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**20 Sustainability  
23 Report**

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## 1.1. The Company

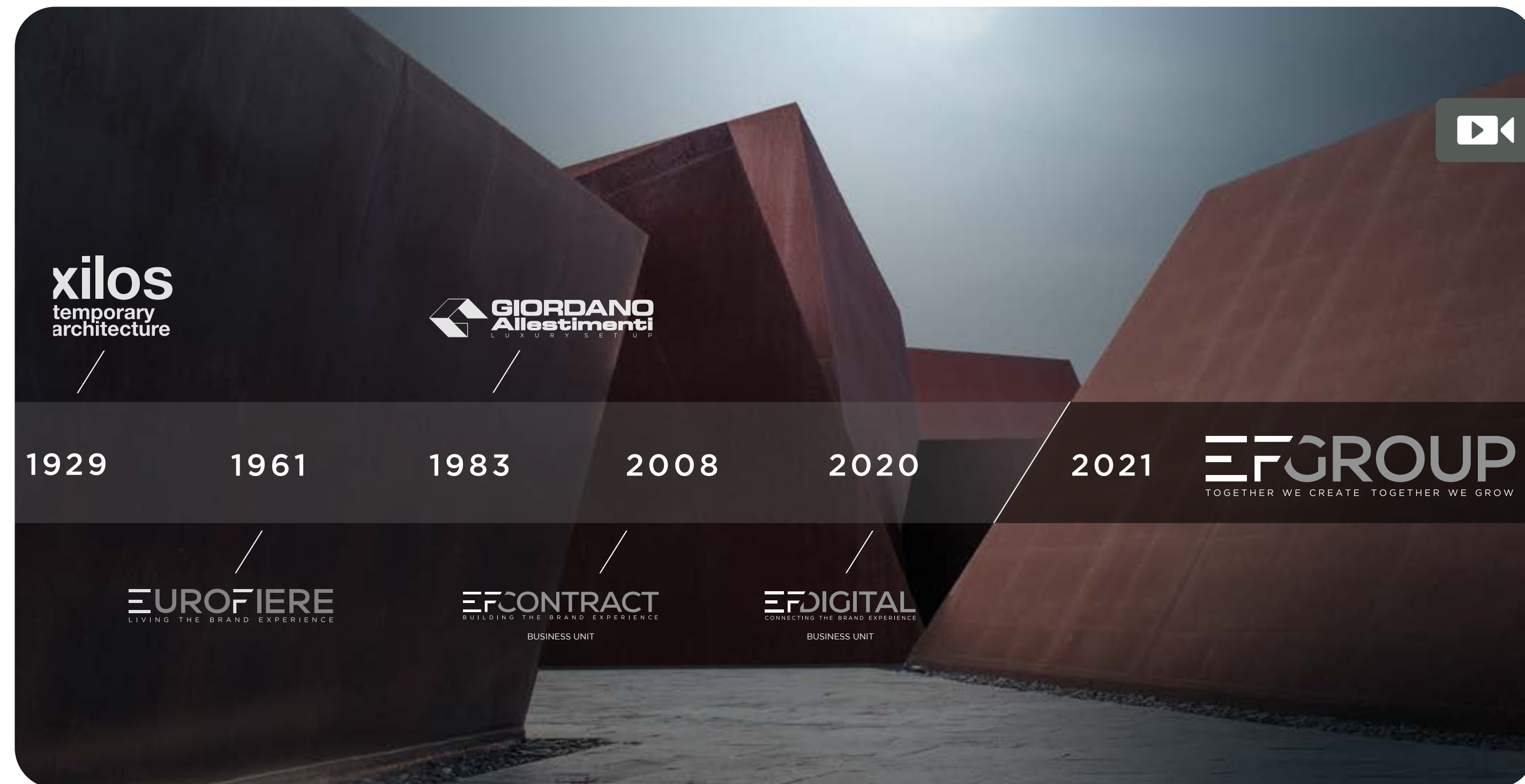
EFGROUP is a company that has been active in managing design processes and creating highly communicative three-dimensional environments (stands, events, exhibitions, corporate headquarters, showrooms, and concept stores) that allow for a valuable “brand experience” since 1929. Through a creative approach, the Group translates brand values into design, using an innovative aesthetic language and a rational approach to technology and its applications.

EFGROUP is operational in Europe, the USA, Canada, Mexico, Brazil, the UAE, India, China, Japan and South Korea.

For European projects, the Group directly manages the activities, including the physical set-up of the projects; while for implementations in other continents, the Group uses standardized and established partnerships with facilities

similar to EFGROUP in size and values. The Group operates as a General Contractor of communication environments and manages all the necessary expertise for the implementation of such works.

