

Fira de Barcelona

Sustainability Report 2024



Fira Barcelona

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Fira Barcelona





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Pau Relat

Chairman of the Governing Board
of Fira de Barcelona

Sustainability, a non-negotiable goal

I am pleased to present Fira de Barcelona's Sustainability Report for 2024, which demonstrates our institution's commitment to sustainable development and outlines the actions that have been taken during this financial year.

For many years Fira has been committed to the Sustainable Development Goals (SDGs) in the United Nations 2030 Agenda. It should be remembered that our 2023-2026 Sustainability Plan takes up this challenge in the desire to take action across the board.

This report includes information that clearly shows our corporate commitment to contribute to sustainability in its broadest sense, that is, taking in all the complexity of the Fira's work and including

everything from the work done on our venue to the setting up of strategic initiatives.

I would like to thank the Fira staff for their commitment, and the collaboration of all our economic, social and institutional partners in this task, which is an essential priority for society. Fira de Barcelona is highly aware of the role it plays as an economic and social driving force, and of the impact its actions have on our regional business and community context. We also want to be a driving force in the field of sustainability, taken in its broadest sense of collective, shared rigour.



Constantí Serrallonga

General Manager of Fira de Barcelona

Commitment to the future

This Sustainability Report is an example of our firm commitment to doing our work in a sustainable way, in environmental, social and governance (ESG) terms.

In this document we share the most significant milestones we have achieved during the 2024 financial year, highlighting actions linked to recycling, the circular economy and energy efficiency, as well as cooperation and solidarity.

This report shows the social commitment and desire for constant improvement of Fira de Barcelona in the area of sustainability and the environment. We are an economic driver because we want to have a positive impact on society, to create wealth and well-being for Barcelona and

its surrounding area and to do so in a responsible manner. Fira pursues this mission within the framework of our Strategic Sustainability Plan (2023-2026), fully aligned with the Sustainable Development Goals (SDGs) in the United Nations 2030 Agenda.

And we look to the future with the determination to become a benchmark organisation in the sustainability field within the trade show market. And this is why we also extend this commitment to our organisers, exhibitors and visitors. Because the path to sustainability involves a shared effort, taking shared responsibility for prosperity not just today, but also for future generations

2. Sustainability at Fira in figures 2024

Commitment to the planet

Circularity

 **92%**
790,478 m² of carpeting recycled

 **39%**
Recovered waste
(+7% recycled compared to 2023)

 **3.1 Tn**
Metal waste saved with eco lanyards

 Use of Eventsost platform
(sustainable design) for BuildUp stands

 Sustainability clauses in calls for purchasing tenders

Sustainable installations

 **25,947**
Photovoltaic panels
It avoids emissions of over 2.200 tCO₂e / per year

 **92.5%**
LED lighting on the Gran Via venue

 **-3% ↓**
Energy consumption compared to 2023

 **77**
Charging points for electric vehicles



Decarbonisation

 **-36.8% ↓**
Carbon footprint
(compared to 2023)

Year	2022	2023	2024
Ratio tCO ₂ e/M€ turnover	3,825.11 tCO ₂ e	4,014.07 tCO ₂ e	2,537.81 tCO ₂ e

 **100%**
Green energy use
7,928 tCO₂e avoided

 **500 tCoze avoided**
Funding forestry projects
Serra de Collserola (2023)
Conca Segre-Rialb (2024)

 **-8% ↓**
Water use
(compared to 2023)

Year	2022	2023	2024
Ratio H ₂ O m³/€K turnover	74,282 m³	62,341 m³	57,285 m³



Sustainable events

 Guide to sustainable participation
for organisers, installers
and exhibitors

 Promoting sustainable
transport to events

 **WastePatrol** service to ensure
proper separation of waste

 Reusable container
pilot project



Our Commitment to people

Impact on society

Well-being, health and sport

Cooperation with Sant Joan de Déu hospital in:

'Unwanted loneliness' campaign



Charity walk



Emotional well-being among young people



La Marató de TV3

In 2024, devoted to respiratory illnesses



Support for entrepreneurship

Cercle d'Economia meeting sponsored



Young business person award sponsored



Inclusion, equality and education

Partnerships with community organisations

Participation in charity gymkhana



Partnership with the 'Help Them to Grow' campaign



Support for the campaign against hunger



Hiring office services



5,069 kg of food donated by Gastrofira



37,580 kg of food donated by Alimentaria, Gastronomic Forum Barcelona and Seafood Expo Global



2,600 kg of recycled oil donated by Gastrofira



Partnership with Gastrofira to create jobs for people at risk of exclusion



Reduced noise range and quiet space for people with ASD at the Saló de l'Ensenyament (Education Fair)



Sustainable clothing catwalk at the Saló de l'Ensenyament



Partnership with projects for reforestation (IOTSWC and SCEWC) and protection of marine life (Construmat)



Materials donation



Cork and glass waste recovery at Barcelona Wine Week



Merchandising created for Smart City Expo World Congress and Barcelona Bridal Fashion Week



Well-being of people working at Fira



Training in occupational risk prevention



Flexible starting times



Paid leave to care for families



Hybrid work format

Engagement and inclusion



61.7%
Women in the workforce



71%
Promotions were of women



52
People joined Young Talent programme



14,733
Training hours



Commitment to an ethical, upright and responsible management

360º sustainability

Sustainability Plan
2023-2026



78 environmental actions
51 actions taken ✓



26 social actions
14 actions taken ✓



39 governance measures
32 actions taken ✓

Sustainability Governance



Sustainability Report



Certifications



Ethical, responsible management



Internal rules on ethics and good governance developed



Data protection: Record of Processing Activities (RPA) updated



Criminal risk report and map



Transparency section on the institutional website

89.3%

Workforce trained in anti-corruption policy and procedure

878 hours

Training in compliance

34

Due diligence processes with partners and suppliers

73.17%

of total spending with local suppliers

3. A great trade show organisation

Fira de Barcelona is recognised as one of Europe's leading trade show institutions and Spanish market leader, standing out for its ability to organise high-impact events. Its long experience, plus the high quality of its venues, the quality of the services it provides and its professionalism, make it a key part of the world of trade shows and congresses.



The institution is a benchmark in the organisation of prestige events at international level, especially professional and trade shows in a range of industries including food, technology, health, fashion, automotive and manufacturing. Its highest-profile events include global landmark trade shows and congresses like MWC Barcelona, Alimentaria&Hostelco, Integrated Systems Europe (ISE), Smart City Expo World Congress, Seafood Expo Global & Seafood Processing Global, Hispack and Barcelona Bridal Fashion Week.

BUSINESS, INNOVATION & KNOWLEDGE PLATFORM

Fira de Barcelona is one of the top platforms for boosting business. With a **solid vocation for service, it fosters development of the productive economy, support for professionals and entrepreneurs and raising businesses' international profile.**

The institution is committed to innovation, technological progress, knowledge exchange and attracting talent, while boosting competitiveness and excellence in event organisation.

Every year Fira de Barcelona organises and hosts **over 270 events and congresses**, as well as thousands of parallel activities as part of a range of trade shows. These events bring together nearly **30,000 businesses**, both directly and by proxy, and attract nearly **3 million visitors from 200 countries and regions all over the world.**

FIRA & BARCELONA

Fira's positioning is closely linked to the city that gives it its name, one of the most dynamic and innovative in Europe. Officially set up in 1932, the institution has a long track record that goes back to the great exhibitions of 1888 and 1929, key moments that marked milestones in the city's economic and urban development.

The institution today has three venues in Barcelona: Montjuïc, Gran Via and CCIB. Together these offer **500,000 m² of gross exhibition space**, making it one of the biggest, most versatile exhibition venues in Europe. Since January 2025 it has also run the Circuit de Barcelona-Catalunya, with 250,000 m² of space.

In 2024 Fira achieved a historic milestone, making over 300 million euros in revenue, a new record for the institution. Excellent results that reflect the intensity and scale of what goes on at the three venues, fully aligned with the purpose specified in the mission, vision and values that guide its strategy and action according to one clear principle: growth and boosting growth.

The major events in 2024 have helped to project Barcelona globally as a landmark city for business travel and a hub in innovation, technology and health, among other areas. The city stands in fourth place in the world in organising congresses, and first in the number of delegates, according to ICCA, the International Congress and Convention Association. It is also in top positions in international rankings for attracting digital talent and foreign investment.

3.1. Purpose, mission, vision and values of Fira de Barcelona: grow, making grow

Purpose

Fira aims to be an economic and social driver that generates prosperity both locally and globally, in a responsible, sustainable manner. To do this, it connects people, businesses, territory and society to advance economically and socially.

Mission

To set up, organise and host the best local and global events leading meetings and connections between people, between businesses, between the city and the world and the world and the city, to exchange knowledge and generate business opportunities.

Vision

To make Fira de Barcelona the outstanding boost for the success of any organiser or exhibitor in their trade shows, congresses and conventions, as a landmark international trade show operator.

Values

- **Excellence**
The institution strives for excellence, making its rigour in care over detail, a vocation for service and dependability a reason to inspire confidence and offer maximum financial returns to its clients.
- **Commitment**
Committed to achieving its goals through teamwork, with professionalism and a sustainable vision for its clients, stakeholders and society.
- **Innovation and creativity**
It innovates and is creative because it wants to connect, promote and generate new solutions to enable it to stay at the cutting edge, carry on growing and lead 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 on business thanks to the engagement and inclusion of everybody.
- **Inspiration (Barcelona)**
It fosters the inspiration that Barcelona creates in its staff, clients and stakeholders, generating new ideas with the ambition and optimism it needs to go further.



3.2. Strategic pillars

In a constantly-changing environment, Fira de Barcelona concentrates its efforts on achieving a new boost for the organisation, to adapt to market needs and the challenges of digitalisation in order to maintain its leadership and be an inspiration to other organisations in the trade show sector.

During 2024, the institution continued to work with a focus on the horizon defined in the 2023-2026 Strategic Framework, which establishes the key principles to align and guide its work in the medium and long term, with sustainability as a transversal pillar. Thus, Fira de Barcelona pursues its activities through a total management that covers the environmental, social, economic, ethical and good governance fields.



1. Profitable, sustainable growth

Growth in its own and external shows: the goal of the institution is to drive growth of its own events, to consolidate its portfolio of regular global landmark events that choose Barcelona and Fira as their venue and to attract new top events in its different sectors, so encouraging these to be held and take place in the city.

In this respect, in 2024 work was done to set up events linked to sport and women's health, like Padel World Summit or Vibra, planned for 2025, a year in which the programme at Fira will feature major events new to Barcelona such as Vitafoods, devoted to the nutraceutical food industry.

Fira de Barcelona in the world: the institution seeks to boost its global expansion, favouring the internationalisation of companies and exporting its experience by organising international shows together with local operators. In 2024 13 events were held abroad, with particular highlights including the editions of the summit on urban solutions and smart cities, Smart City Expo World Congress, in South and North America, Asia and the Middle East.

2. Europe-leading facilities and services

Fira de Barcelona venues are appreciated by organisers, exhibitors and visitors from all over the world. They combine tradition and the cutting edge in an outstanding place to hold events of all kind, thanks to their location, history and top-class facilities.

One of the institution's strategic goals is to maintain the competitiveness of its venues, especially in terms of sustainability and digitalisation.



Montjuïc

Considered one of the landmark urban venues, it was created for the International Exposition of 1929. With over 153,000 m² of gross exhibition space, it is in the heart of the city, in the park of Montjuïc, an area of enormous cultural interest.

The transformation of the Montjuïc venue. The venue is currently being updated to make it a unique venue in Europe, combining trade show activities with new public uses and permanent innovation spaces. The first phase of this refurbishment is expected to be completed in 2029, in time for the centenary of the Barcelona International Exposition of 1929.

Precisely in 2024, the Centenary Commission, set up to promote and supervise the project to commemorate this event, and in which Fira itself plays a decisive role, continued to work on the programme of activities, to include initiatives to highlight Barcelona's innovative spirit and involve the public in this.

It is one of the largest, most modern trade show venues in Europe, designed by Toyo Ito, Pritzker architecture prize winner, with 240,000 m² of gross exhibition space. Located between Barcelona and L'Hospitalet de Llobregat, it stands out for its innovative design, equipped with the most advanced technological and logistical innovations.

The new Hall Zero. The venue is currently being expanded with the construction of the new Hall Zero, which will add a further 60,000 m² of gross space, to reach a total of 300,000 m². This will cement its position among the largest trade show facilities in the world.

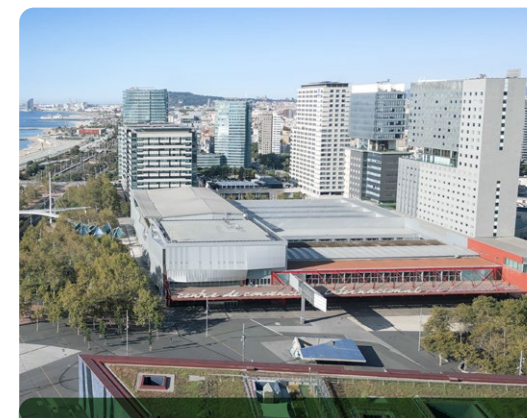
The new hall will consist of two floors devoted to trade show activity, as well as offices and services, and will be connected to the rest of the venue by a raised bridge. It will be a model of practicality, technology and sustainability.



Gran Via

CCIB, the Centre de Convencions Internacional de Barcelona (Barcelona International Convention Centre) is an European landmark in the organisation of congresses and conventions, especially in the media and technology fields.

With over 100,000 m² of space, it is located in the 22@ district, the city's technology and business zone. It consists of two innovatively-designed buildings: the Convention Centre by Josep Lluís Mateo, and the Fòrum Building, including the Auditori Fòrum, designed by Herzog & DeMeuron.



CCIB

In 2024 it was announced that Fira de Barcelona was to take over the running of the Circuit de Barcelona-Catalunya, covering 250,000 m², as of January 2025. This opens up a new phase intended to diversify the activity of this important venue. As well as hosting major motor racing competitions, it is to be a venue for trade shows, congresses and music festivals, as well as a sustainable mobility industry development centre.



Circuit de Barcelona-Catalunya

3. Quality services, management oriented towards client satisfaction

Another of Fira's strategic goals is to offer organisers, exhibitors and visitors quality services oriented towards client satisfaction.

Servifira: Department specialising in trade show services. These include the construction of stands, IT, technology and audiovisual services, logistics promotion and support staff.

BuildUp: Department creating exclusively-designed stands.

Gastrofira: This provides a wide range of products for hospitality facilities around the venues, as well as on stands. It has a central kitchen with 4,000 m² of floor space, allowing it to deliver a fast, flexible, high-quality service.

4. Economic impact, social commitment and sustainability

Fira de Barcelona is an important economic and social driving force for the city and its region. One of its strategic goals is to develop the legacy of its trade show work in order to go on generating prosperity, attracting talent and strengthening its links with stakeholders.

Economic impact: Fira activities contribute to economic and social development in the region. Its annual contribution to the city and its region comes to almost 5,000 million euros, generating over 35,000 jobs, 971 million euros in tax revenue and a gross added value equivalent to 1% of GDP, according to a study by the University of Barcelona.

