

**CONSOLIDATED
NON-FINANCIAL STATEMENT
AT 31 DECEMBER 2021**

in accordance with Italian Legislative Decree no. 254/2016

ITALIAN EXHIBITION GROUP S.p.A.

Via Emilia 155 – 47921 Rimini

Share capital € 52,214,897 fully paid-in

Rimini Register of Companies no. 00139440408

REA 224453

VAT no. and tax code 00139440408

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1 Methodological note

This document seeks to constitute the second Consolidated Non-Financial Statement (hereinafter also the “NFS” or “Statement”) of Italian Exhibition Group S.p.A. (hereinafter also “IEG” or the “Group”). The document follows the NFS published by the Group for FY 2019 and the Sustainability Report published for FY 2020 by way of reporting tools, prepared in compliance with Articles 3 and 4 of Italian Legislative Decree no. 254 of 30 December 2016 and containing information on environmental, social and personnel topics, respect for human rights and the fight against corruption, insofar as coming under the minimum application requirements.

2019 was the first year in which the IEG Group came under the scope of the minimum requirements laid down by Italian Legislative Decree no. 254/16, following the 19 June 2019 listing. In 2020, as the requirements were not met for the mandatory publication of the NFS, the Group chose to prepare and publish the Sustainability Report on a voluntary basis. In FY 2021, the average number of Group employees went back to being above 500, which is the minimum size threshold in accordance with Italian Legislative Decree no. 254 of 30 December 2016, hence we went back to drafting the NFS.

IEG Group has identified the topics that ensure the effective understanding of the Company’s business activities, its performance, results and the impact produced by it, and which are of strategic importance for the Company, as they could influence its stakeholders’ assessments.

The indicators presented use as reference the reporting year from 1 January to 31 December 2021.

To provide an accurate representation of the sustainability performance achieved, the Company focussed on including directly measurable figures, avoiding to the extent possible the use of estimates, which, where necessary, are based on the best available methodologies or on data samples and their usage is reported within the individual indicators.

The Consolidated Non-Financial Statement uses as a reference the “Sustainability Reporting Standards” published in October 2016 by the GRI (Global Reporting Initiative) and updated as at 2020, according to the “GRI-Referenced” approach. For the preparation of the NFS, the following GRI reporting principles necessary for defining the content and quality of the document were taken into consideration, namely: Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability, as reported in GRI Standard 101: Foundation 2016.

As regards the indicator 207-4, country-by-country reporting (Decree of 23 February 2017), although not currently subject to this requirement, IEG is considering the opportunity of structuring itself to be ready to respond to the requirements laid down by the Decree and guarantee an adequate adoption according to best practices.

This Statement presents non-financial information relating to the issues considered material for the Group, stakeholder analyses and the business model, which have been defined and developed by an internal working group, coordinated by IEG’s Finance, Administration and

Control function and by the key representatives of the various relevant corporate departments that manage relations with the main stakeholders.

For the collection of data and information reported, the Group has prepared data collection forms that have been sent to the representatives involved in the various areas, both of the Parent Company and subsidiaries.

The Parent Company IEG and the companies consolidated on a line-by-line basis in the Annual Financial Report as at 31 December 2021 are included in the reporting scope of this NFS. IEG Brasil Eventos Ltda, which was acquired in December 2021 and is not yet operative, has not been included.

A summary overview of the Group companies that are included in the reporting scope is provided below:

- **Italian Exhibition Group S.p.A.** is the Parent Company, created as a result of the transfer to Rimini Fiera S.p.A. of the company managed by Fiera di Vicenza S.p.A.;
- **Summertrade S.r.l.:** operates in catering and banqueting in both the trade fair districts of Rimini and Vicenza and at the Palacongressi and Vicenza Convention Centre, for which it is the exclusive concession holder of the service, and at other sales points, restaurants and company cafeterias;
- **FB International Inc.:** operates in the trade fair stand fitting sector in North America;
- **Prime Servizi S.r.l.:** operates in the marketing of cleaning and portage services;
- **Pro.Stand S.r.l.:** operates in the sales of stand fitting equipment and integrated solutions in support of trade fairs and conferences for the national and international market;
- **Italian Exhibition Group USA Inc.:** parent company of FB International Inc.;
- **Pro.Stand Exhibition Services S.r.l.:** operates in the trade fair stand fitting sector;
- **Fieravicola S.r.l.:** directly owned by the Parent Company, operates in the organization of the trade fair event with the same name, one of the main B2B events in the sector.
- **HBG Events FZ LLC,** acquired on 28 October 2020 with registered office in the United Arab Emirates, it deals with the organisation of the two events known as “Dubai Muscle Show” and “Dubai Active”.

This document contains the risks generated and incurred for the companies Italian Exhibition Group S.p.A., Summertrade S.r.l., Pro.Stand S.r.l., FB International Inc., HBG Events FZ LLC and Prime Servizi S.r.l., as they represent the Group’s various business lines. For the other companies consolidated on a line-by-line basis, there are no other significant risks generated and incurred other than those described in this Statement.

The NFS also includes the information required by Art. 8 of Regulation (EU) 2020/852 of 18 June 2020 (the “Taxonomy Regulation”) and by the Delegated Regulations (EU) 2021/2178 and (EU) 2021/2139, related to it.

This document was approved by the IEG S.p.A. Board of Directors on 24 March 2022.

The independent review of the Non-Financial Statement was assigned to PricewaterhouseCoopers S.p.A. and concluded with the release of the “Independent Auditors’

Report on the Consolidated Non-Financial Statement pursuant to Art. 3 of Legislative Decree no. 254/2016 and Art. 5 of Consob Regulation 20267". The limited audit performed by the independent auditing firm on the NFS does not include the information supplied in accordance with the Taxonomy Regulation in the paragraph entitled "Taxonomy" under chapter 12 below.

2 The corporate identity

Italian Exhibition Group S.p.A. is the leader in Italy in the organisation of trade fair events and among the primary operators in the trade fair and conference sector at European level with the structures in Rimini and Vicenza.

IEG combines the market opportunities in Italy, leveraging globalisation as an additional growth driver. In fact, the Group is present in the U.S. with a trade fair stand fitting company, FB International Inc., active throughout the country, and several joint ventures set up with local partners in order to launch a germinating process for the flagship products created in Italy.

The trade fairs organised and managed in Italy take places at the following structures:

- Quartiere Fieristico (Trade Fair District) of Rimini, located in via Emilia no. 155;
- Quartiere Fieristico (Trade Fair District) of Vicenza, situated in via dell'Oreficeria no. 16;
- Palacongressi di Rimini, located in via della Fiera no. 23 in Rimini;
- Vicenza Convention Centre, in via dell'Oreficeria no. 16.

The Group boasts facilities equipped with leading-edge technologies, characterised by the latest generation of architectural solutions to make them eco-sustainable.

The Company, as it states in its Code of Ethics, adheres to the following sustainability principles: protection of workplace health and safety, environmental protection, fight against money laundering, protection of competition and social responsibility.

Internationally¹, the Group operates in China through EAGLE, a joint venture with VNU Exhibitions Asia in the tourism and environmental sectors, it will operate in Brazil through IEG Brasil (Expo Estrategia do Brasil, a joint venture with Tecniche nuove S.p.A., currently being disposed of); in the United States through FB International and, following the acquisition of HBG Events FZ LLC, the Group also operates in Dubai, organising the two events "Dubai Muscle Show" and "Dubai Active". Through contractual joint ventures, the company is present in Mexico.

2.1 The business lines

The activities of IEG Group are organised into 5 business lines that pertain to the entire trade fair value chain in its various sectors (standing fitting, catering, and other services).

Organised Events

The activities under Organised Events include the conception, design and organisation of trade fairs, both in Italy and abroad, through the establishment of joint ventures. The Group has always focused its attention on B2B trade fairs, although there is no shortage of important events aimed also at end consumers.

¹ The joint ventures are not consolidated into Italian Exhibition Group S.p.A. on a line-by-line basis as at 31.12.2021, therefore they are not included in the reporting scope for this document.

The activities under Organised Events are carried out by breaking down the business line into five categories: food & beverage; jewellery & fashion, tourism & lifestyle, wellness & leisure, and green & technology.

Hosted Events

This business line consists in hosting trade fair and other events organised by entities other than IEG, promoting and making the exhibition spaces available to the organisers and providing them with the Related Services.

IEG's contribution to these events may include the provision of minimum services such as the rental of spaces, cleaning and services that involve the use of the infrastructure of the relative trade fair districts, up to more complex contracts, in which the Issuer is requested to collaborate in marketing the event.

Conferences

Conferences entail the promotion and management of the conference centres in the structures of Palacongressi di Rimini and the Vicenza Convention Centre.

In this context, the Group provides consultancy, spaces and services. Conferences usually involve sector associations and, in particular, medical-scientific associations, political and trade union associations, cultural and sports associations, religious associations, public events and companies.

Related Services

Through its subsidiaries, the Group provides ancillary services for the organisation of events and conferences as well as rental activities. In particular:

- Through the subsidiary Summertrade S.r.l., it provides catering services by managing bars and restaurants exclusively at the Group's proprietary structures, as well as banqueting activities for corporate and private events, management of company canteens and management of restaurants at non-proprietary structures;
- Through the subsidiaries Pro.Stand S.r.l., Pro.Stand Exhibition Services S.r.l. and FB International Inc., it provides stand fitting services by supplying customised, ad hoc stands and pre-fitted modular stands, both through the Issuer's commercial activity and directly to third-party customers;
- Through the company Prime Servizi S.r.l., it provides cleaning and portage services to the Rimini trade fair and conference centre, and related customers, as well as to third parties;

Publishing, Sporting Events and Other Activities

The activities that fall within this business line refer to the production of informational content dedicated to the professional communities that participate in the Organised Events, within the proprietary trade fair districts and other residual activities. In particular:

- In the field of publishing, the Group operates as a publisher: for the tourism sector, the magazines *TTG Italia* and *Turismo Italia*, as well as being constantly in contact with

readers/customers through the website www.ttgitalia.com and the news agency *TTG Report*; in the jewellery sector, the *VO+* and *Trend Book* publications, which represent highly prestigious publications with innovative content for that sector;

- As part of Sporting Events, the Group operates through the use of the extensive spaces of the Rimini Trade Fair District and the accommodation and hospitality capacity of the City of Rimini to take advantage of those sporting events that involve and channel many fans, such as, for example, the Dance Sport Championships and the “Gymnastics Festival” event;
- In Other Activities, the Group mainly carries out activities such as rentals of permanent spaces in the trade fair districts, advertising not linked to events and the collection of revenues from photovoltaic systems.

2.2 The stakeholders

In carrying out its activities, IEG Group constantly interacts with a series of internal and external stakeholders, for specific types of relationships. Dialogue with stakeholders is fundamental in that it enables the Group’s knowledge about the network to be improved and strengthened, while increasing the positive impacts and mitigating the negative impacts of business activities on the environment and the Company, as it allows the Group to collect information on the reference context and thus have feedback on its operations. Exhibitors



The list of stakeholders that IEG considers significant is shown below.

Suppliers/Commercial partners

The relationship that the Group establishes with its suppliers is based on loyalty, integrity, accuracy of information, confidentiality and professionalism. All relationships with these parties must be documented and traceable. IEG requires that all suppliers comply with its Code of Ethics and reserves the right to terminate the relationship if a supplier engages in conduct that is incompatible with the corporate policy.

