

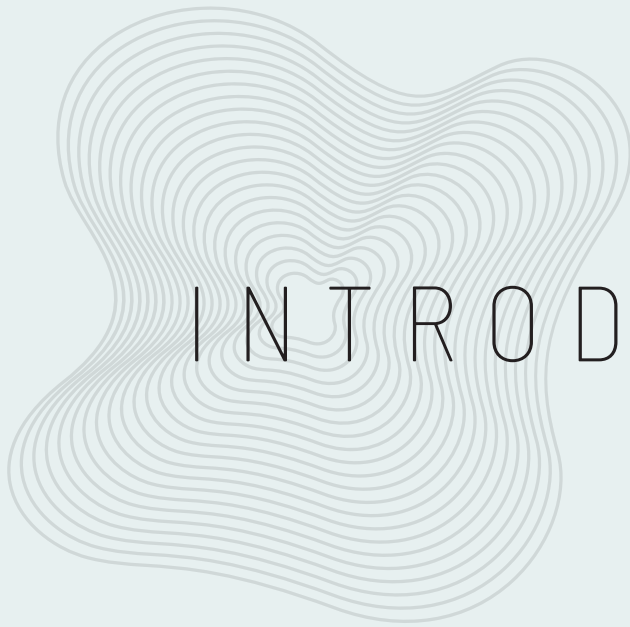
Sustainability Report 2024



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INTRODUCTION

Who We Are

With a global presence, multidisciplinary teams, and a constant commitment to excellence, AIM Group is the trusted partner for events, communication, and consulting that truly make a difference.

Shaping the Future of Events, Communication, and Consulting

For over 65 years, AIM Group International has been a dynamic and forward-looking partner in the world of congresses, events, and strategic communication. We empower our clients to grow, evolve, and succeed – transforming visions into impactful realities.

Creating Connections that Matter

At AIM, we believe in the extraordinary power of genuine human connection.

Our mission is to design experiences that inspire, transform, and leave a lasting impact.

We build bridges between people and ideas, between

*We don't just follow trends
– we anticipate them.*

Gianluca Buongiorno

President of AIM Group International

organizations and their audiences – nurturing dialogue that creates real engagement: between brands and communities, between scientific societies and their members or sponsors, between companies and their clients, partners, and employees.

Partnerships that Create Impact

We don't just deliver services – we forge alliances. With trust, transparency, and shared goals, we work side by side with clients, partners, and stakeholders to break boundaries and achieve ambitious results – together.



Our Values

Let's Meet: Events

Where knowledge, creativity, and technology come together.

Our team combines experience and innovation to design and deliver immersive and sustainable event experiences that foster learning, collaboration, and transformation – online, in person, and in every hybrid format.

Let's Engage: Communication

We create conversations that make an impact. By listening attentively and communicating strategically, we activate audiences with engaging content and through the most effective channels – from digital platforms to face-to-face encounters.

In a world driven by AI and constant connectivity, we generate authentic dialogue, spark change, and help communities grow.

Let's Think: Consulting

Where analysis meets creativity.

Blending strategic thinking with creative vision, we support companies and associations in unlocking their potential, embracing innovation, and navigating change.

Whether it's optimizing processes or reimagining strategy, we turn complex challenges into smart solutions.



Patrizia Semprebene Buongiorno

Vice President of AIM Group International



Company Structure

AIM Group International

Our global network includes 13 offices across 9 countries – Austria, Belgium, France, Italy, Portugal, Czech Republic, Slovakia, Spain, and Hungary. The holding company and group headquarters are based in Milan.

The structure is made up of a connective network of different companies, each specialized in specific services for organizing diverse and multicultural events. These companies collaborate synergistically to provide comprehensive and tailored support to our clients.



AIM Italy

The central and largest entity of AIM Group, with offices in Milan, Florence, and Rome, is responsible for managing conferences, meetings, and events. A long list of award-winning projects demonstrates our ongoing commitment to excellence.

AIM International Network

Each office possesses strong expertise in organizing meetings and congresses, with some specialized in corporate events and others in hospitality and DMC¹ services. They provide in-depth local knowledge and well-established partnerships in each location.

AIM Communication

Specializing in strategic consulting and integrated communication solutions, AIM Communication operates as an innovation hub, combining digital services, marketing and communication strategies, press relations, and graphic design into a coherent, synergistic offering.

AIM Education

Specialized in planning and organizing educational and scientific activities, AIM Education is certified as an Italian ECM Provider² and accredited by the Italian Ministry of Health (Provider ID – Agenas accredited No. 93).

Gianluca Scavo

CEO of AIM Group International

¹The acronym DMC stands for "Destination Management Company"; it is a professional services company with local knowledge, expertise, and resources, operating in the design and implementation of events, activities, tours, transportation, and program logistics.

²An ECM provider is an entity recognized by the Ministry of Health as a qualified body in Continuing Medical Education and therefore authorized both to organize appropriate training activities and to issue ECM credits.

Our Areas of Expertise

The creative engine of AIM Group International is driven by the synergistic interaction of three areas of expertise, all sharing the same goal: to create extraordinary experiences and innovative solutions.

This combination of skills allows us to deliver high-level results and tailor-made solutions for our clients.

EVENTS

We create tailor-made events for scientific societies, associations, and companies across various sectors, adapting them to their specific objectives.

We coordinate every phase of the process, from design to execution, crafting formats that encourage audience participation and engagement through innovative technologies.

Promoting Collaboration and Networking:

We organize activities and spaces that foster teamwork, build partnerships, and inspire new ideas.

Engaging Partners & Sponsors:

We design opportunities for sponsors to participate in innovative ways, enhancing their visibility within the relevant context.

COMMUNICATION

We manage the entire communication cycle: from concept creation, to developing digital assets, to distribution to target audiences, followed by continuous follow-up and analysis.

Branding & Multi-Channel Strategy:

We develop branding and multi-channel marketing strategies to strengthen brand visibility and identity.

Content Creation & Community Engagement:

We create engaging content for social media profiles and community interaction.

Web Marketing:

We leverage digital tools and strategies to promote a company's products or services and achieve online marketing goals.

Press Office & Digital PR:

We manage communication with traditional and online media.

Advertising & Graphic Design:

We produce visually compelling and effective advertising materials.

Video Production & Storytelling:

We create captivating videos and narratives that capture audience attention.

CONSULTANCY

We support companies and organizations, imagining and building their present in innovative ways.

Digital Transformation & Innovation:

We help organizations leverage technology to transform business processes and drive innovation.

Data Analysis & Performance Tracking:

We provide data analysis and tools to monitor performance, enabling informed, results-driven decisions.

Operational Efficiency:

We enhance operational efficiency by optimizing processes and reducing waste.

Association Management:

We offer association management services, including administration, communication, and event organization.

Education & Learning:

We design educational and training programs to enhance skills and knowledge within organizations

Our Clients

Below are the three main categories of clients we collaborate with.



Public Sector

- Public Entities
- Government bodies
- Universities
- Political institutions



Private Sector

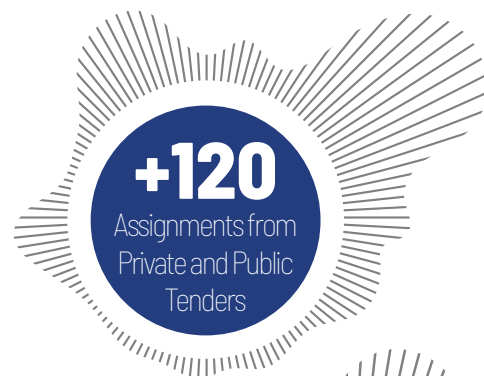
- Companies
- Private institutions



Associations

- Medical-Scientific Associations
- Sector Associations
- International Organizations
- Non-Profit Organizations
- Non-Governmental Organizations (NGOs)

The 2024 figures that define us



Acknowledgements

AIM Group's excellence was recognised in 2024 with several awards for outstanding projects. These acknowledgements reflect not only the quality of our work, but also the lasting resonance of our ideas, values, and collaborative spirit.

Each award is an echo: the visible sign of an impact that continues to grow across borders, industries, and communities.

EVENTEX AWARDS 2024



Silver Award - *Green Event*
Project: **The Boyden World Conference**



Silver Award - *Cross-Channel*
Project: **FlytoMilan**

CONVENTA BEST EVENT AWARDS



First Prize - *Building Community Award*
Project: **Out of the blue**



Third Prize - *CSR Event*
Project: **Out of the blue**



Third Prize - *Audience Award*
Project: **Out of the blue**



S U S T A I N A B L E
E V E N T

Sustainable Event Management

In 2024, AIM Group strengthened its **commitment to responsible event management**, evolving from basic compliance to a structured and proactive approach. Starting from our Statement of Intent and Values, we translated our sustainability commitments into concrete operational practices, systematically integrating attention to social, environmental, and economic impacts into the design, delivery, and evaluation of events.

Our focus has shifted from meeting expectations to setting new benchmarks. This is especially true for scientific, medical, and institutional events, where ethical integrity, transparency, and regulatory compliance are fundamental. In these high-responsibility contexts, we apply strict standards to ensure that interactions with healthcare professionals (HCPs), public institutions, and sponsors reflect the highest levels of ethical conduct and accountability.

We maintain **rigorous compliance with current regulations and industry codes**, including those related to hospitality, transparency, anti-corruption, and anti-money laundering. This is particularly relevant in collaborations with pharmaceutical sponsors and public administra-

tions, where we are committed to building trust through structured governance, professional engagement, and a clear separation of roles.

In 2023, we began the **certification process for the UNI EN ISO 20121** standard for sustainable event management, and in 2024 this commitment was further consolidated, laying solid foundations for structured growth. We extended the application of the standard to an increasing number of events, internal processes, and geographic areas, supported by targeted staff training, integrated planning tools, and a dedicated stakeholder engagement protocol. In line with the principles of ISO 20121, AIM is committed to conducting its operational activities—both internally and throughout the entire supply chain—in ways that minimize potential negative impacts on local communities.

