



2021

# IMPACT REPORT

Sustainable audiovisual  
service provider

videlio

# PREAMBLE

## AS A LEADER IN THE AUDIOVISUAL INTEGRATION AND SERVICE MARKET, WE TRULY BELIEVE THAT ESG MUST ALWAYS BE A CENTRAL COMMITMENT GUIDING OUR DAILY ACTIONS.

The ESG approach has always been a core strand of Videlio's DNA. This has of course been amplified by changes in regulations and by external constraints, but motivated above all by the deep commitment of Videlio's teams, tied to a requirement for actionable measures: collective actions for and with our collaborators, for and with our clients, for and with our suppliers. We believe that together we can have a real impact on the vast environmental and societal challenges we face today and will face tomorrow.

Driven by our mission and values, we have defined 7 strategic priorities in 2021. ESG is at the heart of 2 of these priorities:

- The "Great Place to Work" program aims to promote development, health and well-being in the work-life of Videlio's teams
- The "sustainable development" policy focuses on the circular economy, the environmental footprint of our activities and the quality of our relationship with our ecosystem

Our position as a leader in the audiovisual integration and service market, positioned squarely between equipment manufacturers and users, creates a responsibility and confers a determining role to Videlio in the offering of sustainable solutions. We must be a driving force to change the way we produce and consume, and promote sustainable, recyclable and repairable equipment. We have a duty to provide our clients with solutions that are both technically efficient and environmentally friendly, based on criteria of sustainability and reparability. More broadly, we believe that acting responsibly with all our stakeholders is not just a necessity, but also an essential factor in our group's success and sustainability.

To this end, we have defined an ambitious and thorough roadmap, assessing our practices and measuring our performance and progress. We encourage our partners throughout the supply chain and expect them to commit themselves alongside us and to be accountable for their actions.

In 2022, it is up to each of us to choose and act responsibly on a daily basis — a commitment and a source of motivation for Videlio collaborators.

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# A SUSTAINABLE AUDIOVISUAL SERVICE PROVIDER

We are Videlio, a service company that provides professional audio and video communication solutions.

We assist public and private businesses, across sectors including event management, culture and sports, media and post-production, cruise ship operators, and the education sector in creating tailor-made solutions.

Our job is to design, integrate and operate these solutions, but also to advise and support our clients throughout the duration of their project.

We operate worldwide with local branches, and each has expert knowledge of the relevant sectors, markets and solutions best suited to meet our clients' challenges and requirements.

The size of our group allows us to have a comprehensive view, which is coupled with unique technical expertise dedicated to the myriad existing solutions.

Our user-centered approach, which consists in imagining the innovative uses of tomorrow, sets us apart.



## 3 sectors



CORPORATE



CRUISE



EVENTS



## 3 specific fields of expertise

to accompany all professional audiovisual projects, anywhere and in any venue...

### REGULARLY...

#### EXPERTISE BUSINESS COLLABORATION & COMMUNICATION

- UNIFIED COMMUNICATION
- SMART BUILDING
- AUDIOVISUAL INTEGRATION

### ...OR OCCASIONALLY

#### EXPERTISE EVENTS

- PHYSICAL EVENTS
- HYBRID EVENTS
- STATION 141

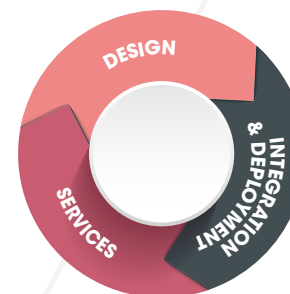
#### EXPERTISE SPECIFIC FIELDS

- MEDIA
- STAGECRAFT
- POST-PRODUCTION



## 3 professions

to accompany you from start to finish



- ▶ DEFINITION of needs & uses
- ▶ AUDIT & CONSULTING
- ▶ DESIGN & ARCHITECTURE
- ▶ MOCK-UPS
- ▶ MANAGING projects and schedules
- ▶ DEPLOYMENT SUPPORT
- ▶ CONFIGURATION
- ▶ MIGRATION
- ▶ ASSISTING in change management
- ▶ FINANCING
- ▶ HOTLINE
- ▶ MANAGED SERVICES
- ▶ FIELD SERVICES
- ▶ REPAIR SHOP
- ▶ DELEGATING personnel

OUR VISION



FREE THE POWER OF TECHNOLOGY  
TO ENHANCE  
OUR CLIENTS' EXPERIENCE

OUR MISSION



SIMPLIFY EVERYDAY LIFE AND ENHANCE EXPERIENCES  
WITH OUR SUSTAINABLE BUSINESS FOR PROFESSIONAL  
AUDIO AND VIDEO SOLUTIONS AND SERVICES

# OUR VALUES

**PASSION**  
IS FEELING PRIDE AND JOY  
IN CARRYING OUT OUR MISSION  
ON A DAILY BASIS



**FLEXIBILITY**  
IS KNOWING HOW TO ADAPT  
TO OUR ENVIRONMENT AND  
BEING A DRIVING FORCE IN  
ALL CIRCUMSTANCES AT THE  
SERVICE OF THE CUSTOMER



**RESPONSIBILITY**  
IS ACTING IN THE INTEREST OF  
THE COMPANY AND ASSUMING  
THE CONSEQUENCES OF OUR  
DECISIONS



**TEAM SPIRIT**  
IS WORKING AS A  
TEAM AND SHOWING  
SOLIDARITY WITH OUR  
TEAMMATES



# OUR GOVERNANCE AND ESG GOVERNANCE



**Xavier RENAUD**  
CEO & Chairman of the Board



**Blandine DALON-VIRONDAUD**  
General Director  
for Commerce & Marketing



**Guillaume DURIEUX**  
General Director  
for Operations



**Cécile BIENVENU-LUC**  
Administrative & Financial Director  
ESG Sponsor



**Christophe GRIGNON**  
General Manager  
of the Cruise Activity



**Florence NONY**  
Director  
of Human Resources



**Rachid HAMMOUDA**  
Strategy & Transformation  
Director



Our organization and management style are based on decentralization, autonomy, accountability, and on our network of teams and skills.

