

Fira de Barcelona

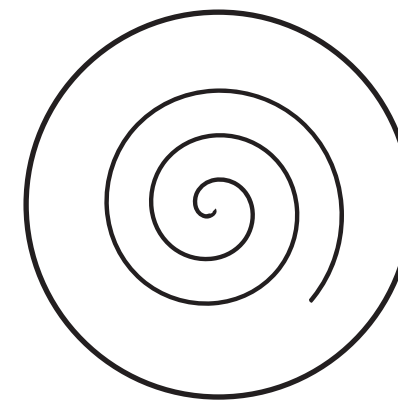
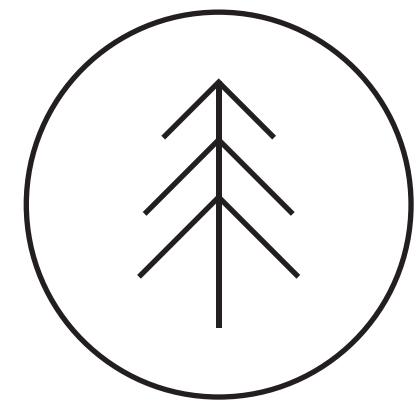
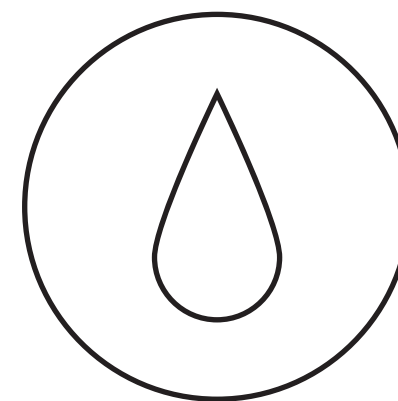
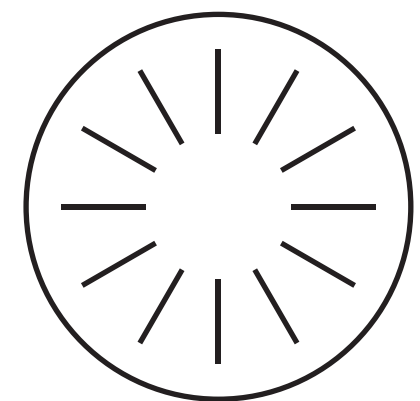
2025 Sustainability report



Fira Barcelona

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2025 Sustainability report





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FOREWORD

1



SUSTAINABILITY:
A SHARED RESPONSIBILITY

Sustainability is a strategic priority for Fira de Barcelona and a cross-organisational principle that guides all its actions. Understood upon the basis of a global vision that integrates the environmental, social and governance areas, sustainability guides both the operational activity and the strategic decisions of the institution.

This Sustainability Report outlines the progress made and the actions taken in 2025 and reflects the way in which we integrate these principles into the organisation's daily operations. Our commitment is aligned with the 2030 Agenda and the United Nations Sustainable Development Goals and embodied in the 2023–2026 Strategic Sustainability Plan, which consolidates a comprehensive approach to these major global challenges.

We have made significant progress in key areas throughout the year. In the environmental field, we have continued to reinforce the use of renewable energy while promoting the circular economy. As for people, we have intensified our commitment to their professional and personal development, with a notable increase in training hours. At the same time, we have reinforced our collaboration with social entities to promote initiatives that generate a positive impact on the region and society, and we have consolidated a governance model based on the principles of ethics, integrity and responsibility.

This progress is the result of the commitment of Fira's teams and the collaboration with our economic, social and institutional environment. We are fully aware of our role as a driver of activity and opportunities, as well as the impact we have on the region and the community. We are therefore continuing to bolster our leadership in the field of sustainability, with a shared vision that requires co-responsibility and collective ambition.



Pau Relat
Chairman of the Governing Board
of Fira de Barcelona

MOVING FORWARD WITH RIGOUR,
IMPACT AND A FUTURE VISION

This Sustainability Report reflects the importance for Fira de Barcelona of growing year upon year by incorporating environmental, social and governance criteria into all our trade show and congress activity, with a clear orientation towards continuous improvement and transparency.

It has been a year of intense activity, during which we have recorded a 350-million-euro turnover and organised and hosted over 300 congresses and events. A trade show agenda which, according to a study by the University of Barcelona, generates an economic impact amounting to over 6.1 billion euros and 49,000 jobs. But our goal is to go further, by providing a lasting legacy and doing so in a sustainable way.

We are therefore working upon the basis of an ambitious Sustainability Strategic Plan, with priority lines of action such as 100% renewable energy consumption and optimised use of resources.

Circularity is another key vector. We have made great strides in the re-use of waste, with an improvement in effective recovery. We also recycle over 90% of the carpeting laid in the common areas of our facilities.

In the social sphere, we collaborate with various entities in the region to reinforce our commitment in three major areas: improving people's health and promoting sports activity, social inclusion; equality and education, and fostering entrepreneurship.

Furthermore, we believe that this commitment is one that needs to be shared. For this reason, we strive to extend our criteria and good practices throughout the value chain and maintain a clear commitment to the local environment.

2025 confirms a core aim: progress in terms of sustainability also means progress in terms of quality, efficiency and trust. It is with this conviction that we will continue to work, bringing together organisers, exhibitors, suppliers and visitors in a collective effort with an impact both today and in the future.



Constantí Serrallonga
General Manager
of Fira de Barcelona



FIRA DE BARCELONA'S SUSTAINABILITY IN FIGURES

2



COMMITMENT TO THE PLANET

100 %

energy consumed from renewable sources.

700,000 m²

of recycled carpet, equivalent to 91% of the total used in the common areas.

99 %

of the waste generated is diverted to recovery processes.

40 %

more energy-efficient compared to 2022.

+17,500 kg

of food donated to the Food Bank and the NGO Nutrició sense Fronteres (Nutrition without Borders).

12.7 tonnes

of materials and furniture donated to social entities.

87 %

of the stands designed and built by BuildUp have been assessed as sustainable.

77

charging points for electric vehicles.

2.9 tonnes

of metal waste saved thanks to sustainable lanyard.

+10,000

single-use containers saved during the second pilot test of reusable containers in food service establishments.



COMMITMENT TO PEOPLE

100 %

new hires in management positions are women.

66

people participated in the leadership development programme.

22,709

training hours.

+ 49,000

direct and indirect jobs created.

SOCIAL COMMITMENT

Partnerships with social organizations that multiply our social impact

SJD Sant Joan de Déu
Barcelona · Hospital

La Marató acot>

unicef 

Aprenem autisme

AMPANS

andròmines

femarec

FUNDACIÓ
JOIA

apunts
Arts gràfiques i missatgeria
Empresa d'economia social

INTEGRA
PMC

Cruz Roja

CERCLE D'ECONOMIA

aijec JOVES EMPRESARIS
CATALUNYA

NUTRICIÓ
Sense Fronteres

Aceite
Solidario

BANC DELS ALIMENTS

XCN
XARXA PER A LA
CONSERVACIÓ DE
LA NATURA

condel
Pulsera Solidaria
por la investigación
del cáncer infantil

fasi fundació
acció
social
infància

fem FUNDACIÓ
ESCLEROSIS
MÚLTIPLE





COMMITMENT TO ETHICAL, HONEST AND RESPONSIBLE MANAGEMENT

+300

trade shows and events held in Montjuïc, Gran Via, CCIB & Circuit de Barcelona-Catalunya.

+3 M

visitors from 200 countries and territories.

+€ 350 M

in revenue.

70 %

of the goals set out in the 2023–2026 Sustainability Strategic Plan achieved.

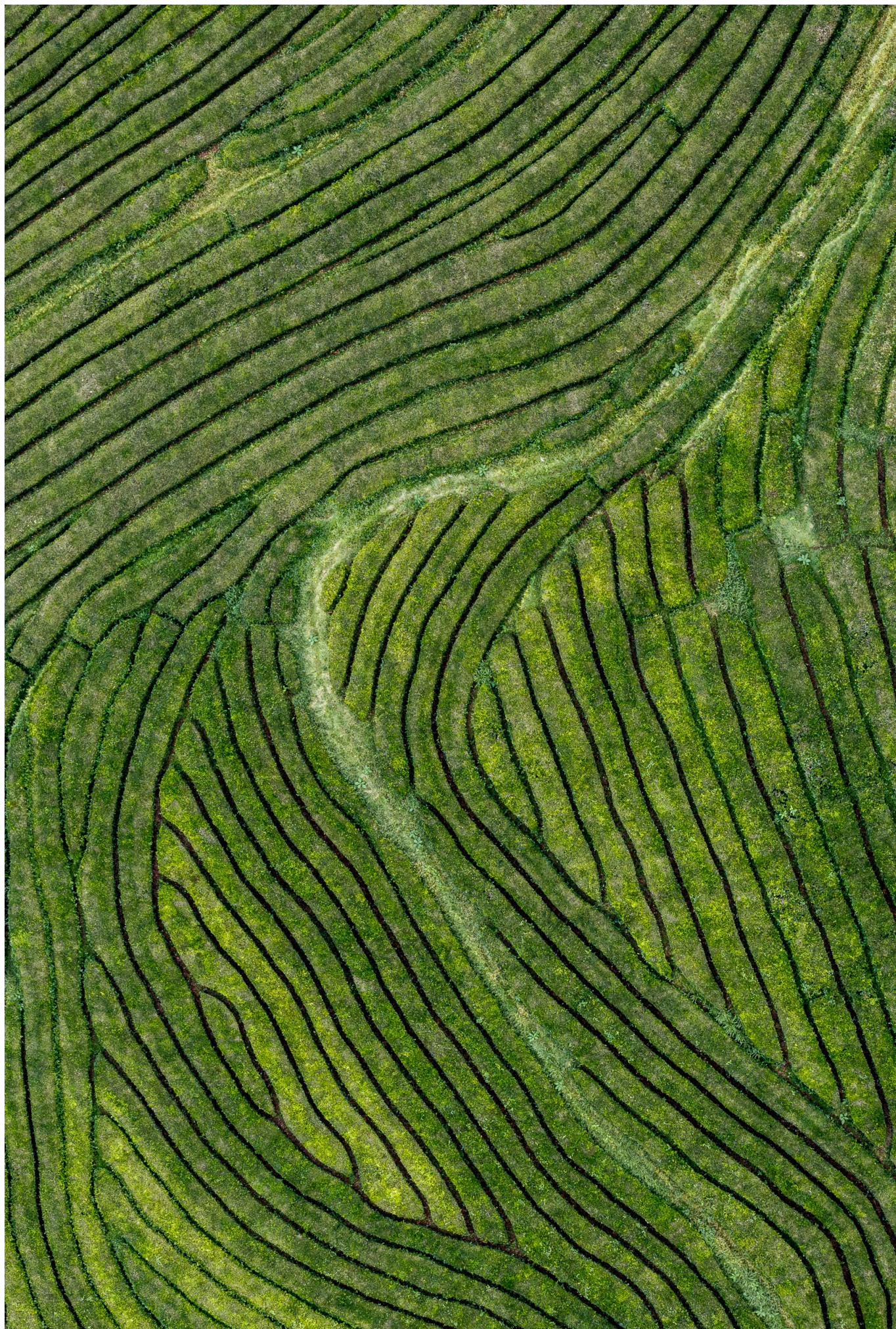
70 %

of total expenditure allocated to local suppliers.

56

due diligence processes on supplier companies.





A LARGE TRADE SHOW ORGANISATION GEARED TOWARDS SUSTAINABLE DEVELOPMENT

Fira de Barcelona is one of the most important trade show institutions in Europe and the leader of the Spanish market. It excels in its ability to promote high-impact events, thanks to its experience, the quality of its venues, the specialised services and the professionalism of its teams, which make it a key player in the sector.

3



The institution has consolidated its standing in the organisation of prestigious professional and industrial events on the international stage, with activity that covers areas such as technology, health, industry, food, fashion, mobility, sustainability and culture. Throughout 2025, it has reinforced this positioning, holding major events and congresses, including MWC Barcelona, Alimentaria & Hostelco, Integrated Systems Europe (ISE) and Smart City Expo World Congress.

Its activity has consolidated Fira's international reach and its impact on the economic and productive fabric.

BUSINESS, INNOVATION AND KNOWLEDGE PLATFORM

Fira de Barcelona is one of the main platforms for promoting business and it has a clear vocation for service. It promotes the development of the productive fabric, supports professionals and entrepreneurs and facilitates companies' international outreach.

Fira is committed to innovation, technological progress, knowledge exchange and attracting talent, promoting competitiveness and excellence in the organisation of events.

Every year it organises and hosts over 300 events and congresses. This activity brings together nearly 30,000 direct and represented companies and attracts almost 3 million visitors from more than 200 countries and regions.



FIRA AND BARCELONA

Fira's positioning is closely linked to the city that gives it its name, one of the most dynamic and innovative places in Europe. Officially established in 1932, Fira's history dates back to the great exhibitions of 1888 and 1929, events that constituted turning points in the economic and urban development of Barcelona.

The institution currently has three venues in Barcelona: Montjuic, Gran Via and the CCIB, with a total of 500,000 m² of gross surface area for its exhibitions. This makes it one of the largest and most versatile trade show institutions in Europe. Since January 2025, it has also managed the Circuit de Barcelona-Catalunya motor racing track, which covers an area of 250,000 m².



In 2025 Fira has maintained its path of growth of recent years and recorded a turnover amounting to 350 million euros, 17% more than in the previous year. EBITDA reached 60 million euros in a year shaped by intense activity at the venues and the consolidation of the management of the Circuit de Barcelona-Catalunya. Nearly 300 exhibitions, congresses and competitions were held during the year, together with growing international activity.

In the international arena, the institution has expanded its activity with the organisation of exhibitions and projects in America, Asia and the Middle East and the management of two trade show venues in China, reinforcing its internationalisation strategy and its connection with emerging markets.

Barcelona ranks fourth in the world in the organisation of congresses and is the leader in terms of the number of delegates, according to the ranking of the International Congress and Convention Association (ICCA). This table, drawn up with data from 2024 and published in May 2025 in Frankfurt, confirms the city's rise with respect to the previous year and places it only behind Vienna, Lisbon and Singapore. The city also stands out in the international rankings for attracting digital talent and attracting foreign investment.

3.1 PURPOSE AND GOVERNANCE FRAMEWORK: TO GROW, TO FOSTER GROWTH

PURPOSE

Fira seeks to be an economic and social engine that generates prosperity both locally and globally in a responsible and sustainable manner. It therefore connects people, companies, the region and society to make economic and social progress.

MISSION

To create, organise and host the best local and global events that lead to meetings and connections between people, businesses, the city and the world and the world and the city, for knowledge exchanges and the generation of business opportunities.

VISION

To make Fira de Barcelona the entity that provides the distinctive impetus for the success of any organiser or exhibitor at their shows, congresses and conventions as the leading international trade show operator.

+€ 350 M
IN REVENUE
IN 2025

VALUES

EXCELLENCE:

The institution seeks excellence, making its demand for attention to detail, service vocation and reliability the reasons for inspiring trust and offering the maximum economic return to its customers.

COMMITMENT :

Committed to achieving its goals by working as a team, with professionalism and a sustainable vision for its customers, stakeholders and society.

INNOVATION AND CREATIVITY

It innovates and is creative because it aims to connect, promote and generate new solutions enabling it to stand at the forefront, continue to grow and be a leader of the trade show sector.

HUMANITY

It is made up of a diverse, respectful and collaborative team. It fosters a new kind of leadership that drives talent and impacts the business through the involvement and inclusion of everyone.