Permanent innovation space: the institution aims to be a centre of attraction of talent and innovation. This is why it is working to set up the Fira Barcelona Innovation Hub (FBIH), a permanent space devoted to innovation, entrepreneurship and technology transfer in sectors linked to its trade shows, such as food and mobility. The institution is also part of Hac Te, an initiative set up by several institutions and universities to support research, training and transfer programmes in the world of science, art and technology.

2023-2026 Strategic Sustainability Plan: as part of its strategic framework, Fira de Barcelona has made sustainability part of its work and business model. It has a 2023-2026 Sustainability Plan, which establishes a series of actions and initiative aimed at ensuring responsible development in the medium and long term, so helping to achieve the Sustainable Development Goals (SDGs).



5. A committed, agile organisation oriented towards results

Fira de Barcelona sets out to drive organised, sustained growth, maximising its impact on the economy, society and the region, fostering development for businesses and people, creating new opportunities and building up professional talent.

The institution carries on its activities with a firm commitment to regulatory compliance and business ethics, with a team of professionals aligned with its corporate values and goals and with a determined policy of digitalisation as a tool to maximise agility, productivity and the client experience.



4. Commitment to an ethical, upright and responsible management

Fira de Barcelona carries on its activities according to a set of corporate tools and good practices, under the supervision of its governing bodies, which are responsible for directing and managing the institution in line with criteria of ethics, integrity and sustainability.



By promoting responsible business practices, the institution undertakes to contribute positively to society and minimise its impacts on the environment, by pursuing its activities with integrity, building a solid reputation and generating value for its interest groups.

4.1. Corporate governance

Fira de Barcelona has a solid, clearly-defined structure of governance, made up of bodies responsible for establishing strategic policies and supervising the management of the organisation. The organisation is characterised by its public-private nature, as it is a consortium made up of Barcelona City Council, the Government of Catalonia and the Barcelona Chamber of Commerce. This partnership model combines public ownership with autonomous, efficient business management.

The role of the public sector ensures alignment with public policy and its economic development goals, while the private sector contribution encourages dynamism, innovation and agility in decision-making. This hybrid structure allows Fira to act with a broad strategic view, with the ability to respond to changes in its environment and a firm commitment to **transparency, efficiency and the creation of value for all its interest groups**.

The main governing bodies of Fira de Barcelona are the following:

- The **General Council** is the highest governing body of Fira de Barcelona. It is chaired by the mayor or mayoress of the city and, if they are in attendance, the Chairman (first minister) of the Government of Catalonia. The General Council is responsible for drawing up general guidelines and supervising the operation of the institution. Its members leave their posts when they are replaced by new appointments by the authorities or member bodies of the consortium.
- The **Board of Directors** is the permanent executive body in charge of the government and administration of Fira de Barcelona. It is made up of several members appointed by the General Council —proposed by the Barcelona Chamber of Commerce and agreed with the City Council and the Catalan Government—who are people of recognised economic, business and professional standing.
- The **Executive Committee**, headed by the General Manager, develops and implements Fira lines of institutional strategy, policy and business, and makes proposals aimed at innovation, expansion, promotion and growth of the institution.

GENERAL
COUNCIL

Members

Chairman

Jaume Collboni Cuadrado

First Vice-President

Miquel Sàmper i Rodríguez

Second Vice-President

Josep Santacreu i Bonjoch

Members

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

Pau Gonzàlez i Val

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

Representative of the Official

College of Commercial

Agents of Barcelona

Ricard Penas i Babot

General Secretary

Ignacio Toda Jiménez

GOVERNING
BOARD

Members

Chairman

Pau Relat i Vidal

Counselors

Mar Alarcón i Batlle

Luis Conde Möller

Agustín Cordón i

Barrenechea

Laura Carnicero Hernanz

Helena Guardans i Cambó

Miquel Martí i Escursell

Manel Vallet i Garriga

Attendees

General Manager

Constantí Serrallonga i

Tintoré

General Secretary

Ignacio Toda Jiménez

EXECUTIVE
COMMITTEE

General Manager

Constantí Serrallonga i

Tintoré

Deputy General Manager

Pere Camprubí i Nieto

Corporate Director

Jeroen Robles Koster

Sales Director

Rubén Dalmau Gabàs

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

4.2. Institutional commitment to sustainability

Fira de Barcelona, as a leading organisation in its sector, is firmly committed to sustainability as a fundament part of its institutional strategy. A commitment that includes the determination to contribute actively to a future that is fairer, more inclusive and respects society and the environment.

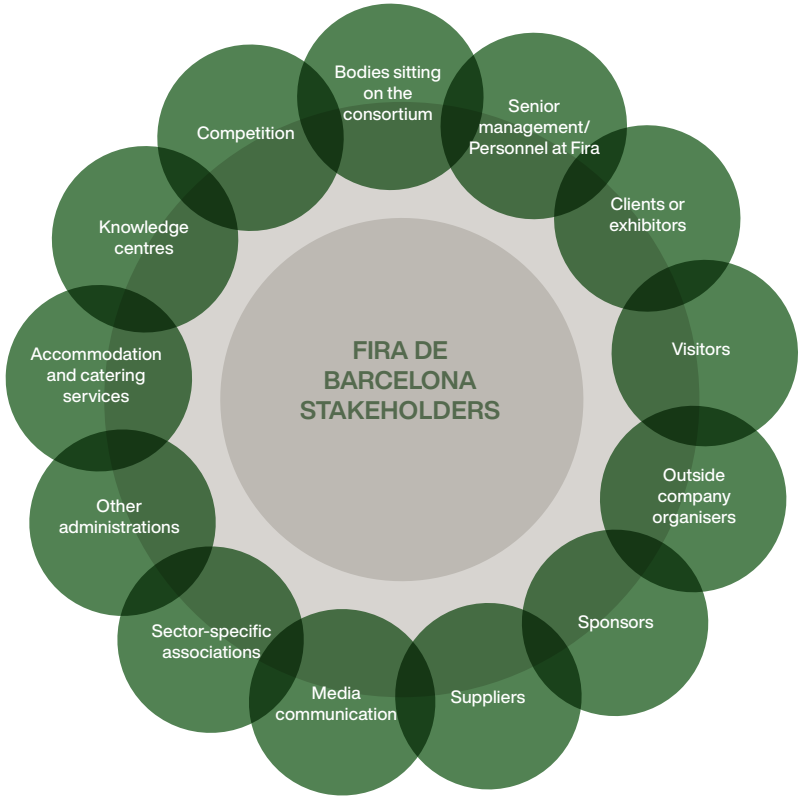
The key elements that make up this commitment and guide the institution's actions in the area of sustainability are listed below.

Sustainability policy

Fira has a sustainability policy that guides all its activities towards responsible, sustainable practices. This policy aims to minimise environmental impact, foster social and economic well-being and ensure regulatory compliance. It also sets out to boost operating efficiency and reinforce the company's reputation. Through this policy we foster innovation and commit actively to the community and the environment.

Double materiality analysis

In 2023 Fira de Barcelona conducted a double materiality analysis to determine the most important topics for sustainability. This analysis considers not only the organisation's impacts on the environment, but also how environmental, social and governance topics could influence its internal work and operations.



In this context, the main interest groups have been identified, assessing the most important areas and impact for both the organisation and these groups. This analysis allows sustainability strategies and measures to be aligned with their needs and expectations, ensuring an integrated, responsible approach.

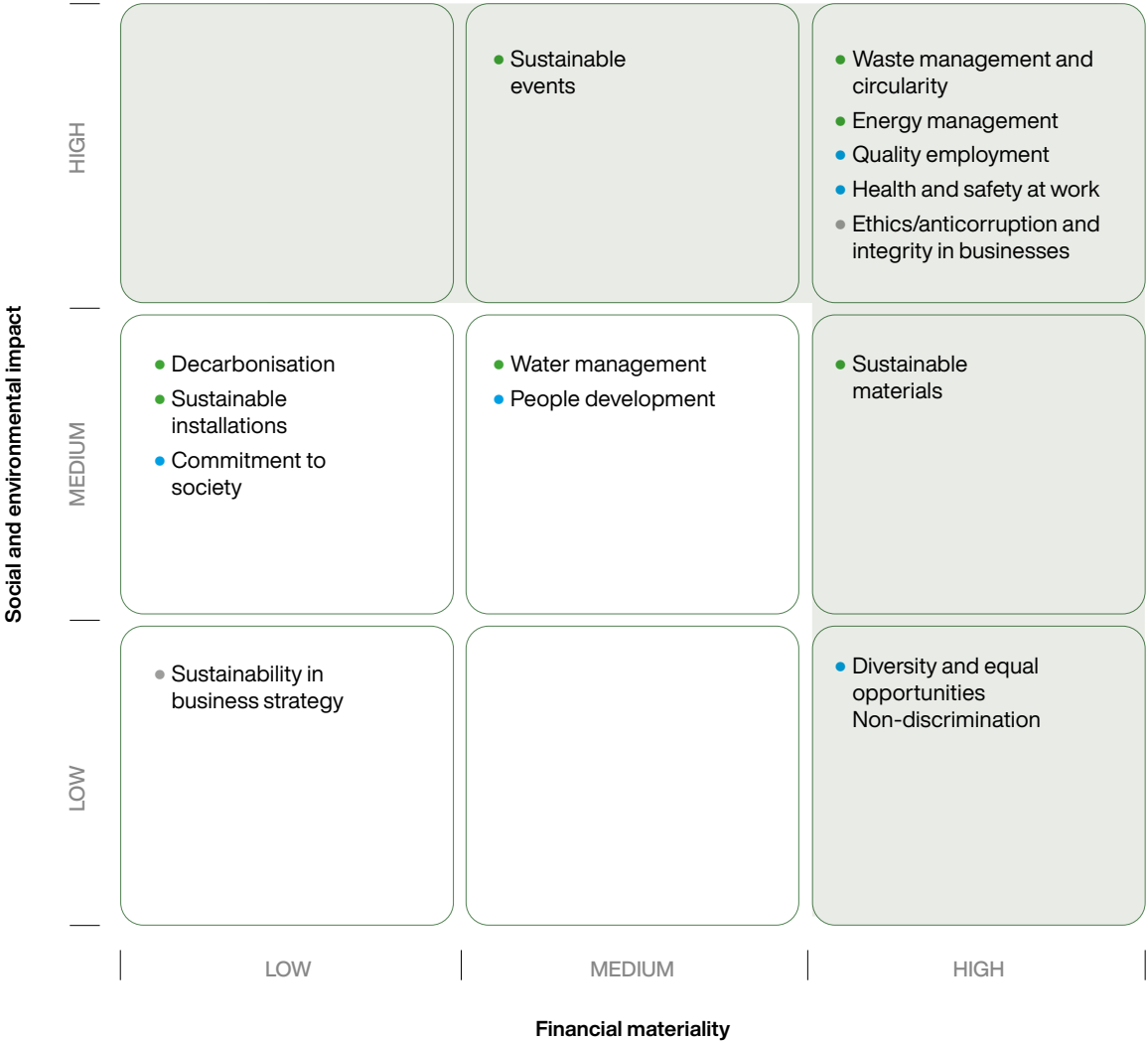
Interest groups consist of those people or organisations that are directly or indirectly affected by the activities of Fira de Barcelona or can influence it. Maintaining an open, transparent two-way relationship with them is essential to ensure sustainable management in line with the institution's values. These groups include, among others, clients, exhibitors, visitors, suppliers, sponsors, the authorities, the media and the Fira workforce.

This ongoing dialogue with interest groups allows a better understanding of their expectations in order to include these in strategic decision-making, so reinforcing mutual confidence, collaboration and commitment to sustainable development goals.

The **double materiality analysis process** is structured in four successive phases, intended to ensure an exhaustive, participatory assessment in line with the most advanced standards in the field of ESG (environment, social and governance). Below is a table summing up each of the phases in the process, with the specific actions taken at each stage.

PHASE 1	PHASE 2	PHASE 3	PHASE 4
Prioritising interest groups <ul style="list-style-type: none">• Reviewing and identifying interest groups.• Weighting the map of interest groups.	Identifying potentially relevant sustainability topics <ul style="list-style-type: none">• Analysis of overall and sector-specific trends in sustainability.• Determining benchmarks.• Internal analysis of Fira de Barcelona.• ESG risk analysis.• List of potentially relevant topics.	Prioritising potentially relevant sustainability topics in consultation with interest groups <ul style="list-style-type: none">• Consultation of interest groups through online surveys.• Prioritising material matters in terms of impact and financial effect, by means of a participatory session with the Sustainability Committee.• Incorporating financial materiality criteria, taking into account the effects of overall and sector-specific risks in the area of ESG to the financial value of the organisation.	Review and validation of materiality matrix / results <ul style="list-style-type: none">• Preparation of double materiality matrix.• Presentation and validation of results.

The **double materiality** matrix is the result of a process of analysis to identify and prioritise the most relevant sustainability topics for Fira de Barcelona. This tool combines two complementary perspectives: materiality of impact, which examines the positive or negative effects the organisation's activities may have on the economy, environment and society; and financial materiality, which assesses how these topics might influence the organisation's value and internal performance. This generates an informed, strategic vision based on both the contributions of interest groups and a rigorous analysis of ESG-related risks and opportunities.



Material topics include all those that fall within the matrix, as they have both high external impact and financial importance to the organisation. Nevertheless, consideration was also given to other matters which, while they are not deemed priorities in the materiality analysis, are significant to the organisation:

MATERIAL TOPICS

Environmental

- Sustainable materials
- Energy management
- Water management
- Waste management and circularity
- Decarbonisation
- Sustainable events
- Sustainable installations

Social

- Quality employment
- Health and safety at work
- People development
- Diversity and equal opportunities. Non-discrimination
- Commitment to society

Governance

- Ethics/anticorruption and integrity in businesses
- Sustainability in business strategy

Sustainability Committee

The aim of the **Sustainability Committee**, set up in 2023, is to supervise and start up sustainability initiatives at Fira de Barcelona, ensuring the effective incorporation of ESG (environmental, social and governance) principles in all areas of the organisation. This include implementing effective measures to mitigate the environmental impact of its activities, as well as fostering responsibility and commitment towards interest groups.

Strategic Sustainability Plan

In 2023, Fira de Barcelona drew up its **2023-2026 Strategic Sustainability Plan**, to act as a road map to advance towards sustainable development. This plan is structured in three strategic focus to guide the organisation's activities, and implemented in nine strategic goals of action, each with specific goals and actions to foster responsible practices and generate a positive impact in social, environmental and economic terms.

The plan is aligned with the United Nations 2030 Agenda within the framework of the Sustainable Development Goals (SDGs). adopted in 2015 by 193 countries in a global response to today's main challenges. Fira takes on board the SDGs as a shared responsibility and a strategic opportunity to allow it to reinforce its role as an economic and social driving force in the region, at the same time positioning it as a benchmark for sustainability in the trade show sector.

Each strategic goal of action in the plan is linked to a specific set of relevant SDGs, ensuring a direct, measurable contribution to global goals. This connection guides Fira de Barcelona's actions to assure a transformational impact coherent with today's main environmental, social and economic challenges.

STRATEGIC FOCUS / MAIN GOAL

Commitment to people. Generating a positive impact on society, assuring physical and mental well-being for its workforce and fostering equal opportunities and diversity among its staff.