It is thus based both on expertise and proximity. This model promotes performance and cross-functionality between business lines, bolstering the development of global offers.

To implement its ESG policy, Videlio relies on two bodies responsible for designing and managing the ESG strategy:

**The ESG Committee** - responsible for defining Videlio's ESG strategy, prioritizing actions and monitoring progress - is made up of 7 members and sponsored by one member of the Executive Committee.

**The Videlio Executive Committee**, which is made up of 7 members, including the Director of Administration and Finance, the ESG Sponsor.

# EXTERNAL EVALUATION

Adopting a responsible approach has always been an essential part of Videlio's DNA. As such, for over 10 years, Videlio has been assessing its non-financial performance thanks to labels and certifications. This external evaluation process is part of an effort for continuous improvement, accountability and transparency.

	<b>Global Compact</b>	Member	Since 2011
	<b>Ecovadis</b>	Silver medal 65/100	Since 2014
	<b>Iso 9001</b>	Labelled	Since 2017
	<b>Prestadd</b>	75/100	Since 2018
	<b>Great Place To work</b>	Trust Index : 59/100	Since 2021





## FOR SUSTAINABLE GROWTH

“Responsible digital technology is a priority for Videlio, and our clients are sensitive to this issue.”

## PROMOTING RESPONSIBLE DIGITAL TECHNOLOGY, SERVING COMPANIES AND THEIR ECOSYSTEM

Promoting responsible digital technology means being aware of the environmental and social impact of digital technology and thinking long term to promote digital uses in line with sustainable development objectives. Digital uses (communication, video, tools, solutions, cloud) constitute an undeniable progress but remain energy intensive. According to Green IT, “Between 2010 and 2025, digital technology will increase from around 2.5% of humanity's footprint to just under 6%.” This increase is due to the surge in the number of terminals and connected objects. It can also be explained by the fact that emerging countries are catching up in terms of digital equipment rates.

Digital technology is also a powerful tool to help minimize energy consumption and reduce carbon emissions. It notably provides solutions for a more accurate modeling of climate change scenarios and accelerates the development cycle for solutions that optimize use, thus reducing humanity's impact.

### Videlio's impact through the eyes of our managers

“ Videlio accompanies clients during their digital transformation, always by their side, providing support rooted in a double commitment:

- Advise, guide and support our clients for a responsible digital outcome
- Act as a leading company in the digital sector, and strive to embody this commitment through virtuous practices on a daily basis (e.g., eco-friendly habits, recycling or reusing equipment), and lead by example. ”

 **RACHID HAMMOUDA**  
STRATEGY & TRANSFORMATION DIRECTOR

# HAVING A LASTING IMPACT ON SOCIETY AND ON THE ENVIRONMENT BY CREATING SUSTAINABLE VALUE FOR ALL OUR STAKEHOLDERS

Faced with the challenges of the 21st century, Videlio is mobilizing to provide actionable and flexible responses. Based on our commitments and our position as market leader, our aim is to become a real driving force for our industry.

Videlio's mission is "to simplify daily life and enhance experiences through our sustainable professional audio and video services and solutions," which places ESG issues at the heart of our action. In line with its vision and mission, Videlio's ESG commitments focus on 3 points:

**Governance and Business Ethics:**

Seek balance between economic, societal and environmental issues;

**Environment:** Minimize our environmental impact and contribute to the ecological transition;

**Social:** Grow our skills & increase safety and well-being at work.

These issues have been outlined as priorities by our internal and external stakeholders. They are thus a particular focus of the ESG commitments in our action plan.

Videlio's ESG approach is based on anticipating the expectations of its stakeholders. It aims to encourage their cooperation and mobilization to increase our collective positive impact on society.

To this end, Videlio ensures that there are regular and constructive discussions with its key stakeholders.

## OUR 3 PILLARS OF IMPACT

# 3

### 1 OUR CLIENTS

### 2 OUR ECOSYSTEM

### 3 OUR SKILLS

# OUR CLIENTS

Videlio aims to contribute to its client's sustainable performance. Observation, advice, eco-design and recycling are the key elements we use to pursue this objective.

““

*The group's objective is to reduce the direct impacts of its activities and contribute to improving its clients, suppliers and partners' footprint as well, through the development of innovative solutions.* ””

## Videlio's impact through the eyes of our managers

“ Sustainability is no longer optional and must now be an integral part of all companies' strategic plans.

As a BtoB service provider, Videlio has a duty to support and set an example for its clients when it comes to ESG. All the more so as the nature of the solutions offered by Videlio has the potential to reduce their impact. ”



**BLANDINE DALON VIRONDAUD**  
GENERAL DIRECTOR FOR COMMERCE & MARKETING

## Videlio's impact through the eyes of our managers

“ For Videlio, ESG is indissociable from its projects' technical and economic performance. Thus, the group's objective is to reduce the direct impacts of its activities and to contribute to the improvement of its clients, suppliers and partners' footprint, through the development of innovative solutions. Among them: hybrid communication solutions can limit travel and transportation needs, thus reducing CO2 emissions.

Videlio's structure on the ground — which is as close to its clients as possible and relies on the responsibility of its teams — makes it possible to pinpoint local issues with the stakeholders and deploy the most appropriate solutions.

Guaranteeing safety for all those involved in construction and operations is an utmost priority. Our goal is “zero accidents.” Videlio promotes a genuine culture of safety, encouraged from management level to field level. All participants, employees, subcontractors, temporary workers and clients are involved. ”



**GUILLAUME DURIEX**  
GENERAL DIRECTOR FOR OPERATIONS

““

*As a BtoB service provider, Videlio has a duty to support and set an example for its clients in terms of ESG.* ””

## Videlio's impact through the eyes of our managers

“ Although cruise ships represent less than 1% of the global maritime community, the cruise industry is at the forefront for developing innovative technologies and practices to reduce emissions and protect the environment.

