



SUSTAINABILITY REPORT

2023



In collaboration with:



ClimateSeed

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Preface

Climate change is one of the major **challenges** of our century. As highlighted by the Intergovernmental Panel on Climate Change (IPCC - GIEC in French) in its latest report, the increase in greenhouse gas (GHG) emissions is leading to an increase in the frequency and intensity of natural disasters, rising sea levels, scarcity of water resources, decreasing agricultural yields, climate migration, and even armed conflicts due to resource shortages. Some of these consequences (e.g., due to rising atmospheric CO2 concentration and the climate system's inertia) will occur regardless of our actions, so it is crucial to prepare our society to cope with these problems, which is part of an adaptation strategy.

Furthermore, to avoid worsening the situation, it is essential to engage in a **mitigation strategy** by rapidly reducing anthropogenic GHG emissions. Indeed, the Paris Agreement, drafted at the 21st Conference of the Parties to the United Nations Framework Convention on Climate Change (COP 21 - UNFCCC) in 2015, states that to avoid the worst consequences and irreversible feedback loops (such as the melting of the permafrost), we need to keep the temperature rise below +1.5°C compared to the pre-industrial era (end of the 18th century).

Organizations are responsible for a large proportion of GHG emissions and levers for action to combat climate change. Beyond the apparent ethical reason, companies have several interests in taking climate action. Reducing emissions can induce a reduction in costs, such as the optimization of energy consumption and travel. There are also strategic and marketing reasons.

When choosing its suppliers, the customer, the company, and the investor increasingly consider **environmental and ESG criteria** when deciding. More and more organizations are reporting on their decarbonization strategy to the Carbon Disclosure Project (CDP) and setting reduction targets in line with the Science Based Targets (SBTi) initiative.

1

ChangeNOW

Presentation



1.1 Our story

This is the story of an idea. This idea is that a new generation of entrepreneurs, citizens, artists, etc., could find ways to respond to the major environmental and social challenges of the century.

Important goals and ambitions were set in 2015 to address them: SDGs, the Paris Agreement, etc., yet all needed a roadmap.



Concrete solutions led by inspiring and driven individuals started emerging, yet remained isolated, unknown, and struggled to scale. The impact ecosystem slowly emerged, yet needed support to grow and accelerate the adoption of new standards.

Joining forces was imperative.

This is how ChangeNOW was born : we accelerate the **implementation of concrete actions** responding to major environmental and social emergencies by creating **inspiring, impactful events** and influence actions, which change norms, companies and individuals. ChangeNOW connects and mobilizes people and resources for solutions and ideas to spread. We drive positive change thanks to 3 pillars : the **annual Summit, satellite events and influence actions**.



1.2 Commitments of ChangeNOW, a pioneer in eco-responsibility

Respect for the environment, waste reduction, and social inclusion are the cornerstones of ChangeNOW. We have a team dedicated to reducing the impact of our events and are taking the necessary steps to reduce our company's carbon footprint. We are constantly testing new solutions and making the Summit a laboratory for experimenting with responsible event organization. However, like any human activity, major events impact their environment and the planet. Aware of this responsibility and the exemplary role imposed on ChangeNOW, our entire team acts daily to **reduce the impact of all its events**.



ChangeNOW is committed to the EEE eco-event label certification by the eco-event network, **REEVE**. This labelling was a real commitment. This approach has allowed us to evaluate our eco-responsible policy more globally. This label is based on 8 pillars corresponding to more than 100 commitments. ChangeNOW committed to over 75 engagements, and it was the first major professional event to achieve level 2!

1.3 ChangeNOW x ClimateSeed partnership

ChangeNOW has decided to work hand in hand with **ClimateSeed** since 2022 to consolidate its **sustainability and decarbonization strategy**.



ClimateSeed is an impact-driven company supporting organizations on the trajectory toward net-zero emissions. ClimateSeed provides technological solutions and carbon experts who are certified by the Association for the Low Carbon Transition (ABC), the organization that manages the Bilan Carbone®. ClimateSeed is part of the 1% for the Planet Initiative and contributes one percent of its annual revenues to environmental causes.

Together, we are building a robust decarbonization strategy following steps:



- The annual assessment of our GHG emissions through the Bilan Carbone® methodology,
- A reduction strategy by areas of emissions to reduce the impact of ChangeNOW's activities,
- Contributions to high-quality carbon reduction projects with positive social impacts,
- A transparent communication plan to highlight all the actions and commitments taken by ChangeNOW in recent years,
- An annual review of our reduction actions and strategy to keep improving.

This report will present all the actions undertaken during 2023 and will examine the GHG emissions of our events and our company.



2.

Sustainable Strategy and Report of our Company



2.1 Our commitments

Building

We know just how big an impact buildings can have on a company's carbon footprint (electricity, heating, water consumption...). That's why we decided to share our premises with another company, to reduce this impact. The building has also recently been renovated. Together with our lessor company, we are also committed to implementing initiatives to **improve the efficiency of our energy consumption**.



Waste sorting

The common spaces shared with our lessor company are equipped with an **efficient waste sorting system** with several different waste streams: recyclables, bio-waste, glass, light bulbs, ink cartridges, etc.

We also strive to produce as little waste as possible at source. We have formalized a purchasing policy regarding all office suppliers, including reducing waste as one of the selection criteria. We buy bulk coffee and tea for the whole team. In addition, a large number of reusable containers are available for the whole team to use for their lunches.

