

ANNUAL & SUSTAINABILITY REPORT 2025



The Human Side of Growth



THE STRENGTH OF A SINGLE FOOTPRINT.

AIM is made of people:
300 faces, 300 stories, a single footprint.
A mark that from afar appears as one,
but up close reveals its true richness:
the sum of many individuals acting as one.
In every name lies a fragment of the future,
and in that unity lies our greatest strength.



The Human Side of Growth

Annual & Sustainability Report 2025

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OUR IDENTITY

OUR IDENTITY



The First Impression

THE HUMAN TOUCH BEHIND EVERY ACHIEVEMENT

In a time when technology is transforming the way we work, connect, and create, one element continues to define lasting success: the human touch. Throughout 2025, we continued to strengthen our international presence, invest in innovation and sustainability, and support clients, institutions, scientific communities, and organizations in achieving their goals.

"Beyond strategy and performance, it is the human dimension that turns results into lasting impact."

Gianluca Buongiorno
President of AIM Group International

Yet beyond every result, what makes AIM distinctive is our ability to combine expertise with empathy, global reach with personal commitment, and innovation with human understanding. This balance will continue to guide our future. As the world becomes more connected, more digital, and more complex, we remain convinced that lasting value is created through trust, collaboration, and shared purpose. Because behind every connection, every project, and every success, there is always what makes the difference: the human touch.

OUR IDENTITY

THE HUMAN TOUCH BEHIND OUR GLOBAL SIGNATURE

The AIM Essence

For more than 65 years, AIM Group International has supported organizations, institutions, scientific communities, and global brands in creating impactful experiences and strategic engagement initiatives worldwide.

Our approach combines strategic thinking, operational excellence, creativity, and measurable impact. At the core lies our “reason why”: the ability to transform ideas into tangible, lasting impact.

Our Purpose & Values

We work alongside clients not simply to execute projects, but to help them navigate transformation, strengthen communities, and generate long-term value. We are committed to fostering an environment where innovation, responsibility, empathy, and long-term vision can seamlessly coexist.

Our Global Presence

With 13 international offices across Europe in 9 Countries, AIM designs and manages projects **that connect people, knowledge, and organizations on a global scale.**

Our People

People remain at the center of AIM Group’s long-term strategy. We constantly invest in talent development, structured learning, and organizational well-being. We champion equality: women represent 82% of our overall personnel, driving our operational and creative capabilities.

What Defines Us

Our multidisciplinary core expertise defines our integrated ecosystem:

- **Events:** Designing integrated experiences that connect people, industries, and ideas across scientific, healthcare, corporate, and sports sectors.
- **Communication:** Building meaningful conversations through integrated campaigns, storytelling, and digital content ecosystems.
- **Consultancy:** Supporting organizations through complexity, operational optimization, and digital transformation.

Governance Structure

AIM Group’s governance model supports sustainable growth, ethical conduct, transparency, and compliance.

Our **Code of Ethics** guides relationships with clients, institutions, suppliers, and partners, with rigorous attention to highly regulated sectors.

OUR IDENTITY

Our Numbers

300+
TALENTED
PEOPLE



65+
YEARS OF
EXPERIENCE



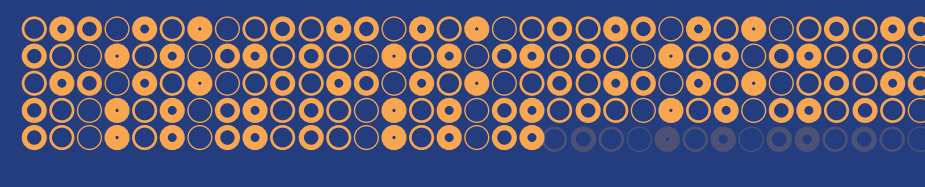
13
OFFICES



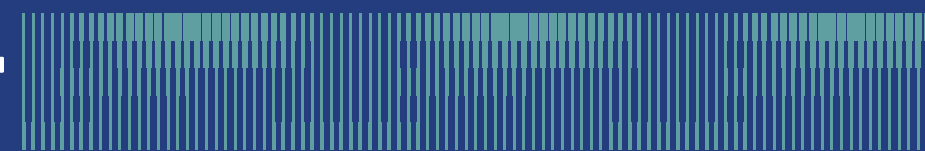
120+
WON BIDS



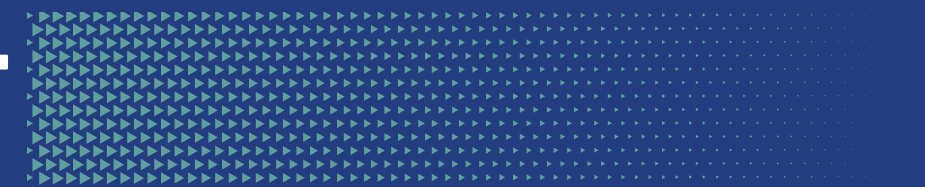
150+
ASSOCIATION
MEETINGS



400+
CLIENTS



2000+
LIVE, DIGITAL &
HYBRID ACTIVATION



SHAPING VALUE TOGETHER

The AIM Ecosystem

At AIM, we see every project as part of a larger journey, one that requires different perspectives, specialised expertise, and the ability to connect them seamlessly.

