

Corporate Sustainability Report 2025

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General information

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BP-1 - General basis for preparation of 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 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 2025 (01.01.2025 - 31.12.2025) 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.

The 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, stand fitting and catering, focusing on three stages of the supply chain: raw materials, processing of raw materials and supply of products and services.
It should be noted that as of the date of this document, the Group has not conducted a due diligence analysis on suppliers.
- **Own operations**, the analysis focused on the Group's three main business streams: organisation of events, stand fitting and catering, including the most characteristic phases for each sector.
- **downstream**, consideration was given to end users, i.e. exhibitors and visitors, the outbound mobility of people and materials, and waste management.

Various operational departments of the Group were actively involved in the process of data collection and reporting for the drafting of the document. The Sustainability Statement was drafted under the supervision of the Chief Financial Officer and was shared with the Company's Executive Officers and the internal 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 includes the costs for the restoration of the photovoltaic panels in Rimini, as well as maintenance costs to manage leaks caused by heavy rainfall. 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 did not receive any information that would make it necessary to update the estimates and information contained within the Statement.



BP-2 - Disclosures 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 term:** the reporting period of this document,
- (ii) **medium term:** the period between 2026 and 2030 and
- (iii) **long term:** from 2031 included and subsequent periods.

The above time horizons are consistent with the Group's 2025-2030 ESG Strategy, approved by the Board of Directors of Italian Exhibition Group on 15 October 2025.

Metrics-related estimates and uncertainties

This Statement includes certain forward-looking information which is based on current expectations and opinions developed by the Company, as well as current estimates and projections concerning future events. These forward-looking statements are subject to risks and uncertainties - many of which beyond the control of the IEG Group - that could lead to significant differences between the forward-looking information and actual future results.

They include, but are not limited to:

ESRS	Indicator	Source of uncertainty	Assumptions
ESRS E1	Energy	All data needed for energy waste reporting has different physical values: Kwh, litres, etc...	No particular assumption
ESRS E1	GHG calculation	The calculation method and categories involved in the calculation of Scope4 are presented in ESRS E1-6	The calculation method and categories involved in the calculation of Scope4 are presented in ESRS E1-6
ESRS E2	Pollution of air	Since it does not have a direct measurement system, the Group conducted an estimate of the emissions from its own operations, as described in detail in section E2-4 Pollution of air, water and soil	No particular assumption
ESRS E5	Resource inflows	Since the material inflows for the operations reported by FB International were not available, estimates were based on the figures of subsidiary Pro.Stand	It was assumed that given the business model is similar, the supply was identical
ESRS E5	Waste	Since it is impossible to know the mass of waste generated by convention centre operations, the figure described in paragraph E5-5 is estimated based on the volume.	It was assumed that each waste container was 100% full when collected.
ESRS S1	Hours worked by employees and non-employees	To calculate the hours worked we have used, where obtained hours taken on the payroll, while where the primary data was missing the estimation was performed by using the FTE and the annual value taken for such country by the OCSE database	It was assumed that the working hours were equal to the OCSE average for such country.
ESRS S1	Remuneration metrics	The distribution gap for countries with multiple Group sites was calculated using a weighted average of the average results for each company	No particular assumption

Presentation of sustainability information and disclosures required by other regulations

The IEG Group reports that no errors were detected during the previous period.

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).



Incorporation by reference

With regard to the Index of ESRS content reported in this document, please refer to section "IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement" for a list of the presentation requirements.

Use of phase-In provisions in accordance with Appendix C of ESRS 1

- At the end of the financial period, the average number of Group employees was over 750, in contrast to the 2024 financial period. In light of the current situation and in application of the provisions introduced by Commission Delegated Regulation (EU) 2025/1416 of 11 July 2025, the Group made use of the following transitional measures for FY25:
- **ESRS E4 - Biodiversity and Ecosystems:** The Group avails itself of the deferral option under the phase-in regime and will not provide, for financial year 2025, the information outlined in the disclosure requirements of ESRS E4, with the exception of the *SBM-3* and *IRO-1* disclosure requirements, which remain subject to reporting
- **ESRS 2 - SBM-1 ("Strategy, business model and value chain"), para. 40 (B):** The Group defers reporting on the breakdown of total revenues by significant ESRS segment.
- **ESRS 2 - SBM-3 ("Material impacts, risks and opportunities and their interaction with strategy and business model"), paragraph 48(E):** The disclosure of expected financial effects associated with material impacts, risks and opportunities is deferred.
- **ESRS E1 - Climate Change, DR E1-9:** The Group applies the phase-in option for information on the expected financial effects of climate-related physical risks, transition risks and opportunities. In this context, only qualitative information will be presented for financial year 2025.
- **ESRS E2 - Pollution, DR E2-6:** The Group applies the phase-in option for the disclosure of the expected financial effects of pollution-related impacts, risks and opportunities.
- **ESRS E5 - Resource use and circular economy, DR E5-6:** The Group applies the phase-in option for the disclosure of the expected financial 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 - The role of the 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 Borsa Italiana SpA. The Company is organised according to the traditional administration and control model consisting of the Shareholders' Meeting, the Board of Directors (BoD), the Board of Statutory Auditors and an external auditor.

As at 31/12/2025, 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 and 40% are female. Similarly, 40% of the Board of Statutory Auditors is represented by women.

Board of Directors	Position	Independence
Maurizio Ermeti	Chairperson - Executive director	Non-independent
Corrado Peraboni	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
Meris Montemaggi	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
Sabrina Gigli	Alternate Auditor
Paolo Gasperoni	Alternate Auditor

The Chairperson and Chief Executive Officer (CEO) of the Group have extensive experience and expertise in both the national and international exhibition and conference industry. This know-how was acquired through the 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 statutory auditors have acquired varying degrees of industry-specific experience which, together with their specific backgrounds, contribute transversal skills and knowledge of the industry dynamics, services and geographical 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, which includes the impacts, risks and opportunities (IROs) identified as material by the materiality assessment, the progress made in achieving these, and the Company's 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 has assigned the Remuneration and Nomination Committee the function of Sustainability Committee.

The **Control and Risk Committee** supports the Board of Directors in defining risk management guidelines and 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 performances, 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 tasked with reviewing ESG policies as well as actions taken to address identified impacts, risks and opportunities. The Committee consists of four members of the Board of Directors.

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 Committee³ 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 played by the management in governance processes is crucial for ensuring 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 for mitigating risks, addressing emerging challenges and exploiting market opportunities.

The role in governance processes, controls and procedures is shared 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 required for the drafting of the Sustainability Statement, supervising the ESG Committee, which is in charge of the operational implementation of the preparatory initiatives required to achieve the ESG Strategy. Finally, the Sustainability Team reports its progress at least every six months to the Remuneration, Nomination and Sustainability Committee.

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

Skills and competences for supervising sustainability issues

All board members have knowledge and expertise in business ethics, corporate governance and sustainability due to their diverse experiences in the area of social engagement and environmental issues. Thanks to these skills, they are more adept at overseeing sustainability issues and managing IROs.

If internal and/or external regulations are updated and ESG scenarios evolve, the Group will assess whether to hold ad hoc training sessions for members of the Board of Directors and the 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 suitable for meeting current and future business challenges.

GOV-2 - Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

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 2023-2028 Strategic Plan, which preceded the current 2025-2030 Strategic Plan.

Through regular meetings - at least every six months - the ESG Committee updates the Remuneration, Nomination and Sustainability Committee on the achievement of the goals defined in the ESG Strategy and 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 is communicated 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, updated during 2025, into the Group's 2023-2028 Strategic Plan, which is taken into account in strategic sustainability decision-making processes. For further information, see ESRS 2 SBM-1 - Strategy, business model and value chain.

During the drafting of the 2025-2030 Strategic Plan, the management and control bodies took account of material impacts, risks and opportunities for the Group using the ESG strategy targets as a key resource to mitigate impacts and risks as well as to exploit the opportunities mapped during the double materiality exercise. For the list of material IROs see the table in ESRS 2 SBM-3.

GOV-3 - Integration of sustainability-related performance in 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.

With regard to ESG parameters, two indicators, both with a 10% weighting on the variable remuneration, have been envisaged, of which "Number of events/local initiatives" valid for the entire duration of the Policy is the first, subject to on/off verification of one of the 15 goals of the ESG Plan approved by the Company on 25 January 2024, and therefore changeable over the three-year period. For the year 2025, the chosen ESG parameter was "100% of employees trained on ESG issues".

Similarly, the long-term variable remuneration 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 request by the Remuneration and Nomination Committee, which periodically assesses its adequacy, overall consistency and 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 extend the ESG incentive system to 100% of top management and front-line staff by 2026, with the ambition of involving the entire company population by 2028.

GOV-4 - Statement on due diligence

The following is a mapping of the information provided in this Report on the due diligence process.

Core elements of due diligence	Paragraphs in sustainability statements
a) Embedding due diligence in governance, strategy and business model	ESRS 2 SBM-1, ESRS 2 SBM-2, ESRS 2 SBM-3, ESRS 2 IRO-1
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2, ESRS E1, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1
c) Identifying and assessing adverse impacts	ESRS 2 IRO-1, ESRS E1, ESRS E2, ESRS E5, ESRS S1, ESRS S2, ESRS S3, ESRS S4
d) Taking actions to address those adverse impacts	ESRS 2 IRO-1, ESRS E1, ESRS E2, ESRS E5, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1
e) Tracking the effectiveness of these efforts and communicating	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, and potential reputational and reporting risks. The KPIs are included in a "risk control matrix" in which the 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 has 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 Group business departments that possess the qualitative and quantitative information required for sustainability reporting. The process is structured to ensure the accuracy and integrity of the data, involving 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 ("Heads of Data") in order to provide the organisation with the necessary knowledge to apply the regulatory principles of sustainability during the various working sessions.

Each function 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 is centralised in a shared repository, provided by the Parent Company, which is only accessible to Heads of Data.

The Sustainability Statement working process is subject to an internal control system overseen by the Sustainability Team, which monitors the flow of the required qualitative and quantitative data based on accounting and contractual evidence that certifies 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 KPI are formalised within a risk matrix, prepares a report summarising the checks performed, and provides detailed feedback on the entire process.

Reporting procedures are being formalised for the year 2026.

SBM-1 - Strategy, business model and value chain

The IEG Group is active in the organisation of exhibitions and conferences globally, for details on the workforce see S1-6. 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, see the section "Group Profile" and paragraph 37) "Other Information" in the Explanatory Notes to the Consolidated Financial Statements contained in the Annual Report.

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

In 2025 the Group updated its 23-28 ESG Strategy based on the latest updates to the double materiality analysis. This process entailed the targeted revision of the original goals to guarantee complete consistency between the material Impacts, Risks and Opportunities for the Group and the new 2025-



2030 ESG Strategy, its natural successor. Although the Group has formalised several policies enshrining its commitment to environmental, social and governance issues, there is no clear correlation between the stated targets and these policies.

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

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

The strategy divides the three ESG macro-areas, Environment, Social and Governance, into 10 strategic goals, which branch out into 26 final targets, integrating monitorable intermediate objectives and clear, pragmatic lines of action.

The first strategic goal in the 2025-2030 ESG strategy is "road to net zero", which outlines the Group's objectives with regard to climate change and is one of the main focus areas. In fact, the Group is committed to reducing its direct emissions not only by progressively increasing its procurement of electricity from renewable sources, but also through the energy efficiency of its sites. Added to this are the targets for improving circularity within the Group perimeter, integrating Pro.Stand and its production processes, and the reduction of environmental and biodiversity impact through the Group's mobility measures and especially the marketing of low environmental impact menus by Summertrade.

As well as reducing the environmental impact of its operations, the Group's growth will also be supported by its continuous focus on its key stakeholders, which include employees and the communities in which IEG operates but also suppliers and customers. The goals involving the workforce revolve around training and include upskilling and reskilling programmes as well as monitoring and maintaining high levels of internal satisfaction. IEG remains committed to communities, confirming its goal of creating an internal impact observatory. Customers continue to be the focus of attention of the Group, which is committed to calculating and monitoring the level of the service it provides and reducing any problems they may have.

The Group also maintains and renews its commitment to sustainable management along its supply chain and during its operations, making efforts to improve its transparency also through collaboration with the UN Global Compact.

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 ESG policies extended globally to all Group companies, the implementation of innovative technologies, and the introduction of reliable and effective monitoring tools. In 2025, the Parent Company maintained two sustainability-linked loans that provide a bonus mechanism on the margin of interest upon the achievement of specific sustainability targets related to the carbon intensity of its work and the percentage of ESG incentives for its employees. These investments are essential for covering the current investment plan.

In defining its ESG strategy, IEG adopted a structured and participatory approach, integrating changes through the involvement of all relevant functions thanks to the creation of 6 working groups consisting of 24 representatives of the various company functions. This renewal process is based, as mentioned above, on the double materiality analysis performed in 2024. This highlighted the material topics identified by IEG, integrating them with emerging trends in the sector and the strategy implemented the previous year, while paying close attention to the sustainable development goals of the UN 2030 Agenda and the European Green Deal. The full alignment between the ESG Strategy and the Strategic Plan is guaranteed by the Corporate Finance Department.



The process of defining and renewing the goals led to a continuous dialogue between the different operational levels, with the cross-departmental working groups contributing their expertise and operational knowledge, and the Board of Directors and its Sustainability Committee playing a key role in shaping the strategic vision and driving the organisation forwards in its pursuit of a real and tangible ambition. This dialogue ensured a shared and integrated vision that is fully supported across the Group.

The ESG strategy goals are not linked to the Science Based Target initiative (SBTi) and are not structured based on scientific compatibility with the 1.5°C global warming limitation, nor are they linked to any specific reference framework.

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.

ESG Strategy goals

Strategic Goals	Target	Year	Description
Road to net zero	Renewable electricity	2025 - 2030	Gradually increase the percentage of electricity procured from renewable sources
	Energy efficiency	2028	Energy efficiency of exhibition venues and Group sites
	ISO 14054:1 certification	2025	Acquire and maintain certification
Improving circularity	Reduction of ecological footprint	2027	Implement plastic waste sorting feasibility studies
	Certified materials	2027	Implement a process to verify the certification of purchased materials
	Circularity of stand fitting	2027	Develop a material monitoring system
Clean future	Charging points	2027 * - 2030	Gradually increase number of charging points
	Company fleet policy	2027	Create a company fleet policy
	Sustainable menus	2027	Develop and create low environmental impact menus
Adaptation to climate change	Flood adaptation	2027	Manage rainwater runoff during storms and natural disasters
Talent workshop	Staff training	2025	Establish IEG Academy
	AI readiness	2027	Map AI skills in the company and mindset dimension
	ESG training	2025	All employees trained on ESG topics
Employee wellbeing	Diversity and Inclusion	2025	Acquire and improve UNI Pdr 125:2022 certification
	Employee sentiment	2025	Monitor the internal wellbeing of employees
	Renewal of Supplementary Company Contract	2027	Launch and conclude the process to update current supplementary contract
Community impact	Impacts Observatory	2030	Analyse the added value that IEG activities bring to the communities in which it operates
	Sustainable architecture	2025 - 2030	Organise activities and initiatives by the stand-fitting observatory



	Trade schools	2025	Create and develop trade schools associated with major manufacturing industries linked to IEG flagship events
Customer at the centre	Net Promoter Score	2025	Calculate and monitor NPS
	Increase exhibitor satisfaction	2025 - 2030	Reduce customer-related problems during internal supply operations
Sustainable governance	Sustainable supply chain	2030	Supply chain analysis with assessment and verification of sustainability practices
	ESG incentivisation	2028	Include ESG performance-related bonuses for own employees
Value chain people impact	Respect for human rights	2028	Create a single staff management policy across the supply chain
	Management transparency	2026	Launch and maintain a partnership with the UN Global Compact programme
	Occupational safety	2026	Implement a structured and verified organisational system

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, refer to section BP-2 - Disclosures in relation to specific circumstances of 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 growth in the sector, IEG facilitates meetings between sector leaders, content sharing and dialogue with institutional and government stakeholders. Its 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, on the communities in which it operates and on the creation of value for all stakeholders.

Through its business activities, IEG guarantees interested parties plenty of networking opportunities, making their travels even more worthwhile.

The following table illustrates the Company's value chain with the aim of providing an overview of inputs and outputs and the main Company actors involved.



Upstream		
Tier 3	Tier 2	Tier 1
Raw material	Processing of raw material	Supply of products and services
Raw metals	Energy	Energy supply
Wood	Manufacturers of semi-finished products	Labour services
Pigments	Nurseries and growers	Support services
Fossil sources	Food producers	Installation of lighting systems
Auxiliary chemicals Fish products	Manufacturers of refrigeration technologies and products	
Farming products	Hardware manufacturers	
Agricultural raw materials	Production of semi-finished chemical products	

Own operations		
Event organisation and management	Catering	Stand Fitting
Strategic design and planning	Menu creation	Design
Marketing	Preparation	Creation and transport
Promotion	Transport	Preparation of modules
Space rental	Delivery	Assembly
Organisation		Graphics and direct printing service

Downstream		
Consumers	Transport	Waste management
Exhibitors	Outbound transport of people	Recycling
Visitors	Outbound transport of reusable materials	Disposal
Customers		

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 standards of quality, prioritising partners in the vicinity of strategic hubs such as trade fair districts.

In terms of its own operations, activities are focused on the organisation and management of events, the creation of bespoke stands, and the supply 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 - Interests and views of stakeholders

The Group maintains a constant and active dialogue with its stakeholders, taking account of the feedback gathered through dedicated channels. This approach, which involves all business departments, ensures that different perspectives are considered and integrated in strategic planning.

The process that led to the updating of the sustainability strategy saw the strategic inclusion of all relevant internal departments and the subsequent integration of the various key stakeholders.

Each key stakeholder is involved by the department with which it has a direct relationship, while their interests and views are reported indirectly when necessary for internal decision-making issues that may involve them directly or indirectly. In this way, all stakeholders are represented and involved, albeit indirectly.

The outcome of the strategy takes careful consideration of the result of this engagement, as explained in the table below.

Key stakeholder	Forms of engagement	How the company takes the result into account
Senior Management / Company Management / Holding Company	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.
Employees and workers	Internal surveys, company newsletters and internal communication platforms.	Adapting HR policies, improving working conditions and promoting initiatives based on the feedback received.
Investors, shareholders and financial partners	Shareholders' meetings, Investor Relations activities.	Adaptation of business strategy to ensure transparency while meeting expectations.
Suppliers / business partners	Supplier Register for the registration and management of requests, periodic supplier evaluations.	Continuous updating of sustainability and quality criteria to maintain high operating standards.
Exhibitors	Feedback surveys.	Improving services and optimising the exhibition experience based on exhibitor feedback.
Visitors	Satisfaction surveys.	Planning of events more in line with visitor expectations, with a focus on service quality.
Exhibition and conference event organisers	Industry forums, sharing platforms.	Sharing business and strategy through events promoted by the various trade associations.



Trade associations	Collaboration, joint initiatives, participation in working groups and sharing of best practices. Associations include: 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 Show Organizers, Uni.Rimini Spa, Consorzio Vicenza E' - Convention & Visit.	Integration of best practices into corporate strategy and promotion of policies.
Institutions and communities	Working groups 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.
Environment (silent)	Double materiality mapping	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 stakeholder perspectives are actively considered when 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 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 exhibition 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, stand fitting 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.

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.

The reporting requirements related to the detailed SBM-3 datapoints as well as the list of Impacts, Risks and Opportunities (IROs) are shown in each of the reported topics, where applicable.

For detailed information see the dedicated DR SBM 3 of each thematic section.

Changes to material impacts, risks and opportunities

Compared to the 2024 Consolidated Sustainability Report there have been some changes regarding the positive and negative impacts that have been assessed as material for the Group.



- Material impacts added:

Topic	Material IRO	Topicality	Time horizon	Value chain	Description
S1 Own workforce - Equal treatment and opportunities for all	Positive impact	Current	Medium-term	Own operations	Positive impacts on employee wellbeing and motivation through the creation of a diverse work environment and culture and the consolidation of the Company's commitment to D&I
S2 Workers in the value chain - Working conditions	Negative impact	Potential	Medium-term	Upstream	Negative impacts if the Company relies on suppliers who do not guarantee adequate wage levels.

- Material impacts removed:

Topic	Material IRO	Topicality	Time horizon	Value chain	Description
S1 Own workforce - Working conditions	Negative impact	Potential	Short-term	Own operations	Negative impact on employee motivation and wellbeing in the event of a lack of coverage by national collective labour agreements and the absence of supplementary agreements (including adequate wages)
	Negative impact	Potential	Short-term	Own operations	Negative impact on employee productivity and wellbeing 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).

