

# CONSOLIDATED SUSTAINABILITY REPORT

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# General information

## ESRS 2 General Information

### BP-1 - General criteria for drafting sustainability statements

The purpose of this Sustainability Statement is to communicate to stakeholders information about the sustainability of the IEG Group, also illustrating its sustainability strategy and corporate social responsibility initiatives.

This Sustainability Statement is prepared for the first time in accordance with the requirements of the European Sustainability Reporting Standard (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). It refers to the financial period 2024 (01.01.2024 - 31.12.2024) and has been prepared on a consolidated basis, including the Parent Company IEG S.p.A. and its subsidiaries, in line with the scope of consolidation of the Consolidated Financial Report.

This document has been drawn up taking into account the activities along the Group's value chain, both upstream and downstream:

- **upstream**, the analysis was conducted on the supply chain for events, fitting-out of stands and catering. It should be noted that as of the date of this document, the Group has not conducted a due diligence analysis on suppliers.
- **downstream**, end-users were considered, i.e. exhibitors and visitors.

Various operational departments of the Group were actively involved in the process of data collection and reporting for the drafting of this Sustainability Statement. The latter was drafted under the supervision of the Chief Financial Officer and was shared with the Company's Executive Officers and the internal board committee Remuneration, Nomination and Sustainability Committee.

The information contained in the Sustainability Statement has been reported ensuring the protection of the Group's competitive advantage, specifically not detailing CapEx and OpEx associated with specific business initiatives and their expected financial effects on identified risks and opportunities. The analysis of the current financial effects of material risks and opportunities for the company revealed costs linked to both physical and transitional climate risks. The former include the costs for the restoration of the photovoltaic panel in Rimini, as well as maintenance costs to manage leaks caused by extreme weather events. Transition risks include increased insurance costs for the most exposed assets and expenses related to reporting requirements. However, for reasons of materiality and confidentiality, no disclosure of cost items is made.

Between the end of the reporting period and the date of approval of this Document, the Group has not received any information that would make it necessary to update the estimates and information contained within the Statement.

### BP-2 - Disclosure in relation to specific circumstances

#### Reference period

In accordance with ESRS 1, paragraph 6.4 and for reporting purposes, the IEG Group considers the following time horizons: (i) **short period**: the reporting period of this document, (ii) **medium period**: the period between 2025 and 2029 and (iii) **long period**: from and including the year 2023 and subsequent



periods. The above-mentioned time horizons are consistent with the Group's ESG Strategy 2024-2028, approved by the Board of Directors on 25 January 2024.

### Metrics-related estimates and uncertainties

This Statement includes previsionsal informations, given in specific points of the following Report are based on expectations and opinions developed within the Company, as well as estimations and projections regarding future events. Such previsionsal disclosures are subjects to risks and uncertainties – many of which out of the scope of the IEG Group – which could determine a significative between the the previsionsal informations and future results.

In particular, reference is made to the following metrics:

- **Release of pollutants into the air:** since it does not have a direct measurement system, the Group conducted an estimate of emissions from its own operations, as described in detail in section E2-4 Pollution of Air, Water and Soil.

### Presentation of sustainability information and disclosures required by other regulations

As this is the first year of reporting in line with the Single European Reporting Standard (ESRS), the IEG Group decided to make use of the transitional provision by only presenting data for the fiscal year 2024. Therefore, no comparative information will be provided in this document.

The Group has incorporated the disclosures pursuant to Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council (Taxonomy Regulation).

### Inclusion by reference

With regard to the Index of ESRS content reported in this document, please refer to section "IRO-2 Disclosure Requirements of the ESRS Subject of the Company's Sustainability Report" for a list of the presentation requirements.

### Use of transitional arrangements in accordance with Annex C of the ESRS

In view of the fact that, at the date of the financial statements, the Group did not exceed the average number of 750 employees, the following transitional provisions were used:

- **ESRS E4 - Biodiversity and Ecosystems:** the Group will not provide information on all disclosure requirements.
- **ESRS S1 - Social Information:** all sub-topics for which the Group will not provide information on policies, actions and objectives are indicated in the bridging tables at the beginning of each thematic chapter. Furthermore, IEG decided to make use of the phase-in option in relation to S1-16 Remuneration Metrics (pay gap and total remuneration).
- **ESRS E1-6 - Gross scope 3 GHG emissions and total GHG emissions:** quantification of emissions along the value chain will not be provided

For the financial year 2024, which corresponds to the first year of the Sustainability Statement according to ESRS, IEG has decided to make use of the phase-in option in relation to the following topics:

- **ESRS 2 - SBM-1:** Strategy, business model and value chain paragraph 40(b).
- **ESRS 2 - SBM-3:** Material impacts, risks and opportunities and their interaction with the strategy and business model paragraph 48(e).
- **ESRS E1, E1-9:** Expected financial effects of material physical and transition risks and potential climate-related opportunities.
- **ESRS E2, E2-6:** Expected financial effects of pollution-related impacts, risks and opportunities. Subject to the information required by paragraph 40(b).



- **ESRS E5, E5-6:** Expected financial effects of impacts, risks and opportunities related to resource use and the circular economy.

In order to report sustainability issues relevant to the Group, IEG will adhere to the disclosures required by the ESRS standard, without including so-called entity-specific disclosures, i.e., topics and information that are ad hoc for IEG's business and go beyond what is required by the standard itself.

## GOV-1 - Role of Administrative, Management and Supervisory bodies

### Composition

Italian Exhibition Group S.p.A. is a joint-stock company incorporated in Italy, regulated and operating under Italian law and listed since 19 June 2019 on the Euronext Milan regulated market, organised and managed by the Italian Stock Exchange. The Company is organised according to the traditional administration and control model, which provides for the Shareholders' Meeting, the Board of Directors (BoD), the Board of Statutory Auditors and an external auditor.

As at 31 December 2024, the Board of Directors consisted of 10 members, of whom 3 held executive positions (30%), including the Chairperson and Chief Executive Officer (CEO), and 7 held non-executive positions (70%). Of the board members, 60% are independent, while female representation accounts for 40%. Similarly, 60% of the Board of Statutory Auditors is represented by women.

Board of Directors	Position	Independence
Maurizio Ermeti	Chairperson - Executive Director	Non-independent
Corrado Peraboni	Managing Director and CEO - Executive	Non-independent
Alessandra Bianchi	Non-executive Director	Independent
Anna Cicchetti	Non-executive Director	Independent
Gian Luca Brasini	Executive Director	Non-independent
Emmanuele Forlani	Non-executive Director	Non-independent
Alessandro Marchetti	Non-executive Director	Independent
Moreno Maresi	Non-executive Director	Independent
Valentina Ridolfi <sup>1</sup>	Non-executive Director	Independent
Laura Vici	Non-executive Director	Independent

Board of Statutory Auditors	Position
Luisa Renna	Chairperson of the Board of Statutory Auditors
Stefano Berti	Statutory Auditor
Fabio Pranzetti	Statutory Auditor
Meris Montemaggi <sup>2</sup>	Alternate Auditor
Sabrina Gigli	Alternate Auditor

The President and Chief Executive Officer (CEO) of the Group have extensive experience and expertise in both the national and international exhibition and congress industry. This know-how is gained through key roles - current and past - held by the CEO in other companies in the sector as well as in international trade organisations (e.g. UFI and EMECA). Most of the members of the board of directors and auditors have gained varying degrees of industry-specific experience, which, together with their specific backgrounds, contribute transversal skills and knowledge of the industry dynamics, services and geographic areas in which the Company operates, ensuring an integrated and strategic vision for its expansion and consolidation.

### Roles and responsibilities

The **Board of Directors** defines the Company's overall strategic vision and orientation, establishing the nature and level of risk deemed compatible with the achievement of its objectives, including those defined in the ESG Strategy. The Board of Directors annually approves the Sustainability Statement,

<sup>1</sup> Resigned on 07 January 2025.  
<sup>2</sup> Resigned on 17 February 2025.

which includes the impacts, risks and opportunities (IROs) that emerged as material from the materiality assessment, the progress made in achieving them, and the sustainability targets.

It also approves ESG (environmental, social and governance) policies and related incentive schemes. In order to ensure the monitoring of impacts, risks and opportunities, the Board of Directors assigned the Remuneration and Nomination Committee the function of Sustainability Committee.

The **Control and Risk Committee** supports the Board of Directors in defining guidelines for risk management and in assessing the adequacy of the internal control system. Furthermore, prior to final approval by the Board of Directors, it assesses the suitability of periodic financial and non-financial information, ensuring that it accurately represents the business model, corporate strategies, and the impact of activities and performance achieved, and examines the content of non-financial information relevant to the internal control and risk management system.

The **Remuneration, Nomination and Sustainability Committee** performs an advisory and propositional function in support of the Board of Directors, with the aim of analysing impacts, risks and opportunities related to ESG issues and monitoring corporate sustainability performance. It examines, together with the Audit and Risk Committee, the correct use of the standards adopted for the drafting of the Sustainability Statement and the reporting of risks that may be relevant for sustainability also in the medium to long term. The Committee is also charged with reviewing ESG policies as well as actions taken to address identified impacts, risks and opportunities. In addition, the Committee consists of four Board members.


The **Board of Statutory Auditors** supervises the work of the directors, ensuring that the management and administration of the company is carried out in accordance with current regulations and the articles of association. In the area of ESG, the Board plays an active monitoring role, regularly attending Board meetings. In addition, at least one of its members attends meetings of the Remuneration, Nomination and Sustainability Committee<sup>3</sup> and the Audit and Risk Committee.

### **Description of the role of Strategic Executives in the processes, controls and governance procedures for the management of IROs**

The role of management in governance processes is crucial to ensure that IROs are effectively monitored, managed and controlled. The Strategic Executives are responsible for the operational management of the Company and the implementation of corporate strategies and play a central role in ensuring that corporate policies are appropriate to mitigate risks, address emerging challenges and exploit market opportunities.

The role in governance processes, controls and procedures is divided between the **Chief Financial Officer (CFO)**, the **Chief Business Officer** and the **Chief Corporate Officer (CCO)**, according to their specific areas of responsibility. The CFO leads the development of the Sustainability Statement and supervises the activities of the Sustainability Team. The latter in turn coordinates the various business departments involved in the process, which report to the CBO and CCO. The Sustainability Team coordinates and monitors all activities functional to the drafting of the Sustainability Statement, supervising the ESG Committee, which is in charge of the operational implementation of the initiatives preparatory to the achievement of the ESG Strategy. Finally, the Sustainability Team reports its progress at least every six months to the Remuneration, Nomination and Sustainability Committee.

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 This Committee also acts as the Remuneration and Nomination Committee (CRNS).



Internal Supervisory bodies (e.g. the Board of Statutory Auditors and the Supervisory Board) supervise the work of management, ensuring that governance is aligned with corporate objectives.

### Skills and competences to supervise sustainability issues

All board members have knowledge and expertise in business ethics, corporate governance and sustainability due to their diverse experience in social engagement and environmental issues. With these skills, they are better able to oversee sustainability issues and manage IROs.

If internal and/or external regulations are updated and ESG scenarios evolve, the Group will assess on an ad hoc basis whether to integrate dedicated training sessions for members of the Board of Directors and Board of Statutory Auditors. Through this structure, the Group ensures that the skills needed to address sustainability-related IROs are in place, up-to-date and able to respond to current and future business challenges.

## GOV 2 - Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by them

The management and supervisory bodies, as well as their respective committees, are informed about material impacts, risks and opportunities on a regular basis - at least every six months - and according to their specific area of responsibility.

The Company has also set up an internal working group (**ESG Committee**) involving representatives of all the Group's corporate bodies with environmental, social and governance expertise to which operational functions are assigned to implement the initiatives defined in the ESG Strategy published in the Strategic Plan 2023-2028.

The ESG Committee through regular meetings - at least every six months - updates the Remuneration, Nomination and Sustainability Committee on the achievement of the goals defined in the ESG Strategy, on sustainability projects and reporting.

In turn, the Remuneration, Nomination and Sustainability Committee shares with the Control and Risk Committee the sustainability issues examined and then submits them to the Board of Directors for approval, in accordance with current regulations.

Communication takes place through regular reports and meetings that provide an insight into relevant aspects. The frequency of such information may depend on the nature and criticality of the topics covered, but at least on a half-yearly basis or when significant events arise that may affect governance or corporate objectives.

The Board of Directors has integrated the ESG Strategy into the Group's Strategic Plan 2023-2028, which is taken into account in strategic sustainability decision-making processes. For further information, please refer to ESRS 2 SBM-1 - Strategy, Business Model and Value Chain.

In drawing up the 2023-2028 Strategic Plan, the boards of directors and auditors did not take into account the IROs resulting from the double materiality assessment, as the IRO assessment took place after the publication of the business plan. However, strategic decisions are guided by considering not only long-term objectives, but also the potential impact these choices may have on resources, reputation, sustainability and other external factors. In the future, the Group will include in its considerations the IROs that emerged from the materiality assessment conducted in 2024. Please refer to the table in ESRS 2 SBM-3 for the list of relevant IROs.

## GOV-3 - Integrating sustainability performance into incentive schemes

The Group has adopted a Remuneration Policy for Executive Directors and Executives with Strategic Responsibilities (ESR) that includes sustainability objectives in short- and long-term incentive plans, aligned with the Group's ESG Strategy.

The short-term variable remuneration assigns 20 per cent of the weight to ESG KPIs, such as the establishment of the Sustainability Committee (10 per cent) and the organisation of events and local initiatives (10 per cent). Similarly, the long-term variable remuneration (LTI) assigns 10% to the achievement of 15 ESG Strategy goals and another 10% linked to the number of events and local initiatives.

The attainment of these annual and multi-year targets will be verified by the Remuneration, Nomination and Sustainability Committee, and the disbursement of the accrued amounts will be decided accordingly by the Board of Directors. The Policy may be reviewed and updated by the Board of Directors, upon proposal of the Remuneration and Nomination Committee, which periodically assesses its adequacy, overall consistency and concrete application. In the event of changes to the Policy, these will be submitted to the Shareholders' Meeting for binding approval.

With the aim of achieving the commitments set out in the Remuneration Policy, IEG S.p.A. has set improvement targets that envisage the extension of the ESG incentive system to 100% of top management and front-line staff by 2025, with the ambition of involving the entire company population by 2028.

## GOV-4 - Duty of Care Statement

Shown below it could be found the disclosure maps given in the Report regarding the due diligence process.

Fundamental elements of due diligence	Paragrafi nelle dichiarazioni sulla sostenibilità
a) Integration of due diligence within governance, strategy and business model.	ESRS 2 SBM-1, ESRS 2 SBM-2, ESRS 2 SBM-3, ESRS 2 IRO-1
b) Engage stakeholders in the all funding phases of due diligence	ESRS 2 ESRS 2 SBM-2, ESRS E1, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1
c) Identify and value all negative impacts	ESRS 2 IRO-1, ESRS E1, ESRS E2, ESRS E5, ESRS S1, ESRS S2, ESRS S3, ESRS S4
d) Intervene to face all negative impacts	ESRS 2 IRO-1, ESRS E1, ESRS E2, ESRS E5, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1
e) Monitor the efficiency of interventions and communications	ESRS 2 SBM-1, ESRS E1, ESRS E2, ESRS E5, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1

## GOV-5 - Risk management and internal controls over sustainability reporting

The sustainability reporting process is subject to internal controls based on risk assessment. In particular, the internal control system focuses on a set of disclosures identified as KPIs, determined on the basis of a list of selected parameters, such as feasibility, complexity, potential reputational and reporting risks. KPIs are included in a 'risk control matrix', where controls are formalised and tracked. For the selected set of KPIs, the entire data flow is mapped from primary data collection to consolidation and final validation, clearly defining roles and responsibilities. To mitigate the most relevant risks arising from the selected KPIs, the Group implemented an internal control process to ensure the consistency and accuracy of the data.

The sustainability reporting process is managed by the Sustainability Team that reports to the Group Chief Financial Officer. The Sustainability Team actively involves and collaborates with the various business departments within the Group that hold the qualitative and quantitative information required





for sustainability reporting. The process is structured to ensure accuracy and integrity of the data, through a system of double checks.

The start-up phase is always preceded by a training session involving the working groups ("Data Owners") and their managers ("Head of Data") in order to equip the organisation with the necessary knowledge to apply the regulatory principles of sustainability during the various working sessions.

Each department identifies a Data Owner, responsible for collecting the data, which is then validated by a Head of Data before being sent to the Sustainability Team for further verification. To ensure consistency and traceability, data are centralised in a shared repository, accessible only to Heads of Data, provided by the parent company.

The work process involved in producing the Sustainability Statement is subject to an internal control system carried out by the Sustainability Team, which monitors the flow of the required qualitative and quantitative data based on accounting and contractual evidence that certify the integrity of the data.

The control structure thus consists of three distinct levels. The first level concerns the entry of the data into the shared repository by those responsible, who must ensure its accuracy. The second level involves a data quality check by the Sustainability Team, which verifies the consistency and reliability of the information received, including the underlying data received. The third level of control is performed by Internal Audit, which ensures that all inputs and KPIs are formalised within a risk matrix, prepares a report summarising the checks performed and provides detailed feedback on the entire process.

It should be noted that the procedure is currently being formalised.

## **SBM-1 - Strategy, business model and value chain**

The IEG Group is active in the organisation of trade fair and congress events globally. The Group's activities and services are divided into five business lines: (i) organised events, (ii) hosted events, (iii) conference events, (iv) related services, (v) publishing, sporting and other events. For further information, please refer to the section 'Group Profile' and paragraph 37) 'Other Information' of the Notes to the Consolidated Financial Statements in the Annual Report.

In setting ESG targets, IEG considered significant services, markets and customer groups. The parent company operates mainly in Italy, where most of its turnover and personnel are concentrated.

Since the ESG Strategy was elaborated prior to the elaboration of the double materiality assessment, not all IROs find direct correspondence in a specific objective of the ESG Strategy. The objectives presented in the following paragraphs will be used, where possible, to respond to ESRS issues. The Group will consider its possible integration. Moreover, the cited policies do not contain an explicit reference to the reported objectives. The objectives concern the Group, apart from some that are only relevant for the parent company or the subsidiary Pro.stand.

Objectives are measurable, results-oriented and time-bound. It should be noted that although some of the objectives relating to adaptation, social and governance issues are not merely quantitative in nature, in the Group's view they represent an adequate response to the IROs mapped

The Sustainability Targets are monitored by the Remuneration, Nomination and Sustainability Committee, which approves them and monitors their progress.

In terms of sustainability goals incorporated in the Group's strategy, initiatives related to climate change issues represent one of the main areas of focus. The Group is committed to reducing its climate-altering emissions with ambitious targets such as achieving net zero emissions by 2050, in conjunction with the use of recyclable and reusable materials, especially for the operations carried out by the stand fitting-out division.



In addition to reducing the environmental impact of its operations, the Group's growth will also be supported by a continuous focus on key stakeholders such as employees, affected communities, suppliers and customers. Key initiatives include upskilling and reskilling training programmes, support for crafts and manufacturing, and the promotion of sustainable practices along the supply chain. Inclusion, diversity, involvement and transparency are key pillars of this strategy.

The main future challenges for IEG concern the consolidation of a sustainable strategy capable of fully integrating the economic, environmental and social dimensions of its activities. In this context, it is crucial to address issues such as the transition to low environmental impact business models and the adoption of responsible practices along the entire value chain. Critical solutions include the development of integrated and globally extended ESG policies for all Group companies, the implementation of innovative technologies and the introduction of reliable and effective monitoring tools. In 2024, the Parent Company signed two sustainability-linked loans that provide a bonus mechanism on the margin of interest upon the achievement of specific sustainability targets in the area of decarbonisation and ESG incentives for employees. The first loan signed on 29 April 2024 for 70 million EUR is dedicated to covering the investment plan presented in the Strategic Plan 2023 - 2028; in December, IEG S.p.A. signed a second credit line for 33 million EUR, aimed at refinancing the existing debt guaranteed by SACE. In defining its ESG Strategy, IEG adopted a structured and participatory approach, involving three cross-departmental working groups, comprising a total of 25 representatives of the main corporate departments. This process was based on the material topics identified by IEG in 2023, integrating them with emerging industry trends to ensure a strategy aligned with the company's priorities and the evolving context, with an eye to the sustainable development goals of the UN 2030 Agenda and the European Green Deal. The objectives were structured along the three strategic axes of sustainability (Environment, Social, Governance), with monitorable intermediate targets and clear lines of action. In addition, the Corporate Finance Department ensured full alignment between the ESG Strategy and the priorities of the Strategic Plan. The objectives consider the local and global context, integrating specific needs of the communities in which the Group operates.

The goal-setting process involved extensive involvement of internal stakeholders. The three cross-departmental working groups brought in expertise and operational knowledge, while the board played a key role, guiding the strategic vision and stimulating the organisation towards increasing ambition. This continuous dialogue between the operational and strategic levels ensured a shared and integrated vision, strengthening adherence. In addition, external stakeholder concerns were informally taken into account through corporate departments that reported on the needs and expectations of different stakeholders (such as employees, impacted communities, customers and suppliers).

Although the Group has formalised several policies enshrining its commitment to environmental, social and governance issues, there is no clear correlation between the stated objectives and these policies.

Below is an overview of the Group's ESG vision and long-term objectives, which will be discussed in more detail later on in this report.

### The objectives of the ESG Strategy

Objective	Target	Year Target	Target level and unit of measure ment	Products and Services	Custo- mers	Geographical Areas	Stakeholders
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E1	Zero Emissions 2050	Publication of emission reduction pathway plan in line with Net Zero Carbon Events	2024	-				
		-50% global emissions (Scope 1,2,3)	2030	Relative, Δ% emissions			x	
		Zero net emissions	2050	Absolute tCO <sub>2</sub> eq				
	Adaptation to climate change	Adoption of a climate change adaptation plan in line with the criteria of the Taxonomy	2024	-				
	+50 charging points	+25 charging points	2025	Absolute no.	x	x		
		+25 charging points for electric cars	2028	Absolute no.	x	x		
E5	Green fittings for EU Perimeter	85% fittings made of recyclable, reusable, recoverable or certified materials	2026	Relative, %	x	x		
		90 % fittings made of recyclable, reusable, recoverable or certified materials	2028	Relative, %	x	x		

S1	IEG Academy	Establishment IEG Academy	2025					x
		80% employees involved annually in IEG Academy training		Related				x
	100% ESG training	100% of employees trained on ESG issues	2025	Related				x
	D&I leadership	Activation of at least 3 partnerships to consolidate IEG's leading role D&I	2026	Absolute				x
S2	60% sustainability supply chain	Start mapping the supplier base	2024	-				x
		60% suppliers involved in good ESG practices	2030	Related				x
S3	Trade schools	100% of the main trade fairs with a craft and manufacturing component with an active trade school	2025	Related		x		x
	Impacts Observatory	Creation of an observatory to monitor and measure the direct, indirect and induced impacts generated by IEG	2025	-				x
S4	Increased exhibitor satisfaction	NPS implementation for major trade fairs	2024	-		x		x
		Net Promoter Score (NPS) greater than 30	2025	Absolute		x		x
G1	Roles, responsibilities, competences	Definition of a governance model for sustainability and related responsibilities and competencies	2024	-				x
	ESG Policy	Definition of an internal policy on ESG issues	2024	-				x



## Business model and value chain

IEG does not yet have a due diligence process for collecting, processing and analysing data on its value chain. However, activities are underway to define and implement an organised system to ensure greater traceability and control along the entire value chain. For further information on the method of data collection, please refer to section BP-2 - Disclosures in relation to specific circumstances in the sustainability statement.

IEG's distinctive business model offers concrete benefits for customers, investors and stakeholders. By connecting exhibitors and trade visitors, IEG creates new business opportunities, stimulates networking between industry communities and promotes constructive dialogue through the use of innovative formats and integrated communication channels. Positioning itself as a catalyst for change and sector growth, IEG facilitates meetings between sector leaders, content sharing and dialogue with institutional and governmental stakeholders. The strategic approach includes the strengthening of the core portfolio, the creation of new industrial communities, international expansion and the integration of sustainability goals, thus contributing to sustainable growth and business innovation, with a positive impact on the industries served, the communities in which it operates and the creation of value for all stakeholders.

The following table describes the company's value chain, with the aim of providing an overview of inputs and outputs and the principal company actors involved.

Category	Stage	Description of the principal business actors and their relationships with the company
Upstream	<b>Tier 3 - Supply of raw material</b>	Supply of wood, aluminium, fish products, agricultural and land-based raw materials (e.g. flour and meal, sugar and meat), cotton, oil and derivatives (e.g. plastic), raw metals, natural mineral and vegetable pigments, cellulose, electricity, energy and biomass.
	<b>Tier 2 - Supply of processed and semi-processed materials</b>	Suppliers of raw, processed and semi-finished materials, including consortia for services, digital printing equipment, production of show equipment, industrial air conditioners, materials such as dyes, textile fibres and plastic polymers. They also include airlines, hotels, restaurants, farms, nurseries, fish companies, beverage manufacturers, carpentry, building and plant materials, and software manufacturers
	<b>Tier 1 - Supply of products and services</b>	Provision of essential and specialised services, including cleaning, ticketing and parking management, supply of utilities, printing and graphics, equipment rental, maintenance, strategic consulting, and materials such as carpets, rugs and seals, as well as digital, data analysis and travel agency services
Own operations	<b>Events</b>	Strategic design and planning phase, marketing, promotion, space rental and organisation, ensuring a comprehensive and coordinated process for their implementation. It also includes post-event operations, such as dismantling of structures and their disposal. Finally, a post-event analysis is carried out to evaluate the results and optimise future processes.
	<b>Fitting-out of trade fair stands</b>	Design phase, realisation, preparation of modules, transport, assembly and provision of additional services, guaranteeing integrated and tailor-made management for every need.
	<b>Catering</b>	Defining the menu, making the preparations, transporting the food and providing the service.
Downstream	<b>Initial beneficiaries</b>	Exhibitors, visitors, Prostand and FB customers, customers of Summertrade's points of sale and catering section, as well as transport services, who are the primary users of the products and services provided during the events and organisational activities.
	<b>End-users</b>	Trade associations and affected communities.
	<b>Product's end of working life</b>	Disposal and recycling centres for the treatment and recovery of materials, landfills for non-recoverable disposal, and charitable organisations for the redistribution and reuse of resources that can still be used.



The Group's main inputs concern the procurement of raw materials, semi-finished and finished products, energy and other resources needed to support core activities, such as events, staging and catering. IEG carefully selects its suppliers to ensure the highest quality, favouring partners who are close to strategic poles such as trade fair districts.

In terms of own operations, activities focus on the organisation and management of events, the creation of tailor-made arrangements and the provision of high-quality catering services. For end-users, the core value translates into an integrated experience that combines efficiency, customisation and sustainability, meeting the expectations of customers and affected communities.

## SBM-2 - Stakeholders' interests and opinions

The Group maintains a constant and active dialogue with its stakeholders, integrating input gathered through dedicated channels. This approach, which involves all business departments, ensures that different perspectives are considered and integrated into strategic planning.

Overall, there were no changes in the IEG Group's basic strategy in the financial year 2024, which had already been defined with the ESG Strategy at the beginning of the year. Nevertheless, IEG continues to pursue continuous improvement in ESG performance, adapting to growing stakeholder expectations and the changing dynamics of the external environment.

Key Stakeholders	Modalities of involvement	How the company takes the result into account
<b>Management / Corporate Management / Holding</b>	Periodic strategic and operational meetings, Board of Directors meetings.	Regular presentations of results with discussions on ongoing projects and future strategic directions to be taken.
<b>Employees and working associates</b>	Internal surveys, company newsletter and internal communication platforms.	Adapting HR policies, improving working conditions and promoting initiatives based on the feedback received.
<b>Investors, shareholders and financial partners</b>	Shareholder meetings, Investor Relations activities.	Adaptation of business strategy to ensure transparency while meeting expectations.
<b>Suppliers/ business partners</b>	Supplier Register for the registration and management of requests, periodic supplier evaluations.	Continuous updating of sustainability and quality criteria to maintain high operational standards.
<b>Exhibitors</b>	Feedback surveys.	Improving services and optimising the trade fair experience based on exhibitor feedback.
<b>Visitors</b>	Satisfaction surveys.	Planning of events more in line with visitors' expectations, with a focus on the quality of services.
<b>Exhibition and congress event organisers</b>	Industry forums, sharing platforms.	Sharing business and strategy through events promoted by the various trade associations.
<b>Trade Associations</b>	Collaboration, joint initiatives, participation in working tables and sharing of best practices. Some associations are: EMECA, UFI and AEFI. Confindustria (the Employers' Federation) and Confcommercio, AIPC, AISEC, Federcongressi, International Congress And Convention Association, Motus-E, Regenerative Society Foundation, Siso - Society Of Independent Sho Organizers, Uni.Rimini Spa, Consorzio Vicenza E' - Convention & Visit.	Integration of best practices into corporate strategy and promotion of policies.
<b>Institutions and communities</b>	Working tables and consultations, collaboration with local associations.	Integration of local needs into corporate strategies, development of projects with



		a positive impact on communities and consolidation of institutional relations.
<b>Environment (silent)</b>	Decarbonisation Plan. (ISO 14001 Environmental Management System).	Definition of specific targets (reduction of greenhouse gas emissions, circularity, etc.).

Some of the above insights were gathered indirectly through interviews conducted with the company departments most involved, representative of key stakeholders such as employees, exhibitors and visitors. These contributions were integrated into the double materiality assessment, ensuring a thorough evaluation of IROs.

The Board of Directors and the Board of Statutory Auditors are informed of the opinions and interests of stakeholders regarding corporate impacts through regular meetings with the Remuneration, Nomination and Sustainability Committee and the Control and Risk Committee. This process ensures that stakeholders' perspectives are actively considered in defining IEG's sustainability strategy and that their interests are fully integrated into the company's approach to impact management.

