges and meetings.
External	Trade payables	Value chain workers	Supervision of event overlay services and disassembly, informal exchanges.
Internal	Internal	Employees	Internal satisfaction surveys, annual interviews, Social and Economic Committees, if applicable, CSR feedback, workshops, suggestion boxes, thematic surveys (AI, mobility, etc.).
Internal	Internal	Entities / Customers	Executive and Management Committees of the division and entity, coordination meetings
Internal	Internal	Entities / Suppliers	Management Committee of the division and entity coordination meetings
Internal	Internal	Top management	Group Executive Committee / Division Management Committee, special committees of the Board of Directors (CSR / Audit Committee)
Internal	Internal	Employee representatives if applicable	Meetings with social and economic committees, information sessions.
External	Institutions	Media / Press	Press conferences, interviews, social networks, responses to solicitations
External	Territories	Civil society	monitoring ESG issues
External	Territories	Voluntary-sector organisations	Membership of sector-based networks, participation in collective discussions, exchanges with community organisations
External	Institutions	Institutional (including trade federations / professional organisations)	Participation in industry discussions (UNIMEV / UFI etc.) and specific surveys
External	Territories	Other partners	Discussions and meetings, responses to and analysis of requests (*Société Publique Locale*, neighbourhood club, etc.)

The aim of these exchanges with the various stakeholders is to measure their satisfaction, understand their desires, interests, fears and points of view on GL events' activities. GL events' stakeholders express a diverse range of expectations that converge around economic, social and environmental issues. Banks and investors expect a solid financial performance while integrating sustainability criteria, while public authorities and delegating authorities are particularly

concerned about compliance with regulations, the local socio-economic contribution and transparent practices.
Local socio-economic stakeholders, customers and visitors expect high-quality, innovative and sustainable events, with a low environmental impact and an optimised experience.
For value chain suppliers, service providers and workers, priorities focus on fair relationships, fair compensation and compliance with social and environmental standards.
Employees and top management seek a stimulating, inclusive and committed working environment, including ethical governance and recognition of performance.
Finally, civil society, community organisations, the media and institutions expect GL events to act as a catalyst in promoting the ecological transition, social dialogue and sustainable development in the regions in which it operates.
These different expectations shape the Group's strategy for meeting the challenges of today, while strengthening its commitment to corporate social responsibility.

Because of its integrated business model, the different entities of the Group can be both customers and suppliers to each other. For example, the Live division, which is responsible for event production and logistics, rents equipment from the Exhibitions division for its exhibitions. The Venues Division, which manages event venues, hosts the trade shows and exhibitions organised by the Exhibitions Division. This internal dynamic gives the Group an in-depth understanding of economic, operational and relational issues. The knowledge acquired through these internal synergies strengthens GL events' ability to respond proactively and appropriately to the expectations of its customers, partners, suppliers and other external stakeholders, while promoting innovation and excellence in its businesses in France and internationally.
The feedback obtained from these various consultations, discussions, surveys and polls is taken into account by the various steering and management committees.

1.10 Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

A total of 31 impacts, risks and opportunities were assessed, 27 of which were qualified as material for GL events in terms of their financial materiality and/or impact. Material issues are those that score higher than 3 out of 5 in the risk quantification. In the interest of clarity, the 27 IROs have been classified according to GL events' priorities. Details of IROs by issue are presented in the following section.

ESRS	GL events CSR priorities	UN Sustainable Development Goals
ESRS E1 - Climate change	- Development of new exhibitions, products and services to meet the challenges of climate change - Failure to adapt to extreme weather conditions - Low-carbon transition of the events sector - Energy Transition	7, 11, 13
ESRS E2 - Pollution	· Supply chain air pollution	7
ESRS E3 - Water and marine resources	· Scarcity of water resources	6
ESRS E4 - Biodiversity and ecosystems	· Degradation of biodiversity on sites	15
ESRS E5 - Resource use and circular economy	· Product eco-design · Waste management at events - Failure of the Group's rental business model	9, 12
ESRS G1 Business conduct	· Business ethics and corruption · Failure of the Group's rental business model	16, 17
ESRS S1 - Own workforce	· Collaboration working conditions · Diversity, equity and inclusion · Employee training and development · Employee health and safety	3, 4, 5, 8, 10
ESRS S2 - Value chain workers	· Health and safety for value chain workers	3
ESRS S4 -Consumers and end-users	· Event safety	3
ESRS Entity-specific	· Cybersecurity and personal data protection	8, 16

The Sustainable Development Goals (SDG) were created by the United Nations to chart a course towards a better and more sustainable future for all people, by addressing global challenges such as poverty, inequality, climate change, environmental degradation, prosperity, peace and justice.

Since 2022, GL events Group has chosen to report on the SDGs to which it contributes. Following the double materiality analysis, GL events now contributes to 14 Sustainable Development Goals that are relevant to its activities, organisational structure, geographical presence and stakeholders.

ESRS E1 Development of new trade fairs, products and services to meet the challenges of climate change

Opportunity: Developing new exhibitions, products and services to meet the challenges of climate change | Upstream, own operations, downstream | Medium-term
Positive impact: Support the environmental transition by developing new exhibitions, products and services to meet the challenges of climate change | Clean, downstream activities | Medium-term

GL events has identified an opportunity in developing new solutions to meet the challenges of climate change, which will produce a positive impact.
For example, through the GreenTech+ business unit of the Exhibitions division, which organises exhibitions dedicated to the low-carbon transition. The Première Vision division has also developed a CSR policy specific to its sector, promoting sustainable exhibitors. Or, finally, with the Live division, which has developed an innovative service for the installation of emergency accommodation centres in response to external climatic hazards.
By actively participating in adaptation and mitigation efforts, GL events strengthens its reputation, attracts a dedicated customer base and develops partnerships with public institutions and community-based organisations. Although the use of this opportunity has remained moderate, the growing demand for these solutions should enable GL events to continue its development and its resilience with respect to market assessments.

In addition, the initiatives supported by Greentech+ are making a positive contribution to the low-carbon transition of companies and economic stakeholders. These exhibitions are geared mainly to the French public, but are beginning to expand internationally, notably in Chile and Canada with the Hyvolution show. By promoting green technologies and low-carbon solutions, GL events is actively contributing to the fight against climate change. The extent of this impact is considered as moderate, as the Group does not have a direct impact on solutions, but rather helps to promote them. GL events anticipates a strong increase in demand for initiatives contributing to the low-carbon transition and intends to extend this sustainable dynamic to all of its exhibitions, beyond those of the Greentech+ business unit. This trend reinforces GL events' commitment to promoting a more sustainable and resilient events sector to meet the challenges of climate change.
Policies, indicators and actions are presented in ESRS E1-2. More specifically, the policy *Supporting the transition to low-carbon, resilient economies by division* covers both these IROs.

ESRS E1 Failure to adapt to extreme weather conditions

Risk: On-site and value chain damage caused by failure to adapt to extreme weather conditions | Upstream, own operations, downstream | Medium-term
Impact: Social damage caused by failure to adapt to extreme weather events | Upstream, own operations, downstream | Medium-term

Climatic hazards may also represent a financial risk for GL events depending on their abnormal intensity or frequency. These phenomena include hydrological hazards such as floods and intense rainfall, as well as atmospheric hazards such as storms, droughts and heat waves. These events may have an impact on GL events' activities. Global temperatures are projected to rise by +1.5°C by 2030, +2.7°C by 2050 and +3.2°C by 2100.
These extreme climatic events, which are becoming increasingly frequent and intense throughout the world, could lead to delays (e.g. extreme heat during the installation phase) or event cancellations (e.g. flooding), particularly at Venues. But also, for the Live division, this could have an impact on the delivery schedule, and therefore ultimately on holding a given event for all business lines.
For that reason, in 2024 GL events, in collaboration with Ekodev, launched a study of climate risks at its Venues in Europe. The study results and deployment plan are presented in ESRS E1 SBM-3.

ESRS E1 Low-carbon transition of the events sector

Risk: Financial issues of the low-carbon transition in the events sector | Upstream, own operations, downstream | Medium-term
Impact: Greenhouse gas emissions from the events sector | Upstream, own operations, downstream | Medium-term

As one of the world's leading players in the event industry, GL events must adapt its business model to meet the challenges of climate change.
Organisers need to reduce the carbon footprint of their events by adopting more sustainable practices in their relationships with partners and the value chain. Attendee mobility is the primary source of emissions for event organisers. As such it is one of the main decarbonisation levers that can be activated to reduce travel-related missions. For exhibition and convention centers, the carbon footprint is divided between energy consumption, catering services and waste management. To activate the various decarbonisation levers, site managers will work with their delegating authorities to renovate their buildings, consider their modernisation, rethink their catering services and integrate new solutions into their waste management. Finally, for service providers, this transition implies their alignment with new environmental regulations (e.g. banning the use of certain materials), which could generate additional costs linked to the adoption of new technologies or the transformation of supply chains. For example, the European Taxonomy imposes, via the DNSH (Do no Significant Harm) principle, the non-use of certain materials and molecules in order to be able to certify that the rental activities of the Live division are aligned, see Chapter 2 on Taxonomy.
Greenhouse gas emissions generated by GL events' activities represent a significant environmental impact. The Group's 2023 carbon footprint amounted to 360,255 tCO2[e]. The main sources of emissions are purchasing, travel and energy consumption. The breakdown of emissions by division is presented in ESRS E1-6.
GL events' inability to comply with new environmental expectations could present a risk. This could lead to a loss of competitiveness, the calling into question of partnerships and in consequence an impact on sales. In addition, growing pressure from customers, event attendees, regulators and investors for more responsible practices could limit access to financing, or damage to the Group's national and international reputation.
Policies, indicators and actions are presented in ESRS E1-2.

ESRS E1 Energy transition

Risk: Operational and financial risks of the energy transition on sites | Own operations | Medium-term
Impact: Greenhouse gas emissions from energy consumption | Upstream, own operations, downstream | Short-term

Growing political instability and geopolitical tensions over energy resources are accentuating market volatility and leading to sustained energy price inflation. This has a significant impact on energy-intensive activities such as those of the Venues division. The energy transition therefore represents an operational and financial risk for the convention centers, concert halls and exhibition parks of the Venues division. In 2023, these sites accounted for over 80% of the Group's energy consumption. Rising energy prices are also encouraging sites to reduce their energy consumption, which can generate short-term costs for infrastructure renovation.
Energy consumption also accounts for a significant proportion of the Group's carbon emissions, with over 30,000 teqCO_2.
Policies, indicators and actions are presented in ESRS E1-2.
More specifically, the *Venues division's energy transition* policy covers these two IROs.

ESRS E2 Supply chain related air pollution

Impact: Impact of supply chain-related air pollution on local populations | Own operations, downstream | Medium-term

Air pollution mainly affects people living in big cities, close to traffic routes where the air is difficult to renew. In France, air pollution is responsible for 48,000 deaths a year.*
GL events takes into account the air pollution generated by its activities via its own vehicles, which are used by the Group for deliveries, employee travel and the installation of event equipment.
These activities, often carried out over short, intense periods, lead to a concentration of emissions around event locations and the routing of necessary products and services. Against this backdrop, France's French Mobility Act (*Loi d'Orientation des Mobilités* or LOM) was introduced to accelerate the transition to more sustainable mobility, notably by imposing obligations on companies to green their vehicle fleets. Mindful of these regulatory, environmental and social challenges, GL events is committed to reducing the impact of its vehicles by developing alternative, less polluting solutions and gradually renewing its fleet with low-emission vehicles. Through these actions, the Group aims in this way to limit its impact on air quality and help protect the health of local populations.
The policy, actions and target are presented in ESRS E2-1. More specifically, see the *Greening France's vehicle fleet* policy.

* https://www.santepubliquefrance.fr/presse/2016/impacts-sanitaires-de-la-pollution-de-l-air-en-france-nouvelles-donnees-et-perspectives

ESRS E3 Water resource scarcity

Risk: Scarcity of water resources at sites | Own operations |Medium-term

The increasing scarcity of water resources is a growing global challenge*, exacerbated by several factors: climate change, which favours droughts and shortages, population growth, growing water requirements for agriculture, and potential geopolitical conflicts surrounding this resource.
An interruption or reduction in the water supply could disrupt events and result in additional costs. Water is used on site for sanitation, cleaning and catering, and contributes directly to the well-being of on-site stakeholders.
Within GL events, the Group's impact on water resource scarcity is considered at local level, and more specifically at sites managed by the Venues division. These convention centers, exhibition centers and concert halls will account for 80% of the Group's consumption in 2023.

Each of the Group's sites draws its supplies from different groundwater or freshwater sources. As a result, the sensitivity to water stress of the geographical areas where GL events operates differs from one site to another. The increasing scarcity of water means that particular attention must be paid to water-stressed areas, requiring action to ensure sustainable management of water resources on the sites concerned, in line with current regulations.
Action plans to reduce impact will be drawn up in collaboration delegating and local authorities, in accordance with current regulations and contractual obligations.
Current and future water stress mapping has been carried out at the Group's Venues sites. The results are presented in ESRS 3 IRO-1.

* https://www.un.org/sustainabledevelopment/fr/water-and-sanitation/

ESRS E4 Degradation of biodiversity on sites

Impact: Degradation of biodiversity on sites | Own operations | Medium-term

Biodiversity degradation is an emerging issue for GL events at its Venues sites and the temporary facilities of the Live division. This impact can be linked to factors such as pollution, the choice of unsustainable locations, or obsolete recycling systems. In France, 1,043 species are considered vulnerable or endangered*. This means that GL events has to take into account the impact of its activities on natural habitats and the species that inhabit them.
The Venues division hosts (and organises) events on the sites it manages. Via their buildings and surrounding parking lots, the exhibition centers, convention centers and Zeniths in the Venues division are mainly artificial spaces. These sites can therefore contribute to the erosion of biodiversity through soil artificialisation, which is one of the main causes of biodiversity erosion identified by the IPBES (Intergovernmental Platform on Biodiversity and Ecosystem Services). The impact of the Venues division on this issue needs to be considered at the regional level. This is because the flora and fauna surrounding each site differ.
Action plans aimed at reducing impact will be drawn up in collaboration with delegating and local authorities, and with other stakeholders, in accordance with current regulations and contractual obligations.
The results of site sensitivity mapping are presented in ESRS 4 IRO-1.

* https://uicn.fr/wp-content/uploads/2024/08/resultats-synthetiques-liste-rouge-france.pdf

ESRS E5 Product eco-design

Opportunity: Eco-design of products | Upstream, own operations, downstream | Medium-term

Eco-design offers GL events an opportunity to develop sustainable products and services in response to customers' growing demands in terms of sustainability. More specifically, as a provider of products and services for the events sector, the Live division can integrate eco-design at various levels to meet the challenges of sustainability. By integrating this issue into its business model, the Live division will be able to support its customers in their environmental transitions. The Group monitors this trend through its calls for tender. More and more questions are being asked about the sustainability of GL events' products, and more importance is being attached to the answers.

In the future, growing customer expectations on sustainability issues and the need to reduce environmental impacts should encourage the development of innovative solutions, supporting GL events' rental model. This eco-design will help to reduce the environmental impact of Live products, improve the rotation of leased assets and ensure a second life for various products, as well as their recyclability.
GL events' progress on eco-design of these products is presented in ESRS E5-1.

ESRS E5 Waste management at events

Risk: Reputational and financial risk from shortcomings in on-site waste management. | Own operations, downstream | Medium-term

Waste management is a major issue for the events sector, particularly given the ephemeral nature of events and bespoke services, which generate significant volumes of waste. For GL events, this is more than just a regulatory obligation. With growing awareness among customers, attendees and society in general, any visible shortcoming in this area could adversely affect the Group's image, resulting in significant financial and environmental impacts.

Rigorous waste management is based on three complementary principles: reduction, reuse and recycling. Reducing waste production at the source limits its environmental impact and optimises operating costs. Reusing materials and equipment helps to extend their life and avoid premature disposal. Finally, recycling, combined with high-performance recovery solutions, is essential to avoid increasing the cost of treating final waste. By adopting these practices, the Group is preserving its image and competitiveness and actively contributes to the event sector's ecological transition.
The policy and actions arising from this risk are presented in theESRS E5-1.

ESRS E5 Failure of the Group's rental business model

Risk: Failure of the Group's rental model affecting economic performance | Upstream, own operations, downstream | Medium-term
Impact: Environmental impacts of inadequate purchasing | Upstream, own operations, downstream | Medium-term

GL events' rental model is based on the reuse of products, which means they can be used several times to optimise their profitability. Part of the Group's business model is based on the interplay between the Group's different entities and the events ecosystem. For example, the Live division offers rental equipment and the Exhibitions and Venues division rents them out for the events they organise or host.
However, should this model not function properly, Group entities would be required to increase their reliance on the purchase of consumables to meet the needs of events, leading to an immediate rise in operating costs. In the long term, this would have impact the Group's profitability, as the regular purchase of consumables, often for single use, would undermine cost control measures. Furthermore, failure to use existing assets to their full potential would lead to an increase in CapEx (capital expenditure).
A failure of the rental model would also have a significant environmental impact. Reducing asset rotation and relying more on purchases of new products would have a dual effect: increase the amount of waste generated by the multiplication of consumables required for equivalent needs, and worsen the impacts linked to the supply chain, such as the depletion of natural resources, soil pollution, loss of biodiversity and greenhouse gas emissions linked to the unsustainable extraction and use of materials.
In a context of global scarcity of raw materials, structural inflation and growing customer demand for more responsible events, these risks are likely to increase.
The policy and actions arising from this risk and impact are presented in theESRS E5-1.

GOVERNANCE ISSUES

ESRS G1 - Business ethics and corruption

Risk: Business conduct shortcomings | Upstream, own operations, downstream | Medium-term

Impact: Legal, social and economic impact of corruption and other shortcomings in business ethics | Own operations | Medium-term

GL events Group has consistently sought to base its development on respect for strong values and a commitment to corporate social responsibility. GL events Group's activities adopt a concrete approach to promoting ethical practices and compliance according to French and international standards. Because of its international presence, the Group is subject to a number of anti-corruption laws, in particular the French Sapin II law. Failure to abide by these regulations, in full or in part, may result in significant legal sanctions. Non-compliance with laws and regulations is managed on the basis of a specific risk family "Regulatory and legal", which is part of the shared risk mapping nomenclature. Moreover, such breaches could lead to exclusion from certain public contracts.
In the event of failure to comply with these laws, rules and ethical principles could expose the Group to legal action that could result in financial losses and fines, affecting its image and reputation both in financial markets and for calls for tender, and also the employer brand. These adverse consequences relating to the SAPIN II anti-corruption law may involve a maximum fine of €1m for a system considered non-compliant within the Group and a compulsory public announcement of the sanction, as well as repercussions on access to and responses to invitations to tender.
A breach of business ethics can also have employment-related consequences for internal organisation.

ESRS G1 - Adverse interactions with the supply chain

Risk: disruption and instability in relationships with suppliers | Upstream, own operations| Medium-term

Growing geopolitical instability, marked by trade tensions, conflicts and economic crises, is disrupting supply chains, leading to increased uncertainty on world markets. This situation has a direct impact on businesses faced with rising costs, shortages of raw materials and fluctuations in the availability of strategic resources.
In this context, to ensure the stability of its operations, it is essential for GL events to maintain a responsible and sustainable interaction with the supply chain. This is especially the case when GL events needs to find suppliers for major international projects in areas where it does not yet operate. Maintaining a responsible relationship with suppliers, particularly in the area of payment terms, is for that reason key to ensuring the sustainability and efficiency of the supply chain.
This ensures continuity in the supply of quality goods and services. In the event of a significant deterioration in relations with suppliers known to external stakeholders, GL events could face adverse publicity affecting the Group's reputation and difficulties in building long-term relationships with its other suppliers.
The actions taken by GL events are presented in ESRS G1-2.

EMPLOYMENT-RELATED ISSUES

ESRS S1 Employee working conditions

Impact: Inadequate working conditions for employees | Own operations| Medium-term
Risk: High turnover and social conflicts linked to inadequate working conditions | Own operations| Short-term

Working conditions at GL events can have significant HR and organisational impacts. The precariousness of the workforce, the intense working hours and the lack of balance between professional and personal life can all contribute to increasing economic inequality and have harmful effects on mental and physical health. Inadequate working conditions can also undermine productivity, encourage high turnover, give rise to labour conflicts and complicate recruitment. They also pose a legal risk in the event of non-compliance with regulations.
In addition, a deterioration in working conditions could adversely affect the company's image vis-à-vis its customers and partners, thereby compromising its competitiveness.
This risk and impact are material for GL events. Indeed, in the events sector, work periods can be intense, particularly during the set-up and disassembly phases.
The policies, actions and objectives are presented in ESRS S1-1, ESRS S1-4 and ESRS S1-5.

ESRS S1 Employee diversity, equity and inclusion

Impact: Employment-related impacts linked to inequalities and exclusion of certain employees | Own operations| Medium-term

Gender inequality and discrimination in the workplace can have an impact on employees, contributing to pay gaps and reinforcing demeaning social norms. These inequalities are associated with negative consequences for mental health, such as stress, anxiety and depression. More broadly, discrimination based on gender, ethnic origin, age or other criteria can generate a feeling of marginalisation and injustice, damaging the quality of life of the individuals concerned. These inequalities can have a lasting effect such individuals. However, societal trends are evolving towards greater inclusiveness, with increasing attention being paid to these issues. In the medium term, this structural change should lead to a gradual reduction in the gross risk.
The policies, actions and objectives are presented in ESRS S1-1, ESRS S1-4 and ESRS S1-5.

ESRS S1 Employee training and development

Risk: Operational risks resulting from a lack of employee training | Own operations| Medium-term

Lack of training could affect employee performance, motivation and adaptability, leading to reduced efficiency, competitiveness and difficulties in retaining talent. It also exposes the company to the risk of regulatory non-compliance. While GL events considers this risk to be moderate as its businesses are not constantly evolving, its probability of occurrence is high. To ensure that its employees have the necessary skills it provides one or more training courses per year. The environmental transition and innovation, particularly AI, should accentuate these needs.
The policies, actions and objectives are presented in ESRS S1-1, ESRS S1-4 and ESRS S1-5.

ESRS S1 Employee health and safety

Impact: Impact of work-related accidents on employees | Own operations| Medium-term

The activities of assembling and disassembling infrastructures present significant risks of occupational accidents, in particular falls and injuries linked to the handling of equipment. In the absence of strict health and safety measures, these risks can lead to an increase in work-related accidents and illnesses, which GL events considers to be a material issue.
Accidents can have serious physical and psychological consequences. These risks are present at every event, particularly during the set-up and dismantling phases. However, the trend is towards the adoption of tighter security measures, with increased vigilance and growing pressure to implement strict protocols. Ongoing employee training also plays a key role in accident prevention. Through these actions, GL events believes that the gross risk should gradually decrease.
The policies, actions and objectives are presented in ESRS S1-1, ESRS S1-4 and ESRS S1-5.

ESRS S2 Health and safety of value chain workers

Impact: Impact of accidents on event activity workers. | Own operations, downstream | Medium-term

For GL events Group, "value chain workers" correspond directly to all of its employees and intermittents, and indirectly to all of its service providers, partners, subcontractors and customers, wherever the Group operates. All services are provided at Group company sites (offices, warehouses, reception areas) and at customer-selected event and worksite locations.
The phases of assembly and disassembly of infrastructures during events are by nature more at risk of accidents, particularly falls and injuries caused by the handling of equipment, for example. These incidents can have lasting physical consequences.
GL events' policy and actions are presented in ESRS S2-1.

ESRS S4 Event safety

Risk: Major event safety incident | Own operations, downstream | Medium-term

Event attendees, in addition to all other stakeholders of the integrated business model (in particular exhibitors, organisers and service providers), are considered as consumers and end-users of GL events Group's activities. Specifically, they represent the core market for an organised event and a driving regional force.
Understandably, ensuring the safety of events is central to their success. This cost item includes physical security measures (security guards, barriers, access controls) and the management of he circulation of people. Without these procedures, the events could not take place.
GL events' policy and actions are presented in ESRS S4-1.

ENTITY-SPECIFIC ISSUES

ESRS X Cybersecurity, data protection and privacy

Risks: Financial and operational consequences of a cyber attack or data loss | Upstream, own operations, downstream | Medium-term

Impact: Employment-related consequences of a cyber attack or loss of personal, strategic or confidential data. | Upstream, own operations, downstream | Medium-term

The growth in technology has facilitated the proliferation of new risks with a cyber origin, in particular cyber attacks. This trend has been accelerated by the adoption of new, increasingly mobile, ways of working and consuming. Today, one in two companies is a victim of attempted fraud (PwC study, Crime Survey 2022). In three quarters of the cases, these frauds are carried by means of cyberattacks. Because these cyber attacks are targeted in nature, the Group must increase its preparatory vigilance before the start of an event and/or major project, but also for the duration of period of operation. These attacks can cause significant damage to the security of the networks, the processing and the integrity of data.
Cyber attacks can slow down, partially or completely block the Group's activities. The impacts depend on the nature and the scope of the attack. The potential effects include:

- The partial or complete impossibility to conduct operations;
- Delays in executing daily transactions;
- Leakage, loss, theft of data (personal, confidential, strategic);
- Misappropriation of assets;
- Financial loss;
- Technological malfunctions of systems;
- Inaccessible means of communication, organisational and managerial problems.

A factor that may aggravate or limit the impact of a cyber attack is media exposure, with or without damage to brand image.
These consequences can also have a significant social impact on the men and women in the Group's value chain. This can lead to anxiety, economic insecurity and a feeling of insecurity, all of which can have a lasting effect on the quality of life of the people concerned.
GL events' policy, targets and actions are presented in ESRS X.

1.11 Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

Since 2022, GL events Group has been using CSR risk mapping to manage its activities. In November 2023, the Group launched a review of this policy, mobilising a project team made up of members of the CSR team and the risks, audit and internal control team, that analysed the existing policy and included the concept of double materiality. Two collective intelligence workshops were organised to comply with the CSRD's guidelines, led jointly by the CSR and Risk teams. Employees were selected to represent all levels of responsibility, all Group activities and all geographical areas. They were also selected for their operational expertise in the Group's various processes. Governance issues were discussed directly with Executive Management during evaluation meetings. This exercise was carried out at Group level, across all divisions, functions and activities, and included two collaborative workshops with selected stakeholders.

In 2024, following the publication of all the relevant regulations and annexes, a double materiality analysis was carried out, in line with CSRD guidance.

General methodology

The double materiality analysis was carried out on the consolidated Group scope for FY 2023, as defined in ESRS 2 BP-1.
The identification, qualification and quantification of impacts, risks and opportunities (IRO) was performed on GL events' own operations and value chains.
Before proceeding to the identification of IROs linked to all 92 sub-topics and sub-sub-topics (ESRS 1 - AR 16), a review was conducted to identify those sub-topics and sub-sub-topics related to GL events' business model. On this basis, it was possible to determine whether or not these major ESG themes had an impact on GL events, its value chain and stakeholders, or vice versa. This analysis identified 52 sub-topics and sub-sub-topics out of 90 related to the Group's business model, across all 10 ESRS.
In addition to the two collective intelligence workshops described above, a number of other processes were introduced to address the expectations of internal and external stakeholders.
GL events also examined various sources. For example, on a voluntary basis, customer satisfaction surveys are carried out by various Group entities, employee surveys are launched on specific subjects (mobility, AI, cybersecurity, etc.) and supplier evaluations are used to assess their CSR maturity and thus determine the challenges they consider to be material.
Events, conferences, speeches and other opportunities for exchange with external stakeholders have been consolidated. In this way, it was possible to review the expectations of customers, suppliers, local players and volunteer-sector organisations.

With respect to the consideration of the "Nature" stakeholder, bibliographic research was conducted to assess the state of knowledge of the various ESRS environmental issues and thus estimate the impact of GL events' own operations or value chain.

Various presentations on the advancement of the work and the results of the analysis were made to the CSR Committee, the Audit Committee and the Board of Directors respectively during 2024:
— At the September 3 committee meeting, the analysis, method and overall results were presented.
— At the CSR and Audit Committee meeting on 18 and 19 December 2024, the final analysis was validated.

Once the results had been validated, the double materiality analysis was presented to employees in order to provide them with an overview of the results and to obtain their feedback to improve the analysis for future financial years.

The ESRS relevant to GL events' business model and the associated impacts, risks and opportunities classified under CSR issues will be reviewed on an annual basis in line with the timetable for drafting the sustainability statement. This review will identify any changes from the previous year, including in GL events' value chain.

Impact materiality

To quantify the materiality of the impact (environmental and social - positive and negative impact), assessment scales have been defined according to temporality, probability and aggravating factors. In accordance with ESRS 1 section 3.4 Impact materiality, the assessment has taken into account magnitude, extent, reversibility, probability and future trends. In the event of an impact on human rights, severity outweighs probability. Details of these scales are available in a dedicated methodological note made available to sustainability auditors. The impact of materiality has been quantified by extrapolating over the medium term (between 1 and 4 years). However, if an IRO is material in the short term but not in the medium term, it will still be identified as short-term.
Quantification has been achieved by focusing on activities and geographical areas that could increase the risk of negative impact on the Group's own operations and value chain.
The results of this analysis were used to identify areas and stakeholders potentially at risk from negative impacts. These will then be integrated into the impact mitigation process.
The results of the impact materiality analysis are presented in ESRS SBM-3.

Financial materiality

Aligned with ESRS 1 section 3.5 Financial materiality, this assessment took into account the magnitude, probability and future trends. This last criterion involves the assessment of risk over a defined timeframe (in this case, medium-term). In assessing financial materiality, the business model's expenditure on resources or stakeholders has been taken into account. Details of these scales are available in a dedicated methodological note made available to sustainability auditors. The materiality of impacts has been quantified by extrapolating them over the medium term (between 1 and 4 years). However, if an IRO is material in the short term but not in the medium term, it will still be identified as short-term. This quantification was carried out by taking into account the links between impacts and dependencies on natural resources, suppliers or other stakeholders.

As presented above, the results of the financial materiality analysis were validated by the CSR Committee and the Audit Committee. This ensures that these issues are taken into account at the highest level of Group governance.
The results of the financial materiality analysis are presented in ESRS SBM-3.

Decision-making process and integration into the overall risk system

As explained above, various presentations on the advancement of the work and the results of the analysis were made to the CSR Committee, the Audit Committee and the Board of Directors respectively during 2024. These included presentations to:
— The CSR Committee on 3 September 2024
— The Audit Committee on 4 September 2024
— To the Board of Directors on September 4 September 2024
— The College of Statutory Auditors and Sustainability Auditors on 18 October 2024
— To the members of the Executive Committee on October 29, 2024 and to the Group Chairman in November 2024.

The analysis was validated by the CSR and Audit Committees on 18 and 19 December 2024.

These various presentations and validations attest to the fact that the results are integrated into the overall risk management process.

Internal control

The corporate governance bodies, comprising notably the Board of Directors and its committees (the Audit Committee and the CSR committee) and the Executive Committee, ensure three levels of control that are essential for any global approach to risk management systems. As the main stakeholders in this organisation, they occupy key roles for ensuring these three levels of control.
Within the framework of the model based on three levels of control:
— The first line of control corresponds to controls steered by operational management and contributors to the double materiality analysis;
— The second line of control corresponds to the different functions set up by management to monitor the various tasks and results of the analysis;
— The third line of control is based on the objective assurance provided by internal and external audits (sustainability auditors).

Each person in this environment reports to the Executive Committee and/or the governance bodies or their internal representatives.
To ensure continuity in the methodology and analysis of results, a methodology note has been developed and validated by the Audits, Risks and Internal Control team.

Resources used

A dedicated team was set up to ensure the double materiality of the Group's CSR priorities. This team is made up of members of thee Corporate Social Responsibility and Risk, Audit and Internal Control departments, both of which report to the Group Risk & CSR Department, a member of the Group Executive Committee.
This team was supported by other internal contributors who helped to further refine and quantify the evaluation of IROs: financial consolidation, purchasing, management control, operational management, marketing, quality, and so on. This approach was adopted to ensure that all the Group's key departments involved in the value chain and geographical areas are covered.
These stakeholders relied on a wide range of tools, databases and processes used in the course of their duties.

1.12 Disclosure requirements in ESRS covered by the company's sustainability statement (IRO-2)

The GL events sustainability statement aligns the heading of these sections and sub-sections with the Corrigendum to Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards ("Official Journal of the European Union" L, 2023/2772, 22 December 2023).

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Appendices

Appendix 1: List of consolidated entities

Entity	Country	Corporate/ Business scope	CSR scope	HR scope
Abidjan	Cote d'Ivoire	Venues	No	No
Adecor	France	Live	Yes	No
Adors	Turkey	Live	Yes	Yes
Aedita Latina Editora	Brazil	Exhibitions	No	No
Aganto	England	Live	Yes	Yes
Agence CCC	France	Live	Yes	Yes
Aichi	Japan	Venues	Yes	Yes
Alpha 1	France	Live	No	No
Altitude Exposition	France	Live	Yes	Yes
Amiens Mégacité Exhibition and Convention Centre	France	Venues	Yes	Yes
Anhembi Convention Center	Brazil	Venues	Yes	Yes
Arena de Rio	Brazil	Venues	Yes	Yes
Auvergne Evènements	France	Venues	Yes	Yes
Bleu Royal	France	Venues	No	No
Brasserie du Lou	France	Live	Yes	Yes
BRELET Centre Europe (Strasbourg)	France	Live	Yes	Yes
Cabestan	Monaco	Live	Yes	Yes
Caen Evenements	France	Venues	Yes	Yes
Metropolitan Vitacura (formerly Centre Congrès Vitacura))	Chile	Venues	Yes	Yes
Centre de Congrès de Bruxelles Square	Belgium	Venues	Yes	Yes
Centre de Congrès de Lyon New Co	France	Venues	Yes	Yes
Centre de Congrès de Metz Métropole	France	Venues	Yes	Yes
Centre de Congrès de Saint Etienne	France	Venues	Yes	Yes
Centro de Convenciones Internacionales de Barcelona (CCIB)	Spain	Venues	No	No
CIEC Union	China	Exhibitions	Yes	Yes
Créatifs	France	Live	Yes	Yes
Décorama	France	Live	Yes	Yes
Dogan	South Africa	Live	Yes	Yes
Easy Home	China	Exhibitions	No	No
Editiel	Mauritius	Live	Yes	No
Hacienda Lo Aguirre (ex Espacio Ferial de Santiago)	Chile	Venues	Yes	Yes
Eurexpo	France	Venues	Yes	Yes
Euro Négoce	France	Live	Yes	Yes
Expo Cinq	France	Venues	Yes	No
Fashion Source	China	Exhibitions	Yes	Yes
Field & Lawn	England	Live	Yes	Yes
Fisa	Chile	Exhibitions	Yes	Yes
Flow Holding	Dubai	Live	No	Yes
Flow Solutions Air & Power	Dubai	Live	Yes	Yes
Foncière Lingotto	Italy	Venues	No	No
Fonction Meuble	France	Live	Yes	Yes
Frame	Turkey	Live	Yes	Yes
GL Brazil Exhibitions	Brazil	Exhibitions	Yes	Yes
GL events	France	Holding	Yes	Yes
GL events Asia	China	Holding	Yes	Yes
GL events Audiovisual & Power	France	Live	Yes	Yes
GL events Belgium	Belgium	Live	Yes	Yes
GL events Brazil Participacoes	Brazil	Holding	Yes	Yes

Entity	Country	Corporate/ Business scope	CSR scope	HR scope
GL events China (ex Hong Kong)	China	Live	Yes	Yes
GL events Convencoes Salvador	Brazil	Venues	Yes	Yes
GL events Doha SPC	Dubai	Live	Yes	Yes
GL events Equestrian Sport	France	Live	Yes	Yes
GL events EvenStar	United States	Live	Yes	No
GL events Exhibitions	France	Exhibitions	Yes	Yes
GL events Exhibitions Chile	Chile	Exhibitions	Yes	Yes
GL events Exhibitions China	China	Exhibitions	No	Yes
GL events Exhibitions Industrie	France	Exhibitions	Yes	Yes
GL events Exhibitions Opérations	France	Exhibitions	Yes	Yes
GL events Exponet	Australia	Live	No	No
GL events Field & Lawn	England	Live	Yes	Yes
GL events Greater China	China	Holding	No	No
GL events Japan KK	Japan	Live	Yes	Yes
GL events Live	France	Live	Yes	Yes
GL events Live Brasil (ex. LPR)	Brazil	Live	Yes	Yes
GL events Live Chile	Chile	Live	No	No
GL events Live Cote d'azur	France	Live	Yes	Yes
GL events Live GPE	France	Live	Yes	No
GL events Live Grand Ouest	France	Live	Yes	Yes
GL events Live Shenzen (ZZX)	China	Live	Yes	Yes
GL events Loxam NRG P24	France	Live	Yes	Yes
GL events Macau	Macao	Live	No	No
GL events Middle East	Dubai	Live	Yes	Yes
GL events Middle East Services (audiovisual)	Dubai	Live	Yes	No
GL events Montreuil	France	Venues	Yes	Yes
GL events PGS 2023	Chile	Live	Yes	Yes
GL events Ruihe (Shangaï) Exhibitions (ex CACLP)	China	Exhibitions	Yes	Yes
GL events Saudi	Saudi Arabia	Live	Yes	Yes
GL events Scarabée	France	Venues	Yes	Yes
GL events Shanghai	China	Holding	Yes	Yes
GL events SI	France	Holding	Yes	Yes
GL events South Africa (ex-Oasys Innovations)	South Africa	Live	Yes	Yes
GL events Sport	France	Live	Yes	Yes
GL events Support	France	Holding	Yes	Yes
GL events Turkey	Turkey	Venues	Yes	Yes
GL events UK Ltd	England	Live	Yes	Yes
GL events USA	United States	Live	Yes	No
GL events Venues	France	Venues	Yes	Yes
GL events Venues UK	England	Venues	No	Yes
GL events Vostok	Russia	Live	No	No
GL events Yuexiu Guangzhou Developpment	China	Venues	No	No
GL Exhibitions fuarcilik	Turkey	Exhibitions	No	Yes
GL Exhibitions Harbin	China	Exhibitions	Yes	Yes
GL Furniture Asia	China	Live	Yes	Yes
GL Immobiliara empredimentos	Brazil	Venues	No	Yes
GL ITALIA	Italy	Exhibitions	No	Yes
GL Litmus events Pvt	India	Live	No	No
GL Mobilier	France	Live	Yes	Yes
GL Venues Holding Espana	Spain	Venues	No	No
Hall Expo	France	Live	Yes	Yes
Hotel mercure	Brazil	Venues	Yes	Yes
Hungexpo	Hungary	Venues	Yes	Yes
Imagine Labs	China	Live	Yes	Yes
Jaulin - Etab Live	France	Live	Yes	Yes
Jaulin - Paris Event Center	France	Venues	Yes	Yes
Johannesburg Expo Center (JEC)	South Africa	Live	Yes	Yes
La Samaritaine	France	Venues	Yes	Yes

Entity	Country	Corporate/ Business scope	CSR scope	HR scope
Lingotto Fiere	Italy	Venues	Yes	Yes
Live by GL events	France	Live	Yes	Yes
Locabri	France	Live	Yes	Yes
Logistic Fair	Belgium	Live	Yes	Yes
Lou Academy	France	Live	Yes	Yes
Lou Rugby	France	Live	Yes	Yes
Lou Support - Venues	France	Live	Yes	Yes
Menuiserie Expo	France	Live	Yes	Yes
Mobiwatt	France	Live	No	No
Mont Expo	France	Live	Yes	Yes
Orleans events	France	Venues	Yes	Yes
Padova Fiere	Italy	Venues	No	No
Palais Brongniart	France	Venues	Yes	Yes
Maison de la Mutualité	France	Venues	Yes	Yes
Metz Exhibition Center	France	Venues	Yes	Yes
Parc Floral	France	Venues	Yes	Yes
Perfexpo	Belgium	Live	Yes	Yes
Piscine de Gerland	France	Live	No	No
Polydome Clermont-Ferrand	France	Venues	Yes	Yes
Polygone Vert	France	Live	No	No
Première Vision	France	Exhibitions	Yes	Yes
Première Vision Inc.	United States	Exhibitions	Yes	Yes
Première Vision Japan	Japan	Exhibitions	Yes	Yes
Première Vision turquie (ifi)	Turkey	Exhibitions	Yes	No
Profil	France	Live	Yes	Yes
Reims Expo Congrès Events	France	Venues	Yes	Yes
Restaurant du Palais Brongniart	France	Venues	No	No
Restaurant Palais Mutualité	France	Venues	No	No
Rio Centro	Brazil	Venues	Yes	Yes
Saint Etienne	France	Venues	Yes	Yes
Santos Convention Center	Brazil	Venues	Yes	Yes
Sao Paulo Expo	Brazil	Venues	Yes	Yes
Secil - La Sucrière	France	Venues	Yes	Yes
Serenas	Turkey	Live	Yes	Yes
Sign Expo	France	Live	Yes	Yes
Smart Manufacturing	France	Venues	No	No
Sodem System	France	Live	Yes	Yes
Spaciotempo Espagne	Spain	Live	Yes	Yes
Spaciotempo France	France	Live	Yes	Yes
Strasbourg Evenements	France	Venues	Yes	Yes
Tarpulin Ingenieria de Proteccion SPA	Chile	Live	Yes	Yes
The Ruck Hotel	France	Live	Yes	Yes
Top Gourmet	Brazil	Venues	No	No
Toulouse evenements	France	Venues	Yes	Yes
Toulouse Expo	France	Venues	No	Yes
Traiteur Loriers Luxembourg	Belgium	Venues	No	No
Tranoï events	France	Exhibitions	Yes	Yes
Unique Structures Holding	Dubai	Live	No	No
Vachon	France	Live	Yes	Yes
Valenciennes Evénements	France	Venues	Yes	Yes
Wicked Tents	Dubai	Live	Yes	Yes
GL World Forum The Hague	Netherlands	Venues	Yes	Yes

Methodology - environmental and governance disclosures

ESRS E1 - Energy and carbon footprint

All environmental data is presented on the basis of the financial consolidation scope unless otherwise indicated in the paragraph below.

— **Building energy consumption** is included in the financial consolidation scope. If data is missing for a period (for example, a water meter reading from January to November), it is extrapolated on the basis of average consumption per month. Where data is missing for a given entity, figures are extrapolated based on sales in euros.

— **Fuel consumption** is included in the consolidated financial statements. Fuel consumption for the vehicle fleet and HGV fleets is included in the reporting scope.

Methodology - Carbon assessment

The Group's carbon assessment is included in the financial consolidation scope. Emissions between 1 January and 31 December 2024 are calculated.
The recommendations of the GHG protocol are applied for scope 1, 2 and 3.
Several databases are used to search for emission factors. The two main sources of information are ADEME's Impacts Database and Agribalyse Database.

Extrapolation rules: if data is not available at entity level, the emissions may be estimated by extrapolation. Based on the scope for which data is available, an average of emissions per thousand euros of sales is calculated for each emission category. Sales generated by entities for which data is not available are then extrapolated.
A methodology for calculating the Group's carbon emissions was produced and validated by the sustainability auditors.

Methodology for calculating emissions:

The table below shows the GHG protocol categories used to calculate the Group's emissions:

Scope	Category	Included (Y/N)	Justification
Scope 1	Direct emissions from stationary combustion sources	Y	Includes direct emissions linked to the combustion of fossil fuels (oil, gas, etc.) used by the sites.
Scope 1	Direct fugitive emissions	Y	Includes direct emissions generated by refrigerant leaks from sites.
Scope 1	Direct emissions from mobile combustion sources	Y	Includes vehicle fleet emissions.
Scope 2	Indirect emissions from electricity consumption	Y	Includes indirect emissions linked to the production of purchased electricity.
Scope 2	Indirect emissions from the consumption of heat, steam and refrigeration	Y	Includes indirect emissions from purchased heat and cooling.
Scope 3	Category 1: Purchased goods and services	Y	GL events' activities require the purchase of goods and services, which makes this category of emissions relevant. The majority of emissions linked to purchased goods and services come from ADEME (the French Environment and Energy Management Agency). Both monetary and physical emission factors are used. For example, for the procurement of raw materials such as aluminium or wood, physical emissions factors are used, while for cleaning services, monetary emissions factors are applied.
Scope 3	Category 2: Capital investments	Y	The assessment of emissions linked to capital goods is relevant because the company's activities require equipment to produce its products (e.g. structures or signage). Primary data are either expenses (e.g. purchase of a new machine) or units (e.g. number of laser printers purchased). Emissions factors are provided by the French Environment and Energy Management Agency (ADEME).
Scope 3	Category 3: Fuel and energy-related activities (not included in Scope 1 or 2)	Y	The assessment of fuel and energy-related activities (not included in scope 1 or 2) is relevant because the company directly consumes fossil fuels and electricity. On that basis, in accordance with the recommendations of the GHG Protocol, upstream emissions from these energies must be reported under Scope 3. All primary data for electricity, gas, heat and cooling are collected in kWh. The fuel used for GL events vehicles is collected in litres. Emissions factors are provided by the French Environment and Energy Management Agency (ADEME).

Scope	Category	Included (Y/N)	Justification
Scope 3	Category 4: Upstream transportation and distribution	Y	The assessment of emissions linked to transport and upstream distribution is relevant because GL events' activities require the provision of raw materials. The proportion relating to transport is calculated based on monetary data. Emissions factors are provided by the French Environment and Energy Management Agency (ADEME).
Scope 3	Category 5: Waste generated in operations	Y	The assessment of emissions linked to waste generated by operations is relevant because GL events' activities generate waste (e.g. creation of stands or signage, disassembly of events on our premises, etc.). Primary data are always physical data (in tons or square meters). Waste tonnage or volume is tracked by waste type (e.g. wood, metal, etc.) and by end-of-life treatment (recycling, incineration, landfill). Emissions factors are provided by the French Environment and Energy Management Agency (ADEME).
Scope 3	Category 6: Business travel	Y	The assessment of emissions linked to business travel is relevant because GL events is a Group with dozens of entities in France, Europe, South America, the Middle East and Asia. Employees may therefore be required to travel both within their own country and internationally. Primary data are provided by the travel agency and travel expenses. The data collected is in train or flight kilometres. Nights spent in hotels are also collected. Emissions factors are provided by ADEME (e.g. $kgCO_2^e$/km train, $kgCO_2^e$/night).
Scope 3	Category 7: Employee commuting	Y	The assessment of emissions linked to employee commuting is relevant. At 31 December 2023, the company employed 5,650 people. Emissions linked to their commuting to and from work must be taken into account. GL events conducted a survey of the travel practices of 715 employees. Based on this sample, a hypothesis was formulated to extrapolate the type of transport used by all employees and the average distance travelled over the year. The number of employees is derived from the internal HR system. Emissions factors are provided by ADEME (e.g. $kgCO_2^e$/km for internal combustion cars, $kgCO_2^e$/km for buses).
Scope 3	Category 8: Upstream leased assets	N	GL events' activities do not involve the upstream leased assets.
Scope 3	Category 9: Downstream transportation and distribution	Y	The Live division sells goods and services for events and industrial sectors (e.g. carpeting, signage, tents, etc.). This activity requires downstream transport, which makes this category of emissions relevant. Monetary data are used to assess GHG emissions. Emissions factors are provided by the French Environment and Energy Management Agency (ADEME).
Scope 3	Category 10: Processing of sold products	N	GL events' activities do not include the processing of intermediate products sold by third parties, making this category of emissions irrelevant for GL events.
Scope 3	Category 11: Use of products sold	N	Two GL events activities include the use of direct energy (e.g. generators). However, this energy is acquired by the Group and therefore already reported under Scopes 1 and 2.
Scope 3	Category 12: End-of-life treatment of products sold	N	In GL events' carbon footprint, Scope 3 Category 12: "End-of-life treatment of products sold" is not taken into account, as the company mainly rents out its products rather than selling them. As a result, GL events retains control over the end-of-life management of these leased products, ensuring that they are properly processed and disposed of within its operations. In addition, consumables sold by GL events are generally used in the venues it manages. Consequently, the waste generated by these consumables is collected and processed on site, and the associated emissions are included in Scope 3 Category 5: "Waste generated in operations". This approach accurately captures all relevant emissions without the need for double counting.
Scope 3	Category 13: Downstream leased assets	N	GL events' carbon footprint does not include emissions from the operation of assets owned by the Group and leased to other entities, which are not already included in scopes 1 or 2.
Scope 3	Category 14: Franchises	N	For its activities, GL events does not grant licenses to other companies to sell or distribute its goods or services, making this category of emissions irrelevant.

Scope	Category	Included (Y/N)	Justification
Scope 3	Category 15: Investments	N	GL events' carbon footprint does not include emissions associated with Group investments not already included in scopes 1 or 2. The company applies an operational control reporting boundary. On that basis, all emissions linked to an entity over which GL events exercises operational control are included in all other categories of scopes 1, 2 and 3.
Scope 3	Other - upstream: Event attendee travel	Y	GL events includes emissions linked to attendee travel in Scope 3: Other (downstream). These emissions are calculated for events where GL events is the organiser, notably in the Exhibitions division, as well as for events organised by its Venues division on its own sites. Emissions are estimated on the basis of the attendees' country of departure and the country hosting the event. Assumptions are made about the mode of transport used (plane, train, car or public transport). Emissions factors are provided by ADEME, guaranteeing a reliable estimate of the carbon footprint of visitor travel.

The Group's carbon assessment is included in the financial consolidation scope. Emissions between 1 January and 31 December 2024 are calculated.

The recommendations of the GHG protocol are applied for scope 1, 2 and 3.

Several databases are used to search for emission factors. The two main sources of information are ADEME's Impacts Database and Agribalyse Database.

Extrapolation rules: if data is not available at entity level, the emissions may be estimated by extrapolation. Based on the scope for which data is available, an average of emissions per thousand euros of sales is calculated for each emission category. Sales generated by entities for which data is not available are then extrapolated.

A methodology for calculating the Group's carbon emissions was produced and validated by the sustainability auditors. Emissions factors are taken from ADEME's Carbon Footprint database on v23.4. All the emissions factors available in the Group's carbon assessment consolidation file. Emission factors are reviewed annually when the Carbon Footprint database is updated.

Two types of internal controls can be carried out when calculating the carbon footprint:

— Checks on contributor data: to guarantee the reliability of contributor data, several types of checks are applied. First, a check against the previous year's data (N-1) is carried out, using ratios based on sales and arithmetic tests to assess the consistency of the figures in a similar economic context. These checks are supplemented by exchanges with internal stakeholders, notably the finance, operations and purchasing teams, to obtain a second opinion on the quality and relevance of the data. In the event of persistent doubt, meetings or telephone and e-mail exchanges are organised to clarify any inconsistencies or uncertainties.
— Checks on the carbon assessment consolidation: once the data has been verified and integrated into the consolidation file, additional checks ensure the consistency of the carbon footprint. Data are analysed by comparing the Group's overall results, by entity and by GHG Protocol category, with those of year N-1, in absolute terms and in relation to sales. At the same time, a reporting boundary review is carried out to confirm that all relevant entities are included. Data verification by entity completes these checks, to ensure that all the information collected is properly integrated. If some data is missing, extrapolations based on sales are made to complete the results.

The calculation of the Group's carbon assessment is based on a fiscal year aligned with the financial consolidation, i.e. from 01/01 to 31/12 for the entire Group consolidated scope. (See ESRS 2 BP-1).

For Scope 3 GHG emissions, 80% of the data used for calculations comes from primary data. This means that most of the information used to estimate GL events' indirect emissions comes from direct and specific sources, such as data supplied by suppliers, raw material consumption information or actual activity records. The use of primary data, as opposed to secondary data or sector averages, enhances the accuracy and reliability of Scope 3 emissions assessments. This approach provides a better understanding of the company's carbon assessment across its value chain, and facilitates the identification of concrete opportunities to reduce indirect emissions.

ESRS E3 - Water

Every year (1 January-31 December), GL events measures water consumption in m^3 for its entire consolidated scope. Invoiced data is preferred to guarantee the reliability of audits. Consumption is divided into three categories:

- Water consumed in buildings: mainly from the public network, this covers catering services *(F&B)*, cleaning, sanitary uses and, occasionally, server cooling.
- Water consumed by fire hydrants: limited to public-access buildings (*Etablissements Recevant du Public* or ERP). and large workshops. This only occurs in the event of a fire or fire drill.
- Water from groundwater pumping: present at five specific sites, it is used to produce thermal energy.

In the event of missing data for certain months (e.g.: December invoice not received), extrapolations are made per € of sales. All sites are included, whatever their nature (offices, warehouses, workshops, events in the assembly, operation or disassembly phases). When several entities are present on the same site, the quantities for the entire site are recognised by the entity that pays the invoice.

Data is collected at least once a year as part of ESG reporting. Variations are analysed using a m^3/€ sales ratio on a like-for-like basis. For entities where measurements in m^3 are not available, standardised conversions are applied (e.g. 1 gallon = 0.003785 m^3).

Finally, consistency checks are carried out to compare 12-month data with results from the previous year (N-1), and to analyse inter-entity performance through ratios such as m^3/m^2 or m^3/sales.

ESRS E5 - Waste

Waste data is collected at least once a year as part of our CSR reporting. This monitoring includes all waste managed by service providers with whom GL events has contracts, covering all Group sites and activities: offices, warehouses, storage centres, workshops, as well as the assembly, operation and disassembly phases of Venues. In contrast, waste recovered directly by exhibitors is not included in this reporting..

GL events tracks several categories of waste, including:

- NHIW is all non-inert, non-hazardous mixed waste produced by a site's activities.
- Paper/cardboard includes ordinary paper and cardboard (cardboard boxes, etc.), newspapers, magazines and high-grade paper (white paper).
- Metal scrap is made up of two types of metal:
  - Ferrous metals (or scrap) correspond to manufacturing and processing waste from metals and metal objects that have reached the end of their life cycle and have been discarded.
  - Non-ferrous metals include all metals except pure or low-alloy iron (less than 10%). These include copper, aluminium, zinc, lead, tin, chromium and nickel
- GL events distinguishes 3 types of wood in its waste:
  - Class A wood (untreated wood): raw wood, dry untreated and unpainted wood, pallets, boxes, crates, cable drums, unpainted boards and beams, etc.
  - Class B or AB wood (non-hazardous treated wood): doors, cabinets, used formwork, demolition wood, panels, lumber, old furniture, windows, etc.
  - Class C wood (hazardous treated wood): treated or autoclaved products impregnated with metallic salts.
- Plastic waste is made up of used packaging from industry, end-of-life electrical and electronic equipment, films used in the catering industry, etc.
- Glass waste is made up of industrial glass from professionals (e.g. bottles) and household glass.
- Carpet waste comes from carpet installed during a service or event.
- Organic waste is made up of plant matter, organic kitchen waste and waste collected as part of catering services, and soiled paper and cardboard under certain conditions. This waste is used to make compost.
- Waste Furnishing Elements (WFE) are movable goods and their components whose main function is to contribute to the furnishing of a dwelling, a shop or a public reception area, by providing a seat, a bed, storage, a table or a work surface.
- Waste electrical and electronic equipment (WEEE) is any equipment that operates on electrical currents, or the equipment used to generate, transfer and measure these currents.
- Special waste (SW) is toxic waste produced by industry, the disposal of which requires special precautions to protect people and the environment (solvents, acids, sewage sludge, waste oils, etc.).
- Construction site waste consists of gravel, unpolluted soil, demolition waste, etc.
- Finally, if none of these categorisations is appropriate, then an "other waste" category exists. This category is used for rare types of waste such as construction waste and certain hazardous wastes.

All on-site waste is collected by service providers. In France, data via Veolia and Suez are centralised by the purchasing teams. For other international sites, the data is provided by all entities following the consolidation of data from their respective service providers. These service providers are responsible for reporting waste tonnages at entity level, via invoices or monthly or annual consolidations.

The sorting rate is calculated using this information. The rate is calculated as follows: [(Sum of all waste types - tonnage of CIW waste) / Sum of all waste types] *100.

Collection tools

To meet CSRD data point (DP) requirements, the Group relies on its information system and management tools. Most of the data collected comes from the Group's information systems, i.e. SAP, EBMS, GESCOM, Monday, etc. Reporting and data collection can be carried out using office automation tools (Microsoft Excel) and Power BI. The collection of all these datapoints, as well as their material or non-material qualification, is explained and formalised within a dedicated reporting protocol made available to contributors and sustainability auditors, in order to ensure exhaustive nature of the data and a harmonised methodology across different entities.

Glossary

Abbreviation	Full name
ADEME	*L'Agence de l'Environnement et de la Maîtrise de l'Énergie* (French Environment and Energy Management Agency)
AFA	*Agence Française Anticorruption*
AGEFIPH	*Association aide à l'emploi personnes en situation de handicap*
IEA	International Energy Agency
BP	Basis of preparation
T	Tons
CapEx	Capital expenditure
BAF	Biotope Area Factor
OC	Operations Center
CEC	*Convention des entreprises pour le climat* (Businesses for Climate Convention)
CIDFF	*Centres d'Information sur les Droits des Femmes et des Familles*
CNIL	*Commission nationale de l'informatique et des libertés*
MANCO	Management Committee
EXCO	Executive Committee
COP	Conference of the parties
SC	Steering Committee
CSE	*Comité social et économique* (Social and Economic Committee)
CSRD	Corporate Sustainability Reporting Directive
D&I	Diversity and Inclusion
DCEO	Deputy Chief Executive Officer
DP	Data point (Collection points)
DPO	Data Protection Officer
DR	Disclosure requirement
ISD	Information Systems Department
Public service concession	*Délégation de Service Public* (public service delegation, a form of public-private partnership)
DUERP	*Document unique d'évaluation des risques professionnels*
ECV	*Engagement sur la Croissance Verte* (Commitment to Green Growth)
EFRAG	European Financial Reporting Advisory Group
PPE	Personal protective equipment
ERP	*Etablissement Recevant du Public* (a public-access building)
ESAT	*Établissement de Service d'Aide par le Travail* (a sheltered work organisation)
ESG	Environmental Social Governance
ESRS	European Sustainability Reporting Standards
SSE	Social and Solidarity Economy
FTE	Full-time equivalent
EU ETS	European Union Emissions Trading Scheme
F&B	Food and Beverage
FCBN	*Federation of National Botanical Conservatories*
GHG	Greenhouse emissions
GHG Protocol	Greenhouse Gas Protocol
IPCC	Intergovernmental Panel on Climate Change
GO	Guarantee of origin
GOV	Governance
GPTW	Great Place To Work
IFRS	International Financial Reporting Standards
IPBES	Intergovernmental science-policy platform on biodiversity and ecosystem services
IRO	Impacts, Risks, Opportunities
IRP	International Resource Panel

Abbreviation	Full name
PARIS 24 OG	Paris 2024 Olympic Games
LOM	*Loi d'orientation des mobilités* (the French Mobility Act)
MDR-A	Minimum disclosure requirement - Action
MDR-M	Minimum disclosure requirement - Metric
MDR-P	Minimum disclosure requirement - Policy
MDR-T	Minimum disclosure requirement - Target
MNHN	*Muséum national d'Histoire naturelle*
NOVI	*NOmbreuses Victimes* (a French public safety and emergency preparedness plan)
NZCE	Net Zero Carbon Events initiative
OECD	Organisation for Economic Cooperation and Development
SDG	Sustainable Development Objectives
ILO	International Labor Organization
WHO	World Health Organization
UN	United Nations
OpEx	Operational expenditure
OPIE	*Office pour les insectes et leur environnement*
PAB	Paris-Aligned Benchmark
PNR	*Parc Naturels régionaux* (Regional nature parks)
QHSE	Quality, health, safety, environment
RACI	*Risque audit et contrôle interne* (Risk Management, Audit and Internal Control department)
RCP	Representative Concentration Pathways
REC	Renewable energy contract
RETEX	*Retour d'expérience* (Feedback)
RGA	*Retrait-Gonflement des Argiles* (Clay shrink-swell)
GDPR	General Data Protection Regulation
HR	Human Resources
RIA	*Robinet d'incendie armé* (wall fire hydrants)
RQTH	*Reconnaissance de la qualité de travailleur handicapé* (Recognition of disabled worker status)
CSR	Corporate social responsibility
ISSO	Information Systems Security Officer
SBM	Strategy Business Model
SBTN	Science-Based Targets Network
SEEPH	European Week for the Employment of People with Disabilities
ISMS	Information security management system
SPL	*Société Publique Locale* (A form of French public limited company owned exclusively by French local authorities)
SQVCT	*La semaine de la qualité de vie au travail* (Quality of Life at Work Week)
ISS	Information Systems Security
SST	*Sous Traitance* (Subcontracting)
TCO_2e	Tons of CO_2 equivalent
PSR	Permeable Surface Ratio
UFI	*Union des foires internationales* (the Global Association of the Exhibition Industry)
UNIMEV	*Union Française des Métiers de l'Evénement* (the French Meeting Industry Council)
URD	Universal registration document
ZAN	*Zéro Artificialisation net* (Zero Net Artificialization)
FEZ	*Zone à Faibles Emissions* (Low Emission Zones)
ZNIEFF	*Zones Naturelles d'Intérêt Écologique, Faunistique et Floristique* (Natural Areas of Interest for Ecology, Fauna and Flora)

2. Publication on European taxonomy

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1. General principles of the taxonomy

As a company required to publish non-financial information under Article 29b of Directive 2013/34/EU, GL events publishes the information required each year in this section in accordance with the principles of the EU taxonomy for sustainable activities in order to:

— Identify the proportion of its activities eligible under the six environmental objectives:
  - Climate change mitigation (CCM);
  - Climate change adaptation (CCA);
  - Sustainable use and protection of water and marine resources (WTR);
  - Transition to a circular economy (CE);
  - Pollution prevention and control (PPC);
  - Protection and restoration of biodiversity and ecosystems (BIO).

— To analyse the contribution of its eligible activities to achieving the environmental objectives, while ensuring that this contribution does not cause significant harm ("DNSH") to the other Environmental Objectives and that these activities comply with the minimum guarantees detailed below. This analysis validates their "alignment".

The European "Taxonomy" Regulation (EU) 2020/852 of June 18, 2020 is part of the sustainable finance policy implemented by the European Union (EU). It provides a framework to facilitate sustainable investment by providing greater transparency for financial market participants, thereby contributing to the EU's climate and environmental objectives, including carbon neutrality by 2050.
For each of these objectives, the taxonomy is based on best practices that contribute to ecological transformation. To be considered sustainable, an activity must be considered eligible and aligned:

— Eligible activity: To be included in the list of activities, it must be considered likely to contribute substantially to at least one of the six environmental objectives.

— Aligned activity: A taxonomy-aligned activity is defined as an eligible economic activity making a substantial contribution to the relevant environmental objective, while also doing no significant harm to the other five objectives and is conducted in compliance with the minimum social safeguards.

2. Applicable reporting scope

The scope of analysis is identical to the scope of reporting in the sustainability statement mentioned in ESRS 2 BP-2. As such it covers the scope of financial consolidation for all divisions of GL events Group in France and other countries.

3. Minimum safeguards

GL events integrates minimum safeguards based on four major pillars, in compliance with Article 3(c) and Article 18 of the Taxonomy regulation and the OECD guidelines.

Human and workers rights

GL events ensures respect for fundamental workers' rights in accordance with ILO conventions, including the elimination of forced and child labour, safe working conditions and freedom of association.

Since 2020, our Code of Business Conduct has provided a framework for commercial relations based on international standards (Universal Declaration of Human Rights, ILO principles, OECD, United Nations).

In compliance with the French Sapin 2 law, GL events implemented an anti-corruption programme that involves raising awareness and adapting its processes. An internal whistleblowing system, open to employees and partners, has been in place since 2022 and is accessible in all languages of the countries where the Group is impacted.

On the date of this statement, no convictions or controversies were reported concerning respect for human rights.

Combating corruption

GL events applies a zero-tolerance policy against corruption, based on an Anti-Corruption Code of Conduct in line with international standards. This code provides a framework for commitments in terms of ethics and transparency, with a confidential whistle-blowing system and an evaluation of business partners.

A risk map, regularly updated with the involvement of our teams, prioritises potential exposure to corruption. Targeted training is provided for employees most at risk, covering China, Brazil and France in particular. By 2024, 26% of at-risk employees in France received training.

Internal controls include audits of sensitive items (gifts, invitations, sponsorship), integrated into the French Sapin II accounting control plan. Since 2022, this approach has been reinforced by monthly training sessions with interactive quizzes. A 3-hour session is planned for Chinese subsidiaries in 2025.

In 2024, there were no convictions for corruption or influence peddling involving GL events or its executives.

Responsible taxation

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

- Complying with all laws and applicable tax treaties in force;
- Paying the proper amount of taxes;
- Effectively managing the tax risk;
- Applying the tax provisions corresponding to the economic substance of its activities;
- Ensuring a responsible approach in dealings with tax authorities.

The tax department contributes to the global internal control process by ensuring compliance with the legislation in force and the reliability of filing information.

For 2024, no consequences regarding these points were noted within the framework of the Group's activities when the appropriate measures and internal controls were applied.

To prevent the risk of tax evasion, the Group is assisted by advisers and experts in each country where it operates. Group guidelines ensure compliance with tax rules and the conformity of transactions by applying a properly designed transfer pricing policy.

Fair competition

GL events is committed to respecting the principles of fair competition and aligning its practices with the OECD Guidelines. In accordance with the requirements in force in the jurisdictions where the company operates, the Group's activities are conducted in strict compliance with competition laws and regulations.

GL events takes care to avoid any anti-competitive practices, in particular price fixing or market sharing, and promotes responsible business conduct. Compliance with competition rules also applies to recruitment and employment policies, ensuring that there is no collusion in setting salaries or restrictive hiring practices.

To date, no Group company or executive has been convicted of unfair competition.

4. Eligibility and revenue alignment

Eligibility of revenue:
The following activities, generating consolidated revenue, have been identified as Taxonomy-eligible.

Eligible activity	Applicable objective	Analysis results
5.5 - Product-as-a-service and other circular use- and result-oriented service models	Transition to a circular economy (CE)	**Activity description:** Part of GL events' revenue is based on a rental business model. GL events' activity involves the ownership of equipment, its rental to customers for limited periods, and its recovery after use. Products are systematically refurbished before being reused which extends their lifespan and maximises their reuse. This activity avoids the need for customers to acquire products or build underused infrastructures, thus helping to reduce waste and environmental impact. **Quantification of eligible revenue:** The methodology applied is based on the classification of GL events entities into two main categories: 1. Rental business entities: These Live division entities generate sales mainly from rental (e.g. furniture). Their sales are fully accounted for, with the exception of product sales, which are excluded from the indicator. 2. Other entities : These entities may offer services that include both rental and other services (e.g. consumables, general installation, signage), or they may be part of the Venues or Exhibitions divisions. Eligible revenue corresponds to sales from the rental of assets belonging to a rental entity. For example, if an entity in the Venues division generates sales by renting a grandstand belonging to a rental entity in the Live division, this amount is recognised.
2.1 Hotels, vacation resorts, campsites and similar accommodations	Protection and restoration of biodiversity and ecosystems (BIO)	**Activity description:** GL events Group manages two hotels generating revenue, one in France and one in Brazil. **Quantification of eligible revenue:** The consolidated revenue of these two entities are taken into account.

Alignment of revenue:
The activities aligned with the substantial contribution and *Do No Significant Harm* criteria are presented in the table below:

Eligible activity	Applicable objective	Supporting criteria for revenue alignment
5.5 - Product-as-a-service and other circular use- and result-oriented service models	Transition to a circular economy (CE)	**Substantial contribution to the transition to a circular economy:** The business model of Live entities identified as 100% rental is based on a principle of product ownership. These entities rent out their products in return for a rental income from the customer, enabling them to use the product for a limited time. After use by the customer, products are taken back, sent for reconditioning to ensure they can be reused, and then stored. **Do No Significant Harm ('DNSH') | Climate change mitigation:** GL events has initiated its Group emissions reduction trajectory with the Venues division in Europe. The event sector is organised around and centred upon convention centres, exhibition centres, concert halls and other venues. By building a trajectory to reduce emissions in these venues and their value chain, GL events has the opportunity to benefit the entire industry, including the activities of the Live division. For example, one of the levers identified is to reduce the use of consumables (single-use products) and maximise the use of rental products, thus reducing the volume of waste on an event. This means making use of the Live division's rental products. In addition, as presented in ESRS E1-1, GL events plans to deploy the emissions reduction trajectory across all its activities by 2027. Finally, the Live division is also working on mitigating its logistics emissions, by including CSR criteria in its master agreements, that of its on-site maintenance by decarbonising the site handling machinery it uses to move and store its rental products.

		DNSH |Adaptation to climate change: GL events has qualified and quantified physical risks in the Venues division in Europe. The results of this assessment are presented in ESRS E1-IRO-1. The event sector is organised around and centred upon convention centres, exhibition centres, concert halls and other venues. This analysis enables the Venues division to identify the solutions to be introduced at its sites, in conjunction with its stakeholders, to ensure that its operations are adapted to an increase in the intensity and probability of extreme weather events. The Live division is a direct stakeholder in this issue and benefits directly from this analysis. Based on these results, the division can now assess and strengthen the resilience of its rental properties to current and future climatic hazards, taking into account the specific characteristics of the areas where Venues are located. Also, all the French sites of Live locatives are less than 30km from a Venue included in the climate risk study. The assessment was based on the IPCC's SSP5-8.5 (worst-case scenario) from now until 2050. Climate analyses and forecasts are in line with those used in the French government's National Climate Change Adaptation Plan (PNACC). These results are then compared with the findings of the insurers' site inspection reports for the sites of the rental entities of the Live division in France. In the latter, the sensitivity of the sites to climatic hazards is presented. To date, no site shows a low level of protection against climatic hazards. **DNSH | Sustainable use and protection of water and marine resources:** The Live division's rental products do not generate any discharges into surface or ground water. No direct or indirect discharges likely to alter water quality are generated. Structures and stands are cleaned using conventional products that do not affect the quality of surface or ground water. No water treatment is required on Live sites. In addition, GL events is not subject to any regulations on wastewater treatment. There are no lagoons on site. Finally, the Live division's activities are carried out on land-based sites and generate no direct or indirect impact on marine ecosystems. In addition, the processes involved in using these products do not generate any discharges or actions likely to affect the good ecological status of marine waters. **DNSH | Pollution prevention and control:** GL events ensures annually that all its rental products comply with all the criteria and regulations cited in this DNSH category.
2.1 Hotels, vacation resorts, campsites and similar accommodations	Protection and restoration of biodiversity and ecosystems (BIO)	The business model of the two hotels managed by GL events is not based on the protection or conservation of areas of high ecological value. Consequently, eligible activity *2.1 Hotels, vacation resorts, campsites and similar accommodation* is not aligned with the taxonomy criteria.

5. CapEx eligibility and alignment

Taxonomy-eligible CapEx***
Below are the investments ("CapEx") identified as eligible for the Taxonomy.

Taxonomy-eligible CapEx	Applicable objectives	Analysis results
7.6. Installation, maintenance and repair of renewable energy technologies	Climate change mitigation (CCM) Climate change adaptation (CCA)	GL events made an investment (CapEx) in 2024 by installing photovoltaic panels on its Venues site, Eurexpo, in France. The amount of CapEx recorded in fiscal 2024 has been taken into account.
7.1. New building construction	Climate change mitigation (CCM) Climate change adaptation (CCA) Transition to a circular economy (CE)	As part of these activities, GL events may be required to construct buildings to increase the size of event venues, warehouses, production sites, offices, etc. Construction capital expenditures recognised in fiscal year 2024 for all Group entities were taken into account.
5.5 - Product-as-a-service and other circular use- and result-oriented service models	Transition to a circular economy (CE)	Part of GL events' capital expenditures (CapEx) is based on a rental business model. GL events' activity involves the ownership of equipment, its rental to customers for limited periods, and its recovery after use. Products are systematically refurbished before being reused which extends their lifespan and maximises their reuse. This avoids the need for customers to purchase products or build underused infrastructures which helps to reduce waste and environmental impact

Taxonomy-aligned CapEx
CapEx aligned with the substantial and *Do No Significant Harm* criteria are presented in the table below:

CapEx from eligible activities	Applicable objectives	Supporting criteria for CapEx alignment
7.6. Installation, maintenance and repair of renewable energy technologies	Climate change mitigation (CCM) Climate change adaptation (CCA)	**Substantial contribution to climate change mitigation:** This CapEx was used to install solar panels for electricity production. **DNSH | Climate change adaptation; and Substantial contribution to climate change adaptation:** As presented in ESRS E1, the Venues division has carried out an analysis of physical climate risks at its sites in Europe, including Eurexpo in France. Photovoltaic panels have a lifespan of over 10 years. The assessment was based on the IPCC's SSP5-8.5 (worst-case scenario) from now until 2050. Climate analyses and forecasts are in line with those used in the French government's National Climate Change Adaptation Plan (PNACC). The project is adapted to this projection. **DNSH | Climate change mitigation:** The Eurexpo site building is not dedicated to the extraction, storage, transport or manufacture of fossil fuels.
5.5 - Product-as-a-service and other circular use- and result-oriented service models	Transition to a circular economy (CE)	See above for the table justifying the alignment of revenue relating to the same eligible activity.
7.1. New building construction	Climate change mitigation (CCM) Climate change adaptation (CCA) Transition to a circular economy (CE)	Although the activity is Taxonomy-eligible, an in-depth analysis during the construction phase of the buildings will be necessary to ensure that these investments meet the criteria of substantial contributions and DNSH.

6. Taxonomy-eligibility and alignment of OPEX

GL events is not concerned by the publication relating to taxonomy-related OPEX for 2024. This is because the exemption ratio calculated at **9.3%** is below the required 10% threshold.

This ratio is calculated using the taxonomy's definition of OpEx as the numerator, and the accounting definition of OpEx as the denominator. These OpEx from the taxonomy include: equipment and property rentals; leasing, fixed concession and variable concession fees; maintenance and repairs.

7. Degree of eligibility and alignment per objective

Table 1: Percentage of revenue/total revenue

Environmental objectives	Taxonomy-aligned per objective - %	Taxonomy-eligible per objective - %
CCM - Climate change mitigation	-	-
CCA - Climate change adaptation	-	-
WTR E3 - Water and marine resources	-	-
CE - Circular economy	23%	33%
PPC - Pollution prevention and control	-	-
BIO - Biodiversity and ecosystems	-	1%

Table 2: Proportion of CapEx / total CapEx

Environmental objectives	Taxonomy-aligned per objective - %	Taxonomy-eligible per objective - %
CCM - Climate change mitigation	6%	27%
CCA - Climate change adaptation	-	27%
WTR E3 - Water and marine resources	-	-
CE - Circular economy	17%	46%
PPC - Pollution prevention and control	-	-
BIO - Biodiversity and ecosystems	-	-

Table 3: Proportion of OpEx

Environmental objectives	Taxonomy-aligned per objective - %	Taxonomy-eligible per objective - %
CCM - Climate change mitigation	-	-
CCA - Climate change adaptation	-	-
WTR E3 - Water and marine resources	-	-
CE - Circular economy	-	-
PPC - Pollution prevention and control	-	-
BIO - Biodiversity and ecosystems	-	-

Evolution of eligibility and alignment results
The calculation of revenue eligible for the transition to a circular economy has changed between 2023 and 2024. Although the Live division's revenue increased between 2023 and 2024, the increase in Taxonomy-eligible revenue can also be explained by the more accurate inclusion of rental sales, particularly for entities providing rental and sales services . Revenue eligible for biodiversity protection are increasing in proportion to the revenue of the two hotels operated by the Group (from €10.9 to €12.6 million).

No CapEx related to the installation of stations for electric vehicles or the collection of non-hazardous and hazardous waste were incurred 2024.
Construction CapEx increased this year, notably with the construction of the Venues site in Brazil, Anhembi, and the Piscine du Lou in Lyon.
Lastly, CapEx for rental property rose slightly (from €52.74 million to €55.5 million) in line with the increase in activity linked to the Paris 2024 Olympic Games.

8. Annex table of European taxonomy

Revenue

				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)										
Economic Activities (1)	Code (2)	Absolute turnover (3)	Proportion of Turnover (4)	Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total revenue, year N (18)**	“Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
Text		Millions, local CCY	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			34%																	
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Product-as-a-service and other circular use- and result-oriented service models	CE-5.5	383.3	23%	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	N	Y	23%	0%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		383.3	23%					23%									23%	0%	23%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Product-as-a-service and other circular use- and result-oriented service models	CE-5.5	163.5	10%	N/EL	N/EL	N/EL	N/EL	Y	N/EL								33%	23%	E	
Hotels, holiday, camping grounds and similar accommodation	CE-5.5	12.3	1%	N/EL	N/EL	N/EL	N/EL	N/EL	Y								1%	1%		T
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		175.8	11%	0%	0%	0%	0%	10%	1%								34%	24%	33%	1%
Total (A.1+A.2)		559.1	34%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities		1,074.78	66%																	
Total (A+B)		1,633.91	100.0%																	

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities

				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)										
Economic Activities (1)	Code (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total OpEx, year N (18)**	"Taxonomy aligned proportion of OpEx, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
Text		Millions, local CCY	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			0%																	
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
N/A	N/A	0.00	0%																	
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0.00	0%																	
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
N/A	N/A	0.00	0%																	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0.00	0%																	
Total (A.1+A.2)		0.00	0%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		1,468.84	100%																	
Total (A+B)		1,468.84	100%																	

* For the purposes of this illustrative template, this figure shows the: Taxonomy-aligned turnover of the activity / Total Taxonomy eligible turnover of the activity.
** Taxonomy-aligned OpEx of the activity/ Total OpEx of undertaking

Legal Disclaimer

The content of the tool does not extend or alter in any way the rights and obligations deriving from the EU legislation nor does it introduce any additional requirements on the concerned operators and competent authorities. It does not substitute the provisions under the EU Taxonomy Regulation ((EU) 2020/852) and its Delegated Acts that the undertaking should follow. The purpose of the output of the tool (Excel file) is merely to give an instructive example for some undertakings on how to implement the relevant legal provisions. It cannot be excluded that the Excel Sheet does not include all information that an undertaking may need to report under the EU Taxonomy Regulation ((EU) 2020/852). It should be noted that the current template does not yet refer to the updated reporting templates included in Annex V to Delegated Regulation (EU) 2023/2486 ('Environmental Delegated Act'), which amends Delegated Regulation (EU) 2021/2178.

For more information on the qualitative reporting requirements under the EU Taxonomy, please refer to Delegated Regulation (EU) 2021/2178 ('Disclosures Delegated Act')."

Portion of Taxonomy eligible and aligned CapEx

				Substantial Contribution Criteria						DNSH criteria (Do No Significant Harm)										
Economic Activities (1)	Code (2)	Absolute CapEx (3)	Proportion of CapEx (4)	Climate Change Mitigation (5)*	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity and ecosystems (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Taxonomy aligned proportion of total CapEx, year N (18)**	Taxonomy aligned proportion of turnover, year N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) ;(21)
Text		Millions, local CCY	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES			51%																	
A.1. CapEx of environmentally sustainable activities (Taxonomy-aligned)																				
Installation, maintenance and repair of renewable energy technologies	CCM- 7.6 and CCA- 7.6	12.6	6%	Y	N	N/EL	N/EL	N/EL	N/EL	Y	Y	N	N	N	N	Y	6%	0%	E	
Product-as-a-service and other circular use- and result-oriented service models	CE- 5.5	38.1	17%	N/EL	N/EL	N/EL	N/EL	Y	N/EL	Y	Y	Y	Y	Y	N	Y	17%	0%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		51	22%	6%				17%									22%	0%	22%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
Construction of new buildings	CCM- 7.1; CCA- 7.1 and CE- 3.2	48.19	21%	Y	N	N/EL	N/EL	N	N/EL								21%	30%		T
Product-as-a-service and other circular use- and result-oriented service models	CE- 5.5	17.47	8%	N/EL	N/EL	N/EL	N/EL	Y	N/EL								25%	39%	E	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		65.67	29%	21%	0%	0%	0%	8%	0%								51%	69%	30%	21%
Total (A.1+A.2)		116.37	51%																	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Capex of Taxonomy-non-eligible activities		110.03	49%																	
Total (A+B)		226.40	100%																	

9. Nuclear and fossil gas activities

Line	Nuclear energy activities	Yes / Non
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best-available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

Line	Fossil gas activities	Yes / Non
1	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
2	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels	No
3	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuel.	No

3. ESRS E1 - Climate change

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1. Integration of sustainability-related performance in incentive schemes (ESRS 2 GOV-3)

The integration of CSR criteria into the compensation of members of administrative, management and supervisory bodies is presented in ESRS 2 GOV-3.

2. Transition plan for climate change mitigation (E1-1)

GL events does not yet have a Group emissions reduction trajectory, but has begun implementing its transition plan for 2024. The Venues division in Europe has launched a project to build an emissions reduction trajectory, aligned with a 1.5°C scenario. This project, in partnership with the consulting firm Ekodev, will be extended to the other divisions in 2025 and 2026, and adjusted according to changes in scope and possible regulations, see ESRS E1-2.

Decarbonising the Venues division in Europe

In September 2024, with the support of Ekodev, a consulting firm specialising in climate issues, the Venues division began building its emissions reduction trajectory.
To bring this project to fruition, a Climate Steering Committee was set up with selected members of the Venues Management Committee and key operational functions.
This project is in line with the Net Zero Carbon Events (NZCE) initiative recommendations signed by GL events in 2021. The purpose of this initiative is to bring together the global events industry to achieve carbon neutrality by 2050. Launched at COP26 in Glasgow in 2021, it has attracted over 100 signatories since its launch. Its purpose is to bring together all stakeholders in the sector to focus on shared objectives: communicating on decarbonisation, developing methodologies for measuring emissions, building a roadmap towards net zero, working with suppliers and customers, and putting in place mechanisms for monitoring and sharing best practices.

In line with NZCE recommendations, the baseline year for emissions reductions is 2018. A business-as-usual trajectory has been simulated up to 2030. This makes it possible to estimate emissions in the absence of decarbonisation measures.
This provides an estimate of the greenhouse gas emissions that need to be neutralised by 2030 in order to achieve a trajectory in line with the Paris agreements.

To date, the Venues division in Europe is building its projected emissions reduction trajectory taking into account:
- Exogenous actions that reflect the decarbonisation of our economies. For example, policies to decarbonise electricity production will have an impact on GL events' carbon footprint.
- Endogenous actions that reflect the operational and strategic actions implemented by the Group.

In line with the NZCE recommendation, the main levers for reducing the Venues division will be activated:
- Reducing on-site energy consumption and using renewable energies.
- Decarbonising catering services by reducing food waste and greening the offer.
- Reducing emissions linked to attendee and exhibitor travel.
- Reducing the use of single-use products (e.g. carpets).
- Reuse and, failing that, recovery of waste.

Other levers will be activated according to the specific features of each site, such as the use of low-carbon refrigerants.

The Venues division's low-carbon transition could be hampered by potential *locked-in* greenhouse gas emissions . To this purpose, this division is pursuing its development goals by seeking to broaden its scope of activities through the integration of new exhibition centres, convention centres and auditoriums. For that reason, recalculation rules will be introduced to ensure that the entire scope of the Venues division in Europe is taken into account in the emissions reduction trajectory. However, if a site that is complex to decarbonise due to its specific characteristics is taken over, this could slow down the decarbonisation of this division. As a hypothetical illustration, this could be the case for example if GL events were awarded a new site classified as a Historic Monument in France and where energy renovation work would be complex to carry out. To ensure that this issue is taken into account, the CSR team works with the Venues division development teams to integrate CSR criteria into development projects. The same applies to purchasing. If decarbonisation issues are not taken into account when setting up a multi-year master agreement (as with catering services), it may be more difficult to meet the decarbonisation target set for 2025.

In 2025, GL events will publish the emissions reduction trajectory for the Venues division in Europe, including action plans under review at the date of publication of this report.

Decarbonising GL events Group

As presented in ESRS E1-2, GL events Group has planned and structured the implementation of its emissions reduction trajectory over several phases, starting with the Venues division in Europe.
The Group has already committed to capital expenditure (CapEx), including a €55.57 million investment in rental equipment in 2024, enabling the events sector to maximise the use of resources needed to hold successful events. Other investments include the installation of solar panels (13 hectares at Eurexpo, Lyon), infrastructure for electric vehicle charging stations, and major maintenance and renovation projects. The 2024 results of CapEx aligned and eligible for the European green taxonomy can be found in part 2 European Taxonomy.
GL events has no activities in the coal, gas or oil sectors.
GL events is not rated on a Paris-Aligned Benchmark (PAB). BAPs are financial indices designed to align investment portfolios with the objectives of the Paris Agreement, by favouring companies committed to the transition to a low-carbon economy.
The Group's climate transition plan will be formalised and will form an integral part of the corporate strategy and overall financial planning in a number of ways. For example, the transition to renewable energies is also a key part of the budget planning process, with investments in solar panel installations covering several hectares. These facilities produce low-carbon electricity for the company, while offering the possibility of selling surplus electricity to the grid, thereby contributing to the company's financial and environmental targets, but also to those of local communities. As presented in ESRS E1-3, GL events Group is implementing a number of other decarbonisation initiatives in its other activities, which are directly integrated into the financial planning of operations, helping to reduce costs while limiting environmental impact. These different initiatives demonstrate that the Venues Division's climate transition plan in Europe is an integral part of the company's strategy, with financial commitments designed to reduce the ecological footprint while improving economic performance.

3. Material impacts, risks and opportunities and their interaction with strategy and business model (ESRS 2 SBM-3)

GL events has identified 8 impacts, risks and opportunities related to climate change classified under the following headings:

ESRS E1 Failure to adapt to extreme weather conditions		
IRO	**Physical risk**	**Transition risk**
Risk: On-site and value chain damage caused by failure to adapt to extreme weather conditions*	✔	

** As presented in ESRS E1-IRO, the analysis of physical climatic risks was carried out post double materiality analysis. The conclusions will be added to this section when the next publication is issued.*

ESRS E1 Low-carbon transition of the events sector		
IRO	**Physical risk**	**Transition risk**
Risk: Financial challenges of the low-carbon transition in the events sector		✔

ESRS E1 Energy transition		
IRO	**Physical risk**	**Transition risk**
Risk: Operational and financial risks of the energy transition on sites		✔

In 2024, GL events launched a project to assess the physical risks associated with climate change in collaboration with the consulting firm Ekodev.. This project targets the Venues division's sites in Europe, and focuses on climatic hazards such as drought, heat waves, floods and storms, which can have a direct impact on infrastructure, operations and the value chain.
The details of the study and its conclusions, to date, are presented in ESRS E1 IRO-1.

As presented in the following section ESRS E1 IRO-1, the analysis has highlighted physical climatic hazards that could impact GL events' value chain and activities.
The study was launched in 2024 and will continue through 2025. The Group will accordingly present its climate change adaptation plan in the next financial year.
Also, as explained in ESRS E1-9, in 2025 GL events will conduct an in-depth assessment of transition risks. This analysis will incorporate climate scenarios aligned with a 1.5°C trajectory, and assess the potential impact on the Group's revenues, assets and liabilities. An inventory of property assets will be produced, along with the monitoring of the energy efficiency of infrastructures and the responsibilities associated with each public service delegation for the sites managed by the Group.

4. Description of processes for identifying and assessing material climate-related impacts, risks and opportunities (IRO-1)

In 2019, GL events carried out a carbon assessment of its activities in France. Since fiscal 2022, GL events has carried out a carbon assessment of its activities on scope 1, 2 and 3 according to the financial consolidation scope. On that basis, the Group is able to quantify its impact on climate change in tonnes of carbon equivalent. However, no quantification has been carried out on other climate impact vectors such as black carbon or tropospheric ozone emissions, or land use changes.

Physical risks

In 2024, GL events launched a project with the consulting firm Ekodev. The purpose of this project is to qualify and quantify the physical risks of climate change for Venues sites in Europe.
More specifically, this project includes physical risks linked to climatic hazards (drought, heat waves, floods, storms, etc.) which can directly affect the Venues division's operations, infrastructure and value chain. The analysis is being carried out on a pilot scope, comprising 37 sites in France, 1 in the Netherlands, 1 in Hungary, 1 in Belgium and 1 in Italy. It also includes a matrix of physical risks by location, taking into account the specific challenges of each site. It is accompanied by an assessment of the sensitivity of operations and the chain to various climatic hazards, to establish a vulnerability score. The methodology is based on collaborative workshops, interviews and site visits. The project has accordingly involved numerous departments and functions within the Venues division: technical management, insurance, finance, purchasing and development. On this basis, it has been possible to identify the climatic hazards (e.g. heavy rainfall) to which the processes (e.g. the provision of event overlay services) are sensitive.
Once these hazards and processes had been identified, Ekodev's experts analysed climate hazard trends to 2050 based on the IPCC's RCP 8.5 scenario.
The results are used to rank risks for GL events, based on their level of probability and vulnerability. An analysis of threshold effects was also carried out to identify the financial and operational impacts of the most frequent climatic hazards. This study demonstrated that the following climate hazards could have a significant impact by 2050 on one or more parts of the Venues value chain in France:
— Rising average temperatures
— Heat waves
— Heavy rains
— Clay shrinkage and swelling
— Hailstorms
— Water stress
— In the study, these climatic hazards were coupled with key processes for the Venues division to study their vulnerability. These processes can include: building integrity; attendee movement; the supply chain; working conditions for value chain employees and workers; and so on.

The next steps in GL events' climate change adaptation project have now been defined. After identifying sensitive sites within the Venues Europe reporting scope, GL events is now working on the deployment of specific adaptation plans. These plans will be designed to respond to identified risks, taking into account the unique needs and vulnerabilities of each location.
In 2025, this analysis approach will be extended to all GL events' off-site Venues entities in France and Europe, providing broader coverage and greater resilience to climate risks in these regions. This will be followed in 2026 by the analysis and the deployment of adaptation measures will be extended to the Group's international sites. This phased approach enables GL events to strengthen its climate resilience in a structured and targeted manner, while integrating the specific regional characteristics and particular challenges of each site around the world.

Transition risks

GL events recognises the importance of quantifying the estimated financial impact of the transition risks associated with the decarbonisation of our societies. Although the Group is still not yet in a position to provide complete data for the following points, a structured plan is in place for that purpose starting in 2025:
— Material climate risk assessment: An in-depth analysis of transition risks will be carried out at Group level, incorporating 1.5°C climate scenarios to assess their financial impact on assets, liabilities and revenue.
— An inventory of real estate assets, with a breakdown of assets by energy efficiency class, will be documented and updated, with precise monitoring of their evolution.
— Alignment with accounting and financial standards: The climate impacts identified will be integrated into the financial statements in accordance with current standards.
— Integration of revenue at risk: An analysis will be conducted of business sectors and revenues exposed to transition risks.

5. Policies related to climate change mitigation and adaptation (E1-2)

As presented in ESRS 2 SBM-1, the Group's business model is divided into three divisions: Live, Exhibitions and Venues. For that reason, the breakdown of policies, targets and actions will also be divided into 3 parts. The aim is to in this way adapt to each division's stakeholders and markets.
GL events' first carbon audit was carried out in 2018 on a French reporting scope. Post-COVID, for fiscal 2022 the first carbon assessment on the scope of financial consolidation was carried out for the three scopes. Following this first comprehensive exercise, which clearly identified the main emission items by division and by country, a number of data reliability and consolidation projects were launched.

This work, carried out over the past 2 years, will enable GL events Group to formalise and accelerate strategic policies and projects from 2025 onwards. The focus in 2025 will be on the Venues division, the cornerstone of the Group's integrated model while the Exhibitions division organises events at Venues division sites managed by Venues, and the Live division provides services at these same sites. In that way, by deploying policies on the Venues division scope, GL events will prepare and raise awareness for all of its operations.

ESRS E1 Low-carbon transition of the events sector

Risk: Financial issues of the low-carbon transition in the events sector
Impact: Greenhouse gas emissions from the events sector

Policy presentation: Decarbonising the Group
As presented in ESRS E1-1, at the date of publication of this statement, the Venues division in Europe is in the process of building its emissions reduction trajectory in line with the Paris agreements. This policy and its targets will be reviewed in 2025.

Policy deployment:
The next steps to extend this decarbonisation policy are planned as follows:
— 2025: The emissions reduction policy will be gradually rolled out across the Exhibitions division in France, with the aim of aligning all event organisers. This deployment will encourage all convention centers and exhibition parks, as well as service providers, whether GL events entities or not, to proceed with the low-carbon transition of their activities in France.
The emissions reduction policy will also be gradually rolled out to the Live division's structures and seating systems activities.
— 2026: The Live division will begin to integrate this reduction trajectory into its temporary energy supply and events activities. All Venues worldwide sites will also follow the same trajectory as European sites.
— 2027: Finally, the emissions reduction trajectory will be extended to the Exhibitions division's international activities and to the major international projects serviced by the Live division.

In the event of constraints or adjustments, updated information will be published, indicating implementation deadlines and milestones. This progressive planning is designed to ensure consistent adoption, geared to the specific characteristics of each division, while respecting the Group's commitments to reduce its carbon footprint. Also, if the scope of consolidation changes, as a result of incoming or outgoing entities or sites, the scope of the policy and its deployment will also be adjusted.

ESRS E1 Development of new trade fairs, products and services to meet the challenges of climate change

Opportunity: Developing new exhibitions, products and services to meet the challenges of climate change
Positive impact: Support the environmental transition by developing new exhibitions, products and services to meet the challenges of climate change

Policy presentation: Supporting the transition to low-carbon, resilient economies by division	
Policy description (a)	GL events' Exhibitions division is committed to actively supporting the low-carbon transition through an approach focused on energy transition sectors or sectors in transformation. This policy is reflected in the organisation of specialised exhibitions for key sectors in the energy transition area, via the Greentech+ business unit, such as renewable energies and hydrogen, offering a specific forum for stakeholders to meet and develop in these areas. The Exhibitions division also supports other sectors in their environmental transition, such as catering, fashion and industry. This policy is implemented by showcasing exhibitors committed to sustainable practices, organising conferences on ESG subjects and communication campaigns to raise awareness of environmental issues and encourage the adoption of responsible practices. The Venues division, by staging organised events, is also aligned with the Exhibitions policy for organising events at a regional level.
Scope (b)	The General Manager of the Exhibitions division sits on the Group Executive Committee and reports directly to the Chairman-CEO.
The most senior level in the undertaking's organisation that is accountable (c)	This policy is driven by an international scientific consensus on the need to reduce greenhouse gas emissions in order to limit global warming to sustainable levels (+1.5°c by 2100), in line with the objectives of the Paris Agreement and the signing of the Net Zero Carbon Events (NZCE) of the UFI *(Global Association for the Exhibition Industry)*.
Consideration of the interests of key stakeholders (e)	This policy is available for consultation on the Group's website via this sustainability statement. Internally, the policy can be consulted on the Group's intranet.
Policy availability (f)	The General Manager of the Exhibitions division sits on the Group Executive Committee and reports directly to the Chairman-CEO.

Policy deployment:
The policy will be rolled out from 2025 onwards on:
- The Live division is planning to roll out a new emergency accommodation service to meet the growing needs arising from extreme weather events such as floods and storms. Thanks to the structures that the company owns, the Live division is capable of setting up large areas protected from the elements in a short space of time. In response to the intensification and increased frequency of these events, which are a direct consequence of climate change, the purpose of this service is to support local authorities, the State and the armed forces in dealing with emergency situations. This will make it easier to receive disaster victims and provide effective support for deploying emergency services in critical situations. Also, as presented in ESRS E5-1, the Live division has begun to implement an eco-design policy for its products. This will also contribute to gaining access in new markets.
- If necessary, GL events Venues sites, including exhibition centres and convention centres, can also be used as emergency accommodation centres. Thanks to their capacity and specially adapted infrastructure, these sites can be made available to local authorities, the State and emergency services to accommodate disaster victims and help organise emergency operations. This mobilisation makes it possible to respond effectively to critical situations in order to provide rapid and effectively coordinated support during major climatic events.
- In addition, the Live division's international operations, respond to calls for tender for major international projects such as the COP (Convention of the Parties) on climate change, desertification and other related issues. By actively participating in these calls for tenders, GL events seeks to support international initiatives that promote decarbonisation and the adaptation of our societies to climate change.