Resilience of strategy and business model to material impacts, risks and opportunities

The analysis underpinning the Group's 2025-2030 ESG Strategy covers the same ground as those previously carried out for the realisation of the 2023-2028 ESG Strategy, adding a gap analysis with the aim of highlighting possible shortcomings in the previous strategy and comparing them with the 2024 double materiality analysis.

Due to its application in the short term, the different climate scenarios were not directly taken into account. Consideration was given to assumptions and forecasts related to the Group's 2025-2030 Strategic Plan, approved by the IEG Board of Directors in February 2026, which forecasts a CAGR of 7% over the 5-year period.

The ESG Strategy is structured in such a way as to incorporate the entire value chain, considering its different aspects and stages:

- Upstream: supply of certified materials and circularity, including analysis and verification of the supply chain.
- Own operations: management of impacts, risks and opportunities inherent in the Group's main business lines, and on climate change mitigation and adaptation.
- Downstream: increase in outflow circularity and improvement in waste management efficiency.

As previously mentioned, given the five-year nature of the 2025-2030 Strategic Plan the ESG Strategy is developed over a short- and medium-term time horizon and each objective has been analysed and assessed individually in relation to its time horizon.

The 2025-2030 ESG Strategy was developed in response to the first double materiality analysis prepared by the Group during the 2024 reporting, enabling it to develop a strategy that manages to address negative impacts and risks in such a way that these can be mitigated and processed, increasing its resilience. This construction enables the current strategy to be free of negative impacts or risks mapped also during the 2025 double materiality exercise in this report. With regard to material opportunities, the 2025-2030 ESG Strategy is constructed in such a way that it is possible to make the most of these and



therefore increase the effects of the positive impacts mapped for the Group, especially with regard to the targets related to its own workforce.

Practical examples of climate risk mitigation include reducing electricity procured from fossil fuels, increasing energy efficiency and the continuous training of internal staff. Meanwhile, adaptation to the flooding phenomena that characterise the province of Rimini is covered by the objective of managing excess rainwater runoff.

Current and forecast effects of impacts, risks and opportunities on strategy and decision-making

One of the cornerstones used to structure the Group 2025-2030 ESG strategy was the 2024 double materiality analysis which, as mentioned in the section *changes to material impacts, risks and opportunities*, already incorporated the majority of relevant IROs for the 2025 period.

This made it possible to consider, from the development process onwards, possible effects of the IROs considered, integrating them into the strategy and limiting their consequences, especially during the period of validity of the strategy. The strategy is the highest decision-making process to incorporate the current and future effects of impacts, risks and opportunities.

For further details see *SBM-1 - Strategy, business model and value chain*.

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

The processes and methodologies used to identify material impacts, risks and opportunities in the Group's value chain are based on the requirements of ESRS 1, Section 3 and ESRS 1 AR 16. Together with the material topics identified in the 2024 financial period, the list of sustainability topics in ESRS 1 AR 16 formed the basis for the development of a list of possible material sustainability topics for the Group. This list was used to begin the process of identifying material IROs, determined as such after careful impact and financial analysis. A topic is considered material if it reaches the materiality threshold in at least one of the two dimensions using the methods described below.

Impact materiality

IEG's impact materiality follows the recommendations in the ESRS (see ESRS1 section 3.4). We mapped, identified and assessed the impacts of all sustainability issues at the sub-topic level and when possible at the sub-sub-topic level. To assess each impact, we first identified whether the impact was actual or potential, positive or negative, short-, medium, or long-term, and at what level of the value chain it emerged. Based on the initial analysis, the materiality of the impact centred on several variables, depending on its characteristics. Current negative impacts were assessed according to their scale, scope and irremediable character, using the formula:

$$\text{Materiality} = (\text{Scale} + \text{Scope} + \text{Irremediable character})$$

while potential negative impacts also included the likelihood of such an impact occurring in the calculation, with the formula

$$\text{Materiality} = (\text{Scale} + \text{Scope} + \text{Irremediable character}) * \text{likelihood}$$

Meanwhile, positive current impacts were calculated as the sum of the scale and the scope:

$$\text{Materiality} = \text{Scale} + \text{Scope}$$

While the same, if potential, also added the likelihood of the impact occurring:

$$\text{Materiality} = (\text{Scale} + \text{Scope}) * \text{likelihood}$$



In order to numerically evaluate the different impacts and correctly delineate them as significant, variables were given a value from 1 to 5. This evaluation activity then led to the creation of a ranking whose median value was selected as the materiality threshold, which for the FY2025 activity is 2.50. Impacts with a value greater than or equal to the limit are rated as significant (59%).

Financial materiality

IEG's financial materiality also follows the ESRS recommended procedure for assessing financial materiality for each identified risk and opportunity. Consistent with the process previously described for impact materiality, we assessed how the sustainability issues raised could be significant risks or opportunities for the Group based on a combination of the likelihood of them occurring and the scale of the effects in the short, medium or long term. 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 risks and opportunities were assessed using the formula:

$$\textit{Materiality} = \textit{Scale} * \textit{likelihood}$$

The financial scale was also given a value from 1 to 5 in order to assess its significance. This evaluation activity then led to the creation of a ranking whose median value was selected as the materiality threshold, which for the FY2025 period is 0.90. Risks and opportunities with a value greater than or equal to the limit are rated as significant (57%).

The financial risks mapped as material were used to develop the objectives of the ESG strategy, emphasising their priority.

The process of assessing impacts and opportunities, including the analysis of their financial impact, was developed in concert with the Management Control function and the Finance Department, which ensure the integration of specific management processes into those of the Group.

The monetary valuation of sustainability risks, combined with the likelihood of occurrence, allows them to be compared with other types of risks, such as financial and operating risks. This ensures that the former can be prioritised when necessary through collaboration between the various finance and operations management functions of the venues. In fact, material risks are taken directly into account in the development of decision-making and strategic processes. Having been mapped according to their materiality, these are discussed in specially constituted working groups and translated into impacts on strategies - such as, for example, with the *Flood Adaptation* objective - and in the various decision-making processes.

Equally, opportunities are incorporated using the same method and integrated through direct comparison between the sustainability function managing the assessment process and the functions directly involved in the specific opportunity. This process ensures that opportunities deemed material during the evaluation are included and serve as guidelines for channelling efforts during the planning of actions, policies and objectives.

The double materiality analysis process

After creating a long list of sustainability topics based on ESRS 1, AR16, as well as on some topics resulting from our previous materiality analyses and previous non-financial reports, we identified the generally material topics for reporting, together with their respective internal data owners and the functions involved. Together with them, we then proceeded to identify, assess and prioritise potential and current



impacts, positive and negative, on people and the environment, as well as risks and opportunities that have or could have financial effects on our Company.

Part of the process involved the mapping of potentially interested stakeholders in order to identify and assess sustainability topics also by taking account of their views and opinions. Although there was no direct involvement of external stakeholders during the process of mapping and analysing IROs, IEG's internal functions acted as representatives of the positions and interests of their related stakeholders and ensured that they were taken into consideration during the evaluation of the issues.

Through a series of working groups held over several months with internal stakeholders, including expert managers and senior management, we identified, assessed and validated impacts, risks and opportunities.

The internal experts and data owners involved actively contributed to the materiality assessment process in the workshops, guaranteeing the in-depth analysis of the IROs related to our business and value chain. The senior management and their teams of experts are responsible for monitoring and managing the impacts, risks and opportunities related to sustainability issues:

- **Environmental:** material environmental impacts are mainly concentrated in the upstream value chain and regard energy procurement. The functions actively work to manage material impacts such as emissions, pollution, biodiversity and the inflow and outflow of resources.
- **Social:** material social impacts occur at all stages of the value chain and regard the workers of production partners, our employees and consumers. We have groups dedicated to the management of highly material impacts, such as the HR function for impacts, risks and opportunities related to our internal workforce, and the Innovation function for consumer interests.
- **Governance:** material impacts related to governance, such as compliance and corporate culture, are managed by the Sustainability and Corporate Affairs function.

The senior management of the aforementioned functions, together with the experts on the specific material topics, were deeply involved in the materiality assessment and provided the final judgement on the results based on their specialist expertise

After several workshops, the final materiality assessment was conducted in cooperation with the expert teams, based on the evaluation criteria and thresholds described above. Throughout the entire double materiality analysis, we considered all our activities, business relations and geographical areas. No entity-specific sustainability issues were identified as material.

Value chain

An in-depth definition of the IEG Group's value chain, see *business model and value chain*, formed the basis for our double materiality analysis and identification of sustainability topics and IROs. Given our business model and the complexity of the Group, we have divided the value chain into three distinct parts:

Upstream: all activities related to the supply chain of Group companies, up to tier 3.

Own operations: all activities regarding the organisation and hosting of exhibitions and events, stand fitting and catering.

Downstream: exhibitor and visitor satisfaction, outbound mobility and waste management.

Data and assumptions

To carry out the materiality assessment, IEG used already available internal environmental data (e.g. GHG emission calculations, purchasing data, internal workforce data, financial data) together with regularly



collected data on consumption, social compliance, suppliers and consumer insights. In addition, we also integrated external data and category benchmarks.

Materiality assessment review

The materiality assessment process, carried out for the second consecutive year, followed the methodology described above.

The only change made to the methodology regards the values given to the variables used for assessing the significance of impacts, which changed from 1-10 to 1-5. The materiality process will be reviewed at specific and non-regular intervals depending on the assessments of the sustainability office and the Group CFO.

IRO-2 - Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Material IROs that have exceeded the established impact and/or financial threshold are mapped by IEG against the relevant disclosure requirements. In this process, the Board of Directors approved the final reporting range. With regard to sustainability issues deemed to be material, the Group communicates policies, actions and objectives in accordance with the ESRS and the 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, see section IRO-1.

For more detailed information on policies, actions and targets, see each specific topic. For sustainability issues not yet covered by targets, we constantly map our policies and main actions through comprehensive processes that assess their progress. In the event a target is present and explicitly stated in the Group Sustainability Strategy, this is described in detail in the relevant topic.

Furthermore, should an actual impact necessitate remedial measures for the people affected by such impacts, reference is made to the relevant actions within the specific topic standard. Where we have made use of the exemptions outlined in Appendix C of ESRS 1: List of phased-in Disclosure Requirements, this is explicitly stated. Nevertheless, we are committed to fulfilling all reporting requirements with diligence and to providing the necessary context and information.

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 not material for the Group.

Code	Disclosure	p.
ESRS 2	General disclosures	
BP-1	General basis for preparation of sustainability statements	
BP-2	Disclosures in relation to specific circumstances	
GOV-1	The role of the administrative, management and supervisory bodies	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	
GOV-3	Integration of sustainability-related performance in incentive schemes	
GOV-4	Statement on due diligence	
GOV-5	Risk management and internal controls over sustainability reporting	
SBM-1	Strategy, business model and value chain	
SBM-2	Interests and views of stakeholders	



SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	
ESRS E1	Climate Change	
GOV-3	Integration of sustainability-related performance in incentive schemes	
E1-1	Transition plan for climate change mitigation	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	
E1-2	Policies related to climate change mitigation and adaptation	
E1-3	Actions and resources in relation to climate change policies	
E1-4	Targets related to climate change mitigation and adaptation	
E1-5	Energy consumption and mix	
E1-6	Gross scopes 1, 2, 3 and total GHG emissions	
ESRS E2	Pollution	
IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	
E2-1	Policies related to pollution	
E2-2	Actions and resources related to pollution	
E2-3	Targets related to pollution	
E2-4	Pollution of air, water and soil	
ESRS E4	Biodiversity and ecosystems	
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	
E4-2	Policies related to biodiversity and ecosystems	
E4-3	Actions and resources related to biodiversity and ecosystems	
E4-4	Targets related to biodiversity and ecosystems	
E4-5	Impact metrics related to biodiversity and ecosystems change	
ESRS E5	Circular Economy	
IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	
E5-1	Policies related to resource use and circular economy	
E5-2	Actions and resources related to resource use and circular economy	
E5-3	Targets related to resource use and circular economy	
E5-4	Resource inflows	
E5-5	Resource outflows	
ESRS S1	Own Workforce	
SBM-2	Interests and views of stakeholders	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
S1-1	Policies related to own workforce	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
S1-6	Characteristics of the undertaking's employees	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	
S1-8	Collective bargaining coverage and social dialogue	
S1-9	Diversity metrics	
S1-13	Training and skills development metrics	
S1-14	Health and safety metrics	
S1-15	Work-life balance metrics	
S1-16	Compensation metrics (pay gap and total compensation)	
S1-17	Incidents, complaints and severe human rights impacts	
ESRS S2	Workers in the value chain	
SBM-2	Interests and views of stakeholders	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	



S2-1	Policies related to value chain workers	
S2-2	Processes for engaging with value chain workers about impacts	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
ESRS S3	Affected communities	
SBM-2	Interests and views of stakeholders	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
S3-1	Policies related to affected communities	
S3-2	Processes for engaging with affected communities about impacts	
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	
S3-4	Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches	
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
ESRS S4	Consumers and end users	
SBM-2	Interests and views of stakeholders	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	
S4-1	Policies related to consumers and end users	
S4-2	Processes for engaging with consumers and end users about impacts	
S4-3	Processes to remediate negative impacts and channels for consumers and end users to raise concerns	
S4-4	Taking action on material impacts on consumers and end users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
ESRS G1	Business conduct	
GOV-1	The role of the administrative, management and supervisory bodies	
IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	
G1-1	Corporate culture and business conduct policies	
MDR-A	Actions and resources in relation to material sustainability matters	
MDR-T	Tracking effectiveness of policies and actions through targets	
G1-3	Prevention and detection of corruption and bribery	
G1-4	Confirmed incidents of corruption or bribery	



Appendix B - List of datapoints in cross-cutting and topical standards that derive from other EU legislation

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Location of information
ESRS 2 GOV-1 Board's gender diversity, paragraph 21(d)	Annex I, Table 1, Indicator No. 13	-	Commission Delegated Regulation (EU) 2020/1816 (5), Annex II	-	GOV 1- The role of the administrative, management and supervisory bodies
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21(e)	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	GOV 1- The role of the administrative, management and supervisory bodies
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	Annex I, Table 3, Indicator No. 10	-	-	-	GOV-4 Statement on due diligence
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40(d)(i)	Annex I, Table 1, Indicator No 4	-	-	-	Not applicable.
ESRS 2 SBM-1 Involvement in activities related to chemical production, 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 Involvement 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 cultivation and production of tobacco, 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 reach 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 Undertakings excluded from Paris-aligned Benchmarks, paragraph 16(g)	-	Article 449(a) of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking Book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	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(a) of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking Book - Climate change	Article 6 of Delegated Regulation (EU) 2020/1818	-	E1-4 Targets related to climate change mitigation and adaptation



		transition risk: alignment metrics			
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	Annex I, Table 1, Indicator No. 5 and Annex I, Table 2, Indicator No. 5	-	-	-	E1-5 Energy consumption and mix
ESRS E1-5 Energy consumption and energy mix, paragraph 37	Annex I, Table 1, Indicator No. 5	-	-	-	E1-5 Energy consumption and 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 mix
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions, paragraph 44	Annex I, Table 1, Indicators n. 1 and 2	Article 449(a) of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking Book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818	-	E1-6 Gross scopes 1, 2, 3 and total GHG emissions. Information on scope 3 emissions subject to phase-in
ESRS E1-6 Gross GHG emissions intensity, paragraphs 53 to 55	Annex I, Table 1, Indicator No 3	Article 449(a) of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking Book - Climate change transition risk: alignment metrics	Article 8(1) of Delegated Regulation (EU) 2020/1818	-	E1-6 Gross scopes 1, 2, 3 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 portfolio to climate-related physical risks, paragraph 66	-	-	Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816	-	Information subject to phase-in
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66(a) ESRS E1-9 Location of significant assets at material physical risk, paragraph 66(c)	-	Article 449(a) of Regulation (EU) No 575/2013; paragraphs 46 and 47 of Commission Implementing Regulation (EU) 2022/2453; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk	-	-	Information subject to phase-in
ESRS E1-9 Degree of exposure of the portfolio to	-	Article 449(a) of Regulation (EU) No 575/2013; paragraphs 46 and	-	-	Information subject to phase-in



climate-related opportunities, paragraph 69		47 of Commission Implementing Regulation (EU) 2022/2453; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69	-		Annex II of Delegated Regulation (EU) 2020/1818	-	Information subject to phase-in
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 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 Pollution of air, water and soil
ESRS E3-1 Water and marine resources, paragraph 9	Annex I, Table 2, Indicator No. 7	-	-	-	Not material.
ESRS E3-1 Dedicated policy, paragraph 13	Annex I, Table 2, Indicator No. 8	-	-	-	Not material.
ESRS E3-1 Sustainable oceans and seas paragraph 14	Annex I, Table 2, Indicator No. 12	-	-	-	Not material.
ESRS E3-4 Total water recycled and reused, paragraph 28(c)	Annex I, Table 2, Indicator No 6.2	-	-	-	Not material.
ESRS E3-4 Total water consumption in m3 per net revenue on own operations, paragraph 29	Annex I, Table 2, Indicator No 6.1	-	-	-	Not material.
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 land / agriculture practices or policies, paragraph 24(b)	Annex I, Table 2, Indicator No. 11	-	-	-	Information subject to phase-in
ESRS E4-2 Sustainable oceans / seas practices or policies, 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	Annex I, Table 1, Indicator No 9	-	-	-	E5-5 Resource outflows



Hazardous waste and radioactive waste, paragraph 39					
ESRS 2 – SBM3 – S1 Risk of incidents 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 strategy and business model
ESRS 2 – SBM3 – S1 Risk of incidents 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 strategy and business model
ESRS S1-1 Human rights policy commitments, 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 issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S1-1 Policies related to own workforce
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	Annex I, Table 3, Indicator No. 11	-	-	-	S1-1 Policies related to own workforce
ESRS S1-1 Workplace 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 Grievance/complaints handling mechanisms, paragraph 32(c)	Annex I, Table 3, Indicator No. 5	-	-	-	S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, 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 Number of days lost to injuries, accidents, fatalities or illness, paragraph 88(e)	Annex I, Table 3, Indicator No 3	-	-	-	S1-14 Health and safety metrics
ESRS S1-16 Unadjusted gender pay gap, paragraph 97(a)	Annex I, Table 1, Indicator No 12	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S1-16 Remuneration metrics
ESRS S1-16 Excessive CEO pay ratio, paragraph 97(b)	Annex I, Table 1, Indicator No 12	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S1-16 Remuneration metrics
ESRS S1-17 Incidents of discrimination, paragraph 103(a)	Annex I, Table 3, Indicator No. 8	-	-	-	S1-17 Incidents, complaints and severe human rights impacts



ESR S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph, 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	-	S1-17 Incidents, complaints and severe human rights impacts
ESRS 2 SBM-3 – S2 Significant risk of child labour or forced labour in the value chain, paragraph 11(b)	Annex I, Table 3, indicators no. 12 and 13	-	-	-	S2 - SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model
ESRS S2-1 Human rights policy commitments, paragraph 17	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S2-1 Policies related to value chain workers
ESRS S2-1 Policies related to value chain workers, paragraph 18	Annex I, Table 3, Indicators No 11 and 4	-	-	-	S2-1 Policies related to value chain workers
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and 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 Policies related to value chain workers
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	-	-	Commission Delegated Regulation (EU) 2020/1816, Annex II	-	S2-1 Policies related to value chain workers
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain, paragraph 36	Indicator number 14 Table #3 of Annex 1	-	-	-	S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions
ESRS S3-1 Human rights policy commitments, paragraph 16	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S3-1 Policies related to affected communities
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and 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	-	S3-1 Policies related to affected communities
ESRS S3-4 Human rights issues and incidents, paragraph 36	Annex I, Table 3, Indicator No. 14	-	-	-	S3-4 Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of



					those actions and approaches
ESRS S4-1 Policies related to consumers and end users, paragraph 16	Annex I, Table 3, Indicator No 9 and Annex I, Table 1, Indicator No 11	-	-	-	S4-1 Policies related to consumers and end users
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights principles and 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 Policies related to consumers and end users
ESRS S4-4 Human rights issues and incidents, paragraph 35	Annex I, Table 3, Indicator No. 14	-	-	-	S4-4 Taking action on material impacts on consumers and end users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those actions
ESRS G1-1 United Nations Convention against Corruption, paragraph 10(b)	Annex I, Table 3, Indicator No. 15	-	-	-	G1-1 Corporate culture and business conduct policies
ESRS G1-1 Protection of whistleblowers, paragraph 10(d)	Annex I, Table 3, Indicator No. 6	-			G1-1 Corporate culture and business conduct policies
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1	-			G1-4 Confirmed incidents of corruption or bribery
ESRS G1-4 Standards of anti-corruption and anti-bribery, paragraph 24(b)	Annex I, Table 3, Indicator No 16	-			G1-4 Confirmed incidents of corruption or bribery



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 EU 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 development 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 reduce the risk of greenwashing, provide greater certainty to investors, support companies on the path to the 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 addition to being among those listed by the Taxonomy - and thus defined as eligible - in order to be considered environmentally sustainable, the economic activities carried out by a company 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);
- it does no significant harm ("DNSH") to any of the remaining environmental objectives (Art. 17 Reg. 2020/852);
- it 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 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.

