



2026 Responsible Business Report

Illuminating a Brighter Future



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Message from the CEO

To our Stakeholders,

I've always believed that business is ultimately about people. It's one of the things I love most about our industry. From the talented team members at Encore to the wonderful organizations they help connect and inspire through events, it comes down to people being together. Every event, meeting, conference or celebration starts with a motivation for people to connect. To learn something. To solve a problem. To build a relationship. To be inspired.

This year's Responsible Business Report, *Illuminating a Brighter Future*, illustrates that success is not only measured by our achievements, but by the actions and principles that drive them. It's the *How* that matters. For me, that's what responsible business is all about.

Investing in talent, opportunity and community

Our people remain the foundation of our

success. We continue to invest in their growth through training, leadership development and clear career pathways, while making space for a culture where team members can thrive. This commitment was reflected in our recognition as one of Fortune 100 Best Companies to Work For and our Great Place to Work certifications across 15 countries. A major milestone is the expansion of our community impact through the launch of Encore Cares, strengthening our support for local organizations and creating more opportunities for team members to give back.

Reducing our impact while supporting growth

We're taking practical steps to reduce our environmental impact in ways that support both our business and our customers. Since 2022, we've reduced global emissions intensity by 18%, expanded our electric vehicle (EV) and hybrid fleet across six countries, and increased the reuse of equipment through the remarketing of nearly 380,000 pounds

of assets. These efforts reflect our belief that sustainability should be embedded in how we operate, helping us create long-term value.

Building trust through accountability

Trust underlies every relationship we build. That's why we continue to strengthen our approach to responsible business practices by investing in data security, compliance and governance programs. In 2025, we earned an EcoVadis Silver Medal, putting us in the top 15% of all rated companies worldwide. This is a recognition of the progress we've made across environmental, ethics, labor and human rights, and sustainable procurement practices.

These accomplishments are made possible by the thousands of team members across the globe who put our core values into action every day. Our work is never finished. There will always be opportunities to improve, learn and pursue even better outcomes.

To our team members, thank you for bringing our values to life every day.

To our customers and partners, thank you for your trust and loyalty.



And to the communities we serve around the world, thank you for giving us the opportunity to contribute to something bigger than ourselves.

Together, we're proving that how we do business matters just as much as the results we achieve.

With gratitude,

A handwritten signature in black ink, appearing to read 'Ben'.

Ben Erwin | President & CEO

Who We Are

Encore is a global leader in business-to-business live event production, delivering technology-enabled experiences to approximately 100,000 customers, primarily through its network of 2,200 established venue partners. Headquartered in Metro Chicago, Illinois, Encore has a presence in 23 countries across North America, Europe, the Middle East, Australia and Asia Pacific.

Our responsible business approach is anchored by our purpose, mission and core values.

Our Purpose is to connect and inspire people. It's why we're here and how we strive to positively impact the world.

Our Mission is to be an invaluable partner on our customers' journey. This is our promise to deliver outstanding experiences and meaningful results every day.

This report covers our impact efforts from January 1–December 31, 2025, unless otherwise noted, and is aligned with global reporting frameworks, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). For questions or additional information, please email sustainability@encoreglobal.com.



Our Values guide our decision-making and how we interact with our stakeholders:

Deliver World-Class Service



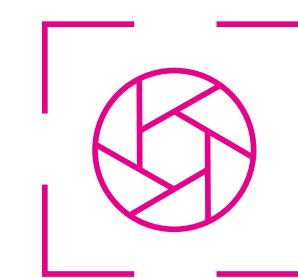
Do the Right Thing



Drive Results



See the Big Picture



Value People





Illuminating a Brighter Future

When a customer chooses to work with us, they are choosing to partner with a company guided by purpose and integrity, where doing the right thing is core to how we operate.

This belief in responsible business shapes everything we do: how we show up for our customers, how we treat our team members and how we act as stewards of the environment and communities around us.

Our latest materiality assessment helped us develop the three pillars of our sustainability strategy by identifying our business priorities across our global operations and value chain. Since then, we have turned our commitment to these pillars into action, launching a global sustainability policy, activating our decarbonization plan and strengthening responsible practices throughout our worldwide operations.

We know that transparency is a key way we earn trust with our customers, partners, team members and communities. Our second annual Responsible Business Report illustrates progress on our key impact initiatives in 2025 and is aligned with globally recognized reporting standards, including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).

Responsible Business Program Pillars



Energy and Emissions

Waste and Recycling

Sustainable Solutions



Encore for All

Health and Safety

Encore Cares

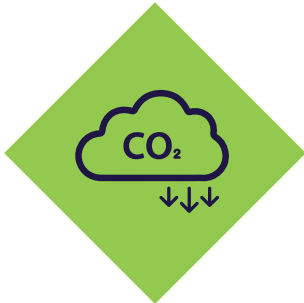


Data and Privacy

Enterprise Risk

Supplier Engagement

Encore Impact at a Glance



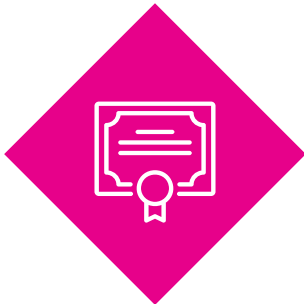
18%
global GHG emissions
intensity reduction from
2022-2025 (based on revenue)



397K LBS
(180 metric tons)
of remarketed assets
in 2025



**1.3M MILES
(2.1M KM)**
saved through route
optimization and fleet
efficiency



379k
global training hours



\$50M
in-kind donations supporting
over 4,500 nonprofit and
community organizations



95%
team member data privacy
training compliance

Awards



Spotlight on Planet



Sustainability is central to our business strategy, shaping how we manage our operations, deliver events and support our customers. Across our global business, we focus on addressing environmental impacts within our supply chain, operations and productions. In 2025, we demonstrated progress on emissions intensity and logistics efficiency to better serve our customers. We also advanced sustainable event solutions that reinforce our customers' commitments and contribute to industry best practices.

277k+ kWh

reduction in facility
energy consumption
from 2024 to 2025

Reducing Our Carbon Footprint

We recognize the events we support, the solutions we offer and our day-to-day operations have environmental impacts — and that we have a responsibility to minimize them. Doing so starts with fully understanding those impacts. The completion of our full Scope 1-3 GHG emissions inventory in 2025 enabled us to refine our Scope 3 emissions inventory and better understand the most critical sources of emissions in our value chain.

In 2025, our Scope 1 emissions remained flat, while Scope 2 emissions increased slightly. We have been able to maintain stable emissions in a period of accelerating business growth to support our customers. We attribute this success to implementing strong operational control and making progress toward a renewable energy transition. From 2024 to 2025, our global emissions intensity declined by 4%.

Our Scope 3 emissions have remained relatively flat year-over-year, with a highly concentrated footprint for purchased goods and services and capital goods.

In all of these areas, sound reliable data points the direction forward. By strengthening our emissions data collection processes, we can pinpoint our areas

of greatest impact and drive better-informed decisions around fleet, logistics, facilities, procurement and event design. By rebaselining FY24 Scope 3 emissions data to reflect our updated emissions inventory and calculation methodologies, we enhanced the reliability and accuracy of our year-over-year emissions data.



Integrating Sustainability into Team Member Learning

Team member training on environmental awareness and sustainability supports our efforts to reduce environmental impacts. This training covers topics such as waste reduction, clean energy choices and adopting a green lifestyle. It is offered to all global team members and is mandatory in Europe and the Middle East (EMEA).