To address the complex and evolving needs of our clients, we have built an integrated ecosystem that brings together expertise across multiple disciplines:

- Strategic Advisory & Association Management
- Congresses & Scientific Meetings
- Corporate Events & Experiences
- Communication & Marketing
- Education & Learning
- Digital Marketing Solutions
- Sports & Major Events
- Sustainability & Legacy

Each area contributes its own knowledge and capabilities, but their true strength lies in the way they work together, creating integrated solutions that deliver **greater value, stronger outcomes, and lasting impact**.

While each area brings its own expertise, their true value emerges when they work together.

Rather than operating as separate services, these capabilities form an interconnected ecosystem designed to help organisations grow, engage their communities, achieve their objectives, and create lasting impact.

Creating Value Through Integration

The challenges our clients face rarely fit neatly into a single discipline.

A global congress, for example, may require strategic guidance, scientific programme development, sponsorship management, communication campaigns, digital engagement tools, educational content, sustainability planning, and performance measurement.

In many cases, these activities are delivered by multiple providers, each focused on a specific area.

At AIM, we connected different activities through one integrated ecosystem.

This approach creates stronger alignment, greater efficiency, and a more coherent experience for everyone involved. It enables ideas, insights, and expertise to flow across disciplines, ensuring that every element contributes to a common vision and shared objectives.

The Power of One Ecosystem

What makes the AIM Ecosystem distinctive is not simply the breadth of expertise it brings together, but the way that expertise is connected.

Collaboration is embedded in the way we work. Teams share knowledge, challenge perspectives, and build on each other's strengths to create solutions that are more innovative, more effective, and more impactful.

Because successful projects are never the result of a single service delivered in isolation.

They are the outcome of people, capabilities, and ideas working together as one ecosystem, driven by three interconnected forces:



OUR IDENTITY

Our Solutions Portfolio

LET'S MEET
EVENTS

Where
human touch
becomes
empowerment

Conference & Congress Management
Virtual, Digital & Hybrid Event Organization
Healthcare & Scientific Meetings
CME & Medical Education Programs
Sport Events Management
DMC Services
Incentive Travels & Experience Design

LET'S ENGAGE
COMMUNICATION

Where
human touch
becomes
voice

Digital Communication Strategy
Community Management & Engagement
Website Design & SEO
Press Office & Media Relations
Graphic & Visual Design
Video Production
Social Media Management
Content Creation

LET'S THINK
CONSULTANCY

Where
human touch
becomes
value

Digital Transformation
Innovative & Technology Driven Solutions
Branding & Multichannel Strategy
Integrated Multichannel Marketing
Data Analysis & Insights
Operational Efficiency



OUR IMPACT ACT



THE HUMAN TOUCH BEHIND PROGRESS



2025 has been a year of execution, transformation, and progress for AIM Group International. In a rapidly evolving environment, we continued to enhance our capabilities, expand our reach, and invest in the foundations that will support the next phase of our development. Our performance reflects the resilience of our organization and the effectiveness of a strategy built on diversification, innovation, talented people, and long-term thinking.

During the year, we consolidated our financial position, accelerated key strategic initiatives, and further expanded our presence in sectors where expertise and collaboration generate meaningful impact. A significant milestone has been the implementation of our industrial plan, designed to make AIM more agile, integrated, and responsive to the evolving needs of clients, markets, and communities worldwide.

*“The future is shaped
by vision, but delivered
by people.”*

Gianluca Scavo
CEO, AIM Group International

Digital innovation, the integration of artificial intelligence, and operational excellence will continue to shape our path. Their true purpose, however, is not technology itself, but the opportunities it creates: better experiences, more effective solutions, and greater impact for those we serve.

At the heart of this evolution are our people — their expertise, creativity, and commitment turn potential into progress. They are the ones who transform tools into value, insights into action, and challenges into opportunities.

As we move forward, our focus remains clear: building an organization capable of translating ambition into action, navigating complexity with confidence, and generating sustainable growth over time.

OUR IMPACT

THE HUMAN TOUCH BEHIND RESULTS

The Group maintained strong performance across multiple business segments, balancing financial solidity with continued investments in innovation. Throughout the year, results continued to be driven by a people-centred approach, where expertise, collaboration, and relationships remained key enablers of execution and value creation.

2025 marked a year of strategic acceleration, operational resilience, and cultural evolution. Despite a complex macroeconomic environment, the Group approached €90 million in revenue, delivered EBITDA growth, optimized financial leveraging, and successfully advanced the deployment of its new industrial plan.

Business Performance & Market Positioning

Our diversified business model remains one of AIM's key strengths, enabling resilience, flexibility, and long-term competitiveness. In 2025, we reinforced our presence and positioning in high-impact, high-growth sectors.