Application of the Regulation to the activities of the IEG Group

Since FY2022 IEG has fallen 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-conference sector has not yet been included in the Taxonomy, in the first non-financial disclosure (FY22) the Group declared its non-eligibility under the Regulation.

In line with EC guidelines and its commitment to adopting best reporting practices, since 2023 IEG has applied the Taxonomy going beyond the classification of NACE codes, seeking a correspondence between its activities and investments and the contents of the Regulation in order to promote the Group's contribution to the transition according to the European Taxonomy.

Eligibility and alignment of the IEG Group

The scope of the taxonomy for FY 2025 will follow the scope of financial and sustainability reporting. According to the analysis and mapping of the Group companies, only Italian Exhibition Group S.p.A. was found to have possible eligible activities for the Taxonomy.

The identification of eligible activities for FY 2025 was conducted through several steps:



- **Eligible activities FY2024:** the evaluation of the list of eligible activities for the FY 2025 Taxonomy begins with an analysis of the activities already declared by the company in the year 2024.
- **Benchmark analysis:** Benchmark analysis focused on leading European peers with public taxonomy

An initial list of possible eligible activities is shared with the heads of the various functions and the Management Control Office. This is followed by an audit in the reference year, at the level of Turnover, Opex and Capex items, to extrapolate the data that will be used to form the final list of eligible activities for the Taxonomy exercise.

For the year 2025, the list of taxonomy activities is as follows:

Eligible activities FY2025	
5.5 CCM	Collection and transport of non-hazardous waste in source-separated fractions
6.1 CCM	Intercity passenger rail transport
6.3 CCM	Urban and suburban transport, road passenger transport
7.1 CCM	Construction of new buildings
7.3 CCM	Installation, maintenance and repair of energy efficiency devices
7.5 CCM	Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings
7.7 CCM	Purchase and ownership of buildings
8.1 CCM	Data processing, hosting and related activities
11 CCA	Education
13.1 CCA	Creative, artistic and entertainment activities
3.1 CE	Road and motorway maintenance

Substantial contribution

Out of these 11 activities, 4 are attributable to the "Construction and Real Estate Activities" sector (7.1 CCM Construction of new buildings; 7.3 CCM Installation, maintenance and repair of energy efficiency equipment; 7.5 CCM Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings; 7.7 CCM Acquisition and ownership of buildings).

As already outlined in the last two reporting periods, exhibition halls represent one of the key assets in IEG's business model and revenue generation, deriving from the leasing of buildings directly constructed by the Group.

The Taxonomy assessment led to the identification of a new activity for 2025, namely 5.5 "Collection and transport of non-hazardous waste in separately collected fractions at source".

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:

- **Appendix 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;
- **Appendix 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;
- **Appendix 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.
- **Appendix 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). See section E1-2 for more information;
- the **Organisation, 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. See section G1-1 for more information;

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 IEG 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 guarantee 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 2025, the proportions of Turnover, CapEx and OpEx eligibility are 30.7%, 48.2% and 89.3% 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 is shown 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 refers to the Group's performance for the year 2025, 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 assets (buildings and pavilions) and intangible assets during FY 2025 considered before depreciation/amortisation, write-downs 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.



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

Financial year N	2025	Criteria for substantial contribution								DNSH criteria ('Do no significant harm')						Minimum Safeguards	Share of revenues aligned with or eligible for the Taxonomy, year N-1	Enabling 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	%	E	T
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			
A. Taxonomy eligible activities																			
A.1. Environmentally sustainable activities (aligned with Taxonomy)																			
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Revenues from environmentally sustainable activities (aligned with Taxonomy) (A.1)		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	16.2%		
Of which enabling		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0 €	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)																			
Purchase and ownership of buildings	7.7 CCM	81,707,480 €	31%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								32.5%	0%	
Revenues from activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)		81,707,480 €	30.7%	30.7%	0%	0%	0%	0%	0%								32.7%		
Revenues from activities eligible for Taxonomy (A.1+A.2)		81,707,480 €	30.7%	30.7%	0%	0%	0%	0%	0%								32.7%		
B. Activities not eligible for Taxonomy																			
Revenues from activities not eligible for Taxonomy		184,671,258 €	69.3%														67.3%		
Total		266,378,738 €	100%														100%		

	Proportion of turnover/total turnover	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	30.7%
CCA	-	-
WTR	-	-
CE	-	-
PPC	-	-
BIO	-	-

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

Financial year N	2025	Criteria for substantial contribution								DNSH criteria ("Do no significant harm")						Minimum Safeguards	Share of CapEx aligned with or eligible for Taxonomy, year N-1	Enabling 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				
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy eligible activities																			
A.1. Environmentally sustainable activities (aligned with Taxonomy)																			
-																			
CapEx of environmentally sustainable activities (aligned with Taxonomy) (A.1)		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		
Of which enabling		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)																			
Construction of new buildings	71 CCM	19,638,827 €	47.3%														0%		
Installation, maintenance and repair of energy efficiency devices	73 CCM	356,875 €	0,9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,2%		
CapEx of activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)		19,995,702 €	48,2%	48,2%	0%	0%	0%	0%	0%								58,7%		
CapEx of activities eligible for Taxonomy (A.1+A.2)		19,995,702 €	48,2%	48,2%	0%	0%	0%	0%	0%								58,7%		
B. Activities not eligible for Taxonomy																			
CapEx of activities not eligible for Taxonomy		21,504,298 €	51,8%														41,3%		
Total		41,500,000 €	100%														100%		

	Share of CapEx/Total CapEx	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	48.2%
CCA	-	-
WTR	-	-
CE	-	-
PPC	-	-
BIO	-	-



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

Financial year N	2025			Criteria for substantial contribution						DNSH criteria ("Do no significant harm")						Minimum Safeguards	Share of OpEx or eligible with Taxonomy, year N-1	Enabling 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	%	E	T
Text		€	%	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Yes; No; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N		
A. Taxonomy eligible activities																			
A.1. Environmentally sustainable activities (aligned with Taxonomy)																			
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OpEx of environmentally sustainable activities (aligned with Taxonomy) (A.1)		0 €	0.0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	8%		
Of which enabling		0 €	0%	0%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	0%	E	
Of which transitional		0 €	0%	0%						Y	Y	Y	Y	Y	Y	Y	0%		T
A.2. Activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)																			
Collection and transport of non-hazardous waste in source-separated fractions	5,5 CCM	148,945 €	2.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
Intercity passenger transport rail	6,1 CCM	395,833 €	6.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								8.7%		
Urban and suburban transport, road passenger transport	6,3 CCM	686,342 €	11.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								7.8%		
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	7,5 CCM	66,720 €	1.1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0.6%		
Data processing, hosting and related activities	8,1 CCM	3,908,249 €	63.3%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								40.2%		
Education	11 CCA	244,974 €	3.9%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								2.6%		
Creative, artistic and entertainment activities	13,1 CCA	6,623 €	0.1%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								2.7%		
Road and motorway maintenance	3,4	47,532 €	0.8%	N/EL	EL	N/EL	N/EL	N/EL	N/EL								0%		



OpEx of activities eligible for the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)	5,515,228 €	89,3%	88,2%	0,9%	0%	0%	0,2%	0%											67,0% ¹		
OpEx of activities eligible for Taxonomy (A.1+A.2)	5,515,228 €	89,3%	88,2%	0,9%	0%	0%	0,2%	0%											67,0%		
B. Activities not eligible for Taxonomy																					
OpEx of activities not eligible for Taxonomy	14,625,460 €	33%																	33,0%		
Total	16,232,440 €	100%																	100%		

	Share of OpEx/total OpEx	
	Aligned with Taxonomy according to Objective	Eligible for Taxonomy according to Objective
CCM	-	88,2%
CCA	-	0,9%
WTR	-	-
CE	-	0,2%
PPC	-	-
BIO	-	-



¹ The value of 67.0% (total 2024 OpEx eligible under the Taxonomy but not environmentally sustainable – A.2), as it includes the eligible activities reported in the 2024 reporting period, is not directly reconcilable with the sum of the percentages of the rows presented above.

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 heating/cooling 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

The climate crisis is one of the greatest challenges of our century, everywhere in the world. Mitigating this risk requires significant measures focused on improving the efficiency of operations and on low-impact electricity. The IEG Group's sustainability strategy reflects this intention, with the strategic "road to net zero" goal seeing IEG not only committed to the continuous improvement of efficiency in its facilities but also to total reliance on renewable energy sources by 2030.

But this is not enough - an effective and fair transition must also include collaboration between companies with a common goal for all. In its role as a community catalyst, IEG is actively engaged in fostering fundamental ties by organising events that offer the opportunity to strengthen collaborative networks towards a more sustainable future - such as KEY-the energy transition and IBE - through which companies can create strong business ties and intentions for a collaborative and effective transition.

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

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Adaptation to climate change	Risk	n.a	Long-term	Upstream Own operations	Infrastructure damage and costs also related to the lack of success/cancellation of exhibition and conferences in the event of extreme weather events (e.g. floods).
Climate change mitigation	Negative impact	Current	Long-term	All	Negative impact on climate change due to greenhouse gas emissions along the value chain, leading to an increase in the stock of CO ₂ in the atmosphere.
	Risk	n.a	Short-term	Own operations	Damage to reputation for non-compliance with the Net Zero Carbon Events Pledge and emission reduction targets
	Risk	n.a	Medium-term	All	Failure to achieve ESG KPIs related to sustainability-linked financing and consequent increase in the cost of financing.
	Opportunity	n.a	Medium-term	All	Access to financing, public investments and incentives to finance emission reduction plans with a consequent reduction in the cost of financing.
Energy	Negative impact	Current	Medium-term	All	Negative impact on rising temperatures in the event of a lack of renewable energy.
	Positive impact	Potential	Long-term	Own operations	Positive impact due to energy consumption thanks to the purchase of GO and the share of self-produced and self-consumed renewable energy, with a direct reduction in emissions.
	Risk	n.a	Medium-term	Own operations	Rising energy costs due to volatile energy prices, dependence on non-renewable sources, business expansion as envisaged in the 2023-2028 Strategic Plan and the presence of some inefficient exhibition sites.
	Opportunity	n.a	Long-term	Own operations	Reduction of long-term costs with the installation of company-owned photovoltaic panels for self-production and consumption.

Material impacts, risks and opportunities derive directly from the Group's business model, which focuses on the design, organisation and management of exhibition 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, stand fitting 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.

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.



IEG's sustainability strategy directly addresses the problem of greenhouse gas emissions and sees the Group engaged on several fronts with the aim of mitigating its impact. As mentioned above, in fact, the Group's first strategic goal, "road to net zero", includes three targets:

- Renewable electricity: the Group is committed to increasing the percentage of electricity procured from renewable sources mainly through the purchase of guarantees of origin.
- Energy efficiency: the Parent Company, in particular, is focused on increasing its energy efficiency through various measures such as the relamping of the Rimini and Vicenza exhibition venues and the upgrading of outdated air conditioning and heating systems.
- ISO 14064:1 certification: The subsidiary Pro.stand is committed to obtaining and maintaining certification for the calculation of its carbon footprint.

IEG has also mapped the need to adapt to climate change risks through the objective:

- Flood adaptation: improving the management of rainwater runoff during storms.

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

Italian Exhibition Group conducted a holistic assessment of its strategic resilience with regard to both physical and transitional climate risks. This recognised the increased exposure to risks such as flooding, energy stress and various impacts from recent regulatory changes. The organisation has assessed its climate risks and implemented them in its strategy and decision-making processes.

As such, IEG demonstrates a structured resilience supported by:

- The planning of actions to improve storm management;
- Dedicated insurance cover;
- Site-specific analyses;
- The monitoring, verification and supervision of the supply chain;
- The analysis and planning of renewable electricity procurement.

Risks are monitored over time thanks to the continuous exchange of information between the Operation functions of the various venues and the Sustainability and Controlling departments. This provides a complete overview of both the physical and transitional risks the Group faces.

Current or forecast material impacts, risks and opportunities

Sub-topic	Material IRO	Topicality	Effect	Response	Current financial effect
Adaptation to climate change	Risk	n.a	The business has to live with the possibility of an event being cancelled for the above-mentioned reasons, whether due to structural impossibility or difficulties along the supply chain.	The ESG strategy includes objectives concerning adaptation to climate change	The Group responds to this risk through extraordinary maintenance activities.
Climate change mitigation	Negative impact	Current	The increase in the volume of CO ₂ emitted may lead to the failure to meet the climate targets set by the 2015 Paris Agreement. The effects of this eventuality are unclear and require further analysis	The Group's ESG strategy includes CO ₂ reduction targets	n.a
	Risk	n.a	This could undermine the Group's credibility towards its stakeholders, with a greater effect on stakeholders most concerned with sustainability.	The Group has adopted a decarbonisation plan	n.a
	Risk	n.a	This could lead to the failure to achieve the economic targets set by the Group.	The KPIs concerned were included in the drafting of the ESG strategy	n.a
	Opportunity	n.a	Reduction in the cost of financing.	The Group invests to maintain this opportunity	The Group benefits from the current opportunity with a debt discount
Energy	Negative impact	Current	The increase in the volume of CO ₂ emitted may lead to the failure to meet the climate targets set by the 2015 Paris Agreement. The effects of this eventuality are unclear and require further analysis	The Group's ESG strategy includes targets concerning the increase of energy from renewable sources.	n.a
	Positive impact	Potential	The procurement of renewable energy is consistent with achieving the Paris 2015 climate targets.	The Group's ESG strategy includes targets concerning the increase of energy from renewable sources	n.a
	Risk	n.a	This risk could lead to the failure to achieve the targets of the 2023-2028 Strategic Plan.	The Group's ESG strategy includes targets concerning the increase of energy from renewable sources	n.a
	Opportunity	n.a	The increase in self-produced energy and short-range consumption would lead to a share of energy that increases the energy independence of the business, reducing the impact of volatile energy prices.	The Company is increasing the component of renewable energy from sources installed in the vicinity	Savings on energy certification

GOV-3 Integration of sustainability-related performance in incentive schemes

The Group has adopted a Remuneration Policy that includes sustainability objectives in the incentive systems for executive directors and executives with strategic responsibilities. The system involves 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, the ESG KPIs considered in variable remuneration also include targets related to the reduction of GHG emissions, consistent with the commitments of IEG. In particular, the 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, see the section General Information, paragraph GOV-3 - Integration of sustainability-related performance in incentive schemes.



E1-1 Transition plan for climate change mitigation

The climate impact of the exhibition sector is related to the services offered during events, both exhibitions and conferences, and the transport of visitors and exhibitors to and from exhibition sites.

Although these aspects are not reported in this document for 2025, IEG recognises their importance and industry estimates describe these emissions as the majority of total event-related emissions². 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 contributor³ after energy and construction and one of the most complex sectors in which to implement the green transition. With this in mind, IEG monitors developments in the transport sector, such as the use of SAF for aviation or the increase of sustainable urban mobility, and continues to offer its customers low-impact ways to reach its venues. In fact, IEG has a railway station within its Rimini expo centre and maintains active working tables with local authorities in the cities in which it operates for the development of sustainable mobility options.

Although the Company does not currently have a transition plan aligned with the requirements set out by the ESRS, during 2025 it adopted a decarbonization plan based on the framework developed by The Net Zero Carbon Events (NZCE), the sector-specific initiative that defines targets and timelines for emission reductions required to achieve carbon neutrality by 2050.

The Group's decarbonization plan was developed through the establishment of a cross-functional working group aimed at understanding the different business areas of the Group and assessing the actions related to measurement, reduction, substitution, and removal needed to collectively achieve the defined targets.

The *Net zero 2050* decarbonisation plan was approved by the IEG Board of Directors on 27 March 2025.

The Company decided to use the GHG protocol as the calculation methodology for greenhouse gas emissions, conforming to the ESRS standards of the CSRD, and not the methodology suggested by *The Net Zero Carbon Events* initiative. As such, the greenhouse gas emissions calculated by IEG in this document are as follows:

- 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 venues and running the fleet.
- Scope 2: indirect emissions from the generation of electricity, steam, heat or cooling, purchased or acquired, that the Company consumes. This 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 travel as well as Group investments.

Conversely, the Group decided to adopt the timeline proposed by the NZCE to address the decarbonisation process. This is based on five key steps:

- Estimate and measure.
- Reduce.
- Offset.

² Net Zero Carbon Event, A Net Zero Roadmap for the Events Industry (2022).

³ Our world in data (2024).

- Eliminate.
- Net zero.

Through this timeline, IEG used the ideas developed in its decarbonisation plan to structure its future sustainability strategy choices, incorporating some of the points highlighted in its ESG strategy.

In addition to the five steps of the NZCE roadmap, IEG has identified several decarbonisation levers, including: the energy efficiency of buildings, the progressive replacement of fossil fuels, procurement of renewable energy, the reduction of the footprint of exhibition services, the optimisation of logistics and sustainable value chain management. The main planned actions concern the introduction of low-impact technology solutions in infrastructure, the integration of ESG criteria in the product and service range and the improvement of sustainable mobility opportunities for visitors and stakeholders.

For more information on the identified decarbonisation levers, see section E1-3 - Actions and resources in relation to climate change policies.

The implementation of the transition plan involves dedicated investments in energy efficiency, low-carbon technologies and sustainable mobility infrastructure. Relevant investments will also be monitored for the purposes of the CapEx KPIs outlined in Delegated Regulation (EU) 2021/2178, with particular focus on activities potentially aligned with the EU Taxonomy.

IEG recognises that some existing physical infrastructure and systems may generate 'locked-in' emissions, mainly related to heating systems, the building characteristics of exhibition spaces, and the energy needs of events. The Company is considering the gradual upgrading of emission-intensive assets in order to mitigate these risks and ensure the achievement of climate targets.

As of the date of this report, IEG does not have any economic activities aligned with the technical screening criteria set forth in Delegated Regulation (EU) 2021/2139 for climate change mitigation and adaptation. However, the Company continues to periodically monitor its operations and investment plans in order to assess the possible future eligibility and/or alignment of revenues, CapEx and OpEx with the requirements of the EU Taxonomy in the event of any relevant regulatory, technological or strategic developments.

For more information, see the *Taxonomy* section in this report.

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

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

Material environmental impacts are mainly concentrated in the upstream value chain and regard energy procurement. The functions actively work to manage material impacts such as emissions, pollution, biodiversity and the inflow and outflow of resources.

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

The process of identifying and evaluating IROs has shown that the failure to transition to renewable energy sources could contribute to rising temperatures. In this respect, however, the Group mitigates its environmental impact 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 GHG emissions. Potential risks also emerged related to extreme weather events, with potential infrastructure damage and economic impacts, as well as to energy price volatility and the 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 long-term operating costs through the self-generation of energy from renewable sources.

Analysis 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 conference centres and the Rimini and Vicenza convention centres - such as their location, vulnerability and the 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 Taxonomy Complementary "Climate" Delegated Act).

The assessment, conducted in 2025, 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
RCP 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.
RCP 4.5 (Strong stabilization)	This scenario assumes that steps are taken to control the level of greenhouse gas emissions, whereby it is assumed that CO ₂ 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.
RCP 8.5 (Business as usual)	This scenario assumes negligible mitigation measures, which will lead to atmospheric CO ₂ 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 (2025):** period adopted by the Company as the reference period for its financial statements.
- **Medium-term (2026-2030):** within 5 years of the end of the short-term reference period.
- **Long-term (2030-2060):** over 5 years from the end of the short-term reference period.

Finally, the assessment considered the scale 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 likelihood 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 exhibition activities. In particular, floods may lead to the cancellation of events and a consequent decrease in revenues, while tornadoes may increase the cost of unplanned maintenance on part of the facilities, e.g. photovoltaic systems. An increase in the duration of heatwaves, 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

The move towards a more sustainable, low-carbon economy brings both transition risks and opportunities. 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 scale, likelihood 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 outlined risks and opportunities that informed 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 required 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 Policies related to climate change mitigation and adaptation

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

This Policy formalises the Group's commitment to reducing the environmental impact of all activities related to the organisation of exhibitions, 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 exhibition venues. The Group is also 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 material.

This is also reaffirmed by the IEG Group's membership of initiatives such as *Net Zero Carbon Events*, a global initiative that aims to guide the trade fair sector towards climate neutrality by 2050 by promoting the reduction of CO₂ emissions, 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 made available to all relevant stakeholders, including those potentially affected and those involved in its implementation, through the Italian Exhibition Group website.

