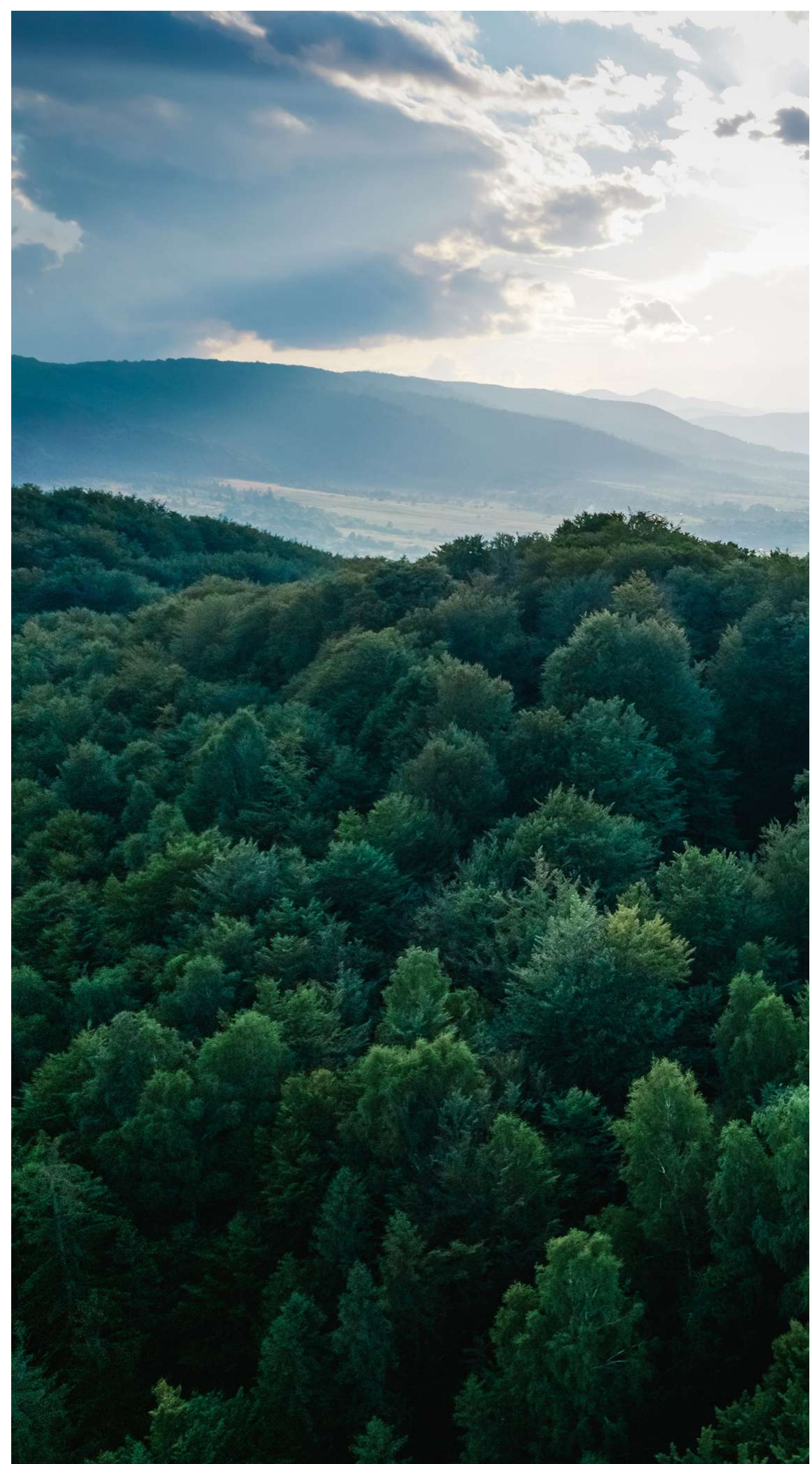


CSR AT GEKKO GROUP

What we achieved in 2024 and our
ambitions for 2025





“

Gekko Group has always sought to have a positive impact on the society and its employees while developing its business.

Today, **Corporate Social Responsibility** is an essential initiative that continues to grow. It was therefore essential for us to structure our approach and define our ambitions.

For our company, it is about responding to a double challenge:

- **take into account all environmental, social and societal dimensions** to better meet the expectations of our customers and employees, and make them a lever for growth;
- **adapt to developments** in our sector of activity and participate in the positive transformation of the travel industry.

Each year, we strive to make new commitments and implement concrete actions to position our company on a path of continuous improvement and become a key player in sustainable and responsible tourism.

—— **Fabrice PERDONCINI**
CEO

OUR CSR GOVERNANCE

We have established a CSR committee composed of members from all departments of the company to ensure that our approach is enriched by the broadest possible spectrum of expertise.

DG



Fabrice PERDONCINI
CEO

HR



Audrey TACHDJIAN
HR Director



Pauline MAZIERE
HR Officer

Finance



Eric VIDAL
CFO



Marion BOUDY
Performance Mgr

Hcorpo



Salomé MOGIER
CCO



Arnaud XERRI
Global AM

MarCom



Elodie NORIANT
MarCom Director

IT



Kate CORSYN
Product Manager



THE MISSIONS OF THIS CSR COMMITTEE

- 01 Build and implement an effective CSR strategy with short and medium term ambitions
- 02 Implement concrete actions and manage structuring projects
- 03 Raise awareness and train all employees on major CSR themes and issues
- 04 Report the progress of our projects in complete transparency throughout the year and through a report on our CSR performance

I. OUR ACTIVITY AND OUR ECONOMIC IMPACT



WHO ARE WE ?

Since 2009, the Gekko group has combined its business expertise with technological innovation to create digital solutions dedicated to the Travel market.

OUR MISSIONS

B2B hotel and accommodation booking, our specialty

We create innovative distribution and booking platforms to meet the needs of business and leisure travelers, as well as those of hoteliers and wholesalers.

Loyalty and stimulation at the heart of our strategy

We support the players in our ecosystem through the implementation of loyalty programs adapted to their needs.

The most advanced technology on the market

Being 100% owners of our technology, we offer our digital solutions and innovations as a white label.