The sector has widely adopted a number of technologies and practices that significantly reduce air emissions such as ESCG (sulphur removal) and liquefied natural gas propulsion.

For Videlio, being a sustainable and responsible company means working daily to minimize the environmental impact of proposed solutions and their integration. This includes recommending advanced technological solutions such as a cabin automation system that detects the presence of occupants and regulates the lighting and air conditioning accordingly. ”



**CHRISTOPHE GRIGNON**  
GENERAL MANAGER OF THE CRUISE ACTIVITY

## OUR ECOSYSTEM

Videlio's ecosystem includes its suppliers, shareholders, financial partners, local institutions, and more broadly the environment in which the group operates. As a market leader, we are fully aware of our responsibility to act in the face of environmental and societal challenges. Videlio takes its responsibilities seriously, notably with its purchasing and environmental policies and its code of conduct.

“  
*In addition to being motivated by our convictions, as a leader in the audiovisual market, Videlio has a duty to be exemplary and to be a driving force within its ecosystem in order to grow our impact together.*”

### Videlio's impact through the eyes of our managers

“ A commitment to ESG is a core strand of Videlio's DNA: reducing the environmental footprint of our activities, strengthening social cohesion, health and well-being at work, and establishing bonds of trust within our ecosystem are priorities that guide our actions. Being a responsible company is a daily commitment that involves and engages each one of us.

In addition to being motivated by our convictions, as a leader in the audiovisual market, Videlio has a duty to be exemplary and to be a driving force within its ecosystem, in order to grow our impact together. Developing transparent and ethical partnerships, and keeping our ambitions and actions consistent with each other on a daily basis, serves our goal of creating sustainable wealth for the Videlio group, with and for its stakeholders. ”



**CÉCILE BIENVENU LUC**  
 ADMINISTRATIVE AND FINANCIAL DIRECTOR

## OUR COLLABORATORS

As an employer, Videlio is involved with its employees. On the one hand, supporting them during their missions to guarantee their good health and to strengthen their employability over time, and on the other hand, involving them in Videlio's responsible approach in order to exponentially expand its impact.

“  
*Employability is at the heart of Videlio's social responsibilities.*”

### Videlio's impact through the eyes of our managers

“ For Videlio, social responsibility means a series of commitments and actions regarding:

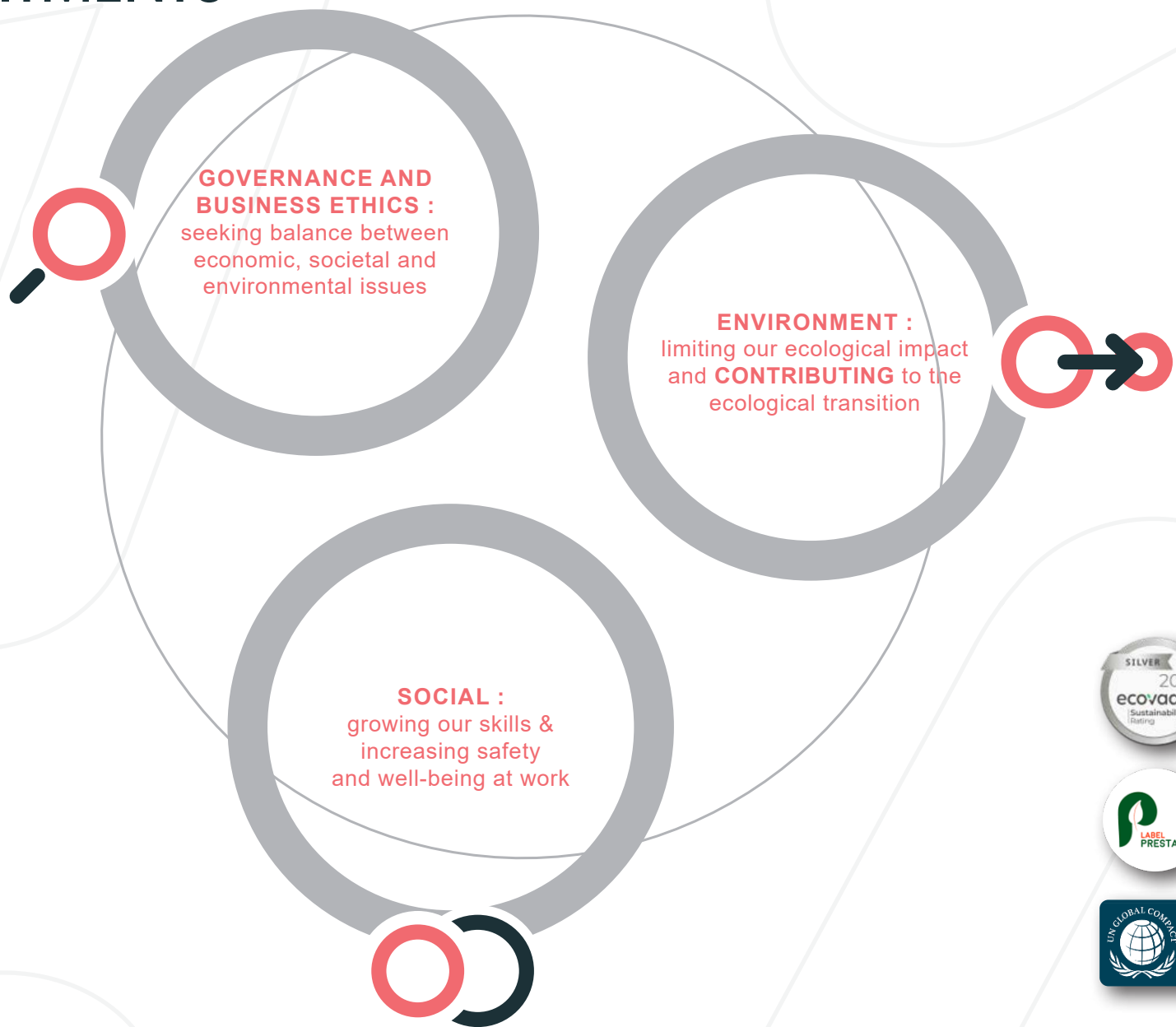
- The growth of **talent and skills**, with annual interviews, strengthening professional training, quality managerial support and internal mobility
- **Diversity**, with equal treatment for men and women, and the promotion of women in technical professions
- **The integration** of employees with very different profiles, ages and backgrounds
- **The quality of life at work and health**, particularly with the action plans following the Great Place to Work survey, the teleworking charter and the provision of digital tools and portals allowing access to all HR information in electronic form, while limiting its environmental impact: favoring calls or messages via collaboration tools, rather than email loops, etc. ”