The activities and initiatives of [EFGROUP GmbH](#), a German legal entity, have been prominently featured in EFGROUP’s 2023 Sustainability Report, offering qualitative and quantitative insights into its business journey.



EFGROUP consists of five different **Business Units**:



**Eurofiere** is a General Contractor capable of designing and implementing innovative environments through the synergy of new technologies and design that interprets brand values. This Business Unit has more than 60 years of experience in implementing complex exhibit and event projects, managed through an efficient and flexible project management process.

**EF Contract** consists of a team of architects, engineers, and an established network of exclusive suppliers specialized in woodworking, metalworking, and all custom elements. EF Contract guarantees a sustainable approach and quality results. The team handles all phases of design, interior design, product development, and engineering, production, quality control, logistics, and installation.



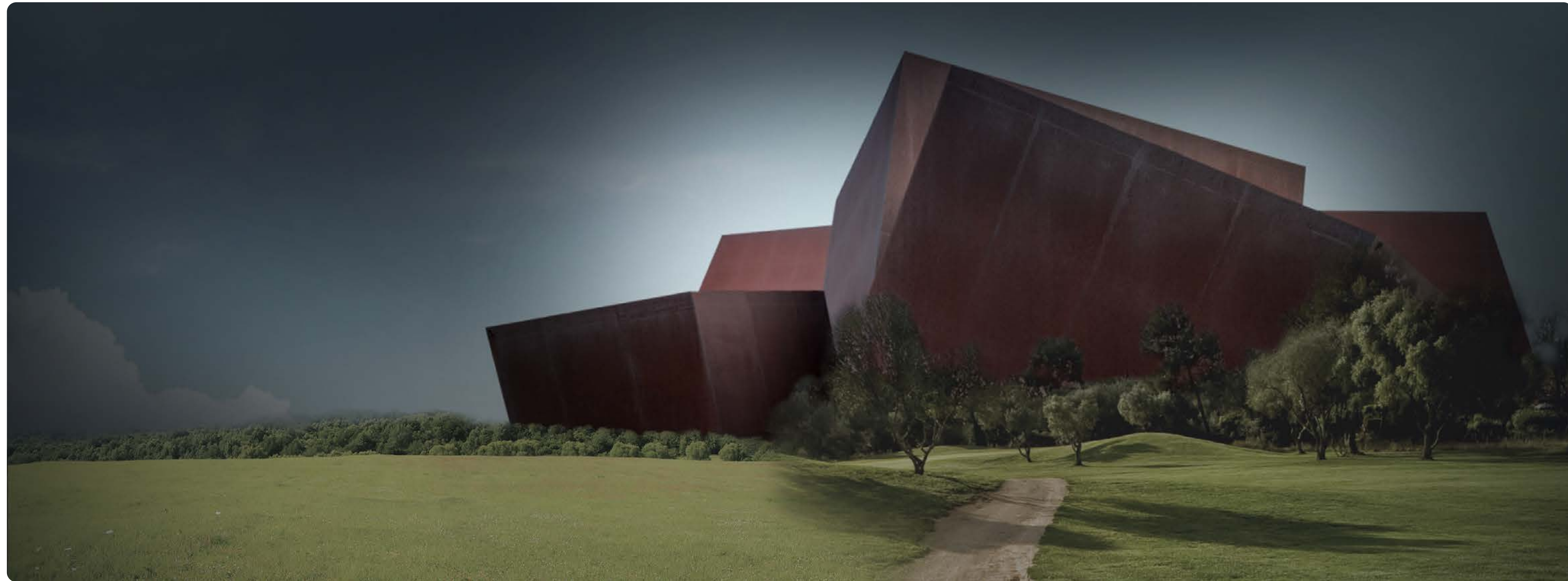
**EF Digital** is the Business Unit created to meet the challenges of today’s physical and digital world. Its goal is to pair a digital offering with the physical one, with the ambition of achieving a distinctive result that can meet customers’ needs.

**Xilos Temporary Architecture** creates temporary architectures that represent the concrete expression of the client’s brand. Passion, experience, and international presence characterize the Business Unit with a strong innovative and dynamic drive, with a keen eye on the world and markets.



**Giordano Allestimenti Luxury Set Up** combines contemporary aesthetics with exceptional functionality in each project, demonstrating not only technical expertise but also meticulous attention to detail. Through generations, our goal has remained consistent: to deliver the highest quality in every project, regardless of complexity, with impeccable and outstanding service.