In each partnership supply contract (in Italy and abroad) of the companies IEG S.p.A. and Summertrade S.r.l., a specific clause has always been added that requires the acknowledgement and respect of the rules contained in the Organisation and Management Model and the Code of Ethics, under penalty of contract termination.

Exhibitors

The Group ensures exhibitors who use the dedicated spaces prompt and meticulous service to respond to the various and changing needs that characterise the different categories of customers served. Propriety, honesty and trust are the principles that guide the relationship that IEG builds with its exhibitors. The Company has adopted a communication system suitable for promptly communicating all information for them.

In particular, they are requested to implement behaviours in line with regulatory compliance and with local legislation.

Visitors

In order to maintain a strong link with the community and the region, the Group stimulates the involvement of visitors by improving and developing the services offered. The visitors, that is, the final recipients of the service, determine its success through their attendance, their participation and their consent. In order to increase the number of visitors, the spaces intended for their reception must be adequate and meet every need. In this context and with this intent, the railway station was built at Rimini Trade Fair District, or customised transfer services are activated, proving the effective importance of visitors for IEG.

Employees and collaborators

Professional expertise and human skills are the main assets in which the IEG Group invests and wants to invest more, in order to achieve the following goals:

- Protection of the working environment and safety;
- Professional growth;
- Involvement of staff;
- Inclusion of a reward system based on merit.

The relationship with employees is based on respect for worker's rights, in accordance with the reference rules. As with suppliers, employees are also required to comply with the Group's Code of Ethics.

Institutions and communities

The Group establishes collaborative relationships with local institutions, enabling them, in turn, to develop. Relationships with institutions, both in Italy and abroad, are guided by strict compliance with the provisions of the law as well as principles of transparency, honesty and fairness.

The Group is a strong presence in the communities in which it operates. Rimini Trade Fair District alone hosts 35 highly specialised events (including annual and biennial), 11 of which are considered international events and for the most part organised directly, with more than positive impacts on the local economy.

Shareholders

IEG Group considers the relationships with its shareholders an ethical and strategic responsibility of the business, aimed at creating effective two-way communication between the Company and the financial community. IEG assigns to the Investor Relations function the responsibility of managing timely and transparent information to the financial community. The main expectations of the shareholders include the creation of value, responsiveness and willingness for dialogue and appropriate risk management, including for socio-environmental risks.

Organisers of trade fairs and conferences

The organisers of trade fairs and conferences are fundamental stakeholders for the Group. The management of this type of relationship requires diligent and constant personalised and direct communication. The close collaboration between the organisers and IEG means that each project is considered to be “customised” and each event is unique and exclusive.

3 Sustainability in IEG

The Group is attentive to its social, environmental and economic impacts and operates taking into consideration those aspects to go beyond mere compliance with current regulations.

Although a strategic sustainability plan has not been formally defined, including macro-objectives and detailed objectives, some aspects are already considered and addressed by the current administration. The Board of Directors is responsible for pursuing the Company's sustainable success. Sustainability Governance, which will have the task of approving a sustainability plan and supervising and monitoring the achievement of the established objectives, has not as yet been assigned to a single manager, but broken down according to the responsibilities of the various business functions involved.

For more than 70 years, the Group has organised trade fairs, events and conferences in Italy and around the world. The mission is to offer domestic and international partners tangible business opportunities and high value-added services, through modern facilities, high quality of work, innovation, networking skills and a sustainable environmental policy.

In fact, IEG has chosen to make sustainability a focus of its business, in its various meanings (environmental, social and economic), as it enables risks to be reduced and benefits to be increased, which the Group not only obtains for itself, but contributes to the communities in which it operates and to the social and economic fabric in which it is a part.

Satisfying its customers and stakeholders, respect for and safeguarding of the environment and protection of workplace health and safety are the assets that guide the Group's activities, enhancing the development of the business.

Italian Exhibition Group S.p.A. intends to make organisational, operational and economic resources available, with the objective of continuous improvement in this regard.

As Pope Francis pointed out, in his meeting with the participants in the Ulfi - Global CEO Summit (Union of International Trade Fairs), held in the Vatican on 06 February 2020 *"Trade fairs and exhibitions not only have positive effects on regional economies and labour markets, but they also offer significant opportunities to demonstrate the rich diversity and beauty of local cultures and ecosystems to the whole world"*.

The Group has not currently developed a model for identifying and managing ESG risks, but this document presents the main identified risks relating to environmental, social, and personnel-related issues, as well as human rights and the fight against active and passive corruption.

In order to ensure the fairness and transparency of business operations, IEG, as Parent Company, and Summertrade S.r.l. decided that it was appropriate to adopt an Organisation, Management and Control Model according to the provisions of Legislative Decree no. 231/01. The purpose of this Model is to establish a structured and organic system of procedures and control activities, aimed at preventing the commission of the various types of crimes described in the Legislative Decree.

Italian Exhibition Group S.p.A. considers it necessary that the intended audience of the Model, including collaborators, suppliers, customers and partners, comply with certain principles of behaviour and specific prevention protocols.

The individuals to which the Model applies are required to meticulously respect governing regulations, including in the area of the environment.

3.1 Global Compact Network

On 02 May 2018, Italian Exhibition Group S.p.A. (IEG), became a “Participant” of the United Nations Global Compact (UNGC), the largest sustainability initiative organised by the United Nations and inspired in 1999 by the then-Secretary General Kofi Annan.

The predominant theme of UNGC is Corporate Social Responsibility, which is, not surprisingly, one of the essential points of the Group’s agenda, as the Company has always supported the UN Sustainable Development Goals.

More than 10,000 companies and 3,000 non-profits participate in the UN Global Compact around the world. Over 170 countries are represented within the context of the project.

By participating in the UN Global Compact, IEG confirms its focus on the issue of Corporate Social Responsibility, operating according to four fundamental pillars: respect for human rights, respect for the principles of fair labour, environmental sustainability and the fight against corruption. These pillars are divided into ten principles that companies who participate in the voluntary initiative must adopt and respect, each in managing its business.

The United Nations’ Global Compact operates in Italy through an institutional representative, the Global Compact Network Italy (GCNI). The organisation was formed in June 2013, and in 2015 it launched a project to promote best practices, focused on the United Nations’ sustainable development goals for 2030.

There are numerous activities envisaged in the 2021 GCNI programme, whose participants are all companies and organisations that are members of the entity.

In light of the above, we can therefore state that joining the United Nations Global Compact was a natural evolution for the trade fair Group, which has always been attentive to these issues.

Through the partnership with CIBJO, the World Jewellery Confederation, IEG takes part in the High-Level Political Forum (HLPF) of the United Nations’ Economic and Social Council (ECOSOC), distinguishing itself as a socially and environmentally responsible trade fair organiser. In this forum, the Group promotes common social objectives through Corporate Social Responsibility, supporting social cohesion, cultural understanding and robust development based on sustainability principles.

As IEG is the largest organiser of jewellery fairs in Italy and among the largest in the world, it is committed, throughout its collaboration with CIBJO, to promoting services and educational

programmes related to corporate social responsibility and in particular to sustainability, within the supply chain of jewellery, metals and precious stones, the Kimberley Process, socially sustainable programmes in the pearl industry, and the responsible supply of precious minerals, precious stones and organic materials.

4 Impacts linked to the Covid-19 pandemic and the international context

Starting January 2020, we witnessed the outbreak of the COVID-19 epidemic in China, which gradually became a global pandemic and began to also affect Italy starting in the second half of February.

Consequently, the Italian government and the local administrations adopted a series of measures to contain the spread of the virus that, among other things, resulted in severe restrictions on the circulation of people, the performance of commercial and production activities and a ban on mass gatherings, with the subsequent suspension of trade fairs and conferences in March - June 2020 and then again late October 2020 through to June 2021. Even during some periods when trade fairs and conferences were technically possible, the company had to acknowledge the impossibility of holding certain events, due to limits imposed on personal travel (particularly international travel) or the perception of high risk that in any case remained.

The Group handled (and continues to handle) the pandemic by implementing decisive and important actions to protect people's health and to counter the economic and financial impacts of this serious crisis.

4.1 Covid-19 impacts on social and staff-related matters

With regard to measures to protect the health and safety of employees, contractors, suppliers and clients, the Company has established a strict system of measures, known as the #safebusiness project, aimed at ensuring that the events that take place at its premises fully comply with the health rules and protocols defined by the national Technical and Scientific Committee (Comitato Tecnico Scientifico).

The measures envisaged include:

- a centralised digital system to manage visitor flows,
- desks for distributing masks (with the requirement that they be worn throughout the visit to the event),
- safety corridors and distancing markers,
- dematerialised access passes,
- thermal scanners for checks on the general public,
- transparent masks to communicate with hearing-impaired individuals.

In July 2020, this project achieved the programme accreditation of GBAC STARTM (acronym for Global Biorisk Advisory Council - GBAC is a division of ISSA, International Sanitary Supply Association, the international association of the cleaning services sector) for the purpose of meeting the strict international protocols for the sanitation of its facilities.

Given the experience gained at an international level in cleaning facilities where in the past some pathogenic agents spread, from the flu to infective diseases resistant to antibiotics, the GBAC STARTM programme will allow us to establish and maintain a control, on the cleaning and sanitisation process, based on the training and awareness-building of the managers and employees of IEG.

The mitigation of the risk associated with COVID-19 starts from standard cleaning procedures, through the choice of selected equipment and products and the management of the disposal of waste produced from cleaning the facilities, which will be assessed on a regular basis through internal audits.

As regards the safety of employees and contractors, where possible the Group companies continue to widely implement a remote work from home policy (smart working) which the Parent Company had already begun testing out across all its offices before the pandemic and therefore already had all the necessary technological systems in place. Most of the company's employees are working remotely; as on-site activities begin to resume post lockdown, specific protocols have been prepared involving various measures such as social distancing, temperature checking upon entry, distribution of personal protective equipment and detailed procedures for conduct in the event of positive cases among employees and those accessing the work sites. The parent company will continue to alternate activities in person with smart working options, even after the pandemic emergency ends.

4.2 Covid-19 impacts on the IEG business model and value creation

The Group has addressed the two years of pandemic seeking to maintain constant dialogue with the market and its stakeholders, with a view to limiting the impacts of the pandemic as far as possible and, above all, laying the basis for a rapid recovery of activities in periods that will no longer be restricted. Amongst the other activities, the Group has sought to:

- maintain contact with the market through proposing digital and/or hybrid events to allow operators to carry out business and network;
- equip the Rimini congress hall with technologies and halls specifically dedicated to offering high quality streamed events<
- stay close to its customers, returning the full amount of all deposits received for events postponed to subsequent years;
- assist exhibitors in obtaining public grants and support envisaged for taking part in the trade fairs organised by the Group.
- ...

The excellent levels of participation seen in events held during the second half of 2021 and the reservations already received for 2022 events (before the re-worsening of the pandemic), show the validity and topical nature of the Group's business model, highlighting that operators very much wish to take part and invest in events held in person, having noted that digital versions are rather ineffective.

The pandemic has, without doubt, impacted the Group's capacity to create value, partly mitigated by government grants received in 2021, but it would not have appeared to have impacted the structural capacity to generate future value.