ESRS E1 Energy transition

Risk: Operational and financial risks of the energy transition on sites
Impact: Greenhouse gas emissions from energy consumption

Policy presentation: Energy transition of the Venues division

Policy presentation: Energy transition of the Venues division	
Policy description (a)	The Venues division, which accounts for 80% of the Group's energy consumption, is committed to reducing its own energy consumption and encouraging the transition to renewable energy sources. In response to the challenges of climate change and the importance of controlling energy emissions while keeping energy prices under control, this policy is based on two key priorities: reducing energy consumption and shifting to renewable energies. With this in mind, the Energy Contest project was deployed at 37 sites with the goal of reducing energy consumption per euro of sales. This project encourages teams at each site to identify and implement energy efficiency solutions, reinforcing a culture of energy performance within the Venues division. At the same time, the Venues division is committed to sourcing its electricity through Guarantees of Origin (GO) or Renewable Energy Certificates (REC) to ensure that it is derived from renewable sources. GL events also seeks to support the production of renewable electricity in those regions where the Group operates. For example, the deployment of solar panels on certain sites will also make it possible to produce renewable electricity on site, reinforcing the division's energy independence and commitment to a low-carbon economy.
Scope (b)	Venues Division
The most senior level in the undertaking's organisation that is accountable (c)	The Venues division's energy management policy is based on purchasing actions and significant investments for the division. This is why the General Management of the Venues division and its Chairman-CEO are responsible for implementing this policy, with the support of the members of their management committee, and more specifically the purchasing and finance functions, but also the on-site operational teams in charge of its implementation.
Reference to third-party standards or initiatives (d)	The Venues division's energy transition policy is based on the recommendations and scenarios of the International Energy Agency (IEA), in particular the Net Zero by 2050 scenario. This scenario, which outlines a roadmap towards carbon neutrality,highlights the need to significantly reduce energy consumption in all economic sectors, and massively adopt renewable energies. This policy is also in line with the service sector decree in force in France, which requires a gradual reduction in the energy consumption of office buildings over 1,000 sqm.
Consideration of the interests of key stakeholders (e)	Implementing this policy requires the active involvement of employees at each site and an understanding of their day-to-day working conditions in order to propose appropriate solutions. Customers, meanwhile, benefit from services aligned with their sustainability standards and meeting their expectations for more environmentally responsible events. Energy suppliers are also contributing to this approach by developing offers for the purchase of certified electricity. Finally, the transition to renewable energies and the improvement of energy efficiency contribute to regional and national decarbonisation objectives, and in this way support the environmental commitments of local and national delegating authorities.
Policy availability (f)	This policy is available on the Group's website through this sustainability statement and from the building departments of the various Venues.

Policy deployment:
The next deployment stages are planned as follows:
1. Deployment within the Live division: The energy transition policy will gradually be integrated into the Live division's operations in order to reinforce actions to reduce energy consumption, not only at the division's storage sites, warehouses and offices, but also in their temporary energy product offering.
2. Deployment within the Exhibitions division: the policy is currently deployed in the offices where the division's employees work.

This gradual approach to rolling out the energy transition policy within the Group's other divisions is designed to ensure that practices are consistent and adapted to the specific operating conditions of each division.
The deployment of international policies will also be aligned with advances in the policies and regulations in force in the countries in which the Group operates.

ESRS E1 Failure to adapt to extreme weather conditions

Risk: On-site and value chain damage caused by failure to adapt to extreme weather conditions
Impact: Social damage caused by failure to adapt to extreme weather events

Presentation of the climate change adaptation policy
In 2024, GL events launched a project with Ekodev to assess the climate risks for its Venues in Europe. This project identifies the physical risks associated with hazards (drought, flooding, storms, etc.) impacting operations and infrastructure at 42 sites across Europe. The analysis, supported by workshops, interviews and visits, maps risks by site and assesses climate vulnerability for each process.
The next steps include adaptation plans for Venues Europe's sensitive sites. These plans will be deployed taking into account current and future regulations in the localities where the Group operates, and the contractual responsibilities between the delegating authorities and GL events. Once the policy is in place, GL events will be able to study the next steps in rolling out the adaptation policy throughout the Group.

6. Actions and resources in relation to climate change policies (E1-3)

GL events is gradually building its greenhouse gas emissions reduction strategy. By finalising the trajectory for the Venues division in Europe, it will be able to publish next year the actions and operational objectives put in place to reduce the carbon footprint of these activities.
Numerous initiatives have already been deployed within the Group to limit the emissions generated by its operations, in line with the Group's strategy. These actions, detailed below, reflect its approach to reduce the impact of GL events' activities on the climate, notably by raising employee awareness and quantifying its greenhouse gas emissions.

Key action	Deployment of the Climate Fresk and other awareness-raising tools
Scope	France
Time horizons	2024
Description of action	To raise awareness of climate issues among as many employees as possible, GL events' CSR teams have been deploying the Climate Fresk in-house since 2023. The aim of this collaborative workshop is to help everyone understand how climate change works, and the scale and complexity of the issues involved, to empower them to appropriate them and take action. In 2024, the Live division has decided to accelerate this approach by training around ten employees to run the Climate Fresk. In addition, training on how to lead the climate fresk project has been integrated into France's training programmes. Finally, our CSR teams are developing other awareness-raising tools. For example, they have created a quiz for employees on CSR and climate issues. Depending on the requirements of the various entities, training courses can be set up for their employees.
Advances	To date, 12 employees have been trained to spearhead the Climate Fresk.
Expected outcomes	GL events considers the Climate Fresk to be an appropriate tool for raising awareness of current and future climate issues. This step is essential for our employees, who take the decarbonisation of our activities into account in their daily work.
Allocated resources	The CSR Reporting and Climate Projects Manager coordinates the network of project leaders for the the Climate Fresk.

Key action	Cléo - a carbon emissions calculator for the events industry
Scope	Group
Time horizons	2024-2025
Description of the action	Since 2024, the Group has been deploying the Cléo tool in its Live, Exhibitions and Venues activities. This tool, developed by UNIMEV (*Union Française des Métiers de l'Événement*), the French Meeting Industry Council, enables the various trades in the events sector to calculate the emissions of their products, services or events. In order to deploy this tool internally, the CSR team has created a training programme so that employees can calculate the carbon emissions of their products, services or events themselves. Through the templates created by the CSR Reporting and Climate Projects Manager, employees can collect and consolidate data themselves , enabling them to present the carbon emissions of their services to their customers.
Advances	To date, 59 employees in France and in other countries have joined the project.
Expected outcomes	Achieving emission reduction targets will require a change in operational practices across all divisions. It is also an essential step that will enable the Group to identify the levers for decarbonising its products, services and events.
Allocated resources	The CSR Reporting and Climate Projects Manager coordinates the deployment of the tool in the entities and is responsible for the methodologies applied.

7. Targets related to climate change mitigation and adaptation (E1-4)

ESRS E1 Low-carbon transition of the events sector

Target presentation: Decarbonising the Venues division in Europe
Risk: Financial issues of the low-carbon transition in the events sector
Impact: Greenhouse gas emissions from the events sector
As presented in ESRS E1-1, the Venues division in Europe is currently building its emissions reduction trajectory in line with the Paris agreements. This policy and its targets will be validated in 2025.

Target deployment:
The next steps to extend this decarbonisation target are aligned with the roll-out of the decarbonisation policy:
1. 2025: The emissions reduction trajectory will be gradually rolled out across the Exhibitions division in France for the purpose of aligning all event organisations with low-carbon transition targets. This deployment will encourage all convention centers and exhibition parks, as well as service providers, whether GL events entities or not, to proceed with the low-carbon transition of their activities in France. The carbon emissions reduction trajectory will also be gradually deployed across the Live division's structures and and seating systems activities.
2. 2026: The Live division will begin to integrate this reduction trajectory into its temporary energy supply and events activities. All Venues worldwide sites will also follow the same trajectory as European sites.
3. 2027: Finally, the emissions reduction trajectory will be extended to the Exhibitions division's international activities and to the major international projects serviced by the Live division.

ESRS E1 Energy transition

Risk: Operational and financial risks of the energy transition on sites
Impact: Greenhouse gas emissions from energy consumption
Target: Reducing energy consumption in the Venues division

In 2022, this division launched the monthly Energy Contest designed to reduce energy consumption at its sites in France and other countries, with a target of cutting energy consumption by 25% in relation to sales. For this project, the performance indicator is kWh/€ of sales. In 2023, compared with 2019 (the last comparable year before COVID-19, which led to a slowdown in the Group's activity), a reduction of almost 40% in consumption per € of sales was achieved by the end of the year. Now that this target has been achieved, a new energy reduction target will be set for 2025, in line with the implementation of the Venues Division's emissions reduction trajectory.

Deployment plan:
The next steps in deploying the target are aligned with the rollout of the resulting policy in 2025:
1. Deployment within the Live division: The energy transition target will be progressively integrated into the operations of the Live division.
2. Deployment within the Exhibitions division: the target will be deployed in the office facilities where the division's employees work.

Target: Installation of photovoltaic panels	
Target description (a)	As part of its energy transition policy, GL events intends to install photovoltaic panels on these sites. This renewable energy will supply not only the sites themselves, but also other stakeholders around the sites. In this way, GL events supports the socio-economic development of the regions where it operates by contributing to energy independence and decarbonisation. This target enables GL events to generate part of the electricity needed for its activities. This in turn makes the Group more resilient to major market fluctuations in energy purchase prices.
Target (b)	30 Ha of photovoltaic panels by 2026
Scope (c)	Group
Year and baseline value (d)	2022. No baseline value, as the target is to be reached over time.
Interim targets (e)	No intermediate target.
Methodology and key assumptions (f)	Photovoltaic panels can be installed on sites, storage areas and offices where GL events operates. Hectares of photovoltaic panels are accounted for when projects are validated by Executive Management.
The company's targets related to environmental matters are based on conclusive scientific evidence (g)	The Venues division's energy transition policy is based on the recommendations and scenarios of the International Energy Agency (IEA), in particular the Net Zero by 2050 scenario. This scenario, which outlines a roadmap towards carbon neutrality,highlights the need to significantly reduce energy consumption in all economic sectors, and massively adopt renewable energies. This target is also in line with the service sector decree in force in France, which requires a gradual reduction in the energy consumption of office buildings over 1,000 sqm.
Stakeholders involved (h)	Implementing the photovoltaic panel installation target involves extensive collaboration between several internal and external stakeholders. Within GL events, the technical teams, Finance Department, CSR Department and site managers play a key role in defining priorities, validating investments and monitoring projects. Externally, service providers specialising in renewable energy and photovoltaic installations are deployed to ensure that projects comply with technical and environmental standards. In addition, local authorities, landowners and, in some cases, the local communities near the sites are also consulted to ensure that the facilities fit in well with their environment.
Rules for recalculating or modifying the target (i)	There is no rule for recalculating or modifying the target.
Future progress or trends in reaching target (j)	13 Ha of photovoltaic panels are currently being installed on the Eurexpo site in Lyon, France. Two other installations are present on the French sites: Confluence (0.036 Ha) and Poitiers (0.241 Ha)

ESRS E1 Development of new trade fairs, products and services to meet the challenges of climate change

Opportunity: Developing new exhibitions, products and services to meet the challenges of climate change
Positive impact: Support the environmental transition by developing new exhibitions, products and services to meet the challenges of climate change

At this stage, GL events has not yet defined a quantitative target for its policy to support the transition to low-carbon and resilient economies. However, a robust policy has already been implemented by the Exhibitions division, and will be gradually rolled out to the Live and Venues divisions from 2025. It is difficult to set precise quantitative targets for this type of approach due to the nature of the actions undertaken, which are mainly a matter of adapting to operational and climatic needs. To put this policy into practice, the Live division is developing new services to meet the needs associated with decarbonising our economies and adapting to extreme climatic events. These operational measures offer concrete and immediate responses, while attesting to the Group's commitment to resilience and the energy transition. Once the policy has been rolled out across all divisions, GL events will be able to deploy one or more quantitative targets in order to monitor their effectiveness.
These actions enable the Group to provide immediate, tangible solutions while consolidating its commitment to energy transition and regional resilience. Ultimately, the operational deployment of this policy will serve as a basis for identifying relevant indicators and laying the foundations for future quantitative targets.

ESRS E1 Failure to adapt to extreme weather conditions

Risk: On-site and value chain damage caused by failure to adapt to extreme weather conditions
Impact: Social damage caused by failure to adapt to extreme weather events

Target - Climate change adaptation policy
GL events is currently defining its policy for climate change adaptation and should be able to publish a target for 2025. In particular, the targets will be designed to reduce the vulnerability of sites and operations to physical climatic

hazards (flooding, heat waves, storms).
In the meantime, the effectiveness of the policy is monitored by identifying the sites most exposed to climatic risks through vulnerability studies.
Progress is compared with a baseline period of 2024, when the first climate risk analyses were initiated. The current ambition is to define priorities for each site and to accelerate the integration of concrete adaptation measures into all Group activities once the adaptation plan has been developed at Venues Europe sites. In addition, targets will be adapted to the regulations in force in the localities where the Group operates.

8. Energy consumption and mix (E1-5)

Type of energy consumption	Consumption in MWh (2023)	Consumption in MWh (2024)	Change
a) Total energy consumption from fossil fuels	144,525	129,689	-10%
b) Total energy consumption from nuclear sources	-	-	-
c) Total energy consumption from renewable sources	78,639	80,318	+2%
i. Consumption of renewable fuels (including biomass, biofuels, biogas, hydrogen from renewable sources, etc.)	-	-	-
ii. Consumption of electricity, heat, steam and cooling purchased or acquired from renewable sources	78,639	80,318	+2%
iii. Consumption of self-generated, fuel-free renewable energy	-	-	-
Total consumption	223,164	210,006	-6%
Percentage of renewable sources in total energy consumption	**35%**	**38%**	**+3 pts**

**The only country where the Group operates with a predominantly nuclear power mix is France. However, all our sites in France operate under a renewable electricity contract. For that reason, the Group considers its total consumption of energy from nuclear sources to be insignificant.*

In line with its energy transition policy, by 2024 the Group has achieved an absolute reduction in energy consumption while increasing the percentage of renewable electricity in its energy mix.

Type of energy production	Production in MWh (2023)	Production in MWh (2024)
Non-renewable energy production	0	0
Renewable energy production	0	0

GL events Group does not yet produce any significant amount of energy at these sites. In 2024, 13 hectares of photovoltaic panels were installed on the Venues division site at Eurexpo in France. In the future, the site will generate part of the electricity needed for operations, and the rest will be fed back into the grid.

GL events does not operate in one of the sectors considered to have high climate impact, according to the criteria established by CSRD. High-impact sectors, such as energy, extractive industries, transportation, energy-intensive manufacturing, construction and agriculture, are distinguished by their high greenhouse gas emissions, intensive energy consumption or exploitation of natural resources. As a company specialising in events, GL events operates in a sector whose activities, while requiring the use of resources and energy, do not reach the same level of direct environmental impact as the aforementioned sectors. Nevertheless, GL events remains committed to reducing its carbon footprint and implementing sustainable practices in line with CSRD requirements.

9. Gross GHG emissions from scopes 1, 2, 3 and total GHG emissions (E1-6)

Details by GHG Protocol category

Breakdown of carbon footprint – GHG Protocol	2023 – tCO_2e	2024 – tCO_2e	Change
Scope 1	**26,581**	**19,566**	**-26%**
Direct emissions from stationary combustion sources	8,572	6,566	-24%
Direct emissions from mobile combustion sources	1,695	5,073	199%
Direct emissions from processes	16,314	7,927	-51%
Scope 2	**17,462**	**18,197**	**4%**
Indirect emissions from electricity consumption	15,850	15,546	-2%
Indirect emissions from the consumption of steam, heat or cooling systems	1,612	2,652	64%
Scope 3	**316,212**	**353,717**	**12%**
1: Purchased goods and services	138,739	204,418	47%
2: Fixed assets	30,844	31,701	3%
3: Fuel and energy related emissions (not included in Scope 1 or Scope 2)	3,253	3,716	14%
4: Outbound freight and distribution	22,861	12,958	-43%
5: Waste generated	11,556	12,221	6%
6: Business travel	10,358	7,868	-24%
7: Employee commuting	8,203	6,789	-17%
Other indirect downstream emissions	90,398	74,046	-18%
TOTAL	**360,255**	**391,481**	**9%**

Details of Group emissions - Location-based

Type of GHG emissions	2023	2024	Change
Gross Scope 1 GHG emissions (tCO_2e)	26,581	19,566	-26%
Scope 2 gross GHG emissions (location-based) (tCO_2e)	21,075	30,030	42%
Gross GHG emissions Scopes 1 and 2 (tCO_2e)	50,149	49,596	-1%
Total gross indirect GHG emissions (Scope 3) (tCO_2e)	313,719	353,091	13%
Total GHG emissions (location-based) (tCO_2e)	363,868	402,687	11%

Details of Group emissions - Market-based

Type of GHG emissions	2023	2024	Change
Gross Scope 1 GHG emissions (tCO_2e)	26,581	19,566	-26%
Scope 2 gross GHG emissions (market-based) (tCO_2e)	17,462	18,197	3%
Gross GHG emissions Scopes 1 and 2 (tCO_2e)	44,043	37763	-14%
Total gross indirect GHG emissions (Scope 3) (tCO_2e)	316,212	353,717	12%
Total GHG emissions (market-based) (tCO_2e)	360,255	391,481	9%

Intensity indicators

GHG emissions intensity metric	Emissions intensity 2023 (tCO_2e / net sales*)	Emissions intensity 2024 (tCO_2e / net sales*)	Change
GHG emissions intensity, location-based	0.256	0.246	-4%
GHG emissions intensity, market-based	0.254	0.240	-6%

** Total revenue based on the Group's financial consolidation scope presented in chapter 5, Financial statements, i.e. €1,419,258 thousand in 2023 and €1,633,914 thousand in 2024.*

Breakdown by Division

FY	Type of emissions	Live Division	Venues Division	Exhibitions Division	Support staff	Total
2024	Scope 1 emissions (tCO_2e)	11,011	8,121	111	323	19,566
2024	Scope 2 emissions (tCO_2e) market-based	9,532	8,246	418	0	18,197
2024	Scope 3 emissions (tCO_2e)	189,766	100,371	60,408	3,172	353,717
2024	Total emissions (tCO_2e)	210,309	116,739	60,938	3,495	391,481

Breakdown by region

FY	Type of emissions	Europe	Middle East Africa	North America	Latin America	Asia	Total
2024	Scope 1 emissions (tCO_2e)	11,412	1,170	28	6,606	351	19,566
2024	Scope 2 emissions (tCO_2e) market-based	6,298	7,863	24	786	3,226	18,197
2024	Scope 3 emissions (tCO_2e)	268,783	7,110	536	48,302	28,987	353,717
2024	Total emissions (tCO_2e)	286,492	16,142	588	55,694	32,564	391,481

Breakdown by value chain stage

FY	Upstream	Own operations	Downstream	Total emissions (tCO_2e)
2024	272,690	19,566	99,225	391,481

GL events is not subject to regulated emissions trading schemes, such as the European Union Emissions Trading Scheme (EU ETS). These schemes, which apply mainly to energy-intensive industrial sectors such as power generation, heavy manufacturing and transport, impose strict limits on greenhouse gas (GHG) emissions and require companies to hold emission allowances for their CO_2 releases. As a specialist events company, GL events is not included in the sectors covered by these regulations. However, although its Scope 1 emissions are not directly subject to emission quotas, GL events remains committed to reducing its carbon footprint by adopting sustainable practices and complying with voluntary environmental standards.

GL events uses contractual instruments to reduce its carbon impact on Scope 2 emissions, representing 0.2% of its indirect GHG emissions linked to energy consumption. These instruments include Guarantees of Origin (GO) in France and I-RECs (International Renewable Energy Certificates) in Brazil, certifying that the energy consumed comes from renewable sources. 100% of these contractual instruments are therefore unbundled energy attribute certificates (EACs).

10. GHG removal and mitigation projects financed through carbon credits (E1-7)

GL events has begun to build its greenhouse gas emissions reduction trajectory, focusing initially on the Venues division in Europe. This initiative marks the start of a long-term strategic commitment to significantly reduce the Group's emissions. Once the trajectory has been defined for this first entity, GL events plans to deploy similar reduction trajectories for all its activities, with the goal of gradually integrating concrete reduction targets into all its operations. With this in mind, the Group does not resort to carbon offsetting on its own initiative, preferring to focus on the direct reduction of its emissions through a structured and ambitious approach.

11. Internal carbon pricing (E1-8)

To date, GL events does not apply any internal carbon pricing system to directly integrate the cost of greenhouse gas emissions into its financial decisions. However, the potential impact of its emissions in 2023 has been assessed by Axylia, a firm specialising in sustainable performance analysis, which uses a methodology based on applying a theoretical carbon price to companies' emissions in order to evaluate the financial impact that regulatory or voluntary pricing would have on their balance sheets. This approach simulates the effects of a carbon tax and measures the potential implications for a company's profitability and financial resilience. Following this evaluation, GL events obtained an A score, indicating that the events sector would be less sensitive than others to the introduction of a carbon tax.

12. Anticipated financial effects from material physical and transition risks and potential climate-related opportunities (E1-9)

Revenue categorisation:
GL events recognises the importance of providing transparent information on net revenue generated by activities from customers operating in sectors related to coal, oil and gas. Although this data is not available at the date of this statement, based on existing information systems and the resulting qualification of the data, the Group is committed to collecting and publishing this information as part of its sustainability statement for fiscal 2025. This will make it possible to implement robust processes for collecting and analysing the necessary data.

Anticipated financial impact of physical and transition risks:
In 2024, GL events initiated an in-depth study of physical climate risks in collaboration with outside experts. This approach helped to identify and qualify the climatic hazards likely to affect the Group's assets, revenue and operations. The results of this study, presented above, will make it possible to assess and quantify the potential financial impact of these physical risks in 2025.
With regard to transition risks, a formalised and structured plan will be accelerated starting in 2025, to analyse and quantify transition risks. This analysis will also include reconciliations with relevant financial items.

Anticipated financial effects from transition opportunities:
As presented in ESRS E1-1, GL events has identified an opportunity related to climate change. By organising exhibitions focusing on the decarbonisation of economies and developing new offerings to support public and private responses to extreme weather events, the Group is gaining access to new markets where its economic interests and responses to climate change are aligned.
At present, these opportunities are mainly concentrated in France, but are beginning to develop internationally, notably with the creation of a Hyvolution exhibition in Chile and Canada.

4. ESRS E2 - Pollution

Contents

102 / 1. Description of the processes to identify and assess material impacts, risks and opportunities related to pollution (IRO-1)
102 / 2. Policies related to pollution (E2-1)
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105 / 4. Targets related to pollution (E2-3)
105 / 5. Pollution of air, water and soil (E2-4)

1. Description of the processes to identify and assess material impacts, risks and opportunities related to pollution (IRO-1)

The process of identifying and assessing material impacts, risks and opportunities is presented in ESRS 2 IRO-1 and the results in ESRS 2 SBM-3, page 57.
More specifically, in order to qualify the impact materiality on air pollutants related to the supply chain and not on other pollutants in other parts of its supply chain, GL events has conducted a review of the various pollutants below in relation to its business model: Air pollution; water pollution; soil pollution; pollution of living organisms and food resources; substances of very high concern; microplastics. After a bibliographical analysis of the anthropogenic origin of these various pollutants, GL events considered that it had a material impact only on air pollution, via its supply chain.

2. Policies related to pollution (E2-1)

Aware of the issues relating to air pollution, GL events has accelerated its policy of greening its vehicle fleet in France, in response to the requirements of the French Mobility Act (*Loi d'Orientation des Mobilités* or LOM) adopted in 2019. This initiative is designed to reduce greenhouse gas emissions and atmospheric pollutants, by encouraging the adoption of low-emission vehicles and the installation of electric charging points at its sites. By targeting company and service vehicles, this approach is contributing to improving air quality, particularly in those urban areas where the Group operates, while at the same time addressing the concerns of employees, local authorities and partners.

ESRS E2 Supply chain related air pollution

Impact: Impact of supply chain-related air pollution on local populations

Policy presentation: Greening of the French vehicles fleet	
Policy description (a)	The French Mobility Act (LOM), adopted in 2019, is designed to improve transport systems in order to significantly reduce air pollution and limit the sector's carbon footprint. This law promotes sustainable and accessible mobility practices, meeting society's concerns in the areas of air quality and public health. This law requires GL events to adopt a policy that promotes the use of low-emission vehicles. The aim is not only to reduce greenhouse gas emissions, but also to reduce air pollution in the urban areas where the company operates. Finally, this policy encourages all sites to install more charging stations for electric vehicles. This policy applies to the employees' company and service vehicles.
Scope (b)	France: Live, Exhibitions, Venues, Holding.
The most senior level in the undertaking's organisation that is accountable (c)	The divisions' general managements are responsible for achieving these targets, drawing on the expertise of purchasing, the CSR team and operations.
Reference to third-party standards or initiatives (d)	France's Mobility Act (*Loi d'Orientation des Mobilités* - LOM) is based on a number of scientific studies and international studies. For example, the World Health Organisation (WHO) has published numerous reports highlighting the link between air pollution and public health. These studies show that prolonged exposure to fine particles, nitrogen oxides (NOx) and other pollutants from road transport increases the risk of respiratory and cardiovascular disease, and even premature mortality. In France, organisations such as Santé publique France have conducted epidemiological research on the impact of air pollution, quantifying deaths and illnesses linked to exposure to atmospheric pollutants.. The policy is also in line with the restrictions in place following the introduction of so-called Low Emission Zones in major French cities.
Consideration of the interests of key stakeholders (e)	GL events has introduced this policy by taking into account the concerns of its main stakeholders. Employees expect solutions to support them in reducing their carbon footprint by providing recharging stations or electric company vehicles. GL events is also addressing the concerns of local authorities by helping to reduce pollutant emissions in urban areas and facilitating access to public transport for event attendees. Finally, the company is involving its partners and suppliers in this approach by raising awareness about the need for more environmentally-friendly logistics practices during events.
Policy availability (f)	This policy is available for consultation on the Group's website via this sustainability statement. Internally, the catalogue of company and service vehicles reflects this policy.

Policy deployment:
After initiating the process of greening its fleet in France, GL events plans to start this policy internationally in 2025 and 2026 in accordance with local infrastructures and regulations. This roll-out will involve a gradual transition to electric and hybrid vehicles, and the installation of recharging stations. GL events will work with local teams to adapt recharging infrastructures and raise employee awareness about the benefits of this transition. This plan will help GL events to meet new regulations to be introduced in many countries imposing stricter air quality standards and to reduce air pollutants from its operations.

Once GL events' own operations are covered by the policy, the Group will fully involve all stakeholders in its value chain in this policy. To date, GL events' master agreements with its main logistics service providers include reporting requirements in order to obtain indicators on the status of the service providers' fleets and the carbon emissions emitted. On the basis of this information, the Group will have a preliminary baseline that will enable it to adapt the policy to these external stakeholders.

Qualification and quantification of substances of concern and substances of very high concern
GL events plans to study the list of substances of concern and substances of very high concern in order to assess the materiality of this issue for its activities. This analysis will mainly target signage-related trades, in order to identify and quantify the potential presence of these substances in the materials used. If such substances are present, GL events will study the possibility of replacing or gradually reducing them, particularly for non-essential uses and products intended for end customers.

3. Actions and resources related to pollution (E2-2)

Conscious of the challenges posed by air pollution, GL events has taken steps to limit the emissions of atmospheric pollutants associated with its activities.

Key action	**Installation of electric charging stations on sites**
Scope	Group
Time horizons	2024-2030
Description of action	To support the electrification of GL events' fleet of professional vehicles, employees' cars and visitors' cars (for the Venues division), the Group has installed and is continuing to install charging stations at its sites. Two main levers are used: — In France, the Mobility Act regulation imposes a percentage of places with recharging above a certain threshold. — Meeting growing customer and employee demand.
Advances	In 2023, investment in electric charging stations totalled €40,000. In 2024, investments have been planned for 2025.
Expected outcomes	Helping employees and visitors change their mobility habits.
Allocated resources	The operational management of the Venues and Live division is in charge of deploying these charging stations.
Financial resources	In 2024, no CapEx was used to install electric charging stations. Significant investments have already been made in 2023 or will be made in 2025.

Key action	**Purchase of trucks running on Natural Gas for Vehicles (NGV)**
Scope	Live France
Time horizons	2024
Description of action	To reduce the atmospheric pollutants generated by GL events' activities, in 2024 the Group acquired several delivery vehicles running on NGV (Natural Gas for Vehicles).
Advances	Function Meuble has acquired 7 NGV vehicles.
Expected outcomes	By substituting thermal vehicles with NGV-powered vehicles, the scientific literature indicates a reduction of around 95% in fine particles and 50% in NOx (nitrogen oxides) compared with the Euro VI standard threshold.
Allocated resources	The Live division's purchasing departments and the transport departments of the entities operating these vehicles were involved in the project.
Financial resources	N.C

Key action	**Integrating CSR criteria with transport companies**
Scope	Live
Time horizons	2024
Description of action	GL events Live has set up a CSR questionnaire for its transport carriers. The aim of the latter is to assess the maturity of different service providers in terms of CSR issues, and in particular the reduction of atmospheric pollutant emissions. Indicators are adopted to assess the condition of the service providers' fleets and their evolution over time.
Advances	The questionnaire has been finalised and is currently being deployed.
Expected outcomes	To date, 22 suppliers have responded to the questionnaire.
Allocated resources	The CSR teams worked with the Live division's purchasing teams to define the most relevant indicators to be implemented.
Financial resources	No financial resources were required.

4. Targets related to pollution (E2-3)

ESRS E2 Supply chain related air pollution

Impact: Impact of supply chain-related air pollution on local populations

Target presentation: Greening of the French vehicle fleet	
Description of objective (a)	GL events' target is for 70% of its fleet of company vehicles to be electric or hydride-powered by 2030, to meet the requirements of the French Mobility Act (LOM) and the Climate and Resilience Law. The target is therefore to increase the share of low-emission vehicles (less than 50g CO_2/km). This also reduces air pollution by eliminating the use of fossil fuels.
Target (b)	70% renewal of GL events' fleet of low-emission vehicles by 2030.
Scope (c)	France - All divisions
Year and baseline value (d)	Relative target calculated per year, so no baseline value.
Interim targets (e)	20% renewal of GL events' fleet of low-emission vehicles by 2024. (40% in 2027).
Methodology and key assumptions (f)	The indicator is calculated as follows: - Nominator: number of new low-emission vehicles in its fleet. - Denominator: total number of new vehicles in the fleet.
The company's targets related to environmental matters are based on conclusive scientific evidence (g)	The World Health Organization (WHO) has demonstrated the direct impact of fine particle and nitrogen oxide (NOx) emissions from vehicles on public health and the environment. These pollutants, emitted mainly by combustion engines, contribute to the deterioration of air quality, particularly in densely populated urban areas.
Stakeholders involved (h)	GL events has involved its main stakeholders in the implementation and achievement of its fleet greening targets. Employees are made aware of pollution issues and encouraged to opt for low-emission vehicles. The sites, in partnership with their managers, are integrating infrastructures such as charging stations to facilitate this transition. Finally, the local authorities, with which GL events works closely, help to align the company's actions with regional air quality policies in order to respond effectively to environmental challenges.
Rules for recalculating or modifying the target (i)	This objective does not require the implementation of a recalculation rule.
Future progress or trends in reaching target (j)	In 2024, 20% of GL events' vehicle fleet renewal was carried out with low-emission vehicles

Target deployment:
The target will be deployed in the same way as the policy: internationally in 2025 and 2026, in line with local infrastructures and regulations, and thereafter; the Group will set targets in conjunction with the players in its value chain.

5. Pollution of air, water and soil (E2-4)

Qualification and quantification of air pollutants
Air pollutants generated by fuel combustion are fine parts, nitrogen oxides (Nox), volatile organic compounds, benzene (C_6H_6), metals and sulphur dioxide (SO_2) are all pollutants caused by fuel combustion. To date, the Group is unable to produce a report quantifying the mass of atmospheric pollutants emitted by the combustion of its fleet's fuels.

5. ESRS E3 - Water and marine resources (E3 IRO-1)

Contents

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112 / 6. Expected financial effects of impacts, risks and opportunities related to water and marine resources (E3-5)

1. Description of processes for identifying and assessing material impacts, risks and opportunities related to water and marine resources (E3 IRO-1)

A description of the Impacts, Risks and Opportunities of water management issues is presented in section ESRS 2 SBM-3.

Analysis of water stress at Venues sites
GL events has implemented analysis procedures to identify current and future water stress levels at its Venues division sites. This approach involves analysing actual water consumption, and the use of external tools such as the World Resources Institute (WRI) to assess local water risks.
Current water stress maps are shown below.

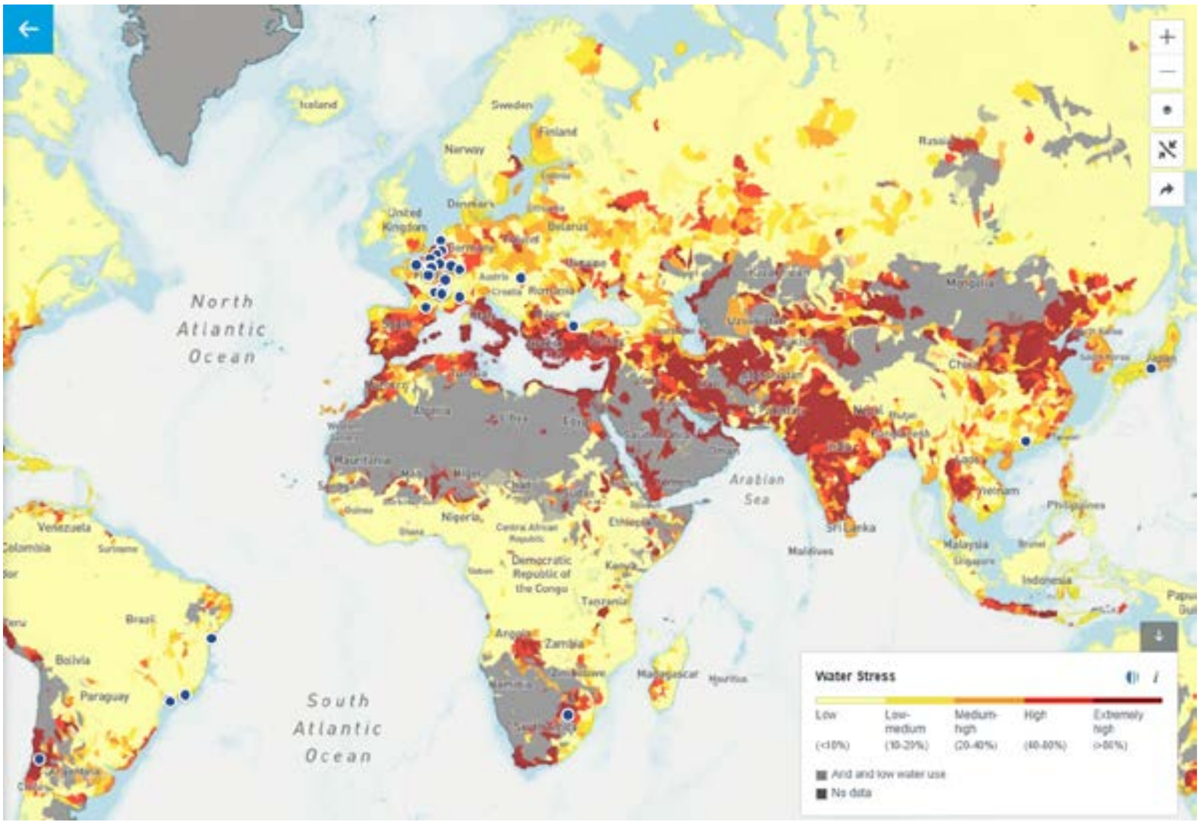

Figure 1: Map of current water stress at the Venues division's international sites
Source: https://www.wri.org/aqueduct

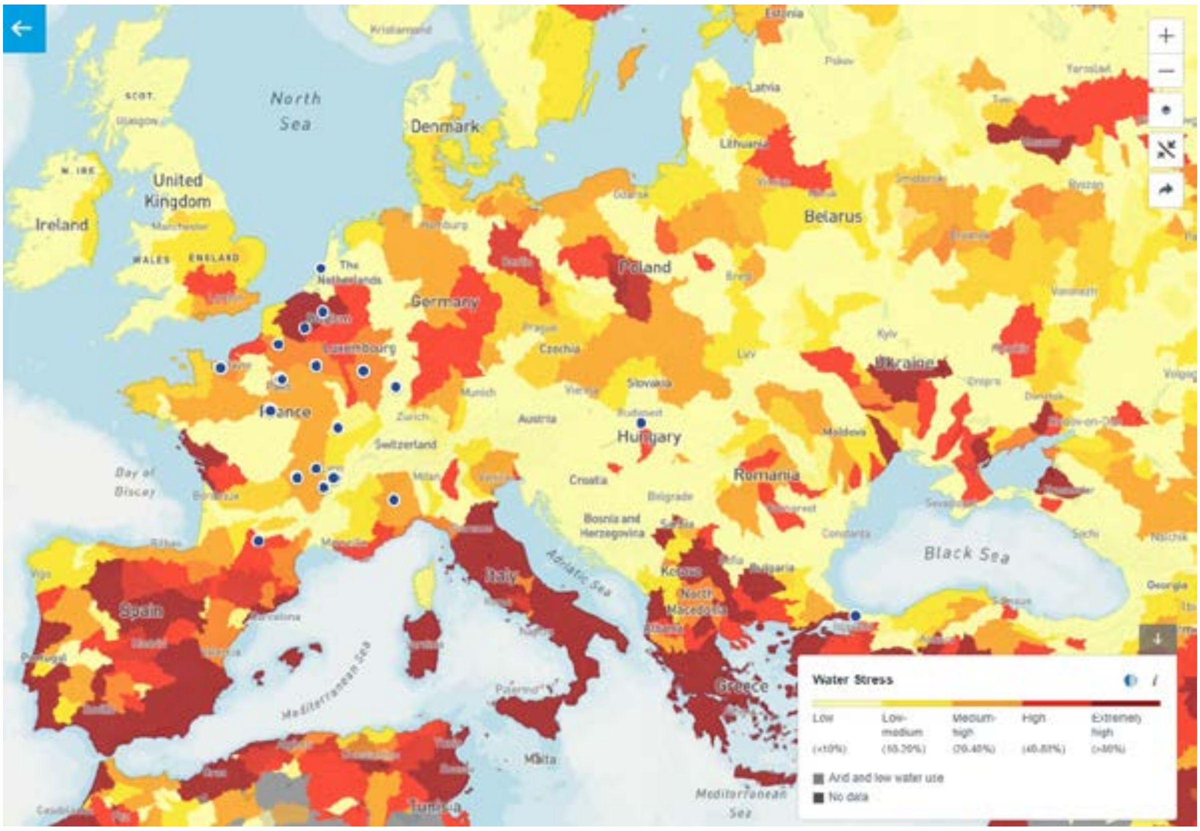

Figure 2: [Focus Continental Europe] Map of current water stress at Venues sites worldwide
Source: https://www.wri.org/aqueduct

To anticipate changes in the level of water stress at each site, the Venues division has adopted the "pessimistic" scenario for 2050. The reason for this choice is twofold:

— It is aligned with the scenario used in the Venues division's climate change impact study and the associated adaptation plan.
— It follows best practices in the field, guaranteeing a robust analysis consistent with current standards.

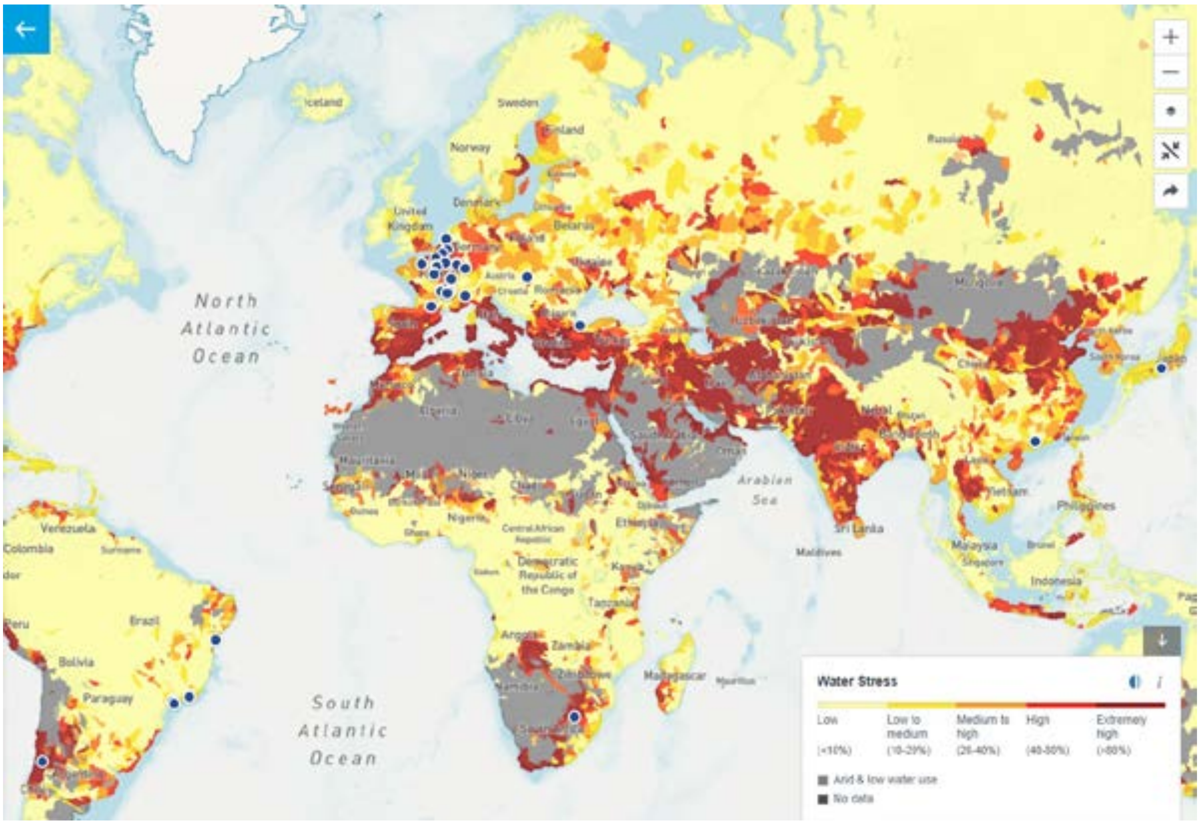

Figure 3: Map of water stress in 2050 at the Venues division's international sites - Pessimistic scenario
Source: https://www.wri.org/aqueduct

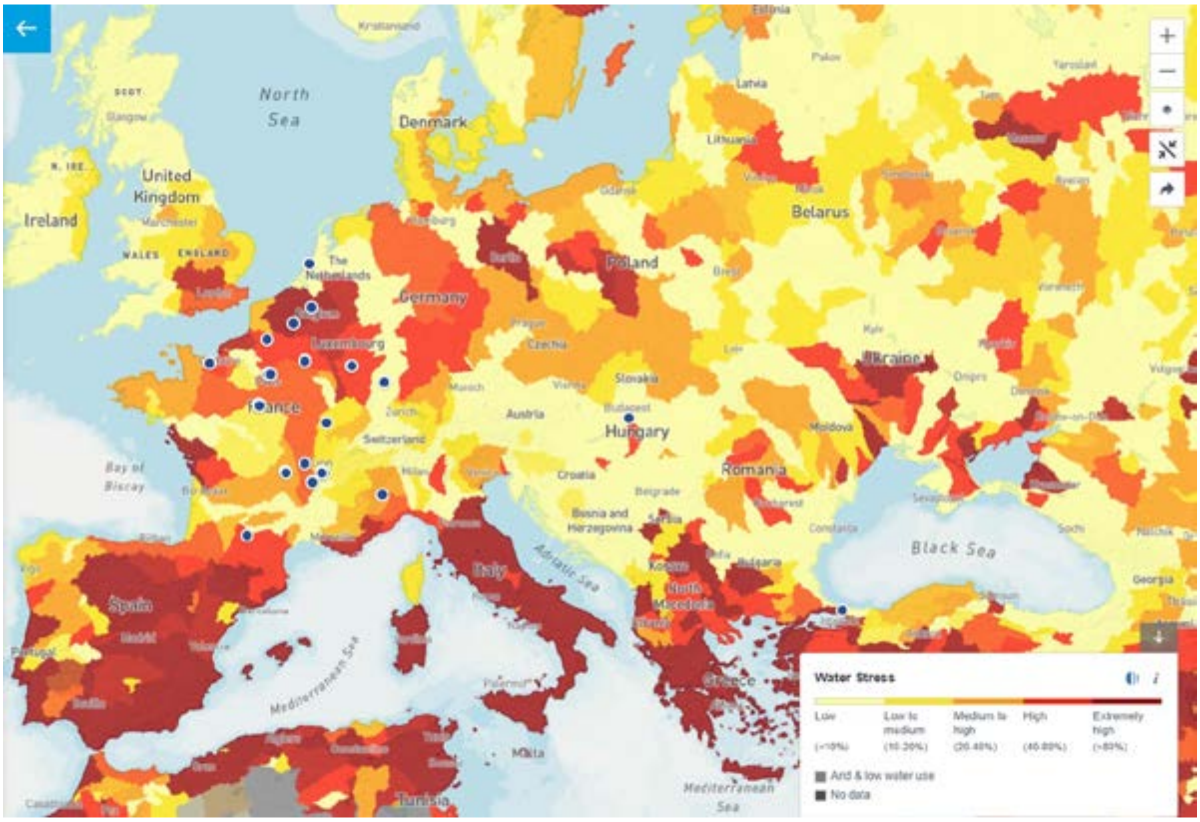

Figure 4: [Focus Europe] Map of water stress in 2050 for Venues international sites - Pessimistic scenario Source: https://www.wri.org/aqueduct

The analyses conducted identified the main water-consuming sites and the areas where pressure on water resources is high. As part of this process, GL events will also initiate dialogue with local stakeholders, particularly in regions identified as at risk. This includes local authorities, business partners and suppliers. Actions implemented are designed to ensure that water resources are used rationally and managed sustainably in the areas where the Group operates.

As described above, GL events has begun this work on its own operations, where the issue is considered material. In the future, if GL events identifies the materiality of these issues in its value chain, it will deploy this study upstream and downstream.

2. Policies related to water and marine resources (E3-1)

ESRS Issue E3 Water resource scarcity

Risk: Scarcity of water resources at the sites
Policy presentation: Venues water management

GL events recognises the importance of sustainable water management, particularly in view of the water stress issues identified at the Venues division sites. To date, the Group has not formalised and deployed a structured policy to meet these challenges. However, a water risk map was produced in 2024 using the *Aqueduct Water Risk Atlas*tool developed by the *World Resources Institute*. This mapping covers all the Venues division's sites, which will account for 77% of the Group's water consumption in 2024.

GL events plans to develop a structured policy entitled "Water management at Venues division sites" by 2025. The purpose of this policy will be to reduce water consumption and incorporate solutions adapted to the local water stress situation identified for each site.
Once the policy has been deployed within the activities of the Venues , Live and Exhibitions divisions it will then be included in the scope in 2026.
The Group undertakes to communicate on the progress and results of this initiative in future sustainability statements.

3. Actions and resources relating to water and marine resources policies (E3-2)

With regard to areas exposed to water-related risks, all sites at risk have been identified. Actions will be taken from 2025 onwards, following the deployment of a Group-wide policy. Despite the current absence of water resource policies at the GL events Group level, certain entities have already implemented a number of initiatives to manage water consumption

Key action	**Water conservation plan**
Scope	Auvergne Evénement (Grande Halle + Zénith)
Time horizons	2024-2027
Description of action	The Auvergne Evénements sites have responded to the region's request to set up a water conservation plan in accordance with the directives of the Auvergne-Rhône-Alpes Regional Directorate for the Environment, Planning and Housing. The purpose of this document is to collect information on the water consumption of certain companies and the actions taken to reduce water consumption.
Advances	Water consumption reduction actions carried out since 2015 have been identified. For example: rainwater harvesting, water leak detection...
Expected outcomes	With these answers, Auvergne Evénement wishes to be part of the region's approach to water management.
Allocated resources	Buildings Department
Financial resources	N/A

Key action	Installation of faucet water flow restrictors
Scope	Venues - Lingotto (Italy) and Convencoes Salvador (Brazil)
Time horizons	2024
Description of action	One of the main sources of water consumption at the Venues is in the washrooms. Both sites have installed faucet water flow restrictors. In Italy, for example, the Venues site has fitted faucets with intelligent photocells that automatically regulate the water flow, enabling more moderate use of water resources.
Advances	Flow restrictors have been installed.
Expected outcomes	A reduction in water consumption is expected.
Allocated resources	Buildings Department
Financial resources	These actions were part of a larger project, making it impossible to isolate only costs.

4. Targets related to water and marine resources (E3-3)

ESRS Issue E3 Water resource scarcity

Impact: Excessive water use
Target presentation: Venues water management
GL events has not set any targets in terms of water resources at the date of this statement. However, targets will be set when the Group's policy is drawn up in 2025 for the Venues scope, then extended to the entire Group in 2026. The aim of these targets will be to reduce water consumption in absolute (m^3) or relative (m^3/k€ of sales) terms, with priority given to water-stressed areas, in relation to a baseline year which could be 2024.
In the meantime, the effectiveness of this policy is monitored through a number of quantitative indicators, including:
— m^3 of water consumed on site.
— m^3 of water from groundwater pumping.
These two indicators make it possible to monitor and understand changes in water consumption at the sites.

5. Water consumption (E3-4)

The sustainable management of water resources is an important issue for GL events, particularly in the context of the activities of the Venues division. In line with the requirements of ESRS E3-4, the Group presents quantitative indicators relating to total water consumption and use in areas identified as being under water stress.
To date, 4 Venues division sites are located in areas with a very high risk of water stress: The Square (Brussels - Belgium); The Seed (Istanbul - Turkey); Johannesburg Expo Centre (Johannesburg - South Africa); Metropolitan Santiago (Santiago - Chile).
In addition, there are 2 sites in areas with a high risk of water stress: Meet (Toulouse - France) and Parque Ferial Santiago (Santiago - Chile).
The objective of this approach is to better understand and control the environmental impacts associated with the water needs of our operations, while strengthening our resilience in the face of climate and water risks. By collecting and analysing this data, GL events is able to monitor its performance, identify opportunities to reduce consumption and focus its policies on more efficient use of this critical resource, thereby helping to preserve ecosystems and meet the expectations of its stakeholders.

Evolution of water intensity ratio

	2024	2023	Change
Intensity ratio: m^3 of water consumed/€m of sales	384	432	-11%

Group water consumption by division (m^3)

	2024 - m^3 (%)	2023 - m^3 (%)	Change
Venues	483,813 (77%)	495,067 (80%)	-2%
Live	143,506 (23%)	121,714 (20%)	18%
Exhibitions	0 (0%)	0 (0%)	0%
Total (m^3)	627,320	616,781	2%

Group water consumption by region (m^3)

	2024 – m^3	2023 – m^3	Change
Europe	252,059 (40%)	269,757 (44%)	-2%
Middle East - Africa	65,099 (10%)	39,050 (6%)	25%
Latin America	269,490 (43%)	211,901 (34%)	27%
Asia	40,172 (6%)	96,073 (16%)	-58%
North America	506 (0%)	0 (0%)	-
Total (m^3)	627,320	616,781	1%

Evolution of the share of water consumption in the Venues division according to the level of water stress

	2024 – m^3	2023 – m^3
Low water stress (< 10%)	71,641	145,175
Low to medium water stress (10-20%)	172,356	140,705
Medium-high water stress (20-40%)	213,575	179,712
High water stress (40-80%)	10,438	8,489
Very high water stress (>80%)	15,803	20,986

(Source World Resources Institute, current water stress)

Water pumping

	2024	2023
m^3 of water pumped (extracted)	1,164,515	1,227,318

This water circulates in a closed circuit before returning to the water table. In that way, water is not consumed.
Of the total water consumption and water pumping, 8.5% was calculated by means of extrapolation.

6. Expected financial effects of impacts, risks and opportunities related to water and marine resources (E3-5)

GL events has not yet identified any expected financial impact related to water resources.
Following the identification and mapping of risks linked to water management, GL events will be able to calculate and communicate the significant financial costs linked to water resources from 2025.

6. ESRS E4 -Biodiversity and ecosystems

Contents

113 / 1. Material impacts, risks and opportunities and their interaction with strategy and business model (E4.SBM-3)
116 / 2. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks, and opportunities (E4.IRO-1)
116 / 3. Transition plan and consideration of biodiversity and ecosystems in the strategy and business model (E4-1)
116 / 4. Policies related to biodiversity and ecosystems (E4-2)
117 / 5. Actions and resources related to biodiversity and ecosystems (E4-3)
118 / 6. Targets related to biodiversity and ecosystems (E4-4)
118 / 7. Impact indicators concerning alteration of biodiversity and ecosystems (E4-5)

1. Material impacts, risks and opportunities and their interaction with strategy and business model (E4.SBM-3)

Since 2024, GL events Group has started to develop a biodiversity policy for its Venues division.

This division hosts and organises events through the operation and management of venues. In the materiality analysis, the activities of this division were considered to have a material impact on biodiversity. This is because its sites consist of buildings and outdoor car parks that artificialise the land on which they stand. As such, these sites therefore contribute to the erosion of biodiversity through soil artificialisation, which is one of the main causes of biodiversity erosion identified by the IPBES (Intergovernmental Platform on Biodiversity and Ecosystem Services). Local ecosystems can on this basis be disrupted.

In addition, the Group has also chosen to start with the Venues division, as the sites exemplify the complexity of the issue, based on their position within territories with a diversity of species and natural habitats. As these sites are governed by regulatory frameworks in favour of biodiversity, the biodiversity policy under development will have to be designed in relation to these regulatory requirements and legal provisions. This is being carried out in compliance with the responsibilities defined in the public service delegation (*Délégation de Services Publiques* - DSP) contracts and the regulations in place.

Finally, the local policies on which the division's sites depend are increasingly establishing frameworks for preserving and restoring biodiversity. Starting with the Venues division, the aim is to fully involve the delegating authorities in the construction of the division's biodiversity policy, so that it is aligned with the objectives and orientations of local territorial policies.

In 2025, GL events will also study the impact of installing these structures and grandstands in natural areas. As presented in ESRS E-3, actions have been implemented for the installation of structures in the gardens of the Château de Versailles during the Paris 2024 Olympic Games.

In 2024, GL events used the Score Biodiversité platform developed by LaCEN and Middlenext to identify local biodiversity issues at its sites in France. These are based on the Regulatory Ecological Sensitivity indicator. This indicator can be used to map sites in near protected or sensitive natural areas, and to assess the company's biodiversity risk. It calculates the ecological sensitivity of a site based on the regulatory zoning that governs land use and the protection of biodiversity. GL events has selected 4 regulatory zones to identify biodiversity risks:

- Natura 2000 areas: The European network of sites designed to protect biodiversity and natural habitats.
- Regional Natural Parks: Protected areas to preserve natural, cultural and landscape heritage.
- Green and blue infrastructure networks: Planning tools to maintain and restore ecological continuity on land and in water.
- ZNIEFF (*Zones Naturelles d'Intérêt Écologique, Faunistique et Floristique*): Areas identified for their remarkable biodiversity and scientific interest.

The indicator classifies 3 levels of "ecological sensitivity" reflecting the level of proximity between sites and biodiversity areas:

- **Very sensitive:** The site is included in a biodiversity area
- **Sensitive:** The site is close to a biodiversity area (less than 5 km away)
- **Non-sensitive:** The site is far from a biodiversity area (more than 5 km away)

This inventory reveals that 100% of sites (i.e. 38 sites) are concerned by biodiversity issues at local level. In fact, they are all close to at least one protected area. More than half the sites are close to a Natura 2000 area (55% of sites). Nearly ¾ of the sites are less than 5 kilometres from a Green or Blue infrastructure network.
6 sites have been identified as biodiversity areas, including the Parc Floral, the Pavillon Chesnaie du Roy, Voyage Samaritaine, Les Invalides in Paris, the Conference Center in Orléans and the Convention Center in Reims.
The table above shows this classification applied to the 4 regulatory zones selected for all Venues sites in France.

Legend:
Green: The site is far from a biodiversity area (more than 5 km away)
Orange: The site is close to a biodiversity area (less than 5 km away)
Red: The site is included in a biodiversity area

	Natura 2000	**Regional Nature Parks**	**Green and blue infrastructure**	**ZNIEFF**
GL events Paris Venues				
Palais Brongniart	Green	Green	Orange	Orange
Maison de la Mutualité	Green	Green	Orange	Orange
Paris Event Center	Orange	Green	Orange	Orange
Parc Floral	Green	Green	Green	Red
Le Pavillon Chesnaie du Roy	Green	Green	Green	Red
Voyage Samaritaine	Green	Green	Red	Green
Paris Montreuil Expo	Orange	Green	Orange	Orange
Les Invalides	Green	Green	Red	Orange
Orleans events				
Arena	Orange	Green	Orange	Orange
Convention Center	Orange	Green	Orange	Orange
Exhibition Center - Le Loiret	Orange	Green	Orange	Orange
Orléans Zenith	Orange	Green	Orange	Orange
Conference center	Orange	Green	Red	Orange
Chapit'O	Orange	Green	Orange	Orange
Reims events				
Convention Center	Orange	Green	Red	Orange
Arena	Green	Green	Orange	Orange
Exhibition centers	Orange	Green	Orange	Orange
Metz events				
Exhibition Center	Green	Green	Orange	Orange
Metz Robert Schuman Convention Center	Orange	Green	Orange	Orange
Technopole Convention Center	Green	Green	Orange	Orange
Convention Center	Orange	Orange	Orange	Orange
Megacité Amiens				
Megacité Amiens	Orange	Green	Orange	Orange
Strasbourg				
Palais des Congrès et de la Musique	Orange	Green	Orange	Orange
Exhibition Center	Orange	Green	Orange	Orange

	Natura 2000	Regional Nature Parks	Green and blue infrastructure	ZNIEFF
Lyon events				
Lyon Convention Center				
Eurexpo Lyon				
La Sucrière				
Matmut Stadium				
Saint-Etienne events				
Convention Center				
La Verrière				
Exhibition Center				
Clermont Auvergne events				
Grande Halle d'Auvergne - Parc Expo				
Zenith d'Auvergne				
Polydome				
Le Scarabée (Roanne)				
Toulouse events				
MEETT - the Toulouse exhibition and convention centre				
Caen Evènements				
Exhibition Center				
Convention Center				

The two maps below illustrate the distribution of sites identified as very sensitive and sensitive respectively.

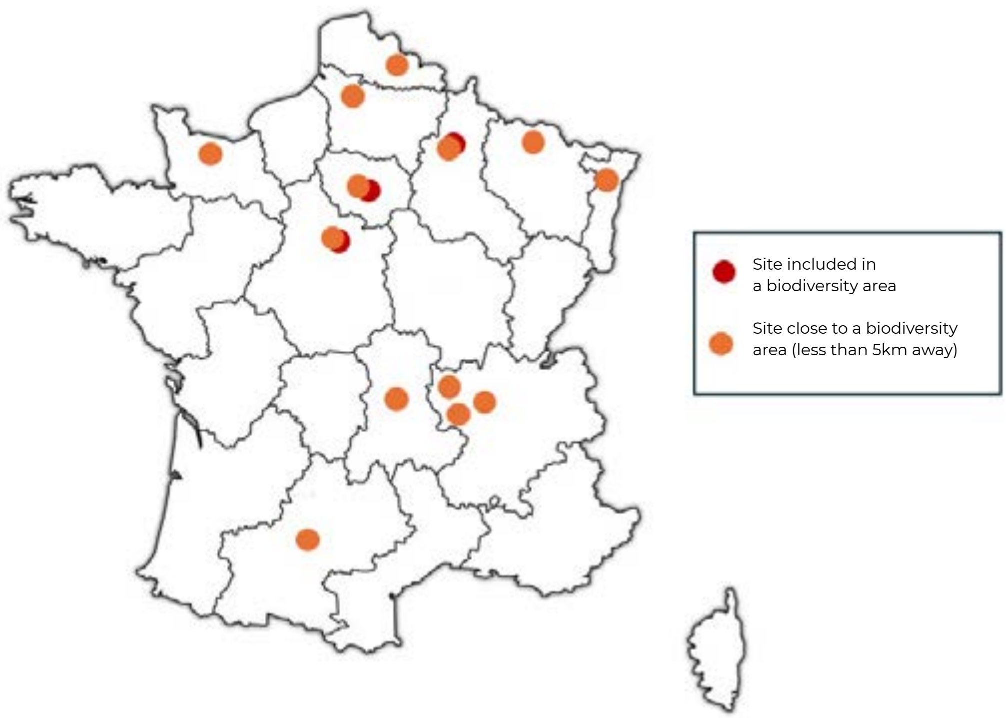

Figure 1: Mapping of sites included in or close to a biodiversity area

Before assessing the material impact of the Venues division sites on endangered species, two inventories will be drawn up from 2025 onwards of the various animal species that are included and/or in the vicinity of the sites. The first inventory lists the species of the Green and Blue network present in the various destinations according to their administrative region. This list was drawn up by the French Ministry of Ecology's technical partners, such as the French National Museum of Natural History (MNHN), the Fédération des Conservatoires Botaniques Nationaux (FCBN) and the Office pour les insectes et leur environnement (OPIE). The second inventory will list the protected and/or endangered species included in the 6 sites identified as highly sensitive.

This project does not yet provide a breakdown of the sites according to the impacts and dependencies identified, or the ecological status (in relation to the reference level of the ecosystem concerned) of the areas in which they are located.

2. Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks, and opportunities (E4.IRO-1)

As explained in ESRS SBM-3, since 2024 GL events Group has begun to focus its actions on the biodiversity challenge within the scope of the Venues division in France by classifying sites by regulatory zone. The analysis focused on the division's own activities.
Biodiversity dependencies have been studied as part of the double materiality analysis. The latter has showed that dependence on biodiversity and ecosystem services is not material in the medium term for the Group's business model.
Transitional and physical risks were assessed by taking into account the criteria of land artificialisation and proximity to sensitive areas, identified using the Regulatory Ecological Sensitivity indicator. Although material risks are recognised as a result of their impacts on local biodiversity, dependencies have not been deemed significant in the medium term.
This process has also explored the opportunities offered by local renaturation policies, promoting better environmental integration of sites. However, they have not been considered significant.
GL events has also introduced systemic risks into its process for identifying biodiversity-related impacts, risks and opportunities. These risks, such as the widespread erosion of biodiversity and its consequences for essential ecosystem services, were considered as part of the double materiality analysis. Although these issues are recognised as critical on a global scale, their direct impact on the business model was assessed as insignificant in the medium term.
In 2025, the LaCEN platform will enable the Venues division to quantify the negative impacts of these sites via two indicators:
— The permeable surface ratio (PSR), which measures the proportion of permeable surface (with or without vegetated soil) on the total surface area of the site in question
— The Biotope Area Factor (BAF), which measures the proportion of a space dedicated to ecological functions such as rainwater absorption and the creation of habitats for flora and fauna

With these indicators, GL events will be able to target actions to be carried out on its sites in favour of biodiversity.
Having finalised the Ecological Sensitivity study for its Venues division sites, GL events is now preparing a more in-depth assessment of the resilience of its business model and strategy to the challenges posed by biodiversity and ecosystems. From this base, the Group will progressively extend this assessment to all Venues division sites, before integrating the Live and Exhibitions divisions and their respective value chains.

3. Transition plan and consideration of biodiversity and ecosystems in the strategy and business model (E4-1)

As explained in ESRS E4 SBM-3 and ESRS E4 IRO-1, GL events begins by focusing its actions for biodiversity on the Venues division in France. A double materiality analysis has confirmed the impact of this division on local ecosystems. The artificialisation of the land by buildings and parking lots contributes to the erosion of biodiversity, identified by the the Intergovernmental Science-policy Platform on Biodiversity and Ecosystem Services (IPBES) as a major cause of this degradation. 38 sites mapped in France through the Score Biodiversité platform indicated that all are close to protected areas, with 55% close to Natura 2000 zones and 6 located directly in biodiversity areas.
In 2025, GL events will study the impact of the Live division by installing structures and grandstands in natural environments.
The analysis of ecological sensitivity was carried out in the short term on the basis of current regulatory zoning.

4. Policies related to biodiversity and ecosystems (E4-2)

Policy presentation: Biodiversity policy of the Venues division

Since 2024, the Venues France division has been organising its approach to biodiversity issues by using the Score Biodiversité platform developed by LaCEN and Middlenext. As explained in section E4 SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model, the Venues division used the Score Biodiversité platform to identify local biodiversity issues at its sites in France. The division will align its approach with the recommendations of the Science Based Targets Network (SBTN) initiative and the Taskforce on Nature-related Financial Disclosures. From a local point of view, the sites must be based on the four regulatory zones identified during the inventory of local biodiversity issues, namely Natura 2000 zones, Green and Blue Fabrics, Regional Nature Parks and ZNIEFF natural zone. The regulatory framework is becoming more structured, notably with France's Zéro Artificialisation Net (ZAN) law. This policy will seek to address the concerns of these stakeholders and ensure that biodiversity issues are taken into account in the development of the division in France.

In 2026, once the Venues France business unit has developed its policy, it may be extended to other international Venues, depending on the regulations in force in the countries where the division operates.

5. Actions and resources related to biodiversity and ecosystems (E4-3)

Although the Biodiversity policy is in the process of still being formalised, GL events has already taken a number of steps to protect biodiversity at its sites and facilities.

Key action	**Protecting and preserving the flora and fauna of the Versailles site for the 2024 Olympics**
Scope	2024 Paris Olympic and Paralympic Games
Time horizons	2024
Description of action	On the Versailles site, GL events' teams had to take specific lighting measures to protect bats and local wildlife. A six-month study was carried out by GL Audiovisual and Power teams, with regular reports presented to Paris 2024. Using DIALux software, the study determined the type of lighting to be used, its height and the areas to be lit or left in darkness, in order to minimise the impact on wildlife. The project also drew on the expertise of ecologists. GL Audiovisual & Power for that reason installed floodlights emitting a warm orange light of no more than 40 Lux. In addition, in certain areas, the teams have installed timer-controlled spotlights that switch off at midnight, thus limiting disturbance to the bats.
Advances	These measurements were carried out throughout the 2024 Olympic and Paralympic Games lifecycle. These measures may be reproduced at other sites. Some Venues sites will be able to draw inspiration from this approach when determining the measures best adapted to the needs of their local ecosystems.
Expected outcomes	GL events fulfilled its contractual obligations with the organisers of the Olympic Games.
Allocated resources	GL events Audiovisual & and Power teams worked with the Games Organising Committee to identify the measures to be implemented.
Financial resources	GL events thus invested in projectors emitting a warm orange light, not exceeding 40 Lux, and in projectors equipped with timers.

Key action	**Parking lots at Eurexpo to be desartificialised**
Scope	Venues France - Eurexpo
Time horizons	2024-2025
Description of action	In 2024, Lyon's Eurexpo exhibition center will begin installing photovoltaic panels on its parking lots. During the installation phase, the site also took the opportunity to plant more hedges and trees at the parking lots.
Advances	Work is currently underway and will be completed in 2025.
Expected outcomes	De-artificialise parking lots to encourage on-site biodiversity.
Allocated resources	The Venues division operations management and site building teams.
Financial resources	N.D

The Group is currently developing its biodiversity policy. This will be accompanied by targeted action plans for each site. The latter will also be based on the regulatory obligations already in place at the sites, particularly in terms of buildings. In the meantime, GL events has decided to refrain from implementing purely symbolic and controversial actions on biodiversity, such as installing beehives on its sites.

GL events does not currently offset biodiversity. The Group adopts an approach that prioritises the gross reduction of the impacts of its activities, concentrating its efforts on the direct mitigation first of the pressures exerted by its sites, and then of its value chain. This approach reflects our commitment to environmental responsibility, focusing first and foremost on limiting negative impacts at source.

6. Targets related to biodiversity and ecosystems (E4-4)

Degradation of biodiversity on sites
Impact: Degradation of biodiversity on sites
Target presentation: Biodiversity policy of the Venues division
As explained in section ESRS E2 - 1 Policies for managing the material impacts, risks, dependencies and opportunities associated with biodiversity and ecosystems, the Venues division is beginning to structure its approach with respect to biodiversity. From 2025 onwards, the Venues France division will develop its biodiversity policy with associated targets.

For this purpose, it will rely on two indicators calculated by the platform:

- The Permeable Surface Ratio (PSR), which corresponds to the proportion of permeable surface (with or without vegetated soil) over the total surface area of the site in question.
- The Biotope Area Factor (BAF), which measures the proportion of a space dedicated to ecological functions such as rainwater absorption.

7. Impact indicators concerning alteration of biodiversity and ecosystems (E4-5)

As explained in ESRS E4-SBM and ESRS E4-IRO-1, GL events has structured its biodiversity actions around the Venues division in France, whose material impact on local ecosystems has been confirmed by a double materiality analysis. The artificialisation of the land by buildings and parking lots contributes to the erosion of biodiversity, identified by the the Intergovernmental Science-policy Platform on Biodiversity and Ecosystem Services (IPBES) as a major cause of this degradation. 38 sites mapped in France through the Score Biodiversité platform indicated that all are close to protected areas, with 55% close to Natura 2000 zones and 6 located directly in biodiversity areas. The surface area of sites owned, leased or managed in or near protected areas or key biodiversity zones has not yet been consolidated. GL events estimates the total surface area of these 38 sites, including buildings, parking lots and other green spaces, at 350 hectares.

One of the next steps in 2025 is to quantify the negative impacts of these sites using two indicators:

- The permeable surface ratio (PSR), which measures the proportion of permeable surface (with or without vegetated soil) on the total surface area of the site in question
- The Biotope Area Factor (BAF), which measures the proportion of a space dedicated to ecological functions such as rainwater absorption and the creation of habitats for flora and fauna.

7. ESRS E5 - Resource use and circular economy

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125 / 6. Outgoing resource flows (E5-5)
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1. Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities (E5.IRO-1)

A description of the Impacts, Risks and Opportunities of GL events' circular economy projects is presented in section ESRS 2 – SMB 3.

More specifically, for the purposes of their evaluation, GL events has implemented a process taking into account the Group's three main business lines (Live, Exhibitions, Venues) and based on several specific methodologies and tools:

- Annual reporting on waste collected and processed by service providers (Veolia, Suez, Paprec). This reporting includes data on volumes by type of waste and their recycling rate.
- A carbon assessment of incoming and outgoing resource flows, identifying the main raw materials consumed (wood, metals, plastics, agri-food resources) and the types of waste generated.
- An analysis of the upstream and downstream value chain for the purpose of understanding dependencies on natural resources. GL events has not identified any affected communities requiring consultation.
- Inventory of second-life products and the volume of products reused during the Paris 2024 Olympic Games.

2. Policies related to resource use and circular economy (E5-1)

GL events has identified the circular economy as a major lever for reducing its environmental impact and meeting the challenges of sustainable resource management. Aware of the need to adopt more responsible business models in the events sector, the Group has developed policies focusing on three main areas: promoting the rental business model, waste management and product eco-design.
By focusing on the reuse and modularity of rental equipment through an end-of-life inventory, the reduction, reuse and sorting of waste, and the development of eco-design, GL events strives to optimise the life cycle of incoming and outgoing products and materials used in its activities. These policies reflect an approach that takes into account the concerns of its stakeholders, regulatory requirements and best practice in terms of the circular economy.
These initiatives will be gradually rolled out across all the Group's divisions: Live, Exhibitions and Venues. This approach highlights GL events' strategy to actively contribute to the ecological transition of the events sector by combining economic performance with environmental responsibility.

ESRS E5 Failure of the Group's rental business model

Risk: Failure of the Group's rental operating model affecting economic performance
Impact: Environmental impact of inadequate purchasing

Policy presentation: Promoting the Group's rental business model	
Policy description (a)	Since its creation, GL events has been committed to promoting its rental business model as a key lever of the circular economy in the events sector. By encouraging the re-use of its equipment - such as structures, stands and furniture - the Group optimises the use of resources required by the events sector and reduces its environmental impact. The products are designed to be robust, modular and durable which extends their lifecycle. This approach supports the transition to more sustainable business models, while meeting customers' needs in terms of efficiency and environmental responsibility.
Scope (b)	Live Division
The most senior level in the undertaking's organisation that is accountable (c)	The General Manager of the Live division, as well as the Deputy General Manager and the Corporate Secretary for this division, are members of the Group Executive Committee.
Reference to third-party standards or initiatives (d)	The *Global Resources Outlook* published by the International Resource Panel (IRP) under the aegis of the United Nations Environment Programme highlights the urgent need to reduce the consumption of natural resources and waste, emphasising the role of the circular economy in meeting global environmental and climate challenges. This policy is also based on regulatory criteria and benchmarks, as in France with the Anti-Waste Act for A Circular Economy (AGEC) and the European Taxonomy, see chapter 2, on the circular economy issue.
Consideration of the interests of key stakeholders (e)	The policy takes into account the concerns of customers, employees and suppliers. Customers demand sustainable solutions, employees ensure their implementation, and suppliers guarantee the necessary products or raw materials.
Policy availability (f)	This policy is available for consultation on the Group's website via this sustainability statement.

Deployment plan :

— **Exhibitions division starting from 2025:** The policy will be extended to the Exhibitions division. It will aim to encourage the use of reusable products at trade fairs and exhibitions, particularly for stands, furniture and general installations. Exhibitors and attendees will learn about the importance of the rental business model as a lever for sustainability. Specific initiatives will be put in place designed to integrate reusable rental solutions into the offer, while strengthening maintenance and storage practices to optimise reuse. Solutions are already in place at certain exhibitions. For example, the Première Vision exhibition uses almost exclusively reusable modular stands, which drastically reduce the amount of waste generated during the event.

— **Venues Division starting from 2026:** the policy will be deployed on the Pole Venues, with a dual ambition. Encourage the use of reusable products in events hosted on the sites. Ensure that site infrastructures are adapted to effectively manage these rental facilities, particularly in terms of logistics, storage space and flow processing. These measures are designed to limit the volume of waste on site.

ESRS E5 Waste management at events

Risk: Reputational and financial risk from shortcomings in on-site waste management.

Policy presentation: Waste management	
Policy description (a)	Waste management is at the very heart of GL events' circular economy approach, with three major priorities. **Waste reduction:** the company is committed to reducing waste production at source by integrating sustainable design solutions, optimising operational processes and promoting the rational use of resources. **Reuse:** the emphasis is on the reuse of materials and equipment, through practices that extend their life cycle, product modularity and reuse in community-based or Social Solidarity Economy projects. **Waste sorting:** Waste sorting is reinforced by training initiatives, awareness campaigns and the optimisation of on-site collection systems. These measures are designed to maximise the recovery of waste, by encouraging its reintegration into appropriate channels, while significantly reducing the environmental impact of the Group's activities.
Scope (b)	Group
The most senior level in the corporate organisation that is accountable (c)	The General Manager and Deputy General Manager of the Venues division sit on the Group Executive Committee.
Reference to third-party standards or initiatives (d)	The European Directive 2008/98/EC on waste, also known as the Waste Framework Directive, is the European Union's fundamental text governing waste management in member states. Its aim is to reduce waste production, while ensuring its sustainable management. For that purpose, it establishes a hierarchy that prioritises prevention, reuse, recycling and recovery before disposal.
Consideration of the interests of key stakeholders (e)	For the waste management policy, it is essential to integrate the concerns of customers, employees, suppliers, local authorities, waste management and cleaning service providers. Although customers want to reduce their carbon footprint, they also retain responsibility for choosing the end product or service and the associated waste. For that reason, it is vital to adapt to their expectations. Employees, who are at the very heart of operations, must be involved in order to ensure that sorting and reuse practices are effectively implemented. Suppliers must be committed to offering recyclable and reusable materials. Because waste management service providers play a key role in recovery and recycling, stronger partnerships are essential. Finally, as regulators, the public authorities define the regulatory framework for waste management.
Policy availability (f)	This policy is available for consultation on the Group's website via this sustainability statement.

ESRS E5 Product eco-design

Opportunity: Access to new markets through eco-designed products

Policy presentation: Product eco-design

Eco-design is an environmental issue recognised by GL events, and addressed on a case-by-case basis for certain products (see MDR-A). However, the Group has not yet established and formalised a policy covering all its divisions.

Despite this, GL events has nonetheless launched projects designed to introduce CSR criteria for these supplies. Ultimately, this will enable operational staff to make informed choices when designing their services, and in that way to eco-design their offer. The purpose of this project is to:

- Identify the main environmental and employment-related issues for each family of products, services or raw materials.
- Define a series of quantitative and qualitative indicators to establish supplier evaluation criteria.

In 2024, work began by purchasing family: on site machinery, signage, furniture, wood supplies and logistics.

In 2025, the Live division will formalise the implementation of a structured eco-design policy with the purchasing department for its general installations and furniture businesses. Through this policy, eco-design principles will be systematically integrated into the development of rental products and equipment.

Once the policy has been produced, GL events will adapt it to the other product families offered by the Live division: structures, grandstands, temporary energy, audiovisuals, signage, etc.

Summary

GL events is committed to minimising the use of virgin resources through the promotion of its rental business model. With this model, equipment (structures, stands, stands, furniture) can be reused several times which reduces the quantities of raw materials required. The robust, modular design of these products also helps to extend their service life and avoid frequent replacement.

Finally, the Group is gradually integrating secondary (recycled) resources into its processes, notably through the eco-design of its products and by promoting partnerships with Social and Solidarity Economy (SSE) entities to give used equipment a second life.

The Group in that way also incorporates sustainable sourcing as a key principle in its eco-design policy, working closely with suppliers to select more sustainable materials wherever possible. The future deployment of the eco-design policy in

the Live division (starting in 2025) will include a systematic analysis of the materials used to ensure their durability, low environmental impact and sustainability.
GL events' circular economy policies are based on a hierarchy of waste management principles:

- Prevention (a): The Group works to reduce waste at source by integrating rental product solutions and eco-designing products.
- Reuse (b): GL events gives priority to the re-use of equipment and materials. The modularity and robustness of rental products mean they can be reused for a wide range of events. Partnerships with SSE organisations also facilitate the redistribution of equipment at the end of the cycle.
- Recycling (c): When reuse is not possible, the Group favours recycling waste, using optimised sorting systems and working with specialised service providers to ensure that it is reintegrated into appropriate channels.
- Other recovery methods (d): GL events is exploring complementary solutions, such as energy recovery, for waste that cannot be reused or recycled.
- Elimination (e): Disposal is considered as a last resort, in line with the priorities of the waste hierarchy.

The Exhibitions and Live divisions play a significant role in helping the Venues division to manage its waste properly. The division can offer rental products that limit the amount of waste generated, and products that can be reused or recycled. The Exhibitions division, as the client, can organise its event taking into account the above-mentioned waste hierarchy.

3. Actions and resources relating to resource use and the circular economy (E5-2)

GL events has taken numerous steps to reduce its use of resources and support the circular economy.

Key action	**Optimising the use of flooring to reduce the use of carpet during the Paris 2024 Olympic Games**
Scope	Live
Time horizons	2024
Description of action	At the Paris 2024 Olympic Games, the floors supplied were divided into three categories according to their state of wear. This breakdown made it possible to adjust the optimum level of finish for each functional area where the most aesthetically pleasing floors were used for the hospitality lounges, while the oldest were destined for the logistics areas. In addition, work was carried out with the Valdélia eco-organisation to manage end-of-life carpets, to ensure that they are recycled in terms of materials and, at the very least, energy. This project covered the direct activities of the Live division.
Advances	Completed
Results	Thanks to this strategy, the area covered by carpets has been reduced by 60%, i.e. 60,000 sqm of carpet avoided or the equivalent of 6 soccer pitches.
Allocated resources	Operational teams to categorise flooring.
Financial resources	N/A

Key action	**Reuse of wooden materials used for the Paris 2024 Olympic Games**
Scope	Live and Venues divisions
Time horizons	2024
Description of action	Under the impetus of Paris 2024 and the operational teams, a project was launched with TIZU, a French manufacturer of upcycled furniture, to recycle wooden materials into second-life furniture.
Advances	Completed
Expected outcomes	- 3 times 50m^3 of grandstand floors were converted into second-life furniture in the run-up to the Olympics. - 20 tonnes of anti-slip flooring were recovered during the disassembly of the grandstands at the Trocadéro site, to become second-life furniture.
Allocated resources	Purchasing team Operational team CSR team
Financial resources	N/A

Key action	**Waste management and re-use guides**
Scope	France
Time horizons	2024-2025
Description of action	The CSR team has created two guides for all the Group's French entities: - Reuse guide: this document lists all the Group's partners who can reuse materials used at events or on site. - Waste management guide: when a material cannot be reused, operational staff can use this document to find out what sorting channels are available, as well as the service providers who can collect the waste.
Advances	Guides sent to all entities.
Expected outcomes	Following the operational deployment of these two guides, GL events anticipates an increase in the amount of waste reused in that way eliminated, as well as an increase in the sorting rate.
Allocated resources	Purchasing team Operational team CSR team
Financial resources	N/S

Key action	**Implementation of a waste management plan**
Scope	Venues Italy - Lingotto
Time horizons	2024
Description of action	A waste management programme was set up at Lingetto. Created with the help of a specialist company, this programme is based on rigorous, ongoing monitoring of waste within the entity. Particular attention is paid to waste sorting. Thanks to this waste management plan, a second sorting and collection area has been set up.
Advances	Completed
Expected outcomes	An increase in the percentage of waste sorted and recycled. Reducing the volume of waste sent to landfills contributes to limiting the environmental impact and reducing emissions associated with waste treatment.
Allocated resources	Operational team
Financial resources	N/A

4. Targets relating to resource use and the circular economy (E5-3)

To date, GL events is working on formalised targets for its key policies: waste management, promotion of the rental model and eco-design of products. These targets, scheduled for 2025, are intended to reinforce the Group's ambitions in terms of prevention, reuse, recycling and the integration of eco-design practices into its offerings.
Until these are formalised, GL events relies on operational indicators to assess and monitor the effectiveness of its policies. Monitoring waste volumes, sorting rates and results in line with European taxonomy, makes it possible to identify concrete short-term levers for improvement. GL events' commitment to this gradual approach reflects its desire to develop an ambitious trajectory to actively contribute to the transition towards an efficient and sustainable circular economy.

ESRS E5 Waste management at events

Risk: Reputational and financial risk in the event of short-comings in on-site waste management
GL events has not yet defined objectives for its waste management policy. However, the Group plans to set targets for 2025, in order to structure and measure its goals in terms of waste reduction, increased sorting and reuse. These targets are in line with the principles of the circular economy and European regulatory frameworks. In addition, these targets are aligned with Venues Division's goal for reducing emissions in Europe.

Pending the definition of these targets, GL events monitors the effectiveness of its policy through operational indicators already in place:
- Volumes of waste generated by site and by activity in relation to sales.
- The sorting rate of collected waste.

This data is collected and analysed on an annual basis, and compared with the 2019 baseline period, when the waste management reporting guidelines were introduced. The current goal is to achieve continuous improvements in these performances in the short term, by identifying best practices and introducing them across all the relevant divisions.

ESRS E5 Failure of the Group's rental business model

Risk: Failure of the Group's rental operating model affecting economic performance
Impact: Environmental impact of inadequate purchasing
Target presentation: Promoting the circular business model model
GL events has not yet defined formal targets for its policy of promoting the rental business model. However, the structuring of a target is planned for 2025, in order to better define targets linked to the reduction of environmental and resource impacts through the use of reusable rental products. Indeed, the Group has undertaken by implementing a *sustainability-linked* financing, to achieve a target linked to the alignment of Group revenue with the circular economy challenge, see Chapter 2 - Taxonomy.
This target will also make it possible to measure the effectiveness of actions carried out within the various divisions. In the meantime, the effectiveness of the policy is monitored through standardised quantitative indicators:
- Taxonomy-eligible and aligned revenue in relation to the European circular economy taxonomy
- Taxonomy-eligible and aligned CapEx eligible and aligned in relation to the European circular economy taxonomy

This data is collected and analysed on the basis of the 2023 baseline period, and current performance is used to identify areas for improvement.

ESRS E5 Product eco-design

Opportunity: Access to new markets through eco-designed products
Target presentation: Product eco-design
In connection with the deployment of the eco-design policy, GL events will define specific targets by product family: signage, furniture, general installation, audiovisual, structures and grandstands, etc. This target will consequently focus on reducing the environmental impact of products and limiting the use of resources. The Live division is currently working with the purchasing department to define CSR criteria for each product category, in order to involve the supply chain in the eco-design of its products. Once these indicators deployed throughout its supply chain to provide GL events will have a basis on which to build medium-term targets.

5. Incoming resource flows (E5-4)

Description of incoming flows
GL events' activities require different flows of incoming resources. These flows are mainly linked to the supply of raw materials and finished products for all the Group's activities. Depending on customer requests or operational needs, GL events will call on suppliers to provide products or services. As part of its activities, the Live division purchases significant quantities of the raw materials required for its rental products and consumables. These raw materials include wood (lumber, melamine, plywood, etc.), metals (steel, aluminium, zinc, etc.) and plastics. These materials are used to manufacture furniture, grandstands, stands, signage, carpeting and audiovisual equipment. All these products are then used in the division's activities.
In response to customer requests, the Venues division uses agri-food resources, in particular for its catering services. These service providers are responsible for delivering finished or semi-finished products on site, so that the Venues division's catering teams can offer them to visitors. Occasionally, sites in the Venues division offer products purchased in the Live division for rental or sale. The Venues division is also responsible for most of the Group's water consumption (see ESRS E3-3).
The Exhibition division accounts for an insignificant percentage of incoming resources, as it uses mainly products and materials originating from the Live and Venues divisions, by renting and purchasing exhibition space and services from them. As a result, these latter divisions are responsible for incoming flows.
Finally, all the divisions (Exhibition, Venues, Live) need the equipment required to operate their businesses, such as IT equipment, electronics, buildings (offices, storage spaces, exhibition areas, etc.), furniture, company vehicles, etc.
To meet these needs, GL events calls on suppliers of products and services in the countries in which it operates and, if necessary, may source supplies from other countries.

Quantity of biological and technical materials
GL events does not currently collect data on the quantities of biological materials purchased by the various Group entities. Few suppliers are currently able to provide physical data on sales made with GL events. The calculation of this indicator therefore relies on the involvement and responsibility of the Group's suppliers of products and services. The deployment of CSRD regulations until 2028 with these service providers should enable GL events to meet this obligation. The same applies to the percentage of products sourced sustainably (via recycling, for example).
In the absence of exhaustive data, an initial assessment of the main inputs will be carried out by GL events on the most representative materials, such as metals, wood, paper/cardboard, plastics, etc. This estimate will be based on internal monetary data, which will then be extrapolated into physical data. One of the main sources used will be the calculation of the Group's carbon footprint to estimate the emissions from these purchases.
Pending the availability of this indicator, GL events monitors the type of purchases made by all its entities.
In this way, various biological resources are identified among the incoming flows. These biological resources include wood (OSB, plywood, melamine, planks, lumber, etc.), paper, plants (flowers, decorative plants, etc.), and agri-food resources (food and beverages for catering services).
The activities of GL events Group, which cover the Live, Exhibitions and Venues divisions, require the use of various technical and material resources to ensure the smooth running of events, exhibitions and installations. Some of these resources include critical raw materials, such as rare earths and other non-renewable materials, which play a key role in the technical equipment we use. Audiovisual equipment (LED screens, lighting systems, sound devices) used at events can require rare resources such as neodymium, praseodymium or yttrium, which are essential for the manufacture of magnets, high-definition screens and low-consumption LED lighting systems. The batteries and temporary energy systems used to power events include materials such as lithium, cobalt and nickel, which are critical for ensuring the autonomy and

energy reliability of installations. However, these purchases are limited due to the Group's rental business model, which encourages maximum re-use of assets.

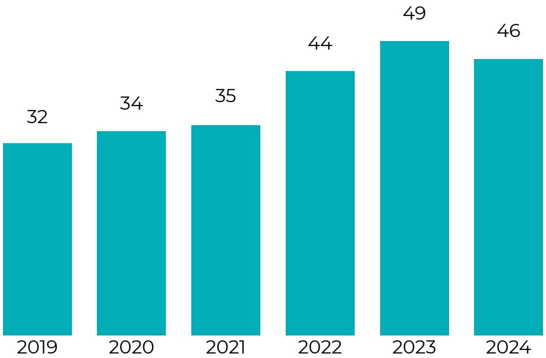
GL events purchases wood as part of its business activities. All this wood is PEFC or PSC certified, and is monitored by specifically designated staff.

6. Outgoing resource flows (E5-5)

Within the Live division, the rental business model is the key vector for the integration of circular economy principles. Equipment such as temporary structures, grandstands, modular stands and event furniture are designed to combine durability, modularity and reusability. Their sturdiness guarantees prolonged use, while their modular design makes them easy to disassemble, repair and adapt to new needs, and in that way optimising their lifecycle. Modular stands, for example, can be assembled and reused at various events, significantly reducing the need for new materials and resources. Similarly, furniture, designed to withstand intensive use, can be refurbished to extend its lifespan.
The Live division does not use an established reparability rating system, as to date no specific industry standard exists or is applicable to the Group's activities. GL events retains ownership of the products it rents. In addition, maximising the use of rental income is at the heart of the Group's business model; see the Group's Rental Model Promotion policy in ESRS 5-1. Before being stored, each product is reconditioned to ensure that it is in better condition for its next use.

Waste management:
The methodology for collecting and consolidating emissions is presented in the Annexes.

Sorting rate trends 2019-2024



	2024	2023	Change
kg waste / € sales	0.016	0.017	-5%

GL events' waste sorting rate fell by 3 points, from 49% to 46%. However, the amount of waste generated per euro of sales fell by 5%. This trend reflects our teams' efforts to limit waste production upstream, an approach that is more effective than sorting downstream. Reducing the amount of waste produced is a priority lever for minimising environmental impact, by limiting the consumption of resources and the management of end-of-life waste.

Breakdown of waste production by sorting process

Type of waste	2024	2023
NHIW	54% (13,999 T)	51% (12,181T)
Paper/Cardboard	7% (1,828T)	9% (2,092T)
Metals	4% (1,154T)	3% (662T)
Wood	18% (4,769T)	17% (4,158T)
Plastic	3% (729T)	3% (694T)
Glass	2% (625T)	3% (714T)
Carpeting	1% (334T)	2% (383T)
Organic	6% (1,502T)	8% (1,862T)
Furniture waste	3% (698T)	4% (907T)
WEEE	0% (32T)	0% (30T)
Other (SW + construction waste)	1% (309T)	1% (202T)
Total (Tons)	25,980	23,884

GL events considers the following waste to be hazardous: WEEE; SW (solvents, acids, sewage sludge, waste oils, etc.)

Hazardous waste	2024	2023
Hazardous waste	141 (0.5%)	45 (0.2%)
Non-hazardous waste	25,838 (99.5%)	23,838 (99.8%)

In the France reporting scope, through its primary waste management service provider Paprec, GL events is able to estimate the total amount by weight diverted from disposal, with a breakdown between hazardous waste and non- hazardous waste and a breakdown by the following recovery operation type.

Category	**Hazardous waste (t)**	**Non-hazardous waste (t)**
Total quantity of waste produced	**141**	**25,838**
Total quantity of waste recovered (not eliminated)	**18**	**5,717**
Of which preparation for reuse	-	-
Of which recycling	18	5,717
Of which other recovery operations	-	-
Total quantity of waste eliminated	123	20,121
Of which by incineration	116	4,508
Of which by landfill	7	15,613
Of which by other disposal methods	-	-
Total quantity and percentage of waste not recycled	**13%**	**22%**

The data in the table below is based on two main sources: a report from the main waste service provider in France, Paprec; and the Group's waste reporting procedure used by all entities.
Paprec's reporting system makes it possible to precisely identify waste treatment for each container of hazardous and non-hazardous waste recovered by the company. Group waste reporting identifies waste by sorting, i.e. hazardous and non-hazardous.

Based on Paprec data, an average breakdown of hazardous and non-hazardous waste treatment has been calculated. This assumption has been used to estimate the treatment of non-paper waste. The volume of waste processed by Paprec represents 27% of the Group's total volume.

7. Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities (E5-6)

As presented in Chapter 2 - Taxonomy, a significant proportion of the Group's sales and capital expenditure (CapEx) are eligible for the circular economy objective. In fact, activity *5.5 Product-as-a-service and other circular use- and result-oriented service models* corresponds to the Group's rental activities.

In accordance with the provisions of ESRS E5-6, GL events has the option of omitting, during the first year of preparation of its sustainability statement, the prescribed information on the expected financial effects of material risks and opportunities related to the use of resources and the circular economy.

Nevertheless, waste management is a key issue for the Group, which closely monitors its environmental and economic impact. GL events therefore plans to publish financial information relating to its waste management, notably in connection with changes in the volumes generated, the costs associated with their treatment and the savings achieved through initiatives to reduce and optimise resource flows.

8. ESRS S1 - Own workforce

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Human resources are at the the most important contributor to GL events' success and resilience. Our actions are guided by the solid values of respect and team spirit, which guide the day-to-day work of our managers and employees in their missions and decisions.
GL events has drawn up an Ethics Charter to govern behaviour and practices within the company. It is also inspired by the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Our Code of Business Conduct defines the rules to be respected by all Group stakeholders. This Code includes clear commitments to human rights, anti-corruption and transparency.
These commitments and mechanisms highlight GL events' determination to create a working environment based on respect that complies with international standards in terms of human rights and ethical practices.

1. Policies related to own workforce. (ESRS S1-1)

GL events Group operates on the basis of a decentralised organisation with decision-making power exercised locally within the framework of the Group's general guidelines which to date have not been formally defined in the form of policies. Under this model, material human relation issues such as working conditions, health and safety, as well as training and skills development, are mainly managed at local level. However, GL events is committed to providing a safe working environment that respects human rights in all the regions where it operates. From 2025 onwards, the Group will implement a global policy on working conditions, which will be rolled out across all its subsidiaries. This policy will apply to all employees and will be reviewed annually. This policy will focus on the following subjects:

Commitment to human rights: GL events respects internationally recognised human rights and is committed to preventing any adverse affects on these rights resulting from its operations and supply chains.

- **Safe working conditions:** Employee health and safety are a priority, along with regular training, health screenings and the use of appropriate personal protective equipment.
- **Fair wages:** GL events ensures that all employees receive fair wages meeting or exceeding local legal requirements to provide a decent standard of living.
- **Diversity and inclusion:** The company promotes a diverse and inclusive working environment, prohibiting all forms of discrimination and offering equal opportunities for recruitment and promotion.

- **Work-life balance:** GL events strives to promote a healthy work-life balance by offering flexible working hours and telecommuting options where possible.
- **Professional development:** The company encourages continuous skills development and professional growth for its employees, aiming to promote at least 8% of its staff each year.
- **Confidentiality of data:** GL events protects the confidentiality of its employees' personal data, in compliance with data protection laws, and offers regular training on best practices in data protection.
- **Reporting issues of concern:** A confidential reporting system is available for employees and other stakeholders to communicate their concerns related to working conditions and other matters covered by this policy.

This policy will begin to be deployed in France in 2025, before being extended to European and Latin American subsidiaries in 2026, to cover all regions and countries where GL events operates by 2027.

International scope

Nevertheless, some formalised policies exist at local level for IROs identified as material. By way of example, policies implemented in two of the Group's countries, Brazil and the United Kingdom, are presented below by material IROs: working conditions for employees, employee training and development, employee health and safety, and diversity, equity and inclusion of employees.

Employee working conditions

Policy presentation: Human Resources procedures - GL events Brazil	
Policy description (a)	**The purpose of this document is to inform and guide employees on the Human Resources procedures of GL events Group in Brazil and details the processes for:** · Recruitment and selection · Admission · Integration · Reviews · Training · Management of objectives and results · Jobs and salaries · Payroll · Benefits · Leave management · Presence management · Health at work · Occupational safety · Temporary transfers · Resignation · Internal Communications · Legal actions
Scope (b)	The policy covers all GL events activities in Brazil for the three divisions represented (Live, Venues and Exhibitions).
The most senior level in the undertaking's organisation that is accountable (c)	The Human Resources Department in Brazil is responsible for implementing this policy, with the support of Brazilian General Management and the relevant local managers.
Reference to third-party standards or initiatives (d)	The Human Resources Department in Brazil is aligning itself with local regulations.
Consideration of the interests of key stakeholders (e)	The policy was developed in consultation with internal stakeholders, including employees, the head of risk and compliance, and HR managers.
Policy availability (f)	The HR policy is available on the GL events Brazil intranet site and is presented to each employee on arrival. Workshops are organised to train internal teams to implement the best practices defined in this policy.

Policy presentation: Mental health policy, stress management policy and risk assessment - GL events UK	
Policy description (a)	The aim of this policy is to establish, promote and maintain the mental health and well-being of all staff through appropriate workplace practices, and to encourage staff to take responsibility for their own emotional and physical well-being. GL events UK's objective is to: - Build and maintain a work environment and culture that supports mental health and well-being and prevents discrimination (including harassment and intimidation). - Increase knowledge and awareness about mental health and wellness issues and behaviours. - Reduce the stigma surrounding depression and anxiety at work. - Facilitate the active participation of employees in a range of initiatives that support mental health and well-being.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees are concerned by these goals.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department. Mental health first aiders are available in all GL events UK business units.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department aligns itself with local regulations and work-related stress management standards in collaboration with health and safety managers.
Consideration of the interests of key stakeholders (e)	The policy is reviewed annually or when local legislation changes.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. If necessary, the policy can be printed out and distributed in hard copy.

