

SUSTAINABILITY REPORT 2025



**People, Connections, and Purpose:
Shaping Shared Value**





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.

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People, Connections, and Purpose: Shaping Shared Value

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

For over 65 years, AIM Group International has supported companies, associations, and institutions in designing events, communication pathways, and consulting projects that do not simply follow trends, but anticipate them. It is in this spirit that we would like to share how our way of doing business increasingly integrates growth, innovation, and sustainability in a structural manner.

We strongly believe in the power of human connection: creating meaningful encounters, authentic dialogue, and trusting relationships lies at the heart of our daily work. Every event, every communication campaign, and every consulting project is designed to generate concrete and lasting value among brands and communities, scientific societies and their members or sponsors, companies and clients, partners and employees, integrating sustainability as a strategic value rather than merely a formal requirement.

Today, our Group is a global, multi-service, and continuously evolving organization: 13 offices across 9 countries, a structure made up of specialized companies working in synergy, and an Italian hub with offices in Milan, Florence, and Rome, internationally recognized for excellence in congress and event organization. This network enables us to offer comprehensive and tailored support, with a deep understanding of local contexts and the communities in which we operate.

Our identity is built on solid pillars: creative thinking, service quality, innovative capability, and a people-centered approach. By integrating events, communication, and consulting, we are committed to designing immersive and sustainable experiences where networking generates tangible value and where ISO 20121-certified venues, ethical partnerships, responsible digital solutions, and ESG criteria consistently guide every choice.

At the same time, we manage the entire communication cycle—from brand strategy to content production, from media relations to brand experience—with the aim of transforming passive listening into active participation and strengthening our clients' communities. In parallel, we provide strategic consulting that combines analysis, creativity, and innovation, turning complex challenges into intelligent and sustainable solutions, while responsibly addressing the new landscape shaped by artificial intelligence.

For AIM Group, sustainability is not a separate chapter, but a cross-cutting principle that guides our decisions: from internal organizational choices to the selection of partners and suppliers, from format design to the measurement of generated impact. Sharing goals, building relationships based on trust and transparency, and working consistently with the values we declare are essential conditions for partnerships that generate impact.

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.

We are aware that the path toward fully sustainable development is an ongoing commitment that requires vision, listening, and the courage to rethink established models and practices. Along this journey, your contribution—as clients, partners, institutions, associations, and collaborators—is essential to guide and improve us.

Gianluca Buongiorno
President of AIM Group International



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 every result, what makes AIM distinctive is our ability to combine expertise with empathy, global reach with personal commitment, and innovation with human understanding”

Gianluca Buongiorno
President of AIM Group International

At AIM, we are shaping an organization that is more agile, better integrated, and increasingly innovative—ever more responsive to the shifting needs of clients, communities, and stakeholders worldwide.

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.

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.

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

Our network of different companies, each specializing in specific services for the organization of cross-sector and multicultural events collaborate synergistically to provide comprehensive and tailored support to clients.

AIM Italy

The Group's largest entity, with offices in Milan, Florence, and Rome, manages conferences, meetings, and events.

AIM International Network

A network of local offices specializing in congresses, corporate events, hospitality, and DMC services, combining in-depth local expertise with established partnerships in each destination.

AIM Education

Specialized in educational and scientific activities, AIM Education is an Italian CME Provider accredited by the Ministry of Health (Provider No. 93).

OUR IDENTITY

Our Numbers

300+

TALENTED
PEOPLE



65+

YEARS OF
EXPERIENCE



13

OFFICES



120+

WON BIDS



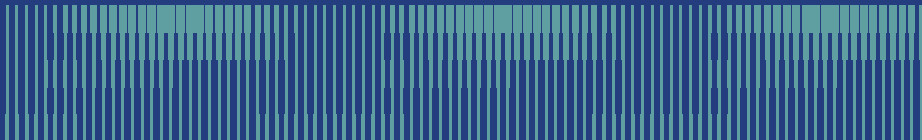
150+

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

Clients' challenges rarely fit a single discipline. A global congress can need strategy, scientific programme development, sponsorship, communications, digital engagement, education, sustainability, and measurement—often supplied by multiple providers. AIM unifies these through **one integrated ecosystem, improving alignment, efficiency, and coherence so ideas and expertise flow toward a shared vision**.



OUR IDENTITY

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:





Driving Innovation



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.

"Innovation creates possibilities. AIM's people turn them into meaningful impact."

Gianluca Scavo

CEO, AIM Group International

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

This combination of competencies enables the delivery of high-level results and tailored solutions for clients.

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

OUR IDENTITY

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

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



OUR RES D ON SIBI LITY

**OUR
RESPONSIBILITY**



Creating Positive Change



SUSTAINABILITY BEGINS WITH PEOPLE



At AIM Group International, sustainability is not a separate business function, but the way we build relationships, design experiences, and create value. Our Human Touch approach reminds us that sustainability can succeed only when built together.

Covering all Group entities, the 2025 Sustainability Report reflects our commitment to transparency, responsibility, governance, and stakeholder engagement.

It presents qualitative and quantitative results, highlighting the growing integration of ESG criteria into event design, operations, stakeholder relations, and reporting.

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

Patrizia Semprebene Buongiorno

Vice President of AIM Group International

In 2025, AIM Group further strengthened its structured and proactive approach, translating its sustainability commitments into concrete practices across event design, delivery, and evaluation. The UNI EN ISO 20121 certification pathway was further consolidated and extended to more projects, internal processes, and geographic areas, helping minimize negative impacts on local communities.

OUR SUSTAINABILITY APPROACH

Advancing Our Commitment to a More Sustainable Future

Certifications and sustainability governance



Luisa Bianco, AIM Group Sustainability Manager

The sustainability transformation has evolved into a dynamic model of continuous improvement, also reflected externally: AIM Group's **activities inspire and guide suppliers, clients, and partners toward more responsible practices.**

AIM Group demonstrates a sustained commitment to embedding sustainability across its activities, positioning itself as a sector benchmark. The Sustainability Report shows transparent, determined ESG implementation and active stakeholder engagement. AIM pairs data-driven measurement with storytelling and tangible impact, treating sustainability as a long-term journey that drives continuous improvement.

2025 was a year marked by concrete actions, strengthened expertise, and strategic recognitions, particularly with regard to:

- The completion of the **digitalization of internal operational processes** to increase efficiency and reduce paper-based materials;
- The publication of the **2024 Sustainability Report**, aimed at ensuring transparency, sharing best practices, and inspiring the sector;
- The release of a **Sustainable Supply Chain Protocol**, aligned with the previously

published **Diversity and Inclusion Policy**, to ensure engagement across all levels of the value chain;

- The maintenance and update to the 2024 version of the **UNI EN ISO 20121 certification**, in pursuit of continuous improvement in economic, environmental, and social performance;
- The improvement of the overall **EcoVadis** score, currently at **59/100**, and confirmation of the **"Committed" badge**;
- The strengthening of **dedicated internal training programs on sustainability**, delivered by both external and internal experts to operational teams;
- The confirmation of AIM's recognition as a **"Health Promoting Workplace 2025"** within the WHP ATS Milan Project, Regione Lombardia;
- The publication of the **Supply Chain Protocol** and related checklist in the **first Reporting Results of Net Zero Carbon Events**;
- The maintenance of the **ISO 14001 certification** held by AIM Group Prague;
- The recognition of AIM Portugal as an **ESG 360° Committed Company** by Turismo de Portugal;
- Joining the **Science Based Targets initiative (SBTi) – Near-Term Commitment**: to reduce greenhouse gas emissions in line with scientific evidence and the Paris Agreement.

Materiality Analysis

AIM Group International continues along a structured path to **monitor and report environmental, social, and economic impacts**, consolidating the progress achieved in the previous year. With the update of the 2025 Sustainability Report, in compliance with the GRI (Global Reporting Initiative) standards, **the Group has decided to expand its reporting scope by including not only its Italian offices but also those of its ten international branches.**

During 2025, AIM Group International confirmed the materiality analysis conducted in the previous reporting period, maintaining the same evaluation criteria and outputs that had emerged from that process. In line with the requirements of the GRI Standards, in 2024 AIM carried out its materiality analysis by identifying the main positive and negative impacts that the Group has or could have on the environment, people, and the economy. These impacts were assessed through a stakeholder engagement survey, which involved top and middle management from all company functions, as well as a sample of external stakeholders.

The focus was placed on the potential and actual effects—both positive and negative—arising from AIM's activities and partnerships. The impacts on the environment, people, and the socio-economic fabric were evaluated, always from a sustainable development perspective.

Each topic was assessed for relevance, drawing on the expertise of participants and considering three key criteria:

- **Scale: the severity or benefit of the impact;**
- **Scope: how widespread the positive or negative impact is;**
- **Likelihood: the probability that the impact/event may occur (for potential impacts).**

This approach ensured consistent evaluations aligned with the previous year, enabling an effective update of material topics. In this way, AIM further strengthens the integration of sustainability into its corporate strategy.

The topics identified as material for the 2025 Sustainability Report are outlined below, ranked by relevance and ESG macro-area.