4.3 International context

The conflict in Ukraine has resulted in numerous countries sanctioning Russia. This situation risks impacting the domestic economy connected with exports to that market and Ukraine. To date, the Group does not entertain significant relations with Russian or Ukrainian subjects. Greater risks, albeit shared with the whole of the national and international sector, should be hypothesised in respect of possible additional rises in the costs of energy and visitation, although the segments in which the company operates do not record any particular concentration of exports to Russia.

5 Group approach to taxation

In compliance with the Code of Ethics and aware of its responsibilities to stakeholders, the IEG Group is committed to observing the principles hinged on a correct and transparent management of tax aspects, both in terms of ensuring a collaborative, transparent relationship with the tax authority and as regards compliance with current regulations and contribution towards the contexts in which it goes about its business.

The Group is oriented towards making choices on tax matters as a direct consequence of strategic business decisions. The objective of the tax approach is to minimise the tax burden of the group, while fully respecting the regulations of the various jurisdictions.

Although there is not yet an explicitly encoded tax strategy, responsibility for and control over tax matters rests primarily with the Board of Directors, supported by the Administration and Finance Department, which, with the help of external consultants, carries out activities to comply with regulatory requirements. The process of determining tax derives, in fact, from an adequate, effective application of the accounting and administrative procedures, the conformity of the financial statements with the applicable accounting standards and their coinciding with the results of the accounting books and ledgers. In addition, in making its economic choices, the Group adopts an approach hinged on principles of rigour, prudence and correctness and refuses to use “aggressive tax planning” schemes through the creation of artifice corporate structures aiming to avoid its tax obligations and obtain undue tax advantages.

in addition, tax risk management entails, taking into account the goal of minimising the risk of disputes, frequent use of the institution whereby the Revenue Agency can be queried to assure correct taxation.

Relations with the Financial Administration seek to assure transparency, good faith and loyal collaboration at all times, so as to foster continuous dialogue and, if possible, preventive dialogue with all appointed institutions.

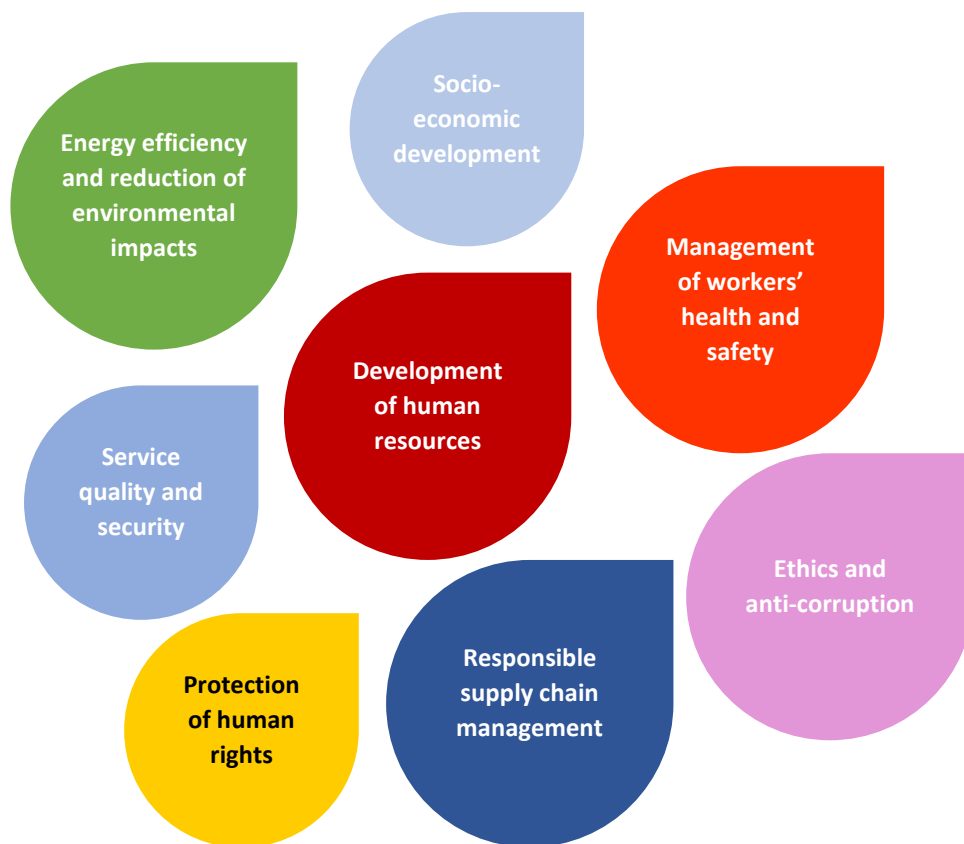
6 Material topics

The determination of material topics is the result of a process of identification, assessment and classification, in terms of priorities for IEG Group, of the topics that influence the Group's ability to create value in the short, medium and long term. It is important to specify that the determination of material issues is the result of a process carried out internally without direct involvement of external stakeholders.

The requirements of Legislative Decree no. 254/16, internal document analyses, in particular the Code of Ethics, the Model pursuant to Legislative Decree no. 231/2001, and the Environmental, Health and Safety Policy were taken into account for purposes of identifying and defining the material issues, as well as a benchmark of the Group's main competitors and reference partners.

Top management was involved in the process that begins with the definition of objectives and the analysis path, the identification of topics to be analysed and the priorities for IEG, through to the formal approval of the results of the analyses.

A total of 8 topics were identified, relating to 5 categories: environmental (1 topic); social (3 topics), personnel-related (2 topics); human rights (1 topic) and fight against corruption (1 topic).



Aspects from the Decree	Potential topic	Description of material topic
Environmental	Energy efficiency and reduction of environmental impacts	Energy efficiency targets the reduction of direct and indirect energy consumption, by implementing and then managing specific energy policies.
Social	Responsible supply chain management	In all phases of its relationship with suppliers, IEG acts according to the principles of fairness and integrity, ensuring that collaborations within the supply chain are aimed at creating stable and lasting partnerships.
	Service quality and security	The Group provides innovative services that meet high quality standards, guaranteeing excellent performance.
	Socio-economic development	In recent years, IEG has launched an important global expansion project, but at the same time is aware of the role it plays in the developing the local economy.
Personnel	Development of human resources	IEG provides the utmost attention to personnel development by implementing skills management and continuous training programmes for employees.
	Management of workers' health and safety	Thanks to management systems that enable the prevention of workplace accidents and occupational illnesses, the Group ensures working conditions that fully comply with health and safety standards, as well as the protection of workers' physical well-being.
Human rights	Protection of human rights	As reported in the Code of Ethics, IEG supports the social development, non-discrimination and value of the individual, promoting respect for the physical and cultural integrity of individuals and ensuring equal opportunities for all employees.
Fight against corruption	Ethics and anti-corruption	The Parent Company implements various controls on the effective implementation of the Model pursuant to Legislative Decree no. 231/01 as well as the Code of Ethics. As indicated in the Code of Ethics, no one shall commit an offence in the interest of the Company or to bring an advantage to the Company, because the commission of an offence, whatever it may be, can never be in the interest of, or an advantage to, IEG.

7 Environmental aspects

Environmental protection is a primary objective for IEG Group.

IEG's approach to environmental sustainability involves adopting behaviours and solutions in its business processes that seek to minimise energy and water consumption, both direct (under the control of the organisation) and indirect (relating to the introduction of the service on the market).

The values indicated above must guide all business activities at all levels of the organisation, from managerial assessments and decisions to daily operating behaviours in the various offices.

Italian Exhibition Group S.p.A. is committed to ensuring that all personnel are aware of and share these key principles, through the appropriate communication, information and training tools.

To protect the environment, the Group is committed to ensuring that all the requirements of applicable European, national and local laws are respected.

7.1 Risks, opportunities and management methods

Following the assessment of the environmental impacts generated and incurred, note that the Group is exposed to environmental risks related to the following issues:

- Risks due to emissions, reduced through monitoring and the use of methane gas for air conditioning and condensing boilers;
- Risks of possible losses of water in the subsoil caused by breakage in pipes;
- Risks linked to contamination of effluents and the management of any hazardous waste, in particular waste oil;
- Risks related to discharges of coatings on waste materials or waste, or even liquid materials, such as paint that could leak out of the building and flow into local sewers.

IEG, the Parent Company, has decided to adopt the Environmental Management System (EMS) in accordance with the UNI EN ISO 14001:2015 standards for the Rimini, Vicenza and Milan offices. In order to make this system increasingly compliant with domestic and international legislative provisions, and given the growing level of attention on health and safety in the workplace, nationally and globally, management has decided to supplement this system with the contents of the UNI ISO 45001:2018 standard; the management system thus supplemented is called the Integrated Environment, Health and Safety Management System (IMS).

The Parent Company has obtained ISO 14001 certification since 2007 for the Rimini offices, and since 2017 for the Vicenza offices.

The ISO 14001 certification is valid for the following sites:

- Operating offices: Via Emilia 155, Rimini;
- Operating offices: Conference BU - Via della Fiera 23, Rimini;
- Operating facility: Tourism BU - Foro Bonaparte 74, Milan;
- Operating facility: Via dell'Oreficeria 16, Vicenza.

With regard to its significant environmental aspects, IEG ensures that a Specific Assessment Document is updated for each office, in order to evaluate the context in relation to environmental factors. The objectives of this assessment are:

- Identify all environmental issues and related internal and external factors, to establish the significance and intervention priorities in improvement plans;
- Determine where new improvement opportunities are useful or possible.

The Group, through its companies, implements energy efficiency initiatives through new technologies (LEDs, condensing boilers, heat pumps) and electricity production from photovoltaic systems. In particular, inside the Rimini Trade Fair District there are two 4300 kwp plants and one 100 kwp plant that discharge the energy produced directly into the network. In addition, the Rimini Trade Fair District has a photovoltaic system entirely for self-consumption with power of 185 kwp.

Water resources are not used in any production process by the Parent Company. The Group company that uses the most water is Summertrade S.r.l., as part of its processes, by virtue of its business activities. In any case, the water is withdrawn from the aqueduct and used for food services, services for visitors and exhibitors and to operate air-conditioning systems.

In the Rimini Trade Fair District, there are two wells used to irrigate green spaces, thus saving the aqueduct water. In the bathrooms of both the Trade Fair District and the Palacongressi di Rimini, each tap has a button timed for a few seconds to avoid waste during use and special aerators to reduce water consumption to a minimum. Furthermore, all water withdrawn from the aqueduct ends up in the sewers or evaporates without any downstream monitoring.

With regard to waste, almost all of it comes from the events, in the stages of preparation, realisation and dismantling. There are two different methods of waste disposal, at the Vicenza Trade Fair District most of the waste is transferred to the municipal company while a small part to the waste disposal company that separates it and begins the re-use of a small portion; instead, at the Palacongressi di Rimini, the waste is entirely absorbed by urban waste and disposed of by the municipal company.

The company Pro.Stand S.r.l., which provides stand fitting services within the Group through the rental of customised ad hoc stands, uses materials for production that are mostly recovered, maintained and reused for subsequent services. The residual portion is mainly composed of wood, which, once the stand dismantling phase is over, is sent as recyclable material, in special containers, which are subsequently treated and recycled. At present, only a minimal amount of material is not recyclable, mostly carpeting and graphics.

