2024

ANNUAL ESG REPORT

LABELIUM GROUP

LABELIUM
The Global Digital Performance Agency

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LABELIUM GROUP AT A GLANCE

Labelium is **a Global Digital Performance Agency specializing in e-retail, media and consumer performance**. Founded in 2001 and headquartered in Paris, Labelium hosts 30 offices across 19 countries, with a presence in Europe, APAC and the Americas.

951
TALENTS

$154M
REVENUE

$2B
DIGITAL MEDIA MANAGED

A GLOBAL NETWORK DEDICATED TO PERFORMANCE

1200
CLIENT ACCOUNTS

Trust us across the Luxury, Beauty, Fashion, Retail, Travel & Consumer Goods industries.

20+
EXPERTISE

Across the fields of Digital Marketing, Data & Tech, Consulting and Retail / Omnichannel Marketing

24
YEARS

Founded in 2001, Labelium is a digital native agency with more than 20 years of experience in the digital marketing space.

LABELIUM AT A GLANCE

Labelium encompasses several international agencies, both independent and private, that operate at the highest level. Since it was founded in Paris in 2001, the Group has known remarkable growth and solidified its position as a leader in the digital performance industry.

1

We are a
COLLABORATIVE NETWORK.

29 offices
18 countries

2

We strive for
PERFORMANCE EXCELLENCE.

Growth

REVENUE PERFORMANCE | **BRAND** EXCELLENCE | **CONSUMER** KNOWLEDGE | **ORGANIZATIONAL** IMPROVEMENT

Empowerment

3

We are
OPERATIONAL SPECIALISTS.

FROM PERFORMANCE EXCELLENCE TO EMPOWERMENT.

REVENUE PERFORMANCE

MARKETPLACES
AMAZON
SHOPPING & FEED
MEDIA & ORGANIC
PAID SEARCH
PAID SOCIAL
SEO & CRO
AFFILIATES
ANALYTICS

BRAND EXCELLENCE

ENGAGEMENT
SOCIAL MEDIA
INFLUENCE
VIDEO
CTV & DOOH
GAMING
CONTENT DESIGN
NATIVES
BRAND LIFT REPORTS

CONSUMER KNOWLEDGE

DATA TRUTH
DATA COLLECTION
DATA ARCHITECTURE
DASHBOARDING
MARKETING INTELLIGENCE
PERSONAE
COMPETITORS ANALYSIS
FORECAST

ORGANIZATIONAL IMPROVEMENT

EMPOWERMENT
UPSKILLING
SOURCING
CONTINUOUS LEARNING
DIGITAL SUSTAINABILITY
WEB DESIGN
GREEN MEDIA
CREATIVES

A WORD FROM OUR PRESIDENT

Stéphane Levy
Founder & President
Labelium Group

Three years into the formalization of our ESG strategy, I am proud to share the progress we have made in 2024 — a year defined by bold steps forward and deeper integration of sustainability into every aspect of our business.

At Labelium, we continue to lead with innovation, challenging ourselves, our clients, and our partners to go further, think differently, and collaborate across the value chain to create meaningful change. Our commitment to sustainability-by-design as a performance catalyst has sharpened our focus on what truly matters: impact and attention. We believe this dual lens is key to driving both environmental and business performance in the years ahead.

This year also marks a major milestone for our Group: the validation of our Net-Zero targets, officially recognizing us as one of the first media agencies to include media buying in its Scope 3 emissions reduction strategy. This achievement is not just symbolic — it reflects our desire to take responsibility for the full value chain and lead the way in building a more sustainable digital ecosystem.

As always, I am deeply proud and grateful for our talents' everyday work, commitment and generosity. Your local initiatives, your questions, your passion, and your dedication to continuous improvement are what bring this strategy to life. You are the reason this transformation is possible.

Thank you, dear colleagues, stakeholders, investors, clients and partners, for your commitment to our organization's success and for joining us on this transformational path!

A WORD FROM OUR CEO

Sylvain Bonnevide
Chief Executive Officer & Chair of the ESG Committee

As we reflect on 2024, one thing is clear: our ESG journey is gaining momentum — not just in ambition, but in tangible progress. This year has been pivotal in reinforcing our foundations, advancing our commitments, and setting new standards for what responsible leadership means in the digital economy.

This starts with strengthening our governance structures, laying out a clear CSRD compliance roadmap and completing our Double Materiality Assessment. This critical step allowed us to identify the ESG topics that matter most to our business and our stakeholders — ensuring that our priorities are not only well-defined, but also deeply informed by those we work with and serve.

We are proud to have earned the Ecovadis Gold Medal in 2024, a recognition of the significant efforts and improvements made across our Group. At the same time, we've seen a measurable reduction in our carbon emissions compared to last year, a clear signal that our strategy is not just about commitments — it's about execution.

In today's complex and fast-evolving global context, we believe that ESG, diversity and inclusion, and collaborative governance are more than ethical imperatives — they are strategic necessities. They drive resilience, foster innovation, and reinforce the trust placed in us by our people, our clients, and our partners.

To everyone who has contributed to this progress — from local ESG leads to global collaborators — thank you. You are the reason we continue to move forward, with purpose and integrity.

Together, we are building a company that doesn't just adapt to change — we help shape it.

OUR CORE VALUES

EMPATHY

Empathy lies at the core of our corporate culture, defining how we operate both with our clients and within our team. For our clients, empathy means dedicating the time to actively listen and understand their goals, challenges, and expectations, which allows us to offer personalized experiences. Within our organization, we foster empathy by encouraging open communication, active listening, and respect among our collaborators.

KINDNESS

"To be tough on problems and easy on people". Building long-term relationships based on trust and empathy with our teams and our business ecosystem is essential to us. Kindness is at the core of our interactions, to create a positive and supportive environment that fosters mutual respect and collaboration.

RESPONSIBILITY

We prioritize the fulfillment of our responsibilities to ensure exceptional outcomes in all aspects of our work. We take ownership of our offerings, striving for excellence in quality and service. We believe in empowering our team members by providing opportunities for autonomy and encouraging individual and collective responsibility.

RESPECT

We strive to create an inclusive work environment that respects and celebrates individual differences, fostering a culture of diversity and equality and promote constantly an open dialogue whether in our relations with clients, partners, or Labelium's teams.

CURIOSITY

Curiosity is a driving force within our corporate culture, encouraging an inquisitive, open-minded, and eager-to-learn mindset among our talents. Our commitment to curiosity extends beyond individual growth, to the constant seeking of new ideas, technologies, or solutions to empower our clients and teams.

OUR APPROACH TO ESG

2024 marked a significant step forward in the evolution of our ESG strategy at Group level. Building on the foundational work of previous years, we focused on strengthening our governance, aligning with upcoming regulatory frameworks, and deepening our ethical commitments. The formalization of our ESG committee's core functions, the validation of our net zero targets, and a group-wide reinforcement of our ethical standards were key drivers of progress.

Double Materiality Assessment

In preparation for CSRD compliance, we conducted a robust double materiality assessment, identifying both the financial and impact material topics most relevant to our business and stakeholders. This exercise allowed us to prioritize ESG issues that are critical not only to our long-term value creation but also to the environment and society at large. These insights are now embedded in our strategic roadmap, guiding decision-making and resource allocation across the Group.

Developing governance

To ensure strong oversight and drive accountability, we formalized the governance of our ESG committee, reporting directly to the Group CEO and CFO. We implemented our ethics committee, whistleblowing mechanisms, and remediation procedures to reinforce transparency and responsiveness in our ESG management.

Strategy Design

We continued to refine our ESG strategy by aligning our ambitions with internationally recognized frameworks. This year, our net zero targets were drafted and validated by the Science-Based Targets initiative (SBTi), a key milestone in our climate journey. In parallel, we began embedding sustainability by design into our operations, ensuring that ESG considerations are integrated across processes, products, and services from the outset.

Embedding our Values

We deepened our commitment to ethical conduct by updating our Group code of ethics and reinforcing it across all levels of the organization. An independent anti-corruption audit was conducted, further anchoring integrity as a core value of our business. These efforts reflect our continued commitment to building a responsible and trusted organization.

STAKEHOLDER ENGAGEMENT

Effective stakeholder engagement is crucial to ensure we understand our stakeholders' expectations when it comes to ESG performance, and are able to deliver on these expectations. In 2024/25, our double materiality assessment, conducted in the context of CSRD compliance, offered a unique opportunity to strengthen this engagement across all groups. Stakeholder engagement remains a continuous process, allowing us to adapt to a fast-paced environment and identify opportunities for improvement.

Stakeholder group	How we engage and communicate	How stakeholders' interest have influenced decision-making on ESG strategy
Our collaborators	Regular ESG status & updates continue to be held for the entire Group. In 2024, we enhanced internal collaboration by launching local ESG taskforces across Business Units to liaise with the central ESG committee and local teams. These taskforces are a key channel for engagement, complemented by invitations to join ESG subcommittees (D&I, Green, Pro-bono, Ethics, etc.). Internal collaborators also participated in interviews as part of the double materiality assessment.	Our teams were actively involved in the CSRD double materiality assessment process, helping identify and prioritize ESG topics relevant to our operations. The creation of local ESG taskforces enabled a more dynamic two-way exchange with the central committee, fostering alignment between local realities and Group-level priorities.
Our customers	In addition to regular satisfaction assessments via our Business Units' customer success programs, we held interviews with selected clients to capture their views on ESG materiality. Dedicated ESG meetings continue to be held with clients with high ESG maturity to co-develop roadmaps and align priorities.	Insights gathered from our client surveys during the double materiality assessment helped shape our material issue mapping and influenced our strategic ESG roadmap. Clients' emphasis on digital responsibility and ethics directly shaped the expansion of our ESG service offer and compliance support.
Our suppliers	We maintain regular dialogue with suppliers via our Supplier Code of Conduct and sustainable procurement policies. Key suppliers were also consulted during our double materiality interviews.	Our suppliers' input during the assessment informed our expectations around sustainable sourcing and circularity. It also strengthened our collaboration around carbon reduction initiatives, particularly concerning Scope 3 emissions.
Our investors (individual shareholders and equity investors)	Board-level engagement remains central, with ESG progress now formally reported during the Supervisory Board and Audit Committee. Our Executive team regularly updates investors on ESG progress, supported by transparent reporting.	Investors' feedback helped reinforce ESG governance at the highest level of our organization. ESG is now formally embedded in our governance structure and investor dialogue, with CSRD alignment and risk management a key area of focus.

DISCLOSURE GUIDED BY THE GLOBAL REPORTING INITIATIVE AND ALIGNED WITH CSRD DOUBLE MATERIALITY

This report follows the Global Reporting Initiative (GRI) guidance to assess the issues that are considered important when reflecting our economic, environmental, and social impacts, or influencing the decisions of our stakeholders.

In parallel, as part of our preparation for CSRD compliance, we conducted a Double Materiality Assessment involving interviews with key clients, partners, and internal collaborators. This process allowed us to identify material impacts, risks, and opportunities across both impact and financial materiality dimensions, in accordance with the European Sustainability Reporting Standards (ESRS).

From this assessment, the following ESRS topics were identified as material to our business:

- G1 – Governance, risk management and internal control
- S1 – Own workforce
- E1 – Climate change
- E5 – Resource use and circular economy (impact materiality)
- S4 – Affected communities (financial materiality)

These ESRS topics complement the GRI-based structure outlined below. In this report, we continue to detail our material issues according to five pillars—The Environment, Our People, Our Communities, The Economy, and Our Governance—while clearly noting how our disclosures align with GRI 200/300/400 series and intersect with material ESRS topics identified in our DMA.

The complete GRI content index and ESRS cross-reference table can be found in the Appendix.

The Environment	Our People	Our Communities	The Economy	Our Governance
Energy consumption (GRI 302) Water consumption (303) GHG emissions (GRI 305) Waste (GRI 306)	Employee wellness & wellbeing (GRI 401) Skillls development (GRI 404) Diversity, Equity & inclusion (GRI 405-406)	Supporting local community empowerment	Economic contribution (GRI 201)	Role & Responsibilities Business ethics, corruption & conflict of interest

Figure 1: Material issues for GRI reporting purposes:

OUR ESG STRATEGY

Our ESG strategy is shaped by our stakeholders' expectations and the materiality analysis we conducted following the GRI standard. We have grouped key stakes under five pillars, and have set annual commitments for each of these pillars starting from the year 2022. In 2024, we reinforced our strategy with several key initiatives aligned with global standards and regulatory expectations.