Policy for the Environment, Health and Safety, and the Sustainable Management of Events

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 accordance 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 overseen by the HSE function. Outside the corporate sphere, IEG promotes stakeholder engagement 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 Policy for the Environment, Health and Safety, and the Sustainable Management of Events is made available to all relevant stakeholders, including those potentially affected and those involved in its implementation, in the *Corporate Governance* section of the Italian Exhibition Group website.

E1-3 Actions and resources in relation 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 implement 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 take advantage of new opportunities to access funding, public investment and incentives, increasingly linked to concrete action in the fight against climate change.

Climate risk adaptation measures

IEG has taken a number of targeted measures to tackle the identified physical risks associated with climate change. In 2025, IEG developed an action plan for the management of extreme climate events that may cause damage and disruption to exhibition activities, especially at the Rimini hub. This analysis was carried out through technical working groups to ensure the correct and efficient evaluation of future actions that can be taken to improve the management of rainwater runoff during heavy storm events.

In order to acquire 45001 occupational safety certification, Summertrade mapped the climate risks to which it is subject, such as natural disasters and extreme weather events, and prepared measurable actions to mitigate the risk. Although the risk had not yet been formalised in the Risk Assessment Document, Summertrade had already equipped itself with wind measuring instruments, such as anemometers and hoses, at the sites of its outdoor activities. In fact, high winds could lead to the sudden closure of umbrellas used as cover. To date, the Company is working on an internal procedure to define a wind speed threshold above which any necessary 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 supply chain disruption following a weather event, Summertrade uses one-year framework agreements to guarantee the purchase of goods at a fixed price.

Rimini Expo Centre

The Company maintained its exhibition capacity at the Rimini Expo Centre through the construction of two new pavilions - B9, D9 - and related ancillary buildings. Though intended for temporary and intermittent use, the new facilities have been designed to guarantee lower relative energy consumption. 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 and transmittance of 0.35 W/sq m/K. The roofs of Pavilions B9 and D9 use an innovative technology with a patented Low-E double-skin PVC membrane that guarantees strong thermal insulation. The glass surfaces are double-glazed with an argon gas-filled cavity, which is treated with a low-emissivity coating for a thermal transmittance of 1 W/sq m/K. In addition, the light colour of the external surfaces helps to reflect the sun's rays.

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

In 2025 the Company also continued to invest in relamping projects at the Rimini site as part of a larger, multi-year replacement project aimed at increasing the energy efficiency of its venues. The relamping measures involved the intermediate pavilions, the large central pavilions, the pillars of the bathrooms and the central hall, as well as some of the emergency lamps located in the upper part of the large pavilions. The financial resources made available for this investment amount to approximately €400,000, while in the long term the forecast allocation is around €1 million.

In addition to these measures, the impact analysis of atmospheric emissions related to the expansion of the SUD 3 car park, which would provide access to an additional 950 cars, was completed by contracting the analysis to a company certified for the study of vehicle traffic.

The Rimini site maintained its ISO 20121 certification for the organisation of sustainable events in 2025.

Vicenza Expo Centre

The Vicenza office carried out a relamping project in its halls in line with the Group's overall programme to improve energy efficiency. For 2025, the Vicenza Expo Centre also increased its installed PV capacity from 1 MW to 2 MW, in line with the sustainability objectives outlined in the Group strategy. This will have a direct and tangible impact on the Expo Centre's electricity supply.

The Expo Centre is affected by the construction of the new Pavilion 2, which replaces the previous one, and will have a total area of around 22,000 square metres.

The Vicenza site maintained its ISO 20121 certification for the organisation of sustainable events in 2025.

Rimini Convention Centre

In 2025, an analysis was carried out on Rimini Convention Centre to identify potential energy efficiency measures that could reduce the consumption of electricity and natural gas. The study was carried out through specific inspections, data collection and analysis of the construction drawings, and possible inefficiencies attributable to three main factors emerged: system rigidity, technological obsolescence and the size of the building. In this respect, the analysis led to the development of several energy efficiency improvement possibilities that will be carefully evaluated in the coming years.

Resource dependency

The implementation of the Company's climate change mitigation and adaptation measures is part of a strategy with a specially structured budget which, as a result, does not depend on obtaining future resources as the necessary credit lines for the actions described above have already been determined.

E1-4 Targets related to climate change mitigation and adaptation



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.

The new 2025-2030 Group Strategy aims to formalise IEG's commitments by creating tangible and functional targets for achieving the sustainability commitments set by the Board of Directors and its Sustainability Committee.

There are two key objectives with regard to climate change mitigation and adaptation:

- Road to net zero;
- Adaptation to climate change.

The former is divided into 3 main targets which aim to create solid monitoring KPIs through which the functions and the Group itself express their commitment.

Stakeholder interests related to the climate change mitigation and adaptation objectives were indirectly reported by the functions involved in the strategy development process to ensure that the strategy is not based on a holistic view in its approach to the objectives but responds to real proven needs in the field of mitigation and adaptation.

Road to net zero

Renewable electricity

Target	Description	Scope	Base	2025 Performance	Achievement
100% electricity from renewable sources	Increase the percentage of electricity from renewable sources	Italian Exhibition Group	2025	50% electricity from renewable sources	2030 100% electricity from renewable sources

The Group aims to gradually increase its electricity supply from renewable sources to 100% by 2030, improving by 10% each year and setting itself the initial target of reaching 50% green electricity by 2025. The achievement of the target will be managed through a thorough analysis of the Guarantees of Origin market by the Group's energy function, which will progressively structure an investment plan aimed at the complete coverage of the Group's electricity supply through two different supply methods - self-consumption and the purchase of Guarantees of Origin.

Targets are monitored annually through reporting activities.

Energy efficiency

With the ultimate aim of reducing its consumption and consequently the greenhouse gas emissions resulting from the generation of energy, IEG Spa has set itself the goal of increasing the energy efficiency of its sites through relamping operations, including the replacement of high-consumption light sources with lower-consumption LED technologies. These activities were launched in 2025 together with an analysis of air conditioning and heating systems. Relamping will be achieved through three tranches of works that will take place annually between 2025 and 2027.

The target also includes the replacement of the air conditioning and heating system of Summertrade's registered office in Rimini by 2028.

Target	Description	Scope	Base	2025 Performance	Achievement
Energy efficiency	Energy efficiency at Group sites including relamping and the upgrading of air conditioning and heating systems	IEG S.p.A Summertrade	2025	End of the first tranche of relamping works at the Rimini headquarters	2028 Greater efficiency of light fixtures at Rimini headquarters Replacement of air conditioning and heating system at Summertrade registered office

ISO 14064:1 certification

Since 2025 subsidiary Pro.Stand has monitored and calculated its greenhouse gas emissions individually using the framework developed by ISO 14064:1 for the acquisition and maintenance of the relevant certification. Pro.stand's desire to acquire its own certification stems from its wish to improve the company's awareness of the impacts generated on the atmosphere.

Target	Description	Scope	Base	2025 Performance	Achievement
ISO 14064:1 certification	Acquisition and maintenance of ISO 14064:1 certification	Pro.stand	2025	Acquisition of ISO 14064:1 certification	Five-year Acquisition and maintenance of ISO 14064:1 certification

Adaptation to climate change

Flood adaptation

The climate risk analysis showed how flood risk is a current issue for the event organisation and management business, and how this risk inevitably affects, albeit indirectly, the businesses of IEG's subsidiaries as well. For this reason, the Parent Company has set itself the goal of proactively striving to mitigate possible risks by adapting to the variations dictated by climate change, starting with an initial analysis of the situation for the year 2025, followed by technical insights for the year 2026.

Target	Description	Scope	Base	2025 Performance	Achievement
Flood adaptation	Manage rainwater runoff during storms and natural disasters	IEG S.p.A	2025	Systems analysis	2027 Improvement of rainwater management systems

E1-5 Energy consumption and mix

In 2025, IEG's total energy consumption was around 25,994.03 MWh, with the majority of energy coming from fossil fuels (approx. 59% of the total)⁴. Of the latter, the predominant share is represented by the use of purchased electricity, which accounts for 20%.

Renewable energy sources make up 41% of the Group's energy mix, with a total consumption of around 10,710.63 MWh, of which 10,655.89 MWh 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 systems.

Energy consumption	2025	2024
	MWh	MWh
Fuel consumption from carbon and carbon products	0	0
Fuel consumption from crude oil and petroleum products	1,705.72	1,309.43
Fuel consumption from natural gas	8,397.63	6,902.59
Fuel consumption from other non-renewable sources	-	275.38
Consumption of electrical, heat, steam and cooling energy from fossil sources, purchased or acquired	5,180.04	11,328.79
Energy consumption from fossil sources	15,283.39	19,816.19
Share of fossil sources in total energy consumption (%)	59%	76%
Consumption of nuclear sources	0	0
Share of nuclear sources in total energy consumption (%)	0%	0%
Fuel consumption for renewable sources, including biomass (also includes industrial and municipal waste of organic origin, biogas, renewable hydrogen, etc.)	0	0
Consumption of electrical, heat, steam and cooling energy from renewable sources, purchased or acquired	10,655.89	6,174.03
Consumption of self-produced renewable energy without the use of fuel (MWh)	54.74	58.78
Total energy consumption from renewable sources	10,710.63	6,232.81
Share of renewables in total (%)	41%	24%
Total energy consumption	25,994.03	26,049.00
Energy intensity	MWh/Eur	MWh/EUR
Total energy consumption/Net revenues	0,0001	0,0001

Total energy consumption remained stable compared with the previous year despite the increase in turnover, with a marked decrease in MWh of energy from renewable sources from 6,232.81 MWh to 10,710.63 MWh, increasing the share of renewables in the total by 17%.

This stems from the implementation of the ESG strategy and the 2025 target of 50% of electricity from renewable sources, a supply that as of 31/12/2025 stands at 68% thanks to the combined efforts of IEG Spa and Pro.Stand.

The value of the revenues used in the calculation of the disclosures in the table can be found on page 10 of this document in the table summarising the main economic and financial results of the IEG Group as at 31 December 2025, and more specifically under the heading "Revenues".

In 2025, IEG produced a total of more than 54.74 MWh from its own photovoltaic systems, all of which was self-consumed within the organisation.

Energy from renewable sources self-generated and sold	2025	2024
	MWh	MWh
Total self-generated energy from renewable sources	54.74	58.78
<i>of which</i> from hydroelectricity	0	0
<i>of which</i> from photovoltaics	54.74	58.78

⁴ For calculation purposes, the Group used the conversion factors for fuels made available by the Department for Energy Security & Net Zero (2024).



of which from cogeneration	0	0
Total energy sold	0	0
of which from renewable sources	0	0

E1-6 Gross Scope 1, 2, 3 and total GHG emissions

In 2025, IEG's total emissions amounted to:

- **Scope 1:** 2.125,71 tCO₂eq from direct emissions related to fossil fuel consumption in operations⁵.
- **Scope 2 (location-based):** 4.212,09 tCO₂eq, calculated from the average energy mix of the supply network⁶.
- **Scope 2 (market-based):** 2.406,95 tCO₂eq, reflecting actual emissions based on electricity purchases from specific sources⁷.
- **Scope 3:** 93.444,75 tCO₂eq, relative to indirect emissions linked with all value chain activities.

Gross greenhouse gas emissions ⁸	2025	2024
	tCO ₂ eq	tCO ₂ eq
Gross Scope 1 GHG emissions	2.125,71	1.708,08
Gross location-based Scope 2 GHG emissions	4.212,09	5.549,24
Gross market-based Scope 2 GHG emissions	2.406,95	5.564,79
Gross Scope 3 GHG emissions	93.444,75	
Total GHG emissions (location-based)	99.782,55	7.257,32
Total GHG emissions (market-based)	97.977,41	7.272,86
Emission intensity	tCO ₂ eq/EUR	tCO ₂ eq/EUR
Total GHG emissions LB/Net revenues	0,00036	0,00003
Total GHG emissions MB/Net revenues	0,00035	0,00003

The value of the revenues used in the calculation of the disclosures in the table can be found on page 10 of this document in the table summarising the main economic and financial results of the IEG Group as at 31 December 2025, and more specifically under the heading "Revenues".

The difference observed between FY 2025 and FY 2024 results is attributable to the different scope and depth of the emissions calculation: in 2025, the full Scope 3 emissions inventory is included, whereas FY 2024 was limited to Scope 2 emissions only.

Revenue growth, together with the contribution from new acquisitions, led to a 24% increase in Scope 1 emissions compared to the previous year. Conversely, Scope 2 emissions recorded a significant 57% decrease versus 2024, mainly driven by the Group's progressive transition toward sourcing energy from renewable sources.

Notes on reported Scope 1, 2 and 3 emissions

GHG emissions are calculated and reported in accordance with the methodologies provided by the GHG Protocol and the requirements set out in ESRS E1-6.

This reporting year represents the first year in which the Group has calculated Scope 3 emissions.

Scope 1 and Scope 2 emissions refer to emissions related to the Group's own operations, particularly regarding offices, exhibition venues, kitchens and production sites. Emissions are calculated based on consumption data already reported in E1-5. The data used for the calculation consist entirely of primary

⁵ For calculation purposes, the Group used the emission factors for fuels made available by DESNZ (2025).

⁶ For calculation purposes, the Group used the residual mix values made available by Carbon Footprint (2025)

⁷ For calculation purposes, the Group used the residual mix values made available by Carbon Footprint (2025)

⁸ 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. As such, all reported Scope 1 and 2 emissions refer to the consolidated accounting group.



data collected at site level and are combined with DESNZ 2025 emission factors for Scope 1 emissions, while Scope 2 emissions are calculated using emission factors provided by the Carbon Database Initiative.

Scope 3 emissions consider specific categories considered significant due to their magnitude. Where possible, IEG prioritizes the use of primary data in its calculations; examples include annual material consumption, distances travel and modes of transport used. Scope 3 emissions have been calculated for the parent company, Summertrade, Prostand and FB International. For the other entities within the reporting perimeter, emissions have been estimated using the carbon intensity value of the parent company. This approach was adopted as the business activities of these entities are consistent with those of the parent company, as also reflected in their NACE codes.

Scope 3 emissions

Scope 3 emissions include the following relevant categories:

- **Purchased goods and services:** This category covers emissions from the production and processing of raw materials used for goods and services purchased by the Group to carry out its business activities. It includes all purchases made in 2025 and represents the vast majority of the Group's Scope 3 emissions. Category 1 applies to all entities, as each purchases goods or services from external suppliers.
- **Capital goods:** Category 2 includes all upstream emissions related to capital goods purchased or acquired by the Company. It is calculated entirely using a spend-based method. This category is applicable as all entities purchase machinery, equipment or infrastructure necessary for their operations.
- **Fuel- and energy-related activities (not included in Scope 1 and 2):** This category includes emissions related to energy consumption by the Group that are not already accounted for under Scope 1 and Scope 2, and is based on the consumption data reported in E1-5.
- **Upstream transportation and distribution:** This category includes emissions from the transportation of purchased goods during 2025, as well as any transportation services procured from third parties by Group companies.
- **Waste generated in operations:** This category covers emissions from third-party treatment and disposal of waste generated by operations. Emissions are based on output resource data reported in E5-5.
- **Business travel:** This category is relevant due to the need for frequent travel between Group locations and events. It includes emissions from employee air travel and is calculated based on distances travelled.
- **Employee commuting:** This is calculated for employees of the Group's main entities based on the distance between their residence and workplace, as well as recorded working days.
- **Upstream leased assets:** This category has been calculated by considering events organized by Group companies, using the square meters occupied and the duration (in days) of such events.
- **Investments:** This category has been calculated based on the Group's equity shares in associates and entities outside the reporting perimeter for the purposes of this Report and Scope 3 calculation. The entities considered are:



- Welcome S.r.l.
- Cesena Fiera S.p.A.
- Destination Service S.r.l.
- Rimini Welcome
- IGECO Mexico and Canada

ESRS E2 - Pollution

IEG's approach towards pollution focuses on its own emissions and those directly related to its customers' cars in order to channel its efforts towards results that can directly positively influence the air quality around its sites.

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

The double materiality analysis of material impacts, risks and opportunities regarding pollution issues is as follows:

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Pollution of air	Negative impact	Current	Short-term	All	Negative impact on air quality due to emissions of NOx, CO, NO ₂ , PM10 and PM2.5 and other pollutants generated during transport and logistics activities both upstream and downstream.
Soil pollution	Negative impact	Potential	Medium-term	Upstream	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, deriving from the use of soil in the supply of raw natural resources.
Pollution of water	Negative impact	Potential	Medium-term	Upstream	Negative impact caused by the business activities of Summertrade and Prostand, located upstream in the value chain, deriving from the use of water resources in the supply of raw natural resources
Pollution of air	Risk	n.a	Short-term	Own operations	Risk due to the increase in costs related to work carried out with public authorities and local transport authorities to encourage the use of public transport or electric vehicles by visitors and suppliers.

The negative impacts, as well as the risks mapped and analysed, reflect the transport that characterises the Group's business, both in terms of its own operations and the potential effects generated during upstream activities and transport.

Of significant importance are the impacts caused by the supply activities of the Group's production subsidiaries, located upstream in the value chain, resulting from the use of soil and water resources in the supply of raw natural resources related to agriculture, livestock breeding, extraction and exploitation of forest resources.

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 harmful 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 exhibition and conference venues and related events. Emissions of NOx, NO₂, PM2.5 and other pollutants generated by transport activities compromise air quality, a phenomenon confirmed by ISPRA, which identifies the transport sector as one of the main emitters of harmful emissions. This impact entails the risk of additional costs from working with public authorities 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 flagship 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 identify and consider the main concerns and expectations related to the environmental impacts of IEG's activities.

Current or forecast material impacts, risks and opportunities



Sub-topic	Material IRO	Topicality	Effect	Response	Current financial effect
Pollution of air	Negative impact	Current	Increase in pollutants from the road transport of visitors and exhibitors during events	Smart mobility, enhanced public transport, railway station directly at the expo centre.	n.a
Soil pollution	Negative impact	Potential	Resource depletion during procurement operations	Develop strategies on the material analysis of incoming resources and increase circularity in stand fitting operations	n.a
Pollution of water	Negative impact	Potential	Resource depletion during procurement operations	Mapping of supplier base	n.a
Pollution of air	Risk	n.a	More difficulty in working with public authorities	Continuous update and ongoing collaboration with authorities on urban and intercity mobility in the communities where IEG operates	n.a

E2-1 Policies related to pollution

At present, the Group does not have a specific policy dedicated to the management of impacts related to air, water and soil pollution, nor to the prevention of accidents and emergencies.

Although these have been assessed as material considering the volume of activities carried out and their position in the value chain, the Group has never formalised ad hoc policies, managing these aspects through compliance with current regulations and integrated operating procedures deemed proportionate to the environmental risk profile. Through its ESG strategy, the Group plans to formalise upstream control and verification actions in its value chain with the aim of mapping and assessing the polluting impacts of resource procurement.

With regard to impacts, opportunities and risks related to air pollution, the Group encourages forms of sustainable mobility for its personnel and in the supply of its services with the aim of guaranteeing business continuity and, at the same time, limiting the increase in emissions and pollutants from travel and transport to venues. Although not formalised through dedicated policies, these measures are developed through various internal actions and processes by IEG.

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 at its events through the provision of road and rail shuttles and agreements with electric vehicle sharing companies.

For further details on the Sustainability Policy, see section ESRS E1-3.

IEG S.p.A. Code of Ethics

IEG's Code of Ethics enshrines 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 IEG's commitment to avoiding the use of toxic and polluting materials (e.g. paints and solvents) For further details on IEG's Code of Ethics, see section ESRS S1-1.

Company fleet policy

Through its ESG strategy, the Group has set itself the goal of creating a policy for its vehicle fleet with the aim of increasing the percentage of assigned vehicles - with the exclusion of commercial vehicles - that run on engines with a lower environmental impact than thermal combustion engines. This policy will be drawn up by the Parent Company and then expanded in the future to subsidiaries with fleets in Italy.

For more information see E2-3 Targets related to pollution.

E2-2 Actions and resources related to pollution

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, and in particular on atmospheric pollution. In fact, with the aim of avoiding the emission of pollutants like CO, NMOVC, NOx, PM, N2O and NH3 in the first place, IEG adopts a series of actions aimed at promoting sustainable modes of transport and reducing the use of private vehicles, especially in connection with activities related to events, exhibitions and conferences. In 2025, 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 exhibition days in Rimini and at the Convention Centre.

At national level, there is also an agreement with BIT that offers 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 at the exhibition venue. These include the possibility of offering visitors free local public transport season tickets thanks to the partnership with Smart Romagna, with the Group covering the cost of season tickets of 1 to 3 days. Lastly, IEG has signed an agreement with Trenitalia to promote the sustainable mobility of visitors and exhibitors to the expo centres in Rimini and Vicenza. The agreement includes significant discounts on tickets for Le Frece, 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. The actions are ongoing and part of a long-term strategy to reduce the Company's environmental impact.

