



Sustainability Policy

Fiera Milano

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FIERA MILANO

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INTRODUCTION

The Fiera Milano Group ("**Fiera Milano**" or the "**Group**"), leader in the organization of international exhibitions and conferences, places sustainability at the core of its corporate strategy, aiming to generate shared value. In line with the sustainable development commitments formalized in the **2024-2027 Strategic Plan** and the provisions of the UNI EN ISO 20121 **Sustainable Event Management System**, Fiera Milano integrates sustainability criteria into all its activities, operating in the belief that sustainability drives a continuous improvement process, ensuring long-term results and strengthening economic performance, corporate reputation, employee health and safety as well as achieving its environmental and social objectives.

The **Sustainability Policy** ("Policy") of the Group aims to define **guidelines** and **strategic directions** in terms of **environmental, social, and governance (ESG)** responsibility, clearly establishing how **material topics**, identified through the **Double Materiality Analysis** conducted annually in compliance with Legislative Decree No. 125 of 6 September 2024 (implementing Directive 2022/2464/EU, known as the Corporate Sustainability Reporting Directive – CSRD), are managed. In this context, the Policy not only guides the development of sustainable strategies but also promotes greater awareness of key issues and expected results, contributing to the dissemination of a culture of sustainability both within and outside the Group.

1. PRINCIPLES OF REFERENCE

In defining the guidelines and areas of intervention regarding sustainability, the Fiera Milano Group is inspired by the main internal regulatory references and international standards, including:

Group internal policies and other regulations:

- Code of Ethics;
- Organizational, Management, and Control Models adopted by the Group Companies pursuant to Legislative Decree No. 231/2001;
- Anti-Corruption Policy;
- Diversity & Inclusion Policy;
- Personal Data Protection Policy;
- Policy for managing dialogue with institutional investors and shareholders in general;
- Integrated Management System Policies of the Group Companies;
- Waste Management Guidelines;
- Guidelines, Procedures, and Instructions forming part of the Integrated Management Systems;
- Tax Strategy;
- Quality Management System UNI EN ISO 9001;
- Sustainable Event Management System UNI EN ISO 20121;
- Environmental Management System UNI EN ISO 14001;
- Occupational Health and Safety Management System ISO 45001;
- Anti-Bribery Management System ISO 37001;
- Gender Equality Management System UNI PdR 125.

This documentation is available on Fiera Milano's corporate website in the "Sustainability" section (<https://www.fieramilano.it/en/sustainability.html>), accessible to all stakeholders.

External standards and regulations:

- Principles of the United Nations Global Compact, signed by the Group in 2023;
- The Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO);
- The Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social, and cultural rights;
- Objectives of the 2030 Agenda for sustainable development (Sustainable Development Goals - SDGs) of the United Nations;
- Legislative Decree No. 125 of 6 September 2024, implementing Directive 2022/2464/EU (also known as the Corporate Sustainability Reporting Directive);
- Corporate Governance Code.

2. COMMITMENTS AND ACTIONS

The implementation of the Sustainability Policy is developed through the following areas of intervention:

2.1 PRIVACY PROTECTION

Fiera Milano recognizes the protection of personal data as an essential element of its operations, adopting a structured and cross-functional approach that involves all business areas. Compliance with current regulations, particularly the **General Data Protection Regulation (GDPR)** and the **Personal Data Protection Code (Privacy Code)**, is ensured through a solid organizational model formalized in the **Personal Data Protection Policy**, which is based on the principle of **accountability**, clearly defining tasks, roles, and responsibilities.

Fiera Milano is firmly committed to guaranteeing the security and confidentiality of personal data, fully respecting the rights of interested parties and ensuring their ability to exercise their rights of access, rectification, erasure, and data portability in accordance with the current regulatory framework.

Particular attention is given to privacy management in relationships with suppliers and external partners, who are bound to comply with the same protection standards through specific contractual agreements.