STRATEGIC GOALS

- Impact on society
- Well-being for people
- Involvement and inclusion for all

MATERIAL TOPICS

- Quality employment (GRI 401)
- Health and safety at work (GRI 403)
- People development (GRI 404)
- Diversity and equal opportunities. Non-discrimination (GRI 405/406)
- Commitment to society (GRI 413)

RELATED SDGS



Commitment to the planet. Fostering environmental sustainability by boosting the circular economy, reducing carbon footprint and efficient use of natural resources.

- Circularity
- Decarbonisation
- Sustainable events
- Sustainable installations

- Sustainable materials (GRI 301)
- Energy management (GRI 302)
- Water management (GRI 303)
- Waste management and circularity (GRI 306)
- Decarbonisation (GRI 305)
- Sustainable events (No GRI)
- Sustainable installations (No GRI)



Commitment to an ethical, upright and responsible management. Ensuring ethical, transparent actions, making sustainability part of its business strategy and applying ESG criteria throughout the organisation.

- Ethical, responsible management
- 360° sustainability

- Ethics/anticorruption and integrity in businesses (GRI 2059)
- Sustainability in business strategy (No GRI)



4.3. Business ethics, compliance and data protection

Ethics, the struggle against corruption and integrity are essential for Fira de Barcelona. These values assure transparent relations based on mutual respect. Combating corruption not only protects against legal and financial risks to the organisation, but strengthens its reputation and confidence on the market.

Fira has an **anticorruption policy**, a **corporate compliance policy** and a **data protection management system** that serve as essential tools to ensure responsible actions, coherent with the institution's ethical principles and with current regulations.

Business integrity, above and beyond regulatory compliance, defines values that attract committed clients, partners and employees, key factors to ensure the long-term success and sustainability of any organisation.

Anticorruption policy

There is an **anticorruption policy** in place to prevent, detect and deal with any kind of corruption within the organisation. It lays down clear principles for acceptable practices, regulating aspects like what invitations, gifts and attention employees can receive or offer, while fostering a culture of integrity and transparency.

The policy is available to the whole workforce through the corporate intranet. Moreover, in 2024 external transparency was reinforced with the setting up of a **Transparency Section** on the institutional website, which publishes this and other good governance policies.

In the practical sphere, 100% of Fira de Barcelona's operations have been assessed in terms of the risk of corruption. Moreover, all employees have received specific training in the anticorruption policy, guaranteeing broad knowledge cross the board of its principles and applications.

Also, 34 due diligence processes have been run with partners and suppliers linked to international business, in order to detect any risks before establishing or carrying on commercial relations. The risks assessed in these processes include:

1. International sanctions and appearance in lists of people or organisations banned by governments.
2. Links to activities like terrorism, arms trafficking or war crimes.
3. Financial crime, corruption and other illicit practices.
4. Environmental, social and governance (ESG) risks.
5. Other relevant risks identified through public sources or news.

This proactive approach allows Fira de Barcelona to act responsibly, minimising reputational risks and ensuring that its commercial alliances are aligned with its values and ethical principles.

100% of Fira de Barcelona's operations have been assessed in terms of the risk of corruption.

34 due diligence processes have taken place with international business partners and suppliers.

89% of Fira employees have received training in the anticorruption policy.



Corporate Compliance Programme

The Fira's **Corporate Compliance Programme** includes a set of tools and policies designed to ensure compliance with current regulations and foster a culture of integrity at all levels of the organisation. The most important tools of which it is made up include:

- **Ethics Code:** this establishes the rules and principles for ethical conduct by all staff. It is part of all employment contracts and forms the basis of its corporate values.
- **Ethical Channel:** this provides a secure, confidential means of reporting any infringement of ethics or internal rules, as well as settling any doubts over the application of the Corporate Compliance Programme.
- **Transparent, ethical hiring:** processes and clear guidelines are in place to ensure that hiring of personnel and suppliers takes place with integrity, objectivity and according to principles of transparency.
- **Competition policy:** this ensures fair, legal commercial practices, fostering free competition on the market and avoiding any behaviour in restraint of competition.
- **Internal procedure to prevent money-laundering, finance for terrorism and to control means of payment in cash:** this establishes mechanisms to avoid the misuse of financial resources, standardise collection and payment processes with clients and suppliers, so guaranteeing maximum transparency and traceability in all transactions.
- **Conflict of interest policy:** this defines the limits and procedures to prevent and deal with situations in which personal interests might interfere with objective, impartial professional activities.



The functioning of the programme is supervised by the Ethics and Compliance Committee (CEC), which is responsible for its management and operation. There is also a criminal risk assessment in each area of the organisation to identify any potential vulnerabilities and the measures implemented to minimise them. In 2024 the Gobercom tool was implemented to supervise and monitor regulatory compliance. This platform allows any incident to be recorded, analysed and monitored, identifying opportunities for improvement and fostering constant adaptation of the Corporate Compliance system.

Finally, it should be pointed out that in 2024 no incidents of corruption or any infringements related to monopolistic practices or in restraint of competition were detected. Nor were any reports of infringements of human rights or discrimination on the grounds of race, sex, religion, political opinions, nationality or social origin.

In the course of 2024, Fira de Barcelona ran several **initiatives aimed at reinforcing its commitment to regulatory compliance, integrity and transparency**. These initiatives focused on both risk prevention and training and awareness-raising for staff. Highlights among the main actions taken include:

- **Review and update of the criminal risk map and report**, in order to ensure precise, timely identification of any risks linked to each area of the organisation.
- **Training in the area of compliance** aimed at both the workforce and members of the Executive Committee, as well as including specific material on regulatory compliance in the Welcome Pack given to new hires.
- **Specific training in confidentiality**, concentrating on communications that need not be channelled through the Ethical Channel, to reinforce the security and proper use of this tool.
- **Monitoring of the Corporate Compliance programme**, through monitoring of the measures and risks identified in the Gobercom platform, and of the reporting files in each functional area.
- **Regular communication** via compliance-related information notes posted on neXe, the corporate intranet, to foster an internal culture of compliance and transparency.
- Improvement of **institutional transparency** by creating a new Transparency Section on the corporate website, where the main compliance policies have been posted in order to give public access to this information.

This set of initiatives reflects Fira de Barcelona's determination to carry on advancing towards ethical, responsible management in line with the most demanding standards of corporate good governance.

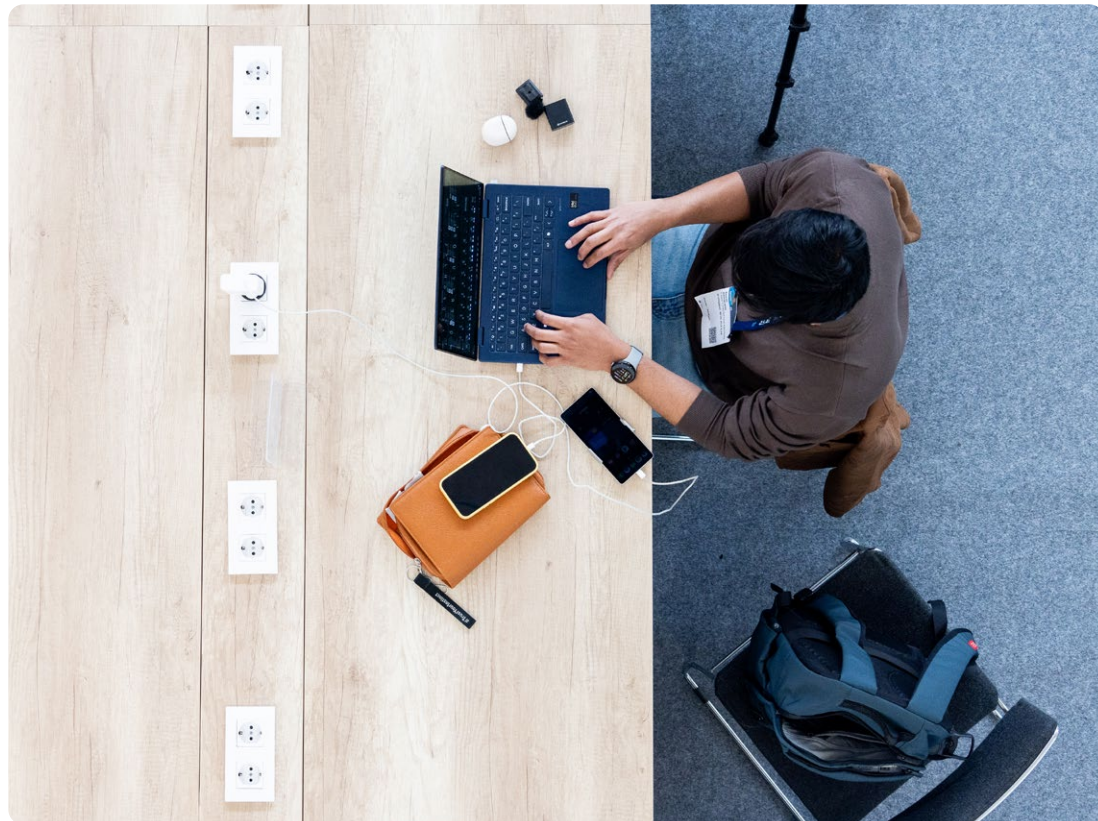
Data protection

In accordance with the European Union General Data Protection Regulation (GDPR), Fira de Barcelona has a **data protection officer (DPO)**, an essential figure responsible for ensuring regulatory compliance in the area of privacy. This outsourced function has the job of supervising the processing of data processing to ensure that it is done legally and ethically, acting as a bridge between the organisation, interested parties and the competent authorities.

Internally, the institution has a **Data Protection and Information Security Committee**, which supervises proper implementation of security policies and procedures, ensuring ongoing compliance with current regulations. In 2024 various important initiatives were taken in this sphere:

- **Protocol for the use of artificial intelligence**, establishing criteria and guidelines to ensure ethical, secure and respectful application of this emergent technology within the organisation, in accordance with fundamental rights.
- **Internal procedure for the exercise of ARCOPOL** (access, rectification, cancellation, objection, portability and limitation) rights, in order to establish guidelines for action in the event that applications are received from the interested parties, ensuring diligent management in accordance with applicable regulations.
- Updating the **Record of Processing Activities (RPA)** and review of the legal policies and texts connected with the collection of personal data.

These actions are part of Fira's commitment to protecting information privacy and security, making responsible data management an essential pillar of its ethical digital governance.



4.4. Responsible supply chain

In 2024, Fira de Barcelona remained firmly committed to protecting human rights. All contracts signed with suppliers continue to include specific clauses aimed at safeguarding these fundamental rights. Moreover, the institution's Code of Ethics extends to all its suppliers, incorporating a clause that must be read to ensure they fully understand and agree to it.

With regard to the process of assessing international suppliers and commercial agents, the same procedure was applied in 2024 as in the previous year. This includes a rigorous due diligence process before entering into any contractual relationship, in order to identify any risks related to human rights, corruption and other sensitive areas. Up to now, this process has consisted of asking the supplier for a detailed report, assessing them according to the ethical and compliance standards laid down by Fira de Barcelona. Only suppliers that meet these criteria in full move on to the contractual stage. New in 2024 was working to update this due diligence process, playing a more active role in its implementation.

It is important to point out that contractual clauses may vary substantially depending on the supplier's profile and the kind of relationship established. This flexibility allows contractual commitments to be adapted to the specific nature of each collaboration, while always maintaining the ethical and sustainability standards laid down by Fira.



Since 2022, the institution has had a digital tendering portal, which has entirely eliminated the use of paper in these processes. This system has made it possible to improve paperwork by systematically applying ESG sustainability criteria, which are included in all requests for tenders and assessed as part of the technical consideration of the tenders submitted.

In the course of 2024, Fira de Barcelona developed a new model for monitoring sustainability in contracts, based on artificial intelligence technologies. This initiative, to be implemented in 2025, will reinforce control and monitoring of the fulfilment of commitments in the area of sustainability as stipulated in contractual specifications.

The institution is currently conducting an exhaustive analysis of its strategic suppliers. In 2024, this assessment was conducted with a sample of 37 key suppliers, on the basis of 288 surveys answered by over a hundred professionals in the institution. The process made it possible to assess the degree of compliance by suppliers with quality-related contractual commitments. Work was also done on a methodological review to simplify and speed up the assessment process from 2025 onwards, with the aim of increasing participation and the number of responses.

Finally, mention should be made of the clear commitment by Fira to drive economic and social development in its immediate environment, by working with local suppliers, including those based within Barcelona province. In 2024, 73.17% of spending on suppliers went to local suppliers, reflecting its positive impact on economic development in the region.

New suppliers that have passed through selection filters with environmental criteria	2023	2024
	13	9
New suppliers that have passed through selection filters with social criteria	2023	2024
	12	9
Proportion spent with local suppliers	2023	2024
Total number of suppliers	1,097	1,212
Number of local suppliers	597	713
Spending on local suppliers (% of total)	60.04%	73.17%



5. Commitment to the planet

Protecting the environment and combating climate change are clear priorities for Fira de Barcelona. To minimise the impact of its trade shows and congress activity, the organisation takes steps aimed at adopting renewable energies, maximising energy efficiency, fostering the circular economy and ensuring responsible use of natural resources.



In line with this commitment, Fira de Barcelona has a Sustainability Policy, which includes a set of guidelines and principles aimed at minimising environmental impact, maximising social value and ensuring responsible financial management in all its activities.

As a tool to consolidate this commitment, it has developed a **2023-2026 Strategic Sustainability Plan**, which sets clear, measurable targets and defines the specific actions to be taken to minimise environmental impact and encourage more environment-friendly practices. Within this plan, the “Commitment to the planet” is pursued through four strategic goals of action: circularity, decarbonisation, sustainable facilities and sustainable events.

Fira boosts the **circular economy** by employing reusable and recyclable materials, and fosters proper waste management in all its events. In the area of decarbonisation, it is working to reduce its carbon footprint and minimise water and energy use. With regard to **sustainable events**, it encourages all parties involved to adopt environmental and social criteria to reduce their environmental impact and maximise social value. Finally, it is committed to more **efficient, environment-friendly facilities**, incorporating sustainability criteria in the construction and renovation of its premises and equipment.

In 2024, the institution took a range of steps in line with its Strategic Sustainability Plan, with the aim of consolidating responsible practices and continuing to make progress towards a more efficient management model.

STRATEGIC GOALS

2024 ACTIONS

Circularity

- Pilot test to analyse the environmental impact of reuse in preference to recycling in hospitality.
- Pilot test to improve waste separation through visual labelling.
- Prioritising the purchase of materials with less environmental impact, with recycled materials or products with ecolabels, through sustainable tendering processes.
- Calculating the hydric footprint to monitor and manage water use in the company. Different specific steps have been taken to reduce such consumption.

Decarbonisation

- 100% renewable energy used in the electrical power supply.
- Emissions offset through the purchase of climate credits.
- Energy labels developed for internal measurement of the level of energy efficiency of trade shows, with the aim of assessing their environmental impact and boost their compliance in sustainability terms.
- Exhibitors, visitors and organisers offered the chance to offset their carbon emissions by purchasing carbon credits.

Sustainable facilities

- Gradual replacement of existing lighting with LED units.
- Gradual updating of climate control systems, replacing obsolete systems with more efficient, sustainable solutions.