## 1.2. Mission, vision and values

Within its **Code of Ethics**, EFGROUP collects the set of fundamental principles and values that the Group is inspired by and conforms to in the exercise of its business activities, affirming that fairness, confidentiality, and lawfulness in work always constitute an indispensable value of the Group itself. In this perspective,

EFGROUP has embarked on a path aimed at pursuing sustainability and social responsibility objectives in order to produce not only profit but also **ethical results**, such as social inclusion, environmental protection, and proper governance, through the definition of actions and behaviors based on the principles of sustainable

business and through the dissemination, at all company levels and along the value chain, of the **culture of sustainability**.

The Group recognizes people as indispensable resources, promoting their skills and competencies, without losing sight of the welfare

of its employees. It provides adequate working conditions and a safe and secure working environment and ensures that its decisions and initiatives are imprinted with respect for human rights, attention to working conditions, respect for gender equality, and rejection of all forms of discrimination.



## VISION

For the realization of our vision, we intend to exploit our strengths as a source of competitiveness in all our activities. We aim to create a variety of services for three-dimensional and digital communication that meet the needs of our customers and society, enhance the Group's corporate value, and create social value that can contribute to the development of a sustainable society.

## PURPOSE

Designing and implementing physical and virtual environments to offer a valuable brand experience, while responding to an ever-changing global market, and respecting the environment, people, and the context in which we operate.





### 1.3. Key Highlights of 2023

#### 17 Countries

58 Italian cities  
35 Foreign cities

€45.011.886

Directly generated economic value

97%

Customer satisfaction



120

EFGROUP events



87

Employees and collaborators



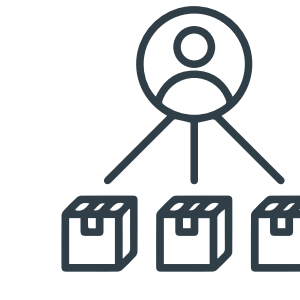
42%

Women in our team



1.149 hours

of training attended by employees and collaborators



94%

Local suppliers



100%

Personnel covered by ISO 45001



100%

Renewable sources



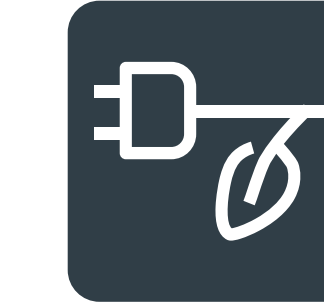
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Emissions Scope I



-35%

Water consumption compared to 2022



-3%

Electricity consumption compared to 2022



-3%

Fuel consumption compared to 2022

#### PLANET

- Achievement of ISO 14001:2015 certification for all company locations.
- Achievement of the Ecovadis Gold Medal through the adoption of eco-design principles, monitoring of sustainable materials, and waste management.
- Donation of materials and furnishings slated for disposal to nonprofit organizations through the Regusto platform with extension of the lifecycle of our products. This initiative perfectly aligns with our goal of reducing waste and enhancing product circularity, resulting in a total CO2 savings of 7,787 kg.
- Targeted investments to reduce energy and water consumption in offices.
- Bee My Future Initiative: by adopting a beehive, EFGROUP has ensured the preservation of 50,000 bees.
- Implementation of sustainable stands and setups for clients as IMA at CPHI 2023 in Barcelona, Lavazza at Sigep 2023 in Rimini, and various projects for JT International.

#### PEOPLE

- Renewed access to the EFGROUP Digital Academy platform, offering 11 programs and 400 training units for all employees and collaborators for a second year.
- Delivered 594 hours of Health, Safety, and Security (HSS) training, 344 hours of Environmental, Social, and Governance (ESG) training, and 211 hours of optional professional training to EFGROUP employees and collaborators.
- Conduction of a Team-building activity that involved commercial teams from Rivoli, Milan, and Bologna.

#### COMMUNITY

- Implementation of CSR programs focused on talent development, including:
  - launch of a PCTO program at the “Giulio Natta” Higher Education Institute, aimed at preparing students for the professional world.
  - introduction of post-graduate internships in collaboration with the Polytechnic University of Turin.
  - ongoing partnership with IAAD, extending into 2023.
- Supporting young talents through sports, including the renovation of the DMS Boxing gym in Turin.
- Donation of 454 pieces of furniture totaling 13,426 kg through Regusto to nonprofit organizations engaged in charitable and welfare activities, aimed at supporting their operations and community service.

#### GOVERNANCE

- Achievement of the Ecovadis Gold Medal through continuous improvement in workplace practices, human rights, ethics, and sustainable procurement.
- Preparation of the Sustainability Strategic Plan 2023-2025.
- Supplier Code of Conduct signed by over 70% of EFGROUP’s suppliers.
- Supplier ESG Assessment completed for 32% of suppliers.
- Publication of the Whistleblowing procedure and establishment of the dedicated platform.