OUR COMMUNITIES

Our organization is committed to acting as a responsible citizen within our communities of operation and ensuring we give back our know-how to empower local organizations, working towards achieving Sustainable Development Goals.

THE ENVIRONMENT

We have conducted the third assessment of our GHG emissions following the GHG Protocol, tracking progress toward our targets. In 2024, our near-term and long-term carbon reduction targets were validated by the Science Based Targets initiative (SBTi), marking a key milestone on our path to net zero.

OUR PEOPLE

While continuing to ensure our teams are safe, healthy, and that working conditions meet their expectations, we are stepping up our efforts to cultivate a truly inclusive culture while focusing on training and career development.

THE ECONOMY

We are continuing our growth across our different markets, investing in innovation that benefits our customers and wider society on the path towards digital sustainability and responsible performance.

OUR GOVERNANCE

Our governance structure will ensure we hold ourselves accountable for the commitments made and provide clear metrics to report on our progress, while ensuring stakeholders continue to be heard at the highest level and that they influence our approach. In 2024, we initiated our CSRD compliance roadmap, starting with a double materiality assessment and alignment with ESRS topics.

2024 AWARDS & EXTERNAL COMMITMENTS RECOGNITIONS

Our ESG journey is guided by transparency, accountability, and continuous improvement. In 2024, we were proud to receive recognition from leading global initiatives and frameworks, affirming our dedication to sustainability, climate action, and inclusive business practices.

GOLD | Top 5%
ecovadis
Sustainability Rating
AUG 2024

95th

PERCENTILE OF COMPANIES EVALUATED BY ECOVADIS IN OUR SECTOR

We achieved a Group-level Gold Medal from Ecovadis in its 2024 sustainability assessment. This places us in the top 5% of companies evaluated in our sector, recognizing our performance in environmental, social, and ethical criteria across the value chain.

Science Based Target initiative (SBTi) Validation

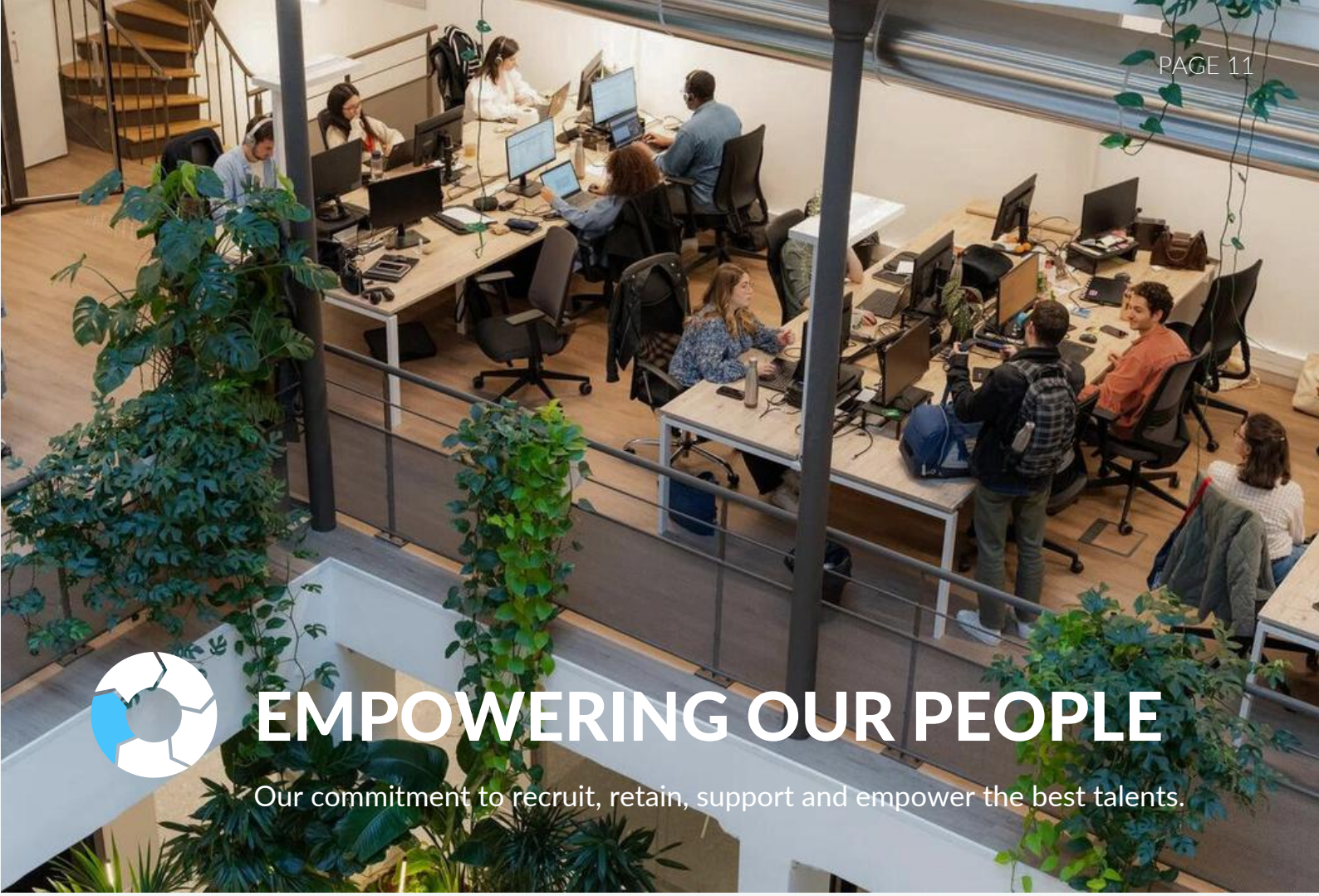
SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

In 2024, our near and long term greenhouse gas (GHG) emissions reduction targets were officially validated by SBTi. This validation confirms that our climate goals are aligned with the 1.5°C trajectory under the Paris Agreement. It is a crucial milestone in our decarbonization strategy.

UN Diversity Charter Commitment

SUPPORTING DIVERSITY
diversitycharter.org

We formally signed the United Nations Diversity Charter in 2024, reinforcing our commitment to fostering an inclusive, equitable, and respectful workplace. This reflects our belief that diversity drives innovation, resilience, and long-term business success.



EMPOWERING OUR PEOPLE

Our commitment to recruit, retain, support and empower the best talents.

INTRODUCTION & VISION

In 2024, our commitment to nurturing and empowering our talent pool remained a cornerstone of our ESG strategy. This year marked a key milestone in our journey, with the acquisition of companies in creative production and offline media, expanding our expertise and creating new opportunities for internal mobility and learning across the Group. Our geographic growth also enhances cross-market mobility, supporting career development within a more diverse and dynamic organization. We continued to foster an inclusive and ethical environment, launching a Group-wide Code of Ethics, creating an Ethics Committee, and rolling out training on ethics, discrimination, corruption, and digital sustainability.

In 2024, our net global headcount grew:

~300+

PEOPLE JOINED THE LABELIUM GROUP

NET GLOBAL HEADCOUNT: +50

In 2024, we welcomed 2 talented teams into our organization:

AL DENTE RyanCap

WORKING AT LABELIUM

We employ 951 people across the world and they are the lifeblood of our business. We are reliant on our teams to deliver success for the business and our stakeholders, and we aim to attract and retain the best talents and be recognized as an employer of choice.

PERFORMANCE & DEVELOPMENT OPPORTUNITIES

True to our core value of progress, we are dedicated to our teams' development and progression in their expertise and beyond. Our focus is on unlocking long-term careers for our talents, giving them the means to realize their true potential. In 2024, we have continued making significant investments in our teams‘ development, through expertise upskilling and personalized learning paths.

3000+

HOURS OF TRAINING PROVIDED VIA OUR E-LEARNING PLATFORM IN 2024

40+

HOURS PER COLLABORATOR VIA OUR DISTINCT TRAINING PROGRAMS

98%

OF OUR TEAM MEMBERS HAD ANNUAL PERFORMANCE REVIEWS

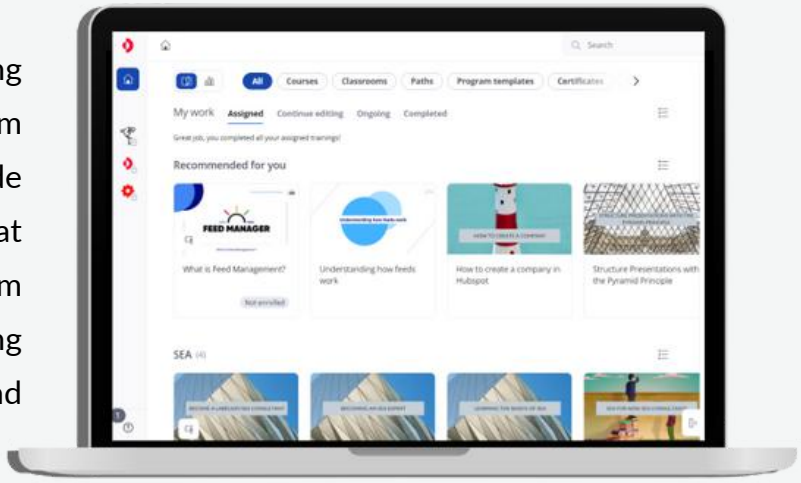
In 2024, 98**%** of our collaborators received an annual performance review and have access to personalized career development opportunities. Additionally, the majority of our offices have adopted bi-annual performance reviews, and some of our offices have adopted quarterly OKR performance reviews with their teams.

PERSONALIZED TRAINING PROGRAMS

Developing personalized training programs tailored to our talents' levels of seniority and career paths

LABELIUM ACADEMY

In 2022, we launched our e-learning platform, the Labelium Academy, to affirm our ability to train our teams and provide them with a tailored training program that aligns with their skill levels. This platform aims to integrate all our internal training programs while combining theoretical and practical aspects.



LAUNCHING MANDATORY ESG TRAININGS TO ALL COLLABORATORS

IT SECURITY	ETHICS	SUSTAINABILITY
This module covers key topics like common threats, password and data protection, secure communication, and incident reporting. It emphasizes the importance of software updates and responsible digital behavior in the workplace.	This training module was designed around the core principles of our Code of Ethics. It addresses key topics such as Human Rights, Business Ethics, Anti-Discrimination, Data Protection, and Conflicts of Interest.	Understand the critical role digital has to play in the ecological transition. The course provides an overview of the fundamental principles of digital sustainability, and what embedding sustainability by design in our activities means.

Empowering our Young Managers

NOX PROGRAM - LABELIUM CANADA

In 2024, Labelium Canada launched the NOX program, a development initiative designed to foster growth among the company's future leaders and strengthen collective intelligence across teams. Rooted in our core values of agility, collaboration, and empowerment, NOX supports high-potential talent through a tailored coaching experience focused on self-awareness, leadership development, and strategic thinking.

The participants took part in **five group coaching sessions** aimed at building empathy, assertiveness, collaboration, and the ability to navigate difficult conversations—key qualities for tomorrow's leaders. In addition, each participant received **ten personalized one-on-one coaching sessions**, offering space for deep reflection and targeted development aligned with their professional goals.

The NOX program has proven to be a meaningful investment in our talent, equipping emerging leaders with the mindset and tools they need to thrive and elevate those around them. The second cohort of the program will launch in 2025.

Supporting internal mobility

SMARTRECRUITERS - LABELIUM FRANCE

In 2024, we took an important step toward fostering internal mobility and career growth by piloting SmartRecruiters in France — a platform designed to make job opportunities more visible and accessible across the Group. As part of this pilot, we introduced a new policy: all open roles are now automatically posted on SmartRecruiters and made visible to all employees, regardless of location or department.

This initiative is rooted in our belief that career development shouldn't be limited by geography or function. Whether someone is looking to shift markets, explore a new area of expertise, or take on a leadership challenge, we want to make those pathways more transparent and attainable. Since launch, we have already seen 50 internal mobility take place. The goal is to scale this policy globally, enabling our talents to navigate their growth within Labelium with greater clarity, visibility, and opportunity.

Encouraging Dialogue

We view open and ongoing dialogue with our teams as essential to building a healthy and responsive workplace culture. While we do not yet conduct a centralized global employee satisfaction survey, many of our business units and local markets regularly run their own engagement and feedback surveys, tailored to their teams' unique dynamics and priorities.

