

# Italian Exhibition Group

#CommunityCatalyst

Consolidated Non-Financial Statement  
as of 31 December 2023 in compliance with  
Italian Legislative Decree no. 254/2016

# Italian Exhibition Group

#CommunityCatalyst

IEG is a leader and innovator in the exhibition sector and plays a unique role in the creation of dynamic and international experiences that generate continuous business opportunities and mold the sector's future.

IEG is not only an exhibition player, but also a major ecosystem capable of providing support and networking to the business community thanks to its know-how and extensive experience. Its goal is to create lasting relationships with its clients to guarantee long-term growth, both in terms of events and results.

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# Welcoming remarks

[GRI 2-22]

## Trade fairs, the universal importance of a handshake



→ Maurizio Renzo Ermeti,  
Chairman



→ Corrado Peraboni,  
CEO

Dear Readers,

Connections are of absolute importance for the business community and today's world. That is why, at the Italian Exhibition Group (IEG), we have always worked to bring together markets, stakeholders, buyers and the media. For over 70 years, we have been organising trade fairs, events and congresses in Italy and throughout the world: dynamic, international experiences that give voice to emerging trends in the sector and unite increasingly-broad communities.

Following a period of uncertainty due to the pandemic, the exhibition market is once again growing, at higher rates than in the past, thanks to a renewed desire to meet and share. **As IEG, we want to be part of this scenario, confirming the unique nature of our business model as a community catalyst, leader and innovator in the event organisation sector.**

The legacy President Cagnoni has left us is enormous. Not only was he a visionary, a timeless icon in our region, Lorenzo Cagnoni was a pioneer in sustainability, anticipating the future back in 1996 when, based on his intuition, Ecomondo—now Ricicla—was born.

Under his guidance, IEG embarked on its development journey which began with the creation of the exhibition centre followed by the Palazzo dei Congressi conference centre. Subsequently, following the merger with Vicenza and the listing on the stock exchange, the company consolidated its position to emerge as a leader in the exhibition scene, both nationally and internationally. Filling his shoes is not only a challenge, it is an honor. The mark he has left on the company and the local area is indelible and we are committed to continuing the path he has laid by keeping alive his innovative and sustainable vision.

**2023 was a record year, with results surpassing the ambitious goals set in the previous industrial plan. Revenues amounted to €212 million, with a net profit of €13,3 million and a progressively rising gross operating margin.** The company continued to invest to broaden its product portfolio, both in Italy and abroad. The acquisition during the past year of Mundogeo Eventos e Consultoria Empresarial Ltda, Singapore International Jewellery Event (SIJE), and Cafè Asia and Sweets & Bakes Asia & Restaurant Asia (CARA), contributed to consolidating our global presence, while the business combination with A&T S.r.l. contributed to diversifying the portfolio.

- Among the projects concluded in 2023 were the launching of Sigep China in Shenzhen, the acquisition of three new events in Singapore, two involving food and one regarding jewellery, and three in Brazil involving space, eVTOLs, drones, autonomous robots and geotechnology, as well as the KEY spin-off and the launching of the InOut format for the Rimini contract.
- **Ecomondo, in its 26th year**, marked IEG's fall season with the largest edition ever in terms of exhibition area and content quality to attest to the key role it plays in the ecological transition. The international green economy expo, also present at COP28 in Dubai, closed with a 15% increase in attendance— extraordinary progress, also given the KEY spin-off, the energy transition expo which made its own separate debut last March.
- **Vicenzaoro** was confirmed as the choice of the global jewellery industry with a 3% growth in attendance compared with 2023, 1,300 brand exhibitors and 141 different countries, with foreign visitors accounting for 60% of the total.



- **Sigep**, with a focus on sustainable innovation, confirmed its leadership in the Dolce Foodservice sector, with visitors from 160 countries and 1,200 brand exhibitors from 35 different nations.
- An all-new **RiminiWellness** event this year with the launching of the Strategic Advisory Board consisting of major wellness stakeholders, a sector which has been further consolidated in recent months within the IEG Group with Dubai Muscle Show and Dubai Active, Brasil Trading Fitness in São Paulo and the MACS “Mexico Active and Sport Expo”.
- The 60<sup>th</sup> **TTG Travel Experience** was strategic for the Rimini area known for being a tourism mecca: 19% increase in operators, the debut of InOut for the contract community, 2,700 brands and 1,000 foreign buyers from 62 countries made it Italy’s leading B2B event for the international tourist industry.
- Major impetus also for IEG **congress activity** in Rimini with the Palacongressi conference centre already sold out for 2024, and the surge in international congresses thanks to the increasing number of candidacies with a dozen European and international appointments already planned for the coming year. In Vicenza, where the Vicenza Convention Centre recorded a decisive year with higher attendance and qualification of business meetings.
- We were the first in the sector in Italy to have received **Gender Equality Certification** in recognition of our commitment to guaranteeing equal job and pay opportunities. We proudly boast a significant female presence in all supervisory and top management positions: 50% of our directors and 42% of our managers are women.
- We took on major commitments in adhering to the Net Zero Carbon Events initiative to decarbonise the exhibition sector by 2050. We subscribed to the Global Compact Network to promote a sustainable global economy and obtained certification for sustainable events at our exhibition grounds, the Rimini conference centre and the Ecomondo event by adhering to the vision of sustainable development of the United Nations 2030 Agenda.

**Thanks to the extraordinary results obtained in 2023, we updated our 2023-2028 Strategic Plan to include even more ambitious goals and over €170 million in investment.**

The new plan confirms the excellence of the previously-defined strategic course, while taking on new development polices. Their goal is to accelerate organic growth through a major investment plan required to consolidate the role of #IEG within the national and international exhibition scene, while laying the bases for further growth in external lines. Financial and environmental sustainability have been integrated into the plan as enabling factors in value creation and shareholder return.

Our successes stem from you and are dedicated to you: our customers, the Group’s human resources and all stakeholders. It has been an intense year yielding extraordinary results. Skills and experience developed in over 70 years of activity place us among the major players in the national business scene, with the ability to generate the profit margins of true leaders and in full compliance with the industrial plan.

So please, enjoy. Travel with us through 2023, sharing the most significant moments and looking to the year to come with renewed energy.

**Maurizio Renzo Ermeti**  
Chairman



**Corrado Peraboni**  
CEO



# Key Facts & Figures

+70

years of history

182

events in total

## International presence



1<sup>st</sup>

Italian exhibition player  
for directly-organised events

+56

major exhibition  
events

+126

congresses

## 2023-2028 Strategic Plan: extraordinary results

212,4

million  
in Revenues

49,3

million  
in EBITDA

+170

million in investment  
included in the  
2023-2028 Strategic Plan

85%

of investment meets  
European Taxonomy  
criteria

+150

million total value of goods  
and services acquired by  
the Group, of which 90%  
from local suppliers

→ FOCUS

## Vicenzaoro January



RECORD  
YEAR



+11.5%

rise in attendance  
compared with 2020



+1,300

brand  
exhibitors



+136

countries



60%

foreign  
visitors

# Key Facts & Figures

## ISO20121 Sustainable Event

certification for exhibition grounds, Ecomondo and Palacongressi convention centre

## First “Lorenzo Cagnoni” Award

for Green Innovation at Ecomondo

## Prostand: the future of exhibitions is Zero Waste

Results of the first LCA

A team that’s growing:

**+12%**

employees compared with 2022

First exhibition company to obtain

## UNI/PdR 125:2022 Gender Equality Certification

#inclusion, #diversity, #equality

## Female leadership

63% of total employees are women, 50% on the BoD, 42% in management

## Prostand Corporate Academy

+1,200 training hours for +350 sector professionals

## SAFTE

School of Advanced Training in the Ecological Transition

45 enrolled in the second year, 100 training hours

## Summertrade: Food for Good

30.000 meals collected since 2015

## Rimini Wellness Off

+220 appointments dedicated to the community

## Goldsmithing School

+540 students from 17 schools, +178% vs. 2022

→ FOCUS

# Ecomondo: the ecological transition exhibition 26<sup>th</sup> edition



**120**  
countries



**+550**  
hours of events



**+15%**  
rise in attendance compared with 2022



Chapter

01

# Italian Exhibition Group

#IEG

#CommunityCatalyst

#Green Core





# Group Profile

→ [www.iegexpo.it](http://www.iegexpo.it)

[GRI 2-1] [GRI 2-2]

For over 70 years, we have been organising trade fairs, events and congresses in Italy and throughout the world



Italian Exhibition Group S.p.A. is the Italian leader in the organisation of exhibition events and one of the main players in the exhibition-congress sector at European level, with its centres in Rimini and Vicenza. Since 19 June 2019, the company has been listed on Euronext Milan, a market regulated, organised and managed by Borsa Italiana S.p.A.<sup>1</sup>

**Overall in the exhibition and congress venues of Rimini and Vicenza, IEG organises each year over 56 organised and hosted exhibitions and over 126 congress events.**

The Group's activities are divided into five business areas:

- **Organised events:** conception, planning and organisation of both B2B and B2C exhibition events, aimed at creating opportunities to ensure that supply meets demand.<sup>2</sup> IEG oversees the entire value chain of the events organised across the following exhibition districts: Food & Beverage, Jewellery & Fashion, Wellness & Sports, Tourism & Hospitality, Lifestyle & Entertainment, Green & Technology.
- **Hosted events:** promotion and renting of exhibition spaces for external events, offering correlated activities that include cleaning services and portering, as well as more detailed contracts requesting collaboration in advertising the event.
- **Conference events:** formal meetings to discuss issues of common interest, often to share knowledge and experience, promote discussion and develop solutions. These events are managed in the Rimini and Vicenza convention centres and include the involvement of companies and medical, scientific, political, trade union, cultural, sports and religious associations.
- **Related services:** supplied through Italian and foreign subsidiaries, and used in trade fairs and congress events, including food and catering (Summertrade S.r.l.), stand set-up (Prostand S.r.l. and FB International Inc.), and cleaning and portering services in the Rimini trade fair and convention centre (Prime Servizi S.r.l.).
- **Publishing, sports events and other events:** production of informational content for the professional communities taking part in the organised events. These include prestigious publications primarily in the tourism sector with the TTG Italia and Turismo Italia magazines, and in jewellery with the VO+ and Trend Book publications, while the corporate area is covered by IEG Expo Magazine, the media owner of Italian Exhibition Group S.p.A. Furthermore, spaces in the Rimini Expo Centre are used for the organisation of sports events, such as the DanceSport Championships and the 'Ginnastica in Festa' event.

1. IEG is listed on the STAR segment (Segmento Titoli con Alti Requisiti – High Performance Equities Segment).

2. Business to Business (B2B); Business to Consumer (B2C).

## Exhibition centres

### RIMINI EXPO CENTRE



Inaugurated in 2001 and significantly expanded in 2017, the **Rimini Expo Centre is one of the most impressive exhibition complexes in Italy**. A single-storey structure, the trade fair extends over a surface area of 189,000 m<sup>2</sup> and has 24 modular conference rooms, an internal rail station and parking for 11,000 autos, as well as dedicated areas for the press, a business centre and refreshment areas. Its combination of functionality and efficiency is a point of attraction for buyers and exhibitors from around the world.

### VICENZA EXPO CENTRE



Covering a surface area of 80,000 m<sup>2</sup>, the structure includes a raised area with refreshment zone and conference rooms, a number of service areas for exhibitors and visitors, a press room and meeting rooms. Since 2014, it has undergone expansion and energy efficiency work. The Vicenza Expo Centre is one of the leading exhibition areas in Italy and is recognised globally in the jewellery sector. It hosts the two annual Vicenzaoro shows, among the top jewellery and goldsmithing trade fairs in the world. During the shows, Vicenzaoro hosts a series of events, sessions and seminars on ESG organised by CIBJO, the World Jewellery Confederation, one of the most authoritative organisations in the world for issues regarding sector sustainability.

## Convention centres

### PALACONGRESSI RIMINI



With its state-of-the-art structure, 11,000 m<sup>2</sup> exhibition area, 39 rooms and seating for 9,000, Rimini's Palacongressi Congress Centre hosts a variety of events, including the Congresso Nazionale dell'Associazione Microbiologi Clinici Italiani (National Congress of Italian Clinical Microbiologists), the European Robotics Forum, the Congresso Nazionale CGIL (CGIL National Congress), the Artificial Intelligence Week and the Simposio AFI – Associazione Farmaceutici Industria (Symposium of the AFI – Italian Pharmaceutical Industry). This last event focuses on research, innovation and sustainability. The Palacongressi also hosts Open Jam, an observatory-event that focuses on the workplace of tomorrow. Its **membership in AIPC – International Association of Congress Centres** attests to its global excellence in the congress sector.

### VICENZA CONVENTION CENTRE — ViCC



Equally prestigious, the Vicenza Convention Centre offers an **innovative and multifunctional space** in the heart of the city of Vicenza. The ViCC is comprised of four halls with areas ranging from 3,800 to 13,500 m<sup>2</sup>, 15 rooms and an auditorium seating 700. Its ability to adapt to the needs of events of different types and sizes makes it a versatile choice for conferences, congresses and business meetings. The commitment to quality and innovation is also seen in ViCC's active involvement in the sector's leading national and international associations, including Convention Bureau Italia, Federcongressi & Eventi, ICCA International Congress & Conference Association and MPI Meeting Professionals International.

IEG's activity extends across the whole of Italy. In addition to the exhibition and convention centres in Rimini and Vicenza, the company organises events and trade fairs between Brescia, Milan, Turin, Arezzo, Rome and Naples.

## Exhibition districts and flagship events

The events managed by IEG cover a wide range of key sectors for the Made in Italy industry that are exported throughout the world thanks to the Group’s global presence. Through its events, IEG collaborates with and promotes some of the most representative exhibition districts of the country’s industrial platform.

### GREEN & TECHNOLOGY



IEG holds a prominent place internationally in the **circular economy and renewable energy sector** thanks to events such as Ecomondo, which is not only present in Italy but also China and Mexico, and KEY – The Energy Transition Expo. TECNA, the International Exhibition for Surface Technologies and Supplies, and IBE - Intermobility Bus Expo, a transport-focused event, also take place in this exhibition district.

26 <sup>th</sup> year	1,450 brands	628 foreign operators taking part	record year +15% attendees compared with 2022	2,700 business matchings
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### JEWELLERY & FASHION



The **goldsmithing-jewellery** sector plays a primary role in exports to foreign markets. IEG recognises that this sector embodies “the meeting of innovation and tradition” of its rich artisan heritage through events such as **Vicenzaoro, T.Gold and Oroarezzo**. On an international level, IEG promotes this sector with major global events, for example, JGTD – Jewellery, Gem, & Technology in Dubai and the Singapore International Jewelry Expo – SIJE, which complete the portfolio of Gold Italy events.

69 <sup>th</sup> year of goldsmithing trade fairs	1,300 brands	60% of foreign visitors	136 countries represented	400 foreign buyers, +105% compared with 2022
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### FOOD & BEVERAGE



This district includes events connected with **distribution channels and the food sector**: **Sigep, Beer&Food Attraction, BBTech Expo** and **Cosmofood** are only some of the events that represent and promote the value of Made in Italy. For example, Sigep China has a significant role in opening Asian markets to these high-quality Italian products.

44 <sup>th</sup> year	+900 brands	21% of foreign visitors	155 countries represented	5 supply chains represented
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**TOURISM & HOSPITALITY**



IEG is a leader in organising events for the **tourism sector**, in which **TTG Travel Experience, InOut, SIA Hospitality Design** and **SUN Beach&Outdoor Style** are of particular importance. IEG also manages the Greenscape and Superfaces events which focus on materials for interior design and architecture. As part of its vision, IEG not only encourages the expansion of the tourist business, but also promotes cultural and design progress that benefits both local communities and participating companies.

60 <sup>th</sup> year	2,700 brands	200 events over three days	1,000 buyers	62 countries represented
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**WELLNESS & SPORTS**



The events organised by IEG in this exhibition district are dedicated to the areas of **fitness, sport and wellness**. **RiminiWellness, Dubai Muscle Show, Dubai Active Industry, UAE Exercise Professionals Summit, Brasil Trading Fitness Fair, Mexico Active & Sport Expo** and **Pescare Show** are important events on a national and international level that attract professional communities in this sector and feature the involvement of leading companies and brands on a global level.

17 <sup>th</sup> year	300 brands	240 RiminiWellness Off events	45 million social media coverage	754 business meetings and 86 buyers from 40 countries
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**LIFESTYLE & ENTERTAINMENT**



This district includes events that involve both the professional (B2B) and end-user (B2C) communities, which promote an atmosphere where innovation, creativity and cultural heritage converge. Events like **Mir Tech, Enada, RAS, Abilmente** and **Koinè**, are points-of-reference in the areas of **performance, toys and crafts**, and religious objects.

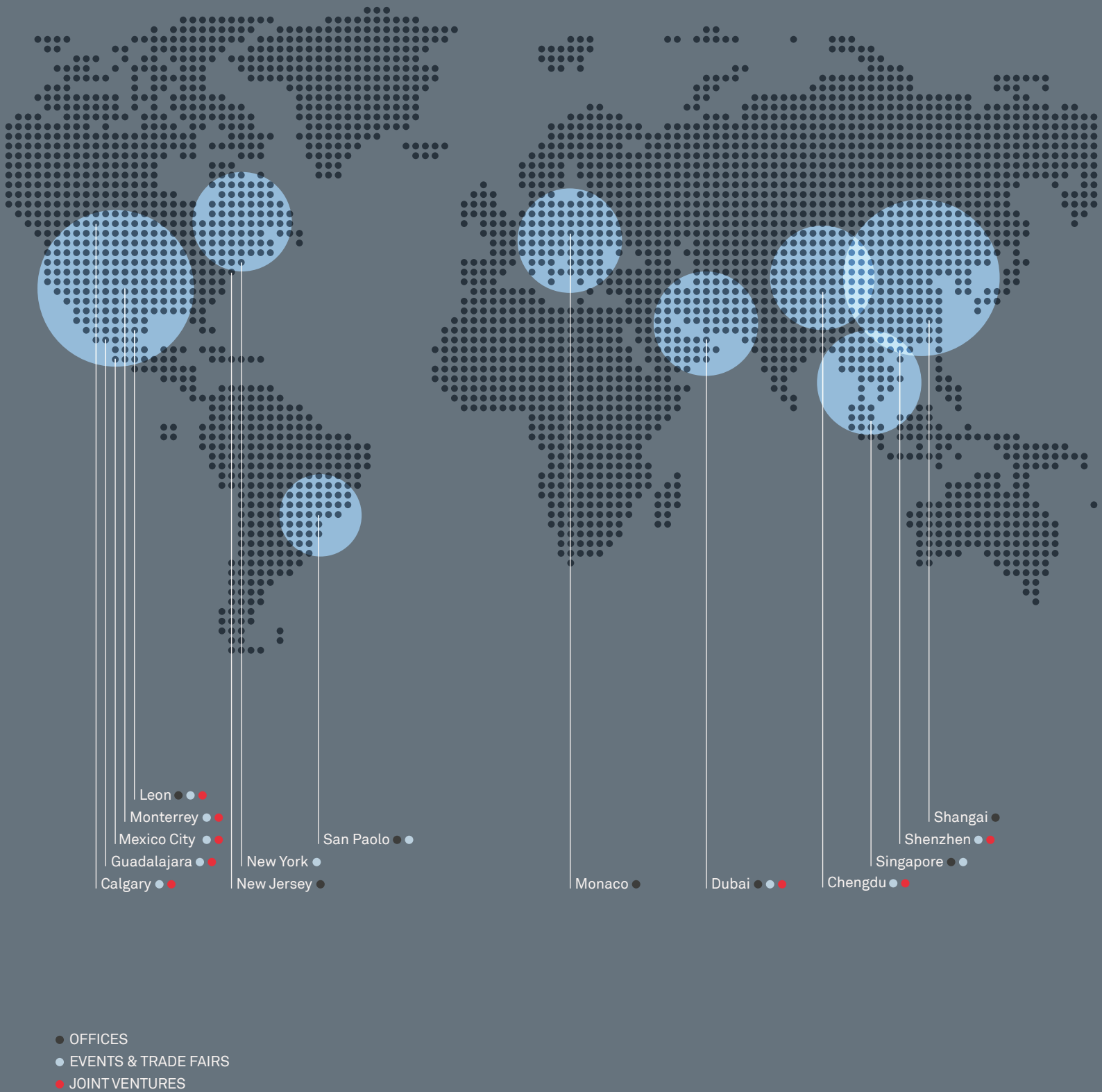
7 events in 2023	4 editions: Vicenza, Rome, Milan, Turin	+1,000 workshops organised since the first edition	60% of the workshops are free-of-charge	+190.000 people who are part of the community
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# Global presence

[www.iegexpo.it/it/worldwide](http://www.iegexpo.it/it/worldwide)

Through its events, incoming buyer and outgoing company platforms, subsidiaries and joint-ventures, IEG has developed a global network that attracts, supports and promotes the Group's reference industries which are the most representative of the country's industrial platform.

IEG has developed a **strong presence in international markets through business partnerships, acquisitions and joint ventures** in the United States, United Arab Emirates, China, Mexico, Germany, Singapore and Brazil, its purpose being to position itself among the main operators in this sector on an international level.