INSPIRATION (BARCELONA)

It instils the inspiration that Barcelona awakens in its teams, customers and stakeholders, generating new ideas with the ambition and optimism required to go further.

3.2 CORPORATE GOVERNANCE

Fira de Barcelona has a solid governance structure made up of bodies responsible for establishing the strategic lines and supervising the management of the organisation. Its public-private nature, as a consortium made up of Barcelona City Council, the Government of Catalonia and the Chamber of Commerce, Industry, Services and Navigation of Barcelona, combines public ownership with autonomous and efficient business management.

This model guarantees alignment with the city's economic development policies and brings dynamism, innovation and agility to its decision-making. At the same time, it facilitates a broad vision and an efficient response to changes, with a firm commitment to transparency, efficiency and the creation of value for its stakeholders.



The main governing bodies of Fira de Barcelona are:

THE GENERAL COUNCIL

The highest governing body, presided over by the Mayor of Barcelona. It defines the general guidelines and supervises the functioning of the institution. Its members are appointed by government agencies and consortium entities.

Chairman
Jaume Collboni Cuadrado

First Vice-President
Miquel Sàmper i Rodríguez

Second Vice-President
Josep Santacreu i Bonjoch

Directors
Xavier Comerma i Carbonell
Anna Cornadó i Vidal
Juli Fernández Iruela
Martina Font i Olivé
Pol Gibert Horcas
Eva Giménez Corrons
David Quirós i Brito
Emili Rousaud i Parés
Tània Corrons Mellado
Jordi Valls i Riera
Jordi Terrades i Santacreu
Jordi Martí i Galbis

Attendees

Chairman of the Governing Board of Fira de Barcelona
Pau Relat i Vidal

General Manager of Fira de Barcelona
Constantí Serrallonga i Tintoré

Member of the Official Association of Commercial Agents of Barcelona
Ricard Penas i Babot

General Secretary
Ignacio Toda Jiménez

THE GOVERNING BOARD

An executive and permanent body, made up of members proposed by the Barcelona Chamber of Commerce and appointed by the General Council with the agreement of the City Council and the Government of Catalonia, among people of renowned economic and professional prestige.

Chairman
Pau Relat i Vidal

Counselors
Mar Alarcón i Batlle
Laura Carnicero Hernanz
Luis Conde Möller
Agustín Cerdón i Barrenechea
Helena Guardans i Cambó
Miquel Martí i Escursell
Manel Vallet i Garriga

Attendees

General Manager
Constantí Serrallonga i Tintoré

General Secretary
Ignacio Toda Jiménez

THE EXECUTIVE COMMITTEE

Headed by the General Manager, develops and implements the institutional and business policies. It coordinates the services, drives the commercial activity and promotes initiatives geared towards innovation, expansion and the growth of the institution.

General Manager
Constantí Serrallonga i Tintoré

Corporate Director
Jeroen Robles Koster

Sales Director
Rubén Dalmau Gabàs

Director of External Business and Services
Marta Domènech i Tomàs

Director of International Business
Ricard Zapatero i Camps

Director of Infrastructures and Venue Services
Marc Serra i Arnau

Director of Corporate Marketing and Strategic Projects
Joan Angulo Arrese

Director of Communications
Amparo Losada Torres

Director of Administration and Finance
Salvador Fosalba i Auró

Director of Legal Affairs and Compliance Officer
Fátima Soro Borrega

Director of Planning, Budgeting and Management Control
Maria Ferrero i Bisart

Director of ICT
Anna Font Tatxé

The composition of these bodies is the one at the time of the issuance of this report. Update available at www.firabarcelona.com/organs-de-govern

3.3 STRATEGIC AXES

In an environment undergoing constant transformation, Fira focuses its efforts on adapting to market needs and the challenges of digitisation, with the aim of maintaining its leadership and reinforcing its role within the trade show sector.

Throughout 2025, the institution has continued to further its 2023-2026 Strategic Framework, which establishes mid and long-term priorities and places sustainability as a cross-cutting pillar. Fira conducts its activity with a comprehensive management approach that incorporates the environmental, social, economic, ethical and governance areas.



1. PROFITABLE AND SUSTAINABLE GROWTH

Growth at Fira's own fairs and benchmark events

The institution has promoted the development of its own trade shows and attracted more leading international events. During 2025, new projects linked to sport were promoted, including the Padel World Summit, and events of great international relevance were incorporated, such as Vitafoods, which specialises in the nutraceutical industry. Throughout the year, Fira has hosted major events in areas such as technology, health, industry and culture. These include MWC Barcelona, ISE, Smart City Expo World Congress, Seafood Global Expo, Barcelona Bridal Fashion Week, Labelexpo, Piscina Barcelona, Infarma, IBTM World and Automobile Barcelona. The

EULAR, WCLC and ECTRIMS international medical congresses, the corporate meetings of HP, Gartner and SAP, the UNESCO Mondiacult Conference and the MotoGP and Formula 1 competitions have also featured on the calendar.

Events with strong local roots have also been held, including Barcelona Wine Week, Construmat, the Boat Show, Gastronomic Forum Barcelona, Caravaning, Bizbarcelona, the Employment Fair, B-Travel, Manga Barcelona, Comic Barcelona, the Education Show, and Sónar.

From Fira de Barcelona to the world

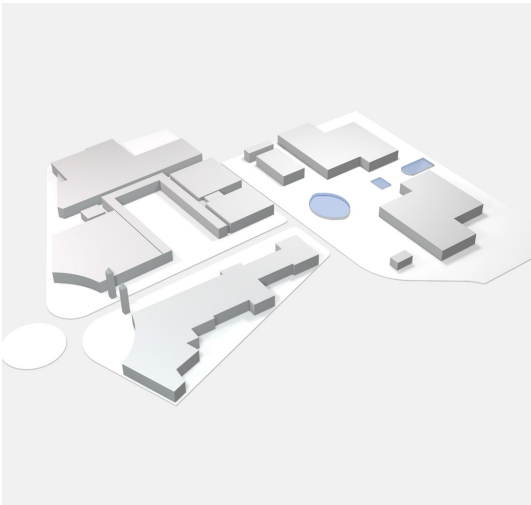
International activity has continued to grow through partnerships with local operators and the export of the trade show model. In 2025, 12 trade shows were organised abroad and Fira has continued the management of two trade show venues in China. The leading initiatives include the editions of Smart City

Expo in Kuala Lumpur, Cartagena de Indias and other destinations in America, Asia and the Middle East, as well as Mexico Hospitality Expo and projects linked to innovation and sustainability such as IOT Brazil and Tomorrow.Blue Economy Niterói.

2. FLAGSHIP EUROPEAN INFRASTRUCTURES AND SERVICES

The venues¹ of Fira de Barcelona are ranked highly by organising companies, exhibitors and visitors from all over the world. They combine tradition and avant-garde and provide spaces that are ready to host top-level events thanks to their location, history and infrastructures.

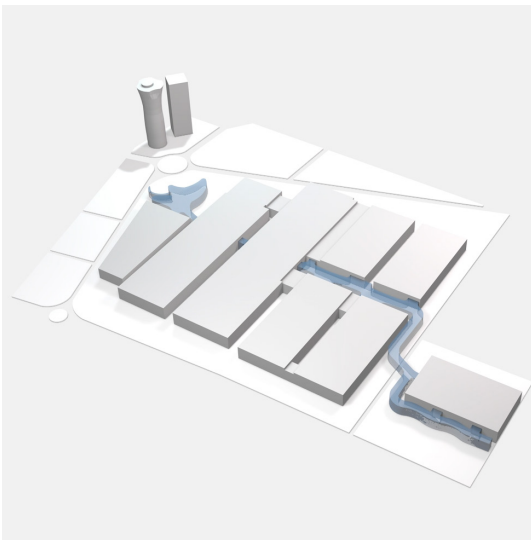
One of the institution's strategic goals is to maintain the competitiveness of its venues, particularly in the field of sustainability and digitisation.



MONTJUÏC

This is one of the most iconic urban fairgrounds, created for the 1929 International Exhibition. It covers more than 153,000 m² of gross exhibition area and it is located in Montjuïc Park, in the heart of the city, a setting of great cultural value.

The transformation of the Montjuïc area. In 2025, progress was made with the remodelling of this venue, with the selection of the three architectural projects envisaged for the first phase of this project, which will transform the area into a modern venue open to new citizen uses. The work is scheduled to begin in 2026 and end in 2029, coinciding with the centenary of the 1929 International Exhibition. The Centenary Commission has continued to work on the commemorative programme and the dissemination of the city's innovative spirit.



GRAN VIA

This is one of the largest and most modern exhibition centres in Europe. Designed by Toyo Ito, winner of the 2013 Pritzker Prize, it covers 240,000 m² of gross exhibition area. Located between Barcelona and L'Hospitalet de Llobregat, it has a particularly innovative design and technological and logistical features that make it suitable for hosting large-scale events.

The new Zero. In 2025, work on the new 60,000 m² hall, set to expand the capacity of the venue to 300,000 m², has progressed at a good pace. The building will have two floors set aside for trade show activity, as well as an office and services building, and it will be connected to the rest of the complex by an elevated walkway. The project, scheduled to become operational in 2027, is highly functional, with the incorporated technology and design criteria aligned with current sustainability standards.

Note: ¹ The CCIB and Circuit venues form part of the global activity of Fira de Barcelona, but they lie beyond the scope of this report, which focuses on the Gran Via and Montjuïc venues. You can view the sustainability information on these facilities via the following links: CCIB, Circuit de Barcelona-Catalunya.



CCIB

The Barcelona International Convention Centre (CCIB), located in the 22@ district, maintains its standing as a leading European venue for congresses and conventions, particularly in the medical and technological fields.

With over 100,000 m² of facilities, it contains the Convention Centre and Forum Auditorium, spaces respectively designed by prestigious architects Jose Luis Mateo and Herzog & DeMeuron from Switzerland.



CIRCUIT DE BARCELONA-CATALUNYA

2025 was the first year featuring the full integration of the Circuit de Barcelona-Catalunya into Fira's management. The venue, 250,000 m² in size, has hosted major international competitions such as the MotoGP and Formula 1 grand prix.

At the same time, it has begun a phase of diversification to expand its use as a trade show destination for corporate events and the promotion of sustainable mobility.

**3. QUALITY OF THE SERVICES AND MANAGEMENT
GEARED TOWARDS CUSTOMER SATISFACTION**

One of Fira's strategic objectives is to offer quality services to organisers, exhibitors and visitors, with its management geared towards guaranteeing a satisfactory experience at all its venues. Three departments play leading roles in this objective of the institution:



Service specialising in trade show management that integrates the construction of stands, technological and audiovisual services, logistics, promotion and support staff.



Department devoted to the design and construction of premium stands.



Area responsible for the restaurant and catering services at the venues. It has a central kitchen 4,000 m² in size that enables it to offer a streamlined, flexible and quality service for both the catering outlets and the stands.



4. ECONOMIC IMPACT AND SOCIAL COMMITMENT

Fira de Barcelona is an important economic and social engine for the city and the region. One of its strategic objectives is to generate value through its trade show activity, contributing to economic development, attracting talent and enhancing its relationship with its stakeholders.

Economic impact

[According to a study by the University of Barcelona](#), Fira's activity generated an impact totalling 6,143.51 million euros in 2024, more than 49,000 jobs and 1,224.8 million euros in tax revenue, constituting a gross added value equivalent to 1% of Catalonia's GDP.

Space for ongoing innovation

The institution is working on the creation of the Fira Barcelona Innovation Hub (FBIH), a space devoted to driving innovation, entrepreneurship and technology transfer in sectors linked to its trade shows. Fira also forms part of HacTe, an initiative that brings together universities and technology centres to promote projects in the fields of science, art and technology.

5. A COMMITTED, FLEXIBLE AND RESULTS-ORIENTED ORGANISATION

The institution carries out its activity with a firm commitment to regulatory compliance and business ethics. It does so with a team of professionals aligned with the corporate values and a firm commitment to digitisation as a tool to improve the flexibility, productivity and experience of its customers while promoting the economic and social development of the surrounding area.



3.4 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY

Fira de Barcelona integrates sustainability into its management and the activity it carries out at the venues. This commitment is embodied in policies, governance mechanisms and processes that guide the organisation towards responsible practices in the environmental, social and governance areas.

SUSTAINABILITY POLICY

This policy, updated in 2025, establishes the criteria for responsible practices. It defines objectives to reduce its environmental impact, promote social and economic well-being and ensure regulatory compliance. It also drives improvements to the operational efficiency, innovation and the institution's relationship with the community and the surrounding area.

SUSTAINABILITY COMMITTEE

Created in 2023, the Sustainability Committee oversees and promotes the organisation's initiatives in this area, ensuring the integration of the ESG (Environmental, Social and Governance) principles into all the areas of the organisation. Its functions include the definition of measures to reduce and monitor its environmental impact.

DOUBLE MATERIALITY ANALYSIS

To define its sustainability priorities, Fira relies on the dual materiality analysis, which identifies the most relevant issues for the organisation and its stakeholders. This study, carried out in 2023, combines the impact perspective, which examines the effects of its activity on the environment, and the financial perspective, which assesses how environmental, social and governance factors can influence the development of the institution.

The analysis included the identification and consultation of the key stakeholders, with the aim of aligning the sustainability priorities with their expectations.

The process was divided into four phases:



The result is a matrix that guides Fira's priorities in terms of sustainability and reinforces the integration of ESG criteria into its decision-making. For further information on the dual materiality analysis process, please read the [2024 Sustainability Report](#).