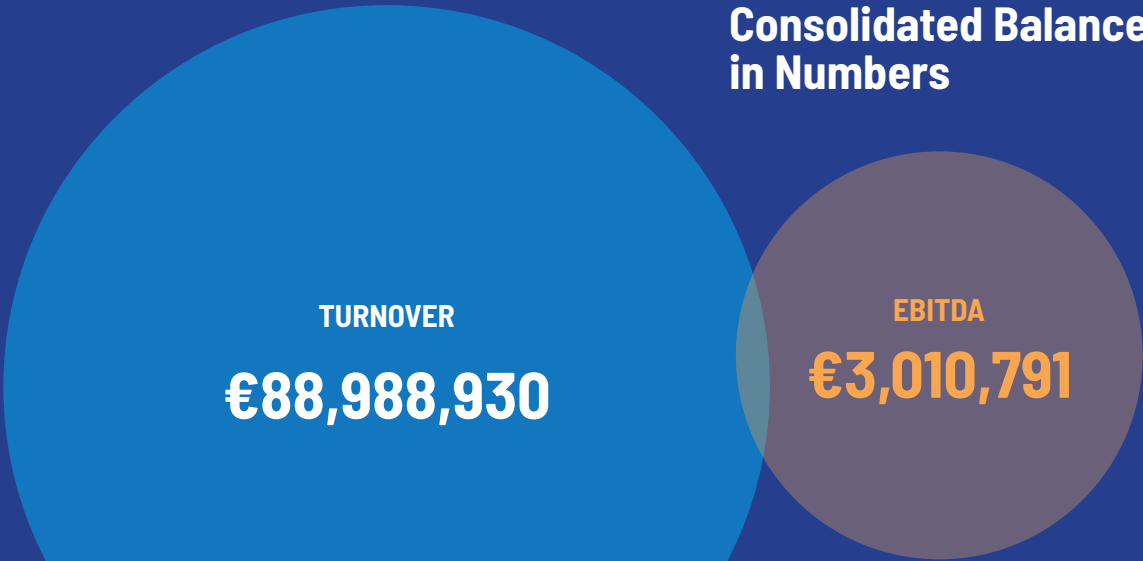
This strategic balance is clearly reflected in our **Revenue Breakdown by Business Segment:**

- **Conference Management** remains our largest business area, accounting for 30% of total revenue and confirming our leadership in the congress and conference industry.

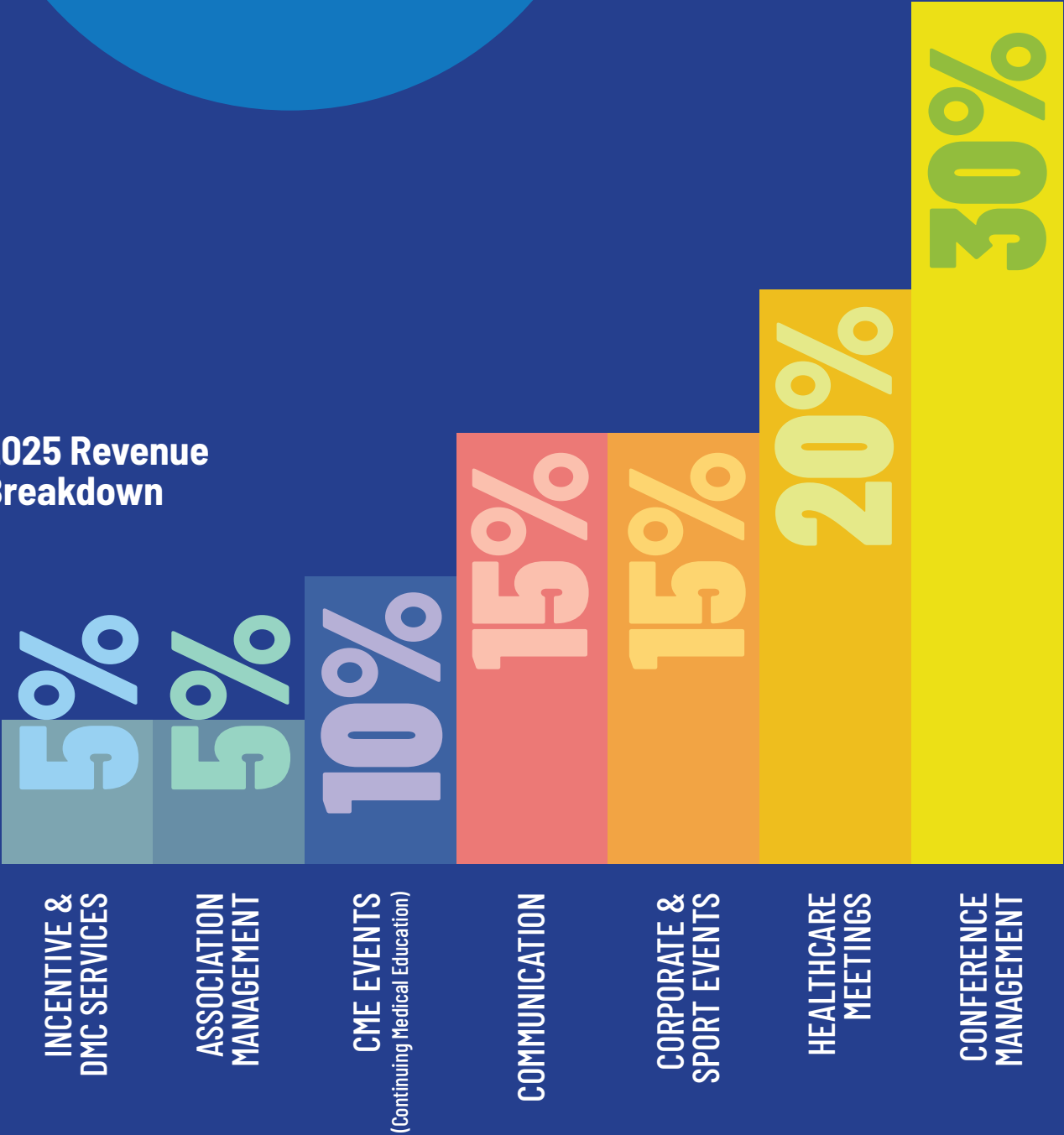
- **Healthcare Meetings** contribute 20%, reinforcing our strong expertise and long-standing presence in the scientific and medical sector.
- **Corporate & Sport Events** represent 15% of revenue, demonstrating our ability to respond to evolving corporate engagement and sport event needs.
- **Communication** also accounts for 15%, highlighting the growing importance of integrated communication strategies in delivering value to clients.
- **Continuing Medical Education (CME)** activities contribute 10%, further strengthening our healthcare offering through accredited educational programmes.
- **Association Management and Incentive & DMC Services**, each representing 5% of revenue, complete our integrated service portfolio, enabling us to support clients with end-to-end solutions across the entire event and association lifecycle.

