



CSR BOOKLET

# From commitments to **action**



Since the very beginning, Gekko has been driven by the conviction that economic performance and social responsibility must go hand in hand. Our ambition is clear: **to make a positive contribution to society, the environment, and our people, while sustainably growing our business.**

In 2025, we reached a new milestone. Our CSR commitments were translated **into concrete and structuring actions**: the achievement of the EcoVadis certification, a true recognition of our responsible practices, and the completion of our first carbon footprint assessment, which provides a clear view of our impact and defines our roadmap for the years ahead.

These achievements mark an acceleration of our approach and strengthen our commitment to **acting with transparency and high standards**. They enable us to set measurable and ambitious objectives, in support of a more sustainable growth model and an active contribution to the transformation of the travel industry.

This report illustrates our progress and reflects our collective commitment. Every action taken is **the result of the dedication of our teams, the trust of our clients, and the partnership of our suppliers.**

Together, we are building a more responsible future, where our growth is inseparable from our positive impact.

We know that the journey ahead is still long, but we are moving forward with determination, guided by a clear roadmap and a strong conviction: **sustainable tourism is no longer an option, it is the future of our industry.**



**Fabrice PERDONCINI**  
CEO, Gekko Group

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01

# Our business and our economic impact

A subsidiary of the Accor Group, Gekko Group combines its industry expertise with technological innovation to **create digital solutions** dedicated to the travel market.



# Our mission



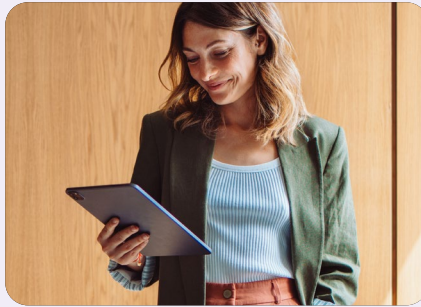
B2B hotel and accommodation booking, our area of expertise



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



Loyalty and engagement at the heart of our strategy



We support players across our ecosystem by implementing loyalty programs tailored to their needs.



The most advanced technology on the market



As 100% owners of our technology, we offer our digital solutions and innovations on a white-label basis.

# Our brands

Each of our **five brands** has its own area of expertise, which it brings to one of our three core areas of **expertise**.

## LEISURE



Accommodation booking solutions for travel professionals



Next-generation hotel wholesaler



Loyalty program for travel professionals



Hotel booking solutions for large corporations and TMCs

## CORPORATE



SaaS solutions for the travel ecosystem

## TECH

# Key figures

**3M**

annual travelers

**100%**

owners of our technology

**180**

countries our clients  
come from

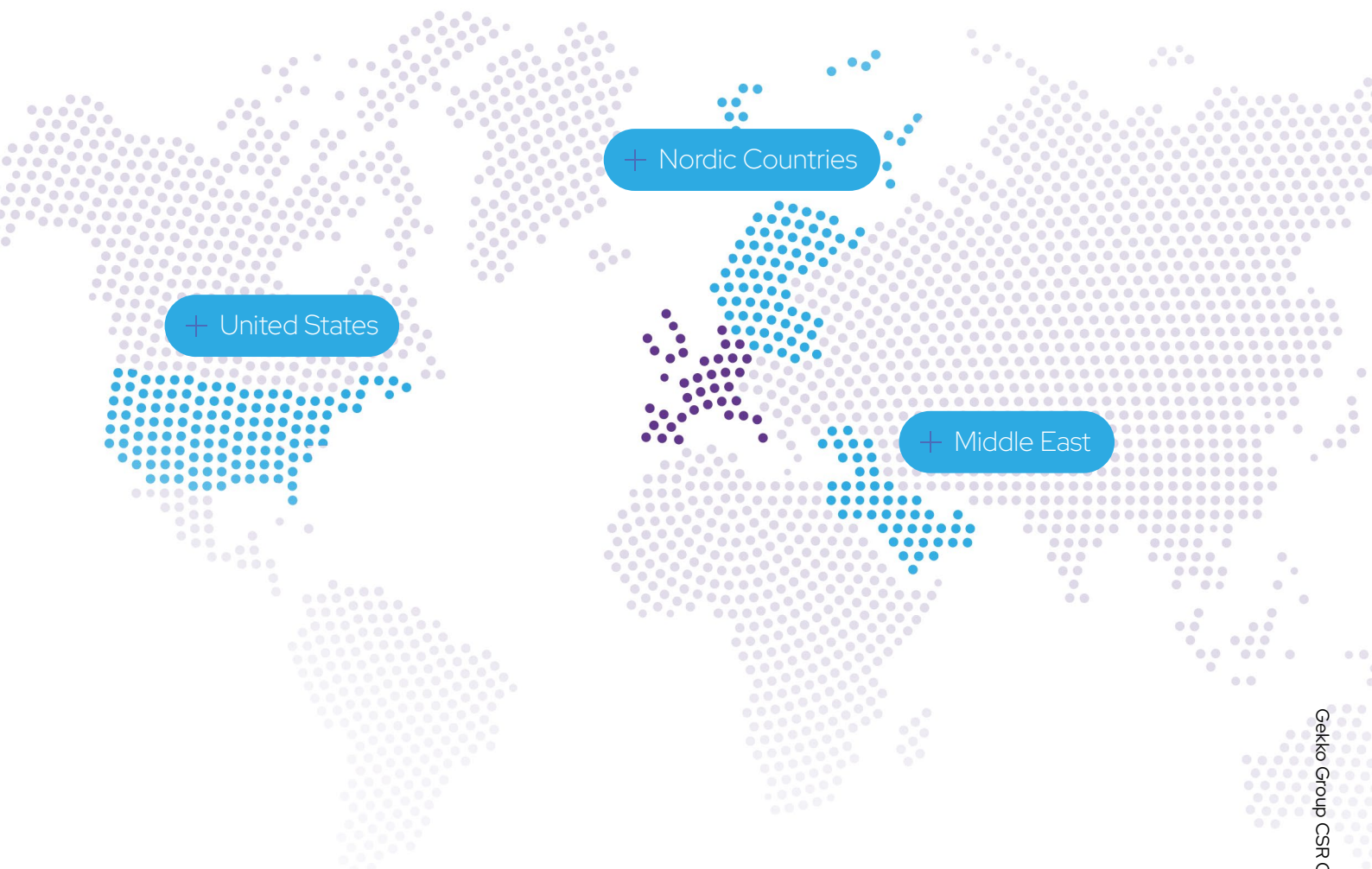
**100%**

subsidiary of the  
Accor Group

## Our international presence

In 2025, Gekko reached a strategic milestone by accelerating its international expansion.