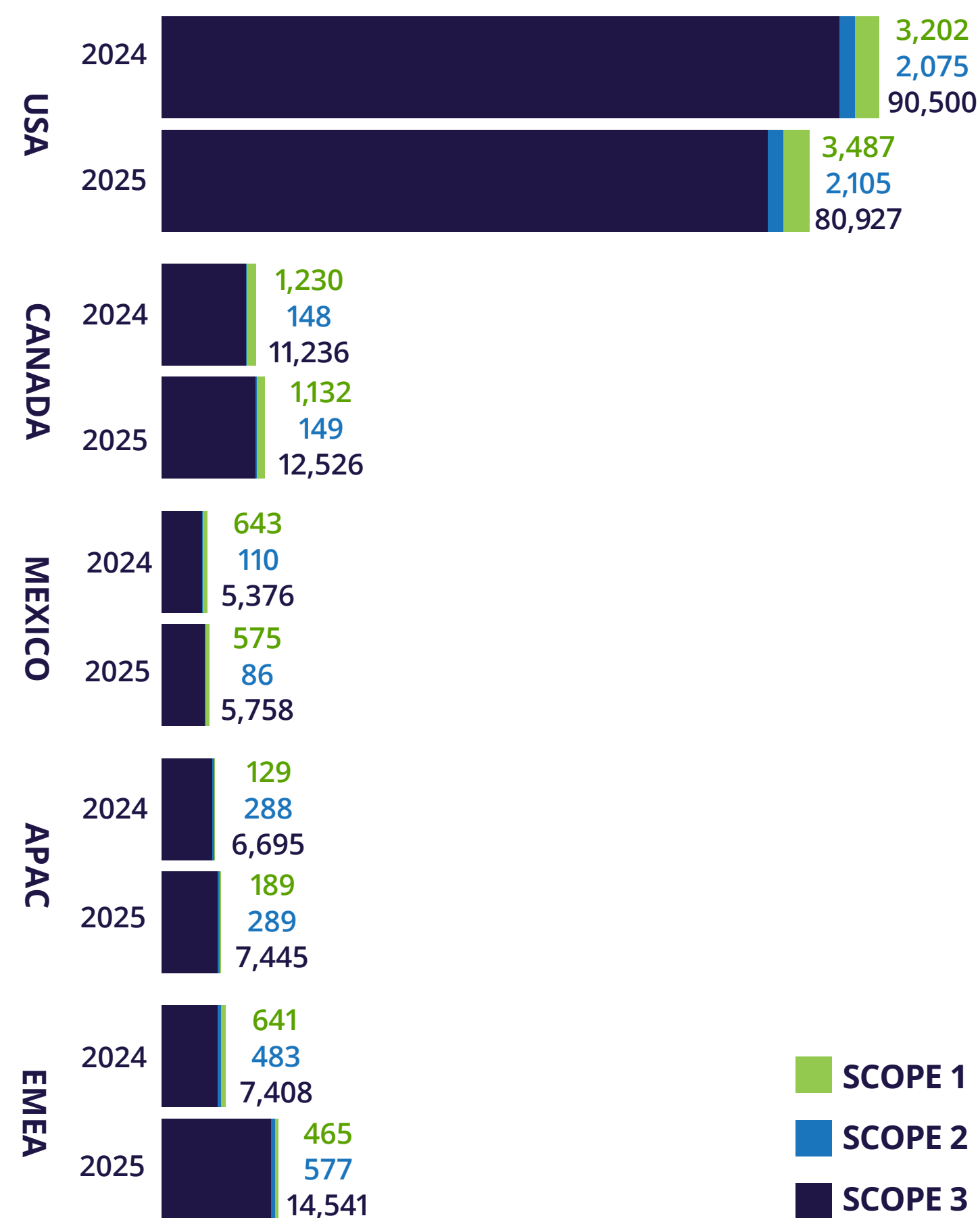
415

team members completed sustainability initiative training globally

TOTAL EMISSIONS (MT CO₂E) (SCOPE 2 – MARKET BASED)

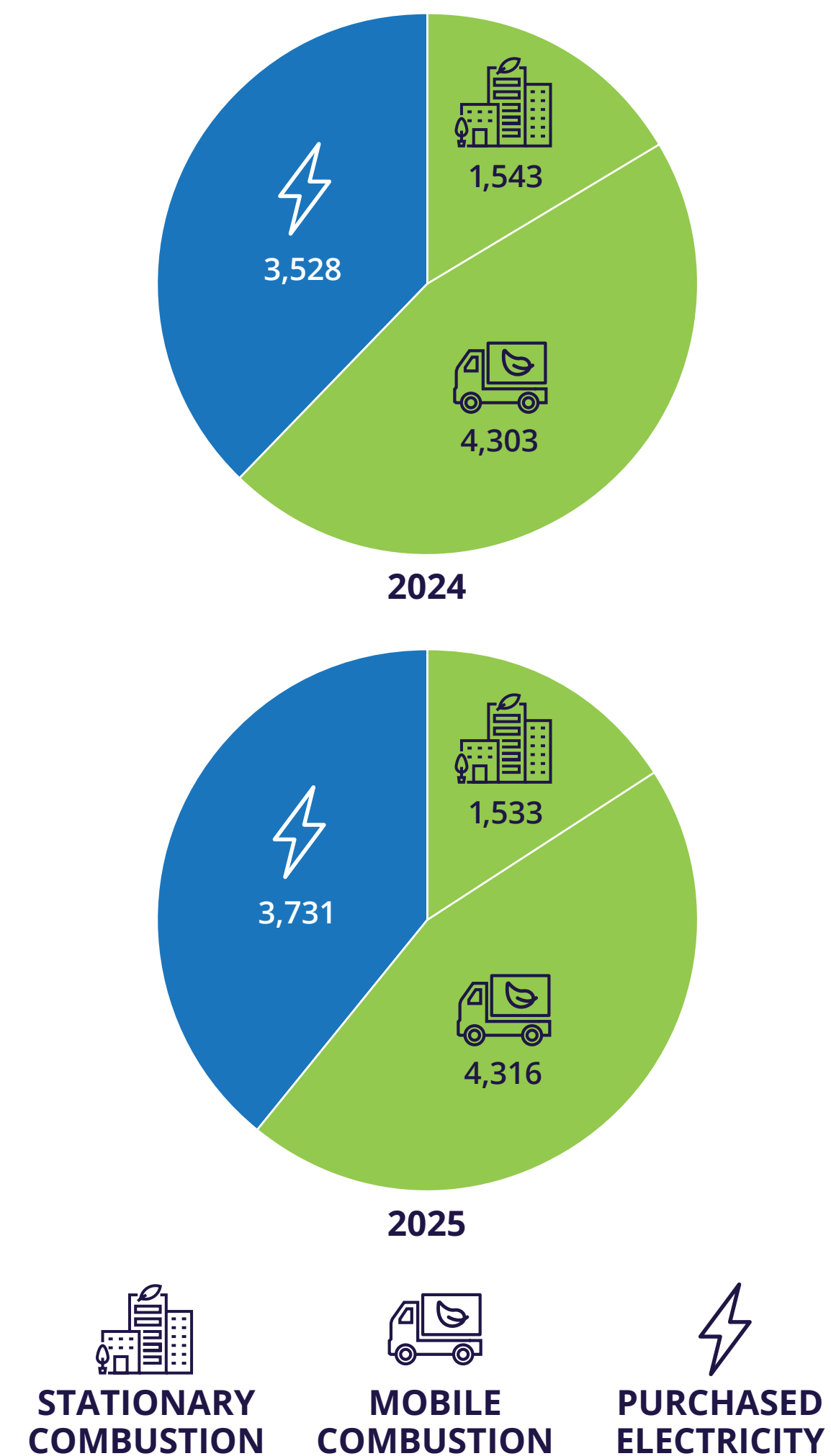


EMISSIONS BY REGION (MT CO₂E)* (SCOPE 2 – LOCATION BASED)



■ SCOPE 1
■ SCOPE 2
■ SCOPE 3

SCOPE 1 & 2 BY EMISSION SOURCE (MT CO₂E) (SCOPE 2 – MARKET BASED)



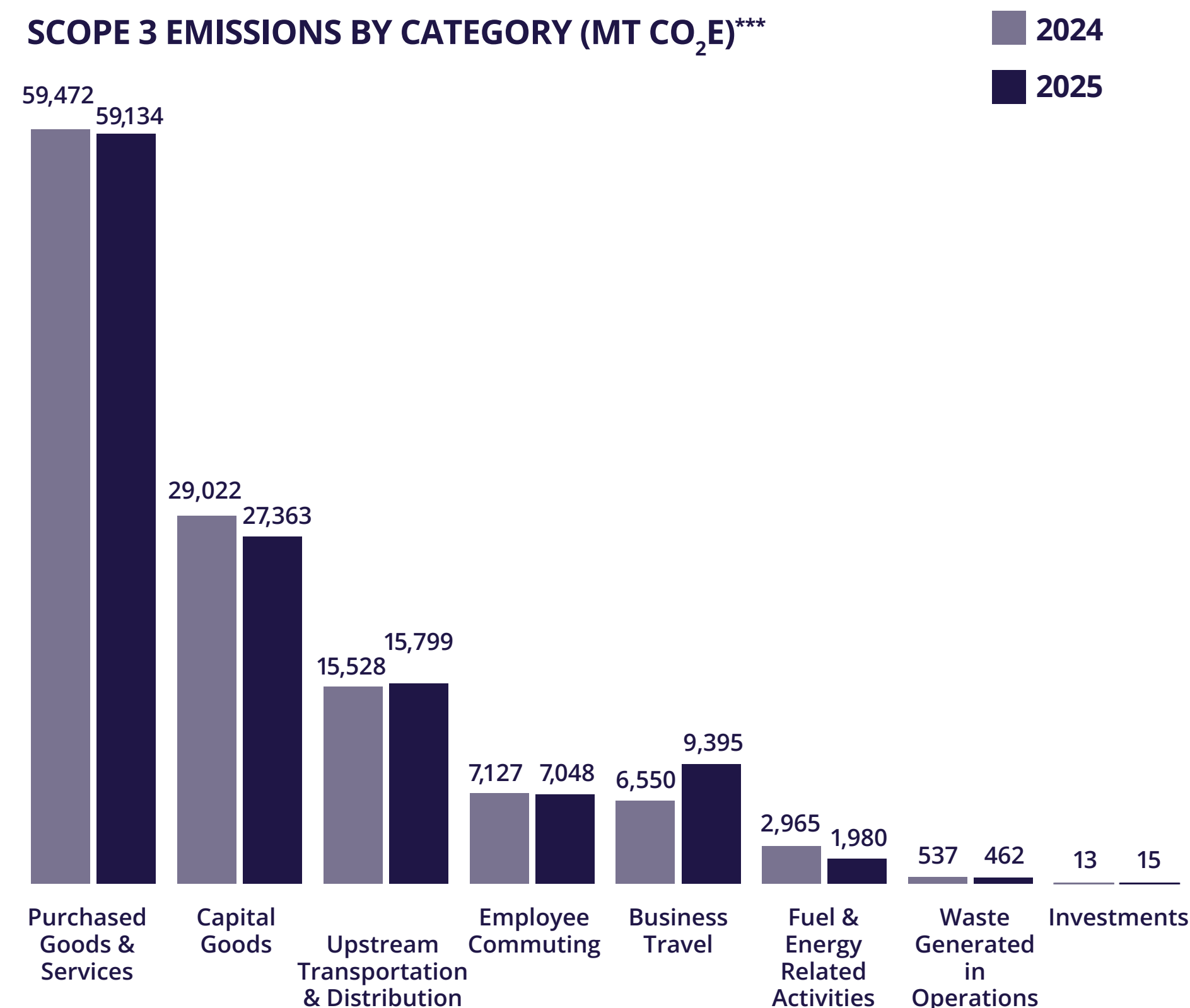
* Encore acquired FIRST and Eclipse in December 2025. Carbon data for these acquisitions is not included in the 2025 emissions tables.
 ** Emissions intensity is measured by revenue (kg CO₂e/\$1,000 USD).
 *** Scope 3 inventory follows the Greenhouse Gas Protocol guidance, and from initial screening, includes categories 1–7 and 15. The other categories were determined to not be relevant to Encore operations. Scope 3 FY25 performance is compared against the rebaselined FY24 data.