In 2025 IEG's Mobility Office analysed and mapped the transport habits of its workers employed at the Rimini site via a dedicated questionnaire, which showed that 84% travel less than 25 km and 76% spend less than 30 minutes getting to work from their homes. In addition to this, at least 74% of respondents claim to work at least one day a week from home, also reducing travel and the resulting emissions.

Currently there are several low-impact transport options for its workers at the Rimini site, especially during major events, as well as several agreements in place and the bike-to-work project which rewards anyone who uses a bicycle to travel to work.

Reduction of pollutants

Pro.stand reduces its environmental impact by using "zero-emission" coloured paints completely free of formaldehyde and solvents. Thanks to their low resin content, these paints guarantee safe application and lower pollutant emissions without compromising the aesthetic quality and durability of the surfaces.

New SUD 3 car park

In 2025 a plan was drawn up to expand the Sud 3 car park in 2026, leading to a study to map the resulting impacts.

The financial resources made available for this project are €1,249,028, spread over two years, with an initial investment of €153,192.41, and expenditure of €1,095,836 planned for 2026.

The most important qualitative and quantitative impact of the expansion project is the change in air quality. In this respect it has been proven that compared to the current situation an extension would



reduce the emission of all pollutants concerned (CO, NOx, HC and PM) by around 4%, thus improving the air quality in the area surrounding the exhibition centre.

E2-3 Targets related to pollution

IEG has formalised its commitments through its Sustainability Policy and Integrated Policy with the aim of reducing the environmental impact of its activities by gradually mitigating the pollutant emissions from fossil fuel consumption related to passenger transport.

The new 2025-2030 Group Strategy aims to formalise IEG's commitments by creating tangible and functional targets for achieving the sustainability commitments set by the Board of Directors and its Sustainability Committee.

The strategic objective regarding the reduction of air pollution is:

- *Clean future*

As briefly described above, this consists of three objectives, two of which are directly related to the reduction of pollutants.

Stakeholder interests related to the pollution objectives were indirectly reported by the functions involved in the strategy development process to ensure that the strategy is not based on a holistic view in its approach to the objectives but responds to real proven needs in the field of mitigation and adaptation.

Clean future

Electric charging points

Target	Description	Scope	Base	2025 Performance	Achievement
Electric charging points	Gradual increase of electric car charging points at IEG venues	IEG S.p.A	2027	n.a	n.a

Revisiting a goal that was already present in the 23-28 ESG strategy, IEG intends to guarantee its customers the possibility of recharging their electric cars directly at its sites during event days thanks to the gradual annual increase in the number of electric charging points, using 2027 as a base year. Targets are monitored annually through reporting activities.

Company fleet policy

IEG intends to increase the number of electric and low-impact cars in its fleet through an initial mapping of its vehicle fleet and the subsequent creation of a fleet policy with the aim of institutionalising and integrating an internal sustainable mobility culture also with regard to the cars it owns.

For strategic and management reasons, commercial vehicles for transporting goods and materials will initially be excluded from the policy.

Target	Description	Scope	Base	2025 Performance	Achievement
Company fleet policy	Adoption of the policy by the Parent Company and main subsidiaries	IEG S.p.A Pro.Stand Summertrade	2026	n.a	2027 Adoption of the policy by subsidiaries

E2-4 Pollution of air, water and soil



In 2025, 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 fleet, which has been identified as a source of these emissions⁹. Starting with the litres of petrol and diesel consumed by its fleet in 2025, 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.

The analyses performed showed 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, see paragraph BP-2 of the chapter ESRS 2.

⁹ The calculation was made using the emission factors made available by the European Environment Agency, in particular the average factors for medium-sized vehicles for personal use.



ESRS E4 - Biodiversity and ecosystems

Biodiversity is an important issue for the IEG Group, especially with regard to the supply chain of production subsidiaries like Pro.Stand, Summertrade and FB International, which depend on agrifoods, wood and paper for their businesses, as well as for the procurement of natural resources related to the extraction of raw materials.

IEG has integrated its impacts into its strategy by focusing on the supply chain of SummerTrade and Pro.Stand with two different objectives in order to alleviate the pressure the latter have on biodiversity and the environment.

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

The result of the double materiality analysis of material impacts, risks and opportunities for the Group is as follows:

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Factors with direct impact on biodiversity loss	Negative impact	Potential	Medium-term	Upstream	Damage to ecosystems and loss of biodiversity due to agrifood activities, wood and paper production and the procurement of natural resources related to raw material extraction.

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

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, stand fitting 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.

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.

IEG's sustainability strategy addresses the problem of the pressure exerted by its value chain on biodiversity through a strategic objective related to the environmental impact of catering at Summertrade:

- Sustainable menus: development and creation of low environmental impact menus by subsidiary SummerTrade (*Clean Future*)

Sustainable menus

In this way, the Group works on the product, creating options through which, first of all, it is possible to assess the carbon footprint of what is being served and consequently decide whether to opt for menus with lower environmental impacts than business-as-usual choices. Studies and analyses are already underway, but the base year will be 2026, when sustainable menus will be produced and created, ready to be offered in various forms the following year.



Target	Description	Scope	Base	2025 Performance	Achievement
Sustainable menus	Develop and create low environmental impact menus	Summertrade	2026	n.a.	2027 Development of business proposals

Current or forecast material impacts, risks and opportunities

Sub-topic	Material IRO	Topicality	Effect	Response	Current financial effect
Factors with direct impact on biodiversity loss	Negative impact	Potential	Increasing scarcity of resources and greater pressure on biodiversity by the supply chain of Group activities.	The Group's ESG strategy includes objectives concerning the reduction of the impacts of upstream activities.	n.a.

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

The double materiality analysis did not identify any material impacts on biodiversity related to own operations.

Material environmental impacts are mainly concentrated in the upstream value chain and regard the impacts on diversity.

- **Upstream:** procurement of raw materials.
- **Own operations:** no process.
- **Downstream:** no process.

The nature of the reference businesses makes the supply chain rather inflexible, but the reference functions work closely to manage the related material impacts and collaborate with the central sustainability office for the coordinated and consistent management of response actions. The Company identified and evaluated its biodiversity dependencies during the double materiality exercise and concluded that this is not material to the company business. In the same way, IEG analysed physical and transitional risks in terms of biodiversity and ecosystems and found no materiality. Following an initial mapping of the supplier base, the Parent Company and its subsidiaries recognise the need for well-structured and formalised analyses.

ESRS E5 - Circular Economy

ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

The results of the double materiality analysis of material circular economy-related impacts, risks and opportunities regarding pollution issues are as follows:

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Resource inflows including use of resources	Negative impact	Current	Long-term	Upstream Own operations	The purchase of virgin raw material that does not come from reuse or recycling cycles during the different tiers of the supply chain produces a negative impact on resource inflow and resource use.
Waste	Negative impact	Current	Medium-term	All	The negative impact of the incorrect disposal of waste generated by exhibition activities remains material and valid throughout the value chain
Waste	Risk	n.a	Short-term	Own operations	Reputational and sanction risks related to incorrect waste disposal and misleading communications to consumers interested in the topic
Resource inflows and outflows	Opportunity	n.a	Long-term	Upstream Own operations	Reduction of long-term costs through the reuse of certified, recycled and recyclable materials (e.g. wood, aluminium, carpets)
Resource inflows and outflows	Risk	n.a	Short-term	Own operations	Possible increase in costs (and lack of re-absorption by the market) of carrying out LCAs and using less impactful modular stand solutions.

The IROs that were assessed as material during the double materiality analysis performed by the Group are mostly related to the Company's ability to develop a proper circular economy culture throughout its value chain, as can be seen from a holistic view of impacts, risks and opportunities spanning the three stages of the value chain.

Upstream, the Group notes how the purchase of virgin raw material can have a negative impact on the environment, as can sub-optimal waste management. The business model, however, is increasingly transitioning from a linear to a circular model through the increase in recycled and reused materials and a greater focus on waste disposal, aimed not just at recycling but also at giving waste a second life.

IEG analysed its own activities to identify material IROs related to resource use and the circular economy. This resulted in the identification of material IROs mainly in the part of the value chain related to its own operations and supply chain. Within the Group, the impacts related to resource inflows are mainly concentrated at Pro.stand and FB International, production companies directly involved in the purchase of raw materials, such as wood, metals, plastics and other construction materials, for the construction of exhibition stands.

Material impacts, risks and opportunities were mapped and assessed through various consultations and working groups that encompassed the different dimensions of the Group, also including the interests of stakeholders related to production activities in the assessment processes.

Given the volumes of both resource inflows and outflows, no consultation with affected communities has been completed, but the possibility remains mapped by the Group for years to come.

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 Policies related to resource use and circular economy

Sustainability Policy

In order to manage impacts related to resource use and the circular economy, the IEG Group has adopted a Sustainability Policy, officially 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, through the policy, IEG is also committed to the correct management and sorting of its waste, prioritising its recovery by select partners and avoiding landfill disposal wherever possible. For further details on the Sustainability Policy, see section ESRS E1-2.

Policy for the Environment, Health and Safety, and the Sustainable Management of Events

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 circular economy

Sustainable stand fittings: 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 solution, while customised stands allow for 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 (CO₂eq/m²) 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 2025, 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 expo centres, areas dedicated to the collection and correct sorting of waste to encourage the circulation and recovery of materials. Accessible only to authorised personnel, it enables precision waste sorting and a reduction of environmental impacts related to incorrect waste disposal.

With regard to the Rimini site, all waste produced both during exhibitions and on days of ordinary administration is gathered at the ecological island and then collected by IEG's local partner companies, which take care of picking up the waste contained in the ecological island, taking it to their premises and carrying out meticulous on-site sorting, guaranteeing good percentages of certified sorting for the various categories of waste. This leads to a more accurate sorting, which would be difficult to do at exhibition venues, where the fate of waste is tied to consumer choices.

For the Vicenza site and the Convention Centre, on the other hand, the waste is treated as urban waste and managed accordingly by local multi-utility companies per their best practices.

In addition, the projects developed in 2024 continued at the Vicenza expo centre, involving various catering and cleaning service providers, training staff, and monitoring waste flows to analyse visitor behaviour, with the aim of improving the efficiency of on-spot waste collection.

The collaboration with partners specialising in the collection of raw plastic packaging material deriving primarily from the set-up phase continued in order to provide an internally managed service consisting of the gathering of packaging plastic, its collection by partners, and the use of the waste in secondary plastic production processes, thus creating a first strand of circularity.

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

Food for Good

The Food for Good programme stems from a Federcongressi initiative which IEG joined with its conference division and that later involved Summertrade, which works with local food and wine suppliers. 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 unconsumed food and thus contributing to the fight against food waste.

E5-3 Targets related to resource use and circular economy

The main objective of the new Group strategy adopted for the five-year period 2025-2030 is to create a solid foundation for the development of a culture of circularity and reuse throughout the entire value chain of IEG operations, from supply to waste management.

These ideas translate into the Group's founding strategic goal of *"Improving circularity"*, which is based on three objectives that will form the cornerstones of sustainability related to resource inflow and waste management:

- *Decreasing the ecological footprint*: increasing waste sorting through partnerships
- *Certified materials*: Implementation of a process to verify the certification of materials used in stand construction
- *Circularity of stand fittings*: Development of a material monitoring system for proven circularity

The strategy addresses circularity by laying the foundations for the solid and procedural confirmation of the circularity of its materials, whether incoming, outgoing or managed, covering the entire value chain, especially with regard to the subsidiary Pro.Stand.

Stand-fitting processes use volumes of renewable and non-renewable resources, the extraction and growth of which has negative effects on the environment. To mitigate these impacts, IEG wants to create criteria for responsible sourcing, followed by more sustainable internal material management and improved, procedure-driven waste outflows.

Stakeholder interests related to resource use and circular economy objectives were indirectly reported by the functions involved in the strategy development process to ensure that the strategy is not based on a holistic view in its approach to the objectives but responds to real proven needs in the field of mitigation and adaptation.

Improving circularity

Reduction of ecological footprint

Target	Description	Scope	Base	2025 Performance	Achievement
Reduction of ecological footprint	Structuring of a programme for the collection and recycling of plastic material	IEG S.p.A	2026	n.a	2027 Measurement of KPIs of plastic material sent for recovery

The programme for the collection and management of plastic is structured in two different phases: the first aims to structure the processes from a procedural perspective while the second part includes the implementation of a partnership via the construction of a dedicated structure from the end of 2026. Following the construction of the dedicated structure, subsequent reports will monitor the progress of the target by detailing the sorting of waste from plastic packaging material.

Certified materials

The main objective of the following target is to create a procedure and verification process that can internally monitor and verify the optimal combination of quality and sustainability of incoming materials at subsidiary Pro.Stand.

Target	Description	Scope	Base	2025 Performance	Achievement
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Certified materials	Implement a process to verify the certification of purchased materials by product categories, identifying quality and sustainability standards	Pro.Stand	2026	n.a	2027 Verification of compliance of materials and suppliers
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The implementation of a system to verify the certification of purchased materials ensures greater awareness of the percentages of secondary or certified materials in own operations. The verification will be carried out through a supply analysis process, dividing the product categories in such a way as to isolate each purchased material, directly focusing on the inflow of resources.

Circularity of stand fitting

Consistent with the target of creating a linear and verified procedure, subsidiary Pro.Stand aims to verify the use of the materials in its possession - guaranteeing their correct reuse within its operations - through the creation of a verified and controllable monitoring system.

Target	Description	Scope	Base	2025 Performance	Achievement
Circularity of stand fitting	Development of a monitoring system for the materials used for every stand at events held in Italy	Pro.Stand	2026	n.a	2027 Test development and verification of circularity

The monitoring of material usage percentages aims to assess and ensure the internal circularity of the material components used in exhibition stands. Through this process, it will be possible to promote the adoption of circular economic practices within Prostand's own operations, thereby limiting the use of virgin raw materials. Progress will be monitored through the definition of dedicated KPIs based on the percentage of reused materials over the total materials required. This approach, by indirectly fostering a progressive increase in the internal circularity of Prostand's processes, contributes to strengthening the circular design approach for products and exhibition setups, supporting an increase in the circular material use rate. In this context, the monitoring system enables the assessment of resource inflows and outflows, including materials, products and waste, with a specific focus on reducing the use of virgin raw materials and optimizing the use of already available materials. The objective also supports the adoption of practices oriented towards design for durability, repairability, reusability and recyclability of exhibition setups, as well as more efficient management of generated waste, including preparation for treatment and recovery. Where applicable, the process also considers the sustainable sourcing and use of resources, in line with circular economic principles and the overarching objective of reducing environmental impacts associated with resource use across the operational lifecycle.



E5-4 Resource inflows

In 2025, total materials used amounted to approximately 8,8 million kg, connected to all the activities performed from the three different businesses of the Group.

Quantity of products and technical and biological materials used	2025	2024
	t	t
Total weight of products and technical and biological materials used	8.832,00	7.415,49¹⁰
Wood	3.740,11	2.523,53
Food	1.171,33	1.482,31
Beverage	1.016,96	972,30
Plastics	901,53	777,67
Packaging	732,08	365,67
Metals	593,39	280,44
Catering materials	247,58	981,18
Moquette	194,73	210,48
Glass	132,82	54,12
Fabric	101,47	48,23
Total of biologic material used from sustainable source	9,19	-
Percentage of biological materials used from sustainable source	0,09%	-
Weight of secondary components reused or recycled	0	-
Percentage of weight of secondary components reused or recycled	0%	-

The result remains in line with the Group's expectations.

¹⁰ The value relating to the "Total weight of products and technical and biological materials used" for FY24 has been restated compared to what was reported in the 2024 Annual Financial Report (4,049,691.00 kg). The change is attributable to a voluntary revision of the reporting perimeter adopted by the Group in order to ensure a more comprehensive representation and greater alignment with circular economy principles and the disclosure objectives of ESRS E5.



E5-5 Resource outflows

Total waste generated in 2025 amounted to approximately 3.7 tonnes, with the majority of waste sent for recovery (approximately 92% of the total) and a smaller proportion sent for disposal (the remaining 8%). Waste production is mainly related to the activities of the Parent Company and Prostand, which together account for 90% of the Group total.

Hazardous waste (representing only 0.04% of the total) includes used oil and paint, while non-hazardous waste includes wood, paper, plastic, metal, vinyl, textiles and electrical components. Overall, most of the waste comes from planned and unplanned maintenance at the facilities and from the assembly and dismantling of stands during events.

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

Total weight of waste generated	2025	2024
	t	t
Total waste generated	3,793.99	3,629.41
Waste not destined for disposal	3,486.24	2,539.97
<i>of which hazardous</i>	1.93	0.24
(i) Preparation for reuse	-	-
(ii) Recycling	-	-
(iii) Other recovery operations	1.93	0.24
<i>of which non-hazardous</i>	3,484.31	2,539.73
(i) Preparation for reuse	-	-
(ii) Recycling	1,836.52	-
(iii) Other recovery operations	1,647.80	2,539.73
c. Waste destined for disposal	307.75	1,089.43
<i>of which hazardous</i>	1.42	2.59
(i) Incineration	-	-
(ii) Disposed in landfills	1.30	-
(iii) Other disposal operations	0.12	2.59
<i>of which non-hazardous</i>	306.33	1,086.84
(i) Incineration	0.03	-
(ii) Disposed in landfills	12.51	-
(iii) Other disposal operations	293.80	1,086.84
Total non-recycled waste	1,957.47	3,629.41¹¹

Total amount of hazardous and radioactive waste generated	2025	2024
	t	t
Hazardous waste	3.34	2.83
Radioactive waste	-	-

¹¹ The value relating to "Total non-recycled waste" for FY24 has also been restated compared to what was reported in the 2024 Annual Financial Report (1,089.43 t). The change is attributable to a methodological realignment in the classification of waste streams by destination, carried out following a detailed analysis performed during the environmental data consolidation process.



Social information

ESRS S1 - Own workforce

One of the Group's key values is respecting and valuing its people. IEG's success revolves around the competence and commitment of its professionals, who are supported by a management team that promotes their wellbeing and skills development. The mission is the growth of Italian Exhibition Group through the development of its human capital.

SBM-2 Interests and views of stakeholders

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 shapes 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 Department actively participates in strategic discussions, addressing employee-related risks and assessing the resources needed to achieve its objectives. It contributes 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, it also oversees remuneration policies to ensure fairness and competitiveness and manage trade union negotiations at national level.

During the working groups for the definition of the Group's ESG strategy, the HR Department acts as spokesperson for the interests and opinions of its workers using, for IEG and Pro.Stand, the results of sentiment surveys and analyses on staff wellbeing. Meanwhile, Summertrade workers are listened to through constant dialogue between the sustainability functions of the Parent Company and the subsidiary.

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

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Working conditions	Negative impact	Potential	Short-term	Own operations	Negative impact on the physical and mental wellbeing of employees due to long working hours (e.g. preparation and fitting-out requiring long hours, staff that work weekends and bank holidays).
	Negative impact	Potential	Medium-term	Own operations	Increase in occupational accidents related to non-continuous training of employees of manufacturing subsidiaries with higher rate.
	Risk	n.a	Short-term	Own operations	Risk of administrative sanctions and liability for compensation due to non-compliance with employee working hours.
	Risk	n.a	Short-term	Own operations	Penalties and reputational damage related to occupational accidents.
Equal treatment and opportunities for all	Positive impact	Current	Medium-term	Own operations	Positive impacts on employee motivation through guaranteed gender equality in pay and career path management.
	Positive impact	Current	Medium-term	Own operations	Positive impacts on employee wellbeing and motivation through the creation of a diverse work environment and culture and the consolidation of the Company's commitment to D&I
	Positive impact	Potential	Medium-term	Own operations	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
	Risk	n.a	Short-term	Own operations	Risk related to the scarcity of technical-specific skills, generational turnover and geographical location.

The result of the double materiality analysis of material impacts, risks and opportunities for the Group in relation to its own workforce is as follows.

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 holding of exhibition 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 temping agencies. In the United States, all those who collaborate on a permanent basis through the 1099-NEC tax form are considered non-employed workers.

Relevant negative impacts identified include the systemic existence of long working hours - when preparing and holding events - which can impact on physical and mental wellbeing. In addition, especially for Group production companies involved in ancillary services for the events business, such as fitting-out and catering services, there is a potential increase in occupational accidents. These impacts are neither widespread nor systemic but related to specific and localised factors in the business environment. The use of temporary contracts for seasonal workers is closely related to the variability of market demand and operational needs connected with the number of events organised. These contracts are designed to guarantee the necessary flexibility 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 respect for 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 wellbeing of all employees, contributing to a fair working environment that respects differences. The presence of a Supplementary Company Contract for workers of the Parent Company has a positive impact on employee wellbeing due to various contractual improvements compared with the National Collective Labour Agreement for the sector. Examples of more advantageous contractual conditions for employees are the possibility of leave, higher pay for overtime, sick pay, bonuses, company welfare, increased supplementary pensions, meal vouchers and the possibility of working from home.