**FLORENCE NONY**  
 DIRECTOR OF HUMAN RESOURCES

# EMBODYING OUR COMMITMENTS

3 KEY ISSUES ARE IDENTIFIED TO BUILD OUR ACTION PLAN AND MEASURE OUR PROGRESS



# FROM COMMITMENTS TO ACTIONS

Driven by our goals and our values, we believe that the Videlio Group must provide answers to the societal and environmental challenges of the world in which we live. By making sustainable development one of our 7 strategic priorities, we aim to have a positive and lasting impact by working with our employees, our ecosystem and our clients for the benefit of society as a whole. Our governance ensures compliance with responsible practices, with our code of conduct and with our responsible purchasing charter.

The 3 priority commitments on which Videlio's ESG policy is built take into account the following elements.

**Governance and Business Ethics:** seeking a balance between economic, societal and environmental issues

Convinced that this balance must serve the interests of all collaborators involved, Videlio challenges itself, its employees and its external partners (suppliers, financial partners) to build sustainable growth on a daily basis.

**Environment:** minimizing our environmental impact and contributing to the ecological transition

Videlio is deeply committed to its efforts to minimize its environmental impact at different levels (equipment, production process, waste management, awareness campaigns, etc.) Our all-encompassing approach also encourages daily eco-friendly practices to preserve our planet. Because we believe that many small streams make big rivers.

**Social:** growing our skills & increasing safety and well-being at work

As a service company, our business value relies on the skills of our collaborators. Therefore, it is essential for us to ensure that Videlio employees thrive in their work, to safeguard their health and their motivation and to develop their employability.

In each of the three areas, we have determined our starting point and established action plans involving our clients, our collaborators and our wider ecosystem. We believe that working with our stakeholders will expand our impact.



# LABELS & CERTIFICATIONS

To assess our actions and ensure the effectiveness of our commitments, we evaluate our non-financial performance through labels and certifications. This evaluation allows Videlio to monitor and continuously improve its ESG policy. Videlio's initiatives and ratings are presented below:



Videlio is a member of **UN Global Compact** since 2011. Official local chapter of the United Nations Global Compact, the Global Compact France includes more than 1,500 companies and non-profit organizations to address questions of ESG and sustainable development. Global Compact France offers its members a voluntary commitment framework based on ten principles to respect - in terms of human rights, labour law, the environment and the fight against corruption. It is also mandated by the UN to support the implementation of the 2030 Agenda and the adoption of the Sustainable Development Goals by the French business community (SDGs).



Since 2014, Videlio assesses its ESG actions on the **EcoVadis** platform - achieving the score of 65/100 in 2021. Since its creation in 2007, EcoVadis has become the benchmark for assessing sustainability and Corporate Social Responsibility (ESG), rating all organizations in a global network of more than 90,000 companies.



Videlio has certified its main site at Gennevilliers since 2017, with the last renewal audit successfully completed in 2021. The **ISO 9001** standard is published by the ISO technical committee 176 sub-committee 2. This standard defines requirements for the implementation of a qualitative management system for organizations wishing to continuously improve client satisfaction and provide compliant products and services.



Since 2018 Videlio evaluates its ESG actions for its event branch thanks to the **Prestadd** label. In 2021, Videlio scored 75/100. Launched in 2011 by SYNPASE, the Prestadd® label aims to provide structures working in the field of entertainment and events with a tool that guides and assesses their approaches to sustainable development. Its objective is to enable them to reduce their environmental and societal impacts and to implement actionable measures.



Since 2021, Videlio assesses its social actions thanks to the **Great Place To Work** certification. Out of the 1055 respondents, 781 agreed with the statement "overall, I think this is a great place to work," or an overall perception of 60%. Videlio's Trust Index score is 59/100.

The Great Place To Work Trust Index® is an anonymous employee questionnaire based on a 5-dimensional model. It is regulated by Great Place To Work and includes nearly 60 questions. It can include custom benchmarks and analyses.

## VIDELIO, ONE STEP FURTHER

Committed to continuous improvement, Videlio is accelerating efforts to achieve three additional certifications by 2022:

- Extending the Iso 9001 label to all our French sites
- Iso 14001 certification for all our French sites
- Iso 20121 certification for our events branch

# GOVERNANCE AND BUSINESS ETHICS: SEEKING A BALANCE BETWEEN ECONOMIC, SOCIETAL AND ENVIRONMENTAL ISSUES

## Challenges

Convinced that balance must serve the interests of all parties involved, Videlio challenges itself, its employees and its external partners (suppliers, financial partners) to build sustainable growth on a daily basis.

The condition for sustainable development is to take into account the world around us and ensure that the impact of our actions is minimized on a daily basis, so as to not jeopardize life for future generations. The events of the last two years have foregrounded the potential economic, social and geopolitical technological threats that can rapidly disrupt our activities.

The challenge is to make our economy stronger and more independent, while also meeting the economic, environmental and social challenges of our society.

To this end, Videlio collaborates with its partners by capitalizing on its territorial network in France and around the world. We act with our equipment suppliers, subcontractors, local institutions and financial partners to accelerate and enhance our impact on the world.