## SBM-3 - Material impacts, risks and opportunities and their interaction with the strategy and business model

Material impacts, risks and opportunities derive directly from the Group's business model, which focuses on the design, organisation and management of trade fair and conference events. In parallel, these impacts are generated both by its direct activities and by its business relations.

Direct activities include managing exhibition space, organising logistics, setting up events, providing catering and hospitality services, and developing digital solutions for the trade fair experience.

Business relations are developed along the entire value chain and involve suppliers of materials and services, transport and logistics companies, fitting-out companies, communication and marketing companies, as well as institutional and local partners. These relationships, essential for the realisation of events, contribute both to the environmental and social impacts of the Group and to the development opportunities for the sector and the affected communities.

Negative impacts on the environment and people associated with IEG's activities include greenhouse gas (GHG) emissions, which contribute to climate change. In addition, mainly indirect activities generate air pollutant emissions, due to the transportation necessary to support the business, such as the movement of materials and the transfer of people and goods. Still in the area of environmental pollution, impacts on soil and water must also be considered: Summertrade and Prostand activities, located upstream in the value chain, contribute to the pollution of soil and water resources due to the supply of raw materials related to agriculture, animal husbandry, extraction and exploitation of forest resources.

A further negative impact is the depletion of natural resources due to the use of virgin raw materials, particularly in stand construction (e.g. wood, aluminium, plastic, metal and paper). In addition, wood production activities, as well as agri-food and natural resource provisioning activities related to the extraction of raw materials, can damage ecosystems and cause a loss of biodiversity. Energy supply has a major impact: the use of energy from non-renewable sources contributes to the rise in global temperatures, while the purchase of Guarantees of Origin (GO) and the share of self-produced and self-consumed renewable energy have a positive impact in reducing energy consumption. Moreover, skills development and gender equality programmes generate a positive impact on both their well-being and satisfaction.

Health and safety risks are also present, both for their own workers as well as for suppliers (especially fitters) and downstream customers (visitors and exhibitors attending events). Other risks include rising operating costs, linked to volatile energy prices and the difficulty of finding materials and technical expertise. Regulatory risks constitute a further critical element, with possible consequences in terms of





sanctions, increased liabilities and obstacles in obtaining financing. In addition, there is the potential damage to reputation resulting from unsustainable practices along the supply chain or from safety incidents, which could result in negative effects on revenues, cash flow and public perception.

On the other hand, IEG also identifies several opportunities to be seized, including the installation of photovoltaic panels and the reuse of certified, recycled and recyclable materials that offer possibilities for a reduction in operating costs in the long term.

IEG carried out an initial assessment of physical (chronic and acute) and transitional climate risks that could impact its business, strategy and business model with regard to its ability to address impacts and risks and exploit relevant opportunities. For more information on the assessment, please refer to section E1 IRO-1 Description of processes to identify and assess relevant climate-related impacts, risks and opportunities

The Group's strategy remains the same as that adopted in previous years. The current and anticipated effects of material impacts, risks and opportunities are monitored and managed in line with IEG's ESG Strategy. The actions are detailed in the respective ESRS thematic chapters within the Sustainability Statement.

The following table provides a brief description of the IROs relevant to the Group, indicating where in the value chain they are concentrated, whether they affect people or the environment, and the expected time horizons.

Topic	Sub-topic	IRO	Impact	Where does the impact occur? What is the source of the Risk/Opportunity?	Description	Value chain	Period concerned
E1 - Climate Change	Climate change mitigation	Negative impact	Current	People and the environment	Negative impact on climate change due to greenhouse gas emissions along the value chain.	The entire value chain	Long-term (>5 years)
	Energy	Negative impact	Current	Environment	Negative impact on rising temperatures in the event of a lack of energy supply from renewable sources.	The entire value chain	Medium-term (1-5 years)
	Energy	Positive impact	Potential	Environment	Positive impact on the reduction of energy consumption due to the purchase of GO and the share of self-produced and self-consumed renewable energy.	Own operations	Long-term (>5 years)
	Adaptation to climate change	Physical risk	-	Natural resource dependency	Infrastructure damage and costs also related to the lack of success/cancellation of trade fairs and congresses in the event of extreme weather events (e.g. floods).	Upstream and own operations	Long-term (>5 years)
	Climate change mitigation	Opportunities	-	Impact	Access to finance, public investment, incentives to finance emission reduction plans (e.g. public transport, energy efficiency).	The entire value chain	Medium-term (1-5 years)
	Energy	Risk	-	Impact	Rising energy costs due to volatile energy prices, dependence on non-renewable sources, business expansion as envisaged in the Strategic Plan 2028 and the presence of inefficient exhibition facilities.	Own operations	Medium-term (1-5 years)
	Energy	Opportunities	-	Impact	Reduction of costs in the long term with the installation of company-owned photovoltaic panels for self-production and consumption.	Own operations	Long-term (>5 years)
	Climate change mitigation	Risk	-	Impact	Damage to reputation as a result of non-compliance with the Net Zero Carbon Events Pledge and emission reduction targets.	The entire value chain	Short term (<1 year)
	Climate change mitigation	Risk	-	Impact	Failure to achieve ESG KPIs related to sustainability linked financing.	The entire value chain	Medium-term (1-5 years)

E2 - Pollution	Air	Negative impact	Current	People and the environment	Negative impact on air quality due to emissions of NOx, CO, NO2, PM10 and PM2.5 and other pollutants generated during transport and logistics activities both upstream and downstream.	The entire value chain	Short term (<1 year)
	Soil	Negative impact	Potential	Environment	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, derived from the use of land in the supply of raw natural resources related to agriculture, animal husbandry, extraction and exploitation of forest resources.	Upstream	Medium-term (1-5 years)
	Water	Negative impact	Potential	Environment	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, derived from the use of water resources in the supply of raw natural resources related to agriculture, livestock breeding, extraction and exploitation of forest resources.	Upstream	Medium-term (1-5 years)
	Air	Risk	-	Impact	Costs linked to work carried out with public administration and local transport authorities to encourage the use of public transport or electric vehicles by visitors and suppliers.	Own operations	Short term (<1 year)
E4 - Biodiversity	Factors of direct impact on biodiversity loss	Negative impact	Current	Environment	Damage to ecosystems and loss of biodiversity due to agri-food activities, wood production and supply of natural resources related to raw material extraction.	Upstream	Medium-term (1-5 years)
E5 - Circular Economy	Waste	Negative impact	Current	Environment	Damage to the environment due to improper waste disposal.	Own and downstream operations	Medium-term (1-5 years)
	Inflows of resources including use of resources	Negative impact	Current	Environment	Negative impact on the depletion of natural resources due to the use of virgin raw materials especially for stand construction (e.g. wood, aluminium, plastic, metal, paper).	Upstream and own operations	Long-term (>5 years)
	Inflows of resources including use of resources	Opportunities	-	Natural resource dependency	Reduction of costs in the long term through the reuse of certified, recycled and recyclable materials (e.g. wood, aluminium).	Upstream and own operations	Long-term (>5 years)
	Inflows of resources including use of resources	Risk	-	ESG Action	Costs (and lack of re-absorption from the market) related to carrying out LCAs and using modular stand solutions with lower impact.	Own operations	Short term (<1 year)
S1 - Company workforce	Working conditions	Negative impact	Potential	People	Negative impact on employee motivation and well-being in the event of a lack of coverage by collective bargaining agreements and in the absence of supplementary agreements (including adequate wages).	Own operations	Short term (<1 year)
	Working conditions	Positive impact	Potential	People	Negative impact on employee productivity and well-being in the absence of welfare systems that ensure a good work-life balance (e.g. insurance, parental leave, flexible working schemes, listening and engagement initiatives).	Own operations	Short term (<1 year)
	Equal treatment and opportunities for all	Positive impact	Potential	People	Positive impact on the development and transfer of internal skills of employees through the provision of upskilling and reskilling programmes, as well as on the acquisition of new skills through collaboration with universities and research institutions.	Own operations	Medium-term (1-5 years)
	Working conditions	Negative impact	Potential	People	Negative impact on the physical and mental well-being of employees due to intensive working hours (e.g. preparation and fitting-out requiring long hours, staff working weekends and bank holidays).	Own operations	Short term (<1 year)
	Equal treatment and opportunities for all	Positive impact	Current	People	Positive impacts on employee motivation through guaranteed gender equality in pay and career process management.	Own operations	Medium-term (1-5 years)



	Working conditions	Negative impact	Potential	People	Increase in occupational accidents linked with non-continuous training of employees with a higher incidence in Summertrade, Pro.stand and FB.	Own operations	Medium-term (1-5 years)
	Equal treatment and opportunities for all	Risk	-	Social resource dependency	Risk related to the scarcity of technical-specific skills, generational turnover and geographical dislocation.	Own operations	Short term (<1 year)
	Working conditions	Risk	-	Impact	Risk of administrative sanctions and liability to compensation due to employees' non-compliance with working hours.	Own operations	Short term (<1 year)
	Working conditions	Risk	-	Impact	Penalties and damage to reputation linked with the future of any accidents at work.	Own operations	Short term (<1 year)
<b>S2 - Workers along the chain 47,726 in value</b>	Working conditions	Negative impact	Potential	People	Negative impact on physical and mental well-being of workers in the value chain due to intensive working hours (e.g. preparation and fitting-out requiring long hours, staff working weekends and bank holidays).	The entire value chain	Medium-term (1-5 years)
	Working conditions	Negative impact	Potential	People	Negative impact on physical and mental well-being of workers in the value chain due to intensive working hours (e.g. preparation and fitting-out requiring long hours, staff working weekends and bank holidays).	The entire value chain	Medium-term (1-5 years)
	Working conditions	Risk	-	Social resource dependency	Reputational risk and costs if accidents occur on suppliers' and subcontractors' premises.	The entire value chain	Short term (<1 year)
	Equal treatment and opportunities for all	Risk	-	Social resource dependency	Risk of non-availability of expertise from suppliers.	The entire value chain	Long-term (>5 years)
	Working conditions	Risk	-	Impact	Risk of administrative sanctions and liability to compensation due to non-compliance with working hours of workers in the value chain.	The entire value chain	Short term (<1 year)
	Other work-related rights	Risk	-	ESG Action	Reputational risk if the company relies on suppliers who do not guarantee adequate wage levels.	The entire value chain	Short term (<1 year)
<b>S3 - Affected communities</b>	Economic, social and cultural rights of communities	Positive impact	Current	People	Positive impact for the territories in terms of development of the entrepreneurial fabric, employment, tourism, induced activities generated, training, urban regeneration.	Downstream	Long-term (>5 years)
	Economic, social and cultural rights of communities	Negative impact	Potential	People	Negative impact on roads and traffic due to the holding of trade fair and congress events (Rimini and Vicenza).	Downstream	Long-term (>5 years)
	Economic, social and cultural rights of communities	Opportunities	-	Impact	Opportunity to consolidate its positioning through educational initiatives in the territory.	Own operations	Medium-term (1-5 years)
<b>S4 - Consumers and end-users</b>	Personal safety of consumers and/or end users	Negative impact	Potential	People	Negative impact on safety of exhibitors and visitors caused by failure to implement adequate health and safety measures.	Downstream	Short term (<1 year)
	Personal safety of consumers and/or end users	Negative impact	Potential	People	Negative impact on visitors and exhibitors generated by potential hazards that could arise during trade fairs and conferences (e.g. disorderly exit due to a hazard arising at the venue, theft or assault).	Downstream	Short term (<1 year)
	Information-related impacts for consumers and/or end-users	Opportunities	-	Social resource dependency	Opportunities to improve the overall participant experience, with the use of digital platforms for real-time sharing of event information and technology tools.	Own operations	Medium-term (1-5 years)
	Personal safety of consumers and/or end users	Risk	-	Impact	Risk of criminal proceedings and costs due to a lack of or inadequate health protection for visitors.	Own operations	Medium-term (1-5 years)
<b>G1 - Conduct</b>	Enterprise Culture	Positive impact	Potential	People and the environment	Positive impact on the trust of stakeholders, both internal and external, thanks to the values, principles and transparency demonstrated by IEG through instruments such as the Code of Ethics, Company Policies, Certifications obtained (including that on	The entire value chain	Short term (<1 year)

					gender equality UNI PdR 125:2022) and clear and constant communication.		
	Active and passive corruption	Risk	-	Social resource dependency	Sanctions, damage to reputation resulting from active or passive corruption incidents with greater exposure depending on the country/region in which the company operates.	Own operations	Medium-term (1-5 years)
	Active and passive corruption	Risk	-	Social resource dependency	Reputational and business interruption risk due to involvement in acts of active or passive corruption where there is a lack of continuous training.	Own operations	Medium-term (1-5 years)

## IRO-1 - Description of the process to identify and assess material impacts, risks and opportunities

The new European single standard (ESRS) requires companies to determine material sustainability issues along their value chain in order to guide their reporting activities. In order to facilitate greater comparability and usability of information, the standard requires companies to start from a predefined list of topics, sub-topics and sub-sub-topics - sector agnostic - to identify environmental, social and governance issues applicable to the business.

From this list, the IEG Group performed a double materiality assessment to identify the IROs on which to focus the reporting of the FY24 Sustainability Statement. From a methodological point of view, two dimensions were considered:

- **impact materiality** (inside-out perspective): evaluation of positive and negative impacts, current and potential, generated by the Group on the external context (environment and people);
- **financial materiality** (outside-in perspective): mapping of current and potential "suffered" risks and/or opportunities that arise from the external environment and have a financial effect on the Group.

The identification was conducted taking into account the global scope of the Group, with a disaggregated analysis for subsidiaries operating in areas distinct from IEG's core business, such as Pro.stand, Summertrade and FB International. IROs were assessed within the company's operations and along the entire value chain, considering short, medium and long-term implications. The Group carried out an analysis both upstream, including service providers, materials and resources, and downstream, considering service users and end-of-life dynamics. In the process, the company departments most qualified to deal with the topics discussed reported, as indirectly as possible, the concerns of employees, suppliers and customers during the interviews conducted.

Downstream of the collected inputs, qualitative-quantitative scores were assigned as per the methodology provided in ESRS 1 (double materiality), with a rationale assigned for each IRO. The rating scales follow a scale from 1 to 5 and assess the following aspects:

- **Significance of negative and positive impacts:**
  1. Current negatives: assessed according to severity (extent, scope and irreparability).
  2. Current positives: considered on the basis of magnitude and scope.
  3. Negative potentials: analysed through severity (magnitude, extent and irreparability) multiplied by the probability of occurrence.
  4. Potential positives: assessed according to magnitude, scope and probability of occurrence.



- **Magnitude of risks and opportunities:** determined by considering the financial effect multiplied by the probability of occurrence.

For each risk and opportunity identified in each topic and sub-topic, IEG conducted an analysis to qualify the source, as well as their dependence on natural or social resources. For further details, please refer to the table under disclosure SBM-3 - Significant Impacts, Risks and Opportunities and their Interaction with the Strategy and Business Model.

In parallel, a preliminary assessment of the financial impact was conducted in order to specify the repercussions on key economic and financial indicators, such as EBITDA, and cash flow, access to finance and cost of capital. The materiality threshold was defined using the median of the scores obtained: **6.00** for the impact analysis and **0.90** for the financial review, thereby ensuring a balanced view of the company's priorities. The results were reviewed by the Remuneration, Nomination and Sustainability Committee and submitted to the Board of Directors for validation.

Within the framework of Corporate Governance, IEG adopts a risk management policy aimed at identifying, measuring, managing and monitoring the main corporate risks, ensuring that they are managed in a conscious manner and aligned with strategic objectives. Among the external risks was climate change, which was also considered in the drafting of the Strategic Plan 2023-2028 and in line with participation in the Net Zero Carbon Events initiative.

However, the process of identifying, assessing and managing impacts, risks and opportunities is not yet fully integrated into the overall corporate risk management system.

As this is the first year of reporting according to ESRS standards, there are no changes to the process compared to the previous reporting period. Furthermore, this is the first year in which IEG conducted an analysis based on the principle of double materiality.

The materiality assessment will be updated in the future, depending on any changes in the external and internal environment. The Group will constantly monitor these developments to ensure that the valuation process remains aligned with its strategic needs and regulatory and market developments.

For more information on internal control procedures and their integration into the company's risk management process, see section GOV-5 - Risk Management and Internal Controls over Sustainability Reporting.

### The double materiality assessment process

Stage	Activities	Aim and results
Understanding the context	Megatrend analysis	Megatrend analysis to identify the policies, regulations and trends to which the company is most exposed.
	Business Model	Analysis of the sector in which the Group operates, as well as its business model and strategy.
	Value chain and stakeholder mapping	Analysis of the value chain upstream, downstream and in own operations with a focus on the main stakeholders involved.
IRO identification	Pre-assessment of Sustainability Issues	Identification of the main sustainability issues addressed by the main competitors in the industry to understand priorities and areas of focus.
	Workshops with departments	Analysis of the longlist together with the most impacted departments in order to validate the identified IROs, integrating and modifying based on the feedback provided. No external stakeholders were involved at this stage, as their concerns were considered indirectly through discussions with the departments. Starting in '25, IEG will prepare a stakeholder engagement procedure that will be outlined and shared with the Remuneration, Nomination and Sustainability Committee.



Stage	Activities	Aim and results
Definition of the materiality threshold	Evaluation	To assess the significance and magnitude of IROs, qualitative-quantitative scores were assigned and thresholds were set based on the inputs collected.
Validation	Sharing and evaluation	The results of the analysis were shared for information with the Remuneration, Nomination and Sustainability Committee on 13/12/24.
	Sharing and validation	The results were validated by the Board on 18/12.
Reporting	Identification of Reporting Requirements	To guide the reporting process and understand the main qualitative and quantitative data to be disclosed for FY24.

## IRO-2 - Disclosure requirements of ESRS covered by the sustainability statement of the enterprise

Material IROs that have exceeded the established impact and/or financial threshold are mapped by IEG against the relevant disclosure requirements. In this process, IEG was supported by TEHA and the Board of Directors approved the final reporting range. With regard to sustainability issues deemed relevant, the Group communicates policies, actions and objectives in accordance with the ESRS and related Minimum Disclosure Requirements (MDRs), also taking into account application requirements. The metrics were selected on the basis of the materiality principle, as required by paragraph 31 ESRS 1.

For more details on the process of determining the relevant information to be disclosed regarding impacts, risks and opportunities, including the thresholds applied and the implementation criteria, please refer to section IRO-1.

It should be noted, however, that to date IEG does not have specific policies, actions and objectives for each relevant IRO. The Group is committed to evaluating the necessary additions and any developments in this area will be the subject of future analysis.

Below is a list of the disclosure requirements met in drafting the Sustainability Statement, following the outcome of the double materiality assessment. It should be noted that not all disclosure requirements related to E3 - Water and Marine Resources are covered by this Statement as the topic was found to be irrelevant for the Group. It has to be pointed out that despite the Biodiversity theme has not be found relevant during the double materiality exercise, IEG uses the option for transitional provision (DT) for the year 2024.

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Duty of disclosure and corresponding element of information	SFDR Reference	Third pillar reference	Index regulation reference	EU climate law reference	Location of information
ESRS 2 GOV-1 Gender diversity in the board, paragraph 21(d)	Annex I, Table 1, Indicator No. 13	-	Commission Delegated Regulation (EU) 2020/1816 ( 5 ), Annex II	-	GOV 1- Role of administrative, management and supervisory bodies
ESRS 2 GOV-1 Percentage of independent board members, paragraph 21(e)	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	GOV 1- Role of administrative, management and supervisory bodies
ESRS 2 GOV-4 Statement on Duty of Care, para. 30	Annex I, Table 3, Indicator No. 10	-	-	-	GOV-4 Duty of Care Statement
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, para. 40(d)(i)	Annex I, Table 1, Indicator No 4			-	Not applicable.
ESRS 2 SBM-1 Involvement in activities related to the production of chemicals, paragraph 40(d)(ii)	Annex I, Table 2, Indicator No 9	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	Not applicable.
ESRS 2 SBM-1 Participation in activities related to controversial weapons, paragraph 40(d)(iii)	Annex I, Table 1, Indicator No 14		Article 12(1) of Delegated Regulation (EU) 2020/1818(7) and Annex II of Delegated Regulation (EU) 2020/1816		Not applicable.
ESRS 2 SBM-1 Involvement in activities related to tobacco cultivation and production, paragraph 40(d)(iv)			Article 12(1) of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816		Not applicable.
ESRS E1-1 Transition Plan to achieve climate neutrality by 2050, paragraph 14				Article 2(1) of Regulation (EU) 2021/1119	E1-1 Transition plan for climate change mitigation



ESRS E1-1 Enterprises excluded from benchmarks aligned with the Paris Agreement, paragraph 16(g)	-	Article 449 bis of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 1: Banking Book - Indicators of potential climate change transition risk: credit Quality of exposures by sector, emissions and residual duration	Article 12(1)(d) to (g) and (2) of Delegated Regulation (EU) 2020/1818	-	E1-1 Transition plan for climate change mitigation
ESRS E1-4 GHG emission reduction targets, paragraph 34	Annex I, Table 2, Indicator No 4	Article 449 bis of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 3: Banking Portfolio - Indicators of potential climate change transition risk: alignment metrics	Article 6 of Delegated Regulation (EU) 2020/1818	-	E1-4 Climate change mitigation and adaptation objectives
ESRS E1-5 Energy consumption from fossil fuels disaggregated by source (high climate impact sectors only), para. 38	Annex I, Table 1, Indicator No. 5 and Annex I, Table 2, Indicator No. 5	-	-	-	E1-5 Energy consumption and energy mix
ESRS E1-5 Energy consumption and energy mix, paragraph 37	Annex I, Table 1, Indicator No. 5	-	-	-	E1-5 Energy consumption and energy mix
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	Annex I, Table 1, Indicator No. 6	-	-	-	E1-5 Energy consumption and energy mix
ESRS E1-6 Gross Scope 1, 2, 3 and total GHG emissions, para. 44	Annex I, Table 1, Indicators n. 1 and 2	Article 449 bis of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 1: Banking Book - Indicators of potential climate change transition risk: Credit quality of exposures by sector, emissions and remaining duration	Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	-	E1-6 Gross from Scope 1, 2 GHG emissions and total GHG emissions. Information on scope 3 emissions subject to phase-in
ESRS E1-6 Intensity of gross GHG emissions, paragraphs 53 to 55	Annex I, Table 1, Indicator No 3	Article 449 bis of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 3: Banking portfolio - Indicators of potential climate change-related transition risk: alignment metrics	Article 8(1) of Delegated Regulation (EU) 2020/1818	-	E1-6 Gross from Scope 1, 2 GHG emissions and total GHG emissions. Information on scope 3 emissions subject to phase-in
ESRS E1-7 GHG removals and carbon credits, paragraph 56	-	-	-	Article 2(1) of Regulation (EU) 2021/1119	Information subject to phase-in
ESRS E1-9 Exposure of the benchmark index	-	-	Annex II of Delegated Regulation (EU) 2020/1818 and	-	Information subject to phase-in



portfolio to physical climate-related risks, paragraph 66			Annex II of Delegated Regulation (EU) 2020/1816		
ESRS E1-g Breakdown of monetary amounts by acute and chronic physical risk, paragraph 66(a) ESRS E1-g Location of significant physical risk activities, paragraph 66(c)	-	Article 449 bis of Regulation (EU) No 575/2013; paragraphs 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Model 5: Banking Book - Indicators of potential physical risk related to climate change: exposures subject to physical risk	-	-	Information subject to phase-in
ESRS E1-g Degree of exposure of the portfolio to climate-related opportunities, paragraph 69	-	Article 449 bis of Regulation (EU) No 575/2013; paragraphs 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Model 5: Banking Book - Indicators of potential physical risk related to climate change: exposures subject	-	-	Information subject to phase-in
ESRS E1-g Degree of exposure of the portfolio to climate-related opportunities, paragraph 69	-		Annex II to Delegated Regulation (EU) 2020/1818	-	Information subject to phase-in
ESRS E2-4 Amount of each pollutant listed in Annex II of E-PRTR (European Pollutant Release and Transfer Register) emitted to air, water and land, para. 28	Annex I, Table 1, indicator No 8; Annex I, Table 2, indicator No 2; Annex 1, Table 2, indicator No 1; Annex I, Table 2, indicator No 3	-	-	-	E2-4 Air, water and soil pollution
ESRS E3-1 Waters and marine resources, paragraph 9	Annex I, Table 2, Indicator No. 7	-	-	-	Not relevant.
ESRS E3-1 Dedicated policy, paragraph 13	Annex I, Table 2, Indicator No. 8	-	-	-	Not relevant.
ESRS E3-1 Sustainability of oceans and seas paragraph 14	Annex I, Table 2, Indicator No. 12	-	-	-	Not relevant.
ESRS E3-4 Total recycled and reused water, paragraph 28(c)	Annex I, Table 2, Indicator No 6.2	-	-	-	Not relevant.
ESRS E3-4 Total water consumption m <sup>3</sup> compared to net revenues from own operations, paragraph 29	Annex I, Table 2, Indicator No 6.1	-	-	-	Not relevant.
ESRS 2 IRO-1 - E4 paragraph 16(a)(i)	Annex I, Table 1, Indicator No. 7	-	-	-	Information subject to phase-in
ESRS 2 IRO-1 - E4 paragraph 16(b)	Annex I, Table 2, Indicator No. 10	-	-	-	Information subject to phase-in
ESRS 2 IRO-1 - E4 paragraph 16(c)	Annex I, Table 2, Indicator No. 14	-	-	-	Information subject to phase-in



ESRS E4-2 Sustainable agricultural/land-use policies or practices, paragraph 24(b)	Annex I, Table 2, Indicator No. 11	-	-	-	Information subject to phase-in
ESRS E4-2 Sustainable practices or policies for sea/ocean use, paragraph 24(c)	Annex I, Table 2, Indicator No. 12	-	-	-	Information subject to phase-in
ESRS E4-2 Policies to address deforestation, paragraph 24(d)	Annex I, Table 2, Indicator No. 15	-	-	-	Information subject to phase-in
ESRS E5-5 Non-recycled waste, paragraph 37(d)	Annex I, Table 2, Indicator No. 13	-	-	-	E5-5 Resource outflows
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	Annex I, Table 1, Indicator No 9	-	-	-	E5-5 Resource outflows
ESRS 2 - SBM3 - S1 Risk of forced labour, paragraph 14 (f)	Annex I, Table 3, Indicator No. 13	-	-	-	S1 - SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model
ESRS 2 - SBM3 - S1 Risk of child labour, paragraph 14(g)	Annex I, Table 3, Indicator No 12	-	-	-	S1 - SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model
ESRS S1-1 Political commitments to human rights, paragraph 20	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S1-1 Policies related to own workforce
ESRS S1-1 Due diligence policies on matters covered by Core Conventions 1 to 8 of the International Labour Organisation, para. 21	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S1-1 Policies related to own workforce
ESRS S1-1 Procedures and measures to prevent trafficking in human beings, paragraph 22	Annex I, Table 3, Indicator No. 11	-	-	-	S1-1 Policies related to own workforce
ESRS S1-1 Occupational accident prevention policy or management system, paragraph 23	Annex I, Table 3, Indicator No. 1	-	-	-	S1-1 Policies related to own workforce
ESRS S1-3 Mechanisms for handling complaints/reports, paragraph 32(c)	Annex I, Table 3, Indicator No. 5	-	-	-	S1-3 Processes to remedy negative impacts and channels that enable own workers to voice concerns
ESRS S1-14 Number of deaths and number and rate of work-related injuries, para 88 (b) and (c)	Annex I, Table 3, Indicator No. 2	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S1-14 Health and safety metrics
ESRS S1-14	Annex I, Table 3, Indicator No 3	-	-	-	S1-14 Health and safety metrics



Number of days lost due to injuries, fatalities or illness, paragraph 88(e)					
ESRS S1-16 Incorrect gender pay gap, paragraph 97(a)	Annex I, Table 1, Indicator No 12	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	Information subject to phase-in
ESRS S1-16 Excessive pay gap in favour of the CEO, paragraph 97(b)	Annex I, Table 1, Indicator No 12	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	Information subject to phase-in
ESRS S1-17 Discrimination-related incidents, paragraph 103(a)	Annex I, Table 3, Indicator No. 8	-	-	-	S1 - SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model
ESR S1-17 Failure to comply with the UN Guiding Principles on Business and Human Rights and OECD, paragraph 104(a)	Annex I, Table 1, Indicator No. 10 and Annex I, Table 3, Indicator No. 14	-	Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	-	S1 - SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model
ESRS 2 SBM-3 - S2 Serious risk of child labour or forced labour in the labour chain, para. 11(b)	Annex I, Table 3, indicators no. 12 and 13	-	-	-	S2 - SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model
ESRS S2-1 Political commitments to human rights, paragraph 17	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S2-1 Worker-related policies in the value chain
ESRS S2-1 Worker-related policies in the value chain, paragraph 18	Annex I, Table 3, indicators no. 11 and 4	-	-	-	S2-1 Worker-related policies in the value chain
ESRS S2-1 Failure to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 19	Annex I, Table 1, Indicator No. 10	-	Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	-	S2-1 Worker-related policies in the value chain
ESRS S2-1 Due diligence policies on matters covered by Core Conventions 1 to 8 of the International Labour Organisation, paragraph 19	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S2-1 Worker-related policies in the value chain
ESRS S2-4 Human rights issues and incidents in its upstream and downstream value chain, paragraph 36	Indicator number 14 Table #3 of Annex 1	-	-	-	S2-4 Intervention to address material impacts for workers in the value chain and approaches to the management of material risks and the taking of material opportunities for workers in the value chain, as well as the





					effectiveness of these actions
ESRS S3-1 Political commitments to human rights, paragraph 16	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S3-1 Policies on affected communities
ESRS S3-1 Failure to comply with the UN Guiding Principles on Business and Human Rights, the ILO Principles or the OECD Guidelines, para. 17	Annex I, Table 1, Indicator No. 10	-	Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	-	S3-1 Policies on affected communities
ESRS S3-4 Human Rights Issues and Incidents, paragraph 36	Annex I, Table 3, Indicator No. 14	-	-	-	S3-4 Intervention to address material impacts on affected communities and approaches to the management of material risks and the taking of material opportunities for affected communities, as well as the effectiveness of these actions
ESRS S4-1 Consumer and end-user related policies, para. 16	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S4-1 Consumer and end-user policies
ESRS S4-1 Failure to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines, paragraph 17	Annex I, Table 1, Indicator No. 10	-	Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818	-	S4-1 Consumer and end-user policies
ESRS S4-4 Human Rights Issues and Incidents, paragraph 35	Annex I, Table 3, Indicator No. 14	-	-	-	S4-4 Actions related to material impacts on end-users and approaches to managing material risks and taking material opportunities related to consumers and end-users and the effectiveness of these actions
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	Annex I, Table 3, Indicator No. 15	-	-	-	G1-1 Policies on enterprise culture and enterprise conduct
ESRS G1-1 Protection of whistleblowers, paragraph 10(d)	Annex I, Table 3, Indicator No. 6	-			G1-1 Policies on enterprise culture and enterprise conduct
ESRS G1-4 Fines imposed for violations of laws against active and passive corruption, para. 24 (a)	Indicator number 17 Table #3 of Annex 1	-			G1-4 Established cases of active or passive corruption



ESRS G1-4 Rules for combating active and passive corruption, paragraph 24(b)	Annex I, Table 3, Indicator No 16	-			G1-4 Established cases of active or passive corruption
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# Environmental Information

## European Taxonomy - Information pursuant to Article 8 of Regulation 2020/852

In line with the Paris Agreement on climate change and the UN 2030 Agenda, by adopting the **Green Deal**, Europe aims to become the first carbon-neutral continent by 2030, reducing emissions by 55%. In this context, the task of driving the sustainable transition of the economic system has been entrusted to the financial sector.