FIRA'S
STAKEHOLDERS

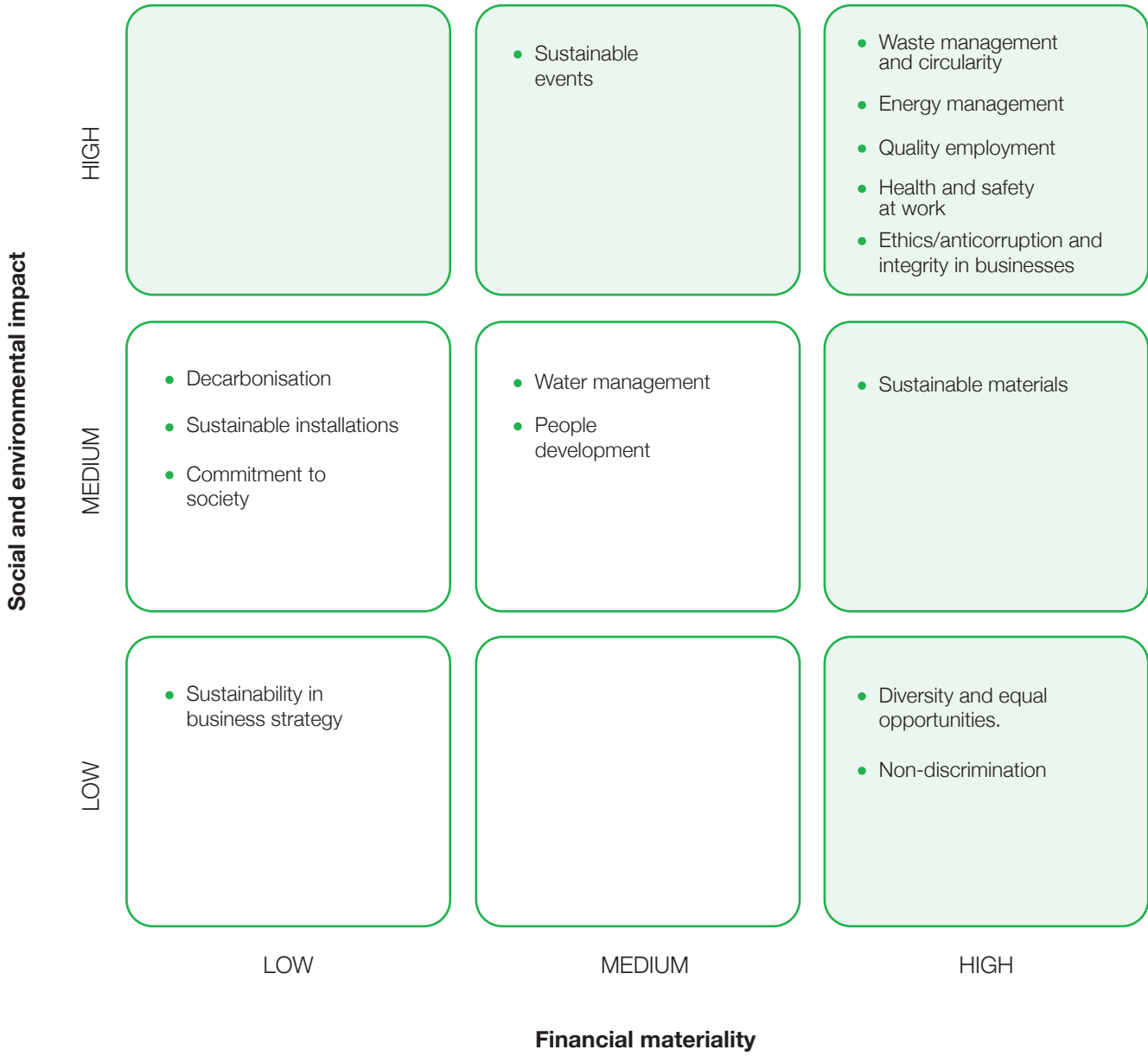
Stakeholders are groups that have a direct or indirect relationship with Fira's activity and they may be affected by its decisions or influence them. Identifying them and maintaining constant dialogue is essential for steering the sustainability initiatives and reinforce a style of management aligned with their expectations.



DOUBLE MATERIALI-
TY MATRIX

The dual materiality matrix synthesises the most relevant sustainability issues. It illustrates the aspects that have a significant impact on the environment and, at the same time, are important for the development and management of the organisation.

The material issues lie within the priority area of the matrix. Other significant aspects are also included. These, although of lesser relevance, continue to be important for Fira's activity.



MATERIAL ISSUES

Environmental

Sustainable materials
Energy management
Water management
Waste management and circularity
Decarbonisation
Sustainable events
Sustainable facilities

Social

Quality employment
Occupational health and safety
People development
Diversity and equal opportunities
Non-discrimination
Commitment to society

Governance

Ethics/anti-corruption and integrity in business

Sustainability in the business strategy

STRATEGIC SUSTAINABILITY PLAN

In 2023, Fira developed the 2023-2026 Strategic Sustainability Plan, which defines the institution’s sustainability priorities and integrates the results of the dual materiality analysis and contributions of the stakeholders. The Plan establishes the framework for action in environmental, social and governance matters for the coming years.

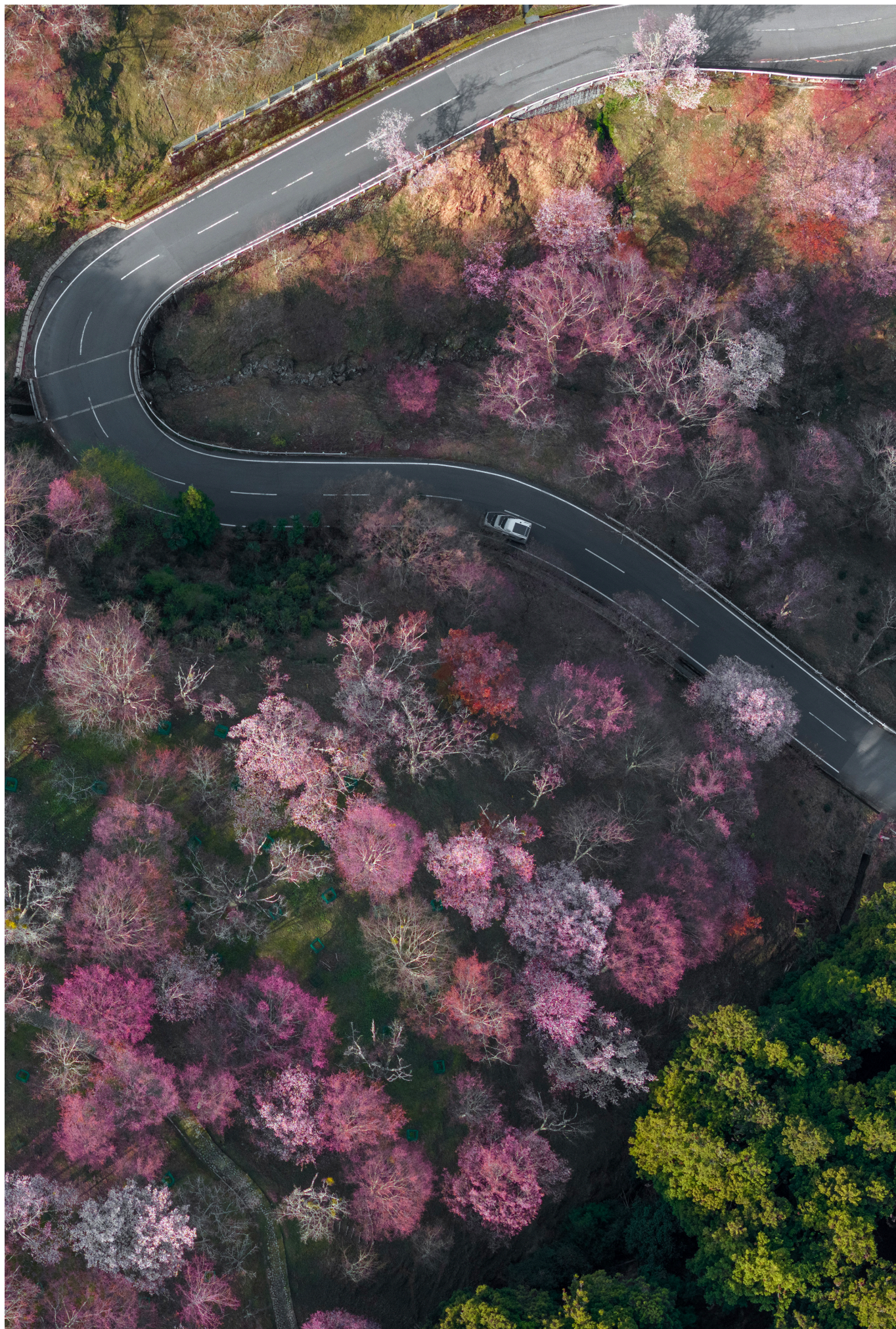
Its objectives are aligned with the 2023-2026 Strategic Framework, which structures Fira’s activity and reinforces the integration of sustainability into all the management areas.

The Plan is structured around three pillars that are deployed in strategic lines linked to the material issues that are identified and the Sustainable Development Goals (SDGs).

70% OF THE INITIATIVES
ENVISAGED IN THE
2023-2026 STRATEGIC
SUSTAINABILITY PLAN
WERE IMPLEMENTED



STRATEGIC PILLAR/ GENERAL GOAL	STRATEGIC LINES	MATERIAL ISSUES	RELATED SDGS
Commitment to the planet. Promote environmental sustainability by driving the circular economy, reducing the carbon footprint and being efficient in the use of natural resources.	<ul style="list-style-type: none">• Circularity• Decarbonisation• Sustainable events• Sustainable facilities	<ul style="list-style-type: none">• Sustainable materials (GRI 301)• Energy management (GRI 302)• Water management (GRI 303)• Waste management and circularity (GRI 306)• Decarbonisation (GRI 305)• Sustainable events (Non-GRI)• Sustainable facilities (Non-GRI)	<div><div>6 AGUA LIMPIA Y SANEAMIENTO</div><div>7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE</div><div>11 CIUDADES Y COMUNIDADES SOSTENIBLES</div><div>12 PRODUCCIÓN Y CONSUMO RESPONSABLES</div><div>13 ACCIÓN POR EL CLIMA</div></div>
Commitment to people Make a positive impact on society, ensuring the physical and mental well-being of its staff and promoting equal opportunities and diversity within its team.	<ul style="list-style-type: none">• Impact on society• Well-being of people• Involvement and inclusion of all people	<ul style="list-style-type: none">• Quality of the employment (GRI 401)• Occupational health and safety (GRI 403)• People development (GRI 404)• Diversity and equal opportunities Non-discrimination (GRI 405/406)• Commitment to society (GRI 413)	<div><div>3 SALUD Y BIENESTAR</div><div>4 EDUCACIÓN DE CALIDAD</div><div>5 IGUALDAD DE GÉNERO</div><div>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</div><div>10 REDUCCIÓN DE LAS DESIGUALDADES</div><div>17 ALIANZAS PARA LOGRAR LOS OBJETIVOS</div></div>
Commitment to ethical, honest and responsible management Guarantee ethical and transparent action, integrating sustainability into its business strategy and applying ESG criteria throughout the organisation.	<ul style="list-style-type: none">• Ethical and responsible management• 360° sustainability	<ul style="list-style-type: none">• Ethics/anti-corruption and integrity in business (GRI 205)• Sustainability in the business strategy (Non GRI)	<div><div>10 REDUCCIÓN DE LAS DESIGUALDADES</div><div>12 PRODUCCIÓN Y CONSUMO RESPONSABLES</div><div>13 ACCIÓN POR EL CLIMA</div><div>16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS</div><div>17 ALIANZAS PARA LOGRAR LOS OBJETIVOS</div></div>



COMMITMENT TO THE PLANET

Fira de Barcelona is an organisation committed to the environment that actively promotes the circular economy and the fight against climate change. It continuously strives to improve its environmental impact through energy efficiency measures, renewable energy consumption, material optimisation and responsible waste management.

4



The Sustainability Policy sets out the framework for responsible environmental management. The 2023-2026 Strategic Sustainability Plan deploys this commitment through objectives and initiatives aimed at reducing its environmental impact and promoting environment-friendly practices.

Fira has also obtained certifications and badges that confirm its compliance with environmental management:

Environmental Management System in accordance with the ISO 14001 standard

Since 2020, Fira's Environmental Management System has been certified in accordance with the ISO 14001:2015 standard, which is renewed on an annual basis. This certification, applicable to the Gran Via venue, guarantees compliance with the environmental legal requirements and promotes continuous improvement in the management of the impacts associated with the activity.

Energy Management System in accordance with the ISO 50001 standard

Since 2024, Fira's Energy Management System has held the ISO 50001 certificate, applicable to the Gran Via venue, which recognises the efficient management of energy and optimisation of consumption associated with the activity.

“Biosphere” Certification

The institution has renewed its Biosphere certification once again. This is awarded within the framework of the Commitment to Tourism Sustainability Barcelona Biosphere Destination, for its contribution to promoting a sustainable, responsible and quality model of tourism in the city. The seal, which was obtained for the first time in 2020, is promoted by Barcelona City Council and the Barcelona Provincial Council in partnership with the Barcelona Chamber of Commerce and Tourism.

Other local initiatives that promote sustainability

Fira forms part of Barcelona City Council's Citizen Commitment to Sustainability, a network of more than 1,100 entities that work towards a more sustainable city model. It also forms part of the Xarxa BCN+Sostenible Network and has adhered to the Barcelona Plastic Zero commitment.

4.1 CLIMATE CHANGE

ENERGY

Fira de Barcelona reinforces its energy model with initiatives aimed at increasing efficiency and incorporating renewable sources. The objective is to reduce consumption and move towards more sustainable management of its trade show venues. Within this framework, the institution has an Energy Policy and an Energy Committee that guide and oversee its energy management.

Energy management and use of renewable energies

Since 2020, all Fira de Barcelona's electricity consumption has come exclusively from renewable sources (solar, wind, hydraulic, biomass, tidal and geothermal), a supply that covers all the activities at the venues, from the stands and exhibitions to the offices. Thanks to this commitment, 7,928 tonnes of CO₂ were avoided in 2025, the equivalent of planting more than 317,000 trees.

The institution has a rooftop photovoltaic park with 25,947 panels spread over 135,000 m². During 2025, this installation has generated 5.029 GWh of green electricity, a level of production that has avoid over 1,888 tonnes of CO₂. Several panels were renovated throughout the year, maintaining the main features of the plant. There is also a connection to the municipal heating and cooling network, which provides thermal energy of renewable origin.

Energy efficiency is one of the areas in which progress has been most significant. During 2025, the Respira project was implemented to manage the air conditioning at the Gran Via venue.

100 %
OF THE ENERGY
CONSUMED BY FIRA
DE BARCELONA
COMES FROM
RENEWABLE ENERGY
SOURCES.



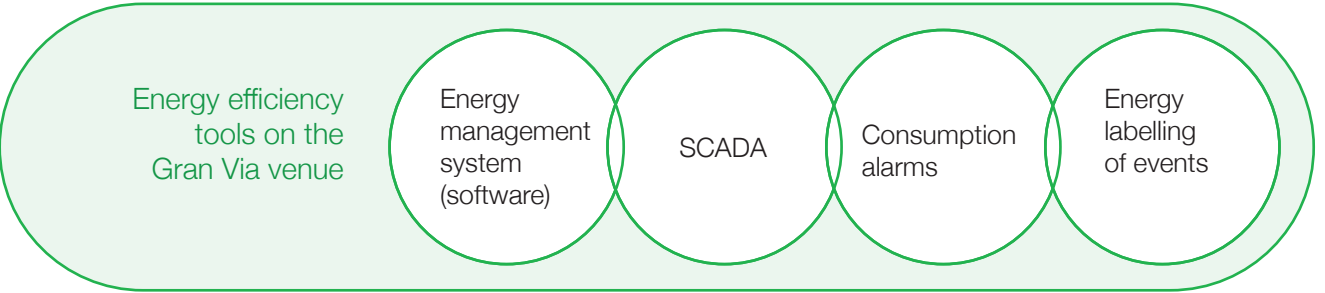
The Respira project has developed a system based on artificial intelligence that optimises the air conditioning at the venue by means of a predictive model built with real-time data and historical usage patterns. The dynamic adjustment is able to reduce unnecessary consumption and improve the energy efficiency, thermal comfort and air quality.

97.75% of the commercial areas at the Gran Via venue now operate with LED technology (92.5% in 2024). The modernisation is also progressing in the technical areas, with 89% implementation in the car parks (69% in 2024), 45% in the galleries (35% in 2024) and 13% in the avenues (13% in 2024).

In 2025, a new smart lighting control system installed in the public areas has gone into operation. This is designed to automatically regulate the interior lighting in keeping with the natural light.

At the same time, Fira is continuing to renew its air conditioning equipment to reduce its consumption and improve its performance. One highlight this year was the replacement of the equipment in Room B3 of Hall 2 and the refrigeration units in the central kitchen at Gastrofira.

Energy management system (software)



Fira manages its energy by using software that monitors over 400 measurement points spread across the facilities in order to exert detailed control over the electricity, thermal energy and natural gas consumption of the halls, air conditioning, general services and catering.

