



2023 Sustainability Report



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Our Sustainable Revolution



2023 was a crucial year for our company, during which we strengthened our commitment to sustainable practices, adopted concrete measures, and took significant steps towards the goal of reducing our environmental impact.

As signatories of the Global Net Zero Carbon Events, we reaffirm our commitment to reduce CO₂ emissions associated with our business by 50% by 2030 and to achieve zero emissions by 2050. These ambitious goals are at the core of our corporate strategy and our long-term vision.

In 2023, we also obtained the **UNI EN ISO 20121 certification**, which, together with the already acquired ISO 9001 Quality certification, ensures the highest standard of management associated with the sustainable organisation of events.

The **creation of an internal structure dedicated to sustainability**, coordinated by our Sustainability Manager and supported by a team of highly qualified external consultants, now allows us to constantly monitor and improve our practices, ensuring transparency and accountability.

In 2023, we carried out over 2000 projects and events, working in 20 different countries, strengthening our brand and international network.

Investment in training and development programs provided over 2500 hours of training, attended by more than 300 members of our staff. This commitment not only enhances technical skills but also promotes awareness of sustainability and social responsibility.

An intense and thorough analysis process made us more aware of our choices, leading us to draft our **first Sustainability Report 2023**. This report is the product of collective work among our team members, highlighting strategic partnerships and the involvement of our clients, with whom we have collaborated to create events and initiatives that, in addition to being successful from a professional perspective, create a positive impact on communities and the environment.

Our commitment goes beyond the work context, actively contributing to volunteering and supporting charitable causes driven by

impactful philanthropy, because for AIM, sustainability is not just a trendy term in modern language, but an integral part of our corporate philosophy.

Looking to the Future: we are aware that the path to sustainability is an ongoing process. This Report is our reference tool for achieving future goals: continuing to seek synergies and opportunities to improve sustainability throughout the supply chain, working closely with our clients and involving them in this journey.

We share these results and many others of which we are proud, recognising how essential your support and collaboration are.

Thank you for being an integral part of AIM's journey. Together, we can leave a lasting footprint and build a more sustainable and resilient future.

Patrizia Semprebene Buongiorno
Vice President
AIM Group International

The 2023 figures that define us



+ 300 staff members
314 employees
29 collaborators

94%
permanent contracts

82%
female employees
43%
female executives



64+
Years of experience

12
Offices

8
Countries



400+
Clients

120+
Assignments from Public
and Private tenders

150+
Association Congresses
2000+
Events

Highlights

Through the execution of over 2000 live, digital, and hybrid projects, along with 150 meetings organised for associations from various sectors, we have created engaging experiences that have left a lasting impact.

These projects are a testament to our continuous commitment to innovation and creating memorable events that exceed expectations.

Each project is unique, custom-designed to meet the specific needs and goals of our clients.

The core of AIM Group is represented by our more than 300 collaborators, whose expertise, creativity, and dedication have ensured the success of every project.

They are the driving force behind the personal and meaningful relationships we have developed over the year.

Spread across 12 locations throughout Europe, they bring a wide range of languages and cultures, creating a multicultural, modern, and innovative environment.



01

**OUR CORPORATE
IDENTITY**

About us

AIM Group International is an international company founded in 1960 by Enzo Buongiorno, an eclectic entrepreneur with profound values, and was among the first companies in Italy dedicated exclusively to the organisation of congresses and events. The first conference organised, the third European Congress of Cardiology (ESC), held in Rome, proved to be a revolutionary event. With the participation of 2,500 cardiologists, it marked the era of large medical-scientific events.

Our history is a testament to constant innovation and adaptation to the evolving needs of the world of events, conferences, and communication.

Innovation that transcends time

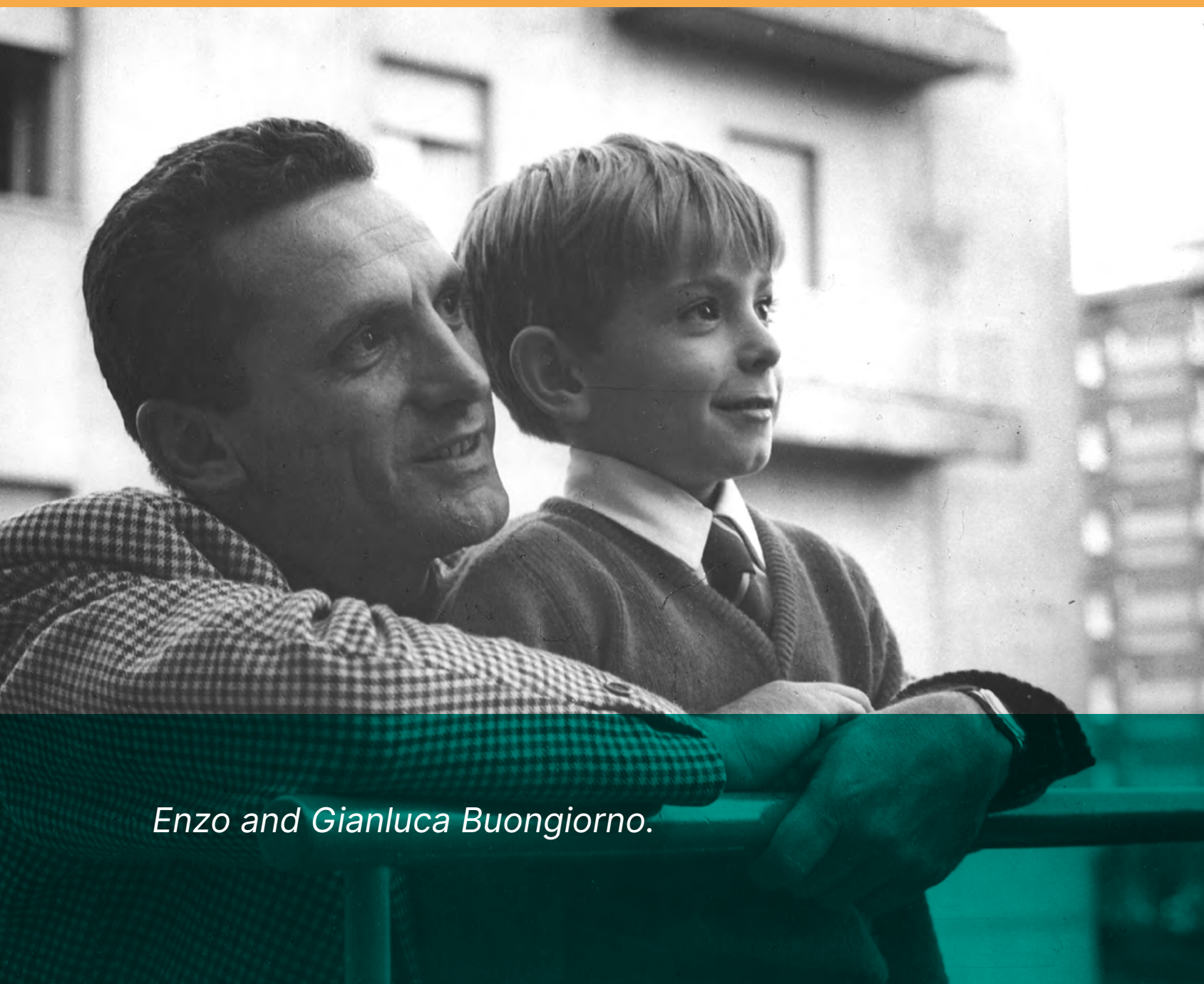
AIM Group International has set milestones in the industry since the 1970s when it introduced the first 'hybrid' event, organising a roundtable titled "Medicine Without Borders," connecting scientists in the cities of New York, Milan, Florence, Rome, and Bari. Streaming an event from one hub to multiple locations has recently become a common practice: at AIM, we did it for the first time in 1972. In the 1980s, we were pioneers of "off-show" events and collaborated with RCS, the largest Italian

publishing group, to create the first public event (MilanoMedicina) that combined scientific debate and patient engagement. In the 1990s, we launched the first outsourcing services in the "corporate" and associative management environment, providing consultancy for administrative, financial, and profitable management to national and international scientific societies.