These local insights are a valuable tool for managers and leadership, helping to inform decision-making, identify areas for improvement, and celebrate what's working well. As we continue to strengthen our internal communication and governance structures, we are exploring ways to harmonize these practices and enhance our ability to listen, respond, and grow together at the global level.

Sharing LAB' Moments

Great work happens when people feel connected — not just to the mission, but to each other. That's why we make space for moments outside the everyday: team retreats, holiday celebrations, and casual get-togethers that let us step back, have fun, and reconnect. These aren't just social events — they're part of how we build trust, spark new ideas, and keep our culture strong.

We also love seeing how our teams connect across countries and time zones. Whether it's sharing best practices, jumping in to support a project, or swapping ideas on a challenge, our agile structure makes it easy for people to collaborate globally. That spirit of openness and curiosity is what makes Labelium feel like one team, no matter where you're based.

A FOCUS ON DIVERSITY, EQUITY & INCLUSION

At Labelium, we believe in fostering an inclusive work environment to harness the collective power of diverse perspectives, experiences, and talents to drive success. While we acknowledge that there is always room for improvement, we are proud that women comprise 52% of our workforce and hold over 48% of leadership positions. We will continue to prioritize these principles as we strive to create an even more inclusive and diverse organization.

52%

GLOBAL WOMEN REPRESENTATION
(2023: 52%)

Women represent 52% of our workforce globally.

48%

WOMEN IN LEADERSHIP ROLES
(2023: 48%)

Defined here as any senior role across the organization (Consultant, core support function, head of subsidiaries and C-Level)

2024 in Numbers

	LEADERSHIP	SENIOR MANAGEMENT	EXPERT	ADVANCED	ENTRY-LEVEL
Women representation	21%	37%	51%	53%	58%

	20 and under	21-30	31-40	41-50	51-60	61 and over
Age representation	1%	48%	34%	8%	1%	-

While our representation of women in senior management reflects broader industry trends, we know there's more to do. In 2023, women held 37.9% of top management positions at Labelium — closely aligned with the wider sector, where women occupied 37.9% of leadership roles according to the Institute of Practitioners in Advertising's Agency Census. Closing this representation gap at the senior level remains one of our top priorities. It's also a key factor in our gender pay gap, which improved by two points in 2024. We are committed to continuing this progress by actively supporting leadership development, advancing inclusive hiring practices, and promoting transparency around career progression.

Workforce ethnicity data: US & UK

Our workforce ethnicity data covers our operations across the US and UK for 2023. Disclosure was voluntary and on a confidential basis, and the seniority classifications used are aligned with how we categorize our talents above.

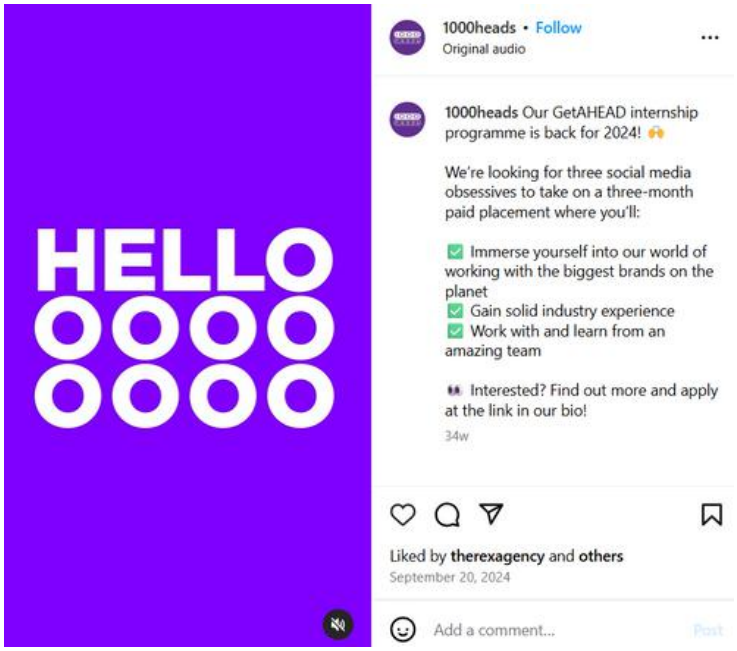
Level	Asian	Black or African American	Hispanic or Latino	White	Two or more ethnicities	Unknown or undisclosed
Leadership	7%	0%	7%	80%	7%	0%
Director	6%	5%	6%	67%	3%	12%
Manager	10%	5%	16%	53%	3%	14%
Executive	25%	10%	15%	34%	6%	10%
Entry Level	0%	19%	0%	75%	6%	0%
All staff	**10%**	**6%**	**11%**	**58%**	**4%**	**11%**

Collecting reliable ethnicity data is a complex and challenging exercise, and our data collection process relies on voluntary declarations by our staff.

Already rolled out in some markets, one of our priorities will be the rollout of a comprehensive Equal Employment Opportunity guide across all of North America to help collaborators better understand the categories of self-identification in our HR system. This guide encourages voluntary participation in updating demographic information, which supports our diversity data tracking, ESG reporting, and inclusive programming.

Get Ahead Program

As part of their commitment to fostering diversity and equal opportunity in the industry, 1000heads continues to invest in the Get Ahead Internship Program. This initiative is designed to open doors for individuals from underrepresented backgrounds by offering paid, structured, and inclusive internship opportunities. By removing financial and systemic barriers to entry, the program



provides aspiring talent with real-world agency experience, dedicated mentorship, and a clear pathway to long-term employment. Beyond skills development, Get Ahead plays a critical role in broadening our talent pipeline, helping to build a more diverse and equitable future for the communications industry.

Celebrating Diversity

At Labelium, inclusion means recognizing and celebrating the diverse identities that make up our teams. The Labelium Canada team brings this to life by using its HR platform to highlight key cultural and awareness moments — from Eid and Passover to International Women's Day and World Autism Awareness Day.

These celebrations foster connection, spark dialogue, and remind us that diversity is not just acknowledged — it's embraced.

Wellness & Wellbeing

Our teams' health and wellness are fundamental pillars of our ESG strategy. We are committed to creating a work environment that prioritizes the physical, mental, and emotional well-being of our talents. To that end, we offer high-quality benefits, and we strive to continuously integrate new initiatives stemming from our teams' feedback.

FLEXIBLE WORKING

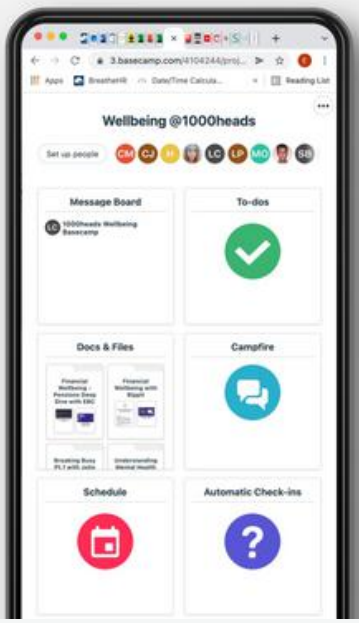
Since returning from the pandemic, we have adopted a permanent flexible, hybrid work model across our offices. Embracing a new hybrid work-from-home model is pivotal in fostering collaboration and innovation while prioritizing the well-being and balance of our teams. By providing our talents with the autonomy to choose their work environment, we support their individual needs and circumstances.

PROMOTING HOLISTIC WELLBEING

Whether through partnerships with nearby gyms, yoga and fitness classes, team runs and half marathons, we strive to support our teams in their physical well-being and in managing their energy. In several offices, initiatives such as the daily delivery of fresh fruits have also been implemented as well as weekly breakfasts. Supporting our teams in managing their stress is a priority for us due to the nature of our business, which is fast-paced in a dynamic environment. As such, local offices have implemented dedicated measures for their teams, such as putting in place Wellness committees, having dedicated workshops to help raise awareness about Mental Health or dedicated newsletters addressing topics such as sleep quality, mental health, or stress management.

1000heads x Wellbeing Program

Since 2023 our Social Transformation Agency 1000heads implemented three wellbeing sessions per quarter for its teams, focused on mental, physical and financial wellbeing. Themes were varied around these three pillars. In 2024, a few of the sessions included “Path to Financial Wellness”, “Investing 101”, and “Family Recipe Share”.



LOOKING TO THE FUTURE

Fostering an inclusive environment in which our teams thrive is an everyday commitment and dedication, and we are humbled by the road ahead of us. Below are highlighted some specific priorities we hold for 2025.

DIVERSITY, EQUITY & INCLUSION:

In 2025, we will continue strengthening our focus on equity and inclusion by expanding initiatives that promote representation at every level. This includes accelerating efforts to increase diversity in senior management through our young manager coaching programs, and ensuring that inclusion is embedded into every stage of our recruitment pipeline. We also plan to deepen our focus on neurodiversity and disability inclusion, creating an environment where all individuals feel supported and empowered. In parallel, we will complete the global rollout of our whistleblowing platform, initially launched in France in 2024, reinforcing our commitment to transparency, ethics, and employee protection.

HEALTH & WELLNESS

Our teams' wellbeing remains a top priority. In 2025, we will explore stronger synergies between sustainability and wellness, including initiatives around sustainable mobility, stress reduction, and healthy workplace practices. We aim to identify local and global opportunities that support both mental and physical health, while fostering environments that promote balance and resilience.

LEARNING & DEVELOPMENT:

We will continue expanding our learning ecosystem by providing personalized career pathways and upskilling opportunities that reflect the unique ambitions of our collaborators. In 2025, our focus will be on internationalizing our internal mobility efforts, while reinforcing training paths around ESG, digital sustainability, ethics, and tech fluency. These programs aim to empower every team member to grow, adapt, and contribute meaningfully to Labelium's long-term vision.

SUPPORTING OUR COMMUNITIES

Our commitment to giving back and having a positive impact

INTRODUCTION & VISION

Echoing our value of kindness, the spirit of giving back remains deeply rooted in the Labelium culture. Across our global offices, teams are encouraged to lead and engage in community-focused initiatives that reflect local priorities and causes. Whether through hands-on volunteering, pro bono digital support, or organizing donation drives, our people continue to demonstrate a strong commitment to driving positive social impact. This shared sense of purpose reinforces our belief that meaningful change starts at the local level—and that businesses have a vital role to play in supporting the resilience and well-being of the communities they're part of.

5+

LOCAL PROGRAMS

We are proud to have our teams develop local initiatives that are anchored and adapted to their respective communities across regions.

Le Refuge · vendredi · nankind · Groupe SOS Solidarités · Right To Play (Protect. Educate. Empower.) · Armée du Salut

Action in our local communities

Our teams across offices have participated in specific initiatives in their local communities, and we encourage them to engage in activities close to their hearts and anchored in their community.

“Course des Lumières” 2024

For the second consecutive year, our Labelium talents in Paris gathered in November 2024 at the foot of the Eiffel Tower to take part in the Course des Lumières, a nighttime run supporting the fight against cancer. The event, organized by the Curie Institute and other leading organizations, brings together hundreds of companies united by a shared purpose: to support cancer research and raise critical funds.

Through our participation, Labelium proudly contributed to the over €2 million raised nationally in 2024 — a powerful testament to the collective impact of more than 400 participating organizations.

M13H x Le Refuge

The foundation “Le Refuge” provides shelter and support to LGBT+ youth who are victims of intrafamilial violence, rejected by their parents, or thrown out of their homes because of their sexual orientation or gender identity.

In 2024, through our data agency M13H, we continued providing pro bono media, data and analytics support to the organization, helping them raise awareness for their cause, increase their online presence as well as collect donations.

Arcane x Vendredi

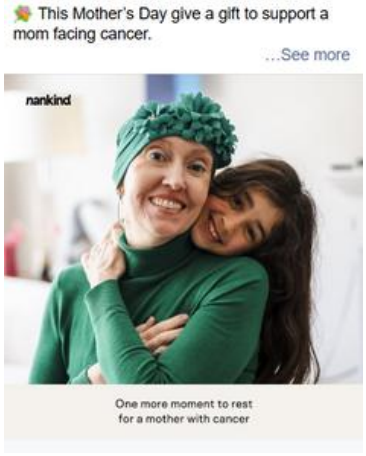
Through our partnership with the platform Vendredi, our teams are able to donate their time and expertise to support nonprofits in achieving their digital goals. In 2024, Arcane continued to dedicate time through the platform, participating in several initiatives through the platform.