EFGROUP's strategic goal plan concretizes the company culture of sustainability, and these strategic lines can be correlated with the 17 goals set forth in the 2030 Agenda for Sustainable Development.

In fact, the company has examined 169 "targets" related to the SDGs, identifying those to which it can contribute the most in the daily execution of its activities.

These SDGs are: Target 3, Target 5, Target 8, Target 9, Target 13, and Target 16, as specified in the chart to the rights.

## 2.1. Culture of a future - oriented present

EFGROUP aims to improve its impact on the land and people by promoting development marked by responsibility and an ongoing commitment to sustainability.

Therefore, it has embarked on a business growth path that embraces sustainability in every aspect. The Group has identified a plan of objectives, oriented along three main strategic lines, which demonstrate how EFGROUP has taken to heart its commitment to promote respect for the environment, the land, and people.

These strategic lines will be increasingly enriched, in alignment with the **Sustainability Strategic Plan 2023-2025**, which encompasses the entire value chain of EFGROUP, as well as with the strengthening of best practices governing the most relevant sustainability issues for the company. This is a first step along a conscious path that will lead to the evolution of our business model, allowing us to look to the future with responsibility and confidence.

## 2.2. The pillars of our sustainability approach



### Human capital development

Fostering a spirit of collaboration and spreading a common corporate culture based on the shared mission of environmental sustainability. A successful organization is made up of cohesive, motivated, and serene people. For EFGROUP it is fundamental that our employees work in an environment conducive to their development and collaboration.



### Sustainable enterprise development and growth

Promoting solid corporate governance in which sustainability principles are strongly integrated, shared with stakeholders, and a distinctive element of corporate communication. To ensure that the commitment to the sustainable development of the sector translates into concrete and relevant actions, it is essential that this approach is a rooted and widespread value at all levels of the organization, integrated into daily activities.



### Environmental Footprint

Proposing the best solutions in terms of environmental impact, promoting product and sector circularity. Our most ambitious goal is to translate our values and commitments to sustainable development into stands and setups with reduced environmental impact, through an approach based on responsible material selection and eco-design.



## Our contribution to the SDGs

### Human capital development

#### Since 2022

- Our occupational health and safety management system is certified ISO 45001.
- We have launched the EFGROUP Digital Academy, a digital training platform to allow our employees to improve both hard and soft skills.

#### In 2023

- Abbiamo definito una politica di sviluppo di carriera formalizzata.
- Avvio di programmi CSR per lo sviluppo dei talenti con tirocinio post-laurea tramite il Politecnico di Torino, concluso con assunzione tramite contratto di apprendistato.
- La prima attività di Team Building per i team commerciali delle sedi di Rivoli, Milano e Bologna.

#### In 2024

- We will launch a comprehensive Employee welfare program to meet the diverse needs of employees.
- We will conduct a climate survey with a focus on ESG issues.
- We will adopt a personalized smart working plan.

#### In 2025

- We will implement any improvement actions based on suggestions from the climate survey.

### Sustainable enterprise development and growth

#### In 2022

- We established an internal sustainability function.
- 100% of our employees received basic training on ESG topics.
- We published our first Sustainability report, detailing our initiatives and achievements in the ESG field. The sustainability report outlines our commitments to the sustainable transition. It represents an important milestone that allowed us to reflect on the results already achieved and anticipate future trends, with a spirit of continuous improvement.

#### In 2023

- We obtained the Ecovadis Gold Medal with a score of 73/100, placing us in the top 5% of the evaluated companies. Ecovadis, one of the leading sustainability rating platforms for businesses, recognized our commitment to integrating concrete environmental, social, and ethical initiatives. This recognition demonstrates that the path we have taken has generated significant value for our company and the sector.
- We developed the Supplier Code of Conduct, which serves as a comprehensive guide to promoting social and environmental responsibility in the exhibition and trade show sector. Currently, over 70% of our suppliers have signed the code, indicating a collective dedication to advancing sustainability within our industry.

#### In 2024

- We will draft a Responsible procurement policy.
- Our goal is to have at least 80% of our active suppliers sign the Supplier Code of Conduct.
- We will evaluate at least 70% of our suppliers according to environmental and social criteria.
- We will provide at least 6 hours of ESG training for each employee.

#### In 2025

- Our goal is to have at least 90% of our active suppliers sign the Supplier Code of Conduct.
- We will evaluate at least 90% of our suppliers according to environmental and social criteria.
- We will provide at least 8 hours of ESG training for each employee.