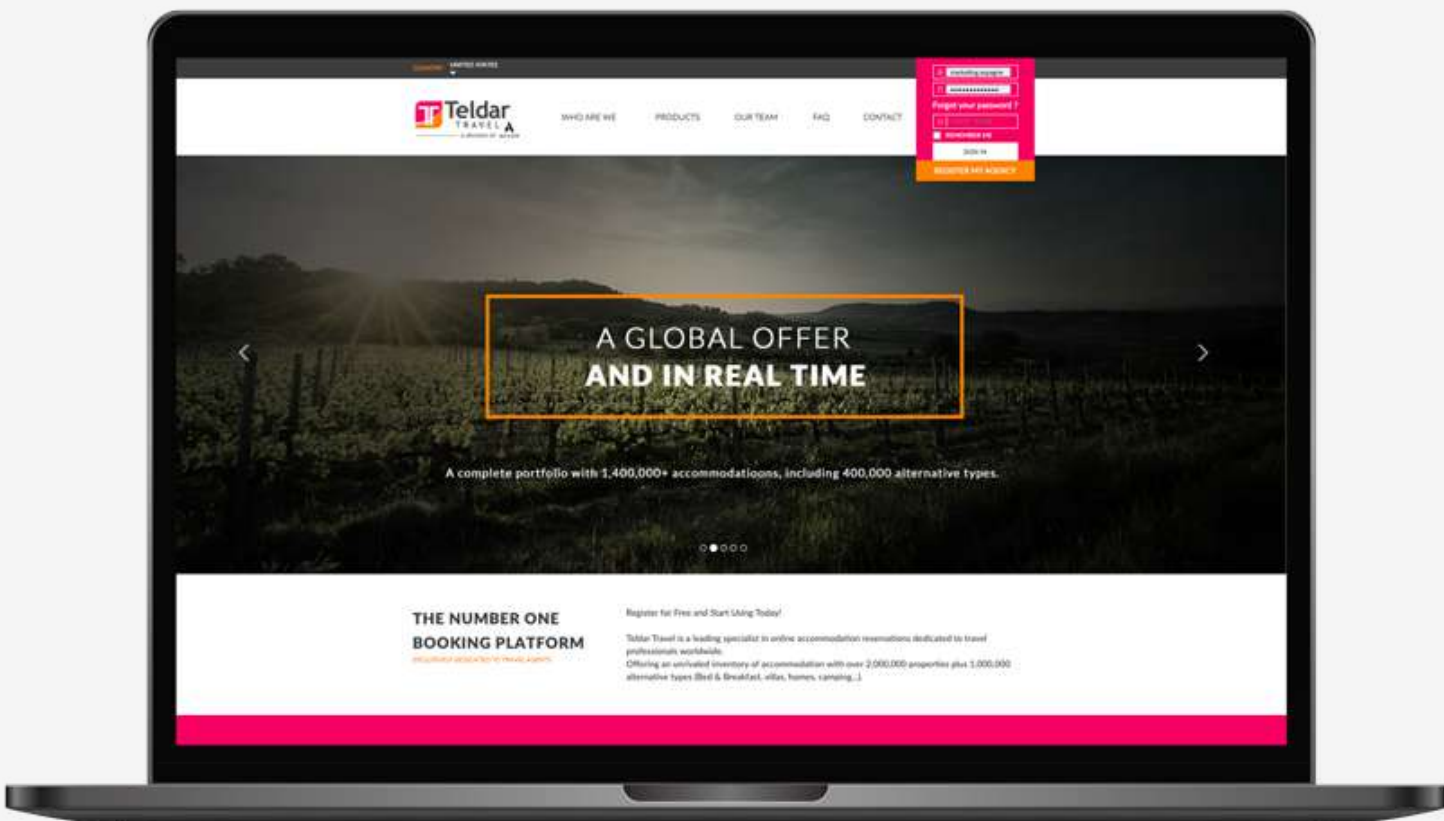


OUR BRANDS

Each of our **5 brands** has its own area of expertise that it puts at the service of one of our **3 areas** of expertise.

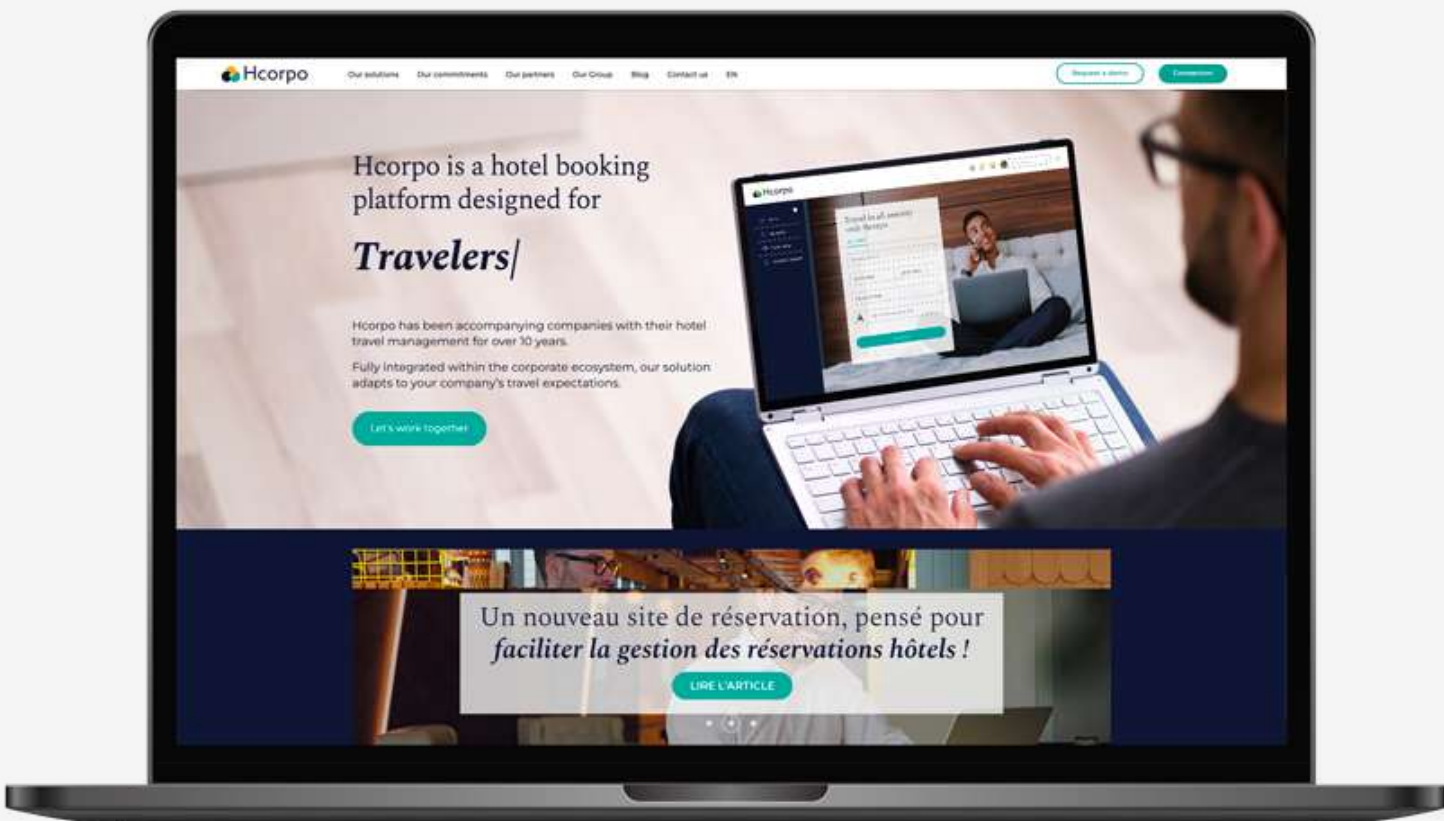
B2B HOTEL SOLUTIONS

TELDAR TRAVEL



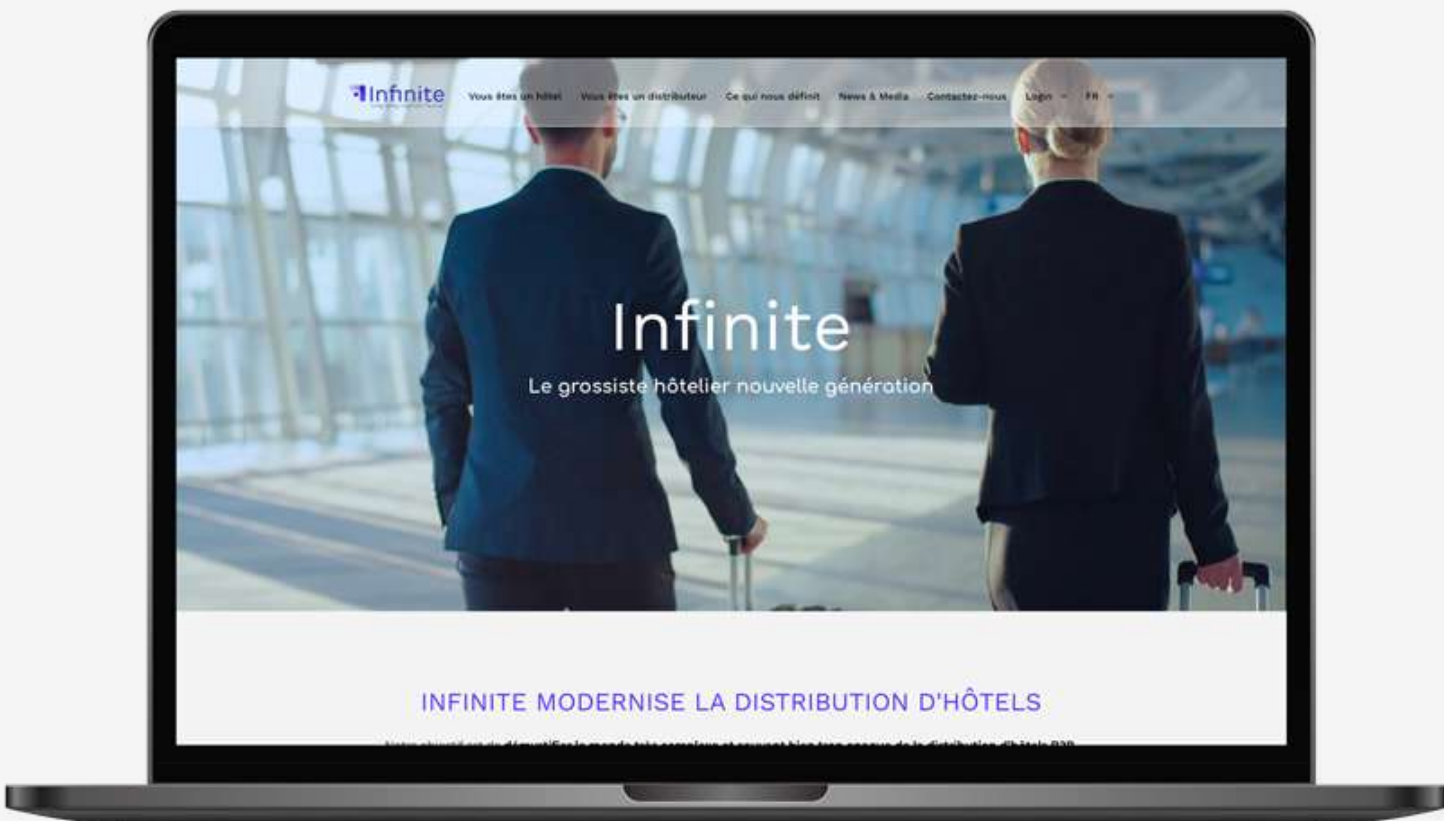
The accommodation booking platform dedicated to travel agencies