18%

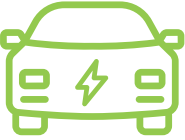
Global emissions intensity reduction from
2022 to 2025**

SCOPE 3 EMISSIONS BY CATEGORY (MT CO₂E)***



Advancing Our Carbon Strategy

Decarbonizing our business is both the right thing to do and a sound business move. This past year, our decarbonization strategy guided our efforts to reduce emissions, while also improving operational efficiency, lowering costs and enhancing service delivery. Many of our decarbonization efforts begin as regional pilots, with the insights gained from each region informing how we scale proven solutions globally.

Our Highest-impact Decarbonization Levers					
 Route optimization	 Fleet vehicle diversification	 Facility energy efficiency	 Renewable energy procurement		
~1.3M MILES (2.1M KM) saved through route optimization and fleet efficiency*	17% of our EMEA fleet powered by EV and hybrid vehicles 207K+ MILES (333K KM) driven using EV/hybrid fleet worldwide*	277K+ kWh reduction in facility energy consumption from 2024 to 2025	~3.2M kWh renewable energy consumption in 2025** 9% of total global energy from renewable sources***		
▪ Invest in telematics to monitor, manage and optimize our vehicle fleet ▪ Work with local suppliers to analyze fuel economy and routes to reduce miles traveled ▪ Design events to reduce the business travel footprint of event crews	▪ Pilot EV solutions to scale adoption in regions with mature charging infrastructure ▪ Expand use of alternative fuels and vehicle technologies, including renewable diesel and hybrid vehicles ▪ Integrate lower-emissions vehicles into fleet diversification planning based on regional operational readiness and leasing/ownership cycles	▪ Upgrade equipment in warehouses, such as LED lighting and smart sensors ▪ Create energy efficiency for existing systems, such as air conditioning ▪ Conduct monthly reporting to facility managers to track energy use	▪ Examine future renewable energy certificates (RECs) and Power Purchase Agreements (PPAs) ▪ Sourcing renewable electricity through utility-backed renewable energy programs where available		

* Miles are estimated.
** We track active and passive renewable energy; these figures are from passive sources (utility retail partnerships).

*** Passive renewable energy is the portion of purchased electricity in a certain grid region that is renewable. It is calculated by multiplying the total energy purchased at a facility by the percentage of renewable sources on that grid for the year.

Reducing Waste through Smarter Design and Reuse

Our approach to waste reduction goes beyond recycling alone to consider the full lifecycle of materials used across our operations and event delivery. We assess environmental impacts along the supply chain, starting with responsible procurement decisions that prioritize durable equipment. Then we carefully track assets, optimize their use and find ways to give them a second life through repair, reuse and repurposing.



How Our Waste Strategy Comes to Life

Given the nature of our business and assets base, we prioritize responsible IT asset disposal (ITAD) and management of the waste streams within our direct control, while actively supporting our customers and suppliers with their own waste minimization efforts.

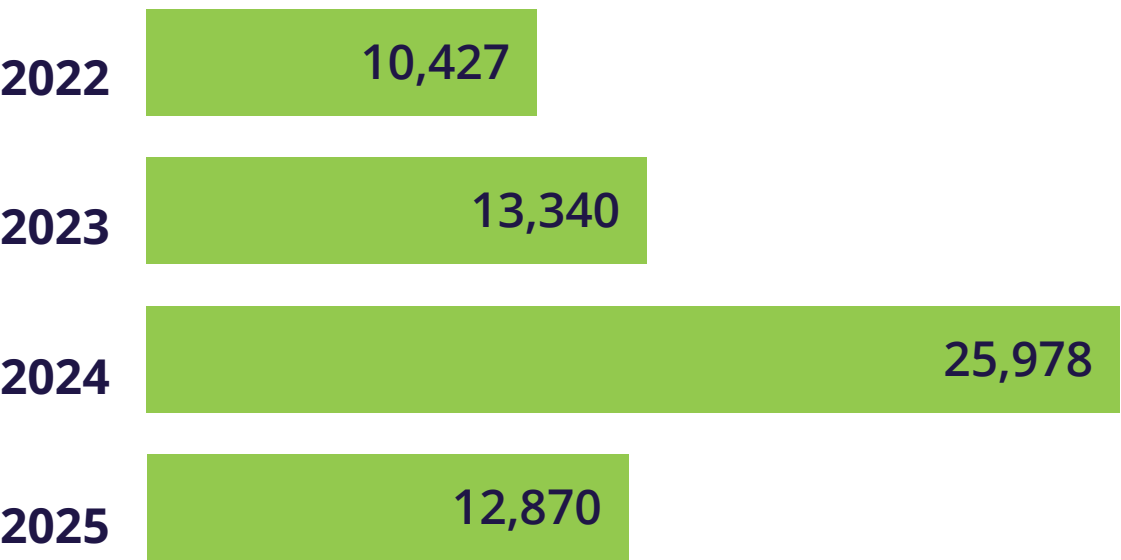
Reduce

Responsible consumption is embedded in how we operate. From the earliest stages of event design through the final load-out, we examine opportunities to keep materials out of the waste stream. This runs the gamut from choosing long-lasting equipment and replacing paper use with tablets at events, to rethinking how we source materials across our global operations.

Recycle

Producing events means managing thousands of electronics and other assets, from projectors and computers to sound and lighting equipment. When equipment no longer meets our event quality standards, we work with our recycling partners to increase their productive use. We extend our commitment to recycling to our teammates, giving them the opportunity to recycle their electronic waste at our regional offices, and offering training on waste separation.

EQUIPMENT PIECES* RECYCLED



* Equipment pieces include anything electronic, including audio, video, lighting, computer and rigging products.

Reuse

In the United States, when possible, we give our assets a second life through a remarketing program that tracks each item's age, condition and utilization through a dedicated dashboard. Assets designated for retirement are collected from our event equipment warehouses and sent to one of three regional ITAD partners, where they are processed for refurbishment, resale or recycling. When electronics become obsolete, our custom-built Retirement Tracking Tool (RTT) accounts for every piece of equipment, issuing certificates of destruction for responsible end-of-life processing.

397k LBS

(180 metric tons) of remarketed assets in 2025

Repair

Repair is always our top choice over sending event equipment to the landfill. Across our global operations, our regional repair networks diagnose and repair equipment issues to minimize downtime, reduce rental costs and keep assets in service as long as possible. A network of local repair hubs helps us to avoid excessive shipping costs and decrease GHG emissions associated with equipment transport. In 2025, we offered a digital option as part of our "red tag" system, which automates repair tracking, enabling faster identification, routing and monitoring of broken equipment. When an item is truly beyond repair, Encore facilitates the item's retirement and disposal through ITAD and RTT.

45k

total repairs since 2020



Rethinking Equipment Design

Small design changes can have an outsized impact on waste. For years, Encore used custom road cases built around specific electronic equipment. When that equipment reached the end of its lifecycle, the cases often followed.

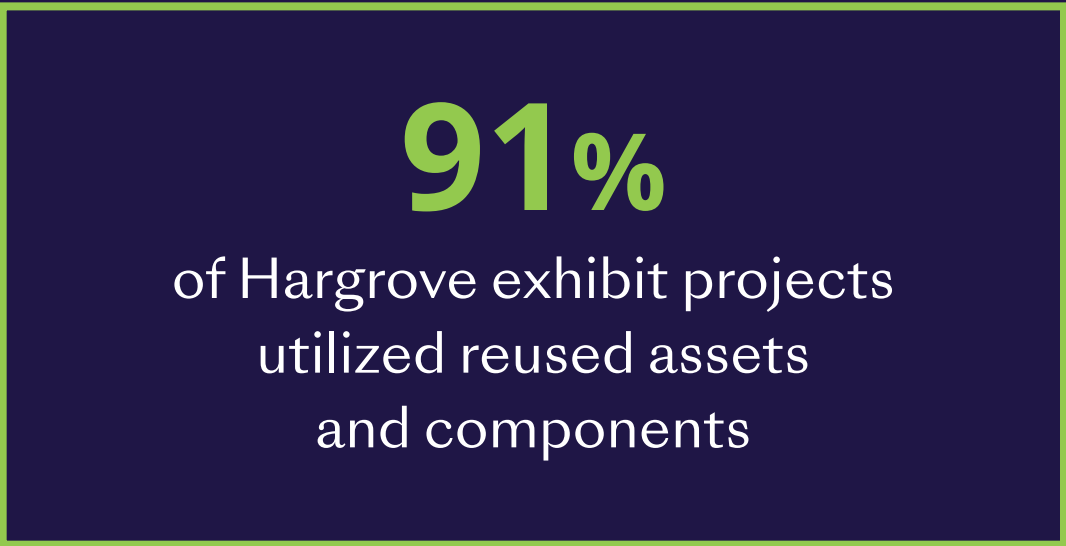
In August 2025, we invested in a more thoughtful approach: standardized cases with customized foam inserts. As equipment evolves, only the foam is replaced, keeping these heavy-duty road cases out of the landfill and back in event circulation.