The SCADA system complements this model with the monitoring of 15 key services, including the lighting and internal energy distribution. The scenario programming function is able to adjust the on and off times in accordance with the scheduled activity, thus preventing any unnecessary consumption.

Moreover, the automatic alarms send out immediate alerts when any consumption deviations are detected. These real-time visualisations allow for rapid action in the event of an incident.



Fira de Barcelona is continuing to develop an energy label for its events, a model that classifies each activity on a scale from the most efficient (A) to the least efficient (G). The system analyses the electricity, thermal energy and natural gas consumption with indicators such as the occupied surface area and the number of visitors.



Energy consumption and energy sources

Fira’s venues use three energy sources for their operations: electricity, thermal energy and natural gas. Electrical energy is the main source of consumption and it is used for air conditioning the spaces and operating the stands and the ephemeral constructions associated with the events, as well as the general services in the halls, such as the lighting, audiovisual systems, lifts, escalators and security systems.

Thermal energy is used exclusively for the air conditioning of certain halls at the Gran Via venue, both as the primary system and as a backup in situations involving extreme cold outside. As for natural gas, it is mainly used for heating the Montjuïc venue and operating the catering services at Gran Via and Montjuïc.

The energy consumption data are broken down by energy source below.

Energy consumption by source (MWh)	2024	2025
Electricity	26,623	25,994
Thermal energy	557	1,258
Natural gas	1,086	2,252

Electricity consumption shows a slight reduction associated with efficiency measures such as the optimisation of the air conditioning and the extension of LED technology. Conversely, the increase in thermal energy at the Gran Via venue and that of natural gas at Montjuïc can mainly be put down to the greater level of activity, including the incorporation of new events in winter, as well as the more demanding climatic conditions, which have led to a greater need for heating at the venues.

2023-2026 Sustainability Strategy: Energy

These are the main initiatives of the 2023-2026 Sustainability Strategy completed in 2025 and scheduled for 2026:

Strategic line	Initiatives completed in 2025
Decarbonisation	Maintain the certified 100% renewable origin of the electricity supplied to Fira de Barcelona.
	Plan the gradual expansion of the calculation of the energy efficiency label to other events.
Strategic line	Actions scheduled for 2026
Decarbonisation	Progressively incorporate renewable energies: installation of solar panels for self-consumption, air conditioning of the facilities by means of geothermal energy (Hall Zero) and so on.
	Achieve category-A energy efficiency in the new spaces and facilities.
	Raise the energy efficiency of the current halls.

EMISSIONS

Fira de Barcelona annually calculates the carbon footprint of the Gran Via and Montjuïc venues, focusing on the greenhouse gas emissions most directly linked to the organisation’s activity.

Firstly, direct emissions (scope 1) generated by sources owned or controlled by the institution are analysed, followed by indirect emissions (scope 2), resulting mainly from the consumption of purchased electricity.

FIRA DE BARCELONA IS A SIGNATORY OF THE “NET ZERO CARBON EVENTS” COMMITMENT PROMOTED BY THE WORLD EVENTS INDUSTRY COUNCIL, WHICH PROPOSES CUTTING GHG EMISSIONS BY 50% BY 2030 AND ACHIEVING ZERO EMISSIONS BY 2050.

The main source of Fira’s direct emissions comes from fugitive emissions derived from the air conditioning systems. Indirect emissions are negligible, thanks to the institution’s commitment, since 2020, to the consumption of electrical energy that comes from renewable energy sources.

The results of the calculation of the scope 1 and scope 2 carbon footprints in recent years are presented below:

GHG emissions (tCO2eq)	2024	2025¹
Scope 1	2,524.91	7,305.93
Scope 2	12.90	36.57
Total	2.537,81	7.342,50¹

¹ The increase in the carbon footprint in 2025 compared to 2024 can mainly be put down to the improved identification and control of the fugitive emissions from the air conditioning equipment, within the framework of a specific plan deployed during the year.

In 2026, the institution intends to include a third emissions scope in the footprint calculation (scope 3), taking into account emissions from the following categories and following the GHG Protocol:

- **Category 1:** Purchased goods and services (partial)
- **Category 5:** Waste generated during operations (Gran Via and Montjuïc)
- **Category 7:** Employee commuting

Decarbonisation and offsetting of emissions

In addition to the calculation and direct management of its carbon footprint, Fira de Barcelona promotes several initiatives which, despite not being included in the calculation, contribute significantly to reducing its global impact on the climate. These initiatives include:

• Local suppliers

This includes collaboration with suppliers who have their offices and warehouses near the fairgrounds, especially those located within the province of Barcelona, which is regarded as Fira’s surrounding area. This can significantly reduce the carbon footprint caused by the transport of materials and staff.

• Sustainable mobility

Fira promotes the use of sustainable means of transport among its staff and the people attending its events with the aim of reducing emissions associated with travel.



• Offsetting of emissions

Fira offsets part of its emissions by acquiring climate credits linked to local forestry projects. This initiative is aligned with the principles of the European Life Climark project, which promotes sustainable forest management as an essential tool for mitigating climate change. Forest management positively contributes to three key aspects of the fight against climate change: the carbon balance, the water balance and the conservation of biodiversity.

- In 2025, eight climate credits were acquired from the Collserola-Vallès Occidental climate change mitigation and adaptation forestry project. Each climate credit represents one hectare of sustainably managed forest, with an estimated impact over the next 15 years that includes the fixation and prevention of 51 tonnes of CO₂, the exporting of 1,715 m³ of blue water and a 24% improvement in the forest biodiversity.

• Offsetting of emissions from the fairs

Several fairs and events incorporate measures to quantify and offset the emissions generated when they are held.

- In 2025, the Smart City Expo World Congress offset the emissions it generated (a total of 363.80 tonnes of CO₂ equivalent) by organising a charity shop set up at the event and allocating the proceeds to the Plant for the Planet initiative.

- Since 2014, MWC Barcelona, held at the Gran Via venue, has been certified as a carbon-neutral event. This means that all the CO₂ emissions generated during the congress are offset by means of sustainable projects.

• Emission calculation and offsetting service

The organising companies are provided with the option of calculating the carbon footprint associated with their participation in the events and offsetting it by means of investments in environmental projects.

Promotion of sustainable mobility

Fira de Barcelona continues to make progress in its promotion of more sustainable mobility with measures that facilitate travel by public transport, reduce dependence on private vehicles and improve accessibility during major events. Throughout 2025, initiatives were consolidated in coordination with transport operators, local authorities and congress organisers, laying the foundations for a new corporate mobility model.

ONE OF THE MAIN PILLARS IS THE PROMOTION OF THE COMPANY TRAVEL PLAN AND THE NEW SUSTAINABLE MOBILITY PLAN, WHICH HAVE COMPLETED THE DIAGNOSIS PHASE IN 2025 AND ARE EXPECTED TO BE APPROVED AND DEPLOYED IN 2026. THESE INSTRUMENTS WILL ESTABLISH CRITERIA TO ENCOURAGE ACTIVE MOBILITY AND INCREASE THE USE OF PUBLIC TRANSPORT AMONG THE WORKFORCE, EXHIBITORS AND VISITORS WITH THE AIM OF CUTTING EMISSIONS.



Partnerships with Transports Metropolitans de Barcelona (TMB), Ferrocarrils de la Generalitat de Catalunya (FGC), the Institut Metropolità del Taxi (IMET) and the city councils of Barcelona and L'Hospitalet de Llobregat have been key to forecasting numbers of attendees, laying on additional services and distributing real-time information. Within this framework, the institution takes part in several studies allowing it to continue reducing the environmental and social impact of the mobility generated by its trade show activity.

The most significant initiatives are as follows:

• Promotion of use of public transport

Within the framework of major events, thanks to its collaboration with the organisers and the Barcelona Convention Bureau (BCB), the option of distributing free public transport tickets to visitors throughout their stay in the city is provided. They are handed out at strategic delivery points, including spaces set up at the entrances to the venues, at transport stations and at the arrival terminals at Josep Tarradellas Barcelona - El Prat Airport. At the same time, the dynamic signage at the venues provides live information on taxi and underground waiting times to encourage more sustainable options.

Visitors can also use free shuttles to fairs such as MWC Barcelona, ISE and Alimentaria, with part of the fleet made up of electric vehicles and reinforcing connections between Gran Via, Montjuïc and key locations such as Sants Railway Station. This service is complemented by the use of the pedestrian tunnel providing direct access to the Europa Fira underground station, which facilitates intermodality from inside the venue.

• Promotion of electric mobility

Fira operates 77 charging points for electric vehicles at its Gran Via and Montjuïc venues, establishing itself as one of the trade fair institutions with the largest ranges of charging options in Spain.

• Sustainable mobility in the value chain

Sustainable mobility criteria have also been incorporated into internal processes for hiring and renewing services.

Looking ahead to 2026, Fira's objectives are to approve the new Sustainable Mobility Plan, expand the supply of transport tickets at its fairs and increase the use of low-emission fleets.



2023-2026 Sustainability Strategy: Emissions

The main initiatives linked to the 2023-2026 Sustainability Strategy completed in 2025 and scheduled for 2026 are as follows:

Strategic line	Initiatives completed in 2025
Decarbonisation	Calculate the carbon footprint of scopes 1 and 2.
	Offset some of the scope 1 and 2 carbon emissions by acquiring climate credits and/or investing in forestry projects for climate change mitigation and adaptation.
Strategic line	Actions scheduled for 2026
Decarbonisation	Raise awareness and promote sustainable mobility among the staff.
	Encourage the use of bicycles by installing parking spaces at the venues to facilitate internal travel.
	Establish the criteria to calculate Fira's total footprint and avoid any duplication of emissions between the global footprint and that of the events.
	Analyse all the potential categories in scope 3 to identify which ones are applicable to Fira's activity and determine their relevance.
	Define and prioritise the categories to be calculated in the first phase, establishing the order and planning of their development.
Sustainable events	Calculate the scope 3 carbon footprint of categories 1: Goods and services acquired (partial), 5: Waste generated during operations at Gran Via and Montjuïc, and 7: Journeys by employees.
	Establish a methodology to calculate the scope 1 and 2 carbon footprints of each of the shows and exhibitions organised by Fira de Barcelona.



WATER MANAGEMENT

Fira de Barcelona continues to improve its responsible management of water resources with initiatives that combine technological innovation, preventive maintenance and structural upgrades at the Gran Via and Montjuïc venues. The aims are to reduce consumption, reinforce leak detection and guarantee resilience during emergencies.

Since 2020, the Gran Via venue has used a digitised control system that combines real-time monitoring with a preventive network maintenance protocol. This model has led to a significant improvement in water use efficiency and enhanced early leak detection. Within this framework, the digitised water monitoring system was consolidated in 2025 to allow leaks to be detected in real time and action to be taken quickly. When an anomaly is registered, the control centre can remotely cut off the supply to the affected area, thus reducing any waste of water and improving operational efficiency.

Annual preventive maintenance of the water supply network has also been carried out in 2025, with detailed visual inspections and the replacement of sections at risk of leaks. This work guarantees the integrity of the piping and minimises the likelihood of any future incidents.

As for water savings, progress has been made in the progressive replacement of conventional urinals with chemical models which began in 2024, with 99% implementation at the Gran Via venue.

THE “WATER REDUNDANCY” PROJECT WAS IMPLEMENTED IN 2025. THIS IS AN AUTONOMOUS WATER SUPPLY SYSTEM WITH TWO 450 m³ TANKS AND REMOTE CONTROL TO GUARANTEE THE CONTINUITY OF THE SERVICE IN THE EVENT OF ANY INCIDENTS OR CUTS TO THE SUPPLY. THIS INITIATIVE STRENGTHENS THE RESILIENCE OF THE VENUE AND CONTRIBUTES TO THE WATER SELF-SUFFICIENCY STRATEGY DURING DROUGHTS OR BREAKDOWNS.

This set of initiatives highlights Fira's commitment to the responsible management of water resources, thus ensuring that every drop of water is used efficiently and judiciously and with respect for the environment.



Water consumption by source (m³)	2024	2025
Water supplied by third parties	57,285	63,760 ¹

¹ The increase in water consumption during 2025 (11.3%) is associated with the increased activity.

NOISE AND LIGHT POLLUTION

Fira de Barcelona has an action protocol to manage noise pollution. This document establishes the action criteria and control mechanisms in accordance with the maximum noise levels set by the competent authorities, mainly Barcelona City Council and L'Hospitalet de Llobregat City Council. At certain medium and large-format events, sound measurements are carried out to gauge and monitor the acoustic levels, especially when the activity may have an external impact.

In 2025, work began on soundproofing the air conditioning system in Hall 8 at Gran Via, with its completion scheduled for 2026. During this period, the hall's air conditioning system will remain inactive.

With regard to light pollution, specific controls are carried out every year in Halls 5 and 7 at Gran Via and, every five years, an external certifier evaluates the energy efficiency of the luminaires. In the latest inspection carried out by TÜV, the installation obtained a global class-A energy rating.



4.2 WASTE MANAGEMENT AND CIRCULARITY

Fira de Barcelona encourages circularity and responsible waste management before, during and after its events by promoting eco-design, the use of reusable, recyclable and returnable materials and the management of the waste generated.

BUILDUP AND SERVIFIRA ENCOURAGE CIRCULARITY AT THE STANDS AND EXHIBITOR SERVICES BY MEANS OF SUSTAINABLE DESIGNS, OFFERING RESPECTIVE MODULAR, REUSABLE AND RENTAL SOLUTIONS TO PREVENT THE GENERATION OF WASTE AND REDUCE THE ENVIRONMENTAL IMPACT.

Before the event: Circular design and waste prevention

Fira de Barcelona is committed to eco-design as a preventive strategy during the generation of waste by means of the selection of materials and the planning of the assembly, incorporating reuse, recyclability and returnability criteria from the outset.

Within this context, BuildUp and Servifira act as key levers to guide the projects towards minimum sustainability standards. This approach makes it possible to anticipate operational needs, minimise impacts and facilitate more efficient resource management throughout the event cycle.

The main initiatives carried out during 2025 in this area are as follows:

- **Eco-design of stands and selection of materials:** BuildUp drives the design and construction of stands under sustainable criteria, prioritising materials such as aluminium and cardboard (which is preferably recycled or certified) and encouraging the reuse of signage, the use of LED lights and the incorporation of natural plants.
- **Modular, reusable and rental solutions:** Servifira provides the exhibiting companies with a range of stands, furniture and rental equipment to prevent waste and facilitate circularity.
- **Reduction of single-use plastics and optimisation of the assembly:** during the construction phase reusable materials are prioritised, the use of single-use plastics is avoided and the energy consumption associated with the assembly is reduced.
- **Evaluation and support tools:** BuildUp has used a platform to evaluate the degree of sustainability of the projects in order to guide the design towards minimum sustainability criteria and, as appropriate, facilitate third-party verification.
- **Innovation measures for materials and systems:** options such as reusable construction systems and alternative materials are promoted (e.g. panels with vegetable fibres and materials based on rice waste).

87% OF THE STANDS DESIGNED AND BUILT BY BUILDUP WERE EVALUATED AS SUSTAINABLE, WHILE 13% OF THE TOTAL NUMBER EVALUATED WERE VERIFIED BY THIRD PARTIES. THE GOAL FOR 2026 IS TO INCREASE THE NUMBER OF EVALUATED AND CERTIFIED STANDS.

During the event: reduction, reuse and segregation

During the fairs, Fira de Barcelona focuses its efforts on its daily operations to reduce waste generation and guarantee efficient segregation. Measures are also implemented to favour the replacement of single-use items and reuse. This set of actions contributes to reinforcing circularity and facilitating responsible management of the waste that is generated.

