



FIERA MILANO

Fiera Milano

Results as of 30 September 2024

13 November 2024

TODAY'S SPEAKERS



FIERA MILANO

FRANCESCO CONCI

CEO & General Manager



> 20 years in Fiera Milano

- **Relevant experience:**
CEO and General Manager of Fiera Milano Congressi, Marketing Director of Fiera Milano

MASSIMO DE TULLIO

Chief Financial Officer



6 years in Fiera Milano

- **Relevant experience:**
Group Planning & Control Director at Fiera Milano, CFO at Fiat Chrysler Automobiles UK and Belgium

VINCENZO CECERE

Head of Investor Relations,
Sustainability & Management System



3 years in Fiera Milano

- **Relevant experience:**
Investor Relations & ESG Manager at Cerved Group, M&A and Equity Capital Markets Associate at Mediobanca

AGENDA

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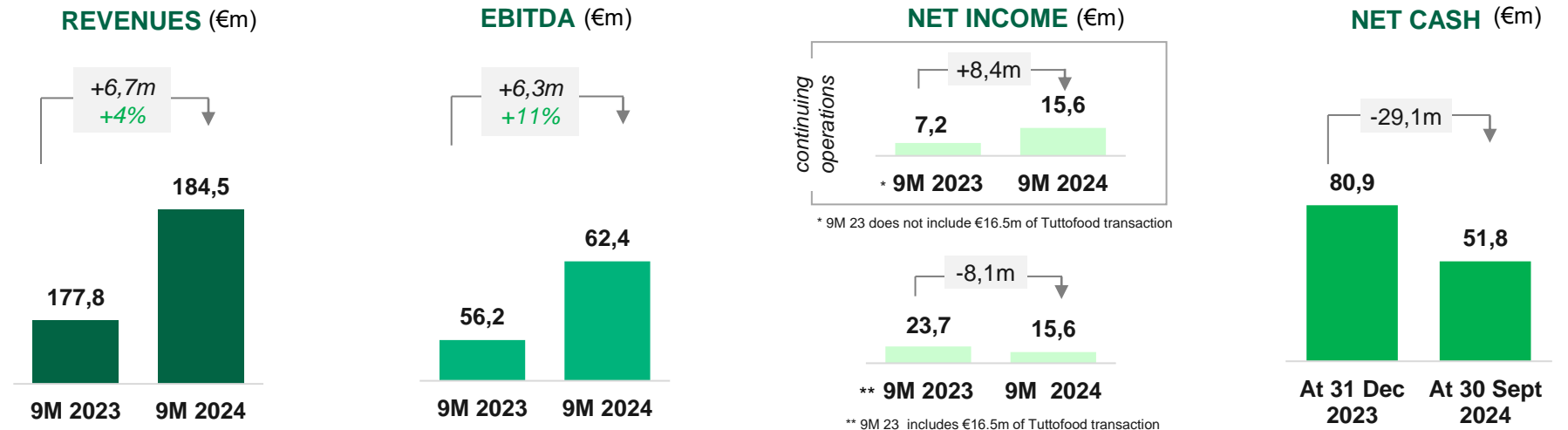
EXECUTIVE SUMMARY

EXECUTIVE SUMMARY (1/2)

STRONG SET OF OPERATIVE KPI

- **51 exhibitions** in 9M 2024 (30 in Italy and 21 abroad; 32 organized and 19 hosted) vs. 47 exhibitions in 9M 2023
- **96 congresses** (of which 37 with related exhibition area) vs. 75 congresses in 9M 2023
- **1.195.795 sqm occupied** (787.010 sqm Italy, 352.800 sqm abroad and 55.985 sqm conferences with related exhibition area) vs. 1.248.630 sqm in 9M 2023

SOLID FINANCIAL RESULTS



HEALTHY GROWTH DESPITE NEGATIVE EVEN-YEAR SEASONAL CALENDAR EFFECT

- **Solid revenue growth** of 6,7 million euro vs 9M 2023 (+4% YoY growth) resulting from:
 - **performance effect** of 25,8 million of euros (meaning a **like-for-like growth of +16% vs 9M 2023**), driven by a **+12% increase in sold area** (volumes impact) and a **+24% rise in services**, alongside **strong congress business performance of +8%**
 - **unfavorable seasonal calendar effect of 19,1 million euro**: absence of the multi-year ITMA (122k sqm), Plast (49k sqm) and the biennial Tuttofood (60k sqm), an effect partially offset by the presence of the biennials Mostra Convegno Expocomfort (86k sqm) and Transpotec & Logitec (50k sqm)
- **EBITDA improvement of +11%** vs 9M 2023 due to **better revenue performance**, lower energy costs, decrease in personnel costs and a positive contribution from the joint venture with Deutsche MESSE AG in China. EBITDA Margin % improvement from 31.6% to 33.8% also thanks to effective cost management
- **Net Income** from continuing operation **growth of 8,4 million euro** vs 9M 2023 (> 100% growth)
- **Net Cash decrease of 29,1 million euros** vs. 31/12/23, primarily due to rental instalments (4 in 9M 2024) and typical net working capital dynamics of the period

EXECUTIVE SUMMARY (2/2)

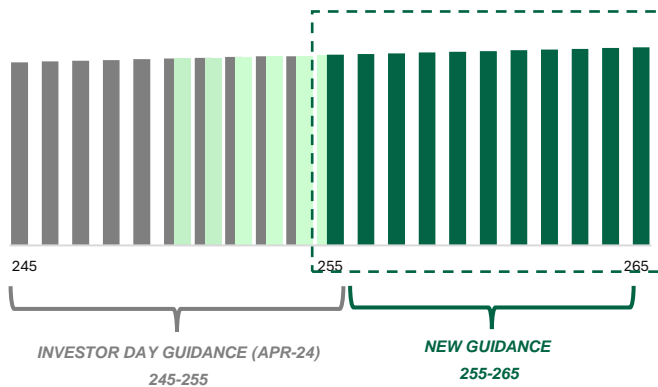
ON TRACK WITH THE 2024-2027 STRATEGIC PLAN EXECUTION
(3Q update)

- Launched “**PURPLE - Sign of the Times**”, a new B2C event in the fashion and music sector; > 40k visitors expected
- Fiera Milano selected as the venue to host “**Gastech 2025**”, the world's largest exhibition in energy transition; > 50k visitors expected
- Allianz-Mico to host **Asian Development Bank Annual Meeting** in 2025
- Launched **PAD Futuro - the first Employee Share plan of Fiera Milano**