Repurpose

When possible, we repurpose materials to extend their useful life. For our events, we have options to use scalable, lightweight modular sets that reduce shipment weight and provide alternatives to single-use scenic builds.

Repurposing Scenic Build Materials through Hargrove

Hargrove from Encore exemplifies our commitment to repurposing event materials by giving scenic design assets a new life. For instance, Hargrove reuses scenic-painted plywood sheets for wall framing to support shelving and other overlaid wall elements. In addition, Hargrove transforms framing materials that do not pass quality standards for client delivery into office partitions for cubicles in our warehouses and transportation facilities, and gives display insert panels a secondary purpose as packaging dividers for outbound pallet shipments.



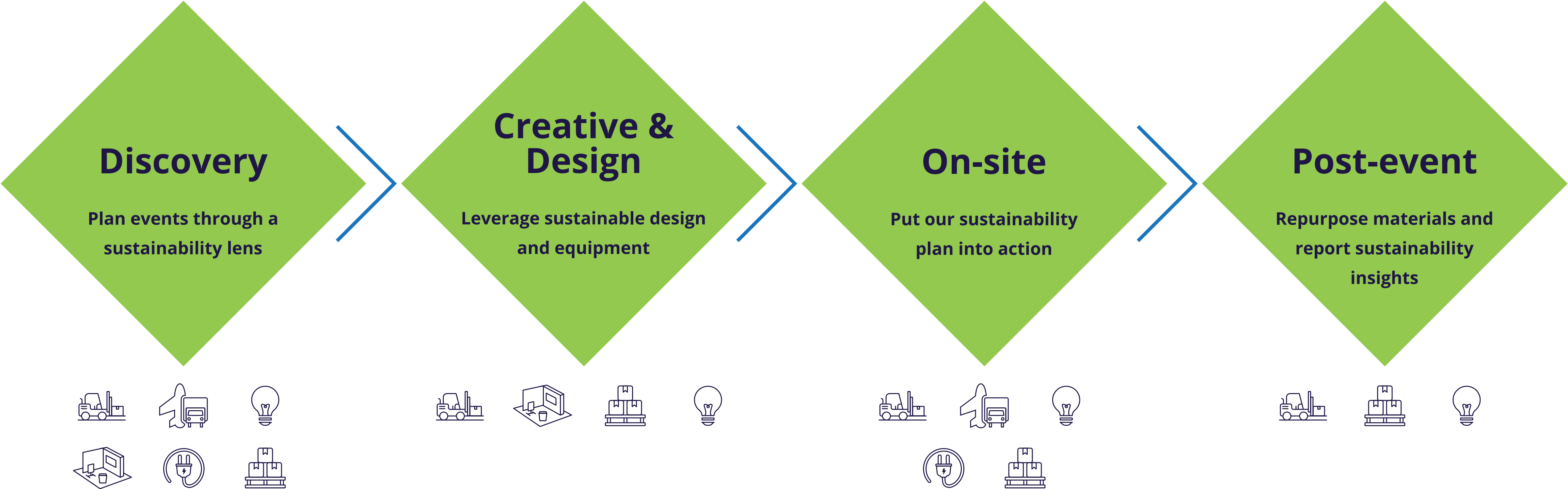
Innovating Sustainable Solutions for Our Customers

The customer is at the center of everything we do. Our approach to sustainable events aligns with the Events Industry Council’s best practices. In the United Arab Emirates and Germany, we are actively certified to ISO 20121, the international standard for sustainable event management. We prioritize reducing our energy consumption and carbon footprint at event sites, and within our procurement activities, where venue and supplier conditions allow.

Each customer starts from a different place on their sustainability journey, and we are deeply committed to supporting them wherever they are — and want to go. For customers who prioritize sustainability, we align solutions across the full event lifecycle. When requested, customers can receive a customized post-event carbon footprint report to better understand event-related GHG emissions.

Our Responsible Business Policies outline how we manage environmental impacts and direct our approach to incorporating responsible business practices across our operations.

How We Support Sustainability in Event Design



Carbon Inputs



Materials: Reduce waste by reusing and recycling equipment and materials to extend their lifecycle



Energy: Incorporate operational efficiencies through energy-efficient equipment and services in event spaces that reduce consumption



Equipment transport: Minimize carbon emissions by optimizing travel routes and working with local resources



Temporary power: Manage generators, backup power and venue power distribution, where possible



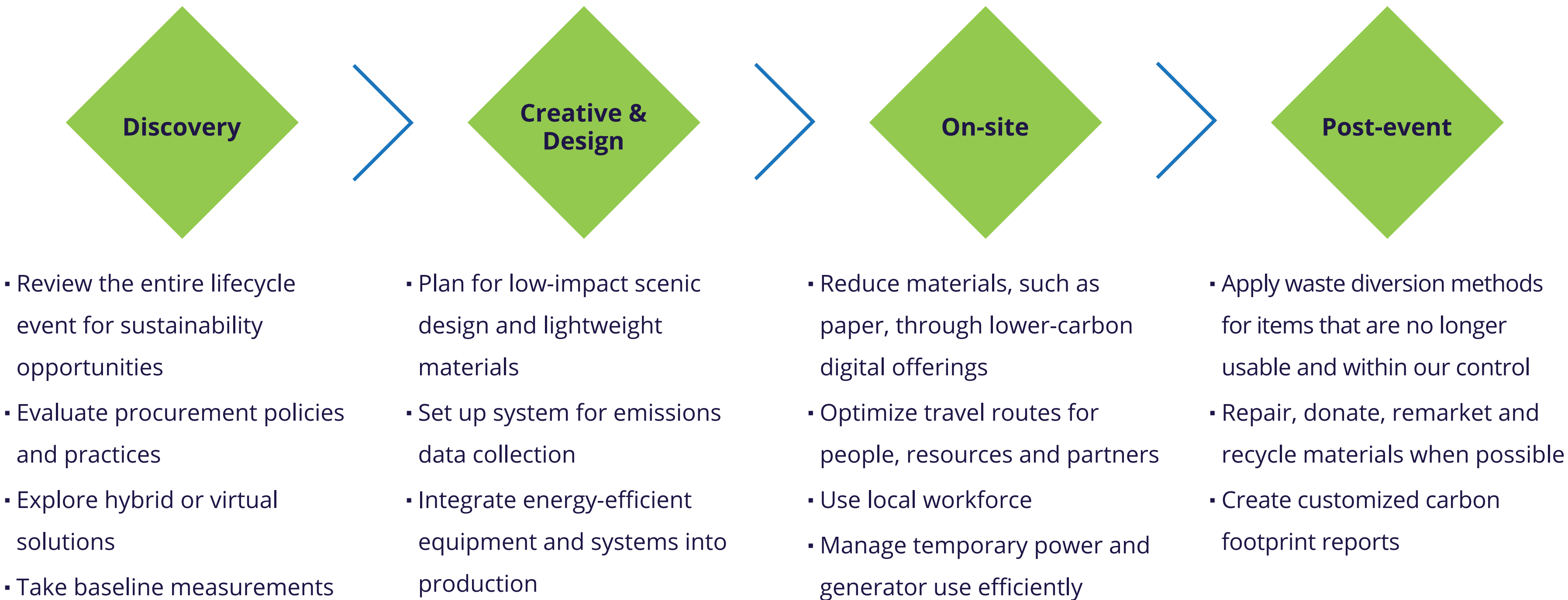
Staff travel and accommodations: Lower transportation needs by exploring virtual or hybrid solutions, and integrating local workforce



Production build: Use modular, lightweight materials that can be repurposed easily



Putting Sustainable Design into Action



Spanning the Event Cycle: Accessibility

Sustainability goes beyond environmental impact. Throughout the entire event cycle, we put people first, examining the ecosystem to identify and eliminate barriers to inclusion. From thoughtful stage design and clear wayfinding signage to accommodations for the hearing or visually impaired, to ADA-accessible transportation, our goal is to create truly inclusive event spaces.

Spotlight on People



We pride ourselves on delivering world-class service to our customers, driving results and doing the right thing. We can do all of this because of our people. They are our key differentiators and the foundation of our success. At every turn, we provide meaningful ways to enable them to find a sense of belonging, learn new skills and make a difference. We know that when we invest in our team members in these ways, they can best serve our customers and strengthen our communities.

379k+

team member training
hours supporting career
growth and development

Putting Our People First

As our people-focused culture commitment, Encore for All is foundational to how we build and scale culture across the business.

This includes deliberately fostering workplaces that reflect the communities we serve, where every team member feels valued, heard and empowered with a genuine sense of belonging. By embedding inclusion, trust and leadership accountability into our culture, we unlock our team’s full potential, driving stronger engagement, better customer experiences and a more innovative organization.