Labelium x Groupe SOS Solidarités

In Bordeaux, our team has been actively engaged in local solidarity efforts through regular donation drives. In , they organized a Christmas collection, gathering 40 gift boxes for the Groupe SOS Solidarités. Continuing their commitment in 2024, they partnered with the Foyer Fraternel to collect 64 kg of clothing, 13 kg of food, and 2 kg of hygiene products.

Labelium x nankind & RIGHT TO PLAY

In 2025, the Labelium Canada team volunteered their digital marketing expertise to support NanKind and Right to Play, two nonprofits lacking internal resources for online fundraising. By helping design and optimize campaigns, they enabled both organizations to raise critical funds—supporting mothers facing cancer and empowering children through play.



PROTECTING OUR PLANET

Progressing Towards Our Net-Zero Ambitions

Introduction & Vision

In 2024, we continued our commitment to achieving Net-Zero emissions, advancing the initiatives we launched in 2022 and 2023. This year marked the expansion and refinement of our emissions tracking systems, allowing us to gain clearer visibility on emissions across Scopes 1, 2, and 3.
A significant milestone in 2024 is the validation of our Net Zero targets by the Science-Based Target Initiative (SBTi), recognizing the credibility of our efforts.

Our Measured Impacts

Our total greenhouse gas emissions for 2024 were 61,414 tCO_2e, a 2.6% increase in absolute from the recalculated 2023 total of 59,869 tCO_2e. While absolute emissions rose slightly—reflecting our continued growth—we are encouraged by the clear improvements in carbon intensity, with a 6% reduction in emissions per employee and a 1% reduction per unit of revenue. These figures mark meaningful progress in our efforts to decouple emissions from business expansion, showcasing the impact of our efficiency measures and responsible growth strategy. e remain fully aware that the road ahead requires deeper transformation, and we are committed to continuously improving our practices.

61,414

tCO_2e

Total GHG emissions measured for the reporting period.

+2.6% VS 2023

55

tCO_2e/FTE

Average GHG emissions measured per capita for the reporting period.

-6% VS 2023

398

tCO_2e/Million€ in revenue

Avg. GHG emissions per million € of revenue for the reporting period.

-1% VS 2023

Our owned emissions were deemed a material topic by several of our stakeholders, making it a strategic priority for our company. In particular, E1 was confirmed as a material topic in our CSRD assessment, which was supported by a formal stakeholder survey to ensure alignment with both internal and external expectations. As a strategic partner to our clients, our emissions have an impact not only on our environmental performance but also on our clients' Scope 3 emissions. Lowering our GHG emissions has also been deemed a strategic priority by all of our internal stakeholders, from investors to all levels of collaborators, stemming from a shared conviction that digital advertising has a critical role to play in our environmental transition.

In 2023, we formalized a governance structure to drive our emissions reduction efforts, with the establishment of local taskforces that serve as a direct liaison to the Central ESG Committee. This ensures that environmental policies are localized and relevant in addressing each office's most pressing emission hotspots. This governance structure continues to monitor and drive progress in 2024 and beyond.

Given that approximately 98% of our emissions are linked to digital media buying on behalf of clients, our roadmap to Net-Zero places media decarbonization at the heart of our strategy. Our agency Footsprint, launched in 2022, plays a central role in this transition. In 2024, we further scaled our proprietary SaaS solution to measure and monitor emissions across campaigns with greater granularity, enabling real-time action and reporting.

CONTRIBUTING TO DIGITAL SUSTAINABILITY REFERENCE FRAMEWORKS

Over the year 2024 we have contributed to two very significant initiatives in our effort to increase transparency and effectiveness in the way the industry measures and reduces climate impacts:
We collaborated with IAB Europe in developing the new versions of the GMSF, supported by Ad Net Zero. This project involves a significant collaborative effort with key industry players across the digital marketing ecosystem. The participation of key actors and rigorous process ensures that it is already the most credible standard in the industry, and is very likely to become the reference framework at the global level.We also collaborated with industry pioneers such as Wholegrain Digital and Mightybytes to update the Sustainable Web Design Model, which is the most recognized model in the world to estimate website emissions.

OUR PROGRESS

In 2024, we achieved key reductions through:

- **Operational efficiency:** Office energy use optimization in consolidated office hubs.
- **Scope 1 & 2 management:** improvements in refrigerant systems and smart energy sourcing.
- **Supply chain action:** Decreased emissions in business travel and IT procurement.
- **Media emissions :** Emissions decrease primarily tied to media spend per channel

REDUCING OUR EMISSIONS ACROSS OUR OPERATIONS

*2023 emissions have been recalculated following the recalculation protocol due to improvements in data sources, new sources of emissions, and business acquisitions.

-6%

Reduction in emissions per capita vs 2023

-1.15%

Reduction in overall carbon intensity (tCo2e / Million€) vs 2023

We are encouraged by the trajectory of our in carbon intensity, with a 6% reduction in emissions per employee and a 1% reduction per unit of revenue. These figures mark meaningful progress in our efforts to decouple emissions from business expansion.

REDUCING OUR EMISSIONS IN OUR SUPPLY CHAIN

Scope 3 emissions continue to represent the vast majority of our footprint. While media buying remains the dominant source, we are beginning to see impact from targeted initiatives in categories such as:

- **Business travel:** Lower frequency and more sustainable modes of transport.
- **IT and procurement:** reduced number of equipment purchases vs LY
- **Commute:** initiatives reduced emissions per employee in key cities

-5.4%

Reduction in Scope 3 absolute emissions vs 2023 (excluding media buy)

MEDIA EMISSIONS & INNOVATION

Media-related emissions remain our key challenge and opportunity. In 2024:

- We began the process of switching from spend based to activity based data at group level, through a proprietary SaaS solution developed by our digital sustainability agency Footsprint.
- We collaborated with industry peers to refine several digital measurement frameworks, contributing to more transparent and consistent methodologies.

EMPOWERING OUR BUSINESS ECOSYSTEM WITH footsprint

Showing the commitment to drive positive change across our full value chain, in 2022 Labelium founded Footsprint, an agency dedicated to digital sustainability

Reconciling digital performance and sustainability

Composed of seasoned environmental and digital experts, Footsprint's mission is to empower the Labelium Group's clients in the decarbonization of their digital efforts across the full value chain of digital advertising. Over the reporting year, sustainable digital services have been included in 80% of the group's RFPs.

In 2024, Footsprint earned industry-wide recognition, receiving the Best Sustainability Agency of the Year award at the prestigious Ad Net Zero Awards.

2024 IMPACTS

$300M+
MEDIA INVESTMENT MEASURED

37K+
TONS OF CO_2e MEASURED

500+
TONS OF CO_2e AVOIDED

SCALING OUR IMPACT: FOOTSPRINT SAAS SOLUTION

In 2024, Footsprint launched the first SaaS solution designed to integrate environmental and media performance metrics—enabling carbon intelligence to act as a catalyst for media effectiveness. This innovation is now being deployed across the Group, supporting our transition from spend-based to activity-based emissions data and providing actionable insights to guide both strategy and campaign execution.

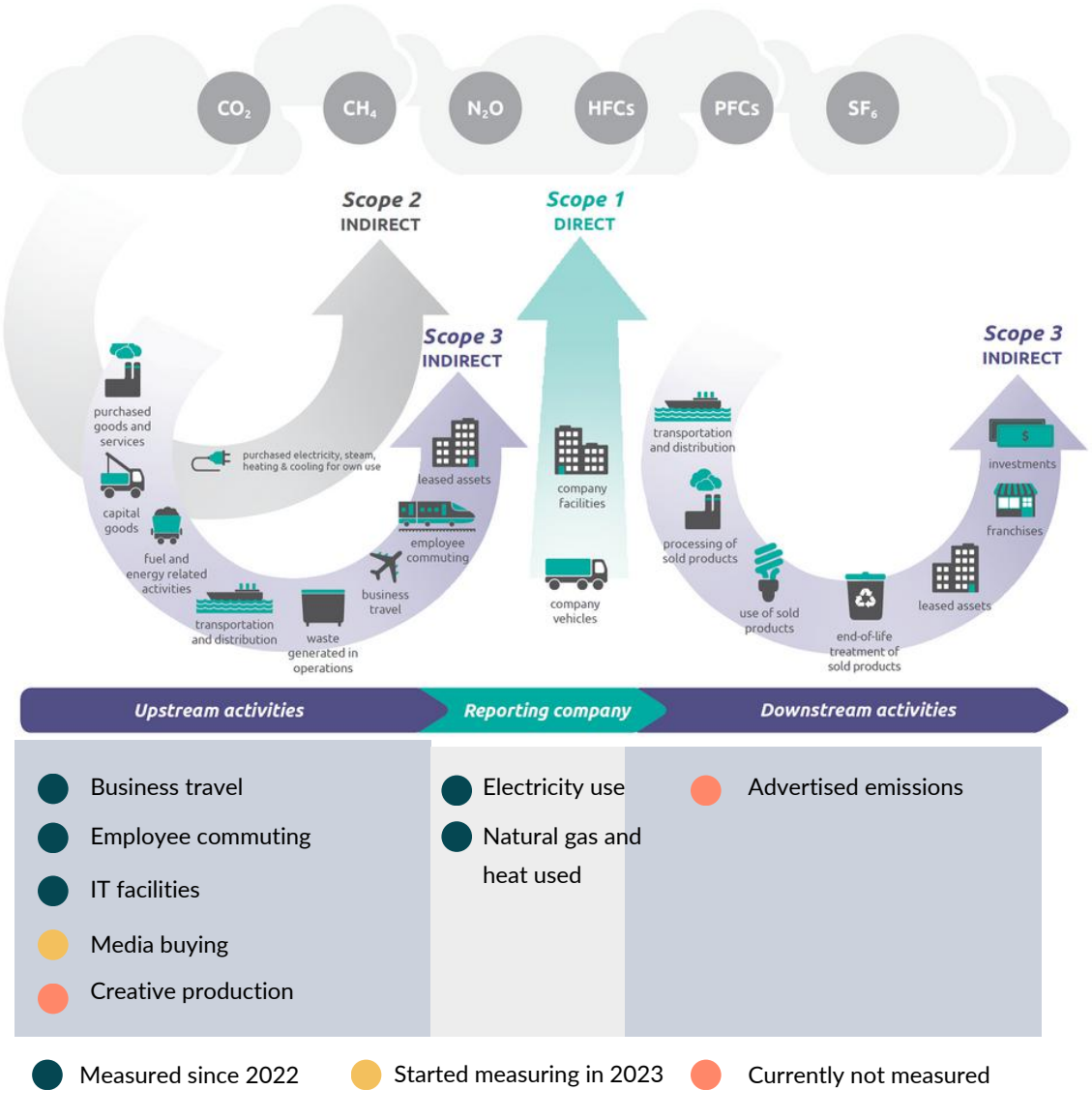
GHG INVENTORY

Our inventory covers activities carried out during 2024 for all of our entities, excluding those acquired during the reporting year. This marks the second year we have integrated digital media buying into our GHG inventory, allowing us to further refine our emissions benchmarks and improve comparability year over year. In 2024, as in 2023, media emissions remain the dominant source, with over 98% of our total emissions concentrated in just two categories. While measurement methodologies for digital emissions continue to evolve across the industry, we have strengthened our internal frameworks to improve both the precision and completeness of our data.

61,414

tCO_2e

EMISSION SOURCES IN OUR VALUE CHAIN



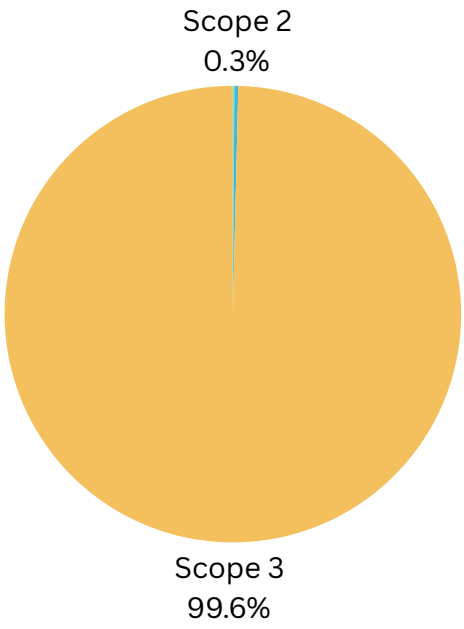
- Business travel
- Employee commuting
- IT facilities
- Media buying
- Creative production
- Electricity use
- Natural gas and heat used
- Advertised emissions

- Measured since 2022
- Started measuring in 2023
- Currently not measured

GHG INVENTORY

This chart shows the breakdown of Labelium Group emissions across Scope 1, 2 and 3. Our total emissions for the year total were 61,414 tCO_2e. Scope 3 accounts for the overwhelming majority of our emissions with media buying activities representing 97% of our total footprint. The next emission hotspot in importance is business travel, accounting for 1.17% of our emissions.