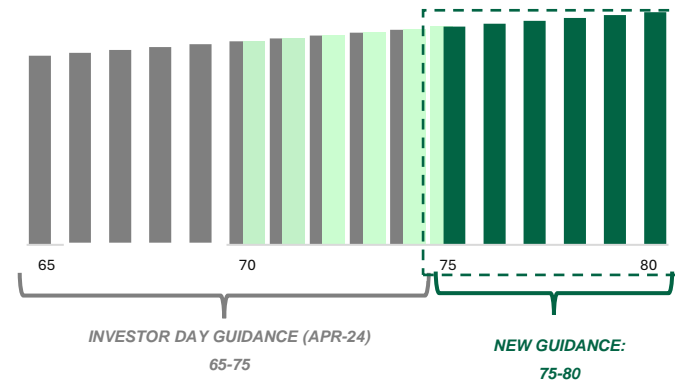
NEW GUIDANCE UPGRADE

- OLD GUIDANCE (INVESTOR DAY)
- OLD GUIDANCE (Q2)
- NEW GUIDANCE (Q3)

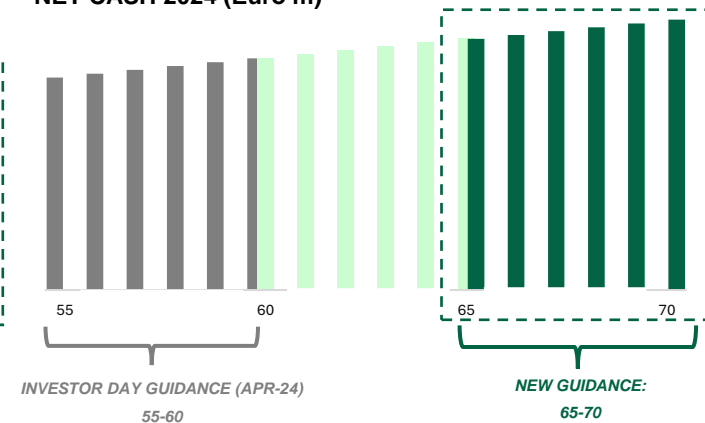
REVENUES 2024 (Euro m)



EBITDA 2024 (Euro m)



NET CASH 2024 (Euro m)



- ✓ Positive 9M 2024 results
- ✓ High visibility on Q4 2024 performance
- ✓ Double-digit growth expected for Congresses
- ✓ Strong momentum in Services
- ✓ Promising results from international
- ✓ Reduced energy costs expected

ESG



MORNINGSTAR | SUSTAINALYTICS

- +37% ESG rating upgrade




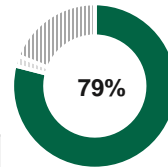
- Obtained Anticorruption certification ISO 37001

BUSINESS REVIEW


SNAPSHOT OF DIVISIONAL RESULTS – LEGAL ENTITIES VIEW

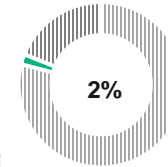
A

 Italian Exhibition Business	9M 2023	9M 2024	Δ Growth (€)	Δ Growth (%)
Revenues (€m)	147.7	151.6	+4.0	+2.7%
EBITDA (€m)	43.5	47.9	+4.4	+10.1%
N. exhibitions	32	30		
o/w directly organized	7	11		
o/w hosted	25	19		
Square meters	853,720	787,010		




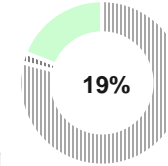
B

 Foreign Exhibition Business	9M 2023	9M 2024	Δ Growth (€)	Δ Growth (%)
Revenues (€m)	3.1	4.3	+1.2	+40.5%
EBITDA (€m)	2.2	2.6	+0.4	19.5%
N. Exhibitions	15	21		
o/w directly organized	15	21		
Square meters	328,660	352,800		




C

 Allianz MiCo Congresses	9M 2023	9M 2024	Δ Growth (€)	Δ Growth (%)
Revenues (€m)	33.8	35.9	+2.2	+6.4%
EBITDA (€m)	10.5	11.9	+1.4	+13.8%
n. congresses	75	96		
o/w with exhibition area	33	37		
Square meters	66,250	55,985		



A
+
B
+
C

 Fiera Milano Consolidated	9M 2023	9M 2024	Δ Growth (€)	Δ Growth (%)
Revenues (€m) (net of Elisions)	177.8	184.5	+6.7	+3.7%
EBITDA (€m)	56.2	62.4	+6.3	+11.1%
EBITDA Margin %	31.6%	33.8%		
N. Exhibitions	47	51		
o/w directly organized	22	32		
o/w hosted	25	19		
Square meters consolidated (A+B+C)	1,248,630	1,195,795		

- Revenue growth of + 2.7% despite a negative calendar effect (more details in the next slide) due to the absence in 9M of the multi-year ITMA, Plast and the biennial odd year Tuttofood. Strong overall performance of annual events, as well as the biennial Mostra Convegno Expocomfort and Transpotec. Growth driven by both larger volumes and services sales
- EBITDA growth of + 10% largely attributed to the positive revenue trend, combined with lower energy costs and decrease in personnel costs due to the absence of one-off reorganization expenses present in the previous period

- Revenue growth of + 40.5% primarily due to:
 - Successful exhibitions in Brazil: **Exposec** (14k sqm) with +10% in occupied sqm vs 2023 and the new **Fruit Attraction** (3k sqm) and **Esquadria** (1k sqm) exhibitions
 - Good performance of Cape Town Art Fair in South Africa (+6% in occupied sqm vs 2023)
- EBITDA increased by €0.4 million, primarily driven by the strong performance in Brasil and mid-single digit growth in China through the joint venture with **Deutsche MESSE AG**, with Chinese exhibitions in line with expectations and slightly above last year's figures

- Revenue growth of + 6.4% primarily due to higher revenue from recurring events also present in 9M 2023 (Salone del Risparmio, Bit, Salesforce, AWS Summit) and additional revenue coming from a higher number of non-recurring events (EASL - The Home of Hepatology, SIRM - Società Italiana di Radiologia, ESPGHAN - European Society for Paediatric Gastroenterology, ECNP - European College of Neuropsychopharmacology and Zurich Convention). This growth was partially offset by the absence of EULAR – European Alliance of Associations for Rheumatology and EAU - European Association of Urology
- EBITDA growth of + 13.8% largely attributed to the positive revenue trend and lower energy costs vs 9M 2023

At consolidated level:

- REVENUE GROWTH OF + 3.7%
- EBITDA GROWTH OF +11.1%
- IMPROVED EBITDA MARGIN, REACHING 33.8% IN 9M 2024

REVENUE GROWTH CONTRIBUTION - BUSINESS LINE VIEW

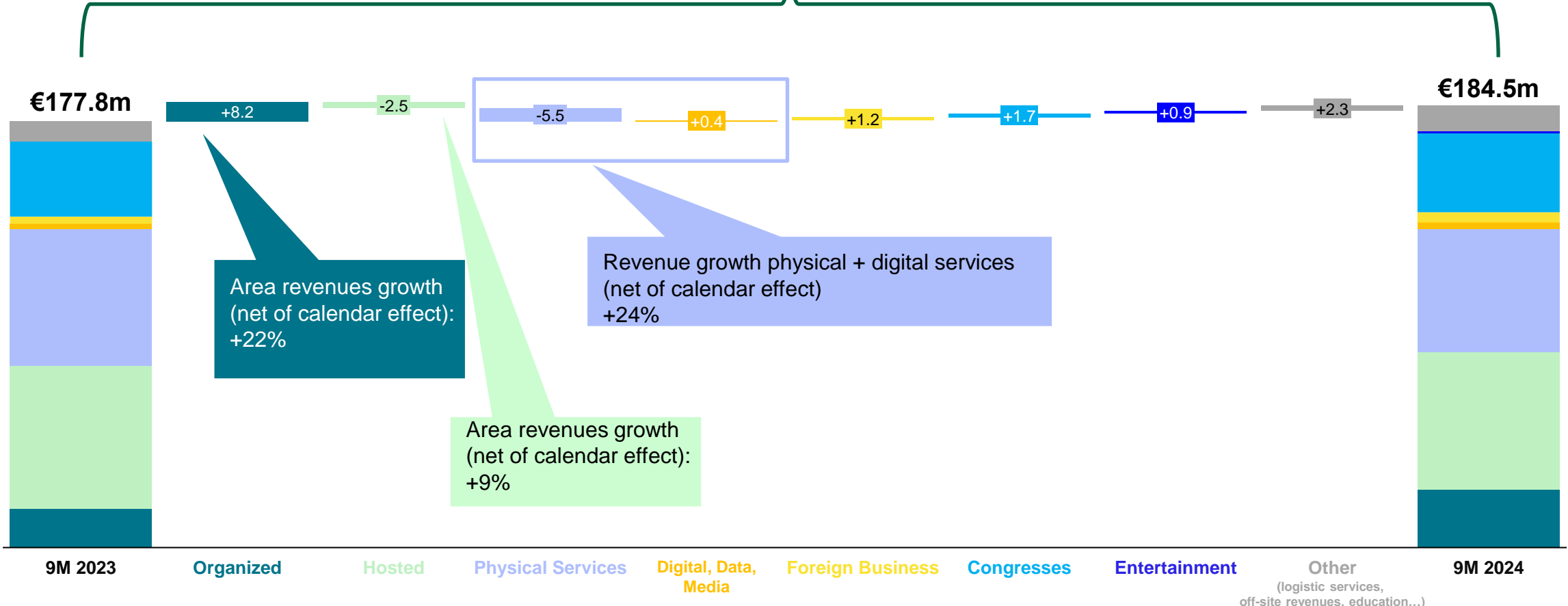


9M 2024 vs 9M 2023
Revenue Growth
+ €6.7m (+3.7%)

(-) CALENDAR EFFECT: € (19.1)m

- +21.6m presence of MCE (86k sqm), Transpotec (50k sqm), NME (11k sqm), Venditalia (13k sqm), Xylexpo (14k sqm) and Salone del franchising (5k sqm)
- (40.7)m absence of ITMA (122k sqm), Plast (49 sqm), Made in Steel (16k sqm), Issa Pulire (14k sqm), Lamiera (18k sqm), Tuttofood (60k sqm), Vitrum (8k sqm)

(+) PERFORMANCE EFFECT €25.8m



FIERA MILANO 9M 2024 SQM GROWTH CHAMPIONS

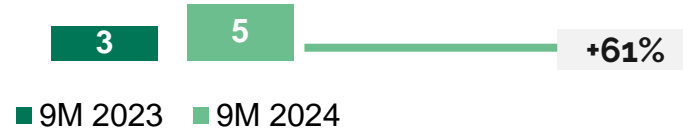
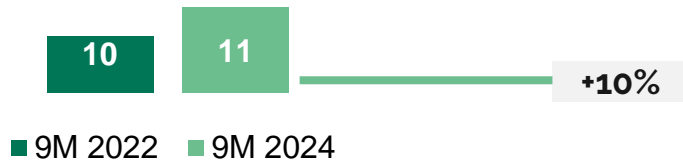
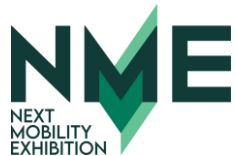
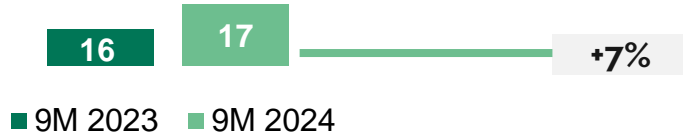
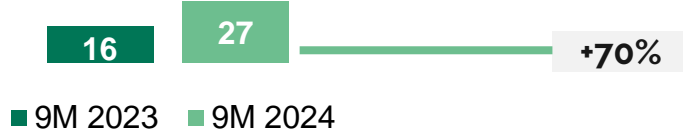
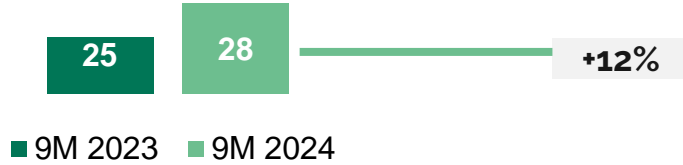
SELECTED ITALIAN EXHIBITIONS

ORGANIZED

SQM (k) SQM GROWTH %
9M 2024/ last edition

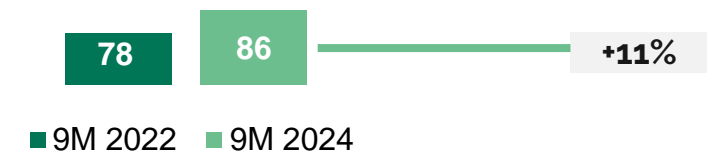
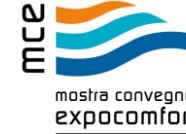


Spring + autumn editions

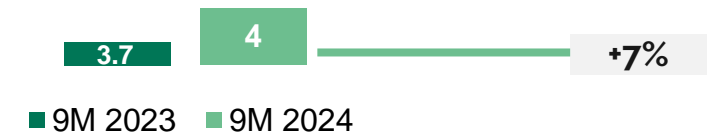
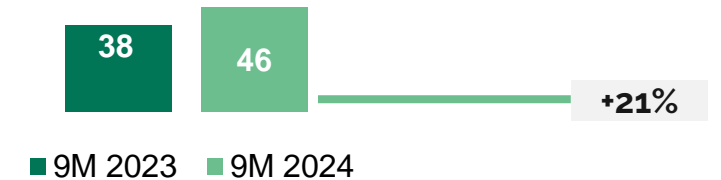
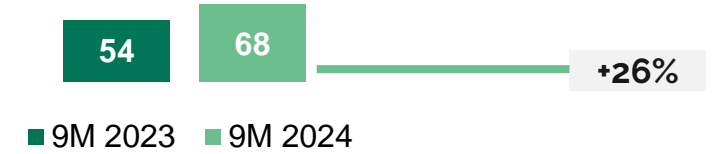