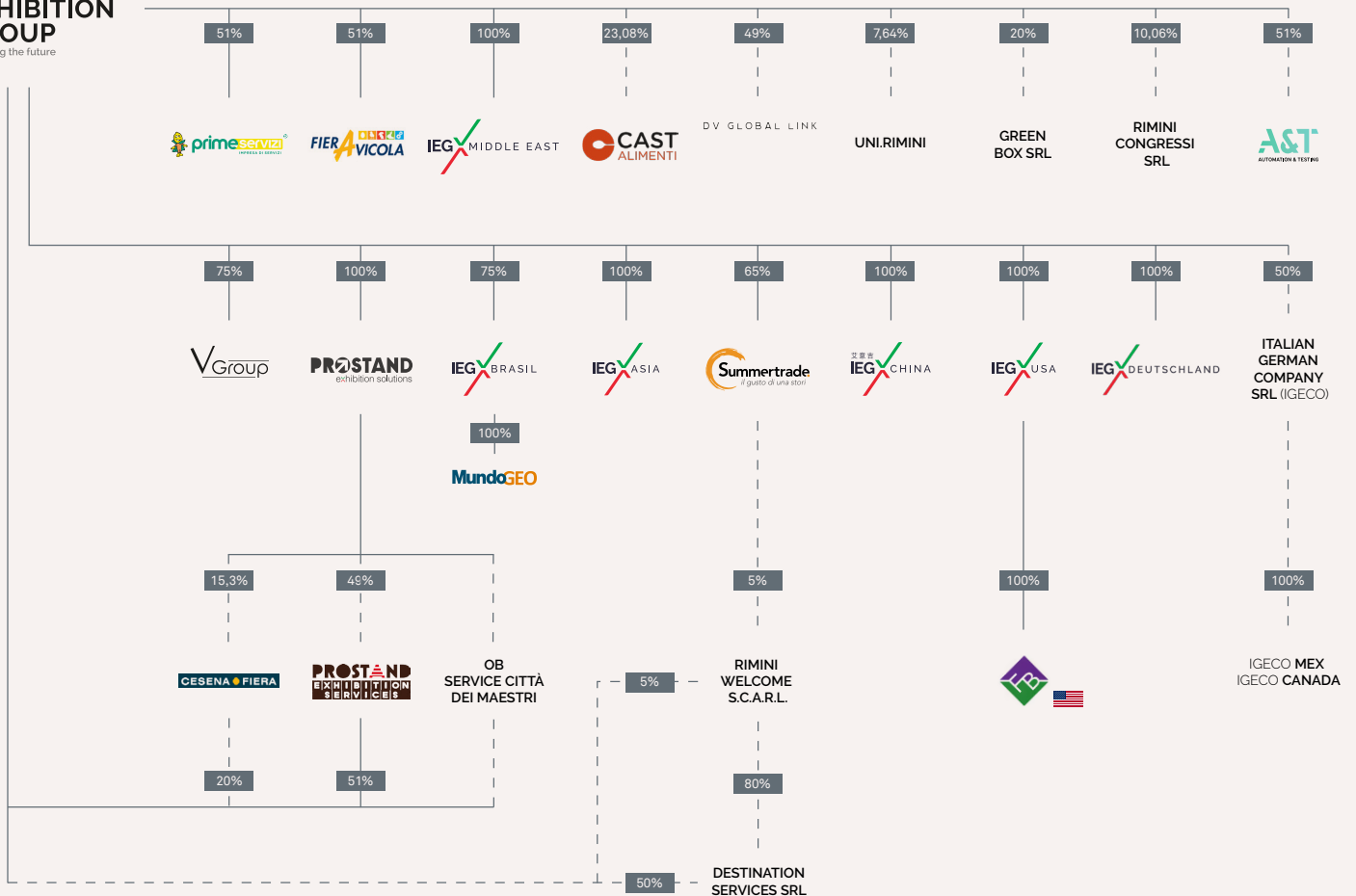
# Corporate structure

[GRI 2-2]

Through its subsidiary companies in Italy and abroad, the parent company, Italian Exhibition Group S.p.A., has not only expanded its global presence, but also extended its operations into sectors synergetic to trade fair-congress organisation.

Through its two Italian subsidiaries, Prostand and Summertrade, IEG is active in the exhibition solutions and catering sectors. Its presence also extends into the areas of training, cleaning and portorage services. In addition to organising events, outside Italy IEG operates in the United States through IEG USA and the exhibition solutions company FB International. Its presence in China, Mexico, the United Arab Emirates and Canada is handled through partnerships and joint ventures. Over the year, its international presence was further strengthened through the acquisitions of Mundogeo in Brazil and A&T in Italy – neither of which is included in the reporting scope since they are newly-acquired.

**ITALIAN EXHIBITION GROUP**  
Providing the future



———— COMPANIES INCLUDED using the line-by-line method

- - - - ASSOCIATED COMPANIES, joint ventures and other participations included in the consolidation

## Subsidiary companies

Subsidiary companies	Activities	% control
<b>Italy</b>		
Prostand S.r.l.	A company offering exhibition solutions for trade fairs, congresses, events and shows, as well as front desk, refreshment, showroom and museum installation services.	100%
ProStand Exhibition Services S.r.l.	51% controlled directly by the parent company and 49% indirectly through Prostand S.r.l., it is active in the trade fair exhibition solutions field. The acquisition of Prostand meant that this company took over management of the Group's exhibition solution services, with the result that, as of January 2019, Prostand Exhibition Services S.r.l. essentially became inactive.	100%
V-Group S.r.l.	Company headquartered in Rimini that organises events in the nursery gardening, landscaping and garden sector.	75%
Summertrade S.r.l.	Headquartered in Rimini, the company specialises in catering and banqueting services within Rimini and Vicenza's trade fair and congress centres. It holds exclusive concession rights for these services, both for sports facilities and other points of sale, restaurants and company canteens.	65%
Prime Servizi S.r.l.	Company founded in 2005, active in the cleaning, portering, gardening, pest control and assistance to the elderly sectors in the Rimini area and its surroundings. Prime Servizi was among the first companies in this sector to obtain UNI EN ISO 9001 and UNI EN ISO 14001 certifications for civil and industrial cleaning services.	51%
FierAvicola S.r.l.	Company headquartered in Rimini active in the organisation of FierAvicola, an event that is a national and international point-of-reference in the avicultural sector.	51%
A&T S.r.l.	Company acquired in October 2023 and organiser of the A&T – Automation & Testing event. This acquisition allows IEG to expand its portfolio into the technology sector, with the prospect of growth both on a national level and in northeast Italy.	51%
<b>Germany</b>		
Italian Exhibition Group Deutschland GmbH	Company headquartered in Hannover involved in establishing relations with businesses in Germany by organising delegations of exhibitors and visitors who take part in the major IEG exhibitions in Italy.	100%
<b>The Americas</b>		
Italian Exhibition Group USA Inc.	Company headquartered in the United States, founded in December 2017. On 1 March 2018, it acquired FB International Inc.	100%
FB International Inc.	Company specialised in the creation of custom stands for a range of sectors, at economically advantageous prices thanks to its in-house production.	100%
Mundogeo Eventos e Consultoria Empresarial Ltda.	Company acquired in 2023, headquartered in Curitiba in the state of Paraná. Since 2011, it has been organising exhibitions and on-line events in the space sector, eVTOLs (Electrical Vertical Take-off and Landing), drones, autonomous robots and geotechnology. 100% owned by IEG Brazil.	75%
Italian Exhibition Group Brasil Eventos Ltda.	Company headquartered in São Paulo, Brazil, it was founded in 2021 and operates in the Brazilian market in sectors synergetic to the Group's portfolio, with special focus on the fitness and jewellery markets.	75%
<b>Asia</b>		
Italian Exhibition Group Asia	Company headquartered in Singapore, founded in 2022, it is active in the Food&Beverage, equipment and jewellery sector.	100%
Italian Exhibition Group China	Company headquartered in Shanghai, it was founded in 2022 and operates primarily in the tourism and environment sectors.	100%
Italian Exhibition Group Middle East	Company headquartered in Dubai, founded in 2022, it is involved in organising events in the field of sport and fitness (Dubai Muscle Show and Dubai Active) and supports other Group initiatives in the Emirates, such as the JGT Dubai event.	100%

3. Subsidiary companies are included in the reporting in this document, with the exception of Mundogeo Eventos e Consultoria Empresarial Ltda. and A&T S.r.l.

# Economic-financial results

On 31 December 2023, the Group closed with revenues of €212,4 million, an increase of 31,2% compared with the €161,9 million registered in 2022.

The Group achieved a record result in revenues thanks to its organic growth which led many events to achieve their best performances ever, but also thanks to the recovery of post-pandemic volumes.

€/M (consolidated values as of 31.12)	2023	2022 (Restated)	2021
Total revenues	212.4	161.9	102.5
Total costs	(163.2)	(146.1)	(80.9)
Operating result	25.7	(0.1)	2.9
Operating profit	13.3	(0.8)	(0.7)
<b>Equity</b>	<b>106.9</b>	<b>94.3</b>	<b>93.4</b>

Revenues from the business line consisting of organised events, which represented 58% of Group revenues in 2023, were €121.1 million, an increase of €35.4 million compared with the previous year. 2023 saw the return of the traditional pre-pandemic scheduling of two of the main events organised by the Group: “Sigep”, “Vicenzaoro January” and “T.Gold”, and the first edition of “K.EY”, a spin-off of the Ecomondo energy sector. The main driver in the incremental variation in turnover was the organic component which amounted to €21.8 million (+25.1%), while the so-called “restart” effect of the events was €10.4 million, marking a +12.0% increase compared with the previous period.

Hosted events registered, overall, revenues of €4.5 million with an organic growth of €1.4 million compared with 2022 (€3.1 million as of 31 December 2022).

Congresses events involve the results of the management of the Palacongressi Rimini and Vicenza Convention Centre (VICC) structures. In 2023, overall in the two venues, 126 congresses were held for total revenues of €19.3 million, with an incremental variation of €4.5 million compared with 2022 (which were €14.8 million), thanks to an increase in the physical presence of attendees which were still limited in the early months of 2022.

Revenues for 2023 in the Correlated Services sector were €62.7 million (€52.0 million as of 31 December 2022), an increase of €10.7 million compared with the previous year, led by €10.2 million in organic growth, while the post-pandemic “restart” effect contributed approximately €1.4 million to turnover growth in this period.

Publishing, sports events and other activities, with the publishing activity in the sectors of tourism (TTG Italia, Turismo d’Italia and HotelMag) and goldsmithing (VO+ and Trendvision), and sports events and other residual revenues, resulted, overall, in €3.9 million in revenues, which was substantially in line with the result as of 31 December 2022.

## Economic value generated and distributed

The wealth generated and distributed by IEG enables to measure the contribution that the company provides to its stakeholders. It also represents one of the main drivers, thus facilitating an understanding of the economic and business aspects and their impact on the social fabric.

The economic value directly generated by the Group amounted to €212 million. 83% of the value generated by IEG was distributed to stakeholders, while the remaining 17% was retained by the company.

### GRI 201-1 | Direct economic value generated and distributed

€ (consolidated values as of 31/12)	2023
Economic value generated	212,833
Economic value distributed	176,721
Operating costs	131,145
Personnel	40,608
Capital providers	4,968
Public Administration	-
Economic value retained	36,112

## 2023-2028 Strategic Plan

### Vision



A sustainable and unique business model that:

- promotes continuous business opportunities by **bringing into contact buyers and sellers beyond the trade fair context**;
- generates true **networking within industrial communities** by stimulating involvement and reciprocal “cross-fertilisation”;
- sparks in-depth **understanding of the sectors represented** by integrating a range of in-person formats and communication channels;
- takes on the role of facilitator for change and moulds **the evolution of the industries served**, by:
  - bringing together sector executives,
  - facilitating the development and dissemination of content,
  - actively connecting with institutional and government stakeholders;
- makes contact with new industrial communities with the potential of emerging based on the model of the Ecomondo and Vicenzaoro case studies.

## Areas of action

IEG’s new Strategic Plan envisages organic growth for the Group by providing the bases for further development of its business through M&A activity and partnerships with global operators. **Over the five-year period 2023-2028** the main areas of activity involve:

### 1 PORTFOLIO GROWTH

- Consolidate the core portfolio by reinforcing sector specialisation and increasing venue capacity;
- Create new business communities by expanding exhibitions clusters through spin-offs, development of innovative concepts and importation of successful events;
- Continue with M&A operations.

### 2 CONSOLIDATION OF INTERNATIONAL EXPANSION

- Consolidate the presence of Italian events abroad;
- Further expand the recent acquisitions;
- Establish international partnerships with global organisers to consolidate international presence;
- M&A.

### 3 VALUE CREATION

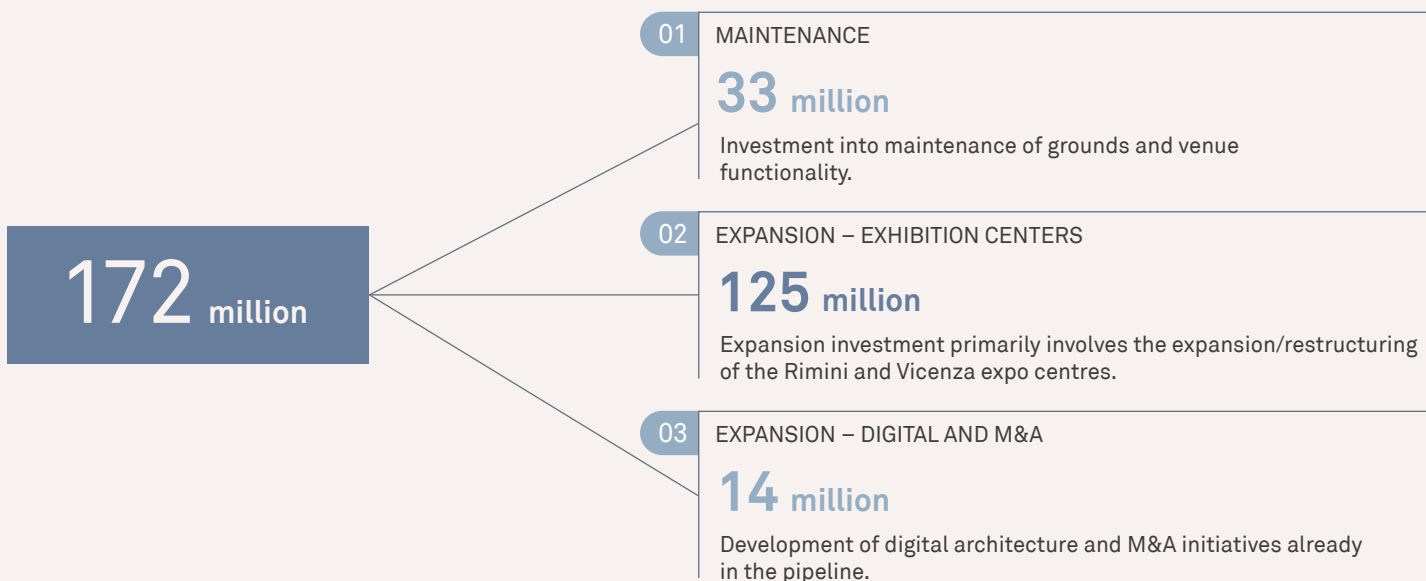
- Develop a new line of business based on services with added value and higher margins;
- Increase the operating margin of the Services Division;
- Integrate the 2028 ESG Plan into corporate strategy, thus contributing to sustainable value creation.

## Financial goals

→ [STRATEGIC\\_PLAN\\_23-28\\_IEG\\_1.pdf \(iegexpo.it\)](https://www.iegexpo.it/STRATEGIC_PLAN_23-28_IEG_1.pdf)

To implement the initiatives outlined in the Strategic Plan, IEG has developed an Investment Plan for 2028 worth over €170 million, with about 70% financed from its own resources and the rest from bank loans.

These resources aim to increase venue capacity, expand the services it offers and promote digital development to improve the customer experience. The investments will service to sustain organic growth.





## ESG Strategy

IEG’s business model as a Community Catalyst is closely tied to environmental and social sustainability. A connection also seen clearly in the 2023-2028 Strategic Plan in which the **ESG commitment is an enabling lever to accelerate and strengthen the economic results** to position IEG as sector leader and innovator.

Given this vision, IEG has decided to integrate the ESG Strategy into its Strategic Plan: **15 specific, measurable goals to provide a long-term perspective and orient IEG’s commitment to the environment, people and the communities in which it operates.**

The ESG Strategy is the result of a **shared commitment that includes the involvement of the entire organisation.** Three cross-function working groups were created involving 25 people who, through their experience and knowledge of the organisation, contributed to gathering ideas and inspiration towards defining goals.

The internal listening process also included **major involvement of members of the Board of Directors who oriented IEG’s strategic vision on sustainability by urging the organisation to be increasingly ambitious.**

This process was coordinated by Corporate Finance & Investor Relations management to maintain an active link between the ESG Strategy and the 2023-2028 Strategic Plan.

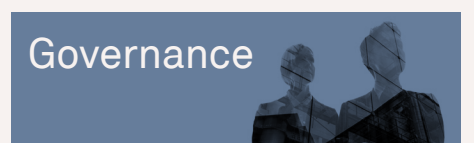
The goals of the ESG Strategy were built around IEG’s material topics, with a broader focus on emerging sustainability trends in the sector and communities in which the Group operates. The reflection has been developed along the three strategic axes of sustainability (Environment, Social, Governance) tailored to the company’s specific characteristics.



Reduce the environmental impact of exhibitions and congresses and their set-up by facilitating access through forms of sustainable mobility and safeguarding assets from the effects of climate change.



Create value for people and the communities in which IEG operates by capitalising on the unique expertise of the trade fair and congress sector.



Guarantee ethical business management focused on sustainability, thanks to the involvement of key players in the supply chain.

<b>Environment</b>	<b>Alessandra Astolfi</b>	Green & Technology
	<b>Roberto Bondioli</b>	Prostand
	<b>Lucia Cicognani</b>	Finance
	<b>Mirco De Silvestri</b>	Energy
	<b>Mattia Gasparini</b>	HSE
	<b>Giorgia Maioli</b>	Food & Beverage
	<b>Mario Vescovo</b> <b>Mirco Zamponi</b>	Operations Operations



<b>Social</b>	<b>Giada Bartolucci</b>	Digital & Innovation
	<b>Monica Capanna</b>	Human Resources
	<b>Marco Carniello</b>	Jewellery & Fashion
	<b>Fabio De Santis</b>	Event & Conferences
	<b>Silvia Fabbri</b>	Human Resources
	<b>Andrea Legato</b>	Summertrade
	<b>Mirko Malgieri</b> <b>Flavia Morelli</b>	Press Office Food & Beverage

<b>Governance</b>	<b>Graziano Alessio</b>	Supply chain
	<b>Gloria Armiri</b>	Travel & Tourism
	<b>Andrea Babini</b>	Prostand
	<b>Claudia Campagna</b>	Energy
	<b>Valentina Fioramonti</b>	Wellness & Sport
	<b>Alessio Morri</b>	Business Controlling
	<b>Francesco Santa</b>	IEG Middle East
	<b>Elisabetta Vitali</b>	Press Office
	<b>Simone Zaccherini</b>	Digital & Innovation

Each of the 15 goals was translated into intermediate targets that are easy to monitor, built on clear-cut lines of action and incorporated into the strategic priorities of the different functions. The concrete nature of the commitment is also measured in the numbers towards the realisation of the goals: the investment provided for by the Group to implement the plan goals is **over €11 million.**

From this standpoint, the ESG Strategy is indeed a key initial result, but is, above all, a starting point. **As such it represents a compass that will guide the organisation on its sustainable transition journey** aimed at making a concrete contribution to the sustainable development goals identified in the United Nations 2030 Agenda.

# The 15 goals of the ESG Strategy

	Goal	Target	Year Target	SDGs	Material topic			
ENVIRONMENT	Net Zero by 2050	Publication of the plan to reduce emissions in line with Net Zero Carbon Events	2024	  	Energy efficiency and renewable sources			
		-50% global emissions (Scope 1,2,3)	2030					
		Net zero emissions	2050					
	Green exhibition solutions for the EU perimeter	85% of exhibition solutions created using recyclable, reusable, recoverable or certified materials	2026		  	Sustainable events and circular economy		
		90% of exhibition solutions created using recyclable, reusable, recoverable or certified materials	2028					
	Parking Automation	40% automatic parking in expansion	2024			  	Accessibility and sustainable mobility	
		60% automatic parking in expansion	2027					
	+50 charging points	+25 charging points	2025				  	Accessibility and sustainable mobility
		+25 charging points for electric vehicles	2028					
	Adaptation to climate change	Adoption of an adaptation plan for climate change in line with EU Taxonomy criteria	2024					  
IEG Academy	Establishment of IEG Academy	2025	  	Skill development				
	80% of employees involved annually in IEG Academy training							
100% ESG training	100% of employees trained in ESG topics	2025		  				
Professional schools	100% of the major sector trade fairs involving artisan skills and manufacturing actively involved with a professional school	2025						
Impact observatory	Creation of an observatory to monitor and measure direct, indirect and induced impacts generated by IEG	2025			  			
D&I leadership	Activation of at least three partnerships to consolidate the role of IEG as D&I leader	2026						
Increase exhibitors satisfaction	Implement NPS in major exhibitions	2024				  		
	Net Promoter Score (NPS) higher than 30	2025						
Roles, responsibilities, skills	Definition of a sustainability governance model and related responsibilities and skills	2024					  	
ESG Policy	Definition of an internal ESG policy	2024						
ESG incentives	100% of IEG executives and top management with ESG incentives	2025	  					Ethics, transparency and anti-corruption
	100% of company personnel with ESG incentives	2028						
60% sustainability supply chain	Launch mapping of supplier base	2024		  				Supply chain
	60% suppliers involved in good ESG practices	2030						

# Scenario

## Evolution of the sector

The most recent edition of the UFI Barometer indicates that in 2023 the exhibition sector experienced a complete recovery from the significant drop caused by the pandemic<sup>4</sup>. In the majority of global markets, revenues achieved levels comparable to those prior the pandemic.

The prospects for 2024 are extremely positive. The average growth forecast on a global level amounts to +15% and would lead the sector to register the highest turnover ever. The greatest challenges included the status of the economy in national markets and global economic developments.

While in the first half of 2023 the priority issues involved internal management of personnel and digitalisation, in the second half, competition within the sector and sustainability emerged as the key concerns. There is also broad consensus regarding the major impact artificial intelligence will have on the sector.

## Trade fairs: value multipliers

The exhibition sector is a major driver for economic growth, generating significant impacts on a local, national and international level.

Exhibitions are not only natural business incubators, but also contribute to job creation, promotion of tourism and general economic growth.

**WORLD.** According to the most recent UFI estimates, on a global level, nearly 353 million visitors and 4.8 million exhibitors took part in exhibitions in 2019<sup>5</sup>.

These events activated throughout the world nearly €125.6 billion in direct expenditure, with North America and Europe ranking 1st and 2nd, respectively representing 43% and 32% of total global direct expenditure in 2019.

The exhibition sector was also directly responsible for 1.4 million jobs which increase to 3.4 million if the indirect and induced employment activated is also included. In terms of GDP, overall, exhibition activity involved €179 billion, of which €74 billion generated directly.

**ITALY.** In Italy, the sector activates production worth €8.9 billion, generating €4.3 billion in added value and providing jobs to 96,000 people.<sup>6</sup> If indirect and induced impacts are also taken into consideration, overall production reaches €22.5 billion, with added value of €10.6 billion (0.7% of GDP) and involving 203,000 people employed.

Analysing the impact of the economic contribution of exhibition companies, a sample of over 25,000 exhibition firms (covering 13% of national production) shows that between 2012 and 2019, companies participating in trade fairs showed a cumulative increase in sales of +12.6% and an increase of 0.7% in gross margin (EBITDA), compared with those that did not take part.

### Economic impacts generated by the exhibition sector

- **Direct impacts:** costs deriving from the organisation and production of the exhibition, related travel expenses, and direct costs of exhibitors and visitors;
- **Indirect impacts:** generated by purchases and supplies which, in turn, activate subcontracting supply chains;
- **Induced impacts:** deriving from the payment of salaries to the employees of companies involved, which translate into consumption.