This balanced portfolio enables us to anticipate market changes, create synergies across business lines, and deliver comprehensive solutions that generate long-term value for clients and partners.

Consolidated Balance in Numbers



2025 Revenue Breakdown



OUR IMPACT

EXCELLENCE IN ACTION

Our Recognitions on The Market

In 2025, AIM Group International reaffirmed its position as a global leader in the meetings industry, being recognized once again among the world's **Top 100 agencies and event organizers** by the prestigious **Eventex Index 2025**.

This global standing is mirrored in the multiple awards received throughout the year for high-impact projects. These recognitions celebrate our ability to deliver high-value experiences that combine creativity, sustainability, innovation, and community engagement. More than just acknowledging the quality of our work, these awards highlight the lasting impact of our ideas, our shared values, and the collaborative spirit that defines the Group across geographies.

Global leadership and prestigious awards highlight our ability to transform creative ideas into lasting community impact.

EVENTEX INDEX

THE TOP 100

Agencies & Event Organizers



World Conference on Earthquake Engineering (WCEE)

1st Prize - Scientific Event



International Astronautical Congress (IAC) 2024

2nd Prize - Association Meeting



Fast Heroes

3rd Prize - Community building and engagement



European Robotics Forum 2024

3rd Prize - Conference



Fast Heroes

WINNER 2025 - Innovation

IMPACT & SUCCESS STORIES 2025

ESEB 2025

Congress of European Society for Evolutionary Biology

Barcelona

PROJECT	International scientific congress bringing together nearly 2,000 researchers to share advancements, insights, and findings in the field, with a strong focus on sustainability and inclusivity for the first time in its history.
CHALLENGE	Host nearly 2,000 scientists while integrating, for the first time, strict sustainability and inclusion criteria.
APPROACH	Smart solutions (Congress App, Social Wall), partnership with Climeet for carbon footprint measurement, reusable exhibition stands, locally sourced food, and free public transport passes for all participants.
RESULT & IMPACT	1,950 registrations (98.7% attendance rate), 1,900 scientific abstracts submitted, and the first-ever carbon footprint measurement in the Society's history.



OUR IMPACT

IMPACT & SUCCESS STORIES 2025

ATM JOB TOUR

Azienda Trasporti Milanese Recruitment Campaign

Milan

PROJECT

On-the-ground recruitment activation campaign designed to attract drivers and technicians for ATM by bringing the employer brand directly into public spaces across the city.

CHALLENGE

Bring ATM's recruitment campaign directly to people in public spaces, reaching drivers and technicians in their daily environments.

APPROACH

Creation of the "ATM Village" featuring interview areas and a bus driving simulator. Human-centred communication campaign: "Are you the next face of ATM?"

RESULT & IMPACT

Over 3,000 online registrations, highly engaged public squares, and a strong reinforcement of the transparent connection between the company and the local community.



IMPACT & SUCCESS STORIES 2025

GALA FIRA

Milan

Italian Foundation for Scientific Research in Rheumatology - Fundraising Gala

PROJECT

Charity and cultural fundraising gala supporting a foundation dedicated to scientific research, combining high-end cultural experiences with a structured fundraising auction.

CHALLENGE

Maximize media visibility for the Foundation and raise significant funds for research from the very first edition.

APPROACH

Multisensory cultural format at the Science Museum (music, exclusive guided tours, dance performances with La Scala's étoile dancers), combined with a contemporary art auction.

RESULT & IMPACT

300+ guests, 50+ national media features (TV, press, digital), and full achievement of fundraising targets: establishment of the first "Carla Fracci" Scholarship.



IMPACT & SUCCESS STORIES 2025

POLICE FASHION SHOW

Lisbon

Police Eyewear Runway Show

PROJECT

High-end fashion runway event for the launch of the Spring 2026 collection and brand repositioning, targeting international buyers, media, and luxury guests.

CHALLENGE

Launch the Spring 2026 collection and unveil the new brand to 600 high-end guests within a very short 6-month timeline during peak season.

APPROACH

Immersive 360° runway show with projection mapping, management of 1,800 overnight stays (Portugal office), and sustainable logistics (QR-based materials, locally sourced catering, food surplus donation).