This year marked a turning point in the development of our activities, with the **opening of new markets**, notably in the Nordic countries, the United States, and the Middle East.



These new locations reflect our ambition to **grow in key markets, strengthen our expertise, and consolidate our position** as a global player in our industry.

02

# New milestones for concrete and ambitious CSR

The year 2025 marks **an acceleration of our CSR commitment.** EcoVadis certification, our first carbon footprint assessment... these milestones illustrate our transition from intention to action.



May 2025

## Achievement of our first EcoVadis certification

In May 2025, Gekko Group was awarded the **EcoVadis Bronze Medal** with an overall score of **62/100**, confirming the robustness of our responsible practices.

Our performance is particularly strong **in the areas of Environment (66/100) and Social & Human Rights (63/100)**, reflecting the attention we give to our teams, our partners, and the impact of our activities.

This international recognition validates our CSR commitments and provides a solid foundation to further strengthen our approach, set new ambitious objectives, and move toward a more sustainable and responsible growth model.



October 2025

## First Carbon Footprint Assessment

In 2025, Gekko Group reached a new structuring milestone in its **environmental approach** with the completion of its first Carbon Footprint Assessment, carried out with the support of the consulting firm EKODEV, in accordance with the international GHG Protocol methodology.

This foundational exercise enables us to accurately measure the carbon footprint of our activities, identify our main reduction levers, and build a realistic and ambitious climate roadmap.

This first assessment serves as a baseline to sustainably engage the entire Group in the **low-carbon transition**, **strengthen team mobilization**, and embed environmental performance **at the heart of our corporate strategy**.

November 2025

## First DuoDay

On November 17, 2025, Gekko Group took part for the first time in the DuoDay initiative, a national program promoting the **inclusion of people with disabilities** in the professional world.

On this occasion, two people with disabilities were welcomed into our teams, sharing the daily work of our employees and discovering our professions.

This first participation concretely illustrates our commitment to promoting diversity, inclusion, and equal opportunities, by **opening our doors** and **strengthening our teams' awareness** of the richness of difference.



# Our CSR pillars

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# Ethics and Governance

## CSR governance serving our ambitions

Established in 2024, the CSR Committee brings together representatives from all departments to mobilize the full range of expertise across the company.

**Its missions:** define the strategy, oversee projects, raise awareness among our teams, and ensure transparent reporting.

The year 2025 marks a turning point: the CSR Committee translated its commitments into concrete actions by obtaining a first **EcoVadis certification** and completing our **first carbon footprint assessment**—two major milestones that firmly anchor our responsible strategy.

Building on these achievements, the Committee has set ambitious objectives for 2026: strengthening responsible purchasing practices, continuing to reduce our carbon footprint, and rolling out our CSR initiatives on an international scale.



**Audrey TACHDJIAN**  
HR Director



**Kate CORSYN**  
Product Manager Tools,  
Gekko Tech



**Pauline MAZIERE**  
HR Operator



**Salomé MOGIER**  
Chief Commercial  
Officer, Hcorpo



**Elodie NORIANT**  
Marketing &  
Communication Director



**Eric VIDAL**  
Chief Financial  
Officer



**Arnaud XERRI**  
Global Account  
Manager, Hcorpo

## Ethics as the compass guiding our commitment

We consider professional ethics to be a fundamental pillar of our corporate responsibility. It embodies the trust we build every day with our employees, clients, and partners.

We have implemented clear and demanding policies to prevent any risk of corruption or influence peddling, protect data and personal information, combat anti-competitive practices, and anticipate or manage conflicts of interest.

Because an ethical approach only exists if it is shared, we place strong emphasis on raising awareness and training our employees. Each team is supported in adopting the right reflexes in their day-to-day practices, contributing to a shared culture of integrity and responsibility.

Our ambition is simple: to ensure a transparent, fair, and exemplary framework for work and collaboration, in support of the sustainable and responsible development of our business.

## Integrity and fairness in practices: preventing the risks of corruption and unfair competition

At Gekko, integrity is a fundamental pillar of our corporate culture. When it comes to **combating corruption, influence peddling, and anti-competitive** practices, we apply a **zero-tolerance** principle

We firmly believe that exemplary business conduct not only contributes to achieving the **Sustainable Development Goals**, but also helps protect the economy and preserve the trust of our partners.

**Fair competition lies** at the heart of well-functioning markets: it drives innovation, enhances service quality, and protects customer interests. This is why Gekko Group is committed to ensuring compliance with competition law across all its activities and to promoting responsible business practices.

**80% of our employees** have completed dedicated **e-learning training modules** on anti-corruption and anti-competitive practices, strengthening their understanding of risks and the appropriate behaviors to adopt.

**An internal whistleblowing system** is also available to all employees, enabling them to confidentially report any suspicious behavior or conduct that goes against our ethical values.

In parallel, we apply **KYC (Know Your Customer) verification procedures** for our partners and service providers, ensuring transparency and compliance in our business relationships.