## 2.4 multiplier effect

Every euro of added value generated directly by the exhibition sector produces an additional €1.40 for the national economy

**In other words, trade fairs have a multiplier effect of 2.4: every euro of added value generated directly by the exhibition sector (exhibitors, organisers and visitors) produces an additional €1.4 for the national economy.**

In terms of employment, the effects are slightly less. The multiplier effect here is 2.1: every direct job in the sector supports an additional 1.1 jobs in Italy.

4. UFI, Global Exhibition Barometer (32nd edition), January 2024. The survey involved 419 companies in 61 countries and regions.

5. UFI, Global Economic Impact of Exhibitions, 2022.

6. AEFI, Prometeia, Impatto del sistema fieristico italiano, 2022.

## The challenges of sustainable transition

Over the past 170 years, human activity has generated significant greenhouse gas emissions into the atmosphere, causing a rise in the global temperature of approximately 1.1°C compared to pre-industrial levels<sup>7</sup>. This increase was the reason why, in 2015, over 170 countries signed the Paris Agreement to limit the rise in temperature to no more than 1.5°C.

During the 28th United Nations Climate Change Conference (COP28), which concluded in Dubai on 13 December 2023, the first global stocktake was prepared in the context of the Paris Agreement. To limit global warming within the set limits, member states have stressed the need to reach the peak of global emissions by 2025, with a subsequent reduction of 60% compared with 2019 by 2035<sup>8</sup>.

Despite the commitments made, **2023 was registered as the hottest year ever**<sup>9</sup>. 2023 was registered as the hottest year ever<sup>10</sup>.

Within this context, the **European Union (EU) has taken on a leading role in the fight against climate change** through the approval in 2019 of the Green Deal, an action plan designed to concretise the European commitment to achieving climate neutrality by 2050. This ambitious goal is based on an intermediate target of reducing greenhouse gas emissions 55% by 2030, through a package of reforms and regulations known as “Fit for 55”, designed to increase the share of renewable sources within the overall energy mix<sup>11</sup>.

The package also includes the revision of the Energy Performance of Buildings Directive to make buildings more energy efficient. **Among the specific goals is the transformation of all new buildings to zero emissions by 2030 and existing buildings by 2050**, with the implementation of minimum energy performance requirements for existing residential buildings.

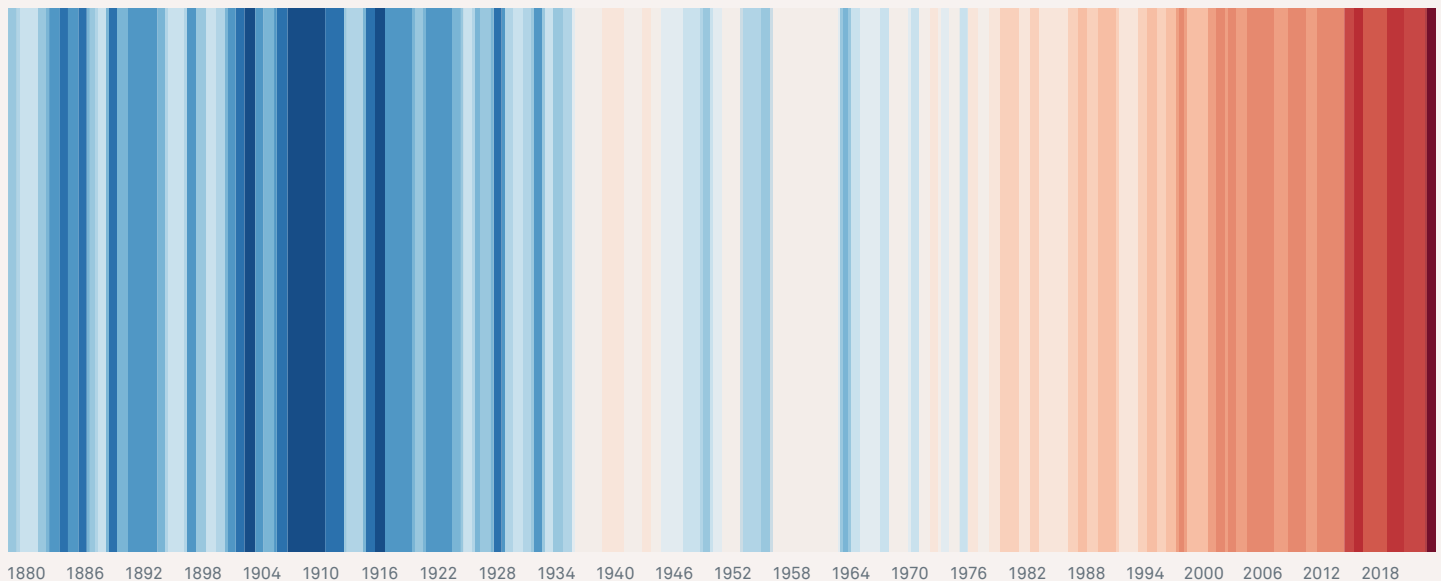
The European Commission coordinates these efforts through a range of pillars and instruments, including the 2030 Agenda for Sustainable Development. The 2030 Agenda is the global reference framework designed to find shared solutions to the major challenges facing the planet, including extreme poverty, climate change, environmental degradation and healthcare crises.

Signed in September 2015 by 193 member countries of the UN, **the 2030 Agenda for Sustainable Development Goals (SDGs) launches a global call for action** that balances short- and medium-term needs with long-term requirements. Its intent is to achieve the 17 sustainability goals, conceived as an interconnected, inseparable and universal network, given that action in one sector necessarily influences the results in others. Meeting these goals requires the broadest possible sharing of know-how, technology and financial resources.

### Climate stripes 1880-2023

Temperature differences compared to pre-industrial period

-0.6 °C  1.4 °C



Source: NOAA

7. IPCC, Climate Change 2022: Impacts, Adaptation and Vulnerability, 2022.  
 8. Council of the European Union, COP28, 2023.  
 9. Copernicus, 2023 is the hottest year on record, with global temperatures close to the 1.5°C limit, 2023.  
 10. The European House – Ambrosetti elaboration of IPCC data, Sixth Assessment Report, 2022.  
 11. Consiglio dell'Unione Europea, Fit for 55, 2023.

# Materiality Analysis

[GRI 2-29] [GRI 3-1] [GRI 3-2]

## Focus on what matters: nine key topics for 2023



The materiality analysis is the process to identify and understand the most significant topics for an organisation in its relations with the environment, the economy and people.

**In 2023, IEG updated its material topics, by evaluating the positive and negative impacts of its activity across the entire value chain.** This analysis was performed following the indications of the Global Reporting Initiative (GRI) and Standard 3: Material Topics 2021.

The materiality analysis was divided into four phases:

# 1

**Understanding the organisation's context**, on an international, national and local level, through bibliographical sources and sector literature, as well as analysis of the Group's value chain.

# 2

**Identifying and assessing impacts**, taking into consideration the impacts generated. Technical evaluation of the mapped impacts to measure their significance on the basis of their scale, scope, irremediability and probability of occurring.

# 3

**Testing with three key external opinion leaders** selected on the basis of their knowledge of the Group's sector and activities.

# 4

**Validation by top management:** definition of the materiality threshold and 9 topics on which to concentrate attention through discussion with key business function and validation of the results by top management. The activities of the Group and results reported on for 2023 focused on these topics.



## 2023 IEG material topics and compliance with Italian Legislative Decree 254/2016

No.	Italian Lgs. Decree 254/2016 topics	IEG material topics	Impacts generated	Type of impact
1	Anti-corruption	<b>Ethics, transparency and anti-corruption</b>	Involvement of an employee or manager in active or passive acts of corruption	⊖
			Prevention of acts of corruption through employee training initiatives	⊕
2	Social aspects	<b>Service quality and safety</b>	Malfunctioning causing safety risks for visitors and exhibitors due to the use of low-quality components	⊖
			Potential impacts generated involving the safety of services offered	⊖
3	Social aspects	<b>Support for the local community and social cohesion</b>	Enhanced reputation through dialogue with external stakeholders, including the local community	⊕
			Negative impact due to lack of support for social-economic development of the local community	⊖
4	Environmental aspects	<b>Sustainable events and circular economy</b>	Promotion of sustainable behaviours through events with high environmental awareness	⊕
			Less waste generated through adoption of circular practices (e.g., LCA) and minor environmental impact	⊕
			Risk of potential underground water leakage caused by pipeline breakage	⊖
5	Environmental aspects	<b>Energy efficiency and renewable sources</b>	Damage to the environment and the local community caused by the absence of environmental adaptation plans	⊖
			Costs and resources required to monitor and set Scope 1, 2, 3 emission goals in line with the SBTi	⊖
			Reduction of Scope 1 and 2 emissions through efficiency-raising measures adopted in trade fair-congress grounds	⊕
6	Personnel-related aspects	<b>Human resources development</b>	Opportunity to raise productivity and involvement through ongoing listening initiatives	⊕
			High turnover due to lack of social benefit and well-being programmes	⊖
7	Personnel-related aspects	<b>Skill development</b>	Consolidation of attractiveness and competitiveness through continuous and structured training initiatives	⊕
			Difficulty in finding personnel that can be taken on through upskilling and reskilling programmes	⊖
8	Personnel-related aspects	<b>Occupational health and safety</b>	Increase in work-related injuries due to inadequate training of contractor employees and technicians	⊖
			Increase in work-related injuries in certain areas of the business if not monitored (e.g., Prostand, Summertrade)	⊖
9	Social aspects	<b>Supply chain</b>	Environmental and social impacts generated due to lack of monitoring of new and existing suppliers	⊖

Starting in FY24, IEG will fall under the Corporate Sustainability Reporting Directive (CSRD) and will update its materiality analysis according to the European Sustainability Reporting Standard (ESRS) developed by the European Financial Regulation Advisory Group (EFRAG). Alongside the outside impacts generated by the organisation (impact materiality) will be the analysis of risks and outside-in opportunities (financial materiality), which will make it possible to map the sustainability issues that could have an influence on the business.

Knowing this, during the year, IEG already launched a process of anticipating CSRD requirements by considering the financial impacts experienced which will be applicable from the next fiscal year. This process is for internal purposes only and has not contributed to defining the material topics given above, and therefore is not subject to assurance by the NFRD review.

## Point of view of the Key Opinion Leaders

### DENZIL RANKINE – Managing Director Europe, STAX



Denzil Rankine is presently a Managing Director at Stax, a prominent global strategy consulting firm. Prior to Stax, Rankine was the Executive Chairman of AMR International, which he founded in 1991 and was acquired by Stax in 2022. His experience spans 30 years of advising companies on strategic development and acquisition including in the global events industry. This work has taken him to 35 countries. Rankine is a regular speaker at industry conferences including the SISO CEO Summit (Society of Independent Show Organizers), UFI (The Global Association of the Exhibition Industry) events, and EEAA (Exhibition and Event Association of Australasia). Most recently Denzil has co-written a book with event tech leader, Marco Giberti — Reinventing Live: The Always-On Future of Events.

“The events ecosystem, spanning from conferences to exhibitions, is a dynamic sphere, yet not devoid of environmental challenges. Face-to-face events often involve extensive travel, resulting in high greenhouse gas emissions. However, there is a silver lining: by bringing together exhibitors and visitors in one venue, the carbon footprint per meeting is significantly reduced. Furthermore, the events industry’s heavy reliance on disposable infrastructure, such as booths and event stages, bears repercussions on waste generation. Thus, a crucial step in addressing these environmental concerns involves transitioning to reusable prefabricated modular booths and minimizing the use of disposable carpets, often destined to landfill. Proactively managing these challenges enables industry players to mitigate risks, create value, and diminish their impact”.

### GIANNI SILVESTRINI – Scientific Director, Kyoto Club



Gianni Silvestrini is currently Scientific Director of the Kyoto Club, a non-profit organisation involved in meeting the goal of reducing greenhouse gas emissions. From 2008 to the present, he has been the Chairman and Co-Founder of Exalto Energy & Innovation, a company specialised in initiatives involving renewable energy plants and reducing energy consumption. Before taking on his current roles, Silvestrini spent over twenty years at the National Research Council (CNR) and was General Director at the Italian Ministry of the Environment.

“In facing ongoing climate changes, companies have two fundamental levers for contributing to the global effort: mitigation and adaptation. Mitigation aims at lowering greenhouse gas emissions through initiatives such as increasing energy efficiency and the production of energy from renewable sources. However, since climate change is already a tangible reality we face daily, it is equally crucial to integrate climate risk analysis, which involves assessing current and future threats posed by climate change to develop strategies to minimise damage and enhance resilience to such risks. The right combination of these two levers can guarantee that the climate goals which have been set are met and, at the same time, assure the resilience of business activity.”

### CLAUDIA PIASERICO – President, Confindustria Federorafi



Claudia Piaserico has been President of the National Federation of Gold Jewellery – Silverware – Jewellery Manufacturers since 2021. She is also currently Head of Product Development for FOPE S.p.A., a company active in jewellery production. In addition, from 2016 to 2021 she was President of the Gold Jewellery and Silverware area of Confindustria Vicenza, a leading institutional position in this sector. In 2012 she received the Women’s Jewelry Association (WJA) award.

“By its very nature, a company active in the exhibition sector is a major centre of attraction and connection. Within this context, social sustainability is as important as environmental sustainability, and should not be seen merely as a company’s responsibility towards its own personnel, but also towards the community in which it operates. Without question, investing in one’s personnel means investing in the company’s future and progress. Just as important is understanding that the sustainable future of a company also looks to the local area, especially for a sector in which the connection with the local context is evident. Ongoing involvement with and contribution to the community enriches the social fabric, reinforces a sense of trust and assures the longevity of the business.”



# Chapter 02



Ensure access to affordable, reliable, sustainable and modern energy for all



Ensure sustainable consumption and production patterns



Promote action to combat climate change at all levels

# Environment

#Sustainable events and circular economy  
#Energy efficiency and renewable sources



# Sustainable events

According to the United Nations Environment Programme (UNEP) a sustainable event is one that is: “designed, organized and implemented in a way that minimises negative impacts and leaves a beneficial legacy for the host community”.

Obtaining **ISO 20121 certification—the management standard for organising sustainable events**—can apply to an individual event or the trade fair-congress infrastructure. Applied for the first time at the London Olympics and the Milan Expo, the standard guarantees the framework to measure, minimise and eliminate the negative environmental, social and economic impacts of an event by optimising its planning and processes.

## ISO 20121 certification applies to:

- Rimini exhibition centre
- Vicenza exhibition centre
- Rimini Palacongressi
- Ecomondo event

**IEG achieved ISO 20121 for the Rimini and Vicenza expo centres, for Ecomondo in 2022 and the Palacongressi Rimini in 2023.** Certification requires that a series of factors regarding every phase of an event’s sustainability is taken into consideration. In 2022, concern about event sustainability resulted in an integrated management system that also contains environmental and health and safety considerations.

### PREPARATION AND SET-UP

**IEG selects partners and suppliers** that promote the use of recyclable and natural/biodegradable materials, and are oriented towards organisational choices designed to reduce consumption and waste.

Special attention is given to **effective transport management**, both in terms of materials and participants, from the standpoint of reducing energy consumption and minimising emissions of CO<sub>2</sub> and other gaseous pollutants.

### ORGANISATION AND DISTRIBUTION

IEG guarantees **appropriate use of the local area and the land on which the event is held**. It also controls noise and light sources to avoid excessive levels that could harm people and ecosystems, as well as minimise energy consumption. It takes into consideration the needs and expectations of all players involved, while also **guaranteeing universal accessibility**, including for people with disabilities.

### EVENT CLOSING AND DISMANTLING

IEG is committed to guaranteeing **proper waste management** in collaboration with municipal entities or authorised companies to assure correct disposal of all types of materials. It also oversees **correct treatment of wastewater** from kitchens and rest rooms.

## Green mobility

IEG is committed to facilitating arrival and departure from the Rimini Expo Centre by offering alternatives to auto use, in close collaboration with local government, Trenitalia and local transportation authorities.

### The first exhibition centre in Italy to offer an internal rail station

**Rimini Expo Centre has an internal rail station**, with stops for high speed Freccia, Intercity and Regional trains. **In 2023, there were 1,775 train arrivals**, with over 85,000 passengers.

**The centre can be reached easily using public bus lines**, both direct and with intermediate stops. During the same year, over 500 runs were made, transporting over 59,000 people.

For those who live along the coast, **the Metromare connects the Riccione and Rimini stations in just 23 minutes**, with 15 intermediate stops. In 2003, this service registered 8,000 arrivals a day, thus contributing to reducing vehicular traffic by approximately 2,000 units.

The exhibition centre has 25 electric vehicle charging stations, and there are plans to install a **further 25 charging stations by 2028**. IEG provides the option of utilising discount codes for electric bicycles and scooters from the LIME and BIT companies to facilitate reaching events using transport modes that are more sustainable.

# Ecomondo: The Green Technology Expo

## Facts & Figures 2023



Ecomondo, the ecological transition ecosystem, is the place where businesses, policy-makers, local authorities and government and institutions **get together and discuss** to coordinate the key elements that define the development strategies of EU environmental policy.

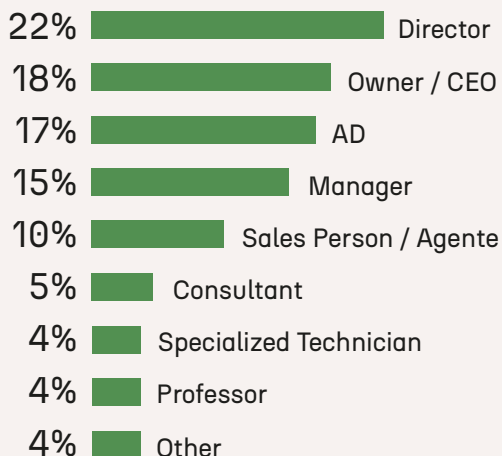
**This event is known as the international point-of-reference for green economy and circular economy technologies, services and industrial solutions.** Its areas of focus include water management, waste disposal, the textile sector, bioenergy, land management, transport, agriculture and sustainable cities.

A research and innovation hub, it offers information, sharing, and co-planning of European Green Deal policies through the creation of public-private partnerships involved in national, European and international planning.

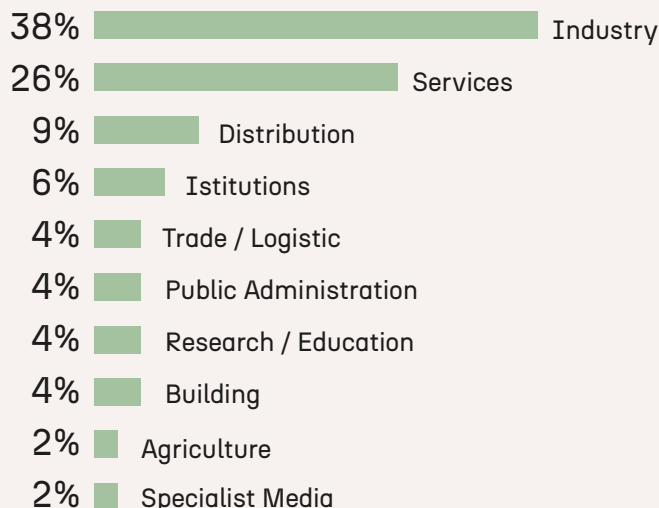
## A discussion platform

In 2023, Ecomondo celebrated a record-breaking 26th edition (7-10 November 2023) with a significant increase of +15% in attendance compared with 2022. The trade fair is a “place to be” platform: the four-day event becomes a centre of debate, catalysing discussion and becoming the place where important memoranda of understanding are signed. The audience of Ecomondo is B2B, representing industrial and service sectors as well as distribution and institutions, covering over 60% of high-level positions.

### PROFESSIONAL PROFILE



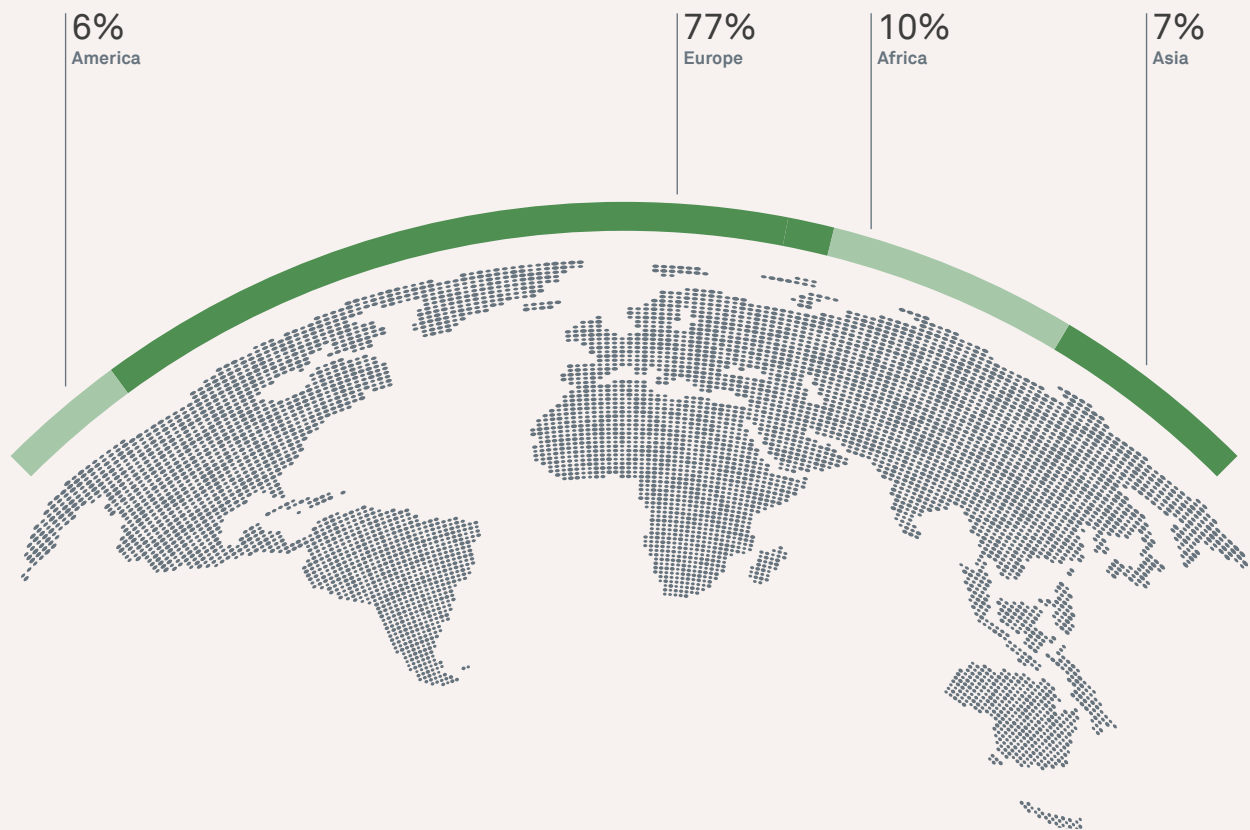
### SECTOR OF ACTIVITY



**Ecomondo operates as an active forum throughout the year.** Its strength lies in collaboration with representative and authoritative associations which are its constant partners and work closely with IEG. The presence of a technical-scientific committee comprised of 70 experts, representatives of bodies such as ISPRA and the Italian Ministry of the Environment and Energy Security, makes the event a highly authoritative one.