Travel

As our offices are located in the heart of Paris, most of the ChangeNOW team travels by bicycle, by foot or using the public transport network. Some members of the team work remotely in Marseille, Freiburg, Bordeaux or even Berlin. To encourage travel by train, ChangeNow is offering a **50% refund on train tickets to Paris for all team members**. Being aware of the low environmental impact of the train compared with the plane, all of them chose to travel by train to Paris to regularly join the rest of the team.

Each business trip is studied to ensure that it is worthwhile and that it has to be face-to-face. As soon as a team member decides to travel, the majority of trips are made in Europe and by train. We always opt for destinations that are easier to reach by train, such as the UK or Germany, countries with which we have close links.

ChangeNOW organizes seminars every year, which the team cherishes as an opportunity to strengthen ties and discuss the future of the company. Each destination is chosen for its proximity to Paris or its ease of access by train. This year, we chose an eco-location accessible from Paris via the public transport network.

Suppliers selection policy

ChangeNOW has formalized a purchasing policy regarding all office suppliers, including reducing waste. The aim is to act at the level of the supply of goods and services to **limit environmental impact as much as possible**. We are engaged to select local suppliers taking into account their diversity as well as their social and environmental impact.

IT equipment

For a number of years, ChangeNOW has been committed to buying only **second-hand IT equipment**. As a result, all the team's computers, as are the dual monitors, are now bought second-hand.

The well-being of our employees

ChangeNOW is committed to the well-being of its employees by choosing partners and service providers **aligned with its vision of responsibility**.



For example, we have chosen Ekip for catering. It's an ecological & solidarity-based solution of dematerialized restaurant vouchers to encourage vegetarian, local, seasonal, and organic food with less food waste and less waste. We have also chosen Alan as our healthcare partner. As employee well-being is a real concern for the company, Alan provides health and provident insurance as well as personalized physical and mental health solutions.

Impact report

Each year we produce an Impact Report, which aims to summarize our day-to-day actions to unify and strengthen the global impact ecosystem. In this report, we present **our mission, our vision and our main pillars of action**. In particular, we discuss our actions to :

- Uniting and strengthening the global impact ecosystem
- Creating opportunities for solutions & actions for the planet to scale up
- Developing systemic actions to drive significant changes on a large scale
- Undertaking influential initiatives by showcasing impactful solutions and inspiring personalities

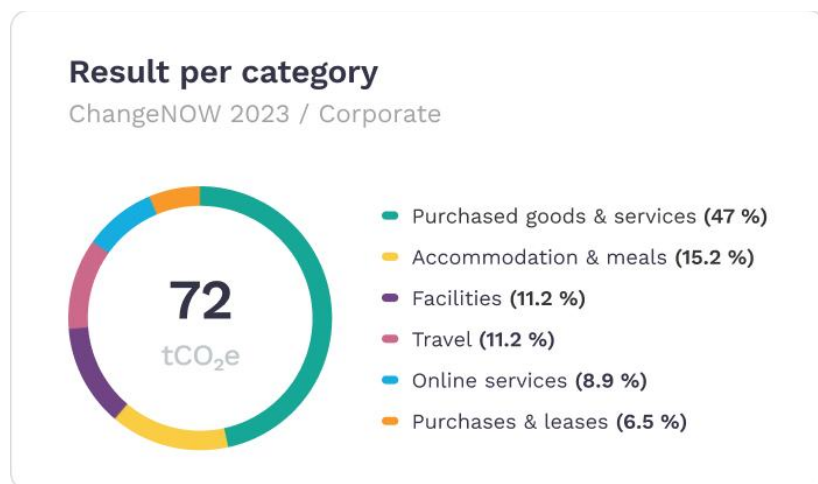
It's important for us to take stock of our activities and give credibility to our efforts to reinforce the relevance of our mission to everyone.



2.2 2023 Corporate Carbon Footprint

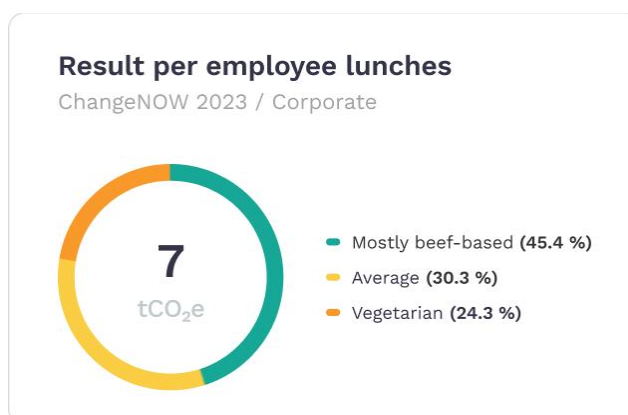
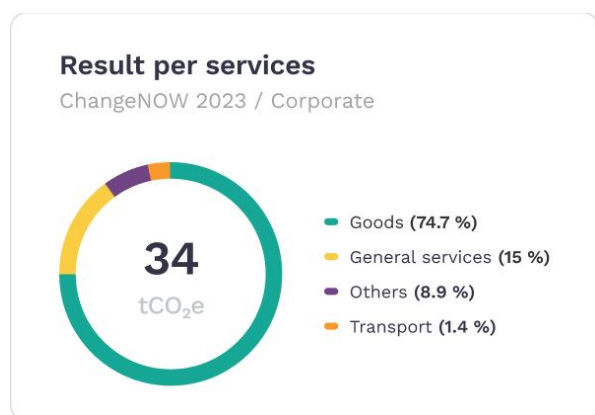
Total carbon footprint