HCORPO



The hotel booking solution dedicated to large companies and business travelers

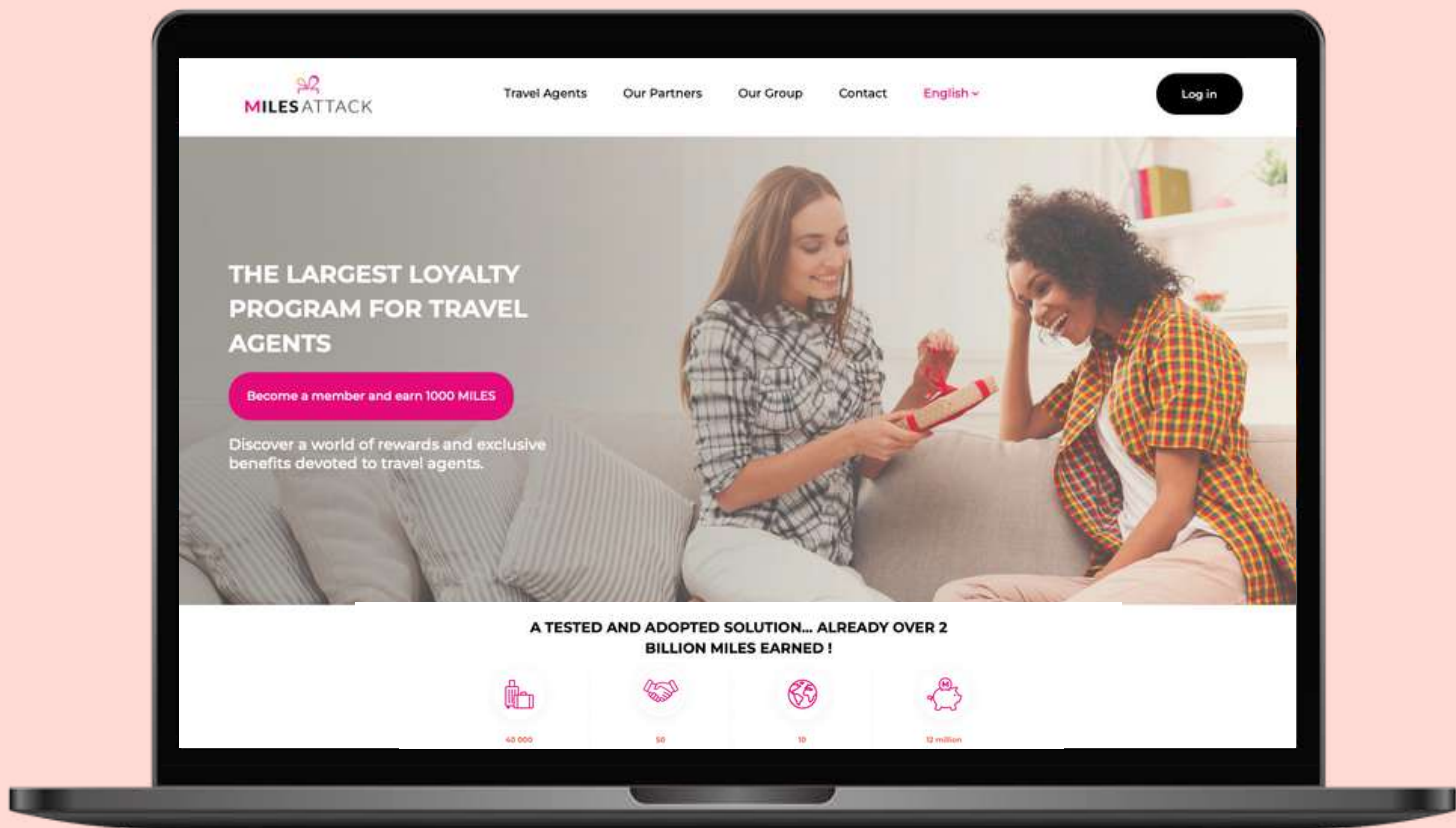
INFINITE



The new generation hotel wholesaler

LOYALTY PROGRAM

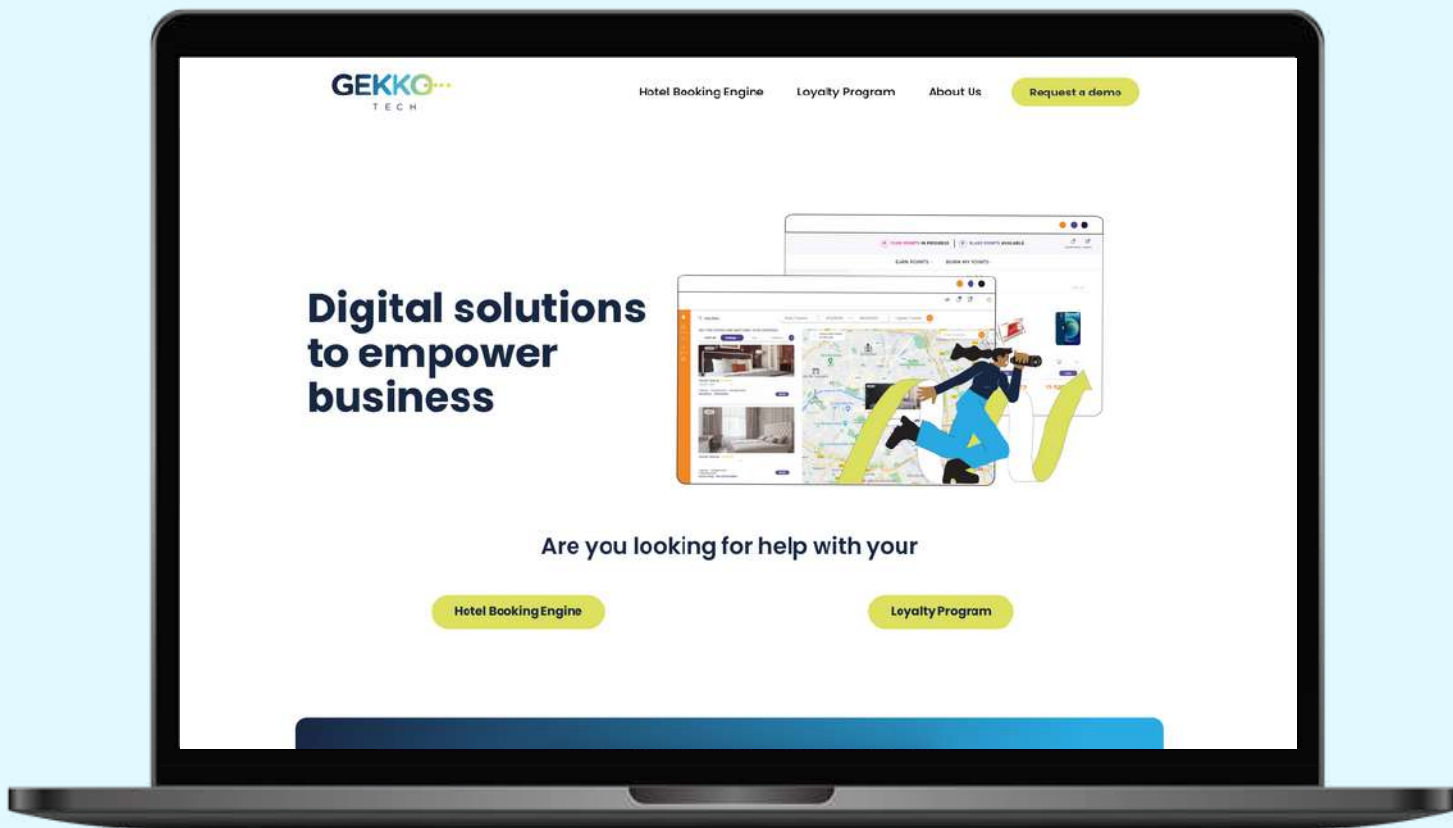
MILES ATTACK



The travel agent loyalty program

DIGITAL

GEKKO TECH



The developer of digital solutions serving businesses

KEY FIGURES

3M

annual passengers

100%

owners of our technologies

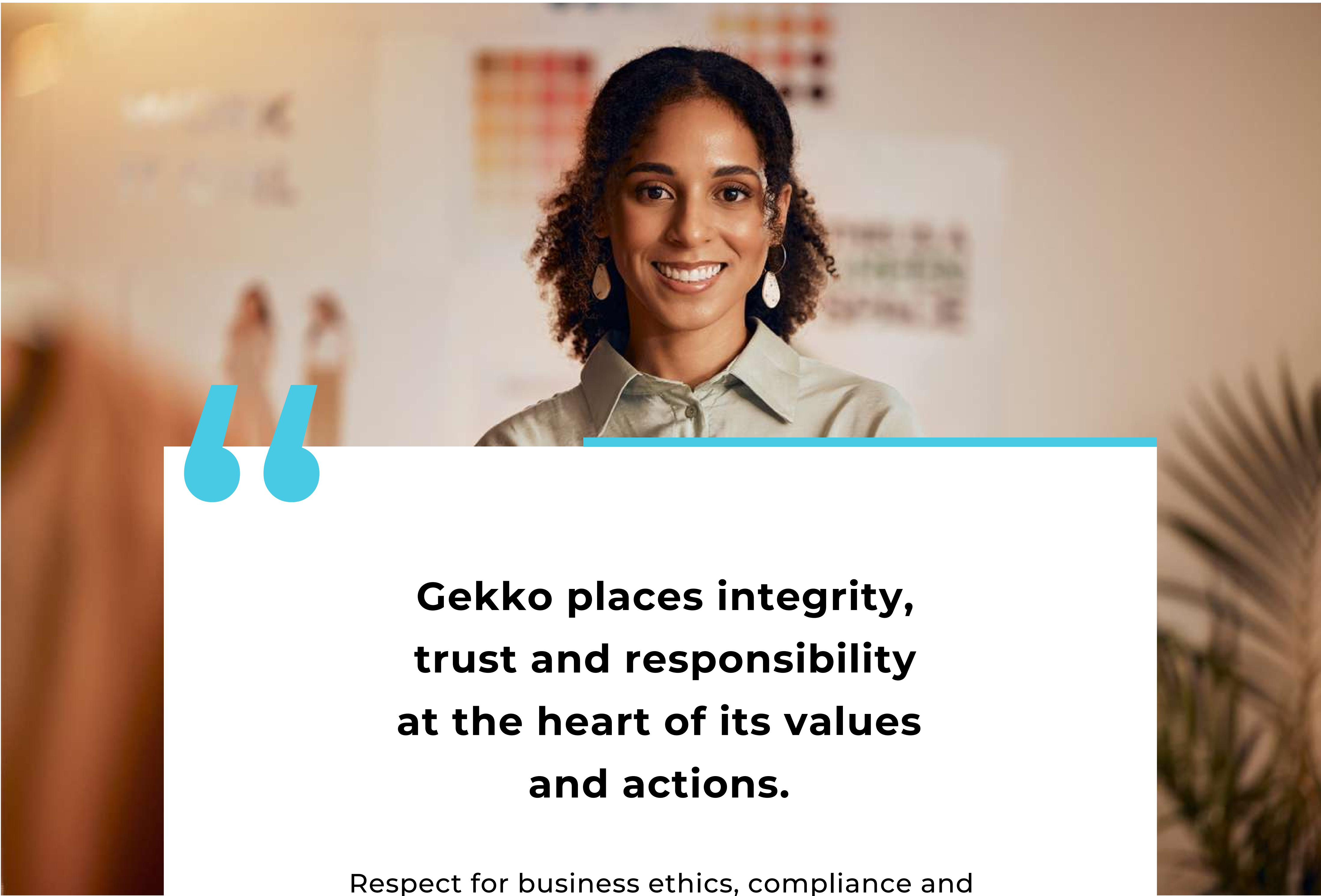
180 COUNTRIES

where our customers come from

100%

subsidiary of the Accor group

OUR COMMITMENTS TO ACT ETHICALLY AND RESPONSIBLY