Our ability to find new formats, channels, and solutions has allowed us to consolidate our leadership position in the events organisation sector over time, acquiring highly specialised companies and expanding throughout Europe.

Over the years, we have opened offices and made acquisitions in the USA, Barcelona, Brussels, Budapest, Lisbon, London, Madrid, Monte Carlo, Paris, Porto, Prague, and Vienna, stimulating the introduction of Destination Management services.

Additionally, our experience in training events and close relationships with the medical community have allowed us to play a key role since the 2000s in the development and launch of Continuing Medical Education.



Enzo and Gianluca Buongiorno.

The Company structure

Creative thinking, delivering excellent services, and innovation are integral parts of our DNA.



AIM Group International

Our global network comprises 12 offices in 8 countries, with the headquarters located in Milan. The structure is represented by a connective tissue of different companies, each specialised in specific services for the organisation of cross-cultural and multicultural events. These companies collaborate synergistically to offer comprehensive and personalised support to our clients.



AIM Italy

The central and largest element of AIM Group, with three offices in Milan, Florence, and Rome, focuses on conference, meeting, and event management. The extensive list of award-winning projects demonstrates our constant commitment to excellence.



AIM Communication

Dedicated to strategic consulting and integrated communication solutions, acts as a hub for innovation, integrating the services offered by our agency GAS Communication and other digital partners.



AIM Education

Specialised in the planning and organisation of educational and scientific activities, certified as an Italian CME¹ Provider and accredited by the Italian Ministry of Health (CME Provider Identification - Accredited by Agenas No. 93).



AIM Sport

The latest addition to the AIM Group team leverages the Group's established know-how, applying it to the organisation of sports events and team-building experiences related to major sports competitions. With AIM Sport, we collaborate with high-profile sports organisations, offering logistical and support services for globally relevant events.



AIM International Network

Each office has solid expertise in organising meetings and congresses, some specialised in corporate events, others in hospitality and DMC² services, providing a strong knowledge of the territory and well-established partnerships in each of these locations.

¹A CME provider is an entity recognised by the Ministry of Health as a qualified subject in Continuing Medical Education and therefore authorised to both organise appropriate training activities and issue CME credits.

²The acronym DMC stands for "Destination Management Company"; it is a professional services company with local knowledge, expertise, and resources that operates in the design and implementation of events, activities, tours, transportation, and programme logistics.

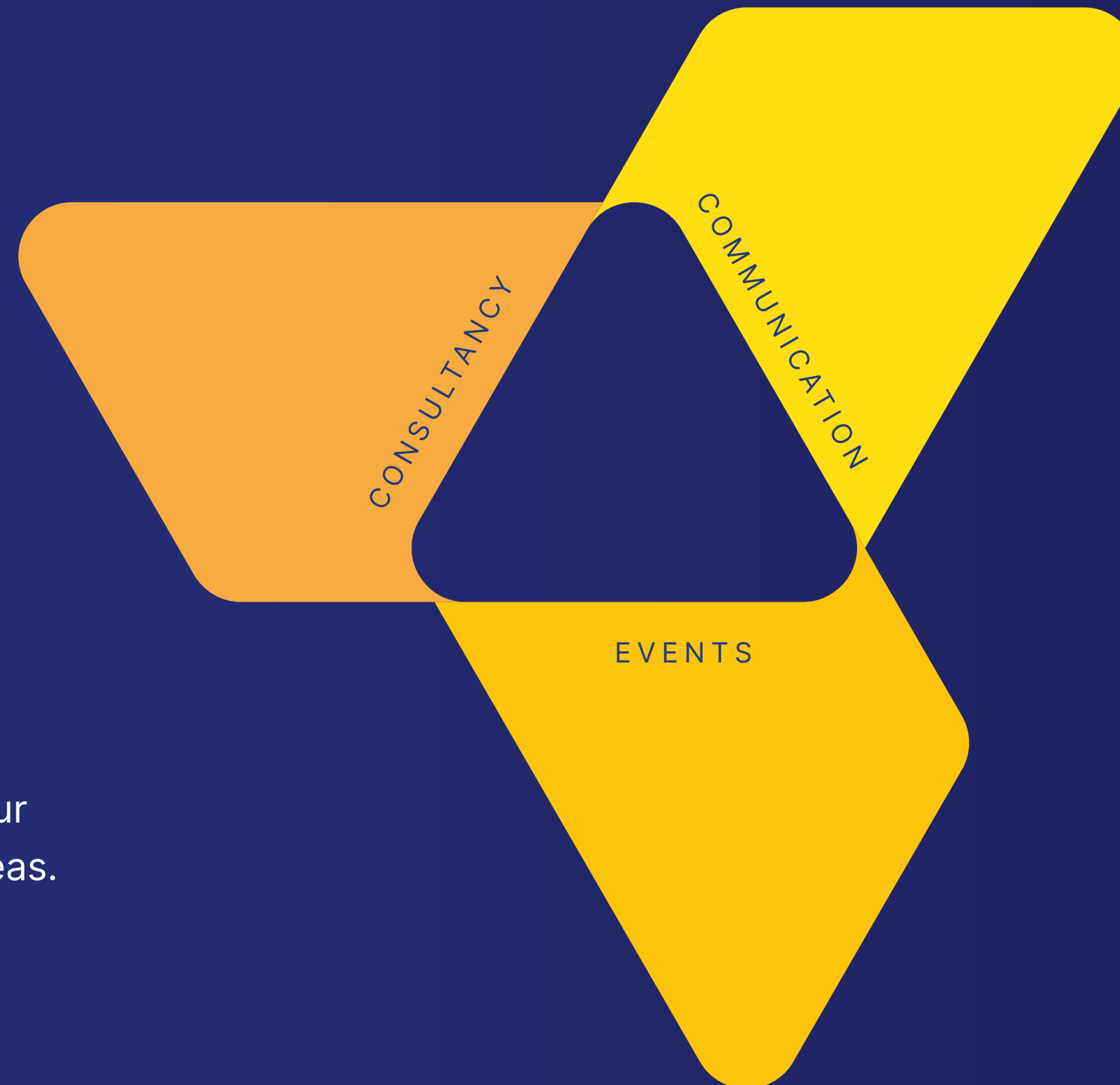
Our values

Our values translate into concrete actions through the three fundamental pillars of our Brand:

**Meet,
Engage,
Think.**

Every day, we commit to achieving excellence: our specialised services complement each other, offering comprehensive and tailored support to our clients in all sectors, services, and geographic areas.

We believe in the power of strong and lasting partnerships, and we work to build trust-based collaborations with our stakeholders. Our tagline, “Let’s do it together” precisely embodies this: collaborating to achieve great objectives.



Meet

Knowledge through experience

Know-how, technology, and creativity come together to build engaging experiences and promote sharing and change. We develop environments where human interactions give rise to new ideas, projects, and connections.

Engage

Learning to listen, deciding to share

Our communication is more than just a message; it’s deep engagement. We create meaningful conversations that generate lasting impact and authentic connections between brands and audiences

Think

The power to imagine the present

We accompany companies and associations in growth and change. Integrating multiple complementary areas of expertise allows us to maximize processes, technologies, and corporate culture. Our consultancy goes beyond problem-solving; it’s a process of innovative thinking.

Our areas of expertise

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

This combination of expertise allows us to offer clients high-level results and tailor-made solutions.

Events

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

Coordination of every phase of the process, **from design to implementation**, designing formats that foster audience participation and engagement using innovative technologies.

Promotion of Collaboration and Networking: We organize activities and spaces that encourage collective work, the building of partnerships, and the inspiration of new ideas.

Engagement with Partners & Sponsors: We devise opportunities for sponsors to participate innovatively, enhancing their visibility within the reference context.

Communication

We oversee the **entire communication cycle**: from concept creation to the development of digital assets, to distribution to target audiences, and continuous follow-up and analysis.

Branding & Multi-channel Strategy: We develop multi-channel branding and marketing strategies to strengthen brand visibility and identity. We create engaging content for social media profiles and community interaction.

Web Marketing: We utilize digital tools and strategies to promote company products or services and achieve online marketing goals.

Press Office and Digital PR: We manage communication with traditional and online media. Advertising and Graphic Design: We create visually appealing and effective advertising materials.

Video Production and Storytelling: We produce engaging videos and narrative stories that capture the audience's attention.