Through the company Summertrade S.r.l., which is responsible for providing catering services, the Group has launched a project to replace plastic and/or non-biodegradable products with biodegradable ones. The change process envisages the involvement of selected suppliers, where waste sorting is possible, in order to start the recovery of materials and the use of zero-km food products. Furthermore, to combat and prevent food-related risks, it has concluded an agreement with a specialised company to carry out testing and microbiological analysis on samples.

A sense of responsibility towards the environment is encouraged among all the individuals to which the Model applies. In fact, one of the main events organised by IEG is “Ecomondo”, an event entirely dedicated to the environment, during which conferences and conventions dedicated to green issues are held.

The Group is guided by principles such as reducing the waste produced, adopting behaviours oriented towards maximum collaboration and availability in the case of environmental inspections carried out by the competent authority, and the prohibition on causing, or contributing to causing, pollution in every environmental setting.

The primary improvement opportunities undoubtedly include energy efficiency, achieved by replacing traditional lamps with LED lighting, installation of a monitoring system and the replacement of the latest natural gas boilers with condensing boilers and heat pumps.

The commitment to respect the environment extends to all Group companies. For example, Pro.Stand S.r.l. has supported its main carpentry partner in developing a new production structure, equipped with photovoltaic systems, which began operating in the first months of 2020. Another initiative promoted by the aforementioned company is the investment in CONAI-certified low environmental impact panels, to be used for events.

Also worthy of note is the replacement of old vehicles with new ones that are more modern and more functional for the services in which they are used.

7.2 Non-financial performance

The tables below present some numerical information, not financial in nature, related to environmental issues, in particular, energy consumption, water consumption, and direct and indirect emissions.

Raw material consumption (301-1)

The IEG Group’s business is principally oriented toward the acquisition of services, for which reason its use of materials is extremely limited. Among the materials used, most are recoverable at the end of the product’s life.

The Parent Company does not carry out production activities, therefore there are no materials used in production.

Summertrade S.r.l. uses biodegradable single-use products in performing/providing catering services, in accordance with the Parent Company’s requirements. The analytical identification system of the purchased food & beverage products does not allow the reporting of the quantity of materials used for this year.

The business of the subsidiary Pro.Stand S.r.l. is focused on the rental of trade fair stands, furnishings and related services. As a result, the materials used are mostly recovered, maintained and reused for subsequent rentals. The residual portion is mainly composed of wood, used on an ad hoc basis to customise the stand fitting, which, once the stand dismantling phase is over, is sent as recyclable material, in special containers, which are subsequently treated and recycled (Fрати Group, Saviola Group, and Hera Ambiente).

In addition, FB International Inc. mainly uses wood, plastic, metal, vinyl, fabric, paint, cables, as well as electrical and furniture components to produce its stands. COVID-19 has changed the volume of waste drastically as compared with the previous year. Waste is mainly due to cleaning warehouse materials that are no longer necessary/have been damaged. All discarded materials are structural components, packaging materials or scrap that can no longer be reused in the business. There is no obligation to sort the material by type. The data comes from the waste removal company, which documents the number of containers.

Energy consumption

The Group's energy consumption is reported below.

GRI 302-1	UoM	2021 ²	2020	2019
Natural gas	GJ	25,453.53	21,587.44	34,195.37
Diesel fuel for generators ³	GJ	4.29	433.06	21.44
LPG	GJ	57.48	358.02	304.43
Diesel fuel for transport vehicles	GJ	3,365.73	3,197.37	6745.41
Petrol for transport vehicles	GJ	96.56	24.39	67.65
Electricity purchased	GJ	42,725.97	34,497.37	57,479.06
<i>of which from non-renewable sources</i>	GJ	<i>31,929.92</i>	<i>20,813.42</i>	<i>34,010.36</i>
<i>of which from renewable sources⁴</i>	GJ	<i>10,796.05</i>	<i>13,687.35</i>	<i>23,468.70</i>
Self-produced electricity	GJ	510.56	724.61	714.70
Total energy consumed	GJ	72,214.12	60,822.26	99,528.06

Starting in August 2019, the carpentry department of Pro.Stand S.r.l. was outsourced to a third-party supplier, which resulted in the cancellation of costs borne by the subsidiary. The reduction in energy consumption seen in 2020 and 2021 is mainly due to the inactivity of the structures housing trade fairs, as a result of the pandemic.

² The figures for the subsidiary HBG Events FZ llce are not available. This is in any case non material data, limited to consumption for the climate control of office stations in shared premises.

³ The consumption of diesel fuel for generators is calculated based on the purchases during the year. For Italian Exhibition Group S.p.A., 2019, 2020 and 2021 consumption was estimated, since an enormous amount of diesel fuel was purchased in 2017 and additional amounts were not purchased in the years considered in this report.

⁴ For 2021, the Italian national energy mix was used for 2020.

Energy intensity

The energy intensity for IEG Group was calculated for the two-year period considering the number of hours worked.

GRI 302-3	UoM	2021	2020	2019
Total energy consumed	KwH	20,059,480	16,895,072.71	27,646,682.74
Total number of hours worked	No.	641,638	504,627	1,051,543
Energy intensity		31.26	33.08	26.29

Direct and indirect emissions⁵

GRI 305-1 and GRI 305-2	UoM	2021 ⁶	2020	2019
Direct emissions of CO2	tCO2eq	1,653.33	1,482.16	2,411.79
Natural gas	tCO2eq	1,430.79	1,213.88	1,912.68
Diesel fuel for generators	tCO2eq	0.32	31.86	1.58
LPG	tCO2eq	4.00	1.08	0.92
Diesel	tCO2eq	217.91	235.26	496.31
Petrol ⁷	tCO2eq	0.30	0.08	0.21
Indirect emissions of CO2	tCO2eq	3,630.59	3,248.78	5,731.94
Electricity	tCO2eq	3,630.90	3,248.78	5,731.94
Total energy consumed	tCO2eq	5,284.22	4,730.94	8,143.73

Direct emissions, that is, coming from the Company's own sources or sources controlled by the Company decline again in 2021 on 2019 (-31.45%) as a result of the inactivity of the structures throughout the winter months of 2021.

Indirect emissions, therefore those not physically produced by the Company and not directly under its control, have reduced by around 2,859 tonnes of CO2, namely 35% below the last year of regular activity.

⁵ The source of the coefficients for converting the direct emissions into tCO2 is the 2021 ISPRA data, while for converting indirect emissions into tCO2, reference was made to the Terna data, National Electricity Network.

⁶ The figures for the subsidiary HBG Events FZ LLC are not available.

⁷ *Ibid.*

Water consumption and resources

GRI 303-3 ⁸	UoM	2021 ⁹	2020	2019
		Fresh water (≤1,000 mg/l of total dissolved solids)	Fresh water (≤1,000 mg/l of total dissolved solids)	Fresh water (≤1,000 mg/l of total dissolved solids)
Public aqueduct or water supplied by the water service management company	m3	104,337	68,614	230,868.74
Total water withdrawn	m3	104,337	68,614	230,868.74

The Group's water is supplied entirely through the public water system.

Periodically the subsidiary Summertrade S.r.l., which uses water resources for purposes of carrying out its business activities, conducts analyses on the quality and potability of the water.

The production cycle of Pro.Stand S.r.l. does not entail the use of water, as painting is carried out by external carpenters while the stand is painted directly in the trade fair locations, therefore the water is consumed for domestic use only, hygiene services, and room cleaning operations.

FB International Inc. also uses water resources provided by the public administration. There are normally no restrictions on use, however, in the event of unusual drought situations, local authorities may require that the use of water be limited when possible. The system is regularly inspected by the competent authorities and the company is responsible for cleaning and properly maintaining the septic tank.

There is no waste water treatment.

IEG Group facilities are connected to the public sewer system. Water discharges cannot be quantified, but since the water is used mainly for civil uses, it is likely that the water discharged is the same volume as that consumed.

The same cannot be said of Summertrade S.r.l., given its business. The subsidiary specialises in events related to catering and banqueting, therefore it uses water not for purely civil uses. In Summertrade S.r.l. the primary treatment of water discharges deriving from processing is carried out before flowing into the public sewer through Imhoff tanks and/or degreasers.

⁸ Consumption of other types of water (>1,000 mg/l of total dissolved solids) is equal to zero.

⁹ The figures for the subsidiary HBG Events FZ Llc are not available.

Waste by type and disposal method

Lastly, the information regarding waste is shown below, broken down into hazardous and non-hazardous waste.

GRI 306-2 ¹⁰	UoM	2020 ¹¹			2019		
		Disposed	Recycled	Other	Disposed	Recycled	Other ¹²
Hazardous waste	t	4.8	0	0	0	0	0
Non-hazardous waste	t	1,253.00	738.00	1.50	592.78	2,886.79	150.19
Weight of total waste	t	1,257.80	738.00	1.50	592.78	2,886.79	150.19

GRI 306-3 ¹³	UoM	2021	
		Hazardous waste	Non-hazardous waste
Weight of total waste	t	0.23	1,168.77

GRI 306-4 ¹⁴	UoM	2021	
		Hazardous waste	Non-hazardous waste
Other recovery operations	t	0	710.57
Weight of total waste	t	0.00	710.57

GRI 306-4 ¹⁵	UoM	2021	
		Hazardous waste	Non-hazardous waste
Conferral to landfill	t	0.23	458.20
Weight of total waste	t	0.23	227.20

The Group commits to reducing the amount of waste products and to increasing the waste sorting in order to recover the waste produced. The increase in the trend is entirely justified by an increase in the number of trade fairs and conferences hosted.

¹⁰ This is GRI 306 in the 2016 version

¹¹ The figures for the subsidiary HBG Events FZ LLC are not available.

¹² The data includes waste such as waste paints, varnishes and toner.

¹³ Starting 2021, the Group has adopted the updated GRI 306 to 2020, hence the table does not coincide with those of previous years.

¹⁴ *Ibid.*

¹⁵ *Ibid.*

In particular, Summertrade S.r.l. commits to reducing the impacts from the disposal of used vegetable oils from frying operations in the kitchens. These are collected so that they can be transported to companies connected to SAPI S.p.A., which carries out their recovery.

With regard to FB International Inc., no hazardous waste is generated in significant quantities, the special removal of paint-related products, in small quantities, is agreed with a specialised supplier. All discarded materials are structural components, packaging materials or scrap that can no longer be reused in the business.

8. Social issues

The Company is aware of the economic, social and regional impact it has on the economic and social development and well-being of the community. The objective is to plan and create events and trade fairs appropriate for hosting events of national and international importance, capable of providing the best possible welcome to organisers, exhibitors, visitors and suppliers of related services as well as envisioning the realisation of infrastructures with the aim of improving the environmental quality, habitability, and aesthetics of the sites that host them, promoting their usability by visitors and residents.

8.1 Risks, opportunities and management methods

Social risks are understood as events that can jeopardise the achievement of the Group's sustainability objectives regarding socio-economic development, the quality of services and products offered and responsible management of the supply chain.

These include the risk of suppliers' failure to respect the sustainability issues deemed relevant by the Group, including respect for human rights, environmental protection, safeguarding of workplace health and safety, the fight against corruption, and the quality of the raw materials and products supplied. They also include the risk of defining a supplier assessment system that is not adequate to reflect the supplier's true compliance with reference to respect for social issues or the risk of failure to support the socio-economic development of the local community.