**PROXIMITY IS A PRIORITY**

**19** Agencies in France

**8** Agencies in Europe

**4** Agencies internationally



**Accelerate our local partnerships.**

**Challenge our technology partners to design increasingly sustainable solutions.**

## Risks and opportunities

### GOVERNANCE AND BUSINESS ETHICS

#### MAIN RISK AREAS

- Innovative and adapted offers based on clients' needs,
- Customer satisfaction,
- Considering the needs of local communities,
- Responsible purchasing and compliance with health and safety regulations,
- Business ethics, data protection and security.

#### MAIN RISKS

- Quality of stakeholder relations,
- Audiovisual and digital attractiveness,
- Image and brand value.

#### MAIN OPPORTUNITIES

- Transparency and trust in the relationship with the stakeholders,
- Operational excellence,
- Increase market share,
- Installing solutions and equipment tailored to needs and uses.



# Our positive impacts 2021



Innovation & Eco-design

**Virtuvisio offer:** 100% French secure videoconferencing platform (in 2021 Virtuvisio reached more than a million connections).

**Managed services & morning check:** thanks to remote control tools, Videlio provides remote monitoring of its customers' audiovisual equipment. A remote check includes a local check relay to limit interventions.

**Digitization of production workstations offer:** Videlio can digitalize machines and thus dematerializes video, sound and light post-production equipment.

**Digital event offer:** Videlio offers digital event solutions that reduce the need to travel (recording and live streaming, augmented reality, teleportation, holograms, etc.).

**Remote production offer:** thanks to the 2110 protocol, Videlio can control events remotely for recording or live broadcasting on other feeds from its production center.

**Cabin automation offer:** Videlio assists its clients in the cruise industry in deploying solutions that detect the presence of passengers in their cabins, to automate light management and regulate temperatures.

## INVENTING FUTURE MODES OF COMMUNICATION

The increasing use of remote communication calls into question the necessity of travel and commutes, management modes and the way of collaborating. The solutions and services offered by Videlio are designed to facilitate remote communication and help reduce travel and transportation needs. Videlio develops innovative solutions to support its customers worldwide in their digital transformation and limit their environmental impact. As such, Videlio develops different types of offers.

**Collab'pack offer:** a turnkey offer to equip our customers' meeting rooms with videoconferencing solutions and to enable comfortable and efficient remote meetings. The offer includes a set of assistance and prevention services amortized over the course of 36 months, along with the possibility of a single renewal of obsolete equipment.

**Smart Building offer:** thanks to service applications which allow the control and optimization of a building's resources, Videlio can optimize its clients' work spaces thanks to the processing of data emitted by sensors: room occupation rates, equipment on standby.



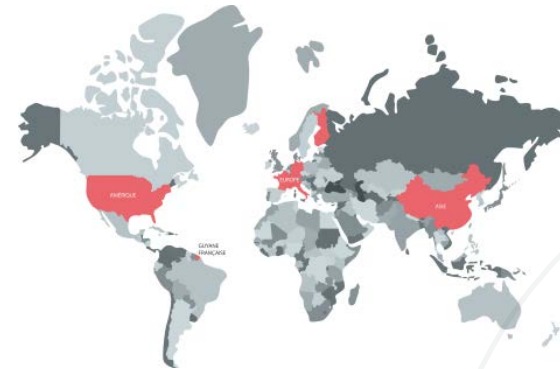
## Ensure a responsible purchasing policy



Working towards responsible behavior throughout the supply chain.

Through its responsible purchasing charter, Videlio expects the same level of commitment from all suppliers and service providers who produce or provide goods and services to the group. This responsible purchasing charter is part of Videlio's ESG commitments, and bolsters the regulatory and legal framework.

This charter commits both parties to a recurring evaluation process based on shared criteria. Videlio reserves the right to carry out an exceptional inspection and the ongoing relationship depends on compliance with the charter.



## Territorial presence



Videlio's territorial network provides local proximity with all its partners and clients. As such, Videlio maintains close relationships within its local ecosystem: CCI, ARSEG (Association des Directeurs de l'Environnement de Travail, local networks. Videlio also maintains close relationships with schools to include apprenticeship students within its organization.

Videlio supports local associations: sports clubs, cultural centers.

At the national level, Videlio supports the association Mécénat Chirurgie Cardiaque.


# ENVIRONMENT: MINIMIZING OUR ENVIRONMENTAL IMPACT AND CONTRIBUTING TO THE ECOLOGICAL TRANSITION

## Challenges

Videlio is deeply committed to reducing its environmental impact at different levels: equipment, production process, waste management, awareness campaigns, etc.) Our all-encompassing approach also encourages daily eco-friendly practices to preserve our planet. Because we believe that many small streams make big rivers.

Videlio's major challenge is to have the most limited impact possible on the environment, despite its activity, which requires the use of electronic and office equipment.

Beyond its own footprint, as a service provider in the BtoB sector, Videlio can advise its clients and provide optimized solutions across all the markets in which the group operates.



**91.1%** of Videlio's WEEE is recycled

**92.5%** of Videlio's WEEE is reused



**Process 100% of Videlio's waste**

**Offer solutions to manage our clients' audiovisual equipment reaching its end of life-cycle.**

**Recommend the most energy-efficient technological solutions and develop our preventive and corrective maintenance services to extend equipment life-cycles.**

## Risks and opportunities

### ENVIRONMENT

**MAIN RISK AREAS**

- Impact of climate change,
- Recycling and waste management,
- Preservation of resources,
- Circular economy and eco-design.

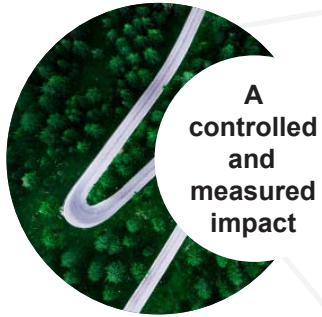
**MAIN RISKS**

- Increase CO2 emissions,
- Management of recycling, waste and WEEE,
- Responsible offers and services.