**2023 also saw the expansion of Ecomondo with the opening of an exhibition in the city on the blue economy,** with events over seven days for both professionals (B2B) and as educational outreach (B2C). This is a clear indication of the desire to involve different segments of the public and underscores the versatile and inclusive role of Ecomondo in the area of sustainability.

## Ecomondo is international



Visitors are arriving from a growing number of countries, primarily from the Euro-Mediterranean area, led by Spain, Germany, Greece, Serbia, Egypt and Tunisia, as well as Sub-Saharan Africa.

The Ecomondo network also has international reach with two events, in China and Mexico.

- **Ecomondo China – Chengdu International Environmental Protection Expo (CDEPE)**, offers an excellent observatory on Chinese policies and investment in the decarbonisation process. **In 2023, the 17th Ecomondo China CDEPE saw the participation of over 390 exhibitors** from a number of countries. A significant group of Italian companies contributed to the event, presenting technologies and innovation in the area of the circular economy.
- Similarly, **the 2<sup>nd</sup> edition of Ecomondo Mexico**, which took place in Guadalajara, brought together Italian, Canadian, US and Mexican companies. The trade fair focused on ecological transition and circular economy technologies, with special attention on business partnerships and investment from Latin America.



## Partnership for the environment

Visit the  
Aworld app



**Ecomondo is a collaborator of AWorld**—the official platform of the United Nations created to encourage collective action involving climate—the goal being to involve, educate and inspire its stakeholders.

**During 2023, Ecomondo launched a challenge with AWorld:** to carry out at least 100,000 positive actions over a three-month period. The list of actions to choose from is available on the dedicated app, where it is possible to monitor the progress towards achieving the goal.

Among the initiatives adopted are the use of bicycles for getting around, replacing old light bulbs with LED lights, and shifting to energy suppliers that offer renewable energy.

On completing the challenge, the partnership included a “reward” dedicated to the planet to be given by Ecomondo. **Thanks to the enthusiasm and participation of 296 people, 416,618 actions were registered**, surpassing all expectations.

Ecomondo decided to assign the reward to Regusto, a portal that handles donations of products that risk being wasted. It is based on a sharing for charity model which uses blockchain technology to generate positive social and environmental impacts. Positive impact is certified through an Impact Token equivalent to:

- 3 m<sup>2</sup> of land use saved;
- 2 meal equivalents;
- 1 kg of CO<sub>2</sub> avoided;
- 2 m<sup>3</sup> of water saved.

With Ecomondo, 3,000 Impact Tokens were generated that made it possible to generate **6,000 meals, avoid the emission of 3,000 kg of CO<sub>2</sub>, save 6,000 m<sup>3</sup> of water and conserve 9,000 m<sup>2</sup> of land.**

## Environmental best practices

- **Eliminate the use of carpeting** and, where absolutely necessary, use eco-friendly and recyclable carpeting;
- Collect and recycle cigarette butts;
- Use certified wood products for sustainable stands;
- Install photovoltaic systems and increase the number of charging stations installed;
- **Use apps and digital solutions to dematerialize informational materials;**
- Use badges that are 100% recyclable;
- Promote the use of alternative means of transportation to private cars. In 2023, **26% of arrivals were via alternative modes, including buses, shuttles, and trains;**
- **Inclusive access and utilisation of the exhibition centres** by making available services such as reserved parking, entrances easily reached by ramps, push-open doors, single-storey pavilions, and spacious eating areas to allow for freedom of movement.

→ [www.ecomondo.com](http://www.ecomondo.com)

# Circular economy

[GRI 303-1] [GRI 303-3] [GRI 306-3] [GRI 306-4] [GRI 306-5]

## Prostand: Zero Waste goal

The subsidiary company Prostand is involved in trade fair-congress exhibition solutions, offering custom and modular systems. Setting up a stand involves managing a range of materials—plastic, metal, electronic and wood—and includes activities such as working the materials, transport and repair.

**Prostand has undertaken a Zero Waste journey with the goal of guaranteeing that, by 2028, 90% of the materials used are recycled, recoverable, reusable or certified.**

In 2023, a Life Cycle Assessment (LCA) was launched in collaboration with the University of Bologna. The study analysed the environmental footprint in creating two different types of trade fair stands—the pre set-up or modular stand and the custom stand—taking into consideration the entire life cycle.

Pre set-up stands offer a rapid and cost-effective set-up solution, while custom stands provide a broad range of custom options for clients, such as additional lighting and audio visual equipment.

Findings showed that the choices made to-date by Prostand, such as the use of wood (regenerated and reused from certified forests), aluminium (100% recyclable and recycled) and carpeting from suppliers able to recycle it, have resulted in 12% savings in the carbon footprint (CO<sub>2</sub>eq/m<sup>2</sup>) for pre set-up stands and 15% for custom stands.

## Exhibition Solutions Observatory: a look into the future of exhibition stands

With the goal of offering solutions that are state-of-the-art and, at the same time, respect the environment, Prostand has created the Exhibition Solutions Observatory. Its mission is to analyse and anticipate temporary exhibition set-up trends by involving sector experts and making their findings available to the entire industry. **Through the Observatory, Prostand is the first company in the temporary exhibition set-up sector to create and make public the LCA study.**

## Prostand: sustainable methods

- Use of wood panels and aluminium materials to the end of their life cycle
- Products and by-products in wood certified FSC® and PEFC™
- Latest generation LED bulbs
- “Zero emission” coloured paints completely formaldehyde- and solvent-free and with low resin content
- 100% recycled carpeting
- Modular furnishings that make it possible to reduce volume by 70% and, therefore, lower emissions generated by road transport

The effectiveness of the decision to repair, rather than repurchase, virgin materials, is confirmed not only in the marginal role of electrical energy in calculating impacts, but also in the 20% (pre set-up) and 30% (custom) increase in the impact values within a scenario in which a 50% reduction in the life cycle of wood-based materials is hypothesised.

Use of electrical energy produced by photovoltaic systems has resulted in 2% savings in kg CO<sub>2</sub>eq/m<sup>2</sup> for both pre-setup and custom stands. The low impact of transport-related emissions is the result of locating production and storage sites near the main markets served.

These findings have made it possible to identify a series of actions to improve environmental performance: monitoring and involvement of the entire supply chain, materials research and development, upgrading of recycling and reuse, reduction in use of landfill, and research into new versions of eco-friendly stands.

## Waste management

Waste produced by IEG and its subsidiaries derives primarily from the activities connected with the ordinary and extraordinary maintenance of the facilities, as well as residue from event set-up and dismantling.

In 2023, there was a 20% increase in total waste generated compared with 2022. The increase in waste is attributable to the recovery in trade fair activity in the exhibition centres following the restrictions due to the Covid-19 pandemic. Of this waste, 99.9% is non-hazardous (wood, paper, plastic, metal, vinyl, fabric, and electrical components) and 0.01% is hazardous (used oil and paint).

### GRI 306-3 | Waste generated<sup>12</sup>

	2023		2022		2021	
	tons	%	tons	%	tons	%
Hazardous waste	2.3	0.08	2.6	0.12	0.23	0.02
Non-hazardous waste	2,753.0	99.92	2,161.68	99.88	1,168.77	99.98
<b>Total waste</b>	<b>2,755.3</b>	<b>100</b>	<b>2,164.28</b>	<b>100</b>	<b>1,169.00</b>	<b>100</b>

IEG is committed to correctly sorting waste to promote the circularity and recovery of disposed materials. The presence of a recycling depot within the exhibition centres—a dedicated and specially-managed zone accessible to authorised personnel only—provides for close control and reduction in the environmental impacts from waste generation. To monitor waste management, IEG uses forms and loading/unloading logs, accompanied by regular inspections and internal audits.

### GRI 306-4 | Waste diverted from disposal

	2023		2022*		2021	
	tons	%	tons	%	tons	%
Hazardous waste	0.36	0.01	0.8	0.06	0.23	0.05
Of which prepared for reuse	0.00	0.00	0.00	0.00	0.00	0.00
Of which recycled	0.36	0.01	0.8	0.06	0.00	0.00
Other	0.00	0.00	0.00	0.00	0.23	0.00
Non-hazardous waste	2,508.19	99.99	1,234.20	99.94	458.20	99.95
Of which prepared for reuse	1,605.69	64.01	1,104.36	89.42	0.00	0.00
Of which recycled	8.5	0.34	129.84	10.51	0.00	0.00
Other	894.00	35.64	0.00	0.00	458.20	99.95
<b>Total waste</b>	<b>2,508.55</b>	<b>100</b>	<b>1,235.00</b>	<b>100</b>	<b>458.43</b>	<b>100</b>

\*N.B.: Due to a calculation error, the data relating to GRI 306-4 (Waste diverted from disposal) for the year 2022 has been revised

### GRI 306-5 | Waste directed to disposal

	2023		2022*		2021	
	tons	%	tons	%	tons	%
Hazardous waste	0.44	0.18	1.8	0.19	0.00	0.00
Of which destined for incineration	0.00	0.00	0.00	0.00	0.00	0.00
Of which sent to landfill	0.44	0.18	0.8	0.09	0.00	0.00
Other	0.00	0	1	0.00	0.00	0.00
Non-hazardous waste	246.42	99.82	927.48	99.81	710.57	100.00
Of which destined for incineration	2.40	0.97	0.00	0.00	0.00	0.00
Of which sent to landfill	244.02	98.85	927.48	99.81	0.00	0.00
Other	0.00	0.00	0.00	0.00	710.57	100.00
<b>Total waste</b>	<b>246.86</b>	<b>100</b>	<b>929.28</b>	<b>100</b>	<b>710.57</b>	<b>100</b>

\*N.B.: Due to a calculation error, the data relating to GRI 306-5 (Waste directed to disposal) for the year 2022 has been revised

12. The data has been supplied by waste disposal companies which document the number of containers.



## Partnership with Re-CIG®

In 2023, IEG began collaboration with RE-CIG®, the first company to gather and transform cigarette butts into plastic material (cellulose acetate) to be used for producing new objects.

Also in 2023, IEG received certification recognising that **instead of disposing of them, it recovered a full 23 kg of cigarette butts**, gathered between January and August.

Two different waste disposal methods are available: at the Vicenza Expo Centre, most of the waste is delivered to the municipal service, with a smaller portion going to the disposal centre for sorting and reuse. At the Palacongressi Rimini, all waste is combined with urban waste and disposed of by the municipal service.

Prostand uses recycled and regenerated materials in its set-ups (e.g., aluminium and carpeting) through to the end of their life cycles. The remaining material is primarily wooden which, after being dismantled, is placed in special containers to be treated and recycled. To-date, only a small part of the material employed—primarily graphic art—is not recyclable.

In terms of hazardous waste, Summertrade S.r.l., specialised in restaurant/catering services, sends used vegetable oil from frying in kitchens to affiliate companies for recycling. In FB International Inc., any removal of paint-related products (present in limited quantities) is handled in collaboration with a specialist supplier. Other non-hazardous materials disposed of include structural components, packing materials or scrap no longer reusable.

## Water protection

[GRI 303-1] [GRI 303-3]

Water resources in exhibition and congress centres are managed through the public water supply network. Regular analysis is performed on water quality and potability.

Summertrade has the highest consumption of water within the Group due to the food services it offers. In general, consumption is primarily tied to the air conditioning systems and needs of visitors and exhibitors. For Prostand, water resources are not used in its production processes given that varnishing is performed by outside carpentry firms, and stands are painted directly on-site at trade fair venues.

### GRI 303-3 | Water withdrawal

	2023	2022	2021
	m³	m³	m³
Public aqueduct or supplied by a water service manager	93,971	86,598	53,175
<b>Total water withdrawn</b>	<b>93,971</b>	<b>86,598</b>	<b>53,175</b>

In the Rimini Expo Centre, two authorised wells are used for irrigation of green spaces. The building faucets in the Rimini expo and congress venues are equipped with short-run water tap timers to prevent waste. Special aerators have also been installed to reduce water consumption to a minimum.

The Palacongressi Rimini has a rainwater recovery system with a 120 m³ storage tank (hidden underground) to optimise irrigation system water use. Company procedures for daily and weekly monitoring of meters and submeters provide immediate analysis of consumption to detect any system leakage or problems.

Fountains in the expo and congress centres have been designed using water recycling technology. In addition, all water withdrawn from the aqueduct flows into the sewers or evaporates without downstream monitoring.

Although it is not possible to quantify water discharge precisely, given the fact that water is used primarily for civil purposes, it is likely that the volume of water discharged corresponds approximately to that of water consumed.

## Water Defenders Alliance

For the 26<sup>th</sup> Ecomondo edition, IEG and Lifegate launched a collaboration which culminated in the company joining the **Water Defenders Alliance**. Coordinated by Lifegate, the alliance brings together companies, individuals, institutions, and the research sector contributing to the water resource conservation solutions offered by LifeGate. The main areas of activity include: plastic waste management, chemical pollution caused by hydrocarbon dumping, and the protection of marine habitats.

IEG decided to orient its support towards the implementation of the Trash Collec'Thor high-tech device, which captures up to 100 kg of floating waste, including plastic and microplastic pollution in marine, lake and city port environments.

## Energy consumption

[GRI 302-1] [GRI 302-3]

In 2023, IEG consumed 94,120 GJ of energy, 14% more than the previous year. Greater consumption was registered in Italy, both for electrical energy (43,508 GJ, 46% of the total) and methane gas (25,679 GJ, 27.3% of the total), due to the fact that it is where the majority of the Group's activity is concentrated.

Direct energy consumption corresponds to fuel use in the company's vehicle fleet, while consumption of natural gas derives from heating and cooling the centres and offices. Electricity is used primarily for venue lighting. 13.3% of the total energy consumed by the Group is from renewable sources.

### GRI 302-1 | Energy consumption within the organization (GJ)

	2023	2022	2021
	GJ	GJ	GJ
Direct energy consumption	30,837	25,993	27,978
of which Diesel fuel for generators	0	4	4
of which automotive Diesel	3,985	3,383	3,370
LPG	183	325	57
of which Petrol	990	317	97
of which Natural gas	25,679	21,968	24,454
Purchased electrical energy	63,282	55,451	42,726
of which Energy from renewable sources	12,539	14,628	10,796
of which Energy from non-renewable sources	50,744	40,823	31,939
Self-produced electricity	4,771	635	511
<b>Total energy consumed</b>	<b>94,120</b>	<b>82,078</b>	<b>70,704</b>

The energy intensity of the Group was calculated for the three-year period, taking into consideration the number of hours worked.

### GRI 302-3 | Energy intensity (GJ for hours worked)

	2023	2022	2021
Total energy consumed (GJ)	94,120	82,078	70,704
Hours worked (h)	1,061,974	1,060,954	641,638
<b>Energy intensity (GJ/h)</b>	<b>0.081</b>	<b>0.077</b>	<b>0.116</b>

13. Data for the parent company are as of 30/11/2023.

## Energy efficiency

At the Rimini Expo Centre, over the period 2019-2020, approximately 400 meters were installed to monitor electricity and gas consumption. Located in all pavilions and in the utility areas, this monitoring and measurement system assesses any unusual consumption patterns, which facilitates repair work in the event of malfunctioning.

IEG has undertaken major efficiency-boosting work in Rimini Expo Centre pavilions through the introduction of windows and skylights to maximise the use of natural light. **In the centre, 850 LED floodlights were installed** to guarantee annual energy savings of 720,000 Kwh, the equivalent of 66% of previous consumption and a reduction of 120 tons of CO<sub>2</sub> per year.

In 2023, **18 floodlights were replaced in the lighthouse towers**—the structures that support the floodlights—which resulted not only in energy savings of 50%, but also a significant decrease in potency compared with previous floodlights. This decrease did not compromise lighting efficacy and actually contributed to improving it at ground level, which increased overall security in these areas.

### Ice bank and modular boilers

Air conditioning in the Rimini Expo Centre is provided using an underground system which generates cold air at night and releases it during the day. **This system, called an “ice bank”, makes it possible to reduce by 50%** the absorption of electrical power required. In the Vicenza exhibition centre, IEG has three modular condensing boilers. In a day of full operation, the amount of energy saved could heat a building of 50 flats.

At the Vicenza Expo Centre, a **new air conditioning and lighting system using LED technology** was implemented, for a total investment of €233,000. New servo-controls were also introduced to regulate outside air and optimise energy consumption. Also in 2023, at Palacongressi Rimini, a lighting system using LED technology was installed in the four underground car parks.

The air conditioning system in the Palacongressi Rimini also uses an “ice bank” that makes it possible to reduce electrical power absorption by 50%, and the heating system has three modular condensing boilers.

Additional improvements were made through the introduction of remote lighting control in pavilion 8 with an investment of €20,000, further contributing to boosting efficiency and sustainable management of resources.

## Photovoltaic systems

Since 2022, IEG has had available five photovoltaic systems in its exhibition centres and congress venue facilities. **The installed power capacity of over 7,000 kWp makes it possible to generate 8.5 million Kwh of clean electrical energy per year.**

In the Rimini Expo Centre, three systems are in operation with total power of 5,515 kWp:

- 4,330 kWp plant owned by SOLAR RIMINI until 2031;
- 1,000 kWp plant on the car park roof, owned by Adria Green Solution until 2032. Both systems feed energy back into the grid;
- 185 kWp plant on the roof, owned by IEG for its own consumption.

**+7,000 kWp  
from  
photovoltaic  
systems**

At the Palacongressi Rimini, there is another photovoltaic plant of 322 kWp, again owned by SOLAR RIMINI. This plant is installed on the roofing and operates using the Efficiency System for Users (SEU) approach that directly connects the producer with the individual end user. The Vicenza Expo Centre is equipped with a 1,173 kW plant with features similar to those at the Palacongressi.

After twenty years of being in use, the two photovoltaic systems owned by SOLAR RIMINI and Adria Solutions will pass to IEG in 2031 and 2032, respectively. Starting in 2032, it is expected that 50% of energy will be self-produced, equivalent to approximately 3 million kWh. This means that a significant portion of energy requirements of the facilities will be provided internally, reducing the need to rely on the grid.

## CO<sub>2</sub> emissions

[GRI 305-1] [GRI 305-2]

IEG's direct (Scope 1) and indirect (Scope 2) emissions amount in total to 7,520 tons of CO<sub>2</sub>, an increase of 18.3% compared to 2022 as an absolute value, due to the increase in the number of organised events.

While Scope 1 emissions are direct emissions generated by the Group, whose source is owned or controlled by the company, Scope 2 emissions are indirect emissions from energy purchased by IEG.

### GRI 305-1 e GRI 305-2 | Direct and indirect emissions

	2023	2022	2021
	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Total direct (Scope 1) emissions	1,843	1,507	1,635
Direct emissions from stationary combustion (natural gas)	1,446	1,235	1,375
Direct emissions from company fleet (LPG)	12	21	4
Direct emissions from company fleet (diesel)	318	250	249
Direct emissions from company fleet (petrol)	67	1	7
Indirect emissions from electrical energy consumption	5,677	4,852	3,739
Total (Scope 1 and Scope 2) emissions	7,520	6,359	5,373

## European Taxonomy

Consistent with the guidelines of the Paris Agreement on climate change and the 2030 Agenda of the United Nations, with the adoption of the Green Deal, Europe has set itself the goal of becoming the first carbon neutral continent by 2050, while entrusting to the financial sector the task of guiding the sustainable transition of the economic system.

The exhibition sector has not yet been included in the European Taxonomy

For this, in 2018, the European Commission published the Action Plan on Sustainable Finance which outlines a series of measures to be adopted to orient capital towards sustainable investment, manage the financial risks connected to climate change, and promote transparency in economic-financial activity.

**The European Taxonomy—approved in Regulation (EU) 2020/852<sup>14</sup>—is the primary initiative of the Action Plan and introduces a unique classification system to identify environmentally sustainable economic activities.**

The Taxonomy is a dictionary of economic activities and related technical screening criteria. Its application is designed to aid member states and investors in orienting capital towards sustainable investment activities. The Regulation identifies a list of activities that can contribute to **six environmental objectives**: 1) Climate change mitigation – CCM; 2) Climate change adaptation – CCA; 3) Sustainable use and protection of water and marine resources – WTR; 4) Transition to a circular economy – CE; 5) Pollution prevention and control – PPC; 6) Protection and restoration of biodiversity and ecosystems – BIO.

Specifically, the delegated acts that progressively develop the technical aspect of the Taxonomy are the **Climate Delegated Act**,<sup>15</sup> published in 2021 and which lists the activities that can contribute to the first two climate objectives, and, subsequently, the **Environmental Delegated Act**<sup>16</sup>, published in 2023 and which is focused on the remaining four objectives. Currently, the Taxonomy identifies 156 economic activities classified in approximately 17 sectors.

For the 2023 reporting year, in line with the guidelines given by the **Disclosures Delegated Act**,<sup>17</sup> non-financial companies that fall within the scope of application of Legislative Decree 254/2016 for annual disclosure of non-financial information, and therefore subject to Regulation (EU) 2020/852, are required to publish a dedicated Disclosure, providing the **percentage share of turnover, capital expenditure (CapEx) and operating expenses (OpEx) linked to economic eligible and aligned activities with the first two climate objectives and eligible to the remaining four.**

14. Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment. European Commission, 2020. Link: <https://eur-lex.europa.eu/eli/reg/2020/852/oj>.

15. C (2021) 2800 final, Annexes 1 and 2, European Commission, 2021. Link: [https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=PI\\_COM%3AC%282021%292800](https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=PI_COM%3AC%282021%292800).

16. C/2023/2486, European Commission, 2023. Link: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L\\_202302486](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L_202302486).

17. Disclosures Delegated Act, European Commission, C (2021) 4987 final, 2021, adopted in July 2021 and which took effect on 30 December 2021.