The main initiatives conducted during 2025 in this phase include:

- **Responsible waste management label for events:** classification of events in accordance with their degree of circularity and responsible waste management (from A to G).
- **Reuse of furniture in common areas:** promotion of the reuse of furniture in shared spaces and the use of rental options.
- **Reduction of single-use bottles:** installation of water fountains in common areas to promote the use of reusable bottles.
- **Reduction of use of paper:** internal procedures aimed at minimising printing and promoting responsible use of paper.
- **Drinks packaging:** progressive elimination of aluminium and transition towards returnable glass bottles, and, in takeaway formats, use of recyclable and easy-to-separate options.
- **Reduction of single-use materials:** elimination of sugar sachets and replacement of cardboard trays with reusable plastic trays.
- **Sustainable accreditation badges:** design of accreditation badges without any metallic or plastic parts and manufacture with fully recyclable materials. In 2025 this initiative was implemented at 11 fairs, thus securing savings that amounted to 3.3 tonnes of waste.

DURING 2025, FIRA CARRIED OUT A PILOT TEST ON THE USE OF REUSABLE PACKAGING AND TABLEWARE THAT REDUCED THE AMOUNT OF WASTE GENERATED (-60.8%), WATER CONSUMPTION (-75.2%) AND ITS CARBON FOOTPRINT (-65.5%) AT THE INTERIHOTEL EVENT, A FLAGSHIP INTERIOR DESIGN FAIR FOR THE HOTEL AND RESTAURANT SECTORS. GIVEN THE SUCCESS OF THE INITIATIVE, IT INTENDS TO EXPAND ITS APPLICATION TO A GREATER NUMBER OF EVENTS IN 2026.

After the event: disassembly, recovery and a second life for materials

In this phase the aim is to maximise circularity by improving traceability and operational efficiency and encouraging recycling, reuse and donations.

The main initiatives conducted during 2025 in this phase include:

- **Reuse, donation and recycling of stand materials:** once the event is over, the materials are reused, donated to social entities or recycled, and their transport is optimised to reduce any associated emissions. 12 tonnes were recovered and donated in 2025.
- **Recycling of carpeting:** the recycling of the carpeting used at the fairs is promoted, particularly in common areas. In 2025, more than 669,108 m² of carpeting was recycled, 91% of the total carpeting laid in the common areas of the fairs held at Fira's venues (both its own and external ones).

- **Co-responsibility with supplier companies during disassembly:** joint work to improve waste recovery, carrying out a pilot test at MWC Barcelona 2025, at which a considerable improvement in the recovery of waste, chiefly wood, was achieved.
- **Management of food waste and used oil (Gastrofira):** digitisation of the integrated purchasing, production and distribution system and internal and external management of the food surpluses. Oil is a hazardous waste and Fira treats it in accordance with the current regulations in collaboration with an NGO.

At the Gran Via venue, waste management is based on the collection and separation at source of over 95%, allowing for differentiated management of the different fractions. Based on this process, the effective recovery rate of the waste is calculated once it has been treated, depending on the final destination of the materials. In total, 7,500 tonnes of waste were managed (6,400 tonnes in 2024), within the context of greater trade show activity.

2025 HAS BEEN A YEAR SHAPED BY SIGNIFICANT IMPROVEMENTS IN RESPONSIBLE WASTE MANAGEMENT. THE GRAN VIA VENUE HAS ACHIEVED A 52.5% RECOVERY RATE (39.5% IN 2024), FOR MATERIALS WHICH, ONCE TREATED, CAN BE REUSED OR GIVEN A NEW USE.



In 2026, Gastrofira will have a Food Waste Reduction Plan to meet the requirements of Law 1/2025, of 1 April, on the prevention of food loss and waste, which seeks to reduce food losses in production and supply chains by 20% and food waste per capita in retail sales and consumption by 50% by 2030.

The evolution of the waste generated is presented below, broken down by types:

Volume of waste generated by type (kg)	2024	2025 ¹
Non-hazardous waste	6,242,454	7,564,620
Hazardous waste	7,070	8,520
Total	6,249,524	7,573,140 ¹

¹ The increase in waste is due to the more intensive use of the spaces, the rise in the number of recurring events, more complex stands and the holding of events that are particularly intensive in terms of waste generation.



2023-2026 Sustainability Strategy: Waste management and circularity

The main actions linked to the 2023-2026 Sustainability Strategy completed in 2025 and scheduled for 2026 are:

Strategic line	Actions completed in 2025
Circularity	Updating and reinforcing the signage (signs and messages) to facilitate proper waste separation in the bins in the halls and catering areas.
Strategic line	Actions scheduled for 2026
Circularity	Updating and redeploying Fira's waste management procedure, incorporating new responsibilities and obligations for all the agents involved (Fira, organisers, exhibitors and assembly and disassembly companies).

4.3 SUSTAINABLE EVENTS

Events hosted by Fira are gradually incorporating environmental sustainability criteria as part of their usual operations. This approach is reflected in decisions that affect the design of the spaces, the resource management, mobility and the waste treatment, with the aim of reducing the environmental impact associated with the trade show activity.

Fira therefore provides the organising, exhibiting and supplier companies with the 2025 update of the Sustainable participation guide, the new version of which will be published in 2026. The guide includes recommendations applicable to all the phases of the event and promotes a form of working based on the prevention of waste generation, responsible use of materials, reuse of elements and digitisation of contents. It also encourages the use of public transport and active mobility.

This document allows environmental criteria to be applied consistently to all the fairs throughout their cycle, with specific actions before, during and after they are held.

Environmental actions according to the phase of the event

Before	During	After
Design of spaces with eco-design criteria and use of reusable or recyclable materials.	Selective waste separation and efficient use of water and energy.	Proper management of the disassembly waste.
Digitisation of contents and logistical planning in accordance with efficiency criteria.	Promotion of public transport and active mobility, as well as measures to reduce catering waste.	Reuse, donation and recycling of the materials that are used.

Good practices at sectoral fairs

Several trade fairs organised by Fira have incorporated environmental measures suited to their characteristics and operational needs.

One of them is Barcelona Wine Week, the flagship professional trade show for the wine sector, which has a homogeneous exhibition structure and an annual frequency that facilitates the planning and continuity of its environmental measures. These characteristics have led to the consolidation of practices aimed at waste management and the efficient use of materials.

The initiatives that were deployed include the organic fraction collection campaign, with containers delivered to all the exhibitors and the promotion of selective waste separation. The fair has also incorporated reduced carpeting in the common areas, installed free water dispensers and promoted the use of reusable bottles among the visitors and professionals.

As for the design of its spaces, Barcelona Wine Week uses reusable wooden stands that are retained year after year. In fact, most of the stands are the same as those that were used at the first fair in 2020, and they are only replaced when their condition so requires, thus helping to reduce the consumption of materials and the waste associated with assembly.

The digitisation of the informative content via the event's mobile app and the digital signage forms part of this strategy and contributes to a reduction in the use of paper at the event.



COMMITMENT TO PEOPLE

Fira de Barcelona is an institution committed to people that promotes a corporate culture facilitating personal and professional development, guarantees the well-being of its team and incorporates criteria of equality, respect and inclusion into its daily activity.

It puts this commitment into effect by means of measures that seek to improve its workforce's satisfaction and the quality of its jobs and help to create a stable and welcoming professional environment.

5



5.1 PEOPLE, AT CENTRE STAGE

In 2025, Fira's workforce numbered 542 people, 7.11% more than in 2024 and 61.07% of them were women. The commitment to female talent is reflected in the fact that, throughout 2025, 100% of the new recruits for management positions were women.

THE HEADCOUNT OF FIRA DE BARCELONA'S WORKFORCE WAS 542 IN 2025.
61.07% OF THEM ARE WOMEN.

SHARED CULTURE AND VALUES

Fira's corporate culture is based on a clear purpose, namely to generate economic and social prosperity in a responsible manner. This purpose is also pursued from within through initiatives such as the Fira Activa programme, which promotes communication, dissemination and internal awareness-raising actions to reinforce the institution's corporate values and its social and environmental commitments.



Throughout 2025, the Fira Activa programme has brought internal resources and initiatives closer to the employees, generating spaces for dialogue and shared learning that focus on sustainability, equality, diversity and well-being.

In this regard, initiatives linked to specific dates were conducted. In 2025, a video was produced on the occasion of Women's Day, with the testimonies of two female Fira professionals. An activity aimed at distributing books about equality was organised on Saint George's Day featuring the participation of Sara Garcia, a molecular biologist, a cancer researcher, the first Spanish woman chosen by the European Space Agency and the author of the book titled "Órbitas". These initiatives were publicised via the corporate intranet and, in some cases, internal digital screens, thereby expanding the scope of the internal communication regarding sustainability and equality.

The institution's management model places emphasis on people's participation and development. The annual team-building exercise in 2025 chose sustainability as its guiding thread and the training catalogue has enabled everyone to choose the contents, the formats and the lengths of the courses to meet their needs. These practices enhance internal cohesion and introduce initiatives linked to the different pillars of sustainability into the employees' daily lives.

2025 team-building exercise

In 2025 Fira has consolidated the team-building exercise as a meeting point for improving collaboration between the teams.

The round-table discussion titled Sustainability at Fira: challenges and opportunities was attended by six experts from different departments within the institution who highlighted the initiatives that are being conducted by Fira de Barcelona in the field of sustainability. More specifically, they discussed the implementation of the strategic sustainability plan, sustainable facilities, responsible purchasing, the environmental management system and sustainable events.



Moreover, an activity was carried out to focus on three areas aligned with the 2023-2026 Strategic Sustainability Plan: governance, environmental and social. Each area included a dynamic and practical activity focused on the creation of materials for schools, social entities and environmental organisations:

Governance - Robotics Workshop

The participants built and programmed robots and created circuits to put them to the test. Once the activity was over, the materials were sent to schools and nurseries to promote creativity, critical thinking and responsible use of technology.

Social area - Assembly of toys

The participants put together cars, kitchens, skateboards and stop motion theatres with support tablets, which were then delivered to schools and organisations that work with children in vulnerable situations. The event reinforced the value of play as a tool for emotional and cognitive development.

Environmental area - Building a better world

The teams created nest boxes, insect hotels and Nendo Dango balls made of clay and seeds that were then delivered to environmental organisations so as to contribute to biodiversity and the conservation of local ecosystems.



DIVERSITY AND INCLUSION

As an entity committed to equality, diversity and inclusion, Fira strives to guarantee work environments free from discrimination. Plans were deployed in different areas in 2025, while 2026 is scheduled to witness the creation of the Diversity, Equity and Inclusion Department, the main aim of which is to make strategic and cross-disciplinary progress in these areas.

LGBTI Plan



Guiding principles of the LGBTI Plan

- Promotion of equality and respect
- Zero tolerance of discrimination
- Sensitisation and training

The LGBTI Plan was approved in 2025. This includes a set of measures designed to guarantee equality and non-discrimination of LGBTI people within the organisation.

Several initiatives have also been conducted:

- Dissemination of the LGBTI Plan throughout the workforce, with information on the measures and updates regarding protection for the collective.
- Inclusion of the commitment in the Collective Bargaining Agreement with the implementation of the Equality Plan (article 60) and the LGBTI Plan (article 61).
- Adaptation of the prevention and action protocol to address situations involving harassment and violence at work, specifically incorporating the LGBTI group and dissemination and training initiatives.
- Fira has also continued to implement the 3rd Equality Plan. In this regard, a breastfeeding room was created at the Montjuic venue in 2025. This is designed to provide a private, accessible and comfortable space for employees who wish to continue breastfeeding after returning to work.



Fira de Barcelona is developing the Aflora Plan, which is aimed at advising and providing support for people with chronic health conditions to determine whether they can obtain a disability certificate and, as appropriate, facilitate the official process to apply for and obtain it. The project will help to improve people's well-being and guarantee access to associated benefits.

This initiative is aligned with Fira's goal of ensuring that 2% of its workforce will be people with disabilities by 2026.

LABOUR RELATIONS

The representation of the employees is conceived as a space for dialogue and cooperation, whereby the workforce can take part in defining initiatives and improving the internal processes. This orientation facilitates fluent communication and an environment based on respect and trust.



The main body representing the employees of Fira de Barcelona is the Work Council, made up of 13 members and two union delegates from CCOO and UGT.

The institution guarantees a continuous flow of information and an effective feedback system via various channels with the aim of keeping the organisation informed while promoting active listening. The main interlocutor in this process is:

• **The Joint Collective Bargaining and Communication Committee:** made up of four members of the Works Council and union delegates. This committee acts as a stable space for dialogue between the body representing the employees and the management. Its main function is to ensure fluent communication and manage proposals and concerns while promoting a balanced work environment.

In order to address the areas that affect people's well-being and the internal management, Fira has permanent committees in several fields whose purpose is to generate solutions, guarantee rights and anticipate emerging needs:

- **Social Aid Fund:** this manages and distributes resources designed to support any team members in situations of need.
- **Occupational Health and Safety:** this oversees the implementation and supervision of practices that guarantee a safe work environment.
- **Training:** this promotes ongoing professional development by means of training and upskilling programmes.
- **Psychosocial Risks, Equality and Harassment:** this identifies and mitigates psychosocial risks, promotes gender equality and prevents situations involving harassment.
- **Technical:** this deals with job classifications and technical issues related to professional development.



Collective bargaining agreement

The collective bargaining agreement in force until 2026 is the framework that regulates the workforce’s working conditions. This agreement, the result of an open and collaborative negotiation process, ensures that the labour standards and benefits are clear, fair and aligned with the principles of equity and social responsibility.

In 2025, 97.60% of the organisation’s staff have benefited from the collective bargaining agreement, which guarantees the protection of the workforce, the working conditions and the employees’ benefits.

Remuneration policy

Fira de Barcelona implements a remuneration policy geared towards guaranteeing internal equity and external competitiveness, in alignment with the corporate strategy and the goals of the organisation. The remuneration includes a fixed component and a variable component that apply to the entire workforce and are linked to the achievement of the corporate and, as appropriate, individual and commercial goals, which are defined and announced on an annual basis.

In 2025, Fira has updated and announced the individual and collective variable remuneration goals to reinforce their alignment with the institution’s strategic priorities.

Social benefits and allowances

In addition to the remuneration system, Fira’s employees enjoy the social benefits and allowances set out in the collective bargaining agreement, which are designed to facilitate well-being, security and a work-life balance.

- **Life insurance:** coverage for common contingencies for employees with over one year’s service; specific coverage for professional contingencies is applied to temporary contracts.
- **Coverage for disability or invalidity:** in the event of a temporary disability, the salary is kept at 100%, while, in the event of invalidity, complementary benefits are activated in accordance with the contingency and time served.
- **Social Aid Fund:** Designed for employees with over one year with the company, with two lines of support: loans on favourable terms and non-repayable aid for training, social and health needs and care for relatives.
- **Family support for dependent children:** available with six months of time served, as a direct measure to support the work-life balance.
- **Flexible remuneration:** available to employees with permanent contracts, with the option of configuring part of the salary in keeping with personal preferences (training, transport, meal vouchers, childcare services, etc.).

GROWTH AND DEVELOPMENT

Fira de Barcelona strategically promotes continuous training and professional development, as it regards training as an instrument which is key to guaranteeing the progress of people and the organisation.

