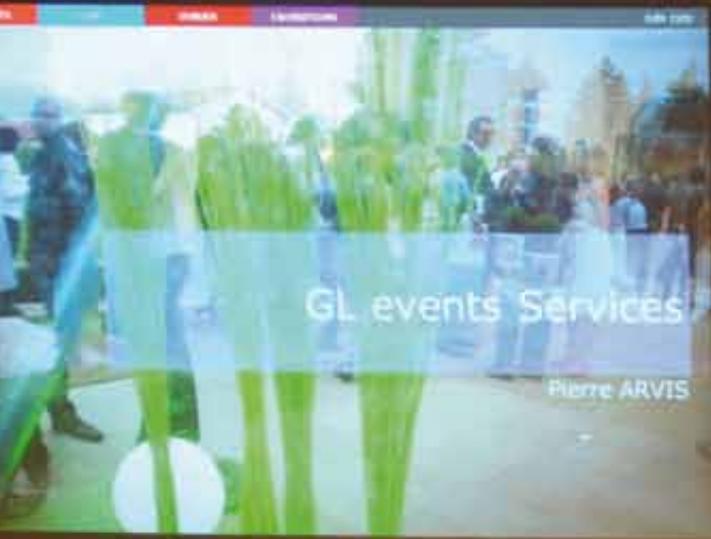




2020

COMPANY REPORT

BRINGING PEOPLE TOGETHER



Note: all CSR disclosures required under Article R225-105-101 of the French Commercial Code, explanations on methodology and the independent assurance report on sustainable development are included in the registration document.

GL EVENTS' COMMITMENTS & RESPONSIBILITIES

Four years have now passed since GL events first implemented its sustainable development strategy Group-wide. The Sustainable Development Mission, today a full-fledged Department, spearheads three

programmes in line with its priorities: Think Green focusing on environmental priorities, Think People focusing on employee and labour-related issues in close collaboration with the Human Resources Department, and Think Local creating value in regional communities.

BE SUSTAINABLE !