**MAIN OPPORTUNITIES**

- Reduce CO<sup>2</sup> emissions,
- Optimize waste and WEEE recycling,
- Eco-responsible perception of Videlio offers and services to serve impact reduction.

## Our positive impacts 2021



In terms of ecological transition, we are aware that the effective management of our actions requires a precise measurement of impacts and pinpointing measures for improvement.

Our action focuses on 6 points:

- Managing and recycling our waste
- Equipping our clients with sustainable audiovisual solutions
- Optimizing travel and deliveries by managing transport
- Switching to Green IT & Telecom
- Digitalizing Videlio processes
- Designing responsible workspaces

## IN OUR PROFESSIONS

### MANAGING AND RECYCLING OUR WASTE

Videlio endeavors to raise awareness among its employees regarding the importance of sorting and recycling, both on clients' building sites and within our own work spaces. Videlio relies on specialized companies for the recycling of its WEEE (Waste Management and Organization Plan), paper and cardboard, ink cartridges and encourages the use of recycled paper via Imprim'vert certified partners. In addition, to facilitate sorting and recycling, Videlio has equipped its premises with sorting areas that have 4 different compartments.

### EQUIPPING OUR CLIENTS WITH SUSTAINABLE AUDIOVISUAL SOLUTIONS

Videlio is a driving force for proposals to its clients, to facilitate the impact management of their audiovisual equipment. Moreover, Videlio relies on Ecologic to manage its clients' obsolete equipment. Videlio also develops its maintenance expertise to increase the rate of equipment repair.

### OPTIMIZING OUR TRAVEL AND DELIVERIES BY MANAGING TRANSPORT

Reducing the number of diesel vehicles in the fleet:

Videlio has been committed to phasing out its diesel vehicles since 2020. To date, of the group's 400 vehicles, more than half have been replaced by gasoline models, and 10 electric or hybrid vehicles are also part of the fleet. The main Videlio sites are equipped with simultaneous charging stations, with a total of 19 Smart Wallbox terminals.

**10<sup>T</sup>**  
of WEEE  
recycled

## MANAGING OUR INTERNAL PROCESSES

### SWITCH TO GREEN IT AND TELECOM

Videlio seeks to optimize the environmental impact of its digital tools and applications. This is achieved through various actions aimed at reducing our storage volumes and contributing to reducing our impact.

Among them:

- In 2021 Videlio rationalized its servers to regroup them in one location: 17 servers were shut down.
- In 2021 Videlio extended the life of a hundred laptops that had reached 3 years of service, and repaired about twenty PCs with its own means, without sending them to customer services (thus avoiding replacement).
- Videlio has also adopted the Antigen anti-spam solution. In total, more than 7000 emails are neutralized per week.
- Finally, nearly 148 smartphones were recycled by Videlio as part of the renewal of its telephone fleet.

### TOWARDS THE DIGITALIZATION OF VIDELIO PROCESSES

As part of its development, Videlio is digitalizing all of its processes and is thus pursuing two objectives: reducing its paper consumption and making its processes more fluid. Thus in 2021 :

- Management of supplier invoices has been dematerialized (Continia)
- Pay slips have been dematerialized (My People Doc)
- Lunch vouchers have been dematerialized (Bimpli cards)

Several other processes are currently being dematerialized.

### Helping our customers control their impact



In 2021, across all our Videlio branches,

**more than 100**

meeting rooms were equipped with videoconferencing solutions and automatic standby systems.

### RESPONSIBLE WORK SPACES

Thanks to workspaces equipped and adapted to the new hybrid work modes, Videlio strives to reduce its energy consumption. All of Videlio's buildings are optimized to reduce their impact: LED lighting, insulation work, automatic taps, presence detectors, etc. The meeting rooms in Videlio's workspaces are equipped with videoconferencing solutions and automatic systems that automatically turn off the equipment when the rooms are not in use.

Lastly, the Gennevilliers headquarters, where Station 141 is located, received the BREEAM (Building Research Establishment Environmental Assessment Method) certification for the site, with a score of 58.2%.

# SOCIAL: GROWING OUR SKILLS & INCREASING SAFETY AND WELL-BEING AT WORK

## Challenges

As a service company, our business value relies on the skills of our collaborators. It is therefore essential for us to ensure that Videlio employees thrive in their work, to safeguard their health and their motivation and to develop their employability.

The challenge for Videlio is to measure the indicators of safety and well-being at work on a daily basis, in order to preserve its talents, support them in their professional development and contribute to their personal fulfillment.

Adopting new managerial practices, adapting to new working methods by encouraging collaboration, transversal management and flexibility, equipping and train employees for

“good practices,” are all levers that Videlio uses on a daily basis to make employee experience at Videlio unique. Thus allowing everyone to serenely embody the 4 Videlio values: passion, flexibility, responsibility and team spirit.

To continue to attract new talent and to pursue growth, Videlio is committed to inclusion and equal opportunities. Videlio is committed to diversifying profiles and integrating talent from different backgrounds. This diversity is also one of Videlio’s great strengths.

 **59%**

Trust index average rate of positive responses on all questions related to the Great Place to Work survey, with positive responses "often true" and "almost always true". This is 5 points above the French average.



Increase employee satisfaction through three points:

- Supporting positive managerial practices
- Developing a culture of recognition
- Creating a collective dynamic

## Risks and opportunities

### SOCIAL

#### MAIN RISK AREAS

- Developing skills and career management,
- Quality of work-life, well-being and diversity,
- Prevention, equipment, security management.

#### MAIN RISKS

- Evolution of the social climate,
- Talent drain,
- Attractiveness of new talent,
- Productivity and competitiveness,
- Workplace accidents.

#### MAIN OPPORTUNITIES

- Embody and be consistent with our values and commitments,
- Role model and exemplarity,
- Transparent and trusting relationships with employees,
- Improve image and employer brand,
- Improve productivity,
- Decrease work-related accidents.

# Our positive impacts 2021



**Safety is a priority**

The nature of our business requires us to pay particular attention to the safety of our teams. Videlio maintains a constant goal of zero accidents in the group's services and buildings, both for employees and partners.