In carrying out the Group's activities, situations may occur that cause damage and/or unexpected harm to objects and individuals present in the exhibition spaces. This could result in damage to the Company's image and reputation, as well as loss of business attractiveness. In particular, for the subsidiaries FB International Inc. and Pro.Stand S.r.l., a likely risk is the production of low quality stand fittings that do not comply with minimum safety requirements, causing damage and injuries to customers.

Additional risks are closely connected to the Company and the local markets in which the Group operates, from which the Group makes use of precious resources for performing its activities. In particular, human capital, an integral part of the Group's value chain, which benefits from the relationship between IEG and the companies that occupy the spaces dedicated to trade fairs and conferences. These resources are fundamental within the supply chain, and not only for the success of all the proposed activities.

Suppliers are a fundamental part of the Group's production process, for this reason IEG commits to requiring suppliers to comply with behavioural standards corresponding to its own and to social and environmental best practices. Predominantly, the use of zero-km suppliers is preferred.

The Group has not formalised the relative policies, but the importance of the quality of services and products is a value expressed in the Code of Ethics. The services offered by the Group are constantly monitored, therefore the number of incidents of regulatory non-compliance in relation to the health and safety impacts of services, during the reporting period, is zero (416-1). The quality and healthiness of products mainly pertain to the subsidiary Summertrade S.r.l.,

which relies on the application of a business self-verification plan and on the preparation of internal and external health and hygiene audits on food, surfaces and workers.

For the past several years, IEG has contributed directly and indirectly to the economic development of the regions and communities of which the Group has become a member during its programme for national and international expansion. Over time, Group companies have become partners with some regional entities in the area of social initiatives.

IEG Group is a business which, through the numerous events organised and hosted, is essential to the economy of the regions in which it operates, and the support that the local community provides for achieving the Group's objectives is also considered fundamental. This commitment stems from the awareness that the Group's success, credibility and prestige also depend on the level of integration that it is able to establish in the social context in which it works with all of the other parties. These are the reasons why the Company works to maintain high standards of safety and protection in the workplace, safeguard the environment and to carry out its business in full compliance with the law.

In the editions not affected by Covid restrictions, the dedicated Sigep team had organised a system whereby, at the end of each day of the trade fair, unused ice cream was carefully collected up to then be distributed in the neighbouring "I Malatesta" shopping centre. The result is a sweet gesture of solidarity, since all proceeds collected are used by the Rimini Solidarity Bank for food products destined for the neediest residents.

In Vicenza, the IEG Group manages the Jewellery Museum at the Basilica Palladiana, as a mark of the close ties between the city, its entrepreneurial fabric and the jewellery industry trade fairs.

Note that Pro.Stand S.r.l. is a partner of "Città dei Maestri", a corporate academy or business school specialised in training in the sector of trade fair stands. The training courses developed seek to train highly qualified professionals with specific knowledge and skills in this sector. The philosophy behind "Città dei Maestri" business school is investing in human capital to encourage rapid entry into labour market. At the same time, the business school is strongly oriented towards supporting self-entrepreneurship and business start-ups for young people. The Group, through Pro.Stand S.r.l., develops this collaboration not only in the field of assembly and production but also for technical training.

In addition, Summertrade S.r.l. promotes an initiative that entails participation in the Food for Good project and the Kiss Misano project for the recovery of surplus food and the subsequent donation to charities.

8.2 Non-financial performance

Supply chain (102-9)

In carrying out its activities, IEG depends on the contribution of many suppliers, mostly local companies, understood as being located in the countries in which the various companies of IEG Group operate, which provide essential goods and services for the Group's business processes.

The supply chain of Italian Exhibition Group S.p.A. is mainly oriented towards the purchase of services mainly within Italy in the communication, personnel and transport sectors. An essential element for the Parent Company is the preliminary acceptance of IEG's Code of Ethics, Organisation, Management and Control Model, as well as privacy rules and general purchasing conditions; in fact, on the new procurement platform (<https://ieg-procurement.bravosolution.com>), a supplier who wants to enrol in the IEG supplier register, and therefore start a supply relationship with IEG, is requested to accept it in advance.

Furthermore, the subsidiary Summertrade S.r.l. favours relationships with local businesses and those in neighbouring areas of the various operating facilities (e.g. for Rimini - businesses in Romagna, for Vicenza - businesses in Vicenza). This is a strategic decision to enhance and strengthen the bond with the region and the local community and to help limit road transport and related emissions.

The main factors used in the production process of Summertrade S.r.l. and the provision of its services mainly refer to the supply of the following elements and services: food; beverages; disposable materials (paper napkins, cutlery and environmentally friendly glasses); small items and various equipment (small kitchen equipment, serving accessories); laundry services (including linen rental); and rental of equipment (tables, chairs, cutlery, flatware, and ovens).

The main businesses that Summertrade S.r.l. uses are Marr S.p.A. of Rimini, specialised in the distribution of food products for catering, Adriagelo S.r.l. (and through it, Orogel, Delifrance, Froneri), Amadori and related products, Aia, Coca Cola, Partesa, Sorgente Valcimoliana (Dolomia water), Pregis S.p.A. and Pastificio Felicetti.

Moreover, FB International Inc., which designs, builds, transports, assembles and then dismantles the trade fair stands for sites predominantly within the United States, mostly uses local suppliers to guarantee timely deliveries. Based on the company's projects, the supply of materials and the desired themes, components are purchased, then the workforce is used to create the stands. The stands are designed to be easily assembled and disassembled on site. The material components are mostly goods, which are purchased in bulk, based on price and availability.

Pro.Stand S.r.l. generates business that involves a chain of suppliers who, thanks to the unique characteristics of the service provided, must operate in an integrated manner, exchanging information with each other in real time.

It is for this reason that the subsidiary has adopted an integrated organisational model with these suppliers, performing, through a shared information system, the role of director and coordinator of the project, monitoring the timing and quality. Pro.Stand S.r.l. operates in the market with its distinctive brand. At present, there are no particular patents, technical designs or legally protected signs that distinguish the company. The products marketed by the company are:

- Pre-fitted stands: standard fittings dedicated to the customer represented by trade fair organisers;
- Customised stand fittings: customised fittings to meet the needs of customers (vary from stands measuring 32 sq.m up to 800/1000 sq.m)

In addition, the company provides fittings for conferences and meetings, as well as prepares showrooms.

Proportion of spending on local suppliers

GRI 204-1	2021	2020	2019
(€ millions) Total goods and services acquired	72.59	58.88	115.6
(€ millions) Total goods and services acquired from local suppliers	61.96	57.1	110.70
(%) Goods and services acquired from local suppliers	85.36%	97.10%	95.81%

Despite the decline in terms of the goods and services purchased, as already mentioned, all IEG Group companies prioritise the use of local suppliers.

New suppliers that were subject to assessment through environmental and social criteria (308-1 and 414-1)

The selection of suppliers of all Group companies is not oriented to the assessment of environmental and social criteria, but in relation to operations, according to market demands.

Quality and security of products and services offered

IEG Group, as a business in the trade fair sector, offers services to a variety of third parties. In order to ensure the quality of the products and services offered in all Group companies, the suppliers are periodically reviewed in relation to quality and price.

With regard to the subsidiary FB International Inc., the main risk is that some structures are produced with low quality components, which would inevitably result in a breakage or damage of the product. Suppliers that produce lower quality materials, or that produce excess waste, are excluded from use in the future. The company relies greatly on a positive history and long-term use of specific suppliers.

Starting in 2020, Pro.Stand S.r.l. will map the production processes in order to request ISO 9001 certification.

Summertrade S.r.l. has a self-verification plan and prepares internal and external health and hygiene audits on food, surfaces and workers.

9 Personnel-related aspects

Flexibility and an orientation toward results are the foundations which guide IEG Group in relation to human resource management.

It is essential for the Group that employees are always put in the best conditions to work with competence and, above all, with creativity and a pro-active approach. Employees are hired based on a set of skills, regardless of any other social parameter. The business is very dynamic and constantly evolving/changing, therefore it is essential to prepare and support the resources in facing this challenge. The HR MISSION thus aims at innovation and the growth/development of our employees, as individuals and as professionals.

9.1 Risks, opportunities and management methods

IEG's commitment to protect and promote workplace health and safety translates into careful risk management, through a continuous assessment of critical issues, both in routine and occasional settings, and the adoption of a preventive approach. This context includes the risks of accidents and/or permanent disability following incidents in the workplace and the risk of occupational illnesses. It is essential to specify that the health and safety of workers is to be understood not only on a physical level, but also on a psychological one, drawing attention to the risk of implementing certain practices that put a strain on the psychological health of workers (e.g. mobbing, harassment, threats, etc.).

At the Parent Company, employee health and safety is ensured by the Integrated Management System (IMS), as indicated in the "Environment, Health and Safety Policy" signed by Top Management, which guarantees, through procedures and operating manuals (e.g., "Environment, Health and Safety Management System Manual", "SGA-SGSL Offices Internal Audit", "Legislative Compliance Audit", etc.), the following aspects:

- Promotion of the Environment, Health and Safety Policy in the Workplace;
- Flow of information between the centres of responsibility involved in the Integrated Environment, Health and Safety Management System and between these centres and relevant external parties;
- Activation of improvement projects for the prevention of workplace accidents and occupational diseases;
- Identification, control and improvement of performance related to workplace health and safety;
- Periodic reviews of the Management System;
- Continuous training/information for employees based on operational profiles (tasks), hazards, risk assessments;
- Identification of the necessary control measures (prevention and protection) to be applied to workers in accordance with protection of workplace health and safety;
- Health monitoring through the Health Monitoring Protocol drafted by the Qualified Health Professional.

To tackle the Covid-19 emergency that began in the first months of 2020, some operational and hygienic-sanitary information has been communicated to all employees of Italian Exhibition Group S.p.A., relating to the period envisaged by the Prime Minister's Decree.

By virtue of the exceptional nature of the situation and to ensure everyone's health as well as the Company's operations, it will be possible to work in smart working mode under the conditions established by the employer and by legal provisions.

With regard to travel, the instructions to limit it to that which is strictly necessary and cannot be postponed remain confirmed, preferring where possible video conferencing systems.

In the area of personnel management, there are certain main risks based on the various areas in which the Group operates. For some Group activities, such as related services carried out predominantly by the companies Summertrade S.r.l., Pro.Stand S.r.l. and FB International Inc., the main risk is connected with the availability of direct and indirect labour.

Risks that apply to all IEG Group companies are as follows:

- Risks related to high turnover, which could result in important skills exiting the Group's workforce;
- Risks of inadequate training for technicians and personnel, which could lead to an increase in workplace accidents;
- Risks associated with the loss of attractiveness for talented professionals;
- Inefficient allocation of personnel to critical functions.

The Parent Company has BS OHSAS 18001 certification, issued in 2017, which envisages a Management System policy for Worker Health and Safety issues.

IEG Group has not established other Human Resources policies, but has formally incorporated its commitment to them by adopting a Code of Ethics, which forms the basis of corporate culture.