Policy presentation: Work-at-home and hybrid workplace policy - GL events UK	
Policy description (a)	This policy applies to all staff categories, irrespective of differences in terms of conditions of service, seniority levels, working practices or any other irrelevant distinctions.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All eligible employees of the scope.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department complies with local regulations and best practices.
Consideration of the interests of key stakeholders (e)	The policy is reviewed annually.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Policy presentation: Flexible work arrangements policy - GL events UK	
Policy description (a)	The purpose of this policy is to define our position on flexible work arrangements and to explain how we will deal with requests for flexible work arrangements in a fair and objective manner. We recognise that flexible work arrangements can benefit both employees and the company.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees are eligible to request flexible work arrangements up to a limit of 2 requests per 12-month period.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department.
Reference to third-party standards or initiatives (d)	UK Human Resources comply with local regulations: Equality Act 2010.
Consideration of the interests of key stakeholders (e)	The policy is reviewed annually.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Policy presentation: Intimidation and harassment policy - GL events UK	
Policy description (a)	Our goal is to have a workplace free from harassment and intimidation, and to ensure that all employees and contract workers are treated with dignity and respect.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees and subcontractors within this scope are concerned.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department.
Reference to third-party standards or initiatives (d)	UK Human Resources comply with local regulations: The Employment Rights Act 1996.
Consideration of the interests of key stakeholders (e)	The Human Resources Department is revising the policy in line with changes in legislation.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Employee training and development

Policy presentation: Training and skills development policy - GL events Brazil	
Policy description (a)	The "*Política de Treinamento e Incentivo ao Aprimoramento Profissional*" is a strategic document that guides training initiatives within a company. This document establishes clear guidelines for employee skills development and talent management.
Scope (b)	The policy covers all GL events activities in Brazil for the three divisions represented (Live, Venues and Exhibitions).
The most senior level in the undertaking's organisation that is accountable (c)	The Human Resources Department in Brazil is responsible for implementing this policy, with the support of Brazilian General Management and the relevant local managers.
Reference to third-party standards or initiatives (d)	The Human Resources Department in Brazil is aligning itself with local regulations.
Consideration of the interests of key stakeholders (e)	The policy was developed by the Human Resources Director in Brazil and validated by the Executive Director of the reporting scope.
Policy availability (f)	The HR policy is available on the GL events Brazil intranet site and is presented to each employee on arrival.

Policy presentation: Training policy - GL events UK	
Policy description (a)	This policy defines GL events UK's commitment to the current and future development of staff skills, expertise and capabilities to support the company's strategy, other strategic and operational plans and the career and professional development goals of staff members.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). This policy applies to all staff categories, irrespective of differences in terms of conditions of service, seniority levels, working practices or any other irrelevant distinctions.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department and senior managers. All employees are equally responsible.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department complies with local regulations and best practices.
Consideration of the interests of key stakeholders (e)	The policy is updated annually.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Employee health and safety

Policy presentation: Occupational health and safety policy - GL events Brazil	
Policy description (a)	The aim of the "*Política de saúde ocupacional e segurança do trabalho*" is to establish guidelines and standards to ensure compliance with Brazilian labour legislation on occupational health and safety, with priority given to reducing risks that could compromise the health and safety of our employees. Our main commitment is to safeguard the health and well-being of our employees. To this end, our practices must comply with safety standards ensuring that our services are carried out in compliance with legislation, without endangering the lives of our employees. We are committed to providing our teams with training on regulatory standards, to ensure that everyone is fully compliant with physical and environmental safety standards.
Scope (b)	The policy covers all GL events activities in Brazil for the three divisions represented (Live, Venues and Exhibitions).
The most senior level in the undertaking's organisation that is accountable (c)	The Human Resources Department in Brazil is responsible for implementing this policy, with the support of Brazilian General Management and the relevant local managers.
Reference to third-party standards or initiatives (d)	The Human Resources Department in Brazil is aligning itself with local regulations.
Consideration of the interests of key stakeholders (e)	The policy was developed by the Human Resources Director in Brazil and validated by the Executive Director of the reporting scope.
Policy availability (f)	The HR policy is available on the GL events Brazil intranet site and is presented to each employee on arrival.

Policy presentation: Occupational health and safety policy - GL events UK	
Policy description (a)	This document describes how health and safety is to be managed within the GL events UK Group organisation and activities. Our aim is to provide a safe workplace and guarantee the health of people working on the perimeter.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees and subcontractors within this scope are concerned.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department. All employees are equally responsible.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department complies with local regulations: Health and Safety at Work etc. Act 1974 and the Management of Health and Safety at Work Regulations (MHSWR) 1999.
Consideration of the interests of key stakeholders (e)	The policy is revised as legislation changes.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Policy presentation: Welcome pack - GL events UK	
Policy description (a)	The integration pack is part of the welcome package for new employees. It introduces GL events UK and covers key policies and procedures, including health and safety.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees within the scope are concerned.
The most senior level in the undertaking's organisation that is accountable (c)	The Managing Director of GL events UK is responsible for implementing this policy with the support of the human resources department for deployment.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department complies with local regulations and best practices.
Consideration of the interests of key stakeholders (e)	The policy is revised as legislation changes.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Diversity, equity and inclusion

Policy presentation: The diversity, equity, and inclusion (DEI) policy- GL events UK	
Policy description (a)	We are committed to offering equal employment opportunities and to avoiding any unlawful discrimination against our staff or customers. Striving to ensure that the working environment is free from harassment and intimidation and that all persons are treated with dignity and respect is an important aspect of ensuring equal opportunities, diversity and inclusion in employment. We have a separate anti-harassment policy to help us achieve this goal.
Scope (b)	The policy covers all activities of GL events UK (United Kingdom). All employees of the scope in all aspects of employment, including recruitment, promotion, training opportunities, pay and benefits, discipline and selection for dismissal.
The most senior level in the undertaking's organisation that is accountable (c)	The GL events UK Managing Director is responsible for implementing this policy with the support of the Human Resources department.
Reference to third-party standards or initiatives (d)	The UK Human Resources Department complies with local regulations.
Consideration of the interests of key stakeholders (e)	The Human Resources Department revises this policy to comply with changes in legislation, at least once a year.
Policy availability (f)	This policy can be consulted on GL events UK's SharePoint intranet and is presented to each employee on arrival for the relevant area. When necessary, the policy can be printed out and distributed in hard copy.

Policy presentation: Awareness-raising, diversity and inclusion plan - Distrito Anhembi (GL events Brazil)	
Policy description (a)	Diversity and inclusion are fundamental pillars for the sustainable and innovative development of modern organisations. The purpose of this document is to establish guidelines to promote awareness about the importance of diversity and inclusion within GL events Brazil, by creating, promoting and maintaining a fair, respectful and non-discriminatory work environment, where all people, regardless of their personal or social characteristics, are able to reach their full potential.
Scope (b)	The policy covers all GL events activities in Brazil represented at the Distrito Anhembi.
The most senior level in the undertaking's organisation that is accountable (c)	The Human Resources Department in Brazil is responsible for implementing this plan, with the support of Brazilian General Management and managers included in the scope.
Reference to third-party standards or initiatives (d)	This plan was established in accordance with the values of GL events in Brazil, namely: The Pioneering Spirit, Imagination, Team Spirit; and in compliance with current legislation on diversity and non-discrimination, from the Federal Constitution of 1988, the Consolidation of Labour Laws in its Article 373-A; including the Brazilian Law on the Inclusion of People with Disabilities (Law No. 13.146/2015 and Decree 3298/1999), labour laws and the Statute of Racial Equality (Law No. 12.288/2010), as well as the Anti-Racism Law (Law 7716/1989). We comply with ILO (International Labor Organization) Convention no. 11; the Status of the Elderly (Law 10741/2003). Our plan is also aligned with the UN's Sustainable Development Goals (SDGs), with a focus on SDG 5 (Gender Equality) and SDG 10 (Reducing Inequality).
Consideration of the interests of key stakeholders (e)	The Human Resources Department, supported by the Social Pillar (S) of GL events Brazil's ESG Committee, will prepare annual reports for management that analyse the performance of key diversity and inclusion indicators and propose adjustments and improvements. In addition, Great Place To Work surveys focusing on the organisational environment will be carried out annually, incorporating specific questions on inclusion and respect for diversity.
Policy availability (f)	The HR policy is available on GL events Brazil's intranet site and is presented to each employee on arrival for the scope concerned.

France reporting boundary

The material challenge of "Diversity, equity and inclusion of employees" was the subject of a specific policy developed in 2024 for the French scope. Specific resources have also been made available, including the recruitment of a Diversity and Inclusion Officer.

Policy presentation: **The GL events Group's Diversity and Inclusion policy** is based on its rich diversity of professions and profiles, with nearly 80 nationalities and cultures represented. Rooted in the Group's history, this policy aims to to promote inclusive practices on a day-to-day basis. GL events intends to reinforce its commitments in this area, by promoting an inclusive and supportive environment. This commitment is aimed at empowering every employee, creating a climate of trust based on respect and the absence of judgement, and stimulating performance and innovation through diversity.	
Policy description (a)	To provide the best possible support for its employees, the Group has developed a diversity and inclusion policy based on several key pillars: **Employee development** Support resources: Offer support and coaching services for employees with specific needs. Regular assessments: Carrying out regular assessments of employees' needs so that support programmes can be adapted in consequence. **Communication / awareness-raising** Clear objectives: Define precise and measurable diversity and inclusion objectives. Organise awareness-raising campaigns on diversity and inclusion issues throughout the year. Visibility: Create internal and external communication campaigns to promote diversity initiatives and highlight each inclusion topic, and provide resources (articles, videos, testimonials) to educate employees. **Training** Training programs: Develop specific training courses dealing with unconscious bias or prejudices, inclusion and diversity. Continuing training: Set up regular training courses to promote continuing awareness of a wide range of subjects, based on a training plan with established topics. **Developing responsible purchasing practices** Inclusive purchasing criteria: Integrate inclusion and diversity criteria into purchasing processes. Partnerships with a wide range of companies: The convention with the GESAT network of sheltered work establishments/ Promotion of channels agreement for 2024? Monitoring and evaluation: Set up indicators to measure the impact of responsible purchasing on diversity and inclusion, as well as the hours of integration work. By integrating these pillars into the deployment of its D&I policy, the Group aims to create a more equitable and respectful working environment for all. This contributes to creating a shared, positive corporate culture and improved performance over the long term.
Scope (b)	The Diversity and Inclusion policy that is initially being rolled out across the whole of France, will gradually be extended to international entities. An exchange of best practices with some of the Group's international contacts is already underway.
The most senior level in the undertaking's organisation that is accountable (c)	The Group HR Director and the Group CSR Officer spearhead the Diversity & Inclusion policy, reinforcing our ability to impact employees and act effectively. A national network of local D&I team leaders has been set up, mobilising all French human resources, i.e. 37 employees, as well as the network of French CSR team leaders. This system guarantees effective dissemination of information and implementation of actions in each region. These teams work closely together to ensure that D&I initiatives are permanently integrated into the Group's culture. GL events is convinced that this collective commitment will help create a more inclusive working environment that respects diversity.
Reference to third-party standards or initiatives (d)	For the disability component of its D&I policy, the Group relies on the Agefiph and Cap Emploi networks to identify and adopt best practices, as well as awareness-raising and training initiatives. The legally required percentage of disabled employees is used as a benchmark for this approach.
Consideration of the interests of key stakeholders (e)	The network of local HR and CSR team leaders helps the Group to understand the realities on the ground in the various business lines, so that it can fine-tune its diversity and inclusion initiatives. In addition, a diagnostic survey is currently being carried out in France on the subject of disability.
Policy availability (f)	A section dedicated to Diversity and Inclusion was created to centralise all documents and links relating to the actions undertaken, available to all employees. For those who do not have access to the intranet, this information is also distributed through posters located at the different sites. Each action taken is communicated to all HR staff in France, who are responsible for relaying the information to their respective teams. In addition, a quarterly summary report is sent to all BU managers, providing an overview of the various actions implemented.

To deploy and strengthen our Diversity and Inclusion policy, a Diversity and Inclusion Manager has been appointed to spearhead strategic initiatives to strengthen our commitment to diversity and inclusion and ensure their implementation across all our territories. This key role includes awareness-raising initiatives and providing training to teams about diversity issues, as well as integrating these values into our recruitment and talent management practices.

Specific resources have been introduced to support these actions, in particular through the collection of quantitative and qualitative data to measure progress and adjust actions accordingly.

The Diversity and Inclusion department is actively supported by the Group HR Director and the Group CSR Officer, which reinforces our ability to have an impact on our employees and to take concrete action. A national network of correspondents, made up of 37 HR France employees and CSR advisers, has also been deployed to ensure effective communication and implementation of actions in the field.

This close collaboration ensures that our D&I initiatives are systematically and sustainably integrated into the company's culture, and contributes to progress in creating a more inclusive and diversity-friendly working environment.

The Group is implementing a diversity and inclusion training plan that will help establish these values as an integral part of its corporate culture and develop the skills and best practices of its employees. The purpose of this programme is to promote an alignment of skills and practices across executive management, managers and teams with respect to inclusion issues.

To date, several training topics have been identified: sexual and gender-based violence in the workplace, intergenerational relations, disability and diversity.

— **Sexual and gender-based violence (SGBV):** Since 2022, the Group has provided training on sexual and gender-based violence for its Executive Committee, site general managers, managers and HR teams. This initiative will be extended to all employees, reinforcing our commitment to a respectful and inclusive working environment.
— **Intergenerational relations:** The Group is aware of the growing generational diversity within its teams, and sees this theme as a key lever for success. Training in intergenerational dynamics is designed to encourage collaboration and understanding between the different generations, facilitating skills sharing and conflict management. This contributes to the creation of an inclusive, high-performance and sustainable working environment. Pilot sessions are currently in progress.
— **Persons with disabilities:** After training its CSR teams, the Group is now continuing to upgrade the skills of its HR teams, with a training plan that will run until 2025. This plan will build on the results of the assessment currently being carried out in collaboration with Agefiph. Progress will be measured in terms of the percentage of HR staff trained.
— **Diversity:** The Group's goal is to develop a network of local team leaders and contacts in the field of diversity, with the deployment of the "Diversity Fresk". The objective is to gradually raise awareness and train all employees through collaborative workshops, in order to promote the values of diversity and inclusion and promote the adoption of good practices on a day-to-day basis. The results of this initiative will be quantified by the number of sessions and participants trained by 2025.
— **Integration:** To facilitate the integration of new employees, the Group optimises its onboarding processes by emphasising the values of diversity and inclusion. An e-learning module, currently being created, will be integrated into the compulsory induction course for all new employees, and extended to existing teams. This module will focus on disability, and will be measurable in terms of completion rates and evaluations, with results tracked for the next CSRD directive.

The purpose of these initiatives, backed by concrete resources, is to strengthen internal cohesion, create a more inclusive working environment and deliver quantifiable results by 2025.

Reflecting its commitment to diversity, the professional integration of people with disabilities is a top Group priority. Employees are informed, advised and supported in every stage of their career, to ensure they receive the best possible support.

The Inclusion and Diversity Manager spearheads and coordinates the Group's disability policy. This policy plays a central role in facilitating the continued employability of disabled employees by ensuring that appropriate solutions are adopted to deal with any difficulties encountered. Her mission encompasses the recruitment, integration and career-long support of our disabled employees. She also acts as a privileged contact, providing confidential assistance with procedures for recognising the disability and implementing workstation adjustments recommended by the occupational health authorities.

This policy is being gradually deployed, first in France and then internationally, while complying with local legislation.

To encourage dialogue about disability, an information and communication campaign was launched aimed at all our employees in France. This initiative invites employees with specific needs to communicate their concerns and receive the appropriate support.

Employee support includes administrative assistance with disability-related procedures, as well as working with the occupational health authorities to obtain medical recommendations. For example, workstations are optimally adapted to the individual's medical situation and working environment.

2. Process of dialogue with members of the company's workforce and their representatives on impacts (S1-2)

GL events has not established a formal dialogue process. Instead, the company relies on good managerial practices that emphasise transparency, employee involvement in decision-making and support during periods of change, as well as on local regulations to ensure that employees remain informed and are consulted on important and relevant issues wherever the company operates. The main stages of the dialogue process involve meetings to inform employees of important decisions, organisational changes and future projects.

The company maintains regular dialogue with employees, either directly or through their designated representatives, unions or employee delegates. It also ensures compliance with local laws providing for employee information and/or consultation. The purpose of this commitment is to keep employees informed and involve them in decisions that may have an impact on their role, their working environment or their terms and conditions of employment.

Dialogue is initiated at key stages, and can take the form of meetings with all affected employees, discussions as part of collective bargaining, or structured consultations through designated representatives. The frequency of dialogue depends on the context and the occurrence of specific events. In some areas, such as Brazil, employee surveys and feedback are collected through external service providers such as Great Place To Work (GPTW), in order to assess employee feelings.

The responsibility for ensuring dialogue with employees lies with management and the human resources (HR) department. Local human resources teams facilitate discussions in the field and act as intermediaries between employees and management. Communications are sent to employees in the form of reports on decisions, information e-mails or posters placed in specific areas. This communications material is also available on the Group intranet.

These measures enable GL events to maintain an open and constructive dialogue with its employees, fostering a transparent and respectful working environment.

3. Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)

Backed by its Code of Ethics, GL events is committed to respecting ethical values in the management of its day-to-day activities, ensuring transparency, fairness and integrity. The Group applies a "zero tolerance" policy to all unethical practices, including inappropriate, disrespectful or illegal behaviour, harassment, discrimination, corruption, influence peddling and human rights violations. GL events encourages its employees and external parties to adopt an attitude of openness and transparency, and undertakes to support anyone who raises concerns in good faith, even if these prove to be incorrect.

The Group adopts a proactive approach to ensure that employees have access to multiple channels for raising concerns, including direct channels via their human resources contact and managers, as well as anonymous reporting through an internal whistleblowing system.

When GL events identifies or is informed that its actions have caused or contributed to a material adverse impact on its employees, the Group adopts a methodical approach to resolve or help resolve the situation. As a general rule, this involves recognising the problem, investigating its causes and implementing corrective measures. The company relies on best practices, such as transparent communication, employee consultation and compliance with local labour laws, to ensure a fair and appropriate response.

Since its creation, GL events has based its development on compliance with its core values of ethics and integrity, as set out in its Ethics Charter. The Group considers the principle of integrity, and in particular the fight against corruption, in all its business practices to be fundamental to its long-term future. Every employee, at every level, contributes to the promotion of ethical practices and compliance with its values and rules. In addition, Executive Management is actively committed to promoting a culture of ethics and compliance, by ensuring that these principles are integrated into Group practices.

In application of France's anti-corruption law (known as the Sapin 2 Act), the Group has set up an internal whistle-blowing system dedicated to the fight against corruption. These procedures have also been deployed for entities operating internationally, to support employees in applying Group policies.

Employees have several internal channels through which they can communicate their concerns or needs directly to the organisation:

- The human resources department and managers: employees can contact human resources professionals or their direct superiors to discuss any problems, whether related to working conditions, behaviour or company/employee decisions.
- Third-party internal whistleblowing system accessible 24/7: through a secure and anonymous platform (Whispli), employees are able to report unethical behaviour, compliance breaches or other issues in confidence. This platform is available on the Group's intranet, and a whistleblowing procedure as well as a Whispli user guide are available to help employees use the platform and make sure they are fully aware of their rights and duties as whistleblowers. A dedicated compliance e-mail address has also been set up for direct contact with the Group's ethics compliance officers.

When an employee reports an incident through one of the available channels, it is recorded, investigated and followed up in accordance with established compliance policies. These procedures ensure that employee alerts are dealt with fairly and in a timely manner. The company guarantees that whistleblowers will not be subject to any reprisals and ensures that no one is adversely affected for reporting suspected actual or potential breaches in the Group's activities.

The company ensures that all employees are informed about how to report an incident. The legal team in charge of Group compliance informs employees of the existence of the whistleblowing system and encourages open lines of communication between managers and human resources. In addition to compliance training, employees are regularly reminded of these processes on the My GL events intranet. All concerns raised through official channels are monitored by an internal control system. The company records the problem in an incident log, monitors the resolution process and verifies the result to ensure that it has been dealt with effectively.

In line with its health and safety requirements, the Group has established communication systems enabling employees to report any near misses or accidents, and to request corrective actions. An "internal workplace accident declaration" form is available for all Live division companies in France.
The Group ensures that incidents, near misses and any cases of non-compliance, together with the resulting investigation protocols and corrective actions, can be reported to the local health and safety correspondent, the relevant manager or the local human resources teams.

4. Taking action on material impacts on the company's own workforce, and approaches to mitigating material risks and pursuing material opportunities related to its own workforce, and effectiveness of those actions (S1-4)

In view of the company's decentralised and compartmentalised organisational model, staff-related risks and opportunities are managed mainly at local level, as there are no risks or opportunities considered to apply uniformly to all regions and activities. In this way, each site adapts its actions to the specific needs and contexts of its area.
Initiatives to prevent or mitigate negative impacts on the workforce are thus defined locally. Local managers assess the risks, develop mitigation strategies and take concrete measures to safeguard the well-being of employees. This includes, for example, managing health and safety concerns or improving working conditions. Major risks, such as compliance with labour laws and safety in the workplace, are dealt with locally, although they are controlled and monitored at Group level.
Opportunities for employee improvement, such as training programmes, professional development and well-being initiatives, are also managed at local level according to the specific needs of each region.
Finally, to ensure local practices do not cause or contribute to significant adverse impacts, the company rigorously monitors compliance with local regulations and ethical standards, guaranteeing a healthy and compliant working environment.

Diversity, equity and inclusion

Key action	**Diagnostic action / Agefiph agency**
Scope	France
Time horizons	End of diagnosis: March 2025
Description of action	As part of the development of the Group's disability policy, a Diagnostic Action was carried out with respect to the integration and retention of people with disabilities. To encourage a participative approach, interviews were conducted with a panel of employees. These interviews provided an opportunity to discuss perceptions of disability and possible experiences, and encourage the sharing of suggestions. The analysis of this survey and the interviews were conducted on a combined basis and presented in total anonymity. The aim of this diagnosis was to facilitate the implementation of a framework conducive to the employment and development of disabled employees within the Group. The results of this audit will lead to the formulation of recommendations and proposals for concrete actions in the future. It will also help identify good practices and encourage them to be implemented more widely.
Advances	All the documents requested and data collected were sent to Agefiph for analysis, and interviews were carried out on the different panels in each division.
Expected outcomes	An analysis will be carried out by the end of March 2025 in order to define an action plan covering the 2025-2027 period with commitments based on quantitative and qualitative objectives to be measured and monitored over three years.
Allocated resources	A steering committee to monitor this action plan closely was set up comprising the Diversity and Inclusion Manager, the Group Human Resources Director, the CSR Director and the Venues Human Resources Director.

Key action	**Awareness-raising/communication campaigns**
Scope	France
Time horizons	From early April 2024 to December 2025
Description of action	As part of the development of the Group's disability policy, GL events carried out a number of initiatives to initiate dialogue on the subject of disability, raise awareness and properly equip its employees. A presentation was made during the Quality of Life at Work Week (SQVT) to raise employees' awareness about the different types of disability and the support available for facilitating job stability for disabled employees. The Group also produced a communication kit on the subject available to all employees in France. The main aim of this approach is to open up dialogue and inform employees about existing measures, the Group's commitment and the dedicated contacts available to support them. Another goal is to foster a climate of trust so that employees feel free to share their concerns about their situation. This kit includes: - General information about our commitment and our Disability Policy - A "Why talk to my employer about my situation? " - Two papers on procedures for obtaining the status as a “disabled worker” (you can choose the approach that suits you best) - Information on job stability and the different stages of support The Group also took part in SEEPH (the European Week for the Employment of People with Disabilities). This week was therefore organised as follows: **Webinars** Format: 1 webinar per day Objectives: Raising awareness on one topic per day (cancer, dyslexia, etc.) and on providing them with support within the company, creating a climate of trust, eliminating prejudices and confirming the list of dedicated contacts. Subjects: — Understanding mental health issues — Cancer and continued employability — Musculo-Skeletal Disorders (MSDs): How to avoid them — Understanding neurodevelopmental disorders, and existing solutions — Organising accessible events **Short videos** Format: 1 day, 1 story. Every day, videos were broadcast featuring the stories of our employees with disabilities and the Group's actions in this area. Objectives: Highlight the Group's disability initiatives and explore the daily realities and experiences of three employees with disabilities. **Participation in Duo'Day** Format: 1-day reception on-site Objectives: Immerse employees in the world of work, promote inclusion and actively raise awareness among our employee volunteers. 23 volunteers throughout the France Group and creation of 10 Duos throughout France. **Raising awareness about responsible purchasing and assisted employment establishment (ESAT/EA)** Format: A 1 1/2 hour awareness-raising session for buyers Objectives: Raising awareness of responsible purchasing, GESAT sheltered work network agreement and management of their directory and platform. **Diversity&Inclusion Fresk workshop** Format: 3h awareness-raising session Objectives: Raise awareness of Diversity and Inclusion issues among HR staff, and train them to manage these issues within their own areas.
Advances	Actions carried out and replayed on the MY GL events intranet.
Expected outcomes	The Group expects employees with special needs to feel free to come forward in complete confidence, so that the D&I manager can provide them with the best possible support.
Allocated resources	The Group HR Director and CSR Officer sponsor and relay information from HR to each area.
Financial resources	Webinars: €5,400 incl. VAT.

A guide was produced to formalise our commitments in terms of good practices, know-how and expertise in the field of inclusion and diversity, laying a solid foundation for our policy in this area.
This document was distributed to all HR teams in France who were tasked with passing it on and applying it within their respective areas. It is also available to all on our intranet. A network of HR relays is being set up to ensure the effective deployment of this guide, in particular by promoting the inclusion and diversity fresk among managerial and operational teams.

Employee training and development
The Group is committed to organising skills development in close collaboration with managers and HR teams, while aligning training initiatives with strategic priorities.
Skill requirements are determined during career interviews, validated by managers and prioritised by the departments. Training plans, which are designed and budgeted, are rolled out throughout the year in accordance with operational requirements and employee objectives. These include in-house training led by experts, external programmes on a variety of topics, access to online platforms for continuous learning, and mentoring and coaching initiatives. A training catalogue is available to guide employees and managers in choosing the most appropriate programmes.
The impact of the training is rigorously monitored, by means of immediate and follow-up evaluations, feedback from managers and tracking of participation rates.
At the same time, a talent management tool is being deployed to facilitate professional interviews and skills development. This tool will gradually evolve over time to meet the Group's future talent management needs.

Working conditions at GL events
GL events is committed to providing its employees with optimal working conditions. Various initiatives have been introduced to improve workplace quality of life, while ensuring the safety and well-being of employees through strict compliance with occupational health and safety standards.

In France, for example, GL events actively supports initiatives such as the Quality of Life and Working Conditions Week, organised by Anact (*Agence Nationale pour l'Amélioration des Conditions de Travail*). The 2024 event featured a wide-ranging programme, including webinars on key topics that included stress management, psychosocial risks, employment and disability, and change management. These informative sessions were accompanied by on-site activities such as yoga, self-massage workshops and 'Time Together' social events, designed to encourage conviviality and connection in the workplace.
These ongoing efforts reflect GL events' commitment to ensuring that the company is not just a place to work, but also a place where employees can develop physically, mentally and socially.

Employee health and safety
Employee health and safety are top priorities at GL events. The company complies strictly with occupational health and safety standards. Given the diversity of sites and events, these safety protocols are mainly overseen by field managers, who ensure that standards are met in real time and adapted to the specific needs of each site. Although outside experts are sometimes called in for activities requiring specialised supervision, GL events also has a strong team of in-house experts trained in specific areas such as working at heights, manual handling and other specialised safety practices.
Given the geographical dispersion and complexity of its activities, the company has also established comprehensive health, safety and security measures for its employees working internationally. This includes a group insurance policy covering health, safety, security and international repatriation to ensure that all employees working outside their home country are fully covered in the event of an emergency or unforeseen circumstances.
GL events' commitment to safety is not limited to compliance, but also seeks to create a culture where the employee's well-being is a top priority, whether they are working on site at an event or in another country.

5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S1-5)

EMPLOYEE TRAINING AND DEVELOPMENT
Target: Provide employees with the tools, resources and opportunities they need to develop their skills, advance their careers and contribute to GL events' long-term success.
Main areas of intervention:
- Continuing education and career development: GL events is convinced that the personal fulfilment and success of the company are closely linked to the professional development of its employees. The company is thus working to promote a culture of continuous learning where employees are encouraged to take charge of their career development and explore new opportunities within the Group.
- A diverse range of training programmes: GL events offers a wide range of training opportunities to meet the diverse needs of its employees. This includes the development of technical skills, leadership training and the improvement of non-technical skills. The in-house Learning and Development department works closely with managers to assess and identify specific development needs, ensuring that employees have access to relevant training that helps them excel in their roles and prepare for future opportunities.
- Project/assignment-based learning: In addition to formal training, the dynamic nature of the sector offers many opportunities for informal learning. GL events actively encourages employees participate in one-off projects or assignments and to seek out opportunities for internal mobility as a way to broaden their expertise and gain valuable experience in different areas of the company. This hands-on learning contributes to developing both individual skills and organisational knowledge.
- Ambitious promotional objectives: As part of its commitment to career development, GL events aims to promote

at least 8% of its workforce each year. This ambitious goal reflects our belief that career advancement should be accessible to all employees who are motivated and have the capacity to evolve.
- Performance management and talent identification: To support its approach to employee development, GL events has implemented robust performance management and talent identification processes. These make it possible to identify people with development potential and support them as they progress within the company. The approach is designed to ensure that employees with the necessary motivation and skills to develop are offered this opportunity.
- Adapting to changing training needs: GL events is continually investing in the professional development of its teams, by ensuring that training offerings remain adapted to industry trends and the company's changing needs. This ensures that employees have the latest knowledge and tools to perform in an ever-changing market.

Indicators and targets:
- Strive to promote at least 8% of the workforce each year.
- Continuously update training programs to reflect new industry trends and internal needs.
- Encourage participation in projects/missions and internal mobility to broaden employee expertise and career opportunities.

HEALTH AND SAFETY

Target: Ensure the health and safety of all employees by strictly complying with occupational health and safety regulations, and by progressively creating a culture of proactive safety management at all sites and in all operations.

Main areas of intervention:
- Compliance with occupational health and safety standards: GL events complies strictly with local safety regulations to protect employees in various working environments.
- On-site risk management: Safety protocols are managed by trained field managers, with oversight of specific challenges such as working at heights, manual handling tasks and the use of heavy machinery. GL events also calls on external experts when specialised security supervision is required.
- Safety training and awareness: Regular safety training sessions cover essential topics such as emergency procedures, the correct use of personal protective equipment (PPE) and risk management specific to on-site activities. Employees are equipped with the knowledge they need to identify hazards and take immediate action.
- Incident reporting and response: GL events has set up a simplified system for reporting unsafe conditions or incidents, focusing on urgency and thorough investigation.

Indicators and targets:
- Track and reduce accidents resulting in lost time from one year to the next.
- Ensure 100% participation in mandatory safety training programs.

WORKING CONDITIONS

Target: GL events believes that the well-being of its employees depends on the fundamental principles of health and safety, learning and development, diversity and inclusion, which are essential elements of its work culture. In addition to these core principles, the company strives to guarantee fair compensation and to foster open dialogue and proximity between employees, management and representatives.

Main areas of intervention:
- Dialogue: GL events places particular importance on daily, meaningful interaction between managers and employees. Social dialogue is not limited to formal processes, but is an ongoing, dynamic exchange that takes place in the field. Managers actively engage with their teams, encouraging open discussions about workplace concerns, team performance and opportunities for improvement. The company also works closely with employee representatives, ensuring that their input is an integral part of the decision-making process. This practical approach to social dialogue fosters trust, transparency and collaboration, empowering employees to help shape their working environment.
- Adequate wages and fair compensation: GL events recognises that fair compensation is essential to employee satisfaction and long-term commitment. The company is committed to offering adequate wages that reflect both market standards and employee contributions. In addition to competitive base salaries, GL events offers benefits designed to support employees' financial security and overall quality of life. The compensation structure is regularly reviewed and adjusted to ensure that it remains fair, offering a stable basis for personal and and motivating professional fulfilment.

Indicators and targets:

- Reinforce direct engagement between management and employees, and deepen collaboration with employee representatives to improve working conditions and respond quickly to concerns.
- Guarantee competitive and fair compensation for all employees, with regular reviews to keep pace with market standards and employee needs.

DIVERSITY, EQUITY AND INCLUSION

Target:

GL events aims to deploy and reinforce the company's Diversity and Inclusion (D&I) policy, consolidating its commitment to diversity and inclusion, and ensuring implementation across all territories.

Main areas of intervention:

- **Awareness-raising and training:** Raising awareness and training teams in diversity issues are essential to integrating these values into recruitment and talent management practices. A diversity and inclusion training plan has been set up, covering topics such as sexual and gender-based violence, intergenerational issues, disability and diversity. The purpose of these initiatives is to standardise the skills and practices of executives, managers and teams with regard to inclusion issues.
- **Data collection:** Dedicated resources have been made available to support diversity and inclusion initiatives, in particular by collecting quantitative and qualitative data. This data is used to measure progress and adjust actions accordingly, ensuring continuous improvement of D&I initiatives.
- **Support and collaboration:** The Diversity and Inclusion department is actively supported by the Group HR Department and the Group CSR Director, guaranteeing a greater capacity to impact employees and take concrete action. A national network of correspondents, made up of 37 HR France employees and CSR advisers, has also been deployed to ensure effective communication and implementation of actions in the field.
- **Specific initiatives:** Several specific initiatives have been implemented to reinforce diversity and inclusion. For example, training courses on sexual and gender-based violence have been introduced starting in 2022, and pilot sessions on intergenerational dynamics are in progress. The Group is also continuing to upgrade the skills of its HR teams in the area of disability, and is developing a network of diversity coordinators and local contacts. The optimisation of onboarding processes highlights the values of diversity and inclusion, with an e-learning module currently being created.
- **Disability policy:** The Inclusion and Diversity Manager spearheads and coordinates the Group's disability policy, playing a central role in contributing to the continued employability of disabled employees. This mission encompasses the recruitment, integration and career-long support of employees with disabilities. An information and communication campaign has been launched to encourage dialogue around disability, and comprehensive health, safety and security measures were implemented for employees working internationally.

Indicators and targets:

- Percentage of HR staff trained in disability issues.
- Number of sessions and participants trained in the "Diversity Fresk".
- Completion and evaluation rates for the e-learning module on diversity and inclusion.
- Results monitored for the CSRD directive.
- Progress measured through diagnostics in collaboration with Agefiph.

6. Characteristics of company employees (S1-6)

Description of GL events' own workforce

For 2024 and for previous years, GL events considers as its own workforce those employees under its direct responsibility and having a direct contractual relationship with it, which excludes casual workers, subcontractors and service providers.

GL events employees include:

- permanent employees: full-time or part-time employees who have signed an open-ended contract directly with one of the Group's entities.
- non-permanent employees: full-time or part-time employees who have signed a contract with a fixed end date directly with one of the Group's entities.

The GL events own workforce does not include :

- subcontractors and service providers.
- casual workers: temps, intermittent workers and event hosts/hostesses.

The number of employees and their presence in the Group at 12/31/2024 are reported on the basis of HRIS tools for France and data reported by countries via a dedicated data collection file.

Total number of Group employees at 12/31/2024 in headcount and by gender

Gender	Number of employees 2023*	Number of employees 2024
Male	3,402	3521
Female	2,248	2415
Other	0	0
Not reported	0	0
Total employees	**5,650**	**5936**

**The data published in the Non-Financial Statement (NFS) for 2023 took into account reporting scopes not included in the Group's financial consolidation scope, and did not include apprenticeship contract employees (work-study contracts). These items have been rectified in the CSRD 2024 (consolidated Group scope and work-study contract workers counted).*

The total number of employees at 12/31/2024 rose by +5.06% (286 employees), with a more marked increase in the number of female employees (+7.4%) than male employees (+3.5%). The faster increase in the number of female employees highlights efforts to promote diversity and inclusion. Consistent nil values in the 'Other' and 'Undeclared' categories may indicate a need to improve data collection methods for non-binary or undeclared gender identities.

Average total workforce by gender

	Average 2024 account
Male	3217
Female	2152
Total	**5369**

Breakdown of workforce by division and gender

	At 31/12/2023*			At 31/12/2024		
	Female	Male	Total	Female	Male	Total
EXHIBITIONS	379	202	581	413	226	639
HOLDING	113	106	219	137	119	256
LIVE	1137	2492	3629	1183	2535	3718
VENUES	619	602	1221	682	641	1323
TOTAL	**2248**	**3402**	**5650**	**2415**	**3521**	**5936**

* *Update of the reporting scope - see chapter* *6. Characteristics of company employees (S1-6) page 141*

Breakdown of workforce by country and gender

	Number of employees at 31/12/2023*	Number of employees at 31/12/2024		
Regions and countries	Total	Female	Male	Total
AFRICA	**263**	**52**	**166**	**218**
South Africa	226	52	166	218
Mauritius	37	0	0	0
AMERICAS	**709**	**319**	**500**	**819**
Brazil	453	222	322	544
Chile	253	96	177	273
United States	3	1	1	2
EAST ASIA	**895**	**322**	**359**	**681**
China	710	300	330	630
Japan	35	22	29	51
WEST ASIA	**150**	**34**	**137**	**171**
Saudi Arabia	0	8	13	21
United Arab Emirates	150	26	124	150
EUROPE	**702**	**281**	**426**	**707**
Belgium	37	21	16	37
Spain	5	3	2	5
Hungary	103	74	36	110
Italy	34	33	15	48
Netherlands	53	29	26	55
United Kingdom	307	53	252	305
Turkey	161	67	78	145
Monaco	2	1	1	2
FRANCE	**3081**	**1407**	**1933**	**3340**
Total	**5650**	**2415**	**3521**	**5936**

* *Updating of the reporting scope*

Workforce by gender and geographical area

	Present at 12/31/2024 - Group	
Regions and countries	**Female**	**Male**
AFRICA	**52**	**158**
South Africa	52	158
AMERICAS	**276**	**425**
Brazil	192	274
Chile	83	150
United States	1	1
EAST ASIA	**285**	**328**
China	267	307
Japan	18	21
WEST ASIA	**29**	**133**
Saudi Arabia	5	10
United Arab Emirates	24	123
EUROPE	**251**	**394**
Belgium	19	16
Spain	3	2
Hungary	68	33
Italy	27	14
Netherlands	26	23
United Kingdom	49	237
Turkey	60	70
Monaco	1	1
FRANCE	**1,258**	**1,780**

Employees by type of contract broken down by gender

	Present at 12/31/2024 - Group				
	Women	**Men**	**Other**	**Not communicated**	**TOTAL**
No. of employees (headcount)	2415	3521	0	0	5936
No. of permanent employees (headcount)	1979	3000	0	0	4979
Number of non-permanent employees (headcount)	436	521	0	0	957
No. of employees with non-guaranteed hours (headcount)*	0	0	0	0	0

**GL events does not hire employees on non-guaranteed time contracts.*

Information on employees by type of contract, broken down by region

	Present at 12/31/2024 - Group					
	France	**Europe***	**Africa**	**Americas**	**Asia**	**Total**
No. of employees (headcount)	3340	707	218	819	852	5936
No. of permanent employees (headcount)	2967	671	156	806	379	4979
Number of temporary employees (headcount)	373	36	62	13	473	957
No. of employees with non-guaranteed hours (headcount)	0	0	0	0	0	0

**Outside France*

Percentage of employees leaving the company during the reporting period (FY 2024) by gender and country

Regions and countries	Women	Men	Total
AFRICA	**1%**	**17%**	**14%**
South Africa	4%	17%	14%
AMERICAS	**21%**	**20%**	**20%**
Brazil	23%	22%	23%
Chile	15%	15%	15%
United States	100%	0%	50%
EAST ASIA	**26%**	**23%**	**24%**
China	26%	23%	24%
Japan	27%	21%	24%
WEST ASIA	**9%**	**2%**	**4%**
Saudi Arabia	25%	0%	10%
United Arab Emirates	4%	2%	3%
EUROPE	**23%**	**15%**	**18%**
Belgium	14%	19%	16%
Spain	0%	0%	0%
Hungary	19%	8%	15%
Italy	12%	13%	13%
Netherlands	24%	15%	20%
United Kingdom	15%	13%	13%
Turkey	43%	26%	34%
Monaco	0%	0%	0%
FRANCE *	**18%**	**14%**	**16%**

Excluding Marseille Events

Employee turnover rate (year 2024)

	Total*	Permanent	Non-permanent
No. of departures	1017	656	361
Average headcount	5369	4,603	767
Turnover rate	**18.9%**	**14.3%**	**47.1%**

Excluding Marseille Events

7. Characteristics of non-salaried employees assimilated to company personnel (S1-7)

Intermittent workers at GL events represent a specific population of workers who are hired on a temporary basis to meet the fluctuating needs of events. Intermittent workers are hired for short, specific assignments, corresponding to the duration of particular events or projects. In France, intermittent workers in the entertainment industry benefit from a specific unemployment insurance scheme, which takes account of the non-continuous nature in their periods of work and allows them to receive compensation between missions.

For fiscal 2024 in France, the Group called on the skills of 229 full-time equivalent (FTE) intermittents, i.e. 191 FTE for the Live Division and 38 FTE for the Venues Division.

This population is essential for GL events, as it enables the company to adapt quickly to the varied and changing needs of the events industry.

GL events' **hosts and hostesses** represent a specific population of workers were vital to ensuring the smooth running of events. Hosts and hostesses are hired for temporary assignments, corresponding to the duration of specific events or projects. Their use is therefore by nature ad hoc and linked to periods of high activity. This population includes a variety of functions such as welcoming and directing visitors, distributing access badges, managing cloakrooms, and preparing and distributing microphones at conferences.

For 2024 in France, the Group called on the skills of 251 full-time equivalent (FTE) hosts/hostesses. This population is also essential for GL events, as it is vital for ensuring the quality of event reception and hospitality services for participants and attendees.

Temporary staff at GL events represent a specific population of temporary workers, hired to meet the company's fluctuating needs. This population includes a variety of trades such as equipment handlers, caterers, administrative assistants and other professionals.
In France, temporary workers benefit from a specific legal framework governing their working conditions, including special rights and protections, such as access to professional training and end-of-assignment allowances.
For fiscal 2024 in France, the Group called on the skills of 294 temporary workers on a full-time equivalent (FTE) basis. This population is essential for GL events, as it enables the company to adapt quickly to the varied and changing needs of the events industry.
GL events is committed to providing clear and accurate information on its workforce, including "non-employees", as part of our CSRD statement. The Group considers that reporting data for temporary employees, hosts/hostesses and casual workers in full-time equivalents (FTE reflects a logical and consistent approach:
- **Comparability:** The use of the FTE classification helps to standardise headcount data and thus facilitates comparisons between different categories of ' non-salaried ' workers (hosts/hostesses, intermittent workers, temporary workers, etc.) and between different periods.
- **Transparency and precision:** Converting the hours worked by "non-salaried employees" as FTEs, provides a more accurate picture of the actual contribution of this subset to our operations. This ensures a more transparent representation of the importance of these workers in our organisation while at the same time ensuring that their impact is neither underestimated nor overestimated.

The Group may also use the service of subcontractors. The policies, actions and objectives relating to these value chain workers are presented in ESRS S2.

8. Diversity indicators (S1-9)

Breakdown by gender of the number of employees by status as a percentage for 2024

	Women	Men	Total breakdown
BU Manager / Executive Officer*	32%	68%	3%
Apprentices	56%	44%	3%
Worker / Food Services	10%	90%	26%
Management staff	47%	53%	21%
Employee / Supervisor / Technician	54%	46%	47%
Total	**41%**	**59%**	**100%**

** Senior management includes Executive Committee members and N-1 employees working in the countries concerned.*

Breakdown by gender of the number of employees by status in headcount for 2024

	Women	Men	Total breakdown
BU Manager / Executive Director	56	120	176
Apprentices	103	81	184
Worker / Food Services	160	1380	1540
Management staff	580	663	1243
Employee / Supervisor / Technician	1516	1277	2793
Total	**2415**	**3521**	**5936**

Breakdown by gender of the number of employees by status in headcount for 2024

	Total 2023	Women	Men	Total
Less than 30	26%	52%	48%	24%
between 30 and 50	43%	40%	60%	53%
more than 50 years	31%	30%	70%	23%
Total	**100%**	**41%**	**59%**	**100%**

9. Adequate wages (S1-10)

GL events works to guarantee its employees an adequate wage covering their basic needs and those of their families. This commitment is an integral part of the company's policy of social responsibility and sustainability, aimed at ensuring the well-being of its employees.
GL events applies a compensation policy based on objective criteria such as skills, experience and performance. The company ensures that salaries are competitive with the market and comply with current legal and regulatory standards. Instructions are presented and circulated to countries for annual salary review campaigns.
Each year, GL events examines the salaries of all its employees in relation to local standards, and endeavours to progressively correct any potential discrepancies identified during the annual compensation campaigns. All countries must submit their salary reviews to the Group for approval. This regular monitoring ensures that all employees receive fair and adequate remuneration.
In addition, GL events invests in the training and development of its employees, offering them opportunities for career advancement, skills enhancement and improved employability.
GL events' objective is to gradually align itself with standards for adequate wages for all its direct employees in all the countries where it operates. The data currently available at Group consolidation level do not allow us to publish data for all countries this year. An assessment will be set up in 2025 to support the countries and gather all the information needed formulate an opinion on the Group's entire scope based on the same methodology.
In 2024, a preliminary assessment showed that no employee in Europe was paid less than the adequate wage benchmark (50% of the national average gross wage).

10. Social protection (S1-11)

All Group employees are covered by social security protections though not for all major events: sickness, unemployment, retirement, accidents at work and acquired disabilities, parental leave.
The following table shows the social protections available in each country.

Country	Event types	Employees covered	Employees present at 12/31/2024
South Africa	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	218
Saudi Arabia	Sickness, retirement, occupational accidents	Employees, expatriates (partially)	21
Belgium	Sickness, unemployment, retirement, occupational accidents, maternity leave	Employees, self-employed workers	37
Brazil	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	544
Chile	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	273
China	Sickness, unemployment, retirement, occupational accidents	Employees, migrant workers (partially)	630
United Arab Emirates	Sickness, retirement, occupational accidents	Employees, expatriates (partially)	150
Spain	Sickness, unemployment, retirement, occupational accidents, maternity leave	Employees, self-employed workers	5
United States	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	2
France	Sickness, unemployment, retirement, occupational accidents, maternity leave	Employees, self-employed workers	3340
Hungary	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	110
Italy	Sickness, unemployment, retirement, occupational accidents, maternity leave	Employees, self-employed workers	48
Japan	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	51
Monaco	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	2
Netherlands	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	55
United Kingdom	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	305
Turkey	Sickness, unemployment, retirement, occupational accidents	Employees, self-employed workers	145

“Non-salaried workers" have different social security coverage depending on their contract and the regulations in their country. Data for 2024 is not available in detail.

11. Persons with disabilities (S1-12)

Outside France, GL events does not have sufficiently reliable data to draw up precise statistics. The company complies with country-specific regulations on the inclusion of persons with disabilities. GL events is committed to respecting local laws and international standards, such as the Convention on the Rights of Persons with Disabilities (CRPD). However, the absence of proactive policies and consolidated data limits the company's ability to systematically measure and improve the integration of persons with disabilities into its international operations.

The number of employees recognised as disabled workers by gender within the Group

	Present at 12/31/2024		
	Women	Men	Total
No. of employees (headcount)	2415	3521	5936
Number of disabled workers	23	36	59
% of employees with disabilities	**1.0%**	**1.0%**	**1.0%**

Focus on France

Statistical data on employees with disabilities has been consolidated based on the workforce as at 31 December 2024 for employees with an officially recognised disability (RQTH, AAH, pension following an accident at work or occupational disease resulting in a permanent partial disability of at least 10%, a disability pension reducing working or earning capacity by at least two-thirds, etc.). Declarations on the number of workers with disabilities required by French law (*L'obligation d'emploi des travailleurs handicapés* or OETH) are made in year N+1, over the April/May period (i.e. April/May 2025 for 2024 data). For that reason, this data does not take into account the pro rated time of presence of disabled employees having left the Group before 31 December 2024 (for example, at the end of fixed-term contracts, internships, work-study programmes or departures during the year).

The number of employees recognised as disabled workers by gender in France

	Present at 12/31/2024		
	Women	Men	Total
No. of employees (headcount)	1407	1923	3340
Number of disabled workers	20	27	47
% of employees with disabilities	**1.42%**	**1.40%**	**1.41%**

See chapters 1. Policies related to own workforce. (ESRS S1-1) page 127 2. Process of dialogue with members of the company's workforce and their representatives on impacts (S1-2) page 136, 3. Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3) page 136 and 4. Taking action on material impacts on the company's own workforce, and approaches to mitigating material risks and pursuing material opportunities related to its own workforce, and effectiveness of those actions (S1-4) page 137

12. Training and skills development indicators (S1-13)

GL events is committed to offering training and skills development opportunities to all its employees. These initiatives are essential to enhance employee skills, promote career development and ensure continued employability.

Training and skills development

GL events offers a variety of training programs, including online training, in-person workshops and professional development sessions. In 2024, GL events employees benefited from an average of 17 hours of training per year, divided equally by gender.

Performance evaluations

GL events carries out annual performance appraisals for the majority of its employees. In 2024, 59% of eligible employees took part in these assessments which made it possible to set clear objective and discuss career development opportunities.

Absence of data for certain foreign reporting scopes

GL events is not in a position to collect all the necessary data for these regions on a consistent basis. This situation impacts the company's ability to provide comprehensive information on performance assessment and skills development indicators for its entire international scope. Some review practices are not formalised and do not make it possible to produce consistent evidence in the reporting process.

To remedy this situation, in 2025 GL events will introduce a reinforced data collection process, including specific training for data collectors and improved monitoring tools. In this way, it hopes to guarantee the exhaustive nature and accuracy of the data collected for all scopes, so as to be able to publish complete and reliable information in future CSRD statements.

Average hours of training by gender

	2023	2024		
	Total	Women	Men	Total
Total number of employees who received training	5,591	1,228	1,933	3,161
Number of training hours	47,037	22,768	31,493	54,261
Average number of training hours per employee	**8.4**	**18.54**	**16.29**	**17.17**

Percentage of employees participating in regular performance and career development reviews and career development in 2024

	Percentage of completion in 2024		
	Women	Men	Total
AFRICA	**N.C**	**N.C**	**N.C**
South Africa	N.C	N.C	N.C
AMERICAS	**43%**	**32%**	**36%**
Brazil	94%	99%	96%
Chile	N.C	N.C	N.C
United States	100%	100%	100%
EAST ASIA	**44%**	**28%**	**35%**
China	45%	29%	37%
Japan	16%	11%	13%
WEST ASIA	**100%**	**99%**	**99%**
Saudi Arabia	N.C	N.C	N.C
United Arab Emirates	100%	99%	99%
EUROPE	**76%**	**95%**	**88%**
Belgium	N.C	N.C	N.C
Spain	N.C	N.C	N.C
Hungary	100%	100%	100%
Italy	N.C	N.C	N.C
Netherlands	N.C	N.C	N.C
United Kingdom	100%	100%	100%
Turkey	N.C	N.C	N.C
Monaco	100%	100%	100%
EUROPE FR	**66%**	**58%**	**62%**
France*	66%	58%	62%
Total	**62%**	**57%**	**59%**

** Excluding Marseille Events*

Group training hours by topic and gender

	2023	2024		
	Total	Women	Men	Total
Safety	20,239	3,621	13,748	17,369
Management / Leadership / HR	9,003	2,171	1,821	3,992
IT / Digital	5,166	2,261	2,187	4,448
Technical / Operational / Project management	3,448	2,178	4,729	6,907
Legal / Compliance	2,673	2,963	3,693	6,656
Sales / marketing / business development Business	2,562	4,554	2,175	6,729
Languages	1,953	1,479	683	2,162
Coaching / personal development	1,009	1,475	1,123	2,597
CSR / Environment	702	1,739	1,136	2,875
Finance	279	328	199	527

13. Health and safety indicators (S1-14)

100% of the Group's employees are covered by the health and safety management system in accordance with legal requirements and/or recognised standards or guidelines:

Health and safety management system

Covered ratio*	In force - 2024
0 - 19%	
20 - 39%	
40 - 59%	
60 - 79%	
80 - 100%	5,936

** Data not available for non-salaried workers*

Health and safety indicators for employees in France in 2024**

Indicator	Description	Nominal
Number of deaths among GL events employees	Number of deaths among GL events employees due to occupational accidents and illnesses	0
Total number of occupational accidents	Total number of occupational accidents during the reporting period.	139
Occupational accident frequency rate	Number of occupational accidents (Lost Time Injuries) per 1,000,000 hours worked.	23.59
Total number of days absent due to occupational accidents	Total days of absence due to occupational accidents.	1,210
Occupational accident severity rate	Number of days of absence due to occupational accidents (Lost Time Injuries) per 1,000 hours worked.	0.21
Number of occupational illnesses reported	Total number of occupational illnesses recognised during the reporting period.	2
Occupational disease frequency rate	Number of occupational illnesses per 1,000,000 hours worked.	Non-significant
Number of hours of health and safety training	Number of hours of health and safety training organised.	13,134
Number of participants in health and safety training	Total number of participants in health and safety training sessions.	1,230
Investments in health and safety	Total amount invested in health and safety initiatives.	Not available

*** Excluding Lou Rugby and Marseille Events*

Lyon Olympique Universitaire (LOU Rugby) is a rugby club based in Lyon, France. The LOU Rugby participates in top-level competitions, notably the Top 14. With respect to accidents, it is important to note that sporting activities, particularly rugby, may entail inherent risks of injury and accidents. Rugby players are often exposed to intense physical contact, which can lead to a variety of injuries, from bruises and sprains to fractures and concussions. However, accidents occurring in the context of LOU Rugby sporting activities are not directly linked to the usual professional activities of GL events employees. Consequently, it is logical to exclude this data from GL events' health and safety reports, as it does not reflect the working conditions of the company's employees in their day-to-day duties.
GL events attaches great importance to the health and safety of its employees, with significant efforts in training and prevention, although there are still areas for improvement, notably in reducing the number of occupational accidents and collecting data on international entities. From 2025,this data will become more reliable and will be collected for the entire Group.

14. Work-life balance indicators (S1-15)

100% of GL events employees are entitled to family leave, with different rules applying depending on the country and local regulations. (See table).

Availability of family leave in countries where GL events Group companies are located

Country	Maternity leave	Paternity leave	Parental leave	Caregiver leave	Details
South Africa	4 months, unpaid	10 days, unpaid	Up to 18 weeks, unpaid	No specific leave for caregivers	Parental leave can be taken by either parent.
Saudi Arabia	10 weeks, paid by employer	3 days, paid by employer	-	No specific leave for caregivers	Maternity leave may be extended by 30 days without pay.
Belgium	15 weeks, paid for by the mutual insurance system	20 days, paid for in part by the employer and the mutual insurance system	Up to 4 months per parent, partially paid by the ONEM agency	10 days per year, unpaid	Parental leave can be taken full-time, half-time or 1/5 time.
Brazil	4 months, paid by the social security system	5 days, paid by the employer, up to 20 days for certain companies	-	No specific leave for caregivers	Companies participating in the Corporate Citizenship Program offer extended paternity leave.
Chile	30 weeks, paid by the social security system	-	12 weeks full-time or 18 weeks part-time, paid by the social security system	No specific leave for caregivers	Parental leave can be temporarily extended in the event of a health crisis
China	98 days, paid by the social security system	15 days, paid by employer	-	No specific leave for caregivers	Provinces may add additional rules.
United Arab Emirates	45 days, paid by employer	5 days, paid by employer	-	No specific leave for caregivers	Parental leave can be taken continuously or intermittently.
Spain	16 weeks, paid by the social security system	16 weeks, paid by the social security system	Up to 8 weeks, unpaid	2 days per year, paid by the employer	Parental leave can be taken on a continuous or discontinuous basis.
United States	-	-	Up to 12 weeks, unpaid, under the Family and Medical Leave Act	No specific leave for caregivers	Parental leave is often covered by short-term disability plans.
France	16 weeks for the first and second child, paid by the social security system	25 days, paid by the social security system	Up to 3 years, partially paid by the CAF (Family Allowance Fund)	3 months, renewable, unpaid	Parental leave can be taken on a full-time or part-time basis.

Country	Maternity leave	Paternity leave	Parental leave	Caregiver leave	Details
Hungary	24 weeks, paid by the social security system	5 days, paid by employer	Up to 3 years, partially paid by the social security system	No specific leave for caregivers	Parents can choose from several leave options
Italy	5 months, paid by the social security system	10 days, paid by the social security system	Up to 6 months per parent, partially paid by the social security system	3 days per year, paid by the employer	Parental leave can be taken on a flexible basis
Japan	14 weeks, paid by the social security system	1 year, partially paid by the social security system	-	No specific leave for caregivers	Parental leave can be extended until the child is one and a half years old
Monaco	16 weeks, paid by the social security system	12 days, paid by the social security system	-	No specific leave for caregivers	Parental leave is properly supported by the social security system
Netherlands	16 weeks, paid by the social security system	5 days, paid by employer	Up to 26 weeks, unpaid	10 days per year, unpaid	Parental leave can be taken on a flexible basis
United Kingdom	52 weeks, partially paid by the social security system	2 weeks, paid by the social security system	Up to 18 weeks per child, unpaid	5 days per year, unpaid	Parental leave can be taken until the child turns 18
Turkey	16 weeks, paid by the social security system	5 days, paid by employer	-	No specific leave for caregivers	Parental leave is properly supported by the social security system

Breakdown of family leave by employees in France

	France 2024*		
	Women	Men	Total
Breakdown of family leave by gender	48%	52%	115

** Excluding Marseille Events*

Data for 2024 s not available internationally. From 2025 onwards, this data will be collected for the entire Group, making it possible to publish data on the breakdown of family leave in all countries.

15. Compensation indicators (compensation gap and total compensation) (H1-16)

Pay gap in % between male and female employees

France and international	2024
Average gross hourly wage for male employees	20.10
Average gross hourly earnings of female employees	17.30
Pay gap between men and women (%)	**13.97**

Total pay ratio

	2024
Total annual compensation for the company's highest-paid employee	756,000
Median level of total annual compensation (excluding highest paid individual)	27,456
Total annual pay ratio =	**27.53**

The compensation data used are the contractual elements at 12/31/2024 and the theoretical annual hours provided for in the contract. Salary data for countries outside the euro zone have been converted using the exchange rates validated by the Group for December 2024.

16. Incidents, complaints and severe human rights impacts (S1-17)

All human rights policies are presented in ESRS G1-1 1. The role of administrative, management and supervisory bodies (GOV-1) page 161

Work-related incidents

	2024
The total number of incidents of discrimination (incl. Harassment) reported	19
Number of complaints filed via dedicated channels (excluding the first point)	7
Total amount of fines, penalties and compensation for damage resulting from incidents	0

Serious human rights incidents (forced labour, human trafficking or child labour)

	2024
Number of cases of non-compliance with UN, ILO and human rights guidelines	0
Total amount of fines, penalties and compensation for damage resulting from incidents	0

9. ESRS S2 - Value chain workers

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1. Material impacts, risks and opportunities and their interaction with strategy and business model (S2.SBM-3)

For GL events Group, "value chain workers" correspond directly to all of its employees and intermittents, and indirectly to all of its service providers, partners, subcontractors and customers, wherever the Group operates. All services are provided at Group company sites (offices, warehouses, reception areas) and at customer-selected event and worksite locations. The phases of assembly and disassembly of infrastructures during events are by nature more at risk of accidents, particularly falls and injuries caused by the handling of equipment, for example. These incidents can have lasting physical consequences. The employee health and safety policy is a pillar that complements the policies, actions and projects described in ESRS S1-1.

All value chain workers contribute to the Group's deployment of its integrated business model, in line with current standards and regulations. In its business relations, GL events Group deploys the appropriate documentation (responsible purchasing charter, ethics charter, anti-corruption code of conduct, contractual documentation, etc.) on a case-by-case basis to prevent and proscribe so-called negative impacts such as child labour or forced labour and to limit these through an appropriate responsible purchasing and business ethics policy and actions.
Workers from the sheltered sector and/or the social integration sector are part of a dedicated regulatory framework, policy and management, supported by partnerships and agreements such as those with Sport dans la Ville, the Hosmoz network (formerly GESAT) and Agefiph. Details of our Diversity and Inclusion policy, actions and projects are provided in ESRS S1-1.

2. Policies related to value chain workers (S2-1)

Policy: Health and safety for value chain workers
Impact: Impact of work-related accidents on event activity workers

The health and safety of workers, including those in its value chain, is a key issue for GL events. At the date of publication of this statement, there was no formal policy at Group level. Nevertheless, each of the Group's divisions and business units ensures that its activities comply with current standards and regulations, and that it deploys the appropriate reference documentation for each business unit. These may include, for example, safety booklets, safety protocols, prevention plans, administrative shields for subcontractors, etc. as well as providing training to employees. Details and results are included under ESRS S1-1.
In 2025, GL events will deploy its "Golden Rules Safety and

Security" guidelines. These have been drawn up on the basis of the regulatory framework governing employer liability, public access buildings, and the principles of risk prevention. These Golden Rules will be the benchmark for safety and security, and correspond to the fundamentals to be applied. These rules represent safety management standards applicable to all (employees, subcontractors, suppliers and all other stakeholders intervening in events) and at all times (assembly, operation, disassembly). GL events will renew its commitment to promoting a culture of safety by pursuing its awareness-raising and prevention efforts. In addition, the Group will pursue its preventive efforts, in particular by providing safety briefings to all site workers to share best practices for protecting themselves and others, and by organising special events such as Quality of Life and Working Conditions Week (France).

Policy: Code of conduct
As presented in ESRS G1-1, GL events has implemented a code of conduct.

GL events' Code of Conduct and Health & Safety policy are aligned with the United Nations' Guiding Principles on Business and Human Rights, as well as the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work and the main ILO conventions. These references guarantee that fundamental rights and the protection of health and safety are taken into account in GL events' activities.

3. Process of dialogue with value chain workers on impacts (S2-2)

In addition to regular business relations, meetings are organised to better assess the expectations and needs of the various stakeholders, improve dialogue and coconstruct common solutions or actions: delegates, industry or territory professionals, representatives of community, cultural or sports organisations. These meetings take a variety of forms: satisfaction surveys, individual interviews, supplier audits, operational briefings, feedback to appropriate management bodies, etc. In addition, the Group or its entities are members of professional associations in the events industry, such as UNIMEV (*Union Nationale des Métiers de l'Evènementiel*) or UFI (*Union des Foires Internationales*), and participate in expert or market commissions to keep abreast of market trends and stakeholder expectations.
Complaints mechanisms are specific to each business relationship and to the related contractual terms and also to the event or site (generic contact, use of chatbot to facilitate visitor feedback, etc.). As mentioned above, the Whispli vernal whistleblowing system is also available for several types of alert concerning working conditions, health, the environment or safety.

4. Processes to remediate negative impacts and channels for value chain workers raise their concerns (S2-3)

The Group's risk management framework and policy cover respect for the human rights of value chain workers. Human rights risks are taken into account in the Group's annual risk assessment. The Group's objective is to ensure that risks identify, assess and address potential human rights risks and impacts related to its activities, where deemed necessary and significant. This assessment is supported by other complementary internal mechanisms (SAPIN II corruption mechanism). GL events strives to conduct a materiality analysis covering all Group activities and any impacts on human rights, taking into account local laws, regulations and socio-political conditions. Should the Group identify potential human rights risks and impacts related to its activities, supply chain and business relationships, it will take reasonable steps to implement corrective actions. This also applies to potential impacts on the health and safety of workers in the event value chain. Depending on the responsibilities incurred in the event of a major incident, a study of the causes may be carried out to understand its origin and, if GL events is found to be responsible, propose solutions to remedy the situation or contribute to its resolution.
GL events' on-site teams, particularly in the Venues division, are attentive to the needs of all stakeholders involved in setting up, running and dismantling an event.
In addition, the Responsible Purchasing Charter highlights the Group's commitment to addressing and remedying negative impacts in its value chain. The Group regularly informs its stakeholders of the existence of Whispli (see ESRS G1), an anonymous platform dedicated to reporting any concerns or breaches of the Code of Conduct. These notifications ensure that any negative impact can be quickly identified, assessed and dealt with by the relevant teams, while protecting the whistleblower's anonymity.
Finally, during the Paris 2024 Olympic Games, an Operations Center (CDO) was set up enabling all stakeholders to notify any incident or accident that occurred, for all workers on sites and worksites operated by a Group entity during all phases of assembly, game-time and disassembly wherever Group entities operated for this major international sports project.
As presented in ESRS G1, these policies, tools and charters are made available to both internal and external stakeholders. For example, the responsible purchasing charter is shared with our suppliers and subcontractors.

5. Actions concerning material impacts on value chain workers, approaches to managing material risks and seizing material opportunities concerning value chain workers, and effectiveness of these actions (S2-4)

The Group is committed to a process of continuous improvement, and strives to enhance existing practices and achieve better results for value chain workers. The Group's approach to identifying the actions required in response to a particular significant negative impact, actual or potential, is part of the Group's risk assessment process and is based on the results of the double materiality analysis. This process included stakeholder consultation, analysis of industry trends and consideration of regulatory requirements. The health and safety of value chain workers is one of the priorities identified. The actions presented below are designed to prevent, mitigate and remedy material impacts.

Key action	Safety policy and diagnostics
Scope	Venues Division
Time horizons	2021-2025
Description of action	Following the closure of the sites in 2020 (lockdown measures), a safety diagnosis of all Venues sites (25 sites to date) has been requested by Venues General Management. The aim was to ensure that the fundamentals of safety and security, for employees, visitors and stakeholders alike, were respected
Advances	This diagnosis was carried out on all Venues France and International sites. Following the diagnosis, each site received its roadmap, which it implemented individually.
Expected outcomes	All roadmaps have been deployed by the site between 2022 and 2024
Allocated resources	This diagnosis has been monitored internally by the Risk, Audit and Internal Control team, and is operationally spearheaded by each site's Building and Risk Prevention Manager.
Financial resources	N/A

Key action	Operation Centers (OC) OPG2024
Scope	Live Division
Time horizons	2024 – March to October
Description of action	An operations center was set up to ensure the health and safety of all employees and people working on the Paris 2024 Olympic Games project. This center, open from set-up, during operation and right through to disassembly of the event, ensures that any incident/accident is reported in real time, and that appropriate measures are taken to protect value chain workers.
Advances	The Operation Center was operational from March 18, 2024 to October 31, 2024.
Expected outcomes	The operation center performed satisfactorily, and feedback has been provided to ensure that it can be passed on to other Group projects and areas.
Allocated resources	Not available.
Financial resources	N/A

By way of illustration, a number of complementary actions have been carried out:
- Second-level controls for reference documentation: The Single Occupational Risk Assessment Document (DUERP), periodic inspections via MyConformity, review of mandatory safety and security training, follow-up of specific internal audits
- Awareness-raising: coordination of an internal national and international risk prevention and safety network, organisation of awareness-raising events during the Quality of Life and Working Conditions (QLWC) week, the SEPH or the SSE month
- Prevention:
  - Introduction of the International SOS platform in early 2024 for employees on business trips
  - Equipping employees with personal protective equipment (PPE) according to their position and needs. A buffer stock of PPE is kept on site
  - Setting up a crisis management toolkit in the event of a significant accident requiring a crisis unit

With regard to responsible purchasing, a number of actions illustrates the acceleration of the responsible purchasing policy in 2024:
- The Group's entities in France used 14% more suppliers from the SSE sector between 2023 and 2024, i.e. nearly 600 suppliers.

— Specific training courses on responsible purchasing and the use of the HOSMOZ French national network of sheltered work establishments (formerly GESAT) have been provided
— Nearly 130,000 hours of work experience were logged for projects linked to contracts with Paris 2024 for the Olympic and Paralympic Games
— All buyers were trained in fraud prevention and cybersecurity
— Dedicated second- and third-level risk prevention, safety and security control teams have been deployed for Olympic and Paralympic Games projects within the framework of the operations center

The actions described above are regularly evaluated. These assessments are based on discussions with external stakeholders, as described above. These interactions enable us to assess the relevance and appropriateness of the measures in place.
At present, these actions are deemed appropriate and in line with identified needs. However, should feedback from stakeholders or observations in the field reveal shortcomings or needs for improvement, the Group will undertake to strengthen its measures and procedures.
In the event of a genuine negative impact, the Group carries out an analysis of the causes and responsibilities vis-à-vis subcontractors, suppliers, host sites and customers. Depending on the results of the analysis, the Group takes appropriate action in proportion to the responsibilities of each stakeholder.
Internally, many stakeholders are involved in these processes and actions: the Risk, Audit and Internal Control departments, HR, QHSE teams, Venues buildings management and the various management bodies of the entities and the Group.

6. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S2-5)

Issue: ESRS S2 Health and safety of value chain workers
Risk: Impact of work-related accidents on event activity workers

Target: Health and safety for value chain workers
As described in section S2-1, GL events is committed to deploying its Safety and Security Golden Rules by 2025 to formalise its safety and security policy across the value chain. The Group also has a policy place in Brazil and the UK. With regard to responsible purchasing, the aim is to continue rolling out the process and related documentation, and to structure the data in order to study the feasibility of indicators and targets adapted to each purchasing family and specific to the various challenges of the health and safety policy for value chain workers.

10. ESRS S4 Consumers and end-users

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160 / 5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

1. Stakeholder interests and viewpoints (S4 SBM-2)

Event attendees, in addition to all other stakeholders of the integrated business model (in particular exhibitors, organisers and service providers), are considered as consumers and end-users of GL events Group's activities. In fact, they are the heart of the market for an organised or hosted event, and a driving regional force.

In this way, their interests are both multiple and event-wide (and modelled in the registration, visitor and satisfaction surveys) and common in terms of accessibility, physical safety/security and their personal data, thus encompassing risk management.

2. Material impacts, risks and opportunities and their interaction with strategy and business model (S4 SBM-3)

Ensuring the safety of events is central to their success. This cost item includes physical security measures (security guards, barriers, access controls) and the management of he circulation of people. Without these procedures, the events could not take place. For that reason, event security is a material risk for the company.

3. Policies in relation to consumers and end-users (S4-1)

ESRS S4 Event safety

Risk: Shortcomings in the safety of an event
Policy presentation: Site safety and security:
The Group has a safety and security policy for the Venues division, as well as a non-formalised Group-wide policy at the date of publication. The "Golden Rules Safety and Security" project is currently being drawn up. This project is an extension of the Group's Golden Rules (internal control manual), which set out the fundamentals of safety and security. The aim of the Golden Rules Safety and Security project to be applied to the entire Group, to align with ESRS S4 requirements and to comply with current regulations. In addition, the Group has a "crisis management toolkit" that provides all Group entities with standard, uniform guidelines for dealing with significant, proven risks.

Finally, since the end of 2023, the Group has had a Global Security Department to oversee security and safety in collaboration with Division General Management, Operational Management and all Group entities.

However, the Group already has a structured and proven system for guaranteeing the safety of the events it organises or hosts. This system is based on established processes, including specific risk management protocols, collaboration with specialised security service providers, and the implementation of action plans tailored to the particularities of each event and to current regulations.

Policy presentation: Site safety and security policy	
Policy description (a)	Since 2021, the Venues division has commissioned the Risk, Audit and Internal Control team to carry out and monitor a safety diagnostic. The main objective of this diagnosis is to ensure that the fundamentals of safety and security are applied and respected, in order to guarantee the safety of all stakeholders working on our sites. This diagnosis is the cornerstone of Venues' safety and security policy.
Scope (b)	Venues Division, France and International
The most senior level in the undertaking's organisation that is accountable (c)	The General Manager and Deputy General Manager of the Venues division, as well as the members of its Management Committee and site managers
Reference to third-party standards or initiatives (d)	The diagnosis was based on the following standards: - Public Access Buildings(*Etablissement Recevant du Public*or ERP) regulations and safety and fire-fighting obligations - Labour code - The employer's obligation to take the necessary measures to ensure the safety and protect the physical and mental health of workers (Article L. 4121-1) - Application of the 9 principles of prevention (cf. Articles L. 4121-2 and L. 4121-3) - Compliance with standards and directives issued by all local authorities with regard to risk prevention, safety and security
Consideration of the interests of key stakeholders (e)	A quarterly follow-up on the roadmap to be deployed is carried out with all the audited sites of the Venues division. Once a year, a status report is presented to the sites at the Venues division's annual "Operations and Building Managers" seminar. Periodic and regulatory controls are managed by the sites and reported in the MyConformity tool.
Policy availability (f)	Regular reviews are carried out with the sites and Venues General Management. Reports are also submitted to the Audit Committee. The policy and its follow-up are presented annually at seminars for site managers and operations and building managers.

The policy regarding the management of personal data from visitors is presented in ESRS entity-specific disclosures : Cybersecurity and personal data protection.

4. Actions concerning material impacts on consumers and end-users, approaches to mitigating material risks and seizing material opportunities concerning consumers and end-users, and effectiveness of these actions (S4-4)

In order to manage the risks and potential crises associated with a site and/or an event and/or a worksite, the Group has produced a crisis management guide, currently being deployed and tested since 2023, as well as risk mapping templates (by subject, by project including DUERP occupational risk reporting document).

Key action	**Crisis management toolkit**
Scope	Group
Time horizons	Medium-term
Description of action	In order to standardise practices and guarantee a level of response and resources adapted to the risk to be managed, the Group has deployed a crisis management toolkit comprising: - Tools to identify whether the risk to be managed by the Group is an incident, accident or crisis - Tools adapted to each level Incident: incident log and report Accident: accident report and cause tree generation Crisis: checklist, calling list and crisis management manual, instructions for deploying a business continuity plan and a disaster recovery plan
Advances	This toolkit was co-developed by the risk, audit and internal control teams with the safety and security teams of the World Forum (Venues) in 2023 and made available to the Venues division and the Group Global Security Department in 2024
Expected outcomes	In 2024, 14 sites or destinations were deployed: — Netherlands: World Forum — Brazil (7 sites): Anhembi, Arena de Rio, Salvador Convention Center, Hotel Lagune, Riocentro, Santos convention center, Sao Paulo Expo — France: Reims Events, Lyon for Events, Auvergne événements In 2025, deployment will continue, as will harmonisation with the existing practices of certain event organisers (Equestrian, Live by...) and external development requests (insurance, local authorities...)
Allocated resources	Internal and external, as appropriate
Financial resources	Not available

Key action	**Hosting a "Numerous Victims" (NOVI) exercise with law enforcement agencies at Metz Events**
Scope	Venues France - Metz Events, Auvergne Events and Toulouse Events
Time horizons	2024
Description of action	In 2024, the Venues sites in Metz, Clermont-Ferrand and Toulouse hosted a mass-casualty management exercise involving law enforcement officers, first-aiders, firefighters, SAMU, etc. The aim: to test and reinforce the responsiveness of security and emergency services in the event of a major crisis. This type of exercise enables law enforcement officers to work on implementing a coordinated strategy to respond optimally to a critical situation.
Advances	Completed
Expected outcomes	Participating in the training of law enforcement officers and place employees in simulated scenarios so that they can react as effectively as possible in critical situations.
Allocated resources	Internal staff and site safety contractors
Financial resources	Not significant

5. Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities (S4-5)

It is currently difficult for GL events Group to define specific event safety and security objectives given the significant number of events, venues, locations and associated risk levels. The Group considers that its current safety and security management system, based on established protocols and operational practices, effectively meets the needs of the events it organises. This will be reinforced by the forthcoming deployment of the "Golden Rules Safety and Security". These management rules, applicable to all employees and controllable within all entities, will enable us to comply with regulatory expectations and specific needs identified within the framework of ESRS S4 requirements.

Nevertheless, GL events Group assesses the effectiveness of its actions through several key processes, including:

- Specific permanent controls: monitoring of the safety diagnosis for the Venues division, the Myconformity tool, which is available to employees and managers, to ensure and certify compliance with regulatory safety controls, etc.
- Shared feedback following significant incidents in order to identify corrective actions to be implemented and to enable continuous improvement of the system.
- Monitoring the deployment of the above-mentioned actions and tools at the highest corporate level, taking into account changes in the Group's scope of consolidation and development
- Handling alerts and incident reports, as part of the Group's anti-corruption and continuous improvement policy.

11. ESRS G1 - Business conduct

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1. The role of administrative, management and supervisory bodies (GOV-1)

Executive Management
Executive Management (Executive Committee members) initiates the Group's anti-corruption approach and compliance with the Sapin II law. It has supported the project, acted as the final arbiter for decisions relating to the development of the system and the messages conveyed.
The Anti-Bribery Code of Conduct and the Group's Ethics Charter were introduced to and signed by the Group's Chairman and CEO, Olivier GINON, who confirmed the need to pursue these objectives in line with the Group's ethical values.
The involvement of Executive Management is formalised, for example, in the form of an editorial by Chairman and CEO, Olivier GINON. The anti-corruption code of conduct sets out the commitments of the Group's governance bodies to the anti-corruption system, and ensures that it is respected throughout the Group's operations.
The Group Legal and Compliance Director (a member of the Executive Committee) is also the Group's General Counsel. She heads the Group's compliance department. She regularly takes part in the management committees of the divisions and entities to report on compliance issues and receive advice and guidance from the other members of the Executive committee.
Several times a year, she attends training courses and conferences on current compliance issues.

The Board of Directors
At meetings of the Audit Committee and the Board of Directors, the General Counsel & Compliance regularly reports to the Board on the progress of the Sapin II programme.
In October 2022, all members of the Executive Committee and Board of Directors received training in "Effective Corruption Prevention Measures - Sapin II Act - Risks and Best Practices", provided by the law firm FIDAL. A new training programme will be introduced in 2025.

2. Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

The processes for identifying and analysing material impacts, risks and opportunities for ESRS G1 are aligned with those used for all other ESRSs. As presented in ESRS 2 IRO-1, the analysis is aligned with the scope of financial consolidation. It covers the Group's own operations and value chain.

3. Business conduct policies and corporate culture (G1-1)

In 2024, the Group has introduced a number of policies and procedures to prevent and manage the risk of corruption.
- An anti-corruption code of conduct
- A Code of Business Conduct
- An Ethics Charter
- Gift and invitation policy
- Sponsorship and patronage policy
- Conflict of interest procedure
- Whistleblowing procedure

These policies and procedures are available in every language in which the Group operates.
A detailed description of these policies and procedures is provided below. These procedures are linked to an identified risk (business failure) and impact (social consequences of corruption and other business failures). The Legal Department is responsible for implementing and monitoring these policies, but compliance is the responsibility of all parties, everywhere in the world, and in particular of the company's managers and entity directors.

An anti-corruption code of conduct	
Policy description (a)	In 2018, GL events Group adopted an anti-corruption Code of Conduct, modelled on that of Middlenext. It was circulated to all employees by Executive Management and introduced by GL events' Chairman and CEO. This Anti-Corruption Code of Conduct covers in particular: — Definitions of corruption and influence peddling — Relations with public officials — Gifts & invitations — Donations to charitable or political organisations — Patronage and sponsorship — Facilitation payments — Third-party monitoring (suppliers, service providers, customers) — Conflicts of interest — Accounting records and internal controls — Training courses — The internal whistle-blowing system and the protection of personal data — Penalties for breaches of the Code — The responsibilities of each employee in the proper application of the Code
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	The policy is based on recognised international standards, such as the United Nations Convention against Corruption and the recommendations of the French Anti-Corruption Agency (AFA).
Consideration of the interests of key stakeholders (e)	The concerns and interests of stakeholders who may be subject to or carry out corrupt practices have been taken into account: Group employees, who are offered training and awareness-raising tools, as well as suppliers of products and services, customers, public authorities and other partners.
Policy availability (f)	The anti-corruption policy is available on the GL events Group website and intranet.

Code of Business Conduct	
Policy description (a)	GL events' Code of Business Conduct adopted in 2020 defines the rules that the Group asks all its stakeholders to apply in conducting their business dealings. The purpose of this code is to promote both for GL events and its stakeholders a harmonious application of the rules of international trade and respecting Human Rights.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	This code is based on recognised international standards such as the Universal Declaration of Human Rights and the principles of the International Labour Organization (ILO). These references reinforce the credibility of the code and ensure its alignment with global standards on human rights and decent working conditions.
Consideration of the interests of key stakeholders (e)	The policy takes into account the interests of employees, suppliers of products and services, and customers. By actively involving these stakeholders, GL events ensures consistent application of ethical rules and shared responsibility in meeting defined commitments.
Policy availability (f)	The Code of Conduct is available on the GL events Group website and intranet.

An Ethics Charter	
Policy description (a)	The Ethics Charter that reflects commitments made by the Group and its employees covers in particular the following areas: Integrity, loyalty protecting the Group's employees, assets and reputation, combating corruption, exercising vigilance in the area of subcontracting. Through this document, GL events promotes a culture of responsibility, transparency and respect for commitments towards its employees, partners and other stakeholders.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	This charter is based on recognised international standards such as the Universal Declaration of Human Rights and the principles of the International Labour Organization (ILO). These references reinforce the credibility of the code and ensure its alignment with global standards on human rights and decent working conditions.
Consideration of the interests of key stakeholders (e)	The policy takes into account the interests of employees, suppliers of products and services, and customers. By actively involving these stakeholders, GL events ensures consistent application of ethical rules and shared responsibility in meeting defined commitments.
Policy availability (f)	This charter is available on the GL events Group website and intranet.

Gift and invitation policy	
Policy description (a)	Gifts, invitations and tokens of hospitality are part of regular business practices. At the same time, such activities may be perceived as a means of influencing or coercing a third party. To avoid any risk of corruption or conflict of interest, this policy strictly regulates the conditions under which such benefits may be offered or received. These benefits must be of an occasional nature, of a reasonable value and justified by a clear professional context. This policy sets out the rules to be followed.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	This policy is based on the recommendations of the AFA (French Anti-Corruption Agency) and the AFA Guide to Gifts and Invitations, guaranteeing compliance with national best practice in combating corruption.
Consideration of the interests of key stakeholders (e)	The policy takes into account the interests of employees, suppliers of products and services, and customers. By actively involving these stakeholders, GL events ensures the consistent application of the rules governing gifts and invitations.
Policy availability (f)	This policy is available on the GL events Group intranet.

Sponsorship and patronage policy	
Policy description (a)	The policy provides a strict framework for the sponsorship and patronage operations carried out by the GL events Group. These actions, while supporting projects of general interest or strategic partnerships, must comply with precise rules to avoid any risk of conflict of interest. The process requires transparency concerning the beneficiaries and the amounts committed, in order to prevent any inappropriate use of these schemes for favouritism or corruption.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	The policy is in line with the recommendations of the French Anti-Corruption Agency (AFA), in particular with regard to the control and traceability of sponsorship and patronage activities.
Consideration of the interests of key stakeholders (e)	The policy takes into account the interests of employees, suppliers of products and services, customers and any other stakeholder in civil society (cultural or public) who may be eligible for sponsorship or patronage.
Policy availability (f)	This policy is available on the GL events Group intranet.

Conflict of interest procedure	
Policy description (a)	The conflict of interest procedure aims to prevent, identify and manage any situation where the personal interests of an employee or stakeholder could conflict with those of the GL events Group. It imposes an obligation on employees to declare any potential or actual conflict, in order to guarantee transparency and avoid any biased decision or situation of favouritism. This policy clearly defines the types of conflicts of interest likely to arise (financial, family or professional), the reporting mechanisms and the appropriate handling measures.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	The policy is based on the recommendations of the French Anti-Corruption Agency (AFA), which provide a precise framework for declaring and managing conflicts of interest in organisations.
Consideration of the interests of key stakeholders (e)	This procedure meets the expectations of employees and suppliers of products and services, as well as customers, by clarifying the behaviour to be adopted to prevent conflicts of interest. It fosters working relationships based on trust, neutrality and mutual respect, while protecting the Group's reputation.
Policy availability (f)	This policy is available on the GL events Group intranet.

Whistleblowing procedure	
Policy description (a)	The internal whistleblowing system set up by the GL events Group complies with articles 6, 8 and 17 of the Sapin 2 law. Its purpose is to enable employees, business partners and other stakeholders to report, in complete security and confidentiality, behaviour or situations that do not comply with the values and regulations in force. The procedure specifies the reporting channels available, the conditions under which alerts are admissible, and the roles and responsibilities of the departments involved in handling alerts. It also ensures that whistleblowers are protected against any form of reprisal, in accordance with applicable regulations. Finally, particular attention is paid to the secure processing of sensitive data in order to respect the rights of the parties concerned.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Responsibility for this policy lies with the Group General Counsel and Chief Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	The whistleblowing system is aligned with the recommendations of the French Anti-Corruption Agency (AFA) and the CNIL/AFA Guide to internal whistleblowing systems.
Consideration of the interests of key stakeholders (e)	This system addresses the concerns of employees, suppliers of products and services, customers and any other partners, by providing a secure channel for reporting behaviour or breaches.
Policy availability (f)	The policy and procedures for using the whistleblowing system are available on the Group's website and via the intranet, guaranteeing wide dissemination and continuous awareness-raising.

A number of mechanisms are in place within the Group to detect the risks and circumstances of incidents of corruption or other financial offences.

Identify risks of corruption and related offences

Sapin 2 risk mapping
The aim of this risk mapping process was to identify, analyse and prioritise the risks of the Group's exposure to corruption and influence peddling, based in particular on the Group's various activities and business lines, as well as its geographical locations.
The corruption and influence peddling risk map was presented and validated by Executive Management in May 2019 and then presented to the Audit Committee in July that same year, as well as to the Board of Directors.
Finally, to prepare for the update in 2022, an audit of the mapping was conducted in the summer of 2020, taking into account the latest recommendations of the French Anticorruption Agency (*Agence Française Anticorruption* or AFA) following the initial audits.
In July 2022, the Compliance and Risk, Audit and Internal Control teams jointly initiated work to update the map. This work was completed in June 2023. The results were presented to and approved by the Executive Committee on 3 July 2023 and the Audit Committee on 20 July 2023.
As recommended by the AFA, the French Anti-Corruption Agency, information was collected from employees through individual interviews and 3 group workshops. Employees were selected to represent all levels of responsibility, all Group activities and all geographical areas. They were also selected for their operational expertise in the Group's various processes.
Because GL events is made up of multiple subsidiaries operating in different businesses and geographical areas, it was necessary to adopt a sufficiently fine level of granularity to ensure that the results obtained were representative of and consistent with the specific characteristics of the Group. For this reason, a three-level approach was adopted. And in each area examined, the risks of corruption and influence peddling have been assessed in relation to different types of third parties and different risk scenarios have been identified.

Third-party assessment
GL events Group has introduced a procedure for assessing the integrity of "at risk" third parties. By evaluating third parties from an anti-corruption perspective, GL events is able to exercise greater vigilance in terms of the integrity of third parties with whom it has a relationship or plans to enter into a relationship.
These evaluations focus on those third parties who, after identifying risks on the basis of the Sapin 2 mapping and case law, have a potential exposure to risks of corruption (country, activity, type of transaction).
For this reason, before any contract is signed with third parties identified as at risk, the Group's compliance department conducts investigations to determine whether the third party and its beneficial owners or managers:
— Are included on national or international sanctions lists;
— Have been the subject of negative information, allegations, prosecutions or convictions for breaches of ethical conduct (corruption, influence peddling, favouritism, money laundering, etc.);
— Are public officials or persons with political exposure;
— Have effective compliance policies.
The scope of the investigations may vary according to the classification of the third parties, the level of risk and the results of the preliminary investigations. They are also adapted to the nature of the contractual relationship being considered.
Depending on the above factors, the investigation is conducted either internally by the compliance department through questionnaires and specialised integrity investigation software, or externally by an economic intelligence firm.
The relationship is not prohibited if risk factors are identified though the Group will take appropriate measures to prevent and detect corruption (e.g. informing the third party of the existence of the anti-corruption programme, reinforced anti-corruption clause, audit clause). Nevertheless, in the event of a significant number of red flags, the Group could decide against entering into a relationship with the third party concerned.

Detecting potential incidents of corruption or other related offences

Accounting controls, audits and internal control
This area is spearheaded by Internal Control through a series of audits and front-line audit work carried out by the accounting teams. This campaign covers the entire Group scope and includes a detailed and documented analysis of the following accounting line items: customer gifts, invitations, donations, sponsorship, commissions, exceptional fees, gratuities, discounts and rebates. In 2023, this campaign is supplemented by a revised internal control plan to ensure its alignment with the action plans developed during the corruption and influence peddling risk mapping process. Accounting controls are now focused on three areas: prevention, detection and remediation. In 2024, the Internal Control and Compliance teams created a new accounting matrix. This will be implemented in the first half of 2025.
Specific checks on systems which could conceal incidents of corruption are included in internal audits of entities (cash disbursement processes, purchasing and sales). Specific investigations are also performed by the internal audit team through the internal whistleblowing and/or incident reporting process (fraud, etc.) or at the specific request of GL events Group Executive Management.

The internal whistleblowing system
The Group has opted in favour of providing a single whistleblowing system (Articles 8 and 17 of the Sapin 2 law). This system is available to all Group employees as well as to external or temporary employees. Since November 2022, the system has also been open to the Group's commercial partners.
An internal whistleblowing procedure describes the system, its rules and the protection afforded to whistleblowers.
This whistleblowing procedure provides for two internal reporting channels:
— Traditional compliance channels (a direct superior, the human resources department, employee representative bodies)
— The compliance department or the Whispli platform: an alert can also be transmitted anonymously through an external platform available at https://glevents.whispli.com/alertes
Each incident reported via the Whispli platform or directly to the Compliance department is subject to a preliminary analysis by the Compliance department in its capacity as Recipient, which is treated as confidential, in order to determine whether the incident falls under the scope of the system.

If the alert is considered valid, an Ad Hoc Committee is set up for each specific alert, comprising persons able to investigate or lead the necessary investigations. Each committee is chaired by the Group General Counsel & Compliance Officer. The Ad Hoc Committee is then responsible for:

- Examining the internal Alerts transmitted after examining their validity;
- Ruling on the opening of investigations based on the incident review report provided by the Compliance Department;
- Monitoring investigations;
- Ensuring the confidentiality of the internal incident reports and protecting the identity of the whistleblower and the persons concerned by the alert;
- Issuing recommendations on the remedial measures to be adopted at the end of an investigation on the basis of an investigation report provided by Internal Audit or any other person appointed to carry out the investigations.

The whistleblowing system is regularly re-presented to employees through different communication initiatives (participation in various committees, webinars, face-to-face training, newsletters) and the link is available at all time on the" My GL events" intranet.
In November 2024, an internal communication campaign was launched to raise employee awareness about the system.

Whistleblower protection

Protective status
If the originator of the Alert complies with the legal definition of a Whistleblower and respects the process presented in the dedicated procedure, he or she benefits from several protections:

- No disciplinary, discriminatory, retaliatory or reprisal measure may be taken against them, even if the facts reported prove to be unfounded;

GL events does not tolerate any form of retaliation (victimisation, harassment, discrimination, disciplinary action, etc.) against a Whistleblower who reports an Alert in good faith (via the internal Alert System or traditional channels). Moreover, in the event of reprisals or retaliatory measures, the perpetrators of such acts are liable to disciplinary, criminal and civil penalties.

- Whistleblowers may not be held criminally liable if they intercepts and transmits confidential documents relating to the Alert to which they have lawful access;
- Whistleblowers will not be liable for any damage caused by the report, provided that they had reasonable grounds for believing that the report was necessary to protect the interests at stake.

Privacy
The Whistleblowing Reporting Procedure is carried out while respecting the confidentiality of the Whistleblower's identity, as well as that of the persons concerned by the Alert, in accordance with applicable law.
In this respect, all those involved in managing the whistleblowing process are specially trained and bound by a strict confidentiality agreement. In particular, they undertake not to use the data for improper purposes, and to respect the limited data retention period in accordance with applicable law. In addition, security measures have been put in place to ensure total confidentiality throughout Whistleblowing Reporting Procedure (secure tool and password, limited list of people who can access stored information with secure access and regularly updated passwords, etc.).
Information identifying the Whistleblower may not be disclosed, except to the judicial authorities and only with the Whistleblower's consent.
Information that could identify the person concerned by an alert cannot be disclosed until the veracity of the alert has been established.

Procedures to ensure prompt, independent and objective investigation of business conduct incidents

When an alert is received via the Whispli platform or directly by the compliance department, an admissibility committee (the compliance department and Group HR) meets within a few days to rule on the admissibility of the alert with regard to legal criteria.
If the alert is deemed admissible, an ad hoc committee specific to each alert is set up immediately afterwards. The selection of members of this committee is guided by criteria of competence, knowledge of the area concerned and independence.
This committee then meets and decides on the investigative actions to be taken. Investigators may be appointed with particular regard to their competence and neutrality.
The confidentiality of the investigation is then guaranteed by a confidentiality agreement signed by all those involved in the management of the alert and its investigation.

Ethical Business Conduct training
Training campaigns on the risks of corruption and influence peddling are organised by the compliance department with the support of the human resources department.
The first training campaign for managers and at risk employees was organised in July 2019.
A new training campaign was launched in 2022 in France and other countries.
In other countries, teams of subsidiaries located in Qatar, Brazil and Chile received further training in the first half of 2022 by the Chief Legal and Compliance Officer and the Latin America region's correspondent, respectively.
At the beginning of January 2024, a one and a half hour in person awareness-raising session was organised for all all Chinese subsidiaries by a compliance officer from head office. A full 3-hour training course is planned for 2025, to be given by a local lawyer.
In France, the Board of Directors, the Executive Committee and the directors of the 3 divisions attended additional training sessions in 2022, 2023 and 2024 with a lawyer specialising in corporate criminal law and compliance (3.5 hours).
In November 2022, a new training campaign was introduced for all at risk Group managers and employees in November 2022. The training material was developed with the outside assistance provided by a professor of law. These 3-hour training sessions are organised in in-person classes for groups of 20 to 40 people to provide an opportunity for genuine sharing and exchange. These classes are led by the compliance teams at several Group sites. At the end of each course, an interactive quiz is organised to enable

participants to evaluate their progress.
In general, these sessions have been held once a month since November 2022.

Functions within the company that are most at risk in respect of corruption and bribery

To date, the functions identified as most at risk within the Group in terms of corruption and influence peddling are:

— Operational management functions
— Sales functions
— Purchasing functions or any other position related to the selection of suppliers or subcontractors
— Duties related to public third parties.

4. Management of relationships with suppliers (G1-2)

Responsible purchasing policy

Responsible purchasing policy	
Policy description (a)	The Responsible Supplier Charter was created and deployed for the Group's main activities in France, and is an integral part of the organisation and purchasing processes of the divisions. This charter sends a powerful message to suppliers about GL events' expectations in terms of improving their practices and the commitments of both parties. It also outlines the commitments of GL events and those required by its suppliers for responsible purchasing contributing providing a basis long-term relationships between the parties. To foster the development of a responsible supply chain and sustainable practices to support its activities, the Purchasing function is based on three main pillars: — Develop innovative partnerships with suppliers: innovate by building partnerships with suppliers that facilitate their participation in new services and the circular economy — Increase competitiveness by optimising the use of resources in multiple areas like energy consumption, carbon emissions or material recycling based on mutually beneficial relationships with suppliers (building transparent relationships and win-win partnerships) — Contribute to local development through initiatives in the different regions, countries, etc. where it operates by supporting local stakeholders and diversity in selecting suppliers
Scope (b)	France
The most senior level in the undertaking's organisation that is accountable (c)	Division Purchasing Department
Reference to third-party standards or initiatives (d)	The supplier undertakes not to use or encourage the use of forced or compulsory labour, as defined in Convention No. 29 of the International Labor Organization.
Consideration of the interests of key stakeholders (e)	The policy has been drawn up taking into account the concerns and interests of service and product suppliers, existing regulations and customer expectations.
Policy availability (f)	The policy is available on the GL events Group intranet and is sent to suppliers of products and services in France.

In 2024, the CSR and France Purchasing teams of the three divisions began setting up CSR guidelines for each procurement category. The purpose of this project is to:

— Identify the main environmental and employment-related issues for each family of products, services or raw materials.
— Define a series of quantitative and qualitative indicators to establish supplier evaluation criteria.

To date, the first supplier evaluations have been launched. The aim for 2025 is to evaluate purchases covered by master agreements in the main purchasing categories.
Once the initial results have been consolidated, the Group will examine the possibility of extending this method to international entities and major international projects.

5. Prevention and detection of corruption and bribery (G1-3)

Procedures in place to prevent and detect corruption and bribery for presentation in ESRS G1-1.

The Group's Chief Legal and Compliance Officer regularly attends meetings of the Executive Committee to report on compliance issues and receive advice and recommendations from other members of the Executive Committee. During meetings of the Audit Committee and Board of Directors, she also reports to the Board on the progress of the Sapin II programme.