RESULT & IMPACT

98% attendance rate, 100% “excellent/very good” satisfaction in surveys, and strong media coverage with immediate commercial purchase intent.



IMPACT & SUCCESS STORIES 2025

ESE

Congress of the European Society of Endodontology

Paris

PROJECT

International scientific congress bringing together over 2,500 delegates and a renowned international faculty to exchange the latest advances in endodontology.

CHALLENGE

Deliver a seamless scientific congress while creating engaging experiences that strengthened networking, participation, and the sense of community.

APPROACH

Integrated congress management combined with live communication activities and curated social experiences, including a Seine River cruise, an exclusive Eiffel Tower rooftop dinner, and interactive engagement initiatives.

RESULT & IMPACT

A highly successful congress that combined scientific excellence with memorable participant experiences, fostering stronger community connections and extending engagement beyond the scientific programme.



IMPACT & SUCCESS STORIES 2025

ERF

European Robotics Forum

Stuttgart

PROJECT

International robotics forum bringing together over 1,400 participants and 76 exhibitors and sponsors to foster collaboration between research, industry, and innovation across Europe's robotics ecosystem.

CHALLENGE

Coordinate a complex international forum involving multiple venues, suppliers, technical visits, and networking activities while ensuring a seamless delegate experience.

APPROACH

Integrated local event management, including venue and supplier coordination, website and promotional activities, social events, an Open Day, a Charity Run, and technical visits involving 272 participants across Fanuc, Neura Robotics, Schunk Se, and Fraunhofer Arena.

RESULT & IMPACT

A dynamic forum that successfully combined scientific exchange with immersive networking opportunities, reinforcing collaboration across the European robotics community and strengthening the event's role as a leading platform for innovation.





OUR RES P OUR RESPONSIBILITY SIBI LITY



Creating Positive Change

THE HUMAN TOUCH BEHIND RESPONSIBILITY



Sustainability is ultimately about the choices we make today and the impact they create tomorrow. Throughout 2025, AIM Group continued to integrate sustainability across its activities, embedding environmental, social, and governance principles into the way we operate, collaborate, and grow. This journey is no longer driven by compliance alone; it is guided by a broader ambition: creating long-term value while generating a positive impact for people, communities, and the ecosystems in which we operate.

“True progress is measured by the value we create for people, communities, and future society.”

Patrizia Semprebene Buongiorno
Vice President of AIM Group International

During the year, we further strengthened our ESG framework, expanded internal capabilities, and continued to promote responsible practices across projects, partnerships, and decision-making processes. As expectations evolve and global challenges become increasingly interconnected, we believe sustainability must remain a shared responsibility and a strategic driver of progress. Because lasting growth is not measured only by what we achieve, but by the value we create for future generations.

SUSTAINABILITY STRATEGY & HISTORIC MILESTONES

Driving Sustainable Transformation Through Measurable Progress

The AIM Group 2025 Sustainability Report **covers the entire AIM Group including all operating entities within the Groups perimeter.**

It reflects AIM Group's ongoing commitment to **transparency, responsibility, governance, and stakeholder engagement.** It presents both qualitative and quantitative results, highlighting the **progressive integration of ESG criteria into event design, internal operations, stakeholder relations, and reporting practices.**

The results and recognitions achieved in 2025 confirm AIM Group's role among the leading global players in the meeting industry. But beyond awards, what matters most to us is our ability to continue evolving together with our clients and stakeholders, helping to shape the future of events, communication, and consulting in a responsible, innovative, and inclusive way.

The **UNI EN ISO 20121 certification pathway for sustainable event management was further consolidated,** extending it to an increasing number of projects, internal processes, with the aim of minimizing negative impacts on local communities.

For AIM Group, **ISO 20121 is not just a certification, but an operational model that permeates the design, execution, and continuous improvement of events—from risk assessment to supplier coordination and impact reporting.**

The Evidence of our Commitment

For AIM Group, **sustainability is a core commitment to creating positive social, economic, and environmental outcomes through the events it manages.**

To support this, the company has implemented internal procedures and policies that promote sustainable development and are guided by its Declaration of Intent and Values.

Building on the Diversity & Inclusion Policy and the Waste Management and Energy Efficiency Policy adopted in 2024, the Group introduced a **Supply Chain Policy in 2025 to strengthen awareness and engagement across its suppliers and partners.**

Focus HR: Talent Development & Corporate Training

At AIM Group, there is a true **HR Ecosystem dynamic environment** where talent meets opportunity, and each individual becomes a driver of shared change.

At the heart of our organizational transformation is a continuous investment in our people. In 2025, the focus on **continuous learning** was further strengthened through professional training programs designed to promote a culture of **ongoing improvement at all organizational levels,** supporting the development of technical, leadership, and transversal skills.

Specific training on sustainability topics was provided, aimed at strengthening operational and design skills in sustainability and providing practical tools for integrating ESG principles into event management.

This **educational roadmap** ensures our teams remain agile, future-ready, and deeply educated in sustainability integration across all business units.

Employee Well-being: The Workplace Health Promotion Project

In line with WHP Guidelines, new initiatives dedicated to employee well-being were consolidated and promoted, introducing new cross-functional pathways focused on health, culture, and welfare.