In 2018, the European Commission published the **Sustainable Finance Action Plan**, which outlines a series of measures to be taken to steer capital towards sustainable investments, manage financial risks related to climate change and promote transparency in economic and financial activities. The European Taxonomy - governed by **Regulation (EU) 2020/852** - is the main initiative of the regulatory strategy developed by the EC to finance the transition.

The EU Taxonomy is a unique international classification system listing economic activities and related technical criteria whose application provides companies, investors and policy-makers with transparent, uniform and comparable information to direct capital towards sustainable investment activities. The Regulation was published in the EU Official Journal on 22 June 2020 and entered into force on 12 July of the same year. Its elaboration first involved the Technical Expert Group (TEG) and then the Platform on Sustainable Finance (PSF), as well as numerous stakeholders and institutions, to create a shared and dynamic system. According to the EU, the Taxonomy will help to reduce the risks of greenwashing, provide greater certainty to investors, support companies on the path to green transition, and direct investments to where they are most needed.

According to the framework of the Regulation, the activities listed within the Taxonomy can contribute to the achievement of **6 environmental objectives**:

- Climate Change Mitigation - CCM;
- Climate Change Adaptation - CCA;
- Sustainable use and protection of water and marine resources - WTR;
- Transition to a circular economy - CE;
- Pollution Prevention and Control - PPC;
- Protection and restoration of biodiversity and ecosystems - BIO.

In order to be considered environmentally sustainable, the economic activities carried out by a company, in addition to being among those listed by the Taxonomy - and thus defined as **eligible** - must also be **aligned**. Each economic activity is aligned if:

- it contributed substantially to the achievement of one or more of the environmental objectives (Art. 9 Reg. 2020/852);
- does no significant harm ("DNSH") to any of the remaining environmental objectives (Art. 17 Reg. 2020/852);
- is carried out in compliance with minimum social safeguards (Art. 18 2020/852).

As provided for in the Regulation, the EC is called upon to adopt a series of Delegated Acts that progressively supplement and develop the regulatory framework. To date, the Taxonomy lists



**156 economic activities in 9 main sectors**, selected by prioritising those activities with the greatest potential impact in positively contributing to the Regulation's environmental objectives and, for which, definitions and related technical criteria have already been adopted.

- Climate Delegated Act (2021/2139), which supplements Regulation 2020/852 by defining the technical criteria for determining under which conditions an economic activity contributes substantially to climate change mitigation and adaptation;
- Complementary Climate Delegated Act (2022/1214), which amends the Climate Delegated Act with regard to economic activities in certain energy sectors and amends the Delegated Regulation 2021/2178 with regard to the disclosure of specific information to the public concerning such economic activities;
- Delegated Regulation (2023/2485), which amends the Climate Delegated Act by defining additional technical screening criteria and additional activities to determine under which conditions certain economic activities can be considered to contribute substantially to climate change mitigation or adaptation;
- Environmental Delegated Act (2023/2486), which supplements Regulation (EU) 2020/852 by setting technical screening criteria for determining under which conditions an economic activity can be considered to contribute substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to the prevention and reduction of pollution or to the protection and restoration of biodiversity and ecosystems, and amends Delegated Regulation (EU) 2021/2178 with regard to the public disclosure of specific information relating to such economic activities.

The **Disclosure Delegated Act (2021/2178)** specifies the methodology, content and information that non-financial and financial companies must disclose regarding the share of their economic and investment activities that are eligible and aligned with the Taxonomy.

For the reporting year 2024, the Disclosure Delegated Act requires non-financial companies falling under the scope of the Corporate Sustainability Reporting Directive (CSRD) to **calculate the percentage share of turnover, capital expenditure (CapEx) and operating expenditure (OpEx) attributable to activities which are eligible and aligned with the Taxonomy**.

### **The application of the Regulation to the activities of the IEG Group**

Since FY2022 IEG falls under the scope of Regulation 2020/852. In the first year of application of the Taxonomy, the Group carried out an assessment of its eligible economic activities, based on a correspondence with the NACE codes stated in the Delegated Acts. Considering that the exhibition-congress sector has not yet been included in the Taxonomy, in the first non-financial reporting (FY22) the Group declared a non-eligibility under the Regulation.

In line with EC guidelines and the commitment to adopt best reporting practices, from 2023 IEG will apply the Taxonomy overcoming the classification of NACE codes, seeking a correspondence of its activities and investments with the contents of the Regulation so as to enhance the contribution to the Group's transition to the European Taxonomy.

### **The Eligibility and Alignment of the IEG Group**

In order to meet the disclosure requirements of the Taxonomy, in 2024 the IEG Group retraced the cross-Group process initiated in 2023. The project was managed by the Treasury, Investor Relations & Sustainability Manager and actively involved the Technical Area and the Business Controlling Manager, in addition to the companies in the reporting scope.



The first step involved updating the eligibility assessment to identify the activities carried out in 2024 by the Group that match the updated scope of activities listed for the 6 objectives of the Taxonomy. The assessment identified **14 eligible activities** from 7 sectors of the Regulation (Energy, Transport, Construction and Real Estate, Information and Communication, Education, Arts, Entertainment and Leisure, Water Supply, Sewerage, Waste Treatment and Decontamination), which can contribute to the achievement of the Climate Change Mitigation and Adaptation (CCM and CCA), Circular Economy (CE) and Pollution Prevention and Control (PPC) objectives.

ID	Activities	Objective	Rationale for eligibility
4.16	Installation and operation of electric heat pumps	CCM	Installation of a new heat pump at the Rimini offices
6.1	Intercity passenger rail transport	CCM	Agreements with Trenitalia, Tper and Trenitalia Frecce for stops at Rimini Fiera station
6.3	Urban and suburban transport, road passenger transport	CCM	Sustainable mobility solutions to facilitate the transport of exhibitors and visitors to their exhibition centres (e.g. START ROMAGNA, bus rental, private buses and NCC)
7.3	Installation, maintenance and repair of energy efficiency devices	CCM	Energy efficiency measures through the replacement of floodlights and luminaires with more energy-efficient devices
7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in the parking spaces pertaining to buildings)	CCM	Installation and maintenance of charging stations for electric vehicles
7.5	Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	CCM	System for supervision and optimisation of plant energy consumption (e.g. CO <sub>2</sub> Save system in Vicenza)
7.7	Purchase and ownership of buildings	CCM	Non-residential property development for exhibition purposes
8.1	Data processing, hosting and related activities	CCM	Installation of physical servers
11	Education	CCA	IEG Academy, SAFTE (School of Advanced Training for Ecological Transition) and ProStand Corporate Academy
13.1	Creative, artistic and entertainment activities	CCA	Organisation of events at its exhibition centres ('Special Initiatives')
13.2	Libraries, archives, museums and other cultural activities	CCA	Management of the Jewellery Museum
3.3	Demolition of buildings and other structures	CE	Demolition of two pavilions in Vicenza
3.4	Road and motorway maintenance	CE	Maintenance and functional restoration of the external road network
2.4	Remediation of contaminated sites and areas	PPC	Environmental remediation in Vicenza

### Substantial contribution

For each eligible activity, compliance with the technical screening criteria necessary to establish the substantial contribution was verified. The criteria set real technical thresholds that establish the limits within which the activity is able to meet the first requirement for alignment with the Taxonomy.

IEG screened all potentially eligible activities verifying whether they comply with the substantial contribution. However, no activities have emerged to date that meet the requirements.

### Do No Significant Harm (DNSH)

For each eligible activity that met the criteria for a substantial contribution to at least one of the six climate objectives, the technical and regulatory requirements were checked to ensure that the activity in question would not cause significant harm to the other environmental objectives defined in the Regulation. The analysis included the verification of both specific criteria, which impose ad hoc technical or regulatory verifications for each activity and objective, and general criteria, which refer to compliance with European or national regulations or the performance of verification activities on environmental issues. Specifically:

- **Annex A (DNSH CCA):** an analysis of the climate risks to which the pavilions are exposed was conducted in line with the principles of the Task Force on Climate-related Financial Disclosures (TCFD). For more information, see *E1 IRO-1 Analysis of physical risks related to climate change*. In the next few years, the analysis will be extended with the mapping of actions to adapt corporate assets to the identified risks;



- **Annex B (DNSH WTR):** the activities analysed do not generate significant impacts on surface or groundwater bodies, nor do they contribute to water quality degradation or water stress;
- **Annex C (DNSH PPC):** these activities mainly concern the replacement of light sources with LED technology projectors. The devices meet the requirements of the ROHS Directive, ensuring compliance with European standards for the use of safe and environmentally friendly materials. *NB: The Regulation stipulates that compliance with the technical requirements of no harm is also verified along the supply chain. For FY24, IEG does not yet have sufficient data to demonstrate this compliance, but is taking the necessary steps to ensure full compliance by FY25.*
- **Annex D (DNSH BIO):** The activities of the IEG Group do not require Environmental Impact Assessments (EIA) or Strategic Environmental Assessments (SEA).

### Minimum social safeguards

In addition, IEG verified compliance with the minimum social safeguards set out in the Regulation, understood as the policies that ensure compliance with a number of international principles on the protection of human and labour rights, anti-corruption, fair competition and taxation.

Coverage of minimum safeguard issues is ensured by the Group through the adoption of specific instruments such as corporate policies, guidelines and organisational and operational mechanisms. Of particular note are:

- the Group's **Code of Ethics** defines and promotes the values of fairness, loyalty, integrity and transparency, guiding principles for corporate bodies, employees and all those who contribute to the achievement of the Company's objectives. The document enshrines an absolute ban on corruption, without exception, and emphasises transparency and fairness in administrative and accounting management, ensuring that every transaction is recorded accurately and truthfully, in full compliance with current regulations. Furthermore, the Code of Ethics reiterates the need to avoid any contact or agreement of an anti-competitive nature, thus protecting the principle of fair competition (for more information, see section S1-1);
- the **Policy for the Environment, Health and Safety and Sustainable Management of Events** promotes the protection of health and safety in the workplace and of third parties with whom the company does business (e.g. exhibitors, visitors, employees, suppliers and working associates). Please refer to section E1-2 for more information;
- the **Organisational, Management and Control Model (OMC 231)** defines the procedures for managing corruption, including the creation of a 'Whistleblowing' reporting platform, where all Recipients of the Code of Ethics can report any violation or suspected violation of the Code, of which they have become directly aware during and/or due to the performance of their working duties. Please refer to section G1-1 for more information;

IEG, in the process of verifying the minimum safeguards related to the purchase of products from economic activities potentially aligned with the taxonomy, in compliance with the reference legislation, has extended the assessment to the supply chain of the products and services involved. To this end, the Group has adopted a structured set of procedures to ensure transparency and compliance with the principles enshrined in its Code of Ethics throughout the entire supply chain. However, adopting a prudent and conservative approach, the Group believes that the information currently available is not sufficient to ensure that supply chain management practices ensure suppliers are fully aligned with the requirements of Article 8 of the Regulation.

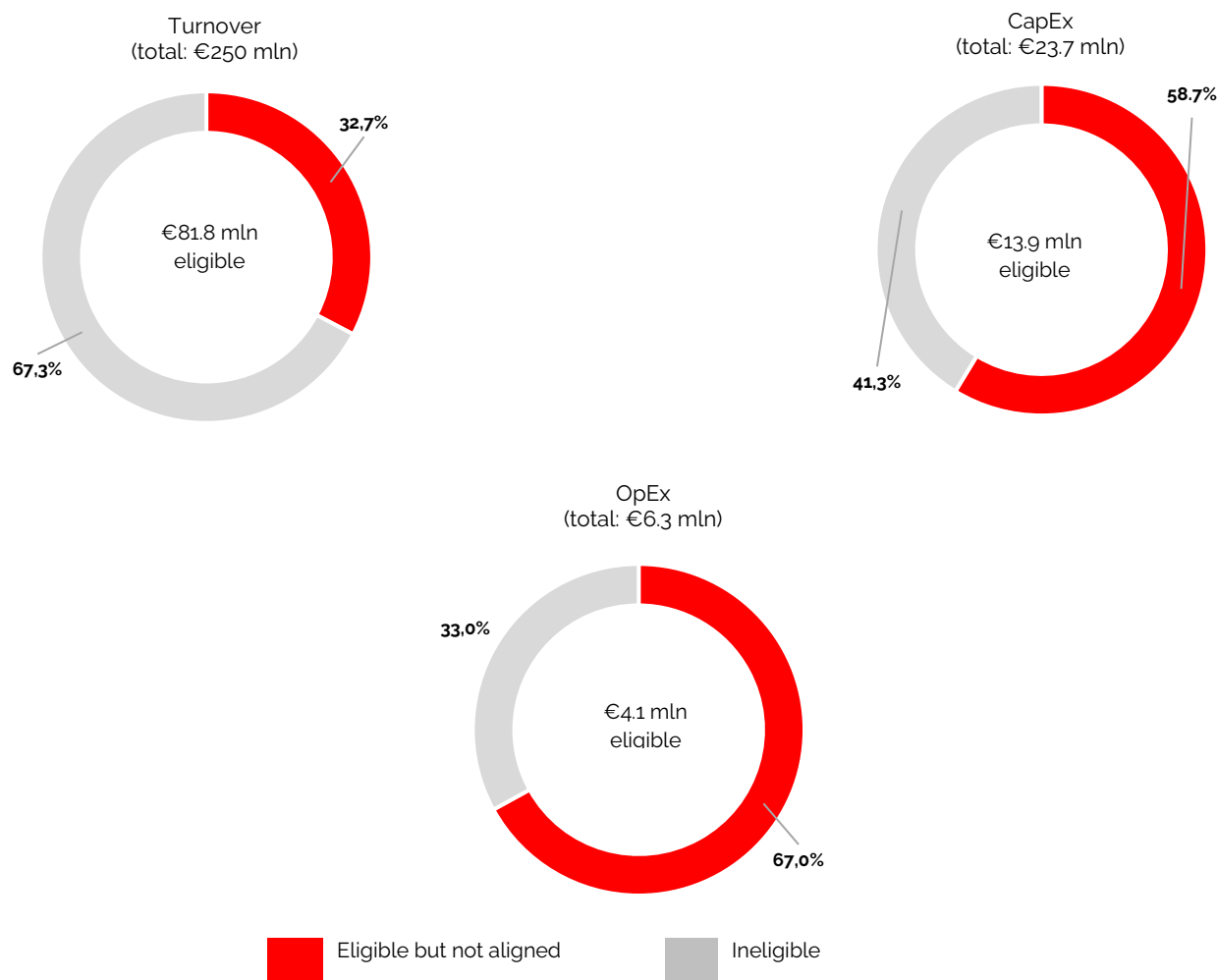




## Economic-financial KPIs

The IEG Group calculated the economic-financial KPIs required by the Taxonomy, defining the proportions of turnover, capital expenditure (CapEx) and operating costs (OpEx) attributable to its eligible activities aligned with the Regulation, in line with the indications given in the Disclosure Delegated Act.

**For 2024, the proportions of turnover eligibility, CapEx and OpEx are 32.7%, 58.7% and 63.9% respectively.**



## Accounting principles underlying the application of the Taxonomy

The qualitative information required by the Regulation on the construction of the economic-financial KPIs required by the Taxonomy are set out below. In particular, it explains how the proportions of turnover, CapEx and OpEx, relating to the Group's eligible and aligned activities and defined on the basis of the indications of Annex 1 to Delegated Act 2178/2021, are established. The present data refer to the Group's performance for the year 2024, including all companies included in the reporting scope of the Consolidated Financial Statements.

### Turnover

- Numerator: net turnover from products and services associated with eligible economic activities aligned with the taxonomy.



- Denominator: total value of net sales that contribute to the definition of 'Revenues' in the IEG Group's Consolidated Financial Statements.

#### CapEx

- Numerator: eligible capital expenditure aligned with the Taxonomy.
- Denominator: total value of capital expenditure contributing to the definition of the IEG Group's 'Total Investments'. The calculation included additions to tangible (buildings and pavilions) and intangible assets during FY 2024 considered before depreciation/amortisation, write-down and any revaluation, including those resulting from restatements and impairments, for the year in question, and excluding changes in Fair Value.

#### OpEx

- Numerator: eligible operational expenditure aligned with the Taxonomy.
- Denominator: total costs associated with maintenance and repair as well as any other direct expenditure related to the day-to-day maintenance of buildings, plant or machinery by the company or by third parties to whom such tasks are outsourced, necessary to ensure the continuous and effective operation of such assets. In addition, costs related to railway station management, transport of operators and hosting activities are included. Overheads, raw materials and energy costs (electricity, water, gas) are excluded.



## Proportion of Turnover derived from products or services associated with economic activities aligned with the Taxonomy

Financial year N	2024	Criteria for substantial contribution								DNSH criteria ('Do no significant harm')						Minimum Safeguards	Revenues share aligned with or eligible to taxonomy, year N-1	Qualifying activity	Transition activity
Economic activities	Activity code	Absolute revenues	Share of Revenues	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Y/N	%	A	T
Text		€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Taxonomy eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (aligned with Taxonomy)</b>																			
Revenues from environmentally sustainable activities (aligned with taxonomy) (A.1)	-	0 €	0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%	A	-
Of which enabling	-	0 €	0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%	A	-
Of which transitional	-	0 €	0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%	-	T
<b>A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Purchase and ownership of buildings	7.7 CCM	81,139,427 €	32.5%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Education	11 CCA	115,000 €	0.05%	N/AM	AM	N/AM	N/AM	N/AM	N/AM								0%		
Creative, artistic and entertainment activities	13.1 CCA	538,050 €	0.2%	N/AM	AM	N/AM	N/AM	N/AM	N/AM								0.3%		
Revenues from activities eligible for the taxonomy but not environmentally sustainable (activities not aligned with the taxonomy) (A.2)		81,792,478 €	33%	32.4%	0.3%	0.0%	0.0%	0.0%	0.0%								0%		
Revenues from activities eligible for taxonomy (A.1+A.2)		81,792,478 €	32.7%	0%	0%	0%	0%	0%	0%								0%		
<b>B. Activities not eligible for Taxonomy</b>																			
Revenues from activities not eligible for taxonomy		168,256,252 €	67.3%																
Total		250,048,730 €	100%																

	Proportion of turnover/total turnover	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	32.5%
CCA	-	0.3%
WTR	-	-
CE	-	-
PPC	-	-
BIO	-	-

## Share of CapEx from products or services associated with economic activities aligned with the Taxonomy

Financial year N	2024	Criteria for substantial contribution								DNSH criteria ('Do no significant harm')						Minimum Safeguards	Share of CapEx aligned with or eligible to taxonomy, year N-1	Qualifying activity	Transition activity
Economic activities	Activity code	Absolute CapEx	Share of CapEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum Safeguards	%	A	T
Text		€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Taxonomy eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (aligned with Taxonomy)</b>																			
CapEx of environmentally sustainable activities (aligned with taxonomy) (A.1)		0 €	0.0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%		
Of which enabling		0 €	0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%	A	
Of which transitional		0 €	0	0%						S	S	S	S	S	S	S	0%		T
<b>A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Installation and operation of electric heat pumps	4.16 CCM	82,074 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Installation, maintenance and repair of energy efficiency devices	7.3 CCM	52,263 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	7.5 CCM	2,450 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Purchase and ownership of buildings	7.7 CCM	8,231,842 €	35%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Data processing, hosting and related activities	8.1 CCM	54,920 €	0.2%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		



Demolition of buildings and other structures	3.3 CE	5,447,392 €	23%	N/AM	N/AM	N/AM	N/AM	AM	N/AM								0%		
Road and motorway maintenance	3.4 CE	27,700 €	0.1%	N/AM	N/AM	N/AM	N/AM	AM	N/AM								0%		
Remediation of contaminated sites and areas	2.4 PPC	43,728 €	0.2%	N/AM	N/AM	N/AM	AM	N/AM	N/AM								0%		
CapEx of activities eligible for the taxonomy but not environmentally sustainable (activities not aligned with the taxonomy) (A.2)		13,942,351€	58.7%	35%	0%	0%	0.2%	23%	0%								0%		
CapEx of activities eligible for taxonomy (A.1+A.2)		13,929,283 €	58.7%	35%	0%	0%	0.2%	23%	0%								0%		
<b>B. Activities not eligible for Taxonomy</b>																			
CapEx of Activities Not Eligible for Taxonomy		9,792,881 €	41.3%																
<b>Total</b>		<b>23,735,232 €</b>	<b>100%</b>																

	Share of CapEx/Total CapEx	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	35%
CCA	-	-
WTR	-	-
CE	-	23%
PPC	-	0.2%
BIO	-	-



## Share of OpEx from products or services associated with economic activities aligned with the Taxonomy

Financial year N	2024	Criteria for substantial contribution								DNSH criteria ('Do no significant harm')						Minimum Safeguards	Share of OpEx eligible or aligned with	Qualifying activity	Transition activity
Economic activities	Activity code	Absolute OpEx	Share of OpEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Y/N	%	A	T
Text		€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Taxonomy eligible activities</b>																			
<b>A.1. Environmentally sustainable activities (aligned with Taxonomy)</b>																			
OpEx of environmentally sustainable activities (aligned with taxonomy) (A.1)		0 €	0.0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%		
Of which enabling		0 €	0%	0%	0%	0%	0%	0%	0%	S	S	S	S	S	S	S	0%	A	
Of which transitional		0 €	0%	0%						S	S	S	S	S	S	S	0%		T
<b>A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Installation and operation of electric heat pumps	4.16 CCM	2,246 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Intercity passenger rail transport	6.1 CCM	520,982 €	9%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								5%		
Urban and suburban transport, road passenger transport	6.3 CCM	470,926 €	8%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								8%		
Installation, maintenance and repair of energy efficiency devices	7.3 CCM	14,300 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in the parking spaces pertaining to buildings)	7.4 CCM	7,381 €	0%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		



Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	7.5 CCM	34,290 €	1%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Purchase and ownership of buildings	7.7 CCM	2,414,832 €	40%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Data processing, hosting and related activities	8.1 CCM	156,373 €	3%	AM	N/AM	N/AM	N/AM	N/AM	N/AM								2%		
Education	11 CCA	165,093 €	3%	N/AM	AM	N/AM	N/AM	N/AM	N/AM								0%		
Libraries, archives, museums and other cultural activities	13.2 CCA	240,057 €	4%	N/AM	AM	N/AM	N/AM	N/AM	N/AM								5%		
<b>OpEx of activities eligible for the taxonomy but not environmentally sustainable (activities not aligned with the taxonomy) (A.2)</b>		4,026,479 €	67.0%	57.5%	6.4%	0.0%	0.0%	0.0%	0.0%								0%		
<b>OpEx of activities eligible for taxonomy (A.1+A.2)</b>		4,026,479 €	67.0%	58%	6%	0%	0%	0%	0%								0%		
<b>B. Activities not eligible for Taxonomy</b>																			
<b>OpEx of activities not eligible for Taxonomy</b>		1,981,176 €	33%																
<b>Total</b>		6,007,655 €	100%																

	Share of total OpEx/OpEx	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	60.3%
CCA	-	6.7%
WTR	-	-
CE	-	-
PPC	-	-
BIO	-	-



## Nuclear and Fossil Gas Activities

Activities related to nuclear energy		
1	The company carries out, finances or has exposures to research, development, demonstration and implementation of innovative power generation plants that produce energy from nuclear processes with a minimum amount of fuel cycle waste.	NO
2	The company carries out, finances or has exposures to the construction and safe operation of new nuclear power plants for the generation of electricity or process heat, also for district heating purposes or for industrial processes such as hydrogen production, and improvements in their safety with the help of the best available technology.	NO
3	The company carries out, finances or has exposures to the safe operation of existing nuclear power plants that generate electricity or process heat, also for district heating or industrial processes such as the production of hydrogen from nuclear energy, and improvements to their safety.	NO
Fossil gas activities		
4	The company carries out, finances or has exposures to the construction or operation of power generation plants using gaseous fossil fuels.	NO
5	The company carries out, finances or has exposures to the construction, upgrading and operation of combined heat/cool and power generation plants using gaseous fossil fuels.	NO
6	The company carries out, finances or has exposures to the construction, upgrading and operation of heat generation plants that produce heat/cooling using gaseous fossil fuels.	NO

# ESRS E1 - Climate Change

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Adaptation to climate change	Physical climate risk	Infrastructure damage and costs also related to the lack of success/cancellation of trade fairs and congresses in the event of acute hazards (e.g. floods, tornadoes or heat waves) or chronic hazards related to climate change (e.g. temperature change, sea level rise or drought).	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Climate change adaptation measures</li> <li>Monitoring plan for photovoltaic plants in the Rimini Trade Fair District</li> </ul>	<ul style="list-style-type: none"> <li>The company has not defined specific performance targets, however it has set itself the goal of adopting a climate change adaptation plan in line with the criteria of the Taxonomy</li> </ul>
Adaptation to climate change	Transition climate risk	Increased operating and management costs or business discontinuity resulting from a transition to a more sustainable economy (e.g. compliance with increasingly stringent environmental regulations, increased insurance, energy and raw material costs, and business travel expenses due to the inclusion of the aviation sector in the ETS regime).	<ul style="list-style-type: none"> <li>To date, IEG has not adopted specific policies relating to the management of this risk.</li> </ul>	<ul style="list-style-type: none"> <li>Climate change adaptation measures</li> </ul>	<ul style="list-style-type: none"> <li>The company has not defined specific performance targets, however it has set itself the goal of adopting a climate change adaptation plan in line with the criteria of the Taxonomy</li> </ul>
Climate change mitigation	Impact	Negative impact on climate change due to greenhouse gas emissions along the value chain	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>The new temporary pavilions at the Rimini Trade Fair District</li> <li>Replacement of light fittings and refrigeration units</li> </ul>	<ul style="list-style-type: none"> <li>Zero Emissions 2050</li> <li>Charging points for electric vehicles</li> </ul>
Climate change mitigation	Risk	Damage to reputation for non-compliance with the Net Zero Carbon Events Pledge and emission reduction targets	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	IEG has joined the Net Zero Carbon event and is developing a transition plan to be approved by the Board of Directors by 2025.	<ul style="list-style-type: none"> <li>Zero Emissions 2050</li> <li>Charging points for electric vehicles</li> </ul>
Climate change mitigation	Risk	Failure to achieve ESG KPIs related to sustainability linked loans	<ul style="list-style-type: none"> <li>To date, IEG has not adopted specific policies relating to the management of this risk.</li> </ul>	<ul style="list-style-type: none"> <li>The new temporary pavilions at the Rimini Trade Fair District</li> <li>Replacement of light fittings and refrigeration units</li> </ul>	<ul style="list-style-type: none"> <li>Zero Emissions 2050</li> <li>Charging points for electric vehicles</li> </ul>
Energy	Impact	Negative impact on rising temperatures in the event of a lack of energy supply from renewable sources	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	Purchase and production of renewable energy.	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific targets with respect to this impact. However, the Group continues with its approach to embrace decarbonisation and the purchase/production of energy from renewable sources.</li> </ul>
Energy	Impact	Positive impact on the reduction of energy consumption due to the purchase of GO and the share of self-produced and self-consumed renewable energy.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	Purchase and production of energy from renewable sources.	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific targets with respect to this impact. However, the Group continues with its approach to embrace decarbonisation and the purchase/production of energy from renewable sources.</li> </ul>



Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Energy	Transition climate risk	Rising energy costs due to volatile energy prices, dependence on non-renewable sources, business expansion as envisaged in the Strategic Plan 2028 and the presence of inefficient exhibition facilities.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy</li> <li>Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>The new temporary pavilions at the Rimini Trade Fair District</li> </ul>	To date, IEG has not defined specific objectives with respect to the management of this risk.
Energy	Opportunities	Reduction of costs in the long term with the installation of company-owned photovoltaic panels for self-production and consumption.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	To date, IEG has not defined specific actions with respect to the management of this opportunity.	To date, IEG has not defined specific objectives with respect to the management of this opportunity.