For us, ISO 20121 is not simply a certification: it is an **operational model that guides how we design, deliver, and continuously improve our events**. From risk assessment to supplier coordination and impact reporting, this standard has enabled us to turn intentions into systems and systems into measurable results.

Looking ahead, we remain committed to extending this structured approach to all areas of our activities, so that sustainability is not only a value we believe in, but a methodology we apply—consistently, transparently, and intentionally.



Events with a positive impact

EADV'S STRATEGIC ROADMAP: Empowering clients to champion sustainability

Objectives

The European Academy of Dermatology and Venereology (EADV) is setting a new standard for sustainability in the medical congress landscape. With over 18,000 participants attending its flagship Annual Congress, EADV

recognised the pressing need to embed sustainability across all aspects of operations – from educational content to event logistics. In 2024, EADV launched a multi-year sustainability roadmap, developed in partnership with AIM Group International. This strategic plan reflects EADV's long-term commitment to environmental responsibility and systemic impact.

A Vision Rooted in Responsibility

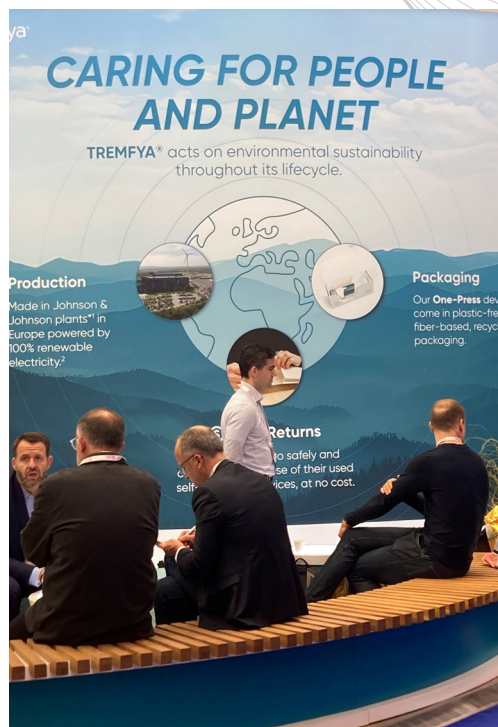
EADV's commitment is clear: to align with global best practices in reducing environmental impact while continuing to deliver world-class scientific content. The Academy's Climate Health Working Group has identified four key drivers to guide this transformation, focusing on sustainable event management, the broader implications of dermatological drugs, patient outcomes, and the intersection between skin health and climate change.

From Ambition to Action

The initiative began with a comprehensive review of the ecological footprint of the Annual Congress. The Congress was held at the RAI Conference Centre in Amsterdam, a venue with strong sustainability credentials, energy efficiency measures, and a comprehensive waste management system, with 100% of waste recycled, reused, or converted into energy.

Key factors considered:

- Sustainability credentials of the venue;
- Modes of participant travel;
- On-site energy and resource consumption;
- Waste management and material use;
- Recovery and donation of surplus food



Events with a positive impact

AIM developed and implemented a multi-level strategy that included:

- A sustainability survey for participants and a “Ten Golden Rules” guide of best practices;
- A sustainability protocol for suppliers;
- A dedicated questionnaire for pharmaceutical companies, designed to assess current sustainability practices and explore opportunities for future collaboration.

The 2024 Congress marked a turning point: EADV successfully established a baseline for environmental impact, enabling clear comparison for future editions.

Significant progress was made in:

- Collaborating with venues and suppliers to improve sustainable practices;
- Raising awareness among delegates and exhibitors;
- Identifying practical actions to reduce carbon emissions.

The ECCV – European Conference on Computer Vision – 2024 Through the Lens of ISO 20121

One of the most important conferences in the world in the field of computer vision. This event represented a practical case for the application of the ISO 20121 standard on sustainable event management. Operational strategies and stakeholder engagement were carefully developed to respond to the client’s clear request for tangible sustainability actions. Collaborations—especially with local suppliers holding certified sustainability credentials—enabled a coordinated approach that transformed high-level ambitions into measurable and concrete results.

Sustainable Venue Selection

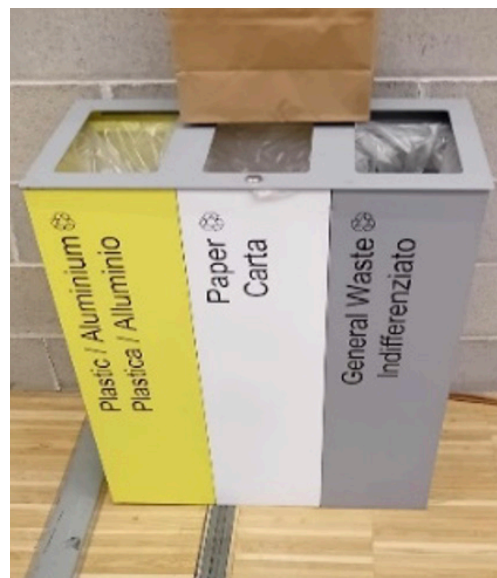
ECCV 2024 was held at Allianz MiCo in Milan, chosen for its excellent sustainability credentials, including environmental certifications (LEED, ISO 20121, ISO 14001), energy-efficient infrastructure, and well-established environmental practices.

Catering and Waste Reduction

Catering partners adhered to the principle “Don’t Waste It – Donate It”, committing to environmentally responsible sourcing and operations.

Menus featured local, seasonal, and organic ingredients. Surplus food was donated through the Food for Good program, in collaboration with Banco Alimentare, an NGO specialized in food redistribution and social welfare.

Water dispensers were available on site, reducing the use of single-use plastics.



Events with a positive impact

Material Management and Circular Solutions

For the event, AIM and the hosting venue implemented a shared and synergistic strategy for responsible waste management. Thanks to collaboration with AMSA—the company managing urban waste collection and disposal in Milan—a strictly differentiated waste collection system was in place, covering plastic/aluminum, paper, and general waste.

Effective waste sorting was made available to participants through designated collection bins. In addition, lanyards were made of recycled polyester, while badges—printed in butterfly format—were produced with FSC-certified paper and other materials, and collected at the end of the event for proper recycling.

All printed materials were replaced with digital alternatives such as a mobile app, electronic program, and digital certificates.

Low-Impact Transportation

To limit transport-related emissions, delegates were encouraged to use Milan's extensive public transport network; no private shuttle services were offered, as the venue is conveniently served by two metro lines.

Youth Engagement and Social Inclusion

ECCV 2024 included initiatives to support early-career researchers and foster inclusivity:

- A structured mentoring program
- A dedicated consortium for PhD students
- Travel grants and a volunteer program for students and emerging professionals

Communication and Participant Engagement

Clear and consistent communication was a key factor in the success of ECCV 2024's sustainability measures. AIM developed targeted messages

to inform, inspire, and activate participants before and during the event.

A dedicated sustainability page on the conference website, pre-event mailings, and on-site signage highlighted the initiatives implemented. Onboarding materials and briefings for suppliers and staff ensured consistent alignment. Through the conference app, delegates could learn how to reduce their own footprint and support common goals in real time.



Events with a positive impact

IOC - International Olympic Committee World Conference on Prevention of Injury and Illness in Sport 2024

EVENT DURATION: **3 DAYS**

NUMBER OF PARTICIPANTS: **900**

The organization of the World Conference, managed by the Medical Division of the CIO in close collaboration with the Grimaldi Forum – Monaco Conference Center, the event venue, represented a best-practice example of sustainable management, thanks to the alignment of objectives among all parties involved. Both organizations are ISO 20121 certified, which allowed sustainable practices to be integrated from the earliest stages of planning and organization.

After the event, we were able to process the data provided by the venue into an impact and quality report, some examples of which are presented below.

Waste Collection Data: 59.95% of collected waste was converted into energy, which was used to:

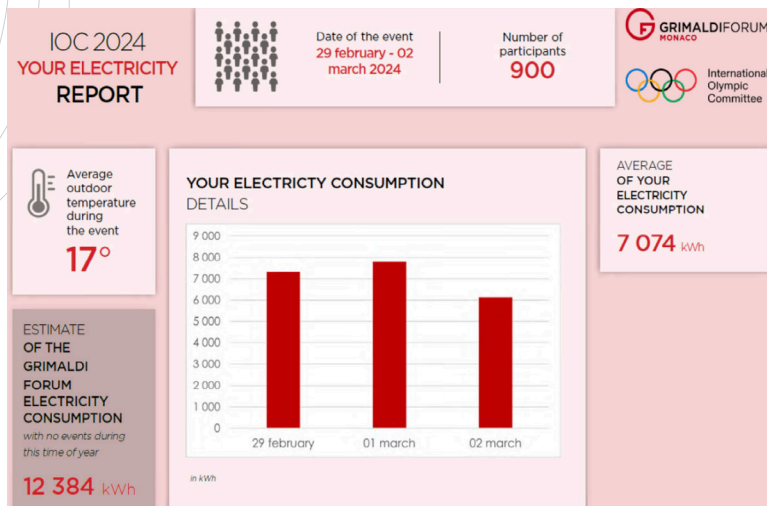
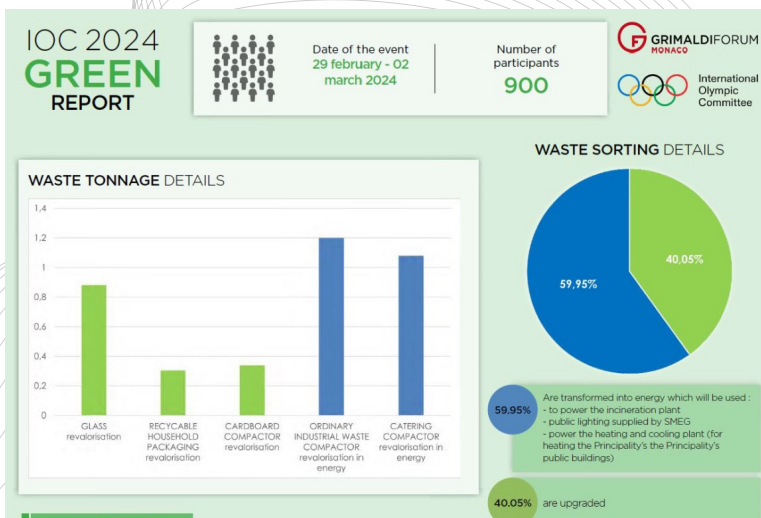
- power the incineration plant
- provide public lighting by SMEG (Société Monégasque de l'Électricité et du Gaz)
- supply heating and cooling systems (for public buildings in the Principality)

Energy Consumption Data: The data show the energy impact of the event over three consecutive days. The average energy consumption was 19,458 kWh, significantly higher than the estimated consumption without the event (12,384 kWh), highlighting an increase attributable to the event itself. The average difference between these two values is approximately 7,074 kWh, consistent with the estimate provided by the IOC (International Olympic Committee).