### Environmental Footprint

#### In 2022

- We decided to purchase only certified renewable energy.
- We conducted Life cycle assessment studies to fully understand the impacts of our stands and to evaluate scientifically valid alternative solutions.

#### In 2023

- Our environmental management system achieved ISO 14001 certification.
- We drafted an internal guide to steer the eco-friendly design of stands.

#### In 2024

- We will enhance our commercial communication to raise awareness among Clients about the best choices of materials and eco-design.
- We will use at least 50% recycled wood for the stands and setups produced during the year.

#### In 2025

- We will use at least 70% recycled wood for the stands and setups produced during the year.

#### In 2026

- We will use at least 85% recycled wood for the stands and setups produced during the year.



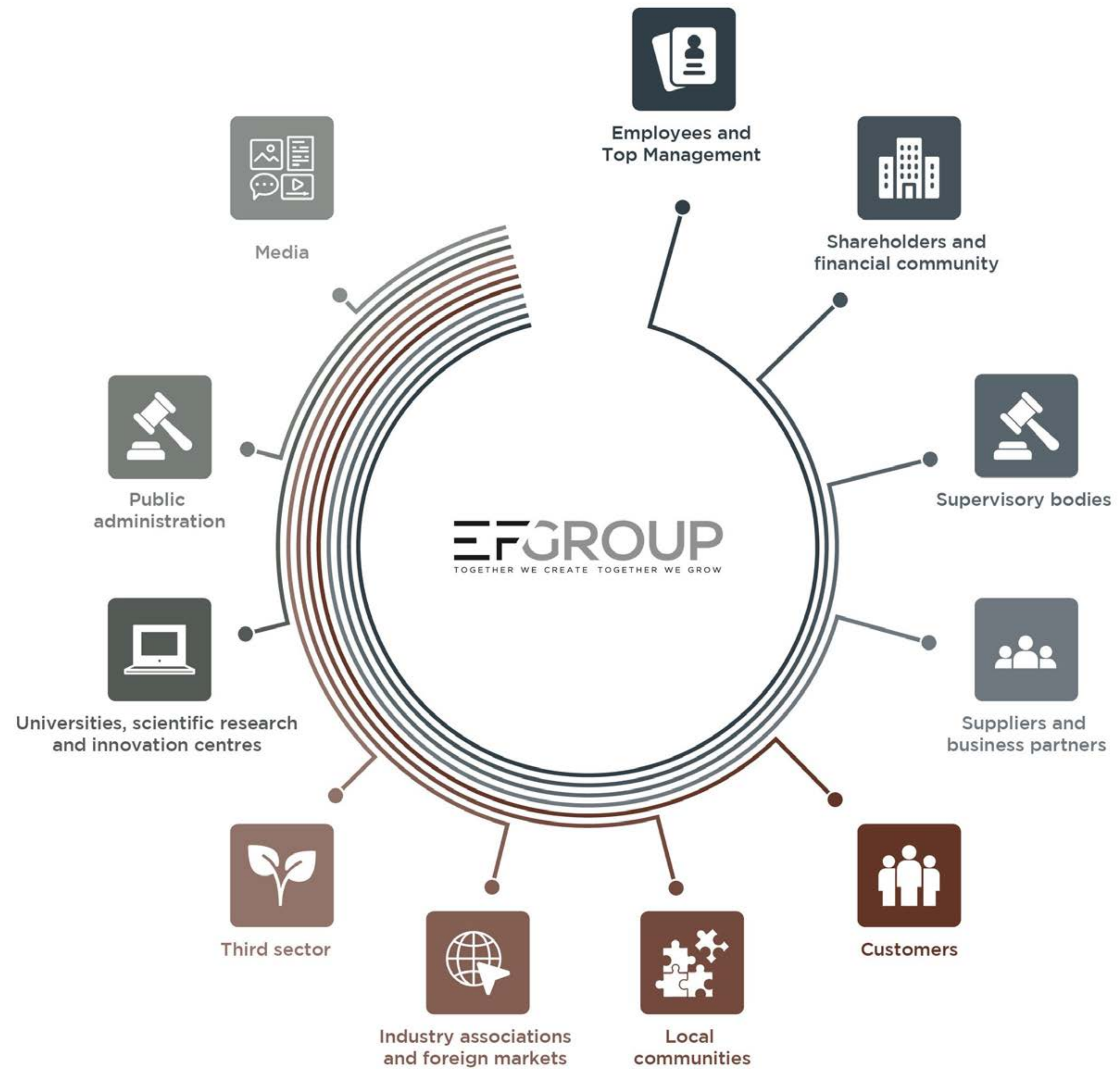
### 2.3. Our Stakeholders

EFGROUP places active involvement of its Stakeholders at the centre of its Sustainability Pathway. These Stakeholders are those parties who, through their actions, may potentially influence or be influenced by the company's activities. They are considered a key element for the creation of shared value.