ENVIRONMENTAL ISSUES

- Waste
- Energy



SOCIETAL ISSUES

- Regional reach and stature
- Local communities
- Innovation



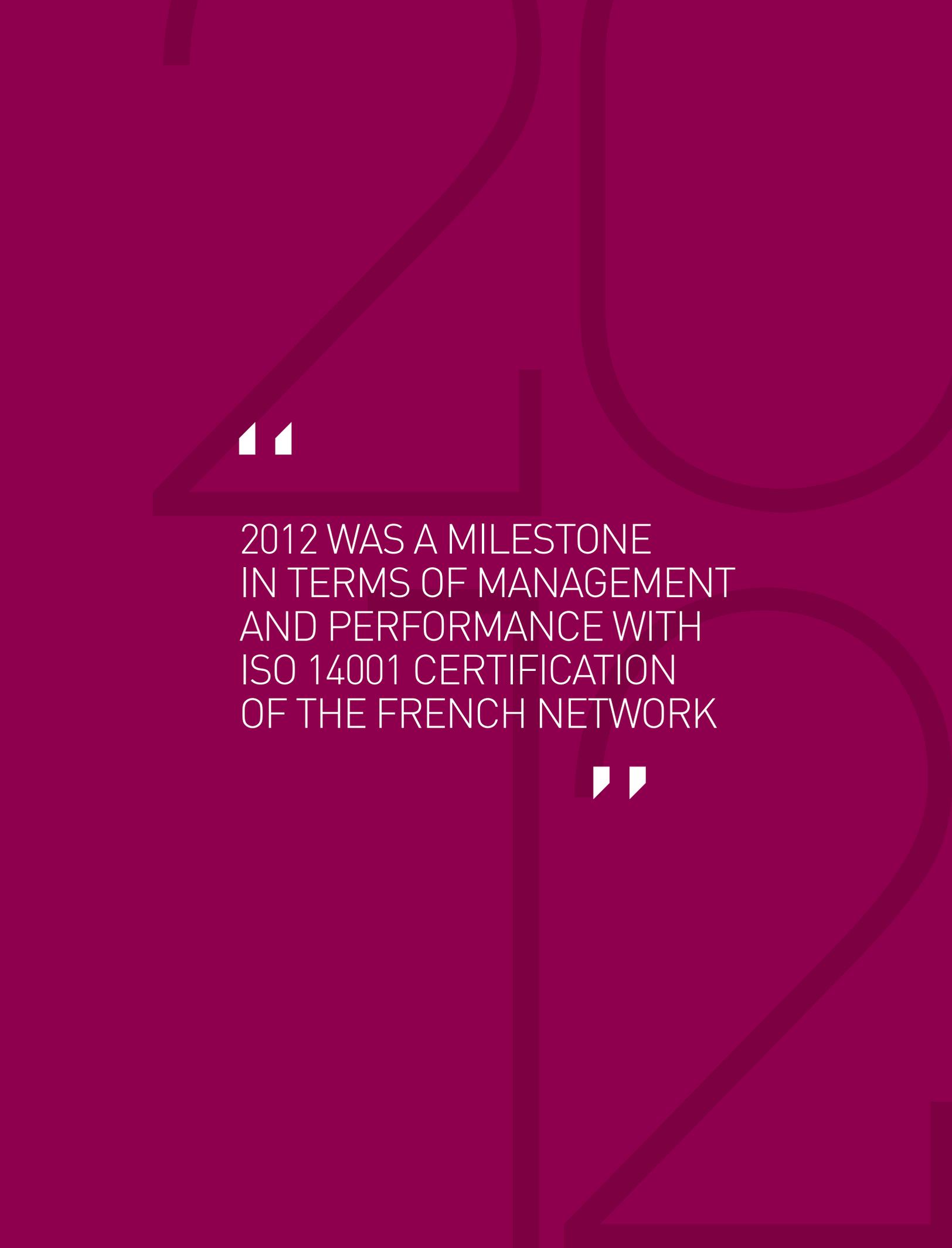
LABOUR ISSUES

- Diversity
- Improved quality of life
- Talent

2012 was decisive in our corporate social responsibility roadmap, with a significant increase in terms of commitments.

Concerning our environmental priorities, we have initiated actions since 2009 throughout the entire lifecycle of our activities with the Think Green programme. However, 2012 was a milestone in terms of management and performance with ISO 14001 certification of the French network of GL events Venues, completion of the CO₂ emissions audit and the commitment of our transport department to reach "Objectif CO₂" an objective created by the French Environment and Energy Management Agency (ADEME) by reducing the CO₂ emissions of road freight transport.

Regarding our social priorities, our Human Resources and Sustainable Development Departments are strongly committed to implementing the comprehensive Think People programme promoting diversity, managing talent and improving quality of life at the workplace. Finally, Think Local has resulted in many exchanges focusing on our value creation in the regions where we operate, and open up a large field of research.



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2012 WAS A MILESTONE
IN TERMS OF MANAGEMENT
AND PERFORMANCE WITH
ISO 14001 CERTIFICATION
OF THE FRENCH NETWORK

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THINK GREEN, ADOPTING AN ECO-CENTRIC APPROACH TO MANAGEMENT

In late 2009, GL events launched its Think Green environmental programme to improve the management of three major environmental impacts resulting from our activities:

- As an event is ephemeral by nature, our business is often associated with producing a significant amount of waste.
- An event also consumes energy: this varies depending on the type of event, location, number of visitors and equipment used, such as lighting and heating or air conditioning systems.
- Finally, event logistics and the transport of visitors constitute the main source of CO₂ linked to events, or approximately 80% of total emissions.

GL events used these observations as a basis to define and organise its environmental commitments. As the Group is active across the three major events sectors, its impact can span the lifecycle of an event,

from design to disassembly. Our programme comprises 16 commitments that cover the entire event lifecycle to effectively address our environmental priorities.

Promoting transformative changes in our business practices

Training is a fundamental phase in applying our environmental approach. All staff contribute to environmental performance on a day-to-day basis, placing them on the front line in our efforts to develop environmentally friendly solutions.

For that reason, the GL events Campus training platform features modules specially designed with the assistance of outside experts to address the issues specific to our businesses.