## Application of the EU Taxonomy

In line with the non-financial disclosure requirements, from FY2022, IEG falls within the Regulation's scope of application. In the first year, the IEG Group performed an analysis of its eligible economic activities, starting with correspondence to the NACE codes given in the delegated acts. Since **the exhibition sector has not yet been included in the EU Taxonomy**, in the last NFRD, the Group declared the non-eligibility to the Regulation.

In line with its commitment to adopt disclosure best practices, **for the year 2023, IEG decided to apply the Regulation, going beyond the NACE code classification, in search of a descriptive correspondence of its economic activities with those of the Taxonomy in order to promote as much as possible its alignment with the Regulation.**

## IEG Group's eligibility and alignment

Through an eligibility analysis, **11 eligible activities** belonging to **6 sectors** of the Regulation were identified, contributing to meeting Climate change mitigation (CCM), Climate change adaptation (CCA) and transition to a circular economy (CE) objectives.

Once the eligible activities were identified, **an assessment was performed to verify if the technical screening criteria for alignment** to the Taxonomy were met.

### CRITERIA FOR SUBSTANTIAL CONTRIBUTION

For each eligible activity, it has been verified that the criteria for substantial contribution to the objectives are met. These are **technical thresholds** that establish the whether the activity is able to comply with the first requirement for Taxonomy alignment.

### CRITERIA FOR "DO NO SIGNIFICANT HARM" (DNSH)

For each eligible activity that satisfies the criteria for substantial contribution for at least one of the six environmental objectives, the technical and regulatory requirements were verified to ensure that the activity in question does no significant harm to the other objectives identified by the Regulation. Analysis included verification of both **specific criteria** that impose special technical or regulatory verification for each activity and objective, as well as **general criteria** based on respect for European or national regulations, or verification of environmental aspects.

### MINIMUM SOCIAL SAFEGUARDS

To conclude the technical alignment of eligible Taxonomy activities, IEG verified that the minimum safeguards provided for in the Regulation were met. This means those policies that guarantee that a series of international principles regarding the **safeguarding of human and labour rights, anti-corruption, fair competition and taxation** are respected.

In general, IEG confirms the centrality of **Corporate Social Responsibility** for the Group. Its commitment regarding human rights is contained in the **Code of Ethics** and can be seen, for example, in its request that the principles be respected in all contracts with both clients and suppliers, as well as the annulment of the contract in the event these are breached. In addition, as stated in the Code of Ethics, IEG supports social development, impartiality and value of the individual by promoting respect for their physical and cultural integrity and guaranteeing equal opportunity for all employees. Finally, respect for the minimum social safeguards is seen in its participation in the **UN Global Compact**.

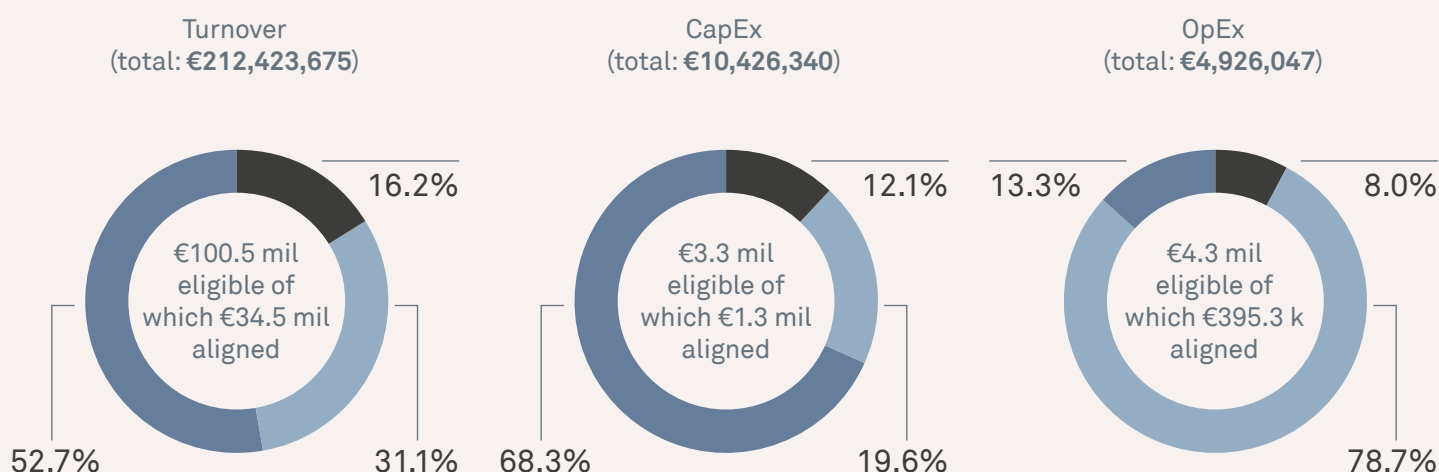


On the basis of the verification performed for the year 2023, **4 of the 11 eligible activities identified by the Group are aligned with the Taxonomy technical criteria.**

ID	Activities	Objective	Eligibility	Alignment
4.16	Installation and operation of electric heat pumps	CCM	Installation of electric heat pumps in congress venues	Yes
6.1	Passenger interurban rail transport	CCM	Agreements with Trenitalia, Tper and Trenitalia Freccie to guarantee stops at the Rimini Expo Centre station	No
6.3	Urban and suburban transport, road passenger transport	CCM	Rental of public bus lines to transport people to the exhibition centres	No
7.1	Construction of new buildings	CCM	Non-residential industrial real estate development projects for exhibition purposes	No
3.1	Construction of new buildings	CE		No
7.3	Installation, maintenance and repair of energy efficiency equipment	CCM	Replacement with efficient light sources, installation of efficient heating systems and energy efficiency measurement systems	Yes
7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM	Installation of electric vehicle recharging stations	Yes
8.1	Data processing, hosting and related activities	CCM	Installation of physical servers	No
13.1	Creative, artistic and entertainment activities	CCA	Organisation of events at its exhibition venues ("Special initiatives")	No
13.2	Libraries, archives, museums and cultural activities	CCA	Management of the Museo del Gioiello (Jewellery Museum)	No
5.1	Repair, refurbishment and remanufacturing	CE	"Zero Waste Process" project designed to implement material renewal and reuse goals	Yes

In line with disclosure requirements, IEG calculated the economic KPIs requested by the Regulation to define the share of turnover, capital expenditure (CapEx) and operating expenses (OpEx) linked to company activities eligible and aligned with the Taxonomy.

For FY2023, **47.3% of turnover was eligible**, and **16.2% aligned with technical criteria**. The share of **eligible CapEx was 31.7%** and the **aligned share was 12.1%**, while **86.7% of OpEx were eligible** and **8.0% aligned**.



- ELIGIBLE AND ALIGNED
- ELIGIBLE BUT NOT ALIGNED
- NOT ELIGIBLE

## Green investment

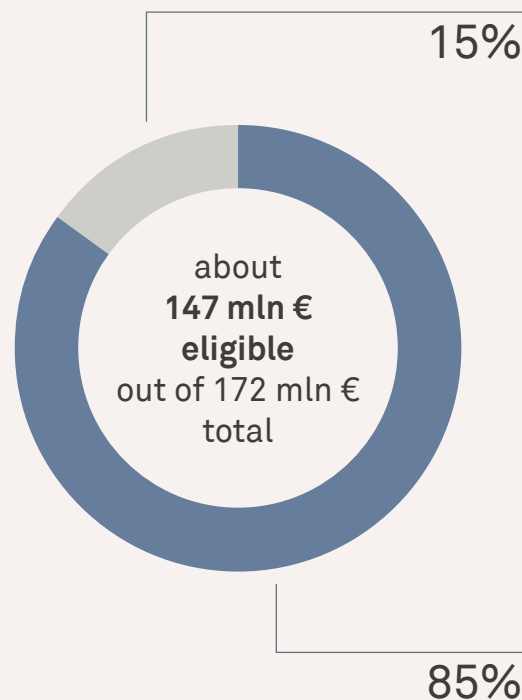
### Contribution of the Investment Plan to the environmental objectives of the European Taxonomy

For the publication of its 2023-2028 Strategic Plan, IEG decided, voluntarily, to calculate the **eligibility of its investment to the activities which, according to Regulation (EU) 2020/825, can contribute to the sustainable transition**. The analysis was performed by pairing the investment items in the Plan to the activities listed for the six environmental objectives, both those eligible from the analysis for the year 2023, as well as potentially new activities that emerged from the assessment of the Plan.

The share of **eligibility of the Investment Plan is approximately 85%**, an extremely positive result made possible by the fact that the majority of investment concerns the “Construction and real estate” sector of the Taxonomy, including the purchase, demolition, construction and restructuring of new or existing buildings, including work to improve energy efficiency.

Since **the exhibition sector has not yet been included in the Taxonomy**, in future, these items could, hopefully, be reclassified under activities eligible for IEG’s core business.

For investments occurring during the course of the Plan, it was decided to **limit the exercise to eligibility given that the verification of the technical thresholds would only be partial**, since it is work-in-progress.



### European Taxonomy: accounting principles and additional information

Provided below is the qualitative information called for in the Regulation regarding the construction of the economic-financial KPIs requested by the Taxonomy. Specifically, the procedures for creating the percentages of turnover, CapEx and OpEx are provided regarding the Group’s eligible and aligned activities, defined on the basis of the information in Annex 1 of Delegated Act 2178/2021. This data refers to the Group’s performance in 2023, including all the companies contained in the reporting scope of the Consolidated Financial Statements.

Turnover	CapEx	OpEx
<ul style="list-style-type: none"> <li><b>Numerator:</b> net turnover obtained from products and services associated with economic activities which are eligible and aligned with the Taxonomy.</li> <li><b>Denominator:</b> overall value of the net turnover that contributes to the definition of “Revenue” in the Consolidated Financial Statements of the IEG Group.</li> </ul>	<ul style="list-style-type: none"> <li><b>Numerator:</b> capital expenditure eligible and aligned with the Taxonomy.</li> <li><b>Denominator:</b> overall value of the capital expenditure that contributes to the definition of “Total investment” of the IEG Group. Included in the calculation are the increases in tangible and intangible assets during FY2023 before amortization, impairment and any revaluation, including those deriving from value redetermination and reduction for the financial year in question, and excluding variations in fair value.</li> </ul>	<ul style="list-style-type: none"> <li><b>Numerator:</b> operating expenses eligible and aligned with the Taxonomy.</li> <li><b>Denominator:</b> overall costs connected with maintenance and repair, as well as all other direct expenditure connected with the daily maintenance of property, systems or machinery by the company or third parties to which these tasks have been outsourced, required to guarantee continuous and efficacious functioning of these assets. Also included are costs related to the management of the rail station, transport of operators and hosting activity. General expenditures, raw materials and energy costs (electricity, water, gas) are excluded.</li> </ul>

Share of turnover derived from products or services associated with economic activities eligible and aligned with the Taxonomy

Financial year 2023	2023			Criteria for substantial contribution						DNSH ("Do no significant harm") criteria					Minimum safeguards	Share of turnover eligible or aligned with the Taxonomy, year N-1 <sup>18</sup>	Enabling activity	Transition activity	
	Activity code	Absolute turnover (€'000)	Share of turnover	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy					Biodiversity
Text	€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Activities eligible to the Taxonomy</b>																			
<b>A.1. Environmentally sustainable activities (aligned with the Taxonomy)</b>																			
Repair, refurbishment and remanufacturing	CE 5.1	34,509,976	16.2%	No	No	No	No	Yes	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
<b>Turnover of environmentally sustainable activities (aligned with the Taxonomy) (A.1)</b>		34,509,976	16.2%	-	-	-	-	16.2%	-	Y	Y	Y	Y	Y	Y	Y	0%		
<b>Of which enabling</b>		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	-	
<b>Of which transition</b>		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%		-
<b>A.2. Activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Construction of new buildings	CCM 7.1	44,148,588	20.8%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Creative, artistic and entertainment activities	CCA 13.1	574,213	0.3%	N/AM	Yes	N/AM	N/AM	N/AM	N/AM								0%		
Construction of new buildings	CE 3.1	21,230,455	10.0%	N/AM	N/AM	N/AM	N/AM	Yes	N/AM								0%		
<b>Turnover of activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		65,953,255	31.1%	20.8%	0.3%	-	-	10.0%	-								0%		
<b>Turnover of activities eligible to the Taxonomy (A.1+A.2)</b>		100,463,231	47.3%	20.8%	0.3%	-	-	26.2%	-								0%		
<b>B. Activities not eligible to the Taxonomy</b>																			
<b>Turnover of activities not eligible to the Taxonomy</b>		111,960,444	52.7%																
<b>Total</b>		12,423,675	100%																

	Share of turnover/total turnover	
	Aligned with the Taxonomy by Objective	Eligible to the Taxonomy by Objective
CCM	-	20.8%
CCA	-	0.3%
WTR	-	-
CE	16.2%	26.2%
PPC	-	-
BIO	-	-

18. Comparison with the previous reporting year (N-1) will be possible starting with the disclosures for FY2024, since the IEG Group identified activities eligible and/or aligned with the European Taxonomy for the first time in FY2023.

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

Financial year 2023	2023			Criteria for substantial contribution						DNSH ("Do no significant harm") criteria					Minimum safeguards	Share of CapEx eligible or aligned with the Taxonomy, year N-1 <sup>19</sup>	Enabling activity	Transition activity	
	Activity code	Absolute CapEx (€'000)	Share of CapEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy					Biodiversity
Text	€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Activities eligible to the Taxonomy</b>																			
<b>A.1. Environmentally sustainable activities (aligned with the Taxonomy)</b>																			
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	81,814	0.8%	Yes	No	No	No	No	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4	103,329	1.0%	Yes	No	No	No	No	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
Repair, refurbishment and remanufacturing	CE 5.1	1,078,841	10.3%	No	No	No	No	Yes	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
<b>CapEx of environmentally sustainable activities (aligned with the Taxonomy) (A.1)</b>		1,263,985	12.1%	1.9%	-	-	-	10.3%	-	Y	Y	Y	Y	Y	Y	Y	0%	-	-
<b>Of which enabling</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	-	-
<b>Of which transition</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0%	-	-
<b>A.2. Activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Installation and operation of electric heat pumps	CCM 4.16	233,879	2.2%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Construction of new buildings	CCM 7.1	574,487	5.5%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	802,090	7.7%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Construction of new buildings	CE 3.1	428,165	4.1%	N/AM	N/AM	N/AM	N/AM	Yes	N/AM								0%		
<b>CapEx of activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		2,038,621	19.6%	15.4%	-	-	-	4.1%	-								0%		
<b>CapEx of activities eligible to the Taxonomy (A.1+A.2)</b>		3,302,605	31.7%	17.3%	-	-	-	14.4%	-								0%		
<b>B. Activities not eligible to the Taxonomy</b>																			
<b>CapEx of activities not eligible to the Taxonomy</b>		7,123,735	68.3%																
<b>Total</b>		10,426,340	100%																

	Share of CapEx/total CapEx	
	Aligned with the Taxonomy by Objective	Eligible to the Taxonomy by Objective
CCM	1.9%	17.3%
CCA	-	-
WTR	-	-
CE	10.3%	14.4%
PPC	-	-
BIO	-	-

19. Comparison with the previous reporting year (N-1) will be possible starting with the disclosures for FY2024, since the IEG Group identified activities eligible and/or aligned with the European Taxonomy for the first time in FY2023.

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

Financial year 2023	2023			Criteria for substantial contribution						DNSH ("Do no significant harm") criteria					Minimum safeguards	Share of OpEx eligible or aligned with the Taxonomy, year N-1 <sup>20</sup>	Enabling activity	Transition activity	
	Activity code	Absolute OpEx (€'000)	Share of OpEx	Mitigation	Adaptation	Water	Pollution	Circular economy	Biodiversity	Mitigation	Adaptation	Water	Pollution	Circular economy					Biodiversity
Text	€	%	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Yes; No; N/AM	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	A	T
<b>A. Activities eligible to the Taxonomy</b>																			
<b>A.1. Environmentally sustainable activities (aligned with the Taxonomy)</b>																			
Installation and operation of electric heat pumps	CCM 4.16	10,526	0.2%	Yes	No	No	No	No	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
Repair, refurbishment and remanufacturing	CE 5.1	384,800	7.8%	No	No	No	No	Yes	No	Y	Y	Y	Y	Y	Y	Y	0%	-	-
<b>OpEx of environmentally sustainable activities (aligned with the Taxonomy) (A.1)</b>		<b>395,326</b>	<b>8.0%</b>	<b>0.2%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7.8%</b>	<b>-</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>0%</b>		
<b>Of which enabling</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0%</b>	<b>A</b>	
<b>Of which transition</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>0%</b>		<b>T</b>
<b>A.2. Activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy)</b>																			
Installation and operation of electric heat pumps	CCM 4.16	20,650	0.4%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Passenger interurban rail transport	CCM 6.1	255,000	5.2%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Urban and suburban transport, road passenger transport	CCM 6.3	409,395	8.3%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Construction of new buildings	CCM 7.1	1,573,995	32.0%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	27,125	0.6%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Data processing, hosting and related activities	CCM 8.1	114,056	2.3%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Libraries, archives, museums and cultural activities	CCM 13.2	236,799	4.8%	Yes	N/AM	N/AM	N/AM	N/AM	N/AM								0%		
Construction of new buildings	CE 3.1	1,240,112	25.1%	N/AM	N/AM	N/AM	N/AM	Yes	N/AM								0%		
<b>OpEx of activities eligible to the Taxonomy but not environmentally sustainable (activities not aligned with the Taxonomy) (A.2)</b>		<b>3,887,657</b>	<b>78.7%</b>	<b>53.6%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>25.1%</b>	<b>-</b>								<b>0%</b>		
<b>OpEx of activities eligible to the Taxonomy (A.1+A.2)</b>		<b>4,272,457</b>	<b>86.7%</b>	<b>53.6%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>32.9%</b>	<b>-</b>								<b>0%</b>		
<b>B. Activities not eligible to the Taxonomy</b>																			
<b>OpEx of activities not eligible to the Taxonomy</b>		<b>653,590</b>	<b>13.3%</b>																
<b>Total</b>		<b>4,926,047</b>	<b>100%</b>																

	Share of OpEx/total OpEx	
	Aligned with the Taxonomy by Objective	Eligible to the Taxonomy by Objective
CCM	0.2%	53.6%
CCA	-	-
WTR	-	-
CE	7.8%	32.9%
PPC	-	-
BIO	-	-

20. Comparison with the previous reporting year (N-1) will be possible starting with the disclosures for FY2024, since the IEG Group identified activities eligible and/or aligned with the European Taxonomy for the first time in FY2023.



# Chapter 03



Provide inclusive and equitable quality education and promote lifelong learning opportunities for all



Achieve gender equality and empower all women and girls



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

# Social

#Human resources development

#Skill development

#Occupational health and safety

#Support for the local community and social cohesion



# A growing team

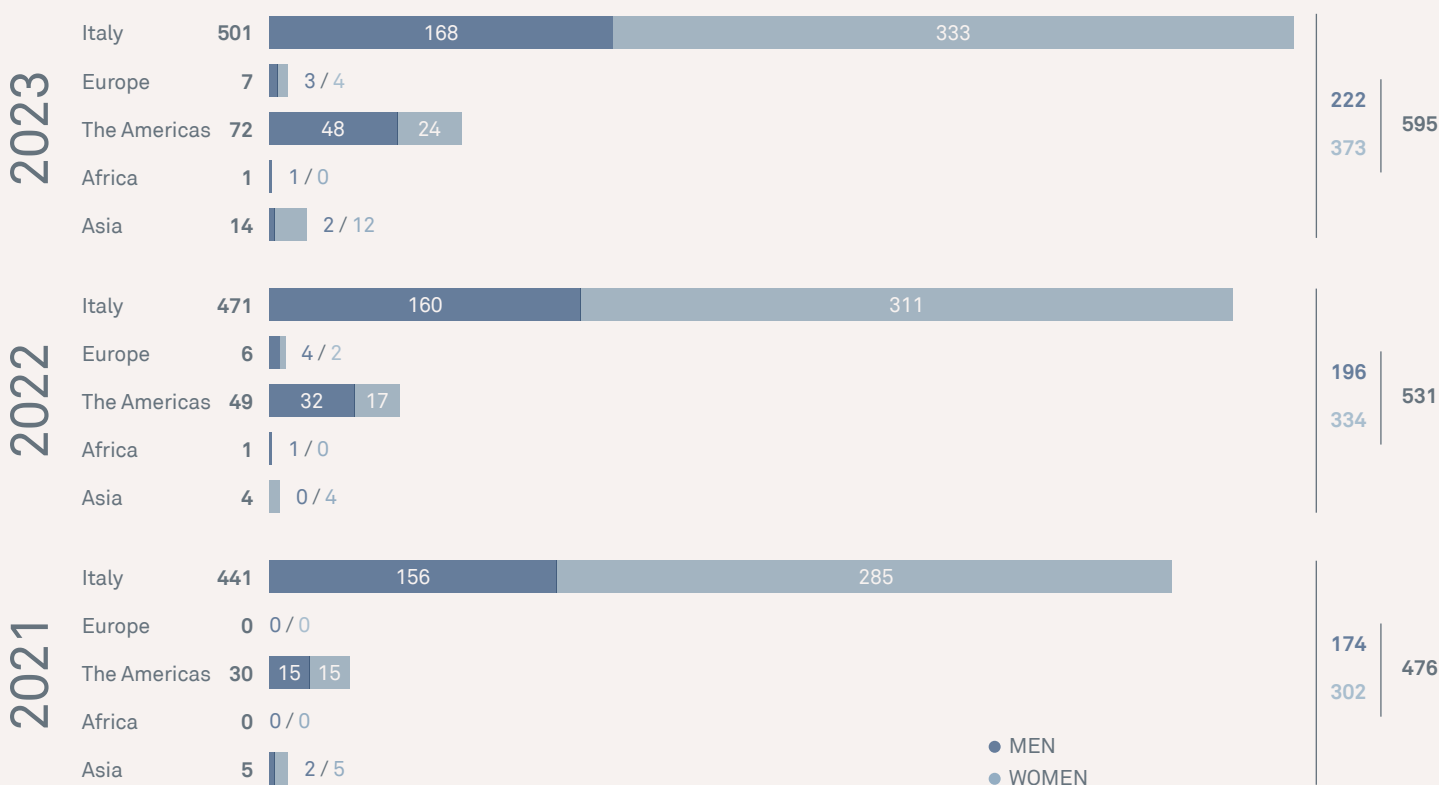
[GRI 2-7] [GRI 2-30] [GRI 405-1]

The trade fair is a complex ecosystem. The success of the services offered and events organised by IEG is the result of the expertise and daily commitment of our professionals. **Flexibility and result-orientation are the cornerstones of IEG’s human resources management:** investing in developing skills, promoting well-being and generating a creative and proactive work environment.