In this context there are a series of initiatives proposed by the Parent Company's supplementary labour contract:

- Flexible weekly schedule and time bank;
- Monitoring of skills and performance expressed through individual objectives & continuous feedback, which originates, for all employees, from an individual performance incentive system. This system aims to keep motivation and creativity at high levels while supporting the development of resources;
- Corporate bonus;
- Welfare through flexible benefits;
- Part-time: IEG raised the maximum percentage of part-time work envisaged by the national collective bargaining agreement from 3% to 6%, thereby allowing almost all requesting new parents the opportunity to use it, working a reduced number of hours until the child reaches three years of age;
- Smart working;
- On boarding: process for bringing on new resources, with a circular exchange of knowledge and skills (mentoring & reverse mentoring);
- WE ARE IEG portal: corporate intranet for sharing information regarding IEG, its values, the main processes and procedures, the most interesting initiatives, products and locations, as well as life in the company;

- IEG NEWS: periodic newsletter for communicating to all employees information relating to new hires, organisational changes, new projects and updates.

With regard to subsidiaries, they are also focused on the enhancement and career development of their employees, although they do not have all of the initiatives listed and implemented by the Parent Company. For example, Pro.Stand S.r.l., in addition to the mandatory training that must be provided to employees, has started a process of more in-depth meetings on health and safety. Or Summertrade S.r.l., in addition to compulsory training, provides for the development of more advanced training courses aimed at some professional groups: sales courses for sales personnel, pastry courses and advanced cooking techniques for chefs, sommelier courses for waiters, mixology and cocktail courses for bartenders.

9.2 Non-financial performance

The following tables present some numerical information relating to the composition of the Group's human resources.

Breakdown of staff by contract type at 31.12

We report the total number of employees broken down by contract type (permanent or fixed-term) and gender.

The data shows stability in the number of Group employees as compared with the previous year, but still well below pre-pandemic levels.

GRI 102-8 ¹⁶	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	156	285	441	154	290	444	187	314	501
Permanent	148	256	413	147	279	426	144	270	414
Fixed-term	8	20	28	7	11	18	43	44	87
USA	15	15	30	15	15	30	29	17	46
Permanent	15	15	30	15	15	30	29	17	46
Fixed-term	-	-	-	0	0	0	0	0	0
Asia	3	2	5	4	1	5	-	-	-
Permanent	3	2	5	4	1	5	-	-	-
Fixed-term	-	-	-	0	0	0	-	-	-
Total	174	302	476	173	306	479	216	331	547

¹⁶ For Summertrade S.r.l., only employees with active contracts as at 31/12 were included.

The company Summertrade S.r.l. uses on-call workers to handle production peaks, given the seasonal nature of the business. Almost all fixed-term contracts are intermittent contracts. The employment relationships have a variable length (from a few days to a full year). In order to calculate FTEs¹⁷, the total number of hours worked over the year was compared to the monthly coefficient of 172 (national collective bargaining agreement for tourism sector). A sample of more than 50% of employees who worked the most hours during the year was used to determine the ratio between men and women.

FTE	Summertrade S.r.l. 2021			Summertrade S.r.l. 2020			Summertrade S.r.l. 2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	36	27	63	29	19	48	27	18	45
Fixed-term	4	6	10	24	16	40	56	51	107
Total	40	33	73	53	35	88	83	69	152

Employees covered by collective bargaining agreement (102-41)

All employees are covered by the collective bargaining agreement, with the exception of employees of FB International Inc.: for U.S. employees, the national collective bargaining agreement is not applicable, as there are no employees who are covered by collective bargaining.

The governing collective bargaining agreements for employees of the Parent Company are: Collective Bargaining Agreement for Marketing and Distribution of Services for the Service Sector; Collective Bargaining Agreement for Designers and Similar and Publishing Companies, including Multi-media; Collective Bargaining Agreement for Journalists; and Collective Bargaining Agreement for Commercial Managers.

Instead, the employees of Summertrade S.r.l. are all hired under the Collective Bargaining Agreement for Public Businesses, Collective and Commercial Catering and Tourism.

On 1 September 2018, the subsidiary Pro.Stand S.r.l. acquired 100% of Colorcom S.r.l. Both companies operate in the stand fitting sector and in integrated solutions in support of trade fairs and conferences. Until 31 December 2019, the employees of Pro.Stand S.r.l. were hired under the commercial and services collective bargaining agreements, while employees of Colorcom S.r.l. were hired under the Collective Bargaining Agreement for the Wood and Furnishing Sector. Following the acquisition, Colorcom S.r.l. employees were aligned with the contract envisaged for Pro.Stand S.r.l.

¹⁷ FTE- Full time Equivalent

Breakdown of staff by employment type

The table below presents the total number of employees broken down by employment type (full-time or part-time) and gender.

GRI 102-8 ¹⁸	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	169	243	412	168	246	414	175	247	422
Part time	5	59	64	5	60	65	5	58	63
Total	174	302	476	173	306	479	180	305	485

New employees hired

The Group's headcount shows a slight net decrease, with fairly high turnover, mainly due to the closure of the Sant'Orso (VI) office, the opening of activities at the Porsche Experience Centre in Franciacorta (Summertrade) and the inclusion of new professionals.

GRI 401-1 ¹⁹	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	24	29	53	19	22	41	17	39	56
<35	17	16	33	7	15	22	8	32	40
36-55	3	13	16	12	6	18	8	7	15
>55	4	0	4	0	1	1	1	0	1
USA	11	6	17	1	1	2	3	5	8
<35	0	1	1	0	0	0	1	2	3
36-55	8	4	12	1	0	1	1	3	4
>55	3	1	4	0	1	1	1	0	1
Asia	0	1	1	2	0	2	0	0	0
<35	0	1	1	1	0	1	0	0	0
36-55	0	0	1	1	0	1	0	0	0
>55	0	0	0	0	0	0	0	0	0
Total	35	36	71	22	23	45	20	44	64

¹⁸ For purposes of breaking down the figures for Summertrade S.r.l., only permanent employees were considered while intermittent workers were not included, as they have a degree of variability in hours during the year that make it difficult to categorise.

¹⁹ For purposes of breaking down the figures for Summertrade S.r.l., only permanent employees were considered while intermittent workers were not included, as they have a high degree of turnover.

Outgoing employees

GRI 401-1 ²⁰	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	21	32	53	17	20	37	31	23	54
<35	7	6	13	6	13	19	10	12	22
36-55	7	20	27	7	4	11	16	9	25
>55	7	6	13	4	3	7	5	2	7
USA	7	8	15	16	3	19	1	5	6
<35	1	3	4	1	0	1	1	1	2
36-55	2	3	5	13	2	15	0	3	3
>55	4	2	6	2	1	3	0	1	1
Asia	1	1	2	1	0	1	0	0	0
<35	1	1	2	1	0	1	0	0	0
36-55	0	0	0	0	0	0	0	0	0
>55	0	0	0	0	0	0	0	0	0
Total	29	41	70	34	23	57	32	28	60

Incoming turnover²¹

401-1	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	20%	12%	15%	13%	8%	9%	11%	14%	13%

Outgoing turnover²²

401-1	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	17%	14%	15%	20%	8%	12%	18%	9%	12%

Employee benefits

Among the benefits provided to employees, note that the company Pro.Stand S.r.l. does not differentiate benefits for full-time and part-time, nor for permanent contracts and fixed-term contracts.

However, the Parent Company does not provide corporate welfare for employees hired under a fixed-term contract of less than 12 months, nor are smart working procedures envisaged for employees with part-time schedules and those in categories other than “employee”.

²⁰ *Ibid.*

²¹ For purposes calculating the figures for Summertrade S.r.l., only permanent employees were considered while intermittent workers were not included, as they have a high degree of turnover.

²² *Ibid.*

Summertrade S.r.l. voluntarily grants all workers, both permanent and intermittent (fixed-term) the non-applicability of the lunch break, in consideration of the business activities performed.

Instead, the American company grants its workers, after 90 days of services, the option of taking part in the national healthcare plan. Furthermore, employees have the right to paid sick leave with the government mandate and paid holidays based on the years of service.

Workplace health and safety

As previously stated, IEG Group considers the psychological and physical protection of its employees to be the primary objective and therefore commits to ensure working environments that comply with relevant governing regulations and that are as healthy and safe as possible, while promoting, for its collaborators, training in this area.

The health and safety measures adopted and the ongoing compliance with regulations envisaged by the relevant laws have made it possible to keep the number of workplace accidents at a consistently low level. The type of business in which the Group operates allows for an occupational illness rate of zero. (403-10)

GRI 403-9	2021				
	IEG S.p.A.	Pro.Stand S.r.l.	Summertrade Srl.	FB International Inc.	HBG Events FZ Llc
Number of fatalities as a result of work-related injury	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0
Number of recordable work-related injuries	6	0	6	0	0
<i>while commuting</i>	3	0	1	0	0
<i>at work</i>	3	0	5	0	0
Hours worked	401,185	70,547	131,346	8,400	30,160
Rate of fatalities as a result of work-related injury	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0
Rate of recordable work-related injuries	1.50	0.00	7.61	0.00	0.00

GRI 403-9	2020				
	IEG S.p.A.	Pro.Stand S.r.l.	Summertrade Srl.	FB International Inc.	HBG Events FZ Llc
Number of fatalities as a result of work-related injury	0	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0
Number of recordable work-related injuries	0	0	4	1	0
<i>while commuting</i>	0	0	1	0	0
<i>at work</i>	0	0	3	1	0
Hours worked	355,887	68,749	117,000	32,861	1,404
Rate of fatalities as a result of work-related injury	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0
Rate of recordable work-related injuries	0	0	5.13	6.30	0

GRI 403-9	2019			
	IEG S.p.A.	Summertrade S.r.l.	Pro.Stand S.r.l.	FB International Inc.
Number of fatalities as a result of work-related injury	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Number of recordable work-related injuries	6	13	0	4
<i>while commuting</i>	4	5	0	0
<i>at work</i>	2	8	0	4
Hours worked	476,501	280,070	127,660	167,312
Rate of fatalities as a result of work-related injury	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of recordable work-related injuries	0.84	5.71	0	6.27

Workplace hazards that constitute a risk of professional accident/illness

The subsidiary Summertrade S.r.l., for purposes of managing workplace hazards, identified these hazards during the various risk assessments that took place over the years and which the employer has developed with the support of external consultants, but, most importantly, by continuously consulting and discussing with workers, checking the work environments and the processes carried out therein. Due to the type of activities performed, the environments

involved and the tasks of employees, the following may constitute risks with serious consequences: electrocution, slipping, falling, cutting, collision, falling objects, driving forklift trucks, falling from a certain height, exposure to chemicals, road accidents and fire.

Actions taken over several years to reduce the main risks listed above always follow the risk reduction hierarchy:

- a) Elimination
- b) Replacement
- c) Engineering controls
- d) Signs/alarms and/or procedural controls
- e) Personal protective equipment (PPE)

All of these risks are discussed and analysed in depth during the various training sessions. To reduce the risk of electrocution, the Group makes use of periodic maintenance and controls, requires a declaration of conformity for the systems and electrical panels, as well as issues and distributes operating instructions and the Operational Safety Manual.

To reduce the *risk of slipping* and falling, the floors of kitchens and washing areas are equipped with non-slip floors and the workers in these locations are equipped with non-slip safety shoes.