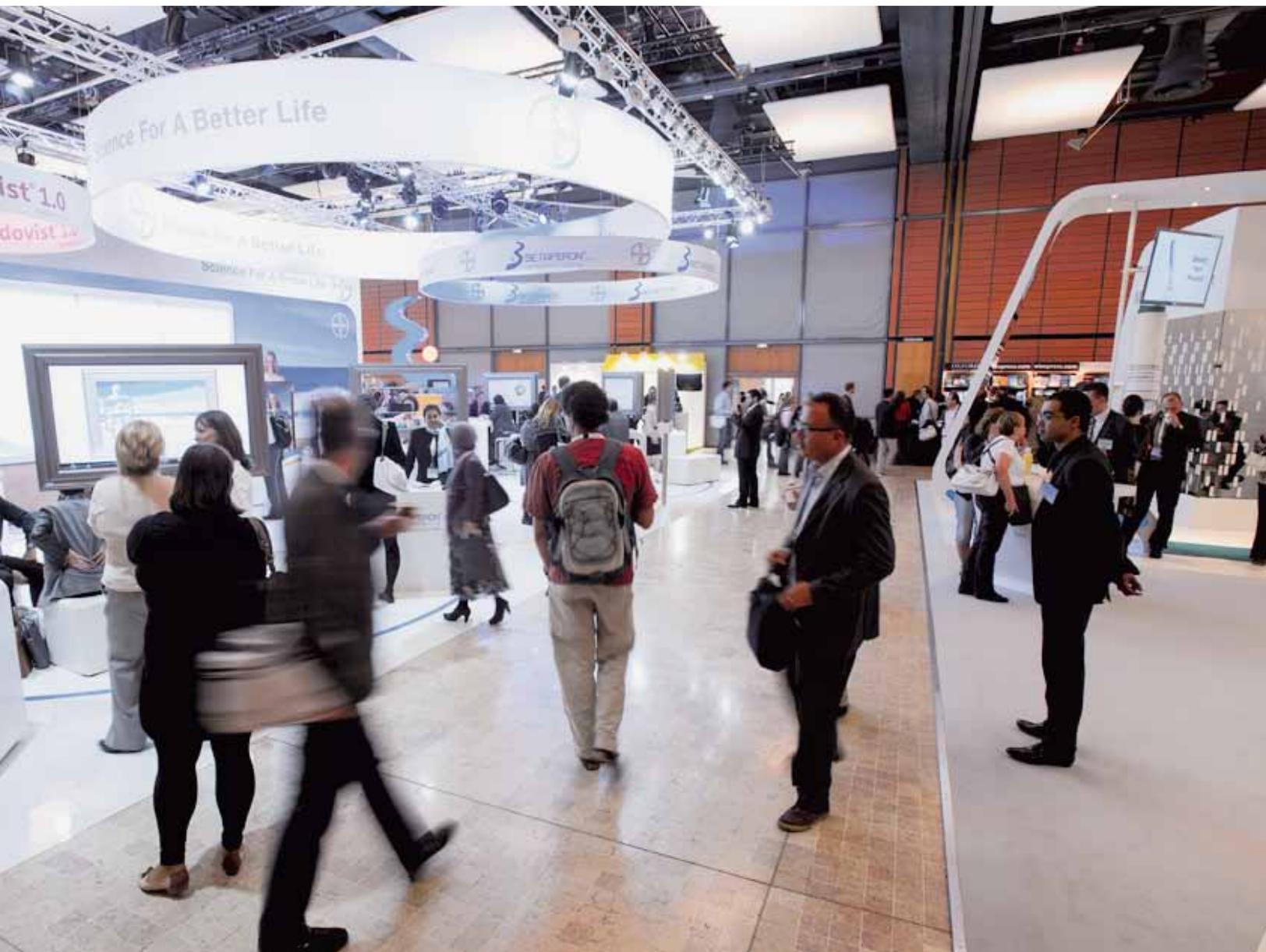
With this objective, support was provided for key groups:

- stand designers were specifically trained in eco-design;
- all event project managers are gradually being trained in eco-responsible event organisation methodology;
- buyers were trained in responsible purchasing practices;
- site technical managers from GL events Venues France were trained in ISO 14001-compliant environmental management. Some continued to develop their expertise in 2012 with a specific module on eco-building management. A team of environmental auditors was also formed.

These modules have helped gradually incorporate environmental criteria into our event industry solutions and promote new innovative approaches in our business practices. In the second half of 2012, the R&D department of GL events Live made considerable strides in formally defining our eco-design methodology to provide designers, account managers and sales staff with a comprehensive and practical guide perfectly adapted to our businesses, products and organisation. This guide will be available in 2013.

THE LIFECYCLE OF AN EVENT





ECTRIMS, CONVENTION
CENTRE - LYON, FRANCE

Integrating the environment in our management practices

In 2011, several ambitious projects were launched on environmental certification and more generally, sustainable development. These projects also allow us to meet the expectations of our stakeholders, including our customers and grantors, prepare for regulatory developments and unite teams on joint projects. Furthermore, they have provided the opportunity to define our formal commitment and framework in line with leading sustainable development standards. Several certifications were obtained.

The French network of GL events Venues obtained ISO 14001 certification after more than 18 months of dedication. This is a long-term project, as new French sites are to be systematically brought into compliance with this certification within a year of their inclusion in the Group. Following the 18 sites certified in 2012, three will be prepared for ISO 14001 certification in 2013. The main issues addressed in our environmental management system are waste management and energy. This flexible system provides a common framework and a vehicle for sharing good practices as well as a means for adapting to local architectural and operational requirements.

Owen Brown, the Group's UK subsidiary specialised in temporary structures, has undertaken a process to obtain BS 8901 certification, the UK specification for a sustainability management system for events. This certification represents our first concrete experience in global sustainability management, as BS 8901 was the industry precursor used as a basis for ISO 20121, the international standard for sustainable events management introduced in June 2012.

The large international projects department, working on major events such as the London Olympic Games, launched a programme in 2011 to obtain dual ISO 9001/20121 certification to implement a quality and sustainability management system for events organisation. As ISO 20121 guidelines were not yet published, and certification procedures still being defined, the projected date for ISO 20121 certification was postponed until 2013, as soon as the standard is fully operational for certification. Our work on the London Olympic Games helped prepare us for the application of this standard, as ISO 20121 was originally driven by the London organisers. These efforts were acknowledged by this particu-

larly demanding customer. The GL events team received a Sustainability Award from the London Organising Committee of the Olympic and Paralympic Games (LOCOG).