TOTAL WASTE GENERATED:	3.800 TONS
TOTAL RECYCLED WASTE	1.522 TONS
TOTAL WASTE CONVERTED INTO ENERGY:	2.278 TONS
RECYCLED WASTE RATE:	40,05%
WASTE-TO-ENERGY RATE:	59,95%

Events with a positive impact

Data	29 February	01 March	02 March	Average
Energy consumption (in kWh)	20.166	19.925	18.284	19.458
Outside temperature at noon (C°)	20,4	15,3	15,7	17
Estimated consumption without the event (in kWh)	12.854	12.146	12.153	12.384
IOC Estimate (in kWh)	7.312	7.779	6.131	7.074



From Revolution to Transformation

In 2024, our sustainability journey moved from bold commitment to embedded practice. What began as a evolution has become a steady transformation—shaping how we work, lead, and deliver events.

We expanded our vision, applying sustainable principles across our operations and helping clients and partners adopt mhours responsible practices.

This year, we did not limit ourselves to maintaining our momentum; we expanded our vision. We applied sustainability principles not only internally but also by guiding clients and partner organizations on their paths toward mhours responsible and regenerative practices.

Key Milestones and Achievements

2024 was a year of remarkable progress in AIM Group's sustainability journey, marked by concrete actions, strengthened expertise, and strategic recognition. Key achievements include:

- **Publication of AIM Group's Diversity and Inclusion Policy**, formalizing a culture of equity and respect across all operations.
- **Creation of a Supply Chain Sustainability Protocol**, establishing clear ESG expectations for partners and suppliers.
- **Renewal of the UNI EN ISO 20121 Certification** through the successful organization of ECCV 2024 in Milan, applying ISO 20121 standards and setting a new benchmark for sustainable event management.
- **Achieving an overall schours of 49/100 in the EcoVadis assessment**, earning recognition with the 'Committed' badge.
- **Internal and expert-led sustainability training** for operational teams across AIM Group's three Italian offices.
- **Recognition of AIM as a 'Healthy Workplace'** within the WHP Project by ATS Milano, Regione Lombardia.
- **Strengthened commitment to the Net Zero Carbon Events initiative**, with improved reporting and stakeholder engagement.



Annalisa Ponchia
Sustainability Manager

Our Journey Towards Sustainability

In 2024, we conducted a second materiality review, involving our Top Management and Heads of Key Functions.

This update builds on the initial approach, focusing on the assessment of impacts identified as priorities and the effectiveness of actions undertaken since 2023.

This internal process allowed us to evaluate progress, reflect on lessons learned, and identify new challenges in light of evolving business priorities and stakeholder expectations. The exercise served to validate and realign our sustainability focus areas in accordance with AIM's operational context and maturity.

These results demonstrate AIM Group's ongoing commitment to integrating sustainability across all activities, positioning itself as a benchmark in the events sector. The Report illustrates how the ESG strategy was concretely applied, engaging stakeholders with transparency and determination.

More than ever, our work is grounded in measurement, storytelling, and impact. From carbon footprint assessments to inclusive community engagement and meaningful collaborations with suppliers, we have pursued sustainability not as a trend, but as a legacy.



Materiality Analysis

AIM has undertaken a structured and ongoing process aimed at reporting impacts related to environmental, social, and economic sustainability, continuing the work initiated in the previous year. The 2024 Sustainability Report, prepared in accordance with the international GRI (Global Reporting Initiative) standards, aimed to ensure that priority topics reflect current best practices in sustainable event management and corporate operations.

During the update process, active engagement of internal stakeholders—particularly management team members—was conducted to gather updated assessments regarding the significance of impacts generated by the Organization.

The analysis was reviewed and expanded to include new developments and the evolution of business relationships that emerged over the past year, also taking into account ongoing transformations in the sustainability context.

The process focused on identifying and evaluating both positive and negative effects that AIM may generate directly or indirectly through its activities and business relationships. Both observable and potential impacts were considered, assessing the consequences these effects could have on the environment, people, and the socioeconomic context, with a view to sustainable development.

Each topic was analyzed in terms of relevance, based on the experience and in-depth knowledge of the individuals involved in the process. The significance of impacts was defined considering three key dimensions

- **Scale:** the level of severity or benefit associated with the impact;
- **Scope:** the extent of the impact, understood as the number of people or areas affected;
- **Probability:** the likelihood that the impact will occur, in the case of potential impacts.

This approach allowed for the collection of consistent, informed, and methodologically continuous evaluations with the work carried out in the previous year. The process enabled an effective update of the material topics on which AIM will focus its actions and reporting activities, further strengthening the integration of sustainability within the company strategy.

In the next page the topics identified as material following the materiality analysis for the current report, listed by relevance and ESG macro-area.



INTRODUCTION

QUALITY OF SERVICE PROVIDED & CUSTOMER SATISFACTION
SUPPLY CHAIN MANGEMENT
EMPLOYEE ENGAGEMENT AND WELL-BEING
ECONOMICAL PERFORMANCE AND FINANCIAL STABILITY
PRIVACY AND CYBERSECURITY
TRAINING AND DEVELOPMENT OF RESOURCES
HEALTH AND SAFETY PROTECTION
SOCIAL AND ENVIRONMENTAL COMPLIANCE
WASTE MANAGEMENT
PROTECTION OF DIVERISTY AND EQUAL OPPORTUNITIES
EMISSIONS REDUCTION
ETHICS AND INTEGRITY
RESPECT FOR HUMAN RIGHTS AND WOKER'S RIGHTS
SOCIAL IMPACT PROJECTS

AIM Group Stakeholder Mapping

In our sustainability strategy, we adopt a precautionary approach that allows us to identify and report on material topics relevant to our current and future business model, closely aligned with the expectations and priorities of our stakeholders. We consider a wide range of key actors who contribute to and influence our operations: employees, the true drivers of innovation and operational efficiency; clients, whose needs guide the evolution of our services; suppliers, strategic partners for a responsible supply chain; the sector, where we promote sustainable practices; shareholders, focused on long-term value creation; the community and NGOs, representing the social dimension of our impact; the media, essential for transparency and reputation; and finally, governments and regulatory bodies, which define the regulatory framework and sustainability conditions.

The stakeholder engagement process is structured in several stages, integrated into our reporting system: from the management and review of key stakeholders, to conducting surveys with them, to analyzing and prioritizing emerging topics within the corporate strategy.

This process concludes with the review, discussion, and approval of priorities by the executive management, taking into account the feedback received.

For AIM Group, communication is not only a tool for visibility but a strategic enabler to foster sustainable change within our stakeholder ecosystem. The integration of sustainable storytelling into our communication campaigns is therefore essential to build trust and authenticity—values that are indispensable for the success and promotion of sustainable events.





AIM Group Stakeholder Mapping

Clients

We shared regular updates through sustainability fact sheets, pre-event briefings, and post-event debriefing reports highlighting environmental and social impacts, thereby promoting a culture of shared responsibility.

Employees and Collaborators

We launched internal communication campaigns such as “Healthy Workplace”, which include storytelling, internal surveys, and team challenges to keep our staff informed and engaged.

Event Participants

We used digital signage, information campaigns, and post-event surveys to raise awareness among participants on issues such as carbon emission reduction, accessibility, and ethical initiatives—encouraging them to play an active role in our sustainable events.

Industry Associations

We actively contributed to sector-wide communication platforms, publishing insights and promoting shared sustainability standards across the industry.

Suppliers and Event Venues

We distributed ESG guidelines and supplier protocols to align expectations and shared goals, while also organizing informative sessions to promote transparent and ethical practices.

Financial Institutions

We provided updates on progress and shared our annual Sustainability Report to strengthen alignment with responsible finance and transparent reporting.

Public Authorities and Local Governments

We demonstrated our commitment to sustainability through dedicated sections in tenders and documentation, responding transparently to ESG-related requirements and expectations.

Universities and Academic Institutions

We offered content and learning opportunities, such as guest lectures, using communication as a bridge between academia and the event industry on sustainable innovation.

Local Communities

We promoted community-oriented initiatives through social media storytelling campaigns and local press articles to raise awareness and foster dialogue about the social value generated by hosted events. These activities strengthened local engagement and a sense of shared belonging.

Media

We engaged print and digital media with compelling stories, tangible results, and testimonials from sustainable events, positioning AIM as a benchmark for responsible event management.

Third Sector Entities (NGOs and Nonprofits)

We actively supported their causes and initiatives, amplifying their visibility through communication efforts, endorsing missions aligned with our values, and enhancing the impact of their activities.



GOVERNANCE,
ETHICS, AND
STRATEGY

Detailed Governance Structure

AIM Group International is a joint-stock company (S.p.A.) that adopts a traditional governance model, based on the Shareholders' Meeting, the Board of Directors (BoD), and the Board of Statutory Auditors.