The process of identifying relevant Stakeholders has complemented the previous categories already identified by EFGROUP through a benchmark analysis of major players in the Professional & Commercial Service Sector, the sector in which the Group operates. The analysis also includes a study of the Group's own customers. The results, for greater completeness, were cross-referenced with information from various international platforms.

In this way, the 11 categories of Stakeholders relevant to EFGROUP were identified as follows.

The phase of identifying the Stakeholders, their expectations, and interests represents one of the fundamental moments in defining the contents of the Sustainability Report. It is a tool capable of illustrating the main dynamics and initiatives promoted during the year in the ESG (economic, social, and environmental) sphere.



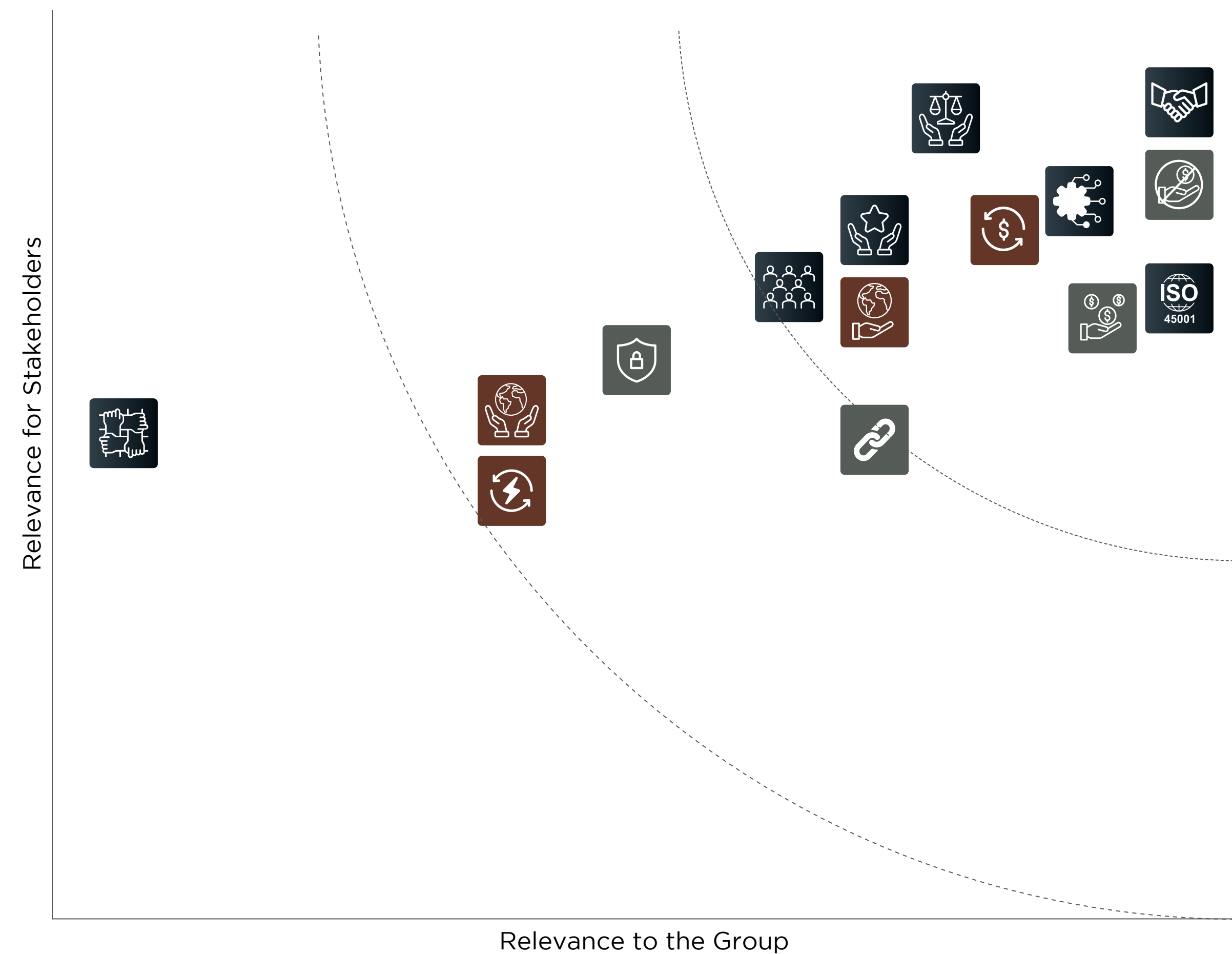


## 2.4. The materiality analysis

In accordance with the requirements of the GRI Standards, the contents of this report have been defined through a **materiality analysis**, which has identified those aspects that reflect the most significant economic, environmental, and social impacts for EFGROUP and that may substantially influence the assessments and decisions of its Stakeholders.