		Quality of provided services and Customer satisfaction
		Supply chain sustainable management
		Employee engagement and well-being
		Economical performance and financial stability
		Privacy and Cybersecurity
		Staff training and development
		Health and safety protection
		Community development and respect
		Social and environmental compliance
		Waste management
		Protection of diversity and equal opportunities
		Emissions reduction
		Ethics and integrity
		Respect of human rights and workers rights
		Social Impacts Projects

Environment
 Social
 Economic and Corporate Responsibility, Governance, Compliance and Anti-Corruption
 Supply Chain

AIM Group Stakeholder Mapping

AIM Group International's sustainability strategy adopts an approach that enables the identification and reporting of material topics relevant to both the current and future business model, in close alignment with stakeholders' expectations and priorities.

A wide range of key actors is considered, all of whom contribute to and influence operations: employees, true drivers of innovation and operational effectiveness; **clients**, whose needs guide the evolution of services; **suppliers, strategic partners** for a responsible value chain; the **industry sector**, within which sustainable practices are promoted; **shareholders**, focused on long-term value creation; **communities** and **NGOs**, representing the social dimension of AIM's impact; the **media**, essential for transparency and reputation; and, finally, **governments** and **regulatory bodies**, which define the regulatory framework and sustainability conditions.

The stakeholder engagement process is structured into several phases, integrated within the reporting system: from the **management and review of key stakeholders** to the **execution of surveys** involving the most relevant ones, and finally to the **analysis** and **prioritization** of **emerging topics** within the corporate strategy.

This process concludes with the review, discussion, and approval of priorities by executive management, taking into account the feedback received. For AIM Group, **communication is not merely a visibility tool**, but a **true strategic enabler to foster sustainable change within the stakeholder ecosystem**. The integration of sustainable storytelling into communication campaigns is therefore essential to build trust and authenticity—core values for the success and dissemination of sustainable events.



OUR RESPONSIBILITY



Clients

From the early planning stages of each event, AIM shares concrete ESG-related objectives with its clients to minimize environmental impact and strengthen social responsibility. Clients thus become active partners with whom targeted decisions and post-event reports are shared.



Event Participants

AIM continues to raise awareness among participants through informational campaigns and on-site guidance, encouraging them to act as ambassadors in promoting responsible behavior among one another.



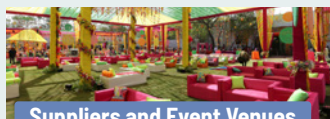
Employee and Collaborators

AIM continues to launch internal communication campaigns in its role as a "Healthy Workplace," including storytelling, internal surveys, and team challenges to keep staff informed and engaged.



Industry Associations

Active contribution to industry communication platforms, publishing insights and promoting shared sustainability standards at the sector level.



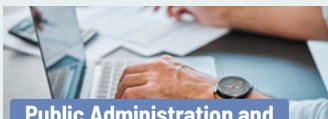
Suppliers and Event Venues

Distribution of ESG guidelines and protocols to suppliers to align expectations and shared objectives; informational sessions are organized to promote transparent and ethical practices.



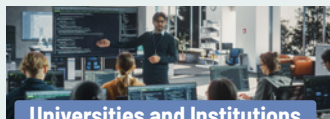
Financial Institutions

Provision of updates on progress and the annual Sustainability Report to strengthen alignment with sustainable finance and transparent reporting.



Public Administration and Local Authorities

Commitment to sustainability through dedicated sections in tenders and documentation, responding transparently to ESG-related requirements and expectations.



Universities and Institutions

Provision of content and learning opportunities with a strong focus on training young professionals. At the same time, AIM has leveraged communication to reinforce its advocacy for the events sector as a sustainable industry toward institutions.



Local Communities

Promotion of engaging initiatives for local communities, with the aim of creating a lasting legacy and reinforcing the social value generated by events hosted in the area. These activities have also helped promote responsible and sustainable behaviors among event participants.



Media

Strengthening AIM's positioning as a benchmark in responsible event management through testimonials and tangible results.



Third Sector Organizations

Support for their causes and initiatives, amplifying their visibility through communication efforts, backing initiatives aligned with AIM's values, and enhancing the impact of their activities.



GOVERNANCE ETHICS AND STRATEGY

GOVERNANCE ETHICS AND STRATEGY

TRUST IN ACTION

Human Touch means creating trust.

Trust requires accountability, transparency, and ethical leadership.

Our governance structure ensures sustainability considerations are integrated into strategic decision-making across the organization.

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 holders of the company's shares, is the body responsible for passing resolutions in both ordinary and extraordinary sessions on matters reserved by law or the Articles of Association. It provides the Board of Directors with guidance on defining the business strategy and sets directions for operating effectively in the market.

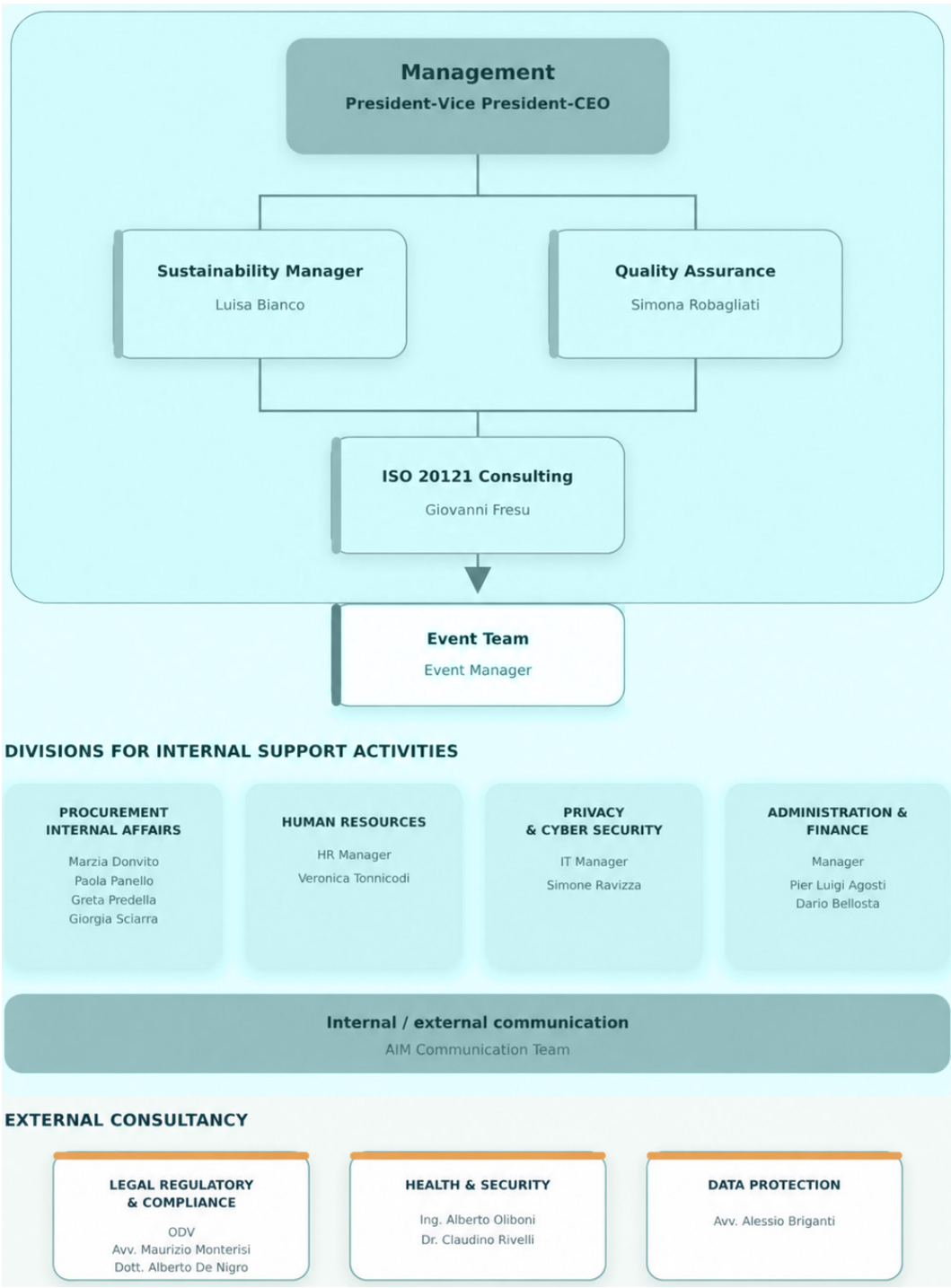
The Board of Directors, composed of three directors, represents the primary decision-making body. Its role is to define the company's strategies and business directions.

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

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

Sustainability Team

AIM Group has a dedicated sustainability team reporting to the CEO, including a Sustainability Manager who coordinates with Quality Assurance and Procurement. The team works across functions to embed sustainability into operations, processes, and event design, combining internal support with external specialist collaboration. It supplies guidelines, tools, and operational assistance to project teams to implement ESG best practices in everyday management and event delivery.



Coordination and strategic guidance

The Sustainability Manager drives AIM's sustainability strategy, coordinating across business units to embed ESG principles at every stage of the event lifecycle. Working closely with Quality Assurance and the ISO 20121 consultant, the team monitors and certifies compliance with international sustainable-event standards—from planning to measurement of environmental, social, and economic impacts.

This collaboration promotes regulatory compliance, continuous innovation, supplier adherence to protocols, GHG emissions reduction, and effective stakeholder engagement, strengthening AIM's competitiveness in the MICE market.

Support to Internal Functions

AIM Group has a dedicated sustainability team reporting to the CEO, including a Sustainability Manager who coordinates with Quality Assurance and Procurement. The team works across functions to embed sustainability into operations, processes, and event design, combining internal support with external specialist collaboration. It supplies guidelines, tools, and operational assistance to project teams to implement ESG best practices in everyday management and event delivery.