## GOV-3 Integrating sustainability performance into incentive schemes

The Group has adopted a Remuneration Policy that includes sustainability objectives in the incentive systems for executive directors and key management personnel. The system provides for a variable component based on the achievement of measurable targets, including specific ESG KPIs in line with the Group's ESG Strategy.

As of 2024, ESG KPIs considered in variable remuneration also include targets related to the reduction of GHG emissions, consistent with IEG's commitment to achieve Zero Emissions 2050. In particular, Long-Term Variable Remuneration (LTI) allocates 10 % to the achievement of ESG Strategy goals, including the reduction of emissions.

For more information on the integration of sustainability performance into incentive schemes, please refer to the General Information Section, paragraph GOV-3 - Integration of Sustainability Performance into Incentive Schemes.

### E1-1 Transition Plan for Climate Change Mitigation

The climate impact of the trade fair sector is related to the services offered during events, both trade fairs and congresses, and the transport of visitors and exhibitors to and from trade fair facilities. These aspects falling under Scope 3 can account for up to 70% of the total emissions related to the organisation of an event<sup>4</sup>. Indeed, the transport sector is a major source of greenhouse gas (GHG) emissions globally, due to its still predominant dependence on fossil fuels. The sector is the third largest contributor<sup>5</sup> after energy and construction and one of the most complex sectors on which to implement the green transition.

To date, the company has not adopted a transition plan for climate change mitigation, but plans to do so by 2025. However, within the ESG Strategy, IEG has set its own targets to reduce Scope 1, 2 and 3 emissions by 50% by 2030, with a commitment to achieve climate neutrality (Net Zero) by 2050, in line with the objectives enshrined in the Paris Agreement to limit global warming to 1.5°C, taking 2023 as the base year for Scope 1 and 2 emissions, and 2024 for Scope 3 emissions, for which the Group is finalising the calculation and making the results public by 2025.

<sup>4</sup> Net Zero Carbon Event, A Net Zero Roadmap for the Events Industry (2022).

<sup>5</sup> Our world in data (2024).

Specifically:

- Scope 1: direct greenhouse gas emissions from sources that are owned or controlled by the company. This includes the consumption of fuels for heating the facilities and for powering the vehicle fleet.
- Scope 2: indirect emissions from the generation of electricity, steam, heat or cooling, purchased or acquired, that the company consumes. It concerns the consumption of electricity and district heating in exhibition centres, warehouses and offices.
- Scope 3: all indirect greenhouse gas emissions (not included in Scope 2 GHG emissions) generated in the communicating company's value chain, including upstream and downstream emissions. This includes indirect upstream and downstream emissions from purchased goods and services, transport and distribution, waste, business trips, travel by visitors and exhibitors and their overnight stays in the host cities of trade fair events.

IEG has joined the Net Zero Carbon Event (NZCE) initiative, the sector programme that defines the targets and timelines for emission reductions needed to achieve carbon neutrality by 2050. In this context, IEG is developing a transition plan in accordance with the NZCE guidelines, with the aim of clearly identifying decarbonisation strategies to minimise the environmental impact of its activities. This plan will be outlined in a dedicated document, separate from this Statement, which will also include the results of the Scope 3 emissions calculation and will be published during 2025.

IEG is not excluded from the EU benchmark indices aligned with the Paris Agreement.

## SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model

In pursuing its commitment to a sustainable future, IEG takes a systematic approach, analysing both transitional and physical risks, as well as the resulting opportunities. This approach allows the Group to align with market changes, adapt to climate effects and pursue growth based on innovation and respect for the environment.

As part of the double materiality assessment, IEG identified and classified climate-related risks, thus distinguishing between physical and transitional risks. For a more detailed discussion of the results of this analysis, please refer to section E1 IRO-1 Description of processes for identifying and assessing material climate-related impacts, risks and opportunities.

For more information on the Group's resilience analysis, please refer to the sections Assessment of physical risks related to climate change and Assessment of transition risks and opportunities related to climate change. This analysis was carried out for the first time in 2024 and will be updated annually or in the event of relevant scenario changes.

## IRO-1 Description of processes to identify and assess material climate-related impacts, risks and opportunities

The process of identifying and assessing climate change-related IROs, with a specific focus on the Group's GHG emissions, was conducted considering three main areas within the value chain:

- **Upstream:** procurement, transport of exhibitors and inbound logistics.
- **Own operations:** energy consumption of exhibition facilities, fuel for the company fleet and employee travel.
- **Downstream:** transport of visitors, exhibitors and outbound logistics.



This work was supported by the calculation of the GHG emission baseline for 2024 and the setting of targets for Scope 1, 2. This work was supported by the calculation of the GHG emission baseline for 2024 and the setting of targets for Scope 1, 2. As far as Scope 3 emissions are concerned, IEG is finalising the calculation and setting reduction targets. A comparative assessment with major industry players - however - shows that the most significant climate impact of the Group and the industry in which it operates comes from Scope 3 emissions.

The process of identifying and evaluating IROs has shown that failure to transition to renewable energy sources could contribute to rising temperatures. In this respect, however, the Group generates positive environmental impacts through the purchase of Guarantees of Origin (GO) and the increasing share of self-produced and self-consumed renewable energy, thus contributing to the reduction of Scope 2 emissions. Potential risks also emerged related to extreme weather events, with potential infrastructure damage and economic impacts, as well as energy price volatility and failure to meet climate commitments, with possible repercussions on the company's reputation and finances. At the same time, significant opportunities were identified, such as access to financing and incentives for the energy transition and the possibility of reducing operating costs in the long term through self-generation of energy from renewable sources.

### Assessment of physical risks related to climate change

Physical risks from climate change may include damage caused by extreme events (such as floods, storms, fires) or progressive events (such as rising sea levels). These risks adversely affect economic activities, giving rise to economic and financial costs linked to an increase in the frequency and severity of extreme events, as well as long-term climate change. Physical risks are divided into acute (severe and sudden discontinuity) and chronic (slow and lasting changes), with impacts on company structures, supply chains and employees. IEG's assessment of the physical risks related to climate change focused on various factors affecting the Group's key assets - i.e. the congress areas and the Rimini and Vicenza exhibition centres - such as their location, vulnerability and likelihood of extreme weather events. The risks to be assessed were prioritised in relation to both the current climate situation and potential climate change in the medium and long term. Based on a review of the scientific literature, the most significant climate events for each area were pin-pointed from among those identified in the European Commission's Delegated Regulation (EU) 2021/2139 (the so-called Taxonomy' Climate' Complementary Delegated Act).

The assessment, conducted in 2024, focused on the geographical areas in which the Group's activities and assets of greatest economic importance are concentrated, namely the provinces of Rimini and Vicenza, as described in the Group Profile section of the Financial Report. The identification of risks was conducted on the 3 climate scenarios, developed by the Intergovernmental Panel on Climate Change - IPCC, described in the following table.

IPCC Scenario	Description
CPR 2.6 (Aggressive mitigation)	Assumptions of significant mitigation strategies, whereby greenhouse gas emissions will be almost completely reduced around two-thirds through the current century. As a result, by 2100 the global average temperature increase of 2°C compared to pre-industrial levels will not be exceeded.
CPR 4.5 (Strong stabilisation)	This scenario assumes that steps are taken to control the level of greenhouse gas emissions, whereby it is assumed that CO <sub>2</sub> emissions will fall below current levels (400 ppm) by 2070, while atmospheric concentrations are expected to stabilise at around double pre-industrial levels by the end of the century.
CPR 8.5 (Business as usual)	This scenario assumes negligible mitigation measures, which will lead to atmospheric CO <sub>2</sub> concentrations tripling or quadrupling (840-1120 ppm) compared to pre-industrial levels (280 ppm) by 2100.

The physical risk assessment was conducted over the following time horizons:

- **Short-term (2024):** period adopted by the company as the reference period for its financial statements.
- **Medium-term (2025-2029):** within 5 years of the end of the short-term reference period.
- **Long-term (2030-2060):** beyond 5 years from the end of the short-term reference period.





Finally, the assessment considered the magnitude variables, i.e. the severity of the impact of the event on the business, in terms of loss of turnover, duration of the effects resulting from climate change, and cumulative probability of the event occurring over the respective time horizon. Where available, the assessment of physical risks was conducted on general data at provincial level. Alternatively, climate projections on a regional or national basis were used.

Through its assessments, IEG has identified a number of physical climate risks, most of which reflect the increased frequency and intensity of extreme weather events in the RCP 8.5 scenario. These phenomena can cause significant damage to infrastructure and temporarily disrupt trade fair activities. In particular, floods may lead to the cancellation of events and a consequent decrease in revenues, while tornadoes may increase the extraordinary maintenance costs of a part of the facilities, e.g. photovoltaic plants. An increase in the duration of heat waves, which put the safety of participants at risk, could reduce the possibility of organising events in the summer months. Finally, rising sea levels pose a further long-term threat to infrastructure near the coast, complicating access and logistical operations.

### Assessment of climate change-related transition risks and opportunities

Transition risks and opportunities arise from the move towards a more sustainable, low-carbon economy. The assessment of risks and opportunities encompasses the entire Group and its business activities, and was conducted by analysing sector trends, consumer and customer preferences, and emerging regulations in the markets in which IEG mainly operates, i.e. the European markets.

The process started with the identification of possible risks and opportunities, divided into the categories defined by the Task Force on Climate-Related Financial Disclosure (TCFD) guidelines: policy and regulation, technology, market and reputation. The same time horizons considered in the physical risk assessment were taken into account.

Each risk or opportunity was assessed for at least one climate scenario and for each time horizon, and then evaluated according to the magnitude, probability and duration parameters described above. In determining the relevant risks and opportunities, IEG prioritised the first time horizon in which the risk or opportunity could materialise. The 3 climate scenarios, developed by the International Energy Agency (IEA), are:

EIA Scenario	Description
IEA Low Carbon (<2° C)	It assumes that governments fully and punctually meet all the climate commitments they have announced, including long-term net zero targets and nationally determined contributions (NDCs) under the Paris Agreement.
IEA Disorderly Transition (2° C)	Ineffective climate action due to limited collaboration as a result of regional rivalries (localised vs. global policies), with increasing competition. Emissions do not reach net zero.
IEA High Carbon (4° C)	Continued trajectory of slow climate policies and limited ambition. Emissions do not reach net zero.

The transition climate risk assessment revealed risks and opportunities that steered the double materiality assessment. These are mainly related to the complexities of a transition to a Low Carbon Economy (<2° C), and include market risks, such as increased insurance costs related to assets most exposed to risk. A further element of pressure relates to rising energy and sustainable and non-sustainable raw material costs resulting from increased demand or disruptions in the value chain. The tightening of environmental regulations, such as emission reporting obligations and increased air travel costs for employees and guests due to the Emission Trading System (ETS), could lead to additional management and financial burdens. Finally, the Group may be called upon to incur capital expenditure (CapEx) for investments in facilities aligned with current building efficiency regulations, e.g. for the installation of LED systems.

On the other hand, improved conditions of access to credit, whether through private financing driven by investors' growing interest in companies with solid sustainability strategies, could improve IEG's ability to attract capital, aligning with sustainable finance criteria and European ESG regulations.

## **E1-2 Climate change mitigation and adaptation policies**

The Group adopts corporate policies aimed at managing impacts, risks and opportunities related to climate change mitigation and adaptation. With this in mind, the Group constructively contributes to the ecological sustainability of all its activities, encouraging - among other things - the use of renewable energy resources and environmentally friendly materials.

### **Sustainability Policy**

The IEG Group has adopted a Sustainability Policy that outlines the modalities of its IROs related to emissions reduction, sourcing from renewable sources and adaptation to ongoing climate change.

The Policy formalises the Group's commitment to reducing the environmental impact of all activities related to the organisation of trade fair events, extending also to the value chain, both upstream (suppliers and partners) and downstream (customers, exhibitors, visitors and local communities), by promoting the use of renewable energy and sustainable materials, as well as facilitating access through sustainable forms of mobility for visitors and exhibitors travelling to and from trade fair facilities. Furthermore, the Group is committed to adopting a decarbonisation strategy across the entire value chain and to protecting assets from the effects of climate change, including through the implementation of dedicated actions that respond to physical risks identified as relevant.

This is also reaffirmed by the IEG Group's membership of initiatives such as Net Zero Carbon Events, a global initiative that aims to drive the trade fair sector towards climate neutrality by 2050 by promoting the reduction of CO<sub>2</sub> emissions, which supports companies in integrating ethical and sustainability principles relating to human rights, labour, environment and anti-corruption, and by the adoption of an environmental management system in compliance with UNI EN ISO 14001.

The Sustainability Policy was approved by the Board of Directors. Thanks to the dissemination and consolidation of a corporate culture based on respect for the environment, all Group personnel, within the scope of their responsibilities, actively contribute to environmental protection and the prevention of related risks. The Sustainability Policy is available on the company website.

### **Environment, Health and Safety Policy and Sustainable Event Management**

To counter the negative impacts of climate change caused by GHG emissions along the entire value chain, IEG has adopted an Integrated Policy to mitigate climate change impacts. Among the main objectives is the reduction of greenhouse gas emissions along the value chain.

The Policy applies to the parent company and includes all company activities. The Policy codifies the Management System for the Environment and Sustainable Management of Events, compliant with UNI EN ISO 14001 and ISO 20121 standards. The main purpose of the Environmental Management System is to ensure that economic objectives are pursued in compliance with the core principles of environmental protection, which does not mean straightforward compliance with mandatory requirements, but taking all necessary actions to achieve increasingly ambitious environmental objectives and thereby foster the constant improvement of the local context. The Management System is structured around:

- Measurable objectives, defined in coherence with the Integrated Policy.
- Concrete actions and initiatives aimed at achieving these objectives.
- Regular monitoring, through audits, analysis of the effectiveness of corporate strategies, verification of key indicators and annual review of the Policy.
- Continuous improvement, through the adoption of corrective and preventive actions based on the analysis of results, in order to ensure the effectiveness and evolution of the Management System.



The Integrated Policy is approved by the CEO and supervised by the HSE department. Beyond the corporate sphere, IEG promotes stakeholder involvement along the entire value chain, including customers, institutions, local communities, suppliers and event participants. Awareness-raising on climate change issues is central, with a commitment to equal participation and transparent access to the most relevant information.

The Environment, Health and Safety and Sustainable Event Management Policy is available in the Corporate Governance section of the company website.

## **E1-3 Actions and resources related to climate change policies**

In line with the objectives set through its policies, the Group has undertaken several initiatives aimed at reducing its environmental impacts, with a focus on GHG emissions and energy consumption. These actions concretize IEG's commitment to mitigating the risks associated with energy price volatility and the effects of extreme weather events. At the same time, the Group's proactive approach aims to seize new opportunities for access to finance, public investment and incentives, increasingly linked to concrete action in the fight against climate change.

### **Climate risk adaptation measures**

In order to tackle the physical risks associated with climate change that have been identified, IEG has taken a number of targeted measures. For example, with regard to the increasing frequency of hydro-geological events in Emilia-Romagna, IEG has planned to purchase a hydro-geological water pump for the Rimini trade fair district by 2025. This machinery enables rapid and efficient water drainage in the event of heavy rain or flooding, reducing the risk of damage to exhibition infrastructure and ensuring operational continuity during emergency situations. Pro.stand includes a standard contractual clause providing for the reimbursement of a % in the event of incidents of force majeure that would lead to the cancellation of events at which Pro.stand provides its services as a supplier.

Summertrade has started to update its Risk Assessment Document (DVR), which is scheduled to be validated in March 2025, to include an assessment of the impact generated by the increase in high-temperature days and heat waves, as well as flood management. Although the risk had not yet been formalised within the DVR, at the locations where it carries out its outdoor activities, Summertrade had already equipped itself with wind measuring instruments, such as anemometers or hoses. A high-speed wind could indeed cause the sudden closure of umbrellas used as cover. To date, the company is working on an internal procedure to define a threshold, expressed in terms of wind speed, above which any preventive measures can be taken.

To protect against the risk of increased procurement costs, caused by a reduction in the supply of goods due to a supply chain disruption following a weather event, Summertrade resorts to the use of one-year framework agreements, which guarantee the purchase of goods at a fixed price.

### **The new temporary pavilions at the Rimini Trade Fair District**

The company increased its exhibition capacity in the Rimini Trade Fair District in 2024 through the construction of two new pavilions - Bg, Dg - and related ancillary buildings. The new facilities, though intended for merely temporary, intermittent use, have been designed to ensure lower energy consumption in relative terms. As far as the building envelope is concerned, several energy-efficient measures have been taken. The side walls are made of metal panels pre-insulated with polyurethane, prefabricated elements with integrated thermal insulation, characterised by a transmittance of 0.35 W/sq m/K. The roofs of Pavilions Bg and Dg employ innovative technology with a patented Low-E double-skin PVC membrane, which guarantees high thermal insulation. The glazed surfaces consist of double-glazing with an argon gas-filled cavity, which is treated with a low-emissivity coating, achieving a thermal transmittance of 1 W/sq m/K. In addition, the light colour of the external surfaces favours the reflection of the sun's rays.



These interventions help to reduce heat loss and limit the summer heat load, thus decreasing energy consumption connected with heating and air conditioning. To date, however, no data are available on the quantification of the reduction of GHG emissions resulting from the implemented actions.

### Replacement of light fittings and refrigeration units

In order to reduce GHG emissions, IEG has initiated a number of energy efficiency measures within its various locations. Specifically, relamping was carried out, covering a total area of 3800m<sup>2</sup> inside Pavilion 6 of the Vicenza trade fair district. The project also envisages the adoption of motion sensors and twilight sensors that regulate the switching on and off of the lighting systems in order to avoid excessive consumption, supported by specific control and supervision systems.

Similarly, the company carried out work on the C8 and D8 light towers of the Rimini Trade Fair District and on the Artemide luminaires of the Rimini exhibition centres, applying new LED lighting systems to replace the existing lamps.

Finally, during 2023 the Company started the project to replace the refrigeration unit inside the offices, which was completed in 2024. The substitution, aimed at a greater reduction in consumption, sees the use of the refrigerant gas R32, which stands out for its low global warming potential (GWP) of 675, generating lower impact than other alternatives. Finally, during 2023, the Company started the project to replace the refrigeration unit inside the offices, which was completed in 2024. The substitution, aimed at a greater reduction in consumption, sees the use of the refrigerant gas R32, which stands out for its low global warming potential (GWP) of 675, generating lower impact than other alternatives. To date, data on the quantification of GHG emission reductions resulting from implemented actions are not available.

## E1-4 Climate change mitigation and adaptation objectives

IEG has formalised its commitments through its Sustainability Policy and Integrated Policy, with the aim of reducing the environmental impact of its activities. Through a path of progressive mitigation of GHG emissions, the Group aims to minimise environmental risks and negative consequences on the climate.

### Zero Emissions 2050

Scope of the objective	Year and base value	2024 Results	Intermediate objective	2050 Objective
IEG Group	2023: <ul style="list-style-type: none"> <li>• a 1: 1,843 tCO<sub>2</sub>eq</li> <li>• Scope 2: 5,677 tCO<sub>2</sub>eq</li> </ul>	<ul style="list-style-type: none"> <li>• Scope 1: -7%, compared to base year</li> <li>• Scope 2: -2%, compared to base year</li> </ul> <p>IEG is currently completing the calculation of Scope 3. Once finalised, it will be possible to provide a more complete overview of progress towards the declared 2030 target.</p>	<b>2030:</b> -50% global emissions (Scope 1,2,3)	Zero net emissions

The Group's goal is to reduce GHG emissions from Scope 1, 2 and 3 by 50% by 2030, with the aim of achieving climate neutrality (Net Zero) by 2050, in line with the goal set by the Paris Agreement to limit average global warming to 1.5°C and the commitment defined by the Net Zero Carbon Events sector initiative. The Scope 3 emission reduction target applies to all activities along IEG's value chain, in the countries where the Group operates.

In terms of initial values, the IEG Group's Scope 1 emissions amounted to 1,843 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq), while those of Scope 2 were 5,677 tCO<sub>2</sub>eq. As of 2024, the Group has embarked on the Scope 3 emissions calculation path. The reduction targets, as well as IEG's progress towards achieving the stated goals, will be made public in the future.

IEG defined the base values of the reduction targets by considering the most recent data available at the time the target was set. If the base value is no longer representative, as a result of elements emerging in the future, e.g. due to significant external factors such as abnormal climatic variations affecting energy consumption and GHG emissions, the Group will assess the need to revise the figure, giving adequate reasons for such revision.

For stakeholder involvement in the definition of decarbonisation targets, please refer to section E1-1. Please refer to section E1-6 for information on progress in the pursuit of the emission reduction target.

Where not specified, data on the quantification of GHG emission reductions resulting from the action itself are not available to date.

### Charging points for electric vehicles

IEG has set concrete goals in line with its Sustainability Policy and its Environment, Health and Safety and Sustainable Event Management Policy to promote low-emission transport solutions. Among the planned initiatives is the plan to install electric car charging points. Currently, IEG has 20 columns already in operation. An additional 25 charging points are planned to be installed by 2025. The plan will continue until 2028, with the addition of a further 25 charging stations, to reach an overall figure of 70 charging points available to visitors, exhibitors and employees.

This measure aims to encourage the spread of electric mobility, contributing to the reduction of CO<sub>2</sub> emissions and air pollutants from conventional combustion vehicles. Please refer to section E1-1 for further information.

Scope of the objective	Base year	2024 Results	2025 Intermediate objective	2028 Objective
IEG S.p.A.	-	20 columns	+25 charging points for electric cars	+70 charging points for electric cars

### Adaptation to climate change

The Group has set itself the goal of adopting a **climate change adaptation plan**, which complies with the criteria of the European Taxonomy. To date, IEG has initiated a study to analyse the physical and transitional climate risks to which it is exposed and identified lines of action for adaptation. This plan will be finalised in 2025.

Scope of the objective	Base year	2024 Results	Intermediate objective	2024 Objective
IEG S.p.A.	2023	To date, the Group has started the assessment of physical and transitional risks, as well as the mapping of existing courses of action for mitigation and adaptation. However, it has not yet adopted a structured climate change adaptation plan.	n.a.	Adoption of a climate change adaptation plan in line with the Taxonomy criteria

## E1-5 Energy consumption and energy mix

In 2024, IEG's total energy consumption was about 26,000 MWh, with the majority of energy coming from fossil fuels (about 76% of the total)<sup>6</sup>. Of the latter, the predominant share is represented by the use of purchased electricity, which accounts for 63%.

Renewable energy sources make up 24% of the Group's energy mix, with a total consumption of about 6,246 MWh, of which 6,187 MWh comes from self-produced or purchased renewable energy. Total renewable energy comes from the sum of purchased Guarantees of Origin (GO) and self-generated energy from photovoltaic plants.

Energy consumption	2024 MWh
Consumption of fuel from coal and coal products	0
Fuel consumption from crude oil and petroleum products	1,309.43
Fuel consumption from natural gas	6,902.59
Fuel consumption from other non-renewable sources	275.38
Consumption of electricity, heat, steam and cooling from fossil sources, purchased or acquired	11,328.79
<b>Energy consumption from fossil sources</b>	<b>19,816.19</b>
<b>Share of fossil sources in total energy consumption (%)</b>	<b>76%</b>
Consumption of nuclear sources	0
<b>Share of nuclear sources in total energy consumption (%)</b>	<b>0%</b>
Fuel consumption for renewable sources, including biomass (also includes industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	0
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	6,174.03
Self-produced renewable energy consumption without fuel (MWh)	58.78
<b>Total energy consumption from renewable sources</b>	<b>6,232.81</b>
<b>Share of renewables in total (%)</b>	<b>24%</b>
<b>Total energy consumption</b>	<b>26,049.00</b>
Energy intensity	MWh/EUR
Total energy consumption/Net revenues	0.0001

The value or net revenues used for the calculation of the disclosure in the above table can be found at p. 7 of the document, in the table reassuming the main economic - financial results of the IEG Group at December 31st 2024, at the "net revenues" invoice.

In 2024, IEG produced a total of more than 58 MWh from its own photovoltaic plants, all of which was self-consumed within the organisation.

Energy from renewable sources self-generated and sold	2024 MWh
<b>Total self-generated energy from renewable sources</b>	<b>58.78</b>
<i>of which from hydroelectricity</i>	0
<i>of which from photovoltaics</i>	58.78
<i>of which from cogeneration</i>	0
<b>Total energy sold</b>	<b>0</b>
<i>of which from renewable sources</i>	0

## E1-6 Gross scope 1, 2 GHG emissions and total GHG emissions

In 2024, IEG's total emissions amounted to:

- **Scope 1:** 1,708 tCO<sub>2</sub>eq from direct emissions related to fossil fuel consumption in operations<sup>7</sup>.

<sup>6</sup> For calculation purposes, the Group used the conversion factors for fuels made available by the Department for Energy Security & Net Zero (2024).

<sup>7</sup> For calculation purposes, the Group used the emission factors for fuels made available by DESNZ (2024).





- **Scope 2 (location-based):** 5,549 tCO<sub>2</sub>eq, calculated from the average energy mix of the supply network<sup>8</sup>.
- **Scope 2 (market-based):** 5,564 tCO<sub>2</sub>eq, reflecting actual emissions based on electricity purchases from specific sources<sup>9</sup>.

Gross greenhouse gas emissions <sup>10</sup>	2024
	tCO <sub>2</sub> eq
Gross Scope 1 GHG emissions	1,708.08
Gross Scope 2 GHG emissions based on location	5,549.24
Market-based gross Scope 2 GHG emissions	5,564.79
<b>Total GHG emissions (location based)</b>	<b>7,257.32</b>
<b>Total GHG emissions (market based)</b>	<b>7,272.86</b>
<b>Emissive intensity</b>	tCO <sub>2</sub> eq/EUR
Total GHG emissions/Net revenues	0.00003

The value or net revenues used for the calculation of the disclosure in the above table can be found at p. 7 of the document, in the table reassuming the main economic - financial results of the IEG Group at December 31st 2024, at the "net revenues" invoice.

In 2024, the Group started the calculation of emissions generated along the value chain (Scope 3), which will be finalised and made public by 2025.

<sup>8</sup> For calculation purposes, the Group used the residual mix values made available by Carbon Footprint (2024) and ISPRA (2024).

<sup>9</sup> For calculation purposes, the Group used the residual mix values made available by Carbon Footprint (2024) and the Association of issuing bodies (AIB) (2024).

<sup>10</sup> In 2024, the IEG Group did not include any investee companies such as associates, joint ventures or unconsolidated subsidiaries over which it exercised operational control. Therefore, all reported Scope 1 and 2 issues refer to the consolidated accounting group.



## ESRS E2 - Pollution

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Air	Impact	Negative impact on air quality due to emissions of NOx, CO, NO2, PM10 and PM2.5 and other pollutants generated during both upstream and downstream transport and logistics activities	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable mobility solutions</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to managing this impact.</li> </ul>
Air	Risk	Costs related to work carried out with public administration and local transport authorities to encourage the use of public transport or electric vehicles by visitors and suppliers	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable mobility solutions</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to the management of this risk.</li> </ul>
Soil	Impact	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, resulting from landuse in the raw natural resources supply activities related to agriculture, animal husbandry, mining and forestry exploitation.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of pollutants</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to managing this impact.</li> </ul>
Water	Impact	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, resulting from landuse in the raw natural resources supply activities related to agriculture, animal husbandry, mining and forestry exploitation.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li>Reduction of pollutants</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to managing this impact.</li> </ul>

### IRO 1 - Description of processes to identify and assess relevant pollution-related impacts, risks and opportunities

As part of the double materiality assessment, IEG identified and assessed as significant the IROs related to air, water and soil pollution, highlighting some negative impacts on the environment and people from pollutant emissions both within its operations and along the value chain. In particular, air pollution is generated by the circulation of company vehicles, but especially by the journeys undertaken by exhibitors and visitors to reach trade fair and conference facilities and related events. Emissions of NOx, NO<sub>2</sub>, PM2.5 and other pollutants generated by transport activities impair air quality, a phenomenon confirmed by ISPRA, which identifies the transport sector as one of the main emitters of pollutant emissions. This impact entails the risk of additional costs from working with public administration and local transport authorities to promote the use of public transport or electric vehicles by visitors and suppliers.

Although no structured process has yet been implemented to screen the location of its sites for IROs related to this issue, IEG is aware that at the Rimini and Vicenza exhibition centres there is an impact related to air pollution, which is accentuated during peak exhibition events.

IEG has not yet carried out structured consultations with affected communities to gather feedback; however, the Group takes into account community demands through indirect listening channels that

allow it to intercept and consider the main concerns and expectations related to the environmental impacts of IEG's activities.

## E2-1 Pollution-related policies

### Sustainability Policy

Although the Sustainability Policy does not specifically address the issue of air, water and soil pollution and the management of accidents and emergency situations, the IEG Group is committed to promoting sustainable forms of mobility for visitors and exhibitors to access its events, through the provision of road and rail shuttles and agreements with electric vehicle sharing companies. For further details on the Sustainability Policy, please refer to ESRS section E1-3.

### Code of Ethics IEG S.p.A.

IEG's Code of Ethics sanctions the promotion of business practices that balance economic needs with respect for the environment, thanks also to the work carried out with the competent environmental protection authorities. The Code also defines the commitment to avoid the use of toxic and polluting materials (e.g. paints and solvents) and pollutants. For further details on IEG's Code of Ethics, see ESRS S1-1.