Sustainable events

- Gradual promotion towards the incorporation of sustainable elements in the organisation of different trade shows and events.
- Awareness-raising measures with all parties involved in the different events.
- Publication of the Guide to Sustainable Participation on the corporate website.

Furthermore, Fira de Barcelona holds a range of certifications and seals in recognition of its environmental management performance:

• Environmental Management System in line with the ISO 14001 standard

It has had an Environmental Management System certified under the ISO14001:2015 standard since 2020, and it is renewed every year. ISO 14001 ensures compliance with legal environmental requirements and drives constant improvement in preventing pollution, efficient use of resources and environmental impact reduction.

• Energy Management System in line with the ISO 50001 standard

In 2024, it gained the ISO 50001 certification for its Energy Management system, in recognition of its commitment to energy efficiency and constant improvement in the use and optimisation of energy resources.

• “Biosphere” certification

The institution has renewed for another year its “Biosphere” certification, issued within the framework of the Barcelona Biosphere Tourist Destination Sustainability Commitment, for its contribution to promoting a sustainable, responsible, quality tourism model in the city. This seal, which it earned for the first time in 2020, is run by Barcelona city council and the Barcelona provincial authority in collaboration with the Barcelona Chamber and Barcelona Tourism.

• Our “Net Zero Carbon Events” commitment

Fira has signed up to this initiative, run by JMIC, the world event industry council. It sets out to cut greenhouse gas emissions by 50% by 2030 and achieve zero emissions by 2050.

• International “Safe Travels” stamp

This is the first global seal in the area of safety and hygiene for travel and tourism, run by the World Travel & Tourism Council.

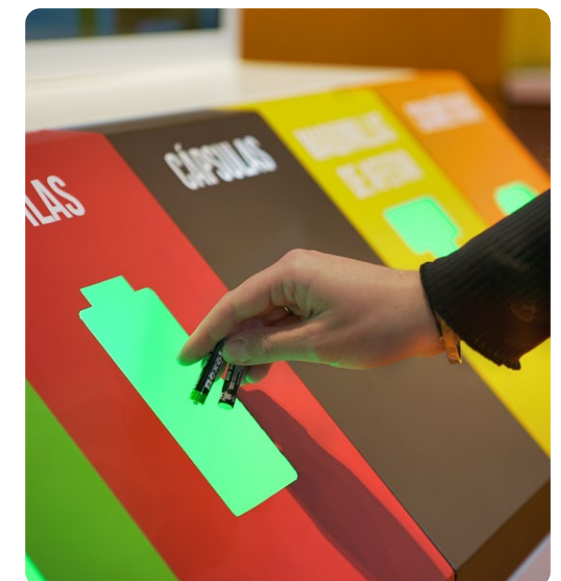
• Other local schemes to promote sustainability

Fira is part of Barcelona City Council's Citizen Commitment to Sustainability, a network of over 1,100 organisations working for a more sustainable future. It is also part of the BCN+Sostenible network, and has signed up to the Barcelona Plàstic Zero commitment.

It also plays an active part as a member of the City Council work group, set up to promote the 2030 Agenda among the main social and economic stakeholders in Barcelona. This scheme also sets out to monitor the commitments taken on by the municipal council to make progress towards achieving the Sustainable Development Goals (SDGs).

Fira has also helped to develop the Barcelona Tourism Sustainable Event Guide and BCN Sustainable Tourism Programme.

Finally, it should be pointed out that in recent years Fira de Barcelona has earned international recognition for its environmental measures, winning accolades like the Sustainable Development Award (2017) from the Global Association of the Exhibition Industry (UFI), which brings together the foremost operators in the world. This award is in recognition of Fira's contribution to positioning Barcelona as a landmark destination in terms of sustainable trade shows.



5.1. Climate change

Energy

The institution is committed to reducing its environmental impact and improving the energy efficiency of its venues, by actively promoting energy-saving internal practices and taking up innovative technologies.

Energy management and use of renewable energies

Fira de Barcelona has an **energy management system in place at its Gran Via venue**, the setting for the events with the biggest economic and media impact in the city, many of them at international level. The scale and nature of these activities involve a lot of energy use, which calls for careful analysis to detect opportunities to improve efficiency, in terms of both facilities and in managing the events themselves. This ISO 50001-certified system minimises energy consumption through accurate monitoring of energy needs and constantly looking for potential improvements. The goal is to reduce the environmental impact arising from the venue's facilities and activities, through efficient, responsible energy management led by the Technical Services and Facilities department.

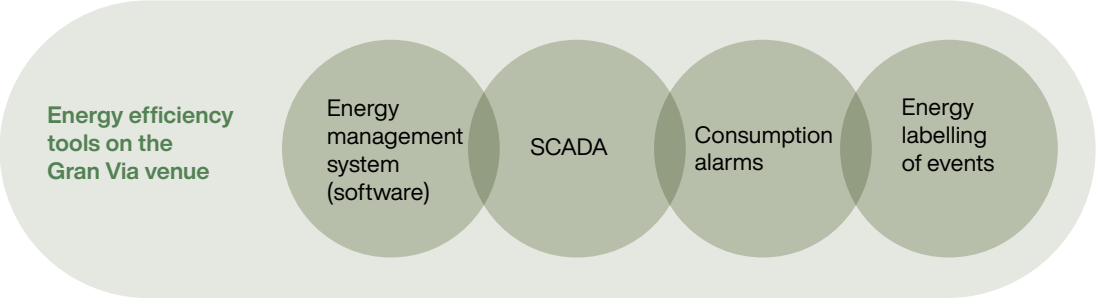
Since 2020, **all the electricity supplied** to Fira de Barcelona comes from 100% **renewable energy sources**, including solar, wind, hydroelectric, biomass, tidal and geothermal. Moreover, 40% of this energy is through a green power purchase agreement (PPA), reinforcing the institution's commitment to a more sustainable energy model. This 100% renewable energy consumption covers everything that goes on at the Fira venues, including stands, congresses, exhibitions and offices. Thanks to this commitment to clean energy, in 2024 7,928 tonnes of CO₂ emissions were avoided, equivalent to planting over 317,000 trees.

Alongside this, Fira works to improve **energy efficiency** by gradually incorporating low-consumption technologies. The Gran Via venue has made considerable progress in replacing conventional lighting with LEDs: currently, 92.5% of commercial areas are now equipped with this technology, with the aim of reaching 100% in 2025. In the technical area, the degree of implementation is 69% in car parks and 13% in service areas, with the target of reaching 75% and 25% respectively in 2025.

Trials and adjustments of a new smart lighting system are under way, designed to control interior lighting automatically depending on the natural light available. The system has already been installed and is planned to come into service effectively in 2025, which will contribute to more efficient management of electricity use. Alongside this, it is gradually renewing its climate control equipment, replacing obsolete systems with more efficient, sustainable technologies, in order to reduce both power consumption and the emissions associated with this.

Fira de Barcelona also has one of the biggest rooftop photovoltaic plants in the world, with 25,947 panels covering 135,000 m², generating 5.86 GWh of renewable electricity a year and avoiding emissions of over 2,200 tonnes of CO₂. Added to this is a connection to the municipal heating and cooling network, which supplies thermal energy, also of renewable origin.

To ensure efficient energy management at all times, Fira has a range of **specific tools to allow it to monitor and optimise energy consumption** on its venues, fostering more rational, sustainable use of resources.



• Energy management system (software)

The energy management system is based on a software that takes readings at over 400 measurement points distributed throughout the venue. This system yields detailed measurements of consumption in different areas, including main supplies, use in halls, air conditioning, operations spaces, general services, restaurants and more. It also covers consumption of the three kinds of energy used to make the venue work: electrical power, thermal energy and natural gas.

• SCADA

The SCADA system works with 15 services on the venue, including lighting and operational power supplies (such as internal energy distribution and climate control). All these elements have a direct effect on energy efficiency on the venue.

Associated with the SCADA system is an application to generate scenarios that allows advance setting of times (date and time turned on and off) for any electrical power circuit (lighting and operations) on the venue.



▪ Consumption alarms

Thanks to the system's energy management capacities, automatic alarms have been set to be triggered by abnormal consumption of electrical, thermal and natural gas energy. These alarms inform the person responsible for the service in the event that abnormal consumption is detected.

There are also visual applications in SCADA to allow the operator to assess, in real time, the level of consumption in comparison with the established residual consumption.

▪ Energy labelling of events

In order to classify events in terms of their energy consumption, in the course of 2024 Fira de Barcelona continued to develop an advanced calculation model to allow it to assign an energy label to each event based on performance parameters. This model takes into account, on the one hand, consumption of electricity, thermal energy and natural gas, and on the other, the operational figures for the event, such as the floor space occupied and the number of people attending.

Putting all this different data together gives a final value that generates an energy label, with a classification ranging from category A (the most efficient) to G (the least efficient). This system makes it possible to assess not only the energy impact of each event, but also encourages the take-up of more sustainable practices within the organisation.

Energy consumption

Fira de Barcelona venues are powered by three energy sources: electrical, thermal and natural gas.

ELECTRICAL ENERGY

- **Electricity used to heat and cool** all exhibition areas, general public areas, conference and meeting rooms, hospitality areas and offices.
- **Electricity use for operations.** Exhibition stands and ephemeral constructions designed and built by both participants and by the organiser during the event.
- **Electricity use for general services** in the halls and areas for services like lighting, escalators, lifts and audiovisual systems. As well as all security and facility surveillance systems.

THERMAL ENERGY

- **Use of thermal energy for heating and cooling.** Only in halls 5 and 7 and in the CC5 convention centre on the Gran Via venue.
- **Use of thermal energy to “reinforce” heating and cooling.** In halls 2, 3, 4 and 6 in extremely cold outdoor conditions on the Gran Via venue.

NATURAL GAS

- **Use of natural gas to heat the Montjuïc venue and in catering activities on the Gran Via and Montjuïc venues,** including operational kitchens and restaurant establishments to prepare products for end clients.

Energy consumption figures broken down by energy source are given below. Of special note is that the ratio of energy intensity fell by 17.8% in 2024 in comparison with 2023. This significant improvement was made possible by the implementation of specific tools for monitoring and optimising consumption, allowing more efficient, tighter management of the energy used on the venues.

Energy use by source (MWh)	2022	2023	2024
Renewable			
Electricity	26,949	25,805	26,623
Thermal	1,242	1,131	557
Non-renewable			
Natural gas	2,126	1,009	1,086
Energy intensity ratio (Gran Via & Montjuïc) (MWH/M€)	170,60	130,46	110,25



Emissions

The calculation of Fira de Barcelona’s carbon footprint includes the Gran Via and Montjuïc venues, with an integrated approach that takes in all the organisations’ activities and operations.

Its measurement concentrates on quantifying and managing greenhouse gas emissions in two fundamental areas: direct emissions (scope 1), which include all emissions from sources belonging to or controlled by the organisation, and indirect emissions (scope 2), related primarily with the consumption of electricity purchased by the organisation.

As well as measuring, Fira de Barcelona uses these data to set ambitious targets for emission reductions, aimed at minimising its environmental footprint. This approach helps to mitigate the organisation’s climate impact, by aligning it with international best practice and driving the transition towards a lower-carbon economy. The results of the calculation of the organisation’s carbon footprint in scope 1 and 2 in recent years are shown below.

It should be pointed out that Fira’s primary source of emissions comes from leaks from heating and cooling systems, and that the reduction recorded in 2024 came mainly from reductions in these leaks of cooling gases.



Greenhouse gas emissions (tCO ₂ eq)	2022	2023	2024
Scope 1	2,599.32	3,289.07	2,524.91
Scope 2	1,225.79	725.01	12.90
Total	3,825.11	4,014.08	2,537.81

As well as **calculating and directly managing its carbon footprint**, Fira de Barcelona runs a range of actions that, while not included in this calculation, make a significant contribution to reducing its overall climate impact.

In particular, these initiatives include **prioritising the hiring of local suppliers** to cut emissions associated with transport; **encouraging sustainable mobility** among both employees and attendees at events; and different measures to **offset greenhouse gas emissions**:

- **Local suppliers:** priority is given to working with suppliers who have their offices and warehouses close to the venue. This significantly reduces the carbon footprint caused by transport of materials and staff. This policy includes special support for suppliers based within the province of Barcelona, which is considered part of the immediate surroundings of Fira de Barcelona.
- **Sustainable mobility:** electrical vehicle charging points have gradually been installed on the venues. Fira de Barcelona currently has a total of 77 charging points. Alongside this, bicycle parking spaces have been provided, encouraging attendees to use this sustainable means of transport, so helping to cut the CO₂ emissions generated by motor transport.
- **Corporate emission offsetting:** Fira de Barcelona offsets part of its emissions by purchasing Climate Credits linked to local forestry projects. this initiative is in line with the principles of the European Life Climark project, which fosters sustainable management of forests as an essential tool to mitigate climate change. Forest management makes a positive contribution in three key areas related to the struggle against climate change: carbon balance, water balance and conserving biodiversity.
 - In 2024, Fira purchased eight climate credits generated by the forestry project in the Segre-Rialb basin. Each climate credit represents a hectare of sustainably-managed forest, with an estimated impact over the next 15 years that includes the fixing and prevention of 211 tonnes of CO₂, the export of 9,666 m³ of blue water and an 18% improvement in forest biodiversity.
- **Offsetting emissions by trade shows:** several events incorporate measures to quantify and offset the emissions generated while they are being held. This initiative helps to neutralise the environmental impact of events, encouraging more responsible, sustainable management.
 - In 2024, the institution offset the emissions generated by the Smart City Expo World Congress, equivalent to a total of 150 tonnes of CO₂. This initiative seeks to mitigate climate change by giving support to renewable energy projects in countries with a high dependence on fossil fuels, so contributing to the global transition towards more sustainable energy sources.

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

• **Emission calculation and offsetting services:** organisers are offered the option of calculating the carbon footprint associated with their role in the events. Also, the offsetting of these emissions is provided for by investments in environmental projects such as reforestation, renewable energy development or methane capture and combustion.

Water management

In recent years, Fira de Barcelona has set up a range of initiatives to minimise water consumption on its venues, by incorporating technological innovations, preventive maintenance and improvements in sustainable facilities.

An important step was the drawing up of a **Water Contingency Plan**, designed to ensure efficient, sustainable water management in situations of shortage or emergency. This plan centres on identifying the most important areas of consumption, proposing specific actions to minimise water use and assess both potential savings and the cost of each measure, giving priority to the most effective ones.

Also, important steps have been taken including **annual preventive maintenance of the water supply network**, with detailed visual inspections and replacement of sections with a risk of leaks in order to guarantee the integrity of the network.

With regard to direct reduction of water use, in 2024 automatic timers, diffusers and taps were installed, as well as flow reducers in cases where low-consumption flux meters cannot be installed. Alongside this, conventional urinals are being gradually replaced by chemical urinals, with 70% already in operation on the Gran Via venue.

Fira has already implemented a monitoring system to detect wastage caused by taps left on and has installed a hydraulic system to control water pressure, so making its distribution more efficient. This measure has speeded up the response to any incidents, contributing to more efficient preventive management of water resources.

More specifically, it should be pointed out that in Gran Via considerable progress has been made in improving efficient water use. Since 2020 a digital system has been implemented to monitor consumption and detect leaks in real time, together with a preventive maintenance procedure for the distribution network.