Consultancy

We **support companies and organisations**, of which AIM envisions and constructs their present innovatively.

Digital Transformation & Innovation: We help organisations leverage technology to transform business processes and stimulate innovation.

Data Analysis & Performance Tracking: We provide data analysis and tools to monitor performance, enabling informed and results-oriented decisions.

Operational Efficiency: We improve operational efficiency through process optimization and waste reduction.

Association Management: We offer association management services, including administration, communication, and event organisation.

Education & Learning: We design educational and training programs to enhance skills and knowledge within organisations.

Our Clients



Public Sector

- Public Institutions
- Governamental Entities
- Universities
- Political Institutions Università



Private Sector

- Companies
- Private Institutions



Associations

- Life Science Associations
- Trade Associations
- International Organisations
- Non-profit Organisations
- Non-Governmental Organisations (NGOs)

The ethical management of our business

In our values, we see the fundamental pillars of our business. Therefore, all those who work with us, whether they are administrators, employees, or collaborators, are required to respect the principles defined in the **Code of Ethics**, approved by the Board of Directors in March 2019 and subsequently shared with all our people.

The **Code of Ethics** summarises the **corporate values of AIM Group International**, represented by entrepreneurial integrity, fair competition, human resource enhancement, loyalty and transparency, professionalism, environmental sustainability, and strict compliance with all laws and regulations.

The Code of Ethics is also an integral part of the **Organisational, Management, and Control Model** (hereinafter also “Model” or “M.O.G.”) adopted by the Italian companies of the Group pursuant to the **Italian Legislative Decree 231/01**. To ensure compliance with the provisions contained in the “Model” and its updating, a specific **Supervisory Body** has been appointed. In May 2023, the most recent revision of the “Model” was initiated to incorporate all the applicable regulatory updates to the sector in which AIM Group operates.

The “Model” contains **rules and general principles** of correct and transparent

behaviour, aimed at preventing the risk of committing the offenses provided for by the Decree. It also contains a **set of protocols** that all our employees and all those who establish contractual relationships with the Company are required to know and respect.

Through the adoption of the “Model”, the Company carries out thorough and periodic **monitoring** of areas of **activity at risk**, with particular attention to **event management**, intervening promptly where necessary.

At AIM Group, we are **particularly attentive to the issue of Anti-Corruption and the respect of rules to safeguard the value of fair competition**. For each new update to the Italian Legislative Decree 231/2001 or the Code of Ethics, we conduct training courses on good conduct and specific laws/regulations regarding active and passive corruption aimed at all personnel, to promote awareness and prevent instances of corruption.

Whistleblowing Procedure

Within the “Model” 231/2001, the **whistleblowing procedure** is included.

In this regard, the Company provides a dedicated platform to report any alleged unethical, illegal, corrupt, fraudulent, or suspicious behaviour involving AIM activities. The initiative aims to protect those who report the issue, averting fears of possible retaliation.



Legal Actions for
Anti-Competitive
Behaviour, Antitrust,
and Monopolistic
Practices in the
2022-2023 Biennium



Non-Compliance
Cases with
ESG Laws and
Regulations in the
2022-2023 Biennium



Non-Compliance
Incidents in
Marketing
Communications
in the 2022-2023
Biennium



Confirmed
Corruption Incidents
in the 2022-2023
Biennium

The policies adopted as testament to our Commitment

Within the core values of AIM, reflected in the **Code of Ethics**, the **Sustainability Policy**, and the **Statement of Intent**, the Group is committed to **respecting internationally recognised human rights**.

We are also formalising a dedicated **Diversity, Equity & Inclusion (DE&I) policy**, which will further enhance our efforts to ensure an inclusive and respectful work environment.

Every commitment made through policies within the Group follows a rigorous drafting and approval process.

As established in the Quality Manual, the responsibility for drafting and proposing such documents, including policy-related commitments, lies with the Quality Manager. The Quality Manager collaborates and coordinates with relevant corporate figures, if necessary.

Approval of procedures and operational forms is entrusted to the Chief Executive Officer (CEO). The CEO validates the

document at the corporate level and prescribes its application. This process ensures that each policy commitment undergoes high-level evaluation and approval within the Group, ensuring its coherence and validity at the corporate level.

The commitments made through our policies are fundamentally integrated into our daily activities and business relationships. This integration represents an essential pillar of AIM's Quality Management System, ensuring that sustainability is a strategic component in our corporate journey, consistently incorporated into practice at all levels.

The principles of the 4Rs (Reduce, Reuse, Recycle, Recover) are at the heart of our daily activities and business relationships, both internally—shaping daily practices in offices—and externally, guiding event management whenever possible. Moreover, these principles serve as a cornerstone in the Group's Corporate Strategy, guiding business decisions, investments, and partnerships.

The result is the creation of long-term value for the organisation and the community in which AIM operates.

Corporate policies, including sustainability commitments, are communicated through various channels to ensure broad dissemination and reception. We use the dedicated internal communication platform to distribute policies, with alerts also sent via email to ensure maximum visibility. We regularly organise specific training and refresh sessions to provide specific training and ensure employee awareness.

Sustainability commitments are highlighted through a dedicated area on the corporate website. Additionally, we use our social media channels to disseminate targeted messages and send dedicated and personalised communications to partners and stakeholders to inform them about updates and actively involve them in our sustainability efforts.

Our Governance structure

| Consiglio di Amministrazione AGI | |
|----------------------------------|---------------------|
| Chairman | Buongiorno Gianluca |
| Chief Executive Officer | Scavo Gianluca |
| Vice-president | Semprebene Patrizia |
| Collegio Sindacale* | |
| Chairman | Alberto De Nigro |
| Auditor | Gianluca Panizza |
| Auditor | Laura Bellicini |
| Deputy Auditor | Diego Annarilli |
| Deputy Auditor | Massimo Baglioni |

*Appointed on 07.05.2024

We have adopted a corporate governance system oriented towards the objective of **creating long-term value for shareholders**, with an awareness of the social significance of our activities and the consequent need to adequately consider the interests of all stakeholders involved in various capacities.

THE GOVERNANCE STRUCTURE IN DETAIL

AIM Group 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, comprising all the company's shareholders, is the body responsible for making decisions in both ordinary and extraordinary sessions on matters reserved by law or by the Articles of Association. It provides **the Board of Directors** with guidance on defining the business strategy and operational guidelines to effectively operate in the market.

The Board of Directors, composed of three directors, serves as the primary decision-making body. It is responsible for defining the company's strategies and commercial directions.

The Board of Statutory Auditors is an independent body tasked with overseeing

corporate management in compliance with laws and financial principles. It consists of three standing members and two alternates, all of whom are external and certified professionals.

Operational management is entrusted to Gianluca Buongiorno, serving as Chairman of the BoD, and the CEO, Gianluca Scavo. Both are vested with powers of ordinary and extraordinary administration and the legal representation of the company, as per the relevant Board of Directors' resolution.

AIM is also structuring a **dedicated sustainability team** reporting directly to the CEO, introducing the role of **Sustainability Manager** who will closely collaborate with the Quality Assurance department. This decision-making structure ensures an effective relationship with the Board of Directors, solidifying our commitment to addressing the organisation's impacts on the economy, environment, and people in an integrated manner.

Cybersecurity protection

We adhere to **high standards of security and management of personal data** of employees, clients, and stakeholders, ensuring respect for the rights of data subjects and adopting policies and operational instructions to enhance the security of applications and data processing.

We have a **Disaster Recovery Policy**, which outlines AIM's approach to restoring access and functionality to our IT infrastructure following natural or man-made disasters (such as equipment failures or cyber-attacks).

In terms of Risk Assessment, AIM Group conducts quarterly **Vulnerability Assessments** to identify and classify risks and vulnerabilities in terms of the security of corporate information systems.

Furthermore, thanks to the **Security Operation Center (SOC)**, a team of IT security professionals that monitors the entire IT infrastructure of the Company 24/7, we can detect cybersecurity events in real-time and address them in the most timely and effective manner possible.



In 2023, we received no complaints regarding privacy violations, nor were there any breaches, thefts, or losses of customer, employee, or stakeholder data.