CONTINUOUS TRAINING

2025 Cross-Cutting Training Plan

During 2025, Fira continued to implement the Cross-Cutting Training Plan, which is divided into different thematic areas to guarantee a range of training aligned with the institution’s essential skills. The Plan includes essential training for the entire workforce in areas required by the regulations, including compliance, cybersecurity and occupational hazard prevention, as well as other cross-cutting contents.

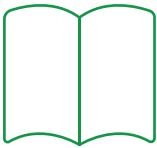
For this type of training, Fira advocates self-learning formats and courses with variable formats and lengths, with the aim of facilitating accessible and efficient training suited to each person’s availability, while promoting a balance between personal, professional and family life.

22,709 HOURS OF TRAINING WERE PROVIDED IN 2025, 54% MORE THAN IN THE PREVIOUS YEAR.

Annual and universal training catalogue

Fira’s training catalogue offers numerous options, with a wide range of topics, methodologies, formats and numbers of hours to adapt them to the needs of each person.

The contents are aligned with Fira’s strategic framework and they promote the team’s key competences. The catalogue is continuously reviewed and updated, retaining the most popular programmes and incorporating new themes in keeping with emerging trends.



The catalogue is divided into four training areas:

- Excel and languages:** this includes training in Catalan, English and advanced use of Excel.
- Knowledge and skills:** courses in digital marketing, project management, design thinking, effective communication and creativity.
- Emotional well-being:** training focused on stress management, positive thinking and personal organisation.
- Innovation and creativity:** his incorporates contents linked to the latest trends in business training, including topics such as innovation and artificial intelligence.

SUSTAINABILITY TRAINING

During 2025, Fira has continued with the training plan specialising in sustainability to ensure that the entire workforce shares the values and challenges defined in the 2023-2026 Strategic Sustainability Plan. More specifically, seven training and awareness-raising sessions were completed with different focus groups (with 190 people in attendance) and welcome sessions for new recruits were held.

At the same time, the internal communication strategy has remained active to raise awareness of sustainable practices, with informative contents on the corporate intranet and the digital screens located in various places at the facilities.



LEADERSHIP DEVELOPMENT

Leadership is a vital element for reinforcing and bringing together the corporate culture. In 2025, Fira has continued with the project launched in the previous year, going further with it to adapt it to the institution’s leadership model.

66 PEOPLE TOOK PART IN THE LEADERSHIP DEVELOPMENT PROGRAMME IN 2025.

The training courses organised this year have focused on providing specific tools for people who exercise leadership functions to enable them to apply them in their daily lives. These tools include competences linked to communication, feedback management and other key skills for coordinating and supporting the teams.

LIFELONG LEARNING

The partnership between the Open University of Catalonia (UOC) and Fira de Barcelona has remained in effect in 2025. The agreement enables the employees to obtain exclusive discounts on master’s and postgraduate degrees and specialisation courses, thus assisting in their academic and professional development.

A TOTAL OF 13 PEOPLE HAVE BENEFITED FROM THE PARTNERSHIP BETWEEN THE UOC AND FIRA DE BARCELONA IN 2025.

5.2 WELL-BEING AND SAFETY

Fira de Barcelona strives to guarantee a safe and healthy work environment and deploys a set of initiatives aimed at prevention and the health and well-being of its team. This approach combines preventive management and services that support physical and emotional health and it is deployed across all the venues and all the activities.

OCCUPATIONAL SAFETY

The Health and Safety Committee plays a key role in the preventive management. The body retains the composition established in the collective bargaining agreement, with equal representations for the organisation and the employees. Depending on the needs, prevention delegates and specialised technical staff may also attend its meetings.

During 2025, the Committee has monitored the working conditions, the accident analysis and the identification of the improvement measures. It has also taken part in the processes to review and update the prevention protocols and attended the extraordinary meetings called upon the detection of a significant incident.

The documentary control platform implemented in 2024 was consolidated during the year, significantly increasing the volume of companies and registered individuals. This tool facilitates the verification of legal compliance in the field of occupational hazard prevention and reinforces the coordination with the partner companies involved in the assembly and dismantling.

Safety and first-aid training

In 2025, mandatory training in occupational hazard prevention was incorporated in digital format, integrated into the onboarding process and made accessible to the entire workforce. This model allows new recruits to complete the preventive contents in a flexible manner and facilitates internal monitoring.

Several editions of the first-aid course were held, with additional sessions to respond to the demand among the staff, and training has also been carried out on the actions to be taken in the event of a fire. At the same time, the project to expand and relocate the defibrillators at the venues has begun, incorporating mobile devices that allow their location to be adjusted to the areas with the most activity.

PHYSICAL AND MENTAL HEALTH

Fira presents a set of initiatives aimed at providing support for the physical and emotional health of the workforce. During 2025, the existing services were consolidated and review processes were promoted to detect any emerging needs.

The nursing service has continued to provide daily care from Monday to Friday, with immediate responses in the event of incidents and health-related queries in the workplace. At the same time, the psychological care service has remained active. This is managed through a specialised company and it can be confidentially reached by the entire workforce and their direct relatives.

In the area of physical health, the physiotherapy service has remained operational at Montjuïc and, since late 2025, Gran Via. The offer is suited to the demand at each venue with the aim of facilitating access to therapeutic and preventive treatments.

During 2025 the updating of the psychosocial risk assessment began, a process that will continue throughout 2026 and identify factors that may affect the emotional well-being of the workforce. The results will guide the future improvement initiatives in partnership with the People and Organisation Area.

An ergonomics questionnaire has also been sent out to the employees who work from home. This tool facilitates the identification of potential room for improvement in the remote spaces and allows for personalised recommendations to prevent discomfort and foster adequate working conditions.



HEALTHY ENVIRONMENTS

Fira continues to encourage healthy habits and suitable spaces to enable the staff to enjoy a comfortable and functional work environment. During 2025, the initiatives that provide rest areas at the venues were maintained, with equipped canteens and spaces to enable the staff to take a break in suitable conditions.

Monthly announcements linked to health and prevention have remained active on the intranet. These contents cover topics related to ergonomics, safe mobility, heat management, good safety practices and other recommendations that contribute to a safer and healthier work environment.



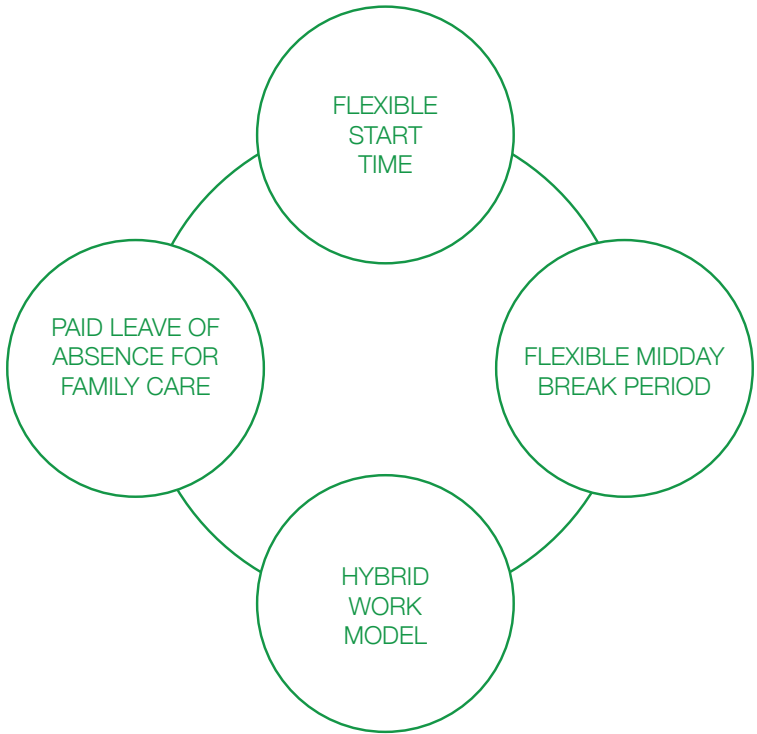
Fira Sports Team, the Fira de Barcelona programme that promotes the participation of the employees in sporting activities, encourages the regular practice of physical activity and generates shared spaces to reinforce internal cohesion, has continued throughout 2025. More specifically, it has participated in 73 sporting events involving running, cycling and triathlons, covering a total of 1,254 km.

WORK-LIFE BALANCE AND FLEXIBILITY

The organisation of working time at Fira integrates different flexibility measures to facilitate the balance between employees’ work and personal lives. These options allow the working day to be adapted to the needs of each person and respond to a modern approach to work which is sensitive to diverse realities.

The workforce has a flexible start time and a lunch break that can be adjusted in accordance with the working day and individual preferences. The possibility of working part of the day from home is also envisaged, providing additional scope in situations that require greater adaptability.

Moreover, paid leave for family care remains available as a support measure in situations that require a temporary dedication.





2023-2026 Sustainability Strategy: Commitment to people

In relation to Fira’s commitment to people, the main initiatives linked to the 2023-2026 Sustainability Strategy completed in 2025 and scheduled for 2026 are:

Strategic line	Initiatives completed in 2025
Involvement and inclusion of all people	Redefine and approve the selection, training, promotion and remuneration regulations with a DEI perspective.
	Give continuity to the regulations on flexible work.
	Reinforce the occupational hazard prevention training programme.
	Train the employees and raise their awareness of sustainability.
	Update the plan for equal opportunities for men and women in accordance with the LGBTI Law.
	Conduct a diversity diagnosis.
	Create and open a new breastfeeding room at the Montjuic venue.
Strategic line	Actions scheduled for 2026
Equality, diversity and inclusion	Carrying out of awareness-raising initiatives for the workforce covering equality, diversity, equity and inclusion.
	Deployment of the initiatives envisaged in the 3rd Equality Plan for women and men and the LGBTI Plan.
	Approval of the DEI Plan (Diversity, Equity and Inclusion).
Well-being of people	Create a training programme focused on healthy habits and preventive health.
	Create an Occupational Hazard Prevention Plan.



5.3 AT THE SERVICE OF THE CUSTOMER

Fira de Barcelona works on its customer service from a comprehensive standpoint, taking into account the entire journeys of people who attend an event as visitors, exhibitors or organisers. The above includes prior information, accessibility to the venues, internal mobility, signage and operational support throughout the days of activity to ensure that the experience is optimal.

FIRA DE BARCELONA HAS REINFORCED A MORE ACCESSIBLE AND COHERENT CUSTOMER SERVICE MODEL, WITH IMPROVEMENTS APPLIED TO ACCESS TO ITS VENUES AND SUPPORT DURING ITS EVENTS.

This approach is also useful for customers who organise their own events at the venues, as they receive criteria and guidelines that help them to plan and carry out their activities with coherence and safety.

QUALITY AND CUSTOMER SATISFACTION

The quality system combines internal monitoring tools and mechanisms to compile opinions to identify any room for improvement. During 2025, the satisfaction surveys were updated to incorporate key aspects, including accessibility, mobility, signage, connectivity, the comfort of the spaces and the perception of safety. The revised model was tested in a pilot and it will be progressively rolled out in 2026.

INCIDENT MANAGEMENT AND CUSTOMER SERVICE

The customer service has been reinforced with digital channels that facilitate communication with the exhibitors and allow any queries and incidents to be managed in a centralised and seamless manner. This multi-channel model is adapted to the needs of each event and it improves responsiveness during the preparation phase and while it is held.

This year, progress has also been made with the development of a verification system that will enable the exhibitors to confirm that the resolution of incidents meets their needs. The implementation is scheduled for 2026 and it will help to obtain a more accurate interpretation of each case.

This system is coordinated with the teams operating at the venues to provide an orderly and coherent response throughout the process. The Inhalls teams tasked with the operational support in the halls strive to identify and anticipate incidents during the previous phases. The on-site Exhibitor Care teams provide direct support for the exhibitors during the days of activity, while the virtual Exhibitor Care service centralises the remote care.



ACCESSIBILITY AND KNOWLEDGE OF THE USER'S JOURNEY

During 2025, the accessibility training aimed at the customer service teams and collaborative staff was expanded, with practical content geared towards improving the support for people with diverse needs. This work has also included specific sessions for suppliers and the preparation of materials for internal use to facilitate the incorporation of accessibility criteria into the daily service.

In parallel, an in-depth analysis of the user's journey was conducted, focusing on access to the city and venues, internal mobility, prior and digital information, signage and interaction with the services. This cross-cutting approach is able to identify barriers and room for improvement and work on them together with the departments involved.

As for support technologies, the NaviLens system has remained active as a tool to guide people with visual disabilities, and it is adapted whenever an event requires a specific configuration.





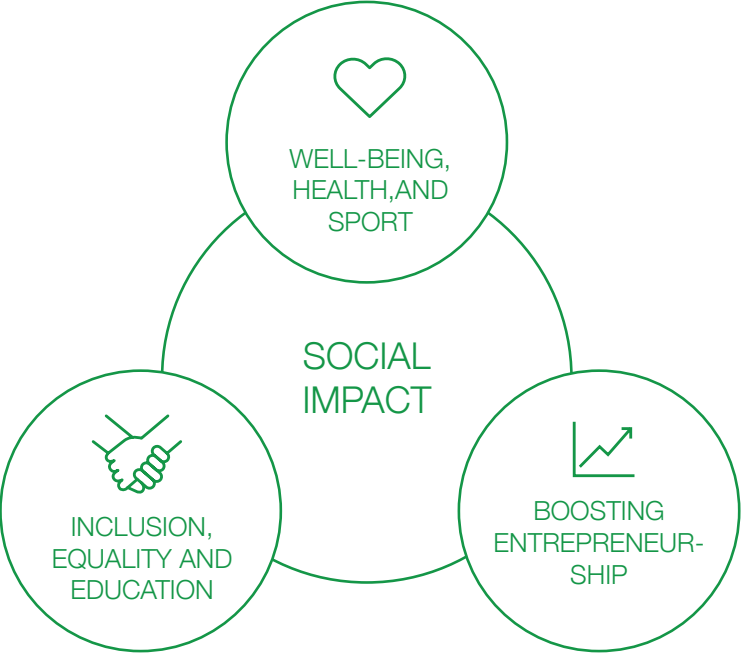
SOCIAL COMMITMENT

Fira's social commitment has continued to focus on people and the community in the surrounding area. This vision is reflected in a clear strategy: to promote the development of the nearest community. More specifically, initiatives were conducted that bring the institution closer to the most immediate communities, promoting entrepreneurship, innovation, well-being and the integration of people at risk of exclusion.



LINES OF WORK

Within the framework of the “Commitment to people” axis of the 2023-2026 Strategic Sustainability Plan and, specifically, the social impact area, work has continued on the following lines of action throughout 2025:



Well-being, health and sport

This line promotes projects that seek to improve people's physical and emotional health by supporting medical research, fostering sporting activity and combating unwanted loneliness.

The main initiatives that were conducted in this area include:

Marató de 3Cat lluita contra el càncer (fight against cancer)

Once again, Fira has hosted the call centre of La Marató in Hall 1 of the Montjuic venue, supporting one of the most iconic charitable initiatives that mobilises hundreds of volunteers to raise funds for medical research and health.

Commitment to solidarity

A team of Fira employees took part in the Magic Line, a traditional charity walk organised by the Sant Joan de Déu Hospital to raise funds for social projects.

Sponsorship and participation in the Correblau 2025

Fira de Barcelona was one of the entities that sponsored the Correblau 2025 race organised by Aprenem Autisme to publicise the reality of autistic people and support their right to quality and equitable education. Moreover, a group of employees from the institution were some of the 2,400 participants.



