

# Sustainable Development Policy

bnetwork is dedicated to the management of accommodation for high volume events (congresses, trade shows, summits, seminars, and other events), delivery of event services, design and development of websites for events. Our in-house DMC service also organises dinners, transportation, meetings, excursions and other related services.

We run our operations from Barcelona, Cannes, London, Paris, Singapore and Vienna, and are driven by our values of integrity, transparency, responsibility, inclusivity, innovation, loyalty, reliability and engagement. We commit to take into consideration the needs of interested parties, as they relate to your activity, and integrate them into our management system.

bnetwork is determined to support the minimisation of the event industry’s negative impact on the environment and the transition to a more sustainable development model. This commitment is underpinned by the implementation and continual improvement of a Sustainability Management System based on the requirements of ISO 20121:2024, on the compliance to applicable legislation and other requirements and on the monitoring and improvement of our performances.

We want to inspire others by adopting a set of objectives, based on 4 engagements, that cover all our activities:

| Engagement for Sustainable Software Development                |  |   |   |
|--|--|---|---|
| Reduce the carbon footprint related to the use of our platform | Enhance the usability of the platform to people with all levels of ability, digital literacy and equipment | Purchase of equipment that is energy efficient and has a lower carbon footprint | Ensure the information we have access to is protected against unlawful use        |
| Engagement for Sustainable Event Accommodation                 |  |   |   |
| Offer sustainable accommodation to events’ participants        | Support small hotels enhance their sustainability performance  | Consult hotels to understand how bnetwork can support them in their journey     | Incentivize events’ participants to walk or take public transport to event venues |

| Engagement for Sustainable Office Operations                            |   |   |   |
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| Use 100% of renewable electricity and increase recycling of waste       | Work alongside our suppliers, defining sustainability criteria in their sourcing process and supporting their sustainability journey. | Incentivise low carbon mobility   | Support local communities and be a positive member of our society   |
| Engagement for People Development                                       |   |   |   |
| Consult employees to understand their needs and support decision making | Ensure a safe and thriving work environment, promoting the well-being of our employees  | Develop our persons' competencies and enhance our collective organisational knowledge | Promote diversity, equality, and inclusivity in our company, providing the opportunity for everyone to express themselves and to work with different levels of physical abilities |

We also commit to measure our performance and assess and report on achievements and lessons learned. These are disseminated internally to ensure everyone in the company is aware of our sustainability performance. The achievements that constitute best practice in the industry and can contribute to the sector progress are also communicated externally, through our website.

This Policy is communicated to all staff and is available to external interested parties. It is reviewed at least once a year by a senior management staff, to ensure it remains relevant and suitable to our organisation.

The General Management.

*Stéphane Filone*