IEG's operating environment presents material risks that require careful, targeted management. The difficulty in finding specific technical skills and geographical location may affect the Group's ability to attract the qualified and specialised people on whom it strongly depends to ensure its continued growth. In addition, non-compliance with regulations on working hours may expose the Company to penalties and reputational damage, 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.

Current or forecast material impacts, risks and opportunities

Sub-topic	Material IRO	Topicality	Effect	Response	Current financial effect
Working conditions	Negative impact	Potential	Reduction in work quality	IEG has signed a supplementary company contract, the renewal of which is one of the objectives of the ESG strategy	n.a
	Negative impact	Potential	The possibility of accidents can lead to a decrease in production capacity and a reduction in the workforce	Safety in the Group is a high priority topic, as shown by the presence of related preparatory objectives in the strategy	n.a
	Risk	n.a	Risk of administrative sanctions and liability due to non-compliance with work contract terms	Working hours are controlled and managed in accordance with the law	n.a
	Risk	n.a	The possibility of accidents can lead to a decrease in production capacity and a reduction in the workforce	Safety in the Group is a high priority topic, as shown by the presence of related preparatory objectives in the strategy	n.a
Equal treatment and opportunities for all	Positive impact	Current	Increased workforce satisfaction	The ESG strategy includes objectives related to improving the satisfaction of the workforce	n.a
	Positive impact	Potential	Increased workforce satisfaction	The ESG strategy includes objectives aimed at improving the skills of the workforce in order to increase the development and transfer of knowledge	n.a
	Risk	n.a	The risk under consideration would translate into greater difficulty in finding the human resources needed to achieve the growth targets set	The Group is constantly working to find competent resources for its growth, also through training courses	n.a

S1-1 Policies related to own workforce

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

Sustainability Policy

The IEG Group Sustainability Policy defines its values, which are shared at Group level and applicable to all groups in its workforce. The Sustainability Policy meets the need to guarantee a company welfare system geared to ensuring 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.

The policy aims to ensure that the Company workforce is always at the centre of the Company's strategy, the success of which depends on the wellbeing and growth of its people. Further details on the Sustainability Policy can be found in section E1-2 of this Sustainability Statement.

IEG S.p.A. Code of Ethics

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 characterised by respect and the obligations laid down in the collective bargaining agreement. All stakeholders that collaborate with the Company, including shareholders, company representatives, external collaborators and all third parties that interact with the Group (e.g. attorneys, consultants, intermediaries, agents, contractors, customers, suppliers), are obliged to observe 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 - meaning any undesirable behaviour that harms the dignity and personal freedom of employees - is strictly prohibited.

In addition to complying with national regulations that implement EU and international principles and laws, IEG 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.

Its focus on occupational health and safety is a response to the potential negative impacts and risks related to its 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 Board of Directors which promotes its dissemination through communication and training activities on its contents and the practical aspects of its application, ensuring that its 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 the 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, 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 that work 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, valuing people and ensuring the safety and physical and moral integrity of its 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, Summertrade repudiates all forms of discrimination through the Code, 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, 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 email channel, proceeding 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 collaborators, explicitly requesting new hires to adhere to the principles contained in the document. The Code of Ethics is available via the Company website.

Corporate Gender Equality Policy

IEG S.p.A. recognises gender equality, diversity and female empowerment as fundamental values for the development of its business activities. With the aim of generating positive impacts on employee wellbeing 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 wellbeing of its employees and their families, creating a working environment that is free of gender discrimination, inclusive and supportive of parenthood through flexible working hours. The Company promotes 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 results and not 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 paid 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 2025, IEG S.p.A. assigned around 14% of its employees individual goals related to sustainability issues and the implementation of the Company's ESG Strategy.

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. Thanks to 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.

Policy for the Environment, Health and Safety, and the Sustainable Management of Events

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



IEG provides organisational, instrumental and economic resources to guarantee occupational health and safety, ensuring compliance with all applicable legislative, regulatory and international standards, including those set out in ISO 45001, through the codification of 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, promoting a safety culture with the active engagement of employees. Participation in the risk prevention process is reinforced through worker consultations via the Health and Safety Representative and mandatory training programmes for employees.

The entire company structure (employer, health and safety manager, supervisors, safety officers, employees and casual workers) is actively involved in the achievement of the safety objectives, each within their own sphere of competence. For further details on the Policy, see sections ESRS E1-2 and E5-1 of this Statement.

S1-2 Processes for engaging with own workers and workers' representatives about impacts

The Parent Company implements a structured approach aimed at involving its employees with regard to material impacts and considering their perspectives in decision-making processes.

The Company engages its employees each year through an anonymous employee sentiment survey aimed at understanding the degree of satisfaction with the working environment and identifying possible areas for improvement.

In 2025 the survey registered a response rate over 71% highlighting a positive satisfaction level around 82%, with a value in between 7 and 10. To show the effectiveness of such process, based from the results of last year's survey, in 2025, IEG implemented a series of actions meant to answer to the necessities that have risen.

Workers' representatives are involved through meetings of the Joint Committee, a collective body in which the HR Department participates on behalf of the Company, and 3 workers' representatives on behalf of the workforce. Under normal conditions, meetings are held every three to four months; however, during the period of the renewal of the supplementary agreement, as was the case in 2023, this frequency is increased to once a month in order to ensure constant and constructive dialogue. 2025 saw the start of work on the renewal of the Supplementary Company Contract at the Rimini site, which led to an increase in the number of meetings between the trade union functions and site workers. Elections were also held to nominate the Single Trade Union Representative.

S1-3 Processes to remediate negative impacts and channels for own workers to raise 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 and a protection system against retaliation and discriminatory acts, employees have several channels to anonymously report wrongdoing and unethical behaviour. 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 specifically appointed and trained Case Managers equipped with functional autonomy, including the power to perform 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 taken with communications traced and responsibilities clearly defined. 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, see paragraph G1-1.

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The Group carries out 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 Contracts at the end of a process that also included the involvement of the 3 trade union representatives for the Rimini, Milan and Vicenza sites, with the aim of mitigating any negative impact on the motivation and wellbeing of their employees and guaranteeing better working conditions than those defined by the National Collective Labour Agreement (CCNL). To date, 100% of the workers of the Parent Company, Pro.stand and Summertrade are covered by the CCNL which applies to trade in the tertiary, distribution and services sector; the CCNL for graphic designers and similar and publishing/multimedia enterprises; the CCNL for journalists; the CCNL for sales managers.

In order to promote employee welfare, since 2023 the Parent Company has taken out a Supplementary Company Contract which guarantees various improvements compared to the industry National Collective Labour Agreement:

- Possibility of working from home 2 days a week
- A system for managing weekly working hours through the establishment of the Time Bank, which allows previously accumulated overtime hours to be used without limits on the workforce or restrictions connected with busier days.
- Flexible working hours, offering the possibility of starting the working day at 8 a.m.
- Increase in the value of overtime hours;
- Greater accessibility of part-time work until the child reaches the age of three;
- Sickness or accident benefits paid up to 100%
- Optional maternity supplement for the first three months;
- Extension of paternity leave to up to one month after the ninth month of pregnancy and within the first year of the child's life;
- Leave to provide parental care, agreeing to requests for part-time positions from those who need to care for family members with health problems or who are not self-sufficient;



- Bonuses consisting of an individual variable element and a collective variable element, meal vouchers and corporate welfare consisting of a fixed amount (on-top) and meal vouchers
- Meal vouchers for every working day

To continue to meet a need expressed by employees through the processes described in paragraph S1-2 and to ensure a better work-life balance, the IEG Summer Camp project, a week-long July camp for employee children between 8 and 12 years old, was held again in 2025. Under the supervision of a team of employees, the children spent a week in a new location immersed in nature, Villaggio Tabor in Rubbio, in the province of Vicenza, where they took part in various recreational activities, art and music workshops, walks and team sports. Once again, at the end of the camp IEG held a survey to collect the opinions of the parents involved, obtaining a satisfaction index of 9.90 points out of 10, with 100% of participants saying they would recommend their colleagues to register their children for the next editions and that, subject to dates, they would register their child for the 2026 camp.

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

Gender equality and equal pay for work of equal value

In 2025, 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, certified by external audit. The evaluation includes the measurement of specific indicators in 6 different assessment areas:

- culture and strategy;
- governance;
- human resources management;
- opportunities for the growth and inclusion of women in business;
- wage equity;
- protection of parents and work-life balance.

For 2025 IEG scored 94%, awarded on the basis of the KPIs associated with each assessment area, up from 93% in 2024. With a view to continuous improvement, the Company conducted an anonymous survey to collect suggestions and ideas for the identification of possible improvement actions; IEG is currently taking steps to implement possible initiatives to respond to the suggestions of respondents.

Of the 161 employees who responded to the questionnaire, 69% did not offer any particular suggestions, stating that they perceive IEG to be attentive and sensitive to the D&I issue.

Training and skills development

In order to mitigate any risk of the 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 2025 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. To these training actions IEG has also added an initial onboarding process to reduce productivity time and foster engagement and a sense of belonging, transmitting values, culture and organisational behaviours targeted at reducing the risk of early turnover. The risk of skills shortages is covered by internal and external employer branding initiatives designed to attract talent consistent with the Company's values and needs. This strengthens employees'



engagement and sense of belonging while reducing recruiting costs and times, leading to an improvement in retention and the limitation of turnover in the medium term.

With a view to ensuring professional development and growth, IEG adopts a Performance Management system to observe, monitor and evaluate employees in their achievement of certain objectives.

There are multiple objectives connected with this system, such as aligning individual goals with corporate goals to improve overall performance. This guarantees resources for personal growth and to make expectations clear and measurable. The Performance Management system is essential for providing an objective foundation for all decisions on pay, careers and training, basing every process on proven and demonstrable merit.

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

The assessment process is managed in the internal Human Capital Management System (HCMS) portal and involves 2 main actors: the Assessee, 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 provides structured feedback. The procedure is divided into clearly 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 has formalised the application of this process in the Supplementary Company Contracts.

In 2025, IEG announced the "IEG Global Exchange" initiative which aims to involve the Group's talent in an international exchange programme that encourages contact between the different contexts in which the Group operates. IEG Global Exchange takes two forms:

- Talent programme;
- Leadership programme.

The projects aim to increase external attraction and internal loyalty by exploiting contacts with the international organisations of the IEG network to generate new insights, best practices and ideas.

In response to the need expressed by some employees of the Event & Conference division to better understand the activities carried out by the other areas of the Company - a need that also emerged thanks to discussions with employee representatives in the Joint Committee - in 2024 the Company launched the "In Your Shoes" pilot project based on temporary job rotation experiences.

The second edition of the project was held in 2025 with a view to increasing synergies and collaboration within the Group, and offered the opportunity for cross-sharing between the sales departments of the Parent Company IEG Spa and subsidiary Pro.Stand, two entities focused on making events and their set-up a success. By shadowing selected colleagues, the 20 participants involved had the opportunity to understand the roles, tasks and activities that determine the perfect organisation of an event.

The objectives of the project are to increase cross-fertilisation between the different businesses, increase employees' sense of belonging to the Group, improve their understanding of the organisation and business strategies, develop new ideas and create a stimulating working environment. The aforementioned objectives pave the way for the achievement of a series of broader goals, such as acquiring a greater understanding of the roles associated with one's work in different business areas, the development of relationships and connections that expand one's network and can be translated into the improvement of skills that can be used in one's role, and - last but not least - the testing of soft skills such as problem solving and critical thinking.

The project was then followed by an evaluation phase which produced an average project score of 4.5/5. The evaluation focused on topics such as satisfaction with the project, the usefulness of the experience and the establishment of new relationships and expansion of personal networks. The verification process also incorporated a feedback process for the future improvement of the project.



As required by law, all employees participate in compulsory training programmes. These include basic and specific safety training, such as fire-fighting and first aid courses, as well as training for supervisors and workers' safety representatives.

For IEG, training represents an area of primary strategic importance and a fundamental lever of organisational development. The training offer covers a broad spectrum of competences, responding both to the need for technical updating and to the objectives of professional and managerial growth.

In the digital area, SAP courses are of particular importance and totalled 3932 training hours. On the organisational culture and social responsibility front, courses dedicated to inclusion and diversity came to a total of 3008 hours.

At the same time, the Company invested in sales and managerial skills development programmes, including the *Mercuri Sales Lab* (800 hours), the *Luxury Retail Experience* (446 hours) and the *Manager Development Programme* (438 hours), confirming its focus on internal growth and the enhancement of human capital.

IEG Academy

The evolution of a training path structured over time, IEG Academy was established in 2025 with the aim of integrating, enhancing and giving a single identity to the various training projects that have contributed to the professional growth of the Group's people. Today, the Academy is a point of reference for the continuous development of internal skills, consolidating experience and knowledge in an organic training offer that is consistent with the corporate strategy.

For IEG, training is a strategic lever to support the continuous updating of skills, foster people's engagement and strengthen corporate culture. In an ever-changing environment, investing in human capital development is not an additional value but a business necessity and key element in sustainable long-term value creation.

The main projects promoted by the IEG Academy include:

Tailor-made training

Bespoke training courses based on the structured analysis of the development needs of employees, as evidenced by the Performance Management system. Individual needs are assessed and integrated into tailor-made training programmes consistent with the Company's strategic objectives.

The training offering combines digital and face-to-face modes with a strong focus on practical and experiential learning, fostering the development of targeted skills and the overall growth of the organisation.

IEG Business School

The IEG Business School is the hub dedicated to the Group's managerial and strategic development. Through internal Master's courses aimed at middle managers and high-potential young employees, it aims to strengthen leadership, innovation and change management skills. At the same time, the Business School contributes to local development by sharing the Group's know-how and fostering dialogue between business, universities and centres of excellence. In particular, through partnerships with the University of Bologna and other private institutes, IEG participates in the training of the next generation of professionals, generating shared and sustainable value.

Faculty

The IEG Faculty consists of internal Group professionals and external specialists involved in the design and delivery of training courses. Internal resources follow specific development programmes to take on the role of trainers, while external coaches contribute specialist expertise and complementary perspectives. The promotion of an internal Faculty is a strategic and sustainable choice that contributes



to knowledge sharing, strengthens the corporate culture and encourages the active involvement of people in growth and learning processes.

Occupational health and safety

The Group has adopted a UNI EN ISO 45001-certified management model to manage health and safety risks for its workers. In accordance with current State-Region agreements, IEG delivers compulsory training courses on worker health and safety that are tailored to the specific characteristics of the different types of work. For example, there are training courses for working at heights and the use of category three personal protective equipment (PPE). In addition, an in-house emergency team has been trained to handle high risk situations, guaranteeing timely intervention where necessary.

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The new 2025-2030 Group Strategy aims to formalise IEG's commitments regarding its impacts, risks and opportunities through clear targets set by the Board of Directors and its Sustainability Committee.

IEG's commitment to its employees is demonstrated by the importance of its own workers within the strategy, with two dedicated strategic goals, branching out into six different targets, focused on training and quality of working life.

Stakeholder interests in the definition of climate change mitigation and adaptation objectives were indirectly reported by the functions involved in the strategy development process. In fact, the human resources functions of the various companies channelled the opinions of both internal and external stakeholders in such a way that the ESG strategy takes a holistic view of the objectives and that these respond to proven needs within the workforce.

Officina dei talenti

Staff training

Target	Description	Scope	Base	2025 Performance	Achievement
Staff training	Establishment of the IEG Academy	IEG S.p.A	2025	Establishment Academy	2025 Establishment Academy

The launch of the IEG Academy is a point of connection with the previous strategy and confirms the Parent Company's desire to promote training for its employees through the creation of a structure that encompasses all IEG-related training initiatives, such as the Master's course developed with the Centre for Advanced Studies on Tourism - CAST, *Event Organisation for the Development of Tourist Destinations*, and the *School of Advanced Training for Ecological Transition* (SAFTE), a project resulting from the collaboration between Ecomondo and the University of Bologna. In December 2025 Italian Exhibition Group presented IEG Academy - Talent Workshop, and during the event formalised its desire to systemically structure all of the training projects developed in recent years and, above all, to publicly announce to the community that the skills acquired are available to everyone: companies, politics, the business system, society, culture and innovation. The achievement of the target is monitored through annual reporting activities.

AI Readiness

Target	Description	Scope	Base	2025 Performance	Achievement
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AI readiness	Map AI skills in the company and mindset dimension	IEG S.p.A	2026	n.a.	2027 Implementation of training plan
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According to the *World Economic Forum* (Future of Jobs Survey, 2024), by 2027 more than half of all workers will have to undergo reskilling and upskilling processes. The lack of skills is the main barrier to business transformation for 63% of employers. The rapid evolution of technologies and working practices requires employees to continuously update their skills. With this in mind, IEG invests in training programmes to ensure that people have the necessary skills to cope with future changes. The skills mapping target is monitored by the HR function, while the implementation of the training plan is scheduled by 2027.

ESG training

Target	Description	Scope	Base	2025 Performance	Achievement
ESG training	Training of all IEG S.p.a. employees	IEG S.p.A	2025	Total employees	2025 Total employees trained on ESG topics

Consistent with its previous strategy, IEG is committed to consolidating its internal ESG knowledge through mandatory training courses for all employees of the Parent Company. Training is mapped by the human resources function and shared with internal and external stakeholders annually through reporting activities. The target, to be reached in 2025, revisits and concludes one of the targets of the 2023-2028 strategy.

Employee wellbeing

Diversity and Inclusion

Target	Description	Scope	Base	2025 Performance	Achievement
Diversity and inclusion	Acquire and maintain gender equality certification with a score above 85 (IEG S.p.a)	IEG S.p.A ProStand	2025	Certification acquired	2025 Certification acquired

IEG S.p.a and subsidiary Pro.Stand undertake to acquire and maintain for the 2025-2030 period UNI Pdr 125:2022 certification on D&I in order to foster the growth of resources and make their structures points of aggregation and sharing, guaranteeing equal opportunities and rewarding merit, also through the launch of collaborations that will allow them to consolidate their reputations as D&I leaders. IEG S.p.a has set itself the target of maintaining its score above 85 for this period, while no target score was set for Pro.Stand.

Employee sentiment

Target	Description	Scope	Base	2025 Performance	Achievement
Employee sentiment	Monitor the internal wellbeing of employees through a dedicated survey	IEG S.p.A Pro.Stand	2025	Administration of survey and mapping of results	n.a

This objective reflects IEG's desire, already put into practice in previous years and formalised with this strategy, to fully map the situation within its workforce in order to develop actions that can deliver maximum effectiveness for employee wellbeing. Administration of the worker satisfaction survey is mapped annually and followed by the creation of an ad hoc report that presents the results to employees.



Renewal of Supplementary Company Contract

Target	Description	Scope	Base	2025 Performance	Achievement
Renewal of Supplementary Company Contract	Launch and conclude the process to update current supplementary contract	IEG S.p.A	2027	n.a.	2027 Renewal of the Supplementary Company Contract

The Supplementary Company Contract is pivotal to the wellbeing of the Parent Company's employees, and its renewal represents an opportunity for the Company to maintain the high quality of the working conditions of the Company population at the Rimini site.

S1-6 Characteristics of the undertaking's employees

In 2025 IEG has a total of 806¹² employees, with 679 employees, (85%) of the total workforce, concentrated in Italy. It has 68 employees (8%) in the United States and 20 employees (2%) in Brazil. The "Other" category comprises 36 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 59% women and 41% men.

Analysing contract types, 88% of employees have a permanent contract. Only about 10% of the company population are on fixed-term contracts while employees on flexible-hour contracts account for about 2%.

Summetrade's business is characterized by numerous workload peaks during the year, mainly due to events and the summer season. These periods need the hiring of personnel with flexible and fixed-terms contracts, able to grant continuity and efficiency to the service provided, as well as manage the workload peaks deriving from tourism. Such situations require a momentarily increase of the workforce, employees hired with a fixed-term contract for the summer season are 7, while employees hired with flexible contracts were 709¹³, translated into an average number of employees of 99.