Our People

Our employees and collaborators represent a **fundamental and irreplaceable asset for us**. Therefore, the enhancement and well-being of our human resources are a priority for us.

Attention to our personnel begins on the very day they join AIM. The **welcome and integration of each new team member** into the corporate context are ensured through an **onboarding process** aimed at adequately informing every new hire about the group's activities and its internal organisation.

314
employees

21%
incoming turnover

43%
female executives

82%
female employees

As of December 31, 2023, our workforce includes **314 employees**, an increase from 2022 (281 employees). Additionally, the Company has **29 working relationships with non-employee collaborators**, including 11 interns.

Female employees constitute **82%** of the Company's workforce, with **257** women employees. Female representation is also significant in top positions, where women hold **43% of managerial roles**.

In 2023, we recorded an **incoming turnover rate of 21%**, roughly in line with 2022, while the **outgoing turnover rate** was **1%** in 2023.

94% of employees are on **permanent contracts**, and **89%** are **full-time**.

This underscores the Company's commitment to long-term investment in its people.

Additionally, 100% of employees at AIM's Italian companies are covered by **collective bargaining agreements**, while those employed at foreign offices are subject to contracts based on the various local labour regulations.

As an additional benefit, AIM has arranged an insurance policy against professional and non-professional accidents for all employees of the group companies. These coverages, provided by a leading insurance company, include indemnities for medical expenses, death, or permanent disability. Additional insurance policies for professional and non-professional accidents are also in place for Executives and Directors.



Talent development and continuous learning

Design-thinking and its creative power

Design Thinking refers to the **creative strategies** that professionals use during the design process, which can be applied by businesses to transform **ideas into reality** and **solve everyday business challenges innovatively**.

AIM Group adopts **Design Thinking** as the cornerstone of its service offerings. This approach enables AIM to **empathise with its clients**, define their **strategic objectives**, and devise **effective solutions**.

Talent attraction and retention

To contribute to the development of business objectives, the Talent Acquisition process is structured to identify resources that are well-aligned with AIM's values and corporate culture right from the start.

Our long-standing relationships with **Universities** (IULM and Bicocca) and **Industry Associations** (Federcongressi, PCMA, and IAPCO) are crucial for engaging young talent. Additionally, we participate annually in the **Career Day** organised by the University of Milan.

Thanks to these valuable collaborations, in 2023 AIM recorded an incoming turnover rate of 62% for individuals under 30 and incorporated 11 interns into its workforce.



Aware that moments of dialogue and sharing are crucial for increasing awareness of our corporate values, in November 2023, we promoted the initiative

“Lunch with the CEO”

On this occasion, our people from all divisions of the Milan team, from the newest recruits to the most longstanding members, were invited to a moment of sharing to better

understand the company's leadership, vision, and mission at AIM.

Furthermore, our HR department was able to **gather various insights on which it will further reflect regarding topics of interest to employees:**

training, team building, technology, Diversity & Inclusion.

Training and Development

We safeguard and promote the continuous improvement of our resources' skills to enhance each employee.

This commitment is formalised in the Code of Ethics, where AIM Group's primary interest in fostering the development of each resource's potential and professional growth through role-appropriate training, is affirmed.

We are committed to providing tools and training activities for continuous and constant learning. Since 2022, a **training project has been launched through a virtual library (GoodHabitZ)**, extended to all company employees, focusing on soft skills such as personal effectiveness and well-being, and cross-cutting technical skills such as language courses and courses aimed at acquiring IT skills.

For the platform's launch phase, **employees were able to autonomously choose training topics, ranging from soft to hard skills**, and benefited from suggestions from the Company.



We are also developing tailored training paths with a particular focus on strengthening fundamental technical skills for each role. In fact, in 2023, training campaigns were launched on the GoodHabitZ platform focusing on **Design Thinking, GDPR** (mandatory), **Sustainability**, and **DE&I** (planned for 2024).

2.566 hours of training delivered in 2023

nearly quadrupled compared to 2022 when they were 652 hours.

We conducted a total of **86 hours of training on Sustainability topics** for the roles most involved in these areas, namely the Quality Area Manager, the Sustainability Manager, and all teams involved in pilot projects, i.e., events managed in scope for ISO 20121 acquisition.

Additionally, whenever necessary, we organise courses led by individual company functions - conducted by reference managers - to periodically update employees on updates in their area of expertise. In 2023, we delivered a total of 2,566 hours of training, divided among health and safety topics, technical training, and onboarding.

Diversity and inclusion

We promote an inclusive work environment, where **personnel management**, both during recruitment and throughout the company's life cycle and career progression decisions, is carried out by **opposing any form of discrimination**. Our dedicated **Diversity, Equity & Inclusion (DE&I) policy**, currently being formalised, focuses primarily on developing the potential of each resource and their professional growth, also by preventing discrimination and abuses of any kind, based on race, religious belief, political and trade union affiliation, language, gender, sexual orientation, and disability.

In 2023, there were 7 AIM Group employees belonging to **protected categories** (6 in 2022). We consider it essential to promote the integration of this group with other employees, protecting their rights and ensuring health and safety in the workplace.

AIM and equal opportunity: support for Employees during maternity

A crucial aspect of ensuring an inclusive business is paying attention to **gender equality**.

AIM's commitment to this issue, in addition to being reflected in the significant female representation in the workforce (82%), is also manifested through the support of a **dedicated resource in the HR office focusing on maternity issues**. This resource provides assistance to employees during this delicate and important phase, from managing specific bureaucratic processes to offering support for other needs as required.



The protection of Health and Safety in the workplace

The **protection of health and safety** in the workplace has always been a priority for AIM Group. The company is committed to creating safe and comfortable work environments by promoting a culture of prevention through periodic training, formal procedures, and monitoring systems.

For managing safety, the company has a **system compliant with the requirements of Italian Legislative Decree 81/08, coordinated by professional figures within the organisation**. These include the Employer, the competent doctor, the RSPP (Person Responsible for Prevention and Protection), and the workers' representative for safety. They ensure the implementation of prevention and protection measures.

This system guarantees, on one hand, the conduct of our activities in full **compliance with the laws and regulations regarding health and safety in the jurisdictions where we operate, and on the other hand, it provides a work environment that contributes to the well-being** of employees, clients, suppliers, and contractors.

The company has a specific procedure for managing accidents.

We believe that promoting **widespread awareness among workers about the risks associated with work activities** is an important **form of prevention** in terms of health and safety.

Therefore, we organise **periodic training sessions** to provide our employees with the necessary knowledge on this topic and raise awareness about the proper management and perception of risk.

In 2023, a total of **608 hours of training on Health and Safety at Work** were conducted across the offices in Milan, Rome, and Florence.

Risk Assessment and Management

AIM Group regularly conducts risk identification and assessment activities for the health and safety of workers, involving specialised professionals, function managers, and worker representatives.

These activities are formalised within the Risk Assessment Document (DVR), in accordance with the Italian Legislative Decree 81/08. The DVR, besides implementing what is required by current regulations, lays the groundwork for continuous improvement in workplace safety through regular updates and adjustments.

During
2023 only 1
workplace
accident has
been reported

An aerial photograph of a winding asphalt road through a dense green forest. The road curves from the top left towards the right. A few vehicles are visible on the road. Overlaid on the left side of the image is the large, semi-transparent teal number '022'.

022

**OUR JOURNEY TOWARDS
SUSTAINABILITY**

We aim to **create sustainable and shared value with all our stakeholders**, both internal and external, by achieving excellence throughout the entire value chain of the businesses in which we operate. Hence, we place **environmental, social, and economic sustainability, along with innovation**, at the core of our corporate culture.

Sustainability is an integral part of AIM Group's philosophy, from internal processes to external relationships with clients, collaborators, and suppliers. By consistently investing in innovative projects, we are committed to combining innovation with habits that do not generate negative impacts, to develop highly technological and scalable solutions over time without compromising the natural heritage.

The entire system is based on a **completely inclusive and transparent approach**: an environment that leaves no room for inequalities but only for talent, commitment, and proactivity.

We firmly believe that a successful corporate strategy is based on the fusion of tradition and experience with innovation and sustainability. Therefore, our main goal is to convey the sustainable corporate culture that we adopt daily with all stakeholders and to spread its importance for the **well-being of each individual**, aware that in the current context, healthy economic growth cannot ignore the elimination of social inequalities and the protection of the environment in which we live.