**Gekko places integrity,
trust and responsibility
at the heart of its values
and actions.**

Respect for business ethics, compliance and applicable laws and regulations are essential to preserving the sustainability of our company's activities and its reputation.

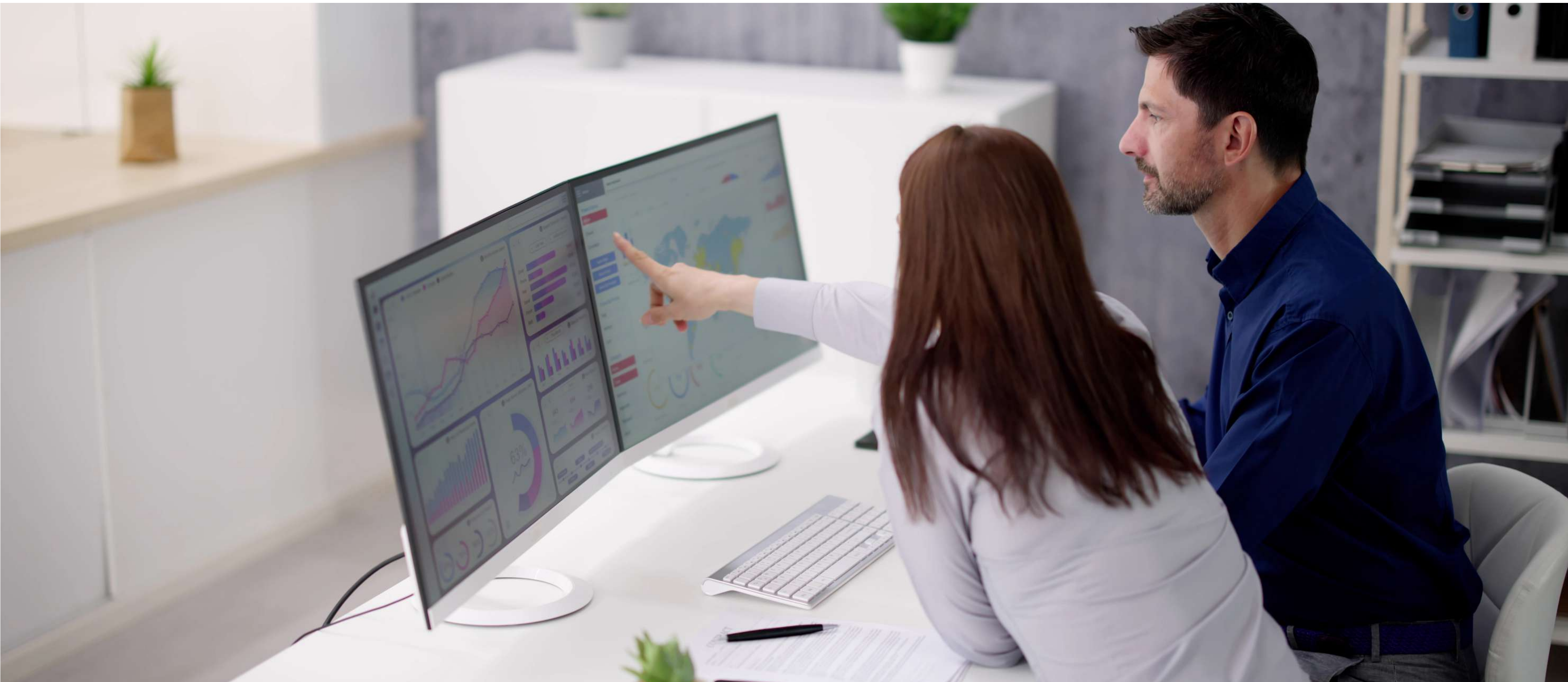


PREVENTION OF RISKS OF CORRUPTION
AND INFLUENCE PEDDLING

When it comes to the fight against corruption, **our principle is zero tolerance**. We are convinced that preventing corruption **allows us to move towards sustainable development goals and protect the economy**.

