





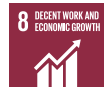




THE INTEGRATED SUSTAINABILITY PLAN: ESG TARGETS TO 2027

THE NEW INTEGRATED SUSTAINABILITY PLAN ENVIRONMENTAL

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 CO2 Scope 1 + Scope 2 emissions by at least -60% from baseline 2023	2027	 
			2	▪ Increasing the share of electricity from renewable sources from 38% to 70%	2027	
			3	▪ Implementation of a single refrigeration system to promote energy saving	2027	
			4	▪ Extension of LEED certification to halls 3 and 4 of the Allianz-MiCo Convention Center	2024	
			5	▪ Measuring Scope 3 emissions at the Group level	2025	
			6	▪ Defining medium- and long-term SBTs (Science Based Targets)	2027	
		WASTE AND CIRCULAR ECONOMY	7	▪ Reducing waste generation by keeping the annual waste generation level below 6.5 kg/sqm	2027	
			8	▪ Achieving 75% separate waste collection , minimizing the amount of unsorted waste	2027	
			9	▪ Achieving a 50% recycling rate of the carpet used during events at Fiera Milano	2027	
		SUSTAINABLE MOBILITY AND ACCESSIBILITY	10	▪ Achieving a 35 percent share of hybrid vehicles within the car fleet	2024	
			11	▪ Completion of the installation of 15 dual electric car charging stations at the fairgrounds	2024	
			12	▪ Making 50 bike-sharing units available to employees	2024	

THE NEW INTEGRATED SUSTAINABILITY PLAN SOCIAL

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

THE NEW INTEGRATED SUSTAINABILITY PLAN

GOVERNANCE



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	▪ Obtaining ISO 37001 certification (anti-corruption) for Fiera Milano	2024	
			24	▪ Obtaining 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 E CYBERSECURITY	28	▪ Obtaining ISO 27001 certification (information security)	2027	
		RESPONSIBLE SUPPLY CHAIN	29	▪ Ensuring that at least 80% of the value of supplies is covered by ESG evaluative screening	2027	
			30	▪ Ensuring 100% of reputational audits for suppliers > Euro 10k	2024	