The Group's first GHG emissions audit report

As part of the Think Green environmental programme and in accordance with Article 75 of the Grenelle II Law, GL events Group completed its greenhouse gas (GHG) emissions audit of French entities (Bilan des Emissions de Gaz à Effet de Serre - BEGES) at the end of 2012. This GHG audit covered 2011 and took into account emissions originating from energy consumption, the use of refrigerants and gas consumption for vehicles and trucks owned by the Group (Scope 1 and 2 of the Law).

The audit found that the activities of GL events emitted 10,279 tonnes of CO₂ equivalent corresponding to annual emissions of 1,248 people in France, and basically breaks down as follows:

- our energy consumption: 46%,
- fuel: 34%.

These findings and our associated impact reduction plan were filed with the authorities in late December 2012. Our efforts will essentially focus on ISO 14001 certification for GL events Venues France sites, the Group's new car policy and the signature of the "Objectif CO₂" Charter of the French Environment and Energy Management Agency (ADEME) for the transport department of our Lyon region central server hub. Following the hearing of 6 December before the members of the CO₂ Charter Regional Committee, the jury ruled in favour of the Brignais transport department and approved its three-year action plan to reduce GHG emissions. This commitment will contribute to reducing our environmental footprint and optimising our fuel consumption. It is scheduled for launch in 2013 for the Paris region central server hubs.

Finally, CSR reporting procedures under French environmental laws require us to be further involved in coordinating this objective of environmental performance with the production, publication and monitoring of environmental indicators consolidated at the Group level.



FIERA CAMPIONARIA -
TURIN, ITALY

Securing the supply chain

GL events has developed a responsible purchasing policy to improve the security of its supply chain and better manage the environmental and social impacts of its purchases of products and services. This policy aims to integrate sustainability throughout the purchasing process, from the needs analysis to supplier monitoring.

For example, we monitor sustainability performance through framework agreements with our key suppliers. They are also asked to sign a purchasing and sustainable development charter to mark their commitment.

Finally, sustainability criteria are incorporated into specifications for major consultations and sustainability issues are analysed and ranked according to the type of purchase.

A driver of innovation and creator of value

Today, environmental issues must be integrated into our product research and development, but this is not an easy task. To address the needs of our customers and anticipate future needs, we began to focus on eco-design in 2006.

The importance of the environmental factor in product design depends on the nature and degree of the product's impacts. To assess these impacts, life-cycle assessments (LCA) are performed on all our products. LCAs determine the environmental impacts of a product, from the extraction of raw materials to the end of the product's life. They are an essential basis for any coherent and efficient eco-design approach.

Technical factors are no longer an obstacle to green innovation today, as alternative technical solutions exist for all of our services. The problem we now face is finding economically competitive and operationally feasible solutions that are acceptable to our customers. This involves re-thinking a product's entire operational and economic lifecycle to identify savings and performance drivers that can offset higher purchasing costs. As a result, these product research projects take time. Solutions are found in use and by exchanging with the different users.

At the end of 2012, we completed prototypes for stands, LED lighting, carpeting (including reusable products) and furniture. We expect the commercial launch of the first offerings resulting from these efforts in 2013.



LONDON OLYMPIC GAMES -
UNITED KINGDOM





FOCUSING ON PEOPLE

The social component of sustainable development is as critical as respecting the environment. Building on its good practices but aware of the progress to be made, GL events decided to launch Think People at the end of 2011. This programme is jointly led by the Human Resources and Sustainable Development Departments and aims to provide a structural framework for the employees at the company.

Think People focuses on the men and women of the Group, covering diversity issues (disability, gender, age, social integration) and quality of life at the workplace. This important goal is reflected in the concrete action plans gradually but proactively being implemented in each of the Group's activities.

Rewarding these efforts, the Think People programme received two awards in 2012: the Diversity Award in November on the occasion of the French Diversity Charter "Tour de France" and the "Trophée du Mieux Vivre en Entreprise" recognising actions to improve quality of life at the workplace.

These awards recognise the work of the HR and Sustainable Development teams in defining and rolling out a full battery of initiatives: training, manager awareness-raising, in-house radio shows (HR Thursdays), conviviality events (Live my life), external inter-company campaigns, managerial guide, etc. These initiatives place the manager at the heart of the organisation while encouraging the participation of Group employees, up to the Group's Executive Committee.

The Sustainable Development Department, which reports to the Vice Chairman of the Group at the functional level, is attached to the Human Resources Department.

Managing diversity

A source of inventiveness and innovation, the diversity of talent is a key factor in the success of our business. In signing the Corporate Diversity Charter at the end of 2010, GL events has made a solid commitment to prevent discrimination. A programme was implemented to promote the Group's diversity, with a clear aim to advance managerial practices in four areas: disability, gender, age and social integration.