The Group’s Code of Ethics defines the principles of respecting moral integrity, safeguarding personal dignity, fighting discriminatory behaviour and assisting employees in their development and professional growth. As of 31 December 2023, IEG had a total of 595 employees, 97% with a permanent contract and 88% full-time. **63% of its employees are women, and 27% are under 35 years old.** Where applicable, 100% of employees are covered by a national collective bargaining agreement<sup>21</sup>.

## GRI 2-7 | Total employees by region and gender (n)<sup>22</sup>

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	168	333	501	160	311	471	156	285	441
Europe (excluding Italy)	3	4	7	4	2	6	0	0	0
The Americas	48	24	72	32	17	49	15	15	30
Africa	1	0	1	1	0	1	0	0	0
Asia	2	12	14	0	4	4	3	2	5
<b>Total</b>	<b>222</b>	<b>373</b>	<b>595</b>	<b>196</b>	<b>334</b>	<b>531</b>	<b>174</b>	<b>302</b>	<b>476</b>



21. Not included in this calculation are employees of the subsidiaries FB International, IEG China, and IEG Middle East, because of lack of applicability. The CCNLs (collective bargaining agreements) in force for parent company employees are: CCNL of the Commercio del Terziario della Distribuzione e dei Servizi (Distribution and Service Tertiary Sector); CCNL of the Grafici ed Affini e delle Aziende Editoriali anche Multimediali (Printing and Related Sector and Editorial Companies, including Multimedia); CCNL of Giornalisti (Journalists); and CCNL of Dirigenti Commercio (Business Managers). All Summertrade S.r.l. employees are covered by the CCNL of Pubblici Esercizi, Ristorazione Collettiva e Commerciale e Turismo (Retail Trade, Collective and Commercial Catering and Tourism).

22. Given the nature of its business, which is not continuous, in compliance with the law, the Summertrade subsidiary makes use of temporary employees who are not included in the calculations given in the table.

## GRI 405-1 | Total employees by professional category, subdivided by gender and age group (n)

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	7	5	12	10	5	15	12	4	16
under 35	1	0	1	0	0	0	2	0	2
age 36-55	5	4	9	7	3	10	8	2	10
over 55	1	1	2	3	2	5	2	2	4
Middle managers/Employees	136	343	479	131	307	438	115	274	389
under 35	31	105	136	27	96	123	25	81	106
age 36-55	83	193	276	85	173	258	78	167	245
over 55	22	45	67	19	38	57	12	26	38
Blue collar workers	79	25	104	56	22	78	50	15	65
under 35	20	3	23	10	0	10	6	1	7
age 36-55	39	15	54	29	16	45	30	10	40
over 55	20	7	27	17	6	23	14	4	18
<b>Total</b>	<b>222</b>	<b>373</b>	<b>595</b>	<b>197</b>	<b>334</b>	<b>531</b>	<b>177</b>	<b>293</b>	<b>470</b>

## GRI 2-7 | Total employees by gender and type of employment (n)

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	216	309	525	192	273	465	169	243	412
Part-time	6	64	70	5	61	66	5	59	64
<b>Total</b>	<b>222</b>	<b>373</b>	<b>595</b>	<b>197</b>	<b>334</b>	<b>531</b>	<b>174</b>	<b>302</b>	<b>476</b>

## GRI 2-7 | Total employees by gender and type of contract (n)

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Italy	168	333	501	160	311	471	156	285	441
Permanent	162	321	483	154	300	454	148	256	404
Temporary	6	12	18	6	11	17	8	29	37
Europe (excluding Italy)	3	4	7	4	2	6	0	0	0
Permanent	3	4	7	4	2	6	0	0	0
Temporary	0	0	0	0	0	0	0	0	0
The Americas	48	24	72	32	17	49	15	15	30
Permanent	48	24	72	32	17	49	15	15	30
Temporary	0	0	0	0	0	0	0	0	0
Africa	1	0	1	1	0	1	0	0	0
Permanent	1	0	1	1	0	1	0	0	0
Temporary	0	0	0	0	0	0	0	0	0
Asia	2	12	14	0	4	4	3	2	5
Permanent	2	12	14	0	4	4	3	2	5
Temporary	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>222</b>	<b>373</b>	<b>595</b>	<b>196</b>	<b>334</b>	<b>531</b>	<b>174</b>	<b>302</b>	<b>476</b>

Over the last three years, the IEG team has grown by 25%. In 2023 alone, 118 new people joined, 60% under the age of 35. Terminations, on the other hand, remained in line with the previous year (54 compared with 59 in 2022). For the year, the hires rate was 20%, with a turnover rate of 9%.

### GRI 401-1 | New employee hires and employee turnover

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total hires	43	75	118	37	69	106	35	36	71
Total employees	222	373	595	196	334	531	174	302	476
Hiring rate	21%	20%	20%	19%	21%	20%	20%	12%	15%
Italy	27	50	77	25	56	81	24	29	53
under 35	15	36	51	15	40	55	17	16	33
age 36-55	11	12	23	10	16	26	3	13	16
over 55	1	2	3	0	0	0	4	0	4
Europe (excluding Italy)	0	0	0	4	2	6	0	0	0
under 35	0	0	0	2	2	4	0	0	0
age 36-55	0	0	0	2	0	2	0	0	0
over 55	0	0	0	0	0	0	0	0	0
The Americas	14	16	30	7	7	14	11	6	17
under 35	9	6	15	1	2	3	0	1	1
age 36-55	4	10	14	2	4	6	8	4	12
over 55	1	0	1	4	1	5	3	1	4
Africa	0	0	0	1	0	1	0	0	0
under 35	0	0	0	1	0	1	0	0	0
age 36-55	0	0	0	0	0	0	0	0	0
over 55	0	0	0	0	0	0	0	0	0
Asia	2	9	11	0	4	4	0	1	1
under 35	1	4	5	0	1	1	0	1	1
age 36-55	1	4	5	0	3	3	0	0	0
over 55	0	1	1	0	0	0	0	0	0
Total terminations	25	29	54	23	36	59	29	41	70
Total employees	222	373	595	196	334	530	174	302	476
Turnover rate	11%	8%	9%	12%	11%	11%	17%	13%	15%
Italy	19	25	44	19	28	47	21	32	53
under 35	8	12	20	8	18	26	7	6	13
age 36-55	9	10	19	9	7	16	7	20	27
over 55	2	3	5	2	3	5	7	6	13
Europe (excluding Italy)	2	0	2	0	0	0	0	0	0
under 35	1	0	1	0	0	0	0	0	0
age 36-55	1	0	1	0	0	0	0	0	0
over 55	0	0	0	0	0	0	0	0	0
The Americas	4	3	7	4	8	12	7	8	15
under 35	1	0	1	0	0	0	1	3	4
age 36-55	2	1	3	2	7	9	2	3	5
over 55	1	2	3	2	1	3	4	2	6
Asia	0	1	1	0	0	0	1	1	2
under 35	0	1	1	0	0	0	1	1	2
age 36-55	0	0	0	0	0	0	0	0	0
over 55	0	0	0	0	0	0	0	0	0

## Focus on Well-being

[GRI 401-2]

### Employee Sentiment: The first IEG survey designed to improve life in the company

In 2023, the parent company updated its Supplementary Corporate Contract (SCC) following a process that involved all offices and collaboration with the various trade union representatives.

As a framework for this process, in late 2022, IEG launched an anonymous survey of employee sentiment as a way of understanding the level of satisfaction with the work environment and identifying potential areas for improvement. The survey, whose response rate was over 70%, revealed an extremely positive level of satisfaction for approximately 90% of employees, with a vote of 7 to 10.

#### WORK-LIFE BALANCE

IEG guarantees the option of working remotely and adopts a weekly flexible hours system using the time bank. This allows employees to manage their hours and place of work. A voluntary sharing system for leave and vacation days was introduced, allowing colleagues who have not used up their holidays and leaves to offer them free-of-charge to those who might need them to assist sick children, spouses or parents.

#### PARENTHOOD

Among the initiatives supporting parenthood are:

- increased possibility of part-time hours until a child's third birthday;
- optional maternity leave supplement for the first three months;
- extension of the paternity leave to one month starting from the ninth month of pregnancy and within the child's first year of life;
- extension of the marriage leave option through the calendar year involved;
- leaves in support of assisting parents through the request for part-time hours by those who need to care for family members with health problems or who are not self-sufficient;
- introduction of scholarships for particularly deserving children of employees, and learning initiatives on how to prepare a resume and do a job interview.

#### IEG SUMMER CAMP

**The IEG Summer Camp was inaugurated in 2022.** It offers a summer experience for employee children between the ages of 6 and 12. Supervised by a group of employees, campers spent a week in Mezzaselva di Roana in the province of Vicenza, where they took part in art and music workshops, as well as hikes and team sports. The summer camp was a major success, with an approval rating of 9.5 out of 10, and 100% of those taking part saying they would recommend colleagues to enrol their children in the future.

### IEG Summer Camp: first year of the camping experience for employee children

#### THE COMPANY EXPERIENCE

To promote collaboration among employees, IEG has created new common and multifunctional spaces in its Rimini and Vicenza expo centres that act as both canteen and recreational areas. The Group has promoted new team-building social and sports initiatives. In fact, each department offers its employees a two-day retreat which is not just a chance to relax, but also an opportunity to reflect on the direction to take as a team. Since 2024 meal vouchers have been increased to €8, and travel allowances have been reworked and increased to better meet the needs of employees who need to travel.

#### BENEFITS AND SUPPLEMENTARY PENSION FUND

Since 2024 IEG has raised its contribution to the supplementary pension fund, with additional increases planned in 2025 and 2026. A healthcare fund was introduced as part of the benefits platform which will provide employees with refunds for family healthcare costs.



## Performance Management

[GRI 404-3]

**Performance management is a detailed, continuous process to observe, monitor and evaluate employees towards attaining company goals and their professional development.** This system includes a number of goals:

- align individual and company goals;
- improve overall performance;
- provide resources for personal growth;
- develop a performance culture;
- create a merit-based organisation that promotes recognition and a sense of belonging.

### Self-assessment, continuous feedback, coaching and specific goals

are the ingredients that guide personal growth within IEG

Available tools involve self-assessment, continuous feedback, goal-setting, and coaching based on creating relationships founded on trust and active, mutual listening.

The assessment process is managed from the in-house Human Capital Management System (HCMS) portal and involves two main players: the **person being assessed**, who is responsible for agreeing to the goals, carrying out self-assessment with a development plan and receiving active feedback; and the **person doing the assessment** who assigns clear goals, assesses if they are attained and provides structured feedback with the assessment.

This process has specific phases and a schedule. The goals are assigned in March/April, followed by a six-month assessment in July/August and, finally an annual assessment in December/February. IEG has formalised such process in its Supplementary Corporate Contract (SCC).

The performance management system is linked to the incentive system which includes an individual variable pay incentive (IVPI) and a collective variable pay incentive (CVPI). In the recent renewal of the SCC in 2023, a multi-year CVPI was introduced that reinforces the alignment between individual and company goals due to the direct correlation with the corporate strategic plan.

## Recruiting talent

**The special nature of the sector and the multidisciplinary skills required for certain roles**—for example, exhibition manager, which calls for specific business, marketing organisational and administrative expertise—**make the Group's ability to attract young talent a strategic question.**

This means having to build relationships with academia and the business world.

### COMPANY TALKS

IEG has taken part as a speaker in Master Digital Export and Made in Italy lessons organised by the 24ore Business School to present the IEG case study regarding internationalisation strategy and the digital development project. The Vicenza-oro case study was presented as part of the First Level Master's Degree in Corporate Strategy at the University of Padua. It outlined the basic phases of the event and analysed the background of the international development strategy.

## PARTNERSHIP WITH ACADEMIA

IEG has launched collaboration projects with a number of educational institutions:

- **A work project created with the Master SBS | Sport Business School in Treviso**, in collaboration with the Wellness & Sports Division, its goal is the development of two related and satellite activities to the Rimini Wellness event;
- **Field project in collaboration with the Master's in Retail Management & Marketing** organised by the CUOA Business School based on the repositioning of the Pescara Show event;
- **Project with the Master's in Tourism Economics at Bocconi University**, together with the Tourism&Hospitality Division, to identify a new segment to be developed as part of the TTG event.

The Group was also present at the Career Days of the University of Bologna, University of Urbino and IUAV University of Venice. At these events, contact was made with 17 students who later took part in the IEG hiring process.

## ONBOARDING AND WELCOME DAY

To foster the integration of new employees, IEG offers a structured onboarding process where, for the first six months on the job, new hires are partnered with a tutor and a buddy whose task it is to communicate the internal procedures and the specific know-how they need to perform their jobs. In addition, new hires have the opportunity to meet the main product, operations and staff representatives to get to know the company better.

**During this period, a Welcome Day is organized quarterly for the Group, Prostand, and Summertrade, featuring a combination of institutional events and team-building activities.** On this day, IEG provides new colleagues with the chance to meet and get to know each other to promote collaboration and give a sense of shared belonging to strengthen the bond with the company.

## Process digitalisation

**In 2023, the Human Capital Management System (HCMS) was introduced. It is a new system of human resource management** that represents another important step in IEG's digital transformation.

This new system is designed to simplify in-house HR processes by reducing management time and boosting reliability of corporate processes and databases. It will also provide a single source for analysis of back data. The introduction of the new software will also provide improvements in the Performance Management process through guaranteeing easier access to the history of the goals of each employee. Full digitalisation of the tools utilised will also result in improved goal measurement.

**As part of the digitalisation process, in 2023, Learning Square was adopted, IEG's new digital training platform.** This platform makes available tools and resources to promote professional development by providing unlimited access to learning materials. The multimedia library contains a vast selection of training videos and shorts. In 2023, through the Learning Square platform, a total of 266 training hours were provided, both on demand and in live sessions.

### Learning Square

the new 100% digital training platform

# Female leadership

[GRI 406-1]

IEG considers gender equality, diversity and female empowerment to be essential values, as ratified in the [Gender Equality Policy](#), adopted in 2023. The Group offers the same career opportunities and equal pay, and boasts a strong presence of women across managerial and top-level positions. Overall, 63% of its employees are women, 50% of the members of the BoD are female, and 42% of managerial positions are held by women.

## % women, broken down by professional category



In 2023, IEG received gender equality certification, in conformity with the guidelines of the Gender Equality Certification System – UNI/PdR 125:2022. This certification is promoted by the Department for Equal Opportunity of the Italian Council of Ministers. Its goal is to foster adoption of policies to guarantee non-discriminatory behaviour, provide access to leadership positions, and facilitate enhanced work-life balance for all women.

Assessment includes measurement of specific indicators in six different areas:

- 1 CULTURE AND STRATEGY
- 2 GOVERNANCE
- 3 HUMAN RESOURCES MANAGEMENT
- 4 GROWTH AND INCLUSION OPPORTUNITIES FOR WOMEN IN THE COMPANY
- 5 EQUAL PAY
- 6 SAFEGUARDING OF PARENTHOOD AND WORK-LIFE BALANCE

89.7%

the result obtained in the Gender Equality Certification System

IEG obtained a score of 89.7%, assigned on the basis of the KPIs associated with each assessment area, and was significantly higher than the 60% required for certification. This result was the fruit of the investment made by the Group over the years, totalling over €7,000 between 2021 and 2023.

Over the three-year period, no instances of discrimination were registered.

# Skill development

[GRI 404-1]

During 2023, over 8,600 employee training hours were provided, 14 hours per capita. Over 70%<sup>23</sup> of training is oriented towards developing transversal skills to supplement mandatory training.

## GRI 404-1 | Average hours of training per year per employee

	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Managers	5.57	8.60	6.83	8.15	12.25	9.52	13.67	8.13	12.28
Middle managers/Employees	13.88	12.21	12.68	15.49	12.33	13.23	11.71	12.94	12.58
Blue collar workers	21.62	32.69	24.28	21.37	80.68	38.10	23.38	28.60	24.58
<b>Total</b>	<b>16.37</b>	<b>13.53</b>	<b>14.58</b>	<b>16.80</b>	<b>16.82</b>	<b>16.78</b>	<b>15.14</b>	<b>13.68</b>	<b>14.23</b>

Among the numerous courses offered are programmes regarding management, public speaking, sustainability, team work, foreign languages, and developing of digital, sales and negotiating skills.

Special importance was given to the development of **emotional skills**, for example through courses focused on the emotional awareness of leaders and personal growth, starting from the promotion of a feedback culture.

+14 hours

of training per capita, for a total of 8,000 hours provided

## Manager Development Program

Introduced in 2022, the Manager Development Program (MDP) is the master's conceived by IEG for all middle managers and designed to boost their managerial skills and create a cohesive team. To-date, more than 40 managers have been involved. **Lasting five months, the course involved 18 participants in 2023 alone, for a total of 43 hours per capita provided.** The thematic areas covered, including through involvement of sector experts, range from technical subjects such as Project Management and Finance for Non-Finance, to soft skills and resource management themes, such as effective communication, feedback and delegating.

## IEG Skill Up Program

The IEG **Skill Up Program** is the in-house master's organised by IEG for the Group's young talents. It promotes growth and sharing by offering new stimuli and developing technical and soft skills that can prepare new future managers for IEG to guarantee leadership continuity. Launched in 2023, the project **involved 17 young high-potential employees for a total of 480 hours.**

This master's will be continued in 2024 for new young employees from both IEG and Prostand.

23. This figure does not include Summertrade non-mandatory training hours because monitoring occurred simultaneously with mandatory training hours.

## Prostand Corporate Academy

[GRI 413-1]

+1,200

training hours for +350 sector professionals

The Prostand Corporate Academy was launched in 2023 to promote specialised training.

The creation of an in-house training school was the result of increased difficulty in finding the skills required and the need to constantly update employee skills so they would remain abreast of the evolution in technology and sustainability.

The Prostand Corporate Academy meets this challenge by offering quality training for both internal and external professionals in the exhibition sector, including setup personnel, foremen, technical planners, electricians, graphic designers, carpenters, numerical control machine operators, supply chain technicians, warehouse managers, and sales personnel.

The courses offered include:

- **Wood technologist:** 340 hours of classroom instruction, 160 hours of company internship. The “Technologist of production of wood furnishings” certificate is recognised in Italy.
- **Rigger, technician for working at heights:** 400 hours of classroom instruction, 200 hours of company internship. A professional rigger certificate is awarded: Working at Heights Technician.
- **Mechatronic System Maintenance Technician:** 540 hours of classroom instruction, 260 hours of company internship. Upon completion of the course, a professional Product and Process Industrialisation Technician certificate is awarded.

## Occupational health and safety

[GRI 403-9] [GRI 403-10]

IEG is committed to guaranteeing working conditions that respect the psycho-physical health and safety of its employees, as outlined in its Code of Ethics. Towards this, IEG has adopted a comprehensive approach that includes conformity with international regulations and specific procedures, promoting a safety culture at all levels of the organisation.

The Group has obtained ISO 45001 certification, an internationally recognised standard providing clear guidelines for the implementation of an occupational health and safety management system. This approach is designed to prevent accidents, reduce risks and foster a working environment that supports the wellbeing of all employees involved in IEG activities.

1,176

hours of occupational health and safety training

IEG is committed to guaranteeing that all employees receive training in conformity with existing national and regional agreements. In 2023, over 1,100 training hours in occupational health and safety were provided.

Depending on job requirements, specific certificates are requested, such as those for working at heights, working with high-tension lines, and category three personal protective equipment. This ensures that personnel have the proper preparation and skills to take on the specific challenges of the exhibition sector. An in-house emergency team was created to handle high-risk situations to guarantee rapid response, if needed.

**In 2023, 17 injuries were registered, all minor, in over 1,000,000 working hours.**

The number of injuries is higher for the Summertrade company (11/17), which can be explained by the nature of its activity. In fact, its employees are frequently in contact with tools and equipment that have a higher risk of accident. However, no accident proved serious.

In 2023, the level of recordable accidents was 2.06<sup>24</sup>. The type of business the Group is involved in means that its level of professional illness is zero.

24. The level of recordable work-related injuries measures the incidence of work-related injuries per 200,000 hours worked in a given time period.



## GRI 403-9 | Work-related injuries

	2023	2022	2021
Number of fatalities related to work-related injuries	0	0	0
Number of work-related injuries with serious consequences	0	0	0
Number of recordable work-related injuries	17	11	12
Of which commuting incidents	5	4	4
Of which on the job	12	7	8
Hours worked (n)	1,164,238	1,060,954	641,638
Rate of recordable work-related injuries	2.06	1.32	2.49

In terms of monitoring this area in its supply chain, IEG adopts a procedure requiring strict approval of contractors and subcontractors, including requesting documents such as the Chamber of Commerce Registration Report (Visura), the Certificate of contributions compliance (DURC), and a self-declaration of technical-professional requirements. In addition, it also shares an emergency procedure and the Combined Interference Risk Assessment Report (DUVRI) to guarantee maximum preparation in critical situations. In 2023, IEG had 15 suppliers audited regarding occupational health and safety, but no incidents were detected.

## Rootedness in the local area

[GRI 413-1]

The Group grows thanks to collaboration with the local area in which it works and looks to provide commitment and dedication to promote development of the economy and employment.

## SAFTE: Scuola di Alta Formazione per la Transizione Ecologica

The School of Advanced Training in the Ecological Transition, promoted by IEG and managed by the University of Bologna in collaboration with Ecomondo and ReteAmbiente, is a specialist programme for managers, technicians, consultants and professionals.

It was created to meet the challenge facing companies in the fight against climate change and to train professionals in sustainability by focusing on two basic areas: the circular economy and energy efficiency.

SAFTE is held over ten weeks with a total of 100 course hours, 60% on demand and 40% live. The second year had a total of 45 people enrolled—60% more than the first year—with an average age of 34 and predominantly women.

SAFTE involves some of the most important names in Italian academia and the circular economy. Starting from the two presidents of the Ecomondo and K.EY. scientific committees, **Fabio Fava** and **Gianni Silvestrini**, as well as the president of the Sustainable Development Foundation, **Edo Ronchi**.

# Sigep: The Dolce World Expo

Sigep is the leading international event for professionals in the artisan gelato, pastry and bakery sectors. Now in its 44<sup>th</sup> year, Sigep is a major training platform. In addition to offering theoretical/practical courses, competitions, and events that showcase the talent and professional growth of young people, Sigep is involved in promoting social wellbeing and solidarity.

## Sigep Academy

In 2023, Sigep intensified its training activities through the creation of the **Sigep Academy**.

The Sigep Academy offers students in the last year of hotel schools and professional institutes the opportunity to get to know the world of work through demos, talks and practical courses, masterclasses, events and sector competitions. Fifteen secondary schools and institutes took part in 2023.