Generated and Distributed Value

The Economic Value Statement is a reclassification of AIM Group International's Income Statement and represents the value created and redistributed. Specifically, this statement shows the economic performance of operations, the wealth distributed to stakeholders identified as key interest groups for AIM, and the Group's ability to create value for its stakeholders.

In 2025, the Economic Value Generated amounted to €89,575,456, reflecting a slight decrease of 5% compared to 2024. The Economic Value Distributed totaled €87,223,481, down by 6% compared to 2024, while the Economic Value Retained, amounting to €2,351,976, increased significantly compared to the previous year.

Policies adopted as evidence of our commitment

For AIM Group, sustainability is a fundamental commitment to generating positive social, economic, and environmental impacts in the events it organizes. In this context, the company has adopted internal procedures and policies to promote sustainable development, guided by its **Declaration of Intent and Value**. This key document emphasizes adherence to sustainability principles, the active involvement of all participants, waste reduction, and the assurance of workplace safety.

Complementing this is the **Code of Ethics**, based on integrity, transparency, and compliance with regulations, which promotes the protection of human rights, sustainability, and managerial excellence. Through the management of conflicts of interest, the protection of personal data, and ongoing dialogue with stakeholders, AIM Group fosters an ethical and responsible culture across all organizational phases.

Each policy follows a rigorous drafting and approval process, as set out in the Quality Manual. Responsibility for their development, including sustainability-related documents, lies with the **Quality Manager**, in coordination with company functions. Final approval rests with the Chief Executive Officer, who validates them at Group level and mandates their implementation.

In addition to the **Diversity & Inclusion Policy** and the **Waste Management and Energy Efficiency Policy**, already formalized in 2024, the **Supply Chain Policy** was introduced in 2025 to enhance awareness and engagement across the Group's supply chain.

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

- **Internal communication platform with email notifications and alerts;**
- **Dedicated training and update sessions to strengthen staff awareness and understanding;**
- **A dedicated section on the corporate website highlighting sustainability commitments;**
- **Social media campaigns and targeted communications to partners and stakeholders, aimed at sharing updates and promoting active engagement.**

Direct economic value generated and distributed		
	2025	2024
Direct economic value generated	€ 89.575.456	€ 93.900.784
Economic value distributed	€ 87.223.481	€ 92.688.106
of which value distributed to suppliers and other operating costs	€ 70.388.484	€ 74.654.586
of which employee compensation	€ 15.581.475	€ 16.795.476
of which remuneration to financial providers	€ 1.078.864	€ 991.339
of which remuneration to the Public Administration	€ 174.658	€ 246.705
Retained economic value	€ 2.351.976	€ 1.212.678

GRI 201-1 Economic Direct Value Generated and Distributed

Ethics and compliance management

Respect for values is a core pillar for AIM Group. All directors, employees, and collaborators must follow the **Code of Ethics**, approved by the Board in March 2019 and distributed to staff. Our Code of Ethics guides every business decision.

It promotes:

- **Fair competition**
- **Human rights protection**
- **Transparency**
- **Anti-corruption practices**
- **Responsible business conduct**

These principles apply to employees, partners, suppliers, and stakeholders throughout our value chain.

The Code is integrated into AIM's Organization, Management and Control Model (M.O.G.), adopted under Legislative Decree 231/2001. A dedicated Supervisory Body oversees compliance and updates; the Model was last revised in May 2023 and is now being updated to reflect recent regulatory changes.

The Model sets rules and conduct principles based on fairness and transparency to prevent offenses under the Decree, and contains mandatory protocols that all employees and contractual partners must know and follow. AIM conducts continuous risk monitoring—especially in event management—and acts promptly when needed, with particular emphasis on anti-corruption and preserving fair competition.



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

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

The initiative aims to protect those who report issues, preventing concerns about potential retaliation.

Cybersecurity protection

In 2025, the IT security system was further strengthened by integrating technical and organizational measures to protect personal data and enhance the resilience of digital infrastructures.

AIM Group adopts high standards for the security and management of data relating to employees, clients, and stakeholders, ensuring the protection of data subjects' rights in compliance with the General Data Protection Regulation (GDPR – EU Reg. 2016/679).

Policies and operational guidelines have been implemented to improve the security of corporate applications and personal data processing activities.

The Group has a **Disaster Recovery Policy** in place, which defines the approach to be followed to ensure the timely restoration of access to and functionality of IT infrastructure in the event of disasters, whether natural or man-made (such as technical failures or cyberattacks).

At the **Risk Assessment level, a Vulnerability Assessment is carried out on a quarterly basis** to identify, classify, and proactively manage risks related to information system security.

Thanks to the **Security Operation Center (SOC)**, operating 24/7, the Group's IT infrastructure is continuously monitored, enabling the real-time detection of any critical events and prompt response, thereby minimizing operational and reputational impact.

In 2025, **all staff were also involved in a cybersecurity training campaign through the Metacompliance platform.**

Additionally, four training campaigns focusing on the phenomenon of phishing were conducted. These activities aim to strengthen awareness of digital responsibility, risk management, data protection, and ethical behavior in the use of technology.

CYBER SECURITY TRAINING - METACOMPLIANCE

Cybersecurity starts with each of us, 251 people
- 97,40 hours topics covered

Phishing	15 April
Password safety	15 May
Clear screen and clear desk	10 June
Mobile devices and remote working	31 July
Email security	28 August
Cyber security and data handling	15 September
Artificial intelligence	15 October
Web browsing safety	17 November
Physical security	15 December

During 2025, there were no complaints about privacy breaches, nor were there any leaks, thefts, or losses of customer, employee, or stakeholder data.

Sustainable supply chain management

In 2025 AIM Group reinforced sustainable supply-chain management with a formal Sustainability Protocol requiring partners and suppliers to align with the Group's environmental, social, and ethical principles. The protocol sets measurable sustainability KPIs collected via stage-specific forms and a supplier questionnaire (certifications, commitments). A digital platform is being developed to integrate quality, sustainability, and governance documentation; the protocol is already published and shared with key suppliers.

Suppliers are required to actively commit to:

- Implement effective **environmental management practices**
- Adopt innovative solutions to make **products/services more sustainable**
- Promote **resource efficiency, material reuse, and waste recycling**
- **Contribute positively to the communities** in which they operate
- **Provide measurable KPIs and indicators** demonstrating commitment and progress in sustainability
- **Be available for audits and periodic checks** by AIM Group or designated third parties to ensure compliance with the Protocol
- **Maintain transparency in operations** and provide all required documentation
- **Commit to the continuous improvement** of sustainable practices
- **Extend these principles to subcontractors**, ensuring their compliance with the indicated criteria
- **Provide regular feedback** on challenges and opportunities related to the implementation of sustainable practices

AIM requires documented risk assessments and mitigation plans for environmental, social, and operational risks, subject to periodic KPI reviews and audits. **Human-rights protection and non-discrimination — embedded in the Code of Ethics — are enforced across the value chain and reinforced by the Protocol.** Supplier analysis now includes classification mapping and ESG assessments to identify critical areas and target questionnaires and documentation.

A structured rating model (severity, likelihood, significance) for supply clusters was developed by a cross-functional team, with documentation requirements defined per service. The model is implemented on the AIM Vendor Platform, piloted with key suppliers in 2025 and being expanded in 2026.

During 2025, the percentage of spending directed toward local suppliers amounted to €56,044,963, representing a 23% decrease compared to the previous fiscal year.

Percentage of the procurement budget used for significant operating locations that is spent on local suppliers to those locations		
ITALY	2025 (€)	2024 (€)
Procurement budget spent	56.044.963	73.057.703
Of which local suppliers	51.335.287	65.675.345
Percentage	91,6 %	87,5 %

GRI 204-1 Proportion of spending on local suppliers



ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL RESPONSIBILITY: CARING FOR OUR PLANET

The environmental strategy is based on a responsible, integrated, and measurable approach to resource management.

This method is reflected in the operational management of events, which avoids isolated actions in favor of building a coherent pathway focused on waste prevention and grounded in a lifecycle approach.

By adhering to AIM's supply chain policy, suppliers operate with awareness and ensure services are aligned with the established guiding principles.

For example, **catering is becoming increasingly sustainable using certified local suppliers**, the offering of seasonal menus with locally sourced products, the reduction of single-use plastics, and the introduction of vegetarian and plant-based options as a standard, thereby contributing to the reduction of environmental impact.

Furthermore, AIM Group International continues its fight against food waste by **donating surplus food to food banks and charitable organizations**, thus providing concrete support to communities in need.

Moreover, a series of energy efficiency measures will be implemented to improve sustainability and reduce energy consumption within the offices.

To further optimize system usage, internal timers will be installed to limit the operation of machinery exclusively to working hours, thereby avoiding energy waste during periods of inactivity.

In addition, the installation of external thermal insulation (building envelope insulation) is planned to improve the building's energy performance, along with the installation of photovoltaic panels, with the aim of increasing on-site renewable energy production and reducing the overall environmental impact of the office.

These initiatives represent an important step toward the energy transition and environmental responsibility of AIM Group International.



Energy consumption and emissions – Scope 1 & 2

Energy consumption, related to the procurement of electricity for office activities and various teams, is mainly attributable to heating and cooling systems. The increase in consumption compared to 2024 is due to the inclusion of international offices within the reporting scope.