*Media buy emissions were calculated using a spend-based carbon accounting method. We are currently working on switching to activity-based in 2025 as we strengthen our data collection process. Based on Footsprint's benchmarks, specific emission factors have been applied to each country and platform, which were refined in 2024 vs 2023.

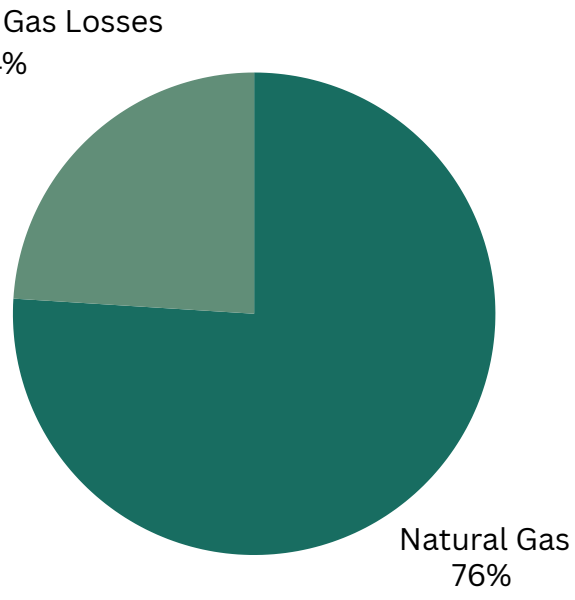


Despite the heavy weight of Scope 3 in our total emissions, in order to reach our net zero ambitions it is critical to pay individual attention to each Scope and explore opportunities for reduction.

EMISSIONS BY SCOPE - DEEP DIVE

SCOPE 1

Labelium's Scope 1 emissions account for 70.07 tCO_2e, representing only 0.11% of the Group's total emissions. These emissions are a result of the direct burning of fossil fuels, such as natural gas, for heating and cooling the organization's offices, and refrigerant gas leaks. In 2024, Scope 1 emissions have been reduced by 4.12 tCO_2e (5.6% reduction). A key driving factor here is a reduction in natural gas consumption in certain offices, particularly our Bordeaux and Montréal offices.

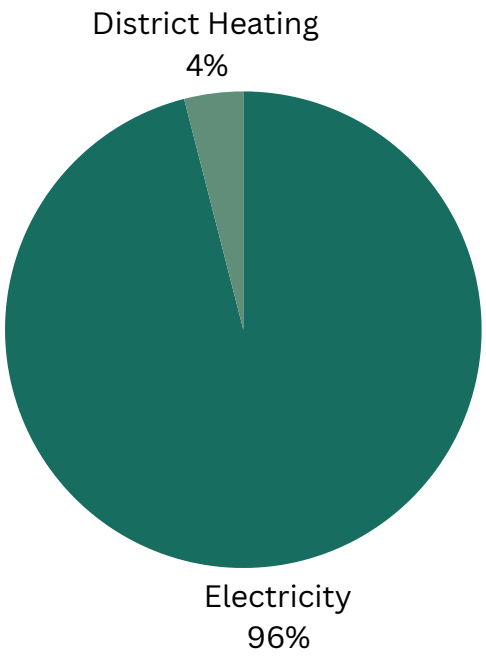


GHG INVENTORY

EMISSIONS BY SCOPE - DEEP DIVE

SCOPE 2

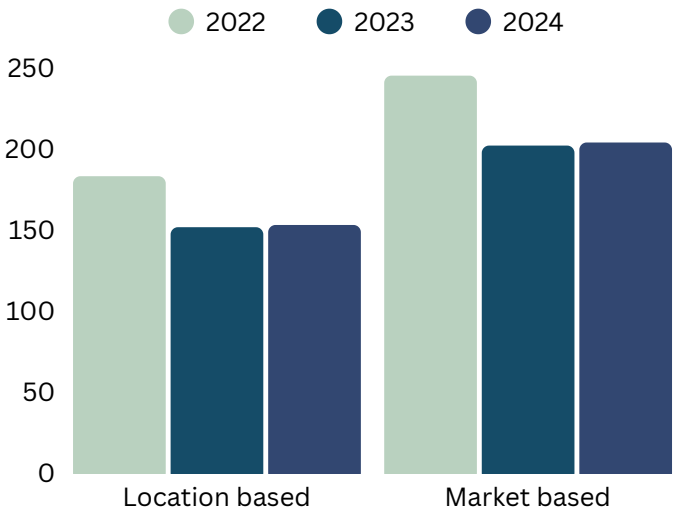
Scope 2 refers to emissions that are generated from the use of purchased electricity, heat, or steam. In our case, these emissions account for 0.3% of the total emissions reported, accounting for 204 tCO_2e in 2024. Scope 2 emissions have remained stable since 2023, with the increase of some of our offices and reduction across others. Those emissions also vary significantly depending on the grid's carbon intensity (both local and residual) and heating fuel source in each jurisdiction, so reducing emissions from electricity consumption will have different levels of priority depending on the office. Data reliability will also need to be strengthened as we improve data collection.



While we report our electricity emissions with a market-based approach, we also measure our location-based approach to estimate real emissions reductions.

Both location and market-based electricity emissions present a very similar trend, as can be seen in the graph, both increasing by 0.9% between 2024 and 2023. Both trends are similar since Labelium doesn't currently purchase green energy credits. To be noted that 2023 decrease vs 2022 is mainly explained by office consolidation in some of our key regions.

ELECTRICITY EMISSIONS (tCO_2e)



GHG INVENTORY

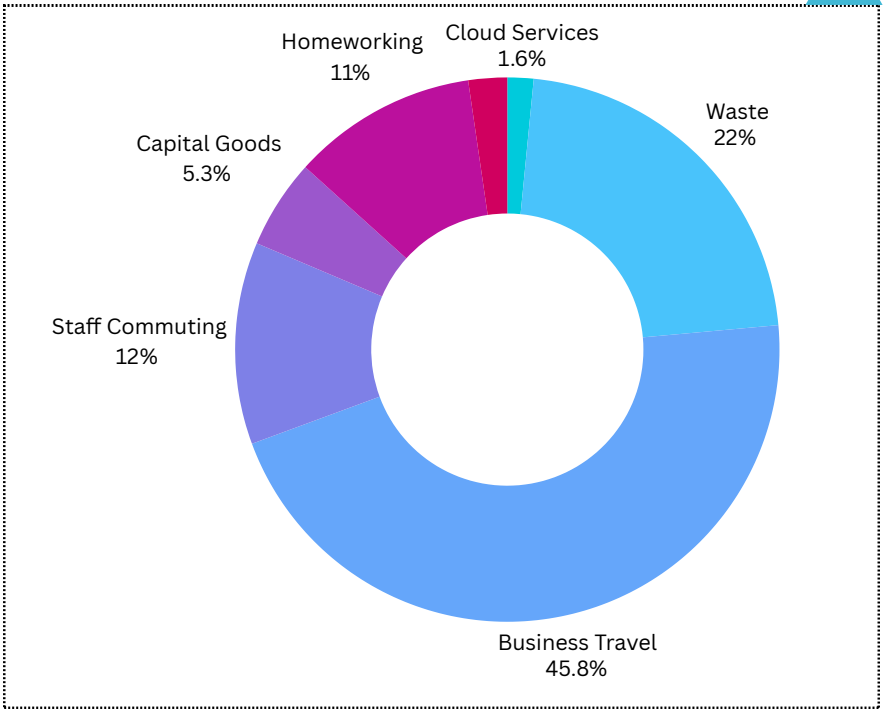
EMISSIONS BY SCOPE - DEEP DIVE

SCOPE 3

Scope 3 emissions account for 61,140 tCO_2e, represent tCO_2e, representing 99% of the Group's total emissions. The main source of emissions generated comes from our digital buying activities, accounting for 97.5% of our Scope 3.

Business travel accounts for 1.21% of our Scope 3 emissions and is the main hotspot after media buying activities. In 2024, business travel emissions decreased by 7%, reflecting our efforts on prioritizing sustainable modes of transportation.

MEDIA EMISSIONS
(97.5% of Scope 3 emissions)



Emissions from capital goods purchases decreased by 32% year over year. While some fluctuation is expected due to IT equipment renewal cycles, our teams have intensified efforts to prioritize reconditioned materials and implement recycling solutions wherever possible.

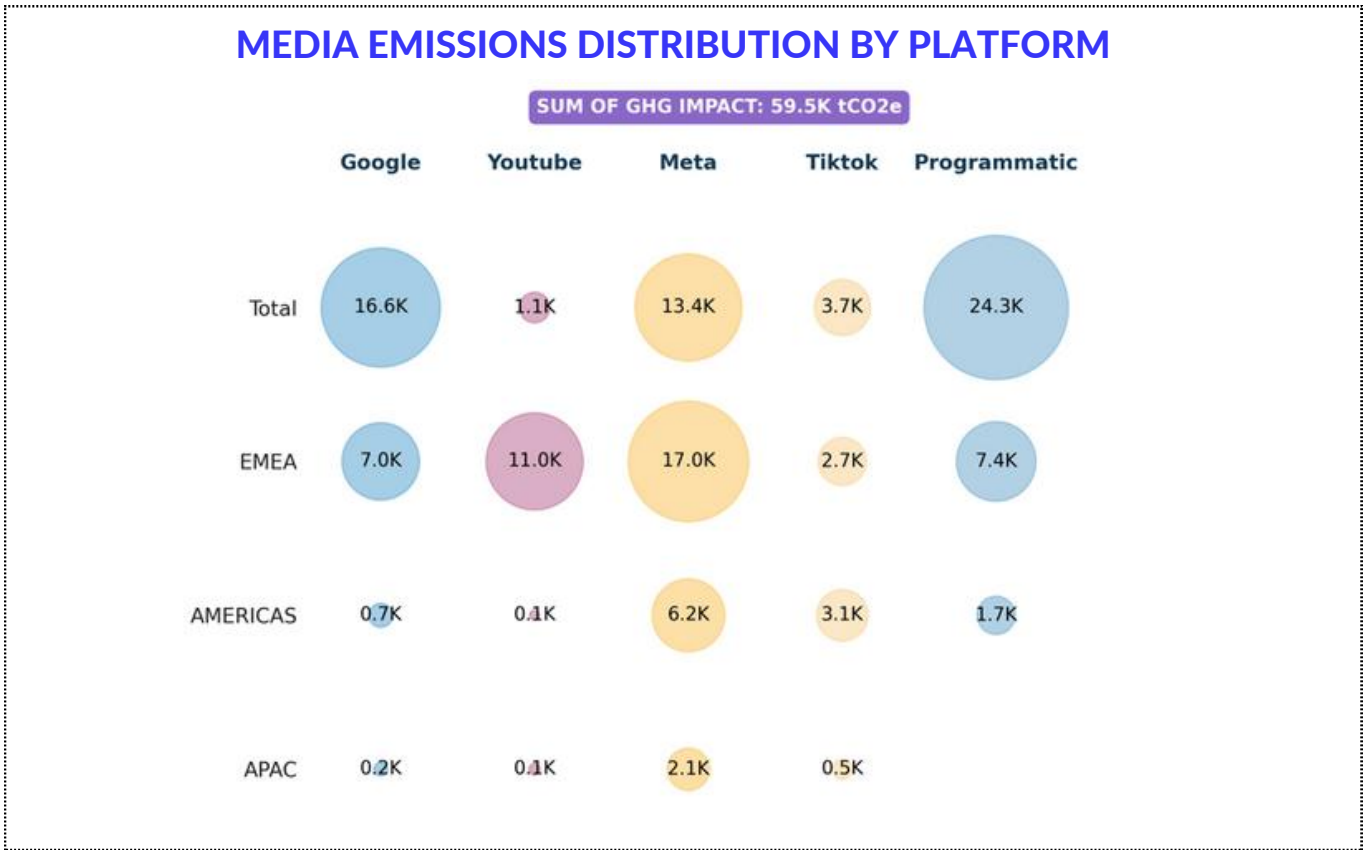
While staff commuting emissions decreased by a modest 0.7% compared to the previous year, we are encouraged to see continued progress. This reflects the ongoing efforts across our offices to promote and support more sustainable modes of transportation. Such initiatives include:

- Encouraging train travel over air travel in well-connected markets
- Covering annual bicycle subscription costs for employees in several locations

GHG INVENTORY

EMISSIONS BY SCOPE - DEEP DIVE

MEDIA EMISSIONS



In 2024, we advanced our media decarbonization strategy with the development of a proprietary SaaS solution designed to scale activity-based measurement. This tool enables us to refine emissions benchmarks and generate platform- and market-specific insights, laying the groundwork for more precise and actionable carbon intelligence.