**186** employees trained in safety between 2019 and 2021  
**100%** of employees equipped with PPE  
**13** lost-time work-related accidents in 2021

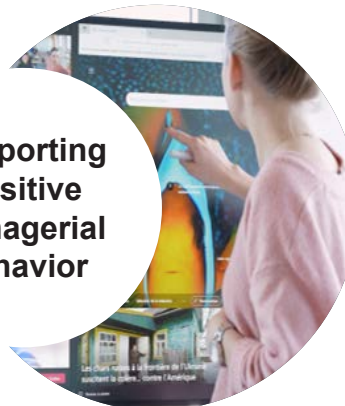
The newsletter "15 minutes for safety" focuses on safety and is a recurring reminder of the good practices to adopt on a daily basis in order to limit risks. The PPE (Personal Protective Equipment) sheet presents all the equipment required on a worksite and its uses. An assessment of compliance with the use of PPE during annual interviews enables managers to guarantee that the equipment provided to employees exposed to risks is worn properly.

Safety indicators are monitored on a monthly basis and each incident is subject to an analysis of the causes and a remediation plan. A quarterly presentation is made to our social partners during health, safety and working conditions committees. This is an opportunity for the Group's health, safety and environment manager to present the safety indicators, training and action plans.

The Videlio management model was co-constructed by Videlio employees and managers during workshops.

**12 training sessions** organized  
**80 managers** trained in the Videlio management style

**Supporting positive managerial behavior**

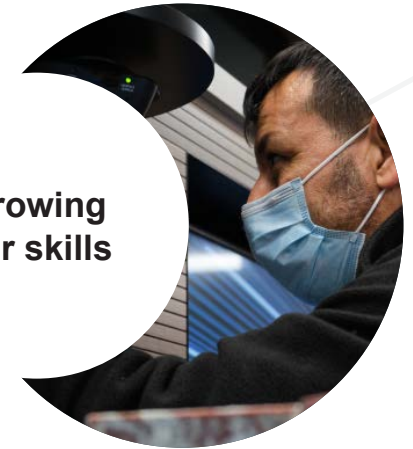


**6 234h** of training provided by Videlio France in 2021.

At Videlio, people are the focus of our actions and daily concerns, not only to remain competitive and allow our talents to meet client expectations but also to allow them to continue to grow and evolve throughout their career, by developing their employability.

This is why Videlio relies on the Videlio Academy to develop several types of training that allow all of Videlio's collaborators to hone their skills. The Academy uses internal and external experts to train employees, subcontractors and consultants. The training courses can be given in person, by video conference or on the Videlio e-learning platform. The aim of the Videlio Academy is to enhance expertise and life skills: to transmit, develop skills, master and apply the fundamentals, share knowledge and capitalize on experience.

**Growing our skills**



The types of training provided by the Videlio Academy are varied:

- **Managerial:** support Videlio managers in the adoption of the Videlio managerial model.
- **Markets / Skills:** help new employees understand the market and the specificities of Videlio's businesses.
- **Technological:** support technical staff in the development of their skills and guarantee their training in all the technological innovations of the market.
- **Safety:** guarantee that employees exposed to risks are properly trained and that they have the necessary certifications.
- **Commercial:** guide the Videlio sales force in their understanding of the company's offers, to guarantee their support for our clients.
- **Dedicated expertise:** allow each Videlio talent to develop specific expertise.
- **Soft skills :** promote the development of relational intelligence, communication skills, etc.

Videlio also contributes to youth training, in 2021 Videlio hosted more than 59 students in apprenticeship programs.

# Our positive impacts 2021



Fairness as guideline

**74%** Participation rate in the Great Place To Work 2021 survey

**60%** The overall perception "I think this is a great place to work" result for the Great Place To Work survey, conducted in December 2021 among all Videlio employees. This is 4 points above the French average.

The quality of life at work of Videlio's employees is one of Videlio's 7 strategic priorities, because people are the beating heart of this organization. This strong commitment was manifested in 2021 by measuring the satisfaction rate of employees through the Great Place To Work survey. The results were analyzed and action plans were implemented in each team. These action plans aim to enable each of Videlio's collaborators to grow in a work environment that is conducive to their best performance and development.

## WELLNESS THROUGH SPORTS AND SOCIABILITY

It is important to Videlio that each employee feels good in their daily work environment and is encouraged to take care of their health. With this in mind, Videlio has chosen sports as the main vehicle for well-being at work. In 2021, in each Videlio agency, activity coordinators have been appointed to bolster team spirit and to unite employees.

Since 2019, Videlio has created the CAP 4 Sport project, which aims to unite Videlio teams according to the values of sports. As such, Videlio has welcomed a sportsman into the fold: Alexandre Henrard, a high-level pentathlete. A platform offering remote sports courses: "Activ Corner" is also available to Videlio employees.

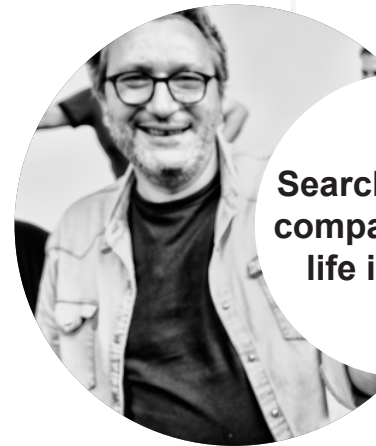
Throughout the year, Videlio organizes internal events and seminars with the aim of bringing teams together and socializing.

## INTEGRATING NEW EMPLOYEES

As soon as they join the company, Videlio employees follow an onboarding program to contribute to a quick and positive integration. In 2021, two integration days were organized for the 49 new employees.

**83%** of employees feel that there is a "family" or "team" spirit within the company. Great Place to Work 2021 survey.

**4%** Videlio non-attendance rate, with an average of 23.1 days off work - much lower than the national average of 54 days. This shows the level of commitment of Videlio employees.