Encore for All brings together a portfolio of programs and experiences designed to deepen connection, enhance engagement, and accelerate development — ultimately improving retention and strengthening leadership capability. At the center of this

strategy is our signature initiative, **Focus on You**, built on four pillars — **Connect, Belong, Grow and Thrive** — that align directly with the needs of our workforce and the priorities of the business, ensuring we invest in our team members in ways that drive both individual success and organizational impact.

These pillars guide our everyday actions and how we show up in the workplace. In 2025, we scaled key team member experience and talent development programs globally, reinforcing our belief that when our people feel engaged, supported and fulfilled, they show up better for our customers and communities.





CONNECT with the best talent,
meaningful work and to the
community.

Highlight: Women in Audio Visual Events

We are building a culture that uplifts and supports women through WAVE: Women in Audio Visual Events. The initiative champions and supports women in technical roles in our industry, providing ways for them to connect, learn and grow through learning and development workshops, mentorship opportunities and networking events. Our sustained investment in this work has helped contribute to progress and momentum. Within Encore, women have accounted for 20% of event technology hires over the past three years.

BELONG to a diverse workforce
in a values-based culture where
each person is recognized.

Highlight: Business Resource Groups (BRGs)

Business Resource Groups (BRGs) foster meaningful community and a strong sense of belonging among our team members. Beyond strengthening connection and engagement, they play a critical role in advancing cultural competence, promoting wellbeing and building mutually beneficial relationships that support both team members and business priorities. Membership is voluntary and open to all team members who identify with, actively support as allies, or are curious and eager to learn more about the group's mission and goals. In 2025, we proudly launched our newest BRG, Indigenous.

In 2025, we fostered a culture of inclusion and collaboration through 10 active Business Resource Groups available to all team members:



GROW your skills and abilities to the fullest potential.**

Highlight: Encore University

Encore University, our internal learning and development platform, exists to grow the skills, technical training and career development of our team members. These tools, alongside our recognition programs, help build a skilled and motivated workforce primed and ready to provide customers with the best possible service. In 2025, we broadened the reach of Encore University globally, with over 62,000 learning resources.

Star Certifications: We added new Star Certifications, an internal professional development program that gives technical, sales and operations team members the chance to build customer service skills through online training and instructor-led workshops. Designed to engage the next-generation workforce,

this tiered certification structure leverages gamification to create milestone-driven learning, with more than 90% of participating technicians and sellers earning a 1-Star or 2-Star certification.

We enhanced our leadership development programs, supporting succession and inclusive talent pipelines. Our signature leadership training programs and certifications include:

Leadership Enrichment and Development (LEaD): LEaD is our flagship annual development program designed to cultivate high-potential leaders and build a strong, global leadership pipeline. The program continues to deliver meaningful impact, with an 81% participant retention rate, 63% of participants identified as successors in 2025, and a 54% promotion rate — demonstrating its effectiveness in accelerating leadership readiness and advancing internal talent.

National College Leadership Program (NCLP): NCLP is a five-month, paid development program designed for emerging college graduates, equipping them with the skills and experience needed to succeed in the live events industry. With a strong focus on career preparedness and early talent engagement, the program achieves a 70% retention rate, reflecting its success in attracting and developing future industry professionals.

Career Acceleration Program (CAP): CAP is a high-touch, “white glove” development program focused on advancing high-potential, non-exempt team members in the areas of self-awareness, communication, leadership and business acumen. The program delivers strong outcomes, including a 73% retention rate and a 57% promotion rate, underscoring its impact in driving career mobility and strengthening our internal talent pipeline.

*The change in global learning hours from 2024 to 2025 is due to changing business factors, including variation in workforce composition, improved talent retention and tenure, and an ongoing shift toward more targeted and focused learning programs aligned to role-specific development needs.

** Retention rates for leadership and career development programs are cumulative unless otherwise stated.

2025 Career Development and Training Highlights

7,000
1-STAR Certifications

2,894
promotions

Global Learning Hours

2024:
422,098

2025:
379,150*

Global Service Certified

Level 100: 71%
Level 200: 40%

THRIVE in a safe workplace with competitive rewards and work-life balance.

Highlight: Workforce Resilience and Wellbeing Programs

In 2025, we scaled our Workforce Resilience and Wellbeing programs globally to cover the things that matter most: mental, physical and financial health. This expansion provides more team members with resources that impact their daily lives. In 2025, we provided support to our team members in several ways, including:

Overtime Savings Program: We continued to lead the industry through our unique Overtime Savings Program, which increases financial stability by helping hourly workers save during busy times to prepare for slower periods.

Seasonal Leave of Absence Program: This initiative allows team members to take time off during off-peak seasons while keeping full benefits, paid time off and tenure.*

*Eligible for U.S.-based full-time hourly team members in technician and customer experience roles.

RevUp: Our hourly revenue share incentive program enables frontline team members to earn commissions on on-site event enhancements, aligning service delivery with revenue growth while supporting improved customer experiences.*

Employer Health Savings Account

contribution: Encore provides regionally tailored healthcare benefits, including employer-funded Health Savings Account contributions in the United States and employer-sponsored medical coverage and wellbeing support programs in other markets.

Mental Health First Aider (MHFA)

Program: Our Encore MHFA program was first established in EMEA and APAC, where trained employee volunteers provide confidential peer support and help connect colleagues with appropriate wellbeing resources. Building on the success of these regional programs, Encore began expanding MHFA into the United States in 2025, further strengthening its global culture of care and wellbeing.

165
team members participated in our Overtime Savings Program

450
used our Seasonal Leave of Absence Program in 2025



Great Place to Work®

Our people-centered culture isn’t something that we simply talk about. It’s a lived experience that our team members contribute to, and benefit from, across our business. An engaged and motivated workplace is what drives business results, supports customers and delivers measurable social impact. In an industry where retention can be challenging, our 12.4% U.S. turnover rate reflects our continued focus on team member engagement, experience and long-term career opportunities.

Great Place to Work certified in 15 countries:
Australia, Austria, Canada, Dominican Republic, Fiji, France, Germany, Mexico, Netherlands, New Zealand, Singapore, South Korea, Switzerland, the United Arab Emirates and the United States.



Keeping Our Workers Safe

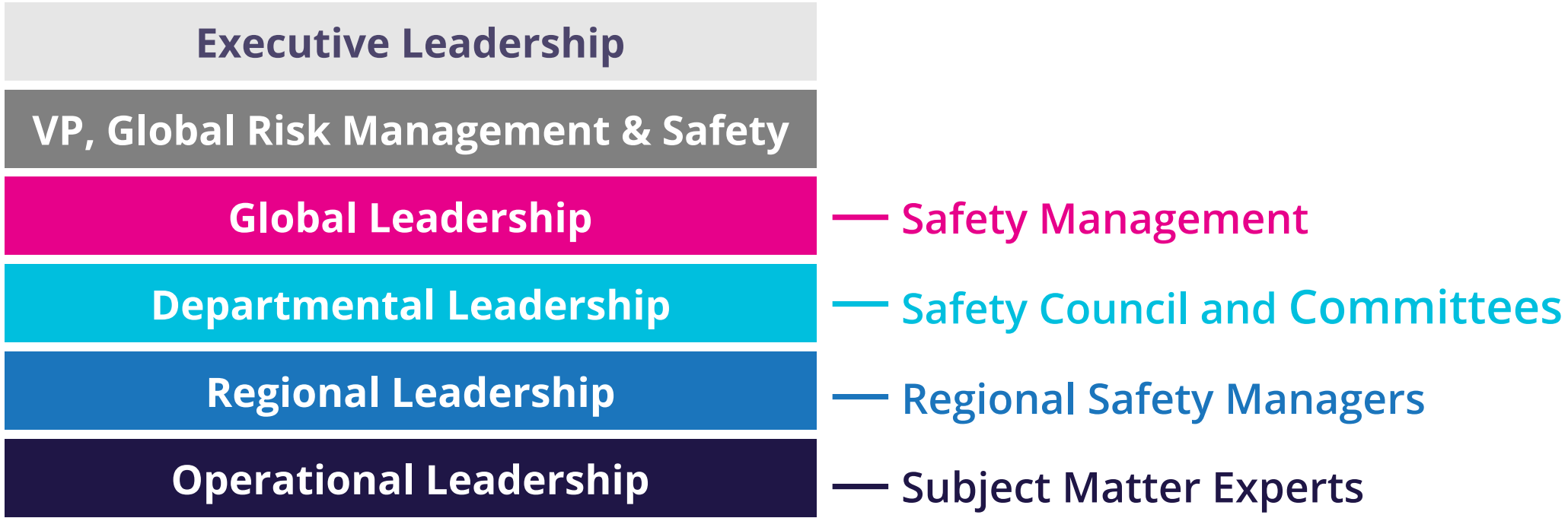
The health and safety of our team members is our greatest responsibility. Our goal is that our people go home safely every day, and this is backed by strong governance and oversight. We proactively stay ahead of risks through rigorous health and safety management systems, identifying and mitigating potential hazards and risks. Our efforts are grounded in a comprehensive set of policies, procedures and guidelines designed to protect our team members and contractors.

Safety is everyone’s responsibility, and we prepare our team accordingly through regular safety training and reviews. In 2025, we completed an enterprise-wide initiative to digitize and consolidate our standards linked to health and safety assessments of global audits. As a result, we measured 3,139 audits across our venues and warehouses worldwide.

Emergency response plans are reviewed annually and tailored to regions and

responsibilities. Other measures include mandatory training for subcontractors working on premises and translating our safety materials into major languages spoken by our team members. In addition, Encore complies with OSHA 1910 and aligns its practices with safety standards set in different regions where we operate.

