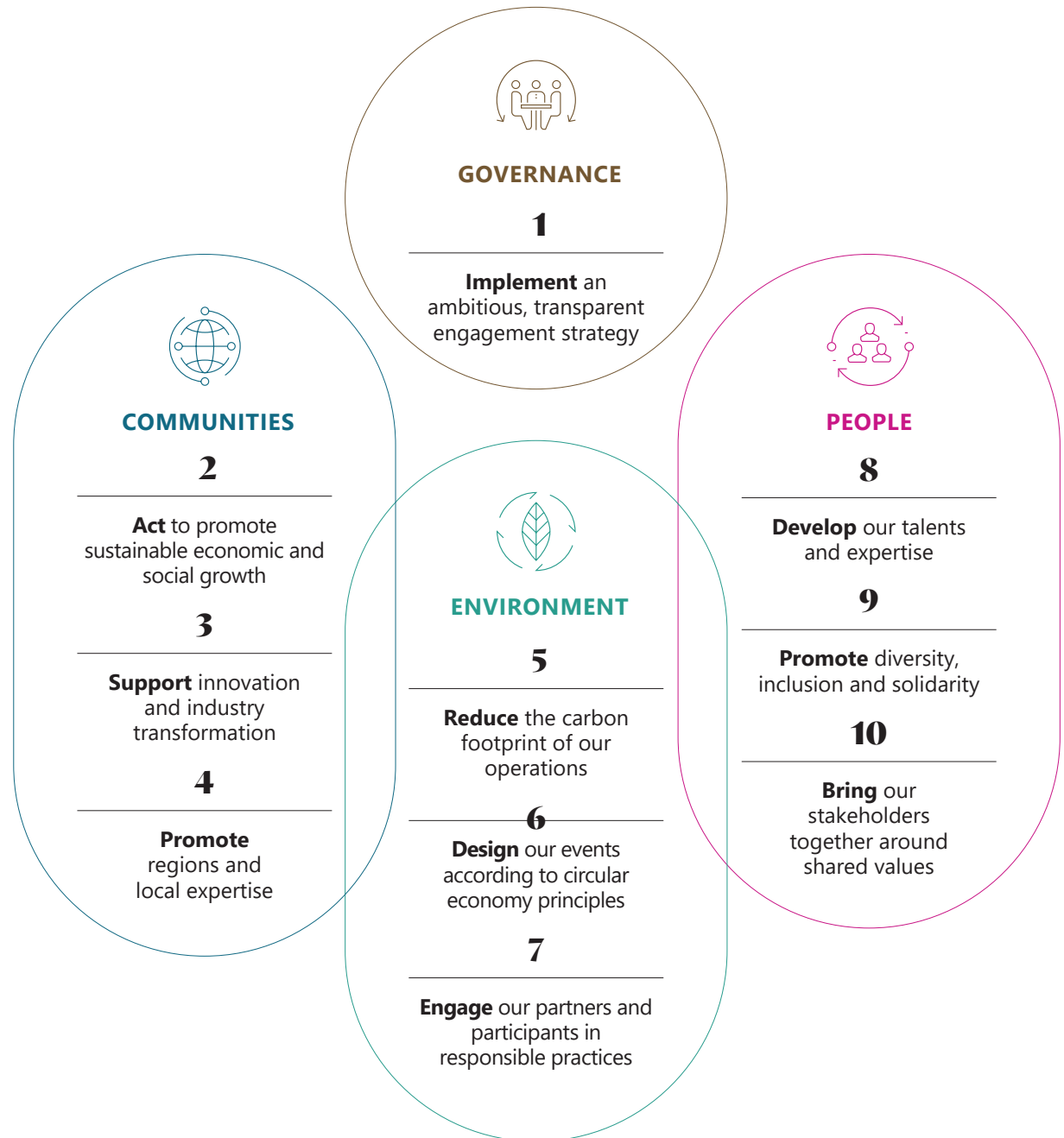


# ALL INVOLVED LEADING THE WAY TO MORE RESPONSIBLE EVENTS

## OUR 10 COMMITMENTS



# COMEXPOSIUM, POSITIVE ONE COMPANY



**Pablo Nakhlé Cerruti**  
Chief Executive Officer

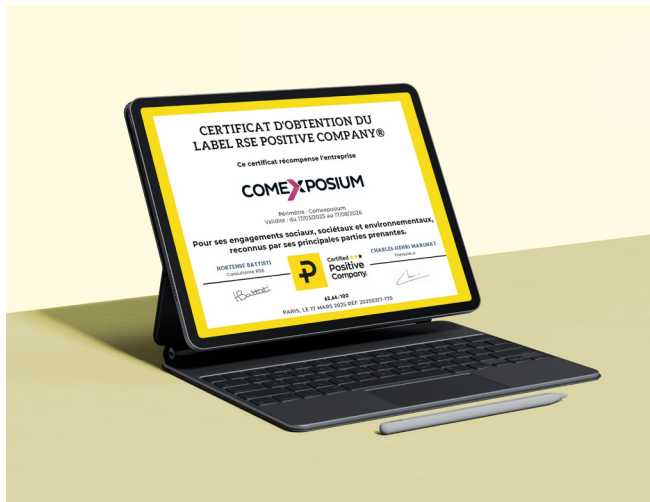
In a world undergoing profound transformations, our responsibility is clear: to make our events catalysts for trust, dialogue and sustainable development. Comexposium has a unique strength: the power of its brands, its presence at the heart of industries that drive global growth, and its ability to bring together engaged communities across the world.

Our brands are no longer simply annual or biennial events. They are platforms for networking, influence, innovation and business. This unique position comes with responsibility. It challenges us to create opportunities for sustainable performance for the industries we support, the regions in which we operate and our entire ecosystem.

This Comexposium Group Engagement Charter formalises our approach. It brings together 10 commitments structured around four priorities: ambitious and transparent CSR governance, a positive contribution to the communities we serve, the reduction of our environmental footprint, and the development of our people in a framework that promotes inclusion and solidarity. It provides a shared direction to help us better measure our impact, share our knowledge and continuously improve our collective practices.

Our ambition is to deliver sustainable performance: performance that creates a positive impact for the sectors we serve, our people, local communities and all those who contribute to the success of our events. This long-term vision is one we must carry forward together, with discipline, commitment and consistency.