Searching for a company where life is sweet

Inclusion and equal opportunities are at the heart of Videlio's concerns. Videlio is recognized by its employees as a fair company, as evidenced by the Great Place to Work survey conducted in 2021 by Videlio.

JUSTICE	+
Employees are treated fairly regardless of their ethnic origin	91%
Employees are treated fairly regardless of gender	82%
Employees are treated equally regardless of their sexual orientation	90%
Employees are treated fairly regardless of their age	68%

**79 points**  
gender gap index for Videlio

**43%**  
of women in the Videlio Executive Committee

**84 points**  
difference index between men and women for the Events branch

**39 points out of 40**  
pay gap index at Videlio and the Events branch

**93%**  
completion rate of annual interviews

**100%**  
of the points received in the individual increase differential

## INITIATIVES TO IMPROVE THE DAILY LIFE OF VIDELIO COLLABORATORS

In 2021, several initiatives in favor of Videlio employees have improved their daily lives:

- Annual interviews and setting objectives have become common practice
- Implementing process management
- Funding the Bicycle Bonus
- Implementing monadp.com to simplify employee experience
- Reevaluation of meal tickets.

# Principaux indicateurs

## FINANCIAL FIGURES AND LOCATIONS

	Scope	2019	2020	2021
<b>Group consolidated revenues</b>	Group	€247M	€201M	€268M
Consolidated revenues Corporate	Group	€138M	€129M	€139M
Consolidated revenues Events	Group	€28M	€16M	€24M
Consolidated revenues Cruise	Group	€81M	€56M	€105M
<b>Number of Group collaborators in average FTEs excluding apprenticeship students</b>	Group	870	851	987
Number of Corporate collaborators	Group	581	572	609
Number of Events collaborators	Group	155	147	131
Number of Cruise collaborators	Group	133	131	246
<b>Number of Group apprenticeship students in average FTE</b>	Group	49	55	58
Number of Corporate apprenticeship students	Group	23	26	30
Number of Events apprenticeship students	Group	16	14	5
Number of Cruise apprenticeship students	Group	9	14	23
<b>Number of Group consultants in average FTE</b>	Group	110	71	119
Number of Corporate consultants	Group	37	29	44
Number of Events consultants	Group	72	42	74
Number of Cruise consultants	Group			
<b>Number of sites World</b>	Group	25	27	31
Number of sites in Ile-de-France	Group	4	4	4
Number of sites in France	Group	15	15	15
Number of sites in Europe	Group	4	6	8

## ENVIRONMENTAL COMMITMENT

	Scope	2019	2020	2021
Tons of waste, electrical and electronic equipment recycled WEEE	France	10 t	9 t	10 t
WEEE recycling rate	France	91	91	91
Reuse rate for WEEE	France	92	92	92
Volume of paper and cardboard in France in tonnes	France	21 t	20 t	25 t
Number of cartridges recycled	France	292	170	137
Revaluation of mobile phones	France			148
Number of PCs recycled	France	169	104	
Number of Videlio meeting rooms	France		95	98
Number of terminals deployed	France		3	19
Number of kilometers travelled by train and plane in tonnes of CO <sup>2</sup> equivalent	France	298 t CO <sup>2</sup>	88 t CO <sup>2</sup>	102 t CO <sup>2</sup>
Energy consumption in KW h	France	2200K KWh	2500K KWh	2800K KWh
Share of electricity from renewable energies	France	8%	8%	17%
Average CO <sup>2</sup> /vehicle in grams	France	121	125	128

# Main indicators

## SOCIAL COMMITMENT / HEALTH & SAFETY

	Scope	2019	2020	2021
Number of collaborators trained in safety	Group	217	91	186
Safety training budget	Group	€146K	€50K	€152K
Number of lost-time work-related accidents	Group	16	12	13
Number of days off work due to accidents	Group	548 d	987 d	1399 d
Frequency rate	Group	9	9	7
Severity rate	Group	0,34	0,74	0,79
Communication & prevention	France	7	23	13

## SOCIAL COMMITMENT / DIVERSITY & INCLUSION

	Scope	2019	2020	2021
<b>Number of collaborators Worldwide</b>	Group	<b>870</b>	<b>851</b>	<b>987</b>
In Ile-de-France	Group	478	464	468
In France	Group	278	281	294
In Europe	Group	75	73	190
Internationally outside Europe	Group	38	32	33
% of Women	Group	22%	24%	22%
Proportion of women in management positions	Group			19%
% of women in the executive committee				43%
Rate of direct employment for the disabled (TH/total workforce)	Group	1%	2%	1%

## TALENTS / RECRUITMENTS

	Scope	2019	2020	2021
Total number of permanent contracts	Group	150	100	168

## SOCIAL COMMITMENT / TRAINING & DEVELOPMENT

	Scope	2019	2020	2021
Non-attendance rate	Group	5%	5%	4%
Average number of sick-leave days per employee	Group	14	28	23
Turnover rate	Group	18%	15%	15%
Training effort/wage bill	Group	0,7%	0,6%	1%
Average number of hours of training/employee France	Group	4	3	6
Great place to work survey participation rate	Group			74%
Great place to work affirmation rate	Group			60%



## KEEPING UP THE DYNAMIC

The Group's ESG initiatives and endeavors are numerous. We are determined to increase our efforts by relying on all our employees, our clients and our ecosystem. With this in mind, in 2021 Videlio set up a ESG committee responsible for structuring our goals and for a multi-year action plan based on three key factors:

- Governance and business ethics
- Environment
- Social

We are committed to offering, raising awareness, mobilizing, objectivizing, measuring and reporting our actions.

This approach is supported by the entire Executive Committee, which is committed to our decisions and actions on a daily basis. This commitment is a source of motivation and pride for us all.

**Cécile Bienvenu Luc**  
Administrative and Financial Director  
ESG Sponsor



IMPACT REPORT

videlio

[www.videlio.com](http://www.videlio.com)