The procedures and/or policies currently being drafted or planned for 2025 are:

— A procedure for assessing the integrity of third parties (currently under preparation).
— An investigation procedure.
— A procedure for managing VIP boxes.
— Policies and procedures are available on the compliance department's intranet page and on the dedicated share-point, also accessible from the intranet.
— The anti-bribery code of conduct is also displayed at operational sites (notably warehouses).
— Communications campaigns can also be launched from time to time. In October and December 2024, internal newsletters were sent out by e-mail concerning the internal whistleblowing system, the updated anti-corruption code of conduct and the process for assessing the integrity of third parties.

Internal training on business conduct issues is presented in ESRS G1-1. And information on administrative and management bodies is presented in ESRS G1-1. In addition, in connection with the deployment of the Sapin 2 anti-corruption training programme, a list is produced of employees exposed to a risk of corruption and influence peddling. This list includes employees with authority to engage the company's responsibility - in particular sales staff (with priority given to those dealing with public authorities, major projects and institutional clients), buyers and all other employees dealing with public third parties.

Indicators	**2024**
Percentage of functions at risk covered by training programmes (cumulative) - France	26%

Training programmes were prioritised on the basis of the Sapin 2 anti-corruption law risk map.

In France, management functions were trained first, followed by sales functions. Since 2023, all other exposed employees have been trained, with priority initially given to the Live division.

In other countries, training sessions are held for those areas most at risk according to risk mapping:

— Brazilian companies were the focus of a major training campaign in 2023.
— Chinese companies were the focus of awareness-raising initiatives in 2024 before a full training course is held in 2025.

6. Incidents of corruption or bribery (G1-4)

Below are some noteworthy actions in the fight against corruption and bribery.

Key action	**Training of employees at risk in China**
Scope	China
Time horizons	Late 2024-early 2025
Description of action	Training by local lawyers
Advances	Training programme dates are currently being set.
Expected outcomes	Training of employees at risk in China (around 200) in Chinese and French anti-corruption law.
Allocated resources	— A senior compliance officer in France — A lawyer in China — And HR director in China — An external law firm
Financial resources	€35,000

Key action	**Valuation of a third-party inventory at risk**
Scope	Group
Time horizons	Q1 2025
Description of action	Evaluation by a screening service provider of a stock of around 5,000 third-party assets considered to be at risk due to their nature.
Advances	Third-party data collection in progress
Expected outcomes	Evaluation of these third parties and detection of any integrity issues. Objective: reinforce ethical clauses in contracts where necessary, or terminate relationships if deemed inappropriate.
Allocated resources	— 2 compliance officers — Some fifty financial managers working within there on operating scopes to collect data.
Financial resources	Around €20,000.

Key action	**Sapin 2 law accounting control plan update**
Scope	France
Time horizons	Q1 2025
Description of action	Updating the plan to bring it into line with the major risks identified in the risk map.
Advances	Update in progress.
Expected outcomes	Reinforcement and better targeting of controls to improve detection of potential incidents during financial audits.
Allocated resources	— 1 Compliance Officer — 1 Risk Manager
Financial resources	Internal resources only.

During the year, no Group company has been convicted of corruption.

In FY 2024, GL events offered training to its employees at risk in accordance with its anti-corruption policy (see ESRS G1). Training is mandatory for functions at risk[1], but GL events can also offer training on a voluntary basis. Details of this year's training are provided below.

	At-risk functions[1]
Training coverage	% of at-risk employees trained: 26%
Method and duration	In person: 3 hours
Frequency	Annual
Topics covered	— Presentation of the regulatory framework — Identify cases of corruption — Preventing and fighting corruption

1 Functions at risk are those exposed to the risk of corruption or bribery.

7. Payment practices (G1-6)

GL events strives to comply with local legislation in the areas where the Group operates, and adapts to the suppliers with whom it trades, depending on the terms of the contract.
The Group applies a rigorous policy with regard to payment deadlines in order to prevent late payments, particularly to SMEs. In France, general terms and conditions of payment comply with French regulation (the (*Loi de Modernisation de l'Économie* or LME), with:

- Standard payment terms of 60 days net from date of invoice.
- No advance payments.
- Discounting is not a common practice.

However, there are two exceptions:

- Certain purchasing families may benefit from shorter lead times.
- Advance payments are possible in specific cases: down payments, cash payments or progress payments.

Beyond the legal framework, GL events is committed to maintaining a constant dialogue with its suppliers in order to adapt its practices to local specificities and the economic realities of its partners, in particular SMEs.
The aim is to prevent late payments and promote balanced commercial relations with all suppliers.
To date, GL events is not aware of any legal proceedings in progress concerning late payments.

Quantitative information is presented in detail in the parent company annual financial statements in section *2.21 Information on supplier and customer payment times, as referred to in articles D441-6-1 paragraph 1 and L441-14 of the French Commercial Code.*

12. ESRS X - Impacts, Risks and Opportunities specific to the undertaking

Cybersecurity and data protection

Cybersecurity, fraud prevention and data protection are strategic challenges for GL events, identified as material in the double materiality analysis. The increasing place of digital technologies in business operations and the growing interconnection of information systems are exposing companies to a number of risks. Robust governance and a policy to combat the risks of fraud, cybersecurity and data protection are essential to guarantee the Group's long-term future, protect stakeholders' personal information and ensure compliance with current regulations.

Policy presentation: Fraud prevention, cybersecurity and data protection policy	
Policy description (a)	GL events has implemented several policies to meet the challenges of cybersecurity, data protection and fraud prevention. — The Information Systems Security Policy (ISSP) provides a framework for the protection of the Group's information systems and data. It is based on cybersecurity best practices and an international standards framework. — The Data Protection Policy includes specific procedures, such as the management of requests related to the General Data Protection Regulation (GDPR) and privacy policies for employees and contractors. — The Fraud Risk Policy sets out guidelines for preventing, detecting and dealing with fraud-related risks within the Group's businesses.
Scope (b)	Group
The most senior level in the undertaking's organisation that is accountable (c)	Since 2021, GL events' Information Systems Department has had an Information Systems Security Officer (ISSO) in charge of steering and deploying this policy. The ISSO reports directly to the Group Chief Information Officer, who sits on the Group Executive Committee. Since 2019, the Risk Management, Audit and Internal Control department has been spearheading a policy to combat fraud and cybersecurity risks. The Risk Management, Audit and Internal Control department reports to the Group Risk and CSR Director, who sits on the GL events Executive Committee. The legal department is responsible for deploying the data protection policy with a dedicated DPO. This DPO reports to the Group's Chief Legal and Compliance Officer, who is also a member of the Executive Committee.
Reference to third-party standards or initiatives (d)	GL events Group complies with the General Data Protection Regulation (RGPD). In terms of cybersecurity, the Group manages the security of its information systems by deploying its Information Systems Security Policy (ISSP) and complying with the practices published by ANSSI (*Agence Nationale de la Sécurité des Systèmes d'Informations*). The Risk Management, Audit and Internal Control department covers cybersecurity and data protection risk through its audits, its fraud risk policy and various internal control assignments, in compliance with SAPIN II regulations and internal audit standards. All Risk Management, Audit and Internal Control team members are members of the Institut Français de l'Audit et du Contrôle Interne (IFACI) and regularly take part in its various forums (monthly meetings, annual conference). The IFACI also provides its members with a regulatory watch service. In addition, the RACI team remains informed and up-to-date about market practices, in particular by taking part in various clubs and conferences. The Risk Manager and CSR is also an ambassador for Deloitte's GRC (Governance, Risks and Compliance) Club, in which she regularly participates.
Consideration of the interests of key stakeholders (e)	These policies were developed in consultation with internal and external stakeholders. These policies have been deployed to ensure compliance with the above-mentioned standards. A dedicated Information Systems Security (ISS) map was deployed in July 2024. This mapping exercise was led by the Risk Management, Audit and Internal Control teams and brought together the IT and cybersecurity teams, as well as employees representing all the Group's activities and businesses, across all divisions and functions. An RGPD information note for service providers is available. The privacy policy is also available on the Group's website https://www.gl-events.com/en/privacy-policy (d)
Policy availability (f)	Policies on cybersecurity, personal data protection and fraud prevention are available to GL events employees and can be consulted at any time on the MyGLevents intranet.

Key action	**Fraud prevention system**
Scope	France and International Group
Time horizons	2024-2027
Description of action	Our fraud risk management system groups together all the actions taken at Group level to reduce the risks of fraud, cybersecurity and data protection. This programme has been designed around 4 key areas: — Identify risks (SSI and fraud risk mapping) — Promoting staff awareness — Promote a prevention system (newsletter, call for vigilance) and incident reporting system — Monitoring and remedying incidents
Advances	Since its launch in 2019, 33 training courses and 1,188 employees have been trained. The system was strengthened in 2023 with the introduction of an educational anti-phishing campaign. In 2024, the data protection aspect was integrated into the training courses.
Expected outcomes	— 33 training courses, 1,188 employees trained — The number of training courses given in 2024 has tripled compared with 2023 (18 courses given in 2024 vs. 6 in 2023) — 33% of training to be carried out abroad by 2024 — 20 educational phishing campaigns involving more than 4,000 employees, with an average compromise rate of 16.1% — Two incidents reported per week on average compared to one incident per week in 2023
Allocated resources	The cybersecurity, DPO and Risk Management, Audit and Internal Control teams work together on these issues. The Risk Management, Audit and Internal Control team oversees the entire fraud risk management process. Cybersecurity teams are responsible for deploying the ISSP policy.
Financial resources	N/A internal

Target presentation : Fraud prevention, cybersecurity and data protection policy	
Description of objective (a)	Since 2019, GL events Group has deployed a fraud prevention system. This system is also based on prevention and awareness-raising initiatives, in particular through training for employees exposed to the risk of fraud. Taught by the risk, audit and internal control teams, in conjunction with the cybersecurity teams, this training course was rolled out internationally for the first time in 2023, and also saw the creation of a new compact format (2 hours of distance learning).
Target (b)	Anti-fraud training for new recruits and key functions
Scope (c)	Group
Year and baseline value (d)	2019
Interim targets (e)	All employees exposed to risks of fraud, cybersecurity and data protection (managers, financiers, purchasers) are trained.
Methodology and key assumptions (f)	The risk, audit and internal control, and cybersecurity teams identify new employees in functions identified as sensitive. Depending on the operational projects, new functions or sensitive departments may be created. For example, in 2024, the teams present at the Olympic Games have been formed.
The company's environmental objectives are based on conclusive scientific evidence (g)	The objective is not based on scientific goals.
Stakeholders involved (h)	Cybersecurity, Risk Management, Audit and Internal Control and DPO teams to coordinate the system. And employees as the training target.
Rules for recalculating or modifying the objective (i)	A report on actions taken to combat the risk of fraud is produced once a year and presented to the Audit Committee. The annual training plan is also reviewed and approved by the Audit Committee. At the same time, our fraud prevention policy is reviewed once a year.
Future progress or trends in goal attainment (j)	In 2024, the number of in-house training courses tripled compared with 2023.

SUSTAINABILITY STATEMENT

Report conclusion

This first sustainability statement, prepared in accordance with the requirements of the CSRD and the European Taxonomy, reflects GL events' commitment to ensuring that environmental, social and governance issues occupy a central role in its strategy. The double materiality analysis made it possible to identify the most significant issues, and in that way to adapt the policies and actions to address the challenges of sustainability.

This approach does only address the disclosure requirements imposed by new regulations but also contributes to a strategy for continuous improvement designed to strengthen the Group's business model in a constantly changing world, subject to increasingly intense environmental, social, geopolitical and regulatory risks.

The performance indicators presented in this statement will thus provide a basis for measuring progress and adjusting future actions, enabling the Group to create sustainable value.

Assurance report on sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/85

This is a translation into English of the Statutory Auditors' report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

To the GL events General Meeting,

This report is issued in our capacity as Statutory Auditors of GL events. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the financial year ended 31 December 2024 and included in Chapter 3 "Sustainability statement" of the Group's management report. Pursuant to Article L. 233-28-4 of the French Commercial Code (*Code de commerce*), GL events is required to include the above-mentioned information in a separate section of the Group's management report. This information has been prepared in the context of the first-time application of the aforementioned articles, a context characterised by uncertainties regarding the interpretation of the legal texts, the use of significant estimates, the absence of established practices and frameworks, in particular for the double materiality assessment, and an evolving internal control system. It enables an understanding of the impact of the Group's activity on sustainability matters, as well as the way in which these matters influence the development of its business, performance and position. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to II of Article L. 821-54 of the aforementioned Code, our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

— compliance with the sustainability reporting standards adopted pursuant to Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for European Sustainability Reporting Standards) of the process implemented by GL events to determine the information reported, and compliance with the requirement to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code (*Code du travail*);

— compliance of the information included in the sustainability statement with the requirements of Article L. 233-28-4 of the French Commercial Code, including with the ESRS; and

— compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including those on independence, and quality control, prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on limited assurance engagements on the certification of sustainability information and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852.

In the three separate parts of the report that follow, we present, for each of the parts covered by our engagement, the nature of the procedures we carried out, the conclusions we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures we carried out with regards to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken in isolation and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three parts of our engagement.

Finally, where deemed necessary to draw your attention to one or more items of sustainability information provided by GL events in the Group management report, we have included an emphasis of matter paragraph hereafter.

The limits of our engagement

As the purpose of our engagement is to provide limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.
Furthermore, this engagement does not provide a guarantee regarding the viability or the quality of the management of GL events; in particular, it does not provide an assessment of the relevance of the choices made by GL events in terms of action plans, targets, policies, scenario analyses and transition plans, that would go beyond compliance with

the ESRS reporting requirements.
It does, however, allow us to express conclusions regarding the process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the sustainability statement are not covered by our engagement.

Compliance with the ESRS of the process implemented by GL events to determine the information reported

Nature of procedures carried out

Our procedures consisted in verifying that:
- the process defined and implemented by GL events has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability issues, and to identify those material impacts, risks and opportunities that have led to the publication of sustainability disclosures in the Sustainability Statement section of the Group's management report; and
- the information provided on this process also complies with the ESRS.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by GL events with the ESRS.

Elements that received particular attention

Concerning the identification of stakeholders
Information relating to the identification of stakeholders is provided in section 1.9 “Interests and views of stakeholders” (SBM-2) of the sustainability statement.
We spoke to management and inspected the documentation available.

We also assessed the consistency of the main stakeholders identified by the Group with the nature of its activities and its geographical location, taking into account its business relationships and its value chain.

Concerning the identification of impacts, risks and opportunities (IROs)
Information relating to the identification of impacts, risks and opportunities is set out in section 1.10 “Material impacts, risks and opportunities and their interaction with the strategy and business model (SBM-3)" of the sustainability statement.
We have taken note of the Group’s process for identifying actual and potential impacts (positive and negative), risks and opportunities (“IROs”) in relation to the sustainability issues set out in paragraph AR 16 of ESRS 1 “Application requirements” and, where applicable, those specific to the Group.

We reviewed the list of IROs identified by the Group, including a description of their distribution in the Group’s own operations and value chain, as well as their time horizon (short, medium or long term), and we assessed the consistency of this list with our knowledge of the Group and, where applicable, with the other risk analyses it has carried out.

Concerning the assessment of impact materiality and financial materiality
Information on the assessment of impact materiality and financial materiality is provided in section 1.11 “Description of processes to identify and assess material IROs” (IRO-1) of the sustainability statement.
We obtained an understanding of the impact materiality and financial materiality assessment process implemented by the Group through interviews with management and inspection of the available documentation, and assessed its compliance with the criteria defined by ESRS 1.
In particular, we assessed the way in which the Group has established and applied the materiality criteria defined by ESRS 1 to determine the material information disclosed (i) in respect of indicators relating to material IROs identified in accordance with the relevant topical ESRS and (ii) in respect of information that is specific to the Group.

Compliance of the sustainability information included in the sustainability statement in the Group management report with the requirements of Article L. 233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:
- the disclosures provide an understanding of the general basis for the preparation and governance of the sustainability information included in the Sustainability Statement section, including the general basis for determining the information relating to the value chain and the exemptions from disclosures retained;
- the presentation of this information ensures its readability and understandability;
- the scope retained by GL events for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, this information does not

contain any material errors, omissions or inconsistencies, i.e., that are likely to influence the judgement or decisions of the users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the Sustainability Statement section with the requirements of Article L. 233-28-4 of the French Commercial Code, including the ESRS.

Emphasis of matter

Without calling into question the opinion expressed above, we would like to draw your attention to the information provided in the introductory note to the Sustainability Statement of the Group's management report, which describes the context in which GL events' sustainability information has been prepared, and in particular:

- the heterogeneous nature of the information systems used by the Group's various entities, which makes it difficult to obtain consistent data, particularly for calculating greenhouse gas emissions linked to procurement.
- the scope available for data relating to ESRS S1-10 (Europe), S1-13 (France), S1-14 (France), and S1-15 (France).

Elements that received particular attention

Disclosures required in accordance with environmental standards (ESRS E1)

Below are presented those elements to which we have paid particular attention concerning compliance with ESRS with respect to disclosures included in section 3. ESRS E1 - Climate change information in the GL events sustainability statement. Our procedures consisted notably in verifying:

- on the basis of interviews conducted with the persons concerned, whether the description of the policies, actions and targets implemented by GL events cover the following issues: climate change mitigation and adaptation.
- the appropriateness of the information presented in environmental section 3. ESRS E1 - Climate change information and its overall consistency with our knowledge of the entity.

With regard to the information provided on the greenhouse gas emissions assessment (ESRS E1-6), as mentioned in paragraph 9 “Gross GHG emissions from scopes 1, 2, 3 and total GHG emissions (E1-6)” of the Sustainability Statement, our procedures consisted in particular in:

- obtaining an understanding of the processes, methodologies, standards, data and estimates used by the Group to prepare their disclosures and including their implementation and related internal control procedures; and
- in addition, for the main emission items in the carbon assessment, scope 2 and scope 3:
  - assessing the appropriateness of the emission factors used and verify the calculation of the related conversions, taking into account the uncertainties inherent in the state of scientific or economic knowledge and the quality of the external data used;
  - verifying, on a test basis, the underlying data used to produce the greenhouse gas emissions assessment, together with the supporting documents, and the mathematical accuracy of the calculations used to establish the estimated emissions.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by GL events to determine the eligible and aligned nature of the activities of the entities included in the scope of consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- compliance with the rules governing the presentation of this information to ensure that it is readable and understandable; and
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e., information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies in relation to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

We established that there were no such elements to address in our report.

The Statutory Auditors

French original signed by:

FORVIS-MAZARS
Lyon, 28 March 2025
Emmanuel Charvanel Partner
Arnaud Fleche Partner

MAZA-SIMOËNS - FIFTY BEES
Oullins-Pierre-Bénite, 28 March 2025
Benjamin Schlicklin Partner

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GL events
A French public limited company (*Société Anonyme*) with capital of € 119,931,148
Registered office: 59 Quai Rambaud – 69002 Lyon (France)
Lyon Companies Register (RCS) No. 351 571 757

(The "Company")

Board of directors' report on corporate governance

(Article L. 225-37 of the French Commercial Code)

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

Dear Shareholders,

In accordance with the provisions of the last paragraph of article L. 225-37 of the French Commercial Code we hereby present you with the following report on:

- the code of corporate governance to which the Company refers and the application of its recommendations,
- the composition of the Board of Directors,
- diversity policy applied to Board members,
- the conditions of preparation and organisation of the Board of Directors' work,
- the list of all offices and functions exercised by each corporate officer during the period,
- limitations imposed by the Board of Directors on the powers of the Chairman-CEO (*Directeur Général*) and the Deputy Managing Director (*Directeur Général Délégué*),
- the compensation policy for corporate officers and disclosures mentioned in I of Article L. 22-10-9 of the French Commercial Code,
- agreements entered into between a corporate officer or a Shareholder owning more than 10 % of the Company's voting rights and a controlled company within the meaning of Article L. 233-3 of the French Commercial Code,
- the description of the procedure adopted by the Company to regularly determine if agreements concerning ordinary operations and entered into under arm's-length conditions properly fulfil the conditions and its implementation,
- the delegations of authority in force granted by the General Meeting of the Shareholders to the Board of Directors for capital increases and uses made thereof during 2024,
- particular procedures relating to the participation of Shareholders in the General Meeting,
- Factors having a potential impact in the event of public share offers covered by Article L. 22-10-11 of the French Commercial Code,
- the main features of the company's internal control and risk management systems as part of the financial reporting process.

For the purposes of preparing and drafting this report, the Company has referred to the following documents:

- The guide for preparing Universal Registration Documents published by the AMF (Reference DOC2021-02), as amended on 28 July 2023,
- The revised version of the Middlenext Corporate Governance Code of September 2021,
- the final AMF working group report on Audit Committees published on 22 July 2010.

The preparation of this report was based on the contributions of several departments including in particular the Corporate Finance and Legal departments.

In application of Article L. 225-37 of the French Commercial Code, this report was adopted by the Board of Directors on 5 March 2025. The Report will also be presented to the Combined Extraordinary and Ordinary General Meeting of 25 April 2025.

1. Corporate governance practices

As its framework of reference, the Company refers to the Middlenext Corporate Governance Code which can be consulted at the website: www.middlenext.com.

The Company declares that it has taken cognizance of all the recommendations of the Middlenext Corporate Governance Code as published in its last edition issued in September 2021. The members of the Board of Directors were informed of an re-examined in the meeting of 5 March 2025 the points to be watched defined by this code.

The Company undertook to apply the recommendations of the Middlenext Code throughout the year 2024.

2. Functioning of the Executive Management

2.1 Executive Management

The functions of Chairman of the Board of Directors and Executive Management are combined.

In 2024, the Company's Executive Management included Mr. Olivier GINON, Chairman-Chief Executive Officer and Mr. Olivier FERRATON, Deputy Managing Director.

The Chairman-Chief Executive Officer and the Deputy Managing Director are vested with the broadest powers to act in all circumstances on behalf of the company.

The Board of Directors has not imposed any limitations on the powers of the Chairman-Chief Executive Officer and the Deputy Managing Director.

2.2 Executive Committee

2.2.1 Composition

To date, the committee's members are:

Olivier GINON	Chairman-CEO
Olivier FERRATON	Deputy Managing Director – GL events Live
Christophe CIZERON	President, Venues Division
Philippe PASQUET	President, Exhibitions Division
Damien TIMPERIO	Managing Director, Exhibitions Division
Maxime ROSENWALD	Deputy Managing Director, GL events Live
Sylvain BECHET	Managing Director, Chief Financial and Investment Officer
Patricia SADOINE	Group General Counsel and Chief Compliance Officer
Bruno LARTIGUE	Chief Public Affairs Officer
Denis TOMASICCHIO	Group Chief Information Officer
Audrey CHAVANCY	Chief CSR and Risk Officer
Benjamin THEVENET	General Secretary, Live Division
Daniel CHAPIRO	Deputy Managing Director, Venues Division
Fanny CHAVAUX	Chief People Officer

2.2.2 Missions

The Executive Committee defines the Group's strategies (overall and by business line), which are then approved by the Board of Directors. It also examines investment projects (including potential acquisitions) in order to make recommendations to the Board of Directors and implements the company's business development strategy and internal control policy.

3. Composition and functioning of the Board of Directors

3.1 Presentation of the Board of Directors

The Board of Directors is currently composed of twelve members, appointed for four years, and one non-voting member (*censeur*), appointed for two years.

3.1.1 Composition of the Board of Directors

First name LAST NAME	Independent Board Member	Age	Year of first appointment	Office expiration date	Audit Committee	Compensation and Nominating Committee	CSR Committee	Strategy Committee
Olivier GINON Chairman	No	67	1 November 1995	The General Meeting to be held in 2028 for the purpose of approving the financial statements of the period ended				
Nicolas de TAVERNOST Vice-Chairman of the Board of Directors	Yes	74	16 May 2008	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended				Chairman
Anne-Sophie GINON Member of the Board of Directors	No	41	25 April 2014	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended		Member	Member	Vice Chair
Marc MICHOULIER Member of the Board of Directors	Yes	68	25 April 2014	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended		Member		
Fanny PICARD Member of the Board of Directors	Yes	56	30 April 2015	The General Meeting to be held in 2027 for the purpose of approving the financial statements of the period ended			Chair	
Daniel HAVIS Member of the Board of Directors	Yes	69	5 July 2017 (1)	The General Meeting to be held in 2027 for the purpose of approving the financial statements of the period ended	Chairman			Member
Maud BAILLY Member of the Board of Directors	Yes	46	4 March 2020 (2)	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended		Member		

First name LAST NAME	Independent Board Member	Age	Year of first appointment	Office expiration date	Audit Committee	Compensation and Nominating Committee	CSR Committee	Strategy Committee
Joseph AGUERA Member of the Board of Directors	Yes	69	24 June 2021	The General Meeting to be held in 2025 for the purpose of approving the financial statements of the period ended		Chairman		
Sophie SIDOS Member of the Board of Directors	Yes	56	22 June 2022	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended			Member	
Joseph YVANT Member of the Board of Directors	No	61	6 March 2024 (3)	The General Meeting to be held in 2028 for the purpose of approving the financial statements of the period ended				Member
Caroline GINON Member of the Board of Directors	No	39	25 April 2024	The General Meeting to be held in 2028 for the purpose of approving the financial statements of the period ended				
Grégory GUISSARD Member of the Board of Directors	No	44	25 April 2024	The General Meeting to be held in 2028 for the purpose of approving the financial statements of the period ended	Member			Member
Erick ROSTAGNAT Observer		72	6 March 2024	The General Meeting to be held in 2026 for the purpose of approving the financial statements of the period ended				

(1) Co-optation ratified by the Annual General Meeting of 24 May 2018
(2) Co-optation ratified by the Annual General Meeting of 19 June 2020
(3) Co-optation ratified by the Annual General Meeting of 25 April 2024

Olivier GINON

CHAIRMAN AND CHIEF EXECUTIVE OFFICER

French nationality. Born on 20 March 1958.

In 1978, Mr. Olivier GINON created Polygone Services which became GL events in 2003.
GL events is a world-class provider of integrated solutions and services for events operating across the three main market segments:

— congresses and conventions,
— cultural, sports, institutional, corporate and political events, and
— trade fairs and exhibitions for professionals and the general public.

Mr. Olivier GINON is the Chairman of the Board of Directors of GL events for which he exercises the role of Chief Executive Officer. His office was renewed by the Combined General Meeting of 25 April 2024 until the close of the Annual General Meeting called in 2028 to approve the financial statements for the fiscal year ending 31 December 2027.
Since its creation in 1997, Mr. Olivier GINON has been the Chairman-CEO of Polygone SA, that holds a majority stake in GL events.

Business address: 59 Quai Rambaud – 69002 Lyon.

Offices held outside the GL events Group:
Current offices and directorships: Chairman-CEO of Polygone SA (GL events holding company), Chairman of SAS Le Grand Rey and Manager of SARL Ferme d'Anna, SCI Montriant, SCEA Château de Panery and SC Mag de Panely, Chairman of SAS hameau de Panery, Chairman of SAS vins et huiles de Panery.

Appointments expired and exercised within the last five years: Member of the Supervisory Board of OVALTO, Chairman of SAS Foncière du Pré, of SAS Foncière Polygone and SAS F2P.

Nicolas DE TAVERNOST

DIRECTOR

French nationality. Born on 22 August 1950.

A graduate of the Bordeaux Institute of Political Studies and with a post graduate degree in Public Law, Nicolas DE TAVERNOST began his career in 1975 as part of Norbert Ségard's team, the junior minister for foreign trade, then in the Postal and Telecommunications sectors. In 1986 he took over the management of audio-visual activities at Lyonnaise des Eaux and in this capacity, spearheaded the project to create M6. In 1987, he was appointed Deputy CEO of Métropole Télévision M6 where since 2000 he has served as Chairman of the Executive Board.

Appointed by the Combined General Meeting of 16 May 2008 and last reappointment by the Combined General Meeting of 22 June 2022, for a term expiring at the end of the Annual General Meeting called in 2026 to approve the financial statements for the year ending 31 December 2025.

Independent Director.

Business address: RMC-BFM - 2 rue du Général Alain De Boissieu, 75015 Paris 15

Offices held outside the GL events Group:

Current offices and directorships: Independent Director, Chairman of the Compensation Nominating Committee, member of the Compensation Committee and the Strategy Committee of Natixis, Chairman of RMC-BFM, Chairman of Abel Conseil.

In accordance with the Middlenext R1 Code, Nicolas DE TAVERNOST exercises an office in his personal capacity in listed companies outside the Group. As such he complies with the limits on holding multiple offices (2 offices in listed companies outside the group).

Appointments expired and exercised within the last five years:

Outside of the M6 Group and the RTL Group:

- Volunteer administration of the Raise endowment fund, Polygone SA
- Volunteer director of Polygone SA;

Within the M6 Group and RTL Group:

- Permanent representative of:
  - Métropole Télévision in its capacity as Chair of M6 Digital Services SAS, SNC, Catalogue MC SAS, SNC Audiovisuel FF SAS, M6 Publicité SAS, Immobilière M6 SAS, M6 Interactions SAS, M6 Foot SAS, M6 Distribution Digital SAS, MA Digital Services SAS and M6 Studio SAS;
  - Métropole Télévision as Chair of M6 Digital Services, Chair of Graal SAS and M6 Hosting (ex. Altima Hosting) SAS;
  - Métropole Télévision as Chair of M6 Interactions, Chair of Joïkka SAS and Best of TV SAS;
  - Métropole Télévision as Director of Société Nouvelle de Distribution SA and Médiamétrie SA;
  - Métropole Télévision in its capacity as Managing Partner of SCI du 107 avenue Charles de Gaulle; Métropole Télévision as director of C. Productions SA, Extension TV SAS, Société d'Exploitation Radio chic-SERC SA, Société de Développement de Radio Diffusion-Sodera SA;
  - M6 Publicité as director of M6 Diffusion SA, M6 Evénements SA and M6 Editions SA;
  - Métropole Télévision as Chair and member of the shareholders Committee of Multi4SAS;
  - C. Productions, Director of M6 Films SA; M6 Publicité in its capacity as Director of Home Shopping Service SA;
- Chairman of SPILE (*Sortir de prison intégrer l'entreprise*), a French not-for-profit facilitating the integration of ex-prisoners, in his capacity as Chairman of the Management Board of M6;
- Chairman of the Association des Chaînes Privées;
- Member of the Supervisory Board of Salto Gestion SAS;
- Chairman-CEO and Director of M6 Plateforme SA;
- Chair and Director of Société Nouvelle de Distribution SA;
- Director of the Corporate Foundation of M6 Group;
- Representative of RTL Group on the Board of Directors of Atresmedia, listed (Spain), Vice-Chairman of the Compensation Committee and member of the Board of Directors of the Foundation.

Anne-Sophie GINON

DIRECTOR

French nationality. Born on 18 August 1983.

Ms. Anne-Sophie GINON has occupied several operational positions within the GL events Group, in France and other countries (Belgium).

After joining Foncière Polygone in 2012, she served as the Chief Executive Officer since December 2013 until its merger with Polygone SA in June 2020. At that time she will become Deputy Managing Director.

Ms. Anne-Sophie GINON has an MBA from IAE Lyon and a master's degree in financial engineering from EM Lyon.

Appointed by the Ordinary General Meeting of April 25, 2014 and reappointed by the Combined General Meeting of June 22, 2022 until the end of the General Meeting of 2026 called to approve the financial statements for the year ending 31 December 2025.

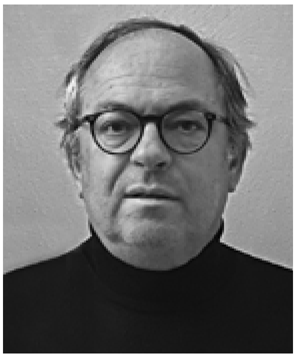
Member of the CSR Committee and the Compensation and Nominating Committee.

Business address: 59, Quai Rambaud – 69002 Lyon (France)

Offices held outside the GL events Group:

Current offices and directorships: Director and Deputy Managing Director of Polygone SA; Director of Lingotto Fiere Srl; Chairman of the Polygone Foundation; Managing Director of SCI JAUNAY-MARIGNY, SCI Brignais Chiradie, SCI Polygone Confluent, and SCI Panda, Director of GL events Belgium, Chairwoman of the Board of Directors of GL events Brussels.

Appointments expired and exercised within the last five years: Managing Director of SAS Foncière du Pré, SAS Foncière Polygone and SAS F2P.



Marc MICHOULIER

DIRECTOR

French nationality. Born on 12 September 1956.

Mr. Marc MICHOULIER has spent the larger part of his career working in the insurance sector in France and other countries.

After exercising various functions at AGF over 15 years, he then joined the Marsh Group in 1996 as Chair of its Lyons subsidiary, Office des Assurés, and starting in 2009, he was Deputy Managing Director of Marsh France, a member of the Executive Board and the Executive Committee of Marsh France.

In March 2018 he left Marsh to create 2M-TO-UP SAS, a strategy consulting and executive management services firm of which he is the Chairman.

Mr. Marc MICHOULIER is a graduate of IAE Lyon (1979).

Appointed by the Ordinary General Meeting of 25 April 2014 and reappointed by the Combined General Meeting of 22 June 2022 for a term ending at the close of the General Meeting to be held in 2026 to approve the financial statements for the year ending 31 December 2025.

Independent Director, Compensation and Nominating Committee member.

Business address: 13 Avenue Béranger - 69130 Ecully.(France)

Offices held outside the GL events Group:

Current offices and directorships: Director of Polygone SA; Chairman-CEO of 2M-TO-UP SAS.

Appointments expired and exercised within the last five years:

None.

Fanny PICARD

DIRECTOR

French nationality. Born on 4 August 1968.

Ms. Fanny Picard is the Chair of Alter Equity, a leading fund management company investing in unlisted companies contributing to the triple bottom line of the planet, people and profit.

Ms. Fanny PICARD has previously served notably as Chief Investment Officer and a Member of the Executive committee of Wendel as well as Danone Director of Mergers and Acquisitions for Western Europe and North America. She started her career at Rothschild & Co M&A department.

Fanny Picard is a graduate of the ESSEC business school and SFAF (French Society of Financial Analysts). She holds a master's degree in law, and attended courses at the College of Higher Studies on the Environment and Sustainable Development (*Collège des Hautes Etudes de l'Environnement et du Développement Durable*).

Appointed by the Combined General Meeting of 30 April 2015, and last reappointed by the Combined General Meeting of 27 April 2023, or until the end of the General Meeting called in 2027 to approve the financial statements for the year ending 31 December 2026.

Independent Director - Chairman of the CSR Committee.

Business address: Alter Equity, 23 rue Danielle Casanova – 75001 Paris.

Offices held outside the GL events Group:

Current offices and directorships: Chair of Alter Equity SAS; Member of the Supervisory Board of Tikehau Capital and Chair of the Governance and Sustainable Development Committee; Member of the Ecological Transition Financing Committee and the Medef Corporate Governance Committee;

Appointments expired and exercised within the last five years: Member of the Board of Directors and the Audit Committee of SPAC DEE Tech, Member of the College of Experts of the Institute for Responsible Capitalism; Vice Chair of the Steering Committee of Mozaïk HR foundation; Member of the Steering Committee of the Siel Bleu Foundation.

Daniel HAVIS

DIRECTOR

French nationality. Born on 31 December 1955.

In 1980, Daniel HAVIS joined Matmut, as an underwriter. In 1994 he became the Chairman and Chief Executive Officer, a position occupied until 1 April 2015, when he was appointed Chairman of Matmut. All functions exercised by Mr. Daniel HAVIS within Matmut ended in June 2020.

Daniel HAVIS is a Knight of the National Order of the Legion of Honour and an Officer of the National Order of Merit. Daniel HAVIS has a degree from the Tours Insurance Institute (*Institut des Assurances de Tours*) (1980). Co-opted by the Board of Directors on 5 July 2017 in replacement of Mr. Ming-Po CAI and then reappointed by the Combined General Meeting of 27 April 2023, for a term expiring at the end of the General Meeting called in 2027 to approve the financial statements for the fiscal year ending 31 December 2026.

Independent Director. Chair of the Audit Committee and member of the Strategy Committee.

Business address: 66, rue de Sotteville – 76100 Rouen.

Offices held outside the GL events Group:

Current offices and directorships: Director of Mutuelle Livre II Mutuelle Ociane Matmut; Vice-Chairman of the Supervisory Board of Fondation de l'Avenir; Director and Honorary Chairman of SAM Matmut; Director of SGAM Matmut; Permanent representative of MM3 at Union Mutualiste Résidence Château Pomerol; Director of Mutuelle Livre II Matmut Mutualité, Mutuelle Livre III Matmut Mutualité III and Fondation Pierre Fabre; Chairman of the Supervisory Board of HAROPA PORT; Chairman of Campus Santé Rouen Normandie.

Appointments expired and exercised within the last five years: Director of SA Luxembourgeoise Ofi Lux, SA OFIMALLIANCE, SGAM, SA AMF Assurances, SA Cardirf Iard; Director and Vice-Chairman of OCIANE; Vice-Chairman of the Board of Directors of SA Matmut Protection Juridique and SA Matmut Vie; Vice-Chairman of the Supervisory Board of SA Inter Mutuelles Entreprises; Permanent representative of Matmut Mutualité, SA Harmonie Développement Services, of FNMF; Chairman of the Supervisory Board of SAS VISAUDIO, of Mutualité Française, on the Supervisory Board of SAD Ofilvalmo Partenaires; Non-voting observer (*Censor*) of Cooptimut; Chairman of the Board of Directors of SA OFI ASSET MANAGEMENT; Chairman of SAS Matmut Immobilier, SAS Matmut Location Véhicules, SGAM Matmut la Mondiale, SAM Matmut, SAS Matmut Développement; Manager of Boeildieu SCCV, Corneille SCCV, Flaubert SCCV, Géricault SCI, Maupassant SCCV and SCI du Palais des Congrès de Rouen; Chairman of the Management Board of Fondation Paul Bennelot; Full member of the Board of Directors of Fondation la Panorama (CREA); Chairman of the Supervisory Board of Institut Mutualiste Montsouris (IMM); Member of the Supervisory Board of SAS Quaero Capital France; Vice-Chairman of Fédération Nationale de la Mutualité Française; Chairman of MF Pass; Observer member of the Management Board of EURESA. Director of Association Rouen-Normandie 2028 - Capitale européenne de la Culture; Director of Polygone SA.

Maud BAILLY

DIRECTOR

French nationality. Born on 14 January 1979.

Maud BAILLY began her career in 2007 at the Inspection Générale des Finances, where she carried out several strategic and financial audit assignments in France and abroad, notably for the IMF and the World Bank. She joined the SNCF in 2011 as manager of the Paris Montparnasse station and TGV product coordination for the Paris Rive Gauche area. In 2015, she joined the French Prime Minister's office as Head of the Economic Department Responsible for Budget, Fiscal, Industrial And Digital Affairs.

In 2017, she joined Accor as Chief Digital Officer in charge of Digital, Data, Distribution, Sales and Fidelity and Information Systems Program and as a member of the group's Executive Committee.

In 2018, she became one of the 30 members of the French Digital Council, (CNNum) tasked with addressing the major challenges and opportunities of the digital transition of French society.

In October 2020, she was appointed Chief Executive Officer of Accor's Southern Europe Hub to operate and develop the Group's business in France, Spain, Italy, Greece, Portugal, Malta and Israel. As a member of the Executive Committee, she is responsible for the operational performance and the quality of customer and partner relations in this strategic region counting nearly 1900 hotels, while defending the interests of the sector that had been severely impacted by the health crisis, with the public authorities.

Since 1 January 2023, Maud BAILLY has been head of the Luxury business unit responsible for the 215 hotels worldwide that operate under the Sofitel, Sofitel Legend, MGallery and Emblems brands, carrying out her roles of business leader and brand developer in France and abroad.

Ms. BAILLY is also very involved in volunteer sector initiatives (Prométhée Education, Les Déterminés), coaching and teaching on performance management, digital transformation of organisations, crisis leadership and CSR issues. She is a graduate of Ecole Nationale d'Administration and the Institut d'Etudes Politiques de Paris.

Co-opted by the Board of Directors on 4 March 2020 to replace Ms. Anne-Céline LESCOP until the end of the General Meeting to be held in 2022 to approve the financial statements for the year ending 31 December 2021, and reappointed by the Combined General Meeting of 22 June 2022 until the end of the General Meeting called in 2026 to approve the financial statements for the year ending 31 December 2025.

Independent Director. Compensation and Nominating Committee member.

Business address: ACCOR Group, 82 rue Henri Farman - 92345 - Issy-les-Moulineaux.

Offices held outside the GL events Group:
Current offices and directorships: Director of the Canal+ Group
Appointments expired and exercised within the last five years: Director of Babilou and Director of Casino Group.

Joseph AGUERA

DIRECTOR

French nationality. Born on 18 August 1955.

Mr. Joseph AGUERA served as a lawyer on the Lyon Bar from 1978 until December 2020.

He founded his firm in 1984 which he sold to his partners when he ceased to practice law.

Mr. AGUERA was an assistant professor in private law of the Lyon Law School (Faculté de Droit de Lyon) with an advanced degrees (DEA) in Business Law and Civil Law respectively.

Appointed by the Combined General Meeting of 24 June 2021 until the close of the Annual General Meeting to be held in 2025 to approve the financial statements for the fiscal year ending 31 December 2024.

Independent Director. Compensation and Nominating Committee Chairman.

Business address: 51 Chemin de Bramafan, 69110 Sainte-Foy-lès-Lyon.

Offices held outside the GL events Group:
Current offices and directorships: None
Appointments expired and exercised within the last five years: None

Sophie SIDOS

DIRECTOR

French nationality. Born on 13 January 1969.

Ms. Sophie SIDOS is a seventh-generation descendent of Louis Vicat, inventor of modern cement in 1817. She started her career in the Vicat Group in 1992 as a member of the management control department. A few years later, she became the first woman to occupy the position of "Cement" Sales Manager for the PACA region. She has held various positions within the company and in 2006 joined the Group's Board of Directors. She is currently Vice Chair of its holding company, Parfininco. As Chair of the CSR Committee, she ensures that environmental, social and responsible employer values remain at the heart of the Vicat Group's strategy.

In 2017, on the occasion of the bicentennial of the invention of artificial cement, Ms. SIDOS created the Louis Vicat corporate foundation for which she serves as Chair. Reflecting the particular importance she attaches to social integration through employment, Ms. SIDOS is co-leader of the Isère chapter of the national "*La France, une chance. Les entreprises s'engagent*" programme initiated by French President Emmanuel Macron.

As an active contributor to her region, she was appointed President of MEDEF Isère in 2021. She has placed the subjects of inclusion and economic and ecological transition at the heart of her mandate.

Ms. SIDOS was made a Knight of the Legion of Honour in 2020.

Appointed by the Combined General Meeting of 22 June 2022 until the close of the Annual General Meeting to be held in 2026 to approve the financial statements for the fiscal year ending 31 December 2025.

In June 2023, Sophie Sidos assumed the presidency of the French Foreign Trade Advisors, establishing the promotion of French companies on the international stage as one of her top priorities.

Independent Director. CSR Committee Member.

Offices held outside the GL events Group:

Current offices and directorships: Director of Vicat, Director of Béton Travaux, Director of Aktas Insaat Malzemeleri Sanayi Ve Ticaret A.S., Director of Konya Cimento Sanayi Ve Ticaret A.S., Director of Bastas Baskent Cimento Sanayi Ve Ticaret A.S., Director of Bastas Hazir Beton Sanayi Ve Ticaret A.S., Director of Tamtas Yapi Malzemeleri Sanayi Ve Ticaret A.S., Director of Sococim Industries, Director of Vigier Holding AG, replacement Director of Kalburgi Cement Private Limited, Director of Bharathi Cement Corporation Private Limited, Director of National Cement Company, Director of Konya Hazir Beton Sanayi Ve Ticaret A.S., Director of Fondation Clément Fayat, Director of MC2 Grenoble, Director of Fondation GL events, Director of Fondation Edmus, Director of ADOSM Entraide Marine, Director of Alpexpo, Director of Business France, Director of the endowment fund Co Construire (CESE).

Appointments expired and exercised within the last five years:

Director of BCCA. Director of the Edmus Foundation

Lionel YVANT

DIRECTOR (representative of Trévise Participations)

SINCE 6 March 2024

French nationality. Born on 23 April 1963.

Lionel YVANT holds a postgraduate degree (DESS) in international taxation from the University of Aix-Marseille. He practises as a lawyer as a member of the Marseilles and Luxembourg bars. Mr. YVANT is also co-founder and Chairman of the Fondation Jean-Louis Noisiez.

Co-opted by the Board of Directors on 6 March 2024 to replace Sofina until the close of the General Meeting to be held in 2024 to approve the financial statements for the year ended 31 December 2023, then reappointed by the Combined General Meeting of 25 April 2024 until the close of the General Meeting to be held in 2028 to approve the financial statements for the year ended 31 December 2027.

Member of the Strategy Committee.

Business address: Trévise Participations, 30, Grand-Rue, L-1660 Luxembourg (Grand Duchy of Luxembourg)

Offices held outside the GL events Group:

Current offices and directorships: Chair of the Governance Committee, Trévise Participations; Member of the Supervisory Board, Trévise Holdings 3; Chairman of the Supervisory Board, Monroe Holding; Chair, Institut du Cœur Jean-Louis Noisiez; Chair, Fondation Jean-Louis Noisiez; Member of the Supervisory Board, IMKI; Member of the Board of Directors, Ducasse Développement.

Appointments expired in the last five years: Member of the Supervisory Board, Groupe Services France.

Caroline GINON

DIRECTOR SINCE 25 APRIL 2024

French nationality. Born on 13 February 1986.

Caroline GINON is a graduate of the Ecole Spéciale d'Architecture (ESA) in Paris and is registered with the Ordre des Architectes AURA under n°S18622. She is founder and Chairwoman of FAZENDA ARCHITECTURE.
First appointed by the Combined General Meeting of 25 April 2024 for a term ending at the close of the General Meeting to be held in 2028 to approve the financial statements for the year ending 31 December 2027.

Business address: FAZENDA Architecture - Pavillon 52 - 52 Quai Rambaud - 69002 LYON

Offices held outside GL events Group:
Current offices and directorships: Director of VICAT
Appointments expired and exercised within the last five years: None.

Grégory GUISSARD

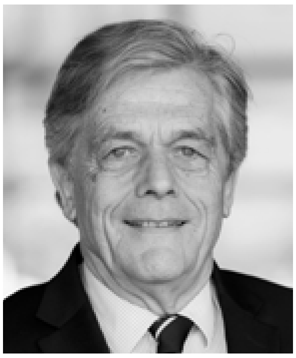
DIRECTOR (representative of Trévise Participations)
SINCE 25 April 2024

Belgian nationality. Born on 1 August 1980.

Mr. Grégory GUISSARD holds law degrees from the University of Luxembourg (Grand Duchy of Luxembourg) and the Université Catholique de Louvain-La-Neuve (Belgium), in addition to an LL.M. in international taxation from the University of Geneva (Switzerland). He practises as a lawyer as a member of the Brussels, Luxembourg and Marseille bars.
First appointed by the Combined General Meeting of 25 April 2024 for a term ending at the close of the General Meeting to be held in 2028 to approve the financial statements for the year ending 31 December 2027.
Member of the Audit Committee and the Strategy Committee.

Business address: Trévise Participations, 30, Grand-Rue, L-1660 Luxembourg (Grand Duchy of Luxembourg)

Offices held outside the GL events Group:
Current offices and directorships: Member of the Governance Committee of Trévise Participations; Member of the Supervisory Board of Trévise Holdings 3; Member of the Supervisory Board of Monroe Holding; Member of the Foundation Board of Fondation Jean-Louis Noisiez
Appointments expired in the last five years: None.



Erick ROSTAGNAT

DIRECTOR UNTIL 6 MARCH 2024 THEN NON-VOTING DIRECTOR *(CENSEUR)* FROM THAT DATE

French nationality. Born 1 July 1952.

Mr. Erick ROSTAGNAT assured the functions of Managing Director in charge of Corporate Finance Administration of GL events Group until 2019. Mr. Erick ROSTAGNAT began his career as an auditor at Price Waterhouse Coopers and then joined the Brossette Group as CFO. In 1992, he joined the OREFI group, occupying the functions of CFO.
In 2001, Mr. Erick ROSTAGNAT joined GL events Group, first serving as the Secretary General until 2007, and then as the Managing Director for Corporate Finance and Administration until 2019.
Mr. Erick ROSTAGNAT holds a degree from ESLSCA business school and a degree in Chartered Accountancy.

Appointed for the first time by the Combined General Meeting of 20 June 2002 and last reappointed by the Combined General Meeting of 22 June 2022, for a term expiring at the end of the General Meeting called in 2026 to approve the financial statements for the year ending 31 December 2025.
Resigned from his directorship on 6 March 2024, and appointed as Non-Voting Director (*Censeur* or Observer) from that date until the close of the General Meeting to be held in 2026 to approve the financial statements for the year ending 31 December 2025.

Business address: 59 Quai Rambaud – 69002 Lyon

Offices held outside the GL events Group:
Current offices and directorships: Director of Polygone SA; Managing Partner of SCI de la Pyramide; Chairman of Rivesconsulting.
Appointments expired and exercised within the last five years: Director of TLM; Managing Director of of Foncière Polygone SAS; Co-Manager of Partage.

DIRECTORS WHOSE TERMS OF OFFICE EXPIRED IN FY 2024:

Aquasourça SA (Luxembourg)

DIRECTOR UNTIL 23 JULY 2024

Represented by Sophie DEFFOREY. French nationality. Born on 21 February 1955.

Co-opted by the Board of Directors on 11 December 2015, replacing the company AQUASOURÇA France, having resigned, for the remainder of the term of office of the latter, or until the end of the Annual General Meeting to approve the financial statements for the period ending 31 December 2017. The appointment of AQUASOURÇA SA (Luxembourg) was ratified by the company's General Meeting of 29 April 2016 (10th resolution). Reappointed by the by Combined General Meeting of 22 June 2022 until the close of the General Meeting called in 2026 to approve the financial statements for the fiscal year ending 31 December 2025.
Ms. Sophie DEFFOREY is the permanent representative of the Luxembourg company, AQUASOURÇA SA (Luxembourg), Director of GL events.
Ms. Sophie DEFFOREY is the Chair of the Supervisory Board of AQUASOURÇA SA (Luxembourg), and Chief Executive Officer of AQUASOURÇA France, investment companies founded with private funds.
Independent Director, Compensation and Nominating Committee member.

Business address: 11 Boulevard Prince Henri – L 1724 Luxembourg

Offices held outside the GL events Group:
Current offices and directorships: Chair of the Supervisory Board of Aquasourça SA (Luxembourg); Managing Partner of Aquasourça SA (France); Managing Partner of SCS (France); Managing Partner of Immoainvest (France); Managing Partner of Oneainvest (France); Managing Partner of Euroainvest (France); Managing Partner of SCI Crillum (France); Managing Partner of SCI Lubeceri (France); Managing Partner of SCI Maladium (France); Managing Partner of Groléum (France); Managing Partner of Socipcd (France); Managing Partner of SC Libellule (France); Managing Partner of SCI Gervais (France); Managing Partner of SCI 119 Corneille (France); Managing Partner of SC Le Premium (France); Director of Chapoutier (France), representing Aquasourca Luxembourg; Director of Polygone, representing Aquasourca SA; Director of FMP SA (France); Director of HSD Ainvest (Luxembourg); Permanent representative of Euroainvest; Member of the Supervisory Board of JL Bourg Basket (France), representing Euroainvest; Managing Partner of SC New 61 (France), of SC Les Marronniers (France) and of SCI Rocher Poupone (France).
Appointments expired and exercised within the last five years: Managing Partner of SOCIPCD (France); Managing Partner of SCI Le Pavillon (France); Managing Partner of SCI Killjo Premium (France); Director of Lensco Holding (Luxembourg); Managing Partner of SCI Parc Centrium (France); Managing Partner of SCI Cavaillum (France).

SOFINA

DIRECTOR UNTIL 2 FEBRUARY 2024

Represented by Mr. Edward KOOPMAN. Dutch nationality. Born on 9 February 1962.

Appointed by the Ordinary General Meeting of 29 April 2016, last reappointed by the Combined General Meeting of 19 June 2020, for a term ending at the close of the Annual General Meeting to be held in 2024 to approve the financial statements for the year ending 31 December 2023.
Mr. Edward KOOPMAN is a member of the Executive Committee of Sofina SA. After working in the fields of strategy consulting and investment banking, he has pursued an international career in the private equity field. He began his career in London with BNP Capital Markets then Baring Brothers.
From 1993 to 1999, he worked as a manager and management consultant for Bain & Company. In 1999, he joined Electra Partners Europe/ Cognetas as a Founding Partner and in 2015, he moved to Sofina SA. Edward KOOPMAN is a graduate of the EM Lyon Business School (1986).
Audit Committee member and Compensation and Nominating Committee member.

Business address: 31, rue de l'Industrie - Brussels 1040 (Belgium).

Offices held outside the GL events Group:
Current offices and directorships: Director of Polygone SA, The Hut Group Plc, Sofina Partners SA and Laboratoires Nuxe SAS.
Appointments expired and exercised within the last five years: Mersen, Laurent Dumont.

Félix CREPET

DIRECTOR UNTIL 23 JULY 2024

French nationality. Born on 7 September 1987.

Félix CREPET holds a BSc in Business Administration & Management from HEC Lausanne and a double master's degree in Finance from the EADA Business School in Barcelona and the UCEMA University in Buenos Aires.
Prior to joining the AQUASOURÇA Group in 2016, he worked for two years at the investment bank BTG Pactual in Sao Paulo, Brazil.
Félix CREPET is Chairman of the Management Board of AQUASOURÇA SA (Luxembourg). Appointed non-voting observer (*Censeur*) by the Board of Directors on 22 June 2022 until the end of the General Meeting called to approve the financial statements for the year 2023.
Appointed by the Combined General Meeting of 27 April 2023 until the close of the Annual General Meeting to be held in 2027 to approve the financial statements for the fiscal year ending 31 December 2026.
Independent Director. Audit Committee member.

Business address: 11 Boulevard Prince Henri – L 1724 Luxembourg

Offices held outside the GL events Group:
Current offices and directorships: Member and Chairman of the Management Board of Aquasourca SA, Chairman of Airsquare SAS
Appointments expired and exercised within the last five years: Managing Partner of Airsquare SPRL, Chairman of Airsquare France SAS, Director of Lensco Holding.

Giulia VAN WAEYENBERGE

DIRECTOR UNTIL 2 FEBRUARY 2024

Belgian nationality. Born on 19 March 1982.
Ms. VAN WAEYENBERGE is a member of the Executive Committee at Sofina. She has also worked as an investment manager at the family investment holding company De Eik and Sofina. Prior to that she has worked at Bank of America Merrill Lynch in London and in Singapore as Vice President.
Ms. Giulia VAN WAEYENBERGE obtained a Master in Electrical Engineering at the Catholic University of Leuven in 2005 and a Master in Applied Economics at the Singapore Management University in 2006.
Co-opted by the Board of Directors on 5 September 2017, replacing Sophie Servaty, for the remainder of her term of office, renewed for the last time by the Combined General Meeting of 19 June 2020 until the end of the General Meeting to be held in 2024 to approve the financial statements for the period ending 31 December 2023.

Business address: Karel Van Lorreinenlaan 20 A – Tervuren (3080 - Belgium).

Offices held outside the GL events Group:
Current offices and directorships: Director of Collibra SA, Port of Antwerp SA, Fagron SA, De Eik SA and the non-profit foundation Vocatio.
Appointments expired and exercised within the last five years: None.

3.1.2 Changes in the composition of the Board of Directors

For fiscal 2024, the following changes since the start of the year may be noted:

Director	End of term	Appointment	Resignation
SOFINA Represented by Edward KOOPMAN			02/02/2024
Giulia VAN WAEYENBERGE			02/02/2024
Erick ROSTAGNAT (1)			06/03/2024
Lionel YVANT		06/03/2024	
Caroline GINON		25/04/2024	
Grégory GUISSARD		25/04/2024	
AQUASOURCA Represented by Sophie DEFFOREY			23/07/2024
Felix CREPET			23/07/2024

(1) Appointed Observer at the Board of Directors meeting of 6 March 2024.

3.1.3 Additional information

In compliance with provisions of Article 16 of the Company's Articles of Association, it is specified that each member of the Board of Directors must own at least one share. To the best of the Company's knowledge, the number of shares held by members of the Board of Directors at 31 January 2025 is disclosed below:

			Voting rights				
	Number of shares	Percentage of capital	Single	Double	Total	Percentage of net voting rights	Percentage of gross voting rights
Polygone SA	17,037,030	56.823%	590,872	16,446,158	33,483,189	69.824%	68.870%
Le Grand Rey	9,884	0.033%	5,000	4,884	14,768	0.031%	0.030%
Olivier GINON	501	0.002%	501	0	501	0.001%	0.001%
Nicolas DE TAVERNOST	870	0.003%	0	870	1,740	0.004%	0.004%
Joseph AGUERA	1	0.000%	1	0	1	0.000%	0.000%
Marc MICHOULIER	715	0.002%	350	365	1080	0.002%	0.002%
Anne-Sophie GINON	1,327	0.004%	0	1,327	2,654	0.006%	0.005%
Daniel HAVIS	20	0.000%	20	0	20	0.000%	0.000%
Maud BAILLY	50	0.000%	50	0	50	0.000%	0.000%
Sophie SIDOS	400	0.001%	400	0	400	0.001%	0.001%
Caroline GINON	11,566	0.039%	11,566	0	11,566	0.024%	0.024%
Fanny PICARD	1	0.000%	1	0	1	0.000%	0.000%
Trévise participations	2,398,623	8.000%	2,398,623	0	2,398,623	5.001%	4.934%
Treasury shares	663,703	2.214%	663,703	0	663,703		1.365%
Free float	9,858,096	32.88%	7,676,724	2,181,302	12,039,397	25.106%	24.763%
TOTAL	**29,982,787**	**100.000%**	**11,347,811**	**18,634,906**	**48,617,693**	**100.000%**	**100.000%**

On the date this document was issued, there were no members of the Board of Directors representing employee Shareholders and no member representing the employees on the Board. In particular:

— with regard to the appointment of Directors representing employee shareholders, at 31 December 2024, for the first time, share ownership of employees of the Company and affiliates thereof within the meaning of Article L. 225-180 of the French Commercial Code exceeded the threshold of 3% of the share capital provided for in Article L. 225-23 of the French Commercial Code. A proposal will be submitted to the General Meeting of 25 April 2025 to amend the Company's Articles of Association for the purpose of specifying in accordance with Article L. 225-23 of the French Commercial Code the conditions for appointing candidates to the position of Directors representing employee shareholders.

— with respect to the appointment of Directors representing employees, the Company benefits from an exemption as it meets the criteria set out in Article L. 225-27-1 paragraph 3 of the Commercial Code, whereby it is the direct subsidiary of a company that is subject to the obligation to appoint employee representatives to its Board of Directors.

3.2 Experienced Board Members with Complementary Expertise

The Board of Directors attaches considerable importance to the experience and knowledge its members may acquire over the years about the Group's operations and business. This experience must enable the Board members to exercise their mission of supervision with the utmost vigilance.

In accordance with the recommendations of the Middlenext Code, the Board of Directors established a three-year training plan providing for four to six days of training per Director over the period, adapted to the specific characteristics of the Company.

This plan takes into account the expertise of each Director.

Each year, the Board of Directors reviews the progress of the training plan and reports on its findings in the corporate governance report.
During the Board's self-assessment carried out in 2025, Board members were able to express their wishes and/or needs in the area of training. On this basis, a new three-year

training plan was presented to the Board of Directors at its meeting on 5 March 2025.

For 2024, the training plan adopted on 9 March 2022 and adjusted on 8 March 2023 was reviewed and adapted at the Board meeting of 25 April 2024. As part of this programme, directors and members of the Executive Committee received training in "Market Abuse and Insider Trading" on 4 September 2024 and on CSRD on 19 December 2024.

In addition, Directors who so wished took part in the various Management Committee meetings organised by the Divisions during the year.

3.3 Independent directors

All measures are taken so that the Board of Directors includes independent members in order to assure the Shareholders and the market that it performs its missions with the necessary independence and objectivity and in order to prevent in this manner the risks of conflicts of interest with the Company and its management. In accordance with the recommendations of the Middlenext Corporate Governance Code, the Board of Directors must include at least two independent members. The Company respects this recommendation with seven Independent Directors or 58.33% serving on the Board over the entire period ended 31 December 2024.

In general. a member of the Board of Directors is considered independent when he or she has no relationship of any kind whatsoever with the Company, its Group or the management of either that could affect his or her freedom of judgement.

For a member of the Board to qualify as an independent director within the meaning of article 3.2 of the Board's rules of procedure, and in accordance with recommendation R3 of the Middlenext Code, he or she must meet the following criteria:

— they must not have been in the course of the previous five years an employee or executive officer of the Company or a Company in its group,
— they must not have had any material business relationship with the company or its group in the course of the previous two years (as a client, supplier, competitor, service provider, creditor, banker, etc.),
— they must not be a reference shareholder of the Company or hold a significant percentage of the voting rights (i.e. hold less than 5% of the voting rights, in accordance with Article 3.2 of the Rules of Procedure),
— they must not have a close relationship or close family ties with a corporate officer or a reference Shareholder,
— they must not have been an auditor of the company in the course of the previous six years.

On the date of this report, based on the annual review of the composition of the Board of Directors, five of its members may not be considered as independent notably for the following reasons:

	Corporate officer of the Company within the previous five years	**Significant business relationships existing or during the previous two years**	**Major shareholder or ownership of more than 5% of share capital**	**Family tie**	**Statutory auditor during the previous six years**	
Olivier GINON	X	-	X	-	-	Not independent
Nicolas DE TAVERNOST	-	-	-	-	-	Independent
Anne-Sophie GINON	-	-	-	X	-	Not independent
Marc MICHOULIER	-	-	-	-	-	Independent
Fanny PICARD[1]	-	-	-	-	-	Independent
Daniel HAVIS	-	-	-	-	-	Independent
Maud BAILLY	-	-	-	-	-	Independent
Joseph AGUERA	-	-	-	-	-	Independent
Sophie SIDOS	-	-	-	-	-	Independent
Lionel YVANT	-	-	X	-	-	Not independent
Caroline GINON	-	-	-	X	-	Not independent
Grégory GUISSARD	-	-	X	-	-	Not independent

[1]With respect to Fanny PICARD, the Company purchased shares in investment vehicles in which she participates in the management. However, in light of the passive nature of these investments and their aggregate amounts compared with (i) the assets under management by the company in question and (ii) the Company's investment portfolio, it was considered that this business relationship is not likely to call into question the independence of Fanny PICARD.

3.4 Gender balance on the Board

The Company pays particular attention to the goal of ensuring a balanced representation of men and women on the Board of Directors. On 31 December 2024, the legal quotas were respected with women accounting for 41.67% of Board membership (5 out of 12 members).

3.5 Terms of office

Board members are appointed for four-year terms expiring at the end of the Ordinary General Meeting of the Shareholders called to approve the financial statements for the period ended and held in the year in which the term of office expires.

Current appointments expire:
— In 2025 for one director,
— In 2026 for five directors,
— In 2027 for two directors,
— In 2028 for four directors,

At the next Annual General Meeting, shareholders will be asked to amend the Articles of Association to allow the Ordinary General Meeting to appoint a director for shorter terms exclusively for the purpose of making it possible to implement or maintain staggered terms of office.

3.6 Absence of convictions or conflicts of interest by Officers and Directors

To the best of the Company's knowledge, at 31 December 2024 no members of a board of directors or supervisory board in the last five years have been:

— convicted of fraud,
— subject to bankruptcy, receivership, liquidation placed under judicial administration while serving as a member of a board of directors, executive body or supervisory board,
— charged with infractions and/or subject to an official public sanction rendered by a statutory or regulatory authority (including designated professional bodies),
— legally disqualified from serving as members of a board of directors or executive management or from participating in the management or intervening in the management of the operations of an issuer in the last five years.

To the best of the Company's knowledge at 31 December 2024, no potential conflicts of interests have been identified between the corporate duties of members of the Company's Board of Directors or Executive Management and those of the company, one of its subsidiaries and their private interests and/or other duties. It is however specified that :
— three Directors have ties through family relations or marriage (Olivier GINON, Caroline GINON and Anne Sophie GINON);
— six Directors also exercise an office within Polygone SA, the Company's majority shareholder (namely Mr. Olivier GINON, Mrs Anne Sophie GINON, Mr. Gregory GUISSARD, Mr. Daniel HAVIS, Mr. Marc MICHOULIER and Mr. Lionel YVANT).

To the best of the Company's knowledge, at 31 December 2024, no members of a corporate governance body or the Executive Management have agreed to any restrictions on the sale of their securities of the Company, within a certain time frame, with the exception of the following holding (lock-up) requirements for restricted shares that may be allocated to the Deputy Managing Director as described in section 12.2.12, (page 209) of this document.

To Company's knowledge and on 31 December 2024, there existed no material arrangements or agreements concluded with the main Shareholders[1] or with customers, suppliers or other parties whereby one of the members of the Board of Directors or the executive management was selected on the basis of his or her offices.

[1] *With the exception of the Shareholders' Agreement referred to at page 330 of the Universal Registration Document*

3.7 Loans granted and guarantees given in favour of Board members

No loans or guarantees have been granted to Board members.

4. The conditions for the preparation and organisation of the work of the Board of Directors

4.1 Internal rules of procedure

The Board 's internal operating procedures are governed by internal rules of procedures (or board charter), which can be consulted at GL events' website (www.gl-events.com).

This report presents the main characteristics of these internal rules of procedure.

On 13 October 2021, the Board of Directors amended its internal rules of procedure in response to changes made to the Middlenext Corporate Governance Code that was updated in September 2021. The Rules of Procedure were amended again at the Board meeting of (i) 9 March 2022 to adjust the number of members of the Compensation and Appointments Committee, and (ii) 6 March 2024 to remove the requirement for Directors to hold at least one registered share.

On 5 March 2025, the Board of Directors amended its internal rules of procedure in order to:

— to adapt the clauses relating to the Committees, in particular with the creation of the Strategy Committee and the reduction in the number of members of the Audit Committee;
— to regulate the use of remote meeting technologies (videoconferencing) following the amendment of Article 17 of the Articles of Association.

4.2 Board member ethics and the prevention of conflicts of interest

Each Board member is required to maintain in registered form or deposit with a bank the shares of the company he or she holds, or those belonging to his or her spouse or minor children. The table indicating the number of registered shares held by directors as of 31 January 2025 is shown above in section 3.1.3.
Members of the Board of Directors are regularly informed about provisions resulting from financial market regulations with respect to security transactions.

On this basis, Board members are required to declare directly to the AMF, in accordance with applicable regulations, any acquisition, disposal, subscription or exchange of equity securities of the Company as well as transactions carried out involving financial instruments relating thereto, within three business days following the execution of this transaction. In addition to the Board members themselves, these provisions apply to all natural persons or legal entities with which they are closely related as defined by applicable regulations.
Board members must duly note the blackout periods when trading in the Company's securities is prohibited (refer to the management report for the period ended 31 December 2024) as well as their general obligations with regard to the market established by regulations in force.

Each Board member undertakes to inform the Chair of the Board of Directors, as soon as they become aware of any events or information which might place them in a position of a conflict of interest with the Company or its subsidiaries.
The Board charter (article 4.2) provides that :
"In a situation giving the appearance or which might give the appearance of a conflict of interest between the corporate interest and the direct or indirect personal interest of the Shareholder or a Group of Shareholders he or she represents, the Director undertakes to:

— *inform the Board of Directors as soon as this come to their attention and before any meeting,*

— *draw all resulting conclusions regarding the exercise of his or her office. And on this basis, according to the case he or she must :*
  - *either refrain from participating in the vote of the corresponding deliberations,*
  - *or not attend the meeting of the Board of Directors as long as the conflict of interest lasts,*
  - *or, as an extreme measure, resign from his or her functions as Director.*

The Board shall make all reasonable enquiries to assess the proportionate measures to be taken to ensure that the decision is in the best interests of the company.

Subject to changes in legal provisions, the Board shall establish an annual procedure to report and monitor conflicts of interest. Each Director shall notify, as applicable, changes in his or her situation. "
Once a year, a questionnaire is sent to all Directors asking them about any potential conflicts of interests. The Company is not aware of any conflicts of interests in respect of 2024.

5. The Board of Directors' role and powers

The Board of Directors exercises the missions conferred upon it by the law. In this respect, it shall determine the business strategy of the Company and ensure its implementation. Subject to the powers expressly granted to shareholders' meetings, and within the limits of the corporate purpose, the Board considers any question relevant to the proper operation of the company and settles the company's affairs through its resolutions. In particular, it authorises regulated agreements presented to the Ordinary General Meeting in its management report on the financial statements for the year, and may decide to move the registered office to any other location in France (subject to ratification of this decision by the next Ordinary General Meeting).

In this context, the Board of Directors discussed all major initiatives of 2024: acquisitions, marketing, Group markets and strategies, financial policy, organisation and internal control, definition of CSR measures, particularly with a view to addressing climate issues, as well as the impact of inflation and rising energy costs and the measures implemented to safeguard the Company and its subsidiaries.

The Board of Directors carries out the inspections and verifications it deems necessary. Each Director receives all the information necessary for the performance of his or her duties, and may request any documents considered useful for that purpose.

6. Board Proceedings and Meetings

6.1 Frequency of meetings

Board meetings are held as often as the interests of the Company require.
During the period ended, the Board of Directors met six times which enabled it to carry out an in-depth examination of the issues within its purview. The average attendance rate for Board members in 2024 was 100%.
The following table provides a breakdown of attendance rates per meeting for Board members in 2024:

Meeting date	Attendance rate (members present or represented)
06/03/2024	100.00%
25/04/2024	100.00%
25/07/2024	100.00%
04/09/2024	100.00%
27/09/2024	100.00%
19/12/2024	100.00%

The Board of Directors periodically considers the pertinence of its organisation and operations in relation to its duties. In this framework, the Board of Directors' agenda regularly includes an assessment of its work once a year. Using a questionnaire, all Board members are individually consulted for their assessment and suggestions to improve the Board's effectiveness.
A new self-assessment was carried out, the results of which were analysed and presented to all Board members at the meeting on 5 March 2025.
Following analysis of the responses, the following remediation

points were proposed:
- The Board rules of procedure amended by the Board at its meeting on 5 March 2025 will be submitted to all Directors for signature;
- As part of the process of integrating new members and helping them to get to know the Company, an induction day will be organised to meet the Sector Managers and their teams;
- An item will be added to the annual questionnaires sent to Directors to verify their status as independent or dependent members

6.2 Board Meeting Notices

A calendar of the Board meetings is communicated sufficiently in advance in order to allow each member to organise their schedule accordingly.

6.3 Organisation of meetings

Board meetings shall be held in the location set forth in the meeting notice.

6.4 Representation of members of the Board of Directors

Board members may be represented at the Board of Directors' meetings by another Board member, it being specified that each member of the Board may hold only one proxy for a single meeting. The proxy which must be given in writing may be in the form of a simple email.

6.5 Chairing Board of Directors' Meetings

The Board of Directors elects from among its members who are natural persons, a Chair who is notably responsible for presiding over the proceedings. Of the six meetings of the Board of Directors held during fiscal year 2024, five were chaired by the Chairman and Chief Executive Officer. The meeting of 25 July 2024 was chaired by Mr. Nicolas DE TAVERNOST.

6.6 Participation of Members in the Board Proceedings

In order to facilitate attendance by Directors at Board meetings, those Directors who participate in meetings remotely will be considered to be present for the purposes of calculating the quorum and majority.
According to the provisions of the Articles of Association in force, remote participation through videoconferencing is prohibited (i.e. is not taken into account for the calculation of the quorum and the majority) for proceedings involving :
- appointing and removing the Chairman of the Board of Directors,
- appointing and removing the Managing Director (*Directeur Général*),
- approving the annual and consolidated financial statements,
- establishing the management reports of the Company and the Group.

6.7 Decisions rendered in Board of Directors' meetings

An effective quorum for validly conducting proceedings is reached when at least half of the Board of Directors' members are present. Decisions are adopted by the meeting by a majority vote of members present or represented. In the event of a tie, the chairman shall cast the deciding vote.

7. The work of the Board of Directors in 2024

The main items of business on the Board of Directors' agenda were as follows:

Main areas of intervention	**In 2022, the Board:**
reviewed the accounts and day-to-day operations	— reviewed and approved the consolidated and separate parent company annual financial statements for the period ended 31 December 2023, the interim consolidated financial statements for the six-month period ended 30 June 2024, reviewed the auditors' reports and examination of the updates of the 2024 budget; — approved the terms of its different reports to the General Meeting, prepared and called the General Meeting of the shareholders of 25 April 2024, approved the terms of the meeting agenda and the resolutions to the shareholders' approval and approved the report on corporate governance; — reviewed the work of the Audit Committee; — regularly reviewed the Group's activity, ongoing developments and authorised external growth transactions as well as capital transactions of the Company's subsidiaries involving the entry of new investors; — reviewed the draft versions of financial communications; — regularly reviewed the Group's position and debt positions; — approved the renewal of the Chairman-CEO with respect to security, endorsements and guarantees; — examined and approved the management planning documents.
Governance	— proposed to the Annual General Meeting the appointment of a new Director to replace one who has resigned; — renewed the terms of office of the Chairman and Chief Executive Officer and the Deputy Managing Director; — reviewed and approved the Board's three-year training plan; — co-opted a new director to replace a director who resigned; — appointed the Vice-Chairman of the Board of Directors — appointed a new member to the Audit Committee; — as part of its duties to review points to be watched, disclosed and monitored conflicts of interest; — set up a Strategy Committee; — appointed new members to the Compensation Committee; — studied the change in governance of the divisions; — examined the votes, paying particular attention to negative votes and abstentions; — conducted a self-assessment.
Compensation	— reviewed the work of the Compensation and Nominating Committee, including questions about the business continuity plan; — set the variable compensation of Mr. Olivier FERRATON for fiscal 2023, examined the fixed and variable compensation policy of Mr. Olivier FERRATON for 2024 and 2025; — decided to implement a restricted share plan (*plan d'actions gratuites*) for the benefit of employees; — decided to set up two restricted share plans for the benefit of Group managers.
CSR	— examined the feedback from the sustainability statement and the 2024 sustainability auditors; — was informed of the Group's CSR initiatives; — was consulted on the improvement of CSR indicators; — reviewed the 2023 Carbon Assessment.
Other	— studied new submissions for development projects; — was informed of the implementation of the Sapin 2 French anti-corruption law; — reviewed the regulated agreements entered into and/or authorised or remaining in force in 2024; — approved the issuance of guarantees; — was informed of the meeting calendar for the Board and its committees for 2025; — reviewed the points to be watched of the Middlenext Code; — duly noted the consensus of GL events. — implemented the authorisation granted by the General Meeting of 25 April 2024 to trade in the Company's own shares pursuant to Article L. 22-10-62 of the French Commercial Code; — proposed the appointment of the Statutory Auditors to perform an assurance engagement for the sustainability reporting; — amended the rules of procedure.

8. Provision of information to Board members

The Board Charter (rules of procedure) establishes different provisions to facilitate informed decision-making with respect to important or strategic operations. In particular, article 5.2 therein stipulates that:

"The Chairman sets the agenda for each Board meeting which it communicates to its members in a timely manner using all appropriate means.

The documents required to make fully informed decisions on the items on the agenda are provided to the Directors in a timely manner before the Board meeting, except in emergency situations or where there is a need to maintain absolute confidentiality.

In any case, the Board of Directors may, at any meeting, in emergencies and on the Chairman's recommendation, deliberate on items that are not included on the agenda that have been sent to the Board. "

In consequence, to ensure that each member of the Board of Directors are able to fulfil their duties and make informed decisions and participate effectively in the Board meetings, a complete file is sent to them before each meeting, through a secure digital platform.

This file includes all documents necessary for an understanding of the items of business on the agenda.

All Board of Directors' members have an obligation to request useful information they consider necessary to fulfil their mission. To this purpose, they must request in a timely manner, from the Chairman of the Board of Directors, the information they require to conduct the proceedings in an informed manner on all subjects on the agenda, if they consider that they do not have sufficient information.

If a question cannot be properly examined during a meeting, the decisions relating to this matter will be postponed until the next meeting.

Finally the Board Charter (article 4.5) provides that:

"To participate effectively in the work of the Board, the Company provides its members all useful documents in a timely manner. Requests for information are made to the Chair. Each member of the Board is authorised to meet with the main Company managers on condition of informing the Chair in advance.

The Board is regularly informed by the Chairman of the financial situation, cash position, financial commitments and significant events of the Company and Group.

Finally, any member of the Board is entitled to receive training on the specific characteristics of the Company and group, their business lines and sectors. "

9. Creation of special committees

9.1 Audit Committee

9.1.1 Composition of the Audit Committee

The Audit Committee includes no executive officers and is composed of two members appointed for the length of their term as Director:

Daniel HAVIS	Committee Chair Independent Member
Grégory GUISSARD	Independent Member

In addition, Mr. Sylvain BECHET, as Chief Financial and Investment Officer, Ms. Audrey CHAVANCY, as Risk, Audit, Internal Control and CSR Manager, Mr. Erick ROSTAGNAT, as a Non-Voting Director, and Ms. Patricia SADOINE, as General Counsel and Chief Compliance and Ethics Officer, are standing invitees of the Committee meetings.

9.1.2 Functioning of the Audit Committee

The Audit Committee fulfils the functions of a special committee, monitoring issues relating to the preparation and control of (i) accounting and financial information in accordance with Article L. 821-67 of the French Commercial Code as well as (ii) sustainability information pursuant to Ordinance No. 2023-1142 of 6 December 2023 and the Decree of 30 December 2023.

A charter, approved by the Board of Directors sets forth the Audit Committee's attributes and operating procedures. This charter was updated in 2020 following the recommendations of Middlenext and the Institute of Internal Auditors concerning the objectivity of the internal audit and the scope of the Audit Committee actions (CSR, GDPR, "Sapin II" Law, etc.). It was approved by the Audit Committee on 15 September 2020, and subsequently by the Board of Directors. In 2023, this charter was reviewed by the Audit Committee and signed by Daniel HAVIS on 20 July, 2023, in his capacity as the new Chair of the Audit Committee.

The technical skills (financial, accounting or statutory auditing) of Audit Committee members, as described above and which are recognised, enable them to fully exercise their duties.

In 2024, the Audit Committee held in-person meetings on 6 March, 3 September, 16 October and 19 December, with an average attendance rate of 100%.

In advance of each meeting, the supporting documents for the agenda are made available to members and invitees through a secure digital platform (of a specialised publisher in corporate governance documents).

9.1.3 Missions of the Audit Committee

The Audit Committee's mission is to consider in an independent manner Group risks, their management and reflection in financial information.

The Audit Committee exercises the functions provided for by article L. 821-67 of the French Commercial Code and its charter as approved by the Board of Directors. On this basis, it notably assists the Board of Directors in the following areas:

- monitoring the process for preparing financial and sustainability information and, where necessary, making recommendations to ensure its completeness,
- overseeing the effectiveness of internal control and risk management systems as well as, as applicable, internal audit, regarding procedures for the preparation and processing of accounting and financial information and sustainability information, without however compromising its independence,
- a critical examination of the annual financial statements and periodic information,
- issuing a recommendation on the statutory auditors and sustainability auditors proposed for appointment or reappointment,
- monitoring the appropriateness of internal control procedures in light of the perception of risks and effectiveness of the audit, both internal and external, and in general, ensuring in these areas compliance with regulations and the laws which are vital to Group's brand equity and value,
- monitoring the performance of the statutory auditors and the certification of sustainability information, taking into account the findings and conclusions of the French High Council for Audit (*Haute Autorité de l'Audit* – H2A),
- meeting the conditions of independence required of those responsible for auditing financial statements and certifying sustainability information,
- approving these services provided by the Statutory Auditors other than those relating to the certification of accounts,
- approving the services provided by the statutory auditors other than those relating to the certification of sustainability information,
- reviewing the results of the financial statement certification engagement, the sustainability information certification engagement and the manner in which these engagements have contributed to ensuring the integrity of the financial and sustainability information and the role that the Audit Committee has played in this process,
- reviewing the procedure for the deployment of the "Sapin II" Law and the French General Data Protection Regulation (GDPR),
- reviewing the Group's risk mapping and the specific risk of fraud, and reviewing, in collaboration with the CSR Committee, the map of the Group's CSR risks (Double Materiality),
- reviewing of the draft version of the sustainability statement, in conjunction with the CSR Committee.

In 2024, the Audit Committee systematically included on its agenda financial topics (review of accounts, financial situation, liquidity, financing plan and debt management, impairment tests), audit and internal control, the Chief Information Technology Officer's intervention once a year, risk management (review of the update of the Group's major risks and the double materiality matrix) and compliance (progress on the deployment of the Sapin 2 anti-corruption law and the GDPR).

In the period, the Audit Committee had an opportunity to meet and exchange with the Statutory Auditors (including outside the presence of the executive officers) and the Chief Risk and CSR Officer and other line managers.
The Audit Committee had productive exchanges with the statutory auditors when the report of the statutory auditors was prepared for the Audit Committee.
The Audit Committee also proposed to the Board of Directors the appointment of the Auditors to perform an assurance engagement for the sustainability reporting.

The work of the Audit Committee complied with the objectives set for it during the year, it being specified that since the transposition of the CSRD Directive by Ordinance No. 2023-1142 of 6 December 2023, the scope of the Audit Committee's work has been extended, in line with the remit of the CSR Committee.

9.2 Compensation and Nominating Committee

9.2.1 Composition of the Compensation and Nominating Committee

The Compensation and Nominating Committee does not include any executive officers and is composed of four members appointed for the length of their term as Director:

Joseph AGUERA	Committee Chair Independent Member
Marc MICHOULIER	Independent Member
Maud BAILLY(1)	Independent Member
Anne-Sophie GINON(2)	Member

(1) Appointed on 4 September 2024 by the Board of Directors to replace Sophie DEFFOREY, representing AQUASOURCA
(2) Appointed by the Board of Directors on 4 September 2024

In addition, Ms. Fanny CHAVAUX, as the Group Director of Human Resources, is a standing invitee to Committee meetings.

9.2.2 Functioning of the Compensation and Nominating Committee

A report is drawn up for each meeting of the Compensation and Nominating Committee which is transmitted to the members of the Board of Directors.
In 2024, the Compensation and Nominating Committee met twice, with an attendance rate of 100%.

9.2.3 Missions of the Compensation and Nominating Committee

At the beginning of the year, the Nominating and Compensation Committee determines the compensation of Group managers for the year in progress and ensures

the exhaustive nature, coherence and balance among the different components of this compensation. It also defines the criteria for the assigning of qualitative objectives (development, CSR, digital transformation, etc.).
In addition, the Nominating and Compensation Committee is tasked with examining proposals for stock option and restricted stock unit awards.
The Nominating and Compensation Committee is informed of the arrival and departure of key managers and the appointment and renewal of the terms of directors and executive officers. It also addresses the issue of the succession plan for executive officers in coordination with the Human Resources Department.
In 2024, the Compensation and Nominating Committee examined in particular the issue of the continuity plan for the Group's executive directors.

9.3 CSR Committee

9.3.1 Composition of the CSR Committee

Established in 2015, the CSR Committee has three members:

Fanny Picard	Committee Chair Independent Member
Anne-Sophie GINON	Non-Independent Board member
Sophie SIDOS	Independent Member

In addition, Fanny CHAVAUX, as Group Director of Human Resources, and Audrey CHAVANCY, as Group Chief Risk Management and CSR Officer, are standing invitees of Committee meetings.

9.3.2 Functioning of the CSR Committee

A report is drawn up for each meeting of the CSR Committee which is presented to the members of the Board of Directors.
In 2024, the CSR Committee met three times with an attendance rate of 88.6%.
The CSR Committee meets as often as necessary and at least once a year to review the sustainability statement, in accordance with the Corporate Sustainability Reporting Directive (CSRD).
Prior to each meeting, the documents relating items on the agenda are made available to the members and invitees.

9.3.3 Mission of the CSR Committee

The CSR Committee advises the members of the Board of Directors on new CSR issues applicable to the Group (regulatory context, market, etc.) and presents them with a report on the actions taken during the year.

Without prejudice to the responsibilities incumbent to the Board, the CSR Committee is in particular responsible for the following tasks:

- review and make recommendations on the Group's CSR strategy, ambitions, policies and commitments (ethics and compliance, human rights, health and safety, environment, human resources, social responsibility);
- ensure that the CSR strategy and actions implemented and promoted by the Group are sufficiently ambitious.

To this end, the CSR Committee:
- ensures that the internal CSR organisation is aligned with the strategic objectives;
- intervenes in matters relating to discrimination and the representation of diversity and, taking account of the business context, ensures the implementation of a policy aimed at achieving gender balance and equity at every level of management; each year, it receives a presentation of the mapping of the Group's CSR risks/double materiality matrix; together with the Audit Committee, it reviews the risks and opportunities thus identified and is kept informed of any changes in them and the characteristics of the related management systems;
- examines the Group's policies, guidelines and charters on CSR issues and ensures their effectiveness;
- reviews the annual sustainability statement and the implementation of compliance with the CSRD and the European taxonomy and, in general, any information required by current CSR legislation and makes recommendations for subsequent editions; it remains informed of the reporting procedures for non-financial indicators (environment, health and safety, social indicators and reporting);
- conducts an annual review of a summary of the non-financial rankings carried out on the Group and proposes areas for improvement.

In 2024, the CSR Committee focused in particular on the project concerning the decarbonisation of the Venues division in Europe, the implementation of a formal map of the Group's French sites, and worked on the diversity and inclusion policy, with participation in the European Week for the Employment of People with Disabilities. An initial assessment was made of the CSR Committee's activities with regard to sustainability.

9.4 Strategy Committee

On 25 April 2024, the Board of Directors decided to set up a Strategy Committee.

9.4.1 Composition of the Strategy Committee

The Strategy Committee is made up of five members, appointed for the length of their terms as Directors:

Nicolas DE TAVERNOST	Chairman Independent Member
Anne-Sophie GINON	Vice Chair Non-Independent Board member
Daniel HAVIS	Independent Member
Lionel YVANT	Non-Independent Board member
Grégory GUISSARD	Non-Independent Board member

In addition, Olivier FERRATON, as Deputy Managing Director of GL events SA, Christophe CIZERON, as President of GL events Venues, and Sylvain BECHET, Managing Director and Group Chief Financial and Investment Officer, are standing invitees of Strategy Committee meetings.

9.4.2 Functioning of the Strategy Committee

This Committee will meet three times a year, scheduled at intervals in relation to the dates of the Board of Directors' meetings.
Since its creation on April 25, 2024, the Strategy Committee has met twice.

9.4.3 Missions of the Strategy Committee

The Committee's mission is to submit to the Board of Directors:
- a three-year strategic plan covering the development of new activities or the discontinuation of existing ones,
- the concentration of investments or business development efforts in a given country, or conversely, the withdrawal from a given geographical area,
- identification of target customer priorities,
- the development of synergies between different business lines,
- group organisation,
- employee profit-sharing,
- energy or technological transition,
- and any other strategic issues.

10. Shareholder relations

The Board of Directors ensures that the conditions for dialogue with the Company's Shareholders are in place and remain optimal. In particular, Directors are invited to attend the General Meeting and analyse the results of the votes of each resolution, paying particular attention to negative votes and abstentions, in order to draw relevant conclusions before the next General Meeting. In addition, outside the General Meeting, Mr. Sylvain BECHET, Group Chief Financial and Investment Officer, regularly meets with the Shareholders. The Board of Directors examined the negative votes and abstentions at its meeting on 5 March 2025. As a general rule, the majority of minority shareholders vote in favour of the Board of Directors' recommendations.

11. Diversity and equity policy

At its meeting on 5 March 2025, the Board verified the implementation at each level of the company's organisation of a policy to promote gender balance and equity, while taking into account the business context.
The Group's diversity and equity policy defines the approach taken by the company to achieve and maintain diversity within its Board of Directors, among its Executive Committee members and more broadly at every management level, taking into account the business context.
We believe that diversity helps promote the consideration of different perspectives and ideas, reduces the risk associated with groupthink and improves oversight, decision-making and governance.
When the Compensation and Nominating Committee assesses the composition of the Board of Directors or Executive Committee or seeks appropriately qualified candidates for appointment or reappointment to the Board or Executive Committee, the CNC assesses candidates based on objective criteria designed to promote diversity in terms of skills, professional backgrounds, cultural backgrounds, diversified experience, global expertise, financial skills and independence, taking into account changing circumstances and the strategic needs of the business and considering the benefits of diversity.
The Committee contributes to achieving the diversity objective and takes into account gender balance and the level of representation of persons from other designated groups on the Board of Directors or the Executive Committee when proposing candidates for election, re-election or appointment.
The Group aims to maintain a Board and Executive Committee composition in which women represent at least 25% of its members.

12. Compensation of Directors and Officers

12.1 Compensation policy for corporate officers (11th to 13th resolutions of the General Meeting of 25 April 2025)

Pursuant to the recommendation of the Compensation and Nominating Committee and in line with the recommendations of the Middlenext Code, the Board of Directors has established a compensation policy for each of the Company's corporate officers, in line with its corporate interest, contributing to its sustainability and supporting its commercial strategy (i) business development and (ii) implementation of the Group's CSR strategy and digital transformation. To this purpose, the Board defined the compensation policy for the Deputy Managing Director with respect to these items, notably by setting the criteria for the Deputy Managing Director' variable compensation and the definitive vesting of the restricted shares (*actions gratuites*) linked to the implementation of these criteria in the interests of the company.
No other component of compensation of any nature whatsoever may be set, granted or paid by the Company, nor any other commitments undertaken by the Company if not in compliance with the approve compensation policy or, in its absence, the compensation. or practices existing within the Company. However, in the event of exceptional circumstances, the Board of Directors may derogate the application of the compensation policy provided this derogation is temporary, in the corporate interest and necessary to guarantee the Company's sustainability and viability.
Subject to compliance with the conditions set out below, the Board of Directors may temporarily waive application of the compensation policy for the Deputy Managing Director in accordance with the second paragraph of III of Article L. 22-10-8 of the French Commercial Code concerning only the following items of compensation: variable compensation, special compensation and allocation of restricted share units.
The Board of Directors will make its decision based on the recommendations of the Compensation and Nominating Committee, and will check whether this exemption is in line with the company's interests and necessary to guarantee the company's continuity or viability. Shareholders will be informed of these arguments in the next report on corporate governance.

The Board of Directors is responsible for setting, revising and implementing the compensation policy for each of the corporate officers, pursuant to an opinion or recommendation of the Compensation and Nominating Committee. It is understood that Deputy Managing Director does not attend Board meetings on these matters.
Within the framework of the decision-making process adopted for setting and modifying the compensation policy, the conditions of compensation and employment of the Company's employees were taken into account by the Compensation and Nominating Committee and the Board of Directors, notably in reference to the fair pay ratios covered by sections 6 of 7 of Article L. 22109 of the French Commercial Code and reproduced at c,, page 208.
In the event of a change in governance, the compensation policy will be applied to the new officers of the Company, as applicable, subject to the appropriate adjustments.

12.1.1 Compensation policy for the members of the Board of Directors (13th resolution of the General Meeting of 25 April 2025)

In accordance with Article L. 22-10-8 of the French Commercial Code, the General Meeting of shareholders of 25 April 2025 will be called upon to vote on a draft resolution (13th resolution) approving the compensation policy for members of the Board of Directors described below.

The 12th ordinary resolution of the Combined General Meeting of 25 April 2024 raised the fixed total annual amount of compensation payable to members of the Board of Directors, including non-voting directors, to €360,000 for the current financial year until a further decision by the General Meeting.

The criteria for allocating the fixed annual amount set by the General Meeting to members of the Board of Directors was set by the latter, pursuant to the proposal of the Compensation and Nominating Committee and are as follows:
- frequency of attendance,
- committee memberships,
- committee chairmanships,
- Special assignments given to certain directors.

The terms of office of directors are set out in section 3.1.1 of this document.

12.1.2 Compensation policy for the Chairman-Chief Executive Officer (11th resolution of the General Meeting of 25 April 2025)

In compliance with Article L. 22-10-8 of the French Commercial Code, the General Meeting of shareholders on 25 April 2025 will be called upon to vote on a draft resolution (11th resolution) approving the compensation policy for the Chairman-Chief Executive Officer, as described below.

The compensation policy for the Chairman-Chief Executive Officer is as follows:
- payment of fixed compensation by Polygone SA as well as variable compensation of up to 40% of the fixed compensation and the possibility of the grant of a performance bonus,
- benefit in kind (company car) provided by Polygone SA,
- payment by GL events of compensation due to his directorship

It is specified that this compensation is included in the General Management service agreement entered into by the Company with Polygone SA and approved as a regulated agreement. The term of office of the Chairman and Chief Executive Officer is indicated above in Paragraph 3.1.1.
The service agreement in question was concluded for a fixed term of thirty six (36) months from 1 January 2010, and is renewable by tacit agreement for periods of the same duration, unless terminated in writing six (6) months before each expiry date. It may be terminated by operation of law in the event of a change of control of either party within the meaning of article L.233-3 of the French Commercial Code, without either party being entitled to claim any compensation.

12.1.3 Compensation policy for the Deputy Managing Director (12th resolution of the General Meeting of 25 April 2025)

In compliance with Article L. 22-10-8 of the French Commercial Code, the General Meeting of the shareholders of 25 April 2025 will be called to vote on a draft resolution (12th resolution) setting the compensation policy for the Deputy Managing Director (*Directeur Général Délégué*).
It is specified that the term of office of the Deputy Managing Director is four years. Appointed by the Board of Directors on 25 April 2024, his term of office will expire in 2028, at the end of the Ordinary General Meeting approving the accounts for the year ending 31 December 2027.

Description	Comments
Fixed compensation	The fixed portion (authorised by the Board of Directors' meeting on 6 March 2024) is determined in reference to the level of responsibilities, experience in the management function and market practice.
Annual variable compensation [1]	The variable components may reach 40% of total compensation in line with market practice. The amount of variable compensation for 2024 will be determined as follows: — Quantitative criteria (50%): operational and financial metrics of the Group's performance (relating to the Deputy Managing Director's function: the Group's management capabilities, the company's development, contributions to implementing the strategy and generating orders related to major upcoming sports events); — Qualitative criteria (50%): relating to strategy (60%), the implementation of CSR strategy and the modernisation of tools/processes (20%), and the introduction of new business development models (20%); — The assessment of whether these criteria have been met will be submitted to the Compensation Nominating Committee for approval.
Variable and exceptional multi-year compensation	The Board of Directors reserves the option to grant multi-year variable compensation and/or exceptional compensation that respects the limits and criteria of assessment provided for above and the terms of the Group's compensation policy.
Attendance fees	Because Olivier FERRATON is not a Director, he is not included among the beneficiaries of compensation paid to the latter.
Signing and termination of service indemnities	Olivier FERRATON does not benefit from any specific provisions in the event of termination of his function.
Supplemental retirement plan	Olivier FERRATON benefits from a supplementary pension plan set up with Allianz and fully financed by GL events amounting to 3.5% of his compensation, under the same conditions as those applicable to the category of employees in which he is included.
Group personal protection and healthcare plans	Olivier FERRATON benefits from the group personal protection and healthcare plans in force in the Company under the same conditions as those applicable to the category of employees in which he is included.
Benefits of all kinds	Olivier FERRATON was granted the use of a company car in 2024. These benefits were renewed in 2025.
Stock option awards	None.
Restricted stock awards	A maximum of 100,000 restricted shares (actions gratuites) may be granted to Olivier FERRATON, with a vesting period of between 1 and 3 years, with or without a holding period. However, a minimum of 1,000 shares must be held in registered form until the end of his term of office as Deputy Managing Director.
Compensation of any nature relating to a restriction on exercising a professional activity	None.
Indemnities or amounts payable with respect to agency agreements	None.
Components of compensation contingent on approval by the General Meeting	The payment of variable and exceptional components of compensation is subject to approval by the General Meeting of all components of compensation awarded or paid during the previous financial year.