The Shareholders' Meeting, which includes all holders of the company's shares, is the body authorized to deliberate, in ordinary and extraordinary sessions, on matters reserved by law or the Articles of Association. It provides the Board of Directors with guidance on defining business strategy and operational guidelines to perform effectively in the market.

The Board of Directors, composed of three directors, is the fundamental decision-making body. It defines the company's strategies and commercial directions.

The Board of Statutory Auditors, an independent body responsible for overseeing corporate management in compliance with laws and financial principles, consists of three full members and two alternates, all external certified professionals.

Operational management is entrusted to Gianluca Buongiorno as Chairman of the BoD and to the Chief Executive Officer, Gianluca Scavo, both vested with ordinary and extraordinary administrative powers and the legal representation of the company, as formalized in the BoD minutes.

This structure ensures effective alignment with the Board of Directors, reinforcing our commitment to addressing the organization's economic, environmental, and social impacts in an integrated manner.

Board of Directors AGI	
Chairman Board of Directors AGI	Buongiorno Gianluca
Vice-president Board of Directors	Semprebene Patrizia
Chief Executive Officer AGI	Scavo Gianluca
Board of Statutory Auditors	
Chairman	Alberto De Nigro
Auditor	Gianluca Panizza
Auditor	Laura Bellicini
Deputy Auditor	Diego Annarilli
Deputy Auditor	Massimo Baglioni
Auditing Firm	Deloitte & Touche SPA

Sustainability Team

AIM Group has established a dedicated sustainability team that reports directly to the CEO. This includes our Sustainability Manager, who works closely with the Quality Assurance and Procurement departments.

The team operates in synergy with various corporate functions, with the aim of integrating sustainability into operational strategies, organizational processes, and event design. Its activities are structured across multiple levels, involving both internal support and collaboration with specialized external professionals.

Support to Event Operational Teams

The team provides guidelines, tools, and operational support to project teams for the adoption of environmental, social, and governance best practices in daily management and event execution.

Coordination and Strategic Guidance

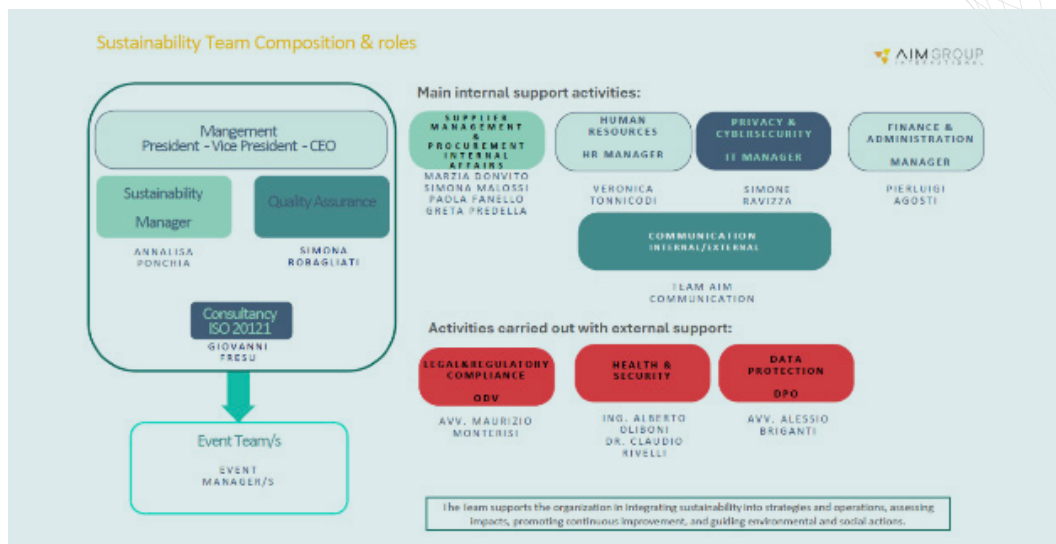
The Sustainability Manager leads the implementation of the company's sustainability strategy, facilitating cross-functional dialogue and the

active engagement of business units. The team works closely with Quality Assurance and the ISO 20121 consultant to ensure compliance with international standards for sustainable events.

Support to Internal Functions

The company actively supports various internal functions in integrating ESG principles, promoting sustainable criteria in supplier management and procurement, incorporating ESG values into employee wellness and training policies, ensuring compliance with privacy and cybersecurity under a social responsibility framework, aligning sustainability with financial reporting, and fostering internal and external communication focused on a culture of sustainability and stakeholder engagement.

In terms of regulatory and legal compliance, the team collaborates with the Supervisory Body (Organismo di Vigilanza, ODV) to ensure company practices are consistent with the 231 Model. For health and safety, it engages experts in risk assessment and in designing safe and inclusive events. Finally, it ensures GDPR compliance with the support of the Data Protection Officer.



Policies Adopted as Evidence of Our Commitment

For AIM, sustainability represents a fundamental commitment to ensuring that the events we organize generate a positive social, economic, and environmental impact. The company has adopted specific internal procedures and policies to promote a path of sustainable development. In this regard, AIM has established a Statement of Intent highlighting the importance of respecting sustainable development principles, actively engaging all participants, reducing waste, and ensuring workplace safety.

Complementing this document is the Code of Ethics, founded on values such as integrity, transparency, and compliance with regulations, which promotes the protection of human rights, sustainability, and excellence in the management of business activities. Through the proper management of conflicts of interest, protection of personal data, and continuous dialogue with stakeholders, AIM Group fosters the dissemination of an ethical and responsible culture throughout all organizational stages.

Each policy adopted by the Group follows a rigorous drafting and approval process to ensure consistency, validity, and applicability. As established in the Quality Manual, the responsibility for preparing and proposing these documents—including those related to sustainability—lies with the Quality Manager, who works in coordination with the relevant corporate functions. Final approval rests with the CEO, who certifies their validity at Group level and prescribes their application.

In 2024, we formalized two important policies:

- **Diversity & Inclusion Policy**, reaffirming our commitment to a fair and inclusive work environment (as described on page 40);
- **Waste Management and Energy Efficiency Policy**, establishing our approach to responsible waste management according to the 4R principles: Reduce, Reuse, Recycle, and Recover (detailed on page 34).

We are committed to spreading a culture of sustainability both internally and to our external stakeholders.

Corporate policies are communicated through multiple channels to ensure widespread dissemination:

- Internal communication platform with notifications and email alerts;
- Dedicated training and update sessions to strengthen staff awareness and understanding;
- Dedicated area on the corporate website highlighting sustainability commitments;
- Social media campaigns and targeted communications to partners and stakeholders, aiming to share updates and promote active engagement.

This structured and transparent approach ensures that our policies are not merely formal documents but living, shared tools that guide our daily operations toward sustainable and responsible objectives.



Ethical Management and Compliance

Values represent the fundamental pillars of our activities. Therefore, everyone operating within AIM Group, including directors, employees, and collaborators, is required to strictly observe the principles set out in the **Code of Ethics**, approved by the Board of Directors in March 2019 and subsequently disseminated to all personnel.

The Code of Ethics summarizes AIM Group International's corporate values, including entrepreneurial integrity, fair competition, valorization of human resources, loyalty, transparency, professionalism, environmental sustainability, and strict compliance with all applicable laws and regulations.

The Code also forms an integral part of the **Organization, Management, and Control Model** (hereinafter "Model" or "O.M.C."), adopted by the Group's Italian companies pursuant to Legislative Decree 231/2001.

To ensure compliance with and continuous updating of the Model, a dedicated **Supervisory**

Body has been established. In May 2023, the most recent revision of the Model was initiated to incorporate all regulatory updates relevant to AIM Group's sector of activity.

The Model defines general rules and principles of conduct based on integrity and transparency, aimed at preventing the risk of committing offenses contemplated by the Decree. It also includes a series of mandatory protocols, which must be known and respected by all employees and all parties entering contractual relationships with the company.

Through the adoption of the Model, the Company carries out continuous and in-depth monitoring of risk areas, with particular attention to event management, intervening promptly whenever necessary. AIM Group places particular emphasis on **anti-corruption** and compliance with current regulations, with the aim of safeguarding the value of fair competition.

0 Legal Actions for Anti-Competitive Behaviour, Antitrust, and Monopolistic Practices in 2024

0 Non-Compliance Incidents in Marketing Communications in 2024

0 Non-Compliance Cases with ESG Laws and Regulations in 2024

0 Confirmed Corruption Incidents in 2024

0 Detailed Complaints Regarding Privacy Violations and Customer Data Breaches

The **231/2001 Model** includes a **whistleblowing procedure**.

In this regard, the Company provides a dedicated platform for reporting behaviors considered unethical, illegal, corrupt, fraudulent, or suspicious in relation to AIM's activities.

The initiative aims to protect those who report issues, preventing any fear of potential retaliation.

Cybersecurity Protection

In 2024, we further strengthened our cybersecurity system by integrating technical and organizational measures to protect personal data and enhance the resilience of our digital infrastructure.

AIM Group adopts high standards for the security and management of data related to employees, clients, and stakeholders, ensuring the rights of data subjects are respected in compliance with the General Data Protection Regulation (GDPR – EU Reg. 2016/679). Policies and operational instructions have been implemented to increase the security of corporate applications and personal data processing activities.

We have a **Disaster Recovery Policy** that defines the approach to promptly restore access and functionality of the IT infrastructure following disastrous events, whether natural or man-made (such as technical failures or cyberattacks).

From a risk assessment perspective, we conduct **quarterly Vulnerability Assessments** to proactively identify, classify, and manage risks related to information system security.

Thanks to our **Security Operation Center (SOC), operational 24/7**, we constantly monitor the Group's IT infrastructure. This allows us to detect critical events in real time and respond promptly, minimizing operational and reputational impact.

In 2024, all staff participated in a **cybersecurity training campaign via the Metacompliance platform**, aimed at raising awareness on digital responsibility, risk management, data protection, and ethical behavior in the use of technology. This training represented a significant step in integrating a security culture across all levels of the organization.