Regarding corporate mobility, AIM intends to continue reducing emissions by progressively renewing its leased fleet with hybrid or plug-in hybrid vehicles, alongside strengthening consumption monitoring practices and preventive maintenance.

Additional initiatives are also under evaluation, such as training on efficient vehicle use and lifecycle analysis of the vehicles themselves.

In 2025, these emissions amount to 52.7 tCO₂eq, an increase compared to 2024, when emissions were around 18.3 tCO₂eq.

In 2025, the energy intensity index was 0.00002, an increase compared to 2024, when the value stood at 0.000006. The reason for this discrepancy is directly attributable to the expansion of the reporting boundary that occurred during the 2025 reporting period.

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN GJ			
Type of consumption	u.m.	2025	2024
Electricity	GJ	960	351
Of which from non-renewable sources	GJ	948	351
Of which from renewable sources	GJ	12	0
Natural gas	GJ	349	0
Company vehicles			
Gasoline	GJ	343	193
Diesel	GJ	110	57
Total	GJ	1.763	601

GRI 302-1 Energy consumption within the organization

Responsible waste management

Waste generation is limited and mainly linked to office activities; it is managed at the level of individual locations, especially during events, which makes consistent reporting complex. Nevertheless, AIM has implemented policies aimed at reducing single-use plastics and promoting sustainable practices, extending these principles to supplier selection as well.

The **Waste Management Policy** is now a well-established procedure for **Responsible Waste Management and Energy Consumption Reduction**. Aligned with the Group's values and integrated into the ISO 20121 certified management system, it defines clear principles for offices and events, involving staff, suppliers, and stakeholders.

AIM Group's goal is to achieve increasingly tangible sustainability. Waste management is carried out responsibly both within AIM offices during daily activities and at events, where the guiding principle of the **4Rs—Reduce, Reuse, Recycle and Recover**—is becoming more deeply embedded.

Within AIM offices, careful separate waste collection is implemented and has become part of everyday routine.

The selection of venues to host events considers the policies they implement to reduce the environmental impact of waste, as well as internal and external awareness initiatives to foster a shared culture of responsibility.

This vision extends to operational efficiency and responsibility across the entire value chain, requiring suppliers and partners to comply with environmental and regulatory standards at every stage of the service lifecycle, in line with the policy.

Net zero carbon events: an industry initiative to address climate change

Net Zero Carbon Events is a project that addresses crucial themes such as waste management, energy efficiency, local sourcing, and responsible hiring practices.

Participating in this initiative means being part of a global, action-oriented collaboration. For this reason, AIM Group is proud to be a signatory of Net Zero Carbon Events, a rapidly growing movement aimed at achieving climate neutrality by 2050.

Through this initiative, AIM's objective is to build a bridge among all stakeholders across corporate, professional, academic communities, and destinations that have already made a concrete commitment to one of the most significant collective challenges of our time.

The Net Zero Carbon Events initiative aims to engage a wide range of industry players to:

- Jointly communicate the sector's commitment in which AIM operates to address climate change and achieve the net zero target by 2050
- Develop common methodologies for measuring direct, indirect, and supply chain greenhouse gas emissions
- Build a shared roadmap towards net zero by 2050 and emissions reduction by 2030, in line with the Paris Agreement, providing support and guidance on key topics
- Foster collaboration between suppliers and clients to ensure a consistent and aligned approach
- Establish common mechanisms for reporting progress and sharing best practices

The NZCE initiative is listed on the United Nations Global Climate Action Portal, which tracks signatories and supporters, including AIM Group. NZCE reports transparently to the UN on signatories' progress toward climate neutrality.

In October 2025 NZCE published its first Reporting Results Report, analysing the initial reporting cycle. That cycle assessed the sector's position on achieving net zero and introduced signatories to the reporting process. The report highlights progress in communication and collaboration across value chains and with clients, and explicitly recognizes **AIM Group's Supplier Protocol as a best-practice model**.



DESIGNING SUSTAINABLE EXPERIENCES

For AIM, a successful event is not measured only by attendance or satisfaction.

It is measured by the positive legacy it creates. Through ISO 20121-certified processes, sustainability is integrated into event planning, delivery, and evaluation.

SUSTAINABILITY IMPACT CASES

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

Held in Vienna from 3–6 September 2025, the 9th International Congress on Bone Conduction Hearing and Related Technologies (OSSEO 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



SOCIAL RESPONSIBILITY

**SOCIAL
RESPONSIBILITY**

SOCIAL RESPONSIBILITY: PEOPLE FIRST

At AIM Group International, employees and collaborators are a core, irreplaceable resource. Developing talent and promoting wellbeing are strategic priorities aligned with the Group's sustainable growth. New hires follow a structured onboarding programme that introduces AIM's activities, structure, and values to support cultural integration.

Our People in 2025

- 298 employees
- 98% permanent contracts
- 86% full-time contracts
- 32 non-employee collaborators
- 15 internships activated during the year

Job stability is one of the defining elements of the Group's HR strategy

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

The Group's approach to human resource management remains firmly rooted in its core values: **respect, fairness, integrity, and the belief that people are the driving force behind the creation of sustainable long-term value.**

GRI 2-7 Employees

Total number of employees broke down by contract type (fixed-term and permanent)									
Contract type	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fixed term	0	5	5	2	12	14	2	17	19
Permanent	54	239	293	53	250	303	56	239	295
Total	54	244	298	55	262	317	58	256	314



SOCIAL RESPONSIBILITY



Diversity and inclusion

AIM Group promotes a culture of respect, listening, and safety for all individuals on a daily basis and recognizes the strategic value of diversity as a distinctive and competitive factor.

To foster an inclusive, dynamic, and sustainable work environment, AIM is committed to making these principles a cornerstone of its operational, managerial, and relational procedures and practices.

Highlights

- 82% of employees are women
- 76% of management positions held by women
- 70% of executive roles held by women
- Initiatives supporting awareness and prevention of gender-based violence
- Dedicated HR listening and support channels

Creating an inclusive workplace means ensuring that everyone feels seen, heard, and respected.

AIM Group International's **Diversity and Inclusion Policy** incorporates the principles and values of the Code of Ethics and the Sustainability Statement of Intent. It establishes the fundamental principles regarding Human Rights, diversity, and inclusion across all Group companies. The Policy applies to all staff across the Group's offices, affiliated companies, and subsidiaries.

The policy is published on the corporate website and is regularly updated. Below are the guidelines on which the policy is based:

- Ensure fair and sustainable growth
- Implement diversity and inclusion policies
- Strongly condemn all forms of discrimination and violence
- Attract diverse and innovative talent

- Promote collaboration among individuals with different experiences and perspectives
- Actively promote continuous learning

Policy Responsibility

The HR Manager is responsible for the D&I policy, working closely with the Sustainability and Quality Managers to coordinate, monitor initiatives, and report to top management.

D&I is integrated into the Risk Assessment Document (DVR) to monitor and improve employee health, safety, and wellbeing.



In 2025 AIM marked the International Day for the Elimination of Violence Against Women by posting informational materials with the national anti-violence helpline number (1522) across its Italian offices.

Physical and mental wellbeing

Wellbeing beyond the Workplace

Wellbeing is a shared responsibility.

Through flexible working arrangements, health promotion initiatives, welfare programs, and prevention activities, we support both physical and mental wellbeing.

Key Initiatives

- Smart Working model
- Workplace Health Promotion (WHP) Program
- Health awareness campaigns
- Gym partnerships
- Behavioral addiction awareness training

AIM recognizes that gender-based violence affects entire communities and commits to concrete actions to ensure respect and safety for everyone. A dedicated HR contact point offers listening and initial guidance.

With a largely female workforce, AIM promotes a culture of trust, respect, inclusion, and a safe, welcoming environment.

Promotion of Gender Balance

Gender representation continues to be a strength within AIM Group International:

- 82% of the workforce is made up of women (244 employees);
- Women hold 76% of managerial roles and 70% of executive positions within the company

AIM Group is committed to promoting gender balance at all levels of the organization, recognizing the value of diversity as a strategic driver for sustainable growth.

In recognition of the benefits of a more flexible way of working, **balancing on-site presence and remote work, Smart Working was**

also adopted in 2025 with an increasingly structured approach, aimed at achieving a balance between organization, autonomy, collaboration, and genuine attention to people.

In 2025, AIM Group participated for the second year in the **WHP – Workplace Health Promotion Project**, an initiative promoted by ATS Milan and the Lombardy Region, based on the WHO model “Healthy Workplace: A Model for Action.”

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, extending them to all Italian offices:**

- Vending machines compliant with WHP specifications;
- ECM training for the occupational physician, with a focus on health and prevention;
- Internal communication on active breaks and promotion of stair use (“Stairs for Health”);
- Agreements for physical activity with McFit and Virgin Active gyms;
- Training program “Behavioral Addictions,” structured in three sessions between October and December 2025 and open to all Italian offices.

These initiatives reflect the Group's commitment to promoting people's well-being by fostering an **inclusive, sustainable work environment attentive to quality of life.**





New Welfare Hub Project

An annual €250 voucher for employees in the lower salary bands, to be used for services such as mobility, culture, healthcare and well-being.



Creation of a "Book Crossing" Area

An initiative promoting sharing and a culture of well-being through reading in designated break areas.



"Grow and Give" Project

Promoting solidarity through the reuse of children's clothing and waste reduction among AIM Group parents. The initiative takes place on Teams and concludes with data and feedback collection to support its improvement.