2.2 ETHICS, INTEGRITY AND CORRUPTION PREVENTION

Fiera Milano recognizes as a fundamental principle the commitment to conducting its activities in full compliance with the law, guided by the values of **integrity, transparency, and fairness** in all contexts and countries in which it operates. The company adopts a strict "**zero-tolerance**" approach towards any form of corruption, whether in dealings with public or private entities.

In this regard, **Fiera Milano** has chosen to strengthen its commitment to preventing and combating corruption through the implementation of a comprehensive governance system. In addition to adopting the **Code of Ethics**, the **Organizational, Management, and Control Model pursuant to Legislative Decree 231/2001**, and the **Whistleblowing Management Procedure**, the company has introduced an **Anti-Corruption Policy** as an integral part of the broader **Anti-Corruption Management System**, in compliance with the international **ISO 37001:2016** standard.

Through this integrated approach, Fiera Milano reaffirms its commitment to promoting a corporate culture based on ethics and transparency, reinforcing stakeholder trust, and ensuring compliance with the highest regulatory and operational standards.

2.3 ENHANCEMENT OF HUMAN CAPITAL, DIVERSITY AND INCLUSION

Fiera Milano recognizes **diversity and inclusion** as fundamental values and strategic drivers for sustainable growth and the organization's success. The company is committed to fostering an **inclusive, fair, and respectful** work environment by adopting a structured approach aimed at preventing any form of discrimination based on personal characteristics such as age, gender, sexual orientation, disability, geographic origin, ethnicity, nationality, religious and political beliefs, as well as other individual specificities.

Through the unique contribution of each employee, Fiera Milano promotes the creation of a cohesive, dynamic, and innovative work environment capable of effectively addressing market challenges and enhancing talent in all its forms. In support of this commitment, Fiera Milano has adopted the **UNI PdR/125 - Gender Equality Certification**, which establishes clear parameters to ensure equity and equal opportunities in the workplace. Additionally, the **Diversity & Inclusion Policy** outlines principles, guidelines, and concrete actions to promote the appreciation of differences and the creation of a professional environment based on respect, collaboration, and mutual growth.

As part of its commitment to **Human Rights** protection, **Fiera Milano** ensures dignified working conditions, raises awareness of diversity and inclusion issues and implements effective tools, such as anonymous reporting channels, to guarantee a safe, respectful work environment that complies with the highest ethical and regulatory standards.

2.4 PROMOTION OF HEALTH AND SAFETY

Fiera Milano recognizes the protection of **health and safety at work** as an essential principle of its operations, adopting a structured and proactive approach aimed at preventing accidents, injuries, and occupational diseases. The Group is committed to ensuring a safe and healthy working environment for all employees, collaborators, exhibitors, and visitors, through the implementation of effective preventive measures in line with the highest safety standards.

In this regard, Fiera Milano carries out its activities in compliance with the **Health and Safety Management System, certified according to the international ISO 45001:2018 standard**, ensuring the systematic and effective application of legal requirements regarding the prevention and protection of workers. The adoption of this system allows the Group to pursue **continuous improvement** in health and safety processes and results, reinforcing its commitment to safeguarding the well-being of workers and all stakeholders involved. Fiera Milano promotes the adoption of organizational and procedural solutions inspired by industry best practices, consistently investing in **training and raising awareness among its staff** to foster a deep-rooted and conscious safety culture.

Active cooperation with the **competent authorities and control bodies** is a key element of Fiera Milano's strategy, ensuring full compliance with current regulations and the adoption of timely and targeted actions to safeguard health and safety in the workplace.

2.5 COMMITMENT TO THE QUALITY OF PROVIDED SERVICES AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Fiera Milano is committed to implementing rigorous and structured procedures aimed at ensuring that the delivery of its services and related activities fully complies with all applicable requirements, whether regulatory, contractual, or related to the adopted certification schemes. This approach enables the company to ensure **full compliance with current regulations** and maintain high standards of quality and transparency in every operational area, with particular attention to protecting the **human rights** of consumers and end users.

