

Easyfairs

Global environmental policy

14 January 2026

1. Introduction

At Easyfairs, we are committed to minimising our environmental impact and promoting sustainability across all our operations, events and venues. This environmental policy outlines our approach to responsible environmental management, aiming to reduce our footprint and foster a culture of environmental stewardship.

2. Purpose

The purpose of this policy is to establish guidelines for managing our environmental responsibilities, reducing our impact on the planet, supporting transition to a net zero economy, preparing for regulatory frameworks and integrating sustainability into our business decisions and practices, meeting stakeholder expectations, and mitigating environmental risks.

3. Scope

This policy applies to all Easyfairs employees, contractors, suppliers, partners and any other stakeholders involved in our operations, offices, venues and events. We expect all stakeholders to adhere to these principles and support our environmental objectives and initiatives.

This policy sets the Easyfairs group's good practices to be applied across regions and business units. Where national law differs from this policy in a stricter way, the stricter standard shall apply. Should this policy be in breach of any national law in a jurisdiction in which it applies at any time, such national law should have predominance over this policy.

4. Alignment with Global Sustainability Principles

We are proud to be part of the environmentally and socially conscious businesses that support the United Nations Sustainable Development Goals (SDGs). This environmental policy reflects our commitment to global sustainability by contributing particularly to the following SDGs:

- SDG 4: Quality Education
- SDG 9: Industry, Innovation and Infrastructure
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action.

5. Our commitments

Easyfairs is committed to integrating environmental responsibility into every aspect of our operations.

The following key areas outline our environmental commitments:

- **Reduce, reuse, recycle:** We are dedicated to minimising waste generation through reduction strategies, maximising reuse where possible and supporting comprehensive recycling practices across our operations, offices, venues and events. Our business model is based on the use of all-in reusable stands and we have launched several initiatives to reduce waste production, such as sustainable carpet solutions, progressive removal of single-use plastic bottles and reduction of paper waste thanks to our smart badge technology.
- **Energy efficiency and renewable energy:** We commit to improving energy efficiency across our operations by optimising lighting, heating, cooling and other energy-consuming systems. We aim to invest in energy-efficient technologies and renewable energy sources to reduce our carbon footprint and are committed to halve our emissions from energy consumption by 2030. We are also equipping our venues with LEDs and installing solar roof panels on our venues.
- **Climate action and carbon reduction:** Easyfairs regularly measures and reports our greenhouse gas emissions to ensure transparency and accountability. We identify key areas of emissions and implement strategies to systematically reduce them. Easyfairs also supports the goals of Paris Agreement and is proud to be a signatory of Net Zero Carbon Events initiative. By signing the pledge, Easyfairs commits to achieving net zero by 2050 and to halve its greenhouse gas emissions by 2030.
- **Setting science-based targets:** We are committed to setting science-based carbon reduction targets that align with Paris Agreement's goal of limiting global warming to 1.5°C. These targets will guide our decarbonisation efforts.
- **Climate change adaptation:** In addition to reducing our emissions, we are committed to enhancing our resilience to climate change by considering adaptation measures in the planning and operation of our venues, events and offices.
- **Sustainable travel and accommodation:** Sustainable initiatives must also be taken in connection with travel and accommodation. Our focus on regional and national events means visitors do not have to travel long distances. At our events, we are also promoting green transport and partnering with hotels that have strong sustainability credentials. We have also developed strict travel policies and are building a 100% electric car fleet by 2030.
- **Innovation and sustainable technologies:** We encourage the adoption of innovative, sustainable technologies and solutions that support emissions reductions, improve efficiency, and minimise environmental impact across our events and operations. We encourage our events teams to stay focused on sustainability at all our events by asking them to complete the ESG Scorecard – a mandatory 20-criteria evaluation tool that tracks



progress on core ESG indicators on the basis of which events are awarded a Bronze, Silver or Gold level. This tool is reassessed annually to continually raise the bar. We have also launched the "ESG Academy Award" to inspire and recognise team members who excel in advancing our sustainability commitments.