Mo' Sto Bene Project

An employee benefit dedicated to psychological well-being, developed in partnership with the innovative benefit company Mo'StoBene. It offers confidential online psychological support at preferential rates.

Initiatives launched in 2024 and confirmed for 2025



PARTNERSHIP WITH AD ARTEM

Cultural opportunities for employees, including guided tours, events and other cultural activities.



PARTNERSHIP WITH INTERLINE TURISMO CLUB

Preferential rates for travel and leisure activities, supporting employees' physical and mental well-being.





Talent development

AIM Group prioritizes staff development, offering continuous training to build skills for change, responsible innovation, and sustainability. In 2025, learning was expanded with programs on technical, managerial, and transversal skills, plus refresher and digital training on quality, safety, cybersecurity, leadership, and sustainability.

2025 Results

- 9,440 training hours delivered
- 154 hours dedicated specifically to sustainability topics
- University partnerships with IULM and Milano-Bicocca
- Active participation in mentoring and career development programs
- Continuous onboarding and professional development opportunities

Attraction and retention

Sustainability is introduced from day one: onboarding includes dedicated materials and a session on AIM's values. Talent acquisition assesses both technical fit and cultural alignment.

Development pathways

In 2025 AIM ran 15 internships (5 curricular, 10 extracurricular) and promoted internal career development and role changes to recognize and grow internal talent.

Training and sustainability skills

Total training hours increased in 2025 across all levels.

In 2025, 9,440 hours of training were provided, divided between health and safety, technical and professional training, and onboarding programs.

Average hours of training per capita by professional category and gender						
Number of hours	2025					
	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	44	14,67	42	6,1	86	8,65
Managers	15	3,00	153	8,1	168	7,01
Employees	1.464	31,84	7.721	35,6	9.185	34,93
Workers	0	0	0	0	0	0
Total	1.523	28	7.917	32,4	9.440	32

GRI 404-1 Average hours of training per year and by employee category

Protecting health and safety at work

AIM Group prioritizes workplace health and safety, committing to a safe, comfortable, and inclusive environment that meets legal and corporate standards.

Its safety management system complies with Italian Legislative Decree 81/08 and is overseen by the Employer, Occupational Physician, Health & Safety Manager (RSPP), and Workers' Safety Representative to ensure prevention and protection measures.

The Group maintains insurance covering occupational and non-occupational accidents for all employees, with extra coverage for executives and directors. A Risk Assessment Document (DVR) guides a structured, regularly updated approach to prevention and continuous improvement. An established accident-management procedure mandates prompt reporting, first aid, notification to authorities (INAIL), internal cause analysis, and corrective/preventive actions.

AIM delivers regular training to raise awareness of work risks and equip employees to identify and manage hazards effectively.

During 2025, 256 hours of training in occupational health and safety were carried out.

Workplace injuries

In 2025, total hours worked amounted to 510,889, and only one commuting accident (in itinere) occurred involving a workplace location at one of the Italian offices, resulting in an incidence rate of 0.00000196. During the reporting period, there were also no recorded cases of occupational diseases among AIM employees.

AIM Group follows a specific procedure for managing workplace injuries, which includes the immediate reporting of the incident, the provision of first aid to the employee, and the official recording and notification of the injury to the relevant authorities, followed by an internal analysis of the causes.

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

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.



FOOD FOR GOOD

Reducing Waste. Feeding Communities.

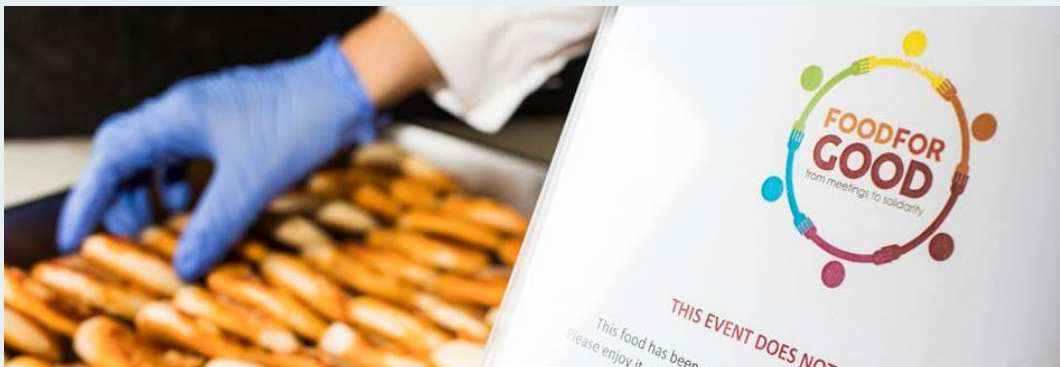
Every event has the potential to generate positive social impact.

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.

In conjunction with the holiday season, AIM supported Dynamo Camp's Recreational Therapy programs 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.



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.





SUSTAINABILITY REPORT AND GRI INDICATORS

SUSTAINABILITY REPORT AND GRI INDICATORS

Methodological Note

This document represents the third Sustainability Report (hereinafter also the "Report") of AIM Group International S.p.A. (also referred to as "AIM Group International", "AIM Group", "AIM", the "Company" or the "Group") and has been prepared with reference to GRI Standards option, as indicated in the corresponding table in section 5.3 of this Report. It includes a selection of Sustainability Reporting Standards published by the Global Reporting Initiative (GRI), as detailed in the annex "GRI Content Index", which outlines the coverage of the GRI indicators included in this document.

The information contained in this document refers to fiscal year 2025 (from 1 January 2025 to 31 December 2025) and forms an integral part of the relevant Consolidated Financial Statements.

The identification and updating of material sustainability topics were carried out through an internal assessment process involving senior management. A description of the updated material topics is presented in the relevant section of this Report, together with details of how these priorities have been integrated into strategic and operational actions. The same section also outlines stakeholder categories and their relevance within the sustainability journey.

The scope of the social data reported in the Report corresponds to that of the AIM Group Consolidated Financial Statements as at 31 December 2025. The reporting boundary includes all Italian and international companies; in particular, in addition to the existing Italian offices in Milan and Florence, the Rome office and the following international entities were also included in 2025: Barcelona, Bratislava, Brussels, Budapest, Lisbon, Madrid, Paris, Porto, Prague, and Vienna.

This document reflects AIM Group's ongoing commitment to transparency, responsible 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 Report has been subject to a limited assurance engagement (in accordance with ISAE 3000 Revised) by Deloitte & Touche S.p.A. in the early months of 2026.

This Sustainability Report was approved by AIM Group's Board of Directors on 31 March 2026 and is publicly available in the Sustainability section of the company's website.

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HUMAN TOUCH LASTING IMPACT

Sustainability is not only about reducing risks or measuring impacts.

It is about People.

The People who attend our events. The people who work with us. The communities we engage in. The partners who share our journey.

By putting People at the center, we create stronger relationships, more responsible events, and a more sustainable future.

This is our Human Touch. This is AIM Group International.

Human Touch at a Glance - 2025 Key Figures

People

- 300+ employees
- 82% women
- 76% women managers
- 9,440 training hours
- 154 sustainability training hours

Governance

- Expanded international sustainability reporting
- ISO 20121 certification maintained
- EcoVadis score improved
- Sustainability Supply Chain Protocol introduced

Planet

- SBTi Near Term commitment
- Net Zero Carbon Events Pledge signatories
- Green Meeting certification projects
- Office energy efficiency investments

Communities

- Support for LILT and Dynamo Camp
- Food recovery initiatives
- Patient association engagement
- SIFO Forest 2025

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**

2025 Impact at a Glance

Creating value for people, planet,
communities and business.

GOVERNANCE

ECOVADIS COMMITTED BADGE

Sustainable supply chain protocol published

Cybersecurity training delivered across all Group entities

Code of Ethics and Compliance Framework applied across all Group activities

COMMUNITY

549 Students supported in Nepal

Rehabilitation centre supported in Burundi

Active CSR programs

5.1 GRI Indicators

GRI 2-7 Staff¹

Italy

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

Contract type	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Fixed term	0	1	1	1	6	7	1	6	7
Permanent	47	189	236	49	204	253	49	204	253
Total	47	190	237	50	210	260	50	210	260

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	47	158	205	50	182	232	50	182	232
Part-time	0	32	32	0	28	28	0	28	28
Total	47	190	237	50	210	260	50	210	260

¹ GRI Disclosure 2-7 is reported for the entire scope of the Group. Employee figures are expressed in terms of headcount as of December 31, 2025 (the end of the reporting period covered by this Report), and the breakdowns specified in points (a) and (b) of the disclosure are presented, with the exception of the breakdown by geographical area.

