

# Italian Exhibition Group

#CommunityCatalyst

## Sustainability Policy

Approved by the Board of Directors of IEG on December 18<sup>th</sup> 2024

## Contents

1. Sustainability in the IEG Group	p. 3
2. Support for the community and stakeholder engagement	p. 5
3. Sustainable events and circular economy	p. 7
4. Human resources and skills development	p. 10
5. Climate strategy	p. 12



## 1. Sustainability in the IEG Group

Italian Exhibition Group is a large ecosystem which leverages on its know-how and extensive experience to provide support and networking opportunities to the business communities with which it works with the aim of creating lasting relationships with its stakeholders and guaranteeing sustainable growth.

The Group's Community Catalyst business model is inextricably linked with sustainability in all its forms. This can be seen in the corporate communication strategy of IEG, which every year dedicates informative and journalistic multimedia content on its official channels to ESG objectives, projects and achievements.

An approach which ties in with its commitment to managing stakeholder relations according to the principle of transparency and keeping all those directly or indirectly involved in its activities - from institutional partners to the media - informed of its latest news bringing the centrality of IEG's commitment to ESG to the attention of all stakeholders: an essential lever for accelerating and strengthening its economic results (and not only) and confirming its position as a leader and innovator in the sector.

As also outlined in the 2023-2028 Strategic Plan, for each sustainability topic IEG has made the following pledges:

- Environment: to reduce the environmental impact of exhibitions, conferences and related fittings, facilitating access through sustainable forms of mobility and protecting assets from the effects of climate change.
- Social: to create value for People and for the Communities in which IEG operates, leveraging the unique competencies of the exhibition and conference sector.
- Governance: to guarantee the ethical and sustainability-driven management of the business through the involvement of key actors in the supply chain.

IEG's commitments and values have been translated in the Group Strategic Plan through the addition of the ESG Strategy which, consisting of 15 concrete and measurable objectives, looks to the future and shapes IEG's commitment to the environment, people and the communities in which it operates.

The ESG Strategy is based on internal feedback from all subsidiaries, business units and cross-functional teams of the IEG Group, as well as the engagement of specific external stakeholders in order to help the organisation realise this growing ambition.

IEG's strong commitment to sustainability is also visible in the governance model which aims to define a system of responsibilities and related competences to not only achieve the commitments already undertaken, but also to meet the next sustainability challenges.

Two committees are responsible for managing sustainability in the IEG Group:

- the Sustainability Committee set up within the IEG Board, consisting of four independent members of the IEG Board of Directors;
- the ESG Committee, an internal committee with an executive role, consisting of ten members with competences related to environmental, social and governance sustainability objectives, and representative of each corporate function that makes up the IEG Group.



## 2. Support for the community and stakeholder engagement

Italian Exhibition Group is aware of the economic, social and territorial impact that its activities have on the development and general wellbeing of the community. This is why dialogue with the communities in which it operates is of central and strategic importance for managing, anticipating and dealing with change.

Encompassing - through continuous feedback and dialogue - the views of its stakeholders in its operations and decisions makes it possible to achieve shared goals in a responsible and sustainable manner.

IEG believes that the success of a company is not only measured in financial terms but also through its positive impact on the community and the environment in which it operates.

This awareness translates into a constant commitment to organising exhibitions and conferences of national and international importance which are able to offer exhibitors, visitors and related service providers the best possible conditions, as well as the creation of infrastructure which also improves the environmental quality, liveability and aesthetics of the places in which these events are held, facilitating their accessibility to visitors and the public.

Stakeholder engagement is also essential to the success of IEG's ESG strategy. Collaboration and dialogue are key to creating shared value: building on its ongoing relationship with its investors and institutional partners, the Group cultivates relationships with its 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.

The Group grows thanks to its cooperation with the communities in which it operates and its main missions include that of generating a virtuous circle, beginning with its main headquarters in Rimini and Vicenza, between the growth of its stakeholders at global level and the realisation of new opportunities, first and foremost economic, occupational and relational.

The exhibition and conference sector is an important driver of economic growth, generating significant local, national and international impacts. Trade fairs are not only natural business incubators but also contribute to promoting tourism, including professional and out-of-season tourism, and to overall economic growth.

IEG promotes local economic development by contributing to job creation and supporting SMEs. Its exhibition facilities act as economic hubs, attracting visitors and exhibitors from all over the world and making a strong contribution to the local economy.

The IEG Group also pursues innovative urban regeneration and redevelopment projects, collaborating with experts and local entities to help improve the quality of local life: one tangible example of this commitment is the redevelopment of the area overlooking the Palacongressi conference centre of Rimini, in line with the city's urban development plans.

The Italian Exhibition Group's active support for the community also involves the spread of its industry know-how and its strong and consolidated ties with the world of academia and education, which take the form of support programmes for the training and development of the professional skills required by the labour market. Examples include the university master's degree course in "Event Organisation for the Development of Tourist Destinations" launched in collaboration with the Rimini campus of the University of Bologna, the professional courses run by the Prostand Corporate Academy (organised by Prostand, the IEG company specialising in the temporary architecture and fittings sector), and Safte, the School of Advanced Training for the Ecological Transition.