Aware of the importance of anticipating and meeting customer expectations, Fiera Milano strives to develop and provide services that address not only expressed needs but also latent ones arising from market evolution and stakeholder demands. To this end, the company conducts a **timely and thorough analysis** of customer requests, ensuring that each delivered service fully aligns with its commitments, which are formulated clearly and transparently to prevent misunderstandings and foster a lasting relationship of trust.

Fiera Milano adopts a proactive approach to quality management, implementing preventive measures to minimize the likelihood of complaints and strengthening **control and continuous monitoring** processes for service performance. The quality of products and services is safeguarded through the adoption of the **Quality Management System compliant with the UNI EN ISO 9001 standard**, which serves as a key tool for optimizing business processes and driving continuous improvement.

As part of its supply chain management, **Fiera Milano** is committed to qualifying suppliers based on objective criteria and periodically monitoring their performance, ensuring high standards of efficiency and reliability to protect its customers and meet their expectations. Additionally, Fiera Milano reinforces its commitment to human rights across the entire value chain through monitoring and compliance verification processes aligned with international reference standards.

With a focus on responsible and sustainable management, Fiera Milano adopts a preventive approach to risk and opportunity assessment related to its activities, implementing mitigation actions to continuously enhance service levels and performance in terms of **quality, sustainability, and safety**. The company is committed to minimizing potential impacts on health, safety, the environment and sustainability in all new activities and processes, aiming, where possible, to generate a positive legacy for the territories and communities involved at the conclusion of each hosted event.

2.6 CLIMATE CHANGE

Fiera Milano recognizes the crucial importance of addressing the challenges arising from **climate change**, actively committing to both **mitigating** environmental impacts and **adapting** to emerging challenges. In line with the objectives set by international agreements and the highest sustainability standards, the company adopts a strategic approach aimed at the progressive **reduction of CO₂ emissions** through targeted actions on both direct and indirect emissions.

Fiera Milano continuously monitors and measures its **environmental footprint**, integrating **energy efficiency** criteria into its operational processes and promoting the adoption of **renewable energy sources**, with the goal of minimizing the environmental impact of its activities. At the same time, thanks to investments by Fondazione Fiera Milano, the company develops solutions to **strengthen the resilience of its infrastructure** to extreme weather events, actively contributing to the transition towards a more sustainable and low-impact development model.

A key pillar of this commitment is the **2024-2027 Decarbonization Plan**, which outlines progressive and measurable CO₂ emission reduction targets, ensuring a structured path aligned with international best practices.

2.7 ENVIRONMENTAL RESPONSIBILITY, EFFICIENT WASTE MANAGEMENT AND CIRCULAR ECONOMY

Fiera Milano recognizes **environmental sustainability** as a strategic pillar of its corporate identity, not only as an ethical responsibility towards the planet but also as a distinctive and essential factor for long-term growth. The increasing awareness of the environmental impact generated by events and exhibition activities drives a continuous process of reviewing and optimizing operational practices, with a strong focus on **innovation and efficiency** to significantly reduce the ecological footprint of its activities.

Fiera Milano actively promotes a **culture of sustainability** by engaging employees, suppliers, and partners through awareness-raising and training initiatives to encourage the adoption of responsible practices and innovative solutions. In this context, the company integrates, where possible, the principle of green procurement into its sourcing policies, ensuring that environmental criteria are an integral part of the supplier, product, and service selection process. This approach aims to foster the use of eco-friendly materials and support the principles of the **circular economy**.

In pursuing its environmental strategy, Fiera Milano operates in compliance with the **UNI EN ISO 14001 Environmental Management System**, ensuring a structured and certified approach to monitoring and continuously improving its environmental performance.