HOSTED

SQM (k) SQM GROWTH %
9M 2024/ last edition



Spring + autumn editions



FINANCIAL REVIEW

INCOME STATEMENT

Consolidated Income Statement (€m)	9M 2023	9M 2024	Δ (€) 9M 24/23
1 Revenues	177.8	184.5	+6.7
Cost of materials	2.3	1.7	-0.6
Cost of services	86.7	87.7	+1.0
Personnel expenses	34.6	35.2	+0.6
Other operating expenses	3.2	3.2	0.0
Total operating costs	126.9	127.8	+0.9
Other income	2.5	3.2	+0.7
Results of equity-accounted companies	2.7	2.5	-0.2
Allowance for doubtful accounts and other provisions	0.1	0.0	-0.1
2 EBITDA	56.2	62.4	+6.3
Depreciation and amortisation	38.3	38.6	+0.2
Adjustments to asset values	0.0	0.0	0.0
EBIT	17.8	23.8	+6.0
3 Financial income/(expenses)	(7.3)	(5.7)	+1.6
Profit/(loss) before income tax	10.5	18.1	+7.6
Income tax	3.3	2.5	-0.8
Profit/(loss) from continuing operations	7.2	15.6	+8.4
Profit/(loss) from discontinued operations	16.5	0.0	-16.5
4 Profit/(loss)	23.7	15.6	-8.1
- o/w attributable to the shareholders of the controlling entity	23.9	15.7	-8.2
- o/w attributable to non-controlling interests	(0.2)	(0.1)	+0.1

1 Revenues: from Euro 177.8m in 9M 2023 to Euro 184.5m in 9M 2024, an improvement of Euro +6.7m. This growth is mainly due to:

- **Positive performance effect of Euro 25.8m**, corresponding to a like-for-like growth of +16%. The main areas contributing to this performance effect are:
 - **Sales of exhibition spaces** (Hosted + Organized area): growing by +12%
 - **Services:** growing by +24%
 - **Congresses:** growing by +8%
- **Negative calendar effect of Euro (19.1)m** due to the absence in the nine months of the multi-year ITMA, Plast and the biennial odd year Tuttofood, an effect partially offset by the presence of the biennials Mostra Convegno Expocomfort and Transpotec & Logitec.

2 EBITDA: from Euro 56.2m to Euro 62.4m, a positive change of Euro +6.3m (growth of +11% compared to 2023):

- **better performance of revenues from events** held during the year
- **lower energy costs** linked to a stabilization trend of the PUN (National Single Price)

3 Financial management: improvement of Euro +1.6m mainly resulting from the higher income relating to the use of liquidity

4 The net result for the period from continuing operations amounted to Euro 15.6m (up by Euro +8.4m compared to Euro 7.2m in 2023). The **net result for the period from discontinued operations** decreased compared to the previous year, as 2023 included a capital gain of Euro 16.5m deriving from the Tuttofood transaction. Overall, the **net result** presented a profit of Euro 15.6m compared to a profit of 23.7m in 2023.

BALANCE SHEET, NET WORKING CAPITAL, NET FINANCIAL POSITION and CASH FLOW

COMPARISON 30 September 2024 vs 31 December 2023

Balance Sheet (€m)	As of 31 Dec 2023	As of 31 Mar 2024	As of 30 June 2024	As of 30 Sep 2024	Δ 30 Sep 2024/ 31 Dec 2023
Goodwill	95.0	95.0	95.0	95.0	0.0
Intangible assets with a finite useful life	12.2	11.1	10.2	9.1	-3.1
Right-of-use assets	362.0	352.9	342.1	345.8	-16.2
Tangible fixed assets	11.5	11.2	11.3	6.6	-4.9
Other non-current financial assets	1.1	0.9	0.5	0.3	-0.8
Other non-current assets	90.4	87.4	91.1	89.4	-1.0
A Non-current assets	572.2	558.5	550.2	546.2	-26.0
Inventory and contracts in progress	2.3	3.0	3.3	5.1	+2.8
Trade and other receivables	40.6	36.8	29.4	51.0	+10.4
B Current assets	42.8	39.8	32.7	56.1	+13.3
Trade payables	65.3	49.0	48.0	38.1	-27.2
Payments received on account (advances)	39.8	53.6	32.7	54.2	+14.4
Tax liabilities	2.9	2.2	3.2	1.0	-1.9
Provisions for risks and charges and other current liabilities	33.0	29.8	26.6	27.5	-5.5
C Current liabilities	141.0	134.5	110.5	120.8	-20.2
D Net working capital (B - C)	(98.2)	(94.7)	(77.8)	(64.7)	+33.5
E Gross capital employed (A + D)	474.0	463.8	472.5	481.5	+7.5
Employee benefit provisions	7.5	7.4	7.2	7.2	-0.3
Provisions for risks and charges and other non-current liabilities	3.8	3.9	4.0	3.8	0.0
F Non-current liabilities	11.2	11.3	11.3	10.9	-0.3
G NET CAPITAL EMPLOYED cont. operations (E - F)	462.8	452.5	461.2	470.6	+7.8
H NET CAPITAL EMPLOYED assets held for sale	0.0	0.0	0.0	0.0	0.0
TOTAL NET CAPITAL EMPLOYED (G + H)	462.8	452.5	461.2	470.6	+7.8
covered by:	0.0	0.0	0.0	0.0	0.0
Equity attributable to the Group	147.9	155.6	160.9	153.7	+5.8
Equity attributable to non-controlling interests	0.5	0.5	0.5	0.4	-0.1
I Total equity	148.4	156.0	161.3	154.2	+5.8
Cash & cash equivalents	(99.8)	(106.7)	(97.2)	(80.5)	+19.3
Current financial (assets)/liabilities	43.3	47.5	59.6	70.9	+27.6
Non-current financial (assets)/liabilities	370.9	355.6	337.5	326.0	-44.9
Net financial debt of continuing operations	314.4	296.5	299.9	316.5	+2.1
Net financial debt of assets held for sale	0.0	0.0	0.0	0.0	0.0
L Net financial debt (TOTAL) post IFRS16	314.4	296.5	299.9	316.5	+2.1
EQUITY AND NET FINANCIAL DEBT (I + L)	462.8	452.5	461.2	470.6	+7.8
Net Financial Debt/(Cash) pre IFRS16	(80.9)	(77.6)	(63.6)	(51.8)	+29.0

- 1
- Net Working Capital goes from Euro (98.2)m at 31/12/2023 to Euro (64.7)m at 30/09/2024
 - The change of Euro 33.5m is attributable to the following components:
 - (+) increase in "Trade and other receivables" by Euro +10.4m. The change mainly relates to trade receivables of the Parent Company;
 - (-) increase in "Inventory and contracts in progress" by Euro +2.8m (suspended costs for events post 30 September 2024);
 - (-) decrease in "Trade payables" by Euro (27.2)m related to payment of trade payables during a period with fewer liabilities generated from reduced activities;
 - (+) increase in "Advances" by Euro +14.4m, related to advances invoiced to customers for events that will take place in subsequent quarters
 - (-) decrease in "Provisions for risks and charges and other current liabilities" by Euro (5.5)m mainly related to the reduction of other current liabilities, particularly due to payables to organisers
 - (-) decrease in "Tax liabilities" by Euro (1.9)m.