IEG also promotes a programme of fringe events and initiatives during its shows (such as RiminiWellness OFF, Ecomondo OFF & Oltre in Rimini and VIOFF in Vicenza, during the two annual editions of Vicenzaoro) with hundreds of happenings in the community connected with activities at the trade fair and also open to the public.

Its commitment to local communities also includes food: through its conference division and the activities and work of Summertrade, the Group company specialising in catering and banqueting events, IEG has embraced the FOOD FOR GOOD programme, born from a Federcongressi initiative: thanks to its ongoing collaboration with local food and wine suppliers and the optimised management of processes and resources, tens of thousands of meals have been recovered and donated to the community since 2015.





### 3. Sustainable events and the circular economy

For over 20 years Italian Exhibition Group (IEG) has pursued an environmental sustainability policy characterised by the 'green core' brand, conceived and promoted by the corporate communication and media relations office to highlight and inform the Group's stakeholders about IEG's daily commitment to environmental sustainability. This commitment can be seen in the activities of the individual company units, starting with the Operation teams, which are responsible for managing the Group's infrastructure assets and exhibition centres which, with a view to reducing their environmental impact, are equipped with LED lighting, next-generation heating and air-conditioning systems, state-of-the-art energy consumption monitoring and supervision systems, electric vehicle charging stations and over 30,000 square metres of green areas. The Rimini Expo Centre and Palacongressi di Rimini, in particular, are equipped with large photovoltaic systems. Strategies, communication, sustainable activities, best practices, prudently-managed structures: these are all core activities for IEG.

A unique and sustainable business model which knows that environmental protection is crucial for human wellbeing, which makes its choices along a sustainable path, ensuring compatibility between economic initiative and environmental needs, to satisfy the needs of the present without preventing future generations from satisfying theirs.

IEG has always relied on certification processes for self-improvement by following criteria based on control and scientific processes. The IEG Group possesses the following certifications:

- ISO 14001 Environmental certification
- ISO 45001 Occupational health and safety management systems certification
- GBAC certification for hygiene and safety standards

- ISO 20121 Sustainable Events certification for IEG's exhibition centres in Rimini and Vicenza, for Palacongressi in Rimini, the ViCC - Vicenza Convention Center and for the Ecomondo event

IEG is committed to correctly sorting its waste in order to promote the circularity and recovery of the materials it disposes and reduce the environmental impact of its activities.

The Group selects partners and suppliers who promote the use of recyclable and natural/biodegradable raw materials and make organisational choices aimed at reducing consumption and waste.

IEG guarantees the appropriate use of the land and soil on which its events take place and controls the use of noise and light sources, avoiding excessive levels that could harm people and ecosystems, as well as minimising the associated energy consumption.

Special attention is focused on the effective management of transportation, both of materials and visitors and exhibitors, with the aim of reducing energy consumption and minimising emissions of CO<sub>2</sub> and other gaseous pollutants.

IEG is committed to facilitating arrivals and departures from its exhibition centres, offering alternatives to the use of cars in close cooperation with the public authorities, Trenitalia and local transport authorities. For example, during its events at Rimini Expo Centre, the internal railway station at the fairground is opened, enabling visitors to get to exhibitions and events more easily and with less environmental impact.

Prostand Srl, an IEG Group company that produces customised solutions and modular systems as a service provider in the fitting sector, has adopted a Zero Waste strategy with the aim of guaranteeing the appropriate use of recycled, recoverable, reusable or certified materials in order to offer both state-of-the-art and environmentally-friendly solutions.

Its mission is to analyse and pre-empt temporary fitting trends, involving industry experts and making the results available to the entire industry.

IEG is a prominent presence in the international Circular Economy and Renewable Energy sector thanks to its events portfolio:

- Ecomondo, the leading international trade fair in the green and circular economy sectors, is a meeting place for industries, stakeholders, policymakers, opinion leaders, the world of research and institutions, and brings together the key entities responsible for defining the development strategies of the European Union's environmental policy;
- KEY - The Energy Transition Expo is the European event dedicated to technologies, services and integrated solutions for energy efficiency and renewable energies. A place to highlight the acceleration of energy and climate policies and the opportunities that are emerging on the market;
- IBE - Intermobility and Bus Expo is the event dedicated to the present and the future of intermobility, the place where long-distance travel and local public transport meet. This includes both the vehicle industrial supply chain and the new players needed to design a system in line with the objectives of the Next Generation EU for the energy transition;



In addition to the aforementioned events, which belong to the Group's "Green & Technology" division, sustainability is a common and transversal theme at all of the exhibitions and events organised each year by IEG and in all of the Group's exhibition and conference sectors: Food & Beverage, Jewellery & Fashion, Wellness & Sports, Tourism & Hospitality, Lifestyle & Entertainment, Green & Technology.