In these areas, the goal is to define measures building on a framework of regulatory incentives, focusing on improving recruitment practices, safeguarding jobs and developing skills. Like for the environment, improvement in these areas is an ongoing process. Success hinges on proof that concrete initiatives have been introduced.

With the launch of the Think People programme in 2012, the International HR Management Committee members were given training on managing diversity. A video was made to raise awareness about diversity and talent, asserting our commitment and promoting the existing good practices among all Group employees (France and international). Examples of measures taken include:

Integrating disability:

- An in-house radio show hosted by HR departments on "Disability and performance".
- The *Un jour, un métier en action* ("a day, a job in action") campaign initiated by the organisation AGEFIPH (organisation responsible for managing funds earmarked for the professional integration of disabled people).
- Participation in the ADAPT Rhône recruitment forum organised for the Disabled Employment Week.
- An in-house newsletter on good practices in managing disability circulated in France and abroad.
- A new call centre that exclusively employs visually-impaired workers at our site in Hungary.
- Development of purchasing with the sheltered work sector, with a three-year agreement signed with the Gesat (a network of establishments that promote the employment of disabled workers). An audit was performed, which included an on-site visit and meetings with operational managers, followed by the roll-out of an action plan with the purchasing staff and managers to enlarge the categories of products and services outsourced. GL events has also taken an active role in the Gesat's committee of regional partners.
- An assessment launched at the end of 2012 by a specialised consulting firm to develop the recruitment and employment of disabled workers at our French entities.

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THE SOCIAL COMPONENT
OF SUSTAINABLE DEVELOPMENT
IS AS CRITICAL AS RESPECTING
THE ENVIRONMENT.

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Integrating the occupational age structure:

- A Group senior agreement signed at French companies.
- Various training programmes adapted to the different stages of professional life: career assessment for those over age 45, orientation assessment for those with less than five years of working professionally, training in mentoring and starting a new job.
- An in-house radio show focused on managing young people.
- An urban youth sports mentoring initiative launched by voluntary Group employees.

Developing cultural and social integration:

- French classes for foreign employees (at the Gonesse site near Paris);
- Urban youth sports mentoring initiative by employees;
- Recruitment of 28 nationalities in the London Olympic Games project.

Gender equality:

- Gender equality agreements signed at the Group's French companies.
- Agreements with recruitment firms, resulting in the inclusion of a neutrality clause in all service agreements and requiring recruitment firms submitting proposals to the company to provide graduation statistics. These agreements aim to improve the company's gender ratio. GL events is devoted to promoting gender diversity in recruitment.
- Partnership since 2011 in the "Déployons Nos Elles" initiative against gender stereotypes organised by IMS. GL events Group employees spoke with secondary school students on these issues.

Developing talent

The Think People programme also encompasses skills management, notably through the corporate training platform, GL events Campus.

From recruitment to career guidance, becoming a leading employer, building knowledge and expertise, fostering employee loyalty, encouraging a proactive career approach... These are the actions that show that we care.

GL events Campus, the Group's in-house training organisation, is devoted to coordinating and

optimising the training programmes of GL events Group companies. Through its training programmes, GL events Campus promotes Group culture and values. Its inter-company courses provide a platform for exchange and experience sharing.

The training courses offered are adapted every year to the Group's growth outlook and the needs and requirements expressed by Management and by its own customers, managers and employees. Programmes are grouped into main topics (e.g., management, personal development or industry and events fields) to form an extensive catalogue of over 90 courses, which may be basic or expert level, on theory with practical application. One-third of the programmes were reviewed in 2012 for the 2013 plans. This continuous improvement approach, supported by a steering committee and the involvement of operational staff in contributing to course content, has made GL events Campus the success it is today.

GL events strives to provide each employee with the opportunity to grow within the company and develop skills and expertise. Upstream, this means integrating and developing their potential and supporting them throughout their professional itinerary through targeted training initiatives that meet the needs of both the company and our staff.

In 2012, as every year since 2009, GL events organised its Welcome Convention for new staff. This training is designed for all employees working with the company for between 3 and 12 months who may deal with either "internal customers" or external customers and prospects. This training offers tools and knowledge about how an events company operates, improves the communication aptitude of trainees and brings them to an operational level.

Promoting quality of life at the workplace

The events business is epitomised by urgency and responsiveness. At events, when it's show time, it's show time. We live in a naturally stressful environment where inventiveness and cohesiveness are vital in order to face operational challenges. Developing a managerial culture with a voluntarily positive attitude about differences, whatever they may be, that integrates individual backgrounds and personalities is essential to creating managerial practices that promote quality of life. We are at the crossroads between human needs and performance. Launching a vast internal programme to promote diversity brings teams together and gives meaning.