- 2
- Net Financial Debt (pre-IFRS16) goes from a net cash availability of Euro 80.9m at 31/12/2023 to an availability of Euro 51.8m at 30/09/2024, resulting in a Free Cash Flow decrease of Euro 29.0m

CASH FLOW (€m)	From 31/12/23 to 30/09/2024
EBITDA post IFRS16	62.4
IFRS16 cash out (rents)	(56.7)
Δ Net Working Capital	(33.5)
Capex	(5.0)
Operating Cash Flow	(32.8)
Cash Interests & Income	1.7
Other	2.1
Free Cash Flow	(29.0)

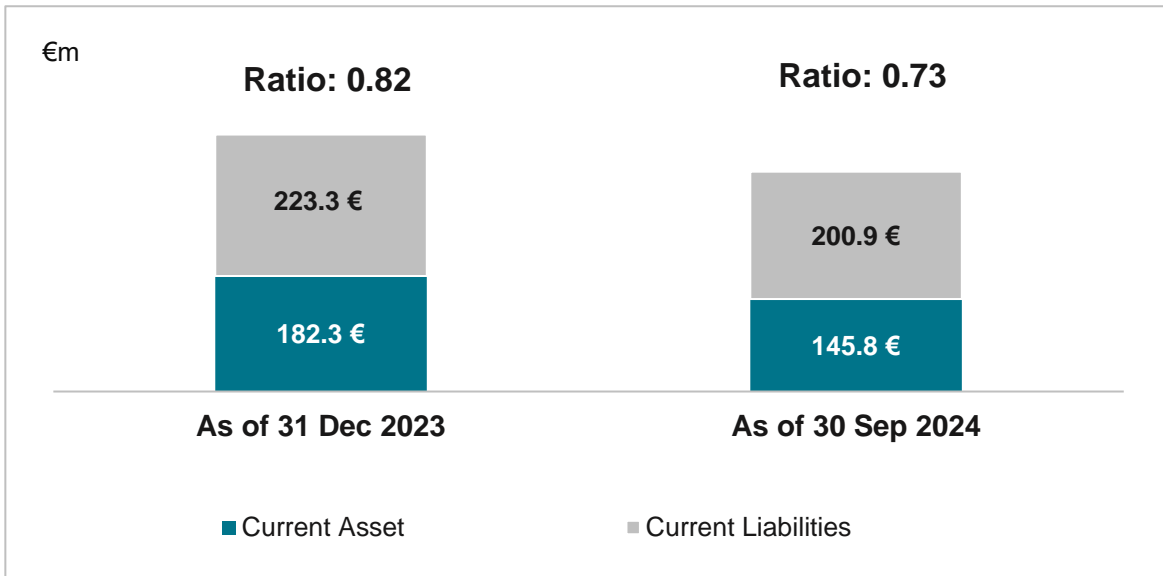
includes 4 installments as a result of the transition from deferred to advance payment regime

Net Cash	Free Cash Flow	Net Cash
31/12/23		30/09/2024
80.9	(29.0)	51.8

FINANCIAL STABILITY INDICATORS

Fiera Milano achieved an **excellent financial stability**, transforming the Covid-19 emergency into an opportunity to reorganize its financial structure

CURRENT ASSET/ CURRENT LIABILITIES

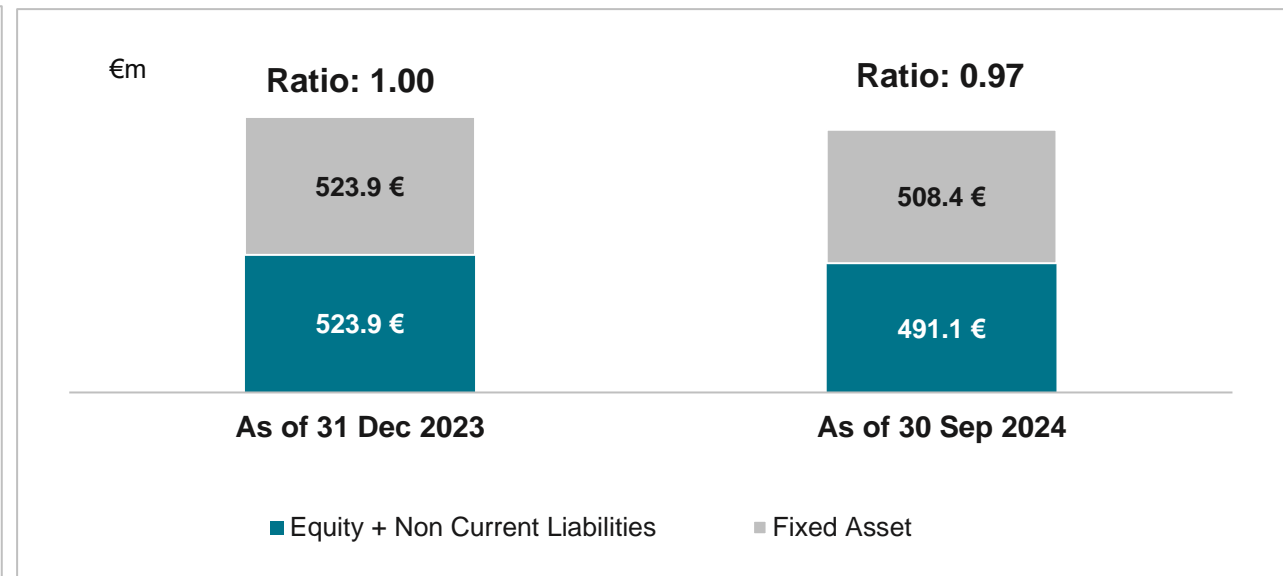


- Index temporarily worsens due to **negative cash generation** in the first 9 months of the year and the **repayment of loans** (Euro 13.9m repaid in H1 2024 + Euro 6.3m repaid in Q3 2024).

COMPOSITION:

- **Current Assets** (Cash and cash equivalents, Current financial assets, Trade receivables, Suspended costs)
- **Current liabilities** (Portion of short-term loans, Debt to Fondazione FM, Other financial liabilities, Portion of short-term lease liabilities, Trade payables, Advances, Provisions for risks and charges, Tax payables, Other current liabilities)

(EQUITY + NON CURRENT LIABILITIES)/ FIXED ASSET



- Index as of 30 September 2024 in line with the value as of 31 December 2023.