- **Water conservation:** Easyfairs is committed to using water efficiently and reducing water waste.
- **Sustainable food:** We are promoting plant-powered menus and ensure vegan and vegetarian options at our events.
- **Sustainable sourcing and supply chain responsibility:** We strive to source materials and products that are environmentally friendly, ethically produced and have minimal environmental impact. This includes using sustainable construction materials, eco-friendly decor, flooring and responsible catering options. Although some emissions are beyond our immediate control (for example in connection with freight and logistics), we encourage our suppliers and contractors to adhere to environmental standards aligned with this policy. We work collaboratively with our supply chain to improve sustainability performance and may assess suppliers on environmental criteria where relevant.
- **Pollution prevention:** We are committed to preventing pollution by managing waste, emissions, and hazardous materials responsibly. Any pollution risk in connection with the group activities shall be reported internally to ensure that proper actions are taken accordingly.
- **Education and awareness:** We are committed to raising awareness about environmental sustainability among our employees, suppliers and event participants. Internal training for employees and engagement initiatives are provided to inform people about environmental risks and promote responsible and sustainable practices. We have integrated ESG objectives into our Objective Framework, so all our talents can understand and contribute to our sustainability goals. We are also helping our communities to achieve net zero emissions by including sustainability topics in event programmes.
- **Compliance and continuous improvement:** Compliance with all relevant environmental laws and regulations is essential for Easyfairs as a minimum standard. We continuously assess our environmental performance as a group and seek opportunities to improve our sustainability practices. We are committed to comply with the EU reporting requirements in the long-term and are therefore subscribing to relevant platforms and supporting tools in order to be able to meet future reporting requirements.

6. Roles, responsibilities and accountability

This policy is overseen by Easyfairs' senior management, who are responsible for setting environmental targets, monitoring progress and ensuring compliance with this policy. Environmental responsibilities are embedded across business units and functions to ensure effective implementation at all levels of the organisation. The ESG team coordinates the day-to-day application of the policy and reports regularly to senior leadership. The successful



implementation of this environmental policy relies on clear roles and shared responsibility across all levels of the organisation. The following roles contribute to the development, execution, evaluation and continuous improvement of our environmental performance:

- Board of Directors: oversees the implementation of the environmental strategy, ensures alignment with corporate objectives.
- Group Head of Sustainability and Customer Experience: leads the environmental strategy, sets targets and monitor group progress, reports regularly to the Board of Directors, prepare the Sustainability Report, ensures compliance with this policy and receives any concerns in connection with this policy.
- ESG Regional Committees: coordinate and support implementation of the environmental initiatives at the regional level, monitor progress and report results.
- ESG Analyst: collects and analyses environmental data, supports reporting and tracks progress toward sustainability goals.
- Employees and other stakeholders: adhere to this policy, actively support and implement sustainability initiatives and promote responsible environmental practices.

7. Monitoring our progress and disclosure

Easyfairs will monitor the implementation of this environmental policy and annually report on its environmental performance and progress in a Sustainability Report which will be available on our webpage for public access. This includes tracking key indicators such as energy consumption, waste generation, carbon emissions and other relevant environmental impacts. These metrics may be reviewed or verified by independent parties to assure transparency.

8. Feedback and grievance mechanism

Employees, suppliers and stakeholders are encouraged to report any environmental concerns, risks or suggestions for improvement to Easyfairs ESG team at sustainability@easyfairs.com. Easyfairs is committed to addressing any issues and incorporating feedback into our ongoing efforts.

Easyfairs also applies the precautionary principle, proactively taking action to prevent environmental harm. We maintain procedures to manage environmental emergencies and incidents effectively.

9. Continuous improvement

We are dedicated to continuously improving our approach to environmental protection by regularly reviewing our policies, practices, and performance. Progress is measured through key performance indicators and reviewed periodically to ensure accountability and continuous improvement. Any update will be communicated throughout organisation and with our stakeholders. We will provide training and resources to employees to ensure they understand and adhere to our environmental commitments.



10. Review of this policy

This policy will be reviewed periodically to ensure its continued relevance and effectiveness. The review will consider changes in applicable legislation, industry best practices, organisational performance and stakeholder feedback. Any necessary updates will be approved by senior management and communicated to all employees, suppliers and stakeholders.

11. Contact information

For any questions with respect to this policy or to report any concerns, please contact Easyfairs ESG team at sustainability@easyfairs.com.