A further commitment is reflected in responsible waste management, considered a **strategic priority** to mitigate the environmental impact of exhibition venues and related activities. The **Waste Management Guidelines**, adopted by the Group, serve as clear evidence of its ongoing dedication to environmental protection and the promotion of sustainable waste management practices.

2.8 ORGANIZATION AND MANAGEMENT OF SUSTAINABLE EVENTS

Fiera Milano promotes the **economic, environmental and social sustainability** of owned and hosted events at its exhibition and convention centers, operating in accordance with the principles defined by the **UNI EN ISO 20121 Sustainable Event Management System**. This approach is based on criteria of **good governance, safety, inclusivity, integrity and transparency**, with the goal of generating a positive and lasting impact across the entire value chain. In this context, Fiera Milano actively involves all stakeholders within its ecosystem, fostering meaningful and long-term change for the benefit of the entire industry.

Fiera Milano's sustainable approach to managing hosted and owned events is inspired by the following key principles:

- **Responsible resource management**, ensuring the conscious use of materials and setup products to minimize environmental impact;
- **Energy efficiency**, through the use of renewable energy sources, waste reduction, and the promotion of recycling and composting practices;
- **Biodiversity protection**, enhancing and safeguarding both indoor and outdoor spaces within its exhibition venues;
- **Promotion of sustainable mobility**, encouraging low-impact transportation solutions;
- **Enhancement of human capital**, ensuring equal opportunities and fostering an inclusive and stimulating work environment;
- **Health and safety protection**, with a continuous commitment to improving safety performance for both spaces and people;
- **Provision of innovative services**, combining competitiveness and sustainability to meet the evolving market demands;
- **Guarantee of accessibility**, ensuring that spaces and content are available to everyone;
- **Adoption of advanced technological solutions**, promoting digitalization and improving communication with stakeholders;
- **Responsible supply chain management**, selecting partners that meet high sustainability standards;
- **Promotion of a sustainability culture**, encouraging responsible behavior among all stakeholders;
- **Development of social initiatives**, enhancing corporate sustainability through the joint contributions of individuals and organizations;
- **Territorial enhancement**, fostering a positive and shared impact with the local community;
- **Performance monitoring and reporting**, identifying continuous improvement opportunities and ensuring a lasting positive legacy.

Through the adoption of the **UNI EN ISO 20121 Sustainable Event Management System**, Fiera Milano reaffirms its commitment to ensuring that every event is planned, managed, and executed in compliance with the highest sustainability standards. The goal is to minimize environmental impact, promote long-term social and economic benefits, and ensure continuous performance improvement through the definition of short-, medium-, and long-term strategic objectives.

2.9 POLLUTION

Fiera Milano is committed to minimizing the negative impacts associated with **air, water and soil pollution**, both in its direct operations and throughout its entire value chain. Through the adoption of **prevention and control policies**, the Group implements effective measures aimed at reducing pollutant emissions and ensuring the responsible management of natural resources, contributing to environmental protection and the

continuous improvement of its performance.

To prevent and address potential emergency situations, Fiera Milano has developed action plans designed to mitigate risks for both people and the environment, ensuring a prompt and effective response.

2.10 STAKEHOLDER ENGAGEMENT AND COMMUNITY SUPPORT

Fiera Milano considers **dynamic collaboration** and **open dialogue** with stakeholders as fundamental elements for building a prosperous and sustainable economic and social future. The Group is committed to ensuring constant and proactive interaction with all stakeholders, with the goal of **creating shared value** and promoting a culture of sustainability in every aspect of its activities.

Fiera Milano's relationships with its stakeholders are based on principles of **mutual respect and trust**, strengthened through a continuous commitment to the protection, promotion, and support of human rights, in line with the principles set forth in its **Code of Ethics**. This commitment translates into the establishment of an inclusive and structured dialogue, aimed at fostering active stakeholder participation in the Group's initiatives and ensuring timely and transparent communication of the results achieved, both in terms of economic-financial performance and socio-environmental responsibility.