Finally, we note that **no cases of corruption or anti-competitive practices have been identified** within the Group to date—a result that reflects the rigor and vigilance of our teams in upholding our ethical commitments.



## Security and confidentiality: protecting data to build trust

As part of its activities, Gekko Group collects and processes certain **personal data**, in particular that of:

- users of its platforms;
- members of its loyalty programs;
- and its employees.

Protecting this information is an absolute priority. Our **GDPR Charter** formalizes our commitment to conducting our activities in strict compliance with European personal data protection regulations, ensuring transparency, security, and respect for the rights of the individuals concerned.

To strengthen this culture of compliance, **100% of our employees** completed dedicated **data protection** training modules in 2025, encouraging collective ownership of best practices in cybersecurity and responsible data management.

We pay particular attention to the **security of banking data**: no sensitive data is processed directly on our platforms. Payment data handling is entrusted to certified and secure partners, in line with the most demanding international standards.

In 2025, we obtained the **renewal of our PCI-DSS certification**, attesting to the highest level of security in the management and protection of payment data.

## Transparency and impartiality: prévenir et gérer les conflits d'intérêts

The prevention and management of **conflicts of interest** are essential pillars of ethical business conduct. Ensuring the impartiality of decisions and the integrity of our practices is a fundamental condition for the trust of our employees, clients, and partners.

In addition to our commitments to **combating corruption and influence peddling**, Gekko Group runs an ongoing **conflict-of-interest prevention initiative** across all teams. This approach aims to identify any situation in which an employee's personal interests could influence—or appear to influence—a decision made in the course of their duties.

To strengthen transparency and individual accountability, **100% of employees** completed a **conflict-of-interest declaration form** in 2025, ensuring full visibility over potential situations and their appropriate management.

**Regular awareness-raising initiatives** are also carried out to reinforce the principles of vigilance, integrity, and transparency that guide our professional ethics on a daily basis.



## Dignity and respect: promoting Human Rights at the heart of our commitments

**Respect for Human Rights** is a core foundation of Gekko's culture and values. It guides our behavior, inspires our decisions, and frames our relationships with all our stakeholders—employees, clients, partners, and suppliers.

In 2025, we shared a **Human Rights policy** with all Group employees. This document reaffirms our commitment to promoting a work environment based on **dignity, respect, fairness, and non-discrimination**, in line with international principles such as the Universal Declaration of Human Rights and the core conventions of the ILO.

To embed these principles into everyday practices, **100% of employees** completed a **dedicated Human Rights training** module in 2025, strengthening collective awareness of these issues and each individual's ability to act responsibly.

This approach is part of our ambition to be a committed player, ensuring that the growth and performance of Gekko Group always go hand in hand with **full respect for people and their fundamental rights**.

# Sustainable and responsible partnerships

## Towards a fully responsible purchasing policy

A new step to strengthen our **ethical and environmental standards.**

As part of our CSR approach, we pay close attention to the selection of our suppliers and partners. It is essential for us to work with companies that share our values and are committed—like us—to adopting **responsible practices from an ethical, environmental, and social perspective.**

To ensure this level of rigor, we have defined a **clear set of requirements** that suppliers must meet prior to any collaboration.

These include in particular:

- respect for the environment,
- ethics and transparency,
- working conditions that comply with social standards,
- compliance with applicable norms and regulations.

All our key suppliers have already made concrete commitments in terms of carbon neutrality, responsible travel, and respect for human rights, helping to build long-term, trusted partnerships.

In 2025, we identified this pillar as a priority area for progress. The year 2026 will be dedicated to formalizing a **responsible purchasing policy** and reviewing all supplier contracts to systematically integrate clauses related to ethical and environmental commitments.

This approach will enable us to further align our supply chain with our values and embed responsibility at the heart of all our business relationships.

## Conclusion

Ethics guide every one of our decisions and relationships. Whether it is the fight against corruption, the prevention of conflicts of interest, data protection, or respect for human rights, Gekko Group is committed to acting with integrity and transparency at every level of its operations.

This standard extends across our entire value chain: we work with **suppliers and partners who share our values** and are committed to responsible practices.

In 2026, the **formalization of our responsible purchasing policy** will further strengthen this momentum, ensuring that every collaboration contributes to ethical, sustainable growth that respects both people and the environment.

# Our people and company culture

## The Gekko spirit, the driving force behind our success

Gekko Group's values guide our actions on a daily basis and embody our **company culture**:

### Performance

At Gekko, performance is first and foremost a collective adventure. Everyone contributes to the company's success by giving their best, **guided by a clear and shared vision**.

We encourage each individual to thrive and grow, convinced that individual success fuels collective success.

### Agility

Agility is at the heart of the way we work. We encourage **creativity, innovation, and the adoption of digital tools** to transform our roles and the way we collaborate.

This ability to adapt, experiment, and constantly reinvent ourselves makes Gekko a company in motion—one that can anticipate change and seize new opportunities.

### Team spirit

Team spirit is a cornerstone of our culture. We foster an environment where **collaboration, trust, and the sharing of expertise** enable everyone to give their best.

By combining our talents and skills, we build ambitious projects and achieve sustainable results together.

### Care

We foster an environment where everyone can **truly be themselves**, built on trust and respect. This is achieved through **transparent communication, the availability of our managers, and the organization of social moments** that strengthen our collective bond.

We believe that care is **the key to trust, fulfillment, and sharing**—and that it fuels everyone's success.



# Compensation policy

## A fair and transparent compensation policy

Recognizing each individual's contribution lies at the heart of our social model.

Our compensation policy is based on clear, objective, and fair criteria, ensuring proper recognition of skills and performance. In 2025, we achieved a **gender equality index score of 81/100**, a significant improvement that reflects our efforts to strengthen pay equity at all levels of the organization.

In 2026, we will continue our actions to further improve gender parity and access to leadership positions for women.

