FIERA MILANO ESG SCORECARD 2023
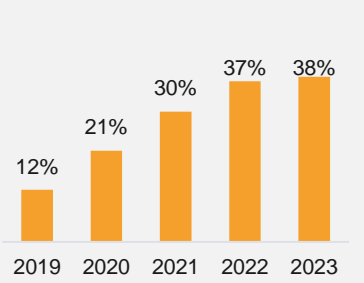
Environment
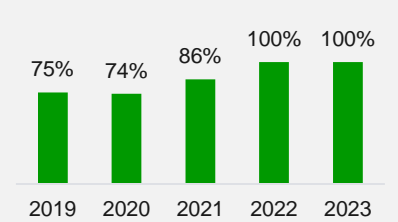
Total CO$_2$ emissions (tCO$_2$eq)

-33%

Year	Value
2019	24,951
2020	12,045
2021	14,486
2022	17,828
2023	16,618

% Renewable sources used

Year	Value
2019	12%
2020	21%
2021	30%
2022	37%
2023	38%
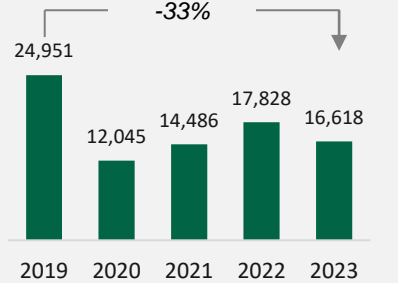
% Carpet used sent to recovery

Year	Value
2019	75%
2020	74%
2021	86%
2022	100%
2023	100%

Carbon footprint assessment of n. 5 events

HOMI Fashion&Jewels Exhibition — MILANO Bit YOUR TRAVEL EXHIBITION. — SMART BUILDING EXPO — MADE EXPO — SiCUREZZA
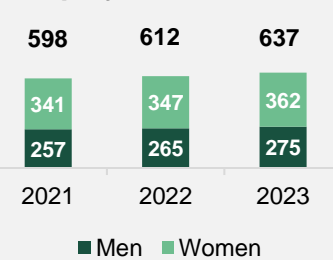
- **-9% reduction in waste per sqm** from 2019 to 2023
- **Photovoltaic plant** of 17 MWp
- 35% **hybrid car fleet**
- Finalist at **the UFI[1] Award** in the category «Best engagement programme for stakeholders» and «Successful examples of operational measures to reduce the carbon footprint of trade fairs and events»

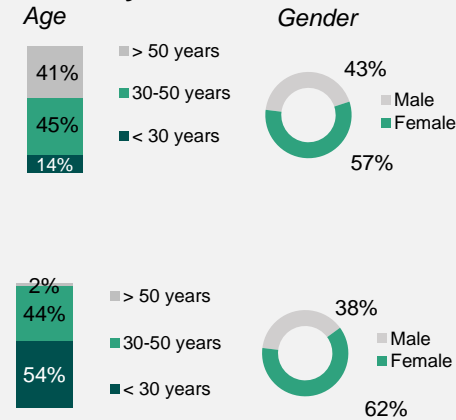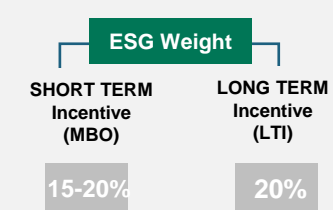1) UFI = The Global Association of the Exhibition Industry

Social

Employees

	2021	2022	2023
Total	598	612	637
Women	341	347	362
Men	257	265	275

■ Men ■ Women

Diversity

Age
- > 50 years: 41%
- 30-50 years: 45%
- < 30 years: 14%

Gender
- Male: 43%
- Female: 57%

New hires in 2023:

n.114 employees

Age
- > 50 years: 2%
- 30-50 years: 44%
- < 30 years: 54%

Gender
- Male: 38%
- Female: 62%

Remuneration

ESG Weight

SHORT TERM Incentive (MBO)	LONG TERM Incentive (LTI)
15-20%	20%

Hours of training

	Hour per person
Directors	8.5
Managers	23.6
Staff	23.1

Customer overall Event Score

Avg. Overall Event Score for main exhibitions

Poor — Average — Good — Very Poor — Excellent

- Very poor
- Poor
- Average
- Good
- Excellent

Local communities

Banco Alimentare — Telethon
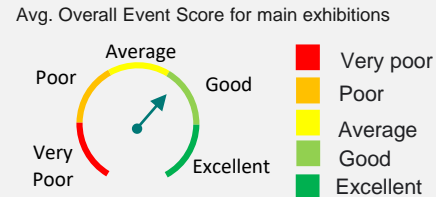
Governance

As of 31/12/2023

Board independence

- Independent: 78%
- Non-independent: 22%

Board diversity

- Female: 56%
- Male: 44%
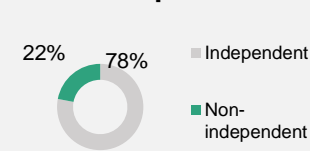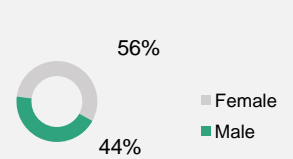
Sustainability governance

Sustainability Committee (internal board committee)
↓
Sustainability Team
↓
Ambassadors

Certifications

ISO 45001 HEALTH AND SAFETY — ISO 20121 EVENTI SOSTENIBILI — ISO 9001 QUALITY MANAGEMENT SYSTEM

ESG Rating

SUSTAINALYTICS — S&P Global Ratings — Bloomberg — TRUVALUE LABS A FACTSET Company — INTEGRATED GOVERNANCE INDEX
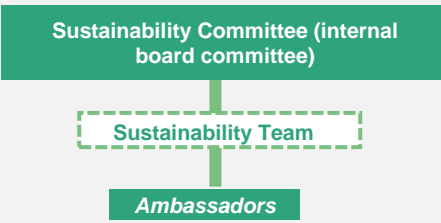
Joined UN Global Compact

UN GLOBAL COMPACT — UFI — NET ZERO CARBON EVENTS