To this end, Fiera Milano adopted a **Policy for managing dialogue with institutional investors and shareholders in general**, which defines the guidelines for ensuring clear, continuous, and structured communication. This policy fosters **constructive engagement**, aimed at promoting a shared understanding of corporate strategies and economic performance, thereby strengthening transparency and **corporate responsibility** towards all stakeholders.

2.11 FISCAL TRANSPARENCY

Fiera Milano is strongly committed to upholding principles based on **honesty, integrity and transparency** in managing tax-related matters, ensuring full compliance with the tax regulations in the countries where it operates. The Company maintains a **collaborative and constructive dialogue** with the relevant tax authorities, recognizing the crucial role of tax revenues as a fundamental driver of economic and social development in the regions where it operates.

With a view to **responsible and proactive tax risk management**, Fiera Milano has initiated the implementation of an internal control system, known as the **Tax Control Framework (TCF)**, designed to identify, monitor, and promptly manage tax risks, with the aim of minimizing potential violations or abuses. The system establishes a **clear allocation of roles and responsibilities**, ensuring the direct involvement of corporate management in key tax decisions of greater significance and complexity.

Fiera Milano's approach enables the reconciliation of tax risk management with the protection of all stakeholders' interests, contributing to the Group's reputational and financial solidity. Particular attention is given to the continuous monitoring of **regulatory developments**, both at national and international levels, with a specific focus on initiatives aimed at combating **tax base erosion and profit shifting**, in full compliance with principles of fairness and transparency.

To this end, **Fiera Milano** has adopted a **Tax Strategy** aimed at ensuring long-term compliance with applicable tax laws in the countries where it operates, guaranteeing a tax management model based on the highest standards of integrity and responsibility.

As part of its commitment to transparent governance, Fiera Milano has also implemented an **anonymous whistleblowing mechanism**, accessible for reporting alleged tax-related irregularities. This serves as an additional safeguard to uphold and guarantee corporate integrity.

3. GOVERNANCE, MANAGEMENT, MONITORING AND REPORTING

All activities of the Group must be carried out in compliance with the law, the principles and rules of conduct set out in the Group's **Code of Ethics**, the control principles established by the current Organizational, Management, and Control Models adopted by the Group's companies pursuant to Legislative Decree No. 231/2001, and other company policies and regulatory instruments. In accordance with these principles, the Group has formally assigned the governance of sustainability to the **Sustainability Committee**, ensuring that sustainability aspects are managed at the highest corporate level. Additionally, a sustainability structure has been established within the **Investor Relations, Sustainability & Management System** area. The Sustainability Committee, an internal board committee, is responsible for promoting, coordinating, and overseeing all corporate sustainability activities, ensuring the integration of sustainability principles into business strategies. To support the dissemination of sustainability culture and facilitate the development of specific initiatives, the Group has established and formalized a network of **Sustainability Ambassadors**, 25 representatives from various business units who actively contribute to enhancing the sustainability profile of the organization's business.

The Sustainability Policy applies to all companies of the Fiera Milano Group, ensuring a consistent and structured approach to managing sustainability aspects. Furthermore, the Policy is integrated with the policies of the Integrated Management Systems adopted by the Group's companies, ensuring consistency and alignment in sustainability strategies.

4. DISSEMINATION AND UPDATING OF THE POLICY

The Group is committed to **monitoring and transparently communicating** to its stakeholders the strategies adopted and the results achieved in the areas covered by this Policy. This information is made available in the "**Sustainability**" section of Fiera Milano's corporate website (<https://www.fieramilano.it/en/sustainability.html>), in official documents distributed internally and externally, through the Group's institutional channels, and via any other relevant communication means. Additionally, it is included in the **Consolidated Sustainability Report**, published annually in accordance with **Article 125 of Legislative Decree No. 125/2024**.

The Sustainability Policy is approved by the Chief Executive Officer of the Fiera Milano Group and will be reviewed for updates at least once a year.