As such, a Group-wide programme was introduced for 2012-2013, designed to benefit all employees. Its initiatives include:

- Monthly radio shows for managers entitled "HR Thursdays". Six shows were broadcast in 2012.
- A managerial guide (in preparation) featuring specific sections on quality of life at the workplace.
- Conferences on diversity and quality of life issues.
- Coordination of internal networks with the organisation of best practices meetings. Because sharing information is essential to remaining competitive and innovative, we form networks by type of business to exchange on best practices, challenges met and improvement solutions. Two meetings took place in 2012 for accountants and site supervisors. Five other meetings are planned for 2013.
- Internal volunteering campaigns involving employees.
- The "Live my life" operation introduced at the end of 2012 to provide any voluntary employee with the opportunity to trade places, regardless of level, with one of the 130 Group functions for one day.

Employee safety and accident prevention

Health and safety represent a major component of Social Responsibility both in respect to staff and the public that visits the sites and events under GL events' responsibility. This goal is implemented through a formal operational policy based on a continuous improvement approach.

To achieve this, GL events Campus offers programmes to ensure that certain target groups hold valid permits and have been trained in the latest

personal safety and risk prevention procedures (site machine operators, lorry drivers, employees performing manual operations, employees working at heights and electricians).

Tools used to define Health and Safety Plans are implemented for each event organised. Special signs listing security rules are posted at all Group sites.

Managing subcontracting:

The goal of social progress extends beyond Group employees. Group subcontractors are also required to systematically apply principles of ethical conduct and strict rules.

An ad hoc team works to ensure their compliance while naturally adjusting procedures in line with specific local environments, including:

- Checks that subcontracting agreements have been systematically signed;
- Checks on subcontractors at nearly 270 trade fairs in France in 2012 (notably on administrative and regulatory compliance, wearing of personal safety equipment, etc.). An on-site team performs these checks.





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Room Verde

Sala
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BEING A RESPONSIBLE REGIONAL STAKEHOLDER

Evaluating, optimising and promoting regional value creation

GL events by definition contributes to and promotes regional development, both through the sites it manages under public-private partnerships and as a stakeholder in large international events. Conscious of its territorial, economic and social impacts, GL events today focuses on bringing value to its involvement. Through the less operational Think Local programme, this involves conducting research on value in the broad meaning of the term, created by the Group in all territories where it operates. Value thus defined is threefold:

- Economic (indirect benefits from business tourism or subcontracting);
- Intellectual (trade shows, events, congresses provide forums for the transmission and dissemination of knowledge, expertise and innovation);
- Social (face-to-face meetings are increasingly valuable in an ever more virtual world).

This value creation is unique for each of the Group's business lines. Provided below are a few examples to help understand this added value in concrete terms at each of our major business units.

GL events Live :

The Package Linking Talents agency has made coordinating and bringing professional communities together its core business. Its Innovative Meeting Solutions division offers events solutions for clusters and regions to promote innovation, collaboration and regional appeal. Package has worked with 25 competitiveness clusters since its creation.

In 2012, its work with the Oseo Excellence network was a textbook case. To further innovation and the growth of French companies, the state-owned company Oseo expanded its programme of support and financial assistance by creating a digital network of 2,000 "customers", Oseo Excellence. To develop this community, Package offered Oseo a meeting format to complement the digital networking. At this event, 1,300 individual business meetings were organised, and the community had grown to 5,600 members by the time it closed. Workshops were offered on 40 different topics based on a survey and suggestions sent by Package to community members. The event had major economic and political repercussions and was attended by government representatives, including the President of France.

GL events Exhibitions :

GL events Exhibitions organises trade fairs in France and abroad. As these events offer unique opportunities to unite businesses and boost their visibility, GL events Exhibitions sees its purpose as acting to coordinate professional communities. The strategy of holding the same trade fair in different regions helps develop local business, working with local economic and governmental representatives. For example, the Enova trade fair, focusing on innovation technologies for research and industry, organised in Paris, was subsequently held in Brittany. Enova Grand Ouest took place after several months of development with technopoles, competitiveness clusters and prestigious regional schools. At the request of exhibitors, Enova was also exported. After preparatory work with the Tunisian-French Chamber of Commerce and Industry, the Tunisian Chamber of Electronics and the Tunisian Foreign Investment Promotion Agency, Enova Tunisia was held for the first time in June 2012.

OSÉO EXCELLENCE -
PARIS, FRANCE



GL events Venues :

In our business of venue management, with exhibition parks and conference centres as key drivers to strong economic development, we work closely with delegating public authorities and other regional stakeholders (hotel unions, consular chambers) to contribute to regional growth. The events produced by the site (exhibition park) also serve as tools for contributing to the region's economy as they most often relate to the policy for development.

These examples clearly show the positive externalities of our businesses: ranging from the most tangible – such as the economic value creation in the regions where we operate, generated by the spending by convention-goers and visitors (e.g. at hotels and restaurants) – to the most abstract, which foster business development by putting people in contact and encouraging them to emulate each other. GL events is now focusing on how to measure this value creation through the deployment of its Think Local programme.