Employee care is supported by initiatives such as the Workplace Health Promotion (WHP) framework. AIM actively promotes a **holistic culture of well-being inside and outside the workplace,** supporting healthy lifestyles, work-life balance, and physical wellness. These initiatives effectively transforms health awareness into structured, daily corporate support.

Supply Chain & Sustainable Sourcing

AIM recognizes that operational impact heavily depends on its supply chain.

By adhering to AIM's supply chain policy, suppliers operate with awareness and ensure services are aligned with the established guiding principles. Procurement procedures ensure that vendors adhere to ethical, environmental, and social responsibility standards, multiplying economic value within regional ecosystems.

Cyber Security & Technological Resilience

To protect stakeholder data and handle highly regulated sectors (such as healthcare and corporate operations), AIM significantly accelerated its **investments in Cyber Security.** Throughout the year, we implemented advanced data-protection infrastructures and carried out security awareness initiatives across all personnel, supporting risk mitigation and fostering transparency.

Women in Leadership

Women play a central role in AIM Group's leadership, governance, and overall organizational development, contributing significantly to decision-making processes and the company's long-term strategic direction. They represent:

- **82%** of total personnel.
- **76%** of managerial positions.
- **70%** of top management and executive roles.

This leadership model drives our strategic vision, ensuring diverse perspective-taking, inclusion, and a highly collaborative workplace culture.

CREATING IMPACT BEYOND BUSINESS

Building a Legacy Through People, Communities and Opportunity

At AIM Group, we believe that success is measured not only by the events we deliver, but by the positive impact we create in the communities we touch.

Across continents and cultures, we support initiatives that promote health, education, inclusion and social development, contributing to long-term value that extends far beyond our business activities.

These projects reflect our commitment to creating opportunities, supporting vulnerable communities and leaving a meaningful legacy for future generations.

*Empowering
communities through
health, education, and
inclusion to build a
brighter, shared future.*

BURUNDI REHABILITATION CENTRE

Restoring Mobility. Restoring Hope.

One of AIM Group's most significant and enduring social initiatives is the Rehabilitation Centre in Burundi, dedicated to the memory of our founder, Enzo Buongiorno.

Established in 2015, the Centre provides essential post-operative rehabilitation services to children and adults recovering from life-changing surgical procedures.

For many patients, rehabilitation represents the final and critical step in their journey towards recovery, independence and reintegration into daily life.

More than a healthcare facility, the Centre stands as a symbol of our long-term commitment to improving quality of life and expanding access to care in underserved communities.

Legacy created: Supporting recovery, dignity and opportunity through sustainable healthcare initiatives.



OUR RESPONSIBILITY

FOOD FOR GOOD

Reducing Waste. Feeding Communities.

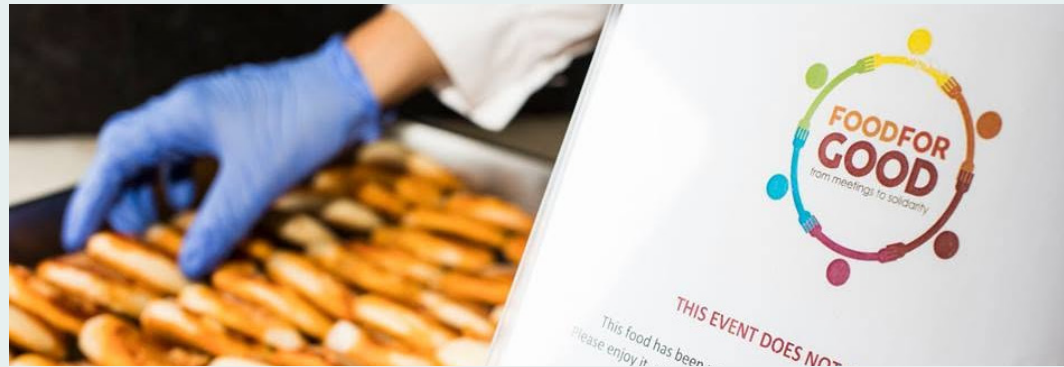
Every event has the potential to generate positive social impact.

Through the Food for Good programme, coordinated by Federcongressi, surplus food from events is recovered and redistributed to local charitable organisations.

This initiative transforms potential waste into valuable resources, supporting people in need while promoting more responsible event management practices.

By connecting hospitality with solidarity, Food for Good demonstrates how even small actions can generate meaningful benefits for local communities.

Impact created: Reducing food waste while supporting vulnerable individuals and families.



DYNAMO CAMP

Creating Moments That Matter.

During the holiday season, AIM Group partnered with Dynamo Camp to support Recreational Therapy programmes for children living with serious or chronic illnesses.

These initiatives provide children and their families with opportunities to experience joy, connection and personal growth in a safe and supportive environment.

Through shared experiences, creativity and play, Dynamo Camp helps children rediscover confidence and resilience beyond the challenges of illness.

Impact created: Supporting emotional wellbeing and quality of life for children and families facing difficult circumstances.



OUR RESPONSIBILITY

LILT

Supporting Prevention and Awareness.

Through our partnership with the Italian League for the Fight Against Cancer (LILT), AIM Group contributes to initiatives focused on prevention, awareness and support for individuals affected by cancer.

During key moments of the year, including Christmas and Easter, employees and partners

are invited to support fundraising activities that combine meaningful giving with tangible social impact.