## A lever for recognition and motivation

**Employee savings and profit-sharing:** Each year, our employees receive a profit-sharing bonus that rewards collective performance and enables everyone to share in the success of the company. This scheme is a concrete way to recognize individual commitment and talent, while strengthening purchasing power and the sense of belonging to Gekko.

**Our employee benefits:** We also offer a range of employee benefits designed to improve quality of life at work and support our teams on a daily basis. These measures reflect our commitment to valuing our employees, taking care of them, and creating an environment where performance and personal fulfillment go hand in hand.

By combining fairness, recognition, and motivation, our compensation policy helps strengthen employee **satisfaction and engagement**, and reinforces a people-centric company culture.

# Supporting every talent in their development

Skills development and career progression are key drivers of engagement and performance. That is why we invest in continuous training, personalized support, and internal mobility, enabling everyone to grow, evolve, and build a career path that matches their ambitions.

## Skills development

At Gekko, skills development is a **central pillar of our company culture**. We firmly believe that enabling everyone to learn and progress directly contributes to collective performance and professional fulfillment.

Our approach combines several levers: a **structured training plan** aimed at developing strategic and role-specific skills; **external training programs** to broaden expertise; and an **internal e-learning platform** offering several hundred modules across a wide range of topics, including business skills, compliance, CSR, and soft skills. This platform is available with unlimited access, allowing each employee to train at their own pace, according to their needs and ambitions.

This approach reflects our commitment to creating an environment where **continuous learning is encouraged, where employees can anticipate changes in their roles, strengthen their employability, and actively contribute to the company's success.**





*Thanks to the support of the team and the autonomy I was given, I was able to progress quickly and take on new challenges with confidence.*



**Léa BRILLE**  
Account Manager

## Career development and internal mobility

We consider career progression and internal mobility to be key drivers for **motivating, retaining, and valuing our employees**. We have implemented career tracking processes that enable everyone to identify clear development paths, access new responsibilities, and take on stimulating challenges.

In 2025, several employees benefited from **internal promotions**, illustrating our ability to recognize talent and offer **concrete opportunities** for growth. This approach also helps prepare our teams to take on more strategic roles within the company, while encouraging mobility across teams and functions—thereby strengthening **versatility and the richness** of career paths at Gekko.

## Well-being at the heart of our commitment

At Gekko, we firmly believe that sustainable performance starts with the well-being of our employees. Because a fulfilled, heard, and confident employee is an engaged employee, we place **health, safety, and quality of life at work** at the top of our priorities.

We strive to create an environment where everyone feels good, respected, and supported, so that all can give their best. Well-being is not an end in itself, but an essential condition for fostering motivation, creativity, and collective success.



## A flexible remote working policy built on trust

We place great importance on maintaining a healthy balance between professional and personal life. Each employee has the opportunity to **work remotely up to three days per week**, within a flexible framework tailored to their needs.

During the summer period and the end-of-year holidays, we go even further by offering the possibility to work **100% remotely**, including from a vacation location, allowing everyone to **fully enjoy time with their loved ones while continuing their professional activity**.

This approach, based on trust and accountability, delivers tangible results: **85% of our employees say they are satisfied with the work-life balance** enabled by our working rhythm and flexible work policy.



## Quality of life at work

Throughout the year, we carry out **concrete initiatives to raise awareness** around quality of life at work, encouraging our employees to take care of themselves. In 2025, we notably organized in-office **massage sessions** and **workshops led** by a nutritionist, aimed at promoting both physical and mental well-being.

Building on their success, we plan to **sustain and expand these initiatives in 2026**, making well-being at work a daily experience.

## Health and safety at work

The health and safety of our employees are a **major focus of our HR policy**. In 2025, we strengthened our prevention efforts **through first aid training (SST)** and awareness campaigns around **breast cancer screening (Pink October)** and **men's cancers (Movember)**, including self-examination workshops.

In 2026, we aim to expand this approach by addressing a key issue: mental health, to support our teams across all dimensions of well-being.

## A work environment designed for everyone

Our employees work in a **modern, comfortable, and inclusive environment**, designed to foster both focus and conviviality. Our offices are fully accessible to people with disabilities and ergonomically designed to ensure everyone's well-being.

**Relaxation areas and a gym** are also available, allowing everyone to recharge, connect with others, and maintain a healthy balance between energy, well-being, and performance.

## A whistleblowing mechanism serving responsibility

Our employees are informed about and trained on our **internal whistleblowing procedure**, designed to encourage ethical and exemplary professional conduct.

This mechanism allows everyone to report, in full confidence, any behavior or situation that goes against our ethical principles, thereby ensuring a transparent and responsible working environment.



## Open and constructive social dialogue

At Gekko Group, we place great importance on the quality of social dialogue and on listening to our employees. Today, **85% of our workforce is represented by employee representatives**, with whom we maintain relationships built on trust and ongoing dialogue, grounded in transparency and mutual respect.

Our managers strive to **maintain open and caring communication**, encouraging everyone to express themselves. In addition, our employee **engagement surveys**, open to all staff, allow everyone to share feedback anonymously and actively contribute to the continuous improvement of our social practices.

## Strengthening cohesion, everywhere and for everyone

At Gekko Group, we see **team cohesion** as a true driver of well-being and performance. Bringing our employees together, both in France and internationally, is an integral part of our company culture.

Throughout the year, we organize **internal events and team-building activities** to encourage interaction, conviviality, and team spirit. In 2024, our Marketing & Communication team launched **"Gekko Houses"**, an original and unifying concept: ten mixed teams, bringing together employees from all departments and countries, **compete in sports, business, and CSR challenges** to win the Gekko's Cup, awarded at the end of the year.

This playful and collective initiative—now renewed annually—perfectly reflects our mindset: **working seriously, without ever taking ourselves too seriously.**

## Enhanced support for parenthood

At Gekko Group, we pay special attention to the needs of **employees who are parents**. In 2025, we strengthened our support through two concrete measures: paid leave for "sick child" days and a half-day off to accompany children on their first day back to school.