Links that transform the neighbourhood - Campaign against unwanted loneliness

SJD Barcelona Children's Hospital organises the Setmana contra la soledat no desitjada (Week against unwanted loneliness), a metropolitan campaign which is being rolled out in several neighbourhoods of Barcelona and other cities to create spaces for meetings and community. Once again, Fira de Barcelona joined as a collaborating entity, taking part in different community initiatives. This year, the institution sought to place special emphasis on the Sants neighbourhood, which is why the closing ceremony was held there. Throughout the week, Sants hosted activities to combat loneliness with the participation of more than 3,000 people, 300 businesses and other entities, including places for dialogue at markets, pharmacies, workshops and libraries and initiatives at schools (involving over 3,600 students) and businesses, as well as other activities such as “ageless bicycles” and human tower performances.

A festive day was held on 19 October, coinciding with the Cross de Sants 10k road race. This included the Àpats amb companyia (Meals together) initiative, a community lunch that brought together 150 people, with Fira's volunteers providing support and enlivening the conversations to ensure that no one felt alone.

Inclusion, equality and education

This line of action groups together initiatives to reduce inequalities and facilitate social integration. The initiatives focus on diversity, education and support for vulnerable groups, with the aim of generating real and accessible opportunities for everyone. Fira collaborates with entities that strive to build a fairer society, creating spaces in which inclusion exists.

The main initiatives that were carried out during 2025 in this area are as follows:

Promotion and respect for children's rights:

Fira and UNICEF Comitè Catalunya have joined forces to raise awareness of the protection of children's rights. At the Festival de la Infància, the children were invited to “catch rights” inside a transparent inflatable and reflect on the above during a workshop. This event, together with other charitable initiatives to promote reading, turned the Festival into a space combining recreation and values.

Donar una segona vida (Give a second life) charitable toy campaign

For Christmas Fira promoted an internal campaign to collect toys for vulnerable families. With the collaboration of the Andròmines social association, which accepts second-hand toys in good condition, and the Red Cross, which receives new toys, a collection point was created for Fira's 500 employees. This is an initiative that combines solidarity and sustainability, giving a second life to toys and promoting social awareness.

Donations of technological devices

Fira has also donated 728 mobile phones to Andròmines, which reconditions them with the involvement of people at risk of exclusion. The devices that are recovered are put up for sale at social prices and those that cannot be reused are assigned to educational workshops on recycling and sustainability.

Socio-educational projects around the region

The institution has contributed to the expansion of the Pere Tarrés Foundation’s socio-educational centre in Poble-sec and taken part in the opening session. The expansion will improve the support facilities available to the children and families in the neighbourhood.

Recruitment Social Procurement

Fira continues to hire services through social entities linked to the management of materials, the sending of birth gifts and the preparation of Christmas baskets. These partnerships enhance the labour inclusion of people in situations of vulnerability.

Support for social inclusion

The institution has once again taken part in the Cheers4U charity gymkhana held at the Circuit de Catalunya, with the aim of raising funds for the Icària Initiatives Socials Private Foundation, an entity that promotes opportunities and supports children and adults with intellectual diversity during their personal, social and work development.

Collaboration with the Multiple Sclerosis Foundation

Fira has worked together with its Special Employment Centre in a telemarketing campaign linked to the Construmat fair, by means of which call centre services were provided in an inclusive professional environment.

Reuse of resources for social projects

More than 12.7 tonnes of materials and furniture recovered from events held at Fira de Barcelona were donated to entities in Barcelona.

Promotion of entrepreneurship

Fira advocates innovation, entrepreneurship and emerging talent as drivers of change and generators of opportunities, and it therefore supports projects that facilitate access to economic activity. This line creates environments that connect ideas with resources, opening up paths towards a more inclusive and competitive future.

The main initiatives that were carried out during 2025 in this area are as follows:

Recognition of young talent

Sponsorship of the AIJEC Young Entrepreneur Award, which acknowledges the efforts, careers and impact of the entrepreneurial talent of people under 45 years of age.

Driving of economic and business thinking

Sponsorship of the meeting of the Cercle d’Economia held at the Palau de Congressos de Barcelona, which encourages reflection on the major current social and economic challenges.



GASTROFIRA SOCIAL ACTION

Gastrofira conducts initiatives that strengthen social action by means of the catering at the venues.

Food donations

The partnership with Nutrition Without Borders is maintained to redistribute the food surpluses (4,704 kg) generated during the catering services. The management includes the collection and distribution of products to social entities and the internal use of the surpluses as family meals, thus reinforcing efficient and responsible resource management. The surpluses of events such as Seafood Global Expo (10,407 kg) were donated to the Food Bank. Some of these surpluses were set aside for the preparation of 1,000 servings sent out to soup kitchens (357 kg).

Value economy with Aceite Solidario

The recovery of cooking oil (2,043.50 kg) through Aceite Solidario (Charity Oil) allows this waste to be transformed into biodiesel. The profits go to educational and social inclusion projects.

Gastronomic solidarity with Cuina Justa

The partnership with Cuina Justa (Fair Cuisine) facilitates work and social itineraries for people with mental health disorders or at risk of exclusion. It also includes products made in a healthy and artisan manner.



SOCIAL ACTION AT THE FAIRS

Fira's trade shows conduct initiatives with a social impact adapted to their sectoral scope. These initiatives are conducted in partnership with social, cultural and environmental entities and they reinforce the ability of the events to generate a positive contribution to the region and the community.

Fair	Initiative
Barcelona Wine Week and Gastronomic Forum Barcelona	Partnerships with Ecovidrio and the Cork Institute for the collection of corks and the recycling of the glass generated at these events, as well as the Food Bank for charitable initiatives. The two fairs are attended by students on internships from Special Employment Centres, who are included in talks, activities and cooking areas as training opportunities that provide contacts with the professional sector. They also incorporate the Companies with Sustainable Initiatives programme, which publicises exhibitors with previously selected environmental, social and governance projects.
Barcelona Bridal Fashion Week	Production of the tote bags for the welcome packages by the Ared Foundation, made at its workshop as a socio-labour insertion initiative.
Saló de l'Ocupació/BIZ (Employment Fair)	Preparation of a guide on accessibility to the fair explaining the improved signage, the support services, the technologies such as NaviLens and the magnetic loops to guarantee a truly inclusive space suited to different needs.
Caravaning	Creation of an inclusive and cooperative play area with the Tata Inti Foundation at Caravaning Kids, built with sustainable materials and cooperative games.
Construmat	<p>Partnership with Rezero for the prevention of single-use waste and promoting the reuse of materials. A sculpture by Art is Tra\$h, created with packaging used in the take-away services, was exhibited and included in a raffle.</p> <p>Moreover, at the end of the event, materials were given to Ca l'Isidret for an eco-design project for benches in the Poblenou neighbourhood.</p>
Piscina Barcelona	Partnership to fill the pools with water donated by the Bernat Picornell Municipal Sports Centre and return it once the event was over, having undergone the relevant physicochemical analyses for its reuse. Furthermore, there was collaboration with the Vinne Foundation for the creation of the event's merchandising, using sustainable local products produced by a non-profit entity.

Saló de l'Ensenyament (Education Fair)	Participation of Creu Roja Joventut (Red Cross Youth), with awareness-raising activities on feminism, the gender perspective, sexuality, risk prevention and the promotion of volunteering geared towards young people.
Saló Nàutic Internacional de Barcelona (Barcelona International Boat Show)	Promotion of activities and debates at L'Àgora Port with the Barcelona Capital Nàutica Foundation, focusing on social sustainability, inclusion and the blue economy.
MWC Barcelona	Reuse of resources for social and environmental projects. Thanks to the MWC Donation Room project, 26.3 tonnes of material from MWC Barcelona were donated in 2025.
Smart City Expo World Congress	An assisted guidance service for people with visual disabilities was provided in partnership with the ONCE Foundation by means of a robot offering information and orientation around the different stands.





OTHER SOCIAL COLLABORATION IN 2025

In addition to the entities with which Fira cooperates in stable institutional terms, in 2025 the institution has also conducted joint initiatives with the following ones:

Team-Building Entities	Social entities with which Fira has cooperated through internal activities geared towards team cohesion and the social commitment of the workforce.
	Astres Foundation Childhood Social Action Foundation Nature Conservation Network Candela Wristband Foundation

2023-2026 Sustainability Strategy: Commitment to people

The main initiatives linked to the 2023-2026 Sustainability Strategy scheduled for 2026 are as follows:

Strategic line	Actions scheduled for 2026
Impact on society	Continue to promote Fira's social commitment through initiatives in the corporate sphere and the field of trade shows, with the aim of generating a positive social impact on the immediate environment.





COMMITMENT TO ETHICAL, HONEST AND RESPONSIBLE MANAGEMENT

Fira de Barcelona operates by following corporate policies and standards of good practices under the control and supervision of its governing bodies. These guarantee administration and management aligned with principles of ethics, integrity and responsibility.

The institution reinforces this governance model with internal control mechanisms, oversight processes and clear criteria to ensure transparent and rigorous management.



7.1 BUSINESS ETHICS, COMPLIANCE AND DATA PROTECTION

The Anti-Corruption Policy, the Corporate Compliance Programme and the Data Protection Management System are the Fira de Barcelona tools that are key to ensuring responsible development of the activity, in order to guarantee regulatory compliance and promote ethical behaviour among all the people who form part of the institution.

Anti-corruption policy and Due diligence Procedure

The institution implements an Anti-Corruption Policy aimed at preventing, detecting and managing any form of corruption within the organisation. It establishes clear criteria on acceptable practices, regulating aspects such as any invitations, gifts and hospitality that employees may receive and offer, while promoting a culture of integrity and transparency. Fira's workforce can view the policy on the corporate intranet.

Moreover, during 2025 the external transparency was reinforced by updating the [Transparency Section](#) on the institutional website, in which these and other good governance policies are published.

| FIRA HAS ASSESSED THE RISK OF CORRUPTION IN 100% OF ITS OPERATIONS.

As for the evaluation process for suppliers and international commercial agents, Fira has maintained the procedure established in 2024 and integrated into its compliance system.

Within this framework, 56 due diligence processes were carried out on partners and suppliers linked to international business, with the aim of detecting potential risks before establishing or maintaining business relationships that could affect the entity's reputation. The risks that are assessed in these processes include:

- 1

International sanctions and a presence on lists of people or entities banned by governments.
- 2

Links to activities such as terrorism, arms trafficking and war crimes.
- 3

Financial crimes, corruption and other unlawful practices.
- 4

Environmental, social and governance (ESG) risks.
- 5

Other relevant risks identified through public sources and news.

This proactive approach enables Fira de Barcelona to act responsibly, minimise any reputational risks and ensure that its commercial partnerships are aligned with its values and ethical principles.

Corporate Compliance Programme

The Corporate Compliance Programme integrates a set of tools and policies aimed at guaranteeing compliance with the current regulations and promoting a culture of integrity throughout the organisation. Its proper functioning is supervised by the Ethics and Compliance Committee, responsible for the management and development of the Programme, which meets on a monthly basis to monitor the compliance goals.



Tools and policies of the Corporate Compliance Programme

Scope	Instrument	Purpose
Corporate governance	Code of Ethics	<ul style="list-style-type: none">· Conduct framework· Common reference· Shared values
Alert systems	Ethical Channel	<ul style="list-style-type: none">· Secure communication· Incident management· Internal support
Internal processes	Transparent and ethical procurement	<ul style="list-style-type: none">· Objective criteria· Traceability· Good practices
Market relations	Competition Policy	<ul style="list-style-type: none">· Functioning of the market· Equal opportunities· Prevention of anti-competitive conduct
Financial controls	Prevention of money laundering	<ul style="list-style-type: none">· Control of operations· Flow monitoring· Economic transparency
Decision-making	Conflict of Interest Policy	<ul style="list-style-type: none">· Situation management· Separation of interests· Objectivity

Criminal risks in all the areas are assessed each year to identify vulnerabilities and review the controls designed to minimise them.

Throughout 2025, progress was made with the implementation of the Gobercom tool, a specific platform for monitoring regulatory compliance. This platform is able to register, analyse and track detected

incidents, facilitating the identification of improvement opportunities and reinforcing the continuous updating of the Corporate Compliance System.

Several initiatives have also been promoted to reinforce regulatory compliance, integrity and transparency throughout the organisation and to define lines of continuity and improvements in 2026.

Action	Scope	Status 2025	Status 2026
Criminal risk map and report	Updating of the risks associated with the activity and the different areas of the organisation	Revised and updated	Monitoring
Compliance Training	Training initiatives for the workforce and the Executive Committee and welcome sessions for new recruits	Conducted	Continuity
Monitoring of the Compliance Programme	Monitoring of risks and controls through the Gobercom platform and reporting data sheets by areas	Implemented	Intensification
Internal compliance communication	Regular publication of contents regarding Compliance on the neXe corporate intranet	Implemented	Intensification
Management of conflicts of interest	Definition of the procedure for public tenders and selection, procurement and development processes	Procedure created	Application
Certifications of the Compliance Programme	Development of the work for alignment with the UNE 19601, ISO 37001 and UNE 19603 standards	Under development	In progress
Institutional transparency	Updating of public information on compliance and governance on the institutional website	Implemented	Scheduled update

No incident linked to corruption was detected in 2025, nor any infringement related to monopolistic practices or practices contrary to free competition. Nor have any complaints been received regarding human rights violations or discrimination on the grounds of race, gender, religion, political opinions, nationality or social origin.

Data protection

In accordance with the General Data Protection Regulation (GDPR) of the European Union, Fira de Barcelona has a data protection officer (DPO), a figure tasked with ensuring compliance with the privacy regulations. This outsourced function ensures that personal data are processed legally and ethically and acts as a point of contact between the organisation, the parties involved and the competent authorities.

Internally, Fira has a **Data Protection and Information Security Committee** that oversees the implementation of its security policies and procedures, ensuring permanent compliance with the current regulations. In 2025 several important initiatives were carried out in this area:

- **Data protection training:** initial training that explains what data protection is, what the rights and duties of users are and good practices for the secure processing of information. The training, which lasted thirty minutes, consisted of an explanatory video and a test with eleven questions.
- **Table of data retention periods:** start of the project to review the deadlines, with subsequent blocking and anonymisation.
- **Policies and legal texts:** review of the documentation linked to the collection of personal data.
- **Risk analysis:** analysis of the fifty-one kinds of processing identified in the Processing Activities Register.

ACTIONS SCHEDULED FOR 2026

Looking ahead to 2026, Fira de Barcelona will maintain its commitment to guaranteeing regulatory compliance, data protection and transparency by implementing the following actions:

- **Review and update of the policies and legal texts** related to the collection of personal data and the table of data retention periods.
- **Completion of the audit** of the web pages and the risk analysis.
- **Data protection training:** the workforce will be trained in artificial intelligence and data protection.



7.2 RESPONSIBLE SUPPLY CHAIN

Fira de Barcelona has updated the supplier evaluation process in accordance with ESG criteria in processes unrelated to public tendering by means of a cross-cutting form with common questions.

In the case of supplier companies awarded contracts in public tenders, specific forms adapted to the nature of the service have been developed with the aim of facilitating the monitoring and evaluation of the compliance with their sustainability plans.



Fira de Barcelona shared the new sustainability questionnaire with “type A” supplier companies (those that account for 85% of the organisation’s spending on products or services managed by the purchasing department), and they were classified in accordance with their degree of implementation (high, medium and low).



