

The main title 'ESG POLICY' is centered on the right side of the page. 'ESG' is in white and 'POLICY' is in a light yellow color. The text is set against a dark grey background that features faint, large-scale circular patterns.The slogan 'WE MOVE YOU' is positioned in the bottom right corner. It is written in a white, uppercase, sans-serif font and is contained within a bright yellow rounded rectangular box.

ESG POLICY

CEO - Angélique ERIKSEN



EGG's values are benevolence, trust, simplicity, agility and transversality. Our integrated services include Strategic and digital planning, graphic design studio, technical and logistical production, ticketing. We accompany our clients **all over the world** with the same quality of services. We contribute to **maximizing** our clients' investments and **surpassing** their objectives, all with passion, sprinkled with a positive attitude.

We are committed to the challenge of sustainable development and place it at the heart of our strategy and decisions. We apply a responsible management system to optimize our operating processes while remaining flexible and creative, and we are dedicated to continuously improving our performance. Our operating process is based on the company's values. Our leadership promotes the following values both to our staff as well as to external partners, which allows us to differentiate ourselves in the market.

We apply our duty of:

- vigilance (analysis of potential risks and adequate continuity plan, choice of partners according to their sustainable development policy),
- inclusion (recruitment process, event planning),
- integrity (code of conduct signed by all employees, application of positive management),
- transparency to all our stakeholders in our decision-making and actions.



ESG POLICY

Scope of the sustainable management system

Our responsible management applies to **the entire EGG group** (France, USA, Switzerland, MEA, Saoudi Arabia, Belgium, Italy, Spain), the organization's professions (support functions, production, sales, consulting) and activities (production of all types of events, communication services, technical, etc.).

Resources allowing for the implementation of our sustainable development policy

A group of 2 sustainable development advisors (trained in ISO 20121) leads the implementation of the ISO 20121 system and supervises Egg's approach to sustainable development.

An ESG committee made up of 5 permanent ambassadors and **more than 12 rolling ambassadors**, all volunteers, representing the face of the agency, ensures awareness among all employees and reinforces the ownership of the main commitments.

Our commitments

Comply with all legal requirements. We have signed the Global Compact and the Diversity Charter in order to solidify, give credibility to and share our sustainable development approach.

Key facts and figures



International experiential communication consulting agency for the past 24 years



Approx. 850 innovative events produced per year (physical, virtual and hybrid)



8 locations (France, Switzerland, USA, MEA, KSA, Belgium, Spain and Italy)



100% independent



200 full-time employees



PRIORITY ISSUES



Environmental

Designing our events sustainably throughout the entire event cycle

- *Integrating eco-design for our events right from the project briefing
- *Limiting and managing waste
- *Using the carbon footprint to reduce the impact of physical, hybrid or digital events
- Saving water consumption within our offices and during events.
- Combatting air pollution by favoring renewable energies and addressing carbon emissions.
- Avoiding ecosystem degradation by implementing measures that are favorable to nature



Social

Making Egg a model for wellness and sustainability awareness

- Providing a framework that promotes the well-being of the staff and to monitor their evolution.
- Training Egg employees in sustainability
- Ensuring well-being and inclusion in our practices
- Application of the right to freedom of opinion and expression and the right to association.
- Ensuring the health and safety of our staff and participants present at events.
- Respect for fundamental human rights.



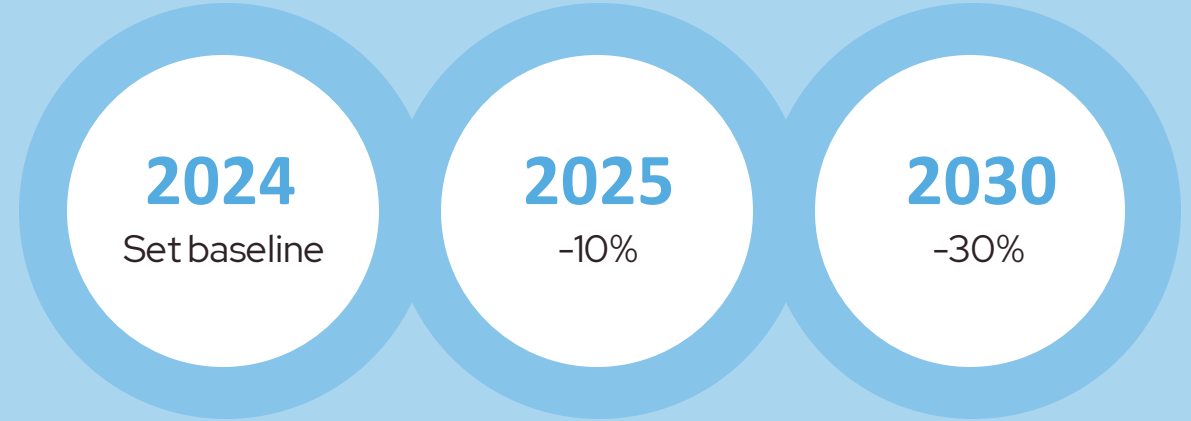
Governance

Optimize EGG's performance to maximize its outreach potential

- Economic performance and organization
- Purchasing performance by establishing responsible purchasing
- Engage the entire EGG ecosystem
- Adopt an impeccable ethics.
- Eradicate all forms of corruption.
- Incorporate risk prevention in workplaces (offices, homes, event venues)



RESPONSIBLE EVENTS CARBON REDUCTION TARGET



VISION

- Be one of the **leading** responsible event management agency.
- and **the** brand of choice for our clients, suppliers and employees.

MISSION

- Minimize the impact of our operations
- Maintain our core human values
- Implement our principles internally while being consistent in all our offerings
- Help our clients meet their ESG objectives and communicate them
- Include all stakeholders in the process
- Measure our progress



EGG + SUSTAINABLE GOALS

The Sustainable Development Goals (SDGs) adopted by the UN define 17 priorities for socially equitable, environmentally safe, economically prosperous, inclusive and predictable development by 2030.

Companies are encouraged to integrate the SDGs into their corporate social responsibility (CSR) strategy, but also their broader strategy, in collaboration with their stakeholders.

With this in mind, EGG has made a commitment by becoming a signatory of the Global Compact and the Diversity Charter. **EGG prioritizes the following objectives:**



ENVIRONMENT

- 12. Responsible production and consumption
- 13. The fight against climate change
- 15. Protection of wildlife and nature

SOCIAL

- 3. The health and well-being of populations and workers
- 4. Access to quality education
- 10. Reduction of inequalities

ECONOMIC/SOCIETAL

- 8. Decent work and economic growth
- 9. Promotion of innovation and sustainable infrastructure
- 11. Creating sustainable cities and communities