This set of measures shows Fira de Barcelona’s ongoing commitment to sustainability and responsible management of water resources, ensuring that every drop of water is used efficiently, rationally soundly in environmental terms. It should be noted that, thanks to the steps taken, **water use in 2024 was 8.1% down on that recorded for 2023.**

Water consumption by sources (m³)	2022	2023	2024
Water supplied by third parties	74,282	62,341	57,285



Noise and light pollution

With regard to noise pollution, Fira de Barcelona has a protocol for action covering maximum permitted noise levels, as well as when to request a noise study depending on the venue. This protocol establishes that when the activities carried on might generate noise outside the venue at night, an analysis service must be engaged to supervise noise level in real time.

Regarding **light pollution**, this is monitored by specific light measures in halls 5 and 7 of Gran Via, and also every five years there is an assessment of the energy efficiency of lights by an outside certification body. In the last check carried out by TÜV, the overall energy rating of the facility was class “A”.

5.2. Waste management and circularity

The greatest volume of waste associated with events is generated during the setting-up phase and, in particular, during dismantling. These stages involve intensive use of materials to construct and dismantle temporary stands and infrastructures, which often have a limited life.

Fira opts for circularity by encouraging ecodesign and use of more sustainable stands. It works with reusable materials such as melamine and cardboard, and encourages modular solutions through its Servifira and BuildUp departments. Nevertheless, the actual use of these alternatives depends mainly on exhibitors’ decisions. It also encourages the recycling of materials like paper, cardboard, wood, glass and packages, and innovative measures like the use of digital accreditation in order to reduce paper use.

While the events are on, waste is also generated by visitors. To reduce the impact of this, Fira de Barcelona encourages the selective separation of waste by strategically locating special bins and recycling points in hospitality areas. It should be borne in mind that the availability of these services depends on clients, who decide the level of recycling services they want to hire.

It should be underlined that an important milestone was reached in 2024: reducing the waste generation ratio per square metre occupied, a key indicator that reflects an improvement in the efficiency of waste management and the engagement of all the key agents.

Moreover, in 2024 the target set by the ISO 14001 was achieved for the first time on the Gran Via venue: recovering 5% more waste than the year before. Specifically, the figure rose from 34% of waste recovered in 2023 to 39.5% in 2024, which means some 2,350 tonnes of waste were recovered. This advance consolidates the strategy of continuous improvement in sustainability, and was possible thanks to constant monitoring of suppliers and active collaboration in selective collection, which has managed to increase the separation rate and improve the quality of recycling.

The trend in waste generated is shown below, broken down by type:

Volume of waste generated by type (kg)	2022	2023	2024
Non-hazardous waste	4,165,970,00	6,605,280.00	6,242,454.00
Hazardous waste	3,720.00	1,850.00	7,070,00
Total	4,169,690	6,607,130	6,249,524
Ratio (total kg of waste per m² floor space)	0.12	0.17	0.15 kg/m²



Reducing, re-using and recycling for a sustainable future

The main measures taken by Fira de Barcelona to foster reduction, recycling and reuse of waste in the different shows and events include the following:

- **Ecodesign projects through BuildUp:** this offers a comprehensive stand design and construction service based on sustainability criteria. During planning, projects are run according to the five principles of ecodesign: reduce, reuse, recycle, repair and rethink.

At the design phase, priority is given to the use of sustainable materials like wood, aluminium and cardboard, preferably recycled or with environmental certification. Furthermore, the reuse of signage, use of LED lights to boost energy efficiency and the incorporation of live plants are encouraged. During construction, energy consumption is reduced, the use of single-use plastics is avoided and rented furniture is prioritised, using materials with recycled or certified components. Once the event is over, the materials are reused, donated to community bodies or recycled, and transport is optimised to reduce emissions. This strategy ensures that stands designed by BuildUp are both attractive and environment-friendly.

- **Reuse of furniture:** the reuse of furniture in common areas of fairs is encouraged. Also, the Servifira catalogue of services offers exhibitors a wide range of rented products to avoid generating waste and encourage more sustainable management.

- **Charity donations of food through Gastrofira.** To minimise food waste and reduce organic waste, Fira has set up a system for donating surplus food to community bodies. While there is careful planning to avoid surpluses, in cases where these arise the food is redistributed. In 2024 over 42,600 kg of surplus food from events were donated, contributing to a social cause and avoiding the generation of organic waste.

- **Recycling carpeting.** Recycling of carpeting used in events is encouraged. In 2024 over 790,478 m² of carpeting were recycled, more than twice as much as the year before. This represents 92% of all the carpeting installed in the common areas of Fira events.

- **Eliminating non-recyclable waste.** Materials that cannot be recycled, such as tetrabricks of water and twin-layer packs, i.e. those that combine different kinds of materials, are no longer used.

- **Reduction of paper use.** A policy of obligatory use of recycled paper has been introduced in both events and offices. Also, the digitalisation of documents is encouraged, to minimise paper consumption.

- **Installing water points.** To encourage the use of reusable bottles by attendees, water dispensers have been installed in the common areas for different events, so reducing the need for single-use plastic bottles.

- **Sustainable accreditation:** passes for events are designed with no metal or plastic parts and manufactured with 100% recyclable materials, making them easier to recycle properly after use. In 2024 this initiative was implemented at nine shows, achieving a total saving of 3.1 tonnes of waste.

- **Pilot test to improve waste separation by visual labelling.** In 2024 Fira de Barcelona ran a pilot trial by installing bins with clear pictures showing the different kinds of waste (plastic, paper, packaging, organic). This signage makes visual identification easier and encourages more correct separation of waste. The results showed that this initiative raises participants' awareness and increases recycling rates, contributing to more responsible, sustainable waste management.

- **Pilot test to analyse the environmental impact of reuse in preference to recycling in hospitality at Gastrofira.** In 2024 Fira de Barcelona ran a pilot trial in hospitality establishments to assess the environmental impact of a model based on reuse of materials as opposed to traditional recycling. This initiative, which is ongoing in 2025, seeks to determine which option generates less of a carbon footprint, assessing whether reusing materials causing less environmental impact that taking them to a green point for recycling.

- **Responsible management of used oil waste with a social impact through Gastrofira.** In 2024, 2,600 kg of used oil were recovered, avoiding their disposal into the sewage system. This oil was donated to Rastro Solidario, a body that turns this resource into biodiesel, assigning the profits entirely to projects with a high social and environmental impact.



5.3. Sustainable events

One of Fira de Barcelona’s priorities is to ensure that the events held on its venues are sustainable, involving all parties intervening in their organisation and running.

In 2024 it published a Guide to Sustainable Participation on the intranet and the corporate website, offering solutions and recommendations for participation by organisers, exhibitors and companies setting up events to make it more environment-friendly at every stage in the event.

This initiative not only improves waste management, but also fosters a culture of sustainability among all parties involved, helping to reduce the environmental impact of events and setting a benchmark standard in the trade shows and congress sector. The guide presents specific recommendations for implementing sustainable practices at every stage in the event.

BEFORE THE EVENT

- Designing spaces with certified sustainable materials.
- Cutting down on printed promotional material.
- Optimising goods transport, prioritising sustainable options.
- Using catering with local produce and reusable materials.

DURING THE EVENT

- Implementing systems for selective separation of waste
- Fostering efficient energy and water consumption.
- Encouraging the use of public or group transport by attendees.

AFTER THE EVENT

- Appropriate management of the waste generated during dismantling.
- Reusing or donating surplus materials.
- Prioritising efficient machinery with low energy consumption.

The guide also encourages cooperation between the different parties involved in events, in a joint focus on working towards sustainability. It also fosters training and awareness-raising for staff in proper waste management and the importance of reducing the environmental footprint.

Smart City Expo World Congress, a model sustainable event thanks to the “Towards Zero Waste” programme

One of the most outstanding Fira de Barcelona events in driving sustainable practices is the Smart City Expo World Congress. This international congress has achieved a landmark position thanks to its ambitious “Towards Zero Waste” scheme. As well as bringing together experts and leaders in the sector to discuss and develop smart city solutions, the event puts into practice a firm focus on sustainability and reducing environmental impact.

At its 2024 edition, Smart City Expo World Congress achieved the following milestones:

- **Avoiding single-use plastics:** once again, it completely eliminated single-use plastics on the venue by installing water points to allow attendees to fill their own

bottles. It also introduced reusable cups, a measure that significantly reduced the waste generated and avoided the consumption of up to 38,000 single-use plastic cups.

- **Saving paper:** paper use was reduced significantly by implementing the event app, which last year recorded 20,211 downloads. This commitment to digital solutions reduced the need to print programmes, maps and other information materials in paper format.
- **Recycling carpeting.** After the event, **11,131 kg of carpeting** were recycled, i.e. 100% of the carpeting used in Servifira stands, common areas and passages.
- **Responsible management of materials:** every surplus piece of wood, fabric and organic material is recycled responsibly, with the aim of generating zero waste. At last year’s edition, **5,110 kg of material** was recycled and structures were reused to give them a second life after the event.
- **Offsetting CO₂ emissions:** with regard to mitigating climate impact, the congress **offset a total of 150 tonnes of CO₂**. This offsetting was achieved by investing in sustainable projects to balance the emissions generated by energy consumption, transport and other activities related to the organisation and running of the event.
- **Tree planting:** in collaboration with Plant-for-the-Planet, as part of the offsetting and reforestation schemes, **1,338 new trees were planted**, in a significant contribution to absorbing CO₂ and creating green spaces. This action not only offset part of the emissions generated by the event, but also has a long-term positive impact on the natural environment.

These results make clear the Smart City Expo World Congress’s determined commitment to sustainability and environmental responsibility. The “Towards Zero Waste” scheme not only sets a standard for sustainable management for other events, but also shows how innovation and environmental awareness can fit successfully into the planning and execution of major international events.



6. Our Commitment to people

Fira de Barcelona is firmly committed to people, and this commitment goes beyond the organisation, generating a positive impact for society. For the institution, people are the essential code of its progress and collective success. This is why it is committed to a culture based on diversity, equality and inclusion.



Fira has reinforced its social commitment through initiatives aimed at generating a positive impact both on society and on the well-being and professional development of its workforce.

The main measures taken during 2024 as part of “Our commitment to people”, included in the 2023-2026 Strategic Sustainability Plan:

STRATEGIC GOALS

Impact on society

Well-being of people working at Fira

Engagement and inclusion

2024 ACTIONS

- **Working with community organisations:** this year once more, alliances have been forged with institutions and organisations devoted to inclusion and health, among others. Venues have been provided, local events sponsored and donations made to benefit the community.
- **Psychological and social support service:** Fira places at the disposal of its staff and their families a psychological service intended to foster emotional and mental well-being, both personal and professional.
- **Self-awareness, leadership and communication:** in the course of 2024, three specific workshops were run, in self-awareness, leadership and communication, in order to identify people's needs and foster practices to positively improve the dynamics of relations and contribute to people's well-being.
- **Accident and sickness insurance:** The collective insurance agreement was maintained, insuring the whole workforce against contingencies of death and invalidity arising from accidents at work (for all staff) and for non-work accidents or sickness (for staff who have worked here for more than one year).
- **Constant improvement of the onboarding process:** In 2024, the in-person onboarding sessions for new hires were continued. These sessions reinforce Fira de Barcelona's corporate values and foster awareness of its strategic commitment, including sustainability and equality.
- **Programme to promote young talent:** In the course of 2024, the People Area continued to foster the programme to promote young talent, with the aim of fostering professional development and boosting the growth of new generations within the organisation, assisting them in the employment transition.

STRATEGIC GOALS

Involvement and inclusion

2024 ACTIONS

- **Continuing training and development:** With the aim of reinforcing existing skills and preparing the workforce for future roles within the organisation, Fira de Barcelona offers a catalogue of training that allows each person to take part in courses tailored to a range of topics, methodologies and degrees of intensity.
- **Updating the Equal Opportunities Plan for men and women in accordance with the LGTBI act:** In 2024, the Equality Plan was being updated, in order to adapt it both to the requirements of the equality for trans people and LGTBI act, Law 4/2023, and to good practice in the area of LGTBI inclusion and diversity.
- **Protocol to Protect Victims of Gender Violence.**
- **Negotiation of the 3rd Equality Plan:** In 2024, negotiations continued for the 3rd Equality Plan, with the aim of ensuring its approval in 2025.

Moreover, as part of its commitment to people, Fira de Barcelona has set itself the following strategic goals for 2025:

STRATEGIC GOALS

Impact on society

ACTIONS PLANNED FOR 2025

- Working with community organisations: alliances have been kept up and forged with institutions and organisations devoted to inclusion and health, among others. Venues are provided, local events sponsored and donations made to benefit the community.

Well-being of people working at Fira

- Approving remote working policies and rules for selection, training, promotion and pay.
- Creating awareness-raising content through neXe - Fira Activa Programme (4 lines: equality, sustainability, diversity and well-being).

Engagement and inclusion

- Setting up the “Talent Aprement” (“Talent Learning”) programme, following the German model that combines training with work, aimed at people who are studying as a measure to support joining the workforce.
- Approval of the 3rd Equality Plan.
- Setting up and equipping a breastfeeding room at Fira.
- Drawing up a calendar for implementation of the measures laid down in the Equality Plan, with exhaustive monitoring of their compliance in supervisory meetings through the Equality Committee. Announcing implementation of the different measures taken.
- Approval of the LGTBI Plan.
- Carrying out a diversity diagnosis to prepare a future diversity, equality and inclusion policy.



6.1. Our Team

In 2024, Fira de Barcelona workforce stood at **506 people**, 61.7% of which were women. Moreover, in 2024, **67% of new hires in management positions were women**. The same percentage was recorded for internal promotions, showing the institution's commitment to progressing in gender equality at every level of responsibility.

Moreover, the People Area continued in its firm commitment to developing **young talent** through a specific programme aimed at easing the transition to the working world and fostering professional growth for new generations within the institution. In 2024, this programme **took in 52 young professionals** - 42 women and 10 men - reaffirming Fira's commitment to equal opportunities and gender diversity. Furthermore, **39 of these people went on to become part of the permanent workforce**, showing the programme's efficiency as a way into sustainable, quality careers within the organisation.

Also, the **staff turnover at Fira de Barcelona in 2024 stood at 4.72%**, an indicator that shows considerable stability and consolidation in the organisation's workforce.