[1] The variable component of the Deputy Managing Director's compensation represents up to 40% of total compensation, in line with prevailing market standards. The determination of this variable portion for the 2025 financial year involves two distinct categories of criteria: quantitative and qualitative.
The quantitative criteria, which account for 50% of the assessment, focus on the Group's operational and financial performance. These parameters are directly linked to the responsibilities of the Deputy Managing Director, notably the effectiveness of the Group's management, the company's growth trajectory, and the identification, strategic execution and exploitation of future opportunities such as major sporting, diplomatic and cultural events. Although the specific parameters used to assess these factors are meticulously established, they remain confidential in order to preserve the integrity of our activities.
Qualitative criteria account for the remaining 50% of the assessment framework. They encompass various aspects that are crucial to the company's long-term sustainability and competitiveness. More specifically, these qualitative criteria are divided into three categories: business strategy, corporate social responsibility (CSR) strategy and digital transformation, as well as the implementation of innovative development models. The strategy component has the highest weighting (60%), underscoring the role of the Deputy Managing Director in defining and implementing a coherent strategic vision. In addition, the focus on CSR and digital transformation highlights the company's commitment to societal and technological advances, while the inclusion of new development models reflects adaptability and innovation.
The specific details of these measures are not disclosed for reasons of confidentiality of commercially sensitive information. However, the evaluation of these criteria follows an objective and comprehensive process that is in line with the company's strategic objectives.

12.2 Compensation of corporate officers paid in or awarded for the period ended (disclosures mentioned in to in I of Article L. 22-10-9 of the French Commercial Code - 8th, 9th and 10th resolutions of the General Meeting of 25 April 2025)

12.2.1 Individual compensation of Corporate Officers

The compensation policy for executive officers aims to establish a fair balance between fixed annual compensation and variable components linked to the Group's performance. Variable annual compensation is mainly based on quantifiable financial criteria reflecting the health of the Group and the progress made on its strategy. In addition, non-financial criteria linked to social, societal and environmental responsibilities, as well as qualitative objectives, contribute to the variable compensation. Special bonuses may be granted in rare circumstances, in accordance with the principles of corporate governance.
The policy takes into account the compensation and employment conditions of the Group's employees. In France in 2024, around 50% of employees will receive a variable component and 30% an exceptional bonus. The share plans are not limited to executive directors, but extend to all employees through collective plans, ensuring fair treatment. Restricted share units under these plans are subject to the same conditions as those granted to executive directors, which helps to align the interests of executives and shareholders while supporting the Group's strategy and performance objectives.

The components of compensation paid in or awarded for 2024 to the Chairman, the Managing Director and the Deputy Managing Director, in accordance with the compensation policy approved by the General Meeting of 25 April 2024 and submitted to the approval of the General Meeting of the Shareholders of 25 April 2025 are as follows:

In euros	2024		
	Amounts owed	Amounts paid	Valuation of performance shares
Olivier GINON – Chairman			
Fixed compensation(1)	540,000	540,000	
Variable compensation			
Special compensation			
Compensation granted for the office of Director	30,000	30,000	
Benefits in-kind (valuation)(2)	7,176	7,176	
Valuation of performance shares			
Total	**577,176**	**577,176**	**0**
Olivier FERRATON – Deputy Managing Director			
Fixed compensation(4)	540,000	540,000	
2024 variable compensation (4)	216,000		
2023 variable compensation (4)		200,000	
Exceptional compensation (4)	100,000		
Compensation granted for the office of Director			
Benefits in-kind(3)	33,897	33,897	
Valuation of performance shares (5)			1,079,160
Total	**889,897**	**773,897**	**1,079,160**

(1) *Compensation paid by Polygone SA, the holding company of GL events whose share capital is presented in Section 6 - Information on the share capital (page 325). This compensation is included under General Management services disclosed in Note 9 of the consolidated financial statements (page 296) and in the Statutory Auditors' special report (page 319).*
(2) *Fringe benefits in the form of a company car.*
(3) *Fringe benefits in the form of a company car and housing.*
(4) *Amount of which the payment is contingent on approval of the fixed, variable and exceptional components of total compensation and benefits of any nature paid or granted to the Deputy Managing Director for the period ended. This amount represents 37% of total compensation for 2024.*
(5) *Olivier FERRATON was awarded 60,020 restricted share units for fiscal 2024.*

12.2.2 Information on compensation paid to executive officers in 2023 and 2022

In euros	2023			2022		
	Amounts owed	Amounts paid	Valuation of performance shares	Amounts owed	Amounts paid	Valuation of performance shares
Olivier GINON – Chairman						
Fixed compensation[1]	540,000	540,000		540,000	540,000	
Variable compensation						
Special compensation						
Compensation as Director	16,700	16,700		16,700	16,700	
Benefits in-kind[2]	7,176	7,176		7,176	7,176	
Valuation of performance shares						
Total	**563,876**	**563,876**	**0**	**563,876**	**563,876**	**0**
Olivier FERRATON – Deputy Managing Director						
Fixed compensation	525,000	525,000		504,000	504,000	
Multi-year variable compensation 2023	200,000			200,000		
Multi-year variable compensation 2022		200,000			200,000	
Special compensation						
Compensation as Director	-	-	-	-	-	-
Benefits in-kind[3]	33,597	33,597		32,079	32,079	
Valuation of performance shares[4]			387,655			313,357
Total	**758,597**	**758,597**	**387,655**	**736,079**	**736,079**	**313,357**

[1] *Compensation paid by Polygone SA, the holding company of GL events whose share capital is presented in Section 6 - Information on the share capital (page 325). This compensation is included under General Management services disclosed in Note 9 of the consolidated financial statements (page 296) and in the Statutory Auditors' special report (page 319).*
[2] *Fringe benefits in the form of a company car.*
[3] *Fringe benefits in the form of a company car and housing.*
[4] *Olivier FERRATON was awarded 25,010 restricted share units for fiscal 2023 and 20,010 restricted share units for fiscal 2022.*

12.2.3 Stock options or stock purchase options granted to each executive officer in the period

None.

12.2.4 Stock options or stock purchase options exercised by each executive officer in the period

None.

12.2.5 Restricted stock units granted to each executive director during the year

Executive officers	Plan number and date	Number of shares granted	Valuation of shares	Vesting date	Availability date	Conditions of performance
Olivier FERRATON	No.: 44 Date: 19/12/2024	60,000	€17.98	18/12/2027	18/12/2028	- presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period; - the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company
	No.: 45 Date: 19/12/2024	20	€17.98	18/12/2026	18/12/2026	- presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period; - the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company
TOTAL		**60,020**				

On 5 March 2025, the Board of Directors, pursuant to Article L.225-197-1 II of the French Commercial Code, set the number of restricted share units that the Deputy Managing Director must retain in registered form until such time as he or she ceases to occupy this office at 1,000.

12.2.6Restricted share units vesting during the reporting period, listed by executive officer

Plan No. 38 and the Group Plan No. 39 which expired during the year, allocated 20,000 shares and 10 shares respectively to Olivier FERRATON.

12.2.7 Compensation and benefits for executive officers

Executive officers ***	Employment contract		Supplemental retirement plan		Compensation or benefits owed or potentially due on termination or a change in function		Compensation payable under non-compete clauses	
	Yes	No	Yes	No	Yes	No	Yes	No
Olivier GINON – Chairman-CEO Beginning of term: 2024 End of term: 2028		X	X			X		X
Olivier FERRATON – Deputy Managing Director Beginning of term: 2024 End of term: 2028		X	X			X		X

12.2.8 Pay ratios and changes in the Company's performance

In accordance with Article L. 22-10-9 of the French Commercial Code, the following table presents the fair pay ratios between total compensation paid to executive officers and the average and median compensation of employees of the Company over the last five years, as well as the change in the compensation of executive officers, the average compensation of employees of the Company and the performances of the Company over the last five years:

		Chairman and Chief Executive Officer[1]	Board Member Deputy Managing Director[1]	Non-Board Member Deputy Managing Director[1]
FY 2020	Ratio with average compensation [2]	0.81	0.56	1.40
	Ratio with median compensation [2]	0.97	0.67	1.69
FY 2021	Ratio with average compensation [2]	1.24		6.88
	Ratio with median compensation [2]	1.22		6.73
	Ratio with the minimum wage	17.77		98.34
FY 2022	Ratio with average compensation [2]	1.51		2.89
	Ratio with median compensation [2]	2.05		3.93
	Ratio with the minimum wage	27.16		52.09
FY 2023	Ratio with average compensation [2]	1.7		2.29
	Ratio with median compensation [2]	2.05		2.75.
	Ratio with the minimum wage	26.89		36.18
FY 2024	Ratio with average compensation [2]	1.57		2.15
	Ratio with median compensation [2]	1.68		2.30
	Ratio with the minimum wage	24.97		34.22

(1) The amount of compensation taken into account is the amount due or awarded in respect of the financial year.
(2) The compensation used for the purpose of reference is the base salary plus the contractual performance bonus.

In euros	Change in annual compensation of the Chairman-CEO	Change in annual compensation of the Board Member Deputy Managing Director	Change in annual compensation of the Non-Board member Deputy Managing Director	Change in compensation of the average salary of employees based on an equivalent full-time position	Annual change in the performances of the company	
					Consolidated profit / (loss) (€ thousands)	Net profit / (loss) (€ thousands)
FY 2020	353,856	244,296	613,865	437,049	-78,723	-33,770
FY 2021	338,856		1,875,665	272,818	15,151	1,241
FY 2022	547,176		1,049,435	362,514	52,702	-961
FY 2023	563,876		1,146,252	331,727	59,949	23,037
FY 2024	577,176		1,853,057	344,958	73,439	46,627

12.2.9 Compensation granted to members of the Board of Directors

In connection with their office, the Directors receive fixed compensation (previously referred to as "attendance fees") for which the global amount is set by the General Meeting. This global amount is allocated according to a breakdown proposed by the Compensation and Nominating Committee to the Board of Directors.

By virtue of the provisions of Article L. 22-10-9 of the French Commercial Code, the following table provides a summary of such compensation awarded to and received by Company Directors in 2024, 2023 and 2022:

In euros	2024	2023	2022
Olivier GINON	30,000	16,700	16,700
AQUASOURÇA[1]	-	18,200	18,200
Daniel HAVIS	36,000	28,700	28,700
Nicolas DE TAVERNOST	27,000	18,200	16,700
Anne-Sophie GINON	28,750	18,200	18,200
Philippe MARCEL	-	-	19,200
Marc MICHOULIER	22,500	18,200	18,200
Erick ROSTAGNAT[2]	20,000	16,700	16,700
Giulia VAN WAEYENBERGE[3]	-	16,700	16,700
Caroline WEBER	-	-	9,850
Fanny PICARD	24,000	19,200	19,200
Maud BAILLY	21,250	16,700	16,700
SOFINA[4]	-	19,700	19,700
Joseph AGUERA	24,000	19,200	16,700
Sophie SIDOS	22,500	18,200	9,100
Felix CREPET[5]	-	16,000	
Lionel YVANT[6]	24,000	-	-
Grégory GUISSARD[7]	26,500	-	-
Caroline GINON[8]	20,000	-	-
TOTAL	**326,500**	**260,600**	**260,550**

[1]*Director until 23 July 2024*
[2]*until 6 March 2024*
[3]*until 2 February 2024*
[4]*until 2 February 2024*
[5]*until 23 July 2024*
[6]*Appointed Director on 6 March 2024*
[7]*Appointed Director on 25 April 2024*
[8]*Appointed Director on 25 April 2024*

Directors received a fixed compensation in the amount of €20,000. Directors who are members of a committee and the Chairs of the Audit, CSR and Compensation and Nominating Committees received additional compensation. In addition, Olivier GINON received supplementary compensation in his capacity as Chairman of the Board.

12.2.10 Other compensation

No other compensation was paid by the Company or by a company included in its scope of consolidation in respect of the 2024 financial year.
The company "Rives Consulting", whose chair is Mr. Erick ROSTAGNAT, invoiced Polygone SA, the holding company of GL events, € 30,000 for services rendered in fiscal 2024.

12.2.11 Stock Options granted to officers and options exercised

None.

12.2.12 Restricted stock units able to be granted

Plan No. 38 and the Group Plan No. 39 which expired during the year, allocated 20,000 shares and 10 shares respectively to Olivier FERRATON.

13. Description of particular procedures relating to the participation of shareholders in the General Meeting

The right to participate in meetings or be represented by proxy is subject to registration of the shares in the name of the Shareholder or the registered intermediary acting on the Shareholder's behalf, on the second business day prior to the meeting at midnight, Paris time, either in the registered share account maintained by the Company or in the bearer share account maintained by a financial intermediary as referred to in Article L. 211-3 of the French monetary and financial code.
All shareholders' meetings of the Company are called, held and conduct proceedings according to the procedures provided for by law. Meetings may be held either at the registered office or any other venue specified in the meeting notice.

The provisions of the Company's Articles of Association relating to General Meetings and the exercise of voting rights are provided for in Articles 14, 15, 21 22, 23, 24 and 25 of the Company's Articles of Association.
Article 25 of the Company's Articles of Association provides for a double voting right attaching to all fully paid up shares held in registered form for at least the last three years in the name of the same Shareholder.

14. Information on agreements authorised and entered into or continuing during 2024 and at the beginning of 2025

14.1 Agreement entered into with controlled companies within the meaning of L. 233-3 of the French Commercial Code

For fiscal year 2024, no agreements have been entered into in the period, directly or through a third-party, between, on the one hand, one of the officers or Shareholders holding more than 10% of the voting rights of the Company and, on the other hand, another company controlled by the first within the meaning of Article L. 233-3 of the French Commercial Code, other than agreements relating to ordinary activities concluded according to arm's-length terms.

14.2 Regulated agreements

No new agreements were authorised or entered into during the year.

Among the agreements that remained in force during the year was the service agreement between GL events and Polygone SA.

Olivier GINON, a corporate officer of GL events, does not receive any compensation in his capacities as Chairman and Chief Executive Officer. As a Director, he receives a gross compensation of €30,000. GL events pays Polygone (GL events' controlling holding company) a fee established under the assistance and service agreement between the two companies. This amount is based on a percentage of GL events' consolidated revenue.

As part of the services provided by Polygone SA, a non-exhaustive list of the services provided by the coordinating holding company is presented below:
- execution of the strategy,
- identification of new business development opportunities for the Group,
- identification of new developments for the Group providing assistance and consulting services to the Group's operational subsidiaries (contract negotiations, relations with major partners, etc.).

This service agreement is renewed each year by tacit renewal and approved by the annual General Meeting under regulated agreements. At the end of December 2024, the amount charged back by Polygone SA (€6,538,028 excl. tax) to GL events for these general management services consisted notably of compensation charged for Olivier GINON and employees of Polygone SA, travel expenses and other costs incurred under this agreement. This agreement is renewed

each year by tacit renewal and approved by the General Meeting under regulated agreements.
Olivier GINON's duties as Chairman-CEO include overseeing GL events Group and the Executive Committee, monitoring operational and financial performance, implementing action plans and maintaining relations with all GL events stakeholders.

14.3 Procedure for defining and assessing ordinary agreements entered under normal conditions

14.3.1 Prior information provided to the Finance and Legal Departments and status of the agreements

In accordance with an internal rule, the Finance Department and the Legal Department are immediately informed in advance of any transaction which might constitute a regulated agreement, including those which may constitute ordinary agreements (*convention libre*, i.e. not requiring the intervention of the Board of Directors), by the person directly or indirectly involved, by the Chairman of the Board of Directors or by any other person of the Group aware of a plan for such agreement.
It is the responsibility of the Legal and Finance Departments to render an opinion on the status of the agreement, it being specified that the Board of Directors may, in any case, itself make its determination as to this classification and, as applicable, renders the prior authorisation of an agreement brought to its attention, if in its opinion it constitutes a regulated agreement.
In this context, a review is undertaken on a case-by-case basis to determine if the proposed agreement is subject to the procedure governing regulated agreements, if it involves an agreement entered into with a wholly-owned subsidiary or meets the criteria for ordinary agreements entered into under normal conditions.
If the Finance and Legal Departments consider this agreement to constitute a regulated agreement, they inform the Board of Directors or its Chairman in order to apply the legal procedure.
If the Finance and Legal Departments consider that the agreement in question constitutes an ordinary agreement entered into under normal conditions, it provides the members of the Audit Committee a report thereon containing the main terms and conditions of said agreement and the conclusions, with the latter having the responsibility to determine the need of immediately reporting it to the Board of Directors.
The assessment of the criteria is re-examined in the event of any change, renewal or termination of an agreement previously concluded.

14.3.2 Annual review of ordinary agreements entered into under normal conditions

In advance of the meeting of the Board of Directors called to adopt the financial statements for the period ended:

- agreements in force classified as ordinary agreements entered into under normal conditions are re-examined each year by the Finance and Legal Departments in light of the criteria described in I. of the applicable procedure, where necessary, with the Auditors of the Company,
- the list of agreements concerned, as well as the conclusions of the examination carried out by the Legal and Finance Departments are provided to the Audit Committee to obtain their observations.

At the meeting called for adopting the financial statements for the period ended, the Board of Directors is informed by the Audit Committee of the implementation of the evaluation procedure, it results and, as applicable, its observations. On that basis, it draws all conclusions it considers necessary.
No agreements were submitted to the Board of Directors for approval during the 2024 financial year.
If, at the time of the annual review, the Finance and Legal Departments consider that an agreement previously classified as an ordinary agreement entered into under normal conditions no longer fulfils the affirmation criteria, it then refers the agreement to the Board of Directors. The Board than reclassifies the agreement, as applicable, into a regulated agreement, which it ratifies and submits to the next General Meeting, pursuant to the report of the Statutory Auditors in accordance with the provisions of Article L. 225-40 of the French Commercial Code.

14.3.3 Abstention of persons directly or indirectly a party to the agreement

Persons directly or indirectly concerned by an agreement to not participate in its assessment and, as applicable, may not participate in the proceedings or vote on its authorisation in the following circumstances:

- a direct initiative by the Board of Directors relating to the classification of an agreement, or
- reclassification by the Board of Directors of an agreement previously classified as an ordinary agreement entered into under normal conditions into a regulated agreement.

15. Material contracts

In the last three financial periods and on the publication date of this Universal Registration Document, the Group had not concluded any material contracts other than those concluded in connection with the normal conduct of its business, granting a material obligation or commitment for the entire Group. Details of off-balance sheet commitments are presented in note 8 of the consolidated balance sheets page 295.

16. Delegations of authority remaining in force and granted by the General Meeting to the Board of Directors in respect to capital increases

	Shareholders meeting date	Maturity	Maximum authorised amount (nominal value)	Uses made of authorisations by the Board
Authorisation to be given to the Board of Directors for dealing in own shares of the Company within the framework of Article L. 225-209 of the French Commercial Code	25/04/2024 (19th resolution)	18 months (24/10/2025)	10% of the share capital	501,362 shares
Authorisation to be granted to the Board of Directors to cancel shares purchased by the Company within the framework of the provision provided for under Article L. 225-209 of the French Commercial Code	25/04/2024 (20th resolution)	24 months (24/04/2026)	10% of the share capital	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, maintaining Shareholders' preferential subscription rights	25/04/2024 (21st resolution)	26 months (25/06/2026)	€ 60,000,000 (shares)[1] €180,000,000 (debt securities)[2]	None
Delegation of authority to be given to the Board of Directors to proceed with a capital increase by issuing ordinary shares and/or securities convertible to equity as consideration for in-kind contributions or securities convertible to equity	25/04/2024 (22nd resolution)	26 months (24/06/2026)	10% of the share capital	None
Delegation of authority to the Board of Directors to issue shares through the capitalisation of additional paid-in capital, reserves or profit	25/04/2024 (23rd resolution)	26 months (24/06/2026)	€60,000,000	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares giving access to, as applicable, ordinary shares and/or securities convertible to equity and/or debt securities, cancelling Shareholders' preferential subscription rights by a public offering (with the exception of offers covered by paragraph 1 of Article L. 411-2 of the French Financial and Monetary Code) and/or as consideration for security tendered in connection with a public exchange offer	25/04/2024 (24th resolution)	26 months (24/06/2026)	€ 60,000,000 (shares)[1] € 180,000,000 (debt securities)[2]	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, suspending Shareholders' preferential rights through an offering covered by paragraph 1 of Article L. 411-2 of the French Monetary and Financial Code	25/04/2024 (25th resolution)	26 months (24/06/2026)	20% of the share capital per 12-month period (shares)[1] €180,000,000 (debt)[2]	None

	Shareholders meeting date	Maturity	Maximum authorised amount (nominal value)	Uses made of authori-sations by the Board
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, entailing the cancellation of Shareholders' preferential subscription rights for the benefit of a category of persons meeting specified characteristics	25/04/2024 (26th resolution)	18 months (24/10/2025)	€60,000,000 (shares) €180,000,000 (debt securities)	None
Authorisation in the case of an issue entailing the cancel-lation of the preferential subscription right, to set, within the limit of 10% of the share capital per year, the issue price according to the conditions set by the General Meeting	25/04/2024 (27th resolution)		10% of the share capital	None
Authorisation to increase the amount of issues under the 21st, 24th, 25th and 26th resolutions resolutions of the General Meeting of 25/04/2024 in accordance with the provisions of Articles L. 225-135-1 and R. 225-118 of the French Commercial Code and within the maximum limits set by the General Meeting	25/04/2024 (28th resolution)		-	None
Aggregate limit for the maximum amount of the delega-tions of authority provided for in the 21st, 24th and 25th resolutions of the AGM of 25/04/2024	25/04/2024 (29th resolution)		€120,000,000	None
Authorisation to be given to the Board of Directors to grant restricted shares from existing shares and/or shares to be issued to employees and/or selected officers of the Company or affiliated companies or an affiliated economic interest group	25/04/2024 (31st resolution)	38 months (24/06/2027)	900,000 shares	508,000

[1] *Included under the maximum amount provided for under the 29th resolution*
[2] *Aggregate ceiling, 21st, 24th and 25th resolutions*

17. Employee profit-sharing plans

(agreements for voluntary and statutory profit-sharing schemes)

A Group profit-sharing agreement was concluded in 2007 to enable employees to benefit from the development and performances of the Group. The agreement has been signed by the majority of the Group's French subsidiaries.

18. ITEMS WITH POTENTIAL IMPACTS IN CONNECTION WITH PUBLIC OFFERINGS

In accordance with Article L. 22-10-11, of the French Commercial Code, the following information is provided:

- there are shareholder agreements described on page page 330 of the Universal Registration Document,
- certain contracts with the Group's partners (financing partners, investors) include change of control clauses,
- The Shareholder structure and direct and indirect shareholdings known to the Company and all related information are described in the chapter Shareholder Information onpage 325 of the Universal Registration Document,
- the list of holders (page 328) of any securities conferring special rights of control and descriptions thereof are presented on page page 324of the Universal Registration Document,
- at fiscal year-end employees of GL events and affiliated companies under the terms of article L. 225-180 of the French Commercial Code, had no shareholdings in the capital of GL events within the framework of an employee stock ownership plan (*plan d'épargne d'entreprise*) provided for under articles L. 3332-1 *et seq*. of the French Labour Code. On the same date, the same employees had no shareholdings in the capital of GL events within the framework of a company mutual fund,
- the rules applying to the appointment and replacement of members of the Board of Directors and modifications to the Articles of Association of the Company are those of common law. Concerning the powers of the Board of Directors, delegations of authority and authorisations in progress are described above in paragraph 16,
- there are no agreements providing for severance payments for Board members or employees in the event of resignation, dismissal without just and sufficient cause or termination of employment resulting from a takeover bid or tender offer,
- no restriction exists under the Articles of Association on the exercise of voting rights and the transfer of shares. However, in the event of failure to fulfil the requirement of reporting crossing the threshold provided for in Article 12 of the Company's Articles of Association, the legal penalty of the loss of the voting right is applied at the request of one or more Shareholders holding 5 % of the share capital (with such request recorded in the minutes of the General Meeting). Shares exceeding the fraction that should have been reported will be deprived of voting rights at all Shareholders' Meetings held for a period of two years after the date on which the requisite disclosure is finally made.

The breakdown of share capital and voting rights is presented on page page 328.

19. THE MAIN FEATURES OF THE COMPANY'S INTERNAL CONTROL AND RISK MANAGEMENT SYSTEMS AS PART OF THE FINANCIAL REPORTING PROCESS

The main features of the company's internal control and risk management systems as part of the financial reporting process are described in the Risk Management and Internal Control section in Part 4 of this Universal Registration Document.

GL events
A French public limited company (*Société Anonyme*) with capital of € 119,931,148
Registered office: 59 Quai Rambaud – 69002 Lyon (France)
Lyon Companies Register (RCS) No. 351 571 757

(The "Company")

Additional Board reports

1. Special report on transactions by the company or affiliated companies concerning stock options reserved for salaried employees and officers
(Article l 225-184 of the French Commercial Code)

With regard to the special report to shareholders on transactions carried out by virtue of the provisions of Articles of L. 225-177 to L. 225-186 of the French Commercial Code on stock options of the company granted or exercised in the period, the relevant disclosures are provided below. For information of stock option plans adopted and remaining in force in 2024, refer to Chapter 6 of this document (page 325).

1.1 Stock options granted in the period

1.1.1 Stock options granted to the ten employees (excluding officers and directors) having received largest awards

No stock option plans were established in the period for the top ten employee beneficiaries (excluding officers and directors).

1.1.2 Stock options granted to executive officers in the period

No stock option plans were established in the period for company officers.

1.2 Stock options exercised in the period by executive officers

Refer to points 12.2.4 (page 206) and 12.2.11 (page 209) of the Board of Directors' report on corporate governance.

2. Special report on transactions carried out by the Company or affiliated companies involving restricted share awards to salaried employees and officers (Article l 225-197-4 of the French Commercial Code)

Information to be included in the special report to shareholders on transactions carried out by virtue of the provisions of Articles of L. 225-1 to L. 197-3 of the French Commercial Code is provided below.

For information on restricted stock unit plans adopted and remaining in force in 2024, please refer to chapter 6 of this document (page 326).

2.1 Restricted stock unit plans awarded in the period

2.1.1 On December 19, 2024, the Board of Directors decided to allocate shares of restricted stock (Plan No. 44) to Group managers. These shares are subject to the following vesting conditions:

— presence of the employee or officer in the Company or companies and groups of companies affiliated therewith from the date title to the shares is transferred at the end of this period,
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company,
— the period provided for awarding restricted shares: 3 years, i.e. 18 December 2027,
— holding period: 1 year, i.e. 18 December 2028,
— performance condition: the Chairman asks the Board of Directors to grant him authority to set the terms and conditions applicable to this condition.

2.1.2 The Board of Directors' meeting of 19 December 2024 decided to grant 20 shares of restricted stock (Plan 45) to all Group employees subject to the following vesting conditions:

— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period,
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company,
— the period provided for awarding restricted shares: 2 years, i.e. 18 December 2026,
— no holding period.

2.1.3 The Board of Directors' meeting of 19 December 2024 decided to grant 20,000 shares of restricted stock (Plan No. 46) to Group managers subject to the following vesting conditions:

— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period,
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company,
— the period provided for awarding restricted shares: 1 year, i.e. 18 December 2025,
— holding period: 1 year, i.e. 18 December 2026,
— performance condition: the Chairman asks the Board of Directors to grant him authority to set the terms and conditions applicable to this condition.

Information on grants in the period of restricted shares (bonus shares) to executive officers, the top ten employee beneficiaries and all employees and not fully vested is summarised below:

	Plan No. 44	Plan No. 45	Plan No. 46
Date of the General Meeting authorising the issue of stock options	25/04/2024	25/04/2024	25/04/2024
Date of the Board of Director's meeting	19/12/2024	19/12/2024	19/12/2024
Number of shares available for subscription	450,000	38,000	20,000
Value on grant date	17.98	17.98	17.98
Of which: number of shares available for subscription by current members of the Executive Committee	187,500	260	0
Of which: number to the directors	-	-	-
Of which: number to the top 10 grantees	208,500	(*)	8,600
End of vesting period	18/12/2027	18/12/2026	18/12/2025
End of selling restrictions (holding period)	18/12/2028	18/12/2026	18/12/2026
Number of shares granted	-	-	-

(*) Not applicable because of the grant of 20 restricted shares per employee of French companies of the Group.

2.2 Vesting of restricted share grants in the period

2.2.1 Vesting of shares under the Restricted Stock Unit Plan°38

On 9 March 2022 the Board of Directors established a restricted stock unit plan for 109,500 shares for the benefit of Group Managers (Plan No. 38), subject to the following vesting conditions:
— possessing the status of an employee or officer of the Company or companies and groups of companies affiliated therewith, from the first to the last day of the vesting period,
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company,
— the period provided for awarding restricted shares is two years, i.e. 8 March 2024,
— the holding period for shares thus transferred is two years from the vesting date or 8 March 2026.

On 25 April 2024, the Board of Directors duly noted that 109,500 restricted shares of Plan 38 (*actions gratuites*) were fully vested on 8 March 2024, the date corresponding to the end of the vesting period for these restricted shares, after fulfilling of the grant conditions under this plan.

2.2.2 Vesting of shares of shares granted under the Restricted Stock Unit Plan°39

On 9 March 2022 the Board of Directors established a restricted stock unit plan for 10 shares for the benefit all Group employees (Plan No. 39), subject to the following vesting conditions:
— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period,
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company,
— the period provided for awarding restricted shares is two years, i.e. 8 March 2024.

On 25 April 2024, the Board of Directors duly noted that 17,090 shares of restricted stock initially provided for under Plan 39 (*actions gratuites*) were fully vested on 8 March 2024, the date corresponding to the end of the vesting period for these restricted shares, after fulfilling of the grant conditions under this plan.

Board of Directors' report on the resolutions to be submitted to the Combined General Meeting of Friday 25 April 2025

Thirty-two resolutions will be submitted to the Shareholders at the Combined Ordinary and Extraordinary General Meeting to be held on 25 April 2025 at 10:00 am.
These resolutions are divided into two categories:

I. The first fourteen resolutions (resolutions 1 to 14) and the last resolution (resolution 32) fall within the purview of the Ordinary General Meeting and concern : the approval of the annual and consolidated financial statements for the year ended 31 December 2024, the appropriation of net income, the approval of regulated agreements governed by Articles L. 225-38 et seq. of the Commercial Code, the renewal of the term of office of a Director, the total amount of compensation payable to members of the Board, the approval of the fixed, variable and exceptional components of total compensation and benefits of any nature paid in or granted for the period ended to Mr. Olivier GINON, Chairman and Chief Executive Officer, and to Mr. Olivier FERRATON, Deputy Managing Director, the approval of the information referred to in I of Article L. 22-10-9 of the Commercial Code, the approval of the compensation policy for the Chairman and Chief Executive Officer, the Deputy Managing Director and the Directors, and the authorisation for a share buyback programme.

II. The other seventeen resolutions (resolutions 15 to 31) fall within the purview of the Extraordinary General Meeting and concern the renewal or approval of financial authorisations and delegations intended to give your Company the financial resources to develop and successfully implement its strategy, as well as amendments to the Company's Articles of Association in order, in particular, to set out the conditions for appointing Directors representing employee shareholders, provide for a shorter term of office for Directors to permit staggered terms of office, define the deadlines and procedures for recourse to written consultation and bring certain clauses of the Articles of Association in line with legal provisions.

1. Approval of the annual and consolidated financial statements for the period ended 31 December 2024 - Approval of non-deductible expenses (1st and 3rd resolutions) and discharge of directors (2nd resolution)

We hereby request that you approve the parent company annual financial statements for the period ended 31 December 2024, showing a profit of €46,627,393.89 and the consolidated financial statements for the period ended 31 December 2024 as presented, showing a profit (attributable to shareholders) of 73,438,802. We ask you to approve the total amount of expenditures and charges covered by Article 39-4 of the French general tax code in the amount of €80,978.83. We also request that you grant a full and unconditional discharge to the Directors for the performance of their duties in the period under review.

2. Appropriation of net profit (loss) for the year (4th resolution)

The appropriation of net profit (loss) of our Company that we are proposing is in compliance with the law and our Articles of Association.

We propose that you allocate the profit of the period of €46,627,393.89 as follows:

Determination of distributable amounts:

Net profit / (loss) for the period	€46,627,393.89
Retained earnings	€4,480,613.65
Distributable amount	**€51,108,007.54**
Proposed appropriation	
Legal reserve	-
Dividends of €0.90 per share (for 29,982,787 shares)	€26,984,508.30
Retained earnings	€24,123,499.24
Total	**€51,108,007.54**

The General Meeting notes that the gross dividend per share will be set at €0.90.
The dividend ex-date and the payment date would be respectively 1 July and 3 July 2025.

When paid to natural persons having their tax residence in France, the dividend is subject either to a 12.8% flat tax (*prélèvement forfaitaire unique*) applied to the gross amount (Article 200 A of the French General Tax Code) or alternatively as an express irrevocable and global option at the taxpayer's request, to a progressive tax on earnings (*barème*) after application of a 40% allowance (Article 200 A, 13, and 158 of the French General Tax Code). This dividend is in addition subject to social charges of 17.2%.
In the event of a change in the number of shares entitling the holder to a dividend in relation to the 29,982,787 shares making up the share capital as at 6 March 2025, the total amount of dividends would be adjusted accordingly and the amount allocated to the "retained earnings" account would then be determined on the basis of the amount of dividends actually paid.

In accordance with the provisions of Article 243 *bis* of the French General Tax Code, Shareholders shall duly note that dividends for the last three financial periods were as follows:

For the fiscal year	Distributions eligible for the tax basis reduction		Distributions not eligible for the tax basis reduction
	Dividends	Other income distributions	
2021	None	None	None
2022	€10,493,975.45* or €0.35 per share	None	None
2023	€20.987.950,90* or €0.70 per share	None	None

** Including the unpaid amount of dividends relating to treasury shares*

3. Auditors' special report on regulated agreements (5th resolution)

We ask you to approve the agreements entered into or remaining in force in 2024 referred to in Article L. 225-38 of the French Commercial Code and duly authorised by your Board of Directors.

These agreements are also described in the Auditors' special report to be presented in the Meeting.

4. Director's term of office (6th resolution)

As stated before, Joseph AGUERA's term of office as a member of the Board of Directors expires at the close of the next Annual General Meeting.
In this context, we propose that you renew the term of office of Joseph AGUERA as Director for a further four years, i.e. until the close of the Annual General Meeting to be held in 2029 to approve the financial statements for the year ended.

Independence
Based on the criteria of independence of the Middlenext Code adopted by the Company as the frame of reference for corporate governance, the Board of Directors considers Mr. Joseph AGUERA to be an independent director.
In this regard, it is specified that Mr. Joseph AGUERA does not have any business relations with the Group.

Expertise, experience, skills:
Detailed information on the expertise, experience, age and the number of shares held by Mr. Joseph AGUERA is presented in the 2024 Universal Registration Document. page 181.

If you approve the renewal of this term of office, at the end of the meeting:
- The Board would have 12 directors and 1 non-voting director or observer (*Censeur*),
- This would include a total of seven independent directors or 58.33% of the total number of directors (in compliance with the Middlenext Code)
- The proportion of women on the Board is 41.67% (5 women out of 12 members), in line with the provisions of the French Commercial Code.

5. Fixed annual sum to be allocated to Board members (7th resolution)

To anticipate the possibility of an increase in the number of Directors and holding meetings of the Strategy Committee, we propose that you increase the fixed annual amount to be allocated to the Board of Directors, including the non-voting directors, from €360,000 to €400,000.

This decision, applicable to the current financial year, will remain in force until a further decision is made.

6. Approval of the fixed, variable and exceptional components of total compensation and benefits of any kind paid in or granted for the year ended to Olivier GINON, Chairman-Chief Executive Officer and Olivier FERRATON, Deputy Managing Director (8th and 9th resolutions)

In accordance with the provisions of Article L. 22-10-34 II of the French Commercial Code, we hereby request you to rule on the fixed, variable or exceptional components of total compensation and benefits of any nature paid in or granted for the period ended to Mr. Olivier GINON, Chairman-Chief Executive Officer and Mr. Olivier FERRATON, Deputy Managing Director, determined in application of the compensation policy approved by the 16th and 17th ordinary resolutions of the General Meeting of 25 April 2024. These components of compensation are described in the report on corporate governance included in the 2024 universal registration document page 205.

7. Approval of information referred to in Article l. 22-1-09 of the French Commercial Code (10th resolution)

In accordance with the provisions of Article L. 22-10-34 I of the French Commercial Code, it is proposed to the meeting to approve the information provided in I of Article L. 22-10-9 of the French Commercial Code relating to the compensation of all corporate officers as presented in the report on corporate governance and included in the 2024 Universal Registration Document, page 207.

8. Approval of the compensation policy for the Chairman-Chief Executive Officer and the Deputy Managing Director (11th and 12th resolutions)

In accordance with the provisions of Article L. 22-10-8 of the French Commercial Code, we hereby ask you to approve the compensation policies for the Chairman-CEO (11th resolution) and the Deputy Managing Director (12th resolution) as presented in the report on corporate governance included in the 2024 Universal Registration Document, page 205.

9. Approval of the compensation policy for members of the Board Of Directors (13th resolution)

In accordance with the provisions of Article L. 22-10-8 of the French Commercial Code, we hereby ask you to approve the compensation policies for the members of the Board of Directors as presented in the report on corporate governance included in the 2024 Universal Registration Document, page 209.

10. Proposal to renew the authorisation to implement the share buyback programme (14th resolution) and to reduce capital by cancellation of shares (15th resolution)

We propose that, under the terms of the 14th resolution, you grant the Board of Directors for a period of eighteen months, all powers necessary, to purchase shares of the company, on one or more occasions at times determined by it, subject to a maximum number of shares not representing more than 10% of the shares making up the Company's share capital on the date of the Annual General Meeting, adjusted as applicable to take into account increases or reductions in the share capital that may be carried out over the duration of the programme.
This authorisation would cancel the authorisation granted to the Board of Directors by the 19th resolution of the Ordinary General Meeting of 25 April 2024.
These purchases may be made for the following purposes:

- ensure the orderly trading of the GL events' share on the market by means of a liquidity agreement with an investment service provider within the framework of a liquidity agreement in compliance with market practice authorised under regulations, it being specified that the number of shares taken into account to calculate the aforementioned limit corresponds to the shares purchased minus the number of shares sold over the duration of this authorisation,
- retaining shares purchased for subsequent use in exchange or as payment in connection in connection with mergers, demergers, asset-for-share exchanges or acquisitions,
- ensuring sufficient shares are available for stock option and/or restricted stock unit (*actions gratuites*) plans (or equivalent plans) for the benefit of employees and/or corporate officers of the group (economic interest groups and affiliated companies) as well as all share grants in connection with a company or group employee savings plan (or equivalent plan), employee profit-sharing schemes and/or all other forms of share grants to employees and/or corporate officers of the Group (including Economic Interest Groups and related companies),
- ensuring that sufficient shares are available to cover requirements for securities granting entitlement to shares of the company in accordance with applicable regulations,
- cancelling shares, as applicable, acquired in accordance with the authorisation granted or to be granted by the Extraordinary General Meeting,
- in general, adopting any market practice that may be permitted by the AMF, and more generally, carrying out any other transaction that complies with the regulations in force, provided that in such a case, the Company would inform its shareholders by means of a press release.

These shares may be purchased by any means, including through block purchases of shares, and at times deemed appropriate by the Board of Directors.

The Company shall reserve the right to use options or derivatives in accordance with applicable regulations.

We propose that you set the maximum purchase price per share at €40 and in consequence, the maximum amount of the transaction at €119,931,120.

In light of the objective of cancellation, we ask you to authorise the Board of Directors, with the option of delegating these powers, under the terms of the 15th resolution for a period of 24 months, to cancel, at its sole initiative, on one or more occasions, within the limit of 10% of the share capital, calculated on the date of the cancellation decision, after deducting shares that may have been cancelled within the last 24 months, the shares that the Company holds or may hold following purchases carried out within the framework of its share buyback programme and reduce the share capital by the same amount in accordance with applicable laws and regulations. The Board of Directors would accordingly have all powers required in similar circumstances.

11. Financial authorisations

The Board of Directors wishes to benefit from the delegations of authority necessary to proceed, should it deems useful, with all issues that may be considered necessary in connection with the development of the company’s activities.

For this reason, you are hereby asked to renew all financial authorisations, taking into account, where applicable, the provisions relating to powers, ceilings and the calculation of issue prices set out in Act No. 2024-537 of 13 June 2024 (the “Attractiveness” Act.). In the list of delegations of authority and authorisations in progress, you will find in the report on corporate governance included in the 2024 Universal Registration Document, the table of delegations of authority and authorisation granted by the General Meeting to the Board of Directors and a summary of their use.

In addition, in accordance with the provisions of the French ‘'Attractiveness Act' we propose that you delegate to the Board of Directors the powers to decide to issue ordinary shares and/or securities convertible into shares and/or debt securities, without preferential subscription rights, for the benefit of one or more named persons.

Lastly, in light of the delegations of authority which may in the future result in a capital increase in cash, you are required to vote on a delegation of authority to increase the share capital for the benefit of participants in a company savings plan, in accordance with the regulations in force, a resolution which you are asked to reject.

11.1 Delegation of authority to issue ordinary shares and/or securities convertible to equity and/or debt securities, maintaining Shareholders' preferential subscription rights (16th resolution)

The purpose of this delegation of authority is to provide the Board of Directors with full latitude to proceed with at such times of its choosing over a period of 26 months, with the issuance of :

— ordinary shares,
— and/or securities convertible to equity and/or debt securities.

This delegation of authority would terminate, if necessary for the unused portion, the delegation granted under the 21st resolution of the Combined General Meeting of 25 April 2024.

We propose that you set the maximum aggregate nominal amount of ordinary shares that may be issued by virtue of this delegation of authority to €60,000,000. This amount will be included in the ceiling provided for under the 24th resolution of the Combined General Meeting of 25 April 2025. This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of securities convertible into equity capital of the Company. We propose that you set the maximum nominal amount of debt securities that may be issued by virtue of this delegation of authority at €180,000,000 whereby it is specified that this amount shall include all debt instruments whose issuance is provided for under the 19th and 20th resolutions of the Combined General Meeting of 25 April 2025 while representing an amount independent and distinct from the amount of debt securities to be issued pursuant to a decision or authorisation by the Board of Directors in compliance with Article L. 228-40 of the French Commercial Code.

Under this delegation of authority, shares shall be issued maintaining Shareholders' preferential subscription rights.

If applications for New Shares on the basis of irrevocable entitlement, and as the case may be, for excess shares on a non-preferential basis (*à titre réductible*), should fail to account for the entire issue, the Board of Directors may have recourse to the following options:

— limit the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
— freely allocate all or part of the offering not taken up to beneficiaries of its choice (shareholders or not),
— offer all or part of the securities not taken up to the public.

Warrants in respect to the Company shares may be issued both in connection with subscription offers but also by share grants to owners of existing shares, whereby it is specified that the Board of Directors shall have the authority to decide that fractional allotment rights will not be negotiable and that the corresponding securities will be sold.

11.2 Delegation of authority to proceed with a capital increase by issuing ordinary shares and/or securities convertible to equity as consideration for in-kind contributions or securities convertible to equity (17th resolution)

To facilitate acquisitions, we ask you to grant your Board of Directors a delegation of authority to increase the share capital by issuing ordinary shares or securities convertible to equity as consideration for in-kind contributions granted to the Company and consisting of equity securities or other securities convertible to equity.

This delegation of authority would terminate, for the unused portion, the authorisation granted under the 22nd resolution of the Combined General Meeting of 25 April 2024.

This delegation would be granted for a period of 26 months.

The total nominal amount of ordinary shares that may be issued by virtue of this delegation of authority may not exceed 20% of the share capital, without taking into account the nominal amount of the capital increase required, in accordance with the law, and, as applicable, contractual provisions providing for other means for preserving the rights of holders of securities giving access to the Company's capital. This limit would be independent of all other limits set by other resolutions of this General Meeting.

11.3 Delegation of authority to increase the share capital by capitalising reserves, earnings or premiums (18th resolution)

We hereby request that you give the Board of Directors authority, for a new period of 26 months, to increase the share capital through the capitalisation of reserves, retained earnings or additional paid-in capital or other amounts that may be capitalised, by the issuance and grant of bonus shares or the increase in the par value of existing ordinary shares, or a combination thereof.

The total nominal amount of the capital increase resulting from this delegation of authority may be issued may not exceed €60,000,000 representing approximately 50 % of the share capital existing on the date of this report. This amount will not include the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other means for preserving the rights of the holders of securities giving access to shares. This limit will be independent of all other limits set by other resolutions of this General Meeting.

This delegation of authority supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

11.4 Delegations of authority to issue ordinary shares and/or securities cancelling the shareholders' preferential subscription rights

We propose that you renew the delegations of authority to proceed with capital increases for cash consideration by cancelling shareholders' preferential subscription rights.

The purpose of these delegations of authority is to provide the Board of Directors with full latitude to issue shares at such times as it sees fit:

- ordinary shares,
- and/or securities convertible to equity and/or debt securities.

11.4.1 Delegation of authority to be granted to the Board of Directors to issue ordinary shares convertible to, as applicable, ordinary shares and/or securities convertible to equity and/or debt securities, cancelling Shareholders' preferential subscription rights by a public offering (with the exception of offers covered by paragraph 1 of Article L. 411-2 of the French Financial and Monetary Code) and/or as consideration for security tendered in connection with a public exchange offer (19th resolution)

Under this delegation of authority, issues will be carried out by a public offer, with the exception of offers covered by 1 of Article L. 411-2 of the French Financial and Monetary Code. The preferential subscription rights of Shareholders to ordinary shares and/or securities convertible to equity will be cancelled whereby the Board of Directors will however have the option of giving Shareholders priority subscription rights.

The total nominal amount of ordinary shares that may be issued by virtue of this delegation of authority may not exceed €60,000,000.

This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.
This amount is included under the maximum nominal amount of ordinary shares able to be issued under the 24th resolution.

The total nominal amount of debt securities of the company that may be issued by virtue of this authority may not exceed €180,000,000.
This amount would be included under the maximum nominal amount of debt securities provided for under the 16th and 20th resolution of this Meeting.

The issue price
In view of the new provisions of Article L. 22-10-52 of the French Commercial Code, as amended by Act No. 2024-537 of 13 June 2024, and in order to give the Board all the flexibility it needs to set the terms and conditions of issues under this authorisation, we propose that you grant the Board full powers to set the issue price of any equity equivalent securities that may be issued under this authorisation, in accordance with the provisions of the aforementioned article.

In the case of issuance of shares destined to be used in payment of securities tendered to the Company in connection with public exchange offers for securities, within the limits set forth above, the Board of Directors shall be vested with all necessary powers to draw up the list of securities to be tendered in the exchange, set the terms of the issue, the share exchange ratio, as well as, when applicable the balance to be paid in cash, and determine the procedures for the issue.

If applications for new shares should fail to account for the entire issue, the Board of Directors may have recourse to the following options:
- limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
- freely allocate all or part of the securities not taken up.

This authorisation for a period of 26 months would supersede any unused portion of any previous authorisation for the same purpose.

11.4.2 Delegation of authority to issue ordinary shares and/or securities convertible to equity and/or debt securities entailing the cancellation of the preferential subscription right by an offer referred to in Article L. 411-2 of the French Monetary and Financial Code (20th resolution)

Under this delegation of authority, issues will be carried out by means of an offer covered by 1 of Article L. 411-2 of the French Financial and Monetary Code.

The Shareholders' preferential subscription right to ordinary shares and/or securities convertible to equity and/or debt securities will be cancelled.

The aggregate par value of ordinary shares that may be issued may not exceed 30% of the share capital in any 12-month period, taking into account the new legal limit provided for under Article L. 225-136 of the French Commercial Code, as amended by Act no. 2024-537 of 13 June 2024.

This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.

This amount is included within the maximum nominal amount of ordinary shares able to be issued set in the 24th resolution.

The total nominal amount of debt securities of the company that may be issued by virtue of this authority may not exceed €180,000,000.
This amount would be included under the maximum nominal amount of debt securities provided for under the 16th and 19th resolution of this Meeting.

The issue price
In view of the new provisions of Article L. 22-10-52 of the French Commercial Code, as amended by Act No. 2024-537 of 13 June 2024, and in order to give the Board all the flexibility it needs to set the terms and conditions of issues under this authorisation, we propose that you grant the Board full powers to set the issue price of any equity equivalent securities that may be issued under this authorisation, in accordance with the provisions of the aforementioned article.

If applications for new shares should fail to account for the entire issue, the Board of Directors may have recourse to the following options:
— limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
— freely allocate all or part of the securities not taken up.

This authorisation for a period of 26 months would supersede any unused portion of any previous authorisation for the same purpose.

11.4.3 Delegation of authority to issue ordinary shares and/or securities convertible to equity and/or debt securities, entailing the cancellation of shareholders' preferential subscription rights for the benefit of a category of persons meeting specified characteristics (21st resolution)

Pursuant to this delegation of authority,the shares will be issued, on one or more occasions in proportions and at such times that the Board of Directors chooses, in France or in other countries, entailing the cancellation of shareholders' preferential subscription right for the benefit of a category of persons defined below.

This delegation of authority would be given for a period of 18 months from the date of this General Meeting.

The total nominal amount of capital increases that may carried out under this delegation of authority may not exceed €60,000,000. This limit would be independent of all other limits set by other resolutions of this General Meeting.

This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.

The total nominal amount of debt securities of the company that may thus be issued may not exceed €180,000,000. This limit would be independent of all other limits set by other resolutions of this General Meeting.

The amount to be received by the Company for each ordinary share issued under this authorisation, after taking into account the issue price of any stand-alone warrants (*bons autonomes*) issued, must be at least equal to the weighted average of the prices quoted for the shares on the regulated market of Euronext Paris over the 3 trading days preceding the date on which the issue price is set, less a discount of up to 10% after adjusting this amount if necessary for any difference in the date of record.

The preferential subscription right of Shareholders would thus be cancelled for the benefit of the following category of persons or subcategories thereof: natural persons or legal entities, including companies, trusts or investment funds or other investment vehicles regardless of their form, established under French or foreign law, regularly investing in the event industry sector.

If applications for new shares should fail to account for the entire issue, the Board of Directors may have recourse to the following options:
— limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
— freely allocate all or part of the securities not taken up.

This delegation of authority supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.
The Board of Directors would possess, subject to the conditions and limits set forth above, the powers necessary notably to set the conditions of the issue(s), establish the list of beneficiaries within the aforementioned category, set the number of shares to be allocated to each beneficiary, decide on the amount to be issued, the issue price, the nature, form and characteristics of the securities to be created, determine the method by which the shares and other securities issued and/or to be issued will be paid for and where necessary, the procedures for exercising the rights attached to the shares issued or to be issued, and notably, establish the date of record for the new shares conferring entitlement to dividends, acknowledge completion of each capital increase and make the corresponding amendments to the Articles of Association, and in general, do everything that is required in such matters.

11.4.4 Delegation of authority to issue ordinary shares and/or securities convertible into shares and/or debt securities, without preferential subscription rights for one or more named beneficiaries (22nd resolution)

The French Act No. 2024-537 of 13 June 2024 introduced new provisions in Article L. 22-10-52-1 of the French Commercial Code, notably requiring companies whose shares are admitted to trading on a regulated market, where the capital increase is reserved for one or more named beneficiaries, to authorise the Extraordinary General Meeting to delegate powers to the Board of Directors to designate such beneficiaries, subject to a limit of 30% of the share capital per year.

You are invited to make use of this new option. Accordingly, pursuant to this delegation of authority, shares will be issued, on one or more occasions in proportions and at such times that the Board of Directors chooses, in France or in other countries, entailing the cancellation of shareholders' preferential subscription right in favour of named beneficiaries.

This delegation of authority would be given for a period of 18 months from the date of this General Meeting.

The total nominal amount of capital increases that may carried out under this delegation of authority may not exceed €60,000,000. This limit would be independent of all other limits set by other resolutions of this General Meeting.

This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.
The total nominal amount of debt securities of the company that may thus be issued may not exceed €180,000,000. This limit would be independent of all other limits set by other resolutions of this General Meeting.

The issue price of the ordinary shares that may be issued under this authorisation will be set in accordance with the regulatory provisions applicable on the date on which this authorisation is used.

In order to enable the Board to designate the beneficiary or beneficiaries of the issue, you are asked to waive shareholders' preferential subscription rights in favour of one or more persons designated by name. You are hereby requested to delegate the appointment of these persons to the Board of Directors.

If applications for new shares should fail to account for the entire issue, the Board of Directors may limit the amount of the issue to the amount of subscriptions received, where applicable within the limits provided for by the regulations.

Within the limits set above, the Board of Directors would be vested with all powers necessary to determine the terms and conditions of the issue(s), designate the person(s) in whose favour the issue(s) is (are) reserved, determine the number of securities to be allocated to each of the beneficiaries, decide on the amount to be issued, the issue price, and the nature, form and characteristics of the securities to be created, determine the method by which the shares and/or securities issued or to be issued are to be paid for, set, if applicable, the terms and conditions for exercising the rights attached to the securities issued or to be issued and, in particular, set the date from which the new shares will carry dividend rights, record the completion of each capital increase and make the corresponding amendments to the Articles of Association, and generally do all that is necessary in such matters.

11.4.5 Authorisation to increase the amount of issues (23rd resolution)

We propose, within the framework of the aforementioned delegations of authority for cancelling the preferential subscription rights (16th, 19th, 20th and 21st resolutions), to grant the Board of Directors the ability to increase, under the conditions provided for by articles L 225-135-1 and R 225-118 of the French Commercial Code, and within the limits set by the General Meeting, the number of shares provided for under the initial issue. Accordingly, the number of securities may be increased within 30 days after the close of the subscription period within the limit of 15 % of the initial issue and the same price as the initial issue, within the maximum limits set by the General Meeting. This authorisation will supersede and cancel any prior authorisation having the same purpose.

11.4.6 Overall limit on the delegations of authority granted under the 16th, 19th and 20th resolutions of this General Meeting (24th resolution)

We propose to set at €120,000,000 the total nominal amount for shares that may be issued, immediately or in the future, provided for under the 16th, 19th and 20th resolutions of of this General Meeting, it being specified that this amount may be increased, as necessary, by the nominal amount of the capital increase necessary to preserve, in accordance with the law, and, as applicable, with contractual provisions providing for other forms of adjustments, to preserve the rights of holders of rights or securities giving access to the Company's capital.

11.5 Delegation of authority to increase the share capital for thebenefit of participants in a company savings plan (PEE) (25th resolution)

We submit this resolution to your vote in order to comply with Article L. 225-129-6 of the French Commercial Code, whose terms require the Extraordinary General Meeting to also vote on a resolution proposing a capital increase under the conditions provided for in Article L. 3332-18 *et seq*. of the French Labour Code when it delegates its authority to proceed with capital increase by consideration in cash. As the General Meeting has been called to vote on delegations of authority which may result in capital increases in cash, it is also required to vote on a delegation for the benefit of participants in a company savings plan.

In connection with this delegation of authority, we ask that you authorise the Board of Directors to increase the share capital, at once or in instalments, by issuing ordinary shares or securities convertible to equity in favour of participants in one or more company or group employee stock ownership plans established by the Company and/or French or foreign companies affiliated with it in accordance with the provisions of Article L. 225-180 of the French Commercial Code and Article L. 3344-1 of the French Labour Code.

In application of the provisions of Article L. 3332-21 of the French Labour Code, the Board of Directors may provide for grants without consideration to beneficiaries, of shares to be issued or already issued or other securities giving access to the Company's share capital to be issued or already issued, with respect to (i) contributions that may be paid in accordance with procedures for company or group stock ownership plans and/or (ii), as applicable, the share price discount.

As required by law, the General Meeting would cancel the Shareholders' preferential subscription rights.

The maximum nominal amount of capital increases that may be carried out under this authorisation is limited to 3% of the share capital at the time of the Board of Directors' decision to proceed with the capital increase, whereby said amount is independent of any other limit provided for in respect of the authorisation of capital increases. To this amount shall be added, where applicable, the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.

This delegation would be for a period of 26 months.

It is specified that, in accordance with the provisions of Article L. 3332-19 of the French Labour Code, the price of shares to be issued, shall be set in reference to the Company's share price on Euronext Paris that may not exceed the average price of the 20 trading sessions preceding the date set to open the subscription period nor less than 30% of this average or 40 % when the waiting period provided for by the employee stock ownership plan is greater than or equal to 10 years. The Board of Directors will be vested with all powers, subject to the conditions and limits set forth above, for the purpose of deciding and undertaking, through a single transaction, this rights issue, determining the conditions for qualifying beneficiaries, that may include conditions of length of service as an employee, in accordance with the conditions provided for by regulation, determining the conditions for the issuance and payment of the shares, amending the Articles of Association in consequence, and in general taking all necessary measures.

In light of the other employee profit-sharing measures implemented by the Company, the Board of Directors recommends that this resolution be rejected.

11.6 Authorisation to be given to grant restricted shares from existing shares or shares to be issued to employees and/or selected officers of the Company or affiliated companies or an economic interest group, waiver by shareholders of their preferential subscription rights, term of the authorisation, maximum amount, length of the vesting period, notably in the case of disability, and, as applicable, the holding period (26th resolution)

For the purpose of maintaining a policy of employee stock ownership incentives, we ask that you renew the authorisation to award restricted shares from existing shares or shares to be issued to employees of the Company and affiliated companies and/or selected company officers. This authorisation would be granted for a period of 38 months from the date of this General Meeting and would terminate with immediate effect for the unused portion the authorisation granted by the Combined General Meeting of 25 April 2024 under the terms of its 31st extraordinary resolution.

In consequence, within the framework of Article L. 225-197-1 of the French Commercial Code, we propose that you authorise the Board of Directors to proceed with grants of new shares originating from a capital increase through the capitalisation of reserves, profits or issue premiums or of existing shares.

The beneficiaries of these grants may be :
— employees of the Company or companies or economic interest groups directly or indirectly related to it within the meaning of Article L. 225-197-2 of the French Commercial Code or selected categories thereof,
— corporate officers as defined by law.

The total number of restricted stock grants will be limited to 900,000 shares, excluding the nominal amount of the capital increase required to preserve the rights of beneficiaries in the event of transactions involving the Company's share capital during the vesting period, and may not exceed the maximum percentage set by the regulations on the date of the grant decision.

Shares granted to beneficiaries would be fully vested, subject to compliance with the conditions and criteria that may have been set by the Board of Directors, after a vesting period to be set by the Board which may not be less than one year. The beneficiaries must, as applicable, hold their shares for a period set by the Board of Directors, that is at least equal to the vesting period and, as applicable, the holding period, combined which may not be less than two years.

decide that, by way of exception to the above, shares granted will be fully vested before the end of this Vesting Period in the cases of disability of the beneficiary falling under the second and third categories provided for in Article L. 341-4 of the French Social Security Code (*code de la sécurité sociale*).

This authorisation constitutes waiver by operation of law of the preferential subscription right to the new shares issued through the capitalisation of reserves, additional paid-in capital or earnings.

In consequence, the Board of Directors would possess, within the limits set above, all powers to set the terms and conditions and, as applicable, the criteria for share grants; decide to proceed with the capital increase(s) by capitalisation of reserves, profits or additional paid-in capital corresponding to the issue of new shares thus granted; acquire shares required for the purpose of the grants; determine as necessary the impact on the rights of beneficiaries of transactions modifying the capital or which might affect the value of the shares to be granted and carried out during the vesting periods; and generally, in accordance with the laws in force, take all steps necessary to implement this authorisation.

12. Amendments to the Articles of Association (27th, 28th, 29th, 30th and 31st resolutions)

12.1 Amendment of Article 12 of the Articles of Association for the purpose of mentioning the application of the rules of legal equivalence for the calculation of the thresholds set out in set Articles (27th resolution)

The Board of Directors proposes that Article 12 of the Articles of Association be amended to include a reference to the application of assimilation rules to the calculation of share ownership thresholds.

12.2 Amendment of Article 16 of the Articles of Association to provide for a shorter term of office for Directors, to enable staggered terms (28th resolution)

The Board of Directors proposes that Article 16 of the Articles of Association be amended to allow the Ordinary General Meeting to appoint a director for a shorter term of office of 3 years, 2 years or one year, to permit or maintain the practice of staggering terms of office.

12.3 Amendment of Article 16 of the Articles of Association in order to describe the conditions governing the appointment by employee shareholders of candidates to represent employee shareholders on the Board of Directors (29th resolution)

Given that, on 31 December 2024, for the first time, the employee shareholding in the Company and affiliated companies within the meaning of Article L. 225-180 of the French Commercial Code exceeds the threshold of 3% of the share capital stipulated in Article L. 225-23 of the French Commercial Code, it is proposed, in accordance with Article L. 225-23 of the French Commercial Code, to amend Article 16 of the Articles of Association in order to specify the conditions for appointing candidates to the position of Director representing employee shareholders.

The following provisions would thus be added to Article 16 of the Articles of Association:

"When the legal conditions are met, a member of the Board of Directors representing the employee shareholders is elected by the Ordinary General Meeting from among the candidates proposed by the employee shareholders.

The procedures for appointing the candidate or candidates for election to the Board of Directors to represent employee shareholders are as follows:

- *The Chairman of the Board of Directors sets the rules for nominating candidates. In particular, these rules establish the timetable for the different stages of the appointment process, the procedure for collecting and examining pre-candidatures, the procedures for appointing the representatives of employee shareholders exercising the voting rights attached to the shares they hold, and all other provisions necessary for the process described below to proceed as efficiently as possible. The rules shall be communicated to the members of the supervisory boards of employee mutual funds (Fonds Commun de Placement d'Entreprise or FCPE) and, where applicable, to the employee shareholders exercising their voting rights directly, by any means and in particular, without the means of communication listed below being considered exhaustive, by posting notices and/or by electronic communication, with a view to the nomination of candidates*
- *A call for candidates is used to draw up a list of pre-candidates from among the persons referred to in Articles L. 225 23 and L. 225 102 of the French Commercial Code.*
- *When voting rights attached to shares held by employees are exercised by members of the supervisory boards of FCPEs, the said supervisory boards may jointly nominate a candidate. Each Supervisory Board meets to select its preferred candidate from the list of pre-candidates. The Company's representatives on the Supervisory Board have no voting rights in this decision. As part of the nomination process, each of the pre-candidates is assigned a score equal to the number of shares held by the FCPE that voted in their favour. The pre-candidate designated as candidate is the one with the highest score.*
- *When the voting rights attached to shares held by employees are exercised directly by them, a candidate may be nominated by a vote of the elected or appointed representatives of these employee shareholders in accordance with the procedures described in the rules for nominating candidates. If representatives are appointed by means of a proxy, the rules governing the appointment of candidates may stipulate a threshold in terms of representativity. The threshold may not exceed 0.05% of the Company's share capital. Each elected or appointed employee shareholder representative chooses his or her preferred candidate from the list of pre-candidates. As part of the nomination process, each of the pre-candidates is allocated a score equal to the number of shares held by the voters or proxies of the representatives who voted in favour of the candidate. The pre-candidate designated as candidate is the one with the highest score.*
- *Members of the supervisory boards of FCPEs and elected or appointed employee shareholder representatives may nominate the same candidate. Consequently, only this candidate will be presented to the General Meeting of the Shareholders. The same applies in the event that the nomination process is unsuccessful.*
- *The director representing employee shareholders is elected by the Annual General Meeting under the conditions of quorum and majority required for Ordinary General Meeting resolutions, from among the nominee or nominees. The Board of Directors submits a separate resolution to the Annual General Meeting in respect of each candidate, and, where applicable, approves the resolution concerning the preferred candidate.*

— *The candidate with the highest number of votes is elected Director representing employee shareholders, provided he or she obtains at least 50% of the votes cast by shareholders present or represented at the General Meeting. In the event of a tie, the appointment is based on seniority as an employee of the Company or one of its subsidiaries.*

— *If none of the candidates receives more than 50% of the votes cast by shareholders present or represented at the General Meeting, two new candidates will be proposed at the next Ordinary General Meeting.*

— *If directors representing employee shareholders lose their employee status, they will be deemed to have resigned automatically and their term of office will end automatically. The same shall apply in the event of loss of shareholder status within the meaning of Article L. 225-102 of the French Commercial Code.*

— *The Board of Directors is authorised to meet and conduct business in the absence of a director representing employee shareholders until such director is appointed by the General Meeting of the shareholders.*

— *The provisions relating to the representation of employee shareholders will cease to apply when, at the end of a financial year, the legal conditions requiring the appointment of such a director representing employee shareholders are no longer met, it being specified that the term of office of any director representing employee shareholders appointed will expire at its normal term. "*

12.4 Inclusion in Article 16 of the Articles of Association of a clause providing for the election of a director by employees (30th resolution)

In accordance with paragraph 4 of Article L. 225-23 of the French Commercial Code, when an Extraordinary General Meeting is called in accordance with the aforementioned Article, it must also vote on a draft resolution providing for the election of one or more directors by the employees of the company and its direct or indirect subsidiaries whose registered office is in France.

This General Meeting of the shareholders will therefore be asked to vote on the introduction of a clause in Article 16 of the Articles of Association providing for the election of a director by employees. The Board of Directors recommends that this resolution be rejected.

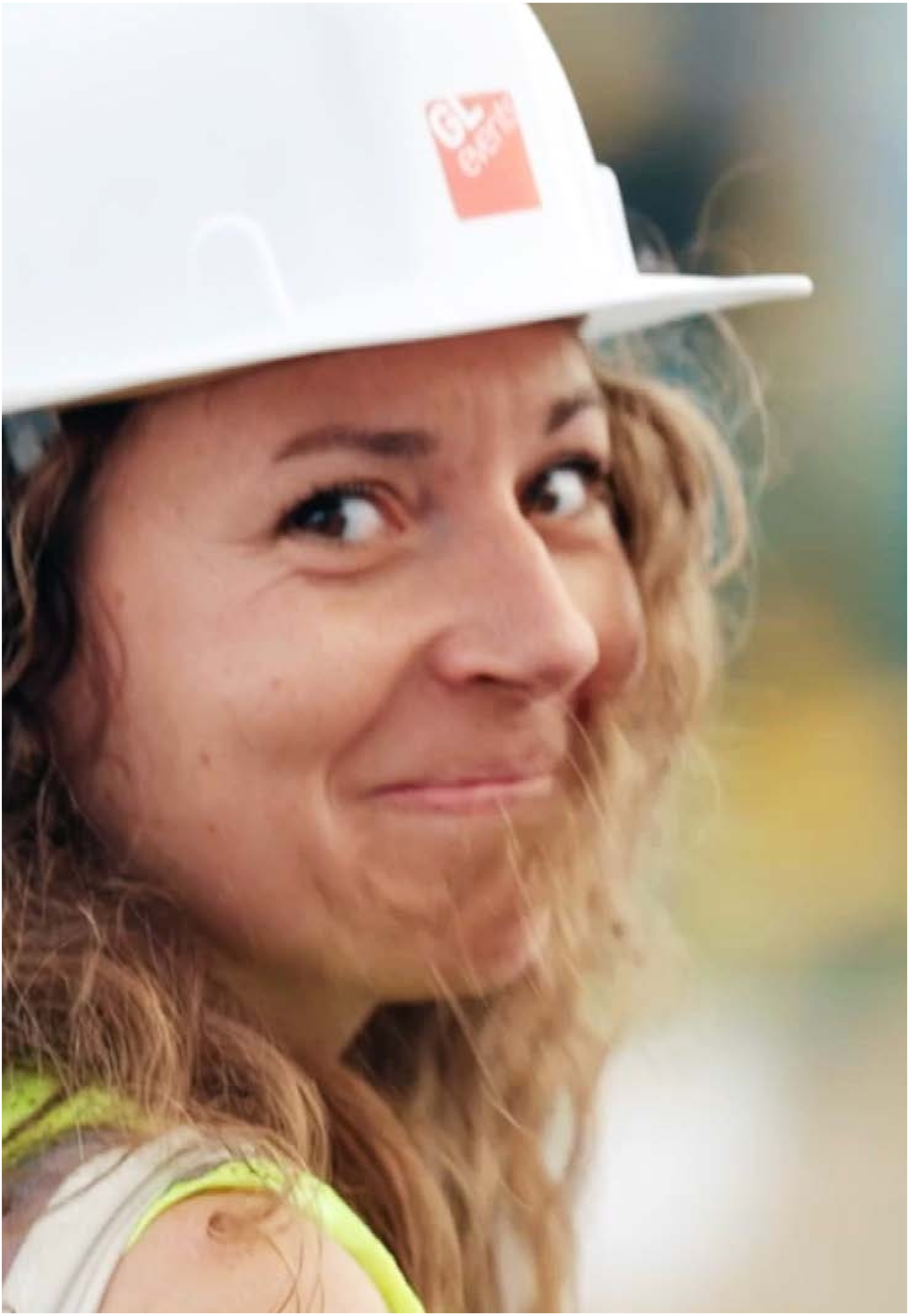
12.5 Amendment to Article 17 of the Articles of Association on the use of telecommunications equipment and recourse to written consultation (31st resolution)

The Board of Directors proposes that Article 17 of the Articles of Association be amended in order to:
— adapt the wording of the provisions relating to the use of telecommunications equipment to the provisions of Article L. 22-10-3-1 of the French Commercial Code as amended by Act no. 2024-537 of 13 June 2024
— define the deadlines and procedures for the use of written consultations and stipulate that any member of the Board may contest the use of this procedure, in accordance with the provisions of Article L. 225-37 of the French Commercial Code, as amended by Act No. 2024-537 of 13 June 2024

Lastly, in the 32nd resolution of the ordinary general meeting, you are asked to grant all powers to the holder of an original, a short-form certificate or a copy of these minutes to carry out all the publication, filing and other formalities that may be required by law.

The Board of Directors accordingly asks you to approve the resolutions it has submitted to you, with the exception of the 25th and 30th resolutions, which it asks you to reject.

The Board of Directors



Risk management and internal control

1. The internal control environment of GL events Group

1.1 Objectives

The internal control system in place at GL events Group is based on the frame of reference provided by the AMF (*Autorité des Marchés Financiers*), the French financial market regulator, and published recommendations on internal control systems.

The internal control system is applied by the Executive Board, managers and all employees within the Group's entities. It is applied to all subsidiaries included in the consolidated Group. The principles, procedures and organisation of internal control in force in the Group are designed to ensure:
— Compliance with laws and regulations,
— Application of the directives and guidelines set by the Executive Management,
— The proper functioning of the company's internal processes, in particular designed to safeguard its assets and combat fraud,
— The reliability of financial and non-financial information.

This system is defined as a set of processes, procedures and controls to ensure the effective management of operations, efficient processes, and an optimal use of resources required to meet performance and profitability objectives. Its purpose is to identify, control, limit and prevent the risks to which the Group is exposed. However, no system of control can guarantee full control of all risk factors.

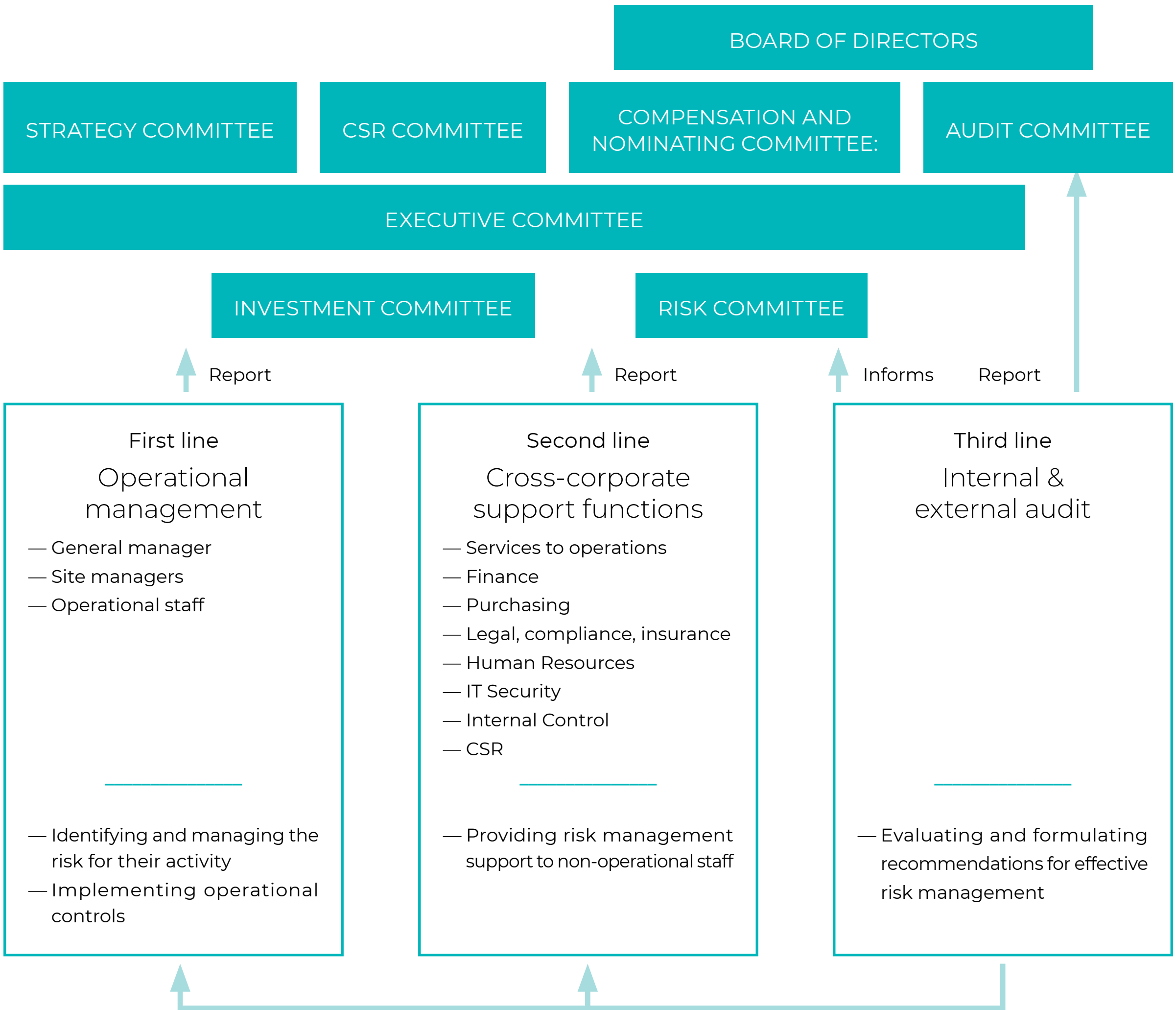
The internal control system in place within the Group is based on tools and dedicated teams. It also relies on documentation such as the Golden Rules of the internal control manual, charters, procedures and policies. These are provided to all employees and stakeholders concerned, if any. These documents specify the principles to be applied by each party, and notably:
— The rules underpinning the management of processes within the Group's activities,
— Shared core values that are notably restated in the Group's code of ethics,
— Delegation of responsibility: all line managers implement and ensure compliance at their level of the internal control procedures in order to ensure their objectives are met.

1.2 Organisation

Internal control is everyone's business, from managers to operators as well as all support functions. The internal control environment concerns all the Group processes, the organisation, employees and tools specified below. To identify, prevent and limit risks, the Group's internal control environment is based on a standardised risk management model built on three levels of control.
The corporate governance bodies, comprising notably the Board of Directors and its committees (the Audit Committee, the CSR Committee, the Compensation and Nominating Committee) and the Executive Committee, ensure three levels of control that are essential for any global approach to risk management systems. As the main stakeholders in this organisation, they occupy key roles for ensuring these three levels of control.

Within the framework of the model based on three levels of control:
— The first line of control consists of the controls spearheaded by operational management,
— The second level of control is exercised by the different functions implemented by management for monitoring the risk management controls and compliance,
— The third level of control is based on the objective assurance provided by internal and external audits (statutory auditors and sustainability auditors)

Each person in this environment reports to the Executive Committee and/or the governance bodies or their internal representatives. The scope of intervention for each party covers all business lines and all divisions in France and in other countries. Their roles in the area of internal control are described below.



2. The parties involved in internal control

2.1 The Board of Directors, the Executive Committee, the Audit Committee, the Compensation Committee and the CSR Committee

A description of the functioning of these committees is presented in the Board of Directors' report on corporate governance in the section “Creation of special committees”, page 198.

2.2 The executive management functions for finance and investment

The Corporate Finance Department assures second-level controls, by means of robust management controls but also a Finance Project Owner department for finance, consolidation, cash management and taxation to ensure the reliability and homogeneous nature of accounting and financial data.
Through the teams of financial controllers in France and other countries management control is tasked with managing, controlling and spearheading the activity at all Group sites and for all processes,

to manage, control and coordinate the business with a view to achieving the objectives set.

The Group's Executive Management attaches considerable importance to the annual budget planning process as a means for converting strategic orientations into operational action plans.

In this spirit, the corporate management control system coordinates planning and budget control procedures by referring to rules of management that apply to all Group entities. These forecasts are regularly updated throughout the year by consolidating estimates and make it possible to adjust operations.

In addition, management control teams issue monthly management reports providing a summary of the main performance indicators. The review, analysis and consolidation of these reports by the consolidation teams make it possible to monitor operations and analyse variances between budget data and data of the prior year. Monthly forecasts are produced to ensure that the Group's General Management and the roles are fully in control of the business and its roles.

In addition, management reporting is built around a consolidation tool for results and indicators to monitor balance sheet items such as trade receivables, investments and cash flows. The different components of working capital are monitored as are investments which are analysed and the subject of regular reports between financial teams. Finally, the monitoring of businesses constitutes a key element of Group steering and control procedures. Reviews are organised at the level of operating entities and for the more significant entities with senior management of the Group and the divisions.
Particular attention is paid to cash flow and net debt. It is monitored on a weekly basis by the cash management department. The report produced by this department presents the position of each of the subsidiaries with analysis of the main changes. The cash management department is also tasked with protecting the Group's assets and actively participates in the anti-fraud system, in coordination with the risk, audit and internal control department and the information systems department.

The tax department contributes to the global internal control process by ensuring compliance with the legislation in force and the reliability of filing information.

The Finance Project Owner department, in coordination with the operational finance and accounting teams and the information systems department, controls the reliability and ensures the separation of tasks in connection with critical transactions such as the creation and modification of bank data.

The M&A department plays an integral role in the company's development strategy. This department participates in the internal control system by carrying out all controls and verifications before completing the transaction and by contributing to the successful integration of the entity after the acquisition, alongside the legal department and line management.

2.3 Legal and Compliance Department

The Legal and Compliance Department occupies a central role in the internal control environment of the Group with several important priorities that contribute to internal control and defined with the Group Corporate Finance Department. Today, they correspond to the following actions:

— Continuous regulatory and legal intelligence in all relevant areas, for all territories in countries where the operating subsidiaries are established. This function is assured primarily by two main participants: the Group lawyers and specialised outside counsel. The technical tools used for regulatory intelligence are of several types:
  - Electronic alerts and e-news,
  - Legal training,
  - Participation in professional bodies (associations and lawyers' societies),
  - Active participation in forums and seminars relevant to the Group's areas of activity,

Drafting and regularly updating standard contracts (suppliers/customers/real estate), according to the national laws that apply to the Group's operating subsidiaries. The Legal Department seeks through the standard contracts to achieve the optimal combination of legal safety and supporting business development,
— Internal dissemination and training of key employees, according to the relevant activities, good legal practices, primarily derived from "standard clauses" and "standard contracts" according to the applicable national laws,
— Active involvement by the Legal Department in the different processes of negotiation of all types (business development, digital, M&A, compliance, the restructuring and disposal of businesses, etc.),
— Contract performance monitoring
— Participation in the evaluation of legal and compliance risks, as well as the development of remedial action plans based on feedback. This line of action consists of actively participating in the preparatory work of the Risk Committee,
— Management, with the support of specialised outside consultants according to the case, of disputes of all nature, corporate, Digital, environmental, commercial, real estate),
— Management and proposing changes/restructuring in the levels and nature of delegations of authority, powers, representation and undertakings,
— Creating and applying new tools contributing to compliance as part of the continuous adaptation of the standards of good governance,
— Continued deployment of the General Data Protection Regulation (GDPR) covering personal data and the implementation of the Sapin II Law anti-corruption programme.
— Monitoring and managing insurance coverage.

2.4 Risks and CSR Department

• Internal audit

The internal audit department performs evaluations of corporate governance processes, risk management and controls as defined within GL events Group. Its proposals contribute to improving security and optimising the organisation’s overall performances.

The infernal audit team assignement contribute to:
— Identifying and managing risks by applying a structured and focused approach on Group issues,
— Evaluating the relevance and effectiveness of these processes in relation to their compliance with rules, standards, procedures, laws and regulations in force,
— Evaluating the control of operational and functional processes as well as the performance of operations relating to organisational priorities in terms of strategic, operational and financial issues,
— Verify the reliability, integrity, exhaustive nature and traceability of information produced (accounting, financial, management, HR and CSR)
— Proposing lines of action for improvement or progress for the organisation,
— Following up on recommendations,
— Participate, as applicable, in certain consulting or investigative assignments at the demand of Executive Management or an ad hoc Ethics Committee.

The scope of the intervention of the internal audit service covers the entire organisation including the subsidiaries in France and in other countries. It intervenes in all administrative, accounting and financial, functional or operational fields or processes. An annual internal audit plan outlining all assignments is presented to and approved by the Audit Committee.
This mission has been entrusted to an employee whose experience covers all the businesses exercised within GL events Group in addition to significant experience in internal audit and control. On an ad hoc basis, the internal audit department may be assisted by the internal auditors/controllers selected from the population of administrative, financial and legal staff of the subsidiaries. In 2024, 18 employees from all business lines and divisions
joined the "guest auditor" programme, were provided training and signed the Internal Audit Charter. The latter was updated, reviewed and approved by the Audit Committee on 3 September 2024.
At the end of each assignment, the auditors present their report to the top management of the audited entity or process and report to the Group's Executive Management and Audit Committee. This report is also sent to the subsidiary manager and his or her line manager tasked with implementing the recommendations that have been proposed. The Internal Audit Department also verifies on a regular basis the progress of corrective actions and their follow-up. The internal audit department has the option of using the services of an external firm with an international dimension to perform certain audit assignments.

• Internal control

The internal control team supports operational staff in their activities by providing an internal control manual, implementing mitigation measures for risks identified and conducting continuing control campaigns. At the same time, a training and awareness-raising programme on fraud is being implemented for all employees.
In accordance with the annual control plan approved by the Audit Committee, the plan is focused on three main areas:

- **Prevent**: A training and awareness programme on the risks of fraud is available to all employees in France and other countries. Built around four pillars, this system is punctuated by preventive actions (drafting and publication of "Risk & Fraud"newsletters, VivaEngage post, MyGLevents articles), employee training, controls and incident reporting. See « 3.3 FRAUD PREVENTION SYSTEM », page 235 for more details),
- **Detect** : This pillar covers the deployment and testing of our internal control manual, the ‘Golden Rules’, as well as the implementation of permanent controls designed to safeguard the risks associated with the controlled processes. Follow-up of these control procedures makes it possible to implement corrective actions throughout the year. These controls are part of the SAPIN II accounting controls. Second-level controls are also carried out, including a review of the non-financial statements to ensure the completeness and accuracy of the data. Both random and periodic verifications are also performed. The results of this work are reviewed at each Audit Committee meeting. According to the subject, the results are also shared with the Statutory Auditors.
- **Remediation** : This pillar covers incident reporting and monitoring, as well as the deployment of associated corrective actions. The internal control team is also tasked with reviewing and following up on recommendations made by the Statutory Auditors during their interim phase as well as reviewing the Information Technology General Controls (ITGC).

• Risk management

The risk, audit and internal control department is responsible for deploying and managing all the Group's risk maps. The latter is also responsible for deploying risk management tools (crisis management, business continuity and recovery plans). In parallel, the team provides a risk management awareness programme. Working with the Group's global security department, the communications department and the divisions' management teams, this team addresses ad hoc requests from operational staff in order to:

- Implement action plans designed to safeguard Group assets and improve the organisation’s performance,
- Help prepare the company, its managers and all staff to manage crisis situations according to the specific profile of their function.

In 2024, the team monitored a master list of risks, divided into ten separate risk maps. Initiated in 2020, the Group risk map is the standard mapping. It was updated in November 2024. The results of these work groups were presented and reviewed by Executive Management. These were presented to the Audit Committee and approved on 19 December 2024. The main results of this mapping exercise are presented below (see risk factors section). Local adaptations can be made, such as setting up risk mapping for a specific entity. In July 2024, the team was asked to map information system security risks. This mapping was drawn up in close collaboration with the cybersecurity teams and the information systems department. At the same time, the fraud risk map, which is used to manage the entire fraud risk prevention system, was revised. It should be noted that risk mapping results are presented, reviewed and validated by the Audit Committee. The Risk, Audit and Internal Control department also contributes to implementing risk management systems and works in collaboration with the Group Global Security department, notably by making available its risk management methodology and specific tools. All these tools were shared notably in connection with setting up an operations center for the Paris 2024 Olympic Games. This mission was spearheaded by the Group's Global Chief Security Officer. Finally, the risk, audit and internal control team also offers specific and on-demand risk management training. Finally, four training sessions were given, with around twenty employees trained.

• Corporate Social Responsibility (CSR)

In 2009, Executive Management decided to embark on a dedicated sustainable development initiative to address social and environmental issues as part of the Group's development. Since 2022, the Risk and CSR Director has been a member of the Executive Committee, with the aim of accelerating the environmental and societal transformation of the Group's activities. The creation of the Risks and CSR department will enable us to better understand the new challenges of sustainable development, as well as the new goals in terms of sustainability reporting.

A cornerstone of the European Union's sustainable finance strategy, the Corporate Sustainability Reporting Directive (CSRD) aims to strengthen the publication of sustainability information by companies in a structured way. In response to these new challenges, the risk, audit and internal control teams, together with CSR, have helped to implement the dual materiality approach. This has involved identifying the Group's major ESG challenges and then classifying them as Impacts, Risks or Opportunities (IRO). In November 2023, the Group began revising the CSR risk maps that were produced in 2022, mobilising a project team made up of the CSR team and the risk, audit and internal control team. The existing situation has been analysed and the concept of double materiality has been added. This exercise was carried out at Group level, across all divisions, functions and activities, and included two collaborative workshops with selected stakeholders. This analysis identified 36 ESG issues out of 90 related to the Group's business model across 9 ESRS. Scales have been defined to assess the time factor, probability, aggravating factors, financial materiality and impact materiality (environmental and social - positive and negative impact). Details of these results and scales are available in a specific methodological note as well as in the Sustainability Statement. This analysis and assessment identified 26 CSR issues, 19 of which were deemed to be material for the Group. These results were respectively presented to and validated by the CSR Committee on 3 September 2024 and the Audit Committee on 16 October 2024. Details of the double materiality matrix are available in the sustainability statement and more specifically in ESRS 2 SBM-3 and IRO-1.

The identification of CSR issues has made it possible to define control practices and ensure the quality of results to guarantee their future auditability. The structuring of non-financial reporting continues, with the introduction of a non-financial reporting protocol. Once a year, all non-financial data produced as part of this reporting process is checked by the internal control team to ensure that it is complete and accurate.

2.5 Statutory Auditors

The Statutory Auditors contribute to Group internal control by providing an independent and objective perspective when they review interim and annual financial statements as well as during their internal control procedures (including the reviews of IT internal control) both at the consolidated level and for each subsidiary audited. Their work is presented on a regular basis to

the Audit Committee and also to the Corporate Finance and Investment Department and the Risk and CSR Departments. The joint statutory auditors were appointed to serve as sustainability auditors at the Group's Annual General Meeting on April 25, 2024. Sustainability auditors assess the non-financial reporting system and provide an independent viewpoint on the structure of the system and the auditability of the data reported. Their work is presented once a year to the Risk and CSR Director and is also presented to the CSR Committee and the Audit Committee.

3. Internal control tools and systems

3.1 Documentation and charters

GL events' activities adopt a concrete approach to promoting ethical practices and compliance with French and international standards. The Group has developed several documents to support this process. The documents presented below are part of a package for new arrivals and are shared and distributed to all newcomers during their orientation programme. All of this reference documentation is also available to all employees at all times on the My GL events Group intranet:

• Ethics Charter

Through this charter, available on the Group intranet in several languages, GL events' goal is to promote values that are essential to the conduct of the Group's activities both in France and internationally. These values are a pioneering spirit, imagination, respect and team spirit. This charter supports GL events' goal to respect the ten principles underpinning our initiatives and the conduct of our businesses, in all countries where the Group operates, either on a permanent or temporary basis.

Anti-Corruption Code of Conduct

In order to prevent corruption and influence peddling risks, in line with Law No. 2016-1691 of 9 December 2016 (“Sapin II” Law), this Code, directly inspired by the guidelines proposed by Middlenext, the French association representing listed SMEs and mid-cap, describes prohibited behaviours and the practical rules that apply to all GL events employees. It also presents practical cases, a summary of training actions, whistleblowing reporting procedures and sanctions.

• Code of Business Conduct

For third parties potentially interacting with its activities, subsidiaries and staff, the Group is equipped with a set of rules in line with standard industry practices. For this purpose, a Code of Business Conduct was adopted, setting guidelines for its relations with third parties.

• Digital Code

The Digital Code informs Group users of the rules to be followed and the controls in place for the use of GL events' information and communication systems. It applies to all Group users, i.e. employees, temporary staff, trainees, service providers and occasional visitors (not an exhaustive list). Every Group employee ensures that the rules of the Digital Code are applied by all internal and/or external persons authorised to access the Group’s information and communication system. Adopting the Digital Code is obligatory for everyone. Compliance with this Digital Code is supplemented by existing safety policies which it is the responsibility of each employee to know and apply.

• Golden Rules

As an important additional organisational reference and pillar, in 2021, the Group published the "Golden Rules", an internal control manual for the entire GL events Group in line with the Group's main risks. The aim of the "Golden Rules" is to define and communicate the main management principles. An update of this internal control manual is planned for 2025. These rules apply to all employees in all business lines and divisions. Enhanced by the input of numerous contributors and reviewers, Internal Control

developed 102 basic rules for the 14 Group processes.
The introduction of these rules was accompanied by communications to Group entities:
- “Golden Rules" made available in 6 languages (French, English, Mandarin, Japanese, Portuguese and Spanish) to all employees on the Group intranet
- "My GL events" to ensure their permanent accessibility,
- Presentations are made to various committees and during audit engagements,
- A presentation of the "Golden Rules" is provided as part of the induction process for new entities and new employees,
- Reminders of the importance of the Golden Rules are included in the Risk&Fraud newsletters and at the internal audit kick-off meeting.

3.2 Procedures relating to the preparation and processing of accounting and financial information

Internal control procedures for accounting and financial information are destined to ensure the quality of financial information produced by consolidated subsidiaries, the fair presentation of financial information reported by the Group and prevent the risk of errors, inaccuracies or omissions in Group financial statements. Each financial function contributes to these objectives, notably as follows:
- Each consolidated subsidiary produces a Group reporting package which is based on the Group's accounting rules. These rules define the principles that apply to the recognition, measurement and presentation of the main accounting components of the financial statements. These include notably rules for the impairment of trade receivables, the impairment or depreciation of leased assets and inventories, provisions for contingencies and expenses and the principles for recording and reporting inter-company transactions,
- The consolidation department carries out monthly consolidations of Group results as well as a full consolidation each quarter. This department issues instructions before each consolidation, indicating the timetable and changes in applicable standards, rules and principles. When the consolidation packages are received, the consolidation department performs different types of controls. These include the verification of subsidiary consolidation packages, reconciliation of changes in restated shareholders' equity, changes in the consolidation scope and consolidation accounting such as the elimination of inter-company transactions, the calculation of deferred tax, control of the tax calculations, the proper integration of consolidation packages by verifying financial statement aggregates and procedures retained for measuring and recording significant transactions of an exceptional nature,
- Budget controls indicate variances from targets within the framework of monthly consolidation based on terms of reference adapted for the oversight of operations in a rigorous manner and according to a calendar defined in advance in relation to the targets. They identify eventual inconsistencies in relation to budgeted financial information,
- In parallel, with each closing, the accounting managers identify and report difficulties that they may have been encountered so that solutions, developed jointly, are adopted for the next closings,
- In addition, the internal control department carries out random and regular accounting controls as part of the internal control plan. The department also assists the accounting managers and management controller in formalising certain procedures.

Since 2023, a reporting protocol for non-financial data was formalised and applied to all the Group's consolidated entities. It provides details about the level of control (level 1, 2 or 3) per dataset for all contributors. These non-financial reporting procedures were revised and aligned with CSRD requirements in July 2024. The latter is consolidated and monitored by the Chief Risk and CSR Officer. A second-level control is performed by internal control, and a third-level control by the sustainability auditors.

3.3 FRAUD PREVENTION SYSTEM

To manage the risk of fraud, in 2020 the fraud risk map was rolled out, in conjunction with the Group risk mapping and the corruption and influence peddling risk mapping. In 2024, this mapping was overhauled, in particular by deploying information systems security risk mapping. Identifying the risks makes it possible to adjust the system, which is based on raising awareness through specially designed training courses, the organisation of a ‘Risk & Fraud’ community and the deployment of targeted ongoing checks (changes to bank account details, prepaid cards, expense vouchers). These key verifications are performed with the support of the Cash Management Department and the Project Management Support team (monitoring blacklisted countries, dual verification of banking information before entering or modifying data, control before payment with a two-step validation system).

In terms of prevention, the Group has formalised its awareness-raising initiatives by publishing its specific fraud prevention policy. This policy is available to employees on the My GLevents intranet. In 2024, the coordination pillar will include 73 actions carried out by the risk, audit and internal control department. Targeted awareness-raising initiatives were carried out for employees involved in the Paris 2024 Olympic Games (deployment of awareness-raising pop-up messages, specific training). The number of training courses provided to GL events employees has tripled compared with the previous year, due to the training provided for employees identified as "at risk" (Olympic Games) but also to an increase in demand. A total of 604 employees received training in 2024. Over 1,000 employees have been trained since the programme began. These training courses have been improved with the systematic participation of cybersecurity and data protection teams (DPO).
In addition, in response to the upsurge in phishing attempts and cases that the Group is dealing with, 10 anti-phishing information and awareness campaigns were organised in 2024 in conjunction with the information systems and cybersecurity teams. Such simulated phishing campaigns targeted more than 4100 Group employees from various departments, with a low rate of success by standard criteria. Additional training has been provided to employees who have been compromised within the framework of these anti-phishing information campaigns.

As an integral part of internal control, a permanent control plan with specific controls on sensitive transactions has been deployed (examples: recurrent audit of changes to bank details, report on expenses incurred by general managers, annual review of access management to so-called sensitive applications, etc.). Accounting consistency checks, keyword searches, commission and fee checks are carried out in particular in the context of the SAPIN II anti-corruption regulation. In addition, the Information Systems Department monitors information systems activity to prevent intrusion attempts and respond and in a timely manner.

Occurrences of attempted fraud or genuine fraud may be identified either by the detection mechanisms or by Group employees (via official reporting channels,

IT channels and internal control or through the internal whistleblowing system). Each incident is processed, analysed and the subject of a specific communication, if necessary. Incidents are also reviewed on a bi-monthly basis at a meetings between the finance, risk, audit and internal control department and the compliance teams. As applicable, it may also be submitted to the Group's Ethics Committee and reviewed by the Executive Committee. In addition, the Group is covered by a Cyber Insurance policy (see page 243).

4. Risk factors

This risk management section is part of the corporate governance framework based on the frame of reference of the AMF (*Autorité des Marchés Financiers*) for the risk management system.

4.1 Organisation and objectives

GL events Group risk management reports to the Risk and CSR Department and provides methodological support to all subsidiaries. Its objective is to define and coordinate risk management in order to identify, analyse, evaluate, monitor and control the main risks of the Group and its subsidiaries, thus contributing to:

- Preserve the value, assets and reputation of the Group,
- Contribute to preventing all risks at every level of the organisation,
- Secure decision-making processes to facilitate the achievement of targets,
- Ensure the coherence of preventive and corrective measures with the Company's values,
- Harmonise risk management initiatives,
- Encourage Group employees to adopt a common approach to risks and develop a risk prevention culture,
- Guarantee the links and effectiveness of three lines of control.

Risk management begins producing a risk map in order to identify, assess and prioritise risks and to appoint a risk owner for significant risks. In 2024, the Group had ten risk maps, including five specifically for Group risks:

- The Group's general risk map, the main reference for managing the Group's risks in a consistent manner,
- The mapping of corruption and influence peddling risks making it possible to deploy and coordinate the SAPIN II anti-corruption system,
- CSR risk mapping, renamed in dual materiality to meet CSRD challenges. Details of the double materiality matrix are available in the sustainability statement and more specifically in ESRS 2 SBM-3 and IRO-1.
- The mapping of fraud risks in order to spearhead prevention and combat fraud.
- SSI security risk mapping, to identify and address internal, external and environmental threats to the Group's information system.

Other mappings, known as local mappings, are applied by process, project or entity to meet operational, contractual or certification requirements.
All of these maps are maintained and reviewed by the risk, audit and internal control team. The latter supports the teams when appropriate maps are deployed in order to ensure coordination and oversight with the risk owners. Mapping is reviewed once a year to ensure the correct level of risk assessment and prioritisation. The system must be reviewed every five years to ensure that the risks identified are consistent with the environment of the Group or scope concerned. In the event of confirmed major risks, specific management tools can be implemented (setting up a crisis management unit with the deployment of a business continuity and recovery plan).
The risk, audit and internal control team also provides flash awareness training on risk management on request (France and internationally) In 2024, four training sessions were given, with around twenty employees trained.