ChangeNOW's carbon footprint as a company amounts to **72 tCO₂e** for the year 2023. This is equivalent, for example, to **30 round-trip flights Paris / New-York** or **157 round-car trips Paris / Berlin**. The results per category are the following:



Top 3 emitting categories

1. The first emitting category is **"Services"**, which has a carbon footprint of **34 tCO₂e**.
2. The second category is **"Employee lunches"**, which has a carbon footprint of **7 tCO₂e**.
3. The third category is **"Purchase and lease of goods"**, which has a carbon footprint of **5 tCO₂e**.



2.3 Improvements to implement

Improved data collection actions

Several priority actions can be taken for the improvement of data collection. Firstly, electricity bills need to be better catalogued to provide a **better analysis of energy consumption patterns**. Additionally, verifying the capacity and gas type of the air-conditioning system could help make better decisions on the **system's maintenance or replacement**.

When doing construction work, even for small projects, obtaining a list of materials and their associated weights would provide valuable insights into **resource usage and waste generation**. Similarly, maintaining records to track waste would enable the identification of areas for improvement in waste reduction strategies. Lastly, monitoring materials of furniture purchases would help make decisions for **responsible sourcing practices**, aligning with ChangeNOW's sustainability objectives.

Emission reduction actions

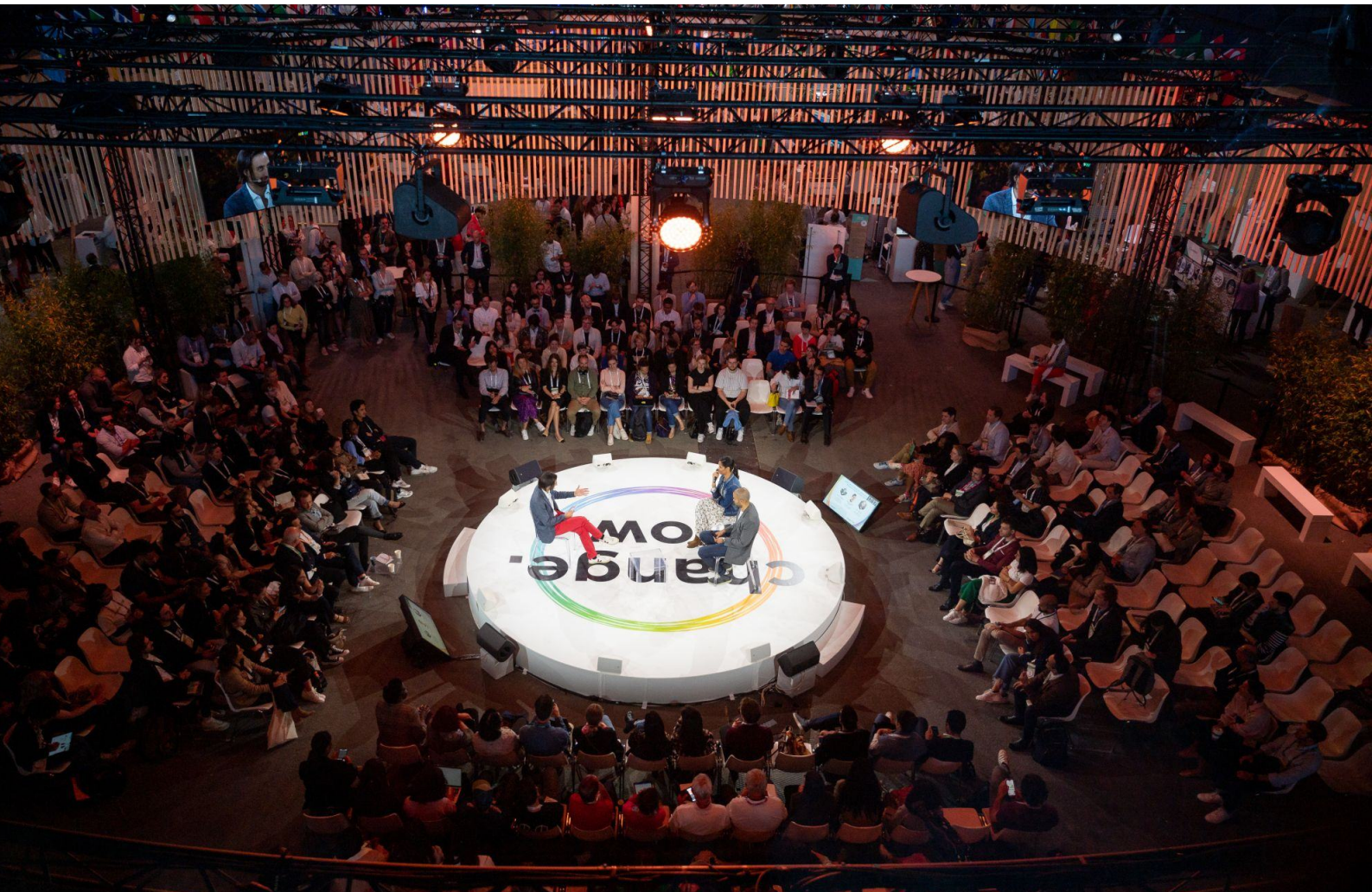
While it is encouraged to take any actions contributing to emission reductions, several key actions stand out following ChangeNOW's company carbon footprint.