Austria

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	0	0
Permanent	2	12	14
Total	2	12	14

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	1	10	11
Part-time	1	2	3
Total	2	12	14

Belgium

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	0	0
Permanent	0	6	6
Total	0	6	6

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	0	6	6
Part-time	0	0	0
Total	0	6	6

Portugal

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	1	1
Permanent	2	13	15
Total	2	14	16

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	2	14	16
Part-time	0	0	0
Total	2	14	16

Czech Republic

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	2	2
Permanent	1	10	11
Total	1	12	13

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	1	6	7
Part-time	0	6	6
Total	1	12	13

Slovakia

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	1	1
Permanent	0	1	1
Total	0	2	2

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	0	2	2
Part-time	0	0	0
Total	0	2	2

Spain

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	0	0
Permanent	2	5	7
Total	2	5	7

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	2	5	7
Part-time	0	0	0
Total	2	5	7

Hungary

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

Contract type	2025		
	Men	Women	Total
Fixed-term	0	0	0
Permanent	0	3	3
Total	0	3	3

Total number of employees broken down by employment type (full-time and part-time) and gender

Employment type	2025		
	Men	Women	Total
Full-time	0	3	3
Part-time	0	0	0
Total	0	3	3

GRI 2-8 Non-employee workers

Italy

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025			2024			2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Temporary agency workers	0	0	0	-	-	-	-	-	-
Interns	3	5	8	6	8	14	6	8	14
Self-employed workers with VAT number	9	7	16	2	5	7	2	5	7
Other	0	2	2	-	1	1	-	1	1
Total	12	14	26	8	14	22	8	14	22

Austria

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	0	0	0
Other	0	0	0
Total	0	0	0

Belgium

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	0	0	0
Other	0	0	0
Total	0	0	0

Portugal

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	1	1
Interns	0	0	0
Self-employed workers with VAT number	1	2	3
Other	0	0	0
Total	1	3	4

Czech Republic

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	1	0	1
Other	0	0	0
Total	1	0	1

Slovakia

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	0	1	1
Other	0	0	0
Total	0	1	1

Spain

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	0	0	0
Other	0	0	0
Total	0	0	0

Hungary

Total number of non-employee workers broken down by contractual relationship and gender

Contractual relationship	2025		
	Men	Women	Total
Temporary agency workers	0	0	0
Interns	0	0	0
Self-employed workers with VAT number	0	0	0
Other	0	0	0
Total	0	0	0

GRI 2-30 Collective bargaining agreements

Italy

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025	2024	2023
Total number of employees	237	259	260
Number of employees covered by collective bargaining agreements	237	259	260
Total percentage	100%	100%	100%

Austria

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	14
Number of employees covered by collective bargaining agreements	0
Total percentage	0% ²

Belgium

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	6
Number of employees covered by collective bargaining agreements	6
Total percentage	100%

Portugal

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	19
Number of employees covered by collective bargaining agreements	19
Total percentage	100%

Czech Republic

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	13
Number of employees covered by collective bargaining agreements	0
Total percentage	0% ³

Slovakia

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	2
Number of employees covered by collective bargaining agreements	0
Total percentage	0% ⁴

Spain

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	7
Number of employees covered by collective bargaining agreements	7
Total percentage	100%

Hungary

Percentage of employees covered by collective bargaining agreements

Number of employees (HC)	2025
Total number of employees	3
Number of employees covered by collective bargaining agreements	0
Total percentage	0% ⁵

² Austria follows the collective bargaining agreement applicable to travel agencies

³ There are no collective labor agreements in Slovakia; therefore, remuneration reflects labor law requirements

⁴ There are no collective labor agreements in Slovakia and the Czech Republic; therefore, remuneration reflects labor law requirements.

⁵ There is no collective bargaining; instead, there is an employment contract that reflects statutory requirements under labor law.

GRI 401-1 New employee hires and employee turnover

Italy

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	4	3	0	7	41%
Women	9	4	0	13	52%
Total	13	7	0	20	48%
Incoming turnover %	29%	6%	0%	8%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	2	3	3	8	47%
Women	2	20	12	34	19%
Total	4	23	15	42	100%
Outgoing turnover %	9%	19%	21%	18%	

New hires and incoming turnover 2024

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	4	1	0	5	10%
Women	17	7	3	27	13%
Total	21	8	3	32	12%
Incoming turnover %	39%	5%	3%	10%	

Terminations and outgoing turnover 2024

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	7	0	7	14%
Women	4	21	4	29	14%
Total	4	28	4	36	14%
Outgoing turnover %	7%	17%	4%	11%	

New hires and incoming turnover 2023

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	-	3	0	3	6%
Women	1	4	0	5	2%
Total	1	7	-	8	3%
Incoming turnover %	3%	4%	0%	3%	

Terminations and outgoing turnover 2023

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	-	-	-	-	0%
Women	-	-	-	-	0%
Total	-	-	-	-	0%
Outgoing turnover %	0%	0%	0%	0%	

Austria

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	2	0	0	2	17%
Total	2	0	0	2	14%
Incoming turnover %	33%	0%	0%	14%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	-	0%
Women	1	0	0	1	8%
Total	1	0	0	1	7%
Outgoing turnover %	17%	0%	0%	7%	

Belgium

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	1	3	0	4	67%
Total	0	3	0	4	67%
Incoming turnover %	0%	150%	0%	67%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	-	0%
Women	0	2	0	2	33%
Total	0	2	0	2	33%
Outgoing turnover %	0%	100%	0%	33%	

Portugal

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	3	2	0	5	36%
Total	3	2	0	5	31%
Incoming turnover %	100%	18%	0%	31%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	-	0%
Women	1	2	0	3	21%
Total	1	2	0	3	19%
Outgoing turnover %	33%	18%	0%	19%	

Czech Republic

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	0	1	0	1	36%
Total	0	1	0	1	31%
Incoming turnover %	0%	8%	0%	8%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	0	0%
Women	0	0	0	0	0%
Total	0	0	0	0	0%
Outgoing turnover %	0%	0%	0%	0%	

Slovakia

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	0	0	1	1	50%
Total	0	0	1	1	50%
Incoming turnover %	0%	0%	100%	50%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	0	0%
Women	0	0	0	0	0%
Total	0	0	0	0	0%
Outgoing turnover %	0%	0%	0%	0%	

Spain

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	1	0	0	1	20%
Total	1	0	1	1	14%
Incoming turnover %	50%	0%	0%	14%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	0	0%
Women	0	4	1	5	0%
Total	0	4	1	5	0%
Outgoing turnover %	0%	0%	0%	0%	

Hungary

New hires and incoming turnover 2025

Gender	< 30	30-50	> 50	Total	Incoming turnover %
Men	0	0	0	0	0%
Women	0	0	1	0	0%
Total	0	0	0	0	0%
Incoming turnover %	0%	0%	0%	0%	

Terminations and outgoing turnover 2025

Gender	< 30	30-50	> 50	Total	Outgoing turnover %
Men	0	0	0	0	0%
Women	0	0	0	0	0%
Total	0	0	0	0	0%
Outgoing turnover %	0%	0%	0%	0%	

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

Italy

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	44	14,67	1	0,33	45	7,50
Middle managers	15	3,00	95	7,92	110	6,47
White-collar employees	1.342	34,41	7.075	40,66	8.417	39,52
Blue-collar workers	0	0	0	0	0	0,00
Total	1.401	29,81	7.171	37,74	8.572	36,17

Average training hours per capita by professional category and gender - 2024

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	47	16	13	4	59	10
Middle managers	32	8	15	1	47	3
White-collar employees	710	15	2450	10	3160	11
Blue-collar workers	-	-	-	-	-	-
Total	789	-	2478	-	3968	10

Average training hours per capita by professional category and gender - 2023

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives & Middle managers	20	3	180	10	200	8
White-collar employees	366	8	2000	8	2.366	8
Blue-collar workers	-	-	-	-	-	-
Total	386	7	2180	8	2.566	8

Austria

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	26,70	26,70	26,70	26,70
Middle managers	0	0	0,50	0,50	0,50	0,50
White-collar employees	29,10	14,55	89,50	8,95	118,60	9,88
Blue-collar workers	0	0	0	0	0	0
Total	29,1	15	116,7	10	145,80	10

Belgium

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0
White-collar employees	0	0	20,3	4,06	20,3	4,06
Blue-collar workers	0	0	0	0	0	0
Total	0	0	20,3	3	20,3	3

Portugal

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	12,30	12,30	12,30	12,30
Middle managers	0	0	44,75	14,92	44,75	14,92
White-collar employees	26,20	0	58,85	5,89	85,05	7,09
Blue-collar workers	0	0	0	0	0	0
Total	26,2	13	115,9	8	142,1	9

Czech Republic

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	2,50	2,50	2,50	2,50
Middle managers	0	0	0,50	0,25	0,50	0,25
White-collar employees	6,80	6,80	236,05	26,23	242,85	24,29
Blue-collar workers	0	0	0	0	0	0
Total	6,8	7	239,05	20	245,85	19

Slovakia

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0
White-collar employees	0	0	21,50	10,75	21,50	10,75
Blue-collar workers	0	0	0	0	0	0
Total	0	0	21,5	11	21,5	11

Spain

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	0	0	0	0
Middle managers	0	0	0	0	0	0
White-collar employees	60,50	30,25	211,90	42,38	272,40	38,91
Blue-collar workers	0	0	0	0	0	0
Total	60,5	30	211,9	42	272,4	39

Hungary

Average training hours per capita by professional category and gender - 2025

Professional category	Men		Women		Total	
	Training hours	Average hours	Training hours	Average hours	Training hours	Average hours
Executives	0	0	0	0	0	0
Middle managers	0	0	12,55	12,55	12,55	12,55
White-collar employees	0	0	8,10	4,05	8,10	4,05
Blue-collar workers	0	0	0	0	0	0
Total	0	0	20,65	7	20,65	7

GRI 405-1 Diversity of governance bodies and employees

Italy

Diversity of the governance body by gender and age group - Board of Directors

Board of Directors	2025				2024				2023			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Men	0	2	1	3	0	1	1	2	0	1	1	2
Women	0	0	1	1	0	0	1	1	0	0	1	1
Total	0	2	2	4	0	1	2	3	0	1	2	3
%	0%	50%	50%	100%	0%	33%	66%	100%	0%	33%	66%	100%