These initiatives were highly appreciated by our teams: in our engagement survey, the question regarding consideration of parenthood-related needs received a score of 4 out of 5, confirming the relevance of our approach. In 2026, we will continue to develop a working environment that supports a **healthy balance between professional and family life.**

# Diversity as a strength, inclusion as a commitment

At Gekko Group, we firmly believe that diversity is a driver of **performance, innovation, and collective balance**. It reflects the plurality of talents, backgrounds, and perspectives that make our company strong.

## Professional equality and gender parity: a concrete commitment

Gender equality is a cornerstone of our HR policy. In 2025, we achieved a **Gender Equality Index (ÉgaPro) score of 81/100**, reflecting our efforts to ensure fairness in pay, promotions, and access to opportunities.

This momentum is also reflected in the composition of our leadership bodies: **50% women within the Executive Committee** and **40% on our Board**. These figures demonstrate our determination to promote gender diversity at all levels of the company and to embed parity as a sustainable driver of performance and progress.

## Disability: making inclusion a daily reality

For several years, Gekko Group has been actively **committed to the employment and inclusion of people with disabilities**.

Throughout the year, we carry out **awareness initiatives** and collaborate with committed partners such as the *French Handisport Federation*, with whom we organized adaptive sports shooting sessions in 2025 as part of the European Week for the *Employment of People with Disabilities (SEEPH)*.

We also took part in our first *DuoDay*, an initiative close to our hearts that enables people with disabilities to discover our roles and teams from the inside.

In parallel, we strengthen our commitment through a partnership with *Simplon*, a social and solidarity-based training organization, to welcome apprentices with disabilities into digital professions, and by regularly working with **ESATs** in our activities.

These concrete actions illustrate our determination to **make disability fully compatible with professional success**.

Our ambition: to make Gekko an open, respectful, and inclusive workplace, where everyone can truly be themselves and thrive—regardless of their origins, gender, age, situation, or background.



Arnaud XERRI  
Global Account  
Manager, Hcorpo

## LGBTQIA+ inclusion: promoting a respectful work environment

Because everyone should be able to express themselves freely and thrive in an inclusive work environment, we have been committed since 2024 to promoting the visibility and equality of **LGBTQIA+ people**.

Awareness-raising initiatives are carried out among our employees to encourage respect and combat discrimination. In 2025, we were proud to see one of our employees, **Arnaud Xerri, recognized as a Role Model by the association L'Autre Cercle**, in recognition of his commitment to inclusion within Gekko.

This recognition embodies our deep conviction: **the diversity of identities and backgrounds is a strength to be valued**, and an inclusive company is a stronger company.

# Conclusion

At Gekko Group, we believe that a company truly grows through the people who bring it to life.

Promoting fulfillment, development, and well-being among our employees means investing in **our collective future.**

Every initiative, every commitment, and every individual success helps strengthen our company culture—open, inclusive, and forward-looking.

Our ambition for the years ahead? To continue building an environment **where everyone can express themselves, grow, and find meaning in what they do—together.**



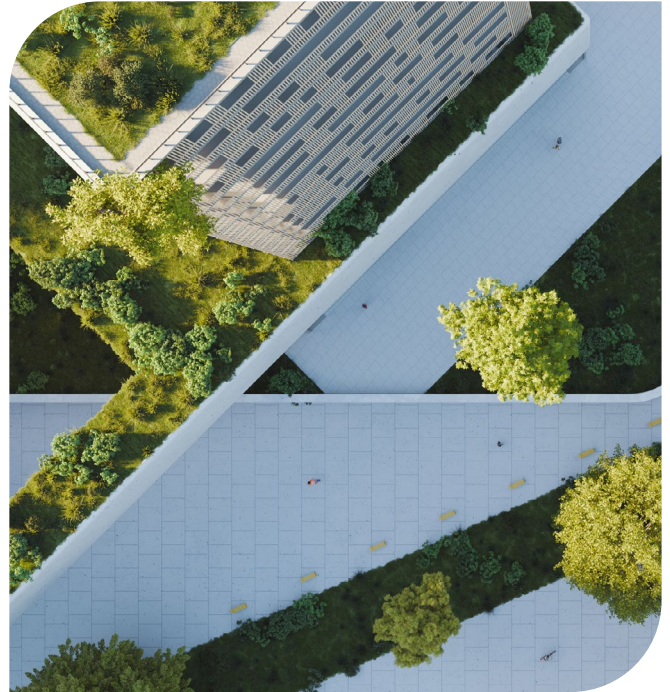
# Our environmental impact

## Taking concrete action to reduce our footprint

In 2025, Gekko Group reached a new milestone in its environmental approach with the completion of its very first carbon footprint assessment. This structuring step now enables us to accurately measure the impact of our activities and identify the priority levers for reducing our emissions.

Beyond measurement, we place awareness at the heart of our strategy. Throughout the year, our employees are encouraged to adopt more responsible habits through internal campaigns, training sessions, and collective initiatives.

Our ambition is clear: **to embed our environmental commitments over the long term by combining measurement, action, and collective engagement.**



## Our first Carbon Footprint Assessment: a foundational milestone

In 2025, Gekko Group carried out its very first **Carbon Footprint Assessment**, a structuring initiative that marks a new step in our environmental commitment.

**The objective:** to better understand our impact, identify our levers for action, and build a clear action plan.

This first assessment addresses three key objectives:

- **Reducing our emissions** by accurately measuring our impacts and defining appropriate corrective actions;
- **Becoming autonomous** in carrying out future assessments, by building internal expertise in carbon accounting methodologies;
- **Raising awareness** among all employees about the importance of every action and decision in reducing our collective footprint.