4.2 Applied methodology

The risk, audit and internal control team initially implemented the Group risk map to identify, assess and monitor the main risks.
This first phase for identifying risks combines in a first phase a bottom-up approach involving preliminary meetings followed by collaborative workshops and, in a second phase, a top-down approach through review workshops by General Managers, operational managers and the cross corporate functions. Risk factors were then ranked and classified by risk family (external risk, strategic, financial, regulatory and legal, operational, image and reputation, information systems). Then, each gross risk position was evaluated according to a scale of impact and profitability, evaluated in four areas (financial, legal, business and image) in order to produce a model of the risk map. To move from gross to net (or residual risk), the mitigation measures relating to each level of control were identified in coordination with operational personnel and persons specifically concerned (presented in part 3.1). These mitigation measures made it possible to assess the degree of risk control and also to identify and prioritise the major net risks for GL events Group.

Every five years, the Group's risk map is subject to a major overhaul involving all Group subsidiaries and functions. and reviewed annually to ensure the relevance of risk identified as well as the coherence of their assessment. In 2024, the Group risk map was revised. The results were presented and reviewed by members of Executive Management.
The results of this update presented below (risk factors section) were presented to and validated by the Audit Committee on 19 December 2024.

4.3 Ranking of major net risks by category

For the year 2024, the major net risks identified through the Group risk mapping update are detailed below.

Risk category	Risk designation	Trend	CSRD
External risk	— Geopolitical environment and economic instability — Cybersecurity and data protection	↗ ↗	— ESRS X - Impacts, Risks and Opportunities specific to the undertaking, page 172
Financial instruments	— Debt	→	—
Regulatory & legal	— Business ethics and compliance	→	ESRS G1 Business conduct, page 161
Strategy	— Human capital — Climate change mitigation and adaptation — Digital management and the transition to AI	↗ ↗ ↗	ESRS S1 - Own workforce, page 127 ESRS E1 - Climate change, page 88 —

The major net risks are broken down as follows on the basis of their probability of occurrence and the significance of their impact (financial, image/reputation, legal or business continuity) on the Group's activities. The risks presented below are listed in order of criticality. A description of the risk is provided, including potential effects on the Group's activities if the risk is confirmed, as well as a description of mitigation procedures.

5. Analysis of major net risks

Human capital

Identification and description of the risk

Category: **STRATEGIC** – Trend: ↗

Description of the risk

To promote its continuing development and in accordance with its values ("Bringing people together"), human capital has always represented the key driver of the Group's ability to grow. In a sector where the most important operating assets and success drivers are the people, the Group is exposed to the risk of not being able to attract, develop and retain the talent needed to support its growth and major projects. The labour market is changing rapidly, where a strong competition for specialised skills is accompanied by evolving expectations in terms of flexibility, work-life balance and alignment with societal values. The Group's performance is directly linked to its ability to attract and retain talent in the demanding and unpredictable world of events, and also to anticipate the skills that will be needed in the future. The risk is increased by the diverse and often ephemeral nature of its activities. Furthermore, a lack of agility in identifying the skills needed for the future and in managing the renewal of the workforce could hamper the Group's ability to adapt to a constantly changing environment.

Potential Group impacts

Risks relating to human capital and talent management can have a significant impact on the Group's long-term viability and DNA. This can also have other effects over the medium and long-term:

— A drop in operating performance due to disengaged teams, insufficient skills transfer, or difficulties in recruiting and retaining talent,
— Loss of attractiveness in terms of both the business and the employer brand,
— Inadequate skills management, potentially jeopardising the Group's capacity to innovate and compete in an ever-changing market,
— Organisational difficulties due to unplanned management transitions or inadequate planning of skills requirements, which can lead to operational inefficiencies and delayed or abandoned projects,
— Increased staff turnover, leading to team instability, loss of key skills and additional costs associated with recruiting and training new employees,
— A deterioration in corporate culture resulting in a decline in employee motivation and an erosion of the core values that set the Group apart,
— An impact on business continuity, particularly in the event of failure to transfer skills or unplanned succession, which could compromise strategic projects or create difficulties during periods of transition,
— An increase in psychosocial risks and absenteeism due to poor human capital management.

Risk management and mitigation measures

The Human Resources Department plays a key role in supporting the Group's operating and support units, identifying organisational needs and deploying the measures required to support the Group's development. A number of tools and initiatives have been implemented to mitigate the risk associated with human capital and talent management:
Training and awareness programmes for our managers, to prepare them for current and future challenges,
— Partnerships with schools and integration initiatives such as Sport dans la ville, agence les Canaux, the French network of sheltered work establishments and local partnerships with schools, to attract young talent from all backgrounds
— Structured induction programmes designed to facilitate the adaptation of new employees and foster their commitment to the company,
— Monitoring employees' career development through a talent management policy that promotes internal mobility, particularly for major international projects. In 2024, the Group was able to offer its employees access to a range of exceptional mobility opportunities, in particular for the Paris 2024 Olympic Games,
— Performance review and career development policy, supporting skills development and aligning employees' aspirations with the Group's needs. Deployed in November 2024, the Skill up tool has made it possible to centralise annual interviews, skills assessment and the monitoring of objectives,
— Identification of key talents to adjust retention plans and establish appropriate succession plans,
— Strengthening our Diversity and Inclusion policy. The Group currently includes 80 different nationalities and benefits from a wealth of cultures and professions. In April 2024, a Diversity and Inclusion Manager joined the Group to strengthen its efforts in this area,
— Actions dedicated to QWL (Quality of Working Life), including the creation of local CSR Committees and the regular organisation of weeks dedicated to Quality of Life and Working Conditions week,

These actions are described in detail in the Sustainability Statement in the section « ESRS S1 - Own workforce », page 127.

Geopolitical environment and economic instability

Identification and description of the risk

Category: **EXTERNAL RISK** - Trend: ↗

Description of the risk

The Group's international presence and the diversity in the location of major international projects create an exposure to a risk of political, economic and social tensions (geopolitical and macroeconomic instabilities, inflation, volatility risk, social conflicts, corruption, embargoes etc.). The geopolitical situations observed in fiscal 2024 have heightened the risk of global macroeconomic instability. The acceleration of international tensions in recent years and economic and political instability may have an impact on the Group's operational and financial performance (higher customs barriers, international sanctions, embargoes, border closures, protectionist government policies, failed deliveries, etc.) as well as on customer needs.

Potential Group impacts

These instabilities may represent a potential risk for the Group, particularly in the event of political tensions or social conflicts, making it more difficult to deal with:

- The Group's international development and operations. This risk is heightened when major international projects are undertaken,
- Development opportunities to win new business,
- Operational difficulties (shortages of raw materials, cost increases, etc.) and delivery difficulties (delays, quality),
- Raw material costs (rising costs, freight and inflation).

Risk management and mitigation measures

The Group manages geopolitical risk and economic instability through:

- Carrying out a detailed risk analysis specific to each project, in response to a call for tenders or pre-acquisition due diligence,
- Supporting legal staff by training personnel exposed to the risk of corruption and potential international sanctions,
- Enhanced sourcing and purchasing processes through cost control and local procurement,
- Support from local experts, according to the Group's projects and their location
- In 2024, GL events made the services of International SOS available to provide medical and security assistance for the Group's mobile employees and expatriates around the world. When employees book a new trip, they are given a country guide as well as a briefing on local practices and the safety instructions to be followed. The application allows the employee to be geolocated in real time, and provides assistance services if needed.

Climate change mitigation and adaptation

Identification and description of the risk

Category: **STRATEGIC** - Trend: ↗

Description of the risk

The phenomena associated with climate change are intensifying, and habits and consumption patterns must be adapted to reduce the impact of human activities on the environment. The consequences of climate change are wide-ranging, and may include for example a shortage of raw materials, a deterioration in working conditions or extreme climatic events.

In recent years, legislation and the introduction of measures on climate change and sustainable development have gained momentum, particularly in Europe. For that reason, the Group must comply with these legislative and regulatory provisions that will enable it to report on the risks to which the Group is exposed as a result of climate change and to detail the Group's impact on the environment.

Reducing carbon emissions is a strategic priority for GL events.

Potential Group impacts

Climate change and the Group's failure to comply could have a negative impact on the Group's activities in the following ways:

- Extreme weather events: Blocking of sites, delay/cancellation of events,
- Rising energy prices and supply chains,
- Stricter regulations on polluting vehicles,
- Biodiversity protection regulations,
- Changes in customer expectations,
- A loss of confidence by stakeholders,
- Reduced employer attractiveness,
- Increase compliance costs,
- Non-compliance with regulations.

Risk management and mitigation measures

In accordance with CSRD guidelines, in 2024 the risk, audit and internal control team supported the CSR team and its contributors in carrying out a double materiality analysis to identify 8 impacts, risks and opportunities related to climate change.

The Group is continuing to put its CSR strategy into practice, in particular by:

- Introducing a formalised methodology for carbon footprinting and CSR reporting,
- Continuing the deployment of the Venues division's energy transition policy, and gradually rolling out the policy to the Live and Exhibitions divisions. The Venues division is committed to reducing its own energy consumption and encouraging the transition to renewable energy sources,
- Continuing to implement a policy of adaptation to climate change. In 2024, GL events launched a project with Ekodev to assess climate risks at Venues in Europe, with the aim of developing a trajectory to reduce emissions accordingly. Next steps include adaptation plans for Venues Europe's sensitive sites,
- Continuing to develop new exhibitions, products and services to meet the challenges of climate change, notably with Greentech+, and supporting the environmental transition of other economic sectors via the Exhibition division's other divisions,
- Pursuing the low-carbon transition of the events sector with the Venues division's decarbonisation policy in Europe. This policy will be gradually extended to the Group's other divisions by 2027,
- Deploy a structured circular economy policy,
- Taxonomy: quantify eligible capital expenditures in line with European taxonomy,
- Continuing the deployment of Cléo Carbone, a carbon footprinting tool adapted to the events sector, wherever the Group operates.
- Continuing the efforts already underway to map water stress and biodiversity at the Venues sites, by formalising a structured policy to improve resource management at the Venues sites and, ultimately, throughout the Group and its value chain,

All these actions are described in the Sustainability Statement « ESRS E1 - Climate change », page 88.

Debt

Identification and description of the risk

Category: **FINANCIAL** - Trend: ➔

Description of the risk

Keeping debt under control is a major strategic objective. GL events has maintained vigilance over its cost structure through several mechanisms and notably recourse to specific financing instruments and measures to preserve its cash resources. To date, these measures have helped the Group maintain sufficient cash resources and its ability to honour all commitments (operational investments, debt servicing, service providers, etc.).

Managing debt represents a way to support development (investment, innovation, etc.) but also a risk when the debt ratio is inadequately managed. This risk is greater in the event of external risks (economic situation, inflation, international conflicts, pandemics, etc.).

Potential Group impacts

Even though the primary objective of debt is to provide leverage for the Group's business development, inadequately adapted and inefficiently managed debt can result in:

- Financial loss,
- A decrease in the return on capital,
- Share price volatility,
- Hindered development and execution of the Group's goals.

Risk management and mitigation measures

- Maintaining the right balance and managing the Group debt are managed on a regular basis at the corporate level,
- This subject is regularly reviewed at meetings of the Board of Directors, the Audit Committee and the Executive Committees, and monitored by the Statutory Auditors,
- The Group manages its businesses using a plan to contain commitments and costs and continues to optimise working capital requirements through its management controllers and the cash management department,
- The Group's cash position is satisfactory and the Finance and Investment Department monitors the debt maturity schedule in relation to inflation and rising interest rates,
- The Finance and Investment Department manages the level of debt and its repayment to ensure that it remains adapted to the economic, strategic and geopolitical context.

CYBERSECURITY AND DATA PROTECTION

Identification and description of the risk

Category: **EXTERNAL RISK** - Trend: ➚

Description of the risk

The growth in technology has facilitated the proliferation of new risks with a cyber origin, in particular cyber attacks. This trend has been accelerated by the adoption of new, increasingly mobile, ways of working and consuming. Because these cyber attacks are targeted in nature, the Group must increase its preparatory vigilance before the start of an event and/or major project, but also for the duration of period of operation. These attacks can cause significant damage to network security, data processing and data integrity, and ultimately compromise the Group's business continuity.

Potential Group impacts

Cyber attacks can slow down, block or partially or fully paralyse the Group's activities. The impacts depend on the nature and the scope of the attack. The potential effects include:

- The partial or complete impossibility to conduct operations,
- Delays in executing daily transactions and business management activities,
- Leakage, loss, theft of data (personal, confidential, strategic),
- Misappropriation of assets,
- Financial loss,
- Technological malfunctions of systems,
- Inaccessible means of communication, organisational and managerial problems.

A factor that may aggravate or limit the impact of a cyber attack is media exposure, with or without damage to brand image.

Risk management and mitigation measures

Since the loss of data from the shut-down of certain activities, the Group has for several years implemented procedures for protecting and managing its systems. The risk of cybercrime is largely managed by the Group information systems department in close collaboration with the risk, audit and internal control department and the legal affairs department, as follows:

- Infrastructure security assured through technical measures, monitoring incidents, managing backups and recovery tests for the complete application environments,
- Intrusion testing by third parties and auditing of the information system,
- Risk prevention and increasing employees' awareness about cyber security risk are an integral part of the fraud prevention system (see page 235). Internal training sessions as well as educational campaigns about phishing are organised jointly by the risk, audit and internal control teams and the ISSO.
- Special training on cybersecurity risks was provided to employees mobilised on the Paris 2024 Olympic Games. An Information Systems Security Manager dedicated to the Paris 2024 project and in permanent contact with the Olympic Games Organising Committee was recruited.
- 10 educational campaigns about phishing were carried out in France and other countries designed to test employees' cybersecurity reflexes. These campaigns were carried out with over 4,100 employees. Two educational phishing campaigns were carried out for the Paris 2024 Olympic Games project teams.
- An operational committee (monthly) and a strategic cybersecurity committee (quarterly) are in place to report any cyber-malicious acts, as well as a dedicated crisis management team. A cyber crisis management exercise was carried out in February 2024 with members of the Strategy Committee.
- Purchase of cyber-attack insurance coverage (see page 243),
- Annual review of the cybersecurity roadmap by the Executive Committee and the Audit Committee.

Business ethics and compliance

Identification and description of the risk

Category: **REGULATORY** - Trend: ➔

Description of the risk

GL events Group has consistently sought to base its development on respect for strong values and a commitment to corporate social responsibility. GL events Group's activities adopt a concrete approach to promoting ethical practices and compliance according to French and international standards. Because of its international presence, the Group is subject to a number of anti-corruption laws, in particular the French Sapin II law. Failure to abide by these regulations, in full or in part, may result in significant administrative and criminal penalties. Non-compliance with laws and regulations is a risk that is managed through the specific "Regulatory and legal" risk family, as well as a specific corruption and influence peddling risks map.

Potential Group impacts

In the event of failure to comply with these laws, rules and ethical principles could expose the Group to legal action that could result in financial losses and fines, affecting its image and reputation both in financial markets and for calls for tender, and also the employer brand.

Potential damages incurred under the Sapin II anti-corruption law may include:

- A maximum fine of €1 million for a Group system considered non-compliant,
- Mandatory publicity of the sanction and repercussions on access and response to calls for tenders.

Individuals or legal entities who commit offences may also be subject to criminal penalties.

Risk management and mitigation measures

GL events Group's actions are driven as much by a respect for core values as the goal of building an appropriate ethical framework. To prevent corruption and influence peddling, in accordance with the provisions of the Law of 9 December 2016 (known as the SAPIN II law), the Group has taken several steps.

Deployment of the anti-corruption programme is spearheaded by a dedicated Group compliance team, and has been aligned with the Group's fraud prevention and CSR policies (see page 235). Upstream, corruption and influence peddling risks have been mapped by the compliance teams and the risk, audit and internal control team. The results of this mapping exercise were presented to and approved by the Executive Committee on 3 July 2023 and by the Audit Committee on 20 July 2023. The compliance team draws on this risk map as well as on the French anti-corruption guidelines issued by the French anti-corruption agency. This reference system is built around three pillars: Prevention, detection and remediation

- **Prevention**
  - Adoption of an anti-corruption code of conduct as well as policies and procedures (translated into the languages of the entities) relating to gifts, invitations, sponsorship, conflicts of interest and relations with public officials,
  - Deployment of an anti-corruption training programme run by the compliance team. For employees identified as "highly exposed", Fidal provides specific training courses,
  - Evaluation of third parties at risk. All third parties involved in the Paris 2024 Olympic Games have been systematically reviewed and assessed by the Compliance team

- **Detection**
  - A communication campaign to remind people of the internal whistleblowing management system (Whispli) was carried out within the Group in December 2024 and is continuously accessible on the Group's intranet, My GL events.
  - A dedicated procedure for handling these alerts has been defined, with the creation of an ad hoc ethics committee.
  - The organisation accounting controls is progressing with the support of the risk, audit and internal control teams

- **Remediation**

An inventory of internal alerts received is systematically presented to the Audit Committee

Digital management and the transition to Artificial Intelligence

Identification and description of the risk

Category: **STRATEGIC** - Trend: ↗

Description of the risk

In recent years, and accelerated during the COVID period, the events industry has been significantly impacted by technological innovations. As a result, the Group must adapt, innovate and seize on new trends and the developments of the future if it is to remain attractive and maintain its leadership position. Digital transformation also involves supporting our customers, partners and employees in this process while continuing to focus on our core business of “Bringing People Together”. Digital technology provides companies with new tools that enable them to innovate and develop not only their business model, but also the company's performance. The acceleration and intensification of innovation is currently driving the hyper-digitalisation of the economy and the ubiquitous presence and mainstreaming of Artificial Intelligence (generative AI).

Potential Group impacts

The development and deployment of an adequately managed AI could lead to problems of data confidentiality and information system security. Digital management and the transition to Artificial Intelligence impacts the Group and its activities, with effects on:

— Attendee numbers and regional, sectoral or commercial appeal,
— Changing customer expectations towards immersive and interactive customer experiences,
— Loss of market share and financial loss,
— Leakage of personal and/or confidential information,
— Security breaches in our information systems,
— Dependence on digital infrastructures, increasing the risk of downtime in the event of a breakdown,
— Distribution and publication of unqualified and inaccurate data,
— Emergence of new types of fraud (deepfakes),
— Reputational damage,
— Transformation of work methods and organisational changes (automation of certain tasks).

Risk management and mitigation measures

GL events launched its digital transformation several years ago, largely thanks to two specialised teams: a cybersecurity team and an IT & data marketing team. The cybersecurity team is responsible for the security of the Group's information systems and assists employees in adopting good cybersecurity practices through a specific training and risk prevention programme. The Marketing, IT & Data department intervenes as a partner creating value for the Group's businesses exercising a central role in their digital transformation. The challenges facing this team are threefold:

— Data management: supporting the implementation of data projects and structuring a Group approach to Generative AI.
— DSI marketing: development of user experience and Customer Management Software (CRM) to manage interactions with customers or potential customers,
— Data flows and architecture: secure architecture and platform management, ensuring the security of information systems and data protection.

A working group on artificial intelligence was set up in 2024, bringing together all the support functions (Risk, Cybersecurity, HR, Finance, Legal, GDPR and Finance). This team works on developing and proposing an approach to artificial intelligence within the Group. In addition, a survey of employees was carried out to gather together their expectations and needs. Over 900 employees responded to the survey. The results of the working group's work were presented to the members of the Executive Committee. At the request of the Chairman and Chief Executive Officer, an AI Committee was set up, comprising members of the Executive Committee and representatives of the main business line functions. The committee's mission is to draw up a strategy for integrating generative AI, as well as supporting and training employees in these new technologies. This committee meets on a regular basis.

6. Insurance and risk coverage

Insurance management is overseen by the Insurance Department, which reports to the Legal Department and coordinates with the entity departments.
The goal of the insurance policy is to provide the best protection possible to the people and assets of the Group against significant identifiable and insurable risks.
The Group has implemented international insurance programmes (notably for Civil Liability, Property and Business Interruption Losses, Transportation, Repatriation, Terrorism – Political Violence, Cyber Risks, D&O liability insurance) in order to manage the guarantees for all subsidiaries, with the exception of those countries whose regulations do not permit this type of coverage. In these cases, national programmes are implemented in the countries where global insurance programmes cannot be applied. These programmes are arranged through one of the world's top five brokers with leading insurers.

Two of the main insurance policies include:

— Property damage and business interruption insurance with a contractual limit of €200 million where the fixed level of coverage in operating loss is defined as the period required to fully reconstruct the site destroyed.
— Civil liability resulting from bodily, material or immaterial damage caused to third parties with a limit of coverage of €70 million.

Other policies have been obtained to cover specific needs: auto fleet insurance, worksite equipment, cultural exhibitions, decennial liability insurance, drone liability insurance, travel agent liability, civil liability subject to the French sports code.
The Group has also adopted a policy for prevention and protection by developing a network of correspondents within each structure. This network is equipped with an internal communications tool and develops initiatives within each unit. Within the framework of this oversight, the Group is assisted by risk prevention engineers of the insurance company and its insurance brokers.

Risks and litigation

Identified risks of the Group are reviewed twice a year by the Risk Committee in order to make the optimal trade-offs and manage the corresponding provisions. This Committee decides on the provisions for contingencies to be recorded by and for the Group's consolidated subsidiaries for the preparation of the interim and annual financial statements. It also handles actual disputes (new or pre-dating the financial year) concerning customers, suppliers, taxation, human resources and other disputes.

The Risk Committee is chaired by the Head of Risk and CSR, in constant liaison with the Finance and Investments Division, the Legal Department, the Human Resources Department and the Division Managing Directors.
Risks and litigation are reviewed after the Committee meeting by the Statutory Auditors when the annual and half year accounts are completed.

7. Crisis management procedures

GL events is equipped with a crisis management system in the event of a major risk which could significantly impact the sustainability and continuity of all or part of the Group's operations, tailored to the Group's organisation and culture. In this way, it is able to rapidly deploy the necessary expertise to minimise the impact of the crisis and adopt the mitigation measures necessary for business continuity.
The crisis management unit is deployed at the initiative of one or more members of the Executive Committee. This unit is responsible for spearheading, overseeing and securing the solutions adopted. The crisis management unit supports Executive Management and the Group's Global Security Department and is accompanied by a crisis resolution team (operational resolution, cybersecurity crisis management unit, etc.). Crisis management guides, operational instructions and guidelines for keeping activities in operation are proposed to division or entity managers or to targeted support functions finance, HR, security, directors, etc.). for implementation and monitoring. The crisis management unit remains on stand-by at all times to handle emergencies during crisis resolution phases.

Its deactivation is decided by one or more members of the Executive Management. One or more members of the crisis management unit will be responsible for overseeing the return to normal. A working group has been set up to provide entities with dedicated local and operational crisis management tools (incident management, accident management and setting up a crisis management unit). Operational deployment of these tools has been underway at pilot sites since 2023, and will continue in 2024. Targeted crisis management exercises have also been carried out within the Group's various entities (exercises involving numerous victims, physical intrusion on site, ransomware, etc.)

Management report of the Board of Directors

1. Presentation of the consolidated financial statements

In compliance with EC regulation 1606/2002 of 19 July 2002 on international accounting standards, the consolidated financial statements of GL events for the period ending 31 December 2024 were prepared on the basis of IFRS as adopted by the European Union. The standards and interpretations applied are those published in the Official Journal of the European Union before 31 December 2024.

1.1 Significant events of the period

Another record performance for the Group

GL events' positive momentum remained on track throughout 2024 by exceeding all expectations with a new record of €1.635 billion in annual revenue (1.634 billion in full IFRS) and strong growth of 15%. By leveraging the combined strengths of our Live, Venues and Exhibitions divisions, its strong local roots and our international reach, the Group successfully met the year's major challenges while at the same time preparing for the future. This growth and business was also accompanied by an improvement in operating profit (€165 million, +13% for current operating income) and net profit (€73 million, +23% for net profit attributable to equity holders of the parent).
Highlights of 2024 included the Paris Olympic and Paralympic Games, the inauguration of the new Anhembi de São Paulo event space and the launch of ambitious projects for the Group such as Marseille's Chanot Exhibition and Convention Center and other large-scale sports arenas. These projects are a further testimony to the commitment and passion of our teams.

2024 Paris Olympic and Paralympic Games

The Paris Olympic and Paralympic Games provided an exceptional showcase for GL events' expertise, demonstrating our ability to manage events of such magnitude while pushing the boundaries of responsible and sustainable

VERSAILLES - PARIS 2024, FRANCE

practices. As an Official Partner, we successfully tackled the most complex challenges, while contributing to the legacy of the Games and enhancing France's global visibility long after the competitions.
GL events deployed its teams across more than 60 sites simultaneously, ensuring smooth and efficient management of the infrastructure required for the Games.
By providing 70% of the temporary installations, including 160,000 seats in grandstands designed, manufactured, and installed to the highest international standards, we showcased our logistical and technical expertise. This expertise was not only the result of our internal teams but also of our ability to convey these high standards to our network of subcontractors, ensuring consistent quality and precision across all sites.
The Château de Versailles was one of the Games' flagship projects. GL events was entrusted with providing all overlay services required to host 19 equestrian events. This included the installation of three grandstands capable of seating 16,300 spectators in a historic and iconic setting, while meticulously respecting the heritage requirements of the site.
In addition to the infrastructure, GL events also provided numerous hospitality services during the Games, ensuring a unique experience for guests, partners, and the public. This aspect highlighted our expertise in delivering tailored event management, while adhering to sustainability and efficiency requirements.
To meet the electrical needs of the sites, we collaborated with Loxam, ensuring the design, assembly, disassembly,

BFSHOW - SÃO PAULO, BRAZIL

maintenance, and operation of temporary electrical installations across more than 55 sites, including strategic areas such as the Broadcast Center. We provided clean and reliable energy, in line with the Games' ecological objectives.

Anhembi event space

In the first quarter of 2021, GL events was selected by the city of Sao Paulo, the 4th largest city in the world and the economic capital of Latin America, to manage the Anhembi events site in Sao Paulo. As part of this 30-year contract, a vast modernisation and expansion project has been launched, with the aim of restoring the historic Anhembi site to its position as a major event venue in Latin America.

After 2 years of work and an investment of over €100 million, in the second quarter of 2024, the Group began operating a 75,000 sqm exhibition center, a 25,000 sqm convention center and a sambodrome. At the same time, an Arena project was entrusted to an external investor, tasked with building a 26,000 sqm facility with a capacity of 16,000 people. The Group has demonstrated its expertise in carrying out strategic growth projects, equipping cities with quality assets capable of supporting local development and generating positive social and economic benefits.

Photovoltaic shading panels - Eurexpo

As part of the Group's commitment to reducing its carbon footprint, a project has been launched to install photovoltaic shading panels for the parking lots at the Lyon exhibition center (Eurexpo). An investment of around €16 million was made for fiscal 2024 for the installation of 21,432 solar panels that will generate 16 GW of electricity annually which will be reinjected into the power grid. In addition, a greening programme was launched with a target of planting 8,000 trees and shrubs on the Eurexpo site.

Stade de France

In 2024, GL events submitted a bid to become the operator of the Stade de France as part of the call for tenders launched for the 30-year concession of this infrastructure.

In December 2024, GL events entered into exclusive negotiations with the Ministry of the Economy in order to finalise the terms and conditions that could ultimately result in GL events selection for this contract. To date, discussions are still ongoing.

Disposal of Agence CCC

In November 2024, C.C.C. (medical education and congress organisation) was sold to the Vidal Group. This company generated sales of around €6 million and was deconsolidated in November 2024.

The Marseille Chanot Exhibition and Convention Center

On Thursday, 12 December, the Marseille City Council approved GL events Group’s selection as the public service concession holder (*délégataire de service public*) to manage the City of Marseille’s exhibition and convention center. As of 1 January 2025, GL events became the new manager and operator of this facility for the next three years. This contract was awarded following a call for tenders by the consortium formed with CCIAMP Infrastructures, to contribute to Marseille's development as a business tourism destination. Based on the figures of the last few financial years, the Chanot Exhibition and Convention Center generates annual revenue of approximately €16 million and employs around forty people.

Entry of Trévise Participations as a shareholder of GL events and changes in Polygone's ownership structure

In February 2024, Trévise Participations acquired an 8% shareholding in GL events from Sofina. At the same time, Trévise Participations also became a 20% shareholder in Polygone, GL events' controlling holding company. In connection with these transactions, Trévise Participations, Le Grand Rey SAS and Olivier GINON entered into a shareholders' agreement dated February 2, 2024, which does not constitute an action in concert. The agreement, which has a term of 15 years from 2 February 2024, is intended to limit the shareholding of Trévise Participations in order to protect each of the parties to the agreement with respect to their investment in Polygone and GL events. The agreement provides for: (i) The appointment by Trévise Participations of two directors to the boards of GL events and Polygone, and (ii) an undertaking by Trévise Participations to retain for a period of three years from 2 February 2024 the Polygone and GL events shares that it holds or may hold in the future (iii) 2 seats on the strategy committee for Trévise Participations.

In March 2024, the regional private equity funds (*Structures de Capital Investissement Régional* or SCIRs) of the Caisse Régionale du Crédit Agricole Center Est and the Crédit Agricole group, advised by Carvest and IDIA CI, increased their shareholding in Polygone, replacing Ovalto, which previously held 7.02% of Polygone's shares and voting rights.

In July 2024, Olivier GINON, through his holding company 'Le Grand Rey', purchased the shares in Polygone's capital held by Aquarsourça, representing 10% of Polygone's shares and voting rights.

At 31 December 2024, Polygone's shareholder structure was as follows: (i) Olivier GINON, Le Grand Rey and La Ferme d'Anna, 61.57%, (ii) Trévise Participations, 20%, (iii) Crédit Agricole SCIRs, 13.1%, and (iv) Matmut, 5.33%.

Changes in governance

On the proposal of the Chairman and Chief Executive Officer, the Board of Directors appointed Nicolas DE TAVERNOST as its Vice-Chairman and approved the creation of a Strategy Committee. This committee is chaired by Nicolas DE TAVERNOST and has 4 members: Anne Sophie GINON (Vice-Chair), Daniel HAVIS, Lionel YVANT, Grégory GUISSARD. This Strategy Committee is tasked with analysing and making propositions to the Board regarding the Group's future direction and strategic priorities. For this mission, it draws upon the company's internal expertise.

In addition, the 2024 Combined General Meeting of GL events approved the appointment as directors of Caroline GINON and Grégory GUISSARD (Trévise Participations) and the ratification of Lionel YVANT (Trévise Participations).

Entry into exclusive negotiations for the acquisition of ADD Group in Saudi Arabia

In December 2024, GL events signed a non-binding memorandum of understanding with ADD Group, a Riyadh, Saudi Arabia-based group specialising in integrated event organisation services. It has been operating a diversified customer portfolio for more than 10 years, and reported annual sales in 2023 of more than €90 million.

With over 400 employees, ADD Group intervenes as a local provider of services for the events market. The company is involved in all aspects of event design and production: event and communications agency, stand design, signage, audiovisual, logistics... ADD Group also owns and organises the Innovation Zero World Congress in the UK.

This acquisition would represent a new stage in GL events' development in the Middle East by contributing to:

- An acceleration in market penetration supported by ADD's established position and credibility in the local event industry,
- A broader range of services, with ADD complementing GL events' activities (temporary structures, energy distribution, trade show organisation, etc.) across the entire value chain: Overlay services, furniture, audiovisual, signage,
- Creation of a leading player capable of effectively helping local authorities implement their event development plans.

Completion of this acquisition, expected by the end of June 2025 at the latest, is subject to the satisfactory conclusion of financial, legal and commercial due diligence and the signature of share transfer agreements.

ESG policy

GL events is continuing to roll out its ESG policy and confirms its ambitions for reducing its carbon footprint, limiting the use of disposable products, optimising circular economy practices and promoting diversity and local development. This performance was rewarded by a seven-point increase in its score by Ethifinance, the extra-financial rating agency, to 74/100. The ESG policy will be strengthened by the gradual implementation of the European CSRD Directive and the European Sustainability Reporting Standards with the publication of the 2024 Universal Registration Document.
In terms of carbon footprint reduction, the Group is consolidating its carbon assessment across the 3 scopes for FY 2024, while noting that between 2022 and 2023, this metric decreased by 6% on a like-for-like basis. The Group is also gradually adopting a strategy for reducing emissions for individual business lines while identifying the main physical risks associated with climate change.
Finally, the Group is strengthening its Diversity and Inclusion policy by focusing on a number of key areas. These include support for employees and their managers, communication and awareness-raising initiatives, training and the development of responsible purchasing. On that basis, in 2024 the Group promoted numerous initiatives through webinars, participation in Duo days, awareness-raising workshops during the Quality of Life and Working Conditions Week and the European Week for Employment of People with Disabilities (SEEPH). These measures contributed to a 14% increase in the use of SSE (Social and Solidarity Economy) service suppliers between 2023 and 2024.

1.2 Analysis of the consolidated financial statements

Income statement highlights

For fiscal 2024, revenue rose to €1.6352 billion (€1.6339 billion under full IFRS), up 15% from 2023. At 31 December, EBITDA amounted to €231.8 million (€292.6 million based on full IFRS*), while current operating income amounted to €151.6 million (€165.1 million based on full IFRS*).
After taking into account other operating income and expenses representing a charge of €3.9 million, net financial expenses of €30.4 million (€49.8 million under Full IFRS*) and a tax charge of €30.2 million (€28.9 million under Full IFRS*), net profit for the year amounted to €77.2 million (€73.4 million under Full IFRS*).

EBITDA: Earnings before interest, taxes, depreciation and amortisation or "gross operating profit"
** Full IFRS: application of all IFRS accounting standards (IFRS 16 and IAS 9)*

(€ thousands)	31/12/2024	31/12/2023	31/12/2024 FULL IFRS	31/12/2023 FULL IFRS
Revenue	**1,635,187**	**1,427,341**	**1,633,914**	**1,419,258**
Operating expenses	(1,483,631)	(1,293,636)	(1,468,845)	(1,272,898)
Current operating income	**151,556**	**133,705**	**165,069**	**146,359**
Other operating income and expenses	(3,916)	(4,881)	(3,916)	(4,881)
Operating profit	**147,640**	**128,824**	**161,153**	**141,478**
Net financial income (expense)	(30,412)	(26,171)	(49,757)	(45,218)
Profit before tax	**117,228**	**102,653**	**111,396**	**96,260**
Income tax	(30,184)	(26,455)	(28,865)	(24,790)
Net profit / (loss) of consolidated companies	**87,044**	**76,198**	**82,532**	**71,470**
Share of income from equity affiliates	312	376	312	374
Net profit	**87,356**	**76,574**	**82,844**	**71,844**
Attributable to non-controlling interests	10,133	12,601	9,405	11,895
of which net profit /(loss) attributable to Group share	**77,223**	**63,973**	**73,439**	**59,949**

Performance by geographical segments

In 2024, international operations accounted for 38% of Group revenue compared with 45% in the prior year, and take into account the contribution of the Paris 2024 Olympic Games.

€m	31/12/2024	31/12/2023	Change
France	1,015,615	791,508	28%
Europe	238,751	234,763	2%
Americas	152,294	161,108	-5%
Turkey (*) & the Middle East	109,631	112,442	-2%
Asia	95,996	102,719	-7%
Africa	21,581	23,619	-9%
Other	1,320	1,183	12%
Consolidated revenue	**1,635,187**	**1,427,341**	**15%**

(*) Pre-IAS 29

GL events operates mainly in the following countries:

Europe	Other regions	
England	South Africa	United Arab Emirates
Belgium	Brazil	Hong Kong
Spain	Chile	Saudi Arabia
France	China	Qatar
Hungary	United States	
Italy	Turkey	
Netherlands	Japan	

Revenue by business division

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	Change 2024/2023	
GL events Live	1,023,152	816,650	1,024,387	824,504	851,673	430,426	199,883	24.2%
% of revenue	*62.6%*	*57.5%*	*62.6%*	*57.8%*	*64.8%*	*58.1%*		
GL events Exhibitions	168,240	209,714	168,240	209,719	138,541	144,534	(41,479)	-19.8%
% of revenue	*10.3%*	*14.8%*	*10.3%*	*14.7%*	*10.5%*	*19.5%*		
GL events Venues	442,522	392,894	442,560	393,117	325,048	166,282	49,442	12.6%
% of revenue	*27.1%*	*27.7%*	*27.1%*	*27.5%*	*24.7%*	*22.4%*		
Revenue	**1,633,914**	**1,419,258**	**1,635,187**	**1,427,341**	**1,315,262**	**741,242**	**207,847**	**14.6%**

EBITDA

(€ thousands)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	31/12/2024 margin	31/12/2023 margin	31/12/2022 margin	31/12/2021 margin
GL events Live	125,564	93,316	93,057	60,003	12.3%	11.3%	10.9%	13.9%
GL events Exhibitions	22,551	35,038	20,138	34,209	13.4%	16.7%	14.5%	23.7%
GL events Venues	83,686	70,822	55,400	26,089	18.9%	18.0%	17.0%	15.7%
EBITDA	**231,800**	**199,176**	**168,594**	**120,302**	**14.2%**	**14.0%**	**12.8%**	**16.2%**

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2022 (Full IFRS)	31/12/2021 (Full IFRS)	31/12/2024 FULL IFRS margin	31/12/2023 FULL IFRS margin	31/12/2022 FULL IFRS margin	31/12/2021 FULL IFRS margin
GL events Live	147,783	113,481	112,273	77,491	14.4%	13.9%	13.3%	18.0%
GL events Exhibitions	25,318	37,749	22,738	37,015	15.0%	18.0%	16.4%	25.6%
GL events Venues	119,511	107,429	86,997	55,709	27.0%	27.3%	26.8%	33.5%
EBITDA	**292,612**	**258,659**	**222,009**	**170,215**	**17.9%**	**18.2%**	**16.9%**	**23.0%**

Current operating income

(€ thousands)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	31/12/2024 margin	31/12/2023 margin	31/12/2022 margin	31/12/2021 margin
GL events Live	70,565	45,722	49,548	21,437	6.9%	5.5%	5.8%	5.0%
GL events Exhibitions	21,450	35,278	18,113	32,382	12.7%	16.8%	13.1%	22.4%
GL events Venues	59,541	52,705	35,279	10,356	13.5%	13.4%	10.9%	6.2%
Current operating income	**151,556**	**133,705**	**102,940**	**64,175**	**9.3%**	**9.4%**	**7.8%**	**8.7%**

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2022 (Full IFRS)	31/12/2021 (Full IFRS)	31/12/2024 FULL IFRS margin	31/12/2023 FULL IFRS margin	31/12/2022 FULL IFRS margin	31/12/2021 FULL IFRS margin
GL events Live	73,428	47,804	50,497	22,558	7.2%	5.9%	6.0%	5.2%
GL events Exhibitions	21,821	35,638	18,339	32,600	13.0%	17.0%	13.2%	22.6%
GL events Venues	69,821	62,918	43,168	17,445	15.8%	16.0%	13.3%	10.5%
Current operating income	**165,069**	**146,359**	**112,004**	**72,604**	**10.1%**	**10.3%**	**8.5%**	**9.8%**

Consolidated revenue like-for-like*

(€ thousands)	31/12/2024	Pro forma consolidated revenue at 31/12/2023	31/12/2023	Organic growth (€ thousands)	%
GL events Live	1,024,387	810,082	824,504	214,305	26.5%
% of revenue	*62.6%*	*57.7%*	*57.8%*		
GL events Exhibitions	168,240	207,164	209,719	(38,924)	-18.8%
% of revenue	*10.3%*	*14.8%*	*14.7%*		
GL events Venues	442,560	386,817	393,117	55,743	14.4%
% of revenue	*27.1%*	*27.5%*	*27.5%*		
Revenue	**1,635,187**	**1,404,063**	**1,427,341**	**231,124**	**16.5%**

(€ thousands)	N	N-1	Change (€ thousands)	Change (%)
Consolidated revenue	1,635,187	1,427,341	207,847	14.8%
Rate at constant exchange rates *		-23,941	23,941	1.7%
restated for changes in consolidation scope *		663	-663	0.0%
Total pro forma revenue	**1,635,187**	**1,404,063**	**231,124**	**16.5%**

**LFL: like-for-like defined as at constant structure and exchange rates (by applying 2024 exchange rates to 2023 revenue)*
Constant structure: N-1 consolidation scope adjusted for companies added in 2024 and deconsolidated in 2023.

Analysis of balance sheet, income statement aggregates and key performance indicators

(€ thousands)	31/12/2024	31/12/2023	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	Change N/N-1	Change N/N-1
Revenue	1,635,187	1,427,341	1,633,914	1,419,258	14.6%	15.1%
EBITDA (*)	231,801	199,176	292,612	258,659	16.4%	13.1%
Current operating income	**151,556**	**133,705**	**165,069**	**146,359**	**13.4%**	**12.8%**
Organic growth (**)	16.2%	8.0%	16.2%	8.0%		
Operating margin	9.3%	9.4%	10.1%	10.3%	-0.1	-0.2
EBITDA margin	**14.2%**	**14.0%**	**17.9%**	**18.2%**	**0.2**	**-0.3**
Net financial income (expense)	-30,412	-26,171	-49,757	-45,218	-16.2%	-10.0%
Profit /(loss) before tax	117,228	102,653	111,396	96,260	14.2%	-15.7%
Net profit	87,356	76,574	82,844	71,844	14.1%	-15.3%
Net profit attributable to shareholders (Group share)	**77,223**	**63,973**	**73,439**	**59,949**	**20.7%**	**-22.5%**
Net margin	4.7%	4.5%	4.5%	4.2%	0.2	0.3

(*) EBITDA: EBIT (Current Operating Income) + Depreciation, amortisation and provisions
(**) Organic growth: growth in revenue excluding changes in the scope of consolidation

(€ thousands)	31/12/2024	31/12/2023	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)
Intangible assets (including goodwill)	870,976	869,072	875,079	872,182
IFRS 16 concessions and leases			493,403	478,476
PPE & financial assets	466,847	475,745	467,544	476,179
Capitalised rental equipment	168,765	150,827	168,765	150,827
Cash and cash equivalents and marketable securities	533,028	540,099	533,028	540,099
Equity	(623,874)	(598,350)	(607,120)	(582,463)
Financial debt	(1,049,581)	(1,040,599)	(1,574,290)	(1,545,794)
Provisions for contingencies and expenses (excl. severance payment benefits)	(19,817)	(19,365)	(19,817)	(19,365)
Working capital	(347,992)	(386,272)	(345,839)	(385,493)
Deferred taxes	15,040	21,832	22,640	28,341
Provisions for contingencies and expenses / severance payment benefits	(13,391)	(12,989)	(13,391)	(12,989)

Net financial income (expense)

(€ thousands)	2024	2023	2024 FULL IFRS	2023 FULL IFRS
Income from financial investments	14,389	17,582	14,389	17,582
Interest expense	(45,088)	(38,669)	(64,437)	(57,485)
Net interest expense	**(30,699)**	**(21,087)**	**(50,048)**	**(39,903)**
Other financial income and expenses	**287**	**(5,083)**	**291**	**(5,315)**
Net financial income (expense)	**(30,412)**	**(26,171)**	**(49,757)**	**(45,218)**

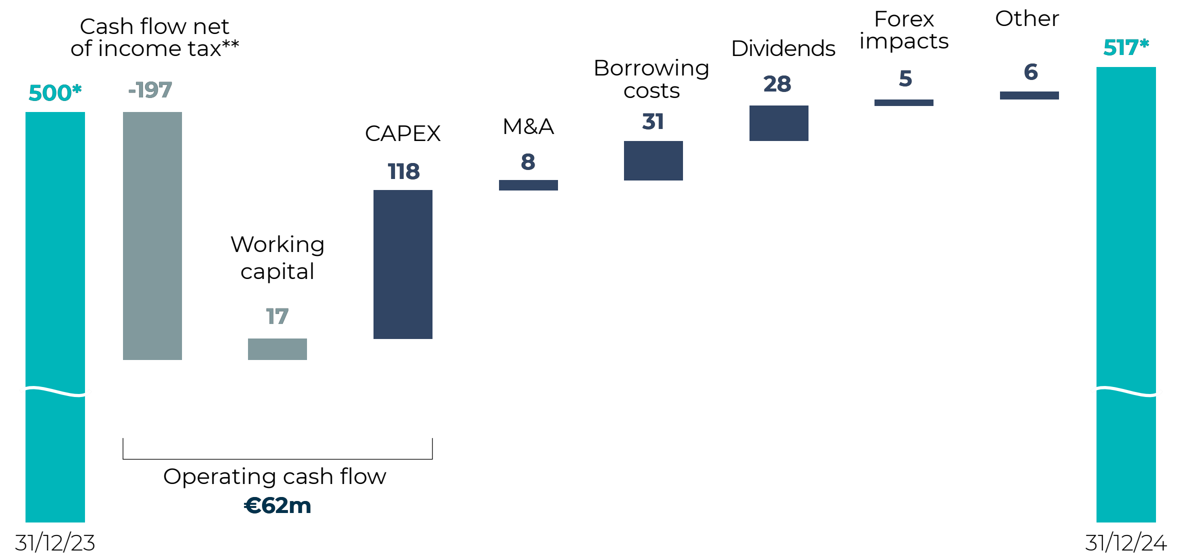
Interest expense rose in response to higher financing rates though was partially offset by investments in France, Brazil and China.

Income tax and net profit / (loss)

(€ thousands)	2024	2023	2024 FULL IFRS	2023 FULL IFRS
Profit before tax	117,228	102,653	111,396	96,260
Current and deferred tax	(30,184)	(26,455)	(28,865)	(24,790)
Effective tax rate	25.7%	25.8%	25.9%	25.8%
Consolidated net profit / (loss)	**87,044**	**76,198**	**82,532**	**71,470**

1.3 Analysis of the Group's financial position, in particular for debt

At 31 December 2024, the Group had net debt of €517 million (vs. €500 million at end 2023). This moderate increase is in line with our expectations.
At 31 December 2024, the Group had a strong cash position of €533 million and an undrawn authorised credit line of €120 million, and on that basis will be able to meet all its commitments (operating investments, debt servicing, service providers, etc.) for the next 12 months.
The Group's leverage (net debt/EBITDA) stands at 2.2, an improvement from 0.2 in 2023.



* PRE-IFRS 16 DATA
** PRE-IFRS 16 AND IAS 29 CASH FLOW NET OF TAX AND BEFORE NET INTEREST EXPENSE

1.4 Subsequent events

Change in Polygone's shareholding structure

Olivier GINON, through his holding company "Le Grand Rey":
- sold to Trévise Participations on 4 February 2025, 93,896 shares in the capital of Polygone, representing 8.9% of Polygone's shares and voting rights,
- acquired from Matmut on 7 February 2025, 56,162 shares in Polygone, representing 5.33% of Polygone's shares and voting rights.

On that basis, Polygone's shareholding structure is now as follows: (i) Olivier GINON, Le Grand Rey and La Ferme d'Anna, 58.00%, (ii) Trévise Participations, 28.90%, (iii) the SCIRs of Crédit Agricole, 13.10%.

Olivier GINON and the companies he controls will continue to refrain from any actions in concert with Trévise Participations. The shareholders' agreement between Trévise Participations and Olivier GINON remains unchanged. The main clauses of this agreement will be the subject of a formal notice in accordance with the applicable regulations.

Deployment in the Chinese market

GL events Venues is continuing to rollout a high-quality offering with the objective of increasing the number of venues under management. In China, GL events was awarded new contracts that will take effect on 1 January 2025:
- a management contract for the new Beijing exhibition center (China International Exhibition Center - Shunyi Hall - 200,000 sqm), in partnership with Capital Exhibitions Group, for a period of 5 years,
- a contract to operate the new Guangzhou exhibition center (106,000 sqm after completion of phase 2 in 2026) for a minimum of 16 years through our subsidiary GL events Yuexiu Guangzhou Développement.

Reinforcing the market position in Chile

Present in Chile since 2016, the Group strengthened its position in this market by acquiring 100% of the shares of the company operating the Riesco events center in Santiago de Chile (with a 17,000 sqm exhibition center, 10,000 sqm convention center and an outdoor area of 62,500 sqm).
In addition to managing the site, the company organises or co-organises 3 major exhibitions in the Food & Service, Construction and Sustainable Mobility sectors. This group has 100 employees and is expected to generate sales in 2025 of €16 million. Through this transaction, GL events confirms its leadership position in Chile and ensures the development of exhibitions organised by its subsidiary FISA. Operational synergies will also be developed with Vitacura Santiago's Metropolitan reception area.

1.5 Future operating trends and outlook

Against the backdrop of an uncertain geopolitical environment and following the year of strong growth in 2024, GL events' objective will be to maintain sales at a stable level in 2025 and focus its efforts on improving its operating margin.
Highlights in 2025 for the three divisions include:
- GL events Live: services for the International Paris Air Show (SIAE), the Osaka World Expo, contracts in the Middle East, and the UN Ocean Conference in Nice
- GL events Exhibitions: SIRHA, Expomin, the Rio Book Biennial, among others, which will contribute to a favourable biennial effect.
- GL events Venues: the full-year impact of the Anhembi events space (São Paulo) and the addition of new destinations for the division

The Group forecasts capital spending for 2025 of €80m, a decrease in relation to the levels for 2024 and 2023.
On a like-for-like basis, net debt is expected to remain stable.

2. Presentation of the annual financial statements

2.1. 2024 Review of operations, the balance sheet and income statement

Revenue of GL events for the period amounted to 49,001 thousand euros (47,755 thousand euros in 2023). The coordinating holding company's activity is remunerated through fees and amounts for services invoiced to subsidiaries. Significant events of the period are described in Note 1 to the annual financial statements (page 306).

2.2 Analysis of the company's financial position, in particular for debt

An analysis of the Group's financial position and debt must be made for the Group as a whole. In consequence please refer to paragraph 1.3 of the presentation of the consolidated financial statements (page 250).

2.3 Material subsequent events

Refer to the section in the Group management report mentioned in paragraph 1of part 4 (presentation of the consolidated financial statements page 251).

2.4 Future operating trends and outlook

GL events SA, as the Group's management holding company, will in the future continue to assume the same functions without any notable changes.

2.5 Research and development

GL events did not engage in any research and development activities in 2024.

2.6 Results and appropriation of income

A proposal will be made to the Ordinary General Meeting to approve the determination and appropriation of the distributable amounts:

Determination of distributable amounts	
Net profit / (loss) for the period	€46,627,393.89
Retained earnings	€4,480,613.65
Distributable amount	**€51,108,007.54**

Proposed appropriation	
Dividends	€26,984,508.30
Retained earnings	€24,123,499.24
Total	**€51,108,007.54**

As required by Article 243 bis of the French General Tax Code, dividend payments for the last three financial periods are reported below:

Financial period	**Number of shares paying dividends** (excluding treasury shares)	**Amounts allocated** (in euros)	**Net dividend per share** (in euros)	**Total amount of the dividend eligible for the 40 % tax allowance** (in euros)	**Total amount of the dividend not eligible for the 40 % tax allowance** (in euros)
31/12/2021	29,356,445 shares carrying dividend rights	0	0	0	0
31/12/2022	29,331,309 shares carrying dividend rights	10,265,958	0.35	2,621,068	7,644,890
31/12/2023	29,364,474 shares carrying dividend rights	20,555,132	0.70	5,295,151	15,259,980

Through the flat tax (*prélèvement forfaitaire unique*), except if the alternative option has been selected, French taxes (CSG – CRDS) on investment income will be withheld by the Company for payment to the tax authorities no later than within the first fifteen days of the month following the payment of the dividend. On that basis, the amount of dividends reverting to natural persons who are tax residents of France will be reduced by 17.2% with respect to French social taxes, except in the case of election for an alternative option, and 12.8% for the compulsory withholding tax.

Disallowed deductions

Pursuant to the provisions of Article 223 *quater* and *quinquies* of the French General Tax Code, the financial statements for the year under review include a fraction of €80,979 that do not qualify for tax deductions by virtue of Article 39-4 of this code.

2.7 Operations of subsidiaries and controlled companies

Refer to Note 10 of the annual financial statements on page 315.

Equity interests acquired in companies having their registered offices in France or the acquisition of controlling interests in such companies in the period (articles L233-6 and L 247-1 of the French Commercial Code)
None.

Transfer of shares undertaken to regularise the situation of cross shareholdings
No shares were disposed of in the period under review.

2.8 Breakdown of capital and voting rights (Article L. 233-13 of the French Commercial Code)

Breakdown of ownership of GL events' share capital at year-end:

Share capital ownership structure	Number of shares	Percentage of capital	Percentage of gross voting rights	Percentage of net voting rights	Number of voting rights
Olivier GINON	501	0.00%	0.00%	0.00%	501
Le Grand Rey	9,884	0.03%	0.03%	0.03%	14,768
Polygone SA	17,037,031	56.82%	68.87%	69.82%	33,483,189
Trévise Participations	2,398,623	8.00%	4.93%	5.00%	2,398,623
Sofina	2,102,729	7.01%	7.41%	7.51%	3,602,163
Treasury shares	659,493	2.20%	1.36%		
Free float	7,774,526	25.93%	17.40%	17.64%	8,459,420
Total share capital	**29,982,787**	**100.00%**	**100.00%**	**100.00%**	**47,958,664**

2.9 Related-party agreements governed by Articles L. 225-38 of the French Commercial Code

Pursuant to Article L. 225-40 of the French Commercial Code, we ask that you approve the agreements referred to in Article L. 225-38 of
said Code and concluded or pursued during the year ended.

The auditors have been duly notified of these agreements that are described in their special report on related party agreements.

2.10 Investments

Non-consolidated companies (French and foreign)
The full list of GL events' French and foreign holdings is given in the table of subsidiaries and holdings.

Investment securities (in € thousands except shares)	Number of shares	Carrying value
GL events treasury shares	647,826	11,539
Money market funds, time deposit accounts		53,458

2.11 Five-year financial summary

(in euros except workforce data)	2020	2021	2022	2023	2024
I. Capital at year-end					
a. Share capital	119,931,148	119,931,148	119,931,148	119,931,148	119,931,148
b. Number of existing common shares	29,982,787	29,982,787	29,982,787	29,982,787	29,982,787
c. Number of existing shares with priority dividends (without voting rights)					
d. Maximum number of future shares to be issued:					
d1. By conversion of bonds					
d2. By exercising subscription rights					
d3. By exercising warrants					
II. Operations and income for the year					
a. Sales ex-VAT	24,351,340	28,235,336	40,848,462	47,755,100	49,001,238
b. Income before tax, employee profit-sharing and depreciation allowance and provisions	(13,461,840)	(11,882,353)	(13,695,301)	10,614,240	32,117,037
c. Tax on profits	(787,042)	(9,795,714)	(10,422,978)	(14,278,355)	(17,712,003)
d. Employee profit sharing owed for the financial year					
e. Income after tax, employee profit-sharing and depreciation allowances and provisions	(33,770,222)	1,240,605	(960,825)	23,037,021	46,627,394
f. Distributed profit	-	-	10,493,975	20,987,951	-
III. Earnings per share					
a. Income after tax and employee profit-sharing but before depreciation allowances and provisions	(0.42)	(0.07)	(0.11)	0.83	1.66
b. Income after tax, employee profit-sharing and depreciation allowance and provisions	(1.13)	0.04	(0.03)	0.77	1.56
c. Dividend per share			0.35	0.70	
IV. Staff costs					
a. Average staff	8	9	9	10	10
b. Annual payroll	2,770,079	3,544,402	2,994,609	3,674,174	3,687,421
c. Total of amounts paid for social benefits for the year (social security, social services, etc.)	2,500,572	4,307,880	5,302,190	2,627,543	4,098,788

2.12 Summary of security transactions by directors and officers in the period

None.

2.13 Employee stock ownership plans

At fiscal year-end employees of GL events and affiliated companies under the terms of Article L 225-180 had no shareholdings in the capital of GL events within the framework of an employee stock ownership plan (*plan d'épargne d'entreprise* or PEE) provided for under Articles L 3332-1 *et seq*. of the French Labour Code.

On the same date, the same employees had no shareholdings in the capital of GL events within the framework of a company mutual fund.

The Combined General Meeting of 25 April 2024 that granted full powers to the Board of Directors to issue shares or other securities of the company giving access to the capital, with or without pre-emptive subscription rights, also voted on a resolution proposing a rights issue for company employees through the issuance of new cash shares in accordance with the conditions provided for under Article L. 3332-18 *et seq*. of the French Labour Code. This resolution was rejected by the General Meeting of 25 April 2024.

The Group established thirteen restricted share award plans (plans 6, 9, 11, 14, 16, 18, 24, 26, 29, 33, 35, 39, 43, 45) for all employees of the French companies of the Group. The conditions for granting these shares are described on page page 325.

2.14 Choice of procedures for the retention by officers of restricted shares awarded and stock options issued in the period

Mr. Olivier FERRATON (an executive officer within the meaning of Articles L. 225-197-1 II subsection 4 and L. 225-185, subsection 4) is subject to the same procedures for holding restricted shares (*actions gratuites*) (plans 38, 39, 42, 43,44,45) as the other grantees. These conditions are described in detail on page 325 and 326.

2.15 Items used in the calculation and results of adjustments of the basis for conversion and conditions for the subscription or exercise of securities conferring access to the capital or the subscription or purchase of shares

None.

2.16 Share buyback programme

Within the framework of the share repurchase programme renewed by the General Meeting of 25 April 2024, the following transactions were undertaken during the course of 2024:

(number of shares)	31/12/2023	Acquisitions	Disposals	31/12/2024
- Treasury shares	721,091	53,335	(126,600)	647,826
- Liquidity agreement	9,279	448,027	(445,639)	11,667
Total	**730,370**	**501,362**	**(572,239)**	**659,493**

2.17 Information on the social and environmental impacts of the Company's activity

See chapter 3 of the 2024 Universal Registration Document, « Sustainability statement », page 40.

2.18 Price fluctuation risks

None.

2.19 Pecuniary penalties imposed for anti-competitive practices

None.

2.20 Principal risks and uncertainties – use of financial instruments

Refer to the section in the Group management report mentioned in Paragraph 1 of Part 4 (presentation of the consolidated financial statements).

2.21 Statutory disclosures on the maturity of the trade payables and receivables (Article D441-6-1 paragraph 1 and L.441-14 of the French Commercial Code)

Invoices received and issued not settled at the end of the reporting period past due (table required by I of Article D. 441-6-1 of the French Commercial Code)

	Article D. 441-6 I. - 1° of the French Commercial Code: Invoices received not settled at the end of the reporting period past due						Article D. 441-6 I. - 2° of the French Commercial Code: Invoices issued and not settled at the end of the reporting period that are past due					
	0 day (indicative)	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)	0 day (in-dicative)	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)
(A) Date range of late payment												
Number of invoices concerned	135	56	164	4	139	363	-	43	50	2	573	668
Amount of invoices concerned incl. VAT	102,107	795,138	318,890	6,611	331,329	1,451,968	-	729,702	1,081,942	28,800	7,632,370	9,472,814
Percentage of the total purchases of the period incl. VAT	0.21%	1.66%	0.67%	0.01%	0.69%	3.03%						
Percentage of revenue of the period incl. VAT							-	1.31%	1.94%	0.05%	13.67%	16.97%
(B) Invoices excluded from (A) relating to disputed or unrecognised payables and receivables							**(B) Invoices excluded from (A) relating to disputed or unrecognised payables and receivables**					
Number of invoices excluded												
Total amount of invoices excluded with VAT included												
(C) Applicable payment period of reference (contractual or legal- Article L. 441-6 or Article L. 443-1 of the French Commercial Code)							**(C) Applicable payment period of reference (contractual or legal- Article L. 441-6 or Article L. 443-1 of the French Commercial Code)**					
Payment periods applied for the calculation of late payment charges	" - Contractual payment periods: 60 days net '- Legal payment period: 60 days net"						"- Contractual payment periods: 45 days '- Legal payment period: 30 days"					

2.22 List of existing branch offices

None.

2.23 Amount of intercompany loans granted within the framework of Article L. 511-6 3 bis of the French Monetary and Finance Code

In compliance with the provisions of articles L. 511-6, 3 of the French monetary and financial code, we hereby inform you that no loan for less than three years was granted to companies with which GL events maintains economic ties.

INAUGURATION OF THE LOU SWIMMING POOL - LYON MATMUT STADIUM, FRANCE

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Consolidated financial statements

Balance sheet – assets

(€ thousands)	Notes	31/12/2024	31/12/2023
Goodwill	5.1	833,712	826,799
Other intangible assets	5.1	41,367	45,384
IFRS 16 concessions and leases	5.2	493,403	478,476
Land and buildings	5.3	344,068	342,762
Other tangible fixed assets	5.3	61,316	62,948
Rental equipment assets	5.3	168,765	150,827
Financial assets	5.4	59,492	68,157
Equity-accounted investments	5.5	2,668	2,312
Deferred tax assets	5.9	33,937	41,143
NON-CURRENT ASSETS		**2,038,727**	**2,018,808**
Inventories & work in progress	5.6	52,848	61,190
Trade receivables	5.7	215,283	216,677
Other receivables	5.8	282,143	207,283
Cash and cash equivalents	5.10	533,028	540,099
CURRENT ASSETS		**1,083,300**	**1,025,249**
TOTAL		**3,122,027**	**3,044,057**

Balance sheet – equity and liabilities

(€ thousands)	Notes	31/12/2024	31/12/2023
Share capital	5.11	119,931	119,931
Reserves and additional paid in capital	5.11	497,699	456,596
Translation adjustments	5.11	(230,790)	(196,957)
Net profit		73,439	59,949
Shareholders' equity attributable to the Group		**460,279**	**439,519**
Non-controlling interests		146,841	142,943
TOTAL SHAREHOLDERS' EQUITY		**607,120**	**582,463**
Provisions for retirement severance payments	5.12	13,391	12,989
Deferred tax liabilities	5.9	11,297	12,803
Financial debt	5.14	802,193	843,921
Non-current IFRS 16 debt on concessions and leases	5.14	481,381	463,093
NON-CURRENT LIABILITIES		**1,308,262**	**1,332,806**
Current provisions for contingencies and expenses	5.13	19,817	19,365
Current financial debt	5.14	244,253	189,648
Current IFRS 16 debt on concessions and leases	5.14	43,329	42,103
Current bank facilities and overdrafts	5.14	3,135	7,029
Advances and instalments		55,645	39,927
Trade payables		336,759	344,122
Tax and employee-related liabilities		190,219	162,003
Other liabilities	5.15	313,490	324,593
CURRENT LIABILITIES		**1,206,646**	**1,128,788**
TOTAL		**3,122,027**	**3,044,057**

Income statement

(€ thousands)	Notes	31/12/2024	31/12/2023
Revenue	4	**1,633,914**	**1,419,258**
Purchases consumed	6.1	(84,337)	(94,254)
External charges	6.1	(879,900)	(716,073)
Taxes and similar payments (other than on income)		(21,506)	(20,765)
Personnel expenses and employee profit sharing	6.5	(367,533)	(333,146)
Allowances for depreciation, amortisation, provisions	6.2	(127,543)	(112,299)
Other current operating income	6.3	14,722	6,530
Other current operating expenses	6.3	(2,748)	(2,890)
Operating expenses		**(1,468,845)**	**(1,272,898)**
CURRENT OPERATING INCOME	4	**165,069**	**146,359**
Other operating income and expenses	6.4	(3,916)	(4,881)
OPERATING PROFIT		**161,153**	**141,478**
Net interest expense	6.6	(50,048)	(39,903)
Other financial income and expenses	6.6	291	(5,315)
NET FINANCIAL EXPENSE	6.6	**(49,757)**	**(45,218)**
EARNINGS BEFORE TAX		**111,396**	**96,260**
Income tax	6.7	(28,865)	(24,790)
NET PROFIT /(LOSS) OF CONSOLIDATED COMPANIES		**82,532**	**71,470**
Share of income from equity affiliates	5.5	312	374
NET PROFIT / (LOSS)		**82,844**	**71,844**
Attributable to non-controlling interests		9,405	11,895
NET PROFIT / (LOSS) ATTRIBUTABLE TO GROUP SHAREHOLDERS		**73,439**	**59,949**
Average number of shares		29,323,294	29,252,417
Net earnings per share (in euros)		**2.50**	**2.05**
Diluted average number of shares		29,982,787	29,799,597
Net earnings per share (in euros)		**2.45**	**2.01**

Statement of comprehensive income

(€ thousands)	31/12/2024	31/12/2023
NET PROFIT / (LOSS)	**82,844**	**71,844**
Hedging instruments	(2,036)	(2,211)
Other comprehensive income that may be recycled subsequently to profit and loss	**(2,036)**	**(2,211)**
Actuarial gains and losses	(39)	484
Gains and losses from the translation of financial statements of foreign operations	(29,801)	(19,281)
Other comprehensive income that may not be recycled subsequently to profit and loss	**(29,840)**	**(18,797)**
TOTAL COMPREHENSIVE INCOME	**50,967**	**50,836**
Total comprehensive income attributable to non-controlling interests	13,432	7,784
Comprehensive income attributable to equity holders of the parent	37,535	43,052

Cash flow statement

(€ thousands)	31/12/2024	31/12/2023
Cash and cash equivalents at the beginning of the year	**533,070**	**619,848**
CASH FLOWS FROM OPERATING ACTIVITIES		
Net profit	**73,439**	**59,949**
Amortisation, depreciation and provisions	69,860	58,788
Other non-cash income and expenses	7,042	5,519
Gains and losses on disposals of fixed assets	(9,653)	1,019
Non-controlling interests in consolidated subsidiaries' net income	9,405	11,895
Share of income from equity affiliates	(312)	(374)
Cash flow	**149,780**	**136,796**
Cost of net financial debt	50,048	39,903
Tax expense (including deferred taxes)	28,865	24,790
Cash flow before net interest expense and tax	**228,693**	**201,488**
Income tax payments	(12,170)	(19,975)
Change in working capital requirements	(17,057)	88,092
Net cash provided by (used in) operating activities (A)	**199,465**	**269,606**
CASH FLOWS FROM INVESTING ACTIVITIES		
Acquisition of intangible fixed assets	(5,165)	(6,075)
Acquisition of tangible assets and capitalised rental equipment	(130,422)	(104,961)
Disposals of tangible and intangible assets	21,454	1,805
Investment grants received	19	221
Acquisitions of financial assets	(5,021)	(4,177)
Disposal of investments and other non-current assets	809	356
Net cash flows from the acquisition and disposal of subsidiaries	(8,377)	(63,776)
Net cash provided by (used in) investing activities (B)	**(126,703)**	**(176,609)**
NET CASH FROM FINANCING ACTIVITIES		
Dividends paid to shareholders of the parent	(20,555)	(10,494)
Dividends paid to non-controlling shareholders of consolidated companies	(7,337)	(9,359)
Other changes in equity	(1,006)	(3,126)
Change in borrowings	9,323	(112,080)
Cost of net financial debt	(50,048)	(39,903)
Net cash provided by (used in) financing activities (C)	**(69,624)**	**(174,961)**
Effect of exchange rate fluctuations on cash (D)	**(6,315)**	**(4,814)**
Net change in cash & cash equivalents (A + B + C + D)	**(3,177)**	**(86,778)**
Cash and cash equivalents at year-end	**529,893**	**533,070**

Statement of changes in shareholders' equity

(€ thousands)	Group share						Non-controlling interests	Total
	Number of shares (thousands)	Share capital	Additional paid-in capital	Reserves	Compre-hensive income	Total Group		
Equity at 31/12/2022	**29,983**	**119,931**	**273,447**	**(56,547)**	**75,813**	**412,644**	**190,050**	**602,694**
Capital increase						0		0
Comprehensive income appropriation for N-1				75,813	(75,813)	0		0
Distribution of dividends				(10,494)		(10,494)	(9,362)	(19,856)
Cancellation of treasury shares				(2,392)		(2,392)		(2,392)
Stock option expenses				1,586		1,586		1,586
Change in ownership interests in subsidiaries				(6,772)		(6,772)	(46,022)	(52,793)
Other changes				1,894		1,894	492	2,386
Comprehensive income					**43,052**	**43,052**	**7,784**	**50,836**
Equity at 31/12/2023	**29,983**	**119,931**	**273,447**	**3,089**	**43,052**	**439,519**	**142,943**	**582,463**
Capital increase						0		0
Comprehensive income appropriation for N-1				43,052	(43,052)	0		0
Distribution of dividends				(20,555)		(20,555)	(12,001)	(32,557)
Cancellation of treasury shares				(1,072)		(1,072)		(1,072)
Stock option expenses				2,420		2,420		2,420
Change in ownership interests in subsidiaries				(338)		(338)	2,007	1,670
Other changes				2,769		2,769	460	3,229
Comprehensive income					**37,535**	**37,535**	**13,432**	**50,967**
Equity at 31/12/2024	**29,983**	**119,931**	**273,447**	**29,365**	**37,535**	**460,279**	**146,841**	**607,120**

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Notes to the consolidated financial statements at 31 December 2024

The information given below is expressed in thousands of euros, unless stated otherwise.
These notes are an integral part of the consolidated financial statements for the year ended 31 December 2024. On 5 March 2025 the Board of Directors of GL events approved these financial statements and authorised their publication.
GL events (59 Quai Rambaud – 69002 Lyon) is a joint stock company (*Société Anonyme*) governed by French law and incorporated in France under number 351 571 757 (RCS Lyon). As such it is subject to all laws and regulations governing commercial companies in France and in particular the provisions of the French Commercial Code (*Code de commerce*).

Note 1 Significant events

Another record performance for the Group

GL events' positive momentum remained on track throughout 2024 by exceeding all expectations with a new record of €1.635 billion in annual revenue (1.634 billion in full IFRS) and strong growth of 15%. By leveraging the combined strengths of our Live, Venues and Exhibitions divisions, its strong local roots and our international reach, the Group successfully met the year's major challenges while at the same time preparing for the future. This growth and business was also accompanied by an improvement in operating profit (€165 million, +13% for current operating income) and net profit (€73 million, +23% for net profit attributable to equity holders of the parent).

Highlights of 2024 included the Paris Olympic and Paralympic Games, the inauguration of the new Anhembi de São Paulo event space and the launch of ambitious projects for the Group such as Marseille's Chanot Exhibition and Convention Center and other large-scale sports arenas. These projects are a further testimony to the commitment and passion of our teams.

2024 Paris Olympic and Paralympic Games

The Paris Olympic and Paralympic Games provided an exceptional showcase for GL events' expertise, demonstrating our ability to manage events of such magnitude while pushing the boundaries of responsible and sustainable practices. As an Official Partner, we successfully tackled the most complex challenges, while contributing to the legacy of the Games and enhancing France's global visibility long after the competitions.
GL events deployed its teams across more than 60 sites simultaneously, ensuring smooth and efficient management of the infrastructure required for the Games.
By providing 70% of the temporary installations, including 160,000 seats in grandstands designed, manufactured, and installed to the highest international standards, we showcased our logistical and technical expertise. This expertise was not only the result of our internal teams but also of our ability to convey these high standards to our network of subcontractors, ensuring consistent quality and precision across all sites.
The Château de Versailles was one of the Games' flagship projects. GL events was entrusted with providing all overlay services required to host 19 equestrian events. This included the installation of three grandstands capable of seating 16,300 spectators in a historic and iconic setting, while meticulously respecting the heritage requirements of the site.
In addition to the infrastructure, GL events also provided numerous hospitality services during the Games, ensuring a unique experience for guests, partners, and the public. This aspect highlighted our expertise in delivering tailored event management, while adhering to sustainability and efficiency requirements.
To meet the electrical needs of the sites, we collaborated with Loxam, ensuring the design, assembly, disassembly, maintenance, and operation of temporary electrical installations across more than 55 sites, including strategic areas such as the Broadcast Center. We provided clean and reliable energy, in line with the Games' ecological objectives.

Anhembi event space

In the first quarter of 2021, GL events was selected by the city of Sao Paulo, the 4th largest city in the world and the economic capital of Latin America, to manage the Anhembi events site in Sao Paulo. As part of this 30-year contract, a vast modernisation and expansion project has been launched, with the aim of restoring the historic Anhembi site to its position as a major event venue in Latin America.

After 2 years of work and an investment of over €100 million, in the second quarter of 2024, the Group began operating a 75,000 sqm exhibition center, a 25,000 sqm convention center and a sambodrome. At the same time, an Arena project was entrusted to an external investor, tasked with building a 26,000 sqm facility with a capacity of 16,000 people. The Group has demonstrated its expertise in carrying out strategic growth projects, equipping cities with quality assets capable of supporting local development and generating positive social and economic benefits.

Photovoltaic shading panels - Eurexpo

As part of the Group's commitment to reducing its carbon footprint, a project has been launched to install photovoltaic shading panels for the parking lots at the Lyon exhibition center (Eurexpo). An investment of around €16 million was made for fiscal 2024 for the installation of 21,432 solar panels that will generate 16 GW of electricity annually which will be reinjected into the power grid. In addition, a greening programme was launched with a target of planting 8,000 trees and shrubs on the Eurexpo site.

Stade de France

In 2024, GL events submitted a bid to become the operator of the Stade de France as part of the call for tenders launched for the 30-year concession of this infrastructure.

In December 2024, GL events entered into exclusive negotiations with the Ministry of the Economy in order to finalise the terms and conditions that could ultimately result in GL events selection for this contract. To date, discussions are still ongoing.

Disposal of Agence CCC

In November 2024, C.C.C. (medical education and congress organisation) was sold to the Vidal Group. This company generated sales of around €6 million and was deconsolidated in November 2024.

The Marseille Chanot Exhibition and Convention Center

On Thursday, 12 December, the Marseille City Council approved GL events Group's selection as the public service concession holder (*délégataire de service public*) to manage the City of Marseille's exhibition and convention center. As of 1 January 2025, GL events became the new manager and operator of this facility for the next three years. This contract was awarded following a call for tenders by the consortium formed with CCIAMP Infrastructures, to contribute to Marseille's development as a business tourism destination. Based on the figures of the last few financial years, the Chanot Exhibition and Convention Center generates annual revenue of approximately €16 million and employs around forty people.

Entry of Trévise Participations as a shareholder of GL events and changes in Polygone's ownership structure

In February 2024, Trévise Participations acquired an 8% shareholding in GL events from Sofina. At the same time, Trévise Participations also became a 20% shareholder in Polygone, GL events' controlling holding company. In connection with these transactions, Trévise Participations, Le Grand Rey SAS and Olivier GINON entered into a shareholders' agreement dated February 2, 2024, which does not constitute an action in concert. The agreement, which has a term of 15 years from 2 February 2024, is intended to limit the shareholding of Trévise Participations in order to protect each of the parties to the agreement with respect to their investment in Polygone and GL events. The agreement provides for: (i) The appointment by Trévise Participations of two directors to the boards of GL events and Polygone, and (ii) an undertaking by Trévise Participations to retain for a period of three years from 2 February 2024 the Polygone and GL events shares that it holds or may hold in the future (iii) 2 seats on the strategy committee for Trévise Participations.

In March 2024, the regional private equity funds (*Structures de Capital Investissement Régional* or SCIRs) of the Caisse Régionale du Crédit Agricole Center Est and the Crédit Agricole group, advised by Carvest and IDIA CI, increased their shareholding in Polygone, replacing Ovalto, which previously held 7.02% of Polygone's shares and voting rights. In July 2024, Olivier GINON, through his holding company 'Le Grand Rey', purchased the shares in Polygone's capital held by Aquarsourça, representing 10% of Polygone's shares and voting rights.
At 31 December 2024, Polygone's shareholder structure was as follows: (i) Olivier GINON, Le Grand Rey and La Ferme d'Anna, 61.57%, (ii) Trévise Participations, 20%, (iii) Crédit Agricole SCIRs, 13.1%, and (iv) Matmut, 5.33%.

Changes in governance

On the proposal of its Chairman, the Board of Directors appointed Nicolas DE TAVERNOST as its Vice-Chairman and approved the creation of a Strategy Committee. This committee is chaired by Nicolas DE TAVERNOST and has 4 members: Anne Sophie GINON (Vice-Chair), Daniel HAVIS, Lionel YVANT, Grégory GUISSARD. This Strategy Committee is tasked with analysing and making propositions to the Board regarding the Group's future direction and strategic priorities. For this mission, it draws upon the company's internal expertise.

In addition, the 2024 Combined General Meeting of GL events approved the appointment as directors of Caroline GINON and Grégory GUISSARD (Trévise Participations) and the ratification of Lionel YVANT (Trévise Participations).

Entry into exclusive negotiations for the acquisition of ADD Group in Saudi Arabia

In December 2024, GL events signed a non-binding memorandum of understanding with ADD Group, a Riyadh, Saudi Arabia-based group specialising in integrated event organisation services. It has been operating a diversified customer portfolio for more than 10 years, and reported annual sales in 2023 of more than €90 million.

With over 400 employees, ADD Group intervenes as a local provider of services for the events market. The company is involved in all aspects of event design and production: event and communications agency, stand design, signage, audiovisual, logistics... ADD Group also owns and organises the Innovation Zero World Congress in the UK.

This acquisition would represent a new stage in GL events' development in the Middle East by contributing to:

- An acceleration in market penetration supported by ADD's established position and credibility in the local event industry,
- A broader range of services, with ADD complementing GL events' activities (temporary structures, energy distribution, trade show organisation, etc.) across the

entire value chain: Overlay services, furniture, audiovisual, signage,
— Creation of a leading player capable of effectively helping local authorities implement their event development plans.

Completion of this acquisition, expected by the end of June 2025 at the latest, is subject to the satisfactory conclusion of financial, legal and commercial due diligence and the signature of share transfer agreements.

ESG policy

GL events is continuing to roll out its ESG policy and confirms its ambitions for reducing its carbon footprint, limiting the use of disposable products, optimising circular economy practices and promoting diversity and local development. This performance was rewarded by a seven-point increase in its score by Ethifinance, the extra-financial rating agency, to 74/100. The ESG policy will be strengthened by the gradual implementation of the European CSRD Directive and the European Sustainability Reporting Standards with the publication of the 2024 Universal Registration Document.
In terms of carbon footprint reduction, the Group is consolidating its carbon assessment across the 3 scopes for FY 2024, while noting that between 2022 and 2023, this metric decreased by 6% on a like-for-like basis. The Group is also gradually adopting a strategy for reducing emissions for individual business lines while identifying the main physical risks associated with climate change.
Finally, the Group is strengthening its Diversity and Inclusion policy by focusing on a number of key areas. These include support for employees and their managers, communication and awareness-raising initiatives, training and the development of responsible purchasing. On that basis, in 2024 the Group promoted numerous initiatives through webinars, participation in Duo days, awareness-raising workshops during the Quality of Life and Working Conditions Week and the European Week for Employment of People with Disabilities (SEEPH). These measures contributed to a 14% increase in the use of SSE (Social and Solidarity Economy) service suppliers between 2023 and 2024.

Note 2
Significant accounting policies and basis of consolidation

2.1 Basis of presentation and statement of compliance

The consolidated financial statements for the year ended 31 December 2024 have been prepared on the basis of international accounting standards and interpretations (IAS/IFRS) adopted by the European Union and effective as from 31 December 2024. These standards and interpretations are consistently applied over the periods presented. The Group has adopted the following, standards, amendments and interpretations which entered into force on 1 January 2024. Their application date coincides with that of the IASB:

— Amendment to IAS 1 - classification of liabilities
— Amendment to IAS 7 & IFRS 7 - Disclosure of supplier finance arrangements
— Amendments to IFRS 16 – lease liability in a sale and leaseback
— Amendment to IFRS 9 - Disclosures about the classification of financial assets

These texts have no impact on the Group's consolidated financial statements. The Group has not opted for the early adoption of standards and interpretations in issue not yet mandatory for periods beginning on or after 1 January 2024.

Global minimum tax (GMT)
On 1 January 2024, the global minimum tax (GMT) on multinationals came into force in the European Union. It taxes company profits at a minimum rate of 15%, payable by the holding company, provided that the Group to which the subsidiaries belong has annual revenues of at least €750 million.
In the context of the half-year closing this impact has been assessed on the basis of laws in issue in the countries where the Group operates.

IAS 29 – Financial Reporting in Hyperinflationary Economies
Since April 2022, Turkey has been considered as a hyperinflationary economy based on IAS 29 criteria. Under this standard, the income statements of Turkish companies for FY 2024 were translated at the closing rate vs. the average rate, and non-cash assets and liabilities were remeasured according to the consumer price index, The impact on consolidated reserves amounted to +€7.0 million.

IFRS 16 – Leases
IFRS 16 has been applied by the Group as from 1 January 2019. The standard consists of restating as depreciable (right-of-use) assets and financial liabilities, all leases with a term of more than 12 months and for which the original asset has a value of more than €5,000). Its application, for GL events Group, concerns mainly real estate leases and public service delegations (*délégations de service public*) and concessions for Venues.

This standard concerns only fixed lease payments and the variable portion of these payments and related services are not included in the restated amount.
The terms adopted for the lease/concession agreements in progress were as follows:

— Concession agreements: remaining term of the agreements,
— Commercial leases with a fixed term: the remaining term until the end of the firm period, with a minimum of 5 years,
— For contracts with residual terms of less than 5 years with an extension option by the lessee, an extension period is restated for IFRS 16.

In accordance with the standard, the discount rates adopted for the measurement of assets are those that the Group companies, in line with its objectives and taking into account the standard financing rates (from 2% to 10%).

For the record, this standard had no impact on the calculation of the financial covenants. Loan agreements provide that the financial ratios must be calculated excluding IFRS 16-related debt.

In accordance with the IFRS 16 amendment issued in May 2020, lease payment exemptions and rebates granted did not result in a modification of the leases restated for the standard (whether for the term or the amount of the restated lease payment).

2.2 Basis of measurement

Financial statements are prepared on the basis of the historical cost principle except for short-term investment securities and financial instruments that are measured at fair value. Financial liabilities are recognised on the basis of the amortised cost method. Carrying values of hedged instruments and their underlying assets and liabilities are recognised at fair value.

2.3 Estimates and assumptions

In preparing financial statements, use is made of estimates and assumptions that affect the amounts of assets and liabilities recorded in the consolidated balance sheet, expenses and income items of the income statement and commitments concerning the period under review. Actual subsequent results may in consequence differ. These estimates and assumptions are regularly updated and analysed on the basis of historical and forecast data.
These assumptions concern primarily the measurement of the recoverable value of assets (notes 2.5.1 2.5.5), the recognition of deferred taxes from losses as assets (note 2.5.12), the measurement of retirement severance benefits (note 2.5.16) and provisions for contingencies and expenses (note 2.5.15).
Such hypotheses, estimates or other forms of judgement undertaken on the basis of the information available, or situations prevailing on the date the accounts are established, may subsequently prove different from actual events.

2.4 Basis of consolidation

2.4.1 Consolidation principles

Subsidiaries

Subsidiaries are entities over which the Group exercises exclusive control. Such entities are fully consolidated. The Group exercises control over an entity when the following conditions are met:

— the Group holds power over the entity (ability to direct the relevant activities, i.e. those activities that significantly affect the investee's returns), through voting rights or other rights,
— the Group has exposure or rights to variable returns from its involvement with the entity,
— the Group has the ability to use its power over the entity to affect the amount of the Group's returns.

Existence of power
The scope of voting rights taken into account to determine the nature of control exercised by the Group over the entity and the applicable consolidation methods factors in the existence and the effect of potential voting rights when such rights are exercisable on the date when control is being assessed or later when decisions concerning directing the relevant activities must be taken. Potential voting rights are instruments such as call options on ordinary shares outstanding on the market.

When voting rights are not applicable for determining the existence or absence of the Group's control of an entity, the determination of control must take into account all facts and circumstances, including the existence of one or more contractual arrangements.
Power over an investee exists only if the investor has substantive rights that give it the current ability to direct relevant activities without barriers or restrictions. Certain rights are destined to protect the interests of the party holding those rights (protective rights) without giving up the power over the entity to which those rights relate. Where several investors each possess actual rights giving them the ability to unilaterally direct the different relevant activities, it is the investor possessing the actual ability to direct the activities most affecting the returns of the entities, that holds the power.

Exposure to variable returns
Control exists only if the Group is significantly exposed to the variability of returns generated by its investment or its involvement in the entity. These variable returns which involve all kinds of exposures (dividends, assistance, fees, the provision of services, etc.) can be only positive, only negative or both positive and negative.

Link between power and returns
Power over the relevant activities does not give control to the Group if this power does not allow it to affect its returns from its involvements with the entity.

Joint arrangements

Through a joint arrangement (either a joint operation or a joint venture) the Group exercises a joint control over an entity if decisions about the direction of its relevant activities require the unanimous consent of the parties that collectively control the entity. Assessing a joint control requires an analysis of rights and obligations of all the parties. In the case of a joint business operation or common legal structure (joint operation), the parties to the arrangement exercising joint control have rights to the assets and obligations for the liabilities. The Group then distinctively recognises in its consolidated financial statements its share in the assets and in the liabilities and its share in the related revenue and expense. In the case of a joint venture, the parties have rights to the net assets of the entity. This joint venture is accounted for using the equity method.

Associates

Associates are entities in which the Group exercises significant influence. These companies are accounted for by the equity method in the Group's consolidated financial statements. Significant influence is the power to participate in the financial and operating policies of an entity without exercising control. In particular, significant influence can result from being represented on the Board of Directors or Supervisory Board, from the involvement in strategic decisions, from the existence of significant inter-company transactions, from the exchange of management staff, or from the company's technical dependency.

The Group is assumed to exercise significant influence over the financial and operating policies of an entity when it directly or indirectly holds at least 20% of the voting rights in this entity. Under the equity method, on initial recognition the investment in an associate is recognised at cost and after the date of acquisition the carrying amount is increased or decreased to recognise the changes of the investor's share in the net asset value of the investee. Net profit or loss of the investor includes its share of the net profit or loss of the investee. Other comprehensive income of the investor includes its share of other comprehensive income of the investee.

The list of companies consolidated by the Group is presented in note 3.

2.4.2 Translation of financial statements of foreign subsidiaries

The financial statements of foreign subsidiaries have been translated using the following methods:
— Share capital and reserves are translated at historical rates,
— The balance sheet (not including share capital and reserves) is translated at year-end rates,
— The income statement is converted at average rates.

Translation differences resulting from the application of historic rates and average rates compared to year-end rates are allocated to the consolidated reserves (before non-controlling interests).
Foreign exchange gains and losses arising from the translation or elimination of inter-company transactions or receivables and payables denominated in currencies other than the entity's functional currency are recorded in the income statement unless they relate to long-term inter-company financing transactions which can be considered as transactions relating to equity. In the latter case, these amounts are recorded in equity under "Translation adjustments".

2.4.3 Elimination of intercompany transactions and balances

All reciprocal balance sheet accounts between Group companies and all other transactions between Group companies (purchases and sales, dividends, etc.) as well as accrued expenses on equity interests and loans to associates are eliminated.

2.4.4 Transactions with non-controlling interests

Disposals of interests that do not result in a loss of control are accounted for as equity transactions (i.e. as transactions with other Shareholders acting in that capacity). The carrying value of Group controlling interests and non-controlling interests must be adjusted in consequence. Any disposal resulting in a loss of exclusive control, joint control, significant influence or dilution will result in a disposal gain or loss.

Within the framework of the acquisition of interests that do not result in a change in control, the impacts are recognised through equity, without generating additional goodwill.
When an acquisition of additional securities previously classified as held for sale results in a first-time consolidation, regardless of the method (full consolidation or equity method), the securities previously held are remeasured with an accounting entry recorded in the income statement.

2.5 Accounting policies

2.5.1 Business combinations and goodwill

The Group recognises acquisition-date fair value of identifiable contingent assets and liabilities of the acquiree.
The acquisition price is the consideration paid in the context of an acquisition, or an estimate of this price in the case of a non-cash transaction, excluding acquisition-related costs for a company or group of companies which are expensed in the period.
When the agreement provides for contingent consideration (earnout), the Group includes the cost of the combination on the acquisition date if its payment is probable and can be reliably measured.

Goodwill is calculated as the excess of the cost of shares over the Group's equity in the fair value of the net assets at the acquisition date.

Goodwill from the acquisition of a subsidiary is recognised under the line item for "Goodwill". Goodwill from the acquisition of an associate is recognised under "Equity-accounted investments". Negative goodwill is recognised directly in the income statement.

The Group has a period of 12 months from the acquisition date to finalise the recognition of the business combination in question. Any modification in the purchase price occurring outside its allocation period, shall be recognised by an accounting entry under income without an adjustment to acquisition cost or goodwill.
In accordance with IAS 36, at each closing date and when there is evidence of impairment, goodwill impairment tests are conducted at the level of cash generating units as described below in note 2.5.5.

2.5.2 Other intangible assets

Research and development expenditures as well as pre-opening and start-up costs not meeting the criteria of intangible assets under IAS 38 and, as such qualifying for capitalisation, are expensed.

Intangible fixed assets are amortised over their useful life spans as follows: The depreciation periods are as follows:

	Depreciation periods
Concessions	10 to 50 years
Software	3 years

2.5.3 Property, plant and equipment

In accordance with IAS 16 – Property, plant and equipment tangible assets are recognised at historical cost less accumulated depreciation and impairment.
Tangible assets are depreciated on a straight-line basis, according to a component approach on the basis of normal useful lives that are as follows:

	Depreciation periods
Office buildings	10 to 50 years
Industrial buildings	10 to 50 years
Fixtures and fittings	10 years
Industrial equipment and tools	2 to 7 years
Transport equipment	3 to 5 years
Office furniture and equipment	2 to 10 years

2.5.4 Rental equipment (assets and inventory)

Capitalised rental equipment is recorded at the purchase price less accumulated depreciation expenses and impairment in accordance with IAS 16 – *Property, plant and equipment*.

To record impairment from wear and tear caused by the successive rental of this capitalised equipment, the specific depreciation periods, based on their useful lives, are as follows :

	Depreciation periods
Flooring	7 to 10 years
Furniture	4 years
Structures and big tops	5 to 15 years
Grandstands and bleachers	5 to 10 years
Other rental equipment	2 à 7 years

In accordance with the recommendations and observations of the French accounting standards authority (*Autorité des Normes Comptables* or ANC), and in the context of the unprecedented crisis of fiscal 2020, the Group adjusted the depreciation schedule for its rental equipment, switching from a straight-line method to a method reflecting the actual pattern according to which the economic benefits of said assets are consumed. In this way, an analysis of fiscal 2020 of the non-rotation of these assets indicated an average rate of inactivity of 81% of the rental assets over the year, which at the accounting level resulted in a modification in the depreciation schedule for these assets.

2.5.5 Impairment of assets

Impairment rule

The recoverable amount of an asset is defined as the higher of its fair value less costs to sell and its value in use.
The recoverable value of tangible and intangible assets is tested for impairment when events or changes in the market, environment or internal factors indicate a risk of an other-than-temporary impairment . Indefinite life assets (a category limited to goodwill) are tested for impairment at least once a year at the end of the reporting period.
An impairment is recognised when the recoverable value of the asset or group of assets tested is lower than its carrying value.
The impairment is recognised in "Other operating income and expenses".
Goodwill impairment charges are irreversible. Impairment charges relating to other tangible and intangible assets are reversible in the event of favourable changes in the asset's recoverable value.

Definition of Cash Generating Units (CGU)

The CGUs consist of operating companies. For the purpose of impairment tests, goodwill is allocated at the level of groups of CGUs defined as homogeneous groups of assets generating cash inflows and outflows from continuing use largely distinct from cash inflows from other CGUs.

These CGUs are classified on this basis according to the Group's three business divisions:
Live, Exhibitions, Venues This approach is consistent with the Group's internal organisation, strategic priorities and monitoring of performance.

Method for determining recoverable value

The recoverable value of CGU groups (goodwill, tangible and intangible assets, WCR) defined above represents the sum of value in use of CGUs forming the CGU group, determined from future operating cash flows of operating companies. These operating cash flows are based on medium-term five-year plans, and taking into account the terminal value based on normative cash flows generated by the assets in question projected to infinity.
In order to maintain the assets in normal conditions of use, maintenance and renovation expenditures are included in the operating cash flows.
The discount rate used is determined according to the weighted average cost of capital (WACC) method, representing a rate (distinct for each CGU) applied to future cash flows after taxes. This rate represents the rate of return to be expected by an investor, including the risk premium, specific to the business in question.
For CGUs operated within the context of concession or lease agreements (the Group's venue management business), the Group manages these contracts from a going concern perspective (both in terms of site management and maintenance).
/investments for the purpose of maintaining or increasing its activity).

For that reason, the Group measures recoverable value for the groups of CGUs from the perspective of the concession's continuing operation, in light of the extensions already granted in the past. The day-to-day management and investment policy for that reason are focused on maintaining or increasing the attractiveness of the venues in question.

2.5.6 Leases

Real estate acquired through a capital lease is recorded as a fixed asset at the value on the date of entry into the scope. Other tangible assets acquired through finance leases with an initial value of more than €75 thousand euros are recorded either as fixed assets or as rental equipment for the value of the assets on the date the contract is concluded. These assets are amortised or depreciated according to the methods described above. The value of the capital component of the debt remaining due is recorded under borrowings. The lease charges recorded for the financial year are then restated.

2.5.7 Service concession agreements

The IFRIC has published its interpretation on the treatment of service concession arrangements (IFRIC 12) whose application is mandatory effective 1 January 2010.

Notwithstanding the legal context governing relations between local administrations and GL events, long-term public-to-private service arrangements (*contrats de délégations*) and concessions concluded by GL events do not fall under the scope of IFRIC 12, as the conditions relating to the definition of the services provided, the setting of prices and the exercise of control over infrastructures at the end of the term are not met for the following reasons:

— In respect to services, the delegating authorities provide GL events Group full leeway to guarantee equal access to the infrastructure without discrimination and for the largest possible use of the installations covered under the arrangement,
— In respect to prices, the grantors approve the rates proposed by the grantee determined in relation to the market on an arm's length basis,
— In respect to control, the installations remain under the control of the delegating authority entrusting their management to the Group, with no right to the infrastructure being transferred in consequence to the delegatee. However, all maintenance work and upgrades carried out during the management concession period systematically revert to the grantor at the end of the agreement's term, with or without consideration according to the specific terms of each agreement.

2.5.8 Financial assets

Application of IFRS 9 "Financial instruments"
On 1 January 2018 IFRS 9 replaced IAS 39 "Financial instruments"
This standard defines the rules for the classification and recognition of financial instruments, the impairment of financial assets (in particular, for the measurement of trade receivables, the adoption of an expected credit loss model in replacement of the incurred loss model) as well as rules governing hedge accounting. This standard was applied to the Group on a modified retrospective basis.

Classification and measurement of financial instruments
Retrospective application involves the requirement by the Group to distinguish in the "available-for-sale securities" category between, financial assets remeasured at fair value through other comprehensive income and financial assets remeasured at fair value through profit or loss. On that basis, the Group defines with each acquisition of securities the selected allocation based on its strategy

Recognition
Financial instruments consist of securities of non-consolidated companies, shares of listed companies, loans and long-term financial receivables.

The financial assets are analysed and classified into the following four categories:

— Financial assets held for trading (securities purchased and held primarily for sale in the short-term),
— Held-to-maturity investments (securities giving rights to fixed or determinable payments and at a fixed maturity that the enterprise has the ability and intent to hold to maturity),
— Loans and receivables,
— And available-for-sale financial assets (all financial assets not included in one of the three preceding categories).

The classification depends on the reasons for acquiring the financial assets. The classification is determined at the time of initial recognition.

Securities held for trading are recognised at fair value and unrealised gains and losses on remeasurement are recognised in profit or loss.
Financial assets classified as held-to-maturity are measured at amortised cost according to the effective interest rate method.
Loans and receivables are measured at amortised cost according to the effective interest rate method. A provision for impairment may be recorded when there exists an objective indication of loss in value.
Available-for-sale securities are recognised at fair value (based on the stock market price when available). Unrealised gains and losses, corresponding to temporary changes in the value of these assets, are recognised under equity. When the securities are sold or written down, the unrealised losses and gains previously recorded under equity are then recognised under profit or loss.
Participating interests in non-consolidated companies are classified as available-for-sale securities. When they represent non-consolidated minority investments in listed companies (available-for-sale securities), they are measured at the fair value according to the closing price of year-end. Securities whose fair value cannot be reliably estimated are measured at historical cost.

Impairment
At the end of each period, the Group seeks to determine if there exists any objective indication of impairment of a financial asset or group of financial assets. For securities classified as available-for-sale, a significant (+20%) or prolonged (more than 6 months) decline in the fair value below the purchase price is considered to constitute an indication of impairment. When such an indication exists for available-for-sale financial assets, the accumulated loss (corresponding to the difference between the purchase price and the present fair value, less any impairment charges previously recorded in the income statement for this financial asset) is eliminated from equity and recognised under income.
When a loss in value is thus determined, an impairment loss is recorded in consequence. Impairment losses recognised in the income statement for available-for-sale assets may only be written back to income when the securities are sold.