## E2-2 Pollution-related actions and resources

### Sustainable mobility solutions

Although IEG's policies do not expressly provide for specific actions, in line with its commitments, the company has nevertheless adopted sustainable mobility solutions to mitigate any negative impact on the environment. In fact, with the aim of avoiding the emission of pollutants in the first place, IEG adopts a series of actions aimed at promoting sustainable modes of transport, in order to reduce the use of private vehicles, especially in connection with activities related to events, trade fairs and conferences.

In 2024, the company formalised an agreement with Lime - an electric vehicle sharing company, which provides discounts for the use of scooters and electric bicycles by employees of the Group and affiliated companies, as well as promotional codes for exhibitors and visitors valid on trade fair days in Rimini and at the exhibition centres.

At a national level, there is also an agreement with BIT offering employees and exhibitors free bike and scooter travel during events, as well as a 20-minute free ride for visitors who are new users. To further promote sustainable travel, a shuttle bus service is organised with dedicated routes connecting the event venues to the main areas of the city.

For all events, IEG has set up a modular system of ancillary services to the exhibition. These include the possibility of offering visitors a free local public transport season ticket thanks to the collaboration with Smart Romagna, with the Group covering the cost of season tickets for 1 to 3 days. Lastly, IEG has signed an agreement with Trenitalia to encourage sustainable mobility for visitors and exhibitors to the fairs in Rimini and Vicenza. The agreement includes significant discounts on tickets for Le Frecce, Intercity and Intercity Notte trains, as well as special promotions such as 2-for-1 on event tickets and reductions for those travelling on regional trains.

The actions extend along the entire value chain, involving upstream and downstream actors such as public transport companies, sharing mobility companies and railway operators, with a direct impact on the areas where the events take place, in particular the cities of Rimini and Vicenza. Moreover, the actions are ongoing and part of a long-term strategy to reduce the company's environmental impact.

## Reduction of pollutants

Pro.stand adopts 'zero-emission' coloured paints, completely free of formaldehyde and solvents, thus reducing environmental impact. Thanks to their low resin content, these paints ensure safe application and lower pollutant emissions, without compromising the aesthetic quality and durability of the surfaces.

## E2-3 Pollution-related targets

To date, the Group has not yet defined specific targets for the reduction of negative impacts related to emissions of pollutants into the air, water and soil. However, IEG is committed to conducting in-depth analyses to assess the integration of targeted objectives on this topic.

## E2-4 Air, water and soil pollution

In 2024, the IEG Group recorded no emissions of pollutants into the atmosphere exceeding the thresholds defined in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council (European Pollutant Release and Transfer Register, E-PRTR).

Since the Group does not have a direct measurement system for its emissions of air pollutants, it has made an estimate based on the fuel consumption of its vehicle fleet, which has been identified as a source of release of these substances<sup>11</sup>. Starting with the litres of petrol and diesel consumed by its vehicle fleet in 2024, IEG estimated the pollutants emitted using emission factors made available by the European Environment Agency, in particular the average factors for small vehicles for personal use.

Analyses have shown that the emissions of some substances, such as nitrogen oxides (NOx) and lead and its compounds (Pb), are significantly below the thresholds, confirming the low impact of the company's activities in terms of air pollutant emissions. However, IEG recognises the importance of monitoring this area and gradually reducing the degree of measurement uncertainty. For more information on estimates and uncertainties, please refer to paragraph BP-2 of ESRS Chapter 2.

## E2-6 Expected financial effects of significant pollution-related risks and opportunities

In 2024, the Group recorded no serious air, water or soil pollution-related deposits or accidents. For this reason, it did not incur any operational or capital expenditure in this regard.

<sup>11</sup> For the calculation, the emission factors made available by the European Environment Agency were used, in particular the average factors for medium-sized vehicles for personal use.

## ESRS E5 - Circular Economy

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Waste	Impact	Damage to the environment due to incorrect waste disposal	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>Waste Management</li> <li>Food for Good</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to managing this impact.</li> </ul>
Inflows of resources including use of resources	Impact	Negative impact on the depletion of natural resources due to the use of virgin raw materials especially for stand construction (e.g. wood, aluminium, plastic, metal, paper)	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable fitting-out: the role of recycled raw materials in trade fair innovation</li> </ul>	<ul style="list-style-type: none"> <li>Green fittings per EU perimeter</li> </ul>
Inflows of resources including use of resources	Opportunities	Reduction of costs in the long term through the reuse of certified, recycled and recyclable materials (e.g. wood, aluminium)	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable fitting-out: the role of recycled raw materials in trade fair innovation</li> </ul>	<ul style="list-style-type: none"> <li>Green fittings per EU perimeter</li> </ul>
Inflows of resources including use of resources	Risk	Costs (and lack of re-absorption by the market) of carrying out LCAs and using less impactful modular stand solutions	To date, IEG has not adopted specific policies relating to the management of this risk.	<ul style="list-style-type: none"> <li>To date, IEG has taken no specific actions for the management of this risk.</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives connected with this risk.</li> </ul>

### IRO-1 Description of processes to identify and assess material impacts, risks and opportunities related to resource use and the circular economy

In order to identify material IROs related to resource use and the circular economy, IEG analysed its activities and identified a number of IROs as relevant, mainly related to its own operations and upstream in the value chain. Within the Group, the impacts related to resource inflows are mainly concentrated on Pro.stand and FB International, production companies as they are directly involved in the purchase of raw materials, such as wood, metals, plastics and other construction materials, for the construction of exhibition stands.

The use of virgin raw materials for the production of fittings can have a negative impact on the depletion of natural resources. On the other hand, the adoption of circular economy principles can bring concrete benefits. The reuse of FSC® and PEFC™-certified wood and wood derivatives, as well as the reuse of recycled and recyclable materials (e.g. aluminium), not only reduces environmental impact, but also allows for cost optimisation in the long term. However, the integration of circular practices presents challenges: the introduction of modular stand models - using recycled and/or recyclable materials - entails additional costs that risk being borne by the company if the market does not attribute economic value to these solutions and is unwilling to bear the cost.

In parallel, another relevant aspect concerns waste management, an issue that impacts the Group, which operates through its own exhibition structures. Here, a negative impact related to potential improper waste disposal was identified, with environmental and regulatory consequences.

### E5-1 Resource use and circular economy policies

#### Sustainability Policy

Regarding the impacts related to waste management and the depletion of natural resources, the IEG Group has adopted a Sustainability Policy, approved by the Board of Directors, which provides for the selection of partners and suppliers that promote the use of recyclable, natural/biodegradable raw



materials. Furthermore, IEG is committed through its policy directed at proper management and differentiation of its waste, prioritising refuse for recovery processes dealt with by selected partners and avoiding landfill disposal as much as possible. For further details on the Sustainability Policy, please refer to ESRS section E1-2.

### **Environment, Health and Safety Policy and Sustainable Event Management**

In accordance with its Environment, Health and Safety Policy and in line with ISO 14001, IEG takes a targeted approach to the sustainable management of resources and waste in its operations. The Group is committed to protecting the environment, promoting the reduction of waste and the use of recyclable materials, incentivising separate waste collection and developing specific solutions for fittings in order to minimise the negative impacts of incorrect waste disposal and the depletion of natural resources due to the use of virgin raw materials.

These principles are implemented through a dedicated Environmental Management System, which ensures full compliance with current regulations and the requirements of international standards. For further details on the Environment, Health and Safety and Sustainable Event Management Policy, see section ESRS E1-2.

## **E5-2 Actions and resources related to resource use and the circular economy**

### **Sustainable fitting-out: the role of recycled raw materials in trade fair innovation**

In order to mitigate the negative impact on the depletion of natural resources due to the use of virgin raw materials, Pro.stand carried out a Life Cycle Assessment (LCA) study, in cooperation with the University of Bologna, on 2 different types of exhibition stands representative of the products offered by the Company: the pre-assembled or modular stand and the customised stand, taking into account their entire life cycle. Pre-assembled stands offer a quick and cost-effective fitting-out solution, while customised stands allow a wide range of customer-specific choices such as the addition of lighting structures, audio and video equipment. The results showed that the choices made by Pro.stand to date, such as the use of carpets from suppliers able to recycle them, resulted in a 12% saving in carbon footprint (CO<sub>2</sub>eq/m<sup>2</sup>) for pre-assembled stands and 15% for customised stands.

With the aim of offering state-of-the-art and, at the same time, environmentally friendly solutions, Pro.stand has created the Fitting-out Observatory. Its mission is to analyse and pre-empt temporary fitting trends, involving industry experts and making the results available to the entire industry. In 2024, the Observatory's activities focused on the topics of sustainability, the circular economy and technological innovation.

### **Waste Management**

The venues of the events organised by IEG have ecological islands within the trade fair districts, areas dedicated to the collection and proper sorting of waste to encourage the circulation and recovery of materials. Accessible only to authorised personnel, it enables accurate waste separation and a reduction of environmental impacts related to incorrect waste disposal.

In May 2024, IEG also conducted a pilot test on waste collection during the *On PCB* event at the Vicenza Convention Centre (ViCC), with the aim of structuring an effective waste management system to be applied during events, starting with Vicenza Oro. The initiative involved the placement of five indoor ecological islands, staff training and monitoring of waste streams to analyse visitor behaviour and improve the effectiveness of waste separation. The initiative, in fact, involves catering and cleaning service providers in identifying the types of waste produced, but also downstream actors working with specialised partners.





During the planning phase, strategic points for the placement of the containers were identified and the types of waste produced were defined in collaboration with the catering and cleaning companies. Internal ecological islands were placed at refreshment points and in the areas of greatest influx, using cardboard recycling bins labelled in Italian and English.

During the event, periodic monitoring was carried out to assess the filling rate and quality of the collection at the various indoor and outdoor collection points. The data collected showed that, in the presence of a well-organised system with clearly labelled bins and a monitoring system, the public tends to comply with separate waste collection. The ecological islands in the refreshment areas and at the entrances proved to be the most used, suggesting that for future events only a limited number of ecological islands need be placed in strategic locations.

In addition, working relationships with specialised partners are being developed to optimise the recycling of all plastic packaging raw material, especially from the fitting-out phase. The idea is to provide an internally managed service for the collection of plastic packaging for collection by partners and the use in their production processes of secondary plastic material for use in various fields.

Summertrade concluded an agreement with Hera - a multi-utility providing environmental, water and energy services - to deal with the collection, transportation and dispatch for recycling of the used vegetable oils generated by the company's activities. This is part of a circular economy project that envisages their processing at an authorised recovery plant to transform them into RUCO (Regenerated Used Cooking Oil), a product suitable for use in the production of biofuel.

### **Food for Good**

The Food for Good programme stems from an initiative of Federcongressi, to which IEG has committed with its congress division, that later involved Summertrade, which works with local food and wine suppliers and joins the project. The Platform was established by the European Commission as part of the EU Action Plan for the Circular Economy. Its goal is to identify, share and develop solutions to reduce food waste, thus contributing to the Sustainable Development Goal of halving waste by 2030. Food for Good was included among the best practices of the EU Platform on Food Loss and Waste. Summertrade takes part in the initiative by connecting with local non-profit organisations, facilitating the recovery of uneaten food and thus contributing to the fight against food waste.

## **E5-3 Resource use and circular economy objectives**

In line with the Sustainability Policy, the Group promotes the gradual abandonment of the use of virgin resources by setting - through its subsidiary Pro.stand - ambitious targets for the sustainability of its fittings, i.e. to progressively increase the use of recyclable, reusable, recoverable or certified materials, with the aim of reaching 85% by 2026 and 90% by 2028<sup>12</sup>.

### **Green fittings for EU Perimeter**

<sup>12</sup> To this end, the target set was set on a voluntary basis by the Group and does not fall under any regulatory obligation. However, the objectives are embedded in public strategic plans to which incentives are attached.

Scope of the objective	Base year	2024 Results	2026 Intermediate objective	2028 Objective
Pro.stand	2023	The results of the LCA study conducted with the University of Bologna are currently being evaluated, which will allow the company to quantify the % relative to 2024. Therefore, at the date of publication of this document, it was not possible to report progress on the calculation of the percentages of recyclable, reusable, recoverable or certified materials.	<b>85%</b> fittings made of recyclable, reusable, recoverable or certified materials	<b>90%</b> of fittings made of recyclable, reusable, recoverable or certified materials

The path towards achieving this goal is proceeding in a progressive manner, starting with the collaboration with the University of Bologna in 2023 for a Life Cycle Assessment (LCA) study on two types of trade fair stands representative of the company's offer: pre-fitted/modular stand and customised stand.

## E5-4 Resource inflows

In 2024, total materials used amounted to approximately 4 million kg, mainly from the subsidiary Pro.stand attributable to the predominant use of wood and plastic for the construction of exhibition stands.

Total weight of technical and biological products and materials used	2024 (kg)
<b>Total weight</b>	<b>4,049,691.00</b>
Wood	2,523,533.71
Plastic	777,670.38
Packaging	365,672.83
Aluminium	153,889.49
Iron and steel	126,564.61
Glass	54,129.59
Fabric	48,230.36

## E5-5 Resource outflows

The total waste generated in 2024 amounts to approximately 3.6 tonnes, with the majority of waste destined for recovery (approximately 70% of the total) and a smaller proportion going to disposal (the remaining 30%). Waste production is mainly related to the activities of the parent company and Pro.stand, which together account for 90 per cent of the group's total.

Hazardous waste (representing only 0.08% of the total) includes waste oil and paint, while non-hazardous waste includes wood, paper, plastic, metal, vinyl, textiles, electrical components. Overall, most of the waste comes from the ordinary and extraordinary maintenance of the facilities and from the assembly and disassembly of stands during events.

However, a more detailed breakdown of the data is complex due to the lack of adequate reporting systems by waste managers, making complete traceability of end-of-life material difficult.

2024 (kg)
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Total amount of waste produced	3,629.41
Waste not intended for disposal	2,539.97
<i>of which hazardous</i>	0.24
(i) Preparation for re-use	-
(ii) Recycling	-
(iii) Other recovery operations	0.24
<i>of which non-hazardous</i>	2539.73
(i) Preparation for re-use	-
(ii) Recycling	-
(iii) Other recovery operations	2,539.73
c. Waste intended for disposal	1,089.43
<i>of which hazardous</i>	2.59
(i) Incineration	-
(ii) Landfilling/transfer to dump	-
(iii) Other disposal operations	2.59
<i>of which non-hazardous</i>	1,086.84
(i) Incineration	-
(ii) Landfilling/transfer to dump	-
(iii) Other disposal operations	1,086.84
Total non-recycled waste	1,089.43

	2024
Total amount of hazardous and radioactive waste generated	(kg)
Hazardous waste	2.83
Radioactive waste	0

# Social information

## ESRS S1 - Own workforce

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Working conditions	Impact	Negative impact on employee motivation and well-being in the event of a lack of coverage by collective bargaining agreements and in the absence of supplementary agreements (including adequate wages).	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade S.r.l.</li> </ul>	Collective Bargaining and Corporate Integrative Agreements (CIAs)	<i>phase-in according to Annex C</i>
Working conditions	Risk	Negative impact on employee productivity and well-being in the absence of welfare systems that ensure a good work-life balance (e.g. insurance, parental leave, flexible working schemes, listening and engagement initiatives).	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Collective Bargaining and Corporate Integrative Agreements (CIAs)</li> <li>Welfare and listening initiatives (e.g. climate surveys)</li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Working conditions	Risk	Negative impact on the physical and mental well-being of employees due to intensive working hours (e.g. preparation and fitting-out requiring long hours, staff working weekends and bank holidays).	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Working conditions	Risk	Increase in occupational accidents related to non-continuous training of employees with a higher incidence in Summertrade, Prostand and FB.	<ul style="list-style-type: none"> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>ISO 45001</li> </ul>	<i>phase-in according to Annex C</i>
Working conditions	Risk	Risk of administrative sanctions and liability to compensation due to employees' non-compliance with working hours.	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Working conditions	Risk	Penalties and damage to reputation linked with the future of any accidents at work.	<ul style="list-style-type: none"> <li>Code of Ethics IEG S.p.A.</li> <li>Summertrade Code of Ethics</li> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> </ul>	<ul style="list-style-type: none"> <li>ISO 45001</li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Equal treatment and opportunities for all	Impact	Positive impact on the development and transfer of internal skills of employees through the provision of upskilling and reskilling programmes, as well as on the acquisition of new skills through collaboration with universities and research institutions.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>Training programmes</li> <li>Performance Management</li> <li>'In Your Shoes' Project</li> </ul>	<ul style="list-style-type: none"> <li>IEG Academy and ESG Training</li> </ul>
Equal treatment and opportunities for all	Impact	Positive impacts on employee motivation through guaranteed gender equality in pay and career process management.	<ul style="list-style-type: none"> <li>Corporate Gender Equality Policy</li> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>Renewal of Gender Equality Certification</li> </ul>	<ul style="list-style-type: none"> <li>D&amp;I Leadership</li> </ul>



Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Equal treatment and opportunities for all	Risk	Risk related to the scarcity of technical-specific skills, generational turnover and geographical dislocation.	<ul style="list-style-type: none"> <li>• Sustainability Policy</li> <li>• Code of Ethics IEG S.p.A.</li> <li>• Code of Ethics Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>• Training programmes</li> <li>• Performance Management</li> <li>• 'In Your Shoes' Project</li> </ul>	<ul style="list-style-type: none"> <li>• IEG Academy and ESG Training</li> </ul>

Among the Group's values, a central role is given to respecting and valuing its people. The competence and commitment of IEG's professionals are at the heart of the company's success, supported by management that promotes their well-being and skills development. The mission is to make Italian Exhibition Group grow through the growth of its human capital.

## SBM-2 Stakeholders' interests and opinions

The parent company's HR Department plays a key role in integrating the interests and rights of the workforce into the business strategy and model, ensuring that employees' opinions are heard and valued. Feedback and information is collected during employee performance appraisals, meetings with the Joint Committee and employee representatives and, finally, through internal surveys, providing a clear view of the priorities of the company's workforce.

For the Group, human rights are a guiding principle that steers its business strategy and reflects its commitment to corporate social responsibility. As enshrined in the Code of Ethics, this commitment translates into promoting inclusion, the value of the individual and respect for physical and cultural integrity, guaranteeing equal opportunities to all employees and rejecting all forms of discrimination.

The HR management actively participates in strategic discussions, addressing employee-related risks and assessing the resources needed to achieve the objectives. They contribute to the definition of organisational models multi-year plans and budgeting processes, ensuring alignment with the Strategic Plan and addressing challenges in personnel management. In addition, they oversee remuneration policies to ensure fairness and competitiveness and manage trade union negotiations at national level.

## SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model

The above-mentioned listening and engagement activities enable the Group to identify, integrate and monitor its own workforce-related IROs in its corporate strategy. All employees of the Group were considered within the scope of the disclosure.

IEG relies mainly on employees with permanent and fixed-term contracts, employed in the various departments and companies of the Group. These activities include the planning, organisation and realisation of trade fair and conference events, the provision of complementary services such as stand production and catering, and administrative support for the organisational management of the Group. In addition, Italian companies use self-employed workers provided by temporary agencies. In the United States, on the other hand, all those who collaborate on a permanent basis through the 1099-NEC tax form are considered non-employed workers.

**Significant negative** impacts identified include a potential impact on staff motivation and well-being in the event of non-coverage by national collective bargaining agreements (CCNL) and supplementary agreements. Similarly, the absence of corporate welfare systems can negatively affect work-life balance, while intense working hours - when preparing and holding events - can impact physical and mental well-being. In addition, especially for the Group's production companies involved in ancillary services for the events business, such as fitting-out and catering services, there is a potential increase in accidents at work. These impacts are neither widespread nor systemic, but rather related to specific and localised factors in the operational context. The use of temporary contracts for seasonal workers is closely related to the variability of market demand and the operational needs reflecting the number of events organised.



These contracts respond to the need to provide the flexibility required to handle peaks in activity and are concluded in full compliance with national labour regulations. In addition, the Group takes measures to ensure fair conditions for these workers, such as guaranteeing adequate wages and respecting working hours and rest periods.

IEG also generates **material positive impacts** for its workforce. Investing in training programmes enables workers to develop advanced skills, improving their ability to adapt to an ever-changing labour market, with particular reference to professionals employed in the organisation and management of events. Moreover, the commitment to diversity and inclusion, consolidated by policies that promote gender equality and ensure equal career opportunities, positively impacts the motivation and well-being of all employees, contributing to a fair working environment that respects differences.

IEG's operating environment presents **material risks** that require careful, targeted management. The difficulty in finding specific technical skills and the geographical location may affect the Group's ability to attract qualified and specialised people on whom it strongly depends to ensure the Group's continued growth. In addition, non-compliance with working time regulations may expose the company to penalties and damage to reputation, while occupational accidents may lead to further negative legal consequences and affect the company's image. These risks are particularly evident for employees and non-employed workers engaged in fitting-out and catering activities for Summertrade, FB International and Pro.stand.

To date, IEG has not received any reports of forced, compulsory or child labour within its workforce and does not believe that there are any operations or geographical areas where there is a high risk of this nature. In addition, it did not record any incidents of discrimination, harassment or other forms of human rights violations within its workforce or human trafficking, and no complaints were filed through internal reporting channels or with OECD National Contact Points, nor were any fines, sanctions or compensation imposed in connection with these issues.

## S1-1 Policies related to own workforce

The Group has adopted several policies aimed at ensuring a safe and inclusive working environment, while promoting the professional development of employees and enhancing their skills. Such policies, in addition to fostering staff development, are also an effective tool for managing identified impacts and risks.

### Sustainability Policy

The IEG Group has adopted a Sustainability Policy, in which values are defined, shared at Group level, and applicable to all groups in its workforce. The Sustainability Policy responds to the need to guarantee a company welfare system required to achieve a work-life balance. This translates into concrete initiatives and flexible working hours also supporting parenthood.

The Policy also defines the Group's commitment to fostering staff growth through internal training and sharing plans that focus on specific skills, or specific categories of workers. In parallel, the Sustainability Policy reflects the positive impact generated on Diversity and Inclusion in terms of equal opportunities and pay.

This policy aims to ensure that the company's own workforce is always at the centre of the company's strategy, whose success depends on the well-being and growth of its people. Further details on the Sustainability Policy can be found in section E1-2 of this Sustainability Statement.

### Code of Ethics IEG S.p.A.

The Code defines specific rules of conduct for employees, promoting a corporate culture that recognises the centrality and importance of human resources, within a context marked by respect and the



obligations laid down in collective bargaining agreement. All the parties concerned, who collaborate with the Company, including shareholders, company representatives, external working associates and all third parties that interact with the Group (e.g. attorneys, consultants, intermediaries, agents, contractors, customers, suppliers), are obliged to endorse and comply with the Code.

Although it does not have an ad hoc policy dedicated to human rights, IEG S.p.A. recognises and protects such rights through its Code of Ethics. Through the Code, the Company is committed to ensuring that no form of discrimination based on age, gender, sexual orientation, race, language, nationality, political and trade union opinions, religious beliefs or other personal characteristics not related to work can arise in the workplace. Furthermore, any form of abuse or harassment in the workplace is prohibited, meaning any undesirable behaviour that harms the dignity and personal freedom of employees.

IEG, in addition to acting in compliance with national regulations that implement EU and international principles and laws, carries out its activities pursuing sustainable and inclusive growth and operates in harmony with the Universal Declaration of Human Rights, the ILO Conventions.

Particular concern for occupational health and safety is a response to the potential negative impacts and risks related to operational activities, such as the occurrence of occupational accidents. To mitigate these impacts and risks, the Company has adopted an Occupational Health and Safety Management System that complies with the most advanced international standards, such as OHSAS 18001 (Occupational Health and Safety Assessment Series), which defines the requirements necessary to ensure a safe working environment.

IEG guarantees the implementation of the Code of Ethics through periodic controls and organisational measures that ensure compliance with the law and company rules. The Supervisory Board (SB) is responsible for supervising, overseeing the dissemination of the Code, monitoring compliance and checking for violations. The Supervisory Board informs the relevant departments of the results of the checks and proposes updates to adapt the Code to regulatory and organisational changes.

The application of the Code of Ethics is delegated to the Administrative Body. As such, it promotes its dissemination through communication and training activities on its contents and the practical aspects of its application, ensuring that the principles are understood and respected at all organisational levels. Through a system of delegated powers and the design of the organisational structure, the Board of Directors ensures effective and responsible management of the company's activities. This model makes it possible to maintain direct control over the implementation of the Code, while ensuring widespread supervision within the organisational structure.

Should the addressees of the Code detect the presence of unlawful actions or conduct, they are required to promptly notify the Supervisory Board established pursuant to Legislative Decree 231/2001. The Supervisory Board supports the Board of Directors in ensuring full compliance with the principles enshrined in the document, by collecting anonymous reports through a dedicated internal system that guarantees the confidentiality of the reporter, protecting him or her from retaliation. The Code of Ethics is available on the company intranet and on the official IEG website in the 'Corporate Governance' section.

### **Summertrade Code of Ethics**

Summertrade has also adopted a Code of Ethics that defines the values and criteria of conduct to be followed by all those working on behalf of or in the interest of the Company. The principles enshrined in the document apply to all company activities, both internal and external, including relations with employees, customers, suppliers, consultants and business partners in the territories in which the Company operates.

Summertrade acts in full respect of its stakeholders' interests by valuing people and ensuring the safety and physical and moral integrity of employees. The company promotes the development of personnel





skills, encouraging collaboration as well as the exchange of knowledge, and adopts management policies in line with applicable regulations and collective agreements.

With a view to protecting human rights and respecting personal dignity and freedom, through the Code, Summertrade repudiates all forms of discrimination, guaranteeing equal opportunities regardless of race, gender, age, religion, sexual orientation or other personal characteristics. It also ensures that wage, contribution and trade union rights are respected.

In order to mitigate the negative impacts related to the potential increase in accidents, the Code stresses the importance of raising staff awareness of risks, encouraging responsible behaviour and implementing preventive measures in accordance with current regulations.

Approved by the Board of Directors, the monitoring of the Code is entrusted to the Supervisory Board. To safeguard the provisions contained in the Code, the Supervisory Board conducts periodic audits and collects reports of any violations through the dedicated e-mail channel, and proceeds with the relevant checks. The protection of anonymity is guaranteed through the prohibition of any act of retaliation or discrimination.

In order to ensure the respect and dissemination of these values, Summertrade organises training sessions for all employees and working associates, explicitly requesting new recruits to adhere to the principles contained in the document. The Code of Ethics is made available through the company website.

### Corporate Gender Equality Policy

IEG S.p.A. recognises gender equality, diversity and women's empowerment as fundamental values for the development of business activities. With the aim of generating positive impacts on employee well-being and motivation, creating a diverse work culture and consolidating the company's commitment to D&I, IEG has adopted a Gender Equality Policy and a management system that meets the requirements of UNI PdR 125:2022.

As stated in the Policy, IEG promotes corporate practices that foster the well-being of its employees and their families, creating a working environment free of gender discrimination, inclusive and supportive of parenthood through flexible working hours. The company disseminates an inclusive culture through information and training, adopting procedures for recruitment, job rotation, training and career development. The company has also defined a performance management process that aims to:

- create a meritocratic culture based on evidence of results and not on considerations based on the sex, nationality or age of resources;
- ensure equal treatment and remuneration through the definition of MBO, LTI and related incentives. Equal salaries are expected for the same job position;
- ensure fair treatment in assessments by establishing SMART (Specific, Measurable, Achievable, Relevant and Time-bound) objectives.

In its performance management system for the year 2024, IEG S.p.A. assigned 7.42% of its employees individual goals related to sustainability issues and the implementation of the ESG Strategy pursued by the company.

Particular attention is paid to work-life balance, supported by measures such as flexible working hours and the possibility of working from home. Progress is monitored through specific KPIs. With the support of an appropriate and easily consultable document system, the company ensures that every worker is aware of and participates in the operation of this tool.

The CEO is responsible for the implementation of the Policy, while the document is made available through the IEG S.p.A. website.



## Environment, Health and Safety Policy and Sustainable Event Management

In order to mitigate negative impacts and related risks, such as an increase in work-related accidents, IEG has formalised the commitment to ensure a safe and sustainable working environment for all employees in the Integrated Policy.

IEG provides organisational, instrumental and economic resources to guarantee the protection of health and safety in the workplace, ensuring compliance with all applicable legislative, regulatory and international standards, including those set out in ISO 45001, by codifying a specific occupational health and safety management system.

The company favours operating methods that protect the health of workers and non-workers when designing and building infrastructures. To this end, IEG adopts preventive measures to reduce the risk of accidents and injuries by promoting a safety culture through the active involvement of employees. Participation in the risk prevention process is reinforced through worker consultation, via the workers' health and safety representative and mandatory training programmes provided to employees.

The entire company structure (employer, prevention and protection service manager, executives, safety officers, employees and casual workers) is actively involved in the pursuit of safety objectives, each within their sphere of competence. For further details on the Policy, please refer to ESRS sections E1-2 and E5-1 of this Statement.

## S1 2 Processes for involving own workforce and employee representatives with regard to impacts

The parent company implements a structured approach aimed at involving its employees in the subject of material impacts and at considering these perspectives in decision-making processes.

On an annual basis, the company involves its employees through an anonymous employee sentiment survey, aimed at understanding the degree of satisfaction with the working environment and identifying possible areas for improvement. In 2024, the survey recorded a response rate of more than 72% and showed a positive level of satisfaction for about 87% of the employees, with a rating between 7-10. As proof of the effectiveness of this process, based on the results obtained in the previous survey, in 2024 IEG implemented a series of actions aimed at responding to the needs that emerged, e.g. the flexitime management system and the 'First Steps in the Working World' project, described in S1-4. In addition, the Company annually conducts an anonymous Survey on Inclusion & Gender Equity, with the aim of gathering suggestions and guidance to build an increasingly inclusive workplace. In 2024, the Survey recorded 216 responses (+12.7% compared to 2023).