In 2023, AIM Group formalised its commitment to sustainability through the publication of the **Declaration of Intent and Values** and the **Sustainable**

Development Policy, available on our website, which summarises our commitment to organising sustainable events³.

Since October 2023, we also have implemented a Sustainable Development Policy. With this document, the Group establishes its commitments to adopting a **sustainable management system in relation to the events organised**. This Policy includes **the evaluation of Economic, Social, and Environmental impacts** throughout the entire event management cycle, from ideation and planning to implementation, review, and post-event activities, as detailed below:

- **Minimising Waste:** AIM is committed to minimising waste, where possible, through recycling and reusing materials.
- **Promoting Sustainability Values:** AIM supports inclusivity, human rights protection, and accessibility through awareness and engagement of all stakeholders.
- **Monitoring the Impact of Organised Events:** AIM Group actively monitors the environmental impacts of organised events, with the intention of mitigating negative impacts and optimising positive ones, by conducting post-event feedback analysis, with a commitment to continuous improvement of the sustainable event management system.

Our commitment to Sustainability has been further realised this year through the publication of our **first Sustainability Report**. This document, prepared “with reference to GRI Standards” methodology, is highly relevant as it demonstrates our commitment and determination to achieve levels of **accuracy and transparency in environmental, social, and governance responsibility data**.

The publication of this document has allowed AIM Group to conduct, for the first time, an in-depth analysis to identify the most important stakeholder categories and the most relevant sustainability issues for the Group, i.e., those areas where AIM Group activities have the most significant impact

³For more details, please refer to section 3.2 “Our Commitment to Responsible Event Management” of this document.

The Sustainable Development Policy in Detail

The Policy focuses on the three fundamental pillars of sustainability: **Environmental, Social, and Governance.**

We also share the sustainable development goals outlined in the United Nations 2030 Agenda and commit to contributing primarily to achieving these goals:

Environmental

- Encourage the use of public transport, optimise the number of transportation means, and reduce the number of trips, favouring low-emission mobility services and systems during events organised by AIM.
- Promote the use of recyclable materials, reduce food waste, and minimise the use of single-use packaging at events.
- Request involved suppliers to facilitate waste sorting and verify the implementation of such actions.
- Reduce the use of paper materials, favouring digital tools where possible.

Social

- Communicate event sustainability principles to stakeholders, raising awareness on sustainability topics and principles through communication initiatives and industry associations.
- Ensure equal opportunities, accessibility, and inclusivity at events, including for protected and “fragile” categories, respecting the expectations of sensitive individuals.
- Comply with GDPR privacy regulations, providing adequate information on personal data processing.
- Pay attention to the rights of internal and external collaborators, ensuring gender equality at all company levels and promoting training as a growth tool to enhance both technical skills and soft skills.

Governance

- Monitor and update procedures and objectives to identify areas for improvement.
- Promote sustainability education and the development of knowledge, awareness, and behaviours conducive to sustainability both within and outside the company through training and communication channels.
- Consider adherence to sustainability principles in the supplier selection process as a preferential requirement and concurrently promote their adoption internally.



| | | |
|----|---|--|
| 12 |  | Responsible consumption and production |
| 13 |  | Climate action |
| 17 |  | Partnerships for the goal |

Stakeholder Engagement

AIM Group, in carrying out its business, constantly **interacts with a variety of stakeholders**, which include all parties that are directly or indirectly influenced by the company's activities and/or can influence its choices and outcomes. We recognize that to be truly sustainable, we must **engage all relevant stakeholders in pursuing our mission to create shared and lasting value through processes that harmonise the interests of our stakeholders.**

For this reason, by actively listening to the needs of all our stakeholders, we aim to anticipate their expectations with the goal of **defining a strategy that focuses on creating value in the medium to long term.**

Identifying and describing the most crucial stakeholders has been an essential starting point for integrating the sustainability journey within our corporate strategy. **The stakeholders identified are those most affected by our operations and those who have a direct or indirect impact on the company's activities and results.**

Stakeholders were identified through a study of the specific characteristics of AIM Group and an analysis of the relevant sector. This process led to the identification of **eleven categories of stakeholders**, shown aside:



Materiality assessment

In order to increase awareness of the ESG (Environmental, Social, and Governance) aspects impacting AIM Group's business, we conducted our **first materiality assessment in 2023** aimed to identify the ESG topics most relevant to us.

In terms of sustainability reporting, **material topics are those economic, social, and environmental issues on which a company has a significant (positive or negative) impact, and which could substantially influence stakeholders' evaluations and decisions.** The updated **GRI Standards 2021** have defined a methodological approach to materiality assessment, aimed at improving the organisation's communication regarding its impacts on the economy, environment, and people, including human rights, thereby ensuring consistency in sustainability reporting.

The Process Included the Following Phases:

Understanding the Organisation's Context: Through an analysis of the Group's activities, its business relationships, the territories where it operates, and the sustainability context in which it functions. These aspects proved fundamental in identifying the main impacts generated by AIM.

Identification of Positive and Negative Impacts: Identifying the current and potential positive and negative impacts the Group has on the economy, environment, and people within the scope of its activities and business relationships.

Evaluation of Impact Significance: Through an assessment by internal stakeholders, particularly Top Management, during a materiality workshop where each participant could express their judgment on the severity, scope, and likelihood of occurrence of the impacts.

Prioritisation of the Most Significant Impacts for Reporting: Based on the obtained votes, impacts were ranked by their significance to determine the relevant topics to report on.

This activity led to the identification of material topics for AIM Group, from which the information covered in this Report was selected. During the workshop, the **Company's key representatives** were asked to consider and analyse the positive and negative impacts generated by the business activities, as well as the interests of the company's stakeholders.

The result of this analysis led to the prioritisation of the impacts generated by AIM Group, which were then categorized into **14 material topics**, confirmed and approved by the highest governing body.

Material Topics for AIM Group, presented in order of priority:

- Service Quality & Customer Satisfaction Staff Training
- Economic Performance and Financial Stability
- Sustainable Supply Chain Management
- Community Development and Respect
- Privacy and Cybersecurity
- Health and Safety Protection
- Employee Well-being and Development
- Waste Management
- Social and Environmental Compliance
- Emission Reduction
- Diversity and Equal Opportunities Protection
- Ethics and Integrity
- Respect for Human Rights and Workers' Rights

An aerial photograph of a winding asphalt road through a dense green forest. The road curves from the top left towards the right. A few cars are visible on the road. Overlaid on the left side of the image are large, semi-transparent teal numbers '03'.

03

**HOW WE
CREATE VALUE**

Service Quality at the Core

As leaders in the Meeting Industry for over 60 years, we are aware of our responsibility towards customers and all stakeholders in terms of **ethics, sustainability, transparency, and service quality**.

We have always been committed to equipping ourselves with tools that **ensure high professional standards and uphold these principles**. In fact, since 2000, we have adopted a certified **Quality Management System UNI EN ISO 9001**. This certification demonstrates our dedication to providing services adhering to **rigorous quality management practices**.

A customer-centric business

We aim to **satisfy our customers by providing them with quality services at market conditions, while fully complying with the laws and regulations applicable in the markets where we operate**. We pay **particular attention to consumer protection regulations, service information, and advertising**, and we are committed to ensuring that **courtesy, attention, correctness, and transparency in communication** are distinctive elements in our relationships with customers.

In line with this approach, we have implemented a **Customer Relationship Management (CRM) software system** to manage our relationships with customers, with the aim of maintaining an open channel of communication continuously and improving our relationships. Additionally, in 2022, we conducted a **survey to investigate the satisfaction of our customers**, receiving excellent feedback and valuable insights for improvement.

Responsibility throughout the supply chain a

As formalised in the Code of Ethics, we commit to **conduct ourselves towards our suppliers** in a manner consistent with **respect for human rights, workers' rights, and the environment**.

We periodically **evaluate our suppliers**, considering efficiency and cost-effectiveness, among other factors. By doing so, we do not preclude any potential supplier, meeting the necessary requirements, from competing to offer their products/services, thus preserving free competition and the market.

