Jibe! Group

ESG Impact Report 2025.

A year of keeping our promises and keeping our measures in place.

MANAGEMENT SUMMARY

Consistent, not standing still.

2025 was a year of consistency for Jibe! Group. We kept every measure from 2024 in place and delivered on the two plans we set for 2025.

DELIVERED

A fully electric fleet

DELIVERED

Preventive Medical Exam (PMO) programme

CONTINUED

All Environmental, Social and Governance measures from 2024

POSTPONED

B Corp filing, now planned for 2027

One plan changed. We had aimed to file for B Corp certification in 2025. We've postponed that to 2027. The commitment behind it hasn't changed, only the timing.

Sustainability in our industry is a shared effort. We keep working with venues and suppliers on sustainable solutions, and we bring those options to our clients. How far an event can go, however, depends largely on the commitment of the client who organises it.

WHAT WE DID IN 2025

We keep our promises.

Environmental

- **Fully electric fleet**: completed the transition to a fully electric fleet, as planned for 2025. NEW
- **Sustainable events**: continued working with venues and suppliers on sustainable solutions, and offering these to our clients.
- **Office and home office**: kept waste segregation, low VOC inks, recycled office supplies and eco guidelines for home workspaces in place.
- **E-waste and community impact**: remained an official cartridge collection point for the Duchenne Parent Project.
- **Ethical suppliers**: continued to use preferred EU-based vendors, with no purchases via Amazon or Temu.

Social

- **Health and wellbeing**: launched our Preventive Medical Exam (PMO) programme, offered on a voluntary basis. NEW
- **Fair and transparent pay**: continued inflation-based salary increases and equal pay principles.
- **Freedom of association**: continued our support for unionisation and collective employee rights.
- **Workplace flexibility**: continued to offer part-time, flex-time, job-sharing and hybrid working.
- **Community involvement**: continued our €500 annual Employee Donation Programme for local causes.

Governance

- **Supplier Code of Conduct**: continued to apply our ethical expectations for suppliers, including human rights and sustainability.
- **Internal training**: continued ESG learning and compliance awareness.
- **Procurement tracking**: continued to track supplier usage, margins and ethical alignment in Salesforce.

The foundations we laid in 2023, including our Code of Conduct, cybersecurity and data privacy policies and information classification, remain in place.

LOOKING AHEAD TO 2026

B Corp moves to 2027.

Certified B Corporations meet high standards of verified performance, accountability and transparency in areas such as employee benefits, supply chain practices and environmental impact. Certification is managed by the nonprofit B Lab.

We've postponed our filing to 2027. In 2026 we'll prepare for it and keep all our current measures in place. We're not chasing a label. We're building a business that genuinely tries to do better, and we want to file when we're ready.

A shared responsibility

Sustainability stays important to us. But the political and economic climate has changed, and for many of our clients ESG is no longer as high on the agenda as it was.

Sustainable choices often come at a cost, and we can't carry that cost on our own. A business that isn't financially healthy can't be sustainable either.

So we'll keep working with venues on sustainable solutions and keep offering them to our clients. How far an event goes depends on the choices and commitment of the client who organises it. Our role is to make the sustainable option visible and easy to choose.

Our focus remains

Be better for our employees

Be better for our clients and partners

Be better for the planet

Thank you to every team member, client and partner who helped us keep our commitments in 2025. ESG is not a checklist for us. It's how we want to work.

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