While, for example, the central themes at Vicenzaoro are CSR and policies on the sourcing of precious metals, together with sustainability for the entire jewellery supply chain, for food shows such as Sigep World and Beer&Food Attraction attention is always paid to the fight against food waste and the promotion of virtuous supply chains and sustainable packaging, especially during conferences. TTG Travel Experience, meanwhile, devotes more and more space to new models of conscious and sustainable tourism, while RiminiWellness examines this topic from the point of view of wellness and inclusion, proposing a concept of sport and physical exercise that is suitable for all ages and needs.



## 4. Human resources and skills development

Also central to the sustainability strategy is the development of skills and human resources, who represent the beating heart of the organisation and in whose growth, engagement and wellbeing the IEG Group invests constantly.

Based on the principles of inclusiveness, support for the family and employee wellbeing, the Group's ESG policy aims to create a positive, productive and stimulating working environment. The IEG Group supports the work-life balance with tangible welfare initiatives and offers flexible working arrangements which allow its employees to work from home and manage their own activities through flexible working hours and a Time Bank system, enabling them to reconcile their professional and personal lives. A leave and holiday sharing initiative has been introduced to support colleagues in difficulty to ensure that all employees feel supported and valued.

With regard to supporting parenthood, IEG offers facilities such as part-time hours until the child's third birthday, maternity supplements, paternity leave extensions and leave to care for sick relatives. In addition, to support education and personal development, merit scholarships have been made available to the children of our employees.

These measures reflect the organisation's commitment to guaranteeing a working environment that promotes both individual and collective wellbeing, benefitting all members of the company community.

Other examples include the initiatives introduced to improve the quality of the working lives of IEG employees and their families, such as:

1. IEG Summer Camp: organised by IEG employees for children aged 6 to 12, this camp consists of a week of activities in the mountains, from day trips to art and music workshops.

2. First Steps in the Working World: A project dedicated to young adults of 16 to 25 which aims to help them take their first steps in the job market through informative webinars on writing their CVs and mock interviews.

Aiming to develop its organic growth, IEG favoured the hiring of junior positions by accurate selection procedures, designed to value growth potential and not only technical skills, with the objective to support the development of such talents through an rich formative offer. Within the last two years 50% of the hired resources present an age lower than 35 years.

IEG has implemented an effective performance management system which makes it possible to:

- Establish a clear connection between individual and company goals, increasing levels of engagement.
- Create a meritocratic environment.
- Improve performance levels and personal growth by building trusting relationships.
- Analyse skills and areas for development at individual and team level.

This approach makes it possible to develop a wide range of training courses that improve the aptitudes of employees in key areas such as management, public speaking, sustainability, foreign languages and digital skills. Specific training programmes have been launched, including:

- Manager Development Programme: Dedicated to middle managers and designed to foster professional growth and support the implementation of company strategies.
- IEG Skill Up Program: A course designed to enhance the potential of young talent through comprehensive training on management and strategy.

IEG considers Gender Equality, Diversity and Feminine Empowerment as fundamental values, set forth by the Gender Equality Policy, adopted in 2023. The Group offers same career opportunities as well as salary parity, proudly exhibiting a strong feminine presence within its managerial and apical positions.

IEG encourages collaboration and knowledge sharing at all times in order to create synergies and opportunities for mutual learning, while Diversity and Inclusion are also core principles of our corporate culture: our UNI PdR 125:2022 certification in this area attests to the IEG Group's commitment to maintaining an inclusive work environment in which every voice is heard and valued.

At IEG we firmly believe that our success depends on the wellbeing and growth of our employees. Through the ESG policy, the Group is committed to building a sustainable future in which human resources are always at the centre of the corporate strategy.



## 5. Climate strategy

Through its ESG Strategy, its membership of The Net Zero Carbon Events initiative for the decarbonisation of the trade fair sector by 2050 and its support for the Global Compact Network to promote a sustainable global economy, Italian Exhibition Group prioritises company policies that guarantee a balance between economic needs and the respect and protection of the environment.

IEG is committed to pursuing its decarbonisation roadmap and updating its direct and indirect CO<sub>2</sub> emissions along the value chain (Scope 1, Scope 2 and Scope 3) by keeping its stakeholders up to speed on its efforts to mitigate emissions.

IEG identifies and maps the most relevant physical and transitional climate risks for its business by assessing their impacts in terms of both quality and quantity. The Group is also committed to implementing a programme which responds to identified risks and coming up with actions to mitigate them.

As such, Italian Exhibition Group undertakes to develop its activities in full compliance with all applicable legal and regulatory provisions, cooperating in full with the public authorities in charge of monitoring, surveilling and protecting the environment. To this end, the Company constructively contributes to the ecological sustainability of all its activities, encouraging the use of renewable energy and environmentally-friendly materials, and undertaking to avoid the use of toxic or polluting materials. Thanks to the spread and consolidation of a corporate

culture focused on respect for the environment, all Company personnel, within the remit of their roles, participate in the process of safeguarding the environment and preventing connected risks.

Italian Exhibition Group adopts an Environmental Management System which guarantees the observance of all applicable regulations in force, as well as a Code of Ethics that promotes compliance with the highest internationally recognised 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. With the goal of fostering the constant improvement of the local context, this does not mean straightforward compliance with mandatory requirements but taking all necessary actions to achieve increasingly ambitious environmental objectives.

