



**FIERA MILANO
CONGRESSI**

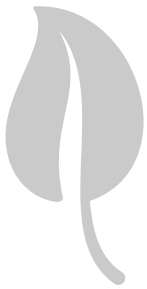
SUSTAINABILITY POLICY



Milan, March 31, 2026

Fiera Milano Congressi considers «sustainability» a fundamental element of its strategy and aims to promote the economic, environmental, and social sustainability of all events hosted at the directly managed congress venues, following principles of ethical management of resources, safety, inclusiveness, integrity, and transparency. For these targets, the company involves the entire value chain at an operational level, to positively influence the entire reference industry and achieve real and long-term change for everyone.

Fiera Milano Congressi's sustainable approach, with reference to the environmental, social, and economic dimensions, is inspired by the following principles:



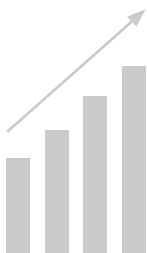
ENVIRONMENTAL DIMENSION:

- Protection of the biodiversity of indoor and outdoor spaces
- Maximization of the circular economy (minimization of disposable products and waste management)
- Reduction of waste and management of food surpluses
- Efficiency of energy consumption and energy supply from renewable sources
- Use of environmentally friendly materials and products
- Promotion of sustainable mobility
- Water consumption efficiency
- Control and reduction of pollutant emissions



SOCIAL DIMENSION:

- Accessibility of spaces and contents
- Promotion of diversity and inclusion
- Health, safety and well-being of workers and all users of the venues
- Human capital development and skills enhancement
- Enhancement and protection of the territory
- Contribution to the dissemination of the "culture of sustainability" and "solidarity"



ECONOMIC DIMENSION:

- Generation of economic value in the territories
- Creation of shared value
- Introduction of sustainability criteria in the selection of suppliers
- Promotion of fair relationships along the supply chain
- Management inspired by the highest standards of ethics, integrity, and regulations compliance, including internal ones

This policy, which also includes the declaration of intent and fundamental values for Sustainability, is adopted in accordance with ISO 14001:2015 and ISO 20121:2024

Fiera Milano Congressi undertakes to:

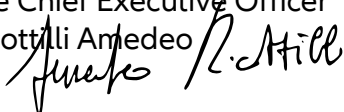
- evaluate in advance risks, opportunities, benefits and values associated with its activities and implement mitigation actions, aimed at improving performance in terms of sustainability, minimizing the potential impacts on the environment and on sustainability in general, of all new activities and of all processes and, when possible, generating a positive legacy at the end of each event hosted;
- evaluate and report on the results and practices learned from the hosted events;
- implement the necessary procedures so that all activities take place in compliance with the applicable requirements, from mandatory to contractual ones and with the certification schemes in place, ensuring that all those who work in the Company or on its behalf consider full and complete compliance with all applicable legal provisions as a fundamental element of everyone's work;
- spread the culture of Sustainability, through appropriate information actions towards all personnel, which increase their professionalism and level of awareness;
- prevent accidents, injuries and occupational diseases;
- ensure the availability and suitability of prevention and protection measures inspired by best practices in terms of health, safety and environmental protection;
- ensure cooperation with the public authorities and control bodies;
- guarantee the scheduled maintenance of the systems in compliance with the provisions on health, safety and the environment;
- build a "sustainable" supply chain, with the aim of providing services which, in addition to guaranteeing full customer satisfaction, minimize the environmental, social, and economic impacts, through the adoption of a Green Procurement policy.
- Policy which pays particular attention to environmental criteria and certification tools for the choice of contractors, suppliers, and products; to the circular economy; the costs over the entire life cycle of the purchased products;
- improve communication with internal and external stakeholders in order to share and increase attention on the topic of Sustainability, taking into account their feedback to ensure continuous improvement of Sustainability performance;
- adopt innovative technological and digital solutions for increasingly efficient communication, development and service delivery;
- identify and promote solidarity initiatives, aimed at increasing the level of corporate sustainability, through the contribution deriving from the sensitivity of each individual and of the company as a whole.

The above points also constitute the reference framework for establishing and redefining the short, medium and long term objectives and goals regarding the environment and the sustainability of events, among which, in line with the Fiera Milano Group's Strategic Plan 2024-2027, the extension of the LEED certification to the Allianz MiCo district, the continuation of the digital transformation.

Fiera Milano Congressi also undertakes to implement and maintain a system of continuous monitoring of the performance of its Management System for the Environment and Sustainability of Events, ensuring its improvement in application of the reference standards, in order to pursue the increase in the level of sustainability of hosted events.

The Chief Executive Officer

Ricottoli Amedeo



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