First and foremost, inquiring about **service providers' carbon footprints**, though challenging due to limited availability, is advised. Understanding the emissions associated with services enables informed decisions, favoring providers and services with lower carbon footprints. Organizations can indirectly reduce emissions associated with their operations by selecting environmentally responsible service providers or working to reduce the footprint of existing ones, thus promoting a **more sustainable supply chain**. ChangeNow is already making strides in selecting better suppliers, such as choosing Ekip for meal vouchers.

Another impactful approach involves communicating meal types' carbon intensity to employees and promoting **climate-friendly eating habits**. Food production contributes significantly to GHG emissions, with certain meals having a higher carbon footprint than others. By educating employees about the emissions associated with different meal choices, organizations help individuals make informed decisions that align with emission reduction objectives.

3

Sustainable Strategy and Report of the Summit 2023



3.1 Our main sustainable commitments in 2023

Transport

Transportation was the largest source of emissions of the 2022 summit. Therefore, our priority this year has been to reduce this area's impact on the 2023 summit.

As part of our **low-carbon strategy**, we have come to realize over the years that access to information on the travel habits of all our participants is essential for calculating our carbon footprint. That's why we now ask all the participants to enter their **cities of departure** and their **means of transport** when they register. Thanks to this information, we have been able to be much more accurate than last year. 70 % of participants at the 2023 summit have indicated their departure city and mode of transport.

In the meantime, we've established partnerships with various rail companies to promote eco-friendly travel options from abroad. These collaborations enable us to offer attendees greener transportation choices, reducing their carbon footprint.

Additionally, we prioritize soft mobility by advocating for **carpooling solutions**, making sustainable transportation an accessible and viable choice for everyone attending our events.

Thanks to all these efforts and new partnerships, we've managed to better estimate our footprint, which went from **2 192 tCO₂e** to **976 tCO₂e** by 2023.

Food

In its report **Decarbonising Culture**, The Shift project estimates that switching to organic, local, and vegetarian food would enable a festival to reduce its carbon footprint by 15 %.

Although our approach to the subject was already clearly and significantly advanced, we were keen in 2023 to continue improving it. This was evident not only through the presence of a mindful food court and thoughtfully curated food trucks, but also through the offerings presented at buffets and meals served to exhibitors and volunteers.

ChangeNOW took a proactive approach by **strengthening the eco-responsibility charter** designed for all restaurant owners, requiring them to sign and adhere to it from the outset of the partnership.



This comprehensive charter encompassed a range of commitments, such as offering **75 % vegetarian meals**, the requirement for food trucks to exclusively use **reusable containers**, and the obligation for **100 % of meals to be homemade**, with a strong emphasis on ensuring **ingredient seasonality**.

By increasing the proportion of vegetarian meals on the food court from 50% to 75% and serving 100% vegetarian meals to exhibitors and volunteers, ChangeNOW has estimated a **reduction of 2 120 kg of CO₂** compared proportionally to 2022. Thanks to our partner Bon Pour le Climat, each restaurant in the food court measured the carbon footprint of the meals and displayed it during the summit.

By implementing this charter, ChangeNOW established a **unified standard for sustainable practices across the catering spectrum**, reinforcing its commitment to minimizing the event's ecological impact and fostering a more environmentally conscious dining experience for all attendees.

On top of that, ChangeNOW took proactive steps by organizing a comprehensive **training session** for all restaurateurs, including food truck operators, aimed at familiarizing them with the commitments undertaken by ChangeNOW this year. This training not only served to **inform** these vendors about the event's initiatives but also provided **practical guidance** on implementing these commitments effectively. By equipping food providers with the necessary knowledge and tools, ChangeNOW ensured that every aspect of the event's culinary offerings aligned seamlessly with its sustainability goals. This collaborative effort not only showcased ChangeNOW's dedication to responsible event management but also facilitated a collective commitment to driving positive change within the catering industry.

Waste

We are able to constantly strengthen our waste management and sorting strategy thanks to key collaborations with professionals.

Before the event

Every year, we apply the **4Rs strategy (Reduce, Reuse, Repair, Recycle)**, which enables us to reduce as much waste as possible at source. To achieve this, we have been working closely with our production agency **MOMA** for many years, enabling us to meet our sustainability targets.

Initially, we chose to **reuse as many scenographic elements as possible** from the previous edition, thus reducing the use of new elements in production.

At the same time, when reuse is not possible, we work with our production agency **MOMA** and our partner **MUTO** to evaluate which elements need to be given a second life. This also helps to reduce the overall impact of waste.



From the design of the event, ChangeNOW chose to surround itself with experts to craft an efficient waste-sorting strategy. Thus, we called on the team of experts from Aremacs, an association specialized in waste sorting at cultural and sporting events, which helped us from the beginning to build our transversal waste management strategy. Our journey began with an extensive mapping of all waste categories generated throughout the event, ensuring a comprehensive understanding of every facet that would contribute to the waste stream during the summit.