As indicated in **the Italian Legislative Decree 231/2001**, all **contracts with suppliers** - both regular suppliers and those whose supply exceeds a certain economic threshold - **must contain a clause** imposing on them, in carrying out activities with AIM Group companies, the **prohibition of behaviours in violation of the same Decree 231/2001**. This practice ensures the acknowledgment of the code of ethics and a commitment to respect our principles by suppliers.

Service Quality at the Core

Responsibility throughout the supply chain

AIM primarily sources from **two main categories of suppliers**:

The first involves **those who supply office materials** such as paper, pens, printer cartridges, and other products necessary for daily office activities. We work with trusted suppliers to ensure the quality and timeliness of supplies, ensuring that offices are adequately equipped with everything necessary to carry out activities efficiently.

For **event organisation**, on the other hand, we collaborate with a **network of specialised external suppliers in various sectors**, carefully selected to guarantee the quality of services offered and customer satisfaction. We work with experienced suppliers in every aspect of the event, including catering, setups, audio and video, hotels, conference facilities, technical services, and much more. This collaboration allows us to offer a comprehensive and personalised service tailored to the specific needs of each event. AIM Group's choice is always primarily directed towards local suppliers.

Our Group's choice is always primarily directed towards local suppliers.

This is why we can boast a **high percentage of suppliers based in the area where the event takes place**.

92,6%
**Directed towards
Local Suppliers⁴**

For pilot events related to ISO 20121 certification, we arranged for the collection of ESG-related information for those who were already part of the supplier network. Additionally, all suppliers were **qualitatively evaluated, considering environmental criteria**.

Based on the conducted Risk Analysis, we acknowledge the severity of potential impacts related to instances of forced or child labour and young workers exposed to hazardous work. However, in our sector of reference, the likelihood of such occurrences is considered extremely low.

Thanks to this analysis, suppliers identified as potentially critical in terms of risk are closely monitored, and to mitigate the risk itself, these suppliers are mapped out as framework contracts, including references to regulatory compliance, the Italian Legislative Decree 231/2001, and the Code of Ethics in the contractual clauses.

This allows us to **ensure that every supplier operates in accordance with relevant norms and ethical standards to prevent instances of child labour and the possibility of exposure to hazardous work**.

We guarantee careful and continuous monitoring to ensure a **safe working environment that respects workers' rights**.

⁴Data refers to local Italian suppliers.

Our commitment to responsible event management

As defined in the Group's **Declaration of Intent and Values**, we are committed to ensuring that the events we organise have an increasingly **positive impact from a social, economic, and environmental perspective**.

One of the areas where our core principles and values are highlighted is in the **organisation of scientific or medical-professional events** and events involving **collaboration with Public Administration**. We implement all necessary measures to ensure that such events are organised according to **criteria of ethics, scientific rigor, and cost-effectiveness in full compliance with applicable laws**.

With particular reference to **relationships and interactions with doctors and healthcare professionals** (HCPs), whether they are participants or speakers at the events, and in the

execution of the same relationship (e.g., in terms of hospitality), we ensure **compliance with laws, regulations, and standards of conduct applicable to the pharmaceutical sector**, including those related to combating corruption and preventing money laundering, as well as compliance with contractual obligations possibly undertaken with pharmaceutical companies sponsoring the events.

Regarding relationships with Public Administration, these are based on principles of **maximum transparency and full professionalism**, recognising respective roles and organisational structures, also for the purpose of positive dialogue aimed at substantial compliance with applicable regulations. We always take the **necessary measures to prevent behaviours** - by those acting on behalf of the Company - **that may favour or result in episodes of corruption**.

AIM and the scope of ISO 20121 application

We obtained the ISO 9001 certification back in 2000, and in line with our commitment and responding to market demands regarding sustainability, in 2023, we acquired the **UNI EN ISO 20121:2013 certification for sustainable event management**. This international standard provides guidelines on how to:



Plan, implement, and integrate sustainable practices into events



Increase stakeholder engagement



Reduce carbon footprint



Create a positive social impact

Our objective in obtaining the ISO 20121 Certification

Indeed, as stated in the Declaration of Intent, we commit to:

- Respect the fundamental principles of sustainable development and plan monitoring activities with a view to continuous improvement in event management.
- Manage each event with maximum involvement from all actors and participants, with integrity and transparency.
- Raise awareness among event participants about environmental, economic, and social sustainability.
- Ensure compliance with current regulations regarding the environment, inclusivity, human rights, health, and safety in the workplace throughout all phases of the event.
- Engage stakeholders in the same perspective of enhancing the territory, with sustainable participation during events, ensuring effective communication of our principles.
- Ensure maximum effort to make organised events accessible and inclusive.
- Promote a winning strategy aimed at reducing waste production, single-use packaging, and resorting to recycling and reuse of materials used.
- Reduce food waste in catering services provided during the event.
- These principles are necessarily incorporated for each sustainably managed event, through the definition of specific objectives that will be analysed at the end of each activity, with a focus on continuous improvement.

Align with *best business practice*

To adhere to the fundamental principles of sustainable development

Plan event management activities with particular attention to continuous improvement

Reputational advantage

Involve all aspects: Legal, organisational (internal, external, supply chain), political, economic, and governance

AIM and its commitment against food waste

AIM is committed daily to reducing food waste by supporting initiatives that **recover surplus food from events and deliver it to local charitable organisations**, thus reducing the environmental impact of the event and supporting local communities.

Specifically, AIM supports the **“Food for Good”** project and the non-profit organisation **“Equoevento”**.



AIM Group's commitment to carbon-neutral events



The “Net Zero Carbon Event” initiative is a joint commitment of the entire Events Industry to achieve the goals set by the Paris Agreement on climate.

Through this initiative, AIM has committed to:

- **Reduce its own CO₂ emissions by 50% by 2030**
- **Achieve a zero-emission business by 2050**

As a market leader, we are committed to **offering cutting-edge formats, technologies, and solutions**, and we are proud to be a **signatory of the Net Zero Carbon Events initiative**, which we consider a key factor in transforming our business.

We believe that such transformation can only be achieved collectively, by joining efforts and committing to unite with industry peers on this challenging yet crucial journey.

In this regard, we will **engage all partners and suppliers and collaborate with customers** to promote **change throughout the entire value chain**.

To monitor progress towards our goals, we will **measure and track our greenhouse gas emissions (GHG)** according to industry best practices and **inform stakeholders about our progress** at least every two years.



Sustainable Event Design



SIOT National Congress 2023

Client: Italian Society of Orthopedics and Traumatology
Venue: Rome Cavalieri Waldorf Astoria Hotel, Rome

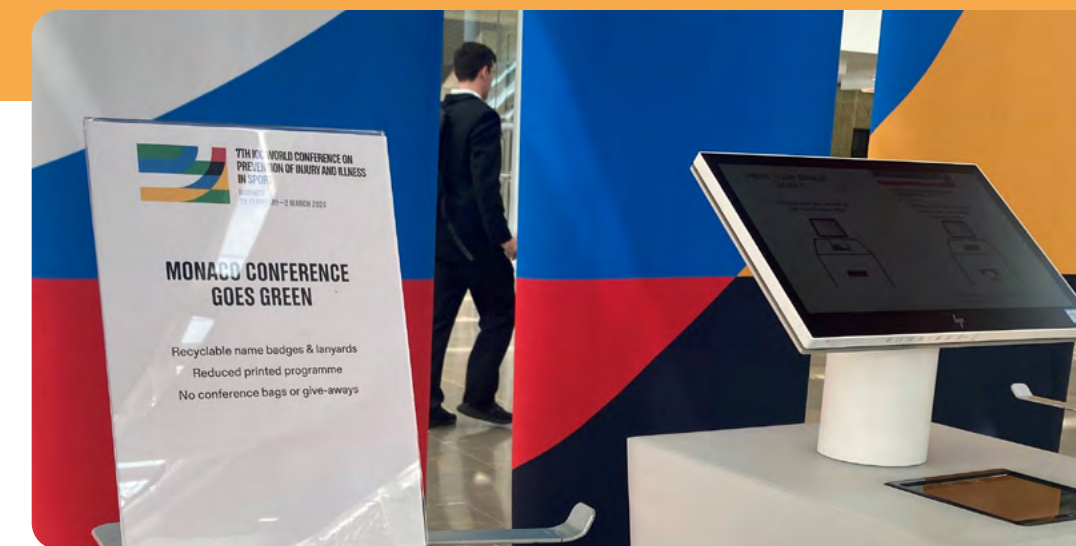
An event designed to surpass the final audit for ISO 20121 certification, exemplary for participant engagement, communication, and implementation of Best Practices in the supply chain, paperless material savings, waste disposal, and donation of unconsumed food.