These evaluation tools incorporate, among other questions, ones related to:

Environmental dimension	Social dimension	Governance dimension
Environmental certifications (ISO 14001, EcoVadis, etc.)	Social certifications (ISO 45001, SA8000, EcoVadis, etc.)	Governance certifications (ISO 37000, B Corp, etc.)
Measures aimed at reducing the environmental impact (emissions, energy efficiency, waste management, circular economy, etc.)	Initiatives aimed at people’s well-being and social impact (diversity, work-life balance, relationship with the community, etc.)	Good governance and integrity mechanisms (code of ethics, anti-corruption policies, compliance systems, etc.)

Looking ahead to the coming years, the following objectives have been proposed to continue improving the sustainability and impact of the supply chain:

- Expand the model beyond the supplier companies managed by the purchasing department.
- Promote a framework for support and continuous improvement during the integration of sustainability by the supplier companies.
- Prioritise critical categories and strategic supplier companies.
- Standardise the ESG requirements for all the supplier companies.

The contractual clauses are defined flexibly, depending on the profile of each supplier company, in order to adapt them while maintaining the ethical and sustainability standards established by Fira. In this regard, the institution has a digital tender portal that optimises the documentary management and systematically integrates sustainability criteria into the technical evaluations of the tenders.

Moreover, the annual process of analysing the strategic suppliers and the degree of compliance with the contractual commitments linked to the quality and service levels was simplified. During 2025, more than 39 key suppliers were evaluated by means of 376 surveys conducted on more than 130 employees.

Looking ahead to 2026, Fira is working on a new questionnaire aimed at supplier companies with an annual turnover of over €50,000, with mandatory information requirements with regard to their compliance systems.

Finally, it should be noted that a significant part of Fira’s spending on suppliers is assigned to companies in the province of Barcelona. 70.41% of this spending has corresponded to local suppliers, in accordance with the territorial distribution of the activity and the operational needs of the institution.

As for the incorporation of ESG criteria into the selection processes, 15 new supplier companies that went through the evaluation filters under environmental and social criteria were evaluated in 2025, compared to the nine recorded in 2024.

Proportion of spending on local suppliers	2024	2025
Total number of suppliers	1,212	1,316
Number of local suppliers	713	828
Spending on local suppliers (% of the total)	73.17 %	70.41 %

In 2025 Fira has reinforced its commitment to the protection of human rights. All the contracts signed with suppliers include specific clauses designed to guarantee these fundamental rights. Moreover, the institution’s Code of Ethics applies equally to all the suppliers and incorporates a clause that must be read to ensure understanding and adherence.



ABOUT THIS REPORT

This report includes information related to the sustainability of Fira de Barcelona in 2025.

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This report includes information related to the sustainability of Fira de Barcelona in 2025.

The principles of comparability, reliability, materiality and relevance established in the Law on Non-Financial Reporting and Diversity were applied, in accordance with the standards of the GRI (Global Reporting Initiative):

Comparability and timeliness criteria

(in accordance with GRI 1 - Foundation 2021): “The organisation shall select, compile and report information consistently to enable an analysis of changes in the organisation’s impacts over time and an analysis of these impacts relative to those of other organisations” and “it shall report information on a regular schedule and make it available in time for information users to make decisions”.

Reliability criterion

(set out in GRI 1 - Foundation 2021 as Accuracy, Completeness and Verifiability): “The organisation shall report information that is correct and sufficiently detailed to allow an assessment of the organisation’s impacts”, “sufficient to enable an assessment of the organisation’s impacts during the reporting period” and “gather, record, compile and analyse information in such a way that the information can be examined to establish its quality”.

Relevance criterion

(set out in GRI 1 - Foundation 2021 as Balance and Clarity): “The organisation shall report information in an unbiased way and provide a fair representation of the organisation’s negative and positive impacts” and “present information in a way that is accessible and understandable”.

Materiality criterion

(set out in GRI 1 - Foundation 2021 as Sustainability context): “The organisation shall report information about its impacts in the wider context of sustainable development”.

The geographical scope of the reported data is Spain. Conversely, the non-financial reporting focuses exclusively on the institution’s activity at the Montjuïc and Gran Via venues.

The point of contact for queries related to the report or the information presented is infofira@firabarcelona.com.





SOCIAL INDICATORS

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Distribution of the workforce

Employees by gender (at year-end)	2024	2025
Women	312	331
% women	61,7 %	61,1 %
Men	194	211
% men	38,3 %	38,9 %
TOTAL	506	542

Employees by type of contract (at year-end)	2024	2025
Indefinite contract		
Men	181	196
Women	271	285
Total permanent employees	452	481
Temporary contract		
Men	13	15
Women	41	46
Total temporary employees	54	61
TOTAL	506	542

Employees by type of working day (at year-end)	2024	2025
Full-time contract		
Men	190	207
Women	307	328
Total full-time employees	497	535
Part-time contracts		
Men	4	4
Women	5	3
Total part-time employees	9	7
TOTAL	506	542

Employees by professional category and age group (at year-end)	2024 No.	%	2025 No.	%
Managerial positions				
Under 30 years of age	-	0,0 %	-	0,0 %
Between 30 and 50 years of age	25	40,3 %	22	36,7 %
Over 50 years of age	37	59,7 %	38	63,3 %
Middle management				
Under 30 years of age	9	11,7 %	9	11,1 %
Between 30 and 50 years of age	55	71,4 %	57	70,4 %
Over 50 years of age	13	16,9 %	15	18,5 %
Rest of the workforce				
Under 30 years of age	104	28,3 %	121	30,2 %
Between 30 and 50 years of age	165	45 %	182	45,4 %
Over 50 years of age	98	26,7 %	98	24,4 %
TOTAL	506	100 %	542	100 %

Employees by professional category and gender (at year-end)	2024 No.	%	2025 No.	%
Managerial positions				
Women	27	43,5 %	25	41,7%
Men	35	56,5 %	35	58,3 %
Middle management				
Women	50	64,9 %	50	61,7 %
Men	27	35,1 %	31	38,3 %
Rest of the workforce				
Women	235	64 %	256	63,8 %
Men	132	36 %	145	36,2 %
TOTAL	506	100 %	542	100 %

New recruits (at year-end)	2024	2025
By gender		
Women	57	73
Men	27	33
By age group		
Under 30 years of age	50	68
Between 30 and 50 years of age	29	32
Over 50 years of age	5	6
TOTAL	84	106

Number of redundancies by gender, age and professional classification (at year-end)	2024	2025
By gender		
Women	4	4
Men	5	4
By age group		
Under 30 years of age	1	1
Between 30 and 50 years of age	6	6
Over 50 years of age	2	1
Professional classification		
Managerial positions	2	1
Middle management	0	2
Rest of the workforce	7	5
TOTAL	9	8

Diversity		
Disabled employees by their professional classification (at year-end)	2024	2025
Managerial positions		
Women	0	0
Men	3	3
Middle management		
Women	0	0
Men	0	0
Rest of the workforce		
Women	2	2
Men	1	1
TOTAL	6	6

Work-life balance		
Parental leave (data at year-end)	2024	2025
Staff who were entitled to parental leave		
Women	6	8
Men	4	2
Personnel who have taken parental leave		
Women	6	8
Men	4	2
Of the above, people who have returned to their workplace after parental leave		
Women	6	8
Men	4	2
Of the above, people who, after returning to their workplace after parental leave, remain within the organisation after 12 months		
Women	6	8
Men	4	2
Return to work rate		
Women	100%	100%
Men	100%	100%
Retention rate		
Women	100%	100%
Men	100%	100%

Labour Relations

	2024	2025
Percentage of employees covered by collective bargaining agreements at year-end)	98,26 %	97,60 %

Training

Total training hours by professional category and gender	2024	2025
Men	5,891	8,381
Directors	132	130
Group 0	1,547	1,079
Group 1	988	1,756
Group 2	1,698	3,135
Group 3	1,520	2,276
Group 4	6	6
Women	8,844	14,329
Directors	78	224
Group 0	1,492	619
Group 1	1,494	2,667
Group 2	4,318	7,297
Group 3	1,458	3,283
Group 4	4	240
TOTAL	14,735	22,709



Health and Safety

Work-related injuries (data for all the staff at year-end)	2024	2025
Deaths resulting from work-related injuries	0	0
Total number	0	0
Rate	0	0
Work-related injuries with major consequences (excluding fatalities)	0	0
Total number	0	0
Rate	0	0
Work-related injuries	3	13
Work-related injuries with sick leave (centre + in itinere)	1	7
Work-related injuries without sick leave (centre + in itinere)	2	6
Rate	3.52	13
Total number of hours worked	850,860	870,478.5

Occupational illnesses (data for all the staff at year-end)	2024	2025
Number of deaths resulting from an occupational disease or illness	0	0
Number of cases of occupational diseases and illnesses	0	0

Accident rate indicators at year-end	2024	2025
Hours of absenteeism due to occupational accidents	152	156
Occupational accident frequency rate	1.18	5.74
Occupational accident severity rate	0.02	0.02



GRI CONTENT INDEX

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Statement of use	Fira de Barcelona has presented the information cited in this GRI content index for the period from 1 January to 31 December 2025, using the GRI Standards as a reference.	
GRI 1 used	GRI 1 - Foundation 2021.	

GRI STANDARD	CONTENTS	LOCATION, DIRECT RESPONSE OR OMISSION
GENERAL DISCLOSURES		
GRI 2: GENERAL DISCLOSURES 2021	The organisation and its reporting practices	
	2-1 Organisational details	<p>Fira Internacional de Barcelona Av. Maria Cristina, s/n 08004 Barcelona</p> <p>It operates in Barcelona and L'Hospitalet de Llobregat. In the international arena, the institution has expanded its activity with the organisation of exhibitions and projects in America, Asia and the Middle East and the management of two venues in China.</p>
	2-2 Entities included in the sustainability reporting	<p>The information contained in this report does not form part of the management report.</p> <p>The geographical scope of the reported data is Spain.</p> <p>The financial data correspond to the Fira de Barcelona group, which includes the Barcelona International Convention Centre (CCIB), while those related to sustainability focus exclusively on the Montjuïc and Gran Via venues.</p>
	2-3 Reporting period, frequency and contact point	<p>2025</p> <p>The frequency of the sustainability reporting is annual and it is aligned with the financial reporting period.</p>
	2-4 Restatements of information	No significant updates with a relevant impact.
	2-5 External assurance	There is no verification.
	Activities and workers	
	2-6 Activities, value chain and other business relationships	<p>3. A LARGE TRADE FAIR ORGANISATION GEARED TOWARDS SUSTAINABLE DEVELOPMENT</p> <p>7.2 RESPONSIBLE SUPPLY CHAIN</p>
	2-7 Employees	5.1 PEOPLE, AT CENTRE STAGE

Governance	
2-9 Governance structure and composition	3.2. CORPORATE GOVERNANCE
2-10 Designation and selection of the highest governing body	3.2. CORPORATE GOVERNANCE
2-11 Chair of the highest governing body	3.2. CORPORATE GOVERNANCE
2-12 Role of the highest governance body in overseeing the management of impacts	3.2. CORPORATE GOVERNANCE
2-13 Delegation of responsibility for managing impacts	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
2-14 Role of the highest governance body in the sustainability reporting	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
2-17 Collective knowledge of the highest governance body	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
2-18 Evaluation of the performance of the highest governance body	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
Strategy, policies and practices	
2-22 Statement on sustainable development strategy	<p>1. INSTITUTIONAL PRESENTATION</p> <p>3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY</p>
2-23 Policy commitments	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
2-24 Embedding policy commitments	3.2. CORPORATE GOVERNANCE
2-28 Membership associations	<p>2. THE SUSTAINABILITY OF FIRA DE BARCELONA IN FIGURES</p> <p>6. SOCIAL COMMITMENT</p>

GRI 3: MATERIAL TOPICS 2021	Stakeholder engagement	
	2-29 Approach to stakeholder engagement	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	3-1 Process to determine the material topics	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	3-2 List of material topics	3.4. INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	3-3 Management of the material topics	The effectiveness of the measures taken is monitored within the framework of the Strategic Sustainability Plan, which reflects the objectives and actions related to all the issues identified as material.

ENVIRONMENTAL ISSUES

GRI 302: ENERGY 2016	CLIMATE CHANGE	
	302-1 Energy consumption within the organisation	4.1. CLIMATE CHANGE
	302-4 Reduction of energy consumption	4.1. CLIMATE CHANGE
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	4.1. CLIMATE CHANGE
	305-2 Energy indirect (Scope 2) GHG emissions	4.1. CLIMATE CHANGE
GRI 306 : WASTE 2020	CIRCULAR ECONOMY	
	306-1 Waste generation and significant waste-related impacts	4.2. WASTE MANAGEMENT AND CIRCULARITY
	306-2 Management of significant waste-related impacts	4.2. WASTE MANAGEMENT AND CIRCULARITY

GRI 303: WATER AND EFFLUENTS 2018	WATER MANAGEMENT	
	303-3 Water withdrawal	4.1. CLIMATE CHANGE
Non-GRI	SUSTAINABLE EVENTS	
	3-3 Management of the material issues	The effectiveness of the measures taken is monitored within the framework of the Strategic Sustainability Plan, which reflects the objectives and actions related to all the issues identified as material.
Non-GRI	SUSTAINABLE FACILITIES	
	3-3 Management of the material issues	The effectiveness of the measures taken is monitored within the framework of the Strategic Sustainability Plan, which reflects the objectives and actions related to all the issues identified as material.

SOCIAL ISSUES

GRI 401: EMPLOYMENT 2016	WORKING CONDITIONS	
	401-1 New employee hires and employee turnover	5.1. PEOPLE, AT CENTRE STAGE
	401-3 Parental leave	5.1. PEOPLE, AT CENTRE STAGE
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	OCCUPATIONAL HEALTH AND SAFETY	
	403-1 Occupational health and safety management system	5.2. WELL-BEING AND SAFETY
	403-2 Hazard identification, risk assessment and investigation of incidents	5.2. WELL-BEING AND SAFETY
	403-3 Occupational health services	5.2. WELL-BEING AND SAFETY
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.2. WELL-BEING AND SAFETY
	403-5 Worker training on occupational health and safety	5.2. WELL-BEING AND SAFETY
	403-6 Promotion of worker health	5.2. WELL-BEING AND SAFETY
	403-9 Work-related injuries	5.2. WELL-BEING AND SAFETY
	403-10 Work-related ill health	5.2. WELL-BEING AND SAFETY
GRI 404: TRAINING AND EDUCATION 2016	TALENT TRAINING, ATTRACTION AND RETENTION	
	404-2 Programs for upgrading employee skills and transition assistance programs	5.1. PEOPLE, AT CENTRE STAGE
	404-3 Percentage of employees receiving regular performance and career development reviews	5.1. PEOPLE, AT CENTRE STAGE
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY	DIVERSITY AND EQUAL OPPORTUNITY 2016	
	405-1 Diversity of governance bodies and employees	5.1. PEOPLE, AT CENTRE STAGE
GRI 406: NON- DISCRIMINATION 2016	NON-DISCRIMINATION	
	406-1 Incidents of discrimination and corrective actions taken	Fira has not recorded any cases of discrimination.
GRI 205: ANTI-CORRUPTION 2016	ETHICAL, INTEGRATED AND RESPONSIBLE MANAGEMENT	
	205-1 Operations assessed for risks related to corruption	8.1. BUSINESS ETHICS, COMPLIANCE AND DATA PROTECTION
	205-3 Confirmed cases of corruption and measures taken	8.1. BUSINESS ETHICS, COMPLIANCE AND DATA PROTECTION

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