Employees broken down by professional category and gender

Professional category	2025			2024		
	Men	Women	Total	Men	Women	Total
Executives	3	3	6	3	3	6
Middle managers	5	12	17	4	14	18
White-collar employees	39	174	213	49	244	292
Blue-collar workers	0	1	1	-	1	1
Total	47	190	237	55	262	317

Employees broken down by professional category and gender - related percentage

Professional category	2025			2024		
	% Men	% Women	% of Total	% Men	% Women	% of Total
Executives	50%	50%	3%	50%	50%	2%
Middle managers	29%	71%	7%	22%	78%	6%
White-collar employees	18%	82%	90%	16%	84%	92%
Blue-collar workers	0%	100%	0%	-	100%	0%
Total	20%	80%	100%	17%	83%	100%

Employees by professional category and age group

Professional category	2025				2024			
	< 30	30-50	> 50	Total	< 30	30-50	> 50	Total
Executives	0	1	5	6	-	1	5	6
Middle managers	0	6	11	17	-	5	13	18
White-collar employees	45	112	56	213	54	163	75	292
Blue-collar workers	0	0	1	1	-	-	1	1
Total	45	119	73	237	54	169	94	317

Employees by professional category and age group - related percentage

Professional category	2025				2024			
	% < 30	% 30-50	% > 50	% of Total	% < 30	% 30-50	% > 50	% of Total
Executives	0%	17%	83%	3%	-	17%	83%	2%
Middle managers	0%	35%	65%	7%	-	28%	72%	6%
White-collar employees	21%	53%	26%	90%	18%	56%	26%	92%
Blue-collar workers	0%	0%	100%	0%	-	-	100%	0%
Total	19%	50%	31%	100%	17%	53%	30%	100%

Employees belonging to protected categories

Professional category	2025			2024		
	Men	Women	Total	Men	Women	Total
Executives	0	0	-	-	-	-
Middle managers	1	0	1	1	1	2
White-collar employees	0	4	4	1	5	6
Blue-collar workers	0	1	1	-	1	1
Total	1	5	6	2	7	9

Employees belonging to protected categories - related percentage⁶

Professional category	2025			2024		
	Men	Women	Total	Men	Women	Total
Executives	0%	0%	0%	0%	0%	0%
Middle managers	20%	0%	4%	25%	7%	11%
White-collar employees	0%	2%	2%	2%	2%	2%
Blue-collar workers	0%	100%	100%	0%	100%	100%
Total	2%	2%	2%	4%	3%	3%

⁶ The percentages are calculated using the corresponding number of employees within the given professional classification as the denominator.

Austria

Diversity of the governance body by gender and age group - Board of Directors 2025

Board of Directors	< 30	30-50	> 50	Total
Men	0	1	1	2
Women	0	0	1	1
Total	0	1	1	3
%	0%	33%	66%	100%

Employees broken down by professional category and gender - 2025

Professional category	2025		
	Men	Women	Total
Executives	0	1	1
Middle managers	0	1	1
White-collar employees	2	10	12
Blue-collar workers	0	0	-
Total	2	12	14

Employees broken down by professional category and gender - related percentage

Professional category	2025		
	% Men	% Women	% of Total
Executives	0%	100%	7%
Middle managers	0%	100%	7%
White-collar employees	17%	83%	86%
Blue-collar workers	0%	0%	0%
Total	14%	86%	100%

Employees by professional category and age group - 2025

Professional category	2025			
	< 30	30-50	> 50	Total
Executives	0	0	1	1
Middle managers	0	0	1	1
White-collar employees	6	3	3	12
Blue-collar workers	0	0	0	-
Total	6	3	5	14

Employees by professional category and age group - related percentage

Professional category	2025			
	% < 30	% 30-50	% > 50	% of Total
Executives	0%	0%	100%	7%
Middle managers	0%	0%	100%	7%
White-collar employees	50%	25%	25%	86%
Blue-collar workers	0%	0%	0%	0%
Total	43%	21%	36%	100%

Employees belonging to protected categories - 2025

Professional category	2025		
	Men	Women	Total
Executives	0	0	0
Middle managers	0	0	0
White-collar employees	0	0	0
Blue-collar workers	0	0	0
Total	0	0	0

Employees belonging to protected categories - related percentage

Professional category	2025		
	Men	Women	Total
Executives	0%	0%	0%
Middle managers	0%	0%	0%
White-collar employees	0%	0%	0%
Blue-collar workers	0%	0%	0%
Total	0%	0%	0%

GRI 302-1 Energy consumption within the organization

Italy

Total energy consumption within the Organization in GJ

Type of consumption	Unit of measure	2025	2024	2023
Electricity purchased	GJ	846	351	618
Natural gas	GJ	350	-	-
Company vehicles				
Petrol	GJ	276	193	236
Diesel	GJ	110	57	58
Total energy consumption	GJ	1.582	601	911

Austria

Total energy consumption within the Organization by energy source, in GJ

Type of consumption	Unit of measure	2025
Company vehicles		
Petrol	GJ	0
Diesel	GJ	0
Electricity purchased	GJ	18,8
Of which from non-renewable sources	GJ	12,4
Of which from renewable sources	GJ	6,4
Total	GJ	18,8

Belgium

Total energy consumption within the Organization by energy source, in GJ

Type of consumption	Unit of measure	2025
Company vehicles		
Petrol	GJ	21
Diesel	GJ	0
Electricity - total purchased	GJ	38
Total	GJ	59

Portugal

Total energy consumption within the Organization by energy source, in GJ

Type of consumption	Unit of measure	2025
Company vehicles		
Petrol	GJ	27
Diesel	GJ	0
Electricity - total purchased	GJ	27
Total	GJ	27

Czech Republic

Total energy consumption within the Organization by energy source, in GJ

Type of consumption	Unit of measure	2025
Company vehicles		
Petrol	GJ	7
Diesel	GJ	0
Electricity - total purchased	GJ	20
Total	GJ	27

Spain

Total energy consumption within the Organization by energy source, in GJ

Type of consumption	Unit of measure	2025
Company vehicles		
Petrol	GJ	39
Diesel	GJ	0
Electricity - total purchased	GJ	11
Total	GJ	50

GRI 305-1 Direct greenhouse gas (GHG) emissions (Scope 1)

Italy

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025	2024	2023
Consumption from production activities and heating				
Of which natural gas	tCO ₂	20,6	-	-
Vehicle fleet fuel				
Petrol for company cars	tCO ₂	20,2	14	17
Diesel for company cars	tCO ₂	8,1	4	4
Total Scope 1	tCO₂	48,9	18	21

Austria

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Vehicle fleet fuel		
Of which Petrol for company cars	tCO ₂	0
Of which Diesel for company cars	tCO ₂	0
Total Scope 1	tCO₂	0

Belgium

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Vehicle fleet fuel		
Of which Petrol for company cars	tCO ₂	1,5
Of which Diesel for company cars	tCO ₂	0
Total Scope 1	tCO₂	1,5

Portugal

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Vehicle fleet fuel		
Of which Petrol for company cars	tCO ₂	0
Of which Diesel for company cars	tCO ₂	0
Total Scope 1	tCO₂	0

Czech Republic

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Vehicle fleet fuel		
Of which Petrol for company cars	tCO ₂	0,5
Of which Diesel for company cars	tCO ₂	0
Total Scope 1	tCO₂	0,5

Spain

Direct greenhouse gas (GHG) emissions (Scope 1) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Vehicle fleet fuel		
Of which Petrol for company cars	tCO ₂	3
Of which Diesel for company cars	tCO ₂	0
Total Scope 1	tCO₂	3

GRI 305-2 Energy indirect greenhouse gas (GHG) emissions (Scope 2)⁷

Italy

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025	2024	2023
Total Scope 2 Location-based	tCO ₂	66	25	38
Total Scope 2 Market-based	tCO ₂	104	49	64

Austria

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Total Scope 2 Location-based	tCO ₂	0,48
Total Scope 2 Market-based	tCO ₂	0,16

Belgium

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Total Scope 2 Location-based	tCO ₂	0,96
Total Scope 2 Market-based	tCO ₂	1,4

Portugal

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Total Scope 2 Location-based	tCO ₂	3,2
Total Scope 2 Market-based	tCO ₂	3,7

Czech Republic

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Total Scope 2 Location-based	tCO ₂	2,8
Total Scope 2 Market-based	tCO ₂	3,2

Spain

Indirect greenhouse gas (GHG) emissions (Scope 2) in tonnes of CO₂

GHG emissions	Unit of measure	2025
Total Scope 2 Location-based	tCO ₂	0,5
Total Scope 2 Market-based	tCO ₂	0,9

⁷ The reporting standard used (GRI 305: Emissions 2016) provides for two different approaches to calculating Scope 2 emissions: "location-based" and "market-based." The "location-based" approach is based on average emission factors related to energy generation within clearly defined geographic boundaries, such as local, sub-national, or national boundaries. The "market-based" approach is based on GHG emissions from the energy suppliers from which the organization purchases energy under contract.