COMPOSITION:

- **Equity + Non-current liabilities** (Shareholders' equity, Bank loans, Lease Liabilities, Personnel provisions, Provisions for risks and charges, Deferred tax liabilities)
- **Fixed Assets** (Tangible fixed assets, Goodwill, Intangible fixed assets, Right to use leased assets, Investments valued at equity)

2024-2027 STRATEGIC PLAN GUIDANCE

Upgraded

Millions of euros	2024	2025	2026	2027
Revenues	255-265	320-340	305-325	355-375
EBITDA	75-80	110-120	90-100	120-130
<i>EBITDA Margin (mid-point)</i>	~30%			~34%
<i>EBITDA Margin ex. IFRS 16 (mid-point)</i>	~9%			~20%
Net Cash	65-70			
Investment Plan			~88	
<i>of which Fiera Milano</i>			~53	
<i>of which Fondazione Fiera Milano</i>			~35	
Overall financial availability			151-171	
<i>of which allocated to dividends</i>			At least 40 (~10/ year)	
<i>of which allocated to investments in M&A operations</i>			111-131	

In 2027 Fiera Milano expects to achieve:

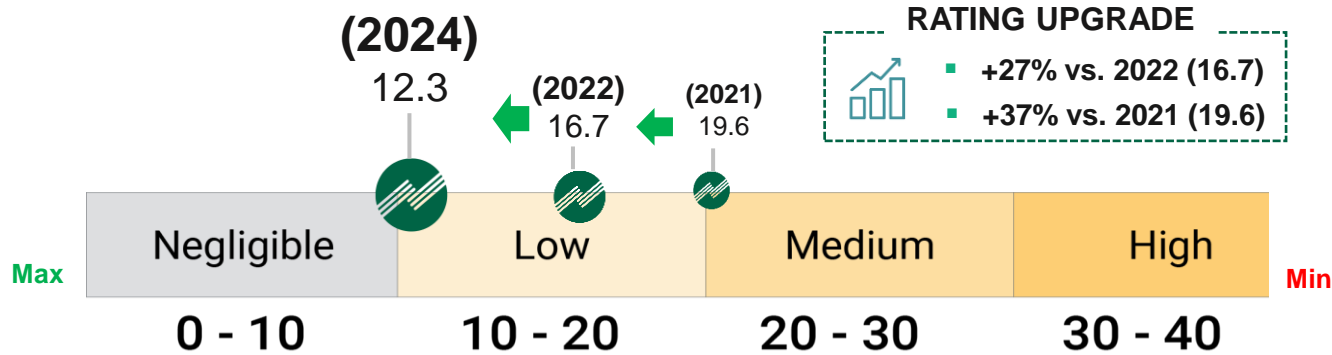


- **Revenues** between Euro 355 and 375 million
- An estimated **EBITDA** between Euro 120 and 130 million
- Over the 2024-2027 plan period, total **investments** amounting to Euro 88 million are planned, of which Euro 35 million will be supported by Fondazione Fiera Milano for the development of infrastructure projects
- The economic and financial results over the plan period anticipate strong cash generation, resulting in an **overall financial availability** expected to range between Euro 151 and 171 million over the plan period
 - Of this availability, at least Euro 40 million will be allocated to shareholder remuneration in the form of dividends, highlighting Fiera Milano's commitment to create value for stakeholders
 - The remaining liquidity, estimated between Euro 111 and 131 million, will be directed to supporting corporate growth through external lines
 - Further recourse to debt to finance potential strategic acquisitions is not ruled out

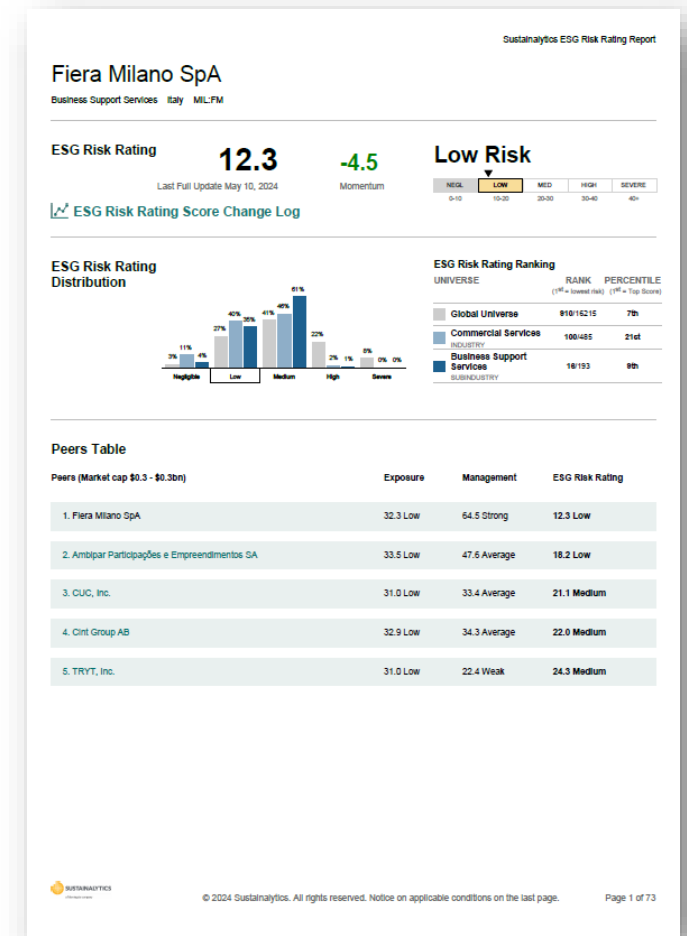
ESG COMMITMENT

ESG RATING

Low Risk 12.3



- ESG Risk Rating of **12.3/100** (where 0 is the best evaluation) from the rating agency Sustainalytics, placing the company in the **second-best rating class, "Low ESG Risk"** - a position reached by only 5% of the 16,000 companies evaluated globally.
- The 2024 ESG Risk Rating represents a significant improvement over previous years, with a **27% increase from 2022 (16.7)** and a **37% increase from 2021 (19.6)**, demonstrating the substantial progress the company has made in implementing its sustainability practices over the past three years.
- In Sustainalytics' overall assessment, Fiera Milano stands out as a **low ESG risk company**, characterized by **solid sustainability management** and **above-average ESG performance** compared to the reference panel. The company **excels in governance**, demonstrates **effective control over environmental issues**, and **invests significantly in human capital development**, strategically integrating these ESG aspects into its business plan.





OBTAINED ISO 37001 – ANTI-BRIBERY MANAGEMENT SYSTEM



- Fiera Milano obtained **ISO 37001 – Anti-Bribery Management System – certification**, a recognition that attests to the company's commitment to **preventing, detecting, and addressing corruption-related risks** within its operations.
- This achievement marks a fundamental step in strengthening **transparency and integrity**, aligning with the objectives of the **2024-2027 Integrated Sustainability Plan** and the Group's commitment to ensuring compliance with high ethical standards, demonstrating Fiera Milano's constant focus on building a work environment grounded in principles of fairness and integrity, consolidating the company's role as a reference point for transparent management in accordance with international standards.



