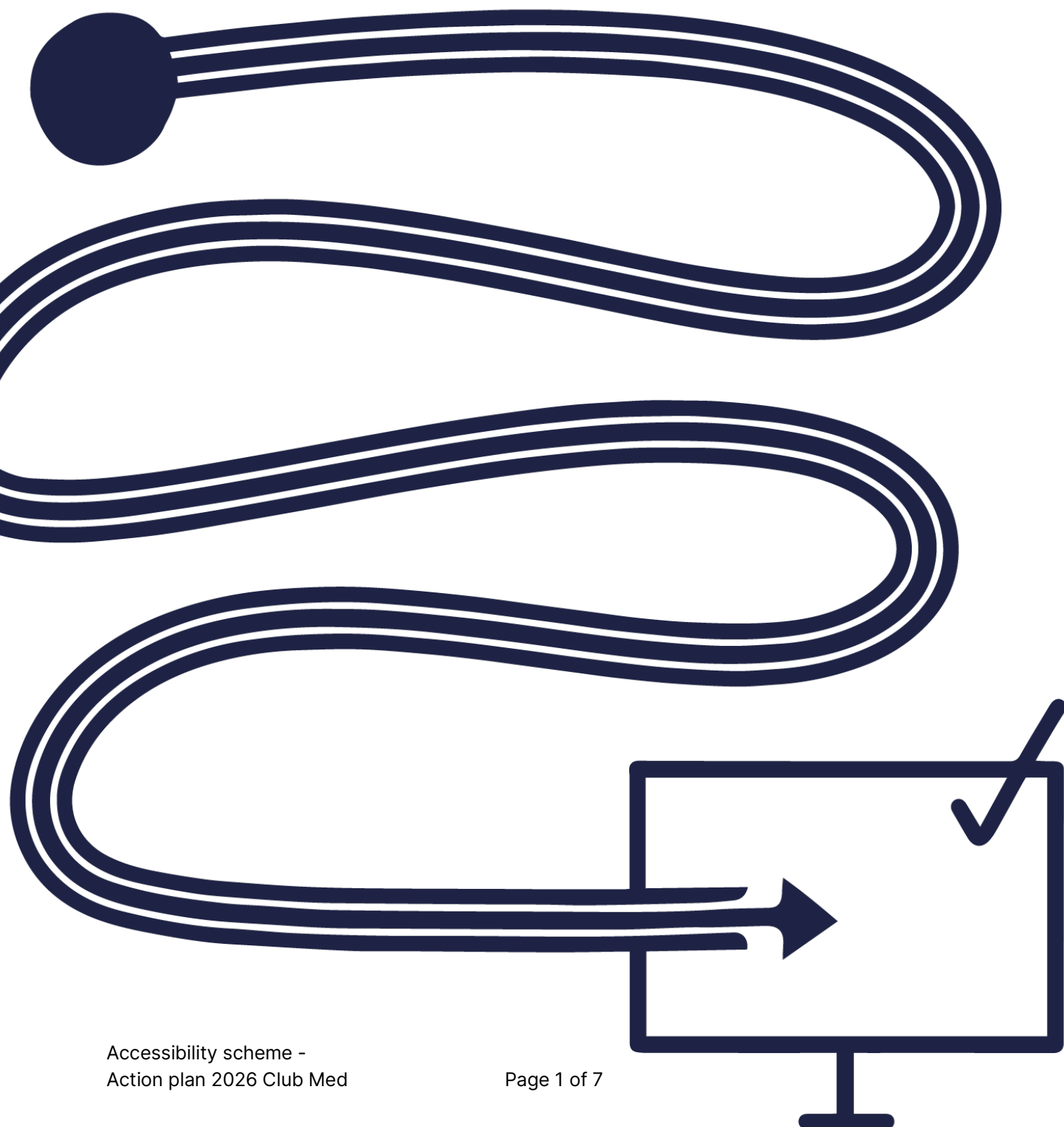
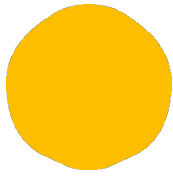






ACTION PLAN

1. 2026-2027 programme year

The action plan and the resources allocated to Club Med's digital accessibility programme are scheduled over a three-year period, from October 2025 to September 2028.