## GOVERNANCE



### IMPLEMENT AN AMBITIOUS, TRANSPARENT ENGAGEMENT STRATEGY

**Build and steer**  
a realistic and transparent roadmap

**Strengthen** the robustness of ESG data

**Prepare** for regulatory changes

**Continue** the labelling process



**1 MONTHLY CSR COMMITTEE & 20 CSR AMBASSADORS**



**23 PROJECTS CURRENTLY BEING IMPLEMENTED**



**POSITIVE COMPANY® AUDIT RATING ★★**  
HEADQUARTERS SCOPE 2025

# COMMUNITIES



## ACT

TO PROMOTE SUSTAINABLE ECONOMIC  
AND SOCIAL GROWTH IN COMMUNITIES

**Help** our key sectors address their economic  
and social development challenges

**Build** brands that become pillars within  
communities

**Foster** strategic partnerships that create  
value



**80 BRANDS** (I.E., 400 EVENTS)



**9 DYNAMIC SECTORS**



**4 MILLION VISITORS**

## SUPPORT

INNOVATION AND INDUSTRY  
TRANSFORMATION

**Assess and drive** solutions for  
industrial transformation challenges

**Promote** innovative and responsible solution  
providers

**Develop** educational content and formats



**> 250 AWARDS** AT OUR EVENTS



**> 6,270 HOURS** OF CONTENT PROVIDED,  
INCLUDING 21% WITH A CSR THEME

## PROMOTE

REGIONS AND LOCAL  
EXPERTISE

**Showcase** cities and regions through our  
events

**Tailor** our activities to local challenges

**Promote** local skilled trades and craftsmanship



**> 100,000 SQ.M** DEDICATED TO REGIONAL &  
INTERNATIONAL PAVILIONS WORLDWIDE



**195 COUNTRIES** REPRESENTED

# ENVIRONMENT



## REDUCE

THE CARBON FOOTPRINT OF OUR OPERATIONS

**Strengthen** the reliability of our carbon footprint calculation methodology

**Define** and steer a reduction pathway aligned with UFI's Net Zero Carbon Events initiative

**Implement** concrete, measurable and replicable actions



**-37% REDUCTION IN CARBON EMISSIONS (CO<sub>2</sub> EQUIVALENT) BETWEEN 2024 AND 2025 AT GROUP LEVEL, WITHIN THE CORPORATE PERIMETER, INCLUDING SCOPES 1,2 AND 3 (EXCLUDING EVENTS)**

## DESIGN

OUR EVENTS ACCORDING TO CIRCULAR ECONOMY PRINCIPLES

**Integrate** the 5R method across all our activities: Rethink, Refuse, Reduce, Reuse, Recycle

**Co-create** with committed stakeholders



**35% RECYCLED WASTE\***



**15% REDUCTION IN CARPETED AREAS 2025-23\***



**OWNER-FITTED STANDS EMIT UP TO 45% LESS THAN A TRADITIONALLY FITTED BOOTH**

## ENGAGE

OUR PARTNERS AND PARTICIPANTS ON RESPONSIBLE PRACTICES

**Promote** responsible participation in our events among visitors and exhibitors

**Raise** awareness among our stakeholders about sustainable practices

**Work** with partners and suppliers committed to responsible business practices



**> 111 PARTNERS HAVE SIGNED THE RESPONSIBLE PROCUREMENT POLICY\***



**93% OF THE GROUP'S MAIN SUPPLIERS BELIEVE THAT COMEXPOSIUM TAKES GEOGRAPHICAL PROXIMITY INTO ACCOUNT\*\***

# PEOPLE



## DEVELOP

OUR TALENTS AND EXPERTISE

**Increase** employability and support employees' career development

**Develop** expertise and deliver support as job roles transform

**Promote** quality of life and well-being

**Foster** a collective culture of progress and continuous improvement



**90%** OF EMPLOYEES BELIEVE THEIR MANAGEMENT TRUSTS THEM AND GIVES THEM RESPONSIBILITIES\*\*



**89%** OF EMPLOYEES BELIEVE THAT NEW HIRES RECEIVE A QUALITATIVE ONBOARDING PROCESS\*\*

## PROMOTE

DIVERSITY, INCLUSION AND SOLIDARITY

**Make** our events accessible to as many people as possible

**Promote** diversity and equal opportunities, both within our teams and at our events

**Strengthen** our commitment to solidarity



**97/100** INDEX OF GENDER EQUALITY (2025)\*



**167** NGOS AND CHARITIES SUPPORTED

## BRING

MSP QR? ICFMJBCPQ RMECRFCP ? PMS LB  
QF ? PCB T ? JSCQ

**Enable** every employee to play an active role in the responsible transformation of our business

**Ensure** a responsible and trusting relationship with our customers, based on operational excellence, ethics and safety

**Act** as an events industry ambassador



**88%** OF EMPLOYEES SAY THEY ARE AWARE OF COMEXPOSIUM'S SUSTAINABLE COMMITMENTS\*\*

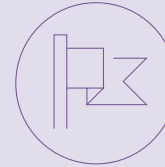


**93%** OF THE GROUP'S MAIN SUPPLIERS AFFIRM THAT THEIR REPRESENTATIVES WITHIN THE GROUP ARE PERSONABLE AND EASY TO REACH\*\*