CYBER SECURITY TRAINING METACOMPLIANCE

– 284 PEOPLE

– 136 hours of training

– 9 Topics:

- Shadow IT
- Phishing
- Ransomware
- Hybrid Working
- Mobile Devices
- Passwords
- Web Browsing Safety
- Physical Security
- GDPR



In 2024, we received no complaints regarding privacy violations, nor were there any breaches, thefts, or losses of customer, employee, or stakeholder data.





ENVIRONMENTAL IMPACT

Environmental Impact

Our environmental strategy is based on a conscious, systemic, and measurable approach to resource management, focused on waste prevention and the adoption of practices inspired by a life-cycle perspective. Over the past year, we have consolidated a cultural and operational evolution that goes beyond individual “green” actions, integrating a circular vision into decision-making and planning processes related to the execution of our events.

This shift has involved careful evaluation of what we consume, how we use resources, and opportunities to transform potential waste into value. Among the most significant initiatives, our commitment to sustainable catering has been a turning point: we relied on local and certified suppliers, prioritized seasonal menus, reduced food waste, and eliminated single-use plastics.

At numerous events, vegetarian and plant-based options became the standard offering, helping to reduce overall environmental impact. At the same time, we implemented measures to ensure the recovery of surplus food, donating it to food banks or local charitable organizations, with a dual objective: minimizing waste and providing tangible support to communities in need.



Energy Consumption and Emissions – Scope 1 & 2

Our energy consumption, related to electricity supply for office activities and various teams, is primarily attributable to heating and cooling systems. Total electricity consumption is calculated for the Italian offices in Milan and Florence. The increase in consumption compared to 2023 is due to the inclusion of the Florence office within the reporting boundary.

Fuel consumption refers to the use of company fleet vehicles exclusively for work-related travel. The fleet is mainly composed of gasoline and diesel vehicles, with a small, currently negligible, presence of electric cars, which are not reported here due to their minimal impact.

Total energy consumption within the Company

Consumption Type	UoM	2024
COMPANY FLEET		
Petrol	GJ	193
Diesel	GJ	57
Electricity – Italian offices (Milan, Florence)	GJ	351
Total	GJ	601

Responsible Waste Management

In its journey toward greater sustainability, AIM Group has adopted a structured approach to responsible waste management, inspired by the 4R principles – Reduce, Reuse, Recycle, and Recover – with the goal of minimizing environmental impact both in daily corporate activities and during organized events.

Key initiatives include promoting waste separation in offices and conference areas, progressively eliminating single-use plastics, and adopting plastic-free practices through the use of reusable water bottles and dispensers. Special attention is also given to e-waste management and raising awareness internally and externally to foster a shared environmental culture.

These initiatives are complemented by a strong focus on operational efficiency and responsibility across the value chain, requiring suppliers and partners to comply with environmental and regulatory standards throughout the lifecycle of the services provided.

In 2024, AIM Group implemented the Waste Management Policy, focused on responsible waste management and energy consumption reduction. This policy reflects the Group's values and integrates with the ISO 20121-certified management system.

The policy establishes fundamental principles for a sustainable approach applied to both corporate offices and organized events, involving all personnel, suppliers, and stakeholders. It promotes responsible waste management according to the 4R model, with concrete actions such as waste separation, elimination of single-use plastics, and recovery of unused materials.

At the same time, the policy encourages energy efficiency through digital solutions, smart resource management, and selection of low-impact energy suppliers.

The policy is communicated internally and externally, supported by training and active collaboration along the entire supply chain, aiming to minimize AIM Group's overall environmental impact.



“Net Zero Carbon Event” – Industry Initiative to Tackle Climate Change

This project addresses crucial issues such as waste management, energy efficiency, local sourcing, and responsible employment practices.

Participating in this initiative means joining a global, action-oriented collaboration – AIM is proud to be a signatory of Net Zero Carbon Events (NZCE), a rapidly growing movement aiming to achieve climate neutrality by 2050.

Through this initiative, our goal is to bridge all stakeholders – from corporate, professional, and academic communities to destination partners – who have already made concrete commitments to one of the most important collective challenges of our time, while encouraging those who have not yet committed to join the change.

The Net Zero Carbon Events initiative seeks to engage a wide range of industry actors to:

- Jointly communicate the sector’s commitment to tackling climate change and achieving net zero by 2050.
- Develop common methodologies for measuring direct, indirect, and supply-chain greenhouse gas emissions.
- Build a shared roadmap toward net zero by 2050 and emission reductions by 2030, in line with the Paris Agreement, providing guidance on key topics.

- Promote collaboration between suppliers and clients to ensure a coherent and aligned approach.
- Establish common mechanisms for reporting progress and sharing best practices.

As signatories of NZCE, we are required to participate in the various workstreams and submit our annual reporting, which serves as a key element of transparency and accountability – for our organization, for the initiative, and for the entire business events sector.

In the first half of 2025, NZCE will publish an official, transparent report summarizing the contributions of all signatories. This document will be publicly available and will clearly show the reporting status of each participant, highlighting who has met the required obligations and who has not yet fulfilled the minimum requirements.

Additionally, NZCE is registered in the United Nations Global Climate Action Portal, which maintains an updated list of signatories and supporters, including AIM Group. Beyond the first-quarter 2025 report, NZCE will also provide transparent reporting to the UN on progress, demonstrating the active role of each signatory in the path toward climate neutrality.







SOCIAL
RESPONSIBILITY

People at the Heart of Our Sustainability Strategy

At AIM Group International, employees and collaborators are considered a fundamental and irreplaceable resource.

Valuing, developing, and ensuring the well-being of human capital remains a strategic priority within the Group's sustainable growth objectives.


Attention to personnel begins from day one. Every new team member follows an onboarding program that provides an overview of the

Group's activities, structure, and values, facilitating integration into the corporate culture.

As of December 31, 2024, AIM Group employed 317 staff members, showing a slight increase compared to 314 in 2023. Additionally, the Company maintains 33 working relationships with non-employee collaborators, including 10 interns.



317
Employees



17%
Incoming
Turnover



71%
Women with
managerial
position



83%
Female
employees



Job Stability and HR Strategy

Job stability is one of the distinguishing features of our HR strategy:

- **96% of employees have a permanent contract,**
- **86,4% of contracts are full-time.**

Turnover rates in 2024 were:

- **17% incoming turnover**, slightly lower than in 2023, when a significant replenishment of human resources was necessary due to post-pandemic economic recovery.
- **7% outgoing turnover**, with most departures occurring in the 30-50 age range (growth opportunities, sector change), while departures in the >50 age range were mainly organic (retirement).

Analysis of Employee Exit Reasons

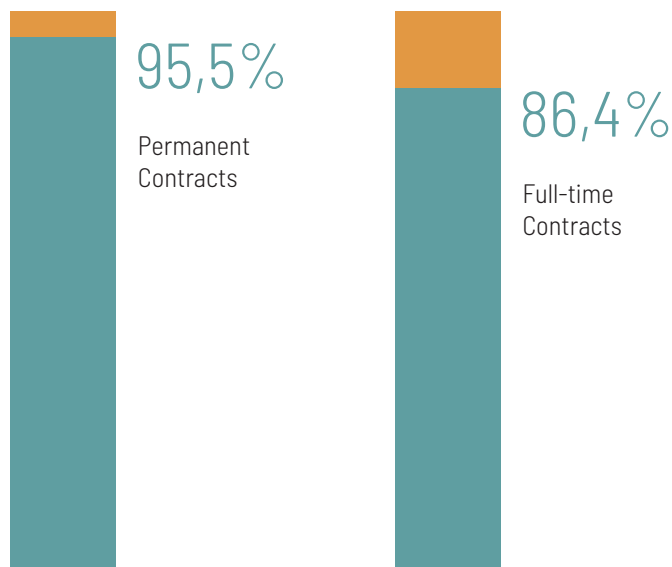
From the end of 2024, we introduced a new procedure that includes both a questionnaire and an individual interview with an HR representative. This discussion allows us to better understand the reasons behind an employee's decision to leave, gather specific insights related to the role, and collect potential suggestions.

The goal is to build a comprehensive view of exit dynamics, identify recurring trends and key themes, and thereby guide people management and development policies more consciously and effectively.

All employees in AIM Group's Italian companies are covered by national collective labor agreements (100%).

Collaborators of foreign subsidiaries are employed under contracts compliant with the labor laws and regulations of their respective countries.

The Group's approach to human resources management remains firmly anchored to its core values: respect, fairness, integrity, and the belief that people are the engine for creating long-term sustainable value.



Diversity and Inclusion

AIM Group recognizes the strategic value of diversity among people as a distinctive and competitive factor. To promote an inclusive, dynamic, and sustainable work environment, we commit to making these principles a cornerstone of our operational, managerial, and relational practices.

We are dedicated to embracing and promoting these principles at all levels and across all areas where we operate.

In 2024, based on these principles, we formalized our Diversity and Inclusion Policy.

This Policy incorporates the principles and values of the Code of Ethics, the Sustainability Policy, and the Statement of Intent. It establishes the fundamental principles regarding Human Rights, diversity, and inclusion, applicable to all Group companies.

The Policy extends to all offices, affiliated companies, and subsidiaries, and staff are required to comply with it in all interactions with colleagues, clients, suppliers, partners, and other stakeholders during work activities.

Guidelines:

- Ensure fair and sustainable growth
- Implement diversity and inclusion policies
- Firmly condemn any form of discrimination and violence
- Attract diverse and innovative talent
- Promote collaboration among individuals with different experiences and perspectives
- Actively encourage continuous learning and professional development

Communication and Accessibility of the Policy

The Policy has been communicated to all staff through training sessions and is available to all internal and external stakeholders via publi-

cation on our corporate website. It is updated regularly to ensure transparency and access to information. Suppliers are required to comply with the Policy, extending these obligations to their own suppliers and subcontractors.