To reduce the *risk of cutting*, which is quite frequent in this type of activity, all machines are constantly checked to maintain the safety requirements, workers using the cutting machines are provided appropriate training, and specific work instructions and the Operational Safety Manual are constantly distributed and updated.

To reduce the *risk of collisions* with objects and falling objects, specific work instructions are constantly issued and updated, in addition to the Operational Safety Manual.

With respect to exposure to *chemical agents*, the Company has for several years pursued the objective of reducing dangerous chemical agents, in terms of quantity and quality. It has finally achieved only sporadic use by very few trained workers, equipped with PPE and subject to health monitoring, of a single potentially dangerous (corrosive) product necessary for the periodic cleaning of some cooking ovens. The Company has also long since started replacing these ovens with modern ovens equipped with a self-cleaning function that does not require the operator to intervene during the cleaning phase.

To reduce *road accidents*, the Company's employees participate, in rotation, in the annual "Safe Driving" programme developed by INAIL. Company vehicles are regularly checked and work instructions are issued for observing the highway code and the rules of conduct to be followed while driving vehicles.

For the *risk of fires*, all activities necessary for fire prevention are implemented, starting from the specific fire-fighting training for several employees, the correct equipment and periodic checks of the extinguishers, simulation of emergencies, the Atex risk assessment, periodic checks of plants and equipment, and management of practices for any fire prevention certificates.

The organisation of the company Pro.Stand S.r.l. entails the internalisation within the workforce of the activities with the highest added value: Commercial, Quotation, Technicians, Purchases, Safety, Administration, Finance and Control, while all “soft” activities, where a high degree of flexibility is required at peaks in turnover and production, are outsourced (carpentry, warehouse logistics, transport, assembly, graphics production, etc.).

Therefore, the Company’s employees are only marginally involved in the typical construction or production facility hazards, as the only interaction with these areas occurs in the final stage of stand assembly and subsequent delivery to the customer and mainly involves the Technicians (project management for stand assembly) and Commercial (stand delivery to the customer) areas.

In order to reduce these hazards, the company has operated under two guidelines: on one hand, it has outsourced over time almost all of the construction activities to external companies, on the other, it has increased over the years, in accordance with trade fair organisations, safety controls during sub-contracting, organising a dedicated business structure (safety office) aimed at verifying compliance with safety regulations by sub-contractors.

As regards FB International Inc., accidents typically occur in the production areas, where various machinery is used and labour is required. The main types that can be recorded are: back strain injuries; cuts; punctures; bruises; foreign objects in the eyes, and various types of falls.

The company has put in place precautionary safety measures for high risk areas (e.g., production areas) as well as regular maintenance of machinery and regular inspections, in order to maintain a safer working environment.

In addition, the Parent Company manages its hazards, mainly attributable to slipping, crushing/impact, cutting, video screens, fire, falling from a certain height, and electrocution, through procedures that take into account the probability of occurrence, the consequences, and legal requirements.

Training and skills development

Details of the overall training hours (professional and safety) carried out in 2021, 2020 and 2019 are shown below.

Compared to 2020, there was an increase in training hours provided to employees recorded in 2021 because most of the courses delivered were organised and managed internally. In 2019, the better definition of roles and objectives enabled strategic planning for targeted training. All training courses provided to employees by both external professionals and by instructors identified within the company were included in the calculation.

With regard to Italian Exhibition Group S.p.A., the courses provided in 2019 and 2020 concerned topics such as: leadership and team management; coaching; storytelling for sales; public speaking; and the Digital project. The mandatory training courses that were provided

instead related to environmental and safety issues. As regards 2021, the types of courses delivered related to topics such as **Leadership and team management, coaching** (courses aimed at assuring understanding of leadership style, team management and awareness of the role as leader), **public speaking** (methods and techniques for structuring speeches or effective presentations targeting the recipient, organising meetings or public addresses), **digital skills** (two types of courses have been developed: the first intended for the whole of the sales & marketing with training aimed at strengthening skills and creating a digital mindset; the second, more specific and technical for the marketing population). In addition, as regards mandatory training, courses have been delivered on health and safety at work.

In 2020, considering the situation linked to the global pandemic, most training was delivered in e-learning and from a distance, reconverting and redesigning the courses originally planned to be held in person. Moreover, the reduction in the trend is justified by the lack of trade fair activity in the period reported.

GRI 404-1 ²³	2021			2020			2019		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	22.17	12.38	19.72	9.65	11.33	9.90	9.25	0	7.19
Middle managers/White-collar workers	14.36	16.02	15.53	5.81	6.18	6.08	14.27	13.07	13.42
Blue-collar workers	24.50	28.60	25.45	9.83	57.47	22.37	1.96	2.46	2.07
Total	17.76	16.61	17.04	7.16	8.75	8.17	10.58	12.45	11.76

IEG has included in its Supplemental Company Agreement a performance management system for the entire business population (executives, middle managers, white-collar workers and blue-collar workers). With a break in 2020, starting 2021, IEG SpA has restarted its assessment process, involving the whole of the company population for the qualitative part only. Subsequently, FB International Inc. and Summertrade S.r.l. also launched a performance review activity. Summertrade S.r.l. started the process in 2019, for the time being involving only senior roles (404-3)²⁴

The core idea is that the growth of resources in terms of knowledge of the role and of the work and the continuous dialogue with managers, as well as the focus on results, can lead to an increase in productivity over time and enable the identification of the best performers for investing in development programmes.

²³ Data for the subsidiary Prime Servizi S.r.l. is not available for the three-year period

²⁴ The employees of Pro.Stand S.r.l. do not regularly receive performance and career development reviews.

Diversity of governance bodies and employees

Percentage of individuals within the Board of Directors of the organisation, broken down by gender, age range, and other indicators of diversity, if relevant (including minority or vulnerable groups).

GRI 405-1	2021								
	<35			35-55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Members of the Board of Directors	0	0	0	15	6	21	12	2	14

GRI 405-1	2020								
	<35			35-55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Members of the Board of Directors	0	0	0	15	5	20	10	3	13

GRI 405-1	2019								
	<35			36-55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Members of the Board of Directors	1	0	1	13	3	16	8	2	10

GRI 405-1	2021					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Members of the Board of Directors	0%	0%	71.43%	28.57%	86%	14%

GRI 405-1	2020					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Members of the Board of Directors	0%	0%	75%	25%	77%	23%

GRI 405-1	2019					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Members of the Board of Directors	100%	0%	81.25%	18.75%	80%	20%

Percentage of employees by professional category, broken down by gender, age range, and other indicators of diversity, if relevant (including minority and vulnerable groups).

GRI 405-1 ²⁵	2021	2020	2019
Executives	16	20	18
Middle managers/White-collar workers	389	402	406
Blue-collar workers	65	57	61
Total	470	479	485

GRI 405-1 ²⁶	2021								
	<35			36 - 55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	2	0	2	8	2	10	2	2	4
Middle managers/White-collar workers	25	81	106	78	167	245	12	26	38
Blue-collar workers	6	1	7	30	10	40	14	4	18
Total	33	82	115	116	179	295	28	32	60

GRI 405-1 ²⁷	2020								
	<35			36 - 55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	2	0	2	9	2	11	6	1	7
Middle managers/White-collar workers	24	88	112	83	176	259	7	24	31
Blue-collar workers	4	1	5	26	8	34	12	6	18
Total	30	89	119	118	186	304	25	31	56

²⁵ For purposes of breaking down the figures for Summertrade S.r.l., only permanent employees were considered.

²⁶ *Ibid.*

²⁷ *Ibid.*

GRI 405-1 ²⁸	2019								
	<35			36 - 55			>55		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	7	2	9	7	2	9
Middle managers/White-collar workers	25	94	119	84	173	257	8	22	30
Blue-collar workers	7	0	7	30	8	38	11	5	16
Total	32	94	126	121	183	304	26	29	55

GRI 405-1 ²⁹	2021					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Executives	100.00%	0.00%	80.00%	20.00%	50.00%	50.00%
Middle managers/White-collar workers	23.58%	76.42%	31.84%	68.16%	31.58%	68.42%
Blue-collar workers	85.71%	14.29%	75.00%	25.00%	77.78%	22.22%
Total	28.70%	71.30%	39.32%	60.68%	46.67%	53.33%

GRI 405-1 ³⁰	2020					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Executives	100%	0%	81.82%	18.18%	85.71%	14.29%
Middle managers/White-collar workers	21.43%	78.57%	32.05%	67.95%	22.58%	77.42%
Blue-collar workers	80%	20%	76.47%	23.53%	66.67%	33.33%
Total	25.21%	74.79%	38.82%	61.18%	44.64%	55.36%

GRI 405-1 ³¹	2019					
	<35		36-55		>55	
	Men	Women	Men	Women	Men	Women
Executives	0%	0%	77.78%	22.22%	77.78%	22.22%
Middle managers/White-collar workers	21.01%	78.99%	32.68%	67.32%	26.67%	73.33%
Blue-collar workers	100%	0%	78.95%	21.05%	68.75%	31.25%
Total	25.40%	74.60%	39.80%	60.20%	47.27%	52.73%

²⁸ For purposes of breaking down the figures for Summertrade S.r.l., only permanent employees were considered.

²⁹ *Ibid.*

³⁰ *Ibid.*

³¹ *Ibid.*

10 Respect for human rights

IEG recognises the centrality and importance of protecting human rights. For this purpose, the Company promotes respect for the individual's physical and cultural integrity and seeks to guarantee equal opportunities for all employees based on their professional qualifications and individual skills. IEG prohibits any form of abuse or harassment in the workplace, or any unwanted behaviour that injures employees' personal freedom and dignity, such as those related to race, sex, or other personal characteristics.

10.1 Risks, opportunities and management methods

IEG has identified the following activities as potentially harmful to human rights:

- Assigning activities that involve the use of third-party labour in the context of production and services contracts: maintenance, cleaning, preparation of trade fair stands;
- Personnel management in order to define the work schedule, compensation conditions and health and safety impacts and working conditions in a broader sense;
- Employment of pregnant workers;
- Employment of under-age workers;
- Management of gender differences and minorities;
- Theft or compromising of personal data of consumers or employees with resulting impact on privacy.

Although there is no formal policy in this area, as an Italian and European company, IEG is subject to the European Convention on Human Rights and supports the Italian National Plan on Businesses and Human Rights (2016-2021). Particular attention is given to respect for fundamental human freedoms and to the principles of non-discrimination, especially as regards the most vulnerable groups, such as women, children, disabled individuals, LGBTQ individuals, migrants and asylum seekers, and, moreover, people belonging to ethnic and religious minorities.

To ensure compliance with the rights as indicated above, the Parent Company and the subsidiary Summertrade S.r.l. have resolved to adopt the Organisation and Management Model pursuant to Legislative Decree no. 231/2001 and the Code of Ethics, including in each type of contract, both with customers and with suppliers, the acceptance and respect for the principles established in these documents and providing for the termination of the contract in the event of an infringement. The Parent Company has also set up a Supervisory Body that is responsible for monitoring the application of the measures and protocols designed to prevent crimes against the individual, along with the activities pertaining to the Human Resources Office.

Although the Organisation and Management Model and Code of Ethics have not yet been adopted, the practices of the other Group companies, at any rate, include the promotion of a work environment and behaviour marked by respect for the dignity of each individual and the promotion of equal opportunities, as well as the selection of suppliers based on a due diligence policy which includes, among other things, sustainability requirements.