This initiative allows direct contact with professionals in the artisan gelato, pastry and bakery sector, offering a broad panorama of the opportunities available and post-graduation professional options.

## Junior and Senior Competitions

**Sigep 2023 hosted three important competitions for young talent: the World Junior Pastry Championship along with the Italian Junior and Senior Pastry Championships.** These competitions are a means for bringing together young people and sector companies.

During the World Championship, young pastry chefs under the age of 23 from across the world exhibited their talent in six tests. Famous celebrities such as Iginio Massari and Roberto Rinaldini enhanced the event. The Italian Junior Pastry Championship, promoted by Conpait and Cast Alimenti, is an event for young pastry chefs under 23 years of age. It is a competition that focuses on the ethical and professional principles of the work of pastry chef so that, through the competition, young chefs develop a sense of belonging to this profession.

The Italian Senior Pastry and Chocolate Championship, organised jointly by Conpait and Sigep, is the event for pastry professionals over the age of 23. This annual competition is a moment of intense professional value, conceived and managed to promote the future of this sector. Its goal is to give pastry chefs a sense of belonging and a positive message centred on the values of quality, passion for their work, aesthetics, creativity, collaboration and respect.

## Gusto della Solidarietà

**During the Sigep and AB Tech Expo 2023 events, IEG provided support to the local community and its residents through the “Gusto della Solidarietà” (Taste of Solidarity) and “Sigep Solidale” (Sigep Supports) initiatives.**

In 2023, during the event, **approximately 4,000 tubs of gelato were collected.** Part went to canteens for the poor, while the rest was sold at the I Malatesta shopping centre in Rimini, grossing €18,500 used to purchase food products for 190 families in the Rimini area, thanks to the Associazione Banco di Solidarietà.

Through Sigep Solidale and as part of the Beer & Food Attraction, left-over food was collected and donated to participating non-profit organisations, including the Mensa dei Poveri, Papa Giovanni XIII and Caritas Rimini, and then distributed to those in need. The initiative also included fund-raising among employees who were able to purchase the artisan beers left over from the event. The receipts—€4,000—were donated to the Caritas Parrocchiale di San Giuliano as a contribution to a down payment for a home for a family in difficulty.

## Summertrade: Food for Good

The Food for Good programme was born of a Federcongressi initiative that IEG backed through its congress division and later involved its Summertrade subsidiary, which **collaborates with local food and wine suppliers and is part of the project**. The platform was created by the European Commission as part of the EU Circular Economy Action Plan. Its goal is to identify, share and develop solutions to reduce food waste as a way of contributing towards meeting the Sustainable Development Goal of halving food waste by 2030. Food for Good was included in the best practices of the EU platform regarding food loss and waste.

Summertrade takes part in the initiative by being in contact with local non-profit organisations and facilitating recovery of non-consumed food as a way of contributing to the fight against food waste. **Since 2015, over 30,000 meals have been recovered and donated**, and in 2023 more than 6,000 ready meals were donated.

## PER L'ARTE

PERL\_arte (For Art)—the event of exhibitions and shows at the Rimini Palacongressi—is a joint project with Art Preview, Augeo Art Space and Rimini gallery owner Matteo Sormani. Through the language of contemporary art, the project is designed to bring the local area of Rimini and its residents to the world of exhibitions and events that are held at the Palacongressi.



In fact, the show promotes local artists. In 2023, the “Visioni urbane” (Urban Visions) project by Davide Frisoni offered the public an artistic perspective on international and local sites inspired by street scenes, lights, autos and traffic lights. During the exhibition set-up, guided tours are organised for the public and those interested, offering them the opportunity to interact with the artists and get a closer look at the creative process.

## RiminiWellness Off

A supplementary programme that includes 220 events for local residents

**Rimini Wellness Off is a side event to Rimini Wellness and is organised by IEG in collaboration with the city of Rimini.** Through the involvement of companies, sports associations and sector professionals, this event transforms the city centre and the Rimini Riviera into an open-air gym. Events, courses, lessons and talks around the four major aspects of the quality of life are offered: physical activity, nutrition, mental wellbeing and preventive medicine.

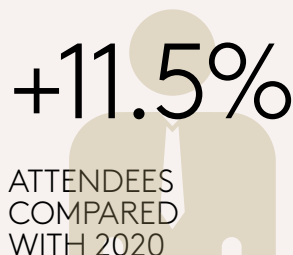
**The project involves the entire community, offering a rich programme of over 200 events.** The initiative is designed to raise awareness about the key importance of an active and healthy lifestyle by integrating these practices into our daily lives.

The programme also includes sports associations specialised in adaptive sports, offering wheelchair tournaments in a range of disciplines. Sport e Salute (Sport and Health), the association of the Italian Ministry of Sport, contributes with a sports village to give everyone the chance to try the various sporting activities.

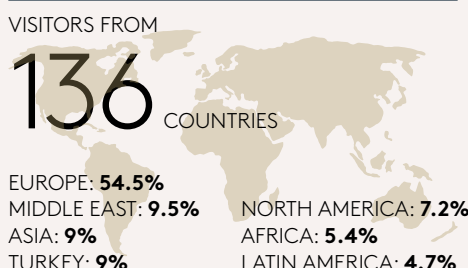
# Vicenzaoro: The Jewellery Boutique Show

## Facts & Figures 2023

JANUARY 2023:  
RECORD EVENT



ITALIAN ATTENDANCE  
FROM LOMBARDY,  
EMILIA-ROMAGNA,  
LAZIO AND SICILY  
GREW BY OVER 20%  
COMPARED WITH  
PRE-PANDEMIC LEVELS



**Celebrating its 70<sup>th</sup> anniversary, Vicenzaoro stands as one of the most important international events in the jewellery and goldsmithing industry.** It is held in Vicenza, renowned as a major goldsmith area, and it offers sector professionals the opportunity to present their creations, meet people and build a business network. The event is famous for showcasing artisan skill, state-of-the-art technologies and creative ideas in the field of gold- and silversmithing.

## Platform for dialogue

Vicenzaoro serves as an innovative platform for the main players in the jewellery sector to meet and dialogue, with special focus on sustainability and the evolution in the industry.

Within a context that foresees a growth in the market from \$50 to \$100 billion by 2025, sustainability and traceability emerge as key aspects that are backed by growing customer awareness of supply chain ethics. 70% of customers are prepared to pay higher prices for sustainable jewellery and legislation is becoming increasingly stricter regarding release of this information.

During the 69<sup>th</sup> Vicenzaoro event, sector trends were presented and the programme included activities dedicated to sustainability, the digital revolution and traceability, in collaboration with CIBJO, the world jewellery confederation, and other leading international organisations, including the World Gold Council, Platinum Guild International, World Diamond Council, De Beers, and the Watch & Jewellery Initiative 2030.



Vicenzaoro also offered a number of side events, including the presentation of the new Trendbook 2025+ of Trendvision Jewellery + Forecasting. **Vicenzaoro is the stage for an in-depth look at the diamond market, both natural and lab-grown, providing a picture of the current situation and correct marketing strategies.** A seminar dedicated to coral, organised by Federpreziosi Confcommercio, Istituto Gemmologico Italiano and Assocoral focused on initiatives to guarantee traceability.

## The Italian Jewellery Summit

**The Italian Jewellery Summit 2023 provides a forum for the Italian jewellery industry to reflect and plan.** Organised in Arezzo on 1 December by IEG, together with the City of Arezzo, the Chamber of Commerce of Arezzo-Siena, and Arezzo Fiere e Congressi, the event took on a number of key issues, including markets, exports, training, generational succession and sustainability.

Major attention was given to the future of the industry, with special focus on the younger generation. Confartigianato presented a scholarship project for students who select training courses in the goldsmith sector. The importance of skilled labour was underscored as an absolute necessity for expanding into new markets.

**The Summit also stressed the need for synergy and good practices among sector associations.** The creation of the Gruppo Giovani Federpreziosi, which brings together young entrepreneurs in the Federation, was presented as a step towards renewal and generational succession.

## Goldsmithing School

**IEG, with Vicenzaoro as strategic partner of Federorafi and Skuola.net, makes an active contribution to “Professioni d’Oro”** (Golden Professions)—those jobs most requested by Italian companies in this sector, such as goldsmiths, engravers, gemmologists and stone setters.

In 2022, the turnover in the goldsmith sector was €10.9 billion, recording a significant increase of 21% in exports compared with 2021. Once again, Italy was the European leader in exports, with 89.5% of its output destined for global markets. And yet, finding qualified professionals to support the growing demand and volume of production remains a challenge, especially with the younger generation, with only 13% of those employed in this sector under 30.

Through educational workshops, family-oriented activities and communication projects, Vicenzaoro looks to promote the goldsmith culture among young people, acting as a bridge between companies, government and institutions, the media and the younger generation, while offering opportunities and inspiring future generations of professionals in this sector. **In 2023, 17 schools were hosted at Vicenzaoro with a total of 547 students, 178% more than in 2022.**

The orientation project is designed to respond to this challenge by presenting students at these schools and institutes with an overview of the opportunities offered by the sector. With approximately 40 specific training programmes available throughout Italy, the project’s aim is to raise student awareness of the concrete career opportunities offered by the Made in Italy jewellery sector.

## Jewellery Museum

**The Jewellery Museum, the first of its kind in Italy and one of the few on the national scene, is an IEG project in collaboration with the City of Vicenza.** Housed in the prestigious Basilica Palladiana, the permanent museum space extends over 410 m<sup>2</sup>.

Inaugurated in 2021, the museum’s permanent exhibition, “Gioielli Italiani” (Italian Jewels), pays homage to Italian goldsmithing excellence, exalting the rich culture of the Vicenza area and the entire jewellery sector. Since 2015, the museum has also hosted 16 temporary exhibitions, the goal being to present the evolution of jewellery in terms of time and space. The most important exhibitions have included: “Gioielli e amuleti: la bellezza nell’antico Egitto” (Jewels and amulets: beauty in Ancient Egypt); “Arte Preziosa: Le sculture gioiello di Salvador Dali” (Precious Art: the jewel sculptures of Salvador Dali); and the exploration theme of “Il Gioiello e il Viaggio” (Jewellery and Travel). **The museum showcases creations from renowned houses alongside those from small- and medium-sized companies in local goldsmith districts in its nine exhibition rooms.** The primary goal is to create a bridge between companies of various sizes and promote local artisanship.



Through interdisciplinary programmes, the Museo del Gioiello has set for itself the task of introducing young people to the jewellery sector and the rich tradition of local craftsmanship. The goal is to provide schools with a full picture of museum activities to acquaint students with the world of the goldsmith’s art through a strongly interdisciplinary approach. The areas examined range from artisanship and art to local history, planning, nature and strategy, as a way of teaching and involving young people in this important, multi-faceted sector.



Chapter  
04



Build a resilient infrastructure



Ensure sustainable consumption and production patterns



Peace, justice and strong institutions

# Governance

#Ethics, transparency and anti-corruption  
#Service quality and safety  
#Supply chain



# Corporate Governance

IEG adopts a corporate governance system designed to create value for its stakeholders through mitigating corporate risks and safeguarding the integrity of decision-making processes.

Based on principles of correctness, transparency and integrity, the corporate governance structure is comprised of and acts in accordance with the statutory bodies, internal committees and specific documents that define its functioning. These include the Articles of Association, the Code of Ethics, the Corporate Governance Code and the Organisational, Management and Control Model as provided for in Italian Legislative Decree 231/2001.

The IEG governance system provides for the distribution of responsibilities among the different bodies provided for in the Articles of Association: the Board of Directors, the Shareholders' Meeting, the Committees, and the Board of Statutory Auditors.

## Board of Directors

[GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-17] [GRI 2-18]

**The Board of Directors (BoD) is responsible for conducting the Group's ordinary and extraordinary administration operations.** It is comprised of eight members, including the Chairman and CEO, who are its Legal Representatives, and six board members. It defines the most functional corporate governance system for carrying out business activities, promoting dialogue with shareholders and other stakeholders relevant to IEG.

The BoD approves and monitors the course of the Strategic Plan, including on the basis of themes relevant to the generation of long-term value. In addition to defining the nature and level of risk compatible with the company's strategic goals, it delineates both the company's corporate governance system and the group's structure. The highest governance body approves the Non-Financial Statement and materiality analysis which requires assessment of the relevance of the environmental, economic and social impacts resulting from its business activity.

### GRI 405-1 | Diversity of governance bodies

2023					
<35		36-55		>55	
Men	Women	Men	Women	Men	Women
0%	0%	0	100%	57%	43%
2022					
<35		36-55		>55	
Men	Women	Men	Women	Men	Women
0%	0%	69.23%	30.77%	78.57%	21.43%
2021					
<35		36-55		>55	
Men	Women	Men	Women	Men	Women
0%	0%	71.43%	28.57%	86%	14%

Board members are elected by the Shareholders' Meeting in compliance with art. 16 of the Articles of Association, which also defines the criteria to be considered at the time of appointment, such as diversity and independence.

In September 2023, Lorenzo Cagnoni, IEG's visionary Chairman, passed. Following the late Lorenzo Cagnoni, the Board appointed as his successor to the Chair Maurizio Renzo Ermeti, already a non-executive member of the BoD since 1997 and subsequently its Vice Chairman from 2008 to 2016.

<b>Maurizio Renzo Ermeti</b>	Chairman and Legal Representative	Term 2021-2024 (former board member, Chairman since October 2023)
<b>Corrado Peraboni</b>	CEO and Legal Representative	Term 2021-2024
<b>Alessandra Bianchi</b>	Non-executive and independent Director	Term 2021-2024
<b>Gian Luca Brasini</b>	Executive Director	Term 2022-2024
<b>Daniela Della Rosa</b>	Non-executive and independent Director	Term 2021-2024
<b>Andrea Pellizzari</b>	Non-executive and independent Director	Term 2021-2024
<b>Valentina Ridolfi</b>	Non-executive and independent Director	Term 2021-2024
<b>Simona Sandrini</b>	Non-executive and independent Director	Term 2021-2024

## Shareholders' Meeting and Committees

The Shareholders' Meeting is comprised of all shareholders with the right to vote. It is responsible for appointing the BoD and the Board of Statutory Auditors, as well as approving the Financial Statements.

The BoD is responsible for defining risk management guidelines and must identify specific company responsibilities within the context of the internal control system and IEG Group management. For this, the Remuneration and Nomination Committee and the Audit and Risk Committee were created. They provide support to the BoD in assessment and decision-making regarding the internal control structure as defined in the Corporate Governance Code adopted on 23 February 2021.

**The task of the Remuneration and Nomination Committee is to support the BoD in setting the remuneration policy for members of the Board of Directors, Managers with strategic responsibilities and the Board of Statutory Auditors. It also has the task of regularly assessing the suitability, overall coherence and concrete application of the remuneration policy adopted by the Group.** In 2023, the Board of Directors approved the Report on remuneration policy and remuneration paid, which is available to the public on the Group's website.

Remuneration and Nomination Committee		
Name	Role	Gender
Valentina Ridolfi	Chairwoman	F
Alessandra Bianchi	Member	F
Andrea Pellizzari	Member	M

The internal control and risk management system involves the Board of Directors, the **Audit and Risk Committee** and the Internal Audit Manager. The Board defines the relevant guidelines and identifies, from among its members, the members of the Committee, which is responsible for supporting the assessments and decisions of the BoD. It also acts as a Related-Party Transactions Committee. The Internal Audit Manager is responsible for verifying that the system is functioning and adequate and coheres with the guidelines defined by the Board.

Audit and Risk Committee		
Name	Role	Gender
Daniela Della Rosa	Chairwoman	F
Alessandra Bianchi	Member	F
Simona Sandrini	Member	F

The Board of Statutory Auditors is responsible for ensuring that the law and Articles of Association are complied with, that the administrative and accounting procedures are appropriate, and that the company is administered correctly. The Board of Statutory Auditors coincides with the Internal Control and Auditing Committee (CCIRC) which monitors the financial disclosure and legal auditing process.

Board of Statutory Auditors		
Name	Role	Gender
Luisa Renna	President of the Board of Statutory Auditors	F
Stefano Berti	Statutory Auditor	M
Fabio Pranzetti	Statutory Auditor	M
Meris Montemaggi	Statutory Auditor	F



## Lorenzo Cagnoni: founding father and long-time President of the Fiera di Rimini



Lorenzo Cagnoni, born in Rimini in 1939, was a visionary entrepreneur and leading figure in the Italian and international exhibition and tourism sector. Cagnoni held a number of institutional and managerial positions. In 1995, he became the president of Rimini Fiera. From 1999 to 2015, he was on the Steering Committee of the UFI and, from 2001, Vice President of the AEFI. On 1 November 2016, he was appointed President of Italian Exhibition Group.

Over nearly thirty years of activity in the exhibition sector, Cagnoni guided innovation and the Italian exhibition business. He played a leading role in the public life of Rimini and Emilia-Romagna, contributing to the growth of the trade fair system and becoming a key figure in the local economy.

His vision and determination influenced the development of the local area, transforming Rimini into a European point-of-reference.

## Organizational, Management and Control Model 231

[GRI 2-16] [GRI 2-26] [GRI 205-2] [GRI 205-3]

Since 2018, IEG has implemented the Organization and Management under the Legislative Decree 231/2001 (MOG). This model entails a thorough evaluation of potential offense-related risks and the implementation of internal controls to oversee and manage these risks effectively. In adherence to the Decree, the company has established a dedicated oversight body, known as the Supervisory Board (SB), composed of multiple members. The SB is tasked with overseeing the efficacy and adherence to the principles and regulations outlined in the MOG, as well as ensuring its continuous updating.

Supervisory Board		
Name	Role	Gender
Massimo Conti	Chairman	M
Monia Astolfi	Member	F
Lucia Cicognani	Member	F

During 2023, IEG updated its whistleblowing management system in conformity with Italian Legislative Decree 24/2023 and in compliance with the implementation of European Directive 2019/1937 to protect the privacy of employees who report potential wrongdoing. With the goal of promoting conformity with Regulation 231, IEG organises at least two training sessions annually for new employees.

As an integral part of the Model, during the BoD meeting on 3 July 2018, IEG adopted a Code of Ethics that defines the ethical principles and values endorsed by the Group and integrated into company activity. These include the principles of legality, honesty, transparency, environmental protection, and social responsibility. The Code applies to all collaborators, employees and those who work to fulfil the goals of IEG, as well as all third parties who enter into relations with the Group. These individuals are required to be familiar with the principles contained in the Code and to contribute to their being respected and disseminated. They must also report any violation or suspected violation of the Code of Ethics to the Supervisory Board.

### GRI 205-2 | Communication and training about MOG and Code of Ethics content

	2023		2022		2021	
	No.	%	No.	%	No.	%
Managers	11	3	8	2,02	12	3,50
Middle managers/ Employees	338	94	326	82,32	308	89,80
Blue collar workers	9	3	62	15,66	23	6,70
Total	359	100	396	100	343	100



# Anti-corruption

[GRI 205-2]

All those who have dealings with Group companies are expected to conduct their business activities in full compliance with existing laws, the Code of Ethics (where present), and the company's regulatory framework, while maintaining correct behaviour in the interest of the Group and in relations with the Public Administration. Corrupt practices, illicit favours, collusion and solicitation (direct and/or through third parties) for personal or career advantages for oneself or others, are strictly forbidden. IEG forbids corruption, without exception, in all its activities and in all countries, for both private individuals and public officials, or employees of public services.

There are no formal policies regarding this, but in order to safeguard the above goal, the parent company and its subsidiary Summertrade S.r.l. have adopted the MOG (Organizational, Management and Control Model) and the Code of Ethics. They consider the fight against active and passive corruption to be an absolutely necessary commitment, and that there is a potential risk that corrupt acts could occur that would compromise the identity and reputation of the entire Group.

**The purview of the Code of Ethics includes measures to fight corruption.** To prevent acts of active or passive corruption, the Group has identified and monitors with special attention the areas and operations most exposed to risk of these acts. In 2023, no cases of corruption were recorded.

The Supervisory Board oversees the dissemination and application of the principles and regulations contained in the Code of Ethics, and is responsible for reporting and proposing any changes to the Code to adapt it to the external context.

The SB provides the BoD with a report every six months in which any violations or problems regarding the MOG and Code of Ethics are indicated. During 2023, no notifications were received.

The anti-corruption guidelines are transmitted through the publication of the MOG and the Code of Ethics. Training on these issues is handled as indicated in the table in the section above. Training regarding relations with the Public Administration (PA) is provided specifically on an annual basis. In addition, special focus is given to anti-corruption during training to the sales departments who work with the PA.

# Risk assessment and management

[GRI 2-25]

In performing its activities, IEG faces different types of risks, including environmental, financial, operational and competitive-regulatory risks.

As defined in Italian Legislative Decree 254/2016, the company reports the major risks connected with the material topics that have significant impact on the Group. Given below are those related to the material topics found to be significant from the materiality analysis.