These figures make clear Fira's commitment to gender equality and the construction of an equitable working environment. The balance achieved reflects a firm commitment to fair representation and the consolidation of an inclusive organisational culture. The main figures for the 2024 financial year are listed below:

506

People in the workforce

61.7%

Presence of women

Employees by sex (at the end of the financial year)	2023	2024	Variation 2023-2024 (%)
Women	298	312	4,7%
% women	62%	61,7%	
Men	182	194	6.6%
% men	38%	38.3%	
TOTAL	480	506	5.4%

Employees by contract type (at the end of the financial year)	2023	2024	Variation 2023-2024 (%)
Permanent contracts			
Men	162	181	11.7%
Women	234	271	15.8%
Total permanent employees	396	452	14.1%
Temporary contracts			
Men	19	13	-31.6%
Women	65	41	-36.9%
Total temporary employees	84	54	-35.7%
TOTAL	480	506	5,4%



Number of employees by type of working hours (at the end of the financial year)	2023	2024	Variation 2023-2024 (%)
Full-time contracts			
Men	180	190	5.6%
Women	294	307	4.4%
Total full-time employees	474	497	4.9%
Part-time contracts			
Men	2	4	1009%
Women	4	5	25%
Total part-time employees	6	9	50%
TOTAL	480	506	5.4%

Number and percentage of employees by professional grade and age groups	2023		2024	
	%		%	
Management positions	63	13%	62	12.3%
Under 30 years old	-	0.0%	-	0.0%
30-50 years old	31	49.2%	25	40.3%
Over 50 years old	32	50.8%	37	59.7%
Middle managers	74	15%	77	15.2%
Under 30 years old	7	9.5%	9	11.7%
30-50 years old	57	77.0%	55	71.4%
Over 50 years old	10	13.5%	13	16.9%
Rest of the workforce	343	71%	367	72.5%
Under 30 years old	115	33.5%	104	28.3%
30-50 years old	138	40.2%	165	45%
Over 50 years old	90	26.2%	98	26.7%
TOTAL	480	100%	506	100%

Employees by professional grade and sex (at the end of the financial year)	2023		2024	
	%		%	
Management positions	63	13%	62	12%
Women	27	42.9%	27	43.5%
Men	36	57.1%	35	56.5%
Middle managers	74	15%	77	15%
Women	48	64.9%	50	64.9%
Men	26	35.1%	27	35.1%
Rest of the workforce	343	71%	367	73%
Women	223	65.0%	235	64%
Men	120	35.0%	132	36%
TOTAL	480	100%	506	100%

New hires (at the end of the financial year)	2023	2024	Variation 2023-2024 (%)
By sex			
Women	72	57	-20.8%
Men	25	27	8%
By age group			
Under 30 years old	64	50	-21.9%
30-50 years old	27	29	-7.41%
Over 50 years old	6	5	-16.7%
TOTAL	97	84	-13.4%

Number of dismissals by sex, age and professional grade (at the end of the financial year)	2023	2024
By sex	3	9
Women	1	4
Men	2	5
By age group	3	9
Under 30 years old	1	1
30-50 years old	1	6
Over 50 years old	1	2
Professional classification	3	9
Management positions	1	2
Middle managers	1	0
Rest of the workforce	1	7
TOTAL	3	9
Disabled employees by professional grade (at the end of the financial year)	2023	2024
Management positions	3	3
Women	0	0
Men	3	3
Middle managers	0	0
Women	0	0
Men	0	0
Rest of the workforce	3	3
Women	2	2
Men	1	1
TOTAL	6	6

Parental leave (figures at the end of the financial year)	2023	2024	Variation 2023-2024 (%)
Employees entitled to parental leave	9	10	11.1%
Women	5	6	20%
Men	4	4	0%
Employees who took up parental leave	9	10	11.1%
Women	5	6	20%
Men	4	4	0%
Of the above, people who resumed their job after the parental leave	9	10	11.1%
Women	5	6	20%
Men	4	4	0%
Of the above, people who, after resuming their job after the parental leave period, remain in the organisation 12 months later	9	10	11.1%
Women	5	6	20%
Men	4	4	0%
Rate of return to work	100%	100%	0%
Women	100%	100%	0%
Men	100%	100%	0%
Rate of remaining	100%	100%	0%
Women	100%	100%	0%
Men	100%	100%	0%

Communication and dialogue, key to employee well-being

Works Council

At Fira de Barcelona, internal communication is considered a strategic tool to generate corporate culture and foster team cohesion. Apart from traditional dialogue, participatory dynamics, collaborative spaces and online channels are in place to encourage two-way communication and proximity between people and the institution.

Worker representation is seen as a way to build together, where people's voice plays an active part in coming up with initiatives, improving processes and taking decisions. This commitment to lively, inclusive communication helps to create an environment in which trust, respect and social innovation are part of everyday life.

The **Works Council**, made up of 13 members plus two union representatives from CCOO and UGT, is the main representative body for Fira de Barcelona employees. In the specific case of the company Fira de Barcelona Alimentaria Exhibitions, representation is through the staff delegate.

Solid mechanisms are in place to ensure a constant flow of information and an effective system of feedback. These channels make it possible to keep the whole organisation informed and encourage active listening. The main interlocutors in this process include:

- **The Joint Committee on the Agreement and Communication:** made up of four members of the Works Council, trade union delegates and the HR delegate. This committee plays a key role as an ongoing space for dialogue between workers' representatives and management. Its primary function is to ensure fluid communication, proper handling of proposals and concerns and to seek consensus to favour a fair, balanced labour environment.
- In order to give an effective response in key areas to people's well-being and internal management, Fira de Barcelona has set up a range of permanent commissions. These structures act as specialised collaborative work spaces aimed at coming up with solutions, safeguarding rights and anticipating emerging needs within the institution:
- **Social Assistance Fund:** responsible for managing and distributing resources assigned to support employees in situations of need.
- **Health and Safety at Work:** focused on implementing and supervising practices to ensure a safe work environment.
- **Training:** devoted to continuing professional development for employees, by providing training and refresher training.
- **Psycho-social Risks, Equality and Harassment:** focused on identifying and mitigating psycho-social risks, fostering gender equality and preventing harassment at work.
- **Technical (professional grades):** deals with the classification of jobs and the technical management related to career development.

These commissions act as drivers of change within the organisation, with an active role in detecting actual needs, creating policies and setting up tangible actions. Their impact is in terms of constant improvement in working conditions and the consolidation of a safe, inclusive and equitable work culture, in which well-being and people's voice are at the centre of decision-making.

Collective agreement

Fira de Barcelona works within a framework defined by its collective agreement, which establishes working conditions for its employees. This agreement, the result

of an open, collaborative process between the organisation and workers' representatives, ensures that employment rules and benefits are transparent, fair and in line with principles of equity and social responsibility.

In 2024, 98.26% of the people at Fira de Barcelona benefited from the collective agreement, ensuring that employees were protected by the conditions and advantages set down in this agreement.

Percentage of employees covered by the agreements negotiated collectively (at the end of the financial year)	2023	2024
	98.14%	98.26%

Pay policy

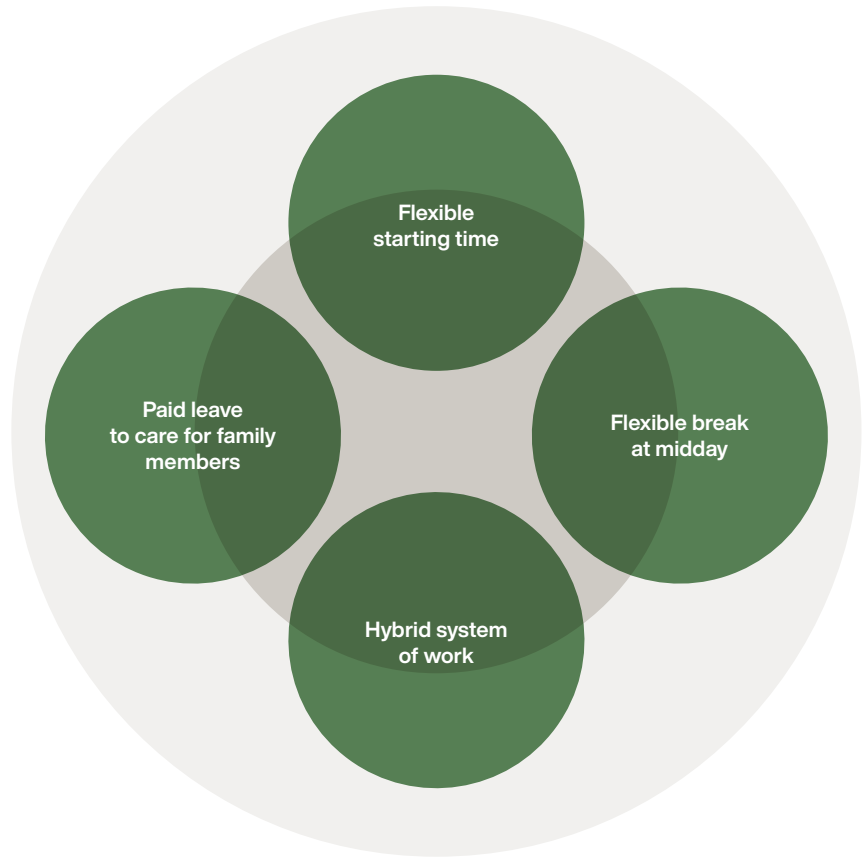
Fira de Barcelona opts for a comprehensive, flexible pay policy, designed not just as a system of financial compensation, but as a key tool to foster well-being, security and work-life balance for its workforce. This model includes a set of provisions and benefits to adapt to the different stages and realities in the life of its employees:

- **Life insurance:** all staff who have worked here for more than a year have cover for common contingencies. In the case of temporary contracts, specific cover is offered for occupational contingencies.
- **Disability or invalidity cover:** in circumstances of temporary disability, 100% of salary is assured. In the case of invalidity, complementary provisions are activated, depending on the type of contingency and how long the person affected has worked in the institution.
- The **Social Assistance Fund**, aimed at employees who have worked for the institution for more than a year, offers two forms of support: loans on highly advantageous conditions and grants intended for training, social/health needs or leave to care for family members.
- **Family assistance for dependent children:** open to employees who have worked for the institution for at least six months, as direct support for work-life balance.
- **Flexible pay:** this offers people on permanent contracts the chance to personalise part of their salary according to their preferences. It includes options like training, lunch tickets and playschool services, among others.



Organisation of time and work

The organisation of working time at Fira is governed by the institution's own collective agreement, which includes a set of flexibility measures designed to meet the team's personal and professional needs. These measures, consolidated over recent years, reflect Fira's commitment to a modern, people-centred labour model, aimed at work-life balance. The main measures in place here are the following:



- **Flexible starting times:** staff may begin their working day with an hour of flexibility, extendible to an hour and a half for intensive timetables. This system allows greater adaptation to personal and family rhythms, favouring a more inclusive, balanced work environment.
- **Flexible break at midday:** the midday break can be set between 30 minutes and 2 hours, depending on working hours and individual preferences. This option fosters well-being and offers better management of time during working hours.
- **Hybrid working:** employees can do up to 20% of their working hours remotely. This measure adds further flexibility, especially in specific personal circumstances, and makes the organisation more adaptable.

- **Paid leave to care for family members:** employees can take up to four months' leave to care for family members, at 50% of salary according to the collective agreement. This measure sets out to aid effective work-life balance and give support at key times in personal life.

With these policies and measures, Fira de Barcelona reaffirms its intention to evolve towards a flexible, humane working model in line with new labour realities.

Team building at Fira de Barcelona

In summer 2024, a day of debate was held, focused on the role of innovation within the strategic focus running through Fira de Barcelona's activities. The event brought together over 400 people, organised in 57 multi-disciplinary groups, with the aim of discussing and coming up with innovative proposals in line with the 2024-2026 strategy framework.

As part of the event, a **team-building** activity was run, aimed at strengthening team cohesion, fostering collaboration and building up creative thought. This activity was run by an organisation that works together with the voluntary and cooperative sector, incorporating social responsibility values in its approach. As well as raising the profile of the work of these organisations, the activity assigned 1% of its turnover to a charity organisation, so favouring a positive social impact.



6.2. Training and development

Developing talent is a strategic priority for Fira de Barcelona, which sees training as a key tool for the progress of people and the organisation.

Encouraging continuing learning takes the form of specific actions to enable each person to realise their potential, while contributing to the competitiveness and the shared goals of the institution. In 2024, a total of 455 people took part in the training programmes run by Fira de Barcelona, representing an 17.7% increase in the number of training hours compared to the previous year:

14,733

hours of training in 2024

Total hours of training by professional grade and sex	2023	2024	Variation 2023-2024 (%)
Men	4,114	5,891	43.2%
Managers	33	132	
Group 0	423	1,547	
Group 1	1,210	988	
Group 2	1,922	1,698	
Group 3	526	1,520	
Group 5	0	6	
Women	8,404	8,844	5.2%
Managers	72	78	
Group 0	361	1,492	
Group 1	1,706	1,494	
Group 2	4,891	4,318	
Group 3	1,374	1,458	
Group 5	0	4	
TOTAL	12,518	14,735	17.7%

Cross-cutting Training Plan 2024

Fira de Barcelona cross-cutting Training Plan, consolidated as an ongoing annual model, aims to guarantee continuing, shared learning throughout the workforce. This plan is structured in various thematic lines, ensuring broad training cover aligned with Fira's key skills. Moreover, courses in a range of formats and lengths have been incorporated, allowing more accessible training, adaptable to different personal and professional circumstances and promoting work-life balance and continuing development.



Annual and universal training catalogue

Fira de Barcelona places at the disposal of its workforce an annual catalogue of training that offers each employee the chance to take part in one or two courses. This catalogue includes a wide variety of subject areas, methodologies and levels of intensity, with the aim of meeting the diverse training needs of the workforce. The 2024 catalogue stands out for:

- **Alignment with corporate strategy:** the contents of the catalogue are designed to reinforce the institution's strategic framework, by building up the key skills of internal talent and orienting it towards achieving results. Moreover, Fira de Barcelona supports strategic talent management projects, by adapting roles, fostering internal mobility and meeting the collective needs of different areas. This support is complemented by a personalised approach to professional development, which includes programmes like outplacement, aimed at easing job transitions through advice and individualised support.
- **Promoting corporate values:** this training option helps to consolidate the values that define Fira de Barcelona: excellence, commitment, innovation, creativity, humanity and inspiration, as a reflection of the spirit of the city.
- **Organised in four broad threads:** the catalogue is structured in four training areas:
 1. **Excel and languages:** includes training in Catalan, English and in advanced Excel use.
 2. **Knowledge and skills:** courses in digital marketing, project management, design thinking, effective communication and creativity.
 3. **Emotional well-being:** training focused on managing stress, positive thinking and personal organisation.
 4. **Innovation and creativity:** a new thread that combines the most-requested content with the latest trends in business training, incorporating areas like innovation and artificial intelligence.
- **Flexible format and length:** the courses are offered in different formats and adaptable lengths, to aid work-life balance and make sure they are accessible for all staff, regardless of their availability.



A leadership model at Fira de Barcelona

Leadership is a key lever to transform teams and drive a solid, cohesive organisational culture.

With this vision, in 2024 a specific project was run aimed at heads of teams at Fira de Barcelona, with the intention of building up their personal and interpersonal skills, while contributing to a more collaborative, results-oriented work environment.

In this context, three workshops were organised, concentrating on self-awareness, leadership and communication, with **59 employees** taking part. These sessions explored self-awareness, identifying strengths and areas for improvement, and incorporating tools for team management from a perspective of empathy and efficiency.

Also, with the aim of reinforcing the well-being and quality of labour relations, the whole workforce was offered a self-awareness workshop. **162 people** took part, favouring cohesion and communication within the organisation.

Training in sustainability

In the course of 2024, Fira de Barcelona continued with its training plan specialised in sustainability, with the aim of ensuring that the whole workforce shares the values and challenges set forth in the 2023-2026 Strategic Sustainability Plan. Moreover, a specific programme was run on organising more sustainable events, given by a specialised supplier. A total of 10 hours of training were given to 27 employees. Alongside this, an internal communication strategy to raise awareness of sustainable practices continued, with informative content on the corporate intranet and on digital screens located in different places around the venues.