These initiatives reinforce the importance of collective action in supporting health and wellbeing within our communities.

Impact created: Contributing to cancer prevention, awareness and patient support programmes.



SAVE THE CHILDREN

Education Creates Opportunity.

Education remains one of the most powerful tools for social transformation.

Through our support for Save the Children, AIM Group contributed to the renovation of a school in Nepal, creating a safer and more welcoming environment for learning and development.

The project directly benefited more than 500 students and their teachers, helping provide access to quality education and improved learning conditions.

Because every child deserves the opportunity to learn, grow and build a better future.

Impact created: Improving educational opportunities and learning environments for future generations.



LOOKING FORWARD

From Corporate Responsibility to Shared Value

Our commitment to social impact is not a standalone initiative. It is part of a broader vision of responsible growth, where business success and community wellbeing move forward together.

As we continue to expand globally, we remain committed to supporting projects that generate lasting value, strengthen communities and contribute to a more inclusive and sustainable future.

KEY SUSTAINABILITY ACHIEVEMENTS IN 2025

2025 was marked by tangible progress, strengthened capabilities, and important milestones across our sustainability journey.

Governance and Reporting

- Publication of the 2024 Sustainability Report, reinforcing transparency and knowledge sharing across the industry.
- Publication of the Sustainable Supply Chain Protocol, strengthening supplier engagement and complementing our existing Diversity & Inclusion Policy.
- Publication of the Supplier Protocol and related Checklist within the first Net Zero Carbon Events Reporting Results.

Certifications and Recognition

- Maintaining compliance with, and alignment to the 2024 version of the UNI EN ISO 20121 certification for sustainable event management.
- Maintenance of ISO 14001 certification by AIM Group Prague.
- Confirmation of AIM as a Health Promoting Workplace 2025 within the WHP ATS Milano, Regione Lombardia program.
- Recognition of AIM Portugal as an ESG 360° Committed Company by Turismo de Portugal.

Performance and Continuous Improvement

- Completion of the digitalization of internal operational processes, increasing efficiency and reducing paper consumption.
- Improvement of the EcoVadis score to 59/100, with confirmation of the Committed badge.
- Expansion of sustainability training programs delivered by internal and external experts across AIM Group's Italian offices.

Climate Commitment

- Near Term Commitment to the Science Based Targets initiative (SBTi) through the Near-Term Commitment pathway, aligning emissions reduction targets with climate science and the goals of the Paris Agreement.



SUSTAINABILITY IMPACT CASES

1. A Certified Green Meeting: 9th International Congress on Bone Conduction Hearing and Related Technologies (OSSE0 2025)

Held in Vienna from 3–6 September 2025, the 9th International Congress on Bone Conduction Hearing and Related Technologies (OSSE0 2025) became the first event in its field to receive the prestigious Austrian Ecolabel for **Green Meetings, a nationally recognized certification** awarded to events that meet rigorous sustainability standards.

This achievement was made possible through the comprehensive sustainability strategy developed and implemented by AIM Group Austria across every stage of the event lifecycle, from planning and logistics to on-site operations and stakeholder engagement.

The congress obtained the certification required compliance with rigorous environmental criteria and the implementation of measures to significantly reduce the event's ecological footprint.

The initiative reflects AIM Group's commitment to integrating sustainability into event management while ensuring high standards of participant experience and scientific exchange.

KEY HIGHLIGHTS

	Sustainable Accessibility	• Green locations within walking distance and accessible by public transport • Promotion of bike-friendly mobility
	Sustainable Materials	• Exhibition booths made from recyclable materials • Digital signage and reusable roll-ups
	Plastic Free	• Eco-friendly congress bags • Plastic-free gadgets • No single-use plastic in catering
	Energy Efficiency	• Ban on the use of outdoor heaters or air conditioning in exhibition spaces
	Sustainable Catering	• Zero-km menus (organic products) • Local suppliers and optimized logistics to reduce emissions



2. 62nd National Congress of the Italian Society of Rheumatology (SIR): Advancing Science Through Sustainable Event Management

The 62nd National Congress of the Italian Society of Rheumatology (SIR) brought together healthcare professionals, researchers, and industry stakeholders in Rimini for one of the leading scientific events in the field. Alongside its scientific program, the congress incorporated **sustainability principles** across key aspects of its organization.

Rimini was selected for its accessibility and sustainable mobility options, supported by direct rail connections and a dedicated agreement with Trenitalia to encourage train travel. The event was hosted at the Palacongressi di Rimini, an ISO 20121-certified venue powered in part by renewable energy and designed to promote responsible resource management.

The congress also supported the Food for Good initiative, in partnership with Banco Alimentare and Equoevento, enabling the recovery and donation of surplus food to local charitable organizations.

Through sustainable transport, responsible venue management, and food recovery initiatives, the event reflects AIM Group's commitment to creating positive environmental and social impact.

KEY HIGHLIGHTS

	Youth and Education	• Interactive sessions dedicated to the younger generations • Involvement of young researchers (SIRyoung)
	Territory and Community	• Collaboration with the "A. Serpieri" High School for the graphics
	Inclusion and Participation	• Creation of spaces for Patient Associations • Promotion of interaction and learning
	Social Value and Well-being	• Initiatives open to the public (SIR Run)

3. SIFO 2025 Congress: Scientific Excellence with a Sustainable Vision

From 6 to 9 November 2025, the SIFO Congress "Protagonists of Change" brought together more than 2,800 hospital pharmacy professionals, including over 350 speakers, at the Porto Antico Congress Centre in Genoa. The event showcased how scientific excellence and sustainability can be successfully integrated into a large-scale congress.