OUR ACTIONS

- Campaign to raise awareness among our employees of the risks of corruption and influence peddling through the dissemination of a Group policy, including an internal alert system.
- Mandatory participation of our teams in a training system on the risks of corruption and influence peddling.
- Third-party integrity assessment (KYC) procedures.



DATA PROTECTION

For the purposes of its activities, Gekko is required to collect and use data personal character. These include:

- of users of its platforms
- members of its loyalty program
- of its collaborators.

Our GDPR Charter recalls our company’s commitment to carrying out its activities while **protecting the personal data collected, in compliance with European regulations in this area**. Our data protection policy also **helps protect our assets against the risks of computer attacks**.

Finally, we pay particular attention to the protection of banking data: no banking data circulates on our platforms, all this data is directly processed by specialized and secure partners.



OUR ACTIONS

- Our GDPR charter is integrated into our internal regulations which are communicated to all employees and given to all new arrivals.
- **All of our employees followed the GDPR training module offered by the CNIL.**
- Our employees are regularly made aware of the **fight against phishing**.
- We hold **PCI-DSS certification** which ensures users of our platforms the highest level of security in terms of protection of banking data.

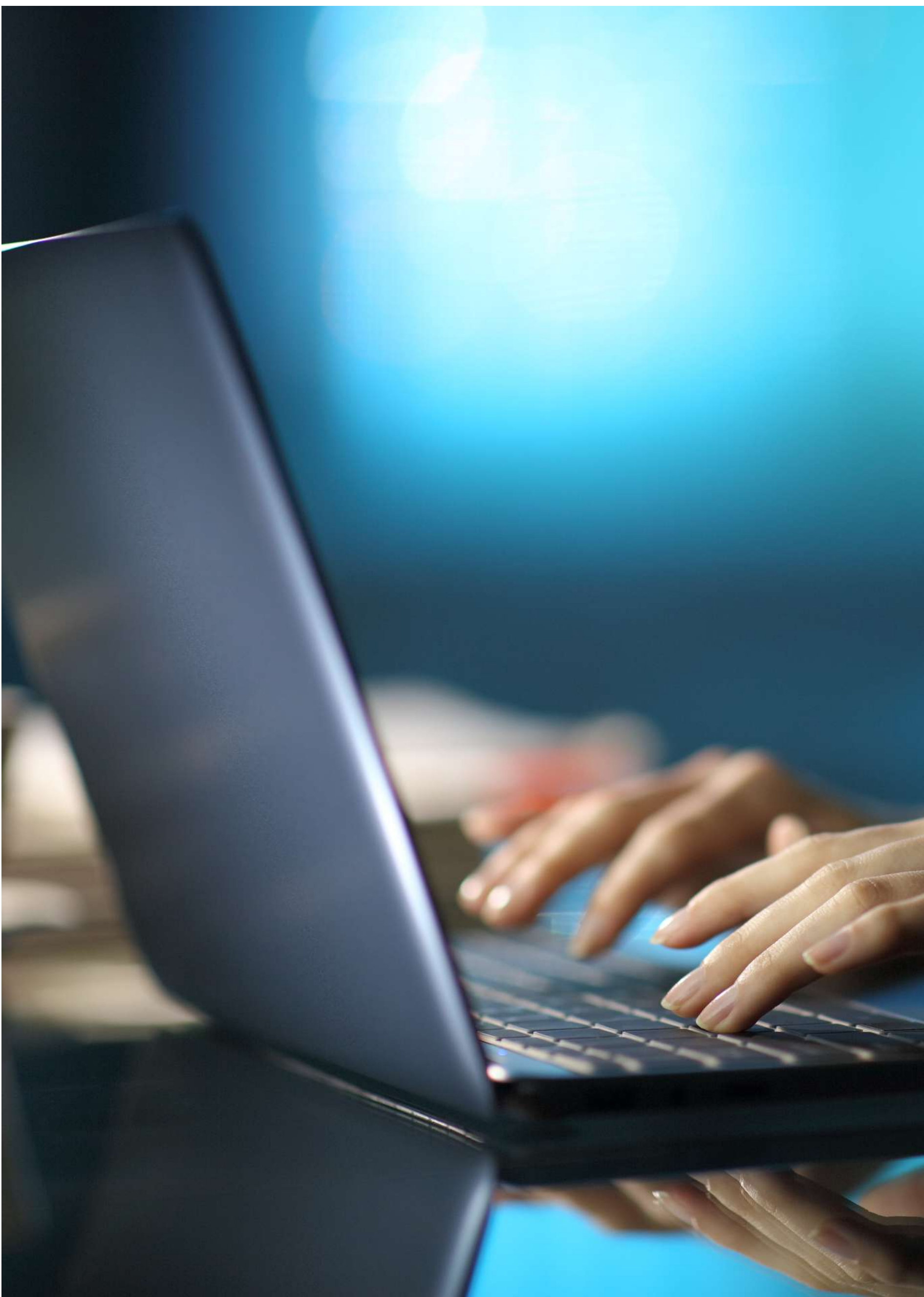
FIGHT AGAINST ANTI-COMPETITIVE PRACTICES

Competition is an essential factor in the functioning of the economy. It drives innovation, regulates relationships between companies, and helps ensure consumer interests are protected.

At **Gekko**, we are committed to combating anti-competitive practices and believe that compliance with competition law is part of our collective commitment to business ethics.

OUR ACTIONS

- Our employees are made aware of the fight against **anti-competitive practices**, notably through the distribution of a policy outlining the appropriate behaviors to adopt.
- In 2024, all Gekko teams participated in an e-learning course on **combating anti-competitive practices**.



PREVENTION AND MANAGEMENT OF CONFLICTS OF INTEREST

Managing conflicts of interest in a company is essential to ensure the integrity of business conduct and ethical decision-making.

This is why, alongside our commitments to combating corruption, we conduct a conflict of interest prevention campaign with our employees. This campaign aims to ensure that any situation where a Gekko employee's personal interests may influence or appear to influence a decision made in the course of their duties is declared and properly managed.



OUR ACTIONS

- All Gekko teams have access to a **conflict of interest prevention** and management policy, enabling them to better understand key related concepts and identify potential conflict of interest situations.
- Each employee has completed a **conflict of interest declaration form**. This form is provided to every new employee upon arrival.

OUR NETWORK OF RESPONSIBLE SUPPLIERS

As part of our CSR approach, we pay particular attention to the choice of our suppliers.

It is essential for us to select companies that demonstrate social, environmental and societal responsibility, in accordance with our own values and commitments.

To ensure this, we have defined specifications that a company must meet in order for us to consider a collaboration, and which include in particular:

- the respect of environment ;
- ethics ;
- labor conditions ;
- compliance with standards and regulations

All of our main suppliers have made commitments to carbon neutrality, responsible travel and respect for human rights.

In this way, we have been able to build quality partnerships with committed and responsible suppliers.



II. OUR EMPLOYEES AND OUR CORPORATE CULTURE



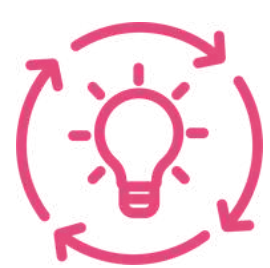
OUR CORPORATE CULTURE AND VALUES

At Gekko, the corporate culture is built around 3 strong values:
performance, agility and kindness.