Alliance for continuing learning

Fira de Barcelona, committed to quality education, has established strategic collaboration with UOC, the Catalan Open University. Thanks to this agreement, members of the institution have access to exclusive discounts on master's degrees, postgraduate and specialisation courses, so favouring their academic and professional development.

With these initiatives, Fira reaffirms its commitment to all-round growth for its employees, providing them with the tools and opportunities to boost their career, while helping to reinforce the shared goal of moving towards sustainability and constant progress for the institution, and creating a dynamic environment aligned with its values and strategic goals.

6.3. Diversity and equal opportunities.

Non-discrimination

Fira de Barcelona strengthens its commitment to social and employment inclusion for people by actively pursuing integration policies favouring equal opportunities.

Policy to prevent and deal with discrimination at Fira de Barcelona

The institution continues to advance towards a safe, respectful work environment, free from harassment or discrimination of any kind.

With this aim, in 2024 various protocols were maintained and reinforced to ensure protection and well-being for all the people in the organisation, paying special attention to victims of gender violence.

1. Updating the Equal Opportunities Plan for men and women in accordance with the LGTBI act: in the course of 2024, the Equality Plan was being updated, in order to adapt it to new regulatory frameworks - specifically, the real, effective equality for trans people and LGTBIQ+ act, Law 4/2023 of 28th February 2023 - and to good practice in the area of diversity and inclusion. The purpose of this review is to officially approve the new protocol in 2025.

2. Protocol for the Protection of Victims of Gender Violence: in 2024, Fira de Barcelona kept up its commitment to the protocol for the protection of victims of gender violence approved the year before in order to offer more security and support to people affected. This protocol includes the current legal measures, complementing them with Fira's own measures to ensure a safe, inclusive work environment fully aligned with the institution's values of equality.

Finally, in 2024 Fira did not record any cases of discrimination, showing the effectiveness of its inclusion and prevention policies. Nevertheless, the institution maintains a proactive approach to ensure that any potential situation is handled with maximum promptness and rigour, determined to carry on fostering a respectful, equitable work environment, free from discrimination.



6.4. Health and safety at work

The institution sees health, safety and above all its employees' well-being as fundamental pillars of its day-to-day running.

With the aim of ensuring a safe, healthy work environment, the institution has developed a comprehensive set of strategies and measures intended to care for its staff. These actions range from implementing occupational risk prevention programmes to running initiatives to boost employees' mental and emotional health, so consolidating an organisational culture based on protection and development for people.

Health and Safety Committee

In this context, the Health and Safety Committee has an essential responsibility for managing occupational safety in the institution. This body is structured in a balanced way to ensure an effective, participatory approach to protecting the whole workforce. It is made up of:

- Three employee representatives (selected by the Works Committee)
- Three members appointed by Fira de Barcelona

Also, as needed, trade union delegates and specialist experts in occupational risk prevention can join it, so strengthening the committee's ability to deal in depth with the different areas of health and safety at work.

The Health and Safety Committee does not only act as a supervisory body, but also plays a fundamental role in implementing specific measures to ensure employee safety. To this end it performs several key functions. These include:

- **Designing and implementing occupational risk prevention plans**, in close cooperation with the technical and medical services, to reduce to a minimum the possible hazards in each employee's work environment.



- **Active participation by employees in occupational health and safety programmes** in order to foster awareness and take-up of good practices.
- **Research and monitoring of accidents**, in order to adopt effective solutions to prevent them in the future. Alongside this, regulatory compliance is supervised and a culture of prevention fostered in the organisation.
- **Resolution of conflicts related to safety at work**, identifying the underlying causes and taking corrective measures. Constant communication is also kept up with the prevention officers to optimise risk prevention.
- **Detailed monitoring of accidents and incidents**, by drawing up technical reports to assess risk patterns and reinforce risk prevention in the work environment.

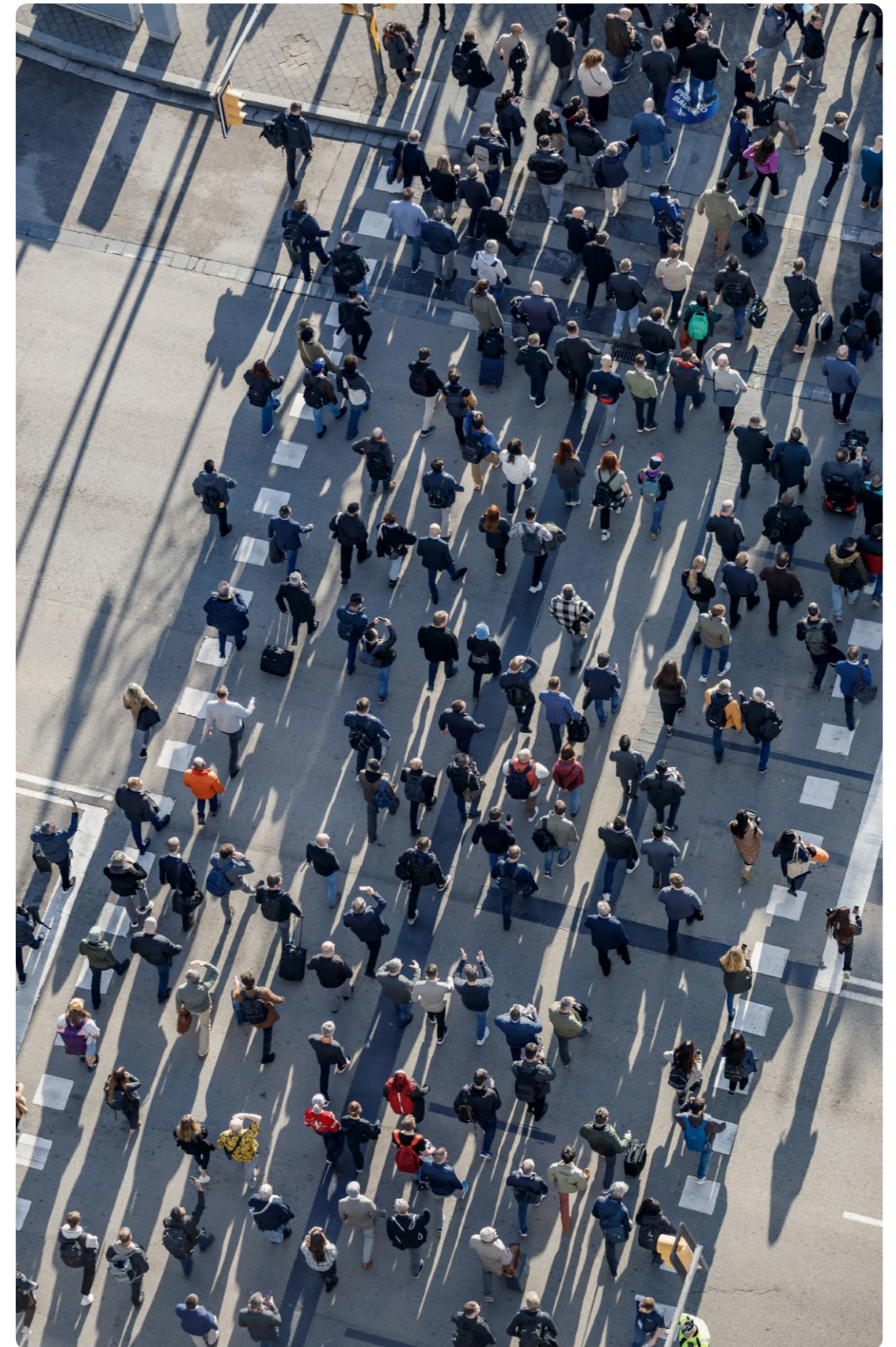
In the event of a serious incident, a special meeting is called immediately between the Health and Safety Committee and management. At this meeting, the committee presents proposals for corrective measures for management to execute urgently, ensuring fast, effective decision-making to resolve the situation and ensure safety for the whole workforce.

Safety and first aid training

As part of its occupational safety measures, in order to carry on strengthening its ability to respond to serious incidents and accidents, in 2024 a four-hour first-aid course was carried out, in collaboration with the GESEME prevention service. Like the year before, this training aims to prepare staff to intervene with immediate care in emergency situations, boosting their ability to respond to accidents or cases of risk.

In 2024 Fira de Barcelona started up an innovative documentary monitoring platform, designed as a strategic tool for communication and management with partner or subcontractor companies. Its purpose is to optimise business coordination and ensure compliance with legal obligations, especially with regard to occupational risk prevention, both in the companies' documentation and that of their employees. This reinforces monitoring and prevents possible infringements of regulations.

To complement this platform, Fira has organised an in-person training programme aimed at employees involved in setting up and dismantling events, dealing with key aspects such as the safe use of tools, protection against falls and preventing accidents, in order to assure the safety of everybody involved. For next year, the institution is developing new training programmes for all its employees, taking advantage of the opportunities offered by new technologies through interactive online courses.



Health and well-being in the work environment

With regard to employees' physical and emotional health, Fira de Barcelona actively encourages healthy habits in order to prevent any health problems and boost the quality of life of all its staff. The principal initiatives include:

- **A nursing service available every day of the week for the all employees**, ensuring immediate attention for any health need and contributing to the staff's well-being in general.
- **A range of healthy products in vending machines**, in order to improve the nutritious options available to both employees and visitors, so fostering more balance, healthy food.
- **Access to reduced-price physiotherapy services** to make them accessible to all employees and help to treat and care for their physical health.
- **Defibrillators available on the Montjuïc and Gran Via venues**, ensuring rapid, efficient intervention in the event of cardiac emergencies.
- **Areas provided for rest and comfort**, including dining rooms and specific areas fitted out to offer a comfortable, healthy setting where employees can relax and enjoy their break time during the working day.
- **Encouraging physical activity and healthy habits** through the Fira Sports Team scheme, which promotes taking part in sports events and open-air activities. 2024 was one of the busiest years for this programme, with 42 people entering subsidised competitions, accumulating over 1,500 km covered in sports like running, mountain biking, road cycling and triathlons.

Also, in 2024 Fira de Barcelona set up a series of information capsules planned on a monthly basis, concentrating on preventing occupational risks. These publications deal with key topics to foster a safer, healthier work environment, offering employees practical, relevant information. The main topics dealt with include:

- **World Day for Safety and Health at Work**, held on 28th April every year.
- **Work and heat**, with guidelines to prevent and minimise the risks associated with high temperatures at work.
- **Ergonomics in the office**, with recommendations to improve posture and prevent musculoskeletal problems.
- **Preventive safety observations**, focused on identifying and preventing risks before they appear.
- **Health advice**, with practical instructions to boost employees' overall well-being.
- **Safe, sustainable mobility**, encouraging practices favouring safe transport and helping to reduce environmental impact.

Injuries arising from accidents at work (figures for all employees at the end of the financial year)

	2023	2024	Variation 2023-2024 (%)
Deaths resulting from an injury in an industrial accident	0	0	0
Total number	0	0	0
Rate	0	0	0
Injuries due to accidents at work with serious consequences (not including deaths)	0	0	0
Total number	0	0	0
Rate	0	0	0
Recordable injuries due to accidents at work	15	3	- 80%
Accidents with sick leave (on site + <i>in itinere</i>)	12	1	-91.7%
Accidents without sick leave (on site + <i>in itinere</i>)	3	2	-33.3%
Rate	1.618	0.148	-90.9%
Total number of hours worked	956,329	850,860	-11%

Industrial illnesses (figures for all employees at the end of the financial year)

	2023	2024	Variation 2023-2024 (%)
Number of deaths resulting from an illness or industrial illness	0	0	0
Number of recordable cases of illnesses and industrial illnesses	0	0	0

Accident rate indicators at the end of the financial year

	2023	2024	Variation 2023-2024 (%)
Accidents - work hours missed	1,072	152	-85.8%
Accidents - work frequency rate	9.411	1.18	-87.5%
Accidents - work seriousness rate	0.13	0.02	-84.6%

6.5. Client service

Fira de Barcelona maintains its focus on excellence, offering top-quality services and accessibility for all its clients, both visitors and exhibitors. The institution strives constantly to improve its service, seeing client well-being and satisfaction as fundamental pillars of its activities. Moreover, through a firm commitment to ethics, sustainability and regulatory compliance, it reinforces trust and partnership with all its interest groups.

Quality and client satisfaction

At Fira de Barcelona, quality and client satisfaction are seen not just as operational requirements, but fundamental values that guide its model for action. Through proactive management, implementation of advanced technology and a culture of constant innovation, dependable, high-performance surroundings are assured for both exhibitors and visitors. This focus on the client experience is reinforced with rigorous processes and personalised attention, creating spaces to inspire confidence, generate business opportunities and anticipate the needs of a constantly-evolving global market.

Handling incidents and client care

The institution has a specific internal channel devoted solely to handling and resolving incidents, separate from the process in place to deal with complains and claims. This model ensures efficient, specialised attention to every kind of situation, guaranteeing an appropriate approach and timely response to clients, according to the nature of the communication.

Incidents and in-person requests are handled at Fira de Barcelona by the Exhibitor Experience team, which is part of the Client Experience Team, with the support of outside partners during the setup, running and dismantling phases of



events. In 2024, an online attention service was implemented to handle incidents and requests from exhibitors, representing a major advance towards making this system systematic and digital.

The service is organised in several sub-teams:

- The Inhalls team: responsible for reviewing the services in place before and during setup, anticipating and handling incidents and requests, with a particular focus on prevention.
- The in-person Exhibitor Care team: it deals with services and new requests venue, as well as handing over materials and handling incidents through the Freshdesk platform.
- The Virtual Exhibitor Care team: it deals with requests and incidents remotely, using channels such as WhatsApp, forms and telephone calls, all integrated into the Freshdesk tool. This ticketing system offers advantages including attention without moving, total monitoring of tasks and high analytical potential, boosting both efficiency and the client experience at Fira de Barcelona.

Through these practices and improvements, the institution provides a service focused on quality, satisfaction and ethics, ensuring a safe, positive experience for all its clients.

Accessibility

Fira de Barcelona includes accessibility as a fundamental part of the design and running of its events, in order to ensure accessibility for all. The organisation works proactively to identify and eliminate any possible barriers, taking specific steps to ensure full, equal participation by everybody. This results in accessible environments, adapted services and a trade show experience that reflects our values of equality, respect and diversity.

In the course of 2024, it conducted an exhaustive review of its facilities to identify areas for improvement in terms of accessibility. On the basis of this analysis, a detailed action plan has been established to ensure that all visitors can take full advantage of the venues and services it offers.

Furthermore, specific training content about accessibility has been provided for outside staff who provide services for visitors and exhibitors during events. These sessions seek to raise awareness and train staff to provide inclusive attention adapted to the diverse needs of all attendees.

Also, practical guides are being prepared, dealing with accessibility at events from various points of view. These include recommendations on designing accessible spaces, communicating effectively with people with disabilities and implementing assistance or support technology during events. With these measures, Fira de Barcelona reinforces its commitment to inclusion and equal opportunities for all visitors.