2.5.9 Consumables, goods for resale and work-in-progress

These items are recorded on a distinct line under current assets. In addition, a provision for depreciation is recorded when the products are considered obsolete or fail to meet the Group's quality standards.
Work-in-progress and finished products are recognised at production cost that may include the cost of raw materials, direct labour and factory overheads. Financial expenses are not included in the calculation of production costs.
Inventory is comprised of items destined for installations and fixtures for temporary stands (aluminium structures) as well as flooring material (deck equipment).

2.5.10 Trade receivables and payables

Trade receivables and payables are recorded at face value. Balances denominated in foreign currencies and not hedged by forward instruments are translated at the year-end exchange rate. Accounts receivable are analysed on a case-by-case basis and a provision for doubtful debts is made to cover potential collection risks.

Under IFRS 9, expected credit losses must be recorded for trade receivables. For the standard, the Group applied the simplified approach to the standard and calculated losses based on the historic credit losses of the Group, applied to the balance of trade receivables not presenting manifest risks. This provision is remeasured each year through profit or loss.

2.5.11 Cash and cash equivalents

Cash equivalents consist of short-term highly liquid investments that are readily convertible to cash at known amounts and subject to insignificant risk of changes in value. These investments are recognised at fair value and unrealised or realised gains and losses recorded under net financial expense. Fair value is determined on the basis of the closing market price at year-end.

22.5.12 Taxes

The tax expense comprises current tax payable by consolidated companies and deferred tax resulting from temporary differences.
Current taxes are calculated according to tax rates applicable in each country.
Deferred tax is recognised in respect of temporary differences arising between the value of assets and liabilities for purposes of consolidation and the value resulting from the application of tax regulations.
Deferred tax is measured on the basis of the income tax rates enacted at the balance sheet date; the effect of changes in rates is recognised during the periods in which changes are enacted.
Future tax savings from tax losses carried forward are recorded as deferred tax assets when they can be applied to future taxable profits. In addition, the specific lengths for deferred taxation and the ceilings on the use of tax losses applying in each country are taken into account. The possibilities for using deferred tax assets** are determined according to available forecasts made by management. Deferred tax assets are not discounted.

2.5.13 Treasury shares

Shares held in treasury are deducted from shareholders' equity regardless of the reason for their purchase and retention and the corresponding result is eliminated in the consolidated income statement.

2.5.14 Investment grants

Investment grants are deducted from the assets in question, with the portion of the grant recorded under income as subtracted from the corresponding amortisation expense.

2.5.15 Provisions for contingencies and expenses

A provision is recorded when an obligation exists towards a third-party resulting in the probability of an outflow for the Group of economic resources able to be measured reliably. Provisions for contingencies and expenses maturing within less than one year are recorded under current liabilities. These provisions are reviewed by the Risk Committee whose operating procedures are described in page 243.

2.5.16 Provisions for retirement severance payments

Liabilities for retirement severance benefits are recognised in the consolidated financial statements under non-current provisions. These liabilities are calculated according to the projected unit credit method and take into account the related social charges.
This method takes into account factors that include projected trends for wage increases, employee turnover, mortality rates and a discount rate.

2.5.17 Share-based payments

IFRS 2 on share-based payment covers transactions with personnel or third parties that receive shares or right to shares as consideration. Within the Group, its application concerns awards of stock purchase options and restricted stock granted to employees. Under this standard, these plans are measured on the grant date and recognised under employee personnel expenses with a reverse entry under reserves, recorded on a straight-line basis over the period rights are vested by beneficiaries, in general between two and three years. For the measurement of these stock purchase option plans, the Group uses the Black and Scholes method generally applied by the market.

2.5.18 Financial liabilities

Financial liabilities consist primarily of current and non-current borrowings and debt with credit institutions. These liabilities are initially recorded at amortised cost based on the effective interest rate. Directly attributable transaction costs are taken into account when applicable.

2.5.19 Hedging derivatives

The Group uses derivative financial instruments (interest rate swaps) to hedge risks associated with interest rate fluctuations.

For each of these cash flow hedges the hedged financial liability is recognised in the balance sheet at amortised cost. Changes in the value of the instrument are recognised under equity. As the financial expenses and income for the hedged item impact the income statement for a given period, the financial expenses or income registered in equity for the derivative financial instruments for the same period is transferred to profit or loss.

When a financial instrument does not meet the criteria for hedge accounting, gains or losses in fair value are recognised in the income statement.

2.5.20 Purchase commitments given to non-controlling shareholders

In compliance with IAS 32, put options granted by GL events Group to minority Shareholders of fully consolidated subsidiaries are recorded as debt at fair value or the probable price for buying out the non-controlling interests. Commitments to buy out minority interests are accounted for through equity when the acquisition of these interests does not result in a change in control. Changes in liabilities with respect to commitments to buy out minority interests are recognised by an offsetting credit to equity.
This liability has not been revalued because it represents a non-significant amount.

2.5.21 Revenue recognition

In accordance with IFRS 15, revenue is recognised upon completion of our obligations of performance. With the exception of mega-event type contracts and long-term lease agreements, our services include a unique obligation of performance which corresponds to the completion of different non-distinct services within the framework of the contract and which are closely related to each other.

GL events Live

Revenue is recognised according to the following methods:
Revenues originating from the provision of overlay services for short-term events with a proven redundancy are recognised in full at the start of the event.

- Revenue originating from the sale of capitalised rental equipment is recognised when the assets are actually delivered to the lessee. The net carrying value of goods sold is classified under operating expenses.
- Revenue originating from leases with no defined term and long-term lease agreements are recognised on a monthly basis.
- Revenue originating from contracts for mega-events is recognised on the basis of achievement of the different obligations of performance.
- Generally, these contracts include several distinct and identifiable phases: design engineering (studies, design) installation of the hospitality areas, logistics, assembly / disassembly, services during the event, allowing revenue to be recognised upon the completion of each phase. The length of the achievement of these projects may vary between two and six months according to the size of event and the scope of services provided.
- If losses on completion are identified, a provision is recorded accordingly.

GL events Exhibitions

Revenues from trade shows, exhibitions and events organised by the Group are recognised in full as soon as they open to the public.

GL events Venues

Revenue is recognised on the first day the event is open to the public.

At the end of the period, there existed no significant liabilities incurred on an individual basis for the contracts performed in 2024.

2.5.22 Accounting treatment of the French tax on businesses (CVAE)

The levies included in this tax, namely contributions assessed on business property (*contribution foncière des entreprises* or CFE) and added value (*cotisation sur la valeur ajoutée des entreprises* or CVAE) are recognised under operating expenses according to the same accounting treatment as with the previous local business tax.

2.5.23 Basic earnings per share

Basic earnings per share is calculated based on the weighted average number of ordinary shares outstanding during the period, after deducting treasury shares. For the last two years, the number of shares was as follows:

Years	Average number of shares	Treasury shares	Weighted number of shares
2023	29,982,787	-730,370	29,252,417
2024	29,982,787	-659,493	29,323,294

2.5.24 Diluted earnings per share

Diluted earnings per share are calculated in reference to the weighted average number of ordinary shares before dilution, plus the weighted average number of shares that would result from the exercise of all existing stock options and all other dilutive instruments. For the last two years, the average number of diluted shares was as follows:

Years	Weighted number of shares	Restricted stock unit plan	Number of diluted shares
2023	29,252,417	547,180	29,799,597
2024	29,323,294	921,860	29,982,787*

**The number of diluted shares is limited to the number of existing shares.*

2.5.25 Consolidated cash flows

The consolidated cash flow statement has been presented in compliance with IAS 1 and includes notably the following rules:

- Gains and losses on disposal of fixed assets are net of tax;
- Depreciation of current assets are presented under changes in cash flows in connection with current assets,
- Net cash flows from the acquisition and disposal of subsidiaries correspond to the purchase price less the outstanding amount not yet paid and net available cash and cash equivalents (or increased by current borrowings) on the acquisition date. The same approach is applied for disposals,
- Net cash and cash equivalents at the beginning of the year and at year-end correspond to net cash (cash at bank and in hand, marketable securities) minus current borrowings (short-term bank loans and overdrafts, Dailly law receivables less bills of exchange discounted before maturity). These items do not include current account balances with non-consolidated companies.

Note 3
Consolidated companies

The following companies were consolidated for the first time or deconsolidated in 2024:

Companies	Business	Country		Date of consolidation or deconsolidation
Abidjan events	Venues	Ivory Coast	Creation	Fully consolidated on 1 January 2024
Aedita Latina	Exhibitions	Brazil	-	Deconsolidated on 1 October 2024
Agence CCC	Live	France	Disposal	Deconsolidated on 1 November 2024
AVS Congrès	Live	Mauritius	Disposal	Deconsolidated on 1 November 2024
GL events CCIB	Venues	Spain	-	Deconsolidated on 1 April 2024
Easyhome	Exhibitions	China	-	Deconsolidated on 31 December 2024
Editiel	Live	Mauritius	Disposal	Deconsolidated on 1 November 2024
GL events Live Chile	Live	Chile	-	Merger with GL Exhibition Chili on 31 December 2024
GL events Venues Holding Espana	Venues	Spain	-	Deconsolidated on 31 December 2024
Marseille Evenements	Venues	France	Creation	Fully consolidated on December 1, 2024
Mont Expo	Live	France	-	Merger with GL events Live on 31 December 2024
North Star Live	Live	China	Creation	Fully consolidated on December 1, 2024

Companies	Location of registration or incorporation	Company trade registration number	Controlling interest (%)		Ownership interest (%)		
			2024	2023	2024	2023	
Parent company: GL events	Lyon	351 571 757					
French subsidiaries							
Adecor	Chilly Mazarin	378 230 569	100.00	100.00	100.00	100.00	FC
Agence CCC (1)	Paris	433 592 813		100.00		100.00	FC
Alpha 1	Brignais	535 301 956	51.00	51.00	51.00	51.00	FC
Altitude Expo	Mitry Mory	379 621 220	100.00	100.00	100.00	100.00	FC
Auvergne Evénements	Cournon d'Auvergne	449 076 900	72.12	72.12	72.12	72.12	FC
Bleu Royal	Paris	750 800 625	100.00	100.00	100.00	100.00	FC
Brasserie du Lou	Lyon	510 029 648	74.78	75.62	74.78	75.62	FC
Brelet Centre Europe	Strasbourg	437 742 059	100.00	100.00	100.00	100.00	FC
Caen Evenements	Caen	844 876 367	100.00	100.00	100.00	100.00	FC
Créatifs	Live	389,120,049	100.00	100.00	100.00	100.00	FC
Décorama	Chilly Mazarin	612,036,996	100.00	100.00	100.00	100.00	FC
Euro Négoce	Live	382,693,745	100.00	100.00	100.00	100.00	FC
Expo Cinq	Venues	482 354 495	100.00	100.00	100.00	100.00	FC
Fonction Meubles	Chilly Mazarin	378,230,676	100.00	100.00	100.00	100.00	FC
GL events Audiovisual & Power	Brignais	317 613 180	100.00	100.00	100.00	100.00	FC
GL events Cité Centre de Congrès Lyon New Co	Lyon	840,400,188	100.00	100.00	100.00	100.00	FC
GL events Equestrian Sport	Lyon	453 100 562	76.85	77.72	76.85	77.72	FC
GL events Exhibitions Opérations	Lyon	380 552976	100.00	100.00	100.00	100.00	FC
GL events GPE	Lyon	853,712,651	100.00	100.00	100.00	100.00	FC
GL events Live	Brignais	378 932 354	100.00	100.00	100.00	100.00	FC
GL events Live Côte d'Azur	Mouans Sartoux	403 427 776	100.00	100.00	100.00	100.00	FC
GL events Live Grand Ouest	Lyon	878,975,002	100.00	100.00	100.00	100.00	FC
GL events Loxam	Brignais	953 641 727	65.00	65.00	65.00	65.00	PC
GL events Montreuil	Montreuil	919 059 006	100.00	100.00	100.00	100.00	FC
GL events Parc expo Metz Métropole	Metz	493 152 318	100.00	100.00	100.00	100.00	FC
GL events Scarabée	Roanne	499,138,238	100.00	100.00	100.00	100.00	FC
GL events SI	Brignais	480 214 766	100.00	100.00	100.00	100.00	FC
GL events Sport	Lyon	450 511 209	76.85	77.72	76.85	77.72	FC
GL events Support	Brignais	480 086 768	100.00	100.00	100.00	100.00	FC
GL events Venues	Lyon	495 014 524	100.00	100.00	100.00	100.00	FC
GL Exhibitions Industrie	Lyon	879,104,248	100.00	100.00	100.00	100.00	FC
GL Exhibitions	Lyon	879,428,258	100.00	100.00	100.00	100.00	FC
GL Mobilier	Brignais	612 000 877	100.00	100.00	100.00	100.00	FC
Hall Expo	Brignais	334 039 633	100.00	100.00	100.00	100.00	FC
Jaulin	Chilly Mazarin	335,187,605	100.00	100.00	100.00	100.00	FC
Live! by GL events	Paris	780 153 862	100.00	100.00	100.00	100.00	FC
Locabri	Brignais	304 453 160	100.00	100.00	100.00	100.00	FC
Lou Rugby	Lyon	432 723 559	74.78	75.62	74.78	75.62	FC
Lou Academy	Lyon	844,349,464	74.78	75.62	74.78	75.62	FC
Lou Support - Venues	Lyon	844,374,751	74.78	75.62	74.78	75.62	FC
Marseille Events (1)	Marseilles	938 861 895	75.00		75.00		FC
Menuiserie Expo	Brignais	353 672 835	100.00	100.00	100.00	100.00	FC
Mobiwatt	Brignais	913 086 583	51.00	51.00	51.00	51.00	FC
Mont Expo (1)	Brignais	342 071 461		100.00		100.00	FC
Orleans events	Orléans	919 004 150	100.00	100.00	100.00	100.00	FC
Piscine de Gerland	Lyon	917,424,327	100.00	100.00	100.00	100.00	FC
Polygone Vert	Brignais	320 815 236	100.00	100.00	100.00	100.00	FC
Pont Neuf Concept	Paris	899,941,702	70.00	70.00	70.00	70.00	FC
Première Vision	Lyon	403 131 956	100.00	100.00	100.00	100.00	FC
Profil	Lyon	378 869 846	100.00	100.00	100.00	100.00	FC
Reims Expo Congrès Events	Reims	842 522 351	100.00	100.00	100.00	100.00	FC
Restaurant du Palais Brongniart	Paris	831,478,623	49.00	49.00	49.00	49.00	EM
Restaurant Palais Mutualité	Paris	842,298,606	50.00	50.00	50.00	50.00	EM
Saint Etienne	Saint Etienne	844,935,957	65.00	65.00	65.00	65.00	FC
Secil	Lyon	378 347 470	100.00	100.00	100.00	100.00	FC
Sepel	Chassieu	954 502 357	46.25	46.25	46.25	46.25	FC
Sign'Expo	Gonesse	492 842 349	100.00	100.00	100.00	100.00	FC
Smart Manufacturing	Lyon	948 621 412	100.00	100.00	100.00	100.00	FC
Sodem	Mesnil Simon	438 323 776	100.00	100.00	100.00	100.00	FC
Spaciotempo	Flixecourt	380,344,226	100.00	100.00	100.00	100.00	FC
Sté exploit. Centre Congrès Metz métropole	Metz	790 342 497	100.00	100.00	100.00	100.00	FC
Sté exploit. Centre Congrès St-Etienne	Saint Etienne	488 224 718	100.00	100.00	100.00	100.00	FC
Sté exploit. Centre Congrès Valenciennes	Anzin	817,786,460	100.00	100.00	100.00	100.00	FC
Sté exploit. d'Amiens Mégacité	Amiens	518 869 011	100.00	100.00	100.00	100.00	FC
Sté exploit. de Parcs d'Exposition	Paris	398,162,263	100.00	100.00	100.00	100.00	FC
Sté exploit. Palais Brongniart	Paris	518 805 809	100.00	100.00	100.00	100.00	FC
Sté exploit. Maison de la Mutualité	Brignais	517 468 138	100.00	100.00	100.00	100.00	FC
Sté exploit. Polydome Clermont-Ferrand	Clermont-Ferrand	488 252 347	100.00	100.00	100.00	100.00	FC
Strasbourg Evenements	Strasbourg	384,911,129	46.36	46.36	46.36	46.36	FC
The Ruck Hotel	Lyon	909,343,667	74.78	75.62	74.78	75.62	FC
Toulouse Evenements	Toulouse	752 926 923	100.00	100.00	100.00	100.00	FC
Toulouse Expo	Toulouse	580,803,880	92.02	92.02	92.02	92.02	FC
Tranoï events	Paris	888,038,239	90.00	90.00	90.00	90.00	FC
Vachon	Gonesse	343,001,772	85.00	85.00	85.00	85.00	FC

Companies	Location of registration or incorporation	Controlling interest (%) 2024	Controlling interest (%) 2023	Ownership interest (%) 2024	Ownership interest (%) 2023	
Foreign subsidiaries						
Abidjan events (1)	Abidjan	100.00		100.00		FC
Adors	Ankara	86.36	86.36	86.36	86.36	FC
Aedita Latina (1)	Rio de Janeiro		100.00		100.00	FC
Aganto	Newbury	100.00	100.00	100.00	100.00	FC
Aichi International Convention & Exhibition Center	Aichi	51.00	51.00	51.00	51.00	FC
Anhembi Convention Center	Sao Paulo	100.00	100.00	100.00	100.00	FC
AVS Congrès LTEE (1)	Port Louis		100.00		100.00	FC
Cabestan	Monaco	100.00	100.00	100.00	100.00	FC
CACLP	Shanghai	55.62	55.62	55.62	55.62	FC
CIEC Union	Beijing	46.29	46.29	46.29	46.29	FC
Dogan (2)	Johannesburg	83.84	58.17	83.84	58.17	FC
Easy Home (1)	Beijing		23.61		23.61	FC
Editiel (1)	Port Louis		100.00		100.00	FC
Espacio Ferial de Santiago	Santiago de Chile	100.00	100.00	100.00	100.00	FC
Fagga Promoçao de eventos	Rio de Janeiro	100.00	100.00	100.00	100.00	FC
Fashion Source	Shenzhen	47.67	47.67	47.67	47.67	FC
Field & Lawn	Broxburn	100.00	100.00	100.00	100.00	FC
Fisa	Santiago de Chile	60.00	60.00	60.00	60.00	FC
Flow Holding	Abu Dhabi	73.00	71.00	73.00	71.00	FC
Flow Solutions Air & Power	Abu Dhabi	73.00	71.00	73.00	71.00	FC
Foncière Lingotto	Turin	100.00	100.00	100.00	100.00	FC
Frame	Ankara	86.36	86.36	86.36	86.36	FC
GL events Asia	Hong Kong	100.00	100.00	100.00	100.00	FC
GL events Belgium	Brussels	100.00	100.00	100.00	100.00	FC
GL events Brazil Participacoes	Rio de Janeiro	100.00	100.00	100.00	100.00	FC
GL events Brussels	Brussels	85.00	85.00	85.00	85.00	FC
GL events CCIB (1)	Barcelona		80.00		80.00	FC
GL events Centro de Convençoes	Rio de Janeiro	100.00	100.00	100.00	100.00	FC
GL events Chili	Santiago de Chile	100.00	100.00	100.00	100.00	FC
GL events Convencoes Salvador	Salvador	100.00	100.00	100.00	100.00	FC
GL events PGS	Santiago de Chile	100.00	100.00	100.00	100.00	FC
GL events Doha	Qatar	100.00	100.00	100.00	100.00	FC
GL events Empredimentos Immobiliaro	Rio de Janeiro	100.00	100.00	100.00	100.00	FC
GL events EvenStar	Wilmington	51.00	51.00	51.00	51.00	FC
GL events Exhibitions China	Hong Kong	79.45	79.45	79.45	79.45	FC
GL events Exhibitions Shanghai	Shanghai	79.45	79.45	79.45	79.45	FC
GL events Exhibitions Fuarcilik	Ankara	100.00	100.00	100.00	100.00	FC
GL events Exponet	Sydney	100.00	100.00	100.00	100.00	FC
GL events Field&Lawn	Edimbourg	100.00	100.00	100.00	100.00	FC
GL events Greater China	Hong Kong	79.45	79.45	79.45	79.45	FC
GL events China	Hong Kong	79.45	79.45	79.45	79.45	FC
GL events Italia	Bologna	100.00	100.00	100.00	100.00	FC
GL events Japan Kabushiki Kaisha	Tokyo	100.00	100.00	100.00	100.00	FC
GL events Live Chile (1)	Las Condes		100.00		100.00	FC
GL events Live Shenzen (ZZX)	Shenzhen	41.32	41.32	41.32	41.32	FC
GL events Macau	Macau	79.45	79.45	79.45	79.45	FC
GL events Middle East Services	Dubaï Jebel Ali	100.00	100.00	100.00	100.00	FC
GL events & North Star Beijing Exhibitions Services (1)	Beijing	40.52		40.52		FC
GL events Saudi	Al Rabie District	100.00	100.00	100.00	100.00	FC
GL events South Africa (2)	Johannesburg	100.00	69.39	100.00	69.39	FC
GL events Turquie	Istanbul	86.36	86.36	86.36	86.36	FC
GL events UK	Derby	100.00	100.00	100.00	100.00	FC
GL events USA	New York	100.00	100.00	100.00	100.00	FC
GL events Venues Holding Espana (1)	Barcelona		100.00		100.00	FC
GL events Venues UK	Castle Donington	100.00	100.00	100.00	100.00	FC
GL events Vostok	Moscow	100.00	100.00	100.00	100.00	FC
GL events Yuexiu Guangzhou Developpment	Guangzhou	39.73	39.73	39.73	39.73	EM
GL Exhibitions Harbin	Harbin	51.64	51.64	51.64	51.64	FC
GL Furniture (Asia)	Hong Kong	47.67	47.67	47.67	47.67	FC
GL Litmus Events	New Delhi	70.00	70.00	70.00	70.00	FC
GL Middle East	Dubaï Jebel Ali	100.00	100.00	100.00	100.00	FC
Hungexpo	Budapest	100.00	100.00	100.00	100.00	FC
Imagine Labs	Hong Kong	47.67	47.67	47.67	47.67	FC
Istanbul Fuarcilik	Istanbul	50.00	50.00	50.00	50.00	FC
Johannesburg Expo Center (2)	Johannesburg	59.62	41.37	59.62	41.37	FC
Logistics Fair	Brussels	100.00	100.00	100.00	100.00	FC
GL events Live Brasil	Sao Paulo	100.00	100.00	100.00	100.00	FC
Nuevo Parque Vitacura	Santiago de Chile	90.00	90.00	90.00	90.00	FC
Padova Fiere	Padua	100.00	100.00	100.00	100.00	FC
Perfexpo	Brussels	100.00	100.00	100.00	100.00	FC
Premiere Vision Inc.	New York	100.00	100.00	100.00	100.00	FC
Premiere Vision Japan	Tokyo	100.00	100.00	100.00	100.00	FC
Sao Paulo Expo	Sao Paulo	100.00	100.00	100.00	100.00	FC
Santos Convention Center	Santos	100.00	100.00	100.00	100.00	FC
Serenas	Ankara	86.36	86.36	86.36	86.36	FC
Spaciotempo Arquitecturas Efimeras	Barcelona	100.00	100.00	100.00	100.00	FC
Tarpulin Ingenieria de Proteccion SPA	Santiago de Chile	63.20	63.20	63.20	63.20	FC
Tarpulin Montajes SPA	Santiago de Chile	63.20	63.20	63.20	63.20	FC
Top Gourmet	Rio de Janeiro	100.00	100.00	100.00	100.00	FC
Traiteur Loriers Luxembourg	Luxembourg	60.00	60.00	60.00	60.00	FC
Unique Structure Holding	Abu Dhabi	73.00	73.00	73.00	73.00	FC
Wicked Tents	Abu Dhabi	73.00	73.00	73.00	73.00	FC
World Forum	The Hague	100.00	100.00	100.00	100.00	FC

EM: Equity method / FC: Full consolidation / PC: Proportionate consolidation
(1) First-time consolidation / Deconsolidated in 2024
(2) GL South Africa shareholding has been increased to 100%, Johannesburg Expo Center and Dogan to 59.62% and 83.84% respectively.

Note 4
Segment information and performance indicators

GL events Group is organised into three business divisions:

GL events Live's expertise covers the complete range of business specialisations and services for corporate, institutional and sports events to provide turnkey solutions from consulting and design to staging the event itself.

GL events Exhibitions manages and coordinates a large proprietary portfolio of trade shows and consumer fairs covering a wide range of sectors (food industry, culture, textiles, etc.).

GL events Venues manages a network of venues that includes convention centers, exhibition centers, concert halls and multi-purpose facilities located in major French cities and international destinations:

The Group's operating performance (monthly management reporting for the three business sectors) is monitored before the impact of IFRS 16 and IAS 29. For that reason, performance information is provided with and without the application of these standards.

Revenue

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	Change 2024/2023	
GL events Live	1,023,152	816,650	1,024,387	824,504	851,673	430,426	199,883	24.2%
% of revenue	*62.6%*	*57.5%*	*62.6%*	*57.8%*	*64.8%*	*58.1%*		
GL events Exhibitions	168,240	209,714	168,240	209,719	138,541	144,534	(41,479)	-19.8%
% of revenue	*10.3%*	*14.8%*	*10.3%*	*14.7%*	*10.5%*	*19.5%*		
GL events Venues	442,522	392,894	442,560	393,117	325,048	166,282	49,442	12.6%
% of revenue	*27.1%*	*27.7%*	*27.1%*	*27.5%*	*24.7%*	*22.4%*		
Revenue	**1,633,914**	**1,419,258**	**1,635,187**	**1,427,341**	**1,315,262**	**741,242**	**207,847**	**14.6%**

Current operating income

(€ thousands)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	31/12/2024 margin	31/12/2023 margin	31/12/2022 margin	31/12/2021 margin
GL events Live	70,565	45,722	49,548	21,437	6.9%	5.5%	5.8%	5.0%
GL events Exhibitions	21,450	35,278	18,113	32,382	12.7%	16.8%	13.1%	22.4%
GL events Venues	59,541	52,705	35,279	10,356	13.5%	13.4%	10.9%	6.2%
Current operating income	**151,556**	**133,705**	**102,940**	**64,175**	**9.3%**	**9.4%**	**7.8%**	**8.7%**

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2022 (Full IFRS)	31/12/2021 (Full IFRS)	31/12/2024 FULL IFRS margin	31/12/2023 FULL IFRS margin	31/12/2022 FULL IFRS margin	31/12/2021 FULL IFRS margin
GL events Live	73,428	47,804	50,497	22,558	7.2%	5.9%	6.0%	5.2%
GL events Exhibitions	21,821	35,638	18,339	32,600	13.0%	17.0%	13.2%	22.6%
GL events Venues	69,821	62,918	43,168	17,445	15.8%	16.0%	13.3%	10.5%
Current operating income	**165,069**	**146,359**	**112,004**	**72,604**	**10.1%**	**10.3%**	**8.5%**	**9.8%**

EBITDA

(€ thousands)	31/12/2024	31/12/2023	31/12/2022	31/12/2021	31/12/2024 margin	31/12/2023 margin	31/12/2022 margin	31/12/2021 margin
GL events Live	125,564	93,316	93,057	60,003	12.3%	11.3%	10.9%	13.9%
GL events Exhibitions	22,551	35,038	20,138	34,209	13.4%	16.7%	14.5%	23.7%
GL events Venues	83,686	70,822	55,400	26,089	18.9%	18.0%	17.0%	15.7%
EBITDA	**231,800**	**199,176**	**168,594**	**120,302**	**14.2%**	**14.0%**	**12.8%**	**16.2%**

(€ thousands)	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2022 (Full IFRS)	31/12/2021 (Full IFRS)	31/12/2024 FULL IFRS margin	31/12/2023 FULL IFRS margin	31/12/2022 FULL IFRS margin	31/12/2021 FULL IFRS margin
GL events Live	147,783	113,481	112,273	77,491	14.4%	13.9%	13.3%	18.0%
GL events Exhibitions	25,318	37,749	22,738	37,015	15.0%	18.0%	16.4%	25.6%
GL events Venues	119,511	107,429	86,997	55,709	27.0%	27.3%	26.8%	33.5%
EBITDA	**292,612**	**258,659**	**222,009**	**170,215**	**17.9%**	**18.2%**	**16.9%**	**23.0%**

Investments in the period in property, plant and equipment and intangible assets

(€ thousands)	31/12/2024	31/12/2023	31/12/2022
GL events Live	37,804	49,965	46,384
GL events Exhibitions	232	363	732
GL events Venues	76,078	58,684	10,905
Net investments	**114,114**	**109,011**	**58,021**

Allowances and reversals of amortisation, depreciation and provisions

(€ thousands)	31/12/2024	31/12/2023	31/12/2022	31/12/2024 (Full IFRS)	31/12/2023 (Full IFRS)	31/12/2022 (Full IFRS)
GL events Live	(54,998)	(47,595)	(43,509)	(74,355)	(65,677)	(61,776)
GL events Exhibitions	(1,101)	240	(2,025)	(3,498)	(2,111)	(4,399)
GL events Venues	(24,146)	(18,116)	(20,121)	(49,690)	(44,511)	(43,830)
Amortisation, depreciation and provisions	**(80,244)**	**(65,471)**	**(65,655)**	**(127,543)**	**(112,299)**	**(110,006)**

To spearhead the management of its business and to define its strategy, the management bodies monitor the Group's performance indicators on a pre-IFRS 16 and IAS 29 basis. These latter standards have a significant impact on the economic presentation of the various KPIs (revenue, a non-cash increase in EBITDA and current operating income, deterioration of the financial result, etc.). Operating data pre-IFRS 16 & IAS 29 is presented below:

(€ thousands)	31/12/2024	IFRS 16	IAS 29	31/12/2024 (Full IFRS)
Revenue	**1,635,187**		**(1,273)**	**1,633,914**
Purchases consumed	(84,337)			(84,337)
External charges	(941,499)	60,472	1,127	(879,900)
Taxes and similar payments (other than on income)	(21,508)		2	(21,506)
Personnel expenses and employee profit sharing	(367,636)		103	(367,533)
Other current operating income	14,738		(16)	14,722
Other current operating expenses	(3,146)	884	(486)	(2,748)
EBITDA	**231,801**	**61,356**	**(544)**	**292,612**
Allowances for depreciation, amortisation, provisions	(80,244)	(47,307)	9	(127,543)
CURRENT OPERATING INCOME	**151,556**	**14,048**	**(535)**	**165,069**
Other operating income and expenses	(3,916)			(3,916)
OPERATING PROFIT	**147,640**	**14,048**	**(535)**	**161,153**
Net interest expense	(30,699)	(19,381)	31	(50,048)
Other financial income and expenses	287		5	291
NET FINANCIAL EXPENSE	**(30,412)**	**(19,381)**	**36**	**(49,757)**
EARNINGS BEFORE TAX	**117,228**	**(5,332)**	**(499)**	**111,396**
Income tax	(30,184)	1,201	118	(28,865)
NET PROFIT /(LOSS) OF CONSOLIDATED COMPANIES	**87,044**	**(4,131)**	**(381)**	**82,532**
Share of income from equity affiliates	312			312
NET PROFIT / (LOSS)	**87,356**	**(4,131)**	**(381)**	**82,844**
Attributable to non-controlling interests	10,133	(676)	(52)	9,405
NET PROFIT / (LOSS) ATTRIBUTABLE TO GROUP SHAREHOLDERS	**77,223**	**(3,455)**	**(329)**	**73,439**
Number of shares	29,982,787	29,982,787	29,982,787	29,982,787
Earnings per share	2.58	-0.12	-0.01	2.45

Note 5
Balance sheet information

5.1 Intangible assets

(€ thousands)	31/12/2022	Increase	Decrease or impairment	Translation adjustments	Changes in Group structure & reclassifications	31/12/2023
Goodwill - GL events Live	239,534	29,795		(95)		269,234
Goodwill - GL events Exhibitions	499,576	25		(13,587)		486,014
Goodwill - GL events Venues	69,518	1,050		(380)	1,364	71,551
Goodwill	**808,628**	**30,870**	**0**	**(14,062)**	**1,364**	**826,799**
Other intangible assets	94,271	5,743	(683)	1,347	510	101,187
Amortisation, depreciation and impairment	(50,575)	(5,367)	822	(356)	(328)	(55,804)
Other intangible assets	**43,696**	**376**	**139**	**991**	**182**	**45,384**
Intangible assets	**852,324**	**31,245**	**139**	**(13,071)**	**1,546**	**872,182**

(€ thousands)	31/12/2023	Increase	Decrease or impairment	Translation adjustments	Changes in Group structure & reclassifications	31/12/2024
Goodwill - GL events Live	269,234	45	(3,000)	1,208	(4,735)	262,752
Goodwill - GL events Exhibitions	486,014			8,964	4,735	499,712
Goodwill - GL events Venues	71,551			(1,641)	1,338	71,248
Goodwill	**826,799**	**45**	**(3,000)**	**8,530**	**1,338**	**833,712**
Other intangible assets	101,187	5,078	(4,246)	(5,409)	(1,903)	94,707
Amortisation, depreciation and impairment	(55,804)	(4,801)	4,229	1,790	1,245	(53,340)
Other intangible assets	**45,384**	**277**	**(17)**	**(3,619)**	**(657)**	**41,367**
Intangible assets	**872,182**	**322**	**(3,018)**	**4,911**	**681**	**875,079**

The decrease in goodwill arising from the acquisition of the Live division corresponds to the CCC Group's removal from the scope of consolidation, while the reclassification from the Live to Exhibitions corresponds to the transfer of a business segment between divisions.
For unamortised intangible assets and goodwill, a depreciation test is carried out at least once a year at the end of the annual reporting period or whenever there is an indication of impairment. Value in use is the present value of estimated future cash flows to be generated by the assets tested for impairment. Estimated future cash flows are based on assumptions about economic conditions and forecasts by Group management of future operating conditions.
The CGUs consist of operating companies. For the purpose of impairment tests, goodwill is allocated at the level of groups of CGUs defined as homogeneous groups of assets generating cash inflows and outflows from continuing use largely distinct from cash inflows from other CGUs.
These CGUs are classified on this basis according to the Group's three business divisions: Live, Exhibitions, Venues This approach is consistent with the Group's internal organisation, strategic priorities and monitoring of performance.

The following actuarial assumptions were applied:

Assumptions applied	31/12/2024	31/12/2023
Discount rate (WACC) – Live	9.14%	9.94%
Discount rate (WACC) – Exhibitions	9.41%	9.47%
Discount rate (WACC) – Venues	9.90%	9.94%

Growth assumptions	31/12/2024	31/12/2023
France	2.00%	2.00%
South Africa	3.50%	3.50%
Brazil	3.00%	3.00%
Chile	2.00%	2.00%
China	3.00%	2.00%
Middle East	1.00%	1.00%
Turkey	5.00%	5.00%
Other countries	2.00%	2.00%
Growth assumption at terminal value	2.25%	2.50%

A beta coefficient of 105% is used for the three business divisions.

Impairment tests indicate a recoverable value above the value of the assets that were tested. Sensitivity tests are conducted for each CGU. In the scenario of a change in both actuarial and operational data, the application of an impairment was not deemed necessary

The assumptions of growth adopted remain coherent with the historical data and the budget forecasts. Our perpetuity growth rate is the same for all the Group's business units and applied solely for the terminal value.

5.2 IFRS 16 right-of-use assets

(€ thousands)	31/12/2022	Increase	Decrease or impairment	Translation adjustments	Changes in Group structure & reclassifications	31/12/2023
IFRS 16 right-of-use assets	642,305	60,957	(34,390)	2,095		670,967
Amortisation, depreciation and impairment	(152,163)	(46,867)	6,144	395		(192,491)
IFRS 16 right-of-use assets	**490,142**	**14,091**	**(28,245)**	**2,489**	**0**	**478,476**

(€ thousands)	31/12/2023	Increase	Decrease or impairment	Translation adjustments	Changes in Group structure & reclassifications	31/12/2024
IFRS 16 right-of-use assets	670,967	92,961	(42,633)	(8,221)	(11)	713,062
Amortisation, depreciation and impairment	(192,491)	(47,327)	19,401	726	31	(219,659)
IFRS 16 right-of-use assets	**478,476**	**45,634**	**(23,232)**	**(7,495)**	**20**	**493,403**

The increase in right-of-use assets reflects mainly a one-year extension of all real estate leases (offices and warehouses) to maintain a minimum commitment of 5 years and also the inclusion new leases, amendments and renewals of existing leases (Hungexpo, Ruck, Lou Rugby). The reduction includes the termination of the Lingotto Fiere lease (Turin).

5.3 Property, plant and equipment

(€ thousands)	31/12/2022	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifications	31/12/2023
Land	3				13,848	13,851
Buildings	354,661	45,225	(460)	6,451	71,685	477,562
Total – gross	**354,664**	**45,225**	**(460)**	**6,451**	**85,533**	**491,413**
Amortisation, depreciation and impairment	(83,432)	(12,236)	460	(2,057)	(51,386)	(148,651)
Land and buildings	**271,232**	**32,989**	**0**	**4,394**	**34,147**	**342,762**

(€ thousands)	31/12/2023	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifications	31/12/2024
Land	13,851					13,851
Buildings	477,562	64,646	(19,071)	(37,743)	668	486,061
Total – gross	**491,413**	**64,646**	**(19,071)**	**(37,743)**	**668**	**499,912**
Amortisation, depreciation and impairment	(148,651)	(16,265)	958	8,562	(448)	(155,845)
Land and buildings	**342,762**	**48,381**	**(18,113)**	**(29,182)**	**219**	**344,068**

The increase in the buildings item is attributable to work carried out at the Anhembi site +€47.7 million, renovation and expansion) carried out at Eurexpo (+€12.6 million, photovoltaic panels). The decrease mainly reflects the disposal of the Ruck Hôtel.

Currency translation differences relate mainly to the remeasurement of Brazilian assets.

(€ thousands)	31/12/2022	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifications	31/12/2023
Installations, machinery and equipment	44,943	6,558	(2,129)	(245)	2,515	51,642
Other tangible fixed assets	109,183	21,311	(2,955)	312	(9,868)	117,984
Fixed assets under construction	1,042				154	1,196
Rental equipment assets	362,394	39,866	(18,449)	(1,472)	45,717	428,056
Total – gross	**517,562**	**67,736**	**(23,533)**	**(1,406)**	**38,518**	**598,877**
Installations, machinery and equipment	(28,900)	(2,696)	2,070	127	(2,101)	(31,499)
Other tangible fixed assets	(77,536)	(8,268)	2,703	(235)	6,962	(76,374)
Rental equipment assets	(231,150)	(36,173)	16,184	676	(26,766)	(277,229)
Total depreciation and impairment	**(337,586)**	**(47,137)**	**20,957**	**568**	**(21,904)**	**(385,103)**
Property, plant and equipment	**179,976**	**20,599**	**(2,577)**	**(838)**	**16,614**	**213,775**

(€ thousands)	31/12/2023	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifications	31/12/2024
Installations, machinery and equipment	51,642	3,265	(658)	(1,307)	(2,073)	50,869
Other tangible fixed assets	117,984	11,776	(5,034)	(1,509)	388	123,604
Fixed assets under construction	1,196	2,029	(30)	(4)	(900)	2,290
Rental equipment assets	428,056	55,571	(27,069)	5,500	(3,161)	458,897
Total – gross	**598,877**	**72,641**	**(32,792)**	**2,680**	**(5,746)**	**635,660**
Installations, machinery and equipment	(31,499)	(2,926)	534	293	(119)	(33,717)
Other tangible fixed assets	(76,374)	(8,116)	2,430	262	65	(81,732)
Rental equipment assets	(277,229)	(38,676)	26,526	(3,705)	2,954	(290,130)
Total depreciation and impairment	**(385,103)**	**(49,718)**	**29,490**	**(3,150)**	**2,900**	**(405,580)**
Property, plant and equipment	**213,775**	**22,923**	**(3,302)**	**(470)**	**(2,846)**	**230,080**

Other tangible fixed assets include mainly fixtures, furniture, transport equipment and computer equipment. The increase is mainly attributable to the Matmut Stadium swimming pool (+€4.3 million) and to contractual renovation work at Venues division sites. The main changes for capitalised rental equipment relate to capital expenditures for the renewal of assets in the period primarily in France and the United Kingdom.

5.4 Financial Assets

(€ thousands)	31/12/2023	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifications	31/12/2024
Available-for-sale securities	54,796	1,947	(22,292)	528	(0)	34,979
Loans and receivables	23,041	3,333		(90)	15	26,299
Impairment	(9,681)	(397)	10,895	(1)	(2,603)	(1,786)
Financial assets	**68,157**	**4,883**	**(11,396)**	**437**	**(2,588)**	**59,492**

The decrease in available-for-sale securities and impairment corresponds to the disposal of minority interests in Italy. The increase in loans and receivables was mainly due to changes in security deposit amounts for new premises contractual increases.

5.5 Investments in associates

Changes in investments in associates were as follows:

(€ thousands)	31/12/2024	31/12/2023
Value of securities at opening	2,312	1,894
Changes in scope of consolidation / Capital increase	(59)	0
Translation differences	103	44
Share of income in associates	312	374
Investments in associates	**2,668**	**2,312**

5.6 Inventories & work in progress

Inventory and work in progress break down as follows:

(€ thousands)	31/12/2024	31/12/2023
Consumables	15,635	11,770
Work-in-progress	13,392	21,638
Trade goods inventory	38,050	38,084
Total – gross	**67,078**	**71,492**
Impairment charges	(14,230)	(10,302)
Inventories & work in progress	**52,848**	**61,190**

The decrease in work-in-progress relates to the sale of offices and a training center on the Matmut Stadium site.

5.7 Trade receivables

Trade receivables break down as follows:

(€ thousands)	31/12/2024	31/12/2023
Trade receivables	229,848	229,430
Unbilled receivables	13,691	17,748
Impairment charges	(28,257)	(30,501)
Trade receivables	**215,283**	**216,677**

The breakdown of accounts receivable ageing(net of provisions) is presented below:

(€ thousands)	Not due or less than 30 days	Past due 30 to 90 days	Past due more than 90 days	Total
Trade receivables	142,495	41,669	17,427	201,592

5.8 Other receivables

Other receivables break down as follows:

(€ thousands)	31/12/2024	31/12/2023
Advances and instalments	46,123	30,114
Social security receivables	4,731	3,833
Tax receivables	115,037	95,337
Other trade receivables and equivalent	23,432	14,957
Prepaid expenses	92,819	63,042
Other receivables	**282,143**	**207,283**

All other receivables have maturities of less than one year.

5.9 Deferred taxes

The breakdown between deferred tax assets and liabilities is as follows:

(€ thousands)	31/12/2023	Chg in Group str. and fair value adjust.	Translation reserves	Income (expense)	31/12/2024
Deferred tax assets	41,143	1,504	(1,359)	(7,352)	33,937
Deferred tax liabilities	(12,803)	(1,161)	390	2,277	(11,297)
Net deferred tax assets (liabilities)	**28,341**	**343**	**(970)**	**(5,075)**	**22,640**

Deferred tax assets and liabilities by nature break down as follows:

(€ thousands)	31/12/2023	Chg in Group str. and fair value adjust.	Translation reserves	Income (expense)	31/12/2024
Other depreciation differences	(758)	(1)	(38)	171	(627)
Loss carryforwards	19,406	328	(312)	(7,813)	11,609
Provisions & timing differences related to payroll	4,050	(432)	(906)	(840)	1,871
Retirement severance benefits	3,255	14	(2)	101	3,368
IFRS 16	6,584	0	(186)	1,201	7,599
Organic fund and social housing tax	228	0	0	135	364
Employee profit sharing	1,627	0	0	872	2,499
Special excess depreciation	(2,381)	(257)	0	833	(1,806)
Financial instruments	(1,065)	716	0	0	(349)
Amortisation of concession arrangements	(2,749)	0	482	118	(2,148)
Other	143	(24)	(7)	148	260
Total	**28,341**	**343**	**(970)**	**(5,075)**	**22,640**

Loss carryforwards
In accordance with IAS 12, tax losses can be recognised as assets based on earnings expected in future periods. Tax losses are recognised based on the business plans established company by company, notably in connection with impairment tests. A case-by-case analysis, according to local rules for allocating losses (length of the carryforwards, total or partial allocation, tax rate) is performed to determine if the probable use of these tax losses is reasonable.
The decrease in tax loss carry-forwards in 2024 is mainly attributable to the use of carry-forwards generated during the health crisis and used in this year by the French tax consolidation group, and also discontinued tax losses.
In the absence of an indicator about the consumption of these losses in the medium-term, these losses are not recognised. In this context, Group loss carryforwards not activated at year-end amounted to 70,267 thousand euros, representing a deferred tax of 20,034 thousand euros not recognised as tax assets.
Losses recognised as tax assets break down by region as follows:

(€ thousands)	Deferred tax receivable 31/12/2024	31/12/2023	Possibility of using deferred tax assets
Brazil	1,676	2,578	Carried forward indefinitely
France	9,067	16,011	Carried forward indefinitely

5.10 Cash equivalents

(€ thousands)	31/12/2024	31/12/2023
Marketable securities	183,520	300,070
Bank and cash	349,507	240,029
Cash and cash equivalents	**533,028**	**540,099**
Current bank facilities and overdrafts	(3,135)	(7,029)
Net cash	**529,893**	**533,070**

The fair value of marketable securities at 31 December 2024 was €183.6 million. These liquid assets are invested in risk-free products such as money market funds, certificates of deposit or time deposit accounts.

5.11 Shareholders' equity

5.11.1 Capital stock

Share capital
GL events shares are traded on Euronext Paris- Compartment B (Mid Caps). At 31 December 2024, the share capital amounted to €119,931,148 divided into 29,982,787 shares of €4 per share.

Securities convertible into equity
None

Authorised capital not issued
The Extraordinary General Meeting of 25 April 2024 authorised the Board of Directors to issue shares of the Company or all types of securities conferring present or future access to shares of the company, with the maintenance and/or cancellation of the preferential subscription right, for a maximum nominal amount of €60 million.
This authorisation was given for 26 months and expires on 24 June 2026.

Analysis of capital and voting rights
Breakdown of ownership of GL events' share capital at year-end:

Share capital ownership structure	Number of shares	Percentage of capital	Percentage of gross voting rights	Percentage of net voting rights	Number of voting rights
Olivier GINON	501	0.00%	0.00%	0.00%	501
Le Grand Rey	9,884	0.03%	0.03%	0.03%	14,768
Polygone SA	17,037,031	56.82%	68.87%	69.82%	33,483,189
Trévise Participations	2,398,623	8.00%	4.93%	5.00%	2,398,623
Sofina	2,102,729	7.01%	7.41%	7.51%	3,602,163
Treasury shares	659,493	2.20%	1.36%		
Free float	7,774,526	25.93%	17.40%	17.64%	8,459,420
Total share capital	**29,982,787**	**100.00%**	**100.00%**	**100.00%**	**47,958,664**

5.11.2 Reserves and additional paid in capital

Paid in capital represents the difference between the face value of securities issued and contributions received in cash or in kind. In 2024, changes in "Reserves and additional paid in capital" broke down as follows:

(€ thousands)	31/12/2024	31/12/2023
Opening reserves and additional paid in capital	456,596	421,839
Net profit / (loss) appropriation	59,949	52,702
Dividends	(20,555)	(10,494)
Impact of fair value measurement of financial instruments	(2,036)	(2,211)
Portion of assets contributed by non-controlling interests	(338)	(6,772)
IAS 19 amendment	(34)	443
Cancellation of treasury shares	(1,072)	(2,392)
Stock option expenses	2,420	1,586
Other changes	2,769	1,894
Closing reserves and additional paid in capital	**497,699**	**456,596**

5.11.3 Translation adjustments

Currency translation adjustments represent the difference between the historic exchange rates and the closing rate. At 31 December, translation adjustments represented a negative currency difference of 230,790 thousand euros.

In light of the Group's continued international expansion, assets and liabilities in foreign currency are increasing. This could consequently result in more significant translation adjustments.
The value of assets in foreign currency (total assets of foreign subsidiaries after subtracting their equity investments in consolidated companies and adding investments in foreign currency of French companies) and liabilities in foreign currency (financial and operating liabilities of foreign subsidiaries) is presented below in thousands of euros.

(Currencies expressed in € thousands)	USD	GBP	TRY	HUF	HKD	CNY	ZAR
Balance sheet							
Assets in foreign currency	23,157	128,960	28,307	130,175	29,250	446,186	29,679
Liabilities in foreign currency	(16,489)	(44,916)	(17,531)	(86,783)	(51,191)	(40,566)	(28,227)
Net position before hedging	**6,668**	**84,044**	**10,777**	**43,392**	**(21,941)**	**405,620**	**1,452**
Off-balance sheet							
Net position after hedging	**6,668**	**84,044**	**10,777**	**43,392**	**(21,941)**	**405,620**	**1,452**

(Currencies expressed in € thousands)	INR	BRL	AED	CLP	Qatari Riyadh	JPY	Other currencies
Balance sheet							
Assets in foreign currency	975	503,009	80,594	70,520	2,708	25,096	86,754
Liabilities in foreign currency	(1,181)	(255,402)	(66,185)	(51,038)	(406)	(30,377)	(84,575)
Net position before hedging	**(206)**	**247,608**	**14,409**	**19,482**	**2,302**	**(5,281)**	**2,179**
Off-balance sheet							
Net position after hedging	**(206)**	**247,608**	**14,409**	**19,482**	**2,302**	**(5,281)**	**2,179**

5.11.4 Treasury shares

Within the framework of the share repurchase programme renewed by the General Meeting of 25 April 2024, the following transactions were undertaken during the course of 2024:

(number of shares)	31/12/2023	Acquisitions	Disposals	31/12/2024
- Treasury shares	721,091	53,335	(126,600)	647,826
- Liquidity agreement	9,279	448,027	(445,639)	11,667
Total	**730,370**	**501,362**	**(572,239)**	**659,493**

The liquidity contract with an investment services provider is compliant with the conduct of business rules recognised by the French financial market authority (AMF) for market making purposes. Trading fees for the above transactions in connection with this market making agreement totalled €34,216 for 2024. At year-end there were 659,493 treasury shares and shares held in connection with a liquidity agreement.

5.11.5 Restricted stock unit & stock option plans

Restricted stock unit plan

Plan inception date	Initial grants	Vesting period	Awards having lapsed	Awards fully vested in 2024	Awards to be exercised
Plan No°38 of 09.03.2022	109,500	08/03/2024		109,500	0
Plan No°39 of 09/03/2022	18,880	08/03/2024	1,790	17,090	0
Plan No°40 of 19/10/2022	60,800	18/10/2025			60,800
Plan No°41 of 19/10/2023	27,000	18/10/2026			27,000
Plan No°42 of 19/10/2023	300,000	18/10/2026			300,000
Plan No°43 of 19/10/2023	26,060	18/10/2025			26,060
Plan No°40 of 19.12.2024	450,000	18.12.2027			450,000
Plan No°45 of 19.12.2024	38,000	18.12.2026			38,000
Plan No°46 of 19.12.2024	20,000	18.12.2025			20,000

5.12 Provisions for retirement severance benefits

The assumptions applied for calculating retirement severance benefits (*indemnités de fin de carrière*) that concern primarily French companies of the Group were as follows:
— Rate of government treasury bonds of 3.34% for 25-year OAT TEC,
— Average rate for salary increases: 2%,
— Retirement age of 67 for all categories of personnel, taking into account changes regarding the legal retirement age,
— Rate for employers social contributions of 40%,
— The turnover rate calculated by employee age bracket.

(€ thousands)	31/12/2024	31/12/2023	Relevant heading
Opening balance	**12,989**	**12,256**	
Service costs – benefit payments	340	1,409	Operating profit
Expense recognised under income	**340**	**1,409**	
Actuarial gains or losses of the period from changes in assumptions	186	(902)	
Changes in consolidation scope and translation differences	(124)	226	
Provisions for retirement severance benefits	**13,391**	**12,989**	

This provision for retirement severance benefits includes mainly specific insurance policies taken out by Sepel, Toulouse Evenements, GL events Live, Première Vision and GL events Exhibitions for total liabilities of 1,292 thousand euros at 31 December 2024.
A one point increase or decrease in the discount rate would result in a change in the provision of approximately plus or minus €1 million recorded under equity.

5.13 Current provisions for contingencies and expenses

Provisions for contingencies and expenses break down as follows:

(€ thousands)	31/12/2023	Increase	Decrease		Translation adjustments	Changes in Group structure & reclassifica-tions	31/12/2024
			Provisions used in the period	Reversal of unused provisions			
Provisions for employee-related contingencies	2,524	1,162	(1,205)		(51)	23	2,453
Other provisions	16,841	2,261	(1,449)		(320)	32	17,364
Current provisions	**19,365**	**3,422**	**(2,654)**	**0**	**(372)**	**55**	**19,817**

5.14 Financial liabilities

5.14.1 Breakdown between current and non-current financial liabilities

(€ thousands)	31/12/2023	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifica-tions	31/12/2024
Non-current borrowings	1,027,955	259,614	(248,703)	(486)		1,038,380
Financial instruments	(4,095)		2,752			(1,343)
Other financial liabilities	9,709	1,165	(1,481)	16	0	9,409
Long-term financial debt[1]	**1,033,569**	**260,780**	**(247,432)**	**(471)**	**0**	**1,046,446**
Cash liabilities	7,029		(3,451)	(346)	(97)	3,135
Total financial liabilities	**1,040,598**	**260,780**	**(250,883)**	**(817)**	**(97)**	**1,049,581**
Marketable securities	(300,071)		107,231	9,312	7	(183,521)
Bank and cash	(240,028)	(109,721)	1,040	(3,557)	2,759	(349,507)
Cash and cash equivalents	**(540,099)**	**(109,721)**	**108,271**	**5,756**	**2,766**	**(533,028)**
Net debt excl. IFRS 16	**500,499**	**151,059**	**(142,613)**	**4,939**	**2,669**	**516,553**

(1) Of which at 31 December 2024
Non-current portion of medium and long-term debt *802,193*
Current portion of long and medium term debt *244,153*

(€ thousands)	31/12/2023	Increase	Decrease	Translation adjustments	Changes in Group structure & reclassifica-tions	31/12/2024
IFRS 16 lease liabilities	505,195	92,961	(65,207)	(8,240)		524,710

Net cash represents the difference between cash investments and liquid assets and the short-term financial liabilities. At 31 December 2024, net cash amounted to €529,893 thousand, compared with €533,070 thousand at 31 December 2023.

In accordance with the amendment to IAS 7,changes in financial liabilities break down as follows:

(€ thousands)	31/12/2023	Cash flow	Change in non-cash items					31/12/2024
			Change in scope	Currency effect	Changes in fair value	Other changes	Total "non-cash" items	
Non-current borrowings	1,027,955	10,911		(486)		0	(486)	1,038,380
Financial instruments	(4,095)				2,752		2,752	(1,343)
Other financial liabilities	9,709	(316)		16		0	16	9,409
Long-term financial debt	**1,033,569**	**10,596**	**0**	**(471)**	**2,752**	**0**	**2,281**	**1,046,446**
Cash liabilities	7,029	(3,451)		(346)		(97)	(443)	3,135
Total financial liabilities	**1,040,598**	**7,144**	**0**	**(817)**	**2,752**	**(97)**	**1,838**	**1,049,581**
Marketable securities	(300,071)	107,231		9,312		7	9,319	(183,521)
Bank and cash	(240,028)	(108,681)	2,759	(3,557)			(798)	(349,507)
Cash and cash equivalents	**(540,099)**	**(1,450)**	**2,759**	**5,756**	**0**	**7**	**8,521**	**(533,028)**
Net debt excl. IFRS 16	**500,499**	**5,694**	**2,759**	**4,939**	**2,752**	**(90)**	**10,359**	**516,553**

The breakdown of financial liabilities by maturity is as follows:

(€ thousands)	31/12/2024	Amounts due in less than 1 year	Amounts due in more than 1 year & less than 5 years	Amounts due in more than 5 years
Non-current borrowings	1,038,380	235,479	658,307	144,594
Derivative financial instruments	(1,343)	(635)	(708)	
Other financial liabilities	9,409	9,409		
Current bank facilities and overdrafts	3,135	3,135		
Financial debt	**1,049,581**	**247,387**	**657,599**	**144,594**

(€ thousands)	31/12/2024	Amounts due in less than 1 year	Amounts due in more than 1 year & less than 5 years	Amounts due in more than 5 years
IFRS 16 lease liabilities	524,710	43,329	159,735	321,646

5.14.2 Net debt by currency

Net debt by currency breaks down as follows:

(€ thousands)	Non-current borrowings	Current financial debt	Cash and cash equivalents	Net debt
Total euro zone	**794,104**	**243,035**	**(225,632)**	**811,507**
US Dollar	0	0	(4,425)	(4,425)
Australian Dollar	0	0	(815)	(815)
UAE Dhirams	0	0	(2,502)	(2,502)
Livre Sterling	0	0	(20,601)	(20,601)
Forint Hongrois	0	0	(8,566)	(8,566)
Hong Kong dollar	0	0	(6,166)	(6,166)
Yuan Renminbi Chinois	0	0	(140,524)	(140,524)
Livre Turque	408	1,089	(2,692)	(1,194)
Rand Sud-Africain	0	715	(552)	163
Roupie Indienne	0	0	(14)	(14)
Rouble	0	0	0	0
Peso Chilien	3,967	2,133	(16,376)	(10,277)
Yen Japonais	3,713	386	(4,766)	(667)
Real Brésilien	0	30	(59,124)	(59,094)
Qatarien Riyal	0	0	(145)	(145)
Franc CFA	0	0	(3,837)	(3,837)
Riyal Saoudien	0	0	(36,288)	(36,288)
Total non-euro zone	**8,088**	**4,353**	**(307,396)**	**(294,954)**
Net debt	**802,193**	**247,388**	**(533,028)**	**516,553**

The management of risks related to treasury activities and foreign exchange rates is subject to strict rules defined by Group Management. According to these rules, the Finance Department systematically pools liquid assets, positions and the management of financial instruments. Management is assured through a cash department responsible for daily monitoring of limits, positions and validation of results.

After repaying the fixed-rate French government-backed loans (PGE), Euribor-indexed floating-rate debt henceforth represents the largest proportion (55% of average gross debt with a maturity of less than one year), while the new credit lines obtained in 2024 are at floating rates.

On occasion, all or a portion of the portion of floating rate long-term debt is hedged by interest rate swaps and cap purchases.

At 31/12/2024, the debt in fixed-rate equivalent (fixed-rate debt and hedged debt position) represented 72% of drawn credit lines.

Given the level of debt, market forecasts, fair value adjustments recorded at 31 December 2024 and amounts already hedged, the residual risk is deemed acceptable.

Average floating-rate debt is presented in the table below:

Information on loans (€ thousands)	Fixed/floating rate	Average gross debt	Term	Hedging
Medium-term debt indexed on Euribor (incl. French State guaranteed loans)	Floating rate	508,099	2023 to 2033	partial
Other medium-term borrowings	Fixed rate	287,286	2025 to 2031	no
French State guaranteed loans	Fixed rate	125,255	2025 to 2027	no
Other financial liabilities	Floating rate	476	2025	no
Current bank facilities and overdrafts	Floating rate	3,135	2025	yes
Total gross medium-term debt (current portion)		**924,251**		

If the benchmark increases 1 % only the unhedged portion of non-current borrowings would be affected.

Interest rate risk on short-term bank loans is partially hedged by the aggregation of the interest rate ladder of bank account balances that offsets overdrafts by cash at bank and in hand.

Hedging instruments implemented are effective for the period in question.

In addition, a portfolio of certificates of deposit and time deposit accounts for an average amount in 2024 of €242 million offsets part of the potential risk from an increase in bank lending rates.

In consequence, a 1% increase in interest rates (France) at 31 December 2024, based on hedges in place and the corresponding increase in the return of money market funds (France), would have resulted in an increase in net financial expense of €2.3 million. This estimate does not take into account the investment opportunities that might have arisen from such an increase in interest rates and benefited GL events Group in view of its strong cash position in 2024 (average cash and cash equivalents of €294 million in 2024), nor does it take into account the increase in interest rates on current accounts resulting from this increase in the benchmark rate.

Financial instruments break down as follows:

Instruments	Underlying amount (€ thousands)	Maturity	Date of data	Recognition method
CAP on E3M	3,060	Amortising	31/12/2025	Equity
Fixed rate swap	15,000	Bullet payment	31/10/2027	Equity
Fixed rate swap	15,000	Bullet payment	31/10/2027	Equity
Fixed rate swap	30,000	Bullet payment	31/03/2027	Equity
Fixed rate swap	20,000	Bullet payment	31/12/2027	Equity
Fixed rate swap	10,000	Bullet payment	01/10/2025	Equity
Fixed rate swap	10,000	Bullet payment	01/10/2025	Equity
Fixed rate swap	20,000	Bullet payment	01/10/2025	Equity
Fixed rate swap	10,000	Bullet payment	01/10/2025	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	10,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	10,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	31/10/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	31/07/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	20,000	Bullet payment	30/04/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	20,000	Bullet payment	31/07/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	10,000	Bullet payment	30/07/2027	Equity
Interest rate collar (CAP + FLOOR) on E3M	15,000	Bullet payment	30/07/2027	Equity

Hedging instruments are considered effective: 42% of the Group's floating-rate debt was hedged at 31/12/2024, 43% at 31/12/2025 and 55% at 31/12/2026.
In addition, swaps traded between -0.053% for the lowest and 2.41% for the highest. Tunnels traded between 1.55% for the lowest Floor and 3.50% for the highest Cap. (3-month Euribor at 31/12/2024: 2.678%)

5.15 Other liabilities

Other liabilities break down as follows:

(€ thousands)	31/12/2024	31/12/2023
Other payables	58,374	102,191
Credit notes to be issued	4,230	5,784
Prepaid income	250,886	216,618
Other liabilities	**313,490**	**324,593**

Other liabilities have maturities of less than one year.
Prepaid income, mainly occurring for the Exhibitions and Venues Division, corresponds to services rendered for events or services to be provided in 2025.

In accordance with IFRS 15, deferred income broken down by division was as follows:

(€ thousands)	31/12/2024	31/12/2023
GL events Live	99,065	104,780
GL events Exhibitions	107,518	72,017
GL events Venues	44,302	39,821
Prepaid income	**250,886**	**216,618**

5.16 Change in working capital requirements

(€ thousands)	31/12/2024	31/12/2023
Change in inventories	8,746	(11,409)
Change in receivables (trade & others)	54,278	24,877
Change in trade payables	(53,460)	28,227
Other changes	(26,621)	46,397
Change in working capital requirements	**(17,057)**	**88,092**

5.17 Bridge table – balance sheet / cash flow statement

(€ thousands)	31/12/2024	31/12/2023
Balance sheet - Opening working capital	385,493	260,005
Balance sheet - Closing working capital	345,839	385,493
Change in working capital / balance sheet	**(39,654)**	**125,489**
Translation differences	(577)	(2,117)
Change in investment-related liabilities	27,594	(41,296)
Change in structure	(2,703)	6,241
Other	(1,717)	(226)
Change in working capital requirements	**(17,057)**	**88,092**

(€ thousands)	31/12/2024	31/12/2023
Allowance – Cash flow statement	(69,860)	(58,788)
Impact of net change in assets	(8,353)	(4,533)
IFRS 16 allowance	(47,298)	(46,828)
Other provisions	(2,032)	(2,150)
Operating allowances and reversals	**(127,543)**	**(112,299)**

Note 6
Income statement information

6.1 Raw materials, consumables and external charges

Raw materials, consumables and external charges break down as follows:

(€ thousands)	2024	2023
Purchases consumed	(84,337)	(94,254)
Subcontracting and external personnel	(519,210)	(403,481)
Equipment and property rentals	(109,608)	(60,675)
Travel and entertainment expenses	(55,476)	(49,843)
Other purchases and external expenses	(195,606)	(202,074)
Purchases and other external charges	**(964,237)**	**(810,327)**
REVENUE	**1,633,914**	**1,419,258**
Rate Purchases & other expenses vs. Sales (%)	***-59.0%***	***-57.1%***

6.2 Allowances for depreciation and reserves

Allowances for depreciation and reserves break down as follows:

(€ thousands)	2024	2023
Allowances for fixed assets	(79,406)	(75,396)
Allowances for capitalised rental equipment	(38,676)	(36,173)
Allowances and reversals for contingencies and expenses	(1,108)	3,803
Allowances and reversals for other current assets	(8,353)	(4,533)
Allowances for depreciation, amortisation, provisions	**(127,543)**	**(112,299)**

6.3 Other current operating income and expenses

Other current operating income and expenses break down as follows:

(€ thousands)	2024	2023
Operating grants	8,984	6,530
Other income and expenses	2,989	(2,890)
Other current operating income and expenses	**11,973**	**3,639**

6.4 Other operating income and expenses

Other operating income and expenses consist mainly of reorganisation and acquisition-related expenses.

6.5 Staff costs

Staff costs break down as follows:

(€ thousands)	2024	2023
IFRS 2 share-based payment expenses	(2,329)	(2,428)
Wages, profit sharing and social charges	(365,204)	(330,718)
Staff costs	**(367,533)**	**(333,146)**

6.6 Net financial income (expense)

Net financial income (expense) breaks down as follows:

(€ thousands)	2024	2023
Income from financial investments	14,389	17,582
Interest expense	(64,437)	(57,485)
Net interest expense	**(50,048)**	**(39,903)**
Currency gains and losses	318	(3,745)
Other financial charges	218	(1,469)
Provision on financial assets	(245)	(101)
Other financial income and expenses	**291**	**(5,315)**
Net financial income (expense)	**(49,757)**	**(45,218)**

6.7 Income tax expense

The change in tax expenses breaks down as follows:

(€ thousands)	2024	2023
Current income tax	(23,790)	(23,699)
Deferred taxes	(5,075)	(1,091)
Corporate income tax	**(28,865)**	**(24,790)**

The tax calculation is as follows:

(€ thousands)	2024	2023
Profit before tax	111,396	96,260
Tax rate in France	26.00%	26.00%
Theoretical tax	**(28,963)**	**(25,028)**
Effect of permanent differences & exemptions	5,876	8,728
Differences in tax rates	(224)	(369)
3.30% social contribution	(352)	(302)
Non-taxable companies / Non-activated deficits	(5,202)	(7,820)
Corporate income tax	**(28,865)**	**(24,790)**

Note 7
Workforce

The Group's workforce at 31 December breaks down as follows:

By division	31/12/2024	31/12/2023
Corporate	256	219
GL events Live	3,718	3,629
GL events Exhibitions	639	581
GL events Venues	1,323	1,221
Total	**5,936**	**5,650**

By category	31/12/2024	31/12/2023
Senior executives	176	302
Management employees	1,243	1,118
Supervisory staff and equivalent	2,977	3,302
Workers	1,540	928
Total	**5,936**	**5,650**

Note 8
Off-balance sheet commitments

8.1 Commitments

Commitments by category (€ thousands)	
Commitments given	
- Short-term guarantee	None
- Medium-term guarantee	None
- Joint security, miscellaneous guarantees	None
Commitments received	
- Opening of undrawn credit lines	120,000
- Joint security, miscellaneous guarantees	None

In compliance with the principles for the presentation of notes to the consolidated financial statements that present only Group commitments to third parties and non-consolidated companies, off-balance sheet commitments between consolidated companies are eliminated as are all intercompany transactions and balances.

8.2 Concession fees, property rental and lease payments for the non-cancellable portion of the lease

Firm commitments for concessions and property rental payments are henceforth included in the balance sheet in line with application of IFRS 16. However, the variable portion of fees and lease payments as well as options for renewal are not included in the IFRS 16 restatement.

8.3 Payables and receivables guaranteed by collateral

(€ thousands)	Guaranteed debt	Nature of the guarantee
- Bank borrowings	2,578	Mortgage agreement in principle/mortgage
- Bank guarantees	8,394	Pledge of financial instruments

8.4 Capital commitments

Capital commitments (CapEx) are broken down below by the budgeted period of expenditure:

(€ thousands)	< 1 year	1 to 5 years	> 5 years	Total
Capital commitments	9,797	41,097	29,429	80,323

Commitments at 31 December 2024 concerned primarily:
— **Eurexpo**: extensions and buildings (new hall, parking) amounting to €40 million and renovation work (€20 million) to be carried out over the lease term (30 years). At 31 December 2024, the residual balance of commitments amounted to €26.5 million.
— **Cité Centre de Congrès de Lyon**: the Group was awarded a new 20-year concession for the Lyon Convention Center providing for renovation and maintenance work for the building over the concession's term. At 31 December 2024, the residual balance of commitments amounted to €13.7 million.
— **Anhembi**: Under the terms of this agreement, a large-scale modernisation and expansion project for an amount totalling €97.5 million is planned over the next few years. GL events Group will undertake the renovation of the exhibition halls and the construction of a new convention center of over 100,000 sqm. In addition, the partnership with Live Nation and Oak View Group provides for the construction of a state-of-the-art 20,000-seat arena. At 31 December 2024, the residual balance of commitments amounted to €7.3 million.

8.5 Put options written on non-controlling interests

At 31 December 2024,no obligations existed in connection with put options written on non-controlling interests.

Note 9
Information on related parties

The consolidated financial statements include all companies within the Group structure of consolidated operations(see note 3). Related party transactions concern primarily management services invoiced by Polygone SA to GL events, where Olivier GINON serves as a director for both companies, and property rental costs invoiced by Polygone to the Group, with Olivier GINON serving as Chairman, Anne-Sophie GINON as Managing Director of this company.

Summary of transactions with related parties in 2024:

Description	Income (expenses)
General Management services[1]	(6,538)
Allowances and expenditures for missions, travel expenses and insurance	12
Property lease payments and land taxes[2]	(13,332)

	Balance at 31/12/2024
Rent deposit guarantees[3]	12,076
Trade receivables	225
Trade payables	(2,539)
Current account	(442)

There are no other pension liabilities or similar benefits in favour of current and former directors and officers. In addition, no advances or loans have been granted to directors and officers.

(1) The costs of General Management services consisted notably of compensation charged for Mr. Olivier GINON, compensation charged for employees of Polygone SA, travel expenses and other costs incurred in connection with the performance of General Management duties. This agreement is renewed each year by tacit renewal and approved by the General Meeting under regulated agreements.

(2) Rental payments concern 12 operating sites. These rental amounts were determined on an arm's-length basis at market prices according to rental yields or prices per square meter for comparable properties.

(3) The amount for deposit guarantees corresponds to one year's rent including tax.

Compensation granted in 2024 to directors and officers breaks down as follows:

(€ thousands)	Olivier GINON [(1)]	Olivier FERRATON [(2)]
Fixed	540	540
Variable		216
Attendance fees	30	
Benefits in kind	7	34
Total compensation	**577**	**790**
Measurement of performance shares granted in the period		388
Measurement of stock options granted in the period		
Total options and valuation of performance shares	**0**	**388**
Total	**577**	**1,178**

(1) Compensation paid by Polygone SA, the holding company of GL events whose share capital is presented in Section 6 (Information on the share capital), page 328.
(2) These agreements will be submitted to the General Meeting's vote.

Note 10
Information On Risk Factors

The review of risks that may have an adverse effect on GL events Group's revenue, financial position or earnings is presented in paragraph "4 - Risk Management and Internal Control" of the management report page 236.

Note 11

Fees paid by the Group to the Auditors and members of their network

(in euros)	FORVIS-MAZARS				FIFTY-BEES / MAZA-SIMOËNS			
	Amount		%		Amount		%	
	2024	2023	2024	2023	2024	2023	2024	2023
Auditing								
— Auditing, certification, examination of the individual and consolidated accounts								
· Issuer	133,000	126,255	12%	13%	95,285	93,005	20%	21%
· Fully consolidated subsidiaries (of which the network)	888,786	768,223	80%	81%	323,170	313,325	67%	72%
— Services other than those relating to the certification of accounts required by statute								
· Issuer	7,000	26,445	1%	3%	7,015	6,895	1%	2%
· Fully consolidated subsidiaries (of which the network)	26,724	17,550	2%	2%	21,230	22,875	4%	5%
— Sustainability audit								
· Issuer	49,500		4%		33,000		7%	
· Fully consolidated subsidiaries (of which the network)			0%				0%	
— Other non-auditing services								
· Issuer								
· Fully consolidated subsidiaries (of which the network)		4,500	0%				0%	0%
TOTAL	**1,105,010**	**942,973**	**100%**	**100%**	**479,700**	**436,100**	**100%**	**100%**

ANHEMBI DISTRICT - SÃO PAULO, BRAZIL

Statutory Auditors' report on the consolidated financial statements

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. The Statutory Auditors' report includes information specifically required by French law in such reports, whether qualified or not. This information is presented below the opinion on the financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the financial statements taken as a whole and not to provide separate assurance on individual account balances, transactions, or disclosures. This report also includes information relating to the specific verification of information given in the Group management report and in the documents addressed to shareholders. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the GL events General Meeting,

Opinion

In accordance with the terms of our engagement as auditors entrusted to us by your Annual General Meeting, we have audited the accompanying consolidated financial statements of GL events for the year ended 31 December 2024.
In our opinion, the consolidated financial statements give a true and fair view of the results of the operations of the Group for the year then ended and of its financial position and its assets and liabilities as at 31 December 2024 in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union.
The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.
Our responsibilities under those standards are further described in the "Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements" section of our report.

Independence

We conducted our audit engagement in compliance with the independence rules provided for in the French Commercial Code (*Code de commerce*) and the French Code of Ethics (*Code de déontologie*) for Statutory Auditors, for the period from 1 January 2024 to the date of our report, and, in particular, we did not provide any non-audit services prohibited by Article 5(1) of Regulation (EU) No. 537/2014.

Justification of assessments - Key audit matters

In accordance with the requirements of Articles L. 821-53 and R. 821-180 of the French Commercial Code ("*Code de commerce*") relating to the justification of our assessments, we bring your attention to the key audit matters relating to risks of material misstatement that, in our professional judgement, were of most significance in the audit of the consolidated financial statements of the current period, as well as our responses to those risks.
These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon. We do not provide a separate opinion on specific items of the consolidated financial statements.

Measurement of goodwill

Identified risk

GL events has developed through a strategy of extending its network of operations allowing it to take advantage of future market opportunities. This strategy resulted in the recognition of a significant amount for goodwill. At 31 December 2024, the net value of goodwill amounted to €834 million and represented 27 % of the Group's consolidated balance sheet.

The value of these assets is tested by Management at the end of each reporting period, or more frequently when events or changes in the market, environment or internal factors indicate a risk of an other-than-temporary impairment. Impairment tests of goodwill are conducted at the level of Cash Generating Units (CGUs) which correspond to the Group's three businesses. An impairment loss is recognised in the balance sheet when their carrying amount exceeds their recoverable amount. The procedures and detailed information about the assumptions adopted for these tests are presented in note 5.1 to the consolidated financial statements.

The measurement of the recoverable value of the goodwill is based on a number of estimates and judgements by GL events management and notably the ability of the CGUs to generate future operating cash flows based on medium term five-year plans, the growth rate adopted to estimate these cash flows and the corresponding discount rate applied.

We considered the measurement of goodwill to be a key audit matter as the determination of recoverable value requires use of estimates where management judgement plays a significant role and in light of the relative weight of these assets in the Group's consolidated financial statements.

Our response

The Group tests these assets for impairment. We have obtained the tests carried out for each CGU. With the assistance of our specialised appraisers, for all the impairment tests, we:
- Reconciled the carrying value of the assets of each CGU tested with the consolidated financial statements;
- Assessed the consistency of the future cash flow estimates with the management's last estimates as presented to the Board of Directors;
- Assessed the procedures applied to measure the recoverable amounts and the mathematical exactitude of the calculations;
- Performed an analysis of the tests established by management per CGU, notably by comparing them with the performance of the period;
- Assessed the reasonable nature of the main valuation assumptions (discount rate and perpetuity growth rate) in relation to the macroeconomic data available at the end of the reporting period;
- Measured the impact of a change in the discount rate and the main operating assumptions through sensitivity analysis.

Finally, we assessed the reasonable nature of the information provided in note 5.1 of the financial statements with respect to goodwill.

Specific procedures

As required by French law and regulations, we also performed the specific verifications, in accordance with professional standards applicable in France, of the information provided on the group presented in the Board of Directors' management report.
We have nothing to report with respect to the fair presentation of such information and its consistency with the consolidated financial statements.

Other verifications or information required by law and regulations

Format of the presentation of the consolidated financial statements intended to be included in the annual financial report

We also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the Statutory Auditors relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the consolidated financial statements to be included in the annual financial report mentioned in Article L. 451-1-2 of the French Monetary and Financial Code (*code monétaire et financier*), prepared under the responsibility of the Chairman-CEO, complies with the format defined in the European Delegated Regulation No. 2019/815 of 17 December 2018. As it relates to consolidated financial statements, our work includes verifying that markups for disclosures in these consolidated financial statements comply with the format defined in the above delegated regulation.
Based on the work we have performed, we conclude that the presentation of the consolidated financial statements intended to be included in the consolidated financial report complies, in all material respects, with the European single electronic format.
Due to the technical limitations inherent to the block-tagging of the consolidated financial statements according to the European single electronic format, the content of certain tags of the notes may not be rendered identically to the accompanying consolidated financial statements.
We have no responsibility to verify that the consolidated financial statements that will ultimately be included by your company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

Appointment of the Auditors

We were appointed as Statutory Auditors of the entity GL events by your General Meeting of 13 July 2005 for the firm Forvis Mazars and of 16 May 2008 for the firm Maza-Simoëns - Fifty Bees.

At 31 December 2024, Forvis Mazars was in the 20th consecutive year and Maza-Simoëns - Fifty Bees in the 17th consecutive year of their respective uninterrupted engagements.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, Management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting, unless it expects to liquidate the company or to cease operations.
The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risk management systems and, where applicable, its internal audit, regarding the accounting and financial reporting procedures.
The consolidated financial statements have been approved by the Board of Directors.

Statutory auditors' responsibilities for the audit of the consolidated financial statements

Objective and audit approach

Our role is to issue a report on the consolidated financial statements. Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As specified in Article L. 821-55 of the French Commercial Code, our audit does not include assurance on the viability or quality of the entity's management.

As part of an audit conducted in accordance with professional standards applicable in France, the Statutory Auditors exercise professional judgement throughout the audit.

They also:

— identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for their opinion.
  The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

— obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control;

— evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the consolidated financial statements;

— assess the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the Statutory Auditors conclude that a material uncertainty exists, they are required to draw attention in the audit report to the related disclosures in the consolidated financial statements or, if such disclosures are not provided or are inadequate, to issue a qualified opinion or a disclaimer of opinion;

— evaluate the overall presentation of the consolidated financial statements and assess whether these statements represent the underlying transactions and events in a manner that achieves fair presentation,

— obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of the consolidated financial statements. We remain solely responsible for our audit opinion.

Report to the Audit Committee

We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit programme implemented, as well as significant audit findings. We also report any significant deficiencies in internal control that we have identified regarding the accounting and financial reporting procedures.

Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgement, were the most significant for the audit of the consolidated financial statements and which constitute the key audit matters that we are required to describe in this report.

We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) No. 537-2014, confirming our independence within the meaning of the rules applicable in France, as defined in particular in Articles L. 822-27 to L. 822-34 of the French Commercial Code and in the French Code of Ethics for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and where applicable, the related safeguards.

The Statutory Auditors

French original signed by:

FORVIS-MAZARS
Lyon, 28 March 2025
Emmanuel Charvanel
Partner
Arnaud Fleche
Partner

MAZA-SIMOËNS - FIFTY BEES
Oullins-Pierre-Bénite, 28 March 2025
Benjamin Schlicklin
Partner

Annual financial statements

Balance sheet – assets

(€ thousands)	Notes	31/12/2024 Gross	31/12/2024 Depr., amort. & prov.	31/12/2024 Net	31/12/2023 Net
Intangible assets	2.2 and 3.1	16,338	2,099	14,239	14,239
Property, plant and equipment	2.3 and 3.1	8,380	7,415	965	980
Participating interests	2.4 and 3.2	1,303,732	95,728	1,208,004	1,199,215
Investment-related receivables	2.6 and 3.2	336,619	4,781	331,838	198,879
Other financial assets	3.2	29,156	550	28,606	27,587
Non-current assets		**1,694,225**	**110,573**	**1,583,652**	**1,440,900**
Trade receivables and related accounts	2.5 and 3.3	29,090		29,090	28,511
Other receivables	2.5 and 3.4	13,698	426	13,272	11,985
Current assets		**42,788**	**426**	**42,362**	**40,496**
Marketable securities	3.5	64,997	342	64,655	137,336
Bank and cash	3.5	112,236		112,236	92,488
Cash & cash equivalents		**177,233**	**342**	**176,892**	**229,824**
Accruals	3.6	5,688		5,688	4,375
Total assets		**1,919,934**	**111,341**	**1,808,594**	**1,715,595**

Balance sheet – equity and liabilities

(€ thousands)	Notes	31/12/2024	31/12/2023
Share capital	3.7	119,931	119,931
Additional paid-in capital	3.7	273,373	273,373
Legal reserve	3.7	11,993	11,993
Other reserves	3.7	9,862	7,381
Net profit / (loss) for the period		**46,627**	**23,037**
Special excess depreciation	3.7	990	990
Equity		**462,776**	**436,705**
Provisions for contingencies and expenses	**2.7 and 3.8**	**2,882**	**3,011**
Financial debt	3.9	1,318,003	1,251,150
Trade payables and related accounts	2.5 and 3.10	18,279	20,520
Tax and employee-related liabilities	2.5 and 3.10	6,155	3,137
Other liabilities	2.5 and 3.10	499	1,072
Current liabilities		**1,342,936**	**1,275,879**
Accruals		-	-
Total equity and liabilities		**1,808,594**	**1,715,595**

Income statement

(€ thousands)	Notes	31/12/2024	31/12/2023
Revenue	2.9	49,001	47,755
Other revenue from ordinary activities		95	17
Reversals of provisions, expense reclassifications		-	70
Operating income	**4.1**	**49,096**	**47,842**
External charges		(40,974)	(45,484)
Taxes and similar payments		(964)	(394)
Staff costs	5	(7,786)	(6,302)
Allowances for depreciation, amortisation, provisions		(1,423)	(1,734)
Other expenses		(394)	(273)
Operating expenses		**(51,541)**	**(54,187)**
Operating profit / (loss)		**(2,445)**	**(6,345)**
Financial income		88,081	56,448
Financial expenses		(54,540)	(43,176)
Net financial income (expense)	**4.2**	**33,541**	**13,272**
Current income before taxes		**31,096**	**6,927**
Exceptional income		2,024	6,826
Exceptional expenses		(4,205)	(4,994)
Net exceptional items	**2.10 and 4.3**	**(2,181)**	**1,832**
Income tax	2.13 and 4.4	17,712	14,278
Net profit / (loss)		**46,627**	**23,037**

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Notes to the annual financial statements as at 31 December 2024 of GL events

Note 1
Significant events of the financial year

GL events subscribed to the capital increase of its subsidiary GL Italia through the capitalisation of receivables in the amount of €9.5 million. The percentage of ownership remains at 100%.

GL events partially refinanced its bank debt in April 2024. On that basis, it obtained syndicated financing for a total of €230 million, repayable over 5 years. In addition, new financing agreements were signed in 2024 for a total of €52.5 million, repayable over 4 and 5 years.

Note 2
Accounting policies

2.1 General accounting principles

The separate parent company annual financial statements have been prepared with the objective of providing a true and fair view in accordance with the general principles of conservatism and fair presentation, and notably going concern, consistency of presentation, the time-period concept and in accordance with French GAAP (notably, regulation No. 2014-03 of the French accounting standards authority (*Autorité des Normes Comptables* or ANC relating to the General Chart of Accounts, and updated to take account of any new regulations amending the latter).

For the recognition and measurement of balance sheet items, the historical cost method has been applied.

2.2 Intangible assets

Intangible assets represent mainly negative goodwill (*mali de fusion*) and computer software.
Software is measured at cost and depreciated on a straight-line basis over useful lives of two to three years.
Allowances for depreciation are recognised under operating income .
An impairment test is performed at the end of each reporting period. When there is evidence of a loss in value, a provision is recorded for the difference between value in use and the carrying value.

2.3 Property, plant and equipment

Tangible fixed assets are recognised at cost. They are subject to depreciation plans determined according to the straight-line method, the duration and their probable useful lives.
The depreciation periods generally retained are as follows:

	Depreciation periods
Fixtures and fittings	10 years
Transport equipment	3 to 4 years
Office furniture and equipment	4 to 10 years

Allowances for depreciation are recognised under operating income .

2.4 Participating interests and other fixed securities

Participating interests are recognised at cost. Post-closing adjustments are taken into account when they can be reliably estimated.
An impairment loss is recorded on securities when the net realisable value established according to the criteria indicated is less than the carrying value:
— value in use is determined according to the estimated net assets of the subsidiary and its prospects for profitability (the discounted cash flow method),
— value determined by reference to the recent transactions for companies operating in the same sector.

An impairment loss is however only recognised after the company has reached a normal level of operations in the case of a creation or when the process of its integration into the Group is completed in the case of an acquisition.

Fixed investment securities are measured at acquisition cost or in relation to their stock market price when listed. A provision for impairment is recorded :

— when the cost price is lower than the net realisable value. The net realisable value corresponds to the estimated trading value for the securities,
— when the cost price is greater than the average price for the last 20 trading sessions.

2.5 Trade receivables and payables

Trade receivables are measured on a case-by-case basis. A provision for impairment is recorded in consequence based on the specific risks incurred.

Receivables and payables in foreign currencies are translated on the basis of year-end exchange rates. Resulting currency gains and losses are recorded in the balance sheet under assets or liabilities in translation adjustments. A provision is recorded to cover unrealised currency losses.

2.6 Receivables and payables of subsidiaries and participating interests

Trade receivables and payables are recorded under current assets or liabilities. Upon term, and in accordance with a Group cash pool agreement, these receivables and payables are reclassified under partners/associates - current accounts in assets or liabilities. Upon reimbursement, when applicable, the corresponding amounts are in consequence deducted from these same current accounts.
Current account advances of a financial nature on inception are recognised directly in the same current accounts.
These current accounts, whether under assets or liabilities, concern maturities of less than one year. However, given the long-term nature of some of these current accounts balances, it has been decided, by convention, that all treasury advances representing assets shall be presented under the heading receivables from interests while those representing liabilities are included under financial liabilities.

2.7 Provisions for contingencies and expenses

Provisions are recorded to meet the potential costs related to litigation and other liabilities.
With respect to restricted share plans (*plan d'attribution gratuite d'actions*), a provision for expenses is recorded according to the vesting period. The reversal of a provision is recognised when the shares have been unconditionally granted to the beneficiaries at the end of the vesting period.

2.8 Requirement severance benefits

Costs associated with severance benefits payable on retirement are incurred, in accordance with the option allowed for under applicable laws, in the year of retirement. This obligation is determined according to the projected unit credit method based on actuarial assumptions retained. The estimated amount of these obligations is disclosed in note 6 (page 314).

2.9 Revenue

The primary activity of GL events is the acquisition of shareholdings in all companies, French or foreign joint ventures. In exchange for services provided to its subsidiaries, GL events invoices the companies in which it exercises control. These fees represent the primary source of its revenue. These fees breakdown between the provision of services and trademark royalties. In addition, costs incurred on behalf of its subsidiaries are subject to charge-backs.

2.10 Exceptional expenses and income

Exceptional expenses and income recorded under this heading comply with French accounting standards (*Plan Comptable Général*). The debt waivers that GL events may grant to one or more of its subsidiaries in a given period constitute non-recurring items and are consequently recognised under this heading.

2.11 Marketable securities

Marketable securities are recognised at cost. A provision for impairment is recorded when the acquisition cost is greater than the carrying amount. The carrying value corresponds to the average monthly price for listed companies and their estimated trading value for securities not publicly traded.

2.12 Financial instruments

Financial instruments used by the company (collar type derivatives, both zero-premium or with premium payment), are exclusively for hedging purposes. The hedge accounting method applied symmetrically recognises the offsetting effects on net profit or loss of changes in the values of the hedging instrument and the related hedged item.

2.13 Income tax

A French tax group headed by GL events includes the following companies. The following companies are included in the French tax group:

GL events	
GL events	Hall Expo
Altitude	Jaulin
Adecor	Live by GL events
Bleu Royal	Locabri
Brelet Centre Europe	Menuiserie expo
Caen Evènements	Orleans events
Créatifs	Piscine de Gerland
Décorama	Polygone Vert
Euro negoce	Première Vision
Expocinq	Profil
Fonction Meubles	Reims Events
GL events Audiovisual & Power	SE. Centre des congrès de Metz
GL events CCC Lyon	SE. Centre Congrès Saint Etienne
GL events Exhibitions Holding	SE. Palais Mutualité
GL events Exhibitions Operations	SE. Polydome Clermont-Ferrand
GL events Exhibitions Industrie	SE. Centre Congrès Amiens
GL events GPE	SE. Valenciennes Metropole
GL events Venues	SECIL
GL events Palais Brongniart	SEPE Parc Floral
GL events Parc Expo Metz Métropole	Sign'Expo
GL events Live	Société Fin. du Stade de France
GL events Live Cote d'Azur	Smart Manufacturing
GL events Live Grand Ouest	Spaciotempo
GL Mobilier	Sodem System
GL Montreuil	Toulouse evenements
GL events scarabee	

Corporate income tax for the companies is determined by each member of the tax group, without the possibility of allocating specific losses to the subsidiary arising during the period it is included in the tax sharing arrangement. The company heading the tax group records under tax expenses, the gain or loss resulting from the difference between the total tax charge payable by the companies and the tax payable by the tax group.

Resulting tax savings from the tax sharing provisions are definitively acquired by the parent company. However, if a subsidiary withdraws from this tax group, this savings is then returned to the subsidiary.

Note 3
Balance sheet information

3.1 Intangible assets and property, plant and equipment

(€ thousands)	31/12/2023	Increase	Decrease	Other changes	31/12/2024
Software	299				299
Goodwill	16,039				16,039
Depreciation	(2,099)				(2,099)
Net intangible fixed assets	**14,239**	**-**	**-**	**-**	**14,239**
Property, plant, equipment	8,119	261			8,380
Accumulated depreciation	(7,139)	(276)			(7,415)
Fixed assets under construction	-				
Net tangible fixed assets	**980**	**(15)**	**-**	**-**	**965**

3.2 Financial assets

(€ thousands)	31/12/2023	Increase	Decrease	Other changes	31/12/2024
Participating interests	1,293,012	9,512	(60)		1,302,464
Provisions for impairment of investments	(95,065)	(723)	60		(95,728)
Other fixed investment securities	1,268				1,268
Net fixed securities	**1,199,215**	**8,789**	**-**	**-**	**1,208,004**
Investment-related receivables	202,956	133,663			336,619
Impairment of receivables	(4,077)	(1,098)	394		(4,781)
Net receivables	**198,879**	**132,565**	**394**	**-**	**331,838**
Loans	490	1,500	(490)		1,500
Other securities	25,015	1,903	(816)		26,102
Deposits and guarantees	2,382	60	(888)		1,554
Provisions for other financial assets	(300)	(250)			(550)
Other financial assets	**27,587**	**3,213**	**(2,194)**	**-**	**28,606**
Net financial assets	**1,425,681**	**144,567**	**(1,800)**	**-**	**1,568,448**

A detailed presentation of participating interests and receivables from interest is presented under subsidiaries and associates in note 10 (page 315).
The change in receivables from equity interests corresponds primarily to GL events Live and GL events Audiovisual & Power current accounts to finance their development.

3.3 Trade receivables and related accounts

Total trade receivables and related accounts came to €29 million. Trade receivables of less than one year amounted to €23 million and those of more than one year to €6 million.

3.4 Other receivables

All receivables in this category have a maturity of less than one year. None are represented by commercial paper.

3.5 Cash and cash equivalents, marketable securities

(€ thousands)	31/12/2024	31/12/2023
Marketable securities	64,997	137,388
Provision for impairment	(342)	(52)
Net value of marketable securities	**64,655**	**137,336**
Bank and cash	112,236	92,488
Net total	**176,891**	**229,824**

3.6 Accruals – Assets

(€ thousands)	31/12/2024	31/12/2023
Prepaid expenses	1,857	179
Bond issuance costs to be amortised over several periods	3,823	3,694
Translation differences	8	502
Accruals	**5,688**	**4,375**

3.7 Statement of changes in shareholders' equity

(€ thousands except shares in thousands)	Number of shares	Share capital	Additional paid-in capital	Legal reserve	Other reserves & retained earnings	Net profit / (loss) for the period	Special excess depreciation	Total
Equity at 31/12/2023	**29,983**	**119,931**	**273,373**	**11,993**	**7,381**	**23,037**	**990**	**436,705**
2023 net income appropriation					23,037	(23,037)		**-**
Distribution of dividends					(20,556)			**(20,556)**
2024 net profit						**46,627**		**46,627**
Capital increase								-
Special excess depreciation								**-**
Equity at 31/12/2024	**29,983**	**119,931**	**273,373**	**11,993**	**9,862**	**46,627**	**990**	**462,776**

To the best of the company's knowledge, GL events' share capital and voting rights break down as follows:

(number of shares)	28/02/2025	
Polygone S.A.	17,037,031	56.82%
Trévise Participations	2,398,623	8.00%
Sofina	2,102,729	7.01%
Treasury shares	663,703	2.21%
Free float	7,780,701	25.96%
Total share capital	**29,982,787**	**100%**

The share capital at 31 December 2024 was €119,931,148, divided by 29,982,787 shares at €4 per share.

3.8 Provisions for contingencies and expenses

(€ thousands)	31/12/2023	Increase	Decrease		Other changes	31/12/2024
			Provisions used in the period	Reversal of unused provisions		
Provision for currency losses	502	8	(502)			8
Provision for impairment of bonus shares	2,509	2,375	(2,010)			2874
Other provisions	-					-
Total	**3,011**	**2,383**	**(2,512)**	**-**	**-**	**2,882**

3.9 Net borrowings

(€ thousands)	31/12/2023	Increase	Decrease	31/12/2024
Non-current borrowings	869,047	282,500	(181,778)	969,769
Current bank facilities	553		(495)	58
Accrued interest	7,707	1,175		8,882
Total bank borrowings	**877,307**	**283,675**	**(182,273)**	**978,709**
Payables to interests	373,843		(34,549)	339,294
Other miscellaneous borrowings	-			-
Total miscellaneous loans and borrowings	**373,843**	**-**	**(34,549)**	**339,294**
Total borrowings	**1,251,150**	**283,675**	**(216,822)**	**1,318,003**
Group loans	(490)	(1,500)	490	(1,500)
Investment-related receivables	(198,879)	(132,959)		(331,838)
Marketable securities and cash at bank & in hand	(229,824)		52,933	(176,891)
Net borrowings	**821,957**	**149,216**	**(163,399)**	**807,774**

3.10 Maturity of loans and financial liabilities

(€ thousands)	31/12/2024	Less than 1 year	1-5 years	More than 5 years
Non-current borrowings	978,651	233,451	635,300	109,900
Other bank borrowings	58	58		
Current account loans from subsidiaries and associates	339,294	339,294		
Other miscellaneous borrowings	-			
Total borrowings	**1,318,003**	**572,803**	**635,300**	**109,900**
Trade payables and related accounts	18,279	18,279		
Tax and employee-related liabilities	6,155	6,155		
Other liabilities	499	499		
Total other liabilities	**24,933**	**24,933**		
Total	**1,342,936**	**597,736**	**635,300**	**109,900**

3.11 Accrued expenses and income

(€ thousands)	31/12/2024	31/12/2023
Accrued expenses		
Financial debt	8,882	7,707
Unbilled payables	9,644	11,395
Tax and employee-related liabilities	311	261
Other payables, credit notes payable		
Total	**18,837**	**19,363**
Accrued income		
Unbilled receivables	9,635	6,048
Credit notes receivable		
Other accrued income	708	1,747
Total	**10,343**	**7,795**

Note 4
Income statement information

4.1 Operating income

GL events' primary source of revenue represents fees invoiced to companies in which it exercises controls for services rendered.

4.2 Net financial income (expense)

(€ thousands)	2024	2023
Dividends received	63,930	37,793
Interest income	12,011	8,333
Other financial income	3,806	2,748
Net proceeds from the disposal of fixed assets:	4,955	4,506
Loan interest income	116	117
Reserves written back to income	2,967	2,890
Interest rate hedges, currency gains	296	61
Total financial income	**88,081**	**56,448**
Interest expense	(49,432)	(39,292)
Interest on interest rate hedges	-	(40)
Currency losses	(54)	(67)
Miscellaneous expenses	(308)	(766)
Allowances for impairment	(4,746)	(3,011)
Total financial expenses	**(54,540)**	**(43,176)**
Net financial income (expense)	**33,541**	**13,272**

Increases in provisions concerned mainly impairment charges for restricted stock unit plans and also fixed securities.