ONE OF THE LARGEST ROOFTOP PHOTOVOLTAIC SYSTEM IN EUROPE AND THE DECARBONISATION PLAN TO 2030

- **50,000** photovoltaic panels
- **30-35%** of Fiera Milano energetic need covered
- **Total surface area: 330,000 sqm** (equal to more than 45 football fields)
- Estimated total annual production: **22 GWh** equal to the needs of about 7,800 families
- Total installed power: **18 MWp**
- **Reduction CO₂ target** for Fiera Milano:
 - - 60% by 2027 
 - - 80% by 2030 

NET ZERO MILAN: THE NEW EVENT DEDICATED TO THE DECARBONISATION OF INDUSTRIAL PROCESSES

N NetZero
Milan
expo—
summit

ZEM

NEW EVENT

**POLICY
TECHNOLOGY
BUSINESS
FINANCE**

NET ZERO MILAN

expo – summit


Pathways to a decarbonised economy

May 2025

Focus on **solutions and technologies** for the decarbonization of industries and electric system.

A brand new, **exclusively B2B** event for the entire **energy-industry ecosystem** on the topics of the **Net-Zero economy** to 2050 and its consequent industrial implications.


- High-level **expo**
- International **conference** program
- **Cross-vertical technology** approach
- A multifaceted **business facilitation** platform

A strategic move that strengthens Fiera Milano's portfolio and fuels growth, aligning perfectly with the execution of the **Integrated Sustainability Plan 2024-2027** 


APPENDIX 1

EXHIBITIONS DETAILS

EXHIBITIONS AND CONGRESSES IN 9M 2024

 Italian Exhibitions	Net square meters	
	9M 2023	9M 2024
Directly Organized		
- Bit (A)	16,165	17,225
- Miart (A)	8,930	9,225
- Milano Fashion&Jewels (I semester) (A)	12,630	12,760
- Milano Home (A)	16,010	19,675
- Promotion Trade Exhibition (A)	2,925	4,710
- Quick & More* (A)	-	7,545
- Sposalitalia (A)	8,410	7,830
- NME* (B)	-	10,515
- Transpotec (B)	-	49,690
- Salone del Franchising (A)	-	5,495
- Milano Fashion&Jewels (II semester) (A)	12,850	14,780
Total Directly Organized	77,920	159,450
Hosted		
- Fa la cosa giusta (A)	6,110	6,745
- Filo (I semester) (A)	1,385	1,545
- I Saloni (A)	171,075	176,460
- LineaPelle February (A)	44,020	45,540
- Mido (A)	37,980	45,940
- Milano Unica (spring) (A)	24,520	31,205
- Mipel (March) (A)	4,420	4,500
- My Plant & garden (A)	25,360	26,775
- The Micam (spring) (A)	35,100	32,100
- The ONE Milano (February) (A)	3,710	3,970
- Mostra Convegno Expocomfort (B)	-	85,925
- Venditalia (B)	-	12,960
- Xylexpo (B)	-	13,675
- ISSA Pulire (B)	13,980	-
- Lamiera (B)	18,395	-
- Made in Steel (B)	16,380	-
- Tuttofood (B)	59,660	-
- ITMA (M)	121,950	-
- Lineapelle (II semester) (A)	47,570	48,830
- Filo (II semester) (A)	2,780	2,440
- Milano Unica (autumn) (A)	29,075	37,140
- Mipel (september) (A)	4,440	4,140
- Simac Tanning-Tech (A)	14,565	14,795
- The Micam (autumn) (A)	35,880	32,875
- Vitrum (B)	8,455	-
- Plast (M)	48,990	-
Total Hosted	775,800	627,560
Total Italian Exhibitions	853,720	787,010

* The exhibition was held for the first time

 Foreign Exhibitions	Net square meters	
	9M 2023	9M 2024
China		
- Chinafloor Domotex Shanghai ° (A)	b)	66,735
- China International Fastener Show ° (A)	15,255	15,760
- Chengdu Industrial Professional Expo ** (A)	-	4,000
- Chengdu International Industry Fair ° (A)	13,590	12,535
- GITF International Tour Guangzhou (A)	6,110	4,710
- Industrial Automation Shenzhen ° (A)	11,630	9,955
- Industrial Automation Robotic Show South China ° (A)	3,800	2,000
- Laser Fair Shenzhen (A)	7,460	5,060
- Let China Guangzhou (A)	14,895	16,840
- Northern International Logistics and Transportation Technology Expo Jinan ** (A)	-	5,075
- Xiamen International Industry Exposition ° (A)	-	1,420
- Industrial Automation Shanghai ° (A)	33,810	31,365
- Metal + Metallurgy (A)	405	265
- Metalworking and CNC Mach. Tool Shanghai ° (A)	34,565	24,525
- Motor Show Chengdu ° (A)	91,085	90,000
- Wuhan Motor Show ° (A)	b)	35,000
- Chinafloor Domotex Shanghai ° (A)	69,800	b)
- ZZILE Zhengzhou (A)	5,500	a)
South Africa		
- Cape Town Art Fair (A)	3,855	4,105
Brazil		
- Exposec (A)	12,430	13,625
- Fruit Attraction São Paulo ** (A)	-	2,860
- Esquadria Show ** (B)	-	1,000
Singapore		
- FIND - Design Fair Asia (A)	4,470	5,965
Total Foreign Exhibitions	328,660	352,800

* The exhibition was held for the first time

° The event is organized in partnership

a) The event did not take place

b) The event took place/will take place in the following quarters

(A) = Annual

(B) = Biennial

(M) = Multi-year

 Congresses	9M 2023	9M 2024
		75 events

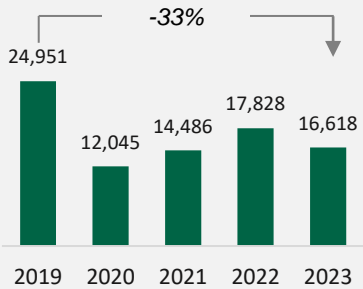
APPENDIX 2

THE INTEGRATED SUSTAINABILITY PLAN

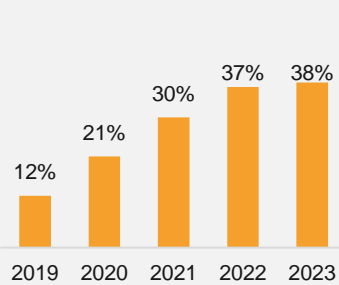
Environment



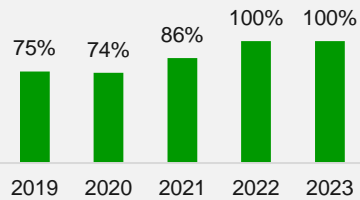
Total CO₂ emissions (tCO₂e)



% Renewable sources used



% Carpet used sent to recovery



Carbon footprint assessment of n. 5 events



- 9% reduction in waste per sqm from 2019 to 2023
- 35% hybrid car fleet



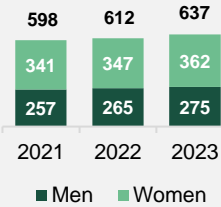
- 50k photovoltaic panels
- 18 MWp total installed power
- Reduction CO₂ target:
 - 60% by 2027
 - 80% by 2030