During the event

During those three days, we have been even more ambitious in our **0 plastic strategy**. Thus, throughout the food court, for example, each restaurateur endeavored to use reusable containers or offer **meals that did not require tableware** (such as Totin sandwiches) rather than disposable containers. All meals served to exhibitors, volunteers and staff were also in reusable containers. To go further, we have also chosen reusable cups for all our water fountains.

The **Aremacs team** was with us throughout our 3-day event, to help raise awareness on the importance of proper recycling and guiding them in doing it right.



Also, from the time the show was set up until it was dismantled, the Aremacs team **over-sorted all the waste streams** to ensure that all the waste was properly sorted. This over-sorting made it possible to recover a maximum number of poorly sorted reusable containers, for example, but also ensured that the skips were accepted when they were taken to the waste collection center.

After the event

After the event, we wanted to make the most of the leftover food from the meals we served to participants, exhibitors, and volunteers. So, LINKEE, a startup dedicated to creating innovative solutions for redistributing surplus food to those in need, collected all the extra food to share with a needy organization. Thanks to this collaboration, together we managed to **save over 45 kg of food!** This equates to over 90 meals distributed to the Aurore Association, which is committed to addressing homelessness and social exclusion through a range of comprehensive support and advocacy programs. By saving this unsold food, **68.85 kg of CO₂e were also avoided.** Donating food surplus offers both environmental and social benefits, reducing food waste's ecological footprint while simultaneously providing nourishment to vulnerable communities in need.

In addition, ChangeNOW has forged a pioneering partnership with Muto, a start-up championing the reuse of event set elements. Through this innovative collaboration, over **2 658 kg of scenic components (i.e 97,3%) were repurposed** and generously redistributed to associations in need. This dynamic reuse initiative resulted in preventing the emission of more than 5 146 kg of CO₂e, a noteworthy feat equivalent to the carbon footprint of 13 round-trip flights between Paris and Madrid. This innovative partnership not only significantly reduced waste but also exemplifies ChangeNOW's dedication to impactful, environmentally-conscious solutions within the event industry, fostering a stronger collaborative spirit in the sector through these valuable donations.

An example of reuse

All the natural grass on the Garden Stage - over 535 kg - was donated to **BOXER INSIDE**, a sports association founded in 2011 by Sarah Ourahmoune, World Champion and Olympic boxing vice-champion. BOXER INSIDE CLUB works in priority neighborhoods to help young people succeed in education, sport and employment.

Finally, to complete the waste management work carried out with AREMACS, we were accompanied by LoveYourWaste, a company specialized in the recovery of bio-waste.



THANKS TO ALL THESE EFFORTS, WE MADE A HUGE IMPROVEMENT COMPARED TO THE 2022 SUMMIT : WE REDUCED WASTE BY A REMARKABLE 56 %!

Inclusion & Accessibility

A sustainable event has both an environmental and a social dimension. The ChangeNOW 2023 summit has made it a point of honor to **ensure accessibility and inclusion for all.** This commitment has resulted in a range of actions being implemented.

In order to make the event as inclusive and accessible as possible, here are some of the solutions we applied:

Inclusion

For several years now, ChangeNOW has established a **meaningful partnership with a catering school in Saint-Denis**, whereby a group of students actively participates in the event by contributing to the service of buffets and meals offered to our partners. This collaboration provides these students with a valuable opportunity to gain hands-on experience within the context of a large-scale event. By integrating them into our team, we not only offer them a chance to refine their skills but also expose them to the intricacies of managing a substantial event, fostering their professional growth and preparing them for the challenges of the industry. This partnership exemplifies ChangeNOW's commitment to **nurturing emerging talents**.

Also, ChangeNOW organized a half-day event with hundreds of high-school students from underprivileged areas, to promote inclusion and awareness of youth to the issues of ecological and social transition.

Finally, we can also mention our solidarity passes, created on the basis of precise inclusive criteria for those in need.

Accessibility

- Access to over 100 hours of free content.
- An onsite instant subtitle translation system is available on smartphones to facilitate access to the content.
- Organization of guided tours for blind or visually impaired people.
- Reduction of all our ticket prices between 2022 and 2023 to make the summit more accessible to all.
- Guaranteed access for PRMs.



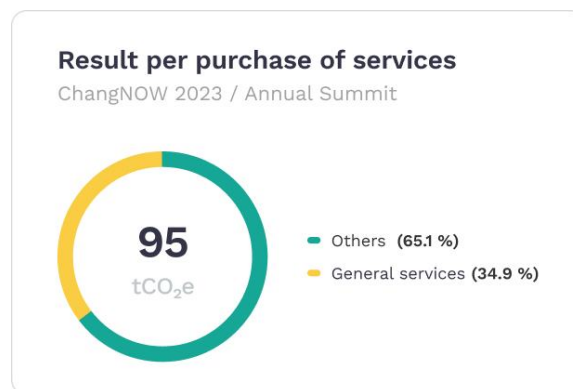
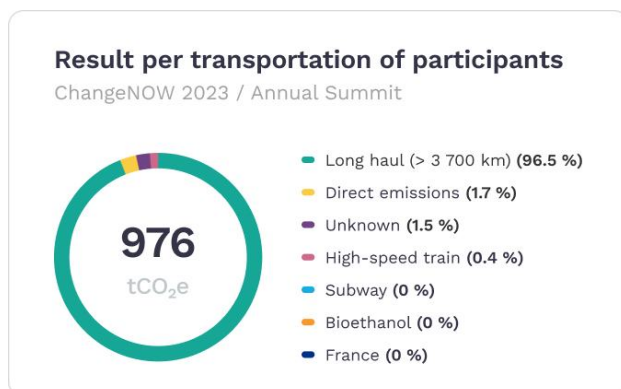
3.2 2023 Carbon Footprint of the annual Summit