Working with local stakeholders:

At both national and corporate levels, GL events works with several organisations:

- Framework agreement with the French Environment and Energy Management Agency (ADEME) signed in September 2011, under which we report to this government institution on a regular basis;
- Active participation in the sustainable development commission of the French Federation of Fairs, Trade Shows and Conventions;
- Membership since 2011 in the network "IMS entreprendre pour la Cité", an organisation promoting dialogue on CSR best practices made up of more than 200 French companies including CAC 40 firms;
- Signing of the Diversity Charter, under which an annual report on our action plans and practices must be submitted to Charter management;
- Member of Gesat, a network of sheltered work establishments that promote the employment of disabled workers.

LONDON OLYMPIC GAMES -
UNITED KINGDOM



In its business activities, GL events also has a natural relation with the region's stakeholders. In its public-private partnerships, GL events Venues maintains close ties with the region's delegating public authorities (public-private partnership monitoring committees, reports, correspondence, meetings to launch new regional events). GL events Venues also enjoys tight relations with hotel unions while consular chambers (CCI, CRCI) are important partners.

As part of GL events Live's business as a PCO (Professional Conference or Congress Organiser), the Group works with public authorities in assisting, or even initiating, candidates to host international conferences at a local level, with convention bureaus and tourism offices.

Sponsorship and corporate responsibility:

As mentioned above, GL events supports the association *Sport dans la ville* devoted to promoting the social and professional integration of youth originating from under-resourced urban districts through the value of sports.

In 2012, GL events Group also supported major cultural events such as the Lumière Grand Lyon Film Festival and the world-class dance festival, the Biennale de la Danse.

GL events has continued to support "*Le Petit Monde*", a French non-profit organisation that allows families remain near their children during long-term medical stays by constructing accommodations near hospitals.

PAVILLON M -
MARSEILLE, FRANCE

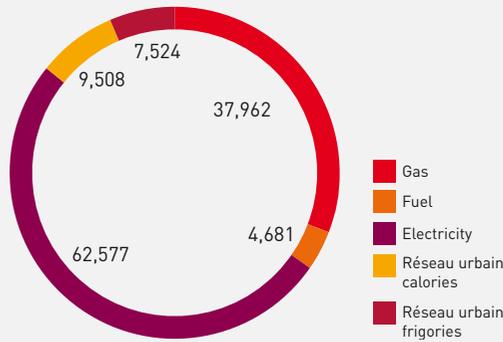


THINK GREEN INDICATORS

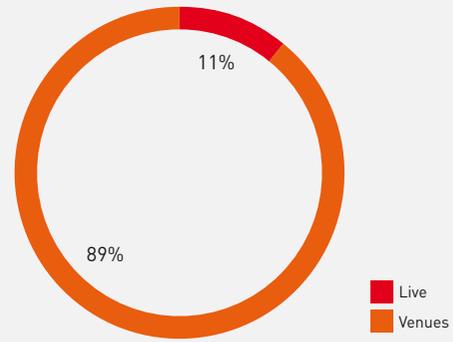
Note: This published data relates to the GL events Live and GL events Venues reporting boundaries.

Based on data provided, GL events Live accounts for 11% of energy consumption within the global reporting boundary. Consumption within the GL events Venues reporting boundary reflects the nature of the buildings that in certain cases can reach a surface area of 120,000 m² such as Eurexpo in Lyon. Another factor to be noted is that such structures vary considerably from each other with respect to the type of construction and their construction date.

TOTAL ENERGY CONSUMPTION BY SOURCE (IN MWH)

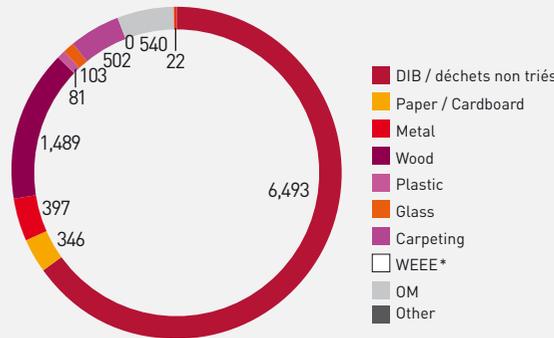


ENERGY CONSUMPTION BY BU

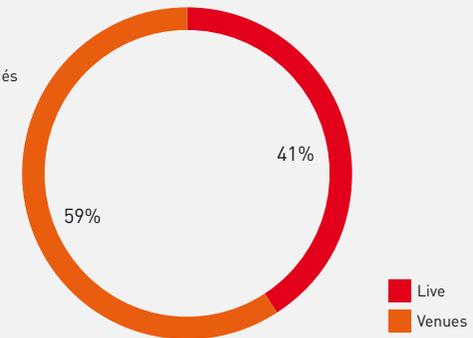


Also noteworthy is the fact that out of the 9,540 tonnes of waste reported, approximately 60% originate from the GL events Venues BU which is not its direct producer. In effect GL events Venues' sites host events of organisers from outside GL events Group as well as exhibitors participating in these events. GL events Venues thus manages the waste generated by the events it hosts without being the direct source.