The materiality analysis initially focused on a **benchmark analysis** of companies operating in the Professional & Commercial Service Sector and the Group's main clients that prepare sustainability reports. The aim was to identify current trends and best practices present in the target market, as well as the Group's **positive and negative impacts** on the environment, the economy, and people, with reference to human rights. This analysis has led to the identification of a number of sustainability issues that are potentially relevant to EFGROUP.

The mapping of material issues, along with the identification of Stakeholders, facilitates the definition of sustainability goals and a strategic plan aimed at improving EFGROUP's performance. These issues were examined with a view to reflecting the Group's most significant current and potential positive and negative sustainability impacts.



In 2022, EFGROUP conducted an engagement activity to determine which of these issues are most relevant. The activity involved Stakeholder categories, both internal and external to the company. The results from the workshop, in which top management participated, were cross-referenced with those from the online surveys that were administered to more than 100 Stakeholders. Specifically, the ratings were expressed on a scale of 1 (not relevant) to 5 (very relevant) with respect to each issue and impact. This allowed for the identification of their positioning in terms of relevance for EFGROUP and Stakeholders. The impacts voted on during the **workshop** and in the **online survey** refer to the impacts EFGROUP has or could have at the economic, environmental, and social levels, including impacts on human rights as a result of its activities or business relationships. Impacts have been classified as actual or potential, negative or positive, and represent EFGROUP's positive or negative contribution to sustainable development.

Here is the graphic representation of the **Materiality Matrix** of EFGROUP.

### GOVERNANCE RESPONSABILITIES

- Responsible supply chain management
- Value creation
- Privacy and cybersecurity
- Ethics, compliance and anti-corruption

### ENVIRONMENTAL RESPONSABILITY

- Energy Efficiency
- Resource management and circular economy
- Environmental impact management
- Combat climate change

### SOCIAL RESPONSABILITY

- Diversity, inclusion and equal opportunity
- Occupational health and safety
- Support for local communities
- Development of people and talents
- Innovation and digitalization
- Customer relationship
- Human Rights



Direct and indirect correlations between EFGROUP's activities and strategic lines and the Sustainable Development Goals (SDGs).

Sustainability culture



Direct correlations → Indirect correlations



### 3.1. Governance structure

EFGROUP's governance structure is based on a traditional model, characterized by the presence of a Board of Directors, a Shareholders' Meeting, a Board of Statutory Auditors, and an Audit Firm.

Specifically:

- **The Board of Directors** is vested with the broadest powers for the management of the Group, with the sole exception of those powers expressly reserved by law for the Shareholders' Meeting or provided for in the Articles of Association, in addition to granting operational powers to delegated persons.
- **The Shareholders' Meeting** is responsible for making decisions on the supreme acts of governance of the Group, in accordance with the law.
- **The Board of Statutory Auditors and the Audit Firm** are responsible for supervising compliance with the law and principles of proper administration, each according to their own competencies. They must verify the adequacy of the organizational structure and the internal control system, including the proper maintenance of accounting records.

### 3.2. Business ethics and integrity

EFGROUP has updated its Whistleblowing procedure and has established a platform in compliance with regulations to encourage a culture based on transparency to prevent the occurrence of misconduct. The company, in line with current regulations, has set up the dedicated portal as the primary channel for reporting and monitoring responses. Therefore, in compliance with legislative provisions, communications addressed to the Supervisory Body can be sent in the following alternative ways:

- by email to [whistleblower@ef-group.net](mailto:whistleblower@ef-group.net) or through the dedicated platform at <https://EFGROUP.integrityline.com>
- by written communication sent by letter to the address of the Supervisory Body c/o Eurofiere S.p.A.





### 3.3. Value creation

Through the measurement of the economic value generated and distributed, according to the EF Group's economic statement reclassification, the company communicates its **stability** and **economic transparency**, being aware of its relevance to Stakeholders.