Responsibility for the Policy

The HR Manager of AIM Group International is responsible for the Policy and works closely with the Sustainability Manager and Quality Officer. Together, they coordinate and monitor D&I initiatives, ensuring alignment with the Policy and reporting regularly to management. Diversity, equity, and inclusion topics are integrated into the Risk Assessment Document (DVR), ensuring that all aspects related to employee health, safety, and well-being are continuously monitored and improved.

Promotion of Gender Balance

Gender representation continues to be a strength:

- 83% of employees are women (262 people)
- Women occupy 71% of managerial roles and 50% of executive positions

We are committed to promoting gender balance at all levels of the organization, recognizing the value of diversity as a strategic lever for sustainable growth.

In our highest decision-making body, composed of majority shareholders, the Vice Presidency is held by a woman, demonstrating our tangible commitment to inclusive leadership.

Physical and Mental Well-Being

In 2024, AIM Group joined the **WHP Project**, an initiative promoted by ATS Milan and the Lombardy Region, based on the WHO “Healthy Workplace: A Model for Action” framework.

Guidelines: This model defines a healthy work environment in which:

- Collaboration between employees and employers is promoted, with a shared goal of improving health, well-being, and organizational sustainability.
- Physical and psychosocial risk factors are proactively prevented and managed, addressing aspects such as work organization and corporate culture.
- Resources are allocated to improve worker health, including the promotion of healthy lifestyles.
- Health-oriented initiatives and positive experiences are extended to employees’ families and, in hours broadly, to the community.

AIM activities in line with the WHP Project guidelines include:

Nutrition:

- ✓ **Advanced dining areas** equipped with microwaves and refrigerators; free filtered water dispensers; hot and cold drinks, sweet and savory snacks, pasta, sandwiches, and yogurt available.

- ✓ **Healthy food options in line with WHP**

Project requirements. Vending machines offer fresh, low-calorie, healthy, and sustainable food and beverage choices.

Physical activity:

- ✓ **“Stairs for Health” initiative**, encouraging staff to use the stairs instead of the elevator—a small gesture with great benefits. Promoted via internal communication and banners in front of elevators.

- ✓ **Emphasis on active breaks**, encouraging employees to interrupt sedentary work with short periods of physical activity, with descriptions and photos of exercises to perform.

- ✓ **Corporate agreements providing access to benefits at:**

- Palestre McFit
- Virgin Active

Tobacco prevention:

- Distribution of materials provided by ATS Lombardy and a list of Smoking Cessation Centers within the public health system.

Collaboration with the Occupational Physician:

- ✓ Training activities, accredited by ECM, organized by ATS Lombardy for the company physician.

Food waste reduction:

- Initiatives directly related to our activities, implemented in collaboration with organizations such as Banco Alimentare and Equoevento.

*Recognition Certificate:
Following the evaluation of the actions undertaken and the results achieved, AIM Group was awarded a Certificate of Recognition for its demonstrated commitment.*



Talent Development

At AIM Group, we believe that talent development is fundamental to generating long-term value and fostering organizational excellence. For this reason, we provide our collaborators with continuous training opportunities designed to support personal growth and professional development.

In 2024, we strengthened our focus on training, offering professional courses (e.g., Supplier DB Training ISO9001 – SQ Procedure Refresh – Code of Ethics Model 231 – Farindustria and EFPIA Code) and managerial courses (e.g., Public Speaking), covering topics from Sales Techniques and Negotiation to Organizing Catering Services to contribute to the success of events. This approach promotes a culture of continuous improvement across all organizational levels.

Internal training programs were complemented by specialized training sessions organized by recognized industry entities, along with workshops and participation in sector events, with a particular focus on sustainability, innovation, and leadership development.

Aware that learning is a strategic lever, we aim to equip our teams with the skills needed to anticipate change, innovate responsibly, and actively contribute to the Group's sustainability journey.

Talent Attraction and Retention

Our ability to attract, nurture, and retain people aligned with AIM Group's values is central to our organizational strategy.

The Talent Acquisition process is designed to identify candidates whose skills, aspirations, and attitudes align with our commitment to excellence, ethics, and innovation. During the selection process, we evaluate not only technical skills but also alignment with our corporate culture.

Longstanding collaborations with academic institutions such as IULM University and University of Milano-Bicocca, together with active participation in professional associations such as Federcongressi, PCMA, and IAPCO, allow us to engage directly with young talent pools and contribute to the development of future professional skills.

Each year, we also participate in the Career Day at the University of Milan, facilitating direct dialogue with students and recent graduates.

These partnerships, combined with structured onboarding and mentoring programs, form key pillars of our approach to building a dynamic, inclusive, and future-oriented workforce.

Active Engagement of New Collaborators

Initiatives to strengthen internal listening include meetings with Top Management, including the VP and CEO, with collaborators who have joined the company in the past two years. These direct dialogues encourage exchange, increase opportunities for contact, and collect useful suggestions that can translate into concrete actions supporting HR policies.



Development Paths

In 2024, we launched ten training internships, providing concrete employment opportunities through conversion into work contracts. We also promote internal growth through career paths and promotions to new roles, recognizing the value and potential of our people

Training and Skills Development for Sustainability

Total investment in training increased significantly by 27% compared to 2023, when 2,566 hours were dedicated to professional development. The average training hours per employee reached 10, reflecting a balanced commitment across the organization.

Particular attention was given to **onboarding new collaborators**, with 69 hours dedicated to integration and alignment with values, corporate culture, processes, and tools. This structured approach ensures effective transitions and promotes a sense of belonging from day one.

Participation in 20 professional events, including sector conferences, fairs, and career days, strengthened ties with the professional and academic community, providing opportunities for updates and networking.

Additionally, 146 hours of targeted training were delivered to roles most involved in sustainability topics and pilot project teams through the **in-person workshop “Understanding Sustainability”**. This course, organized in collaboration with W Training and ALTIS Advisor – a spin-off of the Catholic University of Milan, involved 37 participants. The initiative aims to enhance knowledge of sustainability practices, providing clarity on processes and correct communication methods.

Key topics included integration of sustainability into business, market opportunities, regulatory frameworks, and communication strategies.

Finally, the Sustainability Manager obtained a certificate of participation in the course “ESG Base”, organized by Banca Intesa in collaboration with FT Digit.

In 2024, a total of 3,268 hours of training were delivered, divided among health and safety, technical and professional training, and onboarding programs.

Occupational Health and Safety

Protecting occupational health and safety is one of our top priorities. AIM Group is committed to providing a safe, comfortable, and inclusive work environment that prioritizes the well-being of all people and complies with both company and legal standards.

Our safety management system complies with the requirements of the Italian Legislative Decree 81/08 and is overseen by key professionals within the organization, including the Employer, the Competent Doctor, the RSPP (Head of the Prevention and Protection Service), and the Workers' Safety Representative. These roles ensure the effective implementation of prevention and protection measures.

The system ensures that our activities fully comply with health and safety regulations in all jurisdictions in which we operate, while promoting the well-being of employees, clients, suppliers, and contractors.

To further safeguard personnel, AIM Group maintains active insurance policies covering both occupational and non-occupational accidents for all Group employees, supplemented by additional coverage for Executives and Board Members. These policies provide protection against medical expenses, permanent disability, and accidental death.

This structured approach underpins our occupational health and safety management, based on the Risk Assessment Document (DVR), prepared in compliance with Legislative Decree 81/08. The DVR not only ensures regulatory compliance but also serves as a dynamic tool for prevention and continuous improvement, updated regularly to maintain an increasingly safe work environment.

A specific procedure is active for managing accidents, including immediate reporting of the incident, activation of first aid, communication to the competent authorities (INAIL) within the

required timeframe, and internal evaluation of the causes. Corrective and preventive actions are then implemented to reduce the risk of incidents and foster continuous improvement.

We believe that raising awareness of work-related risks is essential for prevention. Therefore, regular training sessions are organized to provide employees with the knowledge necessary to effectively manage and perceive risks, reinforcing our commitment to health and safety.

During 2024, a total of 334 hours of Occupational Health and Safety training were conducted across our offices in Milan, Rome, and Fhoursnce.

Workplace Injuries

In 2024, the total number of hours worked amounted to 426,533. No workplace injuries were reported at our offices or during organized events, resulting in a 0% incident rate. A specific procedure for managing workplace injuries is in place, which includes immediate reporting of the event, provision of first aid to the employee, official recording and communication of the injury to the competent authorities, followed by an internal analysis of the causes.

Based on this analysis, corrective and preventive actions are implemented to enhance workplace safety and reduce the risk of future incidents, ensuring a safer work environment in compliance with company and legal standards.

Commitment to the Community and Social Impact Projects

With a strong awareness of our responsibility and a determination to create tangible change, we are committed to reducing negative impacts and amplifying positive ones. We support causes and NGOs in creating lasting legacies for local communities, while simultaneously working toward a climate-neutral and socially responsible events industry.

Nepal

With the support of AIM Group International Spa and in collaboration with Save the Children, a school in Nepal was completely renovated, transforming it into a safe and welcoming space dedicated to learning and play.

The project benefited 549 students (268 boys and 281 girls) and 16 teachers (13 men and 3 women).



Burundi

The most significant project is the creation of a **Rehabilitation Center in Burundi**, dedicated to the company's founder, Enzo Buongiorno. Established in 2015 to provide post-operative rehabilitative support, the Center was made possible through the direct commitment of the company, which continues to support its activities to this day.



Food for Good

We joined the "Food for Good" program, coordinated by Federcongressi, which recovers surplus food from events and donates it to local charitable organizations, actively supporting the communities in the area.

SUPPLY CHAIN



Supply Chain

In 2024, AIM Group further strengthened its commitment to sustainable supply chain management by introducing a structured Sustainability Protocol, designed to ensure that partners and suppliers operate in line with the Group's environmental, social, and ethical principles.

The protocol defines specific sustainability KPIs, which are monitored through dedicated forms completed at different stages of the supply relationship, providing concrete evidence of the actual implementation of sustainable practices.