## 400

EVENTS BRINGING TOGETHER  
COMMUNITIES OF PROFESSIONALS AND  
ENTHUSIASTS



## 27

COUNTRIES

### EXPERTISE ACROSS EVERY EVENT FORMAT



TRADE SHOWS &  
CONSUMER EXHIBITIONS



CONVENTION-EXHIBITIONS



ONE-TO-ONE EVENTS



YEAR-ROUND ACTIVATIONS

**FOOD & BEVERAGE** SIAL, VINEXPOSIUM, SALON DU CHOCOLAT ET DE LA PÂTISSERIE, ASIA CATERING EXPO, BE SPIRITS, CHINA INTERNATIONAL WINE & FOOD FAIR, CHINA NATIONAL FOOD EXPO, CONCOURS GÉNÉRAL AGRICOLE, DJAZAGRO, FOOD & DRINKS MALAYSIA BY SIAL, GOURMET SELECTION, QILU HOTPOT FESTIVAL, SALON DU FROMAGE ET DES PRODUITS LAITIERS, SIA'PRO, SIAL FOOD & DRINKS INDONESIA, THE OTHER SIP, VINEXPO AMERICAS, VINEXPO DISCOVER INDIA, VINEXPO EXPLORER, VINEXPO INDIA, WBWE, WINE PARIS **ÉDUCATION** L'ETUDIANT **RETAIL** NRF RETAIL'S BIG SHOW ASIA PACIFIC, NRF RETAIL'S BIG SHOW EUROPE, ONE TO ONE IA X EXPERIENCE CLIENT, ONE TO ONE RETAIL E-COMMERCE, AD:TECH, FRANCHISE EXPO BY MFV EXPOSITIONS, IMEDIA, SIEC **SANTÉ** IMCAS, CONGRES SFME, MEDI'NOV CONNECTION **MODE** WSN, SILMO, CURVE, HIGH FIVE FESTIVAL, INTERFILIÈRE, MATTER AND SHAPE, PREMIERE CLASSE, PREMIÈRES TRACES, ROCK ON SNOW, SALON INTERNATIONAL DE LA LINGERIE, SHOPPE OBJECT, SPORT ACHAT ÉTÉ/HIVER, WHO'S NEXT & BIJORHCA **DIGITAL** LES ASSISES, CYBER-IA EXPO, LE BEFORE, LE CERCLE, READY FOR IT, TECHNO SECURITY & DIGITAL FORENSICS CONFERENCE **TRANSPORTS ET MOBILITÉ** GAIKINDO AUTO SHOW, RÉTROMOBILE, BALI INTERNATIONAL AIRSHOW, GIIAS THE SERIES, JAKARTA AUTO WEEK, INDONESIA MOTORCYCLE SHOW, MEET 4 HYDROGEN, SOLUTRANS, TOP TRANSPORT, ULTIMATE SUPERCAR GARAGE **SÉCURITÉ** MILIPOL, INDUSTRIAL SECURITY CONFERENCE, TRUSTECH **LOISIRS** FOIRE DE PARIS, CRÉATIONS & SAVOIR-FAIRE, DESTINATIONS NATURE, SALON PHOTO & VIDÉO, SALON MONDIAL DU TOURISME **AUTRES SECTEURS** ALLFORPACK EMBALLAGE PARIS, ART PARIS, BMWORLD, BUILD FOR WATER, BUILDING GREEN, CHINA INTERNATIONAL BRUSH INDUSTRY EXHIBITION, CHINA STATIONERY FAIR, EDRR, INTERMAT, INSIGHT EVENTS, INTERFOAM CHINA, LE DIG TOUR, PARIS SPACE WEEK, REMAXWORLD EXPO, SALON DE LA COPROPRIÉTÉ ET DE L'HABITAT, SOLUTIONSCSE, SURFACE PME CHINA, VILLAGE CONSTRUCTION TECH