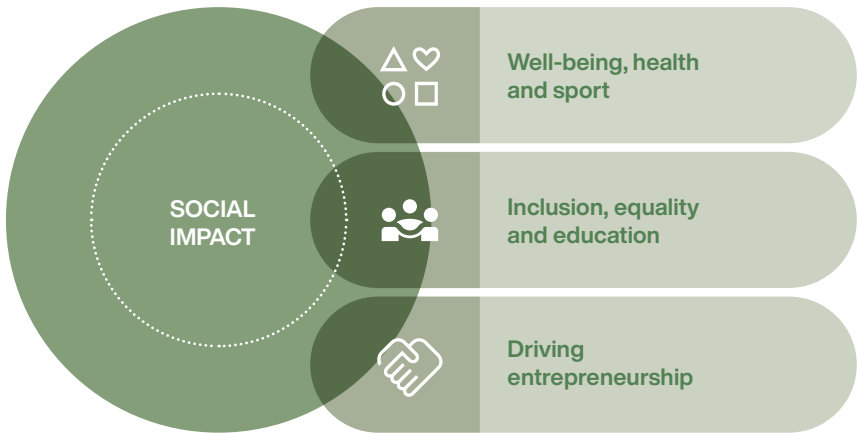
Finally, in 2024 the innovative NaviLens system, introduced the year before, continued to be used. This advanced technology improves signage for people with visual disabilities, allowing autonomous, safe mobility. Fira de Barcelona has installed a total of 146 smart labels at strategic points on the Gran Via venue. This ongoing innovation is part of the plan to advance towards universal accessibility through digital solutions to transform the experience for all visitors.

6.6. Social commitment

Fira de Barcelona's social commitment continued to evolve in 2024, with a clear, transformational vision: to generate a positive impact that goes beyond the strictly economic or organisational sphere.

Aware of its active role in society, the institution makes social responsibility a fundamental pillar of its strategy, forging partnerships with organisations and schemes devoted to reducing inequalities and fostering inclusion.

As part of its "Commitment to People" thread within the 2023-2026 Strategic Sustainability Plan, Fira de Barcelona has organised its social measures around **three broad lines of action**, structuring its contribution to collective well-being coherently and effectively: "Well-being, Health and Sport", "Inclusion, Equality and Education" and "Boosting Enterprise". The social initiatives run in 2024 are listed below, showing Fira's dedication to building a more equitable, cohesive society:



Well-being, health and sport

This line drives initiatives aimed at improving people's physical and emotional life. From support for medical research and public health to promoting sports and the struggle against food waste, Fira de Barcelona promotes actions that contribute to well-being, both individual and collective.



Preventing unwanted loneliness

Involvement in the **Campaign against Unwanted Loneliness by Sant Joan de Déu**, with awareness-raising and direct support measures.

Commitment to charity

A team of Fira employees took part in the Sant Joan de Déu **MagicLine**, a charity walk to raise money for social projects.

Emotional welfare for young people

Participation in the **Henka** project run by Sant Joan de Déu at the Saló de l'Ensenyament, the education fair, to foster emotional well-being among young people.

Support for charity initiatives

Collaboration with the **La Marató de TV3**, focused this year on respiratory illnesses.

Inclusion, equality and education

With the aim of combating inequalities, this line includes actions focusing on social integration, diversity, education and support for groups in vulnerable circumstances. Fira cooperates with bodies working to build a fairer, more equitable society, fostering opportunity spaces open to all.

Support for social inclusion

Participation in the **Cheers4U** charity event to raise funds for the **Icària foundation**, which works for opportunities and support for children and adults with intellectual diversity in their personal, social and career development.

Creating a time slot with a low noise level and a quiet space for people on the autistic spectrum during the Saló de l'Ensenyament.

Employment inclusion with values

Fira de Barcelona partnered with the **Portolà foundation at the Smart City Expo World Congress** to foster employment for people with intellectual diversity.

Creating **merchandising** at Barcelona Bridal Fashion Week with the **Ared foundation**.

Reducing child inequality

Partnership with the **Pere Tarrès foundation** on the *Ajuda'ls a créixer* (Help Them to Grow) campaign, helping to extend the Socio-Educational Centre in the Poble-sec neighbourhood and aiding access for children at risk of exclusion to educational and leisure activities.

Donation of events' furniture

Thanks to the **Donation Room** project, promoted by MWC Barcelona, five tonnes of materials were recovered, to be used for social and cultural schemes (in partnership with Barcelona City Council and voluntary sector organisations).

Through the events organised by Fira, surplus materials were donated after dismantling to **La Nau**, which collects business production surpluses to redistribute them to social bodies catering for groups of people in vulnerable circumstances.

Responsible procurement with social bodies

In the course of 2024, close partnerships were established with organisations like **Apunts / Fundació Joia**, **Femarec** and **Integra PMC**, by contracting services such as the purchase of office materials or document destruction, among others.

Campaign against hunger

In partnership with **OXFAM Intermón**, films were projected on the front of a palace on the Montjuïc venue to give visibility to the struggle against hunger.

Partnerships with environmental protection and circular economy groups

The IOT Solutions World Congress and Smart City Expo World Congress collaborated on reforestation projects with the **Plant for the Planet** and **Tree Nation** foundations, and Construmat with the **CRAM** foundation, devoted to protecting marine life.

Parade organised at the Saló de l'Ensenyament in partnership with **Humana** and **Adolescents.cat**.



Gastrofira

Donating food

During the fairs held in 2024, over 42,600 tonnes of surplus food were donated:

- Through Gastrofira, over 5,000 kg of food were donated to the NGO **Nutrició Sense Fronteres**, which handed them over to 16 social bodies.
- Trade shows like Alimentaria, Gastronomic Forum Barcelona and Seafood Expo Global contributed over 37,580 kg of food to the **Food Bank**.
- Gastrofira prepared over 1,000 portions using surplus fish from Seafood Expo Global, which were then redistributed by the Food Bank to community canteens in Barcelona.

Value economics with Aceite Solidario

In partnership with **Aceite Solidario** (the NGO Rastro Solidario), 2,600 kg of used cooking oil were recovered to turn into biodiesel, and the profits went to Acadèmia Aprèn sense Barreres.

Food solidarity with Cuina Justa

Gastrofira collaborates with **Cuina Justa** to foster work and life chances for people with mental disorders and at risk of social exclusion, by preparing local, healthy, quality craft food.

Local suppliers

Gastrofira prioritises purchasing from local suppliers, with nearly 80% of its volume acquired locally. This figure reflects its commitment to foster short distribution chains and support the local economy.

Driving entrepreneurship

Fira is committed to enterprise as a driver of progress, giving support to projects to foster innovation, emerging talent and the creation of job opportunities. This line of work concentrates on creating environments to ease access to economic activity for the people and groups that have the most difficulties in this respect.

Driving economic and business thought

Sponsorship of the **meeting of the Cercle d'Economia** held at the Palau de Congressos de Barcelona, favouring debate on today's major social and economic challenges.

Promotion of youth entrepreneurship

Sponsorship of the **AIJEC Young Entrepreneur Prize**, to recognise the hard work and impact of young enterprising talent among people under 45 years old.

7. About this report

This report includes non-financial information about Fira de Barcelona for the financial year 2024, running from 1st January to 31st December 2024.



It adheres to the principles of comparability, reliability, materiality and relevance as stipulated in the Non-financial and Diversity Information Act, and is in line with the indicator GRI 1- Foundation 2021:

- **Principle of comparability:** outlined in GRI 1- Foundation 2021 as Comparability: “The organisation shall select, compile, and report information in a consistent manner, 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;” Timeliness: “The organisation shall report information on a regular schedule and make it available in time for information users to make decisions”.
- **Principle of reliability:** outlined in GRI 1- Foundation 2021 as Accuracy: “The organisation shall report information that is correct and sufficiently detailed to enable the assessment of the organisation’s impacts.”; Completeness: “The organisation shall provide sufficient information to enable an assessment of the organisation’s impacts during the reporting period.” and Verifiability: “The organisation shall gather, record, compile, and analyse information in a way that the information can be examined to establish its credibility”.
- **Principle of relevance:** outlined in GRI 1- Foundation 2021 as Balance: “The organisation shall report information in an unbiased way and provide a fair representation of the organisation’s negative and positive impacts.”; Clarity: “The organisation shall present information in a way that is accessible, understandable, and usable”.
- **Criterion of materiality:** outlined in GRI 1- Foundation 2021 as Sustainability Context: “The organisation shall report information on its impacts in the wider context of sustainable development”.

The geographical scope of the data reported is Spain. The financial data correspond to Fira de Barcelona group, which includes CCIB, the Barcelona International Convention Centre, while the non-financial information focuses solely on the work of the institution.

The contact point for matters related to the report or the information presented in it is to be the email address infofira@firabarcelona.com.

8. GRI content index

Declaration of use:
Fira de Barcelona has presented the information contained in this GRI content index for the period from 1st January to 31st December 2024 taking the GRI standards as a reference.

GRI 1 used:
GRI 1 - Foundation 2021.

GRI STANDARD	CONTENT	LOCATION, DIRECT RESPONSE OR OMISSION
GRI 2: GENERAL CONTENTS 2021	The organisation and its practices for presenting reports	
	2-1 Organisational details	Fira Internacional de Barcelona Avda. Maria Cristina, s/n 08004 Barcelona Operates in Barcelona and L'Hospitalet de Llobregat
	2-2 Organisations included in the presentation of sustainability reports	The information contained in this statement of non-financial information does not form part of the management report. The geographical scope of the data reported is Spain. The financial data correspond to Fira de Barcelona group, which includes CCIB, the Barcelona International Convention Centre, while the non-financial information focuses solely on the work of the institution.
	2-3 Period covered by the report, frequency and point of contact	2024 The frequency of sustainability reports is annual, in line with the period covered by financial reports.
	2-4 Updating information	No significant updates with relevant effects.
	2-5. Outside verification	No verification is carried out.
	Activities and employees	
	2-6 Activities, value chain and other commercial relations	3. A GREAT TRADE SHOW ORGANISATION 4.4 RESPONSIBLE SUPPLY CHAIN
	2-7 Employees	6.1 OUR TEAM
	Governance	
	2-9 Governance structure and composition	4.1 CORPORATE GOVERNANCE
	2-10 Appointment and selection of the supreme organ of governance	4.1 CORPORATE GOVERNANCE

GRI STANDARD	CONTENT	LOCATION, DIRECT RESPONSE OR OMISSION
	2-11 President of the supreme organ of governance	4.1 CORPORATE GOVERNANCE
	2-12 Function of the supreme organ of governance in supervising impact management	4.1 CORPORATE GOVERNANCE
	2-13 Delegation of responsibility for impacts	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	2-14 Function of the supreme organ of governance in the presentation of sustainability reports	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	2-17 Collective knowledge of the supreme organ of governance	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	2-18 Assessment of performance of the supreme organ of governance	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
Strategy, policies and practices		
	2-22 Declaration on sustainable development strategy	1. INSTITUTIONAL INTRODUCTION 4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	2-23 Commitments and policies	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	2-24 Incorporation of commitments and policies	4.1 CORPORATE GOVERNANCE
	2-28 Membership of associations	6.6 SOCIAL COMMITMENT
Interest group participation		
	2-29 Approach for participation by interest groups	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY

GRI STANDARD	CONTENT	LOCATION, DIRECT RESPONSE OR OMISSION
GRI 3: MATERIAL TOPICS 2021	3-1 Process of determining material topics	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	3-2 List of material topics	4.2 INSTITUTIONAL COMMITMENT TO SUSTAINABILITY
	3-3 Management of material topics	The effectiveness of the measures taken is monitored through our Strategic Sustainability Plan, which sets forth the aims and actions related to all the topics identified as material.

ENVIRONMENTAL TOPICS

Climate change

GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	4.1. CLIMATE CHANGE
	302-4 Reducing energy consumption	4.1. CLIMATE CHANGE
GRI 305: EMISSIONS 2016	305-1 Direct greenhouse gas emissions (scope 1)	4.1. CLIMATE CHANGE
	305-2 Indirect greenhouse gas emissions from energy generation (scope 2)	4.1. CLIMATE CHANGE

Circular economy

GRI 306: WASTE 2020	306-1 Waste generated and significant waste-related impacts	5.2. WASTE MANAGEMENT AND CIRCULARITY
	306-2 Waste by type and method of disposal	5.2. WASTE MANAGEMENT AND CIRCULARITY

GRI STANDARD	CONTENT	LOCATION, DIRECT RESPONSE OR OMISSION
Water management		
GRI 303: WATER AND EFFLUENTS	303-3 Water extraction by source	4.1. CLIMATE CHANGE
Sustainable events		
No GRI	3-3 Management of material topics	The effectiveness of the measures taken is monitored through our Strategic Sustainability Plan, which sets forth the aims and actions related to all the topics identified as material.
Sustainable facilities		
No GRI	3-3 Management of material topics	The effectiveness of the measures taken is monitored through our Strategic Sustainability Plan, which sets forth the aims and actions related to all the topics identified as material.
SOCIAL TOPICS		
Working conditions		
GRI 401: EMPLOYMENT 2016	401-1 Hiring new employees and staff turnover	6.1 OUR TEAM
	401-3 Parental leave	6.1 OUR TEAM
Health and safety at work		
GRI 403: HEALTH AND SAFETY AT WORK 2018	403-1 Health and safety at work management system	6.4. HEALTH AND SAFETY AT WORK

GRI STANDARD	CONTENT	LOCATION, DIRECT RESPONSE OR OMISSION
	403-2 Identifying hazards, assessing risks and investigating incidents	6.4. HEALTH AND SAFETY AT WORK
	403-3 Health services at work	6.4. HEALTH AND SAFETY AT WORK
	403-4 Employee participation, consultation and communication about health and safety at work	6.4. HEALTH AND SAFETY AT WORK
	403-5 Training employees in health and safety at work	6.4. HEALTH AND SAFETY AT WORK
	403-6 Fostering employees' health	6.4. HEALTH AND SAFETY AT WORK
	403-9 Injuries due to accidents at work	6.4. HEALTH AND SAFETY AT WORK
	403-10 Work-related ill-health and illnesses	6.4. HEALTH AND SAFETY AT WORK
Training, attracting and retaining talent		
GRI 404: TRAINING & EDUCATION 2016	404-2 Programmes to develop employee skills and programmes to assist transition	6.2. TRAINING AND DEVELOPMENT
	404-3 Percentage of employees who receive regular assessments of their performance and career development	6.2. TRAINING AND DEVELOPMENT
Diversity and equal opportunities		
GRI 405: DIVERSITY & EQUAL OPPORTUNITIES	405-1 Diversity in organs of governance and employees	6.3. DIVERSITY AND EQUAL OPPORTUNITIES

GRI STANDARD

CONTENT

LOCATION, DIRECT RESPONSE
OR OMISSION

Non-discrimination

GRI 406:
NON-
DISCRIMINATION

406-1 Cases of discrimination
and corrective action taken

6.3. DIVERSITY AND EQUAL
OPPORTUNITIES

GOVERNANCE TOPICS

Ethical, upright and responsible management

GRI 205:
ANTICORRUPTION

205-1 Operations assessed for
risks relating to corruption

4.3. BUSINESS ETHICS, COMPLIANCE
AND DATA PROTECTION

205-3 Cases of corruption
confirmed and measures taken

4.3. BUSINESS ETHICS, COMPLIANCE
AND DATA PROTECTION





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