Managed for the eighth consecutive year by AIM Group International in partnership with the Italian Society of Hospital Pharmacy (SIFO), the congress incorporated sustainability principles

throughout its organization, aligning with **international standards such as ISO 20121** and promoting responsible procurement practices within the healthcare sector.

Alongside a rich scientific program featuring 1,045 accepted posters, 10 oral presentations, and the ECM-accredited L.I.F.E. Interactive Laboratory, the event placed **sustainability at the heart of its approach**, demonstrating how professional education and positive environmental and social impact can go hand in hand.

KEY HIGHLIGHTS

	Broad Digitalization	• Elimination of printed materials through the use of the mySIFO app
	Innovation & AI	• In-depth analysis of the impact of artificial intelligence on Hospital pharmacies
	Recycled Materials	• Gadgets made with ocean-bound plastic to reduce waste
	Inclusive Spaces	• SIFO Village as a dynamic environment for participatory and collaborative activities
	Sustainable Catering	• Choice of menus and sustainable options from local suppliers

2025 Impact at a Glance

Creating value for people, planet, communities and business.

PEOPLE

- 300+ Employees
- 82% Women employees
- 76% Women in management positions
- 70% Women in executive roles
- 9,440 Training Hours

PLANET

- ISO 20121 Certified
- Sustainable event management into multiple projects
- Paperless event management
- Digital event management
- SBTi Near Term Commitment aligned with the Paris Agreement

GOVERNANCE

- 59/100 EcoVadis Score (Committed Badge)
- 1 Sustainable supply chain protocol published
- Cybersecurity training delivered across all Group entities
- 1 Code of Ethics and Compliance Framework applied across all Group activities

COMMUNITY

- 549 Students supported in Nepal
- 1 Rehabilitation centre supported in Burundi
- 5 active CSR programs

BUSINESS IMPACT

- Total Turnover €88,988,930
- 150+ Clients
- 150+ Associations Meetings
- 2,000+ Live, Digital & Hybrid Activations
- 410,000 Participants Handled
- 26,500 Exhibition Net Square Meters
- 22,500 Abstracts Handled



OUR FUTURE OUR FUTURE FUTURE

THE HUMAN TOUCH BEHIND WHAT'S NEXT

Building a Stronger, Smarter and More Connected AIM

As AIM Group enters its next phase of **development**, our ambition extends beyond growth. We are building an organization that is more **agile**, more **integrated**, more **innovative**, and even closer to the evolving needs of clients, communities, and stakeholders worldwide.

The foundations of our future strategy are built around five interconnected priorities that will guide our evolution through the coming years.

Strengthening Our Core Business

We will continue investing in our core areas of expertise, enhancing commercial capabilities, expanding our product platforms, and developing innovative solutions that create greater value for clients across events, communication, and consultancy.

Becoming an AI-Enabled Organization

Artificial Intelligence is becoming a strategic enabler across AIM Group. Through structured experimentation, skills development, and the integration of AI-powered solutions, we are transforming the way we operate, analyze data, support decision-making, and engage with clients. Our objective is clear: use technology to enhance efficiency, improve responsiveness, and create more personalized experiences, while keeping people at the centre of every interaction.

Empowering People and New Ways of Working

The future of AIM is driven by talent. We will continue investing in leadership development, continuous learning, international collaboration, and flexible working models that support both performance and well-being. Our commitment is to create an environment where people can grow, innovate, and contribute to a shared vision of excellence.

Accelerating Digital Transformation and Cyber Resilience

As digital ecosystems become increasingly central to our business, we are strengthening our technological infrastructure, cybersecurity capabilities, and operational processes to ensure efficiency, resilience, and trust. Innovation and security will remain fundamental pillars supporting sustainable growth.

Expanding Value Creation

Beyond reinforcing our market leadership, we aim to broaden our value proposition through integrated services, specialized expertise, sustainability-driven solutions, and new digital opportunities capable of generating long-term impact for clients and communities alike.

Looking Forward

Supported by a strong pipeline of international projects extending well beyond 2030, AIM Group enters the future with confidence, ambition, and a clear sense of purpose. As technology reshapes industries and expectations continue to evolve, we remain committed to the principle that has guided us for more than 65 years: innovation creates opportunities and together we shape the future.

For more than 65 years, we have helped organizations create meaningful connections, share knowledge, and generate impact.

As technology reshapes industries and expectations continue to evolve, we remain committed to the principle that has always guided us:

***Innovation creates opportunities.
People create value.***

*The future of AIM will
be increasingly digital,
increasingly global, and
increasingly sustainable.
But it will always remain
profoundly human.*



Behind every milestone are people.

With expertise, curiosity and commitment, they turn challenges
into opportunities and ideas into lasting impact.

Because growth always begins with people.

BARCELONA

BRATISLAVA

BRUSSELS

BUDAPEST

FLORENCE

LISBON

MADRID

MILAN

PARIS

PORTO

PRAGUE

ROME

VIENNA



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