Applied conversion factors and emission factors

Conversion factors

	Unit of measure	2025	2024	Source
Natural gas	GJ/Smc	0,034284	0,035584	Ministry of the Environment 2024
Electricity	GJ/kWh	0,0036	0,0036	constant
Petrol (road transport)	GJ/t	43,13	43,13	National Inventory Report (NIR) 2024, 2023, 2022, 2021, 2020, 2019
	kg/litri	0,74	0,74	
Diesel (road transport)	GJ/t	42,87	42,85	
	kg/litri	0,84	0,84	

Emission factors

	Unit of measure	2025	2024	Source
Electricity ITA Location-based	gCO ₂ /kWh	279,497	256,3	AIB 2025
Electricity ITA Market-based	gCO ₂ /kWh	441,2	500	AIB 2025
Electricity AUSTRIA Location-based	gCO ₂ /kWh	91,333	-	AIB 2025
Electricity AUSTRIA Market-based	gCO ₂ /kWh	91,333	-	AIB 2025
Electricity BELGIUM Location-based	gCO ₂ /kWh	90,0351	-	AIB 2025
Electricity BELGIUM Market-based	gCO ₂ /kWh	131,728	-	AIB 2025
Electricity PORTUGAL Location-based	gCO ₂ /kWh	430,006	-	AIB 2025
Electricity PORTUGAL Market-based	gCO ₂ /kWh	501,760	-	AIB 2025
Electricity CZECH REPUBLIC Location-based	gCO ₂ /kWh	514,641	-	AIB 2025
Electricity CZECH REPUBLIC Market-based	gCO ₂ /kWh	584,069	-	AIB 2025
Electricity SPAIN Location-based	gCO ₂ /kWh	173,77	-	AIB 2025
Electricity SPAIN Market-based	gCO ₂ /kWh	292,2	-	AIB 2025
ITA gas	tCO ₂ /smc	0,002019	0,002019	Ministry of the Environment 2024
Petrol (road transport)	tCO ₂ /t	3,152	3,152	Ministry of the Environment 2024
Diesel (road transport)	tCO ₂ /t	3,15	3,15	NIR 2024

5.2 Impact correlation table

#	Material topic	Related impacts	Impact description	Type of impact	Actual / Potential
1	Waste management	Impacts related to waste generation at company level and during events	The use of non-eco-sustainable packaging materials, such as plastic, results in waste generation which, especially if not properly disposed of, contributes to environmental pollution.	Negative	Actual
2	Emission reduction	Generation of GHG emissions in operations	Energy consumption, especially from non-renewable sources and fossil fuels, produces GHG emissions that have a negative environmental impact and climate-altering effects.	Negative	Actual
3	Employee training	Contribution to the development of employee skills	The presence of development and training paths helps increase employees' specific knowledge and skills.	Positive	Actual
4	Protection of health and safety	Harm to workers' health	Carrying out the organization's activities and, potentially but not only, the inadequate application of health and safety regulations may cause varying degrees of harm to workers' health.	Negative	Potential
5	Employee development and well-being	Talent attraction and retention	Company policies for employee growth and well-being, such as dedicated welfare initiatives, increase the ability to attract talent, also influencing youth employability and the potential reduction of turnover.	Positive	Potential
6	Protection of diversity and equal opportunities	Contribution to the representation gap	The absence of targeted policies, such as D&I policies, and adequate control, reporting and whistleblower protection systems may lead to pay and representation discrimination between women and men, for example among employees and in governance bodies; inability to guarantee equal opportunities for employees' career development; and incidents of discrimination within the organization.	Negative	Potential
7	Respect for human and workers' rights	Violation of workers' human rights in operations	The absence of a policy and control systems regarding human rights can facilitate instances of failure to respect fundamental rights.	Negative	Potential
8	Quality of service offered & Customer Satisfaction	Continuous quality improvement through ongoing controls on service delivery	Having specific regulatory protocols ensures the high quality and safety of the services offered by the organization, while also promoting alignment with customer expectations.	Positive	Actual
9	Community development and respect	Distribution of value to charitable projects	Promoting initiatives with particular attention to topics such as education, emergencies and essential needs has a positive impact on safeguarding human rights.	Positive	Actual
10		Positive impacts on communities	The organization of events that promote the dissemination of cutting-edge medical practices and a culture of prevention can have a positive impact on the entire community.	Positive	Potential
11		Negative impacts on local communities hosting events	The absence of protocols to manage potential negative externalities arising from the organization of an event, such as noise pollution or deterioration of artistic/cultural heritage, may have negative impacts on local communities at event locations.	Negative	Potential
12	Privacy and cybersecurity	Cybersecurity breaches	The complexity of new technologies and the management of large amounts of data create cybersecurity risks, such as phishing, and may compromise the protection of sensitive data held by the organization.	Negative	Potential
13	Economic performance and financial strength	Generation and distribution of economic value to stakeholders	The promotion of sustainable economic performance enables the generation of shared economic value and a balanced distribution to stakeholders, such as employees, suppliers and customers.	Positive	Actual
14	Social and environmental compliance	Non-compliance with applicable laws, regulations, and internal and external standards, along with associated negative social, environmental, and economic impacts.	Social, environmental, and economic impacts resulting from non-compliance with laws, regulations, and standards.	Negative	Potential

#	Material topic	Related impacts	Impact description	Type of impact	Actual / Potential
15	Ethics and integrity	Anti-competitive behavior, antitrust issues, and monopolistic practices with negative impacts on the economy and markets.	Failure to adopt conduct compliant with antitrust laws and to implement internal procedures and adequate control systems can lead to anti-competitive and monopolistic behavior, with negative impacts on the economy and markets.	Negative	Potential
16	Sustainable supply chain management	Contribution to local development	Promoting procurement by selecting local suppliers helps generate shared value for the community in which the event is held.	Positive	Actual
17		Environmental impacts along the value chain	The organization's activities generate environmental impacts throughout its supply chain, considering for example logistics, waste, energy and water consumption, and other factors.	Negative	Actual
18		Social impacts along the value chain	The organization's activities generate social impacts throughout its supply chain, considering for example workers' rights, H&S risks, and impacts on the community and participants.	Negative	Potential

5.3 GRI Content Index

Statement of use. AIM Group has reported the information included in this GRI content index for the period from January 1 to December 31, 2025, in accordance with the “with reference” option under the GRI Standards. **GRI 1 used:** GRI 1 - Foundation - 2021

GRI Standard / Disclosure		Location
GRI 2 – GENERAL DISCLOSURES – VERSION 2021		
General disclosures		
2-1	Organizational details	Our Identity
2-2	Entities included in the organization's sustainability reporting	Methodological note
2-3	Reporting period, frequency and contact point	Methodological note
2-4	Restatements of information	Methodological note
2-5	External assurance	Methodological note
Activities and workers		
2-6	Activities, value chain and other business relationships	Our Identity
2-7	Employees	Social Responsibility
2-8	Non-employee workers	Social Responsibility
Governance		
2-9	Governance structure and composition	Governance, Ethics and Strategy
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Letter to stakeholders
2-23	Policy commitments	Governance, Ethics and Strategy
2-25	Processes to remediate negative impacts	Governance, Ethics and Strategy
2-27	Compliance with laws and regulations	Governance, Ethics and Strategy
Stakeholder engagement		
2-29	Approach to stakeholder engagement	AIM Group Stakeholder Mapping
2-30	Collective bargaining agreements	Materiality analysis
GRI 3 – Material Topics – 2021 version		
Material topics		
3-1	Process to determine material topics	Materiality analysis
3-2	List of material topics	Materiality analysis
3-3	Management of material topics	Materiality analysis
204: Economic performance - 2016		
201-1	Directly generated and distributed economic value	Governance, Ethics and Strategy
204: Procurement practices - 2016		
204-1	Proportion of spending on local suppliers	Governance, Ethics and Strategy
205: Anti-corruption – 2016		
205-3	Confirmed incidents of corruption and actions taken	Governance, Ethics and Strategy
206: Anti-competitive behavior – 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, Ethics and Strategy
302: Energy – 2016		
302-1	Energy consumption within the organization	Environmental Responsibility
302-3	Energy intensity	Environmental Responsibility
305: Emissions - 2016		
305-1	Direct GHG emissions (Scope 1)	Environmental Responsibility

GRI Standard / Disclosure		Location
305-2	Energy indirect GHG emissions (Scope 2)	Environmental Responsibility
305-4	GHG emissions intensity	Environmental Responsibility
306: Waste - 2020		
306-1	Waste generation and significant waste-related impacts	Environmental Responsibility
306-2	Management of significant waste-related impacts	Environmental Responsibility
401: Employment - 2016		
401-1	New employee hires and employee turnover	Social Responsibility
403: Occupational health and safety - 2018		
403-1	Occupational health and safety management system	Social Responsibility
403-2	Hazard identification, risk assessment and incident investigation	Social Responsibility
403-3	Occupational health services	Social Responsibility
403-4	Worker participation, consultation and communication on occupational health and safety	Social Responsibility
403-5	Worker training on occupational health and safety	Social Responsibility
403-6	Promotion of worker health	Social Responsibility
403-7	Prevention and mitigation of occupational health and safety impacts within business relationships	Social Responsibility
403-9	Work-related injuries	Social Responsibility
403-10	Work-related ill health	Social Responsibility
404: Training and education - 2016		
404-1	Average hours of training per year per employee	Social Responsibility
405: Diversity and equal opportunity - 2016		
405-1	Diversity of governance bodies and employees	Social Responsibility
406: Non-discrimination - 2016		
406-1	Incidents of discrimination and corrective actions taken	Social Responsibility
417: Marketing and labeling - 2016		
417-3	Incidents of non-compliance concerning marketing communications	Governance, Ethics and Strategy
418: Customer privacy - 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, Ethics and Strategy

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