Italian Legislative Decree 254/2016 topics	2023 Material Topics	Risk factors (generated/experienced)	Main management modes
Anti-corruption	Ethics, transparency and anti-corruption	<p>Business interruption due to involvement of an employee or manager in active or passive acts of corruption</p> <p>Risks tied to management with public entities</p> <p>Management of obligations and relations with public officials during regulatory compliance checks</p> <p>Relations with independent administrative authorities during activities regulated by law and related inspections</p> <p>Management of “high profile” relations with private counterparties (exhibitors, visitors, the media, government and institutions)</p> <p>Relations with external parties responsible for certification</p> <p>Management of third-party relations (clients or suppliers)</p>	<p>Implementation of the Model pursuant to It. Lgs. Decree 231/01</p> <p>Code of Ethics</p>
Social aspects	Service quality and safety	<p>Malfunctioning of stands (and safety risks for visitors and exhibitors) due to the use of low-quality components</p> <p>Regulatory risks due to lack of planning and management of the flow of attendees at events regarding safety</p> <p>Risk from creation of low-quality stands that do not meet minimum safety requirements, causing harm and injury to clients</p>	<p>Policy for the Environment, Health and Safety and the Sustainable Management of Events</p> <p>Constant control of regulatory compliance</p> <p>Application of a company self-regulation plan by Summertrade to arrange for internal and external health/hygiene audits of foods, surfaces and operators</p>
Social aspects	Support for the local community and social cohesion	<p>Reputational risks due to lack of support for social-economic development of the local community</p> <p>Dependence on local human resources</p> <p>Implications of relations between IEG and local companies</p>	<p>Partnerships with local operators</p> <p>Partnerships with universities and other training/educational entities</p> <p>Involvement and discussion with the community and local stakeholders from a participatory perspective</p>
Environmental aspects	Sustainable events and circular economy	<p>Reputational risks due to lack of management of waste sorting within the exhibition areas</p> <p>Costs and investment related to performing LCA and the use of lower-impact modular stand solutions</p> <p>Less waste generated through adoption of circular practices with lower environmental impact</p> <p>Risk of potential underground water leakage caused by pipeline breakage</p>	<p>Policy for the Environment, Health and Safety and the Sustainable Management of Events</p> <p>ISO 20121 certification</p> <p>Promotion of compostable products in restaurant and catering services</p>

Follows on the next page ↓

Italian Legislative Decree 254/2016 topics	2023 Material Topics	Risk factors (generated/experienced)	Main management modes
Environmental aspects	Energy efficiency and renewable sources	<p>Damage (and costs) to exhibition spaces, assets and business operations caused by extreme weather events</p> <p>Costs and resources required to monitor and set Scope 1, 2, 3 emission goals in line with the SBTi</p> <p>Risk of potential underground water leakage caused by pipeline breakage</p> <p>Risks tied to contamination of drainage and management of potentially hazardous waste, used oil in particular</p> <p>Risks tied to the discharge of the coating of scrap materials or waste, or liquid materials such as paint, that could flow out of the buildings into local sewers</p>	<p>Policy for the Environment, Health and Safety and the Sustainable Management of Events</p> <p>Replace traditional light bulbs with LED</p> <p>Install monitoring systems and adopt condensing boilers and heat pumps</p> <p>Photovoltaic systems</p>
Personnel-related aspects	Human resources development	<p>Risk of high turnover due to lack of social benefit and well-being programmes</p> <p>Difficulty in finding personnel</p> <p>Inefficient assignment of personnel in critical positions</p>	<p>Code of Ethics</p> <p>Company Gender Equality Policy</p> <p>Supplementary Corporate Contract</p>
Personnel-related aspects	Skill development	<p>Inefficient assignment of personnel in critical positions</p> <p>Risks due to high turnover that could result in the loss of important skills from the Group's workforce</p> <p>Risk connected with the availability of direct and indirect manpower (Prostand, Summertrade, FB International)</p> <p>Risks connected with the loss of attractiveness for new talent</p>	<p>Code of Ethics</p> <p>HR policies and procedures (hiring procedures; personnel training programme and self-learning tools; coaching programme, etc.)</p> <p>Upskilling and reskilling programmes</p>
Personnel-related aspects	Occupational health and safety	<p>Risk of injury and/or permanent disability following a work-related accident, with higher exposure for Summertrade and Prostand</p> <p>Risk of professional illness</p> <p>Risk for the psychological health of employees, such as mobbing, molestation and threats</p> <p>Risks due to inadequate training of technicians and personnel that could lead to an increase in work-related injuries</p>	<p>Policy for the Environment, Health and Safety and the Sustainable Management of Events</p> <p>ISO 45001 certificate</p>
Social aspects	Supply chain	<p>Risk of defining a supplier assessment system that does not reflect their true worth</p> <p>Risks associated with failure to monitor the environmental and social aspects in the supply chain</p> <p>Potential involvement in corrupt practices</p>	<p>Code of Ethics</p> <p>Certificate of contributions compliance (DURC)</p>

# Service quality and safety

IEG is committed to guaranteeing maximum safety during all the events it organises, not only for its employees, but also visitors and guests. For this reason, it implements a range of measures, from entry and arrival at the exhibition centre, to catering and services offered, to guarantee the safety and security of all present.

The Group has not established specific policies in this area, but the importance of the quality of its services and products is a value expressed in its Code of Ethics. During the reporting period, the number of regulatory non-compliances involving health and safety of its services was zero. For the health and safety of products offered by its subsidiary Summertrade S.r.l., a company self-regulation plan was prepared that includes a programme of internal and external health/hygiene audits of foods, surfaces and operators.






To assure full awareness of its health and safety measures, through its website, app and reception desks, IEG informs visitors about internal policies, prevention measures and services for the public (for example, contacts, pharmacies, local authorities, and hospitals).

To promote inclusion, IEG guarantees accessibility within the trade fair and all exhibition areas, providing reserved parking for disabled individuals, barrier-free access and informational materials for the hearing-impaired.

## Certifications

IEG considers respect for the environment and its preservation, event sustainability, and safeguarding occupational health and safety to be essential values for the development of the company's activities.

Over the years, IEG has received a number of certifications regarding environmental and health and safety management, as well as sustainable management of events. Among its major sustainability practices are eco-compatible planning and management, high-efficiency energy lighting, use of certified wood, and installation of solar systems to produce clean energy.

Certification	Description	Sites
 ISO 14001	Environmental management standard that sets the requirements for a company's environmental management system.	<ul style="list-style-type: none"> <li>Operational headquarters: Via Emilia 155, Rimini;</li> <li>Operational headquarters: BU Congressuale - Via della Fiera 23, Rimini;</li> <li>Production facilities: BU Turismo Foro Bonaparte 74, Milan;</li> <li>Production facilities: Via dell'Oreficeria 16, Vicenza.</li> </ul>
 ISO 45001	Sets the formal procedures for managing occupational health and safety.	<ul style="list-style-type: none"> <li>Operational headquarters: Via Emilia 155, Rimini;</li> <li>Production facilities: BU Turismo Foro Bonaparte 74, Milan;</li> <li>Production facilities: Via dell'Oreficeria 16, Vicenza.</li> <li>Production facilities: Via Monte Titano (Rimini) and Via Lazzaro Spallanzani (Rimini).</li> </ul>
 ISO 20121	Standard that defines the sustainable event management system.	<ul style="list-style-type: none"> <li>Rimini and Vicenza exhibition centres</li> <li>Rimini Palacongressi</li> <li>Ecomondo event</li> </ul>
 GBAC Star	The gold standard of a high-performance cleaning and maintenance regimen for institutional and commercial facilities.	<ul style="list-style-type: none"> <li>Rimini exhibition centre</li> <li>Rimini Palacongressi</li> <li>Vicenza Expo Centre</li> </ul>
 Gender equality certification	Standard that defines the management system for policies that implement and promote gender equality.	<ul style="list-style-type: none"> <li>Italian Exhibition Group S.p.A.</li> </ul>

Through internal and external audits, this system offers a reference framework for IEG business units and processes, and it constantly undergoes revision to meet operational needs.

These commitments are formalized in the [Policy for the Environment, Health and Safety and the Sustainable Management of Events](#), which lists the strategic areas of company activity to be pursued and monitored.

## 4.0 Events

IEG's goal to act as a community catalyst is manifest in its digital transformation process, an investment aimed not only at improving the customer experience—both within and outside the exhibition centre—but also optimising processes through automation and dematerialisation. This commitment translates into ensuring that innovation—the core of this process—is focused on customer satisfaction and is synergically integrated into environmental responsibility.

IEG has developed new websites that are specifically designed to guarantee interruption-free navigation and a more user-friendly interface. The reserved areas and the innovative **Communities App** were introduced to create exclusive spaces for users. The recent e-commerce platform, with an integrated, state-of-the-art payment system, is designed to offer a transaction experience that is secure and glitch-free. At the same time, new parking solutions are being implemented that will contribute to optimising the entire customer experience.

These innovations, together with the introduction of new apps, cashless payment and digital booking, will not only simplify event management, but also reduce the need for hard-copy print materials, thus promoting more sustainable resource management.

**IEG has implemented measures that have led to the digitalisation of a range of services**, including ticket purchase, digital payment at events, dematerialisation of informational materials, multimedia production, and live streaming support for events, congresses and the press.

## Supply chain

[GRI 2-6] [GRI 204-1] [GRI 308-1] [GRI 414-1]

**In carrying out its activities, IEG collaborates with numerous suppliers, predominantly local companies**, that are geographically located within the nations in which the various Group subsidiaries operate. The IEG supply chain is primarily oriented towards the purchase of national services in the areas of communication, personnel and transport. Management of the environmental and social impact of companies is not limited to production facilities or assets, but also extends across the entire value chain to include the purchasing, production and distribution phases.

**The Group has a Supplier List to register and manage membership requests, with digital functions for suppliers.**

Continuous updating of the List allows for constant monitoring of the market to confirm and update skills, operational capacity and competitiveness. Every company wishing to be included on the List must accept in advance, through the procurement platform (<https://ieg-procurement.bravosolution.com>), the following IEG standards: Code of Ethics; Policy for the Environment, Health and Safety and the Sustainable Management of Events; Organizational, Management and Control Model; Supplier Code of Conduct; Privacy Policy; and General Conditions of Purchase. In the supplier selection, the choice is not oriented towards an assessment of environmental and social criteria, but rather management factors based on market demand.

### Evolution of the European regulatory framework regarding supply chain due diligence

In February 2022, the European Commission launched a Proposal for a Directive on Corporate Sustainability Due Diligence. The proposal aims to promote responsible corporate behaviour across the entire value chain by: integrating due diligence into company policies; identifying, preventing and eliminating negative impacts on human rights and the environment; and introducing a complaint and monitoring procedure regarding the efficacy of the due diligence process.

In choosing suppliers, environmental and social criteria are not applied for any of the Group companies, except for FB International, which in 2023 selected 20% of its 25 new suppliers according to environmental parameters and 16% according to social criteria. Selection is oriented towards management-related criteria based on market demand.

> 160 million

total goods and services

**IEG suppliers fall primarily into three major categories: suppliers of goods, services and consultancy**

The predominant category in terms of amount is that of service suppliers, with special emphasis on two main subcategories: exhibition services and centre services.



Procurement for the parent company IEG is primarily nationally-based, with a significant concentration in central and north Italy, especially in the areas around the exhibition centres. This concentration is more obvious for those purchases with a high level of manpower and personnel. **IEG is predominantly a purchaser of services, both technological and involving personnel.** Specifically, in terms of personnel services, there are two macro-categories: services during the event (ticket office, reception, security and catering) and operational services outside the event, but crucial to its preparation (setup, cleaning and assembly). In both cases, the distinctive characteristic is greater request concentrated around the event, with short, but essential, time frames.

**In choosing its suppliers, IEG seeks to favour relations with local operators near the various operational centres, as a way of promoting ties with the local area.** On a Group level, 91% of the goods and services are purchased from local suppliers. In terms of the parent company, 75% of expenditure is for suppliers in the Veneto, Emilia-Romagna and Tuscany regions.

#### GRI 204-1 | Proportion of spending on local suppliers<sup>25</sup>

	2023	2022	2021
Total goods and services purchased (mln €)	161.43	128.83	72.59
Goods and services purchased from local suppliers <sup>26</sup> (mln €)	146.87	115.40	61.96
Goods and services purchased from local suppliers (%)	90.98%	89.57%	85.36%

The Summertrade S.r.l. subsidiary favours relationships with local and nearby operators, which contributes to limiting road transport and reducing emissions. Summertrade is primarily involved in the provision of services connected with food, beverages, eco-compatible disposable materials, nuts and bolts, kitchen equipment, laundry services and equipment rental. In addition, Summertrade manages and performs its own supplier audits. **In 2023, there were 44, of which 8 involved external suppliers, 21 regarded HACCP and 15 occupational health and safety.**

The Pro Stand subsidiary has an integrated organisational model with its suppliers and, through a shared information system, registers and coordinates procurement. Suppliers are required to subscribe to the Code of Ethics, and in 2023 a procedure to extend DURC requirements was introduced that also requires the purchaser to perform a subcontractor analysis to verify their regulatory competency.

## Global Compact Network



The United Nations Global Compact stands as the largest corporate citizenship initiative in the world. It was conceived to promote a sustainable global economy that respects human rights, working conditions, and the environment, and is involved in the fight against corruption. **The initiative was born in 1999 on the proposal of the then-Secretary General of the United Nations, Kofi Annan.**

Launched in July 2000, **over 20,000 companies in 162 countries have joined the Global Compact**, creating new dynamics in global collaboration. From an operational standpoint, the Global Compact is a network that brings together governments, companies, UN agencies, trade unions and organisations from the society at-large. Its goal is to develop policies and guidelines for sustainable management of economies and policies by providing an operational infrastructure for companies involved in responsible business practices.

**On 2 May 2018, IEG became a Participant in the United Nations Global Compact**, reaffirming its commitment to Corporate Social Responsibility, guided by four basic pillars: respect for human rights, principles of job equality, environmental sustainability and fight against corruption.

25. The figure provided does not take into consideration the total number for Summertrade, which has over 500 suppliers, but for which the number of local suppliers is not monitored.

26. By "local suppliers" is meant suppliers that operate in the same country as the purchasing company, specifically: Italy for the parent company IEG, Summertrade and Prostand; the Emirates for IEG Middle East; Singapore for IEG Asia; and the US for FB International.

# Methodological note

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-5] [GRI 2-29]

This document constitutes the Consolidated Non-Financial Statement (hereinafter “Statement”) of Italian Exhibition Group S.p.A. (“IEG” or “Group”) for the financial year 2023.

This document was prepared in compliance with articles 3 and 4 of Italian Legislative Decree 254 dated 30 December 2016 which implements European Directive 2014/95/EU and contains information regarding environmental, social, and employee-related issues, as well as respect for human rights and the fight against corruption as part of the minimum application requirements.

The company is required to prepare this document in compliance with Art. 2 of Italian Legislative Decree 254 dated 30 December 2016. Art. 3 of Italian Legislative Decree 254 dated 30 December 2016 establishes that the topics covered in the Statement must involve the environment, social responsibility, respect for human rights and the fight against corruption.

The reporting period it covers is the financial year 2023 (1 January 2023 – 31 December 2023). Where available, it includes a comparison with key data for the previous two-year period—2022 and 2021—to provide a comparison of IEG performance over time. Included in the reporting scope of this Statement are the parent company IEG and the fully consolidated companies, as stated in the Annual Financial Report as of 31 December 2023. The following companies were not included: Mundogeo Eventos, Consultoria Empresarial Ltda. and A&T S.r.l. These companies were not included because they were acquired during the course of the year and are considered “minor”, each one taking part in only one exhibition event. Consequently, the fact they were not included has only a marginal impact.

The Consolidated Non-Financial Statement uses as its reference the “Sustainability Reporting Standards” published in October 2016 by GRI (Global Reporting Initiative) and updated in 2021, utilising the “with reference to” approach. In preparing the Statement, the following GRI reporting principles required to define document content and quality were taken into consideration: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness and Verifiability, as provided for in GRI 1.

In compliance with the changes introduced in 2021, the Group adopted the following new GRIs:

- GRI 1 “Foundation”
- GRI 2 “General Disclosures”
- GRI 3 “Material Topics”

The ID codes of the indicators are provided in brackets and, where necessary, a detailed explanation of the reported indicators is provided in the text.

In comparing data from 2023 and 2021, it must be taken into account that for the two-year period 2021-2022, the companies IEG Asia, IEG China and IEG Middle East were not included. Nonetheless, the impact on the indicators analysed is negligible compared with the consolidated data, given the size of the subsidiary companies.

Note that for the subsidiary companies Italian Exhibition China, Italian Exhibition Middle East, Italian Exhibition Asia, Italian Exhibition Group Deutschland GmbH, and Prime Servizi S.r.l., given that they are not production companies, there is no data for them in the following indicators:

- GRI 301 Materials
- GRI 302 Energy
- GRI 303 Water and Effluents
- GRI 305 Emissions
- GRI 306 Effluents and Waste

In addition to the information requested in Art. 8 of Regulation (EU) 2020/852 dated 18 June 2020 (the “Taxonomy Regulation”) and the Delegated Regulation (EU) 2021/2178, this document also contains information requested in Delegated Regulation (EU) 2021/2139 (the “Climate Delegated Act”). In addition, on a voluntary basis, a calculation was performed of the admissibility of its Investment Plan to the activities which, according to the Regulation, can contribute to the sustainable transition, associating the investment items in the Plan to the activities listed for the six environmental goals. This document was approved by the IEG S.p.A. Board of Directors on 19 March 2024.

The independent audit of the Non-Financial Statement was assigned to PricewaterhouseCoopers S.p.A. and will conclude with the release of the Independent Auditor’s Report on the Consolidated Non-Financial Statement in compliance with Art. 3 of Italian Legislative Decree 254/2016 and Art. 5 of Consob Regulation 20267. The limited examination performed by the Independent Auditor on the Statement does not include the information, provided in compliance with the Taxonomy Regulation, contained in the “Taxonomy” section in the “Environment” chapter, and that given regarding Taxonomy in the “Key facts and figures” section.

For further information or questions, please visit the website [www.iegexpo.it/it/investor-relations/bilanci-e-relazioni](http://www.iegexpo.it/it/investor-relations/bilanci-e-relazioni).

## Conversion factors

To calculate water withdrawals and effluents, the following conversion factor was used: 10.003785412

To calculate energy consumption in GJ, the following conversion factors were used:

- Natural gas: 45.5220 GJ/t (source: DEFRA 2023) for the year 2023;
- Petrol: 40.9111 GJ/t (source: DEFRA 2023) for the year 2023;
- Diesel for motor vehicles: 42.73 GJ/t (source: DEFRA 2023) for the year 2023.
- LPG: 45.956 GJ/t (source: DEFRA 2023) for the year 2023;
- Electrical energy: constant of 0.0036 GJ/kWh (international system).

To calculate Scope 1 emissions, the following emission factors were used:

- Natural gas: 0.00204 tCO<sub>2e</sub>/m<sup>3</sup> (source: DEFRA 2023) for the year 2023;
- LPG: 0.00156 tCO<sub>2e</sub> /l (source: DEFRA 2023) for the year 2023;
- Petrol: 0.0025tCO<sub>2e</sub> /l (source: DEFRA 2023) for the year 2023;
- Diesel for motor vehicles: 0.00317 tCO<sub>2e</sub> /l (source: DEFRA 2023) for the year 2023.

To calculate Scope 2 emissions, the location-based calculation method was used: The location-based method utilises average emission factors related to energy generation for specific geographical areas, including local, regional or national boundaries (method used, with emission factor source Terna 2019 for Italy, Brazil and the US).

# GRI Index

Declaration of use	The IEG Group has reported the information cited in this GRI index for the period 1/1/2023 – 31/12/2023 using GRI Standards.
GRI 1 utilised	GRI 1: Foundation 2021

## General information

GRI Standards	Location	Location (or information)
GRI 2: General Disclosures 2021	2-1 Organizational details	§ Group profile
	2-2 Entities included in the organization's sustainability reporting	§ Methodological note
	2-3 Reporting period, frequency and contact point	§ Methodological note
	2-4 Restatements of information	§ There is a restatement for indicators GRI 306-4 and GRI 306-5 as noted within the document
	2-5 External assurance	§ Independent Auditor's Report
	2-6 Activities, value chain and other business relationships	§ Supply chain
	2-7 Employees	§ A team that's growing
	2-9 Governance structure and composition	§ Corporate governance structure
	2-10 Nomination and selection of the highest governance body	§ Corporate governance structure; § Board of Directors
	2-11 Chair of the highest governance body	§ Corporate governance structure; § Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	§ Corporate governance structure; § Board of Directors
	2-13 Delegation of responsibility for managing impacts	§ Corporate governance structure
	2-14 Role of the highest governance body in sustainability reporting	§ Corporate governance structure
	2-15 Conflicts of interest	§ Corporate governance structure
	2-16 Communication of critical concerns	§ Corporate governance structure
	2-17 Collective knowledge of the highest governance body	§ Corporate governance structure
	2-19 Remuneration policies	§ Corporate governance structure; § Shareholders' Meeting and Committees
	2-22 Statement on sustainable development strategy	§ Trade fairs, the importance of a handshake; § Strategic Plan 2023-2028; § Strategy
	2-25 Processes to remediate negative impacts	§ Risk assessment and management
	2-26 Mechanisms for seeking advice and raising concerns	§ Corporate governance structure; § Organizational, Management and Control Model
2-28 Membership associations	AIPC, AISEC, ANEV, Associazione Economica Del Messico In Italia, AEFI, Camera Di Commercio Del Messico In Italia, Cib, Confcommercio Imprese Per L'italia Provincia Di Vicenza, Consorzio Energia Assindustria Vicenza, Convention Bureau Italia Scrl, Destinazione Turistica Romagna, Fe Convention Bureau Italia Scrl, Federcongressi, Fondazione Per Lo Sviluppo Sostenibile, Emeca, Green Building Council Italia, International Congress And Convention Association, Motus-E, Regenerative Society Foundation, Siso - Society Of Independent Sho Organizers, Ufi, Uni.Rimini Spa, and Consorzio Vicenza E' - Convention & Visit	
2-29 Approach to stakeholder engagement	§ Materiality Analysis	
2-30 Collective bargaining agreements	§ Our people	

## Specific Disclosures

GRI Standards	Location	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	§ Materiality Analysis
	3-2 List of material topics	§ Materiality Analysis
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	§ Economic-financial results
<b>Material topics</b>		
<b>Ethics, transparency and anti-corruption</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Governance
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	§ Governance; § Organizational, Management and Control Model
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	§ Governance; § Organizational, Management and Control Model
<b>Service quality and safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Service quality and safety
<b>Support for the local community and social cohesion</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Local presence
GRI 413: Local communities	413- 1 Operations with local community engagement, impact assessments, and development programs	The Group has reported the activities that include involvement of the local community, but it is unable to calculate the percentage.
<b>Sustainable events and circular economy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Circular economy
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	§ Circular economy; § Water conservation
	303-3 Water withdrawal	§ Circular economy; § Water conservation
GRI 306: Waste 2020	306-3 Waste generated	§ Circular economy; § Waste management
	306-4 Waste diverted from disposal	§ Circular economy; § Waste management
	306-5 Waste directed to disposal	§ Circular economy; § Waste management
<b>Energy efficiency and renewable sources</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Energy consumption
GRI 302: Energy 2016	302-1 Energy consumption within the organization	§ Energy consumption
	302-3 Energy intensity	§ Energy consumption
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	§ Energy consumption; § Circular economy
	305-2 Energy indirect (Scope 2) GHG emissions	§ Energy consumption; § CO <sub>2</sub> emissions
<b>Human resources development</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Our people
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	§ Our people
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	§ Our people; § Focus on well-being
<b>Skill development</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Skill development
GRI 401: Employment 2016	404-1 Average hours of training per year per employee	§ Skill development
<b>Occupational health and safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Occupational health and safety
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	§ Occupational health and safety
	403-10 Work-related ill health	§ Occupational health and safety
<b>Supply chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Supply chain
GRI 204: Procurement Practices 2016	GRI 204-1 Proportion of spending on local suppliers	§ Supply chain
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1 New suppliers that were screened using environmental criteria	§ Supply chain
GRI 414: Supplier Social Assessment 2016	GRI 414-1 New suppliers that were screened using social criteria	§ Supply chain



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