As part of this evolution, we began the gradual integration of campaign-level carbon footprint data into client dashboards, with a vision to scale this globally across our portfolio. At the same time, sustainability services were included in the majority of Group RFPs in 2024, aligning with our objective of achieving 100% integration by 2025.

Through our consulting and emissions optimization work, we helped clients avoid an estimated 500 tons of CO_2e in 2024, demonstrating the tangible impact of our approach and reinforcing our position as a partner in their environmental transition.

OUR TRANSITION TO NET ZERO

We are committed to reducing our emissions in line with limiting global warming to 1.5°C above pre-industrial levels and have submitted our commitment to the Science-Based Target Initiative (SBTi). To help deliver these commitments, we have defined key priorities across our emission hotspots and established governance to monitor progress across these initiatives.

Initiatives

Direct Emissions

BUILDING ACQUISITION

Include key environmental requirements (e.g. energy efficiency) when renting office space, following specific regulations in key markets.

BUILDING MANAGEMENT

Develop and implement key initiatives with local offices to continue improving energy consumption in our current buildings.

Procurement & Business Travel

PROCUREMENT PROCESS

Integrate ESG into our purchasing processes and supplier assessments.

CIRCULAR ECONOMY

Prioritizing reconditioned IT equipment whenever possible to renew our IT.

SUSTAINABLE MOBILITY

Introducing sustainable mobility initiatives to encourage and support sustainable commuting.

Media Buy

MEASUREMENT

Switch from spend-based to activity-based calculation of media emissions through Footsprint SaaS solution. Infuse carbon data across client dashboards to raise awareness on media emissions.

REDUCTION

Deployment across the Group of key initiatives to reduce the carbon emissions of digital buy while improving media performances.

Powered by

Governance

Glocalized ESG structure to ensure policies are relevant to local office specificities.

Data

Ongoing efforts to improve our data accuracy and coverage across Scopes 1,2 & 3.

Training

Achieving 100% of our teams certified through Footsprint online courses,

ZOOM IN : BORDEAUX

Zooming in on one of our pilot offices for testing responsible initiatives. .

BORDEAUX LOCAL INITIATIVES

Procurement

Auditing environmental impacts of external office products and exploring procurement sustainable alternatives

Waste Management

New sorting and composting system : since implementation in February 2024, a total of 545kg of compost recovered across two sites.

Transportation

Exploring incentives to encourage sustainable mobility for longer business trips, wherever appropriate.

Pollution

EcoMégots partnership aimed at recovering collaborators' cigarettes for reuse and avoid their disposal in drains.

Our goal is to create a space for each of our offices to share their initiatives so that we can collectively capitalize on good ideas and lessons learned. One of our focuses moving forward will be on creating more channels so that these initiatives can be shared and communicated easily both internally and with our stakeholders.

SUPPORTING OUR ECONOMY

Our commitment to creating positive impact through responsible performance

Introduction & Vision

Our economic contribution to society comes primarily through delivering digital performance. We help our clients accelerate their businesses by delivering digital services while meeting our standards in terms of ethics and excellence. But our contribution as a responsible business goes further - as we are continuing our growth trajectory, we are continuously investing in innovation that benefits our customers and wider society on the path towards digital sustainability.

Our Management Approach

As a leading digital agency with a broad portfolio of clients across several industries, our company played a role in helping businesses (local and international) adapt their business models for a more sustainable future. Our carbon emissions reduction commitments set us apart in the industry, as we have included media spend in our net-zero targets.

As sustainability is increasingly recognized as a key challenge for the digital advertising industry, we are committed to helping our clients navigate this complicated challenge through dedicated digital sustainability programs, and the integration of environmental metrics into media planning, management and reporting. By adopting this sustainability-by-design approach, we empower our clients to reduce their Scope 3 emissions, while leveraging carbon intelligence as a key business performance catalyst. We are also actively involved with trading agencies in the establishment of a measurement framework and an open-source methodology, working towards more transparency and greater data transparency in the market.

Responsible Business Practices

In 2024, we reinforced our commitment to professional and ethical conduct by undergoing a thorough third-party anti-corruption audit. This initiative complements our continued adherence to the highest standards, with zero tolerance for bribery or corruption. We also rolled out and are in the process of scaling a global whistleblowing platform—NotMe—ensuring employees worldwide have a secure and accessible channel to report concerns. As part of our effort to embed business ethics into our corporate culture, we launched mandatory training programs across the Group in Ethics, IT Security, and Digital Sustainability. We are actively tracking participation and working towards 100% compliance and training completion across all teams globally.

Pioneering Digital Sustainability

Since 2021, we have been advocating for and working towards the establishment of a transparent standard and open-source methodology for measuring the carbon emissions linked to digital activity. We continuously pioneer and innovate on this front, pushing the boundaries of current methodologies to advance collective research. In 2024, we deepened our leadership in digital sustainability by contributing six methodology papers to leading industry frameworks. These efforts support the development of a transparent, open-source standard for measuring digital emissions. Our specialized agency, Footsprint, measured over 37,000 tons of CO_2e this year, and thanks to our recommendations, helped avoid more than 800 tons of CO_2e, with an average 24% emissions reduction across new projects. These efforts earned us the Ad Net Zero Sustainability Agency of the Year Award, a recognition of our ongoing commitment to environmental impact reduction in the digital space.

Preparing for new regulations

2024 marked a significant step forward in our compliance journey as we advanced our roadmap to CSRD compliance. We completed a Digital Maturity Assessment (DMA) and a comprehensive gap analysis to align our reporting processes. More importantly, we view CSRD not just as a compliance exercise but as a strategic compass. This positioning was highlighted when we were invited to speak at Charterhouse's annual ESG conference, where we shared our approach to integrating CSRD into strategic decision-making. In parallel, we support our clients in navigating these new regulatory landscapes, particularly by helping integrate media-related emissions into their net zero strategies. By doing so, we ensure both Labelium and our clients are future-ready and sustainability-focused.

LOOKING TO THE FUTURE

We are committed to continuously improving our practices and becoming a more sustainable business and, in particular, to fulfill our objective to be at the heart of the transition of our industry, by investing in innovation while maintaining the highest standard of supplier compliance.

SUPPLIER ESG COMPLIANCE

In 2025, Labelium is rolling out its Supplier Code of Conduct globally and developing a supplier selection and governance process that embeds ESG criteria while respecting local market autonomy. These initiatives aim to ensure alignment with our sustainability goals and regulatory requirements, while maintaining operational flexibility and relevance at the local level. We are also supporting our clients' net zero and CSRD objectives by offering carbon tracking services and decarbonizing our operations. For some key clients, we are already directly contributing to their ESG reporting by integrating media carbon tracking into their sustainability strategies.

DIGITAL SUSTAINABILITY INNOVATION

We are accelerating the rollout of our sustainability services to stay ahead of evolving regulations and to help clients leverage carbon intelligence as a competitive advantage. In 2025, we will continue to focus on optimizing media campaigns for both efficiency and environmental impact, offering tailored solutions that combine performance with sustainability. Our R&D efforts will also continue, particularly around carbon efficiency benchmarks and the integration of governance practices in AI-driven media and analytics strategies.

DRIVING INDUSTRY STANDARDS

As a long-standing advocate for transparent and consistent carbon measurement in media, we continue to contribute to the advancement of industry-wide frameworks. In 2025, we look forward to the publication of the Global Media Sustainability Framework, a milestone initiative in which our agency Footsprint is a key contributor. Our active role in shaping this global norm underscores our commitment to supporting a unified, science-based approach to measuring and reducing the environmental footprint of digital media.

OUR GOVERNANCE

Ensuring that our governance mechanisms reflect our commitments

Introduction & Vision

Since 2022 we have developed a specific ESG governance structure to ensure the appropriate level of resources, challenge, and oversight can be dedicated to this crucial pillar of our strategy. We are continuously adapting our governance policies and reporting to reflect and support our ESG commitments and ambitions.

Our Management Approach

From transparency to culture, we are committed to the highest standards of corporate governance and making sure we apply best practices. The Labelium board of directors is collectively responsible for the effective oversight of the company and its business. It determines the company's strategic direction, its objectives, viability, and governance structure to help achieve long-term success and deliver sustainable shareholder value. The board also plays a major role in setting the company's sustainability goals, and ESG is a recurrent agenda topic in board meetings.

Overseeing ESG

Talents are engaged in overseeing ESG initiatives at all levels of the company, including the board of directors, chief operating officer, and the executive committee. By creating an ESG committee in 2022, Group Labelium demonstrated its commitment to integrating sustainability and responsible practices into its overall business strategy.

Our Governance

Labelium Group is a private company, French "société par actions simplifiée", owned in majority by Private Equity firm Charterhouse Capital Partners since 2021. Labelium is still managed by its original founders and Mr Stéphane Levy, President and founder of the group, presides over board meetings of both the parent company and its subsidiaries, ensuring effective communications between board members and executives, and articulating the organization's long-term vision and strategic goals. He is appointed by the Supervisory Board for an unlimited term of office.

The Supervisory Board is in charge of the general supervision of the Labelium Group Companies' management and may, for this purpose:

- examine any question that affects the sound operation, management and/or administration of the Group; and
- control and oversee the duties of the President and the Managing Directors;
- carry out the verifications it deems appropriate. For example, some strategic decisions or measures shall not be made, taken, implemented or voted on at the level of any subsidiaries without the Supervisory Board's formal prior approval.

The Supervisory Board is also responsible for reviewing and approving the annual ESG report previously prepared under the direction of the ESG committee and validated by the CEO. This review and approval by the Supervisory Board ensures that the information aligns with Labelium's strategic objectives, accurately reflects its performance, and meets any legal or regulatory requirements in this matter.
The Supervisory Board is composed of 33 % of women.

The Audit Committee has the mission to oversee and ensure the integrity of the Group Labelium's financial reporting processes, internal controls, and compliance with legal and regulatory requirements. Overall, the Audit Committee plays a crucial role in safeguarding the financial health and regulatory compliance of Labelium. The Audit Committee is regularly updated on the advancements and projects related to ESG initiatives and status progress. This ensures that ESG considerations are integrated into the organization's governance and risk management processes.
The Audit Committee is composed of 25 % of women.

The Acquisition Committee. Its primary function shall be to evaluate and review potential acquisition targets, strategic investments and divestitures and to make recommendations to the Labelium's Supervisory Board.
The Acquisition Committee is composed of 13 % of women.

Our Governance (continued)

The IT Security Committee

This IT Security Committee is responsible for overseeing the Group Labelium's IT security procedures and IT policies. It provides recommendations to the Audit Committee and/or Labelium's Supervisory Board, in regard to all information security efforts undertaken by Labelium.

ESG Governance

The ESG Committee

The ESG committee is ultimately responsible for efforts related to ESG, including our assessment of key ESG risks and opportunities, under the oversight of the Corporate and Social Responsibility Manager. The committee's responsibilities include the oversight of Group Labelium's and local policies, code of ethics, practices and performance regarding ESG matters, supplier compliance and audit assessment, as well as the implementation of dedicated awareness and training programs related to ESG matters and establishment of several KPIs.

The ESG Local Task Force

Each Business Unit has appointed an ESG Local Task Force who become a local reference on ESG topics within their Business Unit. A Local task Force is responsible for ensuring the effective implementation of global ESG policies at the local level, driving the implementation, monitoring and sharing of ESG initiatives at the local level. They also help the ESG Committee to collect data on local ESG performance metrics. They are considered as precious local support for the ESG Committee.

Corporate & Social Responsibility Manager

Appointed for the first time in 2022, the Corporate and Social Responsibility (CSR) Manager at Labelium Group plays a central role in driving the company's ESG efforts. Key responsibilities include:

- **Lead ESG Strategy & Governance:** Define and update the Group's ESG strategy, align with corporate goals, and integrate ESG risks into enterprise governance.
- **Ensure Regulatory Compliance & Certifications:** Monitor and ensure compliance with ESG regulations and standards; oversee audits, assessments, and certifications.
- **Coordinate Cross-Functional Collaboration:** Promote effective collaboration across stakeholders, function leads and markets.