Workers' representatives are involved through meetings of the Joint Commission, a collegial body in which the HR Department participates on behalf of the company, and 3 workers' representatives on behalf of its own workforce. Under normal conditions, meetings are held every three to four months; however, over the period when the supplementary agreement is being renewed, as was the case in 2023, the frequency is increased to once a month in order to ensure constant, constructive dialogue. Also in 2024, although with less intensity than in the previous year, the frequency remains significant to ensure continuity in the comparison and management of work issues. In 2024, the Commission's work defined the job rotation project<sup>13</sup>. The structure of the project and its modalities were developed by the HR Department and analysed by the Joint Commission for the joint definition of the final implementation.

<sup>13</sup> Please refer to S1-4 for more information.

The correct implementation of the described processes is ensured by the company's HR Department, which is also responsible for monitoring the effectiveness of each engagement procedure, e.g. by measuring response rates to surveys.

### **S1-3 Processes to remedy negative impacts and channels for workers to voice concerns**

The Group adopts effective processes to address any negative impacts reported by its workforce and creates a supportive environment where employees feel safe to voice concerns.

Thanks to the Whistleblowing Policy, employees have several channels to anonymously report wrongdoing and unethical behaviour, thanks to a protection system against retaliation and discriminatory acts. Employees may voice concerns about violations of company ethics, as defined in the Code of Ethics, violations of workforce policies or any discriminatory behaviour. Unethical behaviour also includes potential human rights violations.

The company has no tools to assess the level of awareness of its workers regarding the existence of such structures or processes. However, to ensure the effectiveness and availability of these channels, dedicated training on the subject is provided to all employees of the company. In addition, IEG organises at least 2 training sessions per year for new employees. The HR Department, in cooperation with the Whistleblowing Policy Officer, develops and periodically updates a whistleblowing training plan. In the event of reports, IEG activates a structured process of assessment by the Case Managers, specifically appointed and trained, provided with functional autonomy, which includes investigations and, if necessary, the involvement of competent departments and Internal Audit. If the report proves to be well-founded, corrective, disciplinary or legal measures are triggered, with traceability of communications and clear responsibilities. The effectiveness of the remedy is guaranteed by the formal closure of the case, the communication of the results to the corporate bodies involved and, if necessary, the commencement of administrative, civil or criminal proceedings against the persons responsible. For more information on the Whistleblowing Policy, please refer to paragraph G1-1.

### **S1-4 Intervention to address material impacts for own workforce and approaches to the management of material risks and the taking of material opportunities for own workforce, as well as the effectiveness of these actions**

The Group implements initiatives and projects to mitigate negative impacts, strengthen positive ones and manage risks and opportunities related to its workforce. The aim is to prevent and correct any critical issues, as well as to promote more favourable working conditions. Although there is no specific monitoring of the effectiveness of each individual action, IEG conducts annual surveys to assess the general satisfaction of employees with the initiatives taken.

#### **Collective bargaining and work-life balance**

IEG S.p.A. and Pro.stand updated their respective Supplementary (company-level) bargaining agreement (CIA), at the end of a process that also included the involvement of the 3 trade union representatives for the Rimini, Milan and Vicenza offices, with the aim of mitigating any negative impact on the motivation and well-being of their employees and guaranteeing better working conditions than those defined by the National Collective Labour Agreement (CCNL). To date, 100 per cent of the workers of the Parent Company, Pro.stand and Summertrade are covered by the Collective Labour Agreements applying to Trade in the tertiary, distribution and services sector; Graphic designers and editorial/multimedia enterprises; Journalists and Sales Managers.



In order to promote employee well-being and mitigate the potential negative effects of a lack of work-life balance, IEG guarantees the possibility of working remotely and adopts a weekly time management system through the Hour Bank, allowing its employees to manage their working hours and place of work. In 2024, with the aim of further increasing flexibility, the possibility of starting the working day at 8 a.m. was introduced. Furthermore, the Company recognises:

- greater accessibility of part-time work until the child reaches the age of three;
- optional maternity supplement for the first three months;
- the extension of paternity leave by up to 1 month from the 9th month of pregnancy and by the end of the 1st year of the child's life;
- the extension of the possibility to take marriage leave during the reference calendar year;
- leave to support parental care, allowing part-time applications for those who need to care for family members with health problems or who are not self-sufficient;

To promote a corporate culture in which work and family contexts are complementary, IEG S.p.A. involved a total of 19 employees who were new parents with children up to 2 years of age in 2 focus groups. The meetings made it possible to identify, and then share with the whole organisation, the skills developed through the parenting experience, which are also applicable in the working world. Following the focus groups, the HR Department started a process to structure the (re)onboarding of new parents at the end of parental leave, through the identification of steps and appointments useful for the return to work.

In response to a need expressed by employees through the processes described in S1-2 and to ensure a better work-life balance, the IEG Summer Camp, a week-long stay in July for employees' children aged between 8 and 12, continued in 2024. Under the supervision of a team of employees, the participants spent a week in Mezzaselva di Roana, in the province of Vicenza, where they were involved in art and music workshops, walks and team sports. At the end of the stay, IEG collected, through a survey, the opinions of the parents involved, obtaining a satisfaction index of 9.75 points out of 10, with 100% of participants recommending a colleague to register their children for the next editions and that, subject to dates, stating that they would register their child for the 2025 edition.

Also in line with second-level collective bargaining in 2024, the Group introduced an initiative aimed at the children of employees aged between 18 and 25. The project entitled 'First Steps into the World of Work' aims to offer concrete support to young people entering the professional world for the first time. Through an interactive webinar conducted by IEG's recruiter team, participants had the opportunity to receive practical advice on writing a CV and cover letter or test themselves by simulating a job interview. The first edition of the project was attended by 18 participants, highlighting the interest and need for such initiatives.

To monitor and evaluate the effectiveness of the initiatives taken, IEG conducts an annual employee sentiment survey, as described in Section S1-2 of this Sustainability Statement.

### **Gender and pay equality for work of equal value**

In 2024, IEG renewed its Gender Equality Certification, first obtained in 2023, in accordance with the Guidelines on the Management System for Gender Equality - UNI/PdR 125:2022. The evaluation includes the measurement of specific indicators in 6 different evaluation areas:

1. culture and strategy;
2. governance
3. human resources management;
4. opportunities for the growth and inclusion of women in business;
5. wage equity;
6. protection of parenting and work-life balance.



IEG scored 93%, awarded on the basis of the KPIs associated with each assessment area, up from 89.75% last year. With a view to continuous improvement, the company conducted an anonymous survey to collect suggestions and indications for the identification of possible improvement actions; IEG is structuring itself to implement possible initiatives to respond to employees' suggestions.

Of the 216 employees who responded to the questionnaire, 76% did not report any particular suggestions, stating that they perceived IEG as being attentive and sensitive to the D&I issue.

### **Training and skills development**

In order to mitigate any risks of non-availability of skills specific to the sector in which the Group operates, IEG invests in continuous training programmes to enhance employees' hard and soft skills. The company has defined the 2024 training plan, which aims to promote a corporate culture based on empathy, effective communication and collaboration between team members, through training sessions and workshops dedicated to emotional intelligence and interpersonal relationship management. In addition, the training plan includes specific courses on leadership and the development of managerial skills, in order to foster the professional growth of team leaders. Finally, specific courses are planned to update the technical skills of the different company areas.

With a view to ensuring professional development and growth, IEG adopts a Performance Management system, a process aimed at observing, monitoring and evaluating employees in the achievement of certain objectives. The purposes of this system are multiple:

- align individual objectives with corporate objectives;
- improve overall performance;
- provide resources for personal growth;
- develop a performance culture;
- create a meritocratic organisation that propagates values such as recognition and belonging.

Tools available include self-assessment, continuous feedback, goal setting and coaching, which is based on building relationships characterised by trust and mutual listening.

The assessment process is managed in the internal Human Capital Management System (HCMS) portal and involves 2 main actors: the Assessed, who is responsible for agreeing on objectives, performing a self-assessment with a Development Plan and receiving active feedback; and the Assessor who assigns clear objectives, assesses their achievement, and accompanies the assessment with structured feedback. The procedure is divided into well-defined phases and periods: objectives are assigned in March-April, followed by the six-monthly evaluation in July-August and, finally, the annual assessment in December-February. IEG formalised the application of this process in the CIA.

In 2024, in response to the desire expressed by some employees from the Event & Conference division to better understand the work of the other company divisions, and thanks to the involvement of employee representatives through the Joint Committee, the company launched the pilot project 'In Your Shoes', which provides for temporary job rotation. With the support of selected colleagues, the 34 employees involved were thus given the opportunity to better understand the role, tasks and activities of another business area.

The initiative not only expanded the professional network, but also contributed to the development of new skills and the strengthening of a sense of belonging to the company. The project involved the use of an application form, in which the employees involved could indicate the training objectives they wished to acquire and what specific roles they were interested in. An application form was used in which participants indicated the areas they wished to explore. At the end of the project, we collected their feedback, which shows a strong appreciation for the initiative, with an overall rating of 4.5 out of 5. Of the 27/34 employees who completed the survey, all of them recommended the project to their colleagues, considering it stimulating and very useful for improving mutual understanding. Based on the suggestions



received, IEG decided to repeat the project in 2025, extending it to group companies, in particular Pro.stand.

As required by law, all employees participate in compulsory training programmes, which include basic and specific safety training, such as fire-fighting and first aid courses, as well as training for supervisors and workers' safety representatives. The following table provides a list of the main training courses provided.

Training Course	Company	Participants	Course Hours	Total hours
IEG Skill Up Program	IEG S.p.A.	16	815	815
Compulsory training refresher course	IEG S.p.A.	5	6	30
Refresher First Aid Course	IEG S.p.A.	3	4	12
RLS Course Update	IEG S.p.A.	1	8	8
Aggiornamento Preposto (mandatory training course for safety and health representatives in the workplace)	IEG S.p.A.	3	6	18
Self-propelled platform course	IEG S.p.A.	2	8	16
PPE 3rd category course	IEG S.p.A.	1	8	8
High-risk Fire Fighting Refresher Course with Assessment	IEG S.p.A.	1	8	8
Specific training course	IEG S.p.A.	1	4	4
BLSD non-medical course	IEG S.p.A.	5	10	50
High Risk Fire Fighting Course	IEG S.p.A.	1	16	16
First Aid Course	IEG S.p.A.	3	12	36
Internal software	IEG Spa.	130	1,192	1,192
Manager Development programme	IEG Spa.	25	344	344
Public Speaking	IEG SPA	23	411	411
Internal know-how sharing meetings	IEG SPA	55	553	553
Foreign language courses	IEG SPA	35	540	540
D&I	IEG SPA	24	152	152
IEG Skill Up Program	ProStand	4	182	182
Leadership in action and coaching	ProStand	13	260	260
D&I	ProStand	16	88	88
Sustainability and safety at work	ProStand	47	300	300
Fire-fighting course level 1	ProStand	8	32	32
First Aid Course	ProStand	9	108	108
Health and safety in the workplace - general	ProStand	20	80	80
Health and safety in the workplace - specific	ProStand	46	184	184
Lift truck course	Summertrade	2	12	24

### Health and safety at work

In order to manage health and safety risks for workers, the Group has a UNI EN ISO 45001-certified management model. In accordance with the State-Regions agreements in force, IEG delivers compulsory training courses on workers' health and safety, tailored to the specific characteristics of the different types of work. For example, this includes training courses for working at heights and the use of third category personal protective equipment (PPE). In addition, an in-house emergency team was trained to handle high risk situations, ensuring a timely response in case of need.

## S1-5 Objectives related to managing material negative impacts, enhancing positive impacts and managing material risks and opportunities

The process of defining the objectives below involved direct interaction with the company's own workforce through dedicated workshops. For further information, please refer to section ESR5-2 SBM-1 of this Sustainability Statement.





## IEG Academy and ESG Training

In line with its commitment to promoting the development of personnel skills, guaranteeing equal opportunities and enhancing merit, the Company has set medium to long-term objectives for professional and personal growth. Key initiatives include the creation of the IEG Academy and the introduction of training programmes dedicated to ESG issues.

The IEG Academy was created with the aim of promoting the continuous development of skills within the IEG Group, supporting the professional growth of employees and fostering operational excellence. Through a process aimed at identifying the skills to be acquired or strengthened, the Academy aims to develop targeted training plans, integrating internal expertise and external specialist know-how, at the same time gauging participant satisfaction for constant improvement of the training programme.

Objective	Scope of the objective	Base year	2024 Results	Intermediate objective	2025 Objective
IEG Academy	IEG S.p.A., Prostand, Summertrade	2023	IEG Academy not yet formalised.	n.a.	Establishment of the IEG Academy
	IEG S.p.A., Prostand, Summertrade	2023	During 2024, a <b>90%</b> coverage of the trained company population was recorded	n.a.	Involve <b>80%</b> of employees annually in training programmes within the IEG Academy
ESG training	IEG S.p.A., Prostand, Summertradedstand, Summertrade	2023	Training sessions dedicated to sustainability issues are being developed	n.a.	<b>100%</b> of employees trained on ESG issues

## D&I Leadership

In order to foster the growth of human resources and the development of the company's activities, and to make its structures a point of aggregation and sharing, guaranteeing equal opportunities and rewarding merit, the company has established collaborations to consolidate its position as D&I leader.

Scope of the objective	Base year	2024 Results	Intermediate objective	2026 Target
IEG S.p.A., Prostand	2023	A number of working partnerships and activities to achieve the objective are being evaluated. To date, the company has not yet activated stockholders a working partnership.	n.a.	Activation of at least 3 working partnerships

In 2024, training was started for all IEG and Prostand employees on D&I topics. Further initiatives being assessed include voluntary activities with the direct involvement of Company employees and working with associations supporting women in difficulty or victims of violence.

## S1-6 Characteristics of the enterprise's employees

In 2024, the total number of employees at IEG is 703<sup>14</sup> people, with a geographical distribution mainly concentrated in Italy, with 584 employees, (83%) of the total workforce. This is followed by the United States with 68 employees (10%) and Brazil with 17 employees (2%). The 'Other' category comprises 34 employees spread across the United Arab Emirates, Singapore, San Marino, China and Germany (5%). In terms of gender breakdown, the workforce is made up of 62% women and 38% men.

Analysing the type of contract, 92% of employees have a permanent contract. Fixed-term contracts affect only about 6% of the company population, while variable-hour employees stand at about 2%.

<sup>14</sup> The figures are shown as headcount as at 31/12/2024.



f. a cross-reference between the information referred to under (a) and the most representative figure in the financial statements.

Employees per country (no. of persons)	2024	
	no.	%
Italy	584	83%
USA	68	10%
Brazil	17	2%
Other <sup>15</sup>	34	5%
<b>Total employees</b>	<b>703</b>	<b>100%</b>

Employees by gender and country (no. of persons)	2024			
	Men	Women	Other	Total
<b>Number of employees</b>	<b>271</b>	<b>432</b>	<b>0</b>	<b>703</b>
Italy	197	387	0	584
USA	53	15	0	68
Brazil	8	9	0	17
Other	13	21	0	34
<b>Number of permanent employees</b>	<b>248</b>	<b>397</b>	<b>0</b>	<b>645</b>
Italy	175	353	0	528
USA	53	15	0	68
Brazil	8	9	0	17
Other	12	20	0	32
<b>Number of fixed-term employees</b>	<b>16</b>	<b>27</b>	<b>0</b>	<b>43</b>
Italy	15	26	0	41
USA	0	0	0	0
Brazil	0	0	0	0
Other	1	1	0	2
<b>Number of flexible-hour employees</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>15</b>
Italy	7	8	0	15
USA	0	0	0	0
Brazil	0	0	0	0
Other	0	0	0	0

There were 46 terminations during the year, with a turnover rate of 7%. At the same time, the number of newly recruited employees totalled 108, a recruitment rate of 15%. The balance incoming and outgoing staff shows a dynamic growth in the workforce, with a good gender balance in new recruits.

Turnover and recruitment	2024			
	Men	Women	Other	Total
Employees who left the company (no. of persons)	20	26	0	46
Turnover rate (%)	7%	6%	-	7%
Employees engaged (no. of persons)	46	62	0	108
Recruit rate (%)	17%	14%	-	15%

<sup>15</sup> The category 'Other' includes the total number of employees for countries in which the company has less than 50 and which account for less than 10 % of the total number of employees.



## S1-7 Characteristics of non-employed workers in the enterprise's own workforce

By 2024, 39<sup>16</sup> non-employed workers were registered, 74% of them in the US and 26% in Italy. In the United States, workers employed under 1099-type contracts, typical of independent contractors or freelancers, fall into this category. In Italy, on the other hand, those who carry out labour activities under direct contracts with the company or through temping agencies are considered non-employed workers.

However, a stabilisation process is underway for this category, with the aim of progressively integrating these workers into the workforce.

Non-employed workers (no. of persons)	2024	
	no.	%
Italy	10	26%
USA	29	74%
Brazil	0	0%
Other	0	0%
Total non-employed workers	39	100%

## S1-8 Collective bargaining coverage and social dialogue

83% of IEG's employees are covered by collective agreements, with 100% coverage in Italy, a country within the European Economic Area (EEA). In the United States, where the company employs 68 people, there are no applicable collective agreements.

Employees covered by collective agreements	2024
Number of employees covered by collective agreements (No. of persons)	585
employees covered by collective agreements (%)	83%

Employees covered by workers representatives	2024
Number of employees working in locations with representatives (N° of employees)	435
Employees covered by representatives (%)	62%

Employees covered by collective agreements			Employees covered by working representatives
Coverage rate	Employees - EEA (for countries with > 50 employees representing > 10 % of total employees)	Employees - non-EEA (estimation for regions with > 50 employees representing > 10 % of total employees)	Representatives on the working place (Only EEA) (for countries with > 50 employees that represent >10% of total employees)
0-19%	-	USA	-
20-39%	-	-	-
40-59%	-	-	-
60-79%	-	-	-
80-100%	Italy	-	Italy

## S1-9 Diversity metrics

The senior management consists of 26 people, 42% of whom are women. The total number includes the top management of all Group companies, providing a comprehensive view of corporate leadership.

<sup>16</sup> For the overall calculation, non-employed workers were identified as headcount as at 31/12/2024, based on data extracted from the various company management systems.



As far as age distribution is concerned, there is a good generational balance. The 30-50 age group accounts for the largest share of the workforce (55%). 29% of employees are over 50 years old, while 16% are under 30 years of age<sup>17</sup>.

Gender distribution in senior management (no. of persons)	2024	
	no.	%
Total senior management	26	100%
Men	15	58%
Women	11	42%

Distribution of employees by age (no. of persons)	2024	
	no.	%
<30 years	109	16%
30-50 years	389	55%
>50 years	205	29%
Total employees	703	100%

## S1-13 Training and skills development metrics

57% of the Group's employees participated in periodic reviews of their performance and career development in 2024. The reviews are conducted according to defined guidelines and provide an opportunity to outline structured development paths and monitor their results.

As far as training is concerned, the total number of hours provided in 2024 was over 11,000, with an average of about 16 hours of training per employee.

Employees who participated in periodic performance reviews	2024			
	Men	Women	Other	Total
Employees who participated in audits	127	275	0	402
Number of employees	271	432	0	703
% employees who participated in reviews	47%	64%	-	57%

Average hours of training (no. hours)	2024			
	Men	Women	Other	Total
Training hours	2,809	8,262	-	11,071
Number of employees	271	432	-	703
Average number of training hours	10.37	19.13	-	15.75

## S1-14 Health and safety metrics

96% of employees are covered by health and safety systems, with a coverage rate of 100% for the main subsidiaries in Italy, namely Summertrade, Pro.stand and the parent company. For the subsidiary FB International, on the other hand, the percentage drops to 67%, since the workers are covered by their specific insurance contract. For non-employed workers, coverage is more limited, at 5%. Overall, 91% of the company's workers are covered by health and safety systems.

Own workers covered by health and safety systems	2024
Employees covered by health and safety systems (no.)	676
Total employees (no.)	703
employees covered by health and safety systems (%)	96%
Non-employed workers covered by health and safety systems (no.)	2
Non-employed workers (no.)	39

<sup>17</sup> The figures are calculated on the basis of the headcount as at 31/12/24.



% non-employed workers covered by health and safety systems	5%
% own workers covered by health and safety systems	91%

In 2024, there were 9 minor accidents at work among employees, with an accident rate of 7%, while no accidents were reported among non-employed workers. All the accidents relate to EG S.p.A. and Summertrade.

Occupational accidents	2024
Number of occupational accidents of employees	9
Total hours worked (h)	1,219,046.43
Rate of occupational accidents (%)	7.38%
Number of occupational accidents involving non-employed workers	0
Total hours worked (non-employed workers)	4,350
Rate of occupational accidents (other workers)	0

Number of days lost	2024
Lost days (employees)	307
Lost days (non-employed workers)	0

With regard to the number of days lost, 307 days of absence due to accidents were recorded among employees, while for non-employed workers the value was zero. The majority of the lost days came from 6 employee at Summertrade, who totalled 197 days of absence, while 3 employees at the parent company were responsible for the remaining lost days. Furthermore, there were no deaths among either employees or non-employed workers, and no cases of work-related illnesses.

## S1-15 Work-life balance metrics

93% of employees are entitled to family-related leave - i.e. in all countries where the right is codified in legislation - with a balanced and even gender coverage (94% women and 92% men). 13% of eligible employees actually took leave in 2024. A higher adherence is observed among women (17%), compared to men (7%).

In general, the figure shows that a significant proportion of employees actually make use of this right, confirming its relevance in supporting work-life balance.

Employees entitled to family leave	2024			
	Men	Women	Other	Total
Employees entitled to family leave (no.)	249	404	0	653
Total employees	271	432	0	703
% employees entitled to family leave	92%	94%	-	93%

Employees who have taken family leave	2024			
	Men	Women	Other	Total
Employees who took leave for family reasons (no.)	17	71	0	88
% employees entitled to family leave	7%	18%	-	13%



## ESRS S2 - Workers in the value chain

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Economic, social and cultural rights of communities	Impact	Positive impact for the territories in terms of development of the entrepreneurial fabric, employment, tourism, induced activities generated, training, urban regeneration.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Policy for managing dialogue with shareholders and other stakeholders</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li>Redevelopment of areas outside the Exhibition centres</li> <li>Value generated in the territory</li> <li>IEG OFF</li> <li>Vicenza Oro and Oroarezzo (international jewellery exhibitions) Off-show events</li> <li>RiminiWellness Off</li> <li>Gusto della Solidarietà event</li> <li>Food for Good</li> <li>PERL_Arte</li> </ul>	<ul style="list-style-type: none"> <li>Impacts Observatory</li> <li>School of Trades training programmes</li> </ul>
Economic, social and cultural rights of communities	Impact	Negative impact on roads and traffic due to the holding of trade fair and congress events (Rimini and Vicenza).	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Economic, social and cultural rights of communities	Opportunities	Opportunity to consolidate its positioning through educational initiatives in the territory.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Vicenza Oro and Oroarezzo (international jewellery exhibitions) Off-show events</li> <li>Sigep Academy</li> <li>SAFTE: School of Higher Education for Ecological Transition</li> </ul>	<ul style="list-style-type: none"> <li>Impacts Observatory</li> <li>School of Trades training programmes</li> </ul>

### SBM-2 Stakeholders' interests and opinions

The success of the company's strategy is also based on solid relationships with suppliers, which are essential for IEG's international dimension. For this reason, the Group pays great attention not only to its own workforce, but also to working conditions along the entire value chain.

Although we do not currently have a structured due diligence process on the value chain, respect for human rights is an indispensable requirement in relations with suppliers: every contract requires compliance with ethical principles, with the possibility of termination in the event of violation. Furthermore, through dialogue with working partners and stakeholders in the sector, IEG is committed to strengthening its capacity to assess and manage risks along the supply chain.

### SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model

IEG uses an extensive network of suppliers to manage its activities. These include operators in the extraction, processing and supply of materials, as well as professionals providing essential services for the exhibition and conference sector, such as equipment manufacturing, logistics and catering. For reporting purposes, the focus is on upstream workers employed in the setting up and management of exhibition spaces, as they are most exposed to the potential risks identified by the Group. However, IEG recognises that among the categories of workers in the value chain that could be affected by the significant impacts identified are, for example, cleaning, ticketing and hospitality and catering workers.

There may also be cleaning, ticketing and reception, security, and parking management staff who may be affected.



In particular, for the construction and fitting-out of exhibition spaces, IEG relies on suppliers specialised in the assembly of stands and temporary structures, as well as skilled labour for complex technical work, including the installation of electrical systems, lighting and air-conditioning. Although they operate at IEG's premises during events and during the preparation and dismantling of facilities, these workers are not members of the company's own workforce. IEG recognises that the activities carried out by these categories of workers may expose non-employed workers to negative impacts on their health and safety, as well as their physical and mental well-being, due to intensive working hours. The impact is directly related to IEG's business model, which is based on the organisation and management of trade fair and congress events. Consequently, the main risks include the possible damage to reputation and the costs resulting from injuries to suppliers and subcontractors. A further critical issue is the difficulty of finding adequate expertise in the supply chain, a risk inherent in the company's operating model, which could affect the quality and timing of events, compromising the maintenance of high standards for customers. Finally, IEG recognises the risk of damage to reputation if it uses suppliers that do not ensure adequate wage levels.

To date, IEG has received no reports of incidents of child, forced or compulsory labour in its value chain. Despite this, as the Group has not conducted a due diligence analysis, it cannot establish with certainty whether a significant risk of such incidents exist.

## **S2-1 Worker-related policies in the value chain**

The principles of fairness, loyalty, integrity and transparency guide IEG in managing potential employee-related risks along the value chain. The Group recognises the importance of protecting human and workers' rights, while respecting the cultural peculiarities that characterise the countries in which it operates.

To mitigate risks related to the welfare and fair treatment of workers, IEG adopts policies at the parent company level that promote ethical working conditions, respect for human rights and support the development of the skills of suppliers and business partners.

### **Suppliers' Code of Conduct**

In order to establish the minimum standards and sustainability requirements to be observed that guarantee ethical and responsible behaviour along the value chain, IEG S.p.A. introduced the Suppliers' Code of Conduct. Partners establishing business relations with the Company are obliged to observe the principles contained in the Code throughout their business relationship, constituting an integral and essential part of all agreements entered into.

Suppliers are therefore called upon to satisfy certain basic requirements regarding workers' rights, and health and safety in the workplace. As far as human rights are concerned, the supplier is called upon to avoid any form of complicity in human rights violations. To ensure this, it is required to constantly monitor its impact on human rights and to have adequate tools to address any violations. In order to combat child labour, suppliers must ensure that no worker is under 18 years of age, or the minimum age under national law, whichever is higher (in line with ILO Convention 138 on child labour). In the case of young employees, the supplier is obliged to ensure that the work does not jeopardise their education or health. Discrimination is prohibited; all employees must be treated with fairness and respect.

Furthermore, the right of employees to freely organise and join trade unions and bargain collectively is guaranteed. Suppliers are required to guarantee wages that comply with the legal minimum or collective agreements, including overtime. Working hours, in turn, must comply with national regulations or trade union agreements, also ensuring at least one day of rest every seven consecutive days, unless otherwise provided for by law.

Finally, with regard to the health and safety of workers, suppliers are required to comply with all applicable legal requirements, have a written policy and appoint responsible reference personnel



internally. Furthermore, operational measures and emergency management procedures must be clearly communicated and shared among all employees. To this end, suppliers are required to promote a safety culture through appropriate training, continuous monitoring and internal audits. Any incidents must be reported and investigated to ensure the continuous improvement of working conditions.

To ensure the correct implementation and application of the document, IEG's Procurement Department offers support in the interpretation and implementation of the provisions. Furthermore, IEG takes into account the interests of various stakeholders, including suppliers, by promoting an ongoing dialogue with stakeholders to ensure compliance with working and environmental conditions. For this purpose, IEG has set up a dedicated channel, collecting requests through the e-mail address: [piattaforma.fornitori@iegexpo.it](mailto:piattaforma.fornitori@iegexpo.it), ensuring maximum confidentiality to anyone reporting any problems.

In order to monitor actual compliance with the provisions of the Code, suppliers are required to undergo dedicated audits of operations, plant, records and registers, and to submit the required information and data upon request. In addition, suppliers are required to implement adequate and effective management systems in line with the Code of Conduct and applicable laws and regulations.

The Suppliers' Code of Conduct refers to international standards on human and labour rights, such as **ILO Convention 138 on child labour**, and to existing regulations on health, safety and environmental impact. In addition, suppliers are required to comply with applicable national and international laws in relation to competition, anti-corruption and ethical business practices.

The Suppliers' Code of Conduct can be consulted on the company website.

#### **Code of Ethics IEG S.p.A.**

IEG undertakes to share the values enshrined in its Code of Ethics with all the suppliers and external working associates with whom it undertakes a working relationship. In this sense, the Company asks its associates to adopt correct, diligent and legally compliant behaviour, reserving the right to terminate the contractual relationship in the event of proven behaviour incompatible with the values expressed in the document.

In order to mitigate the negative impacts related to the potential increase in accidents, the Code stresses the importance of raising staff awareness of risks, encouraging responsible behaviour and implementing preventive measures in accordance with current regulations. This commitment also extends to external working associates, with contracts including specific clauses to ensure safe working conditions. For further details on the Code of Ethics, please refer to section S1-1 of this Statement.

#### **Summertrade Code of Ethics**

Summertrade is committed to disseminating and consolidating an occupational health and safety culture, promoting risk awareness and encouraging responsible behaviour, focusing in particular on preventive actions to protect workers' well-being.