Our Safety Council and Committees provide a formal governance structure for connecting global leadership, regional teams and frontline team members. This enables oversight of health and safety risks, policies and performance and acts as a bridge between strategy and execution.



Showing Up for Our Communities

Just as we work to create a brighter future for our customers, we’re committed to doing the same in the communities we call home by giving our people ways to contribute and make a positive local impact.

Launch of Encore Cares

In 2025, we formalized our Corporate Responsibility Program with the launch of Encore Cares. This signature social impact program is the centerpiece of our community outreach efforts in the United States, empowering team members to volunteer, give and have a say in our in-kind donation efforts. The initiative was developed as a direct result of our Great Place to Work employee engagement survey feedback from team members, telling us they wanted more opportunities to be of service in their communities. Throughout the year, we focused on

developing new ways for team members to get involved, while also improving how we track participation, strengthen oversight and share resources to support and advance these efforts across our international markets.

In 2025, we formalized our Corporate Responsibility Program with the launch of Encore Cares.

Our EMEA team members are offered paid time off to volunteer for and support local causes that matter to them. Since we established Encore Cares, team members have consistently shown up for their communities, giving their valuable time and energy to the causes that matter to them. From volunteering at food drives to participating in Earth Day events, they are



working to make a tangible difference. In 2026, we plan to scale the program internationally to offer more structured opportunities for our team members to serve others.

Some of the most meaningful impact happens close to home, driven by team members’ own passions and the unique needs of their neighborhoods. Through hyper-local charitable giving, whether that is improving food security or increasing access to education, our people find ways to embody the Encore culture of generosity and caring.

**CARES**

\$50M
in-kind donations supporting

4,500+
nonprofit and community organizations
in 2025 through Encore Cares*

600+
Encore volunteers have logged 1,100+
volunteer hours since launching
Encore Cares in 2025

*United States only.

2025 Community Outreach Highlights

- Over 200 Encore U.S. team members volunteered a total of 254 hours at **Kits for Kidz School Supply Drives** across three locations, packing a total of 1,200 backpack kits that contained essential school supplies for students ranging from elementary to high school.
- Our Indigenous BRG, alongside Encore Canada, supported **Wildfire Relief efforts** across Canada, dedicating 10% of its annual BRG budget to aid in recovery and rebuilding — reflecting a deep commitment to the communities it serves.
- On **World Refill Day**, Encore EMEA purchased reusable metal water bottles for 800 team members to promote minimizing waste from plastic bottles.
- As part of the **Green Call Project**, Encore UAE partnered with Emirates Environmental Group to collect 325 kg of electronic waste to be recycled, with profits used to plant trees.
- Our long-standing partnership with the **Washington National Cathedral Scholars Mentor Program** underscores our commitment to advancing academic excellence and developing future leaders in the Washington, D.C., community.
- We continued to engage with First Nations organizations in Canada and Australia, including the **Assembly of First Nations**, which serves more than 600 communities.



That spirit of giving extends beyond time and money. Through our waste reduction and remarketing programs, we identify assets we can no longer use, and keep them in the system, letting team members choose the nonprofits, schools and community-based organizations that receive and give them new life.



Industry Partnerships

Our partners help us go farther. We strive to strengthen the event ecosystem by working alongside event industry associations, peer networks and alliances to uphold industry standards, support education and maintain sustainable event best practices.



Spotlight on Responsibility



The success of our global business depends on trust with our customers, partners and suppliers. Building that trust requires an uncompromising approach to responsible business practices, from how we handle customer data to how we procure products and services. In addition to our own team members, we expect the same level of accountability and integrity from our suppliers and vendors.

95%

team member data privacy
training compliance



Maintaining Strong Company Oversight

Sound governance underpins our responsible business practices and enables us to deliver dependable service and effective risk management for our customers. Our Board of Directors (Board) oversees our corporate governance policies, supported by a Risk Management Committee that reports annually to the

Board and biannually to the Executive Team on risks relevant to the business.

In 2023, we formalized a sustainability governance structure. This includes appointing a dedicated Director of Global Sustainability and an executive sponsor who reports annually to the Board on our enterprise-wide sustainability strategy.

Protecting Customer and Company Data

Our governance framework ensures accountability, while our data security systems protect customer and company information. Safeguarding sensitive information across our global business is non-negotiable. It's a foundation of our responsible business practices, and one on which trust with our customers and our team members is built and maintained. Grounded in the principles of confidentiality, integrity and availability, our information management system combines disciplined governance, technical controls and privacy policies to keep information secure.

advanced threat detection, regular vulnerability assessments, third-party audits and secure network architecture. All sensitive data, whether at rest, in transit or in use, is protected through encryption, secure storage practices and strong access controls. Our enterprise-wide risk management framework aligns with National Institute of Standards and Technology and International Organization for Standardization 27001 standards and is designed to ensure that cybersecurity risks are continuously evaluated and addressed.

Data Security and Privacy

In 2025, we had zero information security breaches, reinforcing our investment in robust security infrastructure and strict privacy policies that govern how we handle data at every level. We also focused on improving data classifications and strengthening controls to prevent the risk of unauthorized data exposure.

Security Infrastructure

Responsible information management starts with a well-thought-out and executed security infrastructure to protect customer data. Our Security and Infrastructure Teams stay ahead of emerging threats through a layered defense strategy that incorporates



Responsible Use of AI

AI is transforming how we work, from how we engage with customers to how we manage our supply chain. Encore embraces AI use diligently, applying the same rigorous standards as we do across all our tools and systems that protect our customer and team member data. Our Security and Infrastructure Teams continuously tracks evolving AI regulations, reviews new tools and works to ensure that necessary guardrails are in place to minimize risk. As agentic AI agents expanded rapidly in 2025, we moved quickly to monitor these tools to protect what matters most: our team members, customers and our business. We use large language models that protect input data, restrict unauthorized access and support ethical use by our team members.

We are committed to harnessing AI in ways that mitigate its impact on the environment and align with our responsible business strategy. This includes deploying tools that help optimize unnecessary computing and energy use, training team members to learn how to use AI more efficiently and monitoring energy consumption.

In 2025, we enhanced our approach to AI governance through:

Dedicated oversight. AI management is already embedded in our existing data policies. In addition, working groups of subject matter experts review and make recommendations regarding AI access controls and usage to support safe and effective information sharing.

AI Governance Steering Committee. In 2025, we created an AI Governance Steering Committee that is responsible for monitoring our use of AI as it evolves, including measuring and driving business value, putting appropriate controls in place before deployment and addressing regulatory requirements. This committee will report annually to the Senior Executive Leadership.

Leadership training. We equip our leadership team with AI training so they can cascade responsible AI use to their teams. Training on AI Foundations is available to all Encore Team members, including a session specific to responsible use of AI.

As AI technologies continue to evolve, we remain committed to responsible governance, transparency and continuous learning, to ensure its usage supports our business and our team members.

How We Keep Data Safe

Training

Data privacy training is mandatory during onboarding and reinforced through ongoing training for all team members. In addition, periodic cybersecurity tests help to monitor attack scenarios. Ninety-five percent of our team members completed data privacy training in 2025.

Privacy Policy

Our [Privacy Policy](#) defines our approach to protecting customer data. We collect only what's necessary from our customers and don't retain data longer than what is operationally required. As a practice, we don't keep personal information about our business partners or data related to events, shows and attendees.

Access controls

Our information security systems are designed to limit access, prioritize confidentiality and minimize exposure to personally identifiable information (PII), in accordance with best privacy practices.



Embedding Our Risk Resilience

As a global company that continues to grow, we consider effective risk management as a top priority that requires us to stay responsive and agile as our industry dynamics change. Closely and carefully monitoring risk is what allows us to continuously meet our customers' needs and exceed expectations. Across our value chain, we assess and monitor enterprise risk to build resilience and allow for business continuity.

Our risk mitigation approach focuses on these preventive controls:

Annual enterprise risk assessments.

Our Risk Management team partners with third-party experts and senior leadership to identify and prioritize our top risks and develop risk mitigation strategies, with findings reviewed and shared with the Board.

Team member onboarding and compliance training. Annual training reinforces our ethical business standards and sets clear

expectations for transparency, accountability and integrity. Our training covers a wide range of risk areas, such as data privacy requirements, human trafficking prevention and sustainability policies and practices.

Ethical standards. All team members are expected to uphold our Code of Conduct, which guides ethical behavior that reflects our Core Values and complies with applicable laws and regulations in the countries where we operate. Our Labor Policy, as well as our Anti-Harassment Policy, Whistleblower Policy and Team Member Guidebook, outlines our commitment to respecting human rights and promoting fair labor practices.

Encore Concern Hotline. Encore provides a confidential [Concern Hotline](#) for team members to report issues without fear of retaliation. Any person who retaliates against another team member for making a report is subject to disciplinary action, up to and including termination.

Strengthening Supplier Engagement

Encore is committed to maintaining an ethical, resilient and dependable supply chain. We engage suppliers and vendors through our Supplier Code of Conduct, supplier onboarding and procurement processes, to help ensure alignment with our values, business standards and compliance expectations.

Our supplier relationships help support business continuity, service quality and operational resilience across the regions where we operate. Procurement decisions consider a range of business factors, including quality, service, value, availability and supplier regulatory requirements.