Ethical Conduct

We remain firmly committed to the highest standards of professional and ethical conduct, maintaining a zero-tolerance policy toward bribery and corruption. In 2024, we introduced a new Group Code of Ethics, rolled out globally, which provides a comprehensive framework for ethical decision-making. This includes policies covering anti-corruption, conflict of interest, anti-harassment, fair competition, and information security.

To support the implementation of these standards, we launched a whistleblowing platform and procedure, starting with the French market and currently being expanded across the Group. In parallel, we established a Group-level Ethics Committee to act as a key receiver and reviewer of ESG-related alerts and whistleblower reports.

During the year, we also conducted a dedicated anti-corruption audit, which led to the development of a corruption risk register and a multi-year action plan to address identified risks. In line with our commitment to transparency and prevention, we rolled out a global ethics training module through our online platform. We aim to achieve 100% training completion across all teams by 2025.

Additionally, as part of our preparation for CSRD compliance, we conducted a risk register focused on the G1 (Governance) pillar, helping us to better assess and respond to governance-related risks in alignment with evolving regulatory expectations.

Furthermore, we initiated the process to obtain ISO 27001 certification, reinforcing our commitment to information security management and best practices in data protection.

Finally, in 2024, we also introduced a Supplier Code of Conduct, which clearly communicates Labelium's ethical standards and expectations for all partners across the value chain.

LOOKING TO THE FUTURE

In 2025 and for the years to come we commit to continuously review and adapt our governance policies to reflect and support our ambitions. We aim for our ESG initiatives to differentiate us as an employer and as a responsible business partner.

IT SECURITY PROGRAM

In 2025, Labelium continues to strengthen its cybersecurity posture across all Business Units through the ongoing implementation of a robust IT Security Program. A comprehensive risk assessment was conducted to identify current and emerging vulnerabilities, threats, and risks, serving as the foundation for refining our security strategy. As part of this effort, we are advancing our commitment to education by providing regular cybersecurity awareness training to all collaborators, promoting best practices across the organization. A key milestone in our roadmap is the ISO 27001 certification, reinforcing our dedication to information security management.

WHISTLEBLOWING PLATFORM

In 2025, our key priorities include the global deployment of the whistleblowing platform, ensuring consistent access to reporting tools regardless of location. In parallel, we are placing a strong emphasis on training and awareness programs, with a particular focus on anti-harassment and anti-discrimination education for teams. These initiatives are designed to reinforce a culture of respect and accountability throughout the Group. The platform also enables the Group to track and report on alerts in a centralized and confidential manner, supporting proactive risk management and continuous improvement.

CSRD COMPLIANCE

Achieving compliance with the CSRD is a key strategic priority for Labelium in 2025. In anticipation of the mandatory reporting requirements set for 2028, we have launched a structured compliance program aimed at building a comprehensive roadmap to full alignment. We will continue to engage internal and external stakeholders, strengthen our reporting capabilities, and align our practices with the European Sustainability Reporting Standards (ESRS), ensuring that Labelium is fully prepared for the regulatory transition and positioned as a leader in transparent and responsible business practices.

REPORTING PRINCIPLES

DATA COLLECTION

Our Managing Directors and Corporate and Social Responsibility Manager are responsible for reporting the sustainability data by June 30th, 2024. In doing so they have established objective reporting criteria for measuring performance following the guidelines provided by the GRI standards.

DATA REPRESENTATION

Our team commits to have presented the data in a manner that provides relevant and reliable information, that will be comparable to further reports on the topic (as 2022 was the baseline). We have aimed to make our report sufficiently detailed to meet most of our GRI requirements (see GRI content index), yet accessible to all readers.

REPORTING METHODOLOGY

This report has been developed following the GRI Standard, and in line with its methodology. Although the report is not fully developed in accordance with the GRI Standards, we intend to improve our data collection & disclosure process year over year in order to reach GRI standard compliance. The GRI content index can be found in the Appendices of this report.

DEFINING REPORT CONTENT & QUALITY

The report section on materiality (page 7) and stakeholder engagement (page 6) indicate how we identified the topics to report on in this first ESG report. The fundamental principle of this first ESG report for the Group is that of comparability, laying the foundations for our greenhouse gas assessment methodology (pages 30 and 42-43) and detailing each KPI used and the context around it. Any change in the boundaries of our following reports will be disclosed on a case-by-case basis.

APPENDICES

			2023	2024	Change	Change %
Scope 1		Refrigerant gas losses	16.52	16.55	0.03	0.2%
		Natural gas	57.67	53.52	-4.15	-7.2%
		Gasoline	0.00	0.00	0.00	0.0%
		Total Scope 1	**74.20**	**70.07**	**-4.12**	**-5.6%**
Scope 2		Electricity market based	190.40	195.49	5.09	2.7%
		District heating	11.49	8.28	-3.21	-27.9%
		Total Scope 2 Market Based	**201.89**	**203.78**	**1.89**	**0.9%**
Scope 3	1. Purchased goods and services	Water consumption	1.07	0.87	-0.20	-18.9%
	1. Purchased goods and services	Cloud services	25.14	25.14	0.00	0.0%
	1. Purchased goods and services	Media emissions	57,883.91	59,522.72	1,638.81	2.8%
	2. Capital goods	Capital goods	126.17	85.17	-41.00	-32.5%
	3. Fuel and energy-related activitie	Natural gas WTT	7.27	8.84	1.57	21.5%
	3. Fuel and energy-related activitie	Electricity WTT and T&D	37.79	38.43	0.64	1.7%
	3. Fuel and energy-related activitie	District heating WTT	2.14	1.54	-0.60	-28.0%
	5. Waste generated	Wastewater	1.20	0.99	-0.22	-18.0%
	5. Waste generated	Waste	351.88	350.41	-1.47	-0.4%
	6. Business travel	Business travel All transport	767.33	716.07	-51.27	-6.7%
	6. Business travel	Business travel Hotel accomoda	29.73	24.56	-5.17	-17.4%
	7. Employee commuting	Staff commuting	196.27	194.91	-1.36	-0.7%
	7. Employee commuting	Homeworking	163.56	170.58	7.02	4.3%
	Total Scope 3		**59,593.48**	**61,140.22**	**1,546.74**	**2.6%**
Total emissions Market based			59,869.57	61,414.07	1,544.50	2.6%

Emissions	2023	2024	Change	Change %
	Total Emissions (TCO2e)	Total Emissions (TCO2e)	TCO2e	
France	26,295	25,780	-516	-1.96%
Spain	3,645	2,264	-1,381	-37.89%
Italy	9,624	8,331	-1,293	-13.43%
Germany	1,268	1,579	311	24.51%
UK	1,783	2,277	494	27.68%
Canada	2,427	2,296	-131	-5.39%
USA	9,796	4,470	-5,326	-54.37%
APAC	3,044	12,525	9,481	311.44%
TOTAL	**57,884**	**59,523**	**1,639**	**2.83%**

	Total Emissions (tCO2e)	Total Emissions (tCO2e)	TCO2e	
Google	15,713	16,587	874	5.57%
Meta	16,529	13,839	-2,690	-16.28%
Programmatic	16,870	24,339	7,469	44.27%
Tiktok	6,366	3,678	-2,688	-42.22%
Youtube	2,406	1,080	-1,327	-55.14%
Grand Total	**57,884**	**59,523**	**1,639**	**2.83%**

THE KYOTO PROTOCOL GHGs

GHG assessments quantify the Kyoto Protocol greenhouse gases, as applicable, and are measured in terms of tonnes of carbon dioxide (CO_2) equivalence, or tCO_2e, where equivalence means having the same warming effect as CO_2 over 100 years.

The 6 Kyoto Protocol gas groups are CO_2, methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), sulphur hexafluoride (SF_6) and perfluorocarbons (PFCs). The global warming potential (GWP) of each is presented in Table 2:

Table 2: Kyoto Protocol GHGs and their global warming potential (GWP)

Greenhouse gas/group	Chemical formula	GWP (CO_2e)
Carbon dioxide	CO_2	1
Methane	CH_4	25
Nitrous oxide	N_2O	298
Hydrofluorocarbons	HFCs	Depends on specific gas
Sulphur hexafluoride	SF_6	22,800
Perfluorocarbons	PFCs	Depends on specific gas

CALCULATING EMISSIONS

Our GHG assessments use activity data (e.g., kWh of electricity or litres of fuel used), from which GHG emissions estimates are quantified by applying the most relevant emission factor(s) from published reputable sources (in our case, Defra, IPCC, and other suggested by the GHG Protocol). Those factors were applied for fuel carbon intensity, waste emissions, etc. For each office, jurisdiction-specific baseline energy intensity consumption and specific grid EFs were selected. Finally, the methodology selected to estimate the incremental electricity and natural gas consumption for home working collaborators was elaborated by Anthesis, selected because it provides multipliers at the global level.

BASE YEAR

Our base year is 2022. Following guidance from the GHG protocol, base-year emissions will be retroactively recalculated to reflect changes in the company that would otherwise compromise the consistency and relevance of the reported GHG emissions information. Labelium will recalculate its base-year emissions if new information or additional emissions sources have an impact over 5% of the current base year's emissions.

In order to ensure meaningful comparisons and reflect our progress in 2024, 2023 emissions have been recalculated following our recalculation protocol, due improvements in data sources, new sources of emissions, updated emissions factors, and business acquisitions.

DATA QUALITY AND ACCURACY

The accuracy of a GHG assessment is directly related to the quality of the activity data provided. Primary data is always used where available, which denotes actual activities which occurred during the reporting period such as metered electricity consumption). It is accepted that secondary data (such as estimates, extrapolations, benchmarks, and proxy data such as distance travelled) is used when primary data is not available. Assessments based largely on secondary data should only be viewed as an estimate of GHG emissions impact, and actual emissions may vary significantly.

Having accurate and comprehensive data is crucial for tracking the impact of environmental plans and making informed decisions about how to reduce a company's greenhouse gas (GHG) emissions. Without good data, it can be difficult to identify areas where a company can make the most impact and measure progress over time.

In Labelium's case, data gaps have been identified as associated with several factors, although the data is more robust than in the first year, the data-gathering process has been challenging for many offices for several reasons. The three main challenges have been:

- Access to business trips data.
- Lack of electricity, heating, or water consumption from the landlords or co-working spaces in some offices.
- Incomplete waste generation data in some offices.

When data was not available, we applied recognized assumptions and multipliers, in the coming months, Labelium will continue to work on refining its data-gathering methods.

Pilot initiatives in some of our offices have resulted in the reduction of energy consumption, but this hasn't been quantified for the reporting year.

Regarding energy requirements of our products and services, while reductions have started to take place as a consequence of activities from our new digital sustainability agency, at least 108 tCO2e have been avoided with footsprint work.

WATER CONSUMPTION

At Labelium, water consumption is primarily related to office and remote work activities, while water discharges are managed by municipal water management systems.

Water Consumption: Water consumption at Labelium is solely attributed to its use in offices and for remote work activities. No water consumption is associated with specific products or services. The total water consumption for the reporting period is estimated to be 5,888.43 m3 or 5.9 megaliters. Given the nature of our activities, water consumption is considered negligible.

Water Discharge: Water discharges from our offices and remote work activities are managed and processed by municipal water management systems. These discharges are a result of normal water consumption in offices and homes. The quantity of water discharged is estimated to be equivalent to the water consumption, which is 5,888.43 m3 or 5.9 megaliters. While the levels of treatment vary across different jurisdictions where Labelium offices are located, no significant impacts on receiving waterbodies are expected.

Water Quality and Impact: No specific analysis has been carried out to assess water quality within our facilities. However, considering our normal water use in offices and homes, no specific negative impacts are anticipated. The treatment of water discharges primarily occurs in municipal water treatment plants, where the quality and technology may vary depending on the location of Labelium units.

Water Stress: No specific analysis has been conducted to identify which Labelium facilities are situated in areas with high levels of water stress. While this information is currently not available, we acknowledge the importance of understanding water stress and its potential implications for our operations. We remain committed to assessing and managing water resources responsibly as part of our ongoing sustainability efforts.