This commitment also extends, where applicable, to external working associates, in relation to the nature of the services provided and the contractual relationship with Summertrade, through the inclusion of specific clauses guaranteeing compliance with the same security principles.

Furthermore, it undertakes to respect the principles of completeness, integrity, objectivity and transparency in all communications, reports and replies sent to public authorities. For further details on the Code of Ethics, please refer to section S1-1 of this Statement.

#### **Environment, Health and Safety Policy and Sustainable Event Management**

To protect the safety of workers, the company places the prevention of health and safety risks and damage at the centre, not only for its own employees, but also for workers along the entire value chain. In line with the Integrated Policy, IEG exclusively selects qualified suppliers and raises their awareness of





these issues through specific training programmes. This approach includes regular checks on the performance of suppliers and the compliance of required documentation. For further information on the Policy, please refer to ESRS E1-1.

## S2-2 Processes to involve workers in the value chain with regard to impacts

Although IEG does not have a formalised and systematic process for the direct involvement of workers in the value chain, it incorporates the issues raised in its process of identifying IROs along the supply chain. The Procurement Manager and the CEOs of the main subsidiaries collect reports and feedback from first-tier suppliers, who are the main point of contact with the workers involved. This approach makes it possible to identify possible critical issues related to working conditions, safety and other relevant aspects, guiding business decisions for more effective management of actual and potential impacts along the supply chain. In 2025, IEG will begin to set up a formalised and systemic process to engage this category of stakeholders.

## S2-3 Processes to remedy negative impacts and channels that enable workers in the value chain to voice concerns

The Group has effective processes in place to manage any negative impacts reported by suppliers, ensuring a safe environment that encourages the communication of concerns.

Through the Whistleblowing Policy, workers in the value chain can anonymously report crimes, ethical violations or non-compliant behaviour, benefiting from a system that ensures protection against retaliation and discriminatory acts. Reports may concern violations of the Code of Ethics, company policies or potential human rights violations, including discriminatory behaviour. Each report is handled with thorough investigations and, where necessary, corrective action, thus ensuring respect for workers' rights and protection of their welfare throughout the supply chain.

To support these processes, the company has also made available to suppliers a **dedicated platform**, accessible from the company website, to allow suppliers and their employees to confidentially report any doubts, problems or concerns.

Although there are no specific actions to verify that workers in the value chain have these tools, both the Supplier Portal and the Whistleblowing Policy are public and easily accessible on the company website, ensuring transparency and availability. To date, there are no processes in place to support the availability of such channels in the workplace of workers in the value chain. For more information on the Whistleblowing Policy, please refer to paragraph G1-1.

## S2-4 Actions to address material impacts on workers in the value chain and approaches for the management of material risks and the taking of material opportunities for workers in the value chain, as well as the effectiveness of such actions

IEG intervenes in the management of IROs for workers in the value chain by requiring suppliers to sign and accept documents promoting social responsibility in company operations. The selection of reliable partners, with a focus on the health and safety of workers, and the preference for local suppliers whenever possible, are an integral part of this strategy.

In addition, IEG asks potential suppliers, although not a binding requirement, whether they have tools in place to manage sustainability issues, such as ISO 9001, 14001, 45001 certifications. To date, the Group has not received any reports of serious human rights problems or incidents related to its supply chain,



but it is committed to strengthening its approach to ensuring respect for workers' rights throughout the supply chain.

### **DURC (single insurance contribution payment certificate) Procedure**

In order to mitigate the potential negative impact on the health and safety of workers involved in IEG's value chain activities and manage the reputational risk related to possible accidents and injuries in the workplace, the Group applies the Procedure for Verification of the Single insurance contribution payment certificate (DURC).

Extended to all suppliers who, due to the commodity class they belong to, must be in possession of a DURC certificate, the Procedure ensures that they fully comply with current labour law regulations, as well as with the contractual conditions laid down by the applicable National Collective Labour Agreement. This reduces the risk of establishing business relations with companies that do not comply with tax, social security and welfare obligations, including INAIL (National Insurance Institute for Industrial Accidents) contributions for protection against occupational accidents and diseases. Furthermore, it is stipulated that the supplier, should it decide to use authorised subcontractors, must take responsibility for their compliance with the same obligations defined in the Procedure.

To ensure the effectiveness of the measures foreseen, the Procedure provides for an automatic block that prevents the conversion of requests into purchase orders in favour of suppliers without a valid or non-compliant DURC certificate. Thanks to a monitoring system carried out on a daily basis, IEG sends a notification to suppliers if an expired or soon-to-be expired document is detected.

### **Supplier audits**

In order to manage potential negative impacts on workers in the chain and the reputational risks related to possible infringements, Summertrade conducted 17 audits on its suppliers in 2024, 9 on HACCP (Hazard Analysis and Critical Control Points), 6 on Health and Safety in the workplace and 2 on other issues, such as compliance with Regulation 231 and the application of the principles contained in the Code of Ethics. Based on the results of the audits, Summertrade identified possible corrective actions to be taken to ensure the compliance of the site being assessed with the applicable regulations and standards.

### **Prostand Academy**

To mitigate the risks related to the difficulty of finding specialised skills along the value chain, the second edition of the Prostand Academy, a training course organised in cooperation with the social cooperative OB Service, was held in 2024. The initiative is designed to meet the specific needs of the temporary architecture sector, an area where specialist skills are essential to ensure the quality and efficiency of projects.

The training programme aims not only to develop qualified professionals skills, but also to enhance local talent, while contributing to the promotion of paths of inclusion and personal growth. In December 2024, eleven participants completed the course and were awarded the 'Technologist of Wood Furnishing Production' diploma at a ceremony held at the Rimini Trade Fair. The title was awarded at the end of a training course consisting of 340 hours of lectures on theory and 160 hours of practical work experience in companies.

## S2-5 Objectives related to managing material negative impacts, enhancing positive impacts and managing material risks and opportunities

### 60% of suppliers involved in good ESG practices

IEG S.p.A. is committed to progressively integrating sustainability into its supply chain, a process that enables the company to take targeted measures to mitigate any negative impact on health and safety, reduce reputational risk linked to accidents and counteract skills shortages, while promoting the adoption of ESG standards along the supply chain.

Scope of the objective	Base year	2024 Results	2024 Intermediate objective	2030 Target
IEG S.p.A.	2023	Initiating direct supply chain mapping, defining the perimeter and characteristics of its supplier base	Start mapping the supplier base	<b>60%</b> of suppliers involved in good ESG practices

The definition of these objectives did not see the direct involvement of workers in the value chain. For more information regarding the target-setting process, please refer to section ESRS-2 SBM-1 of this Sustainability Statement.

## ESRS S3 - Affected communities

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Economic, social and cultural rights of communities	Impact	Positive impact for the territories in terms of development of the entrepreneurial fabric, employment, tourism, induced activities generated, training, urban regeneration.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Policy for managing dialogue with shareholders and other stakeholders</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li>Redevelopment of areas outside the Exhibition centres</li> <li>Value generated in the territory</li> <li>IEG OFF</li> <li>Vicenza Oro and Oroarezzo (international jewellery exhibitions) Off-show events</li> <li>RiminiWellness Off</li> <li>Gusto della Solidarietà event</li> <li>Food for Good</li> <li>PERL_Arte</li> </ul>	<ul style="list-style-type: none"> <li>Impacts Observatory</li> <li>School of Trades training programmes</li> </ul>
Economic, social and cultural rights of communities	Impact	Negative impact on roads and traffic due to the holding of trade fair and congress events (Rimini and Vicenza).	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Economic, social and cultural rights of communities	Opportunities	Opportunity to consolidate its positioning through educational initiatives in the territory.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> </ul>	<ul style="list-style-type: none"> <li>Vicenza Oro and Oroarezzo (international jewellery exhibitions) Off-show events</li> <li>Sigep Academy</li> <li>SAFTE: School of Higher Education for Ecological Transition</li> </ul>	<ul style="list-style-type: none"> <li>Impacts Observatory</li> <li>School of Trades training programmes</li> </ul>

### SBM-2 Stakeholders' interests and opinions

IEG integrates the opinions and interests of affected communities into its corporate strategy through constant dialogue with key stakeholders, including institutions, businesses, residents and local communities. IEG's trade fair and congress activities generate material economic and employment impacts, contributing to the development of the territory and the growth of strategic production sectors. At the same time, the Group invests in urban regeneration and accessibility projects. Collaboration with universities and training institutions strengthens the link with the community, promoting the acquisition of skills and new professional opportunities. For further details, please refer to Section S3-4 - Actions on material impacts on affected communities and approaches to managing material risks and taking material opportunities for affected communities, and the effectiveness of these actions.

### SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model

The communities affected by the Group's activities include the territories in which IEG physically operates, as well as residents, local businesses, institutions, students and operators in the economic and production ecosystem related to events. Trade fairs generate economic development, employment and tourism, creating satellite activities resulting from the presence of commercial, accommodation and service activities. However, the high turnout generated by major trade fair events, such as **Ecomondo**, **VicenzaOro** and **SIGEP**, can affect urban traffic, particularly in Rimini and Vicenza. This impact is not systematic, but not generalised, as it is limited to the periods of greatest influx linked to peak events.



IEG generates benefits for the production and business sectors related to events, including hotels, catering and exhibition services. In addition, collaboration with universities and training institutes helps young people enter the world of employment, contributing to the creation of new skills. Trade fairs also support the growth of strategic industrial districts. VicenzaOro enhances the goldsmith sector, while Sigep and Beer & Food Attraction promote agri-food, facilitating networking between companies and international buyers.

IEG's activities generate positive material impacts on local communities, influencing their economic, social and cultural development. The organisation of trade fair and conference events promotes the growth of the local business fabric, creating new business and employment opportunities, particularly in the tourism, catering and service sectors. In addition to economic impacts, IEG contributes to training and skills development through the initiatives that will be described in section S3-4 - Actions on material impacts on affected communities and approaches to manage material risks and take material opportunities for affected communities, as well as the effectiveness of such actions.

The positive impacts offer IEG the opportunity to consolidate its position as one of the players able to influence the development of local communities, strengthening its identity in the area and increasing its ability to attract new partnerships and investments. Strong integration with the economic and social context allows the company to evolve its business model with a view to sustainable growth, responding to the needs of an ever-changing ecosystem.

These impacts derive directly from IEG's business model, which finds in the affected communities an important interlocutor for its growth. The Company integrates sustainability- and land-use-oriented strategies into its development, adapting its approach in response to emerging needs and opportunities through the implementation of specific initiatives and the definition, within its ESG Strategy, of medium-long term objectives integrated into the Strategic Plan. In this context, the consolidation of IEG's position passes through the strengthening of collaboration with local institutions and businesses in the area, favouring synergies capable of generating shared value and ensuring sustainable growth. For further details on initiatives, please refer to section S3-4 - Actions on material impacts on affected communities and approaches to manage material risks and take material opportunities for affected communities, as well as the effectiveness of such actions.

### **S3-1 Policies relating to Affected Communities**

Currently, the company has not adopted a specific policy on respecting human rights, nor has it established processes and mechanisms to monitor adherence to the UN Guiding Principles and the ILO Statement on Fundamental Principles and Rights at Work. However, all Group activities are carried out with respect for human rights.

#### **Sustainability Policy**

The IEG Group has adopted a Sustainability Policy that enshrines its commitment to meeting the challenges of sustainability, supporting the development and well-being of the communities in which it operates. This Policy defines how the achievement of responsible and sustainable goals can only be achieved through continuous dialogue with its stakeholders. In this context, IEG also actively supports the community through the dissemination of its industrial know-how and its strong ties with the world of universities and education, supporting the training and development of skills in line with the needs of the labour market.

For further details on the Policy, please refer to section E1-2 of this Statement.

#### **Policy for managing dialogue with shareholders and other stakeholders**

The Policy for managing dialogue with shareholders and other stakeholders embodies the care with which IEG develops dialogue with key stakeholders, considering it a key activity for the pursuit of



business success. To this end, the company enshrines the principles of transparency, timeliness, equal treatment, promotion of sustainable success and compliance in its dialogue management.

The Policy sets out how the dialogue is managed, defines the profile of the stakeholders involved and describes the ways and means by which the dialogue is conducted. The policy is addressed to all IEG's working associates and to the administrative and management bodies that engage in any form of dialogue with shareholders and financial stakeholders (analysts, banks, institutional and retail investors) and not (local authorities, institutions, local associations, associations representing industrial, commercial, craft and professional supply chains, the media, etc.), through the company website, the publication of press releases and documents, the Annual General Meeting, dedicated departments and social channels.

Through the provisions contained in the Policy, IEG embraces the terms established by the Corporate Governance Code adopted by the Corporate Governance Committee of the Italian Stock Exchange. (Art. 1, Principle IV and Recommendation 3) to formalise and better define its policy of dialogue with shareholders and stakeholders. By establishing the guiding principles of the dialogue, IEG is committed to providing information of particular relevance and interest to its stakeholders, including, the pursuit of sustainable success, the economic and financial performance of the business, the emergence and removal of risk and critical elements, securities performance, corporate governance, social and environmental sustainability, remuneration policies and the risk management and control system.

The Policy is made available through the "Corporate Governance" section of the website and can be updated or amended by the Board of Directors on the proposal of the Chairperson, in agreement with the CEO.

#### **Code of Ethics IEG S.p.A.**

By virtue of the guiding principles contained in the Code of Ethics, IEG conducts its activities taking into consideration the needs and interests of the surrounding communities, with the aim of contributing to the economic, social and cultural development of the territory.

In its declared commitment to contribute positively to the development of the entrepreneurial fabric and the general welfare of communities. At the same time, the Company is committed to building infrastructures that improve the environmental quality, liveability and aesthetics of the places that host them, encouraging visitors and citizens to benefit from them. Further information on the Code of Ethics can be found in section ESRS S1-1 of this Statement.

### **S3-2 Processes to involve affected communities with regard to impacts**

The involvement of affected communities is implemented at various management and operational levels of the IEG Group. This is why dialogue with the communities in which it operates is of central and strategic importance for managing, anticipating and dealing with change. Encompassing the views of its stakeholders in its operations and decisions makes it possible to achieve shared goals in a responsible and sustainable manner.

IEG believes that the success of a company is not only measured in financial terms but also through its positive impact on the community and the environment in which it operates. There are several channels of interaction with affected communities. The product managers of the various industries served, together with their teams and logistics offices, are in continuous contact with institutions, trade associations and local stakeholders in order to intercept the main demands of the surrounding communities, facilitating the identification of needs and critical issues.

Although there are currently no formalised listening mechanisms, discussions with local stakeholders allow IEG to adapt its initiatives, particularly with regard to the organisation of trade fairs and the management of logistical aspects, such as the road network in the Rimini and Vicenza areas. In this context, IEG actively collaborates with local administrations to address key issues such as mobility and traffic in the Rimini and Vicenza areas, in particular through a working table with the municipality to





optimise traffic management during trade fair periods. In addition, meetings are planned with the Department of Mobility, aimed at identifying connection points with citizens and improving the usability of the areas surrounding the exhibition centres. In parallel, the Society also involves the Department of Health by organising round tables to promote initiatives related to social sustainability and community well-being.

### S3-3 Processes to remedy negative impacts and channels that enable affected communities to voice concerns

The Group adopts effective processes to manage any negative impacts reported by members of affected communities, ensuring a safe environment that encourages reporting.

Through the Whistleblowing Policy, members of affected communities can anonymously report crimes, ethical violations or non-compliant behaviour, benefiting from a system that ensures protection against retaliation and discriminatory acts. Reports may concern violations of the Code of Ethics, company policies or potential human rights violations, including discriminatory behaviour. Each report is handled with thorough investigations and, where necessary, corrective action, thus ensuring respect for workers' rights and protection of their welfare throughout the supply chain.

Although there are no specific checks to ensure that all members of the communities involved are aware of these tools, the Whistleblowing Policy is publicly accessible on the company website, ensuring transparency and availability. For more information on the Whistleblowing Policy, please refer to paragraph G1-1.

### S3-4 Intervention to address material impacts on affected communities and approaches to the management of material risks and the taking of material opportunities for affected communities, as well as the effectiveness of these actions

IEG intervenes in the management of IROs for the affected communities through initiatives aimed at creating value for the area and promoting its sustainable development. To date, IEG has not received any reports of serious human rights problems or incidents related to the affected communities. Although no specific monitoring of the effectiveness of each action is carried out, the Company intends to structure an Observatory of Direct and Indirect Impacts for quantification purposes. Further information on actions planned or underway to mitigate risks material to the company is provided in ESRS Section S3-2 of this Statement and below.

#### Redevelopment of areas outside the exhibition centres

With a view to fostering the development of the area adjacent to the Rimini exhibition centres, IEG has identified a series of Outdoor Lifestyle Experience projects to enhance the areas surrounding the east and west entrances to the structure and improve the experience of citizens and visitors to the area.

The redevelopment of the west entrance led to the creation of three thematic areas:

- **Outdoor Working Lounges:** open-air areas equipped with pavilions with tables, seating and electrical outlets, designed to provide students and professionals with functional spaces for work, study and socialising.
- **Socialisation:** an installation with undulating seating inspired by the movement of the sea, combining aesthetics and comfort, promoting conviviality.
- **Stretching:** an area dedicated to physical well-being, with 'active' sessions allowing physical exercises. Each session is equipped with a QR code that, when scanned, provides a guide for a stretching session that lasts approximately five-minutes.





An outdoor fitness area has also been created within the park, equipped with pull-up bars, rings, parallel bars and other facilities for free-body training. The area, which can accommodate up to 34 people at the same time, is also equipped with a steel structure for storing tools.

For 2025, IEG plans a similar intervention for the redevelopment of the East Entrance. In addition, new multifunctional areas will be created within the park to promote socialisation and the well-being of citizens and visitors. These include chess stations, active seating and spaces dedicated to the practice of yoga and meditation.

### Value generated in the territory

IEG, in cooperation with Mastercard, carried out a study to measure the local economic impact generated by the organisation of events, examining the flow of non-domestic expenditure in the city, with a specific focus on the catering and accommodation sectors.

The analysis was based on transactional data collected during two sample events: the **European Robotics Forum (ERF)**, with an international scope, and the **SIdP (Italian Society of Periodontology and Implantology)** congress, with a national scope. To ensure clear results, the selected events were not held in conjunction with other events.

In particular, the European Robotics Forum (ERF) recorded a peak of +96% in international spending compared to the previous period; a figure that increases to +150% when considering hotels for international tourists. On the other hand, the SIdP (Italian Society of Periodontology and Implantology) congress reported a 17% increase in non-residential domestic expenditure compared to previous periods.

To further promote the economic development of the territory, IEG has activated an agreement with the University of Bologna to encourage the candidature of congress projects to be hosted in the facilities managed by the Group. In addition, for congresses that, due to size or availability of dates, cannot be accommodated directly, the initiative aims to encourage other venues in the Rimini area, thus contributing to the growth of the local territory.

### IEG OFF

IEG OFF is a project created to broaden the positive impact of the main trade fairs hosted in Rimini (SIGEP, KEY - The Energy Transition Expo, RIMINIWELLNESS, TTG TRAVEL EXPERIENCE and ECOMONDO) by enhancing the territory and strengthening the link between the event and the city.

The Group has identified a number of promotion, engagement and activation activities, divided into different modules that can be activated for the specific event. The project takes the trade fair experience beyond the pavilions, involving the public in initiatives spread across the territory. These include digital and social communication campaigns, conventions with museums, guided tours and other activities in the city. A key element is city dressing, with visual installations in Rimini's landmarks, such as Castel Sismondo, the Fellini Museum and the waterfront, transforming the city into a natural extension of the trade fair event.

### Vicenza Oro and Oroarezzo (international jewellery exhibitions) Off-show events

During the VicenzaOro and Oroarezzo events, IEG does not limit itself to the organisation of the trade fairs, but promotes a series of initiatives open to the public, designed to involve citizens and visitors even outside the trade fair environment. Through talks, exhibitions, workshops and performances, the aim is to enhance the figurative arts, music, handicrafts and creativity, offering moments of entertainment and cultural study.

Special attention is paid to young people, with educational orientation events dedicated to local high school students. These meetings make it possible to publicise the many professional outlets offered by the Vicenza and Arezzo goldsmith-jewellery districts, which are recognised throughout the world as Made in Italy products of excellence. Again with a view to supporting new talent, IEG organises contests and competitions dedicated to jewellery creativity and design, with sections reserved for high school



students. In addition, scholarships are awarded to the most deserving secondary school students who choose to pursue an education in the goldsmith's field. Finally, IEG manages, in collaboration with the Municipality of Vicenza, the Vicenza Jewellery Museum, a permanent exhibition space that celebrates the history and excellence of Vicenza's goldsmith district.

### **RiminiWellness Off**

RiminiWellness Off is the off-site event of Rimini Wellness organised by IEG in collaboration with the Municipality of Rimini. Thanks to the involvement of companies, sports associations and professionals, this event transforms the historic centre and the Rimini Riviera into an open-air gym. Events, courses, lectures and talks are offered focusing on the 4 key dimensions of quality of life: exercise, nutrition, mental well-being and preventive medicine. The project involves the entire community and aims to raise awareness of the importance of an active and healthy lifestyle, integrating these practices into everyday life. The programme also includes sports associations specialising in disability sports, offering wheelchair tournaments in various disciplines. Sport and Health, the company of the Ministry of Sport, contributes with a sports village allowing everyone to try out different sports activities.

### **Sigep Academy**

The Sigep Academy offers the opportunity for final year students of hotel schools and professional institutes to get closer to the world of employment through demos, talks and practical courses, master classes, events and competitions. This initiative allows them to come into direct contact with professionals in the ice-cream, pastry and bakery industry by offering a broad overview of the available opportunities and vocational path open after graduation.

### **Gusto della Solidarietà (Taste of Solidarity)**

At events such as Sigep and AB Tech Expo, IEG offers its support to people in need through solidarity initiatives such as 'Gusto della Solidarietà' and 'Sigep Solidale'. At the end of the events, surplus food is recovered and redirected to community support projects, contributing to local relief initiatives. Through these activities, IEG fosters the redistribution of resources for the benefit of those most in need, working together with local organisations.

### **SAFTE: School of Higher Education for Ecological Transition**

The School of Higher Education for Ecological Transition, promoted by IEG and managed by the University of Bologna in collaboration with Ecomondo and ReteAmbiente, is a specialised course aimed at executives, managers, technicians, consultants and professionals. It was created to respond to the challenge of businesses in the fight against climate change and to train sustainability professionals, focusing on two fundamental pillars: the circular economy and energy efficiency. SAFTE is spread over 10 weeks for a total of 100 course hours, 60% on-demand and 40% live. SAFTE involves some of the most important names in Italian academia and the circular economy. From the two chairmen of the Scientific Committees of Ecomondo and KEY, Fabio Fava and Gianni Silvestrini, to the chairman of the Sustainable Development Foundation Edo Ronchi.

### **Food for Good**

The Food for Good programme stems from an initiative of Federcongressi, to which IEG has committed with its congress division, that later involved the subsidiary Summertrade, which works with local food and wine suppliers and joins the project. The Platform was established by the European Commission as part of the EU Action Plan for the Circular Economy. Its goal is to identify, share and develop solutions to reduce food waste, thus contributing to the Sustainable Development Goal of halving food waste by 2030. Food for Good was included among the best practices of the EU Platform on Food Loss and Waste. Summertrade takes part in the initiative by connecting with local non-profit organisations, facilitating the recovery of uneaten food and thus contributing to the fight against food waste.



## PERL\_ARTS

PERL\_arte - a review of exhibitions and shows at the Rimini exhibition centres - was created in collaboration with Art Preview, Augeo Art Space and Rimini gallery owner Matteo Sormani. Using the language of contemporary art, the project aims to bring the territory and the citizens of Rimini closer to the world of congresses and events held at the exhibition centres.

The exhibition includes the promotion of local artists: two projects were presented in 2024, the first by the artist Alessandro La Motta and the second by Leonardo Blanco. During the exhibition period, guided tours are organised for citizens and interested parties, offering them the opportunity to interact with the artists and learn more about the creative process.

## S3-5 Objectives related to managing material negative impacts, enhancing positive impacts and managing material risks and opportunities

In order to maximise the positive impacts and opportunities for the creation of economic-social and cultural value in the territory, as enshrined in the Company's Code of Ethics, IEG S.p.A. has defined a number of objectives aimed at promoting technical-specific skills and strengthening the entrepreneurial fabric of the territories in which it operates. For more information on the ESG Strategy, please refer to sections ESRS-2 SBM-1 and SBM-2 of this Statement.

### School of Trades training programmes

Scope of the objective	Base year	2024 Results	Intermediate objective	2025 Objective
IEG S.p.A.	2023	The Company is structuring itself to activate the target in 2025. The trade school has not yet been activated.	n.a.	<b>100%</b> of the main trade fairs with a craft and manufacturing component with an active trade school

The School of Trades is a strategic initiative aimed at bridging the gap between the world of education and professional sectors with a strong craft and manufacturing component, which today find it difficult to attract young talent. The School's objective is to create a path of learning and professional orientation within the main sector trade fairs organised by IEG, offering participants the opportunity to develop practical skills, learn about the dynamics of the sector and help them enter the job market.

To achieve this goal, IEG plans to activate strategic partnerships with schools, universities and companies to promote the transmission of specialised skills and know-how. The initiative will be designed to be integrated within trade fair events, creating a bridge between educational realities and the manufacturing world. Currently, the School of Trades is being structured and will be officially launched in 2025.

### Impacts Observatory

Scope of the objective	Base year	2024 Results	Intermediate objective	2025 Objective
IEG S.p.A.	2023	During the year, the company started to evaluate a number of actions to achieve the objective. The Observatory has not yet been created.	n.a.	Creation of an observatory to monitor and measure the direct, indirect and induced impacts generated by IEG

The Impact Observatory is a strategic initiative to monitor and measure the direct, indirect and induced impacts generated by the Group's activities in the territories where it operates. Through the Observatory, the company intends to analyse the contribution of its activities to economic growth and the creation of job opportunities, assess the impact of trade fairs on visitor flow, hotel accommodation and local commerce, investigate the environmental and social implications of events, and measure the role of congresses as tools for connecting businesses, institutions and stakeholders.



## ESRS S4 - Consumers and end-users

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Personal safety of consumers and/or end users	Impact	Negative impact on safety of exhibitors and visitors caused by failure to implement adequate health and safety measures.	<ul style="list-style-type: none"> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Personal safety of consumers and/or end users	Impact	Negative impact on visitors and exhibitors generated by potential hazards that could arise during trade fairs and conferences (e.g. disorderly exit due to a hazard arising at the venue, theft or assault).	<ul style="list-style-type: none"> <li>Environment, Health and Safety Policy and Sustainable Event Management</li> <li>Code of Ethics IEG S.p.A.</li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>
Personal safety of consumers and/or end users	Opportunities	Opportunities to improve the overall participant experience, with the use of digital platforms for real-time sharing of event information and technology tools.	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li>All the actions described in paragraph S4-4 were taken in connection with this opportunity.</li> </ul>	<ul style="list-style-type: none"> <li>Net Promoter Score</li> </ul>
Information-related impacts for consumers and/or end-users	Risk	Risk of criminal proceedings and costs due to a lack of or inadequate health protection for visitors.	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in pursuant to Annex C.</i></li> </ul>	<ul style="list-style-type: none"> <li><i>phase-in according to Annex C</i></li> </ul>

### SBM-2 Stakeholders' interests and opinions

The company collects data and information using various communication channels to interact with exhibitors and visitors of trade fair and conference events. In this context, the Innovation Area, in agreement with the different business and product divisions, monitors the level of satisfaction and the collection of requests from all stakeholders. Thanks to these, IEG improves the exhibitor and visitor experience and develops innovative solutions to make its products more attractive, efficient and closer in line with market developments. The involvement of this stakeholder category is essential for IEG as the needs and expectations of consumers and end-users directly influence corporate strategy, guiding the development of new services and the continuous improvement of the trade fair experience.

### SBM-3 Material impacts, risks and opportunities and their interaction with the strategy and business model

For IEG, end consumers include exhibitors, trade visitors and organisers, who are the main figures benefiting from trade fairs and congresses. The Group offers national and international partners concrete business opportunities, high value-added content and services, and meeting opportunities. The safety and protection of end users is a priority for the company, which monitors and manages potential negative impacts related to the organisation of events.

**Negative impacts** identified include those related to physical security, such as the management of emergency situations, the risk of disorderly exits in the event of dangerous incidents within the trade fair districts, and possible exposure to theft or assault. Furthermore, failure to implement adequate health and safety measures could have negative consequences on the end-users' experience, compromising their enjoyment of events and confidence in the services offered. In view of the above, failure to comply with security protocols could expose IEG to legal risks and costs arising from possible criminal proceedings or claims. However, digitisation offers an important **opportunity** to improve the overall participant experience through the use of interactive platforms for real-time sharing of event information and advanced technological tools to ensure more efficient and secure management of exhibition spaces.



The integration of digital solutions not only enhances security, but also helps to make events more accessible and usable. Modern facilities, high quality of work, innovation, networking capacity and local connection are the assets that drive IEG's activities in its role as an exhibition player.

The safety and well-being of the participants is a strategic priority, and measures are constantly updated to ensure safe and welcoming environments in which the company is committed to creating moments of sharing and relations between consumers and end users. The focus on the quality of the experience allows the company to consolidate its appeal and expand the involvement of new exhibitors and visitors.

## **S4-1 - Consumer and End-User Related Policies**

IEG's commitment to its visitors and end users is encapsulated within a number of policies aimed at reducing health and safety risks for participants at its events. The principles by which the Company is inspired are intended to guarantee maximum protection of end users, ensuring that they have access to quality information in an impartial and fair manner and promoting an open and transparent dialogue with visitors and exhibitors.