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

Employees per country (no. persons)	2025		2024	
	n°	%	n°	%
Italy	679	85%	584	83%
USA	68	8%	68	10%
Brazil	20	2%	17	2%
Other ¹⁴	39	5%	34	5%
Total employees	806	100%	703	100%

Employees by gender and country (no. persons)	2024				2025			
	Men	Women	Other	Total	Men	Women	Other	Total
Number of employees	332	474	0	806	271	432	0	703
Italy	257	422	0	679	197	387	0	584
USA	51	17	0	68	53	15	0	68
Brazil	9	11	0	20	8	9	0	17
Other	15	24	0	36	13	21	0	34
Number of permanent employees	288	420	0	708	248	397	0	645
Italy	213	368	0	581	175	353	0	528
USA	51	17	0	68	53	15	0	68
Brazil	9	11	0	20	8	9	0	17
Other	15	24	0	39	12	20	0	32
Number of fixed-term employees	34	44	0	78	16	27	0	43
Italy	34	44	0	78	15	26	0	41
USA	0	0	0	0	0	0	0	0
Brazil	0	0	0	0	0	0	0	0
Other	0	0	0	0	1	1	0	2
Number of flexible-hour employees	10	10	0	20	7	8	0	15
Italy	10	10	0	20	7	8	0	15
USA	0	0	0	0	0	0	0	0

¹² The figures shown refer to the headcount as at 31/12/2025.

¹³ For the comprehensive data all employees with at least 1 day of work have been considered

¹⁴ 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.



Brazil	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0

There were 70 terminations during the year, with a turnover rate of 9%. At the same time, the number of new hires amounted to 106 employees, a recruitment rate of 13%. The balance between incoming and outgoing staff shows a dynamic growth in the workforce, with good gender balance among new hires.

Turnover and recruitment ¹⁵	2025				2024			
	Men	Women	Other	Total	Men	Women	Other	Total
Employees who left the company (no. persons)	29	42	0	71	20	26	0	46
Turnover rate (%)	8%	9%	-	9%	7%	6%	-	7%
Employees hired (no. persons)	42	64	0	106	46	62	0	108
Recruitment rate (%)	13%	14%	-	13%	17%	14%	-	15%

¹⁵ To grant a significative representation of the turnover rate, has been decided to not include seasonal workers and flexible-time workers.



S1-7 Characteristics of non-employee workers in the undertaking's own workforce

For 2025, 43¹⁶ non-employed workers were registered, 54% of which in the US and 28% 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. persons)	2025		2024	
	no.	%	no.	%
Italy	12	28%	10	26%
USA	23	54%	29	74%
Brazil	4	9%	0	0%
Other	4	9%	0	0%
Total non-employed workers	43	100%	39	100%

S1-8 Collective bargaining coverage and social dialogue

87% of IEG's employees are covered by collective agreements, with 94% 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	2025	2024
Employees covered by collective agreements (No. persons)	699	585
employees covered by collective agreements (%)	87%	83%

Employees covered by workers' representatives	2025	2024
Number of employees that work at sites with employee representatives (No. persons)	622	435
employees covered by workers' representatives (%)	77%	62%

Employees covered by collective agreements			Employees covered by workers' representatives
Coverage rate	Employees - EEA (for countries with > 50 employees representing > 10 % of total employees)	Employees - non-EEA (estimate for regions with > 50 employees representing > 10 % of total employees)	Workplace representation (EEA only) (for countries with > 50 employees representing > 10 % of total employees)
0-19%	-	USA	-
20-39%	-	-	-
40-59%	-	-	-
60-79%	-	-	-
80-100%	Italy	-	Italy

¹⁶ For the overall calculation, non-employed workers were identified as per the headcount as at 31/12/2025, based on data extracted from the various company management systems.



S1-9 Diversity metrics

The senior management consists of 45 people, 38% of whom women. The total number includes the top management of all Group companies, providing a comprehensive overview of the company leadership.

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%). 30% of employees are over 50 years old, while 17% are under 30 years of age¹⁷.

Gender distribution in senior management (no. persons)	2025		2024	
	n°	%	n°	%
Total senior management	45	100%	45	100%
Men	28	62%	28	62%
Women	17	38%	17	38%

Distribution of employees by age (no. persons)	2025		2024	
	n°	%	n°	%
<30 years	136	17%	136	17%
30-50 years	426	53%	426	53%
>50 years	244	30%	244	30%
Total employees	806	100%	806	100%

S1-13 Training and skills development metrics

46% of the Group's employees participated in periodic reviews of their performance and career development in 2025. 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 2025 was over 15,690, with an average of about 19.54 hours of training per employee.

Employees who participated in periodic performance reviews	2025				2024			
	Men	Women	Other	Total	Men	Women	Other	Total
Employees who participated in reviews	112	256	0	368	121	256	0	377
Number of employees	332	474	0	806	271	432	0	703
% employees who participated in reviews	34%	54%	-	46%	45%	59%	-	54%

Average hours of training (no. hours)	2025				2024			
	Men	Women	Other	Total	Men	Women	Other	Total
Training hours	4,202	11,559	-	15,762	2,809	8,262	-	11,071
Number of employees	332	474	-	806	271	432	-	703
Average number of training hours	12.66	24.39	-	19.56	10.37	19.13	-	15.75

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



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 non-employed workers, coverage is more limited, at 7%. Overall, 92% of the Company's workers are covered by health and safety systems.

Own workers covered by health and safety systems	2025	2024
Employees covered by health and safety systems (no.)	776	676
Total employees (no.)	806	703
employees covered by health and safety systems (%)	96%	96%
Non-employed workers covered by health and safety systems (no.)	3	2
Non-employed workers (no.)	43	39
% non-employed workers covered by health and safety systems	7%	5%
% own workers covered by health and safety systems	92%	91%

In 2025, there were 15 minor accidents at work among employees, with an accident rate of around 11%, while no accidents were reported among non-employed workers. All the accidents relate to IEG S.p.A., Summertrade and F International.

Occupational accidents	2025	2024
Number of occupational accidents involving employees	15	9
Total hours worked (h) ¹⁸	1,384,584	1,219,046
Rate of occupational accidents (%)	10,83%	7,38%
Number of occupational accidents involving non-employed workers	0	0
Total hours worked (non-employed workers)	75,304	4,350
Rate of occupational accidents (other workers)	0	0

Number of days lost	2025	2024
Lost days (employees)	227	307
Lost days (non-employed workers)	0	0

With regard to the number of days lost, 227 days of absence due to accidents were recorded among employees, while for non-employed workers the value was zero. Furthermore, there were no deaths among either employees or non-employed workers, and no cases of occupational illnesses.

¹⁸ For the estimation, as mentioned before in the document, it has been used both primary data and secondary data from OCSE dataset (OCSE, 2025)



S1-15 Work-life balance metrics

93% of employees are entitled to family-related leave - i.e. in all countries where this right is written into legislation - with a balanced and even gender coverage (93% women and 93% men). 6% of eligible employees actually took leave in 2025. A higher rate is observed among women (8%), compared to men (3%).

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

Employees entitled to family leave	2025				2024			
	Men	Women	Other	Total	Men	Women	Other	Total
Employees entitled to family leave (no.)	308	442	0	750	249	404	0	653
Total employees	332	474	0	806	271	432	0	703
% employees entitled to family leave	93%	93%	-	93%	92%	94%	-	93%

Employees who took family leave	2025				2024			
	Men	Women	Other	Total	Men	Women	Other	Total
Employees who took leave for family reasons (no.)	8	35	0	43	17	71	0	88
% employees entitled to family leave	3%	8%	-	6%	7%	18%	-	13%

S1-16 - Compensation metrics and total compensation

In order to represent the different dimensions and nationalities present in the Group, the metrics are broken down by country: Italy, the United States of America, Brazil and the other countries in which IEG is present with its various sites.

Gender pay gap	2025
Italy	20%
USA	-17%
Brazil	-20%
Other	19%
Total	7%

The gender gap is calculated by comparing the gross hourly wage of employees, calculating the difference in value between the male group and the female group.

Total annual remuneration ratio	2025
Italy	5.69
USA	6.26
Brazil	2.06
Other	3.26
Total	6.41

The total annual remuneration ratio is the difference between the highest salary within the national group analysed and the median of that same group. The total annual remuneration of own workforce includes salary, bonuses, equity bonuses, stock option bonuses, the non-equity incentive plan, change in pension value and non-qualified deferred earnings paid during the year.

In 2025, Italian Exhibition Group published metrics on the gender pay gap and the total annual remuneration ratio for the first time, including 90¹⁹% of the whole workforce, granting a formal commitment on the future complete coverage in the following years. In order to give a more precise and coherent representation of the plurality of the Group, the results are given distinguishing the different countries where IEG is present. Such choice grants the possibility to better reflect the different national retributive structures and the specificity of the local markets.

¹⁹ Estimated for: IEG SpA, Pro.Stand, Summertrade, FB International, Mundogeo, IEG Brazil, IEG Middle East, IEG China, IEG Asia e IEG Deutschland



S1-17 Incidents, complaints and severe human rights impacts

Work-related accidents	2025
Total number of accidents reported	1
Number of reports filed through dedicated channels	0
Total value of fines, penalties and compensation	-

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 to this end.

ESRS S2 - Workers in the value chain

SBM-2 Interests and views of stakeholders

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 for 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 strategy and business model

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Working conditions	Negative impact	Potential	Medium-term	All	Negative impact on the physical and mental wellbeing of employees due to long working hours (e.g. preparation and fitting-out requiring long hours, staff that work weekends and bank holidays).
	Negative impact	Potential	Medium-term	All	Increase in occupational accidents related to non-continuous training of employees of manufacturing subsidiaries with higher rate.
	Risk	n.a	Short-term	All	Reputational risk and costs if accidents occur on suppliers' and subcontractors' premises
	Risk	n.a	Short-term	All	Risk of administrative sanctions and liability for compensation due to non-compliance with the working hours of workers in the value chain.
	Risk	n.a	Short-term	Upstream	Reputational risk if the Company relies on suppliers who do not guarantee adequate wage levels.
Equal treatment and opportunities for all	Risk	n.a	Long-term	All	Risk of non-availability of expertise from suppliers

IEG's extensive network of suppliers includes operators involved 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 also monitors other categories of workers who might be affected by relevant impacts, such as employees that manage reception services at the expo centres.

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 the structures, these workers are not members of the Company's own workforce. IEG recognises that the activities carried out by these categories of workers could expose non-employed workers to negative impacts on their health and safety, as well as their physical and mental wellbeing due to long working hours. 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. The lack of adequate expertise could affect the quality and timing of events, compromising the maintenance of high standards for customers. Finally, IEG recognises the risk of damaging its reputation if it uses suppliers that do not ensure their employees adequate wage levels.



S2-1 Policies related to value chain workers

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 human rights, and support the skills development of suppliers and business partners.

Supplier Code of Conduct

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

Suppliers are therefore called upon to satisfy certain basic requirements regarding workers' rights and occupational health and safety. As far as human rights are concerned, suppliers must avoid any form of complicity in human rights violations. To ensure this, they must constantly monitor their impact on human rights and possess 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 salaries that comply with the national minimum wage or with 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 internal reference personnel. 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 interpreting and implementing its provisions. IEG also takes account of the interests of various stakeholders, including suppliers, by promoting 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 email address piattaforma.fornitori@iegexpo.it and guaranteeing 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 their operations, systems, 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 Supplier Code of Conduct refers to international standards on human and labour rights, such as the 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 on competition, anti-corruption and ethical business practices.



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

IEG S.p.A. Code of Ethics

IEG undertakes to share the values enshrined in its Code of Ethics with all the suppliers and external collaborators it engages in working relationships. In this sense, the Company asks its associates to adopt correct, diligent and legally compliant behaviour, reserving the right to terminate the contract in the event of proven behaviour that is 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 collaborators, with contracts including specific clauses to ensure safe working conditions. For further details on the Code of Ethics see 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' wellbeing.

This commitment also extends, where applicable, to external collaborators, in relation to the nature of the services provided and the contract with Summertrade, through the inclusion of specific clauses guaranteeing compliance with the same safety principles.

It also 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 see section S1-1 of this Statement.

Policy for the Environment, Health and Safety, and the Sustainable Management of Events

To protect the safety of workers, the Company prioritises the prevention of health and safety risks and damage, not only for its own employees, but also for workers along the entire value chain. In line with the Integrated Policy, IEG selects only 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 see section ESRS E1-1.

S2-2 Processes for engaging with value chain workers about impacts

Although IEG does not have a formal and systematic process for the direct engagement 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 2024 IEG began developing a formal and systemic process to engage this category of stakeholders through the mapping of the supplier base and the future audit and evaluation of their ESG performance

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise 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 the rights of workers and the protection of their welfare throughout the supply chain.

To support these processes, the Company has also provided suppliers a dedicated platform, accessible from the company website, to allow them and their employees to confidentially report any doubts, problems or concerns they may have.

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 value chain workers. For more information on the Whistleblowing Policy, see paragraph G1-1.

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those 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 worker health and safety, and the preference for local suppliers whenever possible, are an integral part of this strategy.

Though not a binding requirement, IEG also asks potential suppliers 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 possess 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.

The Procedure also stipulates that suppliers who decide to use authorised subcontractors must take responsibility for their compliance with the same obligations defined in the Procedure.



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

Prostand Academy

To mitigate the risks mapped in the double materiality analysis related to the difficulty of finding specialist skills along the value chain, the third edition of the Prostand Academy, a training course organised in cooperation with social cooperative OB service, was held in 2025. 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. During the *MIR - Music Inside Rimini* event, the Prostand Academy celebrated 8 new graduates from the Rigger training course. The rigger is a highly specialised professional in the assembly, positioning and handling of suspended structures. They adopt all necessary safety measures in their work, but they perform their job midway between the earth and the sky, part craftsman and part innovator. The course lasted one year and included 400 hours of classroom training plus 200 hours of in-company training. Upon graduating, the students obtained the Professional Qualification certificate (EQF5 level) recognised under DGR 739/2013

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The 2025-2030 Strategy revisits targets already outlined in the previous strategy concerning the analysis of the supply chain and also adds the creation of a single Group policy for the respect of human rights along the value chain.

Stakeholder interests with regard to the definition of targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities were indirectly reported by the functions involved in the strategy development process. In fact, the human resources and purchasing functions of the various companies channelled the opinions of both internal and external stakeholders in such a way that the ESG strategy takes a holistic view of the objectives and that these respond to proven needs within the value chain.

Sustainable supply chain

Target	Description	Scope	Base	2025 Performance	Achievement
Sustainable supply chain	Analysis of the Holding Company's Tier 1 supply chain, assessing and verifying suppliers' ESG practices.	IEG S.p.A	2026	n.a	2030 60% of purchased Opex from suppliers with sufficient ratings

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. IEG S.p.a aims to achieve 60% of its operating costs from suppliers that have achieved a sufficient rating in sustainability issues by 2030. The first year with an intermediate target is 2025, where the supply chain was mapped, laying the foundations for the creation of a verification and evaluation procedure that will be set up and developed by the end of 2026.

Respect for human rights

Target	Description	Scope	Base	2025 Performance	Achievement
Respect for human rights	Personnel management along the entire value chain managed unambiguously and in line with minimum safeguards	IEG S.p.A	2028	n.a	2028 Policy creation and implementation

This target is specifically structured to influence the entire Group in its work on respect for human rights throughout the value chain, with particular focus on the supply chain of Group companies outside the European Union. The goal is to have the policy in place by 2028, with no intermediate target. Once approved, the policy will be published on the Group website.

ESRS S3 - Affected communities

SBM-2 Interests and views of stakeholders

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 exhibition and conference activities generate material economic and employment impacts, contributing to the development of the community 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, see Section S3-4 - Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches.

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

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Impacts on community	Negative impact	Potential	Long-term	Downstream	Negative impact on roads and traffic caused by exhibition and conference events (Rimini and Vicenza).
	Positive impact	Current	Long-term	Downstream	Positive impact on communities in terms of development of the business fabric, employment, tourism, spin-off activities, training, urban regeneration
Adequate wages	Opportunity	n.a	Medium-term	Own operations	Opportunity to consolidate its positioning through local educational initiatives

The communities affected by the Group's activities include the areas in which IEG physically operates, as well as residents, local businesses, institutions, students and operators in the economic and production ecosystem related to events. Exhibitions generate economic development, employment and tourism, creating satellite activities resulting from the presence of commercial, hospitality and service activities. However, the high turnout generated by major exhibitions like **Ecomondo, VicenzaOro and SIGEP** can affect urban traffic, particularly in Rimini and Vicenza. This impact is not systematic, as it is limited to the busiest periods connected with flagship 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. The exhibitions also support the growth of strategic industrial districts. VicenzaOro showcases the jewellery 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 exhibition 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 - Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches.



The positive impacts offer IEG the opportunity to consolidate its position as an actor that is 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 enables 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 an important interlocutor for its growth in the affected communities. 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 entails the strengthening of collaboration with local institutions and businesses in the area, fostering synergies capable of generating shared value and ensuring sustainable growth. For further details on initiatives, see Section S3-4 - Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches.

S3-1 Policies related to affected communities

Currently, the Company has not adopted a specific policy on respect for 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.

As demonstrated by the Group 2025-2030 ESG Strategy, the Group is committed, for the foreseeable future, to adhering to the UN Global Compact and to structuring an unambiguous policy for the respect of human rights in the value chain.

Sustainability Policy

The IEG Group has adopted a Sustainability Policy that enshrines its commitment to meeting the challenges of sustainability, supporting the development and wellbeing 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 see 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 underlines the importance that IEG places on developing dialogue with its main stakeholders, considered a key activity in 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 dialogue is managed, defines the profile of the stakeholders involved and describes the ways and means by which dialogue is conducted. The policy is addressed to all IEG collaborators 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 other parties (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 functions 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 Borsa Italiana S.p.A. (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 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, the performance of securities, corporate governance, social and environmental sustainability, remuneration policies and the risk management and control system.

The Policy is available via the "Corporate Governance" section of the website and can be updated or amended by the Board of Directors at the request of the Chairperson, in agreement with the CEO.

IEG S.p.A. Code of Ethics

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.

It undertakes 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 for engaging with affected communities about impacts

Affected communities are engaged 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. By encompassing the views of its stakeholders in its operations and decisions, it is 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 identify the main demands of the surrounding communities, facilitating the identification of needs and critical issues.

Although there are currently no formal listening mechanisms, discussions with local stakeholders allow IEG to adapt its initiatives, particularly with regard to the organisation of exhibitions 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 authorities to address key issues such as mobility and traffic in the Rimini and Vicenza areas, in particular through a working group with the Municipality aimed at optimising traffic management during exhibition periods. In addition, meetings are held with the Department of Mobility to identify connection points with citizens and improve the accessibility of the areas adjacent to the exhibition centres. In parallel, the Company also involves the Department of Health through the organisation of round tables to promote initiatives on social sustainability and community wellbeing.

S3-3 Processes to remediate negative impacts and channels for affected communities to raise concerns

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

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 the rights of workers and the 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, see paragraph G1-1.

S3-4 Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions and approaches

IEG intervenes in the management of IROs for 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 affected communities. Although there is no specific monitoring on the effectiveness of each action, the Company intends to organise an Observatory on direct and indirect impacts for quantification purposes. Further information on actions planned or underway to mitigate material risks for the Company is reported in section ESRS S3-2 of this Statement and below.

Together to do good

To build a strong foundation for its corporate volunteering actions, IEG Spa began by listening to the opinions and interests of its workforce through a dedicated survey. This made it possible to identify areas with the greatest potential and to align initiatives with real interests. 41% of employees participated in the survey with 87% of these showing interest in the proposed initiatives. Almost half of respondents were also willing to serve as Ambassadors. The Ambassador is a figure through which the Company intends to promote its voluntary initiatives. It acts as a motivator and facilitator, promoting and disseminating volunteering initiatives within society by acting as a point of reference for communication. This fosters dialogue between the Company, employees and partner associations, generating ideas and feedback. It is also a figure that embodies and spreads the Company's social responsibility and positive impact values.

In 2025 IEG Spa collaborated with the **Rompi il silenzio** association, an organisation active in the Rimini area that supports women and minors, combating gender violence in all its forms and promoting activities for cultural change to protect women, girls and children.

Redevelopment of areas outside the exhibition centres

With a view to developing the land adjacent to the Rimini Convention Centre, IEG identified a series of Outdoor Lifestyle Experience projects to enhance the areas surrounding the East and West entrances to the venue and improve the experience of citizens and visitors to the area.

This led to the creation of three different wellness zones:

- *Outdoor Working Lounges*: open-air spaces consisting of pavilions with tables, seating and power points, designed to provide students and professionals with functional spaces for work, study and socialising.
- *Socialization*: an installation with wavy seating inspired by the sea that combines aesthetics and comfort, promoting socialisation.
- *Stretching*: an area dedicated to physical wellbeing, with "active" seats that allow you to perform physical exercises. Each seat is equipped with a QR code which, when scanned, provides a guide for a stretching session of approximately five minutes.

There is also an outdoor fitness area in the park equipped with pull-up bars, rings, parallel bars and other equipment for calisthenics. The area, which has space for up to 34 people at a time, is also equipped with a steel structure for storing equipment.