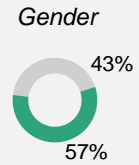
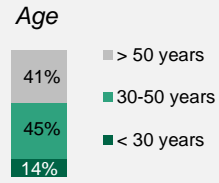
Social



Employees

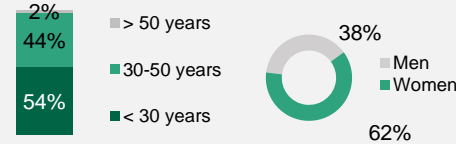


Diversity

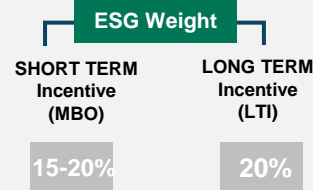


PAY GAP* 2023	
Executives	113%
Managers	96%
Other workers	94%

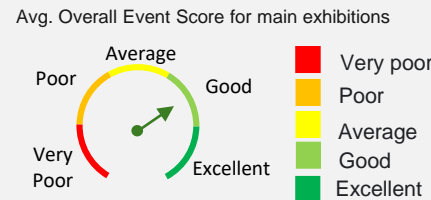
New hires in 2023: n.114 employees



Remuneration



Customer overall Event Score



Hours of training + 50% by 2027



	Hour per person
Directors	8.5
Managers	23.6
Staff	23.1

Community

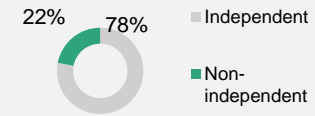


Governance

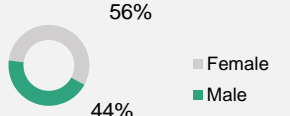


As of 31/12/2023

Board independence



Board diversity



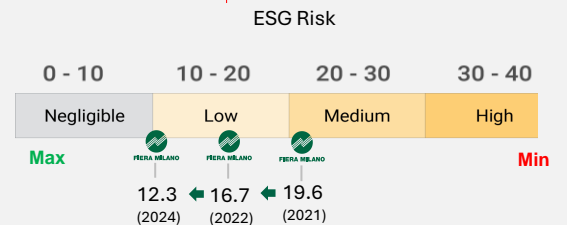
Sustainability governance





Certifications





Improving ESG Rating



* Average fixed remuneration woman / man

ESG	DIMENSION OF THE STRATEGIC PLAN 2024-2027	ESG PRIORITIES	#	TARGET	TIMING	SDGs
ENVIRONMENTAL	<p>Attracting and hosting leading events in Milan every year;</p> <p>Attracting new international conferences and large corporate events.</p>	CLIMATE CHANGE	1	• Reduction of Scope 1 + Scope 2 CO ₂ emissions by at least -60% from 2023 baseline	2027	 
			2	• Increase the share of electricity from renewable sources from 38% to 70%	2027	
			3	• Implement a single refrigeration system to promote energy savings	2027	
			4	• Extend LEED certification to pavilions 3 and 4 of the Allianz-MiCo Congress Centre	2024	
			5	• Measure Scope 3 emissions at Group level	2025	
			6	• Set medium- and long-term Science Based Targets (SBTs)	2027	
		WASTE AND CIRCULAR ECONOMY	7	• Reduce waste production by keeping the annual waste production level below 6.5 kg/sqm	2027	
			8	• Ensure at least 75% of separate waste collection, reducing the amount of unsorted waste	2027	
			9	• Achieve at least 50% recycling rate of the carpet laid at Fiera Milano exhibitions	2027	
		SUSTAINABLE MOBILITY AND ACCESSIBILITY	10	• Achieve a minimum of 35% of hybrid vehicles within the car fleet	2024	
			11	• Complete the installation of 15 dual charging stations for electric cars in the exhibition district	2024	
			12	• Providing employees with additional 50 bike-sharing units	2024	

ESG	DIMENSION OF THE STRATEGIC PLAN 2024-2027	ESG PRIORITIES	#	TARGET	TIMING	SDGs
SOCIAL	<p>¹Attracting and hosting leading events in Milan every year;</p> <p>²Attracting new international conferences and large corporate events.</p>	PEOPLE DEVELOPMENT, WELFARE AND D&I	13	• Increase in the incidence of female gender in managerial positions from 46% to 49%	2027	      
			14	• Obtain UNI/PDR 125:2022 certification (gender equality)	2024	
			15	• Increase in the number of training hours by 50% from 2023 baseline (7,024 hours)	2027	
			16	• Obtain employer branding certification from leading international certifier	2027	
		HEALTH AND SAFETY	17	• Extension of full-coverage health insurance to 100% of employees	2027	
	<p>1 - 2</p> <p>³Launch new events in high-potential sectors</p> <p>⁴Promoting a substantial increase in the penetration of customized stands</p>	CUSTOMERS AND COMMUNITIES	18	• Launch of a new industrial decarbonization-focused exhibition	2027	
			19	• Launch of a multi-stakeholder forum (EGS Day)	2025	
			20	• Launch of an ESG advisory service for organizers and exhibitors	2025	
	<p>⁵Developing a digital offer to enhance the experience of events 365 days a year</p>	DIGITAL TRANSFORMATION	21	• Investment in technology and IT interventions to enhance high-resolution audio and video services at the Allianz-MiCo venue	2025	
			22	• Development of the new Digital Platform to improve customer experience	2025	

ESG	DIMENSION OF THE STRATEGIC PLAN 2024-2027	ESG PRIORITIES	#	TARGET	TIMING	SDGs
GOVERNANCE	<p>¹Attracting and hosting leading events in Milan every year;</p> <p>²Attracting new international conferences and large corporate events.</p>	GOVERNANCE AND BUSINESS MANAGEMENT	23	• Obtain ISO 37001 certification (anti-corruption) for Fiera Milano	2024	
			24	• Obtain ISO 14001 certification (environmental) for Fiera Milano	2024	
			25	• Implementation of a Tax Control Framework	2024	
			26	• Initiating an ESG Due Diligence process for all M&A processes	2024	
			27	• Definition of MBOs for all executives with ESG weight between 15-20% and execution of the LTI (Long Term Incentive) plan with ESG weight of 20%	2027	
		PRIVACY AND CYBERSECURITY	28	• Obtain ISO 27001 certification (information security)	2027	
			29	• Ensuring that at least 80% of the value of supplies is covered by ESG screening	2027	
		RESPONSIBLE SUPPLY CHAIN	30	• Ensuring 100% reputational audits for suppliers > Euro 10k	2024	 

Thank you

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Investor Relations

<https://investors.fieramilano.it/en>

Sustainability

www.fieramilano.it/en/sustainability.html

2024 Exhibition Calendar

www.fieramilano.it/en/calendario.html

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FIERA MILANO

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