ChangeNOW's 2023 Summit carbon footprint amounts to **1 145 tCO₂e**. This is equivalent, for example, to **477 round-trip flights Paris / New-York** or **2 489 round car trips Paris / Berlin**. The results per category are the following:



TOP 3 emitting categories

1. The first emitting category is **“Transportation of participants”**, which has a carbon footprint of **976 tCO₂e**.
2. The second category is **“Purchase of services”**, which has a carbon footprint of **95 tCO₂e**.
3. The third category is **“Raw materials”**, which has a carbon footprint of **27 tCO₂e**.



Improvements to implement

Employees

1. Continuously raise awareness for staff meals.
2. Ask suppliers for fuel consumption when transporting goods (this would allow a more precise measurement).

Participants

1. Raise participants' awareness of available means of transport other than planes and cars to participate in the event (train or carpooling when the vehicle is strictly necessary).
2. Increase the rate of response from participants about their way of transportation via the improvement of the questionnaire.

Meals and drinks for participants

1. Increasing the percentage of vegetarian meals would make it possible to reduce consumption emissions from meat.

Energy and waste

1. Measure precisely the energy necessary for the event.
2. Collaborate with providers to measure and reduce their emissions. Ask them to quantify the carbon footprint of their service.

4

Sustainable Strategy and Report of the Job Fair 2023



4.1 Our main sustainable commitments in 2023

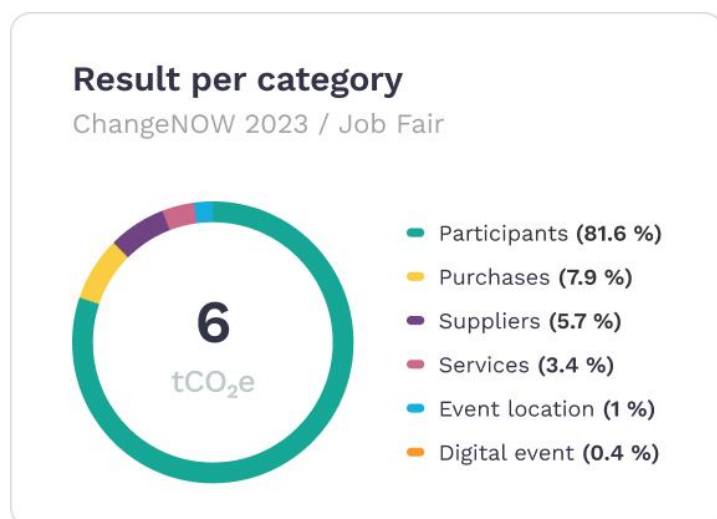
Aligned with the rest of ChangeNOW's activities, the **2023 Job fair** reflects the same strategy as the Summit in terms of transport, food, waste management, and so on.

For example, we choose a location that is easily accessible on foot, by bike or by public transport. We also strive to reuse as much of our scenography and signage as possible, and to find a second life for elements we can't reuse. In addition, participation in this event is free of charge to promote accessibility.

4.2 2023 Carbon Footprint of the Job Fair

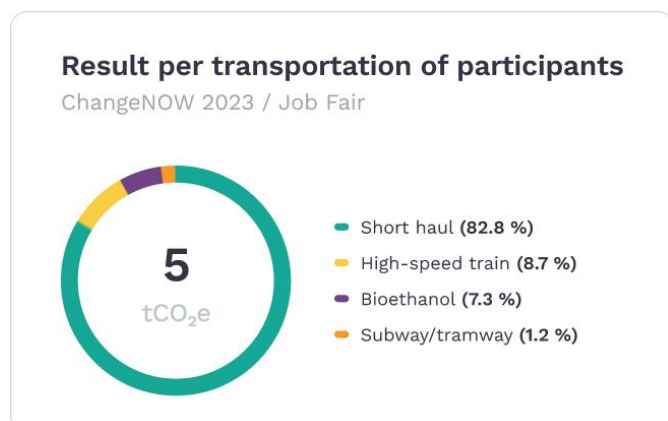
Total carbon footprint

ChangeNOW's 2023 Job Fair carbon footprint amounts to **6 tCO₂e**. This is equivalent, for example, to **2 round-trip flights Paris / New-York** or **13 round car trips Paris / Berlin**. The results per category are the followings:



TOP 3 emitting categories

1. The first emitting category is **"Transportation of participants"** with a carbon footprint of **5 tCO₂e**.
2. The second category is **"Raw materials"** with a carbon footprint of less than **1 tCO₂e**. It is composed of paper and cardboard.
3. The third category is **"Purchase of services"** with a carbon footprint of less than **1 tCO₂e**.



Improvements to implement

Although the carbon footprint of the Job Fair is significantly smaller than that generated by the summit or by our company's activities, it is still essential to carry out an in-depth analysis to identify the main areas of impact and reduce them.