This initiative formalizes expectations for suppliers and promotes responsible behavior across all categories, from office materials to event services, requiring transparency, measurable actions, and alignment with AIM Group values throughout the entire value chain.

Supply Chain Sustainability Protocol

We require our suppliers to actively commit to:

- ▶ Implement effective environmental management practices
- ▶ Adopt innovative solutions to make products/services mhours sustainable
- ▶ Promote resource efficiency, material reuse, and waste recycling
- ▶ Positively contribute to the communities in which they operate
- ▶ Provide KPIs and measurable indicators demonstrating commitment and progress in sustainability
- ▶ Be available for audits and periodic checks by AIM Group or designated third parties to ensure compliance with the Protocol
- ▶ Maintain operational transparency and provide all requested documentation
- ▶ Commit to continuous improvement of sustainable practices
- ▶ Extend these principles to sub-suppliers, ensuring they operate in compliance with the stated criteria
- ▶ Provide regular feedback on challenges and opportunities in implementing sustainable practices

Proactive Risk Management

AIM Group requires suppliers to adopt a proactive approach to managing environmental, social, and operational risks, identifying, assessing, and implementing effective mitigation measures.

These assessments and plans must be documented and available for internal and external audits. Risk management activities are also subject to periodic reviews in line with defined KPIs to ensure continuous improvement in sustainable performance.

Human Rights Protection

Human rights protection is a core principle within AIM Group's Code of Ethics, requiring all employees, suppliers, and partners to ensure an inclusive, fair, and respectful working environment, preventing any form of discrimination, exploitation, or violation throughout the value chain.

The Supply Chain Sustainability Protocol further reinforces these principles, requiring suppliers to comply with ethical values and respect human rights in accordance with applicable regulations.

By integrating the Code of Ethics and the Protocol, AIM Group promotes an approach based on transparency, responsibility, and the adoption of sustainable practices across all activities and collaborations.







OUR
SUSTAINABILITY
REPORT

Methodological Note

This document represents the second Sustainability Report (hereinafter also "Report") of AIM Group International S.p.A. (hereinafter also "AIM Group International," "AIM Group," "AIM," "Company," or "Group") and has been prepared with reference to the GRI Standards indicated in the table in section 6.4, presenting a selection of the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), as detailed in the annex "GRI Content Index," which outlines the coverage of the GRI indicators reported in this document.

The information contained herein refers to the fiscal year 2024 (from 1 January 2024 to 31 December 2024) and is an integral part of the consolidated financial statements and fiscal year reporting.

The identification and updating of material sustainability topics were conducted through an internal evaluation process, involving senior management. A description of the updated materiality topics is presented in the relevant section of this Report, along with references on how these priorities have been integrated into our strategic and operational actions. The same section outlines our stakeholder categories and their relevance in our sustainability journey.

The scope of the social data included in the Report corresponds to the scope of the AIM

Group Consolidated Financial Statements as of 31 December 2024. The scope of environmental data includes the Milan office and, additionally compared to 2023, the FIhoursnce office.

This document reflects AIM Group's ongoing commitment to transparency, responsible governance, and stakeholder engagement. It includes qualitative and quantitative results demonstrating our increasing integration of ESG criteria into event planning, internal operations, stakeholder relations, and reporting practices.

The Report has undergone limited assurance (in accordance with ISAE 3000 Revised) by Deloitte & Touche S.p.A. in July 2025.

This Sustainability Report was approved by the Board of Directors of AIM Group on 10 July 2025 and is publicly available in the Sustainability section of our website.

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Sustainability Manager

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Indicatori GRI

GRI 2-7 Employees³

Total number of employees by type of contract (fixed-term and permanent) and by gender

Type of contract	2024			2023		
	Men	Women	Total	Men	Women	Total
Fixed term	2	12	14	2	17	19
Permanent	53	250	303	56	239	295
Total	55	262	317	58	256	314

Total number of employees by type of contract (full-time and part-time) and by gender

Type of contract	2024			2023		
	Men	Women	Total	Men	Women	Total
Full-time	54	220	274	57	221	278
Part-time	1	42	43	1	35	36
Total	55	262	317	58	256	314

³GRI 2-7 disclosure is reported for the entire scope of the Group. Employees are expressed in headcount, as of December 31, 2023 (end of the reporting period covered by this Sustainability Report), and the breakdowns referred to in points a. and b. of the disclosure are provided, except for the breakdown by geographical area.

GRI 2-8 Non-employee workers ⁴**Number Total dei Non-employee workers suddivisi per Type of contract e per Gender**

Type of contract	2024			2023		
	Men	Women	Total	Men	Women	Total
Workers under agency di somministrazione di lavoro		2	2		2	2
Interns	4	6	10	6	11	17
Self-employed Collaborators	10	8	18	3	5	8
Other ⁵	-	2	2	-	1	1
Total	14	18	32	9	19	26

**GRI 2-30 Collective bargaining agreements****Percentage of employees covered by collective bargaining agreements⁶**

Number of employees (HC)	2024	2023
Total number of employees	259	260
Total number of employees covered by collective	259	260
Total percentage	100%	100%

⁴ The GRI 2-8 disclosure is reported for the entire scope of the Group. Non-employee collaborators are expressed in headcount, as of December 31, 2023 (end of the reporting period covered by this Report).

⁵ Including term-contracts collaborators.

⁶ Limited to the Italian perimeter.

GRI 401-1 New employee hires and employee turnover

New employee hires and incoming turnover 2024					
Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	4	6	0	10	18%
Women	22	19	4	45	17%
Total	26	25	4	55	17%
Incoming turnover %	48%	15%	4%	17%	

Terminations and outgoing turnover 2024					
Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	12	0	12	22%
Women	7	27	6	40	15%
Total	7	39	6	52	16%
Outgoing turnover %	13%	23%	6%	16%	

GRI 403-9 Work-related injuries

Work-related injuries and injuries rate		
Employees	2024	2023
Number of recordable work-related injuries	-	1
Number of work-related injuries with serious consequences (excluding fatalities)	-	-
Number of fatalities resulting from work-related injuries	-	-
Hours worked	426.533	407.864

Type of accident		
Employees	2024	2023
Contusion		
In transit	2	
[Type 3]		1
Total	2	1

GRI 404-1 Average hours of training per year per employee

Average hours of training per capita by job position and gender

2024

Number of hours	Men		Women		Total	
	Trainig hours	Average hours	Trainig hours	Average hours	Trainig hours	Average hours
Executives	47	16	13	4	59	10
Managers	32	8	15	1	47	3
Employees	710	15	2450	10	3160	11
Workers	-	-	-	-	-	-
Total	789		2478		3968	10

Average hours of training per capita by job position and gender

2023

Number of hours	Men		Women		Total	
	Trainig hours	Average hours	Trainig hours	Average hours	Trainig hours	Average hours
Executives & Managers	20	3	180	10	200	8
Employees	366	8	2000	8	2.366	8
Workers	-	-	-	-	-	-
Total	386	7	2180	8	2.566	8



GRI 405-1 Diversity of governance bodies and employees

Diversity of governance bodies by gender and age group											
2024											
Board of Directors	Men				Women				Total		
	<30	30-50	>50	Total Men	<30	30-50	>50	Total Women	<30	30-50	>50
Number of Components	-	1	1	2	-	-	1	1	-	1	2
%	-	33%	33%	66%	-	-	33%	33%	-	33%	66%

Employees divided by professional category and gender and their respective percentage						
Professional category	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	3	3	6	4	3	7
Managers	4	14	18	6	18	24
Employees	49	244	292	47	236	283
Workers	-	1	1	-	-	-
Total	55	262	317	57	257	314

GRI 405-1 Diversity of governance bodies and employees

Employees divided by professional category and gender and their respective percentage

Professional category	2023			2024		
	% Men	% Women	% sul Total	% Men	% Women	% of the Total
Executives	50%	50%	2%	57%	43%	2%
Managers	22%	78%	6%	24%	76%	5%
Employees	16%	84%	92%	17%	83%	92%
Workers	-	100%	0%	-	-	0%
Total	17%	83%	100%	18%	82%	100%

Employees by professional category and age group, with respective percentage

Professional category	2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	-	1	5	6	-	3	4	7
Managers	-	5	13	18	1	7	16	24
Employees	54	163	75	292	37	178	68	283
Workers	-	-	1	1	-	-	-	-
Total	54	169	94	317	38	188	88	314

Professional category	2023				2024			
	% <30	% 30-50	% >50	% sul Total	% <30	% 30-50	% 50	% of the Total
Executives	-	17%	83%	2%	-	43%	57%	2%
Managers	-	28%	72%	6%	6%	29%	65%	5%
Employees	18%	56%	26%	92%	13%	63%	24%	92%
Workers	-	-	100%	0%	-	-	-	0%
Total	17%	53%	30%	100%	12%	60%	28%	100%

GRI 405-1 Diversity of governance bodies and employees

Employees belonging to vulnerable groups and respective percentage ⁷						2023	2024
Professional category	Men	Women	Total	Men	Women	Total	
	Executives	-	-	-	-	-	-
Managers	1	1	2	1	-	1	
Employees	1	5	6	2	4	6	
Workers	-	1	1	-	-	-	
Total	2	7	9	3	4	7	
Professional category	% Men	% Women	% of the Total	% Men	% Women	% of the Total	
Executives	-	-	-	-	-	-	
Managers	25%	7%	11%	17%	-	4%	
Employees	2%	2%	2%	4%	2%	2%	
Workers	-	100%	100%	-	-	-	
Total	4%	3%	3%	5%	2%	2%	

⁷ The percentages are calculated considering as the denominator the corresponding number of employees belonging to the given professional category.