Performance

At Gekko, we want everyone to find meaning in their work, which is why we share our vision and our strategy and want to unite our employees around a common goal. We are convinced that developing individual performance helps increase collective performance and achieve success.



Agility

Our teams operate in a work environment conducive to creativity and innovation so that everyone can take part in the Gekko adventure and allow the company to constantly reinvent itself.



Kindness

The well-being of our employees is at the heart of our concerns. This requires transparent communication, total availability of our managers and the organization of friendly times to get together. At Gekko, we play collectively because we are convinced that kindness is the key to trust and sharing.



KEY FIGURES

Commitment

Throughout the year, our teams receive regular engagement surveys in which everyone can express themselves anonymously about team spirit, the general atmosphere, working conditions, the meaning and feeling of membership.

Our average employee engagement rating was **4/5 over the year.**

4/5

eNPS

Our **eNPS score rises to 39**
(an eNPS > 30 is an excellent score).

39

Work/personal life balance

75% of Gekko employees consider they have a good work/life balance. Our teleworking policy helps to promote this balance by allowing everyone to telework up to **3 days per week**. Coworking spaces are also free made available to our employees.

75%

A FAIR REMUNERATION POLICY

We try to apply the fairest remuneration policy,
on the basis of 3 foundations:



The valorization of merit

While being fair and mindful of the socio-economic context, we distinguish and reward individual performance. We also value collective performance through profit-sharing.



Respect for equity and parity

We ensure that no bias, of any nature whatsoever, guides our compensation decisions. We are also committed to guaranteeing a remuneration policy that respects professional equality.



The search for competitiveness

We regularly carry out salary benchmarks using a specialized analysis tool in order to offer competitive and market-consistent remuneration.

THE WELL-BEING OF OUR EMPLOYEES, AT THE HEART OF OUR CONCERNS

At **Gekko**, we believe that well-being is the best lever for performance and motivation. This is why we pay particular attention to the working environment of our employees in order to promote their development.

1

Our employees work in **ergonomic premises**, adapted to people with disabilities, and have access to relaxation areas and a gym.

2

We offer each employee the possibility of working remotely **up to 3 days a week**. During the summer holidays and Christmas break, employees can work 100% remotely, even from their vacation destination, allowing them to spend time with their families.

A personal allowance of €100 is provided to help employees equip themselves properly.

3

Concrete actions to raise awareness about QVT are carried out throughout the year. In 2024, we offered our employees a conference on Nutrition and Remote Work, as well as several workshops on Sophrology.

4

The **health and safety of our employees are also** major concerns. This is why first aid (SST) and fire safety training are regularly offered to our teams.

For the first time, in 2024, we also organized an awareness campaign on the importance of breast cancer screening in honor of Breast Cancer Awareness Month (October Rose).

5

Our employees are made aware of and informed about our **whistleblowing procedure**, which aims to promote professional integrity and exemplary conduct by providing employees of the Group and its subsidiaries with a system to report any behavior or situation contrary to professional ethics.

6

Cohesion, which we consider to be a key factor in employee well-being, is a major issue for Gekko, which is committed to uniting its French and international teams.

Corporate events and team-building activities are regularly organized to promote unity, and in 2024, our Marketing and Communication department created a concept called "Gekko Houses" aimed at strengthening bonds between teams. Throughout the year, 10 teams, made up of a mix of all French and international departments, competed in sports, business, CSR, and other challenges to earn points and try to win the Gekko's Cup, awarded during our year-end celebration.

7

At Gekko, our employees have the opportunity to progress **through training and develop professionally.**

In 2024, more than **60%** of the Group's employees had the opportunity to undergo training, and over **30%** of open positions during the year were filled through internal mobility.



OUR COMMITMENTS IN TERMS OF PARITY, DIVERSITY AND INCLUSION

We consider **diversity, in all its forms, to be a strength and a valuable asset**. We strive to implement policies and concrete actions to ensure that everyone feels they belong in our company. We acknowledge that there is still significant room for improvement on these matters and are actively working to make new commitments to achieve better results.



PARITY AND PROFESSIONAL EQUALITY AT GEKKO

In our company, 65% of employees are women. We are aware of our slight imbalance in terms of parity but this has allowed us to implement a professional equality policy allowing very good representation of women at all levels of the company.

Currently, 65% of the members of Gekko's Executive Committee and 40% of the members of the Board are women.

65%

members of the Steering Committee
are women

40%

members of the Board
are women

DIVERSITY AND INCLUSION AT GEKKO

We are convinced that an inclusive environment, which values difference and respect for others, is a better environment. For several years, we have been making commitments and taking concrete actions in favor of diversity and inclusion

- > Throughout the year, we implement **disability awareness actions in the workplace.** We collaborate in particular with **the Handisport federation** and **the Bbird agency** to organize interventions, testimonies and workshops whose aim is to raise awareness and free speech around disability in the workplace.
- > Since 2023, we have been collaborating with **the Simplon organization**, an ESS training organization for digital professions, **on a system to welcome apprentices with disabilities.**
- > We regularly share our job offers on **the Hello Handicap website.**
- > We use the **Andikado** online solidarity store to purchase our office supplies.

This year also provided us with the opportunity to make new commitments regarding inclusion. We strive for every employee, regardless of their differences or uniqueness, to feel themselves within our company and be recognized and valued for who they are.

That is why, in association with the Together collective, founded by the Accor group, **Gekko aimed to organize a first roundtable on the inclusion of LGBTQIA+ diversities.**



III. OUR ENVIRONMENTAL IMPACT



CONCRETE AWARENESS ACTIONS THAT HAVE A POSITIVE IMPACT ON SOCIETY AND THE ENVIRONMENT

In 2024, we collaborated with two corporate CSR awareness organizations, Noos and Treely, which helped us foster a committed company culture involving all employees.



Noos is a platform that raises employee awareness on CSR-related topics through content and online challenges. In 2024, we chose to raise awareness among our teams about sustainable mobility and the circular economy. Noos also allows employees to get involved by supporting solidarity or eco-responsible projects.



Treely is an app that brings teams together around a walking challenge, allowing them to contribute to reforestation efforts.

These two apps and the commitment of our employees have contributed to enabling our company to have a positive impact on the environment in 2024. We can notably summarize the following results:



PREMISES THAT TAKE CARE OF THE ENVIRONMENT

Our offices are located in a Tower certified High Environmental Quality (HEQ) since its construction in 2010.

This label implies an optimal level of insulation and acoustic and thermal comfort, regulatory fresh air renewal as well as energy-efficient natural and electric lighting. The performance conditions are therefore superior to standard buildings.

This means that all employees, but also service providers (RIE, maintenance, etc.) must respect a certain number of rules, such as selective sorting, energy management, reduction of sources of pollution, nuisance noise or discomfort. Our premises have many innovative and sustainable development-oriented devices, such as:



A green terrace:

this terrace is made up of plants whose roots feed on grease from kitchen extractions. The air released outside is odorless and grease-free and therefore does not pollute the environment. A second part, planted with vegetation, captures water and captures carbon, creating a favorable impact on our environment.