TOTAL WASTE PRODUCING BY CATEGORY (IN MWH)



TOTAL WASTE PRODUCING BY BU (IN MWH)



Of this amount, venues under management accounted for 90% and is linked to the number of visitors attending the events. One of the main uses of water is cleaning the sites and certain components such as tarpaulin materials but also for sanitation/washroom facilities.

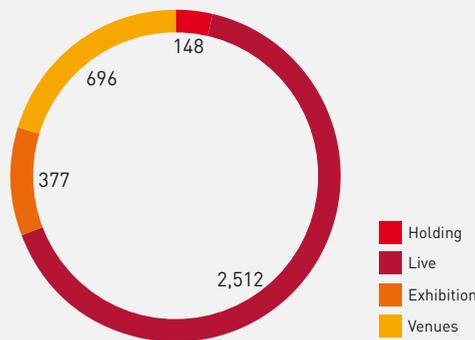
Water consumption
410,704 m³

THINK PEOPLE INDICATORS

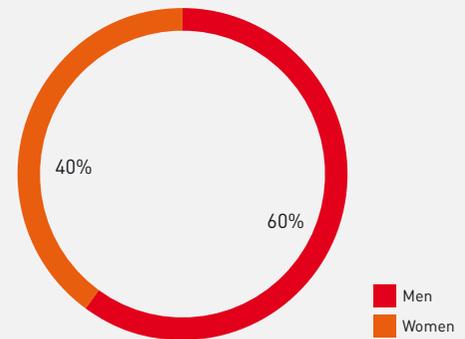
Note: indicators are based on actual headcount at 31/12/12.

The men and women of GL events

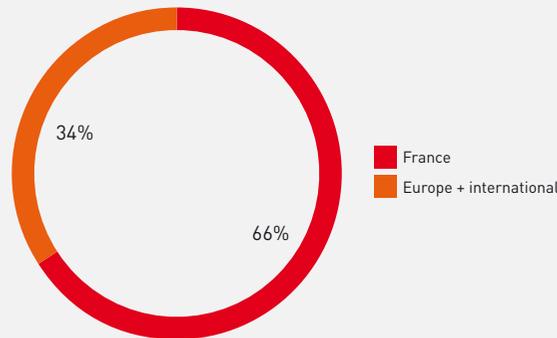
HEADCOUNT BY BU
(AT 31/12/2012)



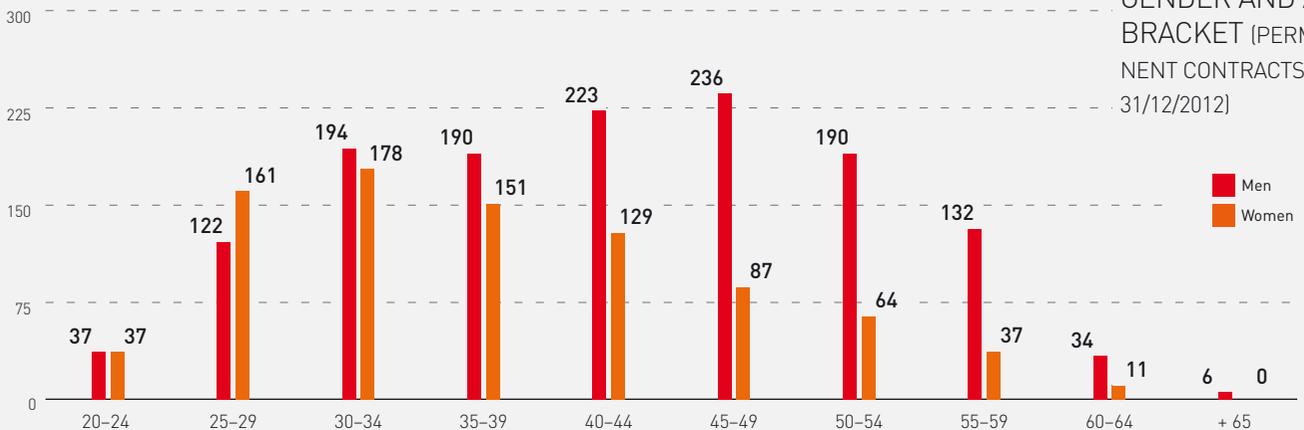
HEADCOUNT BY GENDER
(AT 31/12/12)



HEADCOUNT BY GEOGRAPHICAL BREAKDOWN
(AT 31/12/12)



HEADCOUNT BY GENDER AND AGE BRACKET (PERMANENT CONTRACTS AT 31/12/2012)







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