To effectively reduce emissions associated with the Job Fair, **low-carbon transport options** for international travelers should be further encouraged and promoted, given this year's increase in international attendance.

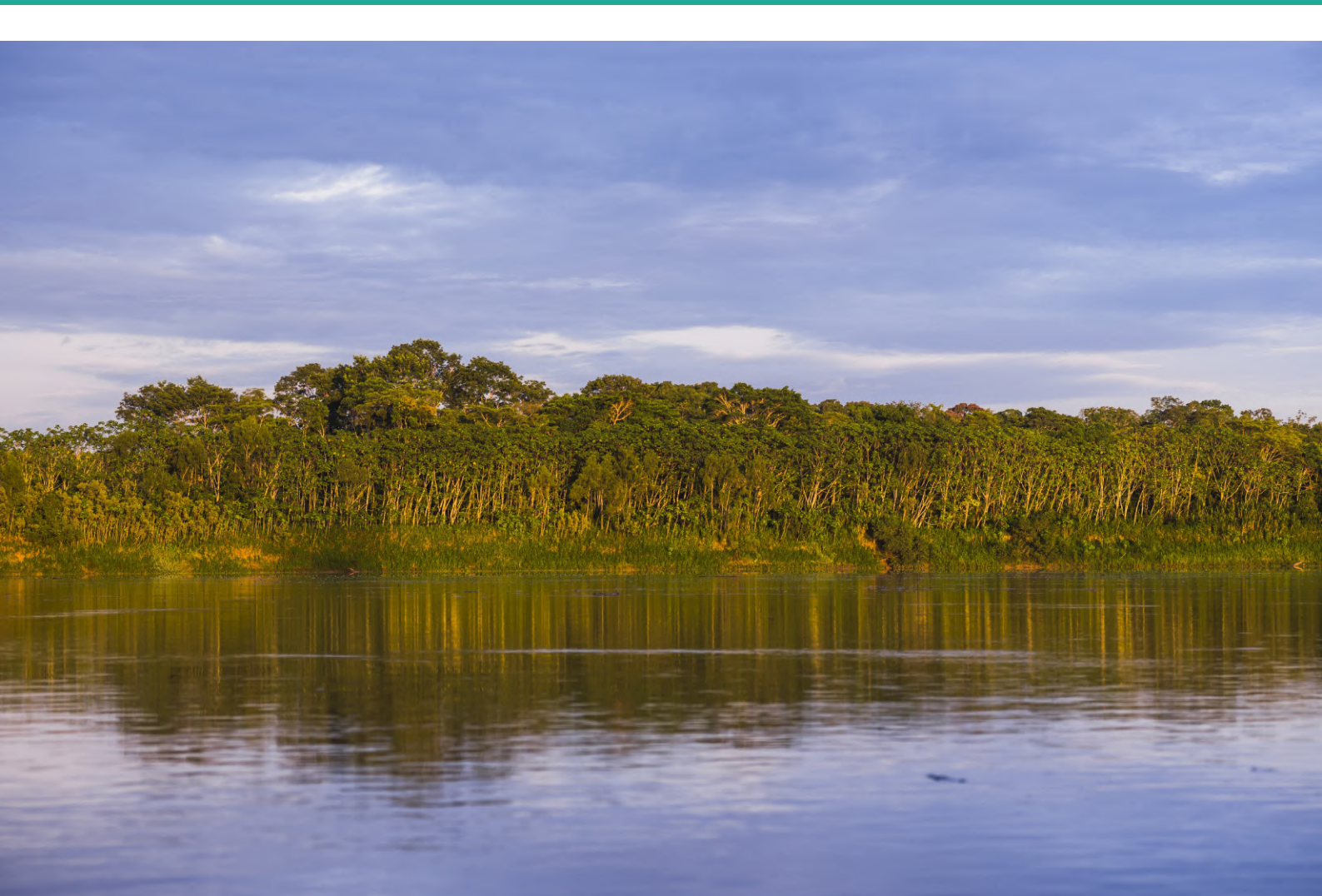
Moreover, analyzing the purchase of services, as the third-largest emission category, is imperative. **Collaborating with low-carbon suppliers** and urging them to calculate their emissions aligns with our commitment to sustainability. By fostering partnerships with environmentally conscious vendors and incorporating emission considerations into procurement processes, we can effectively reduce the event's carbon footprint.

As we prioritize improvements in data collection methods, seeking guidance on enhancing data tracking remains essential to inform and guide our emission reduction strategies effectively.



5

Carbon and biodiversity contribution



Given the importance of taking drastic action on emissions in line with the IPCC's objectives, ChangeNOW acts in parallel with GHG mitigation at corporate and event levels and supports the **GHG carbon reduction projects**.



Project info

The project **conserves tropical rainforest in a biodiversity hotspot of the Peruvian Amazon**. The forests provide habitat for a variety of rare and endangered wildlife. The project integrates conservation and sustainable economic development to protect the forest. By helping local farmers transition to sustainable cacao production, degraded land is being restored to relieve deforestation and provide local communities with forest-friendly and sustainable livelihoods. This project addresses the drivers of deforestation by investing in commercially viable cacao agroforestry systems and using climate finance to reward forest monitoring and stewardship.