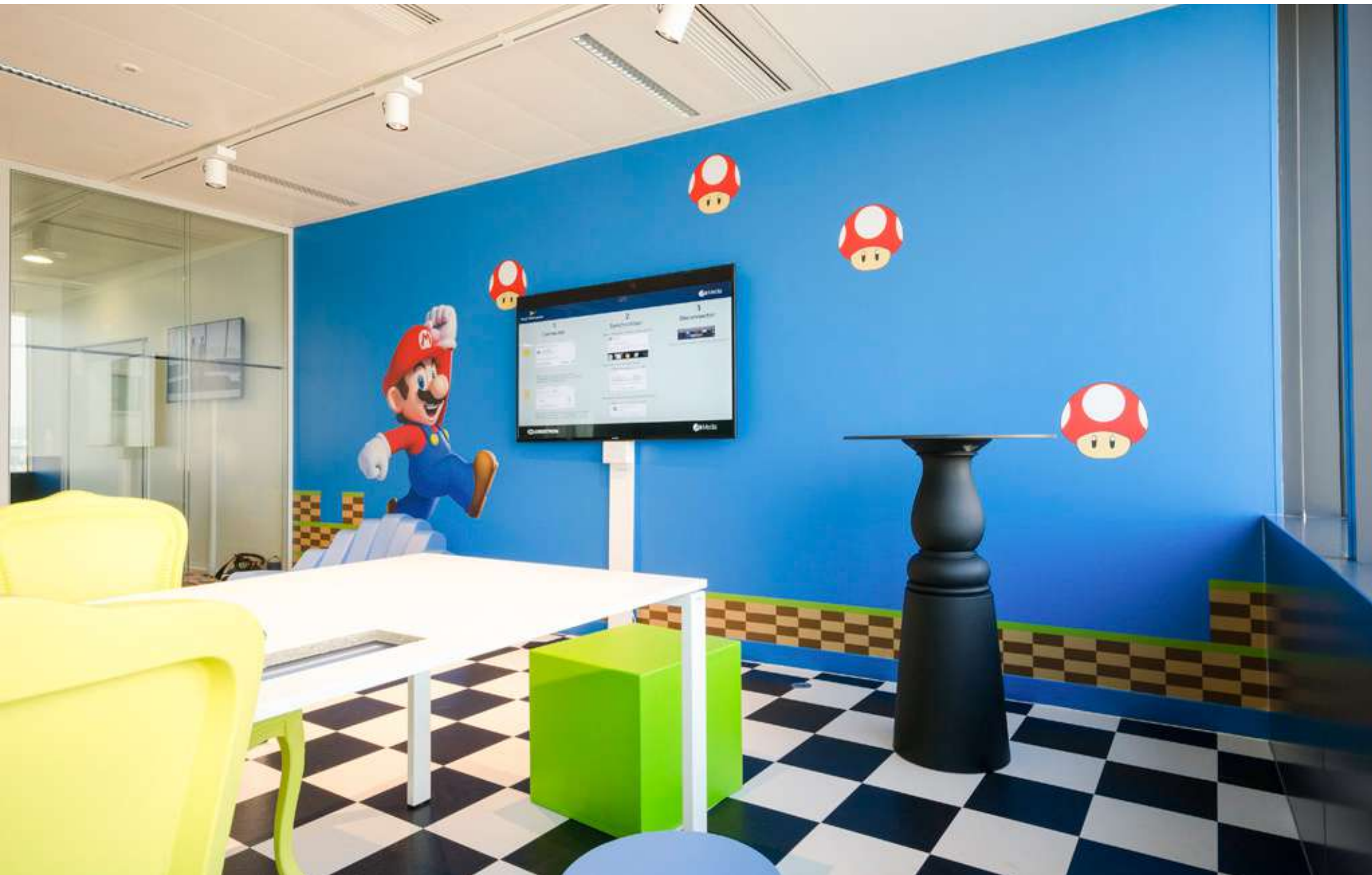
Rainwater for the toilets:

rainwater is collected from the green roof, stored and reinjected into our flushing tanks.



Automatic lighting:

centralized lighting management and systematic presence detection are implemented throughout the premises.



Responsible energy:

the central air conditioning is capable of producing and storing ice at night. This energy stored at night is re-injected during the day into the air conditioning network to ensure employee comfort. This autonomy makes it possible to optimize electricity consumption.



Selective sorting:

the HQE label requires selective sorting at all levels of building operation (on the floors, in catering, etc.). All of our waste is recovered: organic waste from catering is, for example, transformed into biogas.

BETTER CONTROL OF OUR BUSINESS TRIPS

As a business travel specialist, we are aware of the considerable impact that business travel can have on the environment. It is therefore very natural that **we have integrated CSR issues into our internal business travel policies.**

A MORE SUSTAINABLE TRAVEL POLICY

In the interest of ecological and economic sobriety, we invite our employees to adopt an eco-responsible and proactive attitude by finding, whenever possible, alternatives to business travel and making maximum use of videoconferencing.

When a business trip cannot be avoided, our travel policy encourages:

- choose “clean” travel suppliers, and in particular hotel groups committed to the planet such as our shareholder, the Accor group;
- favor softer mobility options, such as the train rather than the plane.

As part of its **“duty of diligence”** and thanks to the tools and information made available to us by the Safety and Security Department of the Accor group, Gekko is able **to guarantee optimal security conditions for employees on the move and to support them in the event of a risky situation.**

TOWARDS AN ECO-RESPONSIBLE VEHICLE FLEET

As it is renewed, we are evolving our vehicle fleet towards **hybrid vehicles and low-consumption engines.** Charging stations are available to our employees in the parking of our head office.



IV. OUR RESPONSIBLE INITIATIVES FOR OUR CUSTOMERS



OFFER OUR CUSTOMERS THE OPPORTUNITY TO TRAVEL WHILE RESPECTING THEIR CSR COMMITMENTS

We want our booking platforms **to meet all the issues of our customers, business or leisure travelers, and allow them to move around while respecting their values and their CSR commitments.** With this in mind, our booking sites offer several innovative filters allowing to group and choose establishments by theme.



FEEL GREEN, the filter which lists establishments committed to environmental protection. By listing a growing number of labels, indices, certifications... this filter makes it possible to identify hotels that respect environmental standards and take concrete measures in favor of the environment



FEEL SAFE, the filter that allows you to inventory establishments committed to the well-being and safety of travelers. By listing a growing number of labels, indices, certifications... this filter makes it possible to identify hotels which take concrete security and health actions to guarantee the safety of their occupants.



SHe Travel Club, since January 2024, our customers are able to filter accommodation to choose establishments benefiting from the SHe Travel label. This label is granted to hotels which offer an additional guarantee of safety and comfort to women during their travels.



Disabled, a filter has also been put in place to allow our customers to select establishments offering the necessary infrastructure and access for people with reduced mobility.



Electric terminals, our booking sites are equipped with a filter allowing travelers who wish to travel with a hybrid or electric vehicle to select accommodations that offer charging stations.