In 2025, we continued to strengthen supplier data management and spend visibility. For suppliers, this included improving access to information, enhancing our ability to understand performance and using third-party data

to support customer and stakeholder reporting needs. As our approach matures, we are focused on building greater transparency into our supplier base while continuing to align procurement practices with business goals.

Responsible Sourcing

Encore expects suppliers and vendors to conduct business responsibly, ethically and in compliance with applicable laws and the Encore [Supplier Code of Conduct](#).

As part of our procurement approach, purchasing decisions consider factors such as quality, service, value, availability, business need and supplier compliance requirements.

In 2025, we continued to improve procurement transparency by strengthening supplier data systems and increasing visibility into spend and performance. We also used third-party

supplier sustainability attributes and classification data to better understand our base and respond to customer and stakeholder information requests.

As our program matures, we are focused on improving data quality, expanding visibility and supporting consistent supplier expectations across our procurement activities.



International Best Practices

In EMEA and APAC, Encore supports responsible sourcing through supplier due diligence processes, supplier standards and policies, and the integration of environmental, social and ethical considerations into procurement activities, where applicable. We engage suppliers through mechanisms such as supplier questionnaires, sustainability-related assessments, communication of our Supplier Code of Conduct and responsible business expectations, periodic supplier reviews, and collaborative discussions intended to strengthen transparency, support risk management and promote continuous improvement throughout the supply chain.

Combating Modern Slavery

A global supply chain carries the responsibility to promote ethical conduct and respect for human dignity. Across our operations, we have due diligence processes in place to evaluate and address risks associated with modern slavery, forced labor and human trafficking. To support this effort, Encore EMEA and APAC have adopted Modern Slavery Statements, which set clear expectations for suppliers to act lawfully and responsibly.

- [EMEA Modern Slavery Statement](#)
- [APAC Modern Slavery Statement](#)

In EMEA, all team members, as well as workers indirectly linked with our supply chain, receive training to identify and report human trafficking, and a policy on human trafficking and slavery has been issued to all Encore UK team members.

Encore continues to strengthen its human rights program through global ethics and compliance training designed to raise awareness of human trafficking, forced labor and modern slavery risks. 98% of team members completed required training, supported by onboarding and learning materials available in five languages to promote consistent understanding and accountability.

In addition, we use an enterprise-wide supplier database and reporting platform to measure customer and team member concerns across more than 30 topics, including modern slavery, violence or threats, ethics, discrimination and harassment, retaliation, unsafe working conditions, time abuse and misconduct. This tool helps to increase transparency and accountability.



Looking Ahead

We have spent the past several years building a strong foundation to support a brighter future for our customers, partners, team members, our communities and the planet. Now comes the work of building it.

Our responsible business strategy reflects a shared vision of who we are and how we create value. As we look ahead, we see a powerful opportunity to shape the future of events, where extraordinary experiences, responsible business practices and innovation work together to deliver lasting impact.

As regulation shifts and customer expectations evolve, we believe the organizations best positioned for the future will be those that embrace change, act with purpose and create value beyond today's event. We are acting on these changes by pursuing a science-aligned decarbonization pathway, scaling our sustainable solutions, and bringing suppliers along on our journey through deeper engagement. Guided by our purpose to connect and inspire people, we are focused on building a business that strengthens relationships, advances sustainability and helps our customers achieve their goals.

Encore Cares

Launching Encore Cares in 2025 marked an important milestone in expanding our commitment to community impact. Looking ahead, we will continue scaling the program globally, creating more opportunities for team members to support the causes they care about and strengthening the connections between our business and the communities we serve.

As the program evolves, we will work to refine our measurement, governance and strategic approach to amplify our impact and empower our people to make a meaningful difference wherever they live and work.

Sustainable Solutions

As sustainability becomes increasingly important to customers and stakeholders, we are focused on developing solutions that help organizations better understand and reduce event-related impacts. We are continuing development of new tools



and services, including event emissions measurement capabilities, carbon reduction solutions and lower-energy event solutions.

At the same time, we continue to evaluate opportunities across our operations, supply chain, travel activities and energy strategy to advance our decarbonization journey while creating value for customers and supporting long-term business resilience.



Team Member Engagement

Our people will continue to be the driving force behind our success. We are committed to investing in learning, career development, wellbeing and growth opportunities that help team members thrive and reach their full potential.

By creating an engaging and inclusive workplace where people feel connected to purpose, we strengthen our culture, improve customer experiences and position Encore as an employer of choice across the global events industry.

Supporting Human Rights

We will continue to lead our industry forward when it comes to identifying and reporting signs of human trafficking. Beginning in 2027, we have committed to a two-year investment to the American Hotel and Lodging Association (AHLA) Foundation's No Room for Trafficking (NRFT) Survivor Fund, becoming the first

premier hospitality industry partner to support the industry initiative. The fund provides grants to organizations that deliver job training, workforce development, emergency assistance and other services that help survivors achieve long-term economic independence.

Connected Growth

As we continue expanding our capabilities through innovation, strategic partnerships and acquisitions, we are strengthening our ability to serve customers in new ways around the world. The additions of FIRST, a global brand experience agency, and Eclipse, a UK-based event production company, further enhance our ability to deliver experiences that connect audiences, elevate brands and create meaningful outcomes. By bringing together world-class talent, technology and production expertise, we are building a stronger platform for future growth and delivering even greater value to our customers.

The future of our industry will be defined by the experiences we create, the trust we earn and the impact we leave behind. We believe responsible business is fundamental to our success. With a strong foundation, a clear strategy and the passion of more than 13,000 team members around the world, we are well positioned to lead, innovate and grow with purpose. Together with our customers, partners and communities, we are helping build a more connected, resilient and sustainable future, one experience at a time.



Index

Statement of use Encore has reported the information cited in this GRI content index for the period January 1, 2025–December 31, 2025 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Index	Disclosure		Location/Response
GRI 2: General Disclosures 2021	2-1	Organizational details	Who We Are <i>Encore is a global leader in B2B live event production delivering technology-enabled experiences to approximately 100,000 customers, primarily through its network of approximately 2,200 established venue partners. Headquartered in Schiller Park, Illinois, Encore is in 23 countries across North America, Europe, the Middle East, Australia and Asia Pacific.</i>
	2-2	Entities included in the organization’s sustainability reporting	<i>This annual report includes Encore’s global operations and majority-owned business activities, unless otherwise noted. Reporting boundaries are defined at the enterprise level unless specific exclusions are stated within the report.</i>
	2-3	Reporting period, frequency and contact point	Who We Are <i>This annual report covers January 1, 2025–December 31, 2025.</i> <i>For questions or additional information, please email sustainability@encoreglobal.com.</i>
	2-4	Restatements of information	<i>Where applicable, Encore may restate prior-year ESG data to reflect improvements in methodology, boundary updates or data availability. Any material restatements are disclosed within the relevant reporting year.</i>
	2-5	External assurance	<i>Selected sustainability information may not be externally assured unless explicitly stated.</i>
	2-6	Activities, value chain and other business relationships	Who We Are Innovating Sustainable Solutions for Our Customers Strengthening Supplier Engagement <i>Encore is a global leader in B2B live event production delivering technology-enabled experiences to approximately 100,000 customers, primarily through its network of approximately 2,200 established venue partners. Headquartered in Schiller Park, Illinois, Encore is in 23 countries across North America, Europe, the Middle East, Australia and Asia Pacific.</i>
	2-7	Employees	Message from the CEO Putting Our People First
	2-8	Workers who are not employees	Keeping Our Workers Safe <i>Encore engages non-employee workers to support event delivery. The number of non-employee workers varies based on event demand and seasonality. Non-employee workers supporting Encore-managed events are subject to applicable health, safety and supplier conduct requirements.</i>
	2-9	Governance structure and composition	Maintaining Strong Company Oversight <i>Board and executive leadership oversee enterprise risk and responsible business priorities.</i>
	2-10	Nomination and selection of the highest governance body	Maintaining Strong Company Oversight <i>Board member selection considers relevant skills, leadership experience, business expertise and governance needs.</i>
	2-11	Chair of the highest governance body	Maintaining Strong Company Oversight <i>The Chair of the Board provides oversight of governance responsibilities and strategic priorities.</i>
	2-12	Role of the highest governance body in overseeing the management of impacts	Maintaining Strong Company Oversight Embedding Our Risk Resilience <i>The Board and executive leadership oversee key business risks and responsible business priorities.</i>