In conclusion, no significant negative impacts have been identified, and the treatment of water discharges varies across jurisdictions. Although specific analysis regarding water quality and water stress is yet to be conducted, we are committed to responsible water management practices as we strive to minimize our environmental footprint.

WASTE GENERATION

Labelium recognizes the importance of building a circular economy and strives to minimize its impact on waste generation. This is an overview of waste generated within our offices, our current waste management practices, and our plans for future improvements.

Waste Generation: Waste at Labelium is primarily generated through the activities of our collaborators within our offices. We have conducted waste generation surveys in each office, tracking waste production for a week and extrapolating the results to estimate the annual waste generation. The total waste generated accounts for 224.3 tonnes (0.23 tonnes/FTE).

Waste Management Practices: Of the total waste generated, a portion has been recycled, composted, and disposed of. Specifically, 36.7 tonnes have been recycled, 10 tonnes have been composted, and 177.6 tonnes have been disposed of. Recycling and composting activities are primarily handled by the municipalities in which our offices are located. However, not all offices currently have recycling and composting practices in place. Labelium aims to expand these practices across all offices in the coming years.

Waste Composition: While we have information on the types of waste (recyclable, compostable, other), we currently lack detailed data on waste composition. This limits our ability to identify specific areas for waste reduction or further recycling opportunities. In some instances, waste management is handled by the building, reducing our control over good practices or final disposition.

Disposal and Landfill: The final disposition of waste directed to disposal is subject to municipal waste management practices in each jurisdiction where our offices are located. At present, we assume that all waste directed to disposal is sent to landfills. However, we acknowledge the need for additional research on this topic to better understand the environmental impact and explore alternative waste management strategies.

Toxic Waste and Batteries: Labelium generates a minimal amount of toxic waste, which has not been quantified. However, some of our offices offer a battery collection program for teams.

to ensure proper disposal. This initiative helps mitigate potential environmental harm caused by improperly disposed batteries.

Labelium is committed to improving waste management practices and reducing its environmental footprint. We aim to expand recycling and composting practices across all offices in the coming years. Furthermore, we recognize the importance of conducting additional research on waste composition and disposal methods and exploring strategies to minimize toxic waste.

OTHER ENVIRONMENTAL IMPACTS

In addition to GHG emissions, water, and energy consumption, this report addresses other environmental impacts associated with Labelium's operations. Since our offices are located in urban centers and our operations are focused on providing digital services, no other impacts are expected:

Based on our assessment, no ozone-depleting substances (ODS), Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions have been generated as a direct consequence of our activities.

During the reporting period, no operational sites were owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas. Likewise, no IUCN Red List species and national conservation list species were affected by our operations

Through our activities, products, and services, we strive to avoid any significant negative impacts on biodiversity. The assessment of our operations indicates that no significant impacts on biodiversity have been identified during the reporting period. While our activities don't have a significant impact on biodiversity, we acknowledge that capital goods needed to offer our services, such as laptops or other IT equipment, have an impact on resource depletion and biodiversity losses in different parts of the world. We haven't quantified said impacts but strive to reduce them through sustainable procurement practices such as purchasing refurbished equipment and implementing solutions to increase the lifetime usage of our devices.

NOTE ON MATERIALS USE

Since Labelium provides digital services, there is no need to report information on materials used, recycled, or reclaimed related to our products.

SUPERVISORY BOARD

The Supervisory Board is composed by :

Six Members:

- Monsieur Cédric BARTHELEMY
- Monsieur Stéphane LEVY
- Monsieur Vincent PAUTET
- Madame Sophie-Miyuki DELVALLET
- Madame Elya HASSON
- Monsieur Sylvain BONNEVIDE

and **two censors** :

- Monsieur Pierre MARTINI
- ATALANTE company

They are appointed by the General meeting of shareholders for an indefinite period of time among:

- candidates designated by the Financial Investor,
- candidates designated by the Tier 1 Managers
- independent Member who have no material business relationship with the Group Labelium which would impair or compromise such persons' ability to exercise independent judgment with respect to the Group's management and supervision thereof.

EXECUTIVE COMMITTEE

The Executive Committee shall assist the President and the Managing Directors in the operational management of the Group. It participates in the development and implementation of the Labelium's strategic plans. It provides input, guidance, and oversight to ensure that the Labelium's goals and objectives are aligned with its mission and vision. It also serves as a liaison between the Labelium and its stakeholders.
The Executive Committee members shall be jointly appointed by the President and the Managing Directors, after information of the Supervisory Board. Each Executive Committee Member shall be appointed for an unlimited term of office.
The Executive Committee is composed by:

- Mr. Stéphane Levy (as President)
- SYVAC MANAGEMENT SL, represented by Mr. Sylvain Bonnevide (as Managing Director)
- Mr. Sébastien Etorre
- Mr. Maxime Doreau
- Mr. Jérôme Keloghlanian
- Mr. Michael Beresin
- Mr. Jean Kerboul
- Ms. Anne Bougel
- Mr. Sébastien Litou

GRI Index

GRI Indicator	Description	Answer and/or Reference
102-1	Name of organization	Labelium Group
102-2	Activities, brands, products & services	2024 ESG Report > Pages 1-2
102-3	Location of headquarters	Labelium Group headquarters are located in Paris, France
102-4	Location of operations	2024 ESG Report > Page 1
102-5	Ownership & legal form	Labelium is a private company, French "société par actions simplifiée" owned in majority by Private Equity firm Charterhouse Capital Partners since 2021
102-6	Markets served	2024 ESG Report > Page 1
102-7	Scale of the organization	2024 ESG Report > Page 1
102-8	Information on employees and other workers	2024 ESG Report > Page 1, 11-21
102-9	Supply chain	
102-10	Significant changes to the organization and its supply chain	n/a
102-11	Precautionary principle or approach	n/a
102-12	External initiatives	In 2024 we verified our GHG emissions with Turley through SBTi
102-13	Memberships of associations	

GRI Index

GRI Indicator	Description	Reference
102-14	Statement from senior decision maker	2024 ESG Report > Page 3-4
102-15	Key impacts, risks and opportunities	2024 ESG Report > Pages 8, 9,32-34, 37-38
102-16	Values, principles, standards & norms of behavior	2024 ESG Report > Page 5
102-17	Mechanisms for advice & concerns about ethics	2024 ESG Report > Pages 39- 43
102-18	Governance structure	2024 ESG Report > Pages 39-43
102-19	Delegating authority	2024 ESG Report > Pages 39 - 43
102-20	Executive level responsibility for economic, environmental & social topics	2024 ESG Report > Pages 39 -43
102-21	Consulting stakeholders	2024 ESG Report > Page 7
102-26	Role of the highest governance body in setting purpose, values and strategy	2024 ESG Report > Pages 7, 39-43
102-27	Collective knowledge of highest governance body	2024 ESG Report > Page 4, 7, 40,41, 42,55
102-28	Evaluating the highest governance body's performance	2024 ESG Report > Page 4, 7, 40,41, 42,55
102-29	Identifying and managing economic environmental & social impacts	2024 ESG Report > Page 25-36

GRI Index

GRI Indicator	Description	Reference
102-31	Review of economic, environmental & social topics	2024 ESG Report > Page 6
102-32	Highest governance body's role in sustainability reporting	Final approval for 2024 ESG report will be given by Labelium CEO and sent to the Supervisory Board of Labelium Group
102-33	Communicating critical concerns	Our CEO directly reports to the board on critical concerns and attends regular meetings regarding all concerns, feedbacks and actions taken
102-40	List of stakeholder groups	2024 ESG Report > Page 7
102-41	Collective bargaining agreements	n/a
102-42	Identifying and selecting stakeholders	2024 ESG Report > Page 7
102-43	Approach to stakeholder engagement	2024 ESG Report > Page 7
102-44	Key topics and concerns raised	2024 ESG Report > Pages 6-8
102-45	Entities included in the consolidated financial statements	This report includes data for all legal entities under Labelium parent company, except those acquired in 2024
102-46	Defining report content & topic boundaries	2024 ESG Report > Pages 7 and 46
102-47	List or material topics	2024 ESG Report > Page 7

GRI Index

GRI Indicator	Description	Reference
102-49	Changes in reporting	We expanded measurement of our Scope 3 activities in our GHG inventory to include cloud and media buying emissions
102-50	Reporting period	Data is reported for the year to December 2024, unless otherwise stated
102-51	Date of most recent report	2023 ESG report published on June 8th 2024
102-52	Reporting cycle	The 2024 ESG Report represents the second report in an annual cycle
102-53	Contact point for questions regarding the report	Labelium CEO & Chair of ESG Committee Mr Sylvain Bonnevide sylvain.bonnevide@labelium.com
102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared with reference to the GRI Standards
102-55	GRI Content Index	This is the GRI Content Index

GRI Index

GRI Indicator	Description	Reference
GRI 200 - ECONOMIC STANDARDS		
201 - 1	Direct economic value generated & distributed	2024 ESG Report > Pages 1
201 - 2	Financial implications and other risks and opportunities due to climate change	2024 ESG Report > Pages 6,8,9,25,31, 32,33 ,37,38
205-1	Ethical behavior: anti-bribery & corruption	2024 ESG Report > Pages 40-43
GRI 300 - ENVIRONMENTAL STANDARDS		
301-1	Materials used	2024 ESG Report > Page 25-36, 46
301-2	Recycled input materials used	2024 ESG Report > Page 25-36, 46
301-3	Reclaimed products and their packaging materials	2024 ESG Report > Page 25-36, 46
302-1	Energy consumption within the organization	2024 ESG Report > Page 25-36, 46
302-2	Energy consumption outside of the organization	2024 ESG Report > Page 25-36, 46
302-3	Energy intensity	2024 ESG Report > Page 25-36, 46
302-4	Reduction of energy consumption	2024 ESG Report > Page 25-36, 46
302-5	Reductions in energy requirements of products and services	2024 ESG Report > Page 25-36, 46

GRI Index

GRI Indicator	Description	Reference
303-1	Interactions with water as a shared resource	2024 ESG Report > Page 25-36, 46
303-2	Management of water discharge and related impacts	2024 ESG Report > Page 25-36, 46
303-3	Water withdrawal	2024 ESG Report > Page 49
303-4	Water discharge	2024 ESG Report > Page 49
303-5	Water consumption	2024 ESG Report > Page 49
304-1	Operational sites and protected areas	2024 ESG Report > Page 25-36, 46
304-2	Significant impacts of activities, products and services on biodiversity	2024 ESG Report > Page 25-36, 46
304-3	Habitats protected or restored	2024 ESG Report > Page 25-36, 46
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 ESG Report > Page 25-36, 46
305-1	Direct (Scope 1) GHG emissions	2024 ESG Report > Page 29-30 Page 48
305-2	Indirect Energy (Scope 2) GHG Emissions	2024 ESG Report > Page 29, 32 Page 48
305-3	Other indirect (Scope 3) GHG Emissions	2024 ESG Report > Pages 29,32-33 Page 48
305-4	GHG Emissions Intensity	2024 ESG Report > Page 25-27
305-5	Reduction of GHG Emissions	2024 ESG Report > Page 27
305-6	Emissions of ozone-depleting substances (ODS)	2024 ESG Report > Page 54
305-6	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 ESG Report > Page 54

GRI Index

GRI Indicator	Description	Reference
306-1	Waste generation and significant waste-related impacts	2024 ESG Report > Pages 53-54
306-2	Management of significant waste related impacts	2024 ESG Report > Pages 53-54
306-3	Waste generated	2024 ESG Report > Pages 53-54
306-4	Waste diverted from disposal	2024 ESG Report > Pages 53-54
306-5	Waste directed to disposal	2024 ESG Report > Pages 53-54
	GRI 400 - SOCIAL STANDARDS	
401-1	New employee hires & employee turnover	2024 ESG Report > Page 47
401-2	Benefits provided to full-time employees that are not provided to part-time employees	Detailed in Employee Handbook
401-3	Parental leave	100% of all full time collaborators entitled to parental leave
404-1	Average hours of training per year per employee	2024 ESG Report > Page 12-13
404-2	Programs for upgrading employee skills and transition assistance program	2024 ESG Report > Pages 12-13
404-3	Percentage of employees receiving regular performance and career development reviews	2024 ESG Report > Page 12-13
405-1	Diversity of governance bodies and employees	2024 ESG Report > Page 16-18
405-2	Ratio of basic salary & remuneration of women to men	2024 ESG Report > Page 17
413	Local communities	2024 ESG Report > Pages 22-24