This assessment was carried out with the support of the **consulting firm EKODEV**, an expert in CSR and climate strategy, using the international **GHG Protocol** methodology, recognized for its rigor and transparency.

This approach takes into account all emissions generated **directly and indirectly by our activities**: those resulting from energy consumption, business travel, purchases, as well as all the services on which our business relies.

Beyond the figures, this first assessment **forms the basis of a clear and measurable roadmap**, designed to embed environmental performance sustainably at the heart of our corporate strategy.



## The results of our first Carbon Footprint Assessment

Completing this first **Carbon Footprint Assessment** represents a key milestone for Gekko: it provides us with a clear snapshot of our footprint and the levers we can act on to initiate our environmental transition.

A measured impact:

**93,403 tCO<sub>2</sub>e**

Over the reference period (from January 1, 2024 to August 31, 2024), our carbon footprint amounts to 93,403 tonnes of CO<sub>2</sub> equivalent.

This first result highlights an impact largely concentrated within our value chain—reflecting the very nature of our activities in the business travel and tourism sector.

### The majority of emissions from Scope 3

The assessment was conducted in line with the GHG Protocol, which distinguishes three emission scopes:

- Scope 1: **direct** emissions generated by our activities (e.g. fuel, gas, company vehicles) – **45 tCO<sub>2</sub>e** ;
- Scope 2: indirect emissions related to energy consumption (electricity, heating, air conditioning) – **12 tCO<sub>2</sub>e** ;
- Scope 3: other **indirect emissions** covering the entire value chain – **93,346 tCO<sub>2</sub>e, representing more than 99% of total emissions.**

This breakdown, typical of service-based companies, reflects the dependence of our business model on external partners and service providers, particularly in the hotel and technology sectors.



### Inputs: the main lever for reduction

**Inputs** account for the vast majority of our footprint, representing more than 99% **of total emissions.**

This category is largely driven by hotel **nights purchased** as part of the activities of our entities **HCorpo, Teldar Travel, and Infinite**, which alone generate **more than 90,900 tCO<sub>2</sub>e, or 97% of the Group's total emissions.** While significant, this figure reflects the structural reality of our business. It also highlights the **importance of mobilizing our hotel partners** to collectively reduce the sector's footprint: selecting eco-certified accommodations, monitoring carbon indicators, and integrating CSR criteria into our purchasing processes.

### Digital technology: a lever for awareness and sobriety

**Digital technology** represents the **second-largest source** of greenhouse gas emissions among inputs, with more than **1,400 tCO<sub>2</sub>e** generated over the reference period—around **2% of the Group's total emissions.** Nearly **110 million incoming emails** were recorded, accounting for the **vast majority of emissions** related to this category.

These emissions mainly stem from the **depreciation of IT equipment** (computers used by senders and recipients), the **energy consumption** associated with their use, as well as the **transport and storage of data** on servers.

Aware of this often underestimated impact, we launched a **digital sobriety awareness initiative** among our employees in 2025.

In 2026, we plan to gradually roll out **email inbox clean-up campaigns**, promote **digital best practices**, and provide **training on the responsible use of digital tools**.

These actions aim to sustainably reduce our digital footprint while fostering a more sober, conscious, and sustainable digital culture.

### Business travel: an identified area for improvement

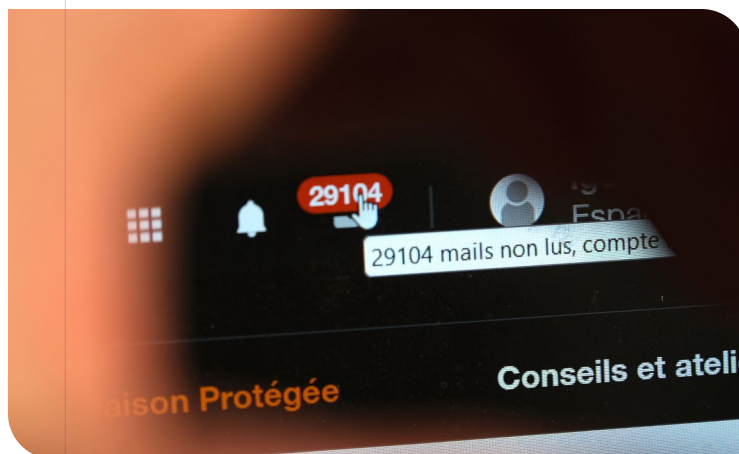
**Business travel** represents the **second-largest source of emissions outside** of inputs, with approximately **760 tCO<sub>2</sub>e**.

Of these emissions, **68%** come from **business trips** taken by our employees, with **91% of the distances traveled by air**. This reinforces the need to **optimize our mobility practices** by prioritizing remote meetings, choosing rail travel whenever possible, and adopting a more sober travel policy.

### Capital goods, energy, and waste: a limited impact

Thanks to mainly **leased office spaces** and low energy consumption, these categories have a limited impact on our footprint:

- **Capital goods** generate a limited impact due to the absence of company-owned real estate;
- **Energy** represents less than 1% of our carbon footprint, notably thanks to France's low-carbon electricity mix;
- **Waste** also accounts for a marginal share, reflecting a predominantly service-based activity and effective internal waste management.



## Conclusion

Consolidating our commitments for lasting impact.

This **first Carbon Footprint Assessment** marks an essential starting point in strengthening our environmental approach. It has enabled us to identify our main sources of emissions and define clear action priorities for the years ahead.

Our efforts will focus on three key areas:

- **Reducing the impact of our business travel**, by prioritizing the most low-carbon modes of transport and strengthening alternatives to physical mobility;
- **Continuing the gradual replacement of thermal vehicles** in our fleet with electric or hybrid models, in order to reduce our direct emissions;
- **Accelerating awareness around digital sobriety**, through regular email inbox clean-up campaigns and the promotion of responsible digital practices within our teams.