GRI Index	Disclosure		Location/Response
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Maintaining Strong Company Oversight <i>Responsibility for responsible business topics is delegated to relevant functional leaders, including operations, risk, procurement, people, sustainability and information security leadership.</i>
	2-14	Role of the highest governance body in sustainability reporting	Maintaining Strong Company Oversight <i>Senior leadership reviews sustainability-related disclosures and reporting processes.</i>
	2-15	Conflicts of interest	Embedding Our Risk Resilience <i>Encore maintains processes intended to identify, review and manage potential conflicts of interest involving leadership and team members.</i>
	2-16	Communication of critical concerns	Embedding Our Risk Resilience <i>Encore maintains reporting channels and escalation processes for concerns related to ethics, compliance, safety and business conduct.</i>
	2-17	Collective knowledge of the highest governance body	Maintaining Strong Company Oversight <i>Encore supports governance oversight through engagement with internal subject matter experts and external advisors, as appropriate.</i>
	2-18	Evaluation of the performance of the highest governance body	Maintaining Strong Company Oversight <i>Encore periodically evaluates governance effectiveness through internal review processes.</i>
	2-19	Remuneration policies	<i>Encore's compensation practices are designed to support business performance, leadership accountability and long-term value creation.</i>
	2-20	Process to determine remuneration	<i>Compensation decisions consider market practices, role responsibilities and organizational performance.</i>
	2-22	Statement on sustainable development strategy	Message from the CEO Illuminating a Brighter Future <i>Encore's responsible business strategy is organized around Planet, People and Responsibility and is designed to embed sustainability across operations and customer solutions.</i>
	2-23	Policy commitments	Illuminating a Brighter Future Protecting Customer and Company Data Embedding Our Risk Resilience Responsible Sourcing <i>Encore maintains policies and practices supporting ethical business conduct, environmental responsibility, workplace safety, information security, privacy and responsible sourcing.</i>
	2-24	Embedding policy commitments	Illuminating a Brighter Future Advancing Our Carbon Strategy Putting Our People First Responsible Sourcing <i>Encore embeds responsible business practices through training, operational procedures, supplier engagement and leadership oversight.</i>
	2-25	Processes to remediate negative impacts	Embedding Our Risk Resilience Keeping Our Workers Safe Combating Modern Slavery <i>Encore maintains processes to identify, assess, and address operational, ethical, safety and compliance-related concerns.</i>
	2-26	Mechanisms for seeking advice and raising concerns	Embedding Our Risk Resilience <i>Team members have access to internal reporting channels and resources for ethics, compliance and workplace concerns.</i>
	2-27	Compliance with laws and regulations	Embedding Our Risk Resilience <i>Encore is committed to compliance with applicable laws and regulations across its operations, including environmental, labor, safety, privacy and anti-corruption requirements.</i>

GRI Index	Disclosure		Location/Response
GRI 2: General Disclosures 2021	2-28	Membership associations	Innovating Sustainable Solutions for Our Customers <i>Encore participates in industry organizations and collaborative initiatives that support the events, hospitality and business services sectors.</i>
	2-29	Approach to stakeholder engagement	Illuminating a Brighter Future Putting Our People First Strengthening Supplier Engagement <i>Encore engages with team members, customers, venue partners, suppliers and community organizations to inform business priorities and responsible business initiatives.</i>
	2-30	Collective bargaining agreements	Putting Our People First <i>Collective bargaining arrangements vary by geography and role. Encore works with union labor in certain markets where applicable.</i>
	3-1	Process to determine material topics	Illuminating a Brighter Future <i>Encore's current material topics were informed by the 2023 materiality assessment, which evaluated business priorities across global operations and the value chain.</i>
	3-2	List of material topics	Illuminating a Brighter Future <i>Material topics reflected in the current report include energy and emissions, waste and recycling, Encore for All, health and safety, Encore CARES, data and privacy, enterprise risk and supplier engagement.</i>
	3-3	Management of material topics	Illuminating a Brighter Future Reducing Our Carbon Footprint Reducing Waste through Smarter Design and Reuse Putting Our People First Keeping Our Workers Safe Showing Up for Our Communities Protecting Customer and Company Data Embedding Our Risk Resilience Strengthening Supplier Engagement <i>Management approaches are embedded across the full report.</i>
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Reducing Our Carbon Footprint Advancing Our Carbon Strategy <i>Energy consumption within the organization was 35,040,267 kWh in 2025, based on current internal data.</i>
	302-4	Reduction of energy consumption	Advancing Our Carbon Strategy <i>Encore is reducing operational energy use through fleet electrification and hybrid pilots, green power investments, warehouse LED upgrades, route and logistics optimization, and other regional initiatives.</i>
	302-5	Reductions in energy requirements of products and services	Innovating Sustainable Solutions for Our Customers
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Reducing Our Carbon Footprint
	305-2	Energy indirect (Scope 2) GHG emissions	Reducing Our Carbon Footprint
	305-3	Other indirect (Scope 3) GHG emissions	Reducing Our Carbon Footprint
	305-4	GHG emissions intensity	Encore Impact at a Glance Reducing Our Carbon Footprint
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	Encore Impact at a Glance Reducing Our Carbon Footprint Advancing Our Carbon Strategy <i>Encore's current reduction figure is tied to emissions intensity rather than absolute emissions. Absolute emissions may move due to methodology and emissions-factor updates, while operational reduction actions focus on fleet, logistics, energy management and supply-chain decisions.</i>

GRI Index	Disclosure		Location/Response
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	<i>Encore has not identified ozone-depleting substance (ODS) emissions as material to its operations during the reporting period and does not currently track ODS emissions for reporting purposes.</i>
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	<i>Encore has not identified nitrogen oxides (NOx), sulfur oxides (SOx) or other significant air emissions as material to its operations during the reporting period and does not currently quantify these emissions for reporting purposes.</i>
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Reducing Waste through Smarter Design and Reuse <i>Encore's most significant waste-related impacts are tied to equipment lifecycle, electronics/e-waste, batteries, printed materials and operational/event waste streams. Current tracking is strongest for internal asset remarketing and recycling.</i>
	306-2	Management of significant waste-related impacts	Reducing Waste through Smarter Design and Reuse <i>Encore manages waste impacts through asset lifecycle controls, regional recycling and remarketing partners, warehouse processes and internal operational improvements.</i>
	306-3	Waste generated	How Our Waste Strategy Comes to Life <i>Encore currently reports selected waste-related quantities, including recycled equipment and remarketed assets.</i>
GRI 306: Waste 2020	306-4	Waste diverted from disposal	How Our Waste Strategy Comes to Life <i>Encore tracks waste diverted from disposal most credibly through reuse/remarketing and electronics recycling.</i>
	306-5	Waste directed to disposal	<i>Waste directed to disposal is not currently tracked on a consolidated basis.</i>
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Strengthening Supplier Engagement <i>Encore's procurement and purchasing practices consider environmental standards; the percentage of new suppliers screened using environmental criteria is not currently reported.</i>
	308-2	Negative environmental impacts in the supply chain and actions taken	Strengthening Supplier Engagement <i>Negative environmental impacts in the supply chain are not currently reported.</i>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Putting Our People First Great Place to Work
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Strengthening Supplier Engagement Combating Modern Slavery <i>Encore's procurement and purchasing practices consider labor, human rights and other social standards; the percentage of new suppliers screened using social criteria is not currently reported.</i>
	414-2	Negative social impacts in the supply chain and actions taken	Strengthening Supplier Engagement Combating Modern Slavery <i>Negative social impacts in the supply chain are not currently reported.</i>
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Privacy <i>Encore did not identify any substantiated complaints concerning breaches of customer privacy or losses of customer data during the reporting period.</i>

Disclosure			Location/Response
SASB INDEX	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Protecting Customer and Company Data <i>Encore manages data-security risk through centralized endpoint control, restricted admin access, formal information-security and data loss prevention (DLP) policies, incident-response processes and technical controls. Sensitive personal information is minimized in internal systems where possible, and security matters are reported quarterly to the Board and executive leadership.</i>
	SV-PS-230a.2	Description of policies and practices relating to collection, usage and retention of customer information	Protecting Customer and Company Data Data Security and Privacy <i>Encore limits customer data collection to information needed for event operations, keeps more sensitive human resources (HR)-related data in approved enterprise HR management systems, and uses approved storage/transfer tools and encrypted devices. Retention, protection and disposal are managed through internal information-security, DLP and disposal/sanitization controls.</i>
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Data Security and Privacy Breaches involving customers' confidential business information = 0 Personal data breaches = 0 Percentage involving customer confidential information = 0% Percentage that are personal data breaches = 0% Customers affected = 0 Individuals affected = 0 <i>No material data breaches were experienced during the period covered by the current materials.</i>
	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Putting Our People First Great Place to Work <i>Executive management gender representation: 33.3% All-other-employee gender representation: 18.8% Executive management diversity-group representation: 11.1% All-other-employee diversity-group representation: 31.1% Non-executive management fields are not currently consolidated.</i>
	SV-PS-330a.2	(1) Voluntary and (2) involuntary turnover rate for employees	Great Place to Work <i>Encore reports a 12.4% U.S. turnover rate. Voluntary and involuntary turnover rates are not currently reported separately.</i>
	SV-PS-330a.3	Employee engagement as a percentage	Putting Our People First Great Place to Work <i>Encore Global does not currently disclose a consolidated enterprise-wide employee engagement score in its report materials. However, Great Place to Work (GPTW) reports that 68% of surveyed employees indicate Encore Global is a "great place to work." Additional indicators include ongoing employee pulse surveys and engagement mechanisms, as well as inclusion-related metrics, with over 90% of respondents providing favorable responses to inclusion-focused questions.</i>
	SV-PS-510a.1	Description of approach to ensuring professional integrity	Maintaining Strong Company Oversight Embedding Our Risk Resilience <i>Professional integrity is supported through the annual enterprise risk review, mandatory anti-corruption and anti-bribery training, zero-tolerance expectations for unethical conduct, and concern-reporting channels including the Encore Concern Hotline and EthicsPoint.</i>
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	<i>No material legal proceedings associated with anti-competitive behavior, corruption or bribery were identified during the reporting period.</i>
	SV-PS-000.A	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Message from the CEO Putting Our People First <i>Current internal data identifies 12,128 full-time and part-time team members in 2025. Temporary and contract worker counts are not currently reported.</i>
	SV-PS-000.B	Employee hours worked, percentage billable	<i>Current internal data identifies 23,011,873 employee hours worked in 2025. Percentage billable is not currently tracked on a consolidated enterprise basis.</i>