Throughout the entire event, **unconsumed food was recovered and donated, totalling 1090 portions.**

Data on Paper Material Savings for SIOT 2023:

- **2.800** general programs typically printed on 240 pages.
- **331** scientific posters typically printed in 50×80 format, presented digitally.
- **6,000** coupons replaced by QR codes for access to the refreshment area.
- **800** badges, printed on FSC paper, recovered at the end of the event: Recycled or disposed of following environmental regulations.



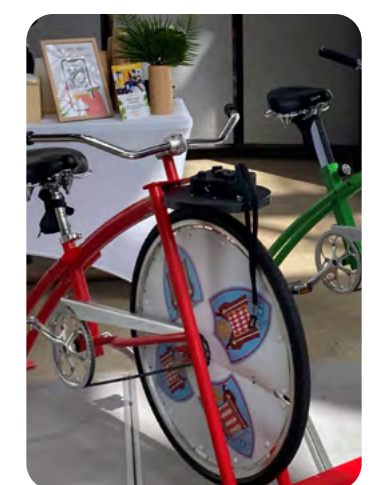
A client and a Congress Center, both ISO 20121 certified, with whom we have worked in perfect harmony and alignment of intentions. This represents an example of sustainable management that starts from the early stages of planning and organisation.

The event, scheduled for early 2024, has foreseen, from the preparatory phase, specifically sustainable choices involving the entire supply chain, with particular attention to the elimination of paper material (programs, scientific posters, etc.), materials used for setups, and catering, with 'green' menus based on local and seasonal ingredients.

The planned services are provided almost entirely by selected local companies.

IOC World Conference on Prevention of Injury and Illness in Sport 2024

Client: International Olympic Committee
Venue: Grimaldi Forum Congress Center, Monaco



A certain attention has also been given to the well-being of the participants, with the idea of setting up a small area for relaxation and wellness where morning yoga classes will be held, and two 'smoothie bikes' will be available to make fresh fruit smoothies... by pedalling!

Data collection is planned rigorously through a specific form distributed well in advance to all suppliers. The Customer Satisfaction Survey prepared for the participants aims to provide feedback and comments on the sustainable initiatives implemented, the quality of services provided, as well as the value of educational and scientific content.



Let's accelerate the change

*As a global enterprise, AIM Group is
committed to promoting sustainability
across all sectors:*
Environment, Social and Governance.

CSR Projects for impactful philanthropy

Over time, AIM has **actively supported NGOs, development projects, and educational initiatives**, collaborating with its clients to devise events and initiatives that leave a lasting positive legacy. The **memberships and partnerships** that the company has established with various associations and organisations in the sector further exemplify AIM's commitment to sustainability.

Balance For Life

The **Italian Paediatric Federation**, in collaboration with **PTC Therapeutics**, has recently embarked on an ambitious mission: to **raise awareness among parents** about the vital importance of subjecting their children to regular health check-ups, from birth to 12 years old.

After two years of successful online campaigns, the team has decided to conduct an in-depth emotional analysis, with the help of AIM Communication, to assess the perception of a carefully selected audience. The results will provide a solid foundation for future strategic initiatives, adopting a comprehensive and integrated approach through online and offline platforms.

The “Enzo Buongiorno Rehabilitation Center” in Burundi

The most significant CSR project for our company is the establishment of a Rehabilitation Center in Burundi, dedicated to the founder of the company, Enzo Buongiorno. The company established this post-operative rehabilitation Center in 2015 and continues to fund its activities. The Center treats around **500 patients per year**, most of whom are **children under 5 years old**. It provides orthopaedic, neurological, and respiratory care, facilitating recovery after surgery.

Supporting NGOs and NFPs: Save The Children, ActionAid and Telethon Foundation

For many years, we have been supporting children through the “Save The Children” adoption program. Adopting a child means making a real difference in their life. Donor support improves children's conditions every day, giving them the opportunity to grow, study, and build a better future. We do our part and help children through Save the Children programs in El Salvador and Uganda.

In 2022, we contributed to the Emergency Fund for Ukraine, and in 2023, we renewed our commitment to the organisation by contributing to the **Enterprise for Save the Children** program, which will enable the restructuring of six school facilities in Nepal, collectively hosting 1200 children.

In 2023, during various events organised by us, AIM offered, in agreement with the organisers, a free stand in its exhibition area to ActionAid, an independent international organisation fighting poverty and injustice, and to the Telethon Foundation, a non-profit organisation dedicated to research on rare diseases.



Balance For Life



Save the Children



act:onaid

An aerial photograph of a coastline, showing a sandy beach curving along the edge of the ocean. The image is overlaid with a teal-to-blue gradient that is darker on the left and lighter on the right. The text '04' is prominently displayed in the upper left quadrant, and the words 'ENVIRONMENTAL RESPONSIBILITY' are at the bottom left.

04

**ENVIRONMENTAL
RESPONSIBILITY**

Environmental responsibility

We firmly believe that achieving a sustainable and prosperous future for the events industry depends on a constant commitment to supporting the health of the planet.

We plan our activities by seeking the **best possible balance between economic and environmental needs**, considering the rights of present and future generations. We are constantly committed to **preventing environmental risks in compliance with current regulations**, considering the **development of scientific research and best practices in the field**.

The energy consumption⁵ and emissions of our organisation

Our energy consumption related to the procurement of electricity for office activities and various teams is attributed to heating and cooling systems and the consumption of the company's fleet of vehicles.

In 2023, the company recorded a total energy consumption from the use of electricity amounting to 618 GJ (171,560 KWh), marking a decrease of 16% compared to 2022 when consumption was 731 GJ (203,109 KWh).

The containment of emissions into the atmosphere is a matter of relevance for us; therefore, the company's business model aims to **reduce CO₂ emissions**.

Indirect Emissions GHG scope 2
(Location based)
46 tCO₂



Indirect Emissions GHG scope 2
(Market based)
78 tCO₂

⁵The consumption data - and consequently the emissions data - refer to the Milan office. However, the data concerning the consumption of gasoline and diesel by company cars contributing to the consumption refer to all Italian companies

The responsible waste management

We are actively committed to sustainable waste management, **adopting the main strategies of the 4Rs (Reduction, Reuse, Recycling, Recovery)**. These strategies translate into initiatives such as promoting sustainable office materials, committing to reduce the use of single-use plastic, and responsibly managing e-waste.

Especially, we ensure that **separate waste collection** bins are provided for different types of waste in conference areas and hotels. Furthermore, to promote a **plastic-free** philosophy, only **glass bottles and glasses** are provided at presidential tables and in meeting rooms; while in the company, water dispensers are available to all employees for use with the water bottles received from AIM.

Regarding the focus on **reducing printed materials and office setups**, we prefer, where possible, a **paperless** approach. Therefore, during our events and congresses, we offer **digital voting and delivery of participation certificates** instead of paper-based ones. The materials provided to our employees and clients, such as water bottles, pens, and shoppers, have been selected by us favouring **eco-friendly** materials.

The significant impacts of waste concern both the waste generated directly by our activities and those produced

upstream or downstream in our value chain. Responsible event management, including the proper management of special waste, represents a commitment during the upstream phases, while separate waste collection in offices and common areas addresses downstream impacts.

If waste is managed by third parties, contractual requirements stipulate that management must comply with territorial laws and regulations. Our suppliers are required to adhere to these guidelines and to disseminate them among their suppliers and subcontractors.

We are currently developing a **Waste Management Policy** that involves implementing processes to collect and monitor data related to waste. We are exploring opportunities to integrate effective measurements, seeking to adapt processes to available resources. The policy aims to ensure accurate documentation of separate waste collection and the possibility of introducing, when possible, monitoring systems that respect the operational capabilities of the organisation.

This commitment is part of our constant desire to improve sustainable practices within the Company.