With reference to the assessment of suppliers, the Parent Company adopts appropriate safeguards to ensure that the contractor and sub-contractor apply, with respect to their employees, governing employment law regulations and the contractual conditions envisaged in the applicable collective bargaining agreement; in particular, it includes the contractual obligation to provide its DURC (statement of regular social security contributions) and that of its sub-contractors and, upon request, also the LUL (single employment ledger) and any other useful documentation to verify the origin, conditions and treatment of the workforce.

10.2 Non-financial performance

As previously stated, the IEG Group believes in the fundamental value of individuals. The adoption of the Code of Ethics by the Parent Company and the subsidiary Summertrade S.r.l. ensures that employees can report any infringement of human rights with absolute respect for their privacy.

In the reporting period, no episodes of condoned discrimination were verified. (406-1)

11 Fight against corruption

In carrying out its business activities, the entire Group adopts honest and balanced behaviour, guided by principles of fairness, loyalty and respect.

11.1 Risks, opportunities and management methods

The Group has identified a series of risks generated or borne in the fight against corruption, both with reference to relationships with public officials and with private individuals.

The risks with regard to public officials are mainly attributable to the following macro areas:

- Management of “high-profile” relationships with individuals who are part of public entities, to derive or generate advantages in the Group's business;
- Management of obligations towards public officials for obtaining authorisations and licenses necessary for carrying out the business company activities;
- Management of obligations and relations with public officials during audits on compliance with conditions required by current regulations applicable to the Group's activities;
- Management of the requirements envisaged in current regulations on the recruitment and management of personnel;
- Management of obligations and relationships with the independent administrative authorities in relation to the performance of activities regulated by law, including during audits, inspections and verifications and management of related communications.

The risks for operations with private individuals are potentially the following:

- Management of “high-profile” relationships with private counterparties (e.g., exhibitors, visitors, media, institutions, etc.), and/or through third parties, aimed at creating preferential relationships or business opportunities;
- Management of relationships with external parties responsible for issuing or renewing certifications;
- Management of relationships with third parties, such as customers or suppliers, for defining pre-litigation or litigation proceedings undertaken by third parties against the Company or vice versa.

All parties who have a relationship with Group companies are required to carry out their activities with an appropriate commitment to the responsibilities entrusted to them, respecting the laws in force, the Code of Ethics, where present, and the corporate regulatory system, undertaking correct behaviour that is in the interest of the Group and in relations with the Public Administration. Corruptive practices, illegal favours, collusive behaviour, direct solicitations and/or through third parties of personal and career advantages for oneself or others are strictly forbidden. IEG prohibits corruption, without exception, in all its activities and in any country, with reference to both private individuals and public officials or persons charged with public service.

There are no formal policies on the matter, but in order to monitor this objective, the Parent Company and the subsidiary Summertrade S.r.l. have adopted the Organisation and Management Model and the Code of Ethics, as they consider the fight against active and passive corruption an essential commitment, and there is a potential risk that corruption may occur, compromising the identity and reputation of the entire Group.

11.2 Non-financial performance

The following tables present some numerical information relating to the communications and training on anti-corruption policies and procedures.

The data presented refer only to Italian Exhibition Group S.p.A. and Summertrade S.r.l. from the time at which the Organisation and Management Model pursuant to Legislative Decree no. 231/01 was adopted, that is, 2018 and 2019, respectively. For all other Group companies, there are no figures, as the anti-corruption policies and procedures have not been implemented and communicated.

Communication of anti-corruption policies and procedures

GRI 205-2 ³²	2021		2020		2019	
	no.	%	no.	%	no.	%
Members of the Governing Body to whom corruption-prevention policies/procedures have been communicated	14	100	16	100	16	100

In the Parent Company, anti-corruption policies and procedures were communicated to all employees, while in Summertrade S.r.l. only to employees with senior roles, as 2019 was the first year of adoption for the Organisation and Management Model.

GRI 205-2 ³³	2021		2020		2019	
	no.	no.	no.	%	no.	%
Executives	12	3.50	11	3.30	10	3.28
Junior managers	23	6.71	22	6.61	20	6.56
Clerks	285	83.09	279	83.78	264	86.56
Blue-collar workers	23	6.70	21	6.31	11	3.61
Total	343	100	333	100	305	100

Anti-corruption training

The Parent Company adopted the Organisation and Management Model and the Code of Ethics beginning in 2018, therefore, as it was the first year, training was mainly focused on senior roles and managers in sensitive areas. In 2019, training involved new hires. In Summertrade S.r.l., training was addressed only to senior roles (executives, middle managers and employees that are part of the management team).

³² Data available only for Italian Exhibition Group S.p.A., Summertrade S.r.l. and

³³ *Ibid.*

GRI 205-2 ³⁴	2021		2020		2019	
	no.	%	no.	%	no.	%
Executives	1	3.45	0	0.00	1	1.72
Junior managers	2	6.90	0	0.00	2	3.45
Clerks	10	34.48	29	96.67	44	75.86
Blue-collar workers	16	55.17	1	3.33	11	18.97
Total	29	100	30	100	58	100

In the reporting period, no episodes of discrimination were verified. (205-3)

12 Taxonomy

Regulation EU 2020/852 and the related delegated acts (hereinafter the “Regulation”) introduced the taxonomy, a system of classification that can translate the European Union climate and environmental objectives into objective criteria relating to specific economic activities.

The Taxonomy Regulation identifies the criteria by which to determine if an economic activity can be considered environmentally-sustainable or not, taking into account six environmental objectives:

- a. climate change mitigation;
- b. climate change adaptation;
- c. the sustainable use and protection of water and marine resources;
- d. the transition to a circular economy;
- e. pollution prevention and control;
- f. the protection and restoration of biodiversity and ecosystems.

An economic activity shall qualify as environmentally sustainable where it meets a series of conditions, namely:

- i. it contributes substantially to one or more of the environmental objectives;
- ii. it does not significantly harm any of the environmental objectives;
- iii. it is carried out in compliance with the minimum safeguards;
- iv. it complies with technical screening criteria that have been established by the European Commission.

Finally, it should be recalled that for this first year of reporting, the economic activities shall only be assessed in respect of the first two environmental objectives set out above.

Therefore, in order to fulfil the regulatory requirements, in consideration of the Group companies’ NACE codes, with the list of activities included in the Regulation and the latest interpretations published, despite IEG’s commitment to climate change mitigation and

³⁴ Data available only for Italian Exhibition Group SpA and Summertrade Srl.

adaptation, for FY 2021, the Group activities were not considered as “eligible activities” from the point of view of the taxonomy.

Where possible, the IEG Group will assess the causes of their ineligibility, so as to identify the best practices to be implemented to allow for future reporting.

Table of 2016 GRI standards indicators

Material topic	Reference chapter	General topic standard	Topic specific standard		2021 reporting scope	Notes		
Energy efficiency and reduction of environmental impacts	Policies applied and risk management procedures - chap. 5.1 Topic specific standard – chap. 5.2	102-15 Risks, impacts and opportunities	301-1	Materials used by weight or volume	IEG Group, all consolidated companies as defined in the Methodological Note	By 2021, the Group commits to evaluate the implementation of a reporting system that ensures completeness and accuracy of information relating to materials used to produce and package the organisation’s primary products and services during the reporting period.		
							207-1 Approach to taxation	
		207-2 Tax governance, control and risk management	302-1	Energy consumed within the organisation	IEG Group, all consolidated companies as defined in the Methodological Note, with the exception of HBG Events FZ LLC			
			302-3	Energy intensity				
			303-1	Interactions with water as a shared resource				
			303-3	Water withdrawal				
			305-1	Direct GHG emissions (Scope 1)				
			305-2	Emissions of greenhouse gases generated by energy consumption (Scope 2)				
			306-2	Waste by type and disposal method				
			207-3 Stakeholder engagement and management of tax concerns					
Responsible supply chain management	Policies applied and risk management procedures - chap. 6.1 Topic specific standard – chap. 6.2	102-9	102-9	Supply chain	IEG Group, all consolidated companies as defined in the Methodological Note	Social criteria are not applied in selecting suppliers in any of the Group companies. Environmental criteria are not applied in selecting suppliers in any of the Group companies.		
							204-1	Proportion of spending on local suppliers
							414-1	New suppliers that were screened using social criteria
							308-1	New suppliers that were screened using environmental criteria

Material topic	Reference chapter	General topic standard	Topic specific standard		2021 reporting scope	Notes
Quality and security of products and services			103-1	Explanation of the material topic and its boundary		
			103-2	The management approach and its component		
			103-3	Evaluation of the management approach		
Socio-economic development			413-1	Operations with local community engagement, impact assessments, and development programmes	IEG Group, with the exception of FB International Inc and HBG Events FZ Llc	The Group used indicator 413-1 as a reference and reported certain activities that involve the local community, but is unable to calculate these percentages.
Development of human resources	Policies applied and risk management procedures - chap. 7.1 Topic specific standard – chap. 7.2		102-8	Information on employees and other workers	IEG Group, all consolidated companies as defined in the Methodological Note	In breaking down full-time and part-time for Summertrade S.r.l., only permanent employees were considered while intermittent workers were not included, as they have a degree of variability in hours during the year that make it difficult to categorise
			102-41	Collective bargaining agreements	IEG Group, with the exception of FB International Inc	
			401-1	New employee hires and employee turnover	IEG Group, all consolidated companies as defined in the Methodological Note	For purposes of breaking down the figures for Summertrade S.r.l., only permanent employees were considered while intermittent workers were not included, as they have a high degree of turnover.
			401-2	Benefits provided for full-time employees but not for part-time or fixed-term employees		
			405-1	Diversity of governance bodies and employees		Data for Summertrade S.r.l. is relative only to the fixed-term workforce. For intermittent fixed-term relationships, given the high degree of turnover and various fluctuations, the figure is difficult to determine

Material topic	Reference chapter	General topic standard	Topic specific standard		2021 reporting scope	Notes
Management of workers' health and safety			404-1	Average hours of training per year per employee		
			404-3	Percentage of employees receiving regular performance and career development reviews	IEG Group, with the exception of Pro.Stand Srl	
			403-9	Work-related injuries	IEG Group, all consolidated companies as defined in the Methodological Note	
			403-10	Work-related ill health		
			416-2	Incidents of non-compliance concerning the health and safety impacts of products and services (customers)		
Protection of human rights	<p>Policies applied and risk management procedures - chap. 8.1</p> <p>Topic specific standard – chap. 8.2</p>	406-1	Incidents of discrimination and corrective actions taken			
Ethics and anti-corruption	<p>Policies applied and risk management procedures - chap. 9.1</p> <p>Topic specific standard – chap. 9.2</p>	205-2	Communication and training about anti-corruption policies and procedures	IEG Group, with the exception of Pro.Stand Srl, FB International Inc and HBG Events FZ Llc	<p>Pro.Stand S.r.l., FB International Inc and HBG Events FZ Llc have implemented neither the 231 Model nor the Code of Ethics.</p> <p>Data not available for Pro.Stand S.r.l. for the entire three-year period.</p> <p>IEG Group commits to formalise an anti-corruption policy.</p>	
		205-3	Instances of corruption identified and actions taken	IEG Group, all consolidated companies as defined in the Methodological Note		

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