GRI 204-1 Proportion of spending on local suppliers**Percentage of the procurement budget spent on local suppliers**

	Currency	2024	2023
Italy			
Procurement Budget spent	€	75.057.703	66.160.297
<i>Of which on local suppliers</i>	€	65.675.345	61.253.678
Percentage	%	87,5%	92,6%

GRI 302-1 Energy consumption within the Organisation**Total energy consumption within the Organisation by energy source, in GJ**

Type of consumption	UoM	2024	2023
Company vehicles			
Petrol	GJ	193	236
Diesel	GJ	57	58
Electricity			
Total purchased	GJ	351	618
Total	GJ	601	911

GRI 305-1 Direct (Scope 1) GHG emissions**Direct (Scope 1) GHG emissions in tons of CO₂**

GHG Emissions	UoM	2024	2023
Petrol for company vehicles	tCO ₂	14	17
Diesel for company vehicles	tCO ₂	4	4
Total Scope 1	tCO₂	18	21

GRI 305-2 Energy indirect (Scope 2) GHG emissions**Indirect (Scope 2) GHG emissions⁸ in tons of CO₂**

GHG Emissions	UoM	2024	2023
Total Scope 2 Location based	tCO₂	25	38
Total Scope 2 Market based	tCO₂	49	64

Conversion factors

	UoM	2024	2023	Fonte
Natural gas	GJ/Smc	0,035584	0,035457	Min. Environ. 2023
Electricity	GJ / kWh	0,0036	0,0036	Regular
Petrol (for vehicles)	GJ / t	43,13	43,13	NIR 2023
	kg / litri	0,74	0,74	-
Diesel (for vehicles)	GJ / t	42,85	42,85	NIR 2023
	kg / litri	0,84	0,84	-

Emission factors

	UoM	2024	2023	Fonte
Electricity ITA Location based	gCO ₂ / kWh	256,3	267,9	ISPRA 2023
Electricity ITA Marked based	gCO ₂ / kWh	500	457	AIB 2023
Gas ITA	tCO ₂ / smc	0,002019	0,002004	Min. Environ. 2023
Petrol (for vehicles)	tCO ₂ / t	3,152	3,152	Min. Environ. 2023
Diesel (for vehicles)	tCO ₂ / t	3,15	3,15	NIR 2023

⁸ GRI 305: Emissions 2016 reporting standard includes two different approaches for calculating Scope 2 emissions: "Location-based" and "Market-based." The "Location-based" approach is based on average emission factors related to energy generation within well-defined geographical boundaries, including local, subnational, or national boundaries. The "Market-based" approach is based on GHG emissions emitted by energy suppliers from which the Organisation purchases energy under a contract.

6.3 Impact correlation table – Material Topics

	Tema materiale	Impatti correlati	Descrizione impatto	Tipologia impatto	Actual / Potential
1	Waste management	Impacts related to waste generation at the corporate level and during events.	The use of non-eco-friendly packaging materials leads to waste generation, which, especially if not properly disposed of, contributes to environmental pollution.	Negative	Actual
2	Emission reduction	Generation of GHG emissions in operations	Energy consumption, especially from non-renewable sources and fossil fuels, produces GHG emissions that have a negative environmental impact and contribute to climate change.	Negative	Actual
3	Resource training	Employee skills development	The presence of development and training programs contributes to enhancing the specific knowledge and skills of employees.	Positive	Actual
4	Health and safety protection	Damage to the health of workers	The performance of the organisation's activities and potentially inadequate compliance with health and safety regulations can cause damage, ranging from minor to severe, to the health of workers.	Negative	Potential
5	Enhancing and promoting employee well-being.	Talent attraction and retention	Company policies aimed at fostering employee growth and well-being (e.g., tailored welfare programs) enhance the ability to attract talent, also influencing the increase of youth employability and potentially reducing turnover.	Positive	Potential
6	Protection of diversity and equal opportunities	Contribution to the representation gap	The absence of targeted policies (e.g., DE&I Policy) and adequate control/reporting systems and protection for whistleblowers can lead to: gender-based pay and representation disparities between women and men (e.g., among employees/in governance bodies); the inability to ensure equal career development opportunities for organisation employees and incidents of discrimination within the organisation.	Negative	Potential

6.3 Impact correlation table - Material Topics

	Tema materiale	Impatti correlati	Descrizione impatto	Tipologia impatto	Actual / Potential
7	Respect for human and labour rights	Violation of workers' human rights	The absence of a policy and control systems regarding human rights can facilitate instances of failure to respect workers' fundamental rights.	Negative	Potential
8	Quality of Service Offered & Customer Satisfaction	Continuous improvement of quality through constant monitoring of service delivery	Having specific protocols ensures the high quality and safety of the services offered by the organisation, while also promoting alignment with customer expectations.	Positive	Actual
9	Development and Respect for the Community	Value Distribution towards Beneficial Projects	Promoting initiatives with a particular focus on themes such as education, emergency response, and essential needs has a positive impact on ensuring the protection of human rights	Positive	Actual
10	Development and Respect for the Community	Positive impacts on the local communities	The organisation of events that promote the dissemination of cutting-edge medical practices and a culture of prevention can have a positive impact on the entire community.	Positive	Potential
11	Development and Respect for the Community	Negative impacts on the local communities hosting the events	The absence of protocols to manage potential negative externalities resulting from the organisation of an event (e.g., noise pollution, deterioration of artistic/cultural heritage in the affected locations) can have negative impacts on local communities in the event locations.	Negative	Potential
12	Privacy and Cybersecurity	Violations of Cybersecurity	The complexity of new technologies and the management of large amounts of data entail cybersecurity risks (such as data breaches) that can compromise the protection of sensitive data held by the organisation.	Negative	Potential
13	Economic performance and financial stability	Generation and distribution of economic value to Stakeholders	Promoting sustainable economic performance enables the generation of shared economic value and an equitable distribution to stakeholders (e.g., employees, suppliers, customers).	Positive	Actual

6.3 Tabella di correlazione impatti

	Tema materiale	Impatti correlati	Descrizione impatto	Tipologia impatto	Actual / Potential
14	Social and environmental Compliance	Non-compliance with applicable laws, regulations, and internal and external standards can result in negative social, environmental, and economic impacts.	Social, environmental, and economic impacts resulting from non-compliance with laws, regulations, and standards.	Negative	Potential
15	Ethics and integrity	Anti-competitive behaviours and monopolistic practices with negative impacts on the economy and markets.	The failure to adopt behaviours compliant with antitrust laws and the lack of implementation of internal procedures and adequate control systems can lead to the occurrence of anti-competitive and monopolistic behaviours, with negative impacts on the economy and markets.	Negative	Potential
16	Sustainable supply chain management	Local development contribution	Promoting procurement by selecting local suppliers contributes to generating shared value for the community where the event is held.	Positive	Actual
17	Sustainable supply chain management	Environmental impacts along the value chain	The organisation's activities generate environmental impacts throughout its supply chain (e.g., waste generation, energy and water consumption).	Negative	Actual
18	Sustainable supply chain management	Social impacts along the value chain	The organisation's activities generate social impacts along its entire supply chain (e.g., violations of workers' rights, health and safety risks, negative impacts on the community and event participants).	Negative	Potential

6.4 GRI Content Index

Declaration of use		AIM Group has reported in accordance with the GRI Standards for the period January 1st - December 31st, 2024.
Utilized GRI 1		GRI 1 - Fundamental Principles - version 2021
STANDARD GRI	NOTICE	POSITION
GRI 2 – GENERAL DISCLOSURES – VERSION 2021		
Organisation reporting practices		
2-1	Organisational details	page 3-4-5
2-2	Entities included in the organisation’s sustainability reporting.	page 52
2-3	Reporting period, frequency, and contact point	page 36
2-4	Restatement of information	page 36
2-5	External Assurance	
Activities and workers		
2-6	Activities, value chain and other business relationships	page 6
2-7	Employees	page 38-39; 52
2-8	Non-employee workers	page 38-39; 53
Governance		
2-9	Struttura e composizione della governance	pag. 26
Strategy, policies e practices		
2-22	Statement on sustainable development strategy	pag. 18-19
2-23	Policy commitment	pag. 28
2-25	Processes to remediate negative impacts	pag. 28-29
2-27	Compliance with laws and regulations	pag. 22-23
Stakeholder engagement		
2-29	Approach to Stakeholder engagement	pag. 22-23-24
2-30	Collective bargaining agreements	pag. 38-39; 52

GRI 3 – MATERIAL TOPICS– VERSION 2021**Material Topics**

3-1	Process to determine material topics	pag. 20
3-2	List of material topics	pag. 21
3-3	Management of material topics	pag. 20

204: Procurement Practices - 2016

204-1	Proportion of spending on local suppliers	pag. 60
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205: Anti-corruption - 2016

205-3	Confirmed incidents of corruption and actions taken	pag. 29
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206: Anti-competitive behaviour - 2016

206-1	Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	pag. 29
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302: Energy - 2016

302-1	Energy consumption within the organisation	pag. 33; 60
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305: Emissions - 2016

305-1	Direct (Scope 1) GHG emissions	pag. 33; 60
305-2	Energy indirect (Scope 2) emissions	pag. 33; 61

306: Waste - 2020

306-1	Waste generation and significant waste-related impacts	pag. 33; 60
306-2	Management of significant waste-related impacts	pag. 33; 61

401: Employment - 2016

401-1	New employee hires and employee turnover	pag. 38-39; 65
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403: Occupational Health and Safety - 2018

403-1 Occupational health and safety management system	pag. 44
403-2 Hazard identification, risk assessment, and incident investigation	pag. 44
403-3 Occupational health services	pag. 44
403-4 Worker participation, consultation, and communication on occupational health and safety	pag. 44
403-5 Worker training on occupational health and safety	pag. 44
403-6 Promotion of Worker Health	pag. 41; 44
403-7 Prevention and mitigation of health and safety impacts directly linked to business relationships	pag. 41; 44
403-9 Work-related Injuries	pag. 44; 55

404: Training and Education- 2016

404-1 Average hours of training per year per employee	pag. 42-43; 56
405: Diversity in governance bodies and employee	
405-1 Diversità negli organi di governo e tra i Employees	pag. 40; 57

406: Non-discrimination - 2016

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