Responsible water consumption

We also pay close attention to water resource management. Therefore, in the conference area, we prefer venues that adopt an approach to water use that includes the use of **flow restrictors and faucets equipped with photocells** to maximize efficiency and reduce waste.



05

OUR REPORTING

Methodological note

This document represents the first Sustainability Report (hereinafter also referred to as the “Report”) of AIM Group International S.p.A. (hereinafter also referred to as “AIM Group International”, “AIM Group”, “AIM”, “Company”, or “Group”) and has been prepared “with reference to GRI Standards” method, reporting on a selection of the “GRI Sustainability Reporting Standards” published by the Global Reporting Initiative (GRI), as indicated in the attached table “GRI Content Index”, which allows to highlight the coverage of the GRI indicators reported in this document.

The information contained in this document refers to the fiscal year 2023 (from January 1, 2023, to December 31, 2023).

The definition of material topics was carried out through the Company’s **first materiality assessment**, which involved the direct engagement of the company management, as further detailed in the paragraphs “Stakeholder Engagement” and “Materiality assessment”. The same paragraphs also provide a description of AIM Group’s main stakeholders, including

their expectations regarding sustainable business management.

The scope of the social data reported in the Report corresponds to that of AIM Group’s Financial Statements as of December 31, 2023; the scope of the environmental data includes all Italian offices, unless otherwise specified within the text.

The document is subject to a limited assurance engagement (according to the criteria indicated by the ISAE 3000 Revised principle) by Deloitte & Touche S.p.A.

This Sustainability Report was approved by the Board of Directors of AIM Group on May 17, 2024.

This Sustainability Report is also publicly available on the Sustainability section of our website.

For any information regarding the Sustainability Report, please contact the dedicated team at the following address:

Sustainability Manager – Annalisa Ponchia:
a.ponchia@aimgroup.com



GRI Indicators

5.4 GRI Content Index

| | |
|---------------------------|--|
| Declaration of use | AIM Group has reported in accordance with the GRI Standards for the period January 1st - December 31st, 2023. |
| 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 | 5.1 Methodological note |
| 2-2 | Entities included in the organisation’s sustainability reporting | 5.1 Methodological note |
| 2-3 | Reporting period, frequency, and contact point | 5.1 Methodological note |
| 2-4 | Restatement of information | 5.1 Methodological note |
| 2-5 | External Assurance | 5.1 Methodological note |

| STANDARD GRI | NOTICE | POSITION |
|-------------------------------|--|--|
| ACTIVITIES AND WORKERS | | |
| 2-6 | Activities, value chain and other business relationships | 1.1 Who we are |
| 2-7 | Employees | 1.3 Our People |
| 2-8 | Non-employee workers | 1.3 Our People |
| GOVERNANCE | | |
| 2-9 | Governance structure and composition | 1.2 The ethical management of our business |

GRI Indicators

5.4 GRI Content Index

| STANDARD GRI | NOTICE | POSITION |
|---------------------------------------|---|--|
| STRATEGY, POLICIES E PRACTICES | | |
| 2-22 | Statement on sustainable development strategy | Invitation to the Stakeholders |
| 2-23 | Policy commitment | 1.2 The ethical management of our business |
| 2-25 | Processes to remediate negative impacts | 1.2 The ethical management of our business |
| 2-27 | Compliance with laws and regulations | 1.2 The ethical management of our business |
| STAKEHOLDER ENGAGEMENT | | |
| 2-29 | Approach to Stakeholder engagement | 2.1 Stakeholder engagement |
| 2-30 | Collective bargaining agreements | 1.3 Our People |

| STANDARD GRI | NOTICE | POSITION |
|--|---|--|
| GRI 3 –MATERIAL TOPICS– VERSION 20211 | | |
| MATERIAL TOPICS | | |
| 3-1 | Process to determine material topics | 2.2 Materiality assessment |
| 3-2 | List of material topics | 2.2 Materiality assessment |
| 3-3 | Management of material topics | 2.2 Materiality assessment |
| 204: PROCUREMENT PRACTICES - 2016 | | |
| 204-1 | Proportion of spending on local suppliers | 3.1 The quality of service at the centre |
| 205: ANTI-CORRUPTION – 2016 | | |
| 205-3 | Confirmed incidents of corruption and actions taken | 1.2 The ethical management of our business |

GRI Indicators

5.4 GRI Content Index

| STANDARD GRI | NOTICE | POSITION |
|---|---|--|
| 206: ANTI-COMPETITIVE BEHAVIOUR – 2016 | | |
| 206-1 | Legal actions for anti-competitive behaviour, antitrust, and monopoly practices | 1.2 The ethical management of our business |
| 302: ENERGY – 2016 | | |
| 302-1 | Energy consumption within the organisation | 4.1 Energy consumption and AIM Group emissions |
| 305: EMISSIONS - 2016 | | |
| 305-1 | Direct (Scope 1) GHG emissions | 4.1 Energy consumption and AIM Group emissions |
| 305-2 | Energy indirect (Scope 2) emissions | 4.1 Energy consumption and AIM Group emissions |

| STANDARD GRI | NOTICE | POSITION |
|---|--|----------------------------------|
| 306: WASTE - 2020 | | |
| 206-1 | Waste generation and significant waste-related impacts | 4.2 Responsible waste management |
| 306-2 | Management of significant waste-related impacts | 4.2 Responsible waste management |
| 401: EMPLOYMENT - 2016 | | |
| 401-1 | New employee hires and employee turnover | 1.3 Our People |
| 403: OCCUPATIONAL HEALTH AND SAFETY - 2018 | | |
| 403-1 | Occupational health and safety management system | 1.3 Our People |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 1.3 Our People |

GRI Indicators

5.4 GRI Content Index

| STANDARD GRI | NOTICE | POSITION |
|--|--|----------------|
| 403-3 | Occupational health services | 1.3 Our People |
| 403-4 | Legal actions for anti-competitive behaviour, antitrust, and monopoly practices | 1.3 Our People |
| 403-5 | Worker training on occupational health and safety | 1.3 Our People |
| 403-6 | Promotion of Worker Health | 1.3 Our People |
| 403-7 | Prevention and mitigation of health and safety impacts directly linked to business relationships | 1.3 Our People |
| 403-9 | Work-related Injuries | 1.3 Our People |
| 404: TRAINING AND EDUCATION- 2016 | | |
| 404-1 | Average hours of training per year per employee | 1.3 Our People |

| STANDARD GRI | NOTICE | POSITION |
|--|--|--|
| 405: DIVERSITY AND EQUAL OPPORTUNITY - 2016 | | |
| 206-1 | Waste generation and significant waste-related impacts | 4.2 Responsible waste management |
| 401: EMPLOYMENT - 2016 | | |
| 405-1 | Diversity in governance bodies and employee | 1.3 Our People |
| 406: NON-DISCRIMINATION - 2016 | | |
| 406-1 | Incidents of discrimination and corrective actions taken | 1.3 Our People |
| 417: Marketing and Labelling - 2016 | | |
| 417-3 | Incidents of non-compliance regarding marketing communications | 1.2 The ethical management of our business |
| 418: Customer Privacy - 2016 | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 1.2 The ethical management of our business |

Awards

AIM Group's excellence in event organisation has been recognised with several awards*, including sustainability aspects in 2023.

Among them, further confirmation of the virtuous path taken by the company in this direction is the **Eventex Awards 2023 for Event Sustainability**.

In addition to:

Employee Giving & Voluntarism

Silver Prize

IPSEN Community Day

PR Campaign

Silver Prize

Out of the Black. You can get out of depression

Association Meeting

Bronze Prize

World Environmental Education Congress - WEEC 22

Summit

Bronze Prize

Global Mental Health Summit

100 Eventex Index 2023

AIM Group was selected as one of 2023's Top 100 Event Organisers and Agencies.

FCE Awards 2023

Sustainability

World Environmental Education IPSEN Community Day

*For updates and further information, please refer to the ["News"](#) section of our website.

Memberships e partnerships

Memberships



Partnerships



Barcelona / Brussels / Budapest / Florence / Lisbon / Madrid / Milan / Paris / Porto / Prague / Rome / Vienna

Let's___together



aimgroupinternational.com