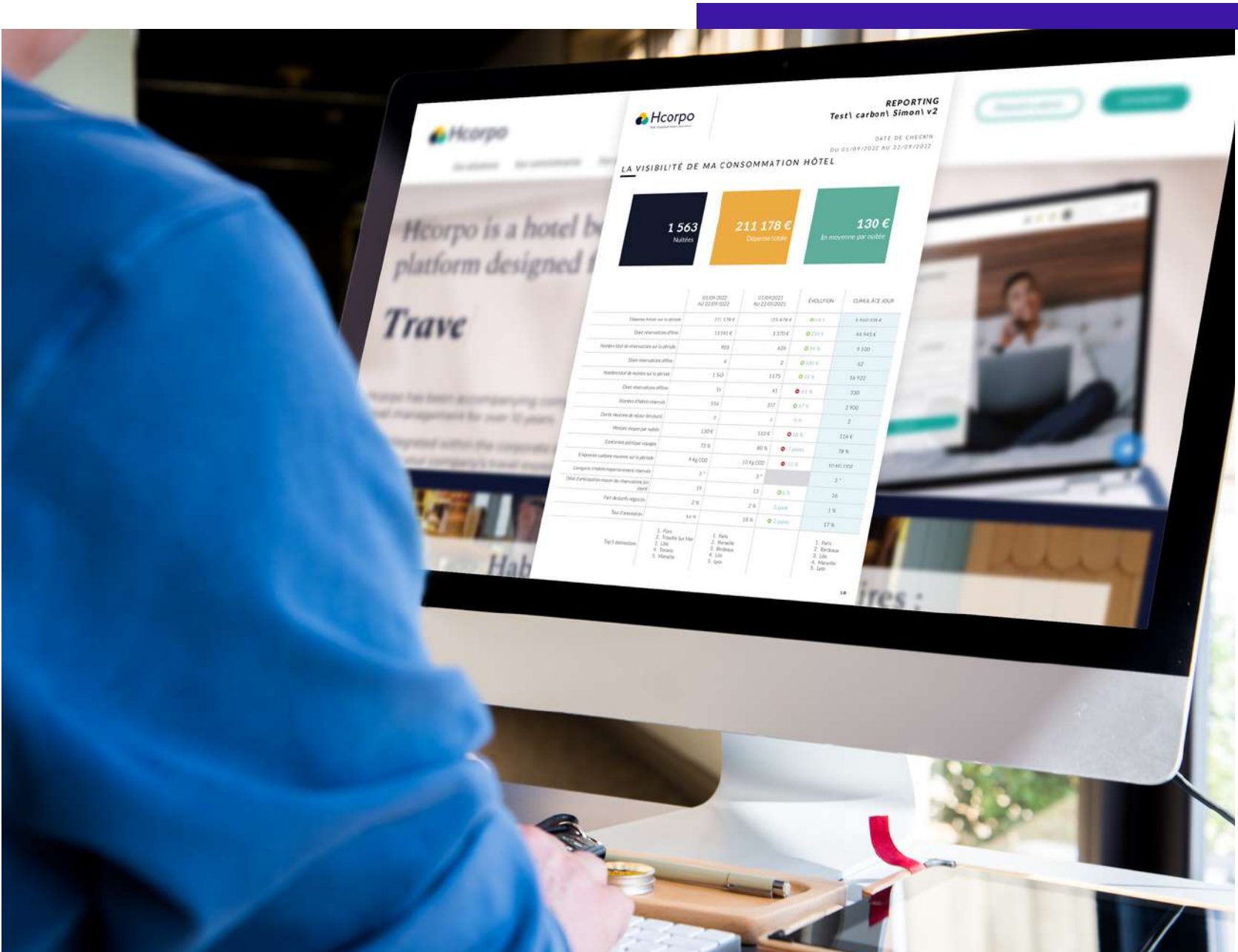


ALLOW OUR CUSTOMERS, BUSINESS TRAVELERS, TO ESTIMATE THEIR CARBON FOOTPRINT

We are aware that business travel represents a significant share of a company's carbon footprint. This is why **Hcorpo, our booking platform for business travelers, has implemented the H-Carbon functionality, which helps its clients quantify their carbon footprint.**

For example, the H-Carbon functionality allows businesses to quantify the emissions generated by their hotel stays.

An activity report including CSR data including CO2 emissions, the percentage of labeled accommodation booked for travel and a market comparison is sent each month to all client companies.



Since 2022, we have been collaborating with **the world's leading provider of sustainability and data management programs for the hospitality and tourism industries.**

The tool we use is based in part on the Cornell Hotel Sustainability Benchmarking Index.

This global industry-led data collection and benchmarking initiative takes into account various factors such as energy consumption, water consumption and carbon emissions of thousands of hotels around the world.

Thanks to the real data provided by this index, our teams are able to provide our clients with a solid and reliable estimate of the carbon footprint of their business travel.

V. OUR AMBITIONS FOR 2025



In 2024, we structured our CSR approach and made new commitments.

FROM 2025 ONWARD, WE PLAN TO TAKE STRONG
AND CONCRETE ACTIONS!

01. OBTAIN A FIRST
CERTIFICATION AND MEET
THE HIGHEST MARKET
STANDARDS

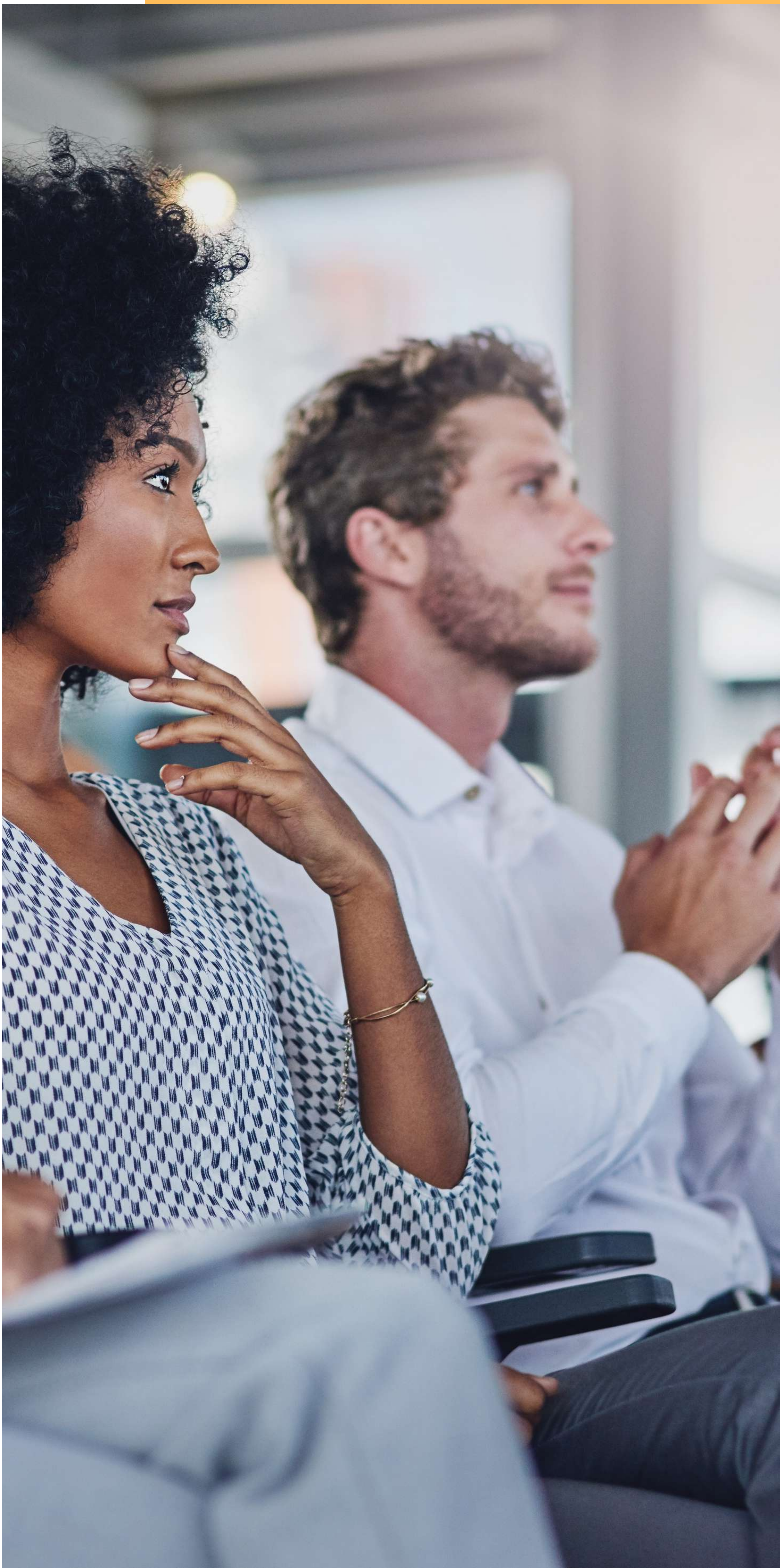
For several years, we have been working to implement internal procedures and actions to best meet our CSR objectives. From now on, we aim to measure our environmental, societal, and ethical impact and build an effective and targeted action plan to strengthen our commitments.

Gekko will therefore conduct its first Ecovadis assessment in the first quarter of 2025, which will allow our clients, partners, and employees to better evaluate our CSR performance.

02. MOVE FROM THEORY
TO ACTION

In 2024, we launched new awareness campaigns for our employees, particularly on the inclusion of the LGBTQIA+ community in the workplace.

For Gekko, 2025 must be the year of translating its commitments into concrete actions (organization of a DuoDay, measures to improve access to parenthood, etc.).



03. PROGRESS ON PARITY

In 2025, we need to make efforts to restore a better gender balance within our workforce.
We also need to work on reducing the gender pay gap, particularly among the highest salaries.





**04. CONTINUE TO FOSTER
A CSR CULTURE WITHIN OUR
COMPANY**

We want each of our employees to participate in the implementation of our CSR policy and embrace the values and commitments of the company. CSR must therefore be at the heart of the "employee experience." Through challenges, awareness campaigns, and the participation of those who wish to engage in a Climate Fresco, we aim to continue fostering a CSR culture within our teams.

CREATE A MAP OF OUR SUPPLIERS

In 2024, based on the criteria that make up our specifications for working with a supplier (environmental respect, ethics, working conditions, human rights, compliance with standards and regulations), we aim to create a mapping that will classify our suppliers into 3 categories: low risk, high risk, and very high risk.

CSR REPORT

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