These concrete actions are part of a long-term vision: to make the reduction of our carbon footprint **a lever for performance, innovation, and shared responsibility**.

# Mobilizing and raising awareness: concrete actions for collective impact

At Gekko, we firmly believe that the environmental transition is built day by day, through the involvement of everyone. For the second year in a row, we strengthened our **internal awareness** initiatives, relying on innovative and participatory tools designed to engage our employees around strong social and environmental causes.

## Raising awareness about digital pollution with Noos

In 2025, we renewed our collaboration with **Noos**, a platform dedicated to CSR awareness through educational content and online challenges. This year, we chose to focus our efforts on an often underestimated issue: **digital pollution**.

Over the course of one month, all teams took part in a large-scale **digital clean-up campaign**: sorting inboxes, deleting unnecessary files, and adopting best practices for data storage and archiving.

This initiative helped embed **digital sobriety habits**, reduce our digital footprint, and strengthen environmental awareness across the Group.

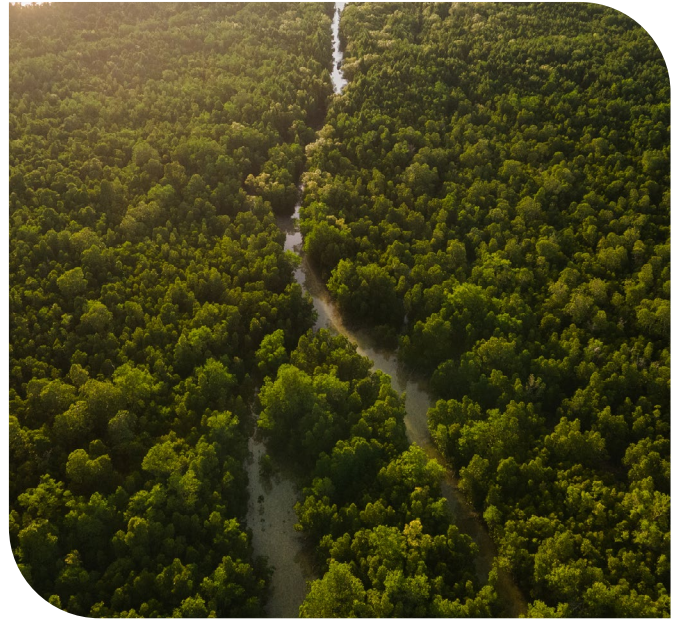
At the end of the challenge:

**7 000**

emails deleted

**7 720 Go**

data deleted from employees' phones and computers



## Taking action for reforestation with Treely

At the same time, we renewed our partnership with **Treely**, an application that encourages employees' physical activity by turning steps taken into positive actions for the planet.

Thanks to the collective commitment of our teams:

**784 arbres**

were planted in 2025 in Tanzania (Magila / Mkussu Nature Forest Reserve)

**772 arbres**

of four different species, already planted in 2024 in Madagascar with the NGO Eden Reforestation Projects.

Beyond their environmental dimension, these projects contribute to **restoring fragile ecosystems**, **preserving biodiversity**, and creating a positive social impact for local communities.

## A collective dynamic driven by purpose

These initiatives illustrate our commitment to building a company where everyone can **become an agent of change**.

They also demonstrate our employees' ability to mobilize with enthusiasm around meaningful projects, contributing both to the reduction of our impact and to a shared sense of civic engagement.

By continuing these actions year after year, we strengthen a common and lasting environmental culture, aligned with our ambition to become a responsible player in the travel and digital sectors.

## Workspaces designed with the environment in mind

Our offices are located in a **building certified High Environmental Quality (HQE)** since its construction in 2010. This certification guarantees a high level of **energy, acoustic, and thermal performance, optimized air renewal, and energy-efficient natural and artificial lighting—providing** working conditions that exceed standard benchmarks.



The HQE label also requires responsible practices from all occupants and service providers: selective waste sorting, responsible energy management, reduction of nuisances, and preservation of indoor comfort.

Our offices incorporate several innovative and sustainable features:

- A green rooftop terrace that naturally filters air from kitchen exhausts and captures carbon, contributing to a healthier environment;
- A rainwater harvesting system used to supply restrooms;
- Smart lighting, controlled by presence detection and centralized management;
- Responsible air conditioning, capable of producing and storing ice at night to cool offices during the day, thereby reducing electricity consumption;
- Widespread waste sorting, enabling waste recovery, including the transformation of organic catering waste into biogas.

These features illustrate Gekko Group's commitment to reducing the environmental impact of its operations and making its workspaces a concrete example of energy efficiency and sustainable engagement.

## Mobility and business travel: a transition underway

As a business travel player, we are fully aware of the environmental impact of professional travel. Our **2025 Carbon Footprint Assessment** confirms that mobility remains one of our main sources of emissions.

Aware of this reality, we have launched an **in-depth review of our travel practices** to embed CSR considerations at the heart of our travel policy and vehicle fleet management.

### A more sober and responsible travel policy

For several years, we have encouraged our employees to adopt more eco-responsible travel behaviors:

- prioritizing videoconferencing and remote exchanges whenever possible;
- choosing lower-carbon modes of transport, such as rail instead of air;
- selecting committed partners, in particular responsible hotel groups such as Accor, our shareholder.

Despite these efforts, air travel remains too frequent in certain cases, notably due to operational constraints and partial compliance with our internal policy. As a result, travel sobriety has been identified as a priority area for improvement in 2026, with the following objectives:

- strengthening employee awareness of the carbon impact of travel;
- implementing **tools to monitor and manage travel-related** emissions;
- and **systematically prioritizing rail travel** for journeys of less than four hours.



## A vehicle fleet in transition

Our vehicle fleet remains largely made up of internal combustion vehicles, reflecting a transition that is still underway.