In 2025, IEG developed a similar project for the East Entrance. In addition, new multifunctional areas will be created within the park to promote socialisation and the wellbeing of citizens and visitors. These include chess stations, active seating and spaces dedicated to the practice of yoga and meditation.

Value generated in the community

In 2024, 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), international in scope, and the national SIdP (Italian Society of Periodontology and Implantology) congress. To guarantee 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. Meanwhile, 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 community, IEG has formed an agreement with the University of Bologna to encourage the nomination of conference projects to be hosted at the Group's venues. In addition, for conferences that cannot be directly accommodated due to their size or the lack of available dates, the initiative aims to encourage their relocation to other venues in the Rimini area, thus contributing to the growth of the local community.

IEG OFF

IEG OFF is a project created to expand the positive impact of the main exhibitions hosted in Rimini (SIGEP, KEY - The Energy Transition Expo, RIMINIWELLNESS, TTG TRAVEL EXPERIENCE and ECOMONDO), promoting the community and strengthening the bond between the event and the city.

The Group has identified a number of promotion and engagement activities, divided into different modules that can be activated for the specific event. The project takes the exhibition experience outside the pavilions, involving the public in initiatives across the community. These include digital and social communication campaigns, partnerships with museums, guided tours and other activities in the city. One key element is city dressing, with visual installations at Rimini's landmark sites, such as Castel Sismondo, the Fellini Museum and the seafront, transforming the city into a natural extension of the exhibition.

Vicenza Oro and Oroarezzo satellite events

During the VicenzaOro and Oroarezzo events IEG does not limit itself to the organisation of the exhibitions, promoting a series of initiatives open to the public and designed to involve citizens and visitors also outside the exhibition environment. Through talks, exhibitions, workshops and performances, the aim is to promote the figurative arts, music, handicrafts and creativity, offering moments of entertainment and culture.

Special attention is paid to young people, with career guidance events dedicated to local secondary school students. These meetings make it possible to highlight the many professions of the Vicenza and Arezzo goldsmith-jewellery districts, recognised throughout the world as Italian products of excellence. Again with a view to promoting new talent, IEG organises contests and competitions dedicated to



jewellery creativity and design, with sections reserved for secondary school students. In addition, scholarships are awarded to the most deserving secondary school students who choose to undergo training in the jewellery industry. 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 Rimini Wellness satellite event organised by IEG in collaboration with the Municipality of Rimini. Thanks to the involvement of companies, sports clubs and professionals, this event transforms the historic centre and seafront of Rimini into an open-air gym. Events, courses, lessons and talks are held on the 4 key dimensions of quality of life: exercise, nutrition, mental wellbeing 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 club specialising in parasports with wheelchair tournaments in various disciplines. Sport e Salute, the company of the Ministry of Sport, contributes with a sports village that allows everyone to try out different sporting activities.

Sigep Academy

The Sigep Academy offers final year students of catering schools and professional institutes the opportunity to get more familiar with the world of employment through demos, talks and practical courses, masterclasses, events and competitions. This initiative enables them to come into direct contact with professionals in the ice-cream, pastry and bakery industry by offering a broad overview of the possible opportunities and vocational paths after graduation.

Gusto della Solidarietà (Taste of Solidarity)

At events such as Sigep and AB Tech Expo, IEG provides 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 promotes the redistribution of resources for the benefit of those most in need, working together with local organisations.

SAFTE: School of Higher Education for the Ecological Transition

The School of Higher Education for the 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, technical experts, consultants and professionals. It was created to respond to the challenges that face businesses in the fight against climate change and to train sustainability professionals, focusing on two fundamental pillars: the circular economy and energy efficiency. SAFTE takes place 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.

Master Level I: Event Organisation for the Development of Tourist Destinations

The Master's programme is the result of the partnership between the Centre for Advanced Studies on Tourism - CAST of the University of Bologna and IEG Academy, the Training Division of Italian Exhibition Group S.p.A., Italy's no. 1 organiser and no. 4 in Europe in terms of number of events organised in 2022.



This collaboration, together with the involvement of several companies active in the events industry, aims to offer numerous experiential opportunities for growth through project work, internships, company visits and case studies.

The course is a distinctive training offering that combines theoretical insights with practical experience, preparing participants to become innovative and responsible professionals in the events industry. This proposal responds to the growing demand for qualified specialists capable of using events as strategic levers for the development and promotion of tourist destinations.

The 1st Level Master's course in "Event Organisation for the Development of Tourist Destinations" aims to train professionals that are able to: plan, organise, promote and manage trade fair, conference and sports events of various sizes and types, with a focus on innovation, creativity and impact on tourist destinations. Skills that often do not appear in the curricula of traditional university courses, and which are difficult to acquire in other work contexts. At the same time, the training course aims to create synergies with the community by promoting dialogue and cooperation between all the actors involved, forming competent resources that can be inserted immediately in the relevant sector.

Food for Good

The Food for Good programme stems from a Federcongressi initiative which IEG joined with its conference division and that later involved 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 unconsumed food and thus contributing to the fight against food waste.

PERL_ARTE

PERL_arte - a review of exhibitions and shows at Rimini Convention Centre - 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 community and the citizens of Rimini closer to the world of conferences and events held at the Convention Centre.

S3-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The impact on relevant communities is clearly outlined in the Group's ESG strategy in *community impact*, the strategic point that contains two objectives taken from the previous strategy and is embellished by a third at subsidiary Pro.Stand.

Stakeholder interests with regard to the definition of targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities were indirectly reported by the functions involved in the strategy development process. The reference function is human resources together with the business functions of the various divisions; in fact, these channelled the opinions of both internal and external stakeholders in such a way that the ESG strategy takes a holistic view of the objectives and that these respond to proven needs within the value chain.

Community impact

Impacts Observatory

The Impacts Observatory is a strategic initiative to monitor and measure the direct, indirect and induced impacts generated by the Group's activities in the communities 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 exhibitions on visitor flow, hotel accommodation and local commerce, investigate the environmental and social implications of events, and measure the role of conferences as tools for connecting businesses, institutions and stakeholders.

Target	Description	Scope	Base	2025 Performance	Achievement
Impacts Observatory	Analyse the added value that IEG activities bring to the communities in which it is present	IEG S.p.A	2025	Observatory set up	2030 Publication of impact reports

In 2025, IEG created the first draft analysis through a study carried out in cooperation with EMECA, the trade association for event organisation and management in Europe. The report analyses the monetary values of the Parent Company with regard to direct impact, indirect impact and induced impact.

Trade Schools

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

To achieve this goal, IEG plans to launch strategic partnerships with schools, universities and companies to promote the spread of specialist skills and know-how. The initiative is designed to be integrated in exhibition events, creating a bridge between educational institutions and the manufacturing world.



Target	Description	Scope	Base	2025 Performance	Achievement
Trade schools	Create and develop training projects associated with the food and jewellery industries	IEG S.p.A	2025	Trade schools active for Sigep and VicenzaOro	2025 Trade schools active for Sigep and VicenzaOro

In 2025, during the events related to Sigep and VicenzaOro, IEG developed training courses related to the professions in the industries targeted by the events, providing dedicated and practical pathways, made up of demos, meetings and hands-on courses, to bring young adults into touch with industry professionals and give them a direct overview of the manufacturing world.

Sustainable architecture

The aim is the organisation of initiatives promoted by the Fitting-out Observatory to analyse and disseminate trends in temporary architecture in support of a sustainable economy. The areas involved are research and innovation, exhibition design and communication, with input from the scientific committee and industry stakeholders.

The project is developed for all the years under consideration, with the organisation of initiatives and moments of dialogue by the Fitting-out Observatory, aimed at analysing and disseminating trends in architecture for the sustainable economy.

During Ecomondo 2025, the Osservatorio allestimenti organised the conference "*Nobel prize-winning materials for the ecological transition*" covering topics such as the development of soy flour as a material for the furniture of the future, research on graphene and nanocomposites and the revolution of metal-organic frameworks, porous and lightweight materials capable of capturing carbon dioxide, purifying water, regulating building humidity and removing heavy materials. The meeting offered much more than a scientific update: it was a dialogue between research and business, an opportunity to reflect on the very meaning of building in the era of the ecological transition.

Target	Description	Scope	Base	2025 Performance	Achievement
Sustainable architecture	Organise initiatives promoted by the Fitting-Out Observatory	Pro.Stand	2025	Organisation of events	n.a

ESRS S4 - Consumers and end users

SBM-2 Interests and views of stakeholders

The Company collects data and information using various communication channels to interact with exhibitors and visitors at exhibition 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 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 exhibition experience.

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

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Personal consumer safety	Negative impact	Potential	Short-term	Own operations	Negative impact on the safety of exhibitors and visitors caused by failure to implement adequate health and safety measures.
	Negative impact	Potential	Short-term	Own operations	Negative impact on visitors and exhibitors generated by potential hazards that could arise during exhibitions and conferences (e.g. disorderly exit due to a hazard arising at the venue, theft or assault).
	Risk	n.a	Medium-term	Own operations	Risk of criminal proceedings and costs due to a lack of or inadequate health protection for visitors.
Impacts related to consumer information	Opportunity	n.a	Medium-term	Own operations	Opportunities to improve the overall participant experience, with the use of digital platforms for real-time sharing of event information and technology tools.

For IEG, end consumers include exhibitors, professional visitors and organisers, the main beneficiaries of exhibitions and conferences. 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 safety, such as the management of emergency situations, the risk of disorderly exits in the event of dangerous incidents within the exhibition centres, and possible exposure to theft or assault. Furthermore, failure to implement adequate health and safety measures could have negative consequences on the experience of end users, compromising their enjoyment of events and confidence in the services offered. In view of the above, failure to comply with safety protocols could expose IEG to legal risks and costs arising from possible criminal proceedings or claims. However, digitalisation 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 the safer and more efficient management of exhibition spaces. The integration of digital solutions not only enhances safety, it 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 wellbeing of 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 Policies related to consumers and end users

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 that inspire the Company 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.

Policy for the Environment, Health and Safety, and the Sustainable Management of Events

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

IEG S.p.A. Code of Ethics

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 possible 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. In addition to complying with national regulations that implement EU and international principles and laws, IEG 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, see sections ESRS S1-1 of this Statement.

S4-2 Processes for engaging with consumers and end users about 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 exhibition and conference product, operates all year round to ensure the success of the events. To support visitors and exhibitors, a help-desk service is available via digital platforms and physically in the form of a dedicated office that operates during each event. All useful assistance and information contact details can easily be found on the website of each event. Central to the engagement process are the post-event surveys carried out to measure the level of satisfaction of exhibitors and visitors. These questionnaires, drawn up for exhibitions or events, allow detailed feedback to be collected and areas for improvement to be identified. Surveys were held for both major and minor exhibitions with the exception of some exhibitions of B2C interest.

S4-3 Processes to remediate negative impacts and channels for consumers and end users to raise concerns



The Whistleblowing Policy enables consumers and end users to anonymously report crimes, ethical violations or non-compliant behaviour, guaranteeing them 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 this tool, 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, see paragraph G1-1.

S4-4 Taking action on material impacts on consumers and end users, and approaches to managing material risks and pursuing material opportunities related to consumers and end users, and effectiveness of those 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 to offer the possibility of resetting passwords independently and interacting with a smart Chatbot. The Chatbot is available to all exhibitors once they have logged into the restricted area and provides immediate initial support with basic information. The Chatbot is managed by an artificial intelligence-based system that works in concert with a periodically populated and constantly updated database. The service is supported by a direct service that is automatically activated when the system does not find possible automatic responses. The internal ticketing procedure remains streamlined with the digitalisation of problem reporting procedures ensuring less physical presence at the internal technical offices. The Safety area has been 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 emails and phone calls to support offices.

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.

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

IEG S.p.A. aims 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 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 sections ESRS-2 SBM-1 and SBM-2 of this Sustainability Statement.

Stakeholder interests with regard to the definition of targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities were indirectly reported by the functions involved in the strategy development process.

The reference function is Innovation, which works in concert with the business functions of the different divisions. These have channelled the opinions of both internal and external stakeholders in such a way



that the ESG strategy takes a holistic view of the objectives and that these respond to proven needs within the value chain.

Customer at the centre

Net Promoter Score

The implementation of the NPS® at major exhibitions 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 range from -100 to +100; a value of -100 indicates an extremely negative evaluation of the service, while an evaluation of 100 indicates a positive one.

Target	Description	Scope	Base	2025 Performance	Achievement
Net Promoter Score	Calculate and monitor Net Promoter Score	IEG S.p.A	2025	NPS > 20	2025 NPS > 20

In 2025 the Net Promoter Score values were both positive, with the NPS of visitors at +41 and that of exhibitors stabilising at around +13. The overall NPS which takes into account both groups comes to +39. Although the target has an end date of 2025, IEG collects feedback continuously, monitoring all years of the five-year target period.

Increase exhibitor satisfaction

By increasing the efficiency of internal supply processes, IEG aims to decrease the number of tickets and problems related to internal services offered to exhibitors, maintaining a high level of consumer focus by ensuring high levels of exhibitor satisfaction and a reduction in problems in the internal supply chain.

Target	Description	Scope	Base	2025 Performance	Achievement
Increase exhibitor satisfaction	Gradually reduce the ratio of exhibitors to open tickets	IEG S.p.A	2026	n.a	n.a

Governance information

ESRS G1 - Business Conduct

In the world of event management and organisation, governance is key for ensuring long-term sustainability. The integration of sustainability in decision-making and operational processes, assisted by a growth model oriented towards a balance between economic results, social impacts and environmental protection, is a key factor in enabling the Italian Exhibition Group to consolidate the trust of its stakeholders and strengthen its position in the exhibition sector. As a listed company, IEG recognises its role in promoting high standards of integrity, fairness and transparency, making these part of its decision-making processes and disseminating them throughout its value chain.

GOV-1 The role of the administrative, management and supervisory bodies

The Board of Directors guides the Company and pursues 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 defines 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 also 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, to the composition of the Board of Directors, in compliance with the priority objective of ensuring the adequate expertise and professionalism of its members. For further information on the role of the management and supervisory bodies see the ESRS 2 GOV-1 disclosure in this Sustainability Statement.

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

The IROs related to Business Conduct were identified through discussions with the Corporate Affairs function and considering the Group's value chain.

The result of the double materiality analysis of material impacts, risks and opportunities for the Group in relation to business conduct is as follows:

Sub-topic	Material IRO	Topicality	Time horizon	Value chain	Description
Business culture	Positive impact	Potential	Short-term	All	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 acquired (including on gender equality UNI PdR 125:2022) and clear and constant communication.
Active and passive corruption	Risk	n.a	Medium-term	Own operations	Sanctions, damage to reputation resulting from active or passive corruption incidents with greater exposure depending on the country/region in which the company operates.



Current or forecast material impacts, risks and opportunities

Sub-topic	Material IRO	Topicality	Effect	Response	Current financial effect
Business culture	Positive impact	Potential	Increased trust of external stakeholders	Monitoring and communication transparency	n.a
Active and passive corruption	Risk	n.a	Possible decrease in trust of external and internal stakeholders	Robust and structured verification and monitoring procedures	n.a

The assessment highlighted the Group's solid corporate culture; in fact, the positive impact on internal and external stakeholders stems from the values and principles promoted through instruments such as the Code of Ethics, Company Policies and the Certifications acquired. 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.

The mapping and evaluation process included the analysis of the geographical location of the Group's sites and the activities of the companies, and did not reveal any materiality, likewise the sector analysis. The analysis showed that the structure may be at risk of involvement in acts of possible active or passive corruption.

G1-1 Corporate culture and business conduct policies

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.

IEG S.p.A. Code of Ethics

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

With the aim of combating possible forms of corruption, the Company qualifies 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, as illegal activities.

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 European and national laws, refraining from 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. See 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 services, promotion of human resources and environmental protection, with the aim of guaranteeing excellent standards of service and quality products. By adopting this code, the Company is committed to promoting legality, integrity and transparency in its business activities, preventing unlawful conduct as



envisaged by Italian Legislative Decree 231/2001. See section S1-1 of this Sustainability Statement for further details.

IEG S.p.A. Organisation, Management and Control Model (OMC)

Developed in accordance with Italian Legislative Decree 231/2001, the OMC is a business compliance system designed to ensure that all activities are carried out legally, correctly and transparently. Through this instrument, IEG undertakes to:

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

The provisions are addressed to the employees of IEG and all those who contribute to achieving the Company's business objectives, including Shareholders, company representatives, external collaborators and all those who enter into relations with the Company (e.g. attorneys, consultants in whatever form, intermediaries, agents, contractors, customers and suppliers).

The effectiveness and correct functioning of the OMC is 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 addressees of the Model are required to inform the Supervisory Board of any reports of unlawful conduct and breaches of the OMC. To this end, various communication channels have been provided including a dedicated email address (odv@iegexpo.it) and a postal address: Italian Exhibition Group Via Emilia, 155 - 47921 Rimini- FAO 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 accused in bad faith.

The Supervisory Board is tasked with assessing 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 training and information, IEG defines an information and training programme to ensure that all recipients are familiar with the main contents of the Decree and related obligations, as well as the rules laid down in the Model. These mandatory activities are organised with 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, collaborators, 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 Italian Legislative Decree 231/2001, to ensure that all activities are carried out legally, correctly and transparently. 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 collaborators, 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 sanctions applied in the event of unlawful behaviour.

The provisions are addressed to employees of Summertrade. Summertrade also shares the Model with all persons who have non-subordinate collaboration relations, consultancy relations, commercial representation relations and other relations with the Company that take the form of a professional, non-subordinate service, whether continuous or occasional. The effectiveness and correct functioning of the OMC is entrusted to the Supervisory Board, which has autonomous powers of initiative and control and is responsible for monitoring its application and updating it.

The addressees of the Model are required to inform the Supervisory Board of any reports of unlawful conduct and breaches of the OMC through the dedicated channels outlined in the Whistleblowing Policy described below. The Supervisory Board is tasked with assessing 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 training and information, Summertrade defines an information and training programme to ensure that all recipients are familiar with the main contents of the Decree and related obligations, as well as the rules laid down in the Model. These mandatory activities are organised with 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 business and financial partners, consultants, collaborators, customers and suppliers, who are informed of the adoption of the Model by Summertrade and its availability on the website.

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

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 allowing their employees' freedom of expression, safeguarding them from any retaliatory or discriminatory action, and guaranteeing them the possibility of reporting through whistleblower protection measures such as the obligation of confidentiality, support measures, as well as the prohibition of retaliation.

The reporting channels made available to Whistleblowers are 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 (<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 conserved. External reports are made in writing through the Reporting Channel made available by 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 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 required 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 2025.

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 Italian 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 noticeboard, the company intranet, email or other software applications. The Procedure is also available in the specific section of the company website.

G1-3 Prevention and detection of corruption and bribery

In order to mitigate the reputational risk 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 Company employees - including new hires - with a focus on the OMC.

IEG has an internal control system, and its own Supervisory body owns specific communication channels, which consist of an e-mail address and a reserved mail address. In addition to such, there are also all the reports from whistleblowing. The different methods grant complete privacy for those reporting, in order to negate any possible retaliation act or any discrimination towards the person reporting.

Once the report has been verified: the Supervisory body:

- For violations coming from employees, gives immediate notification in writing form to the Human Resources department, giving notice to the CEO and to the president of the Board of Directors,
- For violations of the OMC or the Code of Ethics, when justified, from BoD members, give immediate written notifications to the CEO and to the President of the Board.
- For violations of the OMC or the Code of Ethics, when justified, from the Top Management, gives immediate written notification to the CEO, to the president of the Board of Directors and to the President of the Board of Statutory Auditors.

The Supervisory Body reports to the corporate bodies on the status of the Model's implementation and the outcomes of its supervisory activities through direct reporting and meetings (including audio/video conferences), in the following manner:

- **Semi-annually** to the Board of Directors, through a written report illustrating the monitoring activities carried out by the Body itself, any issues identified, and any corrective or improvement measures deemed appropriate to ensure the operational implementation of the Model.
- **Promptly** to the Board of Statutory Auditors, regarding alleged violations committed by top management or members of the Board of Directors, without prejudice to the right of the Board of Statutory Auditors to request information or clarification regarding the alleged violations.

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



	2025	2024
Functions at risk trained	383	72
Number of functions at risk	568	419
%	82%	17%

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

G1-4 Confirmed incidents of corruption or bribery

In 2025 the Group did not identify any confirmed cases of corruption or bribery.

Management transparency

Following its previous participation, IEG aims to revive and resume its collaboration with the United Nations around the UN Global Compact (UNGC) initiative through the participation, signing and maintenance of the partnership over the coming years.

Target	Description	Scope	Base	2025 Performance	Achievement
Management transparency	Partnership with UNGC	IEG S.p.A	2025	n.a	No