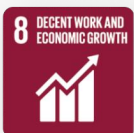
Key contributions to SDGs



The project integrates conservation and **sustainable approaches to productive land use**, helping local people to pursue viable, **sustainable livelihoods through a cacao cooperative**. 632 jobs have been created and €3.1M have been contributed to the local economy.



The project works with the local communities to **empower women** and has provided jobs to **632 people, 27% of those jobs are held by women**.



The project has developed a **cacao cooperative** and has built a cocoa facility, which includes 288 farmers, supporting **1,152 people** and has created **632 jobs**.



The project protects around **600,000 hectares of threatened forest** in the Peruvian Amazon, a recognized biodiversity hotspots. The project has avoided **4.2 million tCO2e**.



The project protects **30 High Conservation Value Species**, including the giant river otter, spider monkeys and jaguars. This tropical rainforests **provide habitat for an incredible variety of rare and endangered wildlife**.

6

Conclusion: sustainable objectives for ChangeNOW and its activity



Adding up our carbon footprint results, our activity is equivalent to **1,223 tCO₂e**. This reflects our daily efforts to reduce our carbon footprint, as well as the road we still have to travel to reduce it even further. To this end, we are setting increasingly ambitious quantifiable performance targets in this area.

6.1 Eco-responsibility of our events

For the footprint at the **summit level**, we need to continue our successful efforts for the year 2023. Our carbon footprint revealed that only 13% of our environmental impact comes from direct emissions. It's encouraging to see that our efforts on the production, catering and waste fronts are bearing fruit: refusal of single use of any kind, eco-designed scenography, reuse of furniture, increase in vegetarian meals, returnable crockery, 5-stream sorting, redistribution of meals, etc. We will therefore be concentrating our efforts on this part of direct emissions, by **reinforcing our eco-responsible policies towards suppliers, exhibitors and caterers**.

For the footprint at the **Job Fair level**, we saw an increase in total footprint compared with last year. It's important for us to pay close attention and implement major improvements to control the growth of this balance sheet. To this end, we will strive to **promote more sustainable means of transport** for both national and international participants, **optimize our sourcing practices** by reducing the purchase of new raw materials, and **choose our suppliers more carefully**.

Environmentally responsible restaurateurs

One of the biggest success stories in terms of carbon impact at the summit is catering. Indeed, between 2022 and 2023, we have considerably reduced our emissions with strong solutions. This was made possible thanks to the collaboration of our caterers, committed through our eco-responsibility charter. While strengthening our efforts, we wish for 2024 to go further;

Rethink :

Food Court beverage policy tightened to pour-only drinks.

- 0 aluminium cans/bottles to avoid 15 g of waste per drink.
- One of the restaurateurs offers the others natural beverages to prepare, so that they don't have to carry water and thus reduce the weight of the supply vehicles.

Reduce :

- Carbon footprint of menus capped at **2 kg CO₂e/ menu**, resulting in a reduction of **0.2 kg CO₂e per meal**.

Better monitoring of our suppliers

We still need to improve our monitoring of suppliers to track down carbon emissions that could be reduced or even eliminated. This includes :

- Improving and formalizing monitoring of all suppliers including better verification of their positive practices.
- Guaranteeing better data collection for the carbon footprint measures.
- Formalizing and communicating our supplier charter.
- Increase the number of local suppliers of our events to 95 %.

Solidarity inclusion and access

The ChangeNOW 2023 summit has made it a point of honor to ensure accessibility and inclusion for all. This includes our partnerships with and for youth, the creation of solidarity passes for people living in precarious conditions, special tours for blind or visually impaired people, and our translation system to facilitate access to the event's content. ChangeNOW is committed to maintaining these actions in order to be ever more inclusive and accessible each year. We will therefore renew the distribution of 80 to 100 solidarity passes for the 2024 summit.

SBTi objectives

In 2023, we were thrilled to announce our Official partners' assessment framework: ChangeNOW will be the first event to use science-based sustainability commitments and actions as a key criterion to select its Official Partners.

In partnership with CDP, the non-profit that runs the environmental disclosure system, ChangeNOW will require companies to show climate transparency and have science-based targets in line with 1.5°C, approved by the Science Based Targets initiative (SBTi).

After raising awareness around the process in 2023, it will become a mandatory selection criterion by the end of 2024.



6.2 Improving Corporate Social Responsibility (CSR)

Naturally, the eco-responsibility and positive social impact ambitions applied to our events must be reflected in our CSR policy. Here are the elements that we have started to implement internally and that we will develop more and more each year :

- **Improving our energy efficiency:** introducing better monitoring and an initiative to estimate improvements in collaboration with our lessor
- **Better monitoring of our company suppliers** (85% of local suppliers):
 - Improving and formalizing monitoring of all suppliers including better verification of their positive practices
 - Guaranteeing better data collection for the carbon footprint measures
 - Formalising and communicating our supplier charter
 - Increase the number of local suppliers of our events to 85%
- **Improving the well-being of our employees** (95% satisfied employees with the company internal policies and well-being initiatives)
- **Improving communication and training of our employees on CSR and eco-responsibility issues** (100% of our staff is aware of our initiatives and objectives)
- **Improving the commitment of all our stakeholders:**
 - Formalising unofficial meet-ups with different stakeholders
 - Communication to all our stakeholders on the eco-responsibility of our events, our CSR policies and objectives

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