The multi-year accessibility scheme is broken down into annual action plans and associated resources. Updated as progress is made through the governance process, each annual action plan sets out the activities to be carried out during the year, together with the human and financial resources mobilized in line with the priorities defined when the multi-year scheme was established.

The action plans are reviewed annually and are subject to an annual implementation review.

They are published at clubmedjobs.com and are directly accessible from the footer of the Clubmed.fr homepage under the "Digital Accessibility" section.

2. Compliance roadmap for digital assets

The portfolio of digital assets covered by the compliance process for Club Med as of October 1, 2026 is as follows:

Category / assets	Number	Target audience	Compliance status	2026-2027 roadmap
Websites	Club Med B2C website: Belgium / Canada / Switzerland / Chile / China / Indonesia / Israel / Asia / Japan / South Korea / New Zealand / Thailand / United Kingdom / South Africa / Argentina / Australia / Brazil / Dominican Republic / Hong Kong / Mexico / Malaysia / Peru / Singapore / Türkiye / Taiwan / Germany / Denmark / Spain / France / Ireland / Italy / Latin America / Netherlands / Norway / Portugal / Russia / Sweden / Ukraine / United States / Uruguay	B2C	Not compliant	Yes
	Artists website: clubmedlive.fr	B2B partners	Not compliant	Yes
	Employer brand website: clubmedjobs.com	B2C	Partially compliant	Yes
	Foundation website: amisfondationclubmed.com	B2C	Partially compliant	No
	Development website: clubmeddevelopment.com	B2B partners	Not compliant	No
	Corporate website: corporate.clubmed	B2C	Not compliant	No
	Club Med Travel Agent partner agency booking system	B2B partners	Not compliant	Yes

	Club Med Information product information tool	B2B partners and internal users	Not compliant	Yes
	TED and TA sales tool (B2B Booking Engine)	B2B partners and internal users	Not compliant	No
Mobile applications	My Club Med App mobile application	B2C	Not compliant	Yes
Business applications	HR applications	Internal	Not compliant	No
	Accounting and finance application	Internal	Not compliant	No

3. Accessibility scheme project timeline

Action plan	Progress status	Completed in Y-1	Planned for Y+1
P1. Governance	Completed	Completed	Completed
P2. Project process	In progress	In progress	In progress
P3. Audit testing	In progress	To be started	In progress
P4. Training	To be scheduled	To be scheduled	In progress
P5. Communication and awareness	To be started	To be started	In progress
P6. Procurement	In progress	In progress	Completed

Summary of the 2026-2027 action plan

Q4 2026

- Project process (In progress)
- Audit testing (In progress)
- Training (To be scheduled)
- Communication and awareness (To be started)
- Procurement (In progress)

Q1 2027

- Project process (In progress)
- Audit testing (In progress)
- Training (To be started)
- Communication and awareness (In progress)
- Procurement (In progress)

Q2 2027

- Project process (In progress)

- Audit testing (In progress)
- Training (To be started)
- Communication and awareness (In progress)
- Procurement (Completed)

Q3 2027

- Project process (In progress)
- Audit testing (In progress)
- Training (In progress)
- Communication and awareness (In progress)

Date	P1. Governance	P2. Project process	P3. Audit testing	P4. Training	P5. Communication and awareness	P6. Procurement
Q4 2026		In progress	In progress	To be scheduled	To be started	In progress
Q1 2027		In progress	In progress	To be started	In progress	In progress
Q2 2027		In progress	In progress	To be started	In progress	Completed
Q3 2027		In progress	In progress	In progress	In progress	

4. Human resources implemented

Role	Mission	FTE
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Accessibility lead	Coordinate the digital accessibility policy, contribute to governance, and monitor project progress.	1
Business representatives participating in the Digital Accessibility Committee	Coordinate team activities, provide technical expertise, support users, and contribute to decision-making.	20
Internal expert / auditor	Digital accessibility auditor and web support.	1