4.3 Net exceptional items

(€ thousands)	2024	2023
Income from non-capital transactions		
Proceeds from the disposal of intangible, tangible and financial assets		
Reversal of provisions		
Expense reclassifications	2,024	734
Other exceptional income		6,092
Total exceptional income	**2,024**	**6,826**
Carrying value of intangible, tangible and financial assets sold	(60)	(3,907)
Exceptional expenses on management operations	(292)	
Allowances for contingencies and expenses		
Other exceptional expenses	(3,853)	(1,087)
Total exceptional expenses	**(4,205)**	**(4,994)**
Net exceptional items	**(2,181)**	**1,832**

Net exceptional items for the year consist principally of waivers granted to Group subsidiaries on trade and financial receivables.

4.4 Income taxes and deferred taxes

(€ thousands)	2024	2023
Tax expense/ (income) from the French tax group	17,310	14,198
Income tax	402	80
Recognised income tax	**17,712**	**14,278**

Note 5
Average headcount

	2024	2023
Management employees	10	10

Note 6
Off-balance sheet commitments

Commitments given (€ thousands)	
Guarantees	
Short-term guarantee	--
Medium-term guarantee	37,753
Joint security, miscellaneous guarantees	77,243
Collateral	**8,394**
Retirement severance payments	**196**

Commitments received (€ thousands)	
Joint security, miscellaneous guarantees	--
Opening of undrawn credit lines	120,000

Other commitments
The company invested in an investment fund. These funds make calls for funds according to the investments they carry out. At the end of 2024, there existed a commitment in the amount of €13.7 million not yet called up by these funds.

Other commercial commitments
None.

Note 7
Identity of the consolidating company

GL events, a publicly traded company, produces consolidated financial statements.
At 28 February 2025, it was 56.82%-owned by Polygone S.A., itself 57.88%-owned by Le Grand Rey.

Note 8
Changes in future tax liabilities

None.

Note 9
Transactions with related parties

(€ thousands)	Balance at 31/12/2024
Participating interests	1,302,464
Trade receivables	28,345
Trade payables	(13,783)
Loans and other financial assets	4,407
Other receivables and payables	(94)
Net current account assets	340,809
Current account liabilities	(339,200)
	Income (expenses)
Dividends received	63,930
Other financial income - current account and loan interest	12,652
Financial expenses - losses from equity interests	(94)
Other financial expenses - current account interest	(10,163)

Note 10
Subsidiaries and associates

(€ thousands)	Share capital	Equity before appropri-ation of income	Ownership interest (%)	Gross carrying value of shares	Net carrying value of shares	Loans and advances granted	Guarantees and sureties granted	Sales ex-VAT for year ended	Dividend income in the period
1) Subsidiaries (50%-held by the Company)									
GL events Brasil Participacoes	197,846	254,909	100	326,787	326,787	697			
GL events ASIA	329,214	322,332	100	287,356	287,356	3,435			
GL events Exhibitions holding	260,000	263,752	100	260,000	260,000	13,787		4,054	14,000
GL events Live	70,372	131,199	100	198,525	198,525	105,964	32,000	237,303	30,993
GL events Italia	150	2,812	100	81,427	16,427	18,512		14,710	
GL events Venues	63,636	68,025	100	63,636	63,636	54,322	250	11,732	18,000
GL events Sport	43,080	64,420	77	51,257	48,457		549	1,396	
Padova Fiere	10	94	100	26,735	35			160	
Profil	8	752	100	1,679	1,679	228		15,112	250
Polygone Vert	381	(754)	100	608	-	815			
Aichi International Convention & Exhibition Center	307	1,747	51	211	211			8,152	
SECEC Valenciennes Métropole	50	(428)	100	50	50	78	50	1,740	
GL events Support	10	(84)	100	10	10	5,583		16,360	
GL events SI	10	536	100	10	10	7,857		17,134	
Total				**1,298,291**	**1,203,183**	**211,278**	**32,849**		**63,243**
2) Associates (10% to 50%-owned)									
Strasbourg Evènements	1,460	9,893	46	4,172	4,172			23,871	688
Perpignan St. Esteve	1,400	992	15	205	5			7,487	
KERFI	656	631	11	75	-				
SAS Blagnac Rugby	645	284	13	56	-	43		957	
Total				**4,508**	**4,177**	**43**	**-**		**688**
3) Other participating interests (-10%)				**3,785**	**2,946**				
Total				**1,306,584**	**1,210,306**	**211,321**	**32,849**		**63,931**

Note 11
Subsequent events

None.

Statutory Auditors' report on the annual financial statements

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. The Statutory Auditors' report includes information specifically required by French law in such reports, whether qualified or not. This information is presented below the opinion on the financial statements and includes an explanatory paragraph discussing the auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the financial statements taken as a whole and not to provide separate assurance on individual account balances, transactions, or disclosures. This report also includes information relating to the specific verification of information given in the Group management report and in the documents addressed to shareholders. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the GL events General Meeting,

Opinion

In accordance with the terms of our engagement as auditors entrusted to us by your Annual General Meeting, we have audited the accompanying consolidated financial statements of GL events for the year ended 31 December 2024.
In our opinion, the annual financial statements give a true and fair view of the financial position and the assets and liabilities of the company as at 31 December 2024 and the results of its operations for the year ended in accordance with French accounting standards.
The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.
Our responsibilities under those standards are further described in the "Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements" section of our report.

Independence

We conducted our audit engagement in compliance with the independence rules provided for in the French Commercial Code (*Code de commerce*) and the French Code of Ethics (*Code de déontologie*) for Statutory Auditors, for the period from 1 January 2023 to the date of our report, and, in particular, we did not provide any non-audit services prohibited by Article 5(1) of Regulation (EU) No. 537/2014.

Justification of assessments - Key audit matters

In accordance with the requirements of Articles L. 821-53 and R. 821-180 of the French Commercial Code ("*Code de commerce*") relating to the justification of our assessments, we bring your attention to the key audit matters relating to risks of material misstatement that, in our professional judgement, were of most significance in the audit of the annual financial statements of the current period, as well as our responses to those risks.
These matters were addressed in the context of our audit of the annual financial statements as a whole, and in forming our opinion thereon. We do not provide a separate opinion on specific items of the annual financial statements.

Measurement of equity interests

Identified risk

At 31 December 2024, the net carrying value of equity securities on the balance sheet was €1,208 million***, representing 67% of total assets. As indicated in note 2.4 to the separate financial statements, these equity interests are recognised at historical acquisition cost excluding expenses incidental to the purchase.
When their net realisable value is lower than the net carrying value, a provision for impairment is recorded. This net realisable value is determined in reference to the remeasured net asset of the subsidiary and its prospects for profitability (the discounted cash flow methods) or to recent transactions involving companies operating in the same sector.
The measurement of these securities is based on a number of estimates and judgements by GL events management and notably the ability of the equity securities to generate future operating cash flows, the growth rate adopted to estimate these cash flows and the corresponding discount rate applied.

We considered the measurement of equity securities to be a key audit matter as the determination of net realisable value requires use of estimates where management's judgement plays a significant role and in light of the relative weight of these assets in the GL events' financial statements.

Our response

We tested the controls implemented by management of the procedures for determining the net realisable value of equity securities.
Our work consisted notably in:
— Verifying, on the basis of information provided to us that the estimates of these values calculated by management are based on an appropriate valuation method and the figures used;
— Verifying the consistency of assumptions adopted with the economic environment on the balance sheet date;
— Comparing the data used in performing impairment tests of the equity securities with the source data provided by the entity and the results of the audit procedures on the subsidiaries;
— Testing the mathematical accuracy of the calculations of the net realisable values used by the company on a sample basis.

Specific procedures

We have also performed the other specific procedures required by French law and regulations, in accordance with professional practice standards applicable in France.

Information given in the management report and other documents addressed to the shareholders with respect to the financial position and the financial statements

We have no matters to report regarding the fair presentation and consistency with the financial statements of the information given in the management report of the Board of Directors and the other documents addressed to the shareholders in respect of the financial position and the annual financial statements.
We attest to the fair presentation and the consistency with the financial statements of the information relating to payment deadlines mentioned in Article D. 441 6 of the French Commercial Code.

Report on corporate governance

We certify that the Board of Directors' report on corporate governance includes the information required by Articles L. 225374, L. 221010 and L. 22109 of the French Commercial Code.
Regarding the information provided in accordance with the provisions of Article L. 2210 9 of the French Commercial Code on compensation and benefits paid to or granted to corporate officers as well as commitments incurred in their favour, we have verified their consistency with the accounts or with the data used to prepare these accounts, and when necessary, obtained by your company from companies that control the company or that the company controls and included in the consolidation scope. On the basis of these procedures, in our opinion this information is accurate and provides a fair presentation.
Concerning the information relating to items that your company considers may have an impact in the case of a takeover bid or a public exchange offer, provided in application of the provisions of Article L. 22 10 11 of the French Commercial Code, we have verified their consistency with relevant source documents. Based on this work, we have no matters to report in connection with the information given.

Other verifications or information required by law and regulations

Format of presentation of the annual financial statements intended to be included in the annual financial report

We also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the Statutory Auditors relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the annual financial statements to be included in the annual financial report mentioned in Article L. 45112 of the French Monetary and Financial Code (*code monétaire et financier*), prepared under the responsibility of the Chairman-CEO, complies with the format defined in the European Delegated Regulation No. 2019/815 of 17 December 2018.
Based on the work we have performed, we conclude that the presentation of the annual financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.
We have no responsibility to verify that the annual financial statements that will ultimately be included by your company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

Appointment of the Auditors

We were appointed as Statutory Auditors of GL events by your General Meeting of 13 July 2005 for the firm Forvis Mazars and of 16 May 2008 for the firm Maza-Simoëns - Fifty Bees.
At 31 December 2024, Forvis Mazars was in the 20th consecutive year and Maza-Simoëns - Fifty Bees in the 17th consecutive year of their respective uninterrupted engagements.

Responsibilities of management and those charged with governance for the annual financial statements

Management is responsible for the preparation and fair presentation of the annual financial statements in accordance with French accounting principles, and for such internal control as management determines is necessary to enable the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the annual financial statements, management is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting, unless it expects to liquidate the company or to cease operations.

The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risk management systems and, where applicable, its internal audit, regarding the accounting and financial reporting procedures.
The annual financial statements have been approved by the Board of Directors.

Statutory auditors' responsibilities for the audit of the annual financial statements

Objective and audit approach
Our role is to issue a report on the annual financial statements. Our objectives are to obtain reasonable assurance about whether the annual financial statements as a whole are free from material misstatement. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.
As specified in Article L. 821-55 of the French Commercial Code, our audit does not include assurance on the viability or quality of the Company's management.
As part of an audit conducted in accordance with professional standards applicable in France, the Statutory Auditors exercise professional judgement throughout the audit. They also:
- identify and assess the risks of material misstatement of the annual financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for their opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the annual financial statements;
- assess the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of the audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If we conclude that a material uncertainty exists, we draw attention in our audit report to the related disclosures in the annual financial statements or, if such disclosures are not provided or inadequate, we issue a qualified opinion or no opinion at all;
- evaluate the overall presentation of the annual financial statements and whether the annual financial statements represent the underlying transactions and events in a manner that achieves fair presentation;

Report to the Audit Committee
We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit programme implemented, as well as significant audit findings. We also report any significant deficiencies in internal control that we have identified regarding the accounting and financial reporting procedures.
Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgement, were the most significant for the audit of the annual financial statements and which constitute the key audit matters that we are required to describe in this report.
We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) No. 537/2014, confirming our independence within the meaning of the rules applicable in France, as defined in particular in Articles L. 822-27 to L. 822-34 of the French Commercial Code and in the French Code of Ethics for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and where applicable, the related safeguards.

The Statutory Auditors

French original signed by:

FORVIS-MAZARS
Lyon, 28 March 2025
Emmanuel Charvanel Partner
Arnaud Fleche Partner

MAZA-SIMOËNS - FIFTY BEES
Oullins-Pierre-Bénite, 28 March 2025
Benjamin Schlicklin
Partner

Auditors' special report on regulated agreements

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

To the GL events General Meeting,

In our capacity as Statutory Auditors of your company, we hereby report on regulated agreements.
The terms of our engagement require us to communicate to you, based on information provided to us, the principal terms and conditions of those agreements brought to our attention or which we may have discovered during the course of our audit, as well as the reasons justifying that such agreements are in the company's interest, without expressing an opinion on their usefulness and appropriateness or identifying such other agreements, if any. It is your responsibility, pursuant to Article R. 225-31 of the French Commercial Code to assess the interest involved in respect of the conclusion of these agreements with a view to their approval.

Our role is also to provide you with the information stipulated in Article R. 225-31 of the French Commercial Code on agreements previously approved by the General Meeting, if any, in force during the period.
We conducted the procedures we deemed necessary in accordance with the professional guidelines of the French National Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement. These standards require that we ensure that the information provided to us is consistent with the relevant source documents.

1. Agreements submitted for approval to the General Meeting

We hereby inform you that we were not notified of any agreement authorised and concluded during the past financial year to be submitted to the General Meeting for approval in accordance with the provisions of Article L. 226-38 of the French Commercial Code.

2. Agreements already approved by the general meeting

In accordance with the provisions of Article R. 225-30 the French Commercial Code, we were informed that the following agreements, already approved by the General Meeting in prior periods, remained in force in the period under review.

2.1 - General management services provided by Polygone

Parties concerned
Mr. Olivier GINON, Ms. Anne-Sophie GINON, Mr. Lionel YVANT, Mr. Grégory GUISSARD, Mr. Marc MICHOULIER, Mr. Daniel HAVIS.

Nature and purpose
The General Management services provided by Polygone managers to your Company consist of:
— The provision of "General Management and Strategy" services (as the holding company),
— The provision of assistance and technical consulting services for the benefit of the Group's operating subsidiaries,
— The provision of "Technical" services.

Terms and conditions
Expenses incurred under this agreement in the period totalled €6,538,028 excluding tax.

Interest / Review
This agreement was reviewed by your Board of Directors on 5 March 2025. This agreement enables the Group to benefit from Polygone's know-how and expertise.

2.2 - Tax sharing agreement

Parties concerned
Olivier GINON, Olivier FERRATON

Nature and purpose
GL events is the head of a French tax group under provisions providing for sharing taxes between a parent company and subsidiaries. On this basis, only GL events is liable for corporate income tax and additional contributions payable by the tax group formed by itself and companies at least 95 %-held having opted for this tax sharing arrangement. The tax sharing agreement provides that tax savings passed on to GL events by subsidiaries incurring losses during the period included in this tax sharing arrangement are returned to the subsidiary if the latter subsequently withdraws.

Terms and conditions
Accumulated losses at 31 December 2024 by subsidiaries included in this tax sharing agreement were as follows:

Participating companies	Accumulated tax losses (€) 2024
Adecor	3,415,057
Altitude	1,151,593
Brelet Centre Europe	63,744
Creatifs	438,419
Fonction Meuble	1,025,275
GL events Audiovisual & Power	4,887,544
GL events Exhibitions Opérations	12,357,592
GL events GPE	3,472,959
GL events Live	69,166,398
GL events Live Grand-Ouest	2,644,033
GL events Mobilier	7,478,452
Hall Expo	31,095,128
Jaulin	1,458,171
Live By GL events	14,034,663
Menuiserie Expo	1,845,474
Polygone Vert	1,284,899

Interest / Review
This agreement was reviewed by your Board of Directors on 5 March 2025. This agreement optimises the Group's cash management.

2.3 - Fees payable under an agreement to provide technical and sales assistance

Party concerned
Mr. Olivier GINON

Nature and purpose
The technical and sales support provided by GL events to SEPEL-Eurexpo is governed by a regulated agreement as the amount invoiced is established on a flat-rate basis.

Terms and conditions
Fees for 2024 payable under this agreement amounted to €240,000.

Interest / Review
This agreement was reviewed by your Board of Directors on 5 March 2025. The purpose of this agreement is to pool resources within the Group.

The Statutory Auditors

French original signed by:

FORVIS-MAZARS
Lyon, 28 March 2025
Emmanuel Charvanel Partner
Arnaud Fleche Partner

MAZA-SIMOËNS - FIFTY BEES
Oullins-Pierre-Bénite, 28 March 2025
Benjamin Schlicklin
Partner

CIDE - BEIJING, CHINA

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Statutory information on the company

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General information about GL events

Company name and registered office

GL events

59 Quai Rambaud - 69002 Lyon

Date of incorporation and length of life of the Company

The Company was incorporated on 31 July 1989. Its term expires on 31 July 2088, barring early dissolution or extension.

Country of incorporation

France

Form and applicable law

Société Anonyme (French equivalent of a joint stock company) governed by French law.

French trade and company register

351 571 757 RCS Lyon – APE Code: 7010 Z

Entity legal identifier (LEI)

The entity's legal identifier (LEI) of the Company is 9695002PXZMQNBPY2P44.

Telephone number of the Company's registered office

+33 (0)4 78 17 61 76

Business

The company's corporate purpose is:

— The acquisition of interests in any companies and firms, whether French or foreign joint ventures, current or future, by any means, including by contribution, subscription or purchase of shares, merger, etc.;
— Any financial transactions or transactions involving movable and immovable property related directly or indirectly to the corporate purpose and to any similar or related purposes;
— Any administrative consulting services and other services and any research and development activities;
— The organisation, communication, management, general installation and layout of exhibitions, fairs, public or private events, and events of any type, whether in France or other countries, as well as training;
— The design, manufacture, leasing, installation and layout of stands, floor covering, floral decoration, decoration of any premises and exhibitions, signs, museum fittings, venue design, furnishings, furniture-equipment and accessories, electricity distribution, lighting systems, light space design, heating, air-conditioning, sound system, captation and projection of films and high-power video projection on any media, multimedia screen walls, temporary structures, grandstands, the manufacture of signs, exhibition materials and, more generally, any products, processes and undertakings related to these events, as well as their advertising and their promotion in any form whatsoever.

It may act directly or indirectly and may engage in all of these undertakings on its behalf or on behalf of third parties either alone, or through partnerships, associations, joint ventures or companies, with any other persons or companies and carry them out in any form whatsoever.
It may also acquire interests in any companies and business dealings, regardless of the purpose thereof.

Fiscal year

Each fiscal year lasts for one year, commencing on 1 January and ending on 31 December.

General meetings

(Articles 22 and 23 of the Articles of Association or *Statuts*)

General Meetings of the Shareholders are called by the Board of Directors, or, in its absence, the auditors and any person so authorised by law.
In particular, one or more Shareholders, representing at least the required share of the share capital and acting according to the conditions and periods fixed by the law, may request by registered mail with request for acknowledgement of receipt that draft resolutions be included on the meeting's agenda.

The forms and periods for calling such meetings are governed by law. The meeting notice must fix the place of the meeting, which may be the registered office, or any other place, as well as its agenda.
Where a general meeting has been unable to conduct proceedings validly, due to an absence of the required quorum, a second general meeting and, if applicable, a deferred second meeting may be called, subject to the same formalities as for the first, with the meeting notice to indicate the date of first meeting and reproduce the same agenda.
Any Shareholder may attend General Meetings and proceedings in person or through a representative, regardless of the number of his or her shares, subject to providing proof of identity, and provided that no payments are due on said shares on condition they have been registered in his or her name at least two business days prior to the meeting date, at 12:00 p.m., Paris time.

Any Shareholder may vote by mail using a form that may be obtained according to the conditions indicated by the General Meeting notice. Any Shareholder may, under the conditions fixed by laws and regulations, send his or her proxy and voting form by mail concerning any General Meeting, either in paper form, or, based on a decision of the Board of Directors, published in the meeting announcement and notice, by electronic transmission.

Any Shareholder can grant a proxy to any natural person or legal entity of his or her choosing to represent him/her at a

General Meeting. The grant of this proxy, and its revocation, as applicable, shall be in writing and notified to the Company. This proxy shall be revoked in the same manner that the proxy holder is designated. A Shareholder not domiciled in France whose shares are registered in the name of an intermediary under the conditions fixed in Article L. 228-1 of the French Commercial Code may be represented by this intermediary.

The right to participate in meetings or be represented by proxy is subject to registration of the shares in the name of the Shareholder or the registered intermediary acting on the Shareholder's behalf, on the second business day prior to the meeting at midnight, Paris time, either in the registered share account maintained by the Company or in the bearer share account maintained by a financial intermediary as referred to in Article L. 211-3 of the French monetary and financial code.

Holders of registered shares are admitted upon furnishing proof of their identity, while owners of bearer shares are admitted subject to furnishing proof of the aforementioned certificate.
Access to the General Meeting is open to registered Shareholders, subject to proof of their status. However, if it deems this useful, the Board of Directors may provide Shareholders personal admission cards in their name.

Voting rights
(Article 25 of the Articles of Association)

At General Meetings, each member of the meeting has one vote for each share that he or she possesses or represents, without limitation. However, a voting right double that conferred upon the other shares, with regard to the percentage of the capital they represent, is given to all fully paid up shares held in registered form for at least the last three years in the name of the same shareholder.

If new shares are issued further to the capitalisation of reserves or an exchange of shares in connection with a stock-split or reverse split, the double voting right is conferred upon shares granted in registered form, provided they were held in registered form since their allotment. This double voting right is conferred upon shares held in registered form for three years after being allotted.

Mergers or demergers of the Company do not affect the double voting right that may be exercised at the beneficiary company provided the Articles of Association of the latter have established a double voting right.

Appropriation of income (Articles 28 and 29 of the Articles of Association)

At least one-twentieth of the year's profit, less any losses carried forward, is deducted and allocated to a reserve fund, called the "legal reserve", limited to one-tenth of the share capital. Said deduction shall once again be necessary if, for any reason whatsoever, the "legal reserve" falls below said level.

The distributable profit is constituted by the year's profit, less any loss carried forward and amounts posted to reserves pursuant to the law or the Articles of Association, and increased by retained earnings.

From this, the general meeting then deducts amounts it deems appropriate to allocate to any optional reserve funds, whether ordinary or extraordinary, or to retained earnings.

The balance, when it exists, is allocated to the shares in proportion to their paid up, unredeemed amount. However, with the exception of a capital reduction, no distribution may be made to the Shareholders if, following said transaction, the equity capital is or falls below the amount of the capital increased by the reserves that cannot be distributed pursuant to the law or the Articles of Association.

The General Meeting may decide to distribute amounts deducted from available reserves. In this case, the decision must expressly indicate the reserve accounts from which the deductions are made.

The losses, if any, after approval of the accounts by the General Meeting, are registered under liabilities in a special balance sheet account, to be charged to the profits of subsequent years, until extinction or charged to reserves.

Dividends are paid at times and places set by the General Meeting or the Board of Directors within nine months from the end of the financial year. This period may be extended by a decision of the court.

The General Meeting called to approve the financial statements for the period may grant each Shareholder, for the portion of the dividend reverting to him or her, an option of choosing between payment of the dividend in cash or in shares.
In addition, the payment of interim dividends is authorised, subject to the provisions of the law.

Disclosure requirements concerning ownership thresholds
(Article 12 of the articles of association)

In addition to the legal obligation to inform the company of certain percentages of voting rights attached to the capital held, any shareholder, whether an individual or a legal entity, who comes to own or control (whether directly or indirectly, or jointly with other shareholders pursuant to the law) at least 2.5 % of the capital and/or voting rights of the Company, must inform the Company thereof by registered mail with acknowledgement of receipt within fifteen days of the crossing of the threshold. It must also indicate if the shares are held on behalf of, under the control of or jointly with other individuals or legal entities. This notification is repeated for each additional fraction of 2.5% of the capital and/or voting rights up to the threshold of 50% of the capital.

Declarations of ownership threshold crossings are also made, under the same conditions, when holdings fall below a previously reported threshold for any reason.

Documents and information concerning the Company may be consulted at

The registered office: 59 Quai Rambaud – 69002 LYON.

Information on the share capital

Share capital

The share capital is € 119,931,148 divided by 29,982,787 shares of €4 per share.
GL events shares are traded on Euronext Paris - Compartment B (Mid Caps).

Securities convertible into equity

None

Restricted stock awards

The Board of Directors' meeting of 9 March 2022 decided to grant 109,500 shares of restricted stock (Plan 38) to Group managers that was subject to the following vesting conditions:
- Possessing the status of an employee or officer of the Company or companies and groups of companies affiliated therewith, from the first to the last day of the vesting period;
- the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
- the period provided for awarding restricted shares is two years, i.e. 8 March 2024;
- the holding period for shares thus transferred is two years from the vesting date or 8 March 2026.

The Board of Directors' meeting of 9 March 2022 decided to grant 10 restricted shares (*actions gratuites*) (Plan 39) to all Group employees subject to the following vesting conditions:
- presence of the employee in the Company or companies and groups of companies affiliated therewith on the date ownership of the shares is transferred to the end of this period;
- the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
- the period provided for awarding restricted shares is two years, i.e. 8 March 2024.

The Board of Directors' meeting of 19 October 2022 decided to grant 60,800 shares of restricted stock of the Company (Plan 40) to Group managers subject to the following vesting conditions:
- Possessing the status of an employee or officer of the Company or companies and groups of companies affiliated therewith, from the first to the last day of the vesting period;
- the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
- meet performance conditions that remain to be determined;
- the period provided for awarding restricted shares (*actions gratuites*) is three years, i.e. 18 October 2025;
- the holding period for shares thus transferred is two years from the vesting date or 18 October 2027.

The Board of Directors' meeting of 18 October 2023 decided to grant 27,000 shares of restricted stock of the Company (Plan 41) to the managers of companies recently acquired by the Group subject to the following vesting conditions:
- Presence of the employee or officer in the Company or companies and groups of companies affiliated therewith from the date title to the shares is transferred at the end of this period;
- The absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
- The period provided for awarding restricted shares (*actions gratuites*) is three years, i.e. 17 October 2026;
- The holding period for shares thus transferred is two years from the vesting date or 17 October 2028;
- Performance condition: the Company must meet the target of at least 90% of the EBITDA presented in the budget over a period of 3 years.

The Board gives full powers to the Chairman to implement this plan, and to make any non-substantial amendment it deems necessary.

The Board of Directors' meeting of 18 October 2023 decided to grant 300,000 shares of restricted stock of the Company (Plan 42) to Group managers subject to the following vesting conditions:
- presence of the employee or officer in the Company or companies and groups of companies affiliated therewith from the date title to the shares is transferred at the end of this period;
- the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
- the period provided for awarding restricted shares (*actions gratuites*) is three years, i.e. 17 October 2026;
- the holding period for shares thus transferred is two years from the vesting date or 17 October 2028.

The Board delegates to the Chairman the authority to set a performance condition for the granting of these restricted shares, and full powers to implement this plan and to make any non-substantial amendments it deems necessary.

The Board of Directors' meeting of 18 October 2023 decided to grant 10 restricted shares (*actions gratuites*) (Plan 33) to all Group employees subject to the following vesting conditions:
— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period;
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
— the period provided for awarding restricted shares is two years, i.e. 17 October 2025.
— no holding period.

The Board gives full powers to implement this plan, and to make any non-substantial amendment it deems necessary.

On December 19, 2024, the Board of Directors decided to allocate shares of restricted stock (Plan No. 44) to Group managers. These shares are subject to the following vesting conditions:
— presence of the employee or officer in the Company or companies and groups of companies affiliated therewith from the date title to the shares is transferred at the end of this period;
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
— the period provided for awarding restricted shares: 3 years, i.e. December 18, 2027;
— holding period: 1 year, i.e. 18 December 2028.

The Board delegates to the Chairman the authority to set a performance condition for the granting of these restricted shares, and full powers to implement this plan and to make any non-substantial amendments it deems necessary.

On 19 December 2024, the Board of Directors decided to grant 20 restricted shares (Plan No. 45) (*actions gratuites*) to each of the Group's employees in France, i.e. a total of 38,000 restricted shares, subject subject to the following vesting conditions:
— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period;
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
— the period provided for awarding restricted shares: 2 years, i.e. December 18, 2026 ;
— no holding period.

The Board gives full powers to implement this plan, and to make any non-substantial amendment it deems necessary.

The Board of Directors' meeting of 19 December 2024 decided to grant 20,000 shares of restricted stock of the Company (Plan 46) to Group managers subject to the following vesting conditions:
— presence in the Company or companies and groups of companies affiliated therewith at the date title to the shares is transferred at the end of this period;
— the absence of disloyal behaviour causing a prejudice to the Company or an affiliated company;
— the period provided for awarding restricted shares: 1 year, i.e. 18 December 2025,
— holding period: 1 year, i.e. 18 December 2026.

The Board delegates to the Chairman the authority to set a performance condition for the granting of these restricted shares, and full powers to implement this plan and to make any non-substantial amendments it deems necessary.

Information on restricted share awards

Restricted share plan highlights:

	Plan No. 38	Plan No°39	Plan No.°40	Plan No.°41	Plan No.°42	Plan No.°43	Plan No. 44	Plan No. 45	Plan No. 46
Date of the General Meeting authorising the issue of restricted shares	22/06/2022	22/06/2022	22/06/2022	27/04/2023	27/04/2023	27/04/2023	25/04/2024	25/04/2024	25/04/2024
Date of the Board of Director's meeting	09/03/2022	09/03/2022	19/10/2022	18/10/2023	18/10/2023	18/10/2023	19/12/2024	19/12/2024	19/12/2024
Number of shares able to be awarded	109,500	18,880	60,800	27,000	300,000	26,060	450,000	38,000	20,000
Value on grant date	15.66	15.66	14.9	15.50	15.50	15.50	17.78	17.78	17.78
Of which the number of shares that may be awarded to the current members of the Executive Committee	45,000		20,000	-	96,000	110	187,500	260	-
Of which the number of shares that may be awarded to Directors	-	-	-	-	-	-	-	-	-
Of which the number of shares that may be awarded to executive officers: Olivier FERRATON	20,000	10	-	-	25,000	10	60,000	20	-
Of which the number of shares that may be awarded to the top ten grantees	100,500	(*)	49,500	20,000	96,000	(*)	208,500	(*)	8,600
Vesting date	08/03/2024	08/03/2024	18/10/2025	17/10/2026	17/10/2026	17/10/2025	18/12/2027	18/12/2026	18/12/2025
End of the holding period	08/03/2026	08/03/2024	18/10/2027	17/10/2028	17/10/2028	17/10/2025	18/12/2028	18/12/2026	18/12/2026
Number of shares fully vested	109,500	17,090	-	-	-	-	-	-	-
Of which to executive officers: Olivier FERRATON	20,000	10	-	-	-	-	-	-	-

(*) Not applicable because of the grant of 20 restricted shares per employee of French companies of the Group.

Delegations of authority and authorisations in force granted to the Board of Directors by the General Meeting of the Shareholders

	Shareholders meeting date	Maturity	Maximum authorised amount (nominal value)	Uses made of authorisations by the Board
Authorisation to be given to the Board of Directors for dealing in own shares of the Company within the framework of Article L. 225-209 of the French Commercial Code	25/04/2024 (19th resolution)	18 months (24/10/2025)	10% of the share capital	501,362 shares
Authorisation to be granted to the Board of Directors to cancel shares purchased by the Company within the framework of the provision provided for under Article L. 225-209 of the French Commercial Code	25/04/2024 (20th resolution)	24 months (24/04/2026)	10% of the share capital	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, maintaining Shareholders' preferential subscription rights	25/04/2024 (21st resolution)	26 months (24/06/2026)	€ 60,000,000 (shares)[1] €180,000,000 (debt securities)[2]	None
Delegation of authority to be given to the Board of Directors to proceed with a capital increase by issuing ordinary shares and/or securities convertible to equity as consideration for in-kind contributions or securities convertible to equity	25/04/2024 (22nd resolution)	26 months (24/06/2026)	10% of the share capital	None
Delegation of authority to the Board of Directors to issue shares through the capitalisation of additional paid-in capital, reserves or profit	25/04/2024 (23rd resolution)	26 months (24/06/2026)	€60,000,000	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares giving access to, as applicable, ordinary shares and/or securities convertible to equity and/or debt securities, cancelling Shareholders' preferential subscription rights by a public offering (with the exception of offers covered by paragraph 1 of Article L. 411-2 of the French Financial and Monetary Code) and/or as consideration for security tendered in connection with a public exchange offer)	25/04/2024 (24th resolution)	26 months (24/06/2026)	€ 60,000,000 (shares)[1] €180,000,000 (debt securities)[2]	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, suspending Shareholders' preferential rights through an offering covered by paragraph 1 of Article L. 411-2 of the French Monetary and Financial Code	25/04/2024 (25th resolution)	26 months (24/06/2026)	20% of the share capital (shares)[1] € 180,000,000 (debt securities)[2]	None
Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, entailing the cancellation of Shareholders' preferential subscription rights for the benefit of a category of persons meeting specified characteristics	25/04/2024 (26th resolution)	18 months (26/10/2025)	€ 60,000,000 (shares)[1] €180,000,000 (debt securities)[2]	None
Authorisation in the case of an issue entailing the cancellation of the preferential subscription right, to set, within the limit of 10% of the share capital per year, the issue price according to the conditions set by the General Meeting	25/04/2024 (27th resolution)	-	10% of the share capital	None
Authorisation to increase the amount of issues under the 21st, 24th, 25th and 26th resolutions of the General Meeting of 25/04/2024 in accordance with the provisions of Articles L. 225-135-1 and R. 225-118 of the French Commercial Code and within the maximum limits set by the General Meeting	25/04/2024 (28th resolution)	-	-	None
Aggregate limit for the maximum amount of the delegations of authority provided for in the 21st, 24th and 25th resolutions of the AGM of 25/04/2024	25/04/2024 (29th resolution)	-	€120,000,000	None
Authorisation to be given to the Board of Directors to grant restricted shares from existing shares and/or shares to be issued to employees and/or selected officers of the Company or affiliated companies or an affiliated economic interest group	25/04/2024 (31st resolution)	38 months (24/06/2027)	900,000 shares	358,000

[1] *Included under the maximum amount provided under the 24th resolution*
[2] *Aggregate ceiling*

Five-year summary of changes in GL events' share capital

Over the past five years, the Company's share capital has remained unchanged.

Analysis of capital and voting rights

At 31 December 2024, GL events' fully subscribed and paid-up share capital amounted to €119,931,148 consisting of 29,982,787 shares with a par value of €4 per share. The total number of theoretical voting rights was 48,618,157 and the number of net voting rights was 47,958,664. Information concerning the allotment of double voting rights is provided onpage 324 of the Universal Registration Document or Article 25 of the Articles of Association.

To the best of the Company's knowledge, the breakdown of capital and the corresponding voting rights at 31 December 2024 was as follows:

			Theoretical voting rights				Actual voting rights
	Number of shares	Percentage of capital	Single	Double	Total	Percentage of gross voting rights	Percentage of net voting rights
Polygone SA	17,037,031	56.823%	590,873	16,446,158	33,483,189	68.870%	69.817%
Trévise Participations	2,398,623	8.000%	2,398,623	0	2,398,623	4.934%	5.001%
Sofina	2,102,729	7.013%	603,295	1,499,434	3,602,163	7.409%	7.511%
Le Grand Rey	9,884	0.033%	5,000	4,884	14,768	0.030%	0.031%
Olivier GINON	501	0.002%	501	0	501	0.001%	0.001%
Caroline GINON	11,566	0.039%	11,566	0	11,566	0.024%	0.024%
Nicolas de TAVERNOST	870	0.003%	0	870	1,740	0.004%	0.004%
Marc MICHOULIER	715	0.002%	350	365	1,080	0.002%	0.002%
Anne-Sophie GINON	1,327	0.004%	0	1,327	2,654	0.005%	0.006%
Daniel HAVIS	20	0.000%	20	0	20	0.000%	0.000%
Fanny PICARD	1	0.000%	1	0	1	0.000%	0.000%
Maud BAILLY	50	0.000%	50	0	50	0.000%	0.000%
Sophie SIDOS	400	0.001%	400	0	400	0.001%	0.001%
Joseph AGUERA	1	0.000%	1	0	1	0.000%	0.000%
Treasury shares	659,493	2.200%	659,493	0	659,493	1.356%	
Free float	7,759,576	25.880%	7,077,244	682,332	8,441,908	17.363%	17.602%
Total	**29,982,787**	**100.000%**	**11,347,417**	**18,635,370**	**48,618,157**	**100.000%**	**100.000%**

Polygone SA is a holding company whose capital on 6 March 2025 broke down as follows:

Shareholders	No. of shares	Percentage of capital and voting rights
Le Grand Rey[1]	610,421	57.88%
La Ferme d'Anna	1,146	0.11%
Mr. Olivier GINON	11	0.00%
Mr. Erick ROSTAGNAT	10	0.00%
Ms. Jacqueline GINON	10	0.00%
Trévise Participations	304,815	28.90%
Matmut	1	0.00%
Calixte Investissement	22,709	2.15%
CAC-PME 1	14,230	1.35%
CAC-PME 2	12,127	1.15%
CARD	52,734	5.00%
CAISCE	36,378	3.45%
TOTAL	**1,054,592**	**100%**

(1) A French simplified joint stock company (société par actions simplifiée or SAS) controlled by Olivier GINON

The Company is controlled as described above. However the company considers that there exists no risk of control being exercised in an abusive manner. Seven of the Group's twelve directors are independent. Furthermore, the Audit Committee and the Compensation and Nominating Committee are chaired by independent directors.
Finally, the Company applies the recommendations of the Middlenext corporate governance code that includes a significant number of provisions contributing to this objective of limiting the risk of inappropriate control.

Statutory ownership disclosure thresholds

During fiscal 2024, two disclosure thresholds were crossed:
— On 2 February 2024, Sofina's holding individually crossed below the thresholds of 15% of the share capital and 10% of the share capital and voting rights of the Company. After crossing this threshold, Sofina individually held 2,369,434 GL events shares representing 4,738,868 voting rights, i.e. 7.90% of the share capital and 9.59% of the voting rights (AMF - No. 224C0213);
— On 2 February 2024, Trévise Participations crossed above the 5% threshold in the Company's share capital. After crossing this threshold, Trévise Participations held 2,398,623 GL events shares representing the same number of voting rights, i.e. 8.00% of the share capital and 4.85% of the voting rights (AMF - No. 224C0217).

Own shares held directly or through group subsidiaries

In accordance with the provisions of L. 225-211 of the French Commercial Code, the following information is provided:
Within the framework of the share buyback programme renewed by the Combined Shareholders' Ordinary and Extraordinary General Meeting of 25 April 2024, GL events engaged in the following transactions:

	Balance at 31/12/2023		2024 purchases 12-month period		2024 sales 12-month period		Balance at 31/12/2024		Balance at 31/12/2024
	1	2	1	2	1	2	1	2	Total
Number of shares	721,091	9,279	53,335	448,027	126,600	445,639	647,826	11,667	659,493
Average price (in €)	17.41	18.92	18.87	18.56	15.99	18.52	17.81	20.38	17.86
Purchase price (€ thousands)	12,557	176	1,006	8,315			11,539	238	11,777
Sale price (€ thousands)					2024	8,253			
Percentage of capital	2.41%	0.03%	0.18%	1.49%	0.42%	1.49%	2.16%	0.04%	2.20%

Col. 1: Treasury shares
Col. 2: Liquidity agreement

The liquidity contract with an investment services provider is compliant with the market practice accepted by the French financial market authority (AMF) for market making purposes. Trading fees for the above transactions in connection with this market making agreement totalled €34,216 for 2024.
Treasury stock is destined for use in connection with external growth transactions, stock option programs or bonus share grants.

Non-transferable shares

None.

Shares not representing capital

None

Changes in the shareholder structure over the last three years

The main changes in the breakdown of capital over the last three years are shown below:

Number of shares (at 31 December of each year)	2022	2023	2024
Polygone SA	16,980,811	17,022,031	17,037,031
Sofina	4,768,057	4,768,057	2,102,729
Trevise Participations	0	0	2,398,623
Other Shareholders	7,607,577	7,432,329	7,784,911
Own shares	626,342	730,370	659,493

% of capital (at 31 December of each year)	2022	2023	2024
Polygone SA	56.64	56.77	56.82
Sofina	15.90	15.90	7.01
Trevise Participations	0	0	8.00
Other Shareholders	25.37	24.88	25.96
Own shares	2.09	2.44	2.20

% of voting rights (at 31 December of each year)	2022	2023	2024
Polygone SA	67.46	68.37	69.82
Sofina	15.14	15.13	7.41
Trevise Participations	0	0	5.00
Other Shareholders	17.40	16.50	17.77

SHAREHOLDERS' AGREEMENT AND ANY ARRANGEMENT KNOWN TO THE ISSUER WHICH COULD HAVE AN IMPACT ON ITS CONTROL

Shareholders' agreement constituting an action in concert

The shareholders' agreement between Mr. Olivier GINON and Polygone SA, Le Grand Rey SAS, La Ferme d'Anna and Sofina was terminated on 2 February 2024 following the sale by Sofina of part of its shareholding in GL events and all of its shares in Polygone SA (AMF - 224C0213).

Shareholders' agreement not constituting an action in concert

In connection with the acquisition by Trévise Participations of 8% of the share capital and voting rights of GL events and 20% of the share capital and voting rights of Polygone SA (the entity holding the majority of the share capital and voting rights of GL events), Trévise Participations, Le Grand Rey SAS and Olivier GINON entered into a shareholders' agreement (which did not constitute a concert party agreement) dated 2 February 2024 (AMF – No. 224C0255).
The agreement, which has a term of 15 years from 2 February 2024, is intended to limit the shareholding of Trévise Participations in order to protect each of the parties to the agreement with respect to their investment in Polygone SA and GL events. The agreement provides for:

(i) the appointment by Trévise Participations of two directors to the Boards of GL events and Polygone SA,
(ii) an undertaking by Trévise Participations to retain for a period of three years from 2 February 2024, the Polygone SA and GL events shares that it holds or may hold in the future.
(iii) the benefit of a right of pre-emption by Mr. Olivier GINON and Le Grand Rey SAS in the event of a plan to sell Polygone SA shares to one or more third parties, at the same price and under the same conditions as the proposed sale.
(iv) A tag-along right in favour of Trévise Participations: Should Mr. Olivier GINON and Le Grand Rey SAS consider selling Polygone SA shares to one or more third parties resulting in a change of control of Polygone SA, Trévise Participations shall have the option of requesting that the third party acquire all of the Polygone shares that it holds simultaneously with the acquisition of the Polygone SA shares held by Mr. Olivier GINON and/or Le Grand Rey SAS (on the same terms and conditions).
(v) a drag-along right: Should a bona fide third party make a tender offer to Mr. Olivier GINON and Le Grand Rey SAS resulting in a change of control of Polygone, Mr. Olivier GINON and Le Grand Rey SAS will have the right to compel Trévise Participations to sell all of the Polygone shares it holds (under the same terms and conditions).

Pledges, guarantees and sureties

Pledges of registered shares of the issuer: as collateral for its loans, Polygone SA has pledged 3,100,000 GL events shares, including 1,500,000 shares under its Club Deal contract and 1,600,000 shares under a loan contracted in October 2023.

07
Additional information

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Resolutions submitted to the Combined General Meeting of 25 April 2025

1. Ordinary resolutions

First resolution

Approval of the parent company annual financial statements for the fiscal year ended 31 December 2024- Approval of disallowed deductions of charges and expenses

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, after considering the reports of the Board of Directors and the Auditors for the year ended 31 December 2024, approves the annual financial statements for the year then ended, as presented, showing a profit of €46,627,393.89.

The General Meeting expressly approves the total amount of expenses and charges referred to in Article 39, paragraph 4 of the French General Tax Code, amounting to €80,978.83, and the corresponding tax.

Second resolution

Discharge to Directors

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, grants a full and unreserved discharge to the Directors for their mandate for the period under review.

Third resolution

Approval of the consolidated financial statements for the year ended 31 December 2024

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, after considering the reports of the Board of Directors and the Auditors for the year ended 31 December 2024, approves the consolidated financial statements approves these financial statements as presented, showing a profit (attributable to equity owners of the parent) of €73,438,802.

Fourth resolution

Appropriation of earnings for the period and setting of dividend

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, on the recommendation of the Board of Directors, decides to appropriate the net profit for the year ended 31 December 2024 as follows:

Determination of distributable amounts

Net profit / (loss) for the period	€46,627,393.89
Retained earnings	€4,480,613.65
Distributable amount	**€51,108,007.54**

Proposed appropriation

Legal reserve	-
Dividends of €0.90 per share (for 29,982,787 shares)	€26,984,508.30
Retained earnings	€24,123,499.24
Total	**€51,108,007.54**

The General Meeting notes for the record a total gross dividend reverting to each share of €0.90.
The dividend ex-date and the payment date will be respectively 1 July and 3 July 2025.
When paid to natural persons having their tax residence in France, the dividend is subject either to a 12.8% flat tax (*prélèvement forfaitaire unique*) applied to the gross amount (Article 200 A of the French General Tax Code) or alternatively as an express irrevocable and global option at the taxpayer's request, to a progressive tax on earnings (*barème*) after application of a 40% allowance (Article 200 A, 13, and 158 of the French General Tax Code). This dividend is in addition subject to social charges of 17.2%.
In the event of a change in the number of shares entitling the holder to a dividend in relation to the 29,982,787 shares making up the share capital as at 6 March 2025, the total amount of dividends would be adjusted accordingly and the amount allocated to the "retained earnings" account would then be determined on the basis of the amount of dividends actually paid.
In accordance with the provisions of Article 243 *bis* of the French General Tax Code, Shareholders shall duly note that dividends for the last three financial periods were as follows:

For the fiscal year	Distributions eligible for the tax basis reduction		Distributions not eligible for the tax basis reduction
	Dividends	Other income distributions	
2021	None	None	None
2022	€10,493,975.45* or €0.35 per share	None	None
2023	€20,987,950.90* or €0.70 per share	None	None

* INCLUDING UNPAID DIVIDEND ON TREASURY SHARES

Fifth resolution

The Statutory Auditors' special report on regulated agreements and approval of these agreements

The General Meeting, acting under the quorum and majority requirements applicable to ordinary general meetings and based on the Statutory Auditors' special report on regulated agreements submitted to it, approves the agreements executed or remaining in force in the period ended referred to in the Auditors' special report on regulated agreements, governed by Articles L. 225-38 *et seq.* of the French Commercial Code as presented therein.

Sixth resolution

Renewal of Mr. Joseph AGUERA's term of office as Director

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, after considering the Board of Directors' report, duly noting that the term of office of:

Joseph AGUERA

as Director has expired at the end of this Meeting, hereby renews this office for four (4) years or until the end of the Ordinary General Meeting of the Shareholders to be held in 2029 called for the purpose of approving the financial statements for the year ended.

Seventh resolution

Fixed annual sum to be allocated to Board members, including non-voting observers (censeurs)

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, decides to increase the fixed annual amount to be allocated to the Board of Directors, including the non-voting directors (*censeurs*), from €360,000 to €400,000.

This decision, applicable to the current financial year, will be kept in force until a further decision is made.

Eighth resolution

(Approval of the fixed, variable or exceptional components of total compensation and benefits of any nature paid in or granted for the period ended to Mr. Olivier GINON, Chairman-Chief Executive Officer)

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings and in application of Article L. 22-10-34 II of the French Commercial Code, approves the fixed, variable or exceptional components making up the total compensation and benefits of any nature paid in or granted for the period ended to Mr. Olivier GINON, Chairman-CEO, as set forth in section 12.2 of the corporate governance report included in the 2024 Universal Registration Document.

Ninth resolution

Approval of the fixed, variable and exceptional components of the total compensation and benefits of any nature paid or granted to Mr. Olivier FERRATON, Deputy Managing Director,

The General Meeting, voting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings and in application of Article L. 22-10-34 II of the French Commercial Code, approves the fixed, variable or exceptional components making up the total compensation and benefits of any nature paid in or granted for the period ended to Mr. Olivier FERRATON, Deputy Managing Director, as set forth in section 12.2 of the corporate governance report included in the 2024 Universal Registration Document.

Tenth resolution

Approval of the information referred to in I of Article L. 22-10-9 of the French Commercial Code

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings and in application of Article L. 22-10-34 I of the French Commercial Code, approves the information covered by Article L. 22-10-9 of the French Commercial Code mentioned in the report on corporate governance included in the 2024 Universal Registration Document.

Eleventh resolution

Approval of the compensation policy for the Chairman-Chief Executive Officer

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings and in application of Article L. 22-10-8 of the French Commercial Code, approves the compensation policy for the Chairman-CEO presented in section 12.1.2 of the Corporate Governance Report included in the 2024 Universal Registration Document.

Twelfth resolution

Approval of the compensation policy for the Deputy Managing Director

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings and in application of Article L. 22-10-8 of the French Commercial Code, approves the compensation policy for the deputy managing director presented in section 12.1.3 of the Corporate Governance Report included in the 2024 Universal Registration Document.

Thirteenth resolution

Approval of the compensation policy for members of the Board of Directors

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, and in application of Article L. 22-10-8 of the French Commercial Code, approves the compensation policy for members of the Board of Directors presented in section 12.1.1 of the Corporate Governance Report included in the 2024 Universal Registration Document.

Fourteenth resolution

Authorisation to be given to the Board of Directors for dealing in own shares of the company within the framework of Article L. 225-209 of the French Commercial Code

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to ordinary general meetings, and after considering the Board of Directors' report, grants an authorisation for period of eighteen months in accordance with the provisions of Articles L 22-10-62 *et seq*. and L. 225-210 of the French Commercial Code, to purchase shares of the company, on one or more occasions at times determined by it, subject to a maximum number of shares not representing more than 10% of the shares making up the Company's share capital on the date of this Meeting, where applicable adjusted to take into account increases or reductions in the share capital that may be carried out during the period the share buyback authorisation is in force. This authorisation shall cancel the authorisation granted to the Board of Directors by the 19th resolution of the Ordinary General Meeting of 25 April 2024.

These purchases may be made for the following purposes:

- ensuring the orderly trading of the GL events' share on the market by means of a liquidity agreement with an investment services provider within the framework of a liquidity agreement in compliance with market practice authorised under regulations, it being specified that the number of shares taken into account to calculate the aforementioned limit corresponds to the shares purchased minus the number of shares sold over the duration of this authorisation,
- retaining shares purchased for subsequent use in exchange or as payment in connection in connection with mergers, demergers, asset-for-share exchanges or acquisitions,
- ensuring sufficient shares are available for stock option and/or restricted stock unit (*actions gratuites*) plans (or equivalent plans) for the benefit of employees and/or corporate officers of the group (economic interest groups and affiliated companies) as well as all share grants in connection with a company or group employee savings plan (or equivalent plan), employee profit-sharing schemes and/or all other forms of share grants to employees and/or corporate officers of the Group (including Economic Interest Groups and related companies),
- ensuring that sufficient shares are available to cover requirements for securities granting entitlement to shares of the company in accordance with applicable regulations,
- cancelling shares, as applicable, acquired in accordance

with the authorisation granted or to be granted by the Extraordinary General Meeting,
— in general, adopting any market practice that may be permitted by the AMF, and more generally, carrying out any other transaction that complies with the regulations in force, provided that in such a case, the Company will inform its shareholders by means of a press release.

These shares may be purchased by any means, including through block purchases of shares, and at times deemed appropriate by the Board of Directors.

The Company shall reserve the right to use options or derivatives in accordance with applicable regulations.

The maximum purchase price is € 40 per share. In the case of equity transactions including notably stock splits or reverse stock splits or bonus share grants to Shareholders, the amount indicated above will be adjusted in the same proportions (with the multiplier being equal to the ratio between the number of shares making up the share capital before the transaction and the number of shares thereafter).

The maximum amount of the transaction is fixed at €119,931,120.

The shareholders grant all powers to the Board of Directors to proceed with these transactions, set the terms and conditions and procedures, conclude all agreements and fulfil all formalities.

2. Extraordinary resolutions

Fifteenth resolution

Authorisation to be granted to the Board of Directors to cancel own shares held by the Company and repurchased under the terms of Article L. 22-10-62 of the French Commercial Code, duration of the authorisation, ceiling

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, in accordance with Article L. 22-10-62 of the French Commercial Code, after considering the reports of the Board of Directors and the Auditors:

1) Authorises the Board of Directors to cancel, at its sole discretion, through one or more instalments, subject to a limit of 10 % of the share capital calculated on the date of the cancellation decision, and deducting shares that may have been cancelled during the 24 preceding months, shares the Company holds or may hold notably pursuant to share buybacks undertaken in accordance with Article L. 22-10-62 of the French Commercial Code, and reduce the share capital by the corresponding amount in compliance with applicable laws and regulations,
2) Set the period of validity of this delegation of authority at twenty-four months from the date of this meeting,
3) Grant the Board of Directors all powers to take measures required to complete such cancellations and the corresponding reductions in share capital, to amend the company's articles of association as a result and to carry out all formalities required.

Sixteenth resolution

Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities convertible to equity and/or debt securities, with preferential subscription rights, duration of the delegation of authority, maximum nominal amount of the capital increase, option to offer unsubscribed securities to the public.

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with the provisions of the French Commercial Code and in particular, Articles L. 225-129-2, L. 228-92 and L. 225-132 *et seq*:

1) Delegates to the Board of Directors its authority to issue, whether free of charge or for consideration, on one or more occasions, in the proportions and at the times it sees fit, on the French and/or international market, either in euros or in foreign currencies or in any other unit of account established by reference to a group of currencies,
   - ordinary shares,
   - and/or securities convertible to equity and/or debt securities.
2) Sets the duration for this authorisation provided for under this resolution at twenty-six months from the date of this Meeting.
3) Resolves to set the following limits on the amounts of issues authorised in the event that the Board of Directors makes use of this delegation of authority:

   The maximum nominal amount of the ordinary shares that may be issued under this authorisation may not exceed €60,000,000, it being specified that this amount will be included in the overall ceiling provided for in the 24th resolution of this General Meeting.

   This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities giving access to the capital of the Company.

   The nominal amount of debt securities issued under this authorisation may not exceed €180,000,000, it being specified that this amount (i) does not include the redemption premium(s) in excess of par, if any, (ii) applies to all the debt securities whose issuance is provided for by the 19th and 20th resolutions of this Combined General Meeting (iii) but that this amount is separate and distinct from the amount of the debt securities whose issuance may be decided or authorised by the Board of Directors in accordance with Article L. 228-40 of the French Commercial Code. The term of the bonds other than those in the form of perpetual notes may not exceed 15 years. Securities thus issued may in addition be repurchased on the stock market or used in connection with tender bids or exchange offers by the Company.

4) Should the Board of Directors make use of this authorisation in connection with the issues referred to in 1) above, it:
   a. resolves that the issue(s) of ordinary shares or securities convertible into equity shares will be reserved on a priority basis for shareholders who may subscribe on an irreducible basis (*à titre irréductible*),
   b. resolves that if applications for new shares on an irreducible basis, and where applicable subject to reduction (*à titre réductible*) should fail to account for the entire issue referred to in 1), the Board of Directors may exercise the following options:
   - limit the amount of the issue to the amount of applications received, within the limits provided for by regulations,
   - freely allocate all or part of the securities not taken up,
   - offer all or part of the securities not taken up to the public,

5) Resolves that the Company's share warrants may be issued both in the form of a subscription offer, or by grants to the owners of existing shares, whereby it is specified that the Board of Directors will have the option of deciding that fractional allotment rights will not be negotiable and that the corresponding securities will be sold.
6) Resolves that the Board of Directors will be vested with, within the limits set forth above, all powers necessary notably to set the terms and conditions of the issue(s) and determine the issue price, record the completion of the resulting capital increases, amend the Articles of Association in consequence, charge at its sole discretion the costs of the capital increase to the corresponding share premium and appropriate therefrom all amounts required to ensure that the legal reserve represents one tenth of the new share capital after each increase, and in general, take all actions required.
7) Duly notes that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Seventeenth resolution

Delegation of authority to the Board of Directors to proceed with a capital increase by issuing ordinary shares and/or securities giving access to the share capital within the limit of 20% of the capital as consideration for in-kind contributions of equity securities giving access to the capital, duration of the delegation of authority, option of limiting the amount of subscriptions or allocating unsubscribed securities

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the reports of the Board of Directors and the Auditors, and in accordance with Articles L. 225-147, L. 22-10-53 and L. 228-92 of the French Commercial Code:

1) Authorises the Board of Directors, on the basis of the report of the equity auditor (*commissaire aux apports*), to issue ordinary shares or securities convertible, immediately or in the future, into the Company's equity capital as consideration for contributions in kind made to the Company in the form of equity securities or securities convertible into equity capital where the provisions of Article L. 22-10-54 of the French Commercial Code do not apply.
2) Sets the duration for this authorisation provided for under this resolution at twenty-six months from the date of this Meeting.
3) Resolves that the total nominal amount of ordinary shares that may be issued under this authorisation may not exceed 20% of the share capital as at the date of this General Meeting, excluding the nominal amount of the capital increase required to preserve the rights of holders of rights or securities convertible into shares in the Company, as required by law and, where applicable, by any contractual provisions providing for other means of preserving such rights.
4) This limit will be independent of all other limits set by other resolutions of this General Meeting.
5) Delegates full powers to the Board of Directors, for the purposes of approving the valuation of the contributions, deciding on the resulting capital increase, formally recording the completion thereof, charging, where appropriate, all costs and duties incurred by the capital increase to the contribution premium, deducting from the contribution premium the sums required to increase the legal reserve to one-tenth of the new capital after each increase and amending the Articles of Association accordingly, and doing all that is necessary in such matters.
6) Duly notes that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Eighteenth resolution

Delegation of authority to be given to the Board of Directors to issue shares through the capitalisation of reserves, profit and/or additional paid-in capital, term of the delegation of authority, maximum nominal amount of the capital increase, treatment of fractional shares,

The General Meeting, acting in accordance with the quorum and majority voting requirements that apply at Ordinary General Meetings, after having reviewed the Board of Directors' report, and in compliance with the provisions of Articles L. 225-129-2, L. 225-130 and L. 22-10-50 of the French Commercial Code:

1) Grants the Board of Directors authority to decide to increase the share capital through one or several tranches and at times and according to procedures it shall determine through the capitalisation of reserves, retained earnings or additional paid-in capital or other amounts that may be capitalised, by the issuance and grant of bonus shares or the increase in the par value of existing ordinary shares, or a combination thereof.
2) Decides if the Board makes use of this delegation of authority, in accordance with provisions of Articles L. 225-130 and L. 22-10-50 of the French Commercial Code, in the case of a capital increase in the form of a bonus share grant, that the fractional shares shall not be negotiable or transferable and that the corresponding security shall be sold. The proceeds of said sales will be allocated to the holders of such rights within the time limits provided for by regulation.
3) Sets the duration for this authorisation provided for under

this resolution at twenty-six months from the date of this Meeting.

4) Decides that the maximum nominal amount of the capital increase under this resolution may not exceed €60,000,000, without taking into account the nominal amount of the increase required, in accordance with the law, and, as applicable, contractual provisions providing for other cases for adjustments, to preserve the rights of holders of rights or securities giving access to the Company's capital.
This limit will be independent of all other limits set by other resolutions of this General Meeting.

5) Gives to the Board of Directors all powers to implement this resolution and, in general, undertake all measures and formalities necessary for the successful completion of the capital increase, record its completion and amend the Articles of Association in consequence.

6) Duly note that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Nineteenth resolution

Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities giving access to the share capital and/or debt securities, cancelling shareholders' preferential subscription rights by a public offering (with the exception of offers covered by 1 of Article L. 411-2 of the French Financial and Monetary Code) and/or in consideration for securities tendered in connection with a public exchange offer, length of the delegation of authority, maximum nominal amount of the capital increase, issue price, option of limiting the amount of subscriptions or allocating unsubscribed securities

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with the provisions of the French Commercial Code and in particular, Articles L. 225-129-2, L. 225-136, L. 22-10-51, L. 22-10-52, L. 22-10-54 and L. 228-92:

1) Grants the Board of Directors authority to carry out, through one or more instalments in amounts and at such times it chooses, in France and/or in other countries, through a public offering with the exception of offers covered by 1 of Article L. 411-2 of the French Financial and Monetary Code, either in euros or in another currency, or in any other monetary unit established by reference to several currencies, issues:
   - ordinary shares,
   - and/or securities convertible to equity and/or debt securities.

   The securities may be issued for payment of securities tendered to the company in connection with public exchange offers for securities in accordance with the provisions of Article L. 22-10-54 of the French Commercial Code.

2) Sets the duration for this authorisation provided for under this resolution at twenty-six months from the date of this Meeting.

3) The total nominal amount of ordinary shares that may be issued by virtue of this authority may not exceed €60,000,000.
   This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities giving access to the capital of the Company.
   This amount is deducted from the maximum nominal amount of ordinary shares provided for in the 24th resolution
   The total nominal amount of debt securities of the company that may be issued by virtue of this authority may not exceed €180,000,000 .
   This amount will be included under the ceiling for the maximum nominal amount of debt securities set out in the 16th and 20th resolutions

4) Decides to cancel shareholders' preferential subscription rights to subscribe for ordinary shares and securities giving access to the capital of the company and/or debt securities covered by this resolution, while leaving the Board of Directors the possibility to grant shareholders a priority period, in accordance with the law

5) Resolves to delegate to the Board of Directors full powers to set the issue price of any equity equivalent securities that may be issued under this authorisation.

6) Decide, in the case of issuance of shares destined to be used in payment of securities tendered to the Company in connection with public exchange offers for securities in accordance with the provisions of Article L. 22-10-54 of the French Commercial Code and within the limits set forth above, that the Board of Directors shall be vested with all necessary powers to draw up the list of securities to be tendered in the exchange, set the terms of the issue, the share exchange ratio, as well as, when applicable the balance to be paid in cash, and determine the procedures for the issue.

7) Decide that if applications for new shares should fail to account for the entire issue set forth in 1/, the Board of Directors may have recourse to the following options:
   - limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
   - freely allocate all or part of the securities not taken up.

8) Resolves that the Board of Directors will be vested with, within the limits set forth above, all powers necessary notably to set the terms and conditions of the issue, as applicable, record the completion of the resulting capital increases, amend the Articles of Association in consequence, charge at its sole discretion the costs of the capital increase to the corresponding share premium and appropriate therefrom all amounts required to ensure that the legal reserve represents one tenth of the new share capital after each increase, and in general, take all actions required.

9) Duly notes that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Twentieth resolution

Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities giving access to the share capital and/or debt securities, cancelling shareholders' preferential subscription rights by a public offering covered by 1 of Article L. 411-2 of the French Financial and Monetary Code, length of the delegation of authority, maximum nominal amount of the capital increase, issue price

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with the provisions of the French Commercial Code and in particular, Articles L. 225-129-2, L. 225-136, L. 22-10-52 and L. 228-92:

1) Grants the Board of Directors authority to carry out, through one or more instalments in amounts and at such times it chooses, in France and/or in other countries, through a public offering covered by Article L. 411-2 1 of the French Monetary and Financial Code, either in euros or in another currency, or in any other monetary unit established by reference to several currencies, with issues:
   - ordinary shares,
   - and/or securities convertible to equity and/or debt securities.
2) Sets the duration for this authorisation provided for under this resolution at twenty-six months from the date of this Meeting.
3) The total nominal amount of ordinary shares that may be issued by virtue of this authority may not exceed 30% per 12 month period.
   This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities giving access to the capital of the Company.
   This amount is deducted from the maximum nominal amount of ordinary shares provided for in the 24th resolution
   The total nominal amount of debt securities of the company that may be issued by virtue of this authority may not exceed €180,000,000 .
   This amount will be included under the ceiling for the maximum nominal amount of debt securities set out in the 16th and 19th resolutions
4) Decide to cancel the shareholders' preferential subscription right for ordinary shares and securities giving access to the capital of the company and/or debt securities covered by this resolution.
5) Resolves to delegate to the Board of Directors full powers to set the issue price of any equity equivalent securities that may be issued under this authorisation.
6) Decide that if applications for new shares should fail to account for the entire issue set forth in 1/, the Board of Directors may have recourse to the following options:
   - limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
   - freely allocate all or part of the securities not taken up.
7) Decide that the Board of Directors will be vested with, within the limits set forth above, all powers necessary notably to set the terms and conditions of the issue, record the completion of the resulting capital increases, amend the Articles of Association in consequence, charge at its sole discretion the costs of the capital increase to the corresponding share premium and appropriate therefrom all amounts required to ensure that the legal reserve represents one tenth of the new share capital after each increase, and in general, take all actions required.
8) Duly notes that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Twenty-first resolution

Delegation of authority to be granted to the Board of Directors to issue ordinary shares and/or securities giving access to the share capital and/or debt securities, cancelling shareholders' preferential subscription rights in favour of a category of persons meeting specified criteria, length of the delegation of authority, maximum nominal amount of the capital increase, issue price, option of limiting the amount of subscriptions or allocating unsubscribed securities

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with the provisions of the French Commercial Code and in particular, Articles L. 225 -129-2, L. 225 136 and L. 228-92 of said code:

1) Delegates to the Board of Directors its authority to issue, in amounts and at such times it chooses, in France or in other countries, entailing the cancellation of shareholders' preferential subscription right for the benefit of a category of persons defined below:
   - ordinary shares,
   - and/or securities convertible to equity and/or debt securities
2) Sets the duration for this authorisation provided for under this resolution for a period of eighteen months from the date of this Meeting.
3) The maximum total nominal amount of capital increases that may carried out under this delegation of authority may not exceed €60,000,000 million.
   This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities giving access to the capital of the Company.
   This limit will be independent of all other limits set by other resolutions of this General Meeting.
   The total nominal amount of debt securities of the company that may thus be issued may not exceed €180,000,000.
   This limit will be independent of all other limits set by other resolutions of this General Meeting.
4) Resolves, in accordance with Article L. 225-138 of the French Commercial Code, that the amount to be received by the Company for each ordinary share issued under this authorisation, after taking into account the issue price of any warrants issued, must be at least equal to the weighted average of the prices quoted for the shares on the regulated market of Euronext Paris over the 3 trading days preceding the date on which the issue price is set,

less a discount of up to 10% after adjusting this amount if necessary for any difference in the date of record.

5) Resolves to waive shareholders' preferential subscription rights for ordinary shares and securities convertible into equity and/or debt securities, in favour of the following category of persons or sub-categories thereof:
   - natural persons or legal entities, including companies, trusts or investment funds or other investment vehicles regardless of their form, established under French or foreign law, regularly investing in the event industry sector;
6) Resolves that if applications for shares should fail to account for the entire issue provided for under 1), the Board of Directors may make use, in the order of its choosing choosing, of any or all of the following options:
   - limit the amount of the issue to the amount of applications received, as applicable, within the limits provided for by regulation,
   - freely allocate all or part of the offering not taken up to the category of beneficiaries of defined above.
7) Resolves that the Board of Directors may implement this delegation at any time, and in particular to:
   a) set the terms and conditions for the issue or issues;
   b) establish the list of beneficiaries within the category defined above;
   b) set the number of shares to be granted to each of the beneficiaries;
   b) set the amount of the issue, the issue price as well as the amount of the premium that may be required on issuance;
   e)determine the dates and the procedures of issuance, the nature and characteristics of the shares to be created which may or may not be subordinated, and may or may not be for a limited term;
   f) determine the payment method for the shares and/or the securities issued or to be issued;
   g) set, as applicable, the terms of exercise of the rights attaching to the securities issued and, notably, determine the date, which may be retroactive, as of which the new shares shall carry dividend rights, as well as any and all other terms and conditions of completion of the issuance;
   h) suspend, as applicable, the exercise of rights attached to these securities for a maximum period of three months;
   i) at its sole discretion, offset share issue costs against the related premiums and deduct from these issue premiums the amounts necessary to bring the legal reserve to one-tenth of the new amount of the capital, after each increase;
   j) certify the completion of each capital increase and make the corresponding amendments to the Articles of Association;
   k) make all adjustments required in accordance with applicable laws and regulations and set the terms enabling the preservation, where applicable, of the rights of holders of rights or securities giving access to the Company's capital;
   l) and, in general, take all measures and perform all formalities useful for the issue of the securities and the agency agreement for the servicing of securities issued under this authority as well as for the exercise of rights attached to the securities and in general take all measures that shall be necessary.
8) Duly notes that the Board of Directors will report to the next Ordinary General Meeting, as required by laws and regulations, on the uses made of authorisations granted herein.
9) Duly notes that this authorisation supersedes and cancels, for the unused portion, as applicable, any prior authorisation having the same purpose.

Twenty-second resolution

Delegation of authority to the Board of Directors to issue ordinary shares and/or securities convertible into equity and/or debt securities, without preferential subscription rights for the benefit of one or more named persons

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with the provisions of the French Commercial Code and in particular Articles L. 225-129-2, L.22-10-52-1 and L. 228-92 of said code:

1) Delegates to the Board of Directors full powers to issue, on one or more occasions, in the proportions and at the times it sees fit, both in France and in other countries, without preferential subscription rights for the benefit of one or more named persons:
   - ordinary shares,
   - and/or securities convertible to equity and/or debt securities
2) Sets the duration for this authorisation provided for under this resolution for a period of eighteen months from the date of this Meeting.
3) The maximum total nominal amount of capital increases that may carried out under this delegation of authority may not exceed €60,000,000.

   This ceiling may be increased, as necessary, by the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities giving access to the capital of the Company.

   This limit will be independent of all other limits set by other resolutions of this General Meeting.

   The total nominal amount of debt securities of the company that may thus be issued may not exceed €180,000,000. This limit will be independent of all other limits set by other resolutions of this General Meeting.
4) Resolves, in accordance with the provisions of Article L. 22-10-52-1 of the French Commercial Code, that the issue price of shares issued under this authorisation will be set in accordance with the regulatory provisions in force on the date this authorisation is used.
5) Resolves to waive the preferential subscription rights of shareholders in respect of ordinary shares and securities convertible into equity and/or debt securities, for the benefit of one or more named persons, and to delegate to the Board of Directors the power to designate such persons.
6) Resolves that if applications for shares should fail to account for the total amount of an issue as referred to above in 1), the Board of Directors may limit the amount of the issue to the amount of subscriptions received, where applicable within the limits provided for by the regulations,
7) Resolves that the Board of Directors will have full powers to implement or not implement this authorisation, and in particular to:
   a) set the terms and conditions for the issue or issues;
   b) to designate the person or persons for whom the issue

is reserved in accordance with Article L.22-10-52-1 of the French Commercial Code;

b) set the number of shares to be granted to each of the beneficiaries;

b) set the amount of the issue, the issue price as well as the amount of the premium that may be required on issuance;

e) determine the dates and the procedures of issuance, the nature and characteristics of the shares to be created which may or may not be subordinated, and may or may not be for a limited term;

f) determine the payment method for the shares and/or the securities issued or to be issued;

g) set, as applicable, the terms of exercise of the rights attaching to the securities issued and, notably, determine the date, which may be retroactive, as of which the new shares shall carry dividend rights, as well as any and all other terms and conditions of completion of the issuance;

h) suspend, as applicable, the exercise of rights attached to these securities for a maximum period of three months;

i) at its sole discretion, offset share issue costs against the related premiums and deduct from these issue premiums the amounts necessary to bring the legal reserve to one-tenth of the new amount of the capital, after each increase;

j) certify the completion of each capital increase and make the corresponding amendments to the Articles of Association;

k) make all adjustments required in accordance with applicable laws and regulations and set the terms enabling the preservation, where applicable, of the rights of holders of rights or securities giving access to the Company's capital;

l) and, in general, take all measures and perform all formalities useful for the issue of the securities and the agency agreement for the servicing of securities issued under this authority as well as for the exercise of rights attached to the securities and in general take all measures that shall be necessary.

8) Duly notes that the Board of Directors will report to the next Ordinary General Meeting, as required by laws and regulations, on the uses made of authorisations granted herein.

Twenty-third resolution

Authorisation to increase the amount of issues

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the the Board of Directors' report and the Auditors' special report, resolves that, for each of the issues of ordinary shares or securities decided pursuant to the 16th and 19th to 21st resolutions, that the number of shares to be issued may be increased in accordance with Articles L. 225-135-1 and R. 225-118 of the French Commercial Code and subject to the ceilings set by the General Meeting.

Twenty-fourth resolution

Total maximum amount of delegations of authority granted under the 16th, 19th and 20th resolutions of this General Meeting

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the report of the Board of Directors, resolves to set the share capital at :

— €120,000,000 for the total nominal amount of shares that may be issued, immediately or in the future, under the terms of the 16th, 19th and 20th resolutions of this General Meeting, it being specified that this amount may be increased, as necessary, by the nominal amount of the capital increase necessary to preserve, in accordance with the law, and, as applicable, contractual provisions providing for other methods for preserving the rights of holders of rights or securities giving access to the Company's capital.

Twenty-fifth resolution

Delegation of authority to be granted to the Board of Directors to proceed with a capital increase through the issuance of ordinary shares and/or securities giving access to the share capital, suspending shareholders' preferential rights in favour of employees participating in a company savings plan pursuant to the provisions of Articles L. 3332-18 et seq*. of the French Labour Code; duration of the delegation of authority, maximum nominal amount of the capital increase, issue price, possibility to grant restricted shares under Article L.3332-21 of the said Code*

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report and the Auditors' special report, in accordance with Articles L. 225-129-6, L. 225-138-1 and L. 228-92 of the French Commercial Code and L. 3332-18 *et seq*. of the French Labour Code:

1) Delegates its authority to the Board of Directors, for the purpose, if it deems opportune, on the basis of its decision alone, of increasing the share capital, at once or in instalments, by issuing ordinary shares or securities giving access to the Company's capital to be issued in favour of participants in one or more company or group employee stock ownership plans established by the company and/or French or foreign companies affiliated with it in accordance with the provisions of Article L. 225180 of the French Commercial Code and Article L. 3344-1 of the French Labour Code.

2) Cancels, in favour of these persons, the preferential right to subscribe to the shares and securities that may be issued pursuant to this authorisation.

3) Sets the period of validity of this delegation of authority at twenty-six months from the date of this meeting.

4) Limits the maximum nominal amount of the capital increase(s) that may be carried out under this authorisation to 3% of the amount of share capital at the time of the

Board of Directors' decision to proceed with the capital increase, whereby said amount is independent of any other limit provided for in respect of the authorisation of capital increases. To this amount shall be added, where applicable, the nominal amount of capital increases necessary, as required by law and, if applicable, by contractual provisions providing for other forms of adjustments to preserve the rights of the holders of rights or securities convertible into equity capital of the Company.

5) Resolves that the price of the shares to be issued under 1/ this delegation of authority will be set in reference to the Company's share price on the regulated market of Euronext Paris that may not exceed the average price of the twenty (20) trading sessions preceding the date of the decision to open the subscription period nor less than 30% of this average or 40% when the waiting period provided for by the employee stock ownership plan is greater than or equal to 10 years.
6) Decides, in application of the provisions of Article L.3332-21 of the French Labour Code, that the Board of Directors may provide for grants without consideration to beneficiaries defined above in the first paragraph, of shares to be issued or already issued or other securities giving access to the Company's share capital to be issued or already issued, with respect to (i) contributions that may be paid in accordance with procedures for company or group stock ownership plans and/or (ii), as applicable, the discount and may decide in the case of the issuance of new shares and/ or the contribution, to proceed with the capitalisation of the reserves, earnings or additional paid-in capital for the payment of said shares.

The Board of Directors may or may not implement this delegation of authority, take all necessary measures and proceed with all necessary formalities.

The General Meeting duly notes that this authorisation has been proposed to comply with the provisions of Article L. 225-129-6 of the French Commercial Code.

Twenty-sixth resolution

Authorisation to be given to grant restricted shares from existing shares or shares to be issued to employees and/or selected officers of the Company or affiliated companies or an economic interest group, waiver by shareholders of their preferential subscription rights, term of the authorisation, maximum amount, length of the vesting period, notably in the case of disability, and, as applicable, of the holding period

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, having considered the Board of Directors' report and the Auditors' special report, authorises the Board of Directors, in accordance with Articles L. 225-197-1, L. 225-197-2, L. 22-10-59 and L. 22-10-60 of the French Commercial Code, to grant ordinary shares in the Company, either existing or to be issued, on one or more occasions, to the following beneficiaries:

— employees of the Company or companies or economic interest groups directly or indirectly related to it within the meaning of Article L. 225-197-2 of the French Commercial Code,
— and/or corporate officers who meet the conditions set out in Article L. 225-197-1 of the French Commercial Code.

The total number of restricted shares that may be granted under this authorisation shall be limited to 900,000, subject to the maximum percentage stipulated by the regulations on the date of the decision to grant the shares.

To this ceiling shall be added, where applicable, the nominal amount of the capital increase required to preserve the rights of beneficiaries of grants of restricted shares in the event of corporate actions occurring during the vesting period.

Decide that share grants will be vested by their beneficiaries, subject to compliance with the conditions and, as applicable, criteria that may have been set by the Board of Directors, after a vesting period that will be set by the latter of not less than one year, and that the beneficiaries must, as applicable, hold their shares for a period set by the Board so that the vesting period and, as applicable, the holding period combined, may not be less than two years,

Decide that, by way of exception to the above, shares granted will be fully vested before the end of this Vesting Period in the cases of disability of the beneficiary falling under the second and third categories provided for in Article L. 341-4 of the French Social Security Code(*code de la sécurité sociale*).

Full powers are granted to the Board of Directors to:

— set the conditions and, if applicable, the vesting criteria for the shares;
— determine the identity of beneficiaries and the number of shares granted to each;
— if applicable :
  • confirm the existence of sufficient reserves and, where applicable, transfer the sums required to pay up the new shares to be awarded to a blocked reserve account at the time of each award,
  • resolve, at the appropriate time, to proceed with one or more capital increases by capitalising reserves, additional paid-in capital or profits to take account of the issue of new shares to be granted without consideration, whereby the amount of said capital increase(s) shall not be included within the maximum limit of the authorisation to increase the Company's share capital through the capitalisation of reserves granted by the 18th resolution of this General Meeting or by any other resolution having the same purpose.
  • purchase the shares required under the share buyback programme and allocate them to the share grant plan,
  • determine the impact on the rights of beneficiaries of any changes to the share capital or transactions likely to affect the value of the shares granted during the vesting period and, in consequence, modify or adjust, if necessary, the number of shares granted to preserve the rights of beneficiaries;
  • take all useful measures, where applicable, to ensure compliance with the obligation of beneficiaries to hold the shares
  • and generally, in accordance with the laws in force, take all steps necessary to implement this authorisation.

This authorisation constitutes a waiver by operation of law of shareholders' preferential subscription rights in respect of new shares issued by capitalisation of reserves, additional paid-in capital or earnings.

This authorisation is given for a period of thirty-eight months from the date of this Meeting.

This authorisation cancels and replaces, with effect from this day, any unused portion of any previous authorisation for the same purpose.

Twenty-seventh resolution

Amendment of Article 12 of the Articles of Association for the purpose of mentioning the application of the rules of legal equivalence for the calculation of the thresholds set out in set Articles

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report, resolves to amend Article 12 of the Articles of Association in order to mention the legal equivalencies of certain types of securities and the calculation methods for share ownership thresholds.

On that basis, an eighth and final paragraph is added, with the rest of the article remaining unchanged:

Former version	New version
(...)	(...) The thresholds referred to in paragraphs 3, 4 and 5 of this article are calculated in accordance with the rules providing for the inclusion of certain number of eligible securities for under Article L. 233-9 of the French Commercial Code

Twenty-eighth resolution

Amendment of Article 16 of the Articles of Association to provide for a shorter term of office for Directors, to enable staggered terms

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report, resolves to amend Article 16 of the Articles of Association to allow the General Meeting to appoint a director for a shorter term of office, solely for the purpose of making it possible to implement or maintain staggered terms of office.

On that basis, paragraph 2 of Article 16 now reads as follows:

Former version	New version
(...) In the course of the duration of the Company's life, Directors are appointed by the ordinary general meeting for terms of four (4) years and may be reappointed. Companies serving on the Board of Directors must, upon their appointment, designate a permanent representative subject to the same conditions and obligations as a Director who is a natural person. (...)	(...) In the course of the duration of the Company's life, Directors are appointed by the ordinary general meeting for terms of four (4) years and may be reappointed. **By way of exception, the Annual General Meeting may appoint one or more Directors for a shorter term of three years, two years or one year, in order to implement or maintain staggered terms of office**. Companies serving on the Board of Directors must, upon their appointment, designate a permanent representative subject to the same conditions and obligations as a Director who is a natural person. (...)

Twenty-ninth resolution

12.3 Amendment of Article 16 of the Articles of Association in order to describe the conditions governing the appointment by employee shareholders of candidates to represent employee shareholders on the Board of Directors

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report, resolves to add to Article 16 of the Articles of Association provisions governing the appointment of candidates by employee shareholders to the Board of Directors representing employee shareholders, in accordance with Article L. 225-23 of the French Commercial Code.

On that basis, paragraphs 5 to 8 of Article 16 of the Articles of Association are replaced by the following provisions:

Former version
(...) In the case where employees of the company or companies with which it is affiliated within the meaning of Article L 225-180 of the French Commercial Code hold at least 3% of the share capital of the company on the last date of the period ended, one or more directors are appointed by the general meeting of the shareholders on the proposal of shareholders referred to by Article L 225-102 of the French Commercial Code. These directors are appointed from the employee shareholders or, when applicable, the employee members of the supervisory board of an employee stock ownership fund (*fonds commun de placement d'entreprise* or FCPE). These directors are not be taken into account when determining the minimum and maximum number of Board members pursuant to Article L. 225-17 of the French Commercial Code. The term of their office is determined in accordance with the provisions of Article L 225-18 of the French Commercial Code. However, their office expires at the end of the term or termination, for whatever reason, of their employment contract. The calculation of the 3% threshold is made in accordance with the provisions of Article L. 225-102 of the French Commercial Code. (...)

New version

(...)
When the legal conditions are met, a member of the Board of Directors representing the employee shareholders is elected by the Ordinary General Meeting from among the candidates proposed by the employee shareholders.

The procedures for appointing the candidate or candidates for election to the Board of Directors to represent employee shareholders are as follows:

— The Chairman of the Board of Directors sets the rules for nominating candidates. In particular, these rules establish the timetable for the different stages of the appointment process, the procedure for collecting and examining pre-candidatures, the procedures for appointing the representatives of employee shareholders exercising the voting rights attached to the shares they hold, and all other provisions necessary for the process described below to proceed as efficiently as possible. The rules shall be communicated to the members of the supervisory boards of employee mutual funds (*Fonds Commun de Placement d'Entreprise* or FCPE) and, where applicable, to the employee shareholders exercising their voting rights directly, by any means and in particular, without the means of communication listed below being considered exhaustive, by posting notices and/or by electronic communication, with a view to the nomination of candidates
— A call for candidates is used to draw up a list of pre-candidates from among the persons referred to in Articles L. 225 23 and L. 225 102 of the French Commercial Code.
— When voting rights attached to shares held by employees are exercised by members of the supervisory boards of FCPEs, the said supervisory boards may jointly nominate a candidate. Each Supervisory Board meets to select its preferred candidate from the list of pre-candidates. The Company's representatives on the Supervisory Board have no voting rights in this decision. As part of the nomination process, each of the pre-candidates is assigned a score equal to the number of shares held by the FCPE that voted in their favour. The pre-candidate designated as candidate is the one with the highest score.
— When the voting rights attached to shares held by employees are exercised directly by them, a candidate may be nominated by a vote of the elected or appointed representatives of these employee shareholders in accordance with the procedures described in the rules for nominating candidates. If representatives are appointed by means of a proxy, the rules governing the appointment of candidates may stipulate a threshold in terms of representativity. The threshold may not exceed 0.05% of the Company's share capital. Each elected or appointed employee shareholder representative chooses his or her preferred candidate from the list of pre-candidates. As part of the nomination process, each of the pre-candidates is allocated a score equal to the number of shares held by the voters or proxies of the representatives who voted in favour of the candidate. The pre-candidate designated as candidate is the one with the highest score.
— Members of the supervisory boards of FCPEs and elected or appointed employee shareholder representatives may nominate the same candidate. Consequently, only this candidate will be presented to the General Meeting of the Shareholders. The same applies in the event that the nomination process is unsuccessful.

The director representing employee shareholders is elected by the Annual General Meeting under the conditions of quorum and majority required for Ordinary General Meeting resolutions, from among the nominee or nominees. The Board of Directors submits a separate resolution to the Annual General Meeting in respect of each candidate, and, where applicable, approves the resolution concerning the preferred candidate.

The candidate with the highest number of votes is elected Director representing employee shareholders, provided he or she obtains at least 50% of the votes cast by shareholders present or represented at the General Meeting. In the event of a tie, the appointment is based on seniority as an employee of the Company or one of its subsidiaries.

If none of the candidates receives more than 50% of the votes cast by shareholders present or represented at the General Meeting, two new candidates will be proposed at the next Ordinary General Meeting.

If directors representing employee shareholders lose their employee status, they will be deemed to have resigned automatically and their term of office will end automatically. The same shall apply in the event of loss of shareholder status within the meaning of Article L. 225-102 of the French Commercial Code.

The Board of Directors is authorised to meet and conduct business in the absence of a director representing employee shareholders until such director is appointed by the General Meeting of the shareholders.

The provisions relating to the representation of employee shareholders will cease to apply when, at the end of a financial year, the legal conditions requiring the appointment of such a director representing employee shareholders are no longer met, it being specified that the term of office of any director representing employee shareholders appointed will expire at its normal term.
(...)

Thirtieth resolution

Inclusion in Article 16 of the Articles of Association of a clause providing for the election of a director by employees

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings and in accordance with Article L. 225-23 paragraph 4 of the French Commercial Code, after considering the Board of Directors' report, resolves to add a clause to Article 16 of the Articles of Association to provide for the election of a director by the employees of the Company and its direct or indirect subsidiaries with a registered office in France.
On that basis, a new paragraph is added after paragraph 4 of Article 16 of the Articles of Association, worded as follows:

New version

The Board of Directors also includes a director elected by the employees of the company and its direct and indirect subsidiaries, in accordance with the provisions of Articles L. 225-27 and L. 225-28 of the French Commercial Code. The election takes place by secret ballot in a sealed envelope or, where applicable, electronically in accordance with the legal and regulatory conditions in force.

Thirty-first resolution

Amendment to Article 17 of the Articles of Association on the use of telecommunications equipment and recourse to written consultation

The General Meeting, acting in accordance with the quorum and majority voting requirements applicable to extraordinary general meetings, after considering the Board of Directors' report, resolves to amend Article 17 of the Articles of Association in order to:
— adapt the provisions relating to the use of telecommunications equipment to those set forth in Article L. 22-10-3-1 of the French Commercial Code as amended by Act no. 2024-537 of 13 June 2024
— define the deadlines and procedures for the use of written consultations and stipulate that any member of the Board may contest the use of this procedure, in accordance with the provisions of Article L. 225-37 of the French Commercial Code, as amended by Act No. 2024-537 of 13 June 2024

On that basis, Article 17 now reads as follows, with the changes indicated in bold:

Former version

The Board of Directors meets pursuant to notice from the Chairman, as often as the interests of the company require and at least four times a year. Meetings are called according to the method determined by the Board.
To validly conduct proceedings, a minimum quorum of the members serving is required, with a minimum of at least two members. A record of attendance is maintained that is signed by Directors attending the meeting. Directors who attend the Board meeting remotely using videoconferencing or digital technologies in accordance with laws and regulations in force, are deemed present for determining the quorum and majority.
However, physical presence or representation is required for proceedings dealing with the following:
— appointing and removing the Chairman of the Board of Directors,
— Appointing and removing the chief executive officer
— Approving the annual and consolidated financial statements
— Establishing the management report of the company, and when applicable, the group.

Decisions are adopted by the meeting by a majority vote of members present or represented. In the event of a tie, the Chair of the meeting shall cast the deciding vote. However, if only two Directors are present at the meeting, decisions will require their unanimous agreement.
The Board may appoint a Secretary who need not be a Board member.
Board proceedings are recorded in the minutes entered in a special register and signed by the Chair of the meeting and at least one Director, or when the Chair of the meeting is unable to sign, by at least two Directors.
Copies or excerpts of proceedings are duly certified by the Chair of the Board of Directors, the Chief Executive Officer or by an attorney-in-fact authorised for that purpose.
The Board may decide to form special board committees or commissions, which may include persons who are not directors, tasked with studying questions submitted to it by the board or its chair. These committees or commissions exercise their functions under the Board's responsibility.
Directors as well as any other person called to attend the Board meetings shall the bound by an obligation of discretion with respect to information of a confidential nature and presented as such by the chair of the meeting.
The Board of Directors may also make decisions by means of a written consultation of the directors under the conditions provided for by law.

New version

The Board of Directors meets pursuant to notice from the Chairman, as often as the interests of the company require and at least four times a year. Meetings are called according to the method determined by the Board.
To validly conduct proceedings, a minimum quorum of the members serving is required, with a minimum of at least two members.
A record of attendance is maintained that is signed by Directors attending the meeting. Directors who attend Board meetings **by means of telecommunications devices enabling their identification and accordance with the conditions provided for by decree** are deemed to be present for the purposes of calculating the quorum and majority.
The following decisions may not be taken at a meeting that allows participation by means of telecommunication:
— Appointing and removing the Chairman of the Board of Directors,
— Appointing and removing the chief executive officer
— Approving the annual and consolidated financial statements
— Establishing the management report of the company, and when applicable, the group.
The Articles of Association may also stipulate that certain other decisions may not be taken at a meeting held under these conditions.
Decisions are adopted by the meeting by a majority vote of members present or represented. In the event of a tie, the Chair of the meeting shall cast the deciding vote. However, if only two Directors are present at the meeting, decisions will require their unanimous agreement.
The Board may appoint a Secretary who need not be a Board member.
Board proceedings are recorded in the minutes entered in a special register and signed by the Chair of the meeting and at least one Director, or when the Chair of the meeting is unable to sign, by at least two Directors.
Copies or excerpts of proceedings are duly certified by the Chair of the Board of Directors, the Chief Executive Officer or by an attorney-in-fact authorised for that purpose.
The Board may decide to form special board committees or commissions, which may include persons who are not directors, tasked with studying questions submitted to it by the board or its chair. These committees or commissions exercise their functions under the Board's responsibility.
Directors as well as any other person called to attend the Board meetings shall the bound by an obligation of discretion with respect to information of a confidential nature and presented as such by the chair of the meeting.
At the initiative of the Chairman, the Board of Directors may also adopt decisions by written consultation of the Directors. **In this case, at the request of the Chairman of the Board, the directors are asked to give their opinion on the decision(s) addressed to them by any written means, including electronic means, within five business days of the request being sent. All directors have one business day from the date of transmission to object to the use of written consultation. In the event of an objection, the Chairman shall immediately inform the other directors and convene a meeting of the Board of Directors. In the absence of a written response to the Chairman of the Board within the aforementioned timeframe and in accordance with the terms and conditions set out in the request, the directors will be considered absent and not to have taken part in the decision. The decision can only be adopted if at least half of the directors have taken part in the written consultation, and by a majority of the directors taking part in this consultation. The Chairman of the Board shall be considered to have presided over the written consultation and shall accordingly have the casting vote in the event of a tie. The internal regulations specify any other written consultation procedures not defined by the legal and regulatory provisions in force or by these Articles of Association.**

3. Ordinary resolutions

Thirty-second resolution

Powers for formalities

The General Meeting grants all powers to the holder of an original, a short-form certificate or a copy of these minutes to carry out all the publication, filing and other formalities that may be required by law.

Information available on web sites

(www.gl-events.com et www.amf-France.org)

Press releases

Date	Press releases
25 January 2024	GL events beats annual targets with revenue up 9% in 2023
31 January 2024	Conclusion of an agreement organising Sofina's sale of a percentage of its shareholding in GL events to Trévise Participations and the divestment of Sofina's stake in GL events.
6 March 2024	GL events' growth momentum remains on track, exceeding targets in 2023 with another record year
22 March 2024	Change in Polygone's shareholding structure
2 April 2024	Availability of the 2023 Universal Registration Document
4 April 2024	Increase in resources allocated to the liquidity contract
24 April 2024	GL events announces 10% growth in Q1 2024 revenue
25 April 2024	GL events - Nicolas DE TAVERNOST appointed Vice-Chairman of the Board of Directors - creation of a Strategy Committee - appointment of 3 directors
18 July 2024	GL events announces 19% growth in H1 2024 revenue and raises its guidance for the full year with growth expected to exceed 9%
25 July 2024	Polygone shareholding structure developments
4 September 2024	GL events' growth momentum remains on track in H1 2024
16 October 2024	GL events announces 18% growth in Q3 2024 revenue
7 November 2024	GL events announces the sale of Agence CCC
4 December 2024	GL events into exclusive negotiations for the acquisition of ADD Group in Saudi Arabia
10 December 2024	GL events confirms the opening of exclusive negotiations for the Stade de France concession
12 December 2024	GL events is selected to manage Marseille Chanot through a consortium with CCIAMP Infrastructures
23 January 2025	GL events beats annual targets with revenue up 15% in 2024
10 February 2025	Polygone shareholding structure developments
5 March 2025	Beating expectations with another record-breaking year, GL events' momentum remains on track in 2024
6 March 2025	GL events shareholding structure developments - Polygone holding's reinforced - entry of the Amar family office – exit of the Sofina shareholding block

Universal Registration Document and offering memorandums

Date	Press releases
2 April 2024	2023 Universal Registration Document (No. D.24-0219)

Information published through the press

No press releases were distributed by means of a publication in the press in 2024.

Official legal announcements (*bulletin des annonces legales et obligatoires*)

Date	Press releases	Publication date
10 April 2024	Preliminary notice of the General Meeting	44
10 June 2024	Certification of the Statutory Auditors	70

Filings with the registrar of the Lyon commercial court

Date	Press releases
21 June 2024	Filing of the 2023 annual financial statements
21 June 2024	Filing of the 2023 consolidated financial statements

Annual filings and disclosures

This annual information document has been published in accordance with Article 451-1-1 of the French Monetary and Finance Code and Article 221-1-1 of the AMF General Regulation. This document contains information published or rendered public by GL events between 1 January 2025 and 31 March 2025 in compliance with legal or regulatory disclosure obligations.

Person responsible for the French version of the Universal Registration Document

Mr. Olivier GINON
Chairman

Responsibility statement for the French version of the Universal Registration Document

I hereby certify that the information contained in this universal registration document provides a true and fair picture of the company's existing situation. It does not contain any omissions that could affect the validity of this document.

I certify that, to the best of my knowledge, the annual and consolidated financial statements prepared in accordance with the applicable set of accounting standards give a true and fair view of the assets, liabilities, financial position and profit or loss of the issuer and the undertakings included in the consolidation taken as a whole and that the management report for the period on page 242 presents a true and fair view of the development and performance of the business and the position of the issuer and the undertakings included in the consolidation taken as a whole, together with a description of the principal risks and uncertainties that they face and that it has been prepared in accordance with applicable sustainability reporting standards.

The statutory auditors have issued reports on the historical information presented in this universal registration document.

Lyon, 28 March 2025

Olivier GINON
Chairman of the Board of Directors

Statutory auditors

	Date of first appointment	Renewal date	End of appointment (AGM approving the accounts at)
Statutory auditors: **MAZA – SIMOENS** Benjamin Schlicklin 26, rue Raspail 69600 Oullins - France	16 May 2008	19 June 2020	31 December 2025
FORVIS-MAZARS Emmanuel Charnavel Arnaud Fleche 109, rue Tête d'Or 69006 Lyon	13 July 2005	19 June 2020	31 December 2025

Information incorporated by reference

In accordance with Article 28 of the Commission Regulation (EC) 809-2004 implementing the prospectus directive, the following information shall be incorporated by reference in this Universal Registration Document:

— The consolidated financial statements for the period ended 31 December 2023 and the Auditors' report on these financial statements presented respectively on pages 188 to 226 and 228 to 230 of the universal registration document No. D. 24-0219 filed with the AMF on 2 April 2024.

— The consolidated financial statements for the period ended 31 December 2022 and the Auditors' report on these financial statements presented respectively on pages 176 to 214 and 216 to 218 of the universal registration document No. D. 23-0228 filed with the AMF on 4 April 2023.

Concordance table

This concordance table provides cross-references to identify information to be included in the annual report filed as a universal registration documents.

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This Universal Registration Document contains all information of the management report of the Company required by articles L. 225-100 *et seq.*, L. 232-1, II, and R. 225-102 the French Commercial Code.

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(1) In accordance with articles L. 451-1-2 of the French Financial and Monetary Code and article 222-3 of the AMF General Regulation.
NA: Non Applicable.

AUTORITÉ DES MARCHÉS FINANCIERS

AMF

The original French version of this Universal Registration Document was filed on le 28 March 2025 with the AMF (*Autorité des Marché Financiers*), the French financial market regulator, as the competent authority under regulation (UE) 2017/1129, without prior approval pursuant to Article 9 of said regulation.
The original French version of this document may be used for the purposes of an offer to the public of securities or admission of securities to trading on a regulated market if it is supplemented by a securities note and, if applicable, a summary together with any amendments to the Universal Registration Document. It has thus been approved in its entirety by the AMF in accordance with Regulation (EU) 2017/1129.

2025 - WRITTEN AND PRODUCED BY: COMMUNICATIONS DEPARTMENT