### **Environment, Health and Safety Policy and Sustainable Event Management**

In order to mitigate risks and negative impacts, IEG has formalised, in its Environment, Health and Safety Policy and Sustainable Event Management, the commitment to guarantee a safe and sustainable environment for all visitors, placing risk prevention and the protection of people's health and safety at the centre. For further details on the document, please refer to ESRS sections E1-2 and E5-1 of this Statement.

### **Code of Ethics IEG S.p.A.**

In line with the guiding principles of the Code of Ethics, IEG carries out its activities considering the needs and interests of visitors, exhibitors and organisers, with the aim of guaranteeing them the best conditions.

Although it does not have a specific policy on human rights, IEG S.p.A. recognises and protects its principles through its Code of Ethics, pledging to oppose all forms of discrimination. IEG, in addition to acting in compliance with national regulations that implement EU and international principles and laws, carries out its activities by pursuing sustainable and inclusive growth and operates in harmony with the Universal Declaration of Human Rights and the ILO Conventions. For further details on the document, please refer to ESRS S1-1 of this Statement.

## **S4-2 Processes to involve consumers and end-users with regard to impacts**

Collaboration and dialogue are key to creating shared value: the Group cultivates relationships with customers, suppliers, employees, local communities and other stakeholders based on transparency, respect and reciprocity.

Through meetings, surveys and dedicated channels, IEG promotes active listening and collaborative participation: this approach strengthens company performances and builds long-term trust based on common values and goals.

A specialised team, dedicated to each trade fair and conference product, operates all year round to ensure the success of events. To support visitors and exhibitors, a help-desk service is available, through digital platforms and physically, with a dedicated office operating during each event. All useful contacts for assistance and information can be easily found on the website of each event. A central aspect of the engagement process is the post-event surveys of exhibitors and visitors to measure their level of

satisfaction. These questionnaires, drawn up for trade fairs<sup>18</sup> or events, allow detailed feedback to be collected and areas for improvement to be identified.

### **S4-3 Processes to remedy negative impacts and channels that enable consumers and end-users to voice concerns**

Through the Whistleblowing Policy, consumers and end-users can anonymously report crimes, ethical violations or non-compliant behaviour, benefiting from a system that ensures protection against retaliation and discriminatory acts. Reports may concern violations of the Code of Ethics, company policies or potential human rights violations. Each report is carefully examined and, if necessary, leads to corrective measures.

Although there are no specific checks to ensure that all consumers and end-users are aware of these tools, the Whistleblowing Policy is publicly accessible on the company website, ensuring transparency and ease of access to information. For more information on the Whistleblowing Policy, please refer to paragraph G1-1.

### **S4-4 Intervention to address material impacts on consumers and end-users and approaches to the management of material risks and the taking of material opportunities for affected communities, as well as the effectiveness of these actions**

To manage opportunities for improving the overall experience of participants at its events, IEG has integrated advanced profiling into the digital platform dedicated to exhibitors, allowing users to manage roles and access independently. The support service was also enhanced, with the possibility to reset passwords in self-service mode and to interact with an intelligent Chatbot. Questioned 384 times, in 89% of the cases it was able to give an answer without the need for human intervention. The remainder of the requests were handled by the dedicated Customer Success Manager service introduced in 2024. The 'operational' support request was also simplified, eliminating the need for a physical queue at the relevant office within the trade fair district, and the procedure for reporting and opening complaints. The Safety area was revamped, allowing the progress of projects and certifications to be monitored. Finally, a series of detailed tutorials facilitates the use of the new functions, reducing the number of e-mails and phone calls to support offices.

To improve dialogue with exhibitors and refine the trade fair offer, IEG introduced a structured system of post-show surveys, which in 2024 involved the Group's 12 main events. This feedback-gathering process enables the interaction between exhibitors' and visitors' needs to be maintained, providing valuable insights for continuous service improvement.

In addition to these, ad hoc surveys were carried out for the six leading events (Sigep, VicenzaOro, TTG, Ecomondo, KEY, RiminiWellness). Through qualitative interviews and quantitative surveys, IEG investigated the level of satisfaction with the services offered and identified new development opportunities to better meet the needs of the sector.

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<sup>18</sup> Surveys were implemented for both major and minor trade fairs, with only a few events excluded from the survey (e.g. the Abilmente B2C group).





## S4-5 Objectives related to managing material negative impacts, enhancing positive impacts and managing material risks and opportunities

IEG S.p.A.'s objectives are to improve the overall participant experience through structured feedback collection and analysis systems. This approach not only maximises growth opportunities, but also contributes to achieving the commitments outlined in the Group's Sustainability policy and Strategy. The company is committed to ensuring an open and safe dialogue, gathering useful information for the evolution and continuous improvement of its services. Further information on the ESG Strategy can be found in the ESRS-2 SBM-1 and SBM-2 sections of this Sustainability Statement.

### Increased exhibitor satisfaction: Net Promoter Score

Scope of the objective	Base year	2024 Results	2024 Intermediate objective	2025 Objective
IEG S.p.A.	2023	Net Promoter Score (NPS) between 14 and 19 points.	NPS implementation for major trade fairs	Net Promoter Score (NPS) <b>greater than 30</b>

The implementation of the NPS® at major trade fairs is an opportunity to gather structured feedback, identify areas for improvement and integrate new lines of action that respond more specifically to the needs of the industry. This approach strengthens the dialogue with exhibitors and visitors and drives the development of innovative solutions to further enhance the quality of the events organised by IEG. The NPS can take values between -100 and +100; at -100 it indicates that they are all detractors while at +100 they are all promoters of its services. By 2024, the Net Promoter Score for exhibitors will settle between 14 and 19 points.



# Governance information

## ESRS G1 - Business Conduct

Sub-topic	IRO	Description	Material policies	Material Actions	Objectives
Enterprise Culture	Impact	Positive impact on the trust of stakeholders, both internal and external, thanks to the values, principles and transparency demonstrated by IEG through instruments such as the Code of Ethics, Company Policies, Certifications obtained (including that on gender equality UNI PdR 125:2022) and clear and constant communication.	<ul style="list-style-type: none"> <li>Sustainability Policy</li> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade</li> <li>MOG 231 of IEG S.p.A.</li> <li>MOG 231 of Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not taken specific actions with respect to managing this impact.</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of Sustainability Governance</li> <li>Adoption of Sustainability Policy</li> </ul>
Active and passive corruption	Risk	Sanctions, damage to reputation resulting from active or passive corruption incidents with greater exposure depending on the country/region in which the company operates.	<ul style="list-style-type: none"> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade</li> <li>MOG 231 of IEG S.p.A.</li> <li>MOG 231 of Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>Training for the prevention of corruption</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to the management of this risk.</li> </ul>
Active and passive corruption	Risk	Reputational and business interruption risk due to involvement in acts of active or passive corruption where there is a lack of continuous training.	<ul style="list-style-type: none"> <li>Code of Ethics IEG S.p.A.</li> <li>Code of Ethics Summertrade s.r.l.</li> <li>MOG 231 of IEG S.p.A.</li> <li>MOG 231 of Summertrade</li> </ul>	<ul style="list-style-type: none"> <li>Training for the prevention of corruption</li> </ul>	<ul style="list-style-type: none"> <li>To date, IEG has not defined specific objectives with respect to the management of this risk.</li> </ul>

### GOV-1 Role of administrative, management and supervisory bodies

The board of directors guides the company by pursuing its sustainable success, measured not only in economic-financial terms but also through its impact on the environment and communities in which IEG operates. The board of directors defines the system of corporate governance that best serves the company's business activities and the pursuit of its strategy. It also outlines the guidelines of the internal control and risk management system in line with this strategy, assessing its adequacy and effectiveness. Standards of business conduct are further addressed in various company procedures, approved by the Board of Directors, such as the Code of Ethics, the Code of Conduct, and the Code of Corporate Governance.

The board of directors is composed of executive and non-executive directors, all of whom have professional and other skills appropriate to the tasks entrusted to them and to the needs of the company. The Company applies diversity criteria, including gender criteria, for the composition of the board of directors, in compliance with the priority objective of ensuring adequate competence and professionalism of its members. For further information on the role of the management and Supervisory bodies, please refer to the ESRS 2 GOV-1 disclosure in this Sustainability Statement.

### IRO-1 - Description of processes to identify and assess material impacts, risks and opportunities

The IROs related to business Conduct were identified through discussions with key IEG departments and considering the Group's value chain.



The assessment highlighted the Group's solid corporate culture; in fact, a positive impact - on internal and external stakeholders - was noted, stemming from the values and principles promoted through instruments such as the Code of Ethics, Company Policies and Certifications obtained. This promotes IEG's integrity and helps mitigate potential risks of unethical behaviour.

However, the risk of involvement in acts of corruption and their consequences, such as damage to reputation or shut-downs, may be amplified in the absence of continuous training. Although no incidents have been reported to date, the Group's global presence increases the level of attention required. This risk is managed through the adoption of specific policies and the provision of dedicated training courses.

## G1-1 Policies on enterprise culture and enterprise conduct

### **Sustainability Policy**

The IEG Group has adopted a Sustainability Policy that reaffirms its commitment to ethical and sustainability-oriented business management, also through the involvement of the main players in the value chain. Further details on the Sustainability Policy can be found in section E1-2 of this Sustainability Statement.

### **Code of Ethics of IEG S.p.A.**

In the performance of its professional activities, IEG adopts a conduct based on integrity inspired by the principles of fairness, loyalty and respect; therefore, corrupt practices, illegitimate favours, collusive behaviour and solicitations are prohibited in both active and passive forms.

With the aim of combating possible corruption phenomena, the Company qualifies as illegal activities any form of offer, payment or acceptance - direct or indirect - of money that entails an unfair advantage in business activities, or is aimed at influencing the behaviour of public and private third parties.

Lastly, with the commitment to act with the utmost respect for competition, transparency and fairness in business practices, IEG's Code of Ethics requires all recipients and all those who hold a stake in the Company to comply with Community and national laws, refraining from making unlawful agreements or vexatious behaviour that may create forms of unfair competition. To this end, anti-competitive agreements, informal meetings for the same purposes or exchanges of confidential business information are strictly prohibited. Please refer to section S1-1 of this Sustainability Statement for further details.

### **Summertrade Code of Ethics**

Summertrade's Code of Ethics is based on the core values of integrity, honesty, quality of service, development and appreciation of human resources and protection of the environment, with the aim of guaranteeing excellent standards of service and quality of proposals. By adopting this code, the Company is committed to the promotion of legality, integrity and transparency in corporate activities, preventing unlawful conduct as envisaged by Legislative Decree 231/2001. Please refer to section S1-1 of this Sustainability Statement for further details.

### **Organisation, Management and Control Model (MOG) of IEG S.p.A.**

Developed in accordance with Legislative Decree 231/2001, the MOG represents a corporate compliance system designed to ensure that all activities are carried out in a legal, correct and transparent manner. Through this instrument, IEG commits itself to

- prevent unlawful conduct;
- inform employees and working associates of the risks of offences;
- ensure compliance with regulations;
- ensure traceable decisions and clear responsibilities;
- implement an effective control system to prevent and counteract unlawful behaviour.



The figures targeted by the provisions are considered to be the employees of IEG and all those who operate in the pursuit of the corporate objectives, including Shareholders, company representatives, external working associates and all those who enter into relations with the Company (e.g. attorneys-in-fact, consultants however named, intermediaries, agents, contractors, customers and suppliers).

The effectiveness and proper functioning of the OMC are entrusted to the Supervisory Board, which has autonomous powers of initiative and control and is responsible for monitoring its application and updating it. These tasks are carried out in consultation with the CEO, who is in charge of the internal control and risk management system, and according to a work plan defined every six months.

The figures targeted by the Model are required to report to the Supervisory Board any reports of unlawful conduct and breaches of the OMC. To this end, dedicated communication channels have been set up, consisting of a dedicated e-mail address ([odv@iegexpo.it](mailto:odv@iegexpo.it)) and a postal address: Italian Exhibition Group Via Emilia, 155 - 47921 Rimini- Reserved for the Supervisory Board. The transmission of reports guarantees the utmost confidentiality of the identity of whistleblowers, in order to avoid retaliatory behaviour or any other form of discrimination or penalisation against them, without prejudice to legal obligations and the protection of the rights of the Company or of persons wrongly accused and/or in bad faith.

The Supervisory Board is called upon to assess the reports it receives, convening, if it deems it appropriate, both the reporting party to obtain further information and the alleged perpetrator of the violation, and carrying out all the checks and investigations necessary to ascertain whether the report is well-founded.

Aware of the important preventive role played by the training and information aspects, IEG establishes an information and training programme aimed at guaranteeing that all recipients are made familiar with of the main contents of the Decree and the obligations deriving from them, as well as the rules laid down in the Model. These mandatory activities are organised by providing for different levels of depth and content, according to the different degrees of involvement of personnel in risk-offence activities.

The document adopted by IEG is consistent with the UN Convention against Corruption. The Company also promotes knowledge of and compliance with the Model among its business and financial partners, consultants, working associates in various capacities, customers and suppliers to whom it is made available. The document is available in the 'Corporate Governance' section of the website.

### **Summertrade Organisation, Management and Control Model (OMC)**

Summertrade adopts an OMC, developed in accordance with Legislative Decree 231/2001, aimed at ensuring that all activities are carried out in a legal, correct and transparent manner. Through this instrument, the Company undertakes to

- set up a system for the prevention of offences related to the company's activities;
- raise awareness among employees and working associates, particularly those engaged in 'areas of activity at risk', of the risks of unlawful conduct;
- inform all those who work with the Company of the consequences of sanctions in the event that offences are committed.

Employees of Summertrade are considered as the figures targeted by the provisions. Summertrade also envisages the dissemination of the Model to persons who have, with the Company, any non-subordinate collaboration relations, consultancy relations, commercial representation relations and other relations that take the form of a professional, non-subordinate service, whether continuous or occasional. The effectiveness and proper functioning of the OMC are entrusted to the Supervisory Board, which has autonomous powers of initiative and control and is responsible for monitoring its application and updating it.



Recipients of the Model are required to report to the Supervisory Board any incidents of unlawful conduct and violations of the OMC through the dedicated channels provided by the Whistleblowing Policy described below. The Supervisory Board is called upon to assess the reports it receives, convening, if it deems it appropriate, both the reporting party to obtain further information and the alleged perpetrator of the violation, and carrying out all the checks and investigations necessary to ascertain whether the report is well-founded.

Aware of the important preventive role played by the training and information aspects, Summertrade establishes an information and training programme aimed at guaranteeing that all recipients are made familiar with of the main contents of the Decree and the obligations deriving from them, as well as the rules laid down in the Model. These mandatory activities are organised by providing for different levels of depth and content, according to the different degrees of involvement of personnel in risk-offence activities.

The Company also promotes knowledge of and compliance with the Model among its commercial and financial partners, consultants, working associates in various capacities, customers and suppliers to whom the adoption of the Model by Summertrade and its availability on the site are communicated.

### **Whistleblowing Policy of IEG S.p.A., Summertrade and Pro.stand**

Through the Whistleblowing Policy, the Parent Company, Summertrade and Pro.stand formalise channels, procedures and resources to enable whistleblowers to report potential unethical behaviour or violations of the principles of conduct. These policies reaffirm the companies' commitment to allow their employees' freedom of expression, safeguarding them from any retaliatory or discriminatory action.

The reporting channels made available to the Whistleblower are distinguished as either Internal or External, depending on whether they are managed directly by the companies or by authorised third parties. Internal channels include IT tools, such as the dedicated portal (reachable at <https://iegsegnalazioniillecito.integrityline.com>) and oral tools via voice recording or direct meetings with one or more Reporting Managers, including via remote video-conferencing sessions. In the latter case, Managers shall ensure that the meeting takes place within a reasonable time from the date of the request and that supporting documentation is kept. External reports, on the other hand, are made in writing through the Reporting Channel activated by the ANAC (National Anti-Corruption Authority).

The policy applies to employees of the companies, volunteers and trainees, self-employed workers and suppliers, as well as members of the Board of Directors and Board of Statutory Auditors. Reports may also be made anonymously, as long as they provide well-founded and factually accurate information.

Complaints collected through the Reporting Channels undergo a preliminary screening to ensure that the minimum mandatory information has been provided, and to check the type of violation reported and that there are no conflicts of interest. Once the necessary conditions for the procedure have been verified, the case managers carry out the necessary investigations.

The Company has no dedicated processes to monitor the effectiveness of the actions taken and currently relies solely on the number of reports received through whistleblowing channels, which was zero in 2024.

Training, communication and information activities are essential to ensure the effective implementation of the Whistleblowing organisational model. In this regard, the HR Department, in cooperation with the Head of the Procedure, draws up and periodically updates a Whistleblowing Training Plan.

This policy complies with EU Directive 2019/1937 on the protection of whistleblowers and Legislative Decree 231/2001 for Italian entities. The Supervisory Board, appointed by the Company's Board of Directors, is entrusted with the task of supervising the reporting system and its channels. In addition, the Whistleblowers are responsible for making the above-mentioned procedure and all key information on reporting channels and the necessary whistleblowing prerequisites available to the Recipients via the company notice board, the company intranet, e-mail or other software applications. Furthermore, the Procedure is available in the appropriate section of the corporate website.



## G1-3 Prevention and detection of active and passive corruption

In order to mitigate the risk to the company's reputation and the risk of shut-down arising from the potential involvement in acts of active or passive corruption by employees, IEG S.p.A defines a training and information programme aimed at all employees - including new recruits - of the Company with a focus on the OMC. In particular, IEG provides a compulsory training and refresher course for new recruits, consisting of four sessions a year.

All employees have access, via the Company's Information System, to all updated documents relating to the OMC and the Ethical Code. In addition, new recruits receive the relevant documents on their first day of work.

	Positions at risk	Executives	(OADC) <sup>19</sup>	New recruits
Extension of training	n	n	n	n
Total number of positions involved	34	0	0	38
Total recipients of training	34	0	0	38
Methods adopted and duration	h	h	h	h
Classroom training	6	0	0	57
Computer-based training	0	0	0	0
Voluntary training by computer	0	0	0	0
Annual frequency				
How often is training required?	1	1	1	2.5

The roles considered to be at risk for the Company include - in general - all employees, although some areas are exposed to a greater extent. In particular, the risk is higher for those roles involving interactions with external parties and strategic decisions. These include top management and executive directors, due to their role in the overall management of the company, commercial and sales departments, especially in relation to negotiations with public authorities or tenders, and procurement and contract management areas, where negotiations may present critical situations. Institutional relations and public affairs, due to direct contact with public bodies and officials, as well as financial and administrative departments, particularly in the management of public funds and procurement, are also among the most sensitive categories.

## G1-4 Established cases of active or passive corruption

In 2024, the Group found no proven cases of active or passive corruption.

## MDR-T Monitoring the effectiveness of policies and actions by setting objectives

In order to strengthen its corporate culture, IEG integrated two sustainability governance objectives into the ESG, both achieved in 2024. Further information on the development of the ESG Strategy is contained in the ESRS 2 SBM-1 and SBM-2 sections of this Sustainability Statement.

### Sustainability Governance

Scope of the objective	Base year	2024 Results	Intermediate objective	2024 Objective
IEG S.p.A.	2023	Establishment of the Sustainability Committee.	n.a.	Definition of a governance model for sustainability and related responsibilities and competencies

<sup>19</sup> Administrative, management and supervisory bodies.

In 2024, the Company established the structured definition of the division of roles, responsibilities and competences in sustainability matters through the establishment and formalisation of the Sustainability Committee. The latter was established with the intention of carrying out investigative, advisory and propositional tasks vis-à-vis the Board of Directors in the field of sustainability, with particular reference to the issues of climate transition and technological innovation, environment and energy efficiency, local development, respect for and protection of human rights, integrity and transparency and D&I. The Committee is officially operational as of 29/04/2024. More information on this can be found in section ESR5-2 GOV-1 of this Sustainability Statement.

### Sustainability Policy

Scope of the objective	Base year	2024 Results	Intermediate objective	2024 Objective
IEG S.p.A.	2023	The Policy was approved	n.a.	Definition of an internal policy on ESG issues

In 2024, the Group adopted a Sustainability Policy, which was approved by the Board of Directors on 18 December 2024. This summarises IEG's commitment to sustainability issues, focusing on four key aspects:

1. Community support and stakeholder involvement
2. Sustainable events and the circular economy
3. Human resources and skills development
4. Climate Strategy

# ANNEX: Attestation of Consolidated Sustainability Report pursuant to Article 81-ter, paragraph 1, of the CONSOB Regulation no. 11971 of 14 May 1999 and subsequent amendments and integrations.

The undersigned, Corrado Arturo Peraboni, in his capacity as Chief Executive Officer, and Teresa Schiavina, in her capacity as Manager Responsible for certifying the Consolidated Sustainability Report of Italian Exhibition Group S.p.A., hereby certify, pursuant to Article 154-bis, paragraph 5-ter, of Legislative Decree no. 58 of 24 February 1998, that the Consolidated Sustainability Report included in the Management Report has been prepared:

- a. in accordance with the reporting standards applied pursuant to Directive 2013/34/EU of the European Parliament and of the Council of 26 June 2013 and Legislative Decree No. 125 of 6 September 2024;
- b. with the specifications adopted in accordance with Article 8, paragraph 4, of Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020.

Rimini, 27 March 2025

**Chief Executive Officer**

*Corrado Arturo Peraboni*

**Manager responsible  
for certifying the Consolidated  
Sustainability Report**

*Teresa Schiavina*





# AUDITOR'S REPORT



## **Independent auditor's limited assurance report on the consolidated sustainability report**

*in accordance with article 14-bis of Legislative Decree n° 39 of 27 January 2010*

To the shareholders of  
Italian Exhibition Group SpA

### **Conclusion**

In accordance with articles 8 and 18, paragraph 1, of Legislative Decree n° 125 as of 6 September 2024 (hereinafter, also the "Decree"), we have undertaken a limited assurance engagement on the consolidated sustainability report of Italian Exhibition Group (hereinafter also the "IEG Group") for the year ended as of 31 December 2024 prepared in accordance with article 4 of the Decree, presented in the specific section of the consolidated report on operations.

Based on the procedures performed, nothing has come to our attention that causes us to believe that:

- the consolidated sustainability report of Italian Exhibition Group for the year ended as of 31 December 2024 is not prepared, in all material respects, in accordance with the reporting criteria adopted by the European Commission pursuant to Directive (EU) 2013/34/UE (*European Sustainability Reporting Standards*, hereinafter also the "ESRS");
- the information set out in paragraph "European Taxonomy - Information pursuant to Article 8 of Regulation 2020/852" of the consolidated sustainability report is not prepared, in all material respects, in accordance with article 8 of Regulation (UE) N° 852 of 18 June 2020 (hereinafter also the "Taxonomy Regulation").

### **Basis for conclusion**

We conducted our limited assurance engagement in accordance with the Standard on Sustainability Assurance Engagements - SSAE (Italia). The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our responsibilities under this Standard are further described in the Auditor's *Responsibilities for the Limited Assurance Conclusion on the Consolidated Sustainability Report* section of this report.

We are independent in accordance with the principles of ethics and independence applicable to assurance engagements on consolidated sustainability reporting under Italian law.

### **PricewaterhouseCoopers SpA**

Sede legale: Milano 20145 Piazza Tre Torri 2 Tel. 02 77851 Fax 02 7785240 Capitale Sociale Euro 6.890.000,00 I.V. C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 12979880155 Iscritta al n° 119644 del Registro dei Revisori Legali - Altri Uffici: Ancona 60131 Via Sandro Totti 1 Tel. 071 2132311 - Bari 70122 Via Abate Gimma 72 Tel. 080 5440211 - Bergamo 24121 Largo Belotti 5 Tel. 035 229691 - Bologna 40124 Via Luigi Carlo Farini 12 Tel. 051 6186211 - Brescia 25121 Viale Duca d'Aosta 28 Tel. 030 3697501 - Catania 95129 Corso Italia 302 Tel. 095 7532311 - Firenze 50121 Viale Gramsci 15 Tel. 055 2482811 - Genova 16121 Piazza Piccapietra 9 Tel. 010 29041 - Napoli 80121 Via dei Mille 16 Tel. 081 36181 - Padova 35138 Via Vicenza 4 Tel. 049 873481 - Palermo 90141 Via Marchese Ugo 60 Tel. 091 349737 - Parma 43121 Viale Tanara 20/A Tel. 0521 275911 - Pescara 65127 Piazza Ettore Troilo 8 Tel. 085 4545711 - Roma 00154 Largo Fochetti 29 Tel. 06 570251 - Torino 10122 Corso Palestro 10 Tel. 011 556771 - Trento 38122 Viale della Costituzione 33 Tel. 0461 237004 - Treviso 31100 Viale Felissant 90 Tel. 0422 696911 - Trieste 34125 Via Cesare Battisti 18 Tel. 040 3480781 - Udine 33100 Via Pascolle 43 Tel. 0432 25789 - Varese 21100 Via Albuizi 43 Tel. 0332 285039 - Verona 37135 Via Francia 21/C Tel. 045 8263001 - Vicenza 36100 Piazza Pontelandolfo 9 Tel. 0444 393311

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Our firm applies International Standard on Quality Management 1 (ISQM Italia 1), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

#### ***Other matters - Comparative information***

The consolidated sustainability report for the year ended as of 31 December 2024 contains, in the specific section "European Taxonomy - Information pursuant to Article 8 of Regulation 2020/852", the comparative information referred to in article 8 of the Taxonomy Regulation in relation to the year ended as of 31 December 2023, which was not subjected to any assurance procedures.

#### ***Responsibilities of the Directors and the Board of Statutory Auditors of Italian Exhibition Group SpA for the consolidated sustainability report***

The directors of Italian Exhibition Group SpA are responsible for developing and implementing the procedures adopted to identify the information included in the consolidated sustainability report in accordance with the provisions of the ESRS (hereinafter the "materiality assessment process") and for describing those procedures in the paragraph "IRO-1 Description of processes to identify and assess material impacts, risks and opportunities" of the consolidated sustainability report.

The directors are also responsible for preparing the consolidated sustainability report, which contains the information identified through the materiality assessment process, in accordance with the provisions of article 4 of the Decree, including:

- its compliance with the ESRS;
- its compliance with article 8 of the Taxonomy Regulation of the information set out in paragraph "European Taxonomy - Information pursuant to Article 8 of Regulation 2020/852".

That responsibility involves designing, implementing and maintaining, in the terms prescribed by law, such internal control as they determine is necessary to enable the preparation of a consolidated sustainability report in accordance with article 4 of the Decree that is free from material misstatement, whether due to fraud or error. That responsibility also involves selecting and applying appropriate methods for processing the information, as well as developing hypotheses and estimates about specific items of sustainability information that are reasonable in the circumstances.

The board of statutory auditors is responsible for overseeing, in the terms prescribed by law, compliance with the Decree.



### ***Inherent limitations in the preparation of the consolidated sustainability report***

For the purpose of reporting forward-looking information in accordance with ESRS, the directors are required to prepare such information on the basis of assumptions, described in the consolidated Sustainability Report, about future events and possible future actions by the Group. Because of the uncertainty connected with any future event, in terms both of occurrence and of the extent and timing of occurrence, variances between actual results and forward-looking information may be significant.

### ***Auditor's responsibilities for the limited assurance conclusion on the consolidated sustainability report***

Our objectives are to plan and perform procedures to obtain limited assurance about whether the consolidated sustainability report is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that contains our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the consolidated sustainability report.

As part of our engagement designed to achieve limited assurance in accordance with the Standard on Sustainability Assurance Engagements - SSAE (Italia), we exercised professional judgement and maintained professional scepticism throughout the engagement.

Our responsibilities include:

- performing risk assessment procedures to identify the disclosures where a material misstatement, whether due to fraud or error, is likely to arise;
- designing and performing procedures to verify the disclosures where a material misstatement is likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- directing, supervising and performing a limited assurance engagement on the consolidated sustainability report and assuming full responsibility for the conclusion on the consolidated sustainability report.

### ***Summary of the work performed***

An engagement designed to obtain limited assurance involves performing procedures to obtain evidence as a basis for our conclusion.

The procedures performed were based on our professional judgement and included inquiries, primarily of personnel of Italian Exhibition Group SpA responsible for the preparation of the information presented in the consolidated sustainability report, analyses of documents, recalculations and other procedures designed to obtain evidence considered useful.



We performed the following main procedures:

- we understood the Group's business model and strategies, and the environment in which it operates with reference to sustainability issues;
- we understood the processes underlying the generation, collection and management of the qualitative and quantitative information included in the consolidated sustainability report;
- we understood the process implemented by the Group to identify and assess the material impacts, risks and opportunities, in accordance with the double materiality principle, related to sustainability issues and, based on the information thus obtained, we considered whether any contradictory items emerged that could point to the existence of sustainability issues not considered by the Company in the materiality assessment process;
- we identified the disclosures where a material misstatement is likely to arise;
- we defined and performed procedures, based on our professional judgement, to address the risks of material misstatement identified;
- we understood the process implemented by the Group to identify the eligible economic activities exposures and to determine whether they are aligned in accordance with the provisions of the Taxonomy Regulation, and we verified the related disclosures in the consolidated sustainability report;
- we reconciled the information reported in the consolidated sustainability report with the information reported in the consolidated financial statements in accordance with the applicable financial reporting framework, or with the accounting information used for the preparation of the consolidated financial statements, or with management accounting information;
- we verified the structure and presentation of disclosures included in the consolidated sustainability report in accordance with the ESRS;
- we obtained management's representation letter.

Bologna, 7 April 2025

PricewaterhouseCoopers SpA

*Signed by*

Giuseppe Ermocida  
(Partner)

*This report has been translated from the Italian original solely for the convenience of international readers.*