Since 2024, we have gradually begun **replacing vehicles** with hybrid and electric models in order to sustainably **reduce our direct emissions**. **Charging stations** are already available in the parking area of our headquarters, facilitating this shift toward more environmentally friendly mobility.

The year 2026 will be dedicated to accelerating this **conversion plan**.

## Conclusion

Our environmental approach is part of a continuous improvement dynamic.

Our first Carbon Footprint Assessment enabled us to concretely **measure our impact and identify our main levers** for action.

Whether it involves **reducing emissions** linked to mobility, **better managing consumption** within our offices, or **mobilizing our employees** around positive initiatives, every action helps strengthen our collective responsibility.

The year 2026 will mark a new step: **accelerating the decarbonization of our activities**, while continuing to raise awareness and engage everyone in support of a more sustainable and environmentally responsible growth model.



04

# Responsible solutions serving our clients



# Giving our clients the opportunity to travel more responsibly

We are committed to offering our clients—both business and leisure travelers—solutions that enable them to **reconcile mobility with responsibility**.

Our booking platforms are designed to meet our clients' needs while integrating their CSR challenges and commitments.

As part of this approach, we have developed innovative **filters and features** that make it easy to select establishments based on **ethical and environmental criteria**, encouraging more sustainable travel choices aligned with each client's values.

## Feel Green



A filter that lists establishments committed to environmental protection. By bringing together a growing number of labels, ratings, and certifications, this filter makes it possible to identify hotels that comply with environmental standards and take concrete actions in favor of the environment.

## Feel Safe



A filter designed to identify establishments committed to travelers' well-being and safety. By listing a growing number of labels, ratings, and certifications, this filter makes it possible to identify hotels that implement concrete safety and health measures to ensure the security of their guests.

## SHe Travel Club



Since January 2024, our clients have been able to filter accommodations to select establishments certified with the SHe Travel label.

This label is awarded to hotels that provide an additional guarantee of safety and comfort for women during their travels.

## PMR



A filter has also been implemented to allow our clients to select establishments offering the facilities and access required for people with reduced mobility.

## Electric charging stations



Our booking platforms feature a filter that allows travelers using hybrid or electric vehicles to select accommodations offering charging stations.

As part of the launch of **H-Lab**, a collaborative initiative bringing together our teams and clients, a CSR-dedicated workshop was held, marking a new step in strengthening our approach toward more sustainable development.

A first initiative, carried out in 2025, enabled each client to select—among the labels, standards, and charters referenced under the **Hcorpo Feel Green** designation—those they wished to retain. This selection was based on precise criteria such as attribution methods, assessed requirements, and the representativeness of the hotels concerned.

At the same time, a second initiative, deployed on an ongoing basis, aims to guide the SBT roadmap to enable the display and filtering of offers based on their **CO<sub>2</sub> emissions or the presence of an eco-label**.

Finally, other initiatives are currently under review, including optimizing the user experience by redirecting users toward the most environmentally virtuous offers, as well as enhancing reporting tools to better assess potential CO<sub>2</sub> savings that have not yet been realized.



## Helping our clients measure the carbon footprint of their travel



Aware that business travel is a major contributor to companies' carbon footprints, we wanted to give them the means to take action.

With this in mind, **Hcorpo**—our booking platform dedicated to business travelers—has integrated the **H-Carbon** feature.

This innovative tool enables our clients to **measure the carbon impact of their trips, compare transport and accommodation options**, and make more **responsible decisions** when it comes to business mobility.

Since 2022, we have been working with the world's leading provider of sustainability programs and data management for the hospitality and tourism sectors. The tool we use is partly based on the **Cornell Hotel Sustainability Benchmarking Index**.

This global data collection and benchmarking initiative, led by the industry, takes into account a wide range of factors such as energy and water consumption, as well as the carbon emissions of thousands of hotels worldwide.

Thanks to the real data provided by this index, our teams are able to deliver a robust and reliable estimation of the carbon footprint of our clients' business travel.

# Our ambitions for 2026

Our objective for 2026:  
to pursue a concrete,  
responsible, and inclusive  
transition

The year 2025 marked a key milestone in structuring our CSR approach: our first Carbon Footprint Assessment, strengthened ethical policies, increased awareness initiatives, and strong collective engagement around environmental and social actions.

In 2026, our ambition is to **continue this momentum of progress, with concrete, measurable objectives that are accessible to everyone.**

## Environment and ethics



- Reduce our carbon footprint, in particular by **limiting air travel** and continuing the **transition toward a cleaner vehicle fleet**;
- Strengthen **digital sobriety** through regular awareness campaigns, digital clean-up initiatives, and the promotion of more responsible usage;
- **Reconcile digital transformation with responsibility** by integrating artificial intelligence tools into our processes while raising awareness among our teams about their environmental impact and encouraging ethical and measured use of these technologies;
- **Formalize our responsible purchasing policy** and systematically integrate ethical, social, and environmental criteria into our supplier relationships;
- **Bring our ethical commitments to life** through continuous training and the promotion of exemplary behavior at all levels of the company.

## Social and human

- **Promote diversity and inclusion**, in particular by continuing to welcome people with disabilities and **aiming to increase the number of affected employees** in 2026;
- **Strengthen our commitment to equal opportunities**, notably through our membership in an association such as *Le Cercle*, in order to actively contribute to the promotion of inclusion and the sharing of best practices;
- Continue our actions in favor of **well-being at work**, with initiatives dedicated to quality of life, health, and parenthood;
- **Develop training and skills development** on key topics (sustainable development, ethics, responsible digital practices);
- **Encourage employee participation and engagement**, by involving them more closely in the monitoring and co-construction of our CSR actions.



These ambitions reflect our determination to move Gekko Group forward step by step, but **sustainably, by reconciling performance, innovation, and responsibility.**

In this way, we aim to build—alongside our employees, clients, and partners—**a growth model that is more sober, inclusive, and purpose-driven.**