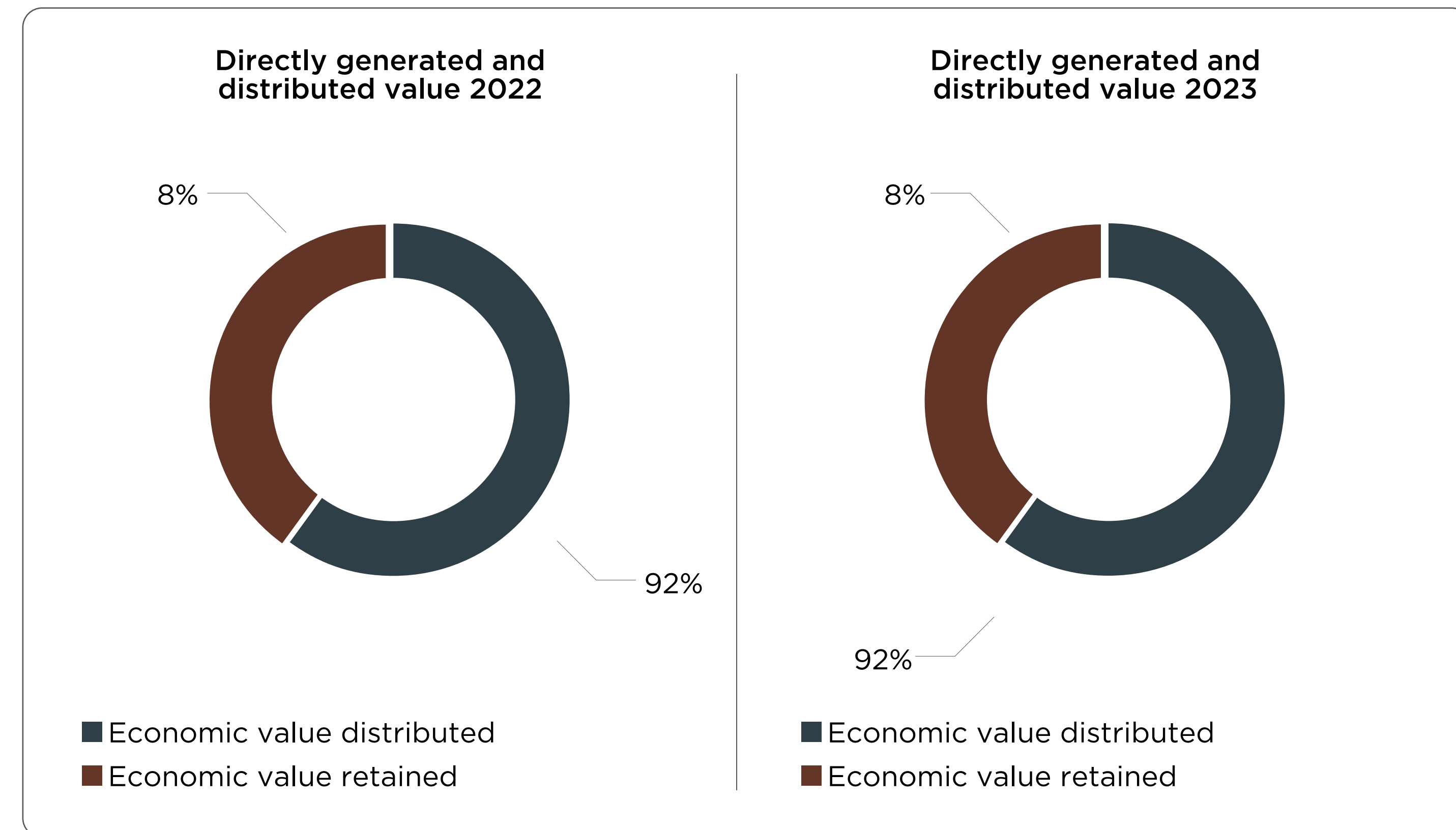


Fig.1\_Distribution of directly generated and distributed value

The company closed 2023 with total revenues of **44.713.796** euros and a net profit of 2.452.321 euros. Operating costs amounted to 34.622.181 euros, while labor costs amounted to 4.781.717 euros.

The economic value generated and distributed by the organization makes it possible to monitor its **financial strength** and how the generated value is distributed to key Stakeholders and/or reinvested to facilitate business growth.

The organization is always looking for solutions to promote sustainable economic development that can generate virtuous impacts for its customers. The value generated by EFGROUP goes beyond the mere economic aspect; in fact, the organization is **committed to creating jobs and growth opportunities for its employees through training and skill development**. It offers training and development programs, creates career opportunities, adopts equal pay policies, and promotes an inclusive and respectful work environment.

In addition, in 2023 EFGROUP implemented several initiatives through its **environmental management system** to continuously monitor the impact of its activities and promptly **reduce negative effects on the environment**. The company collaborated with **local suppliers** to support the local economy and create value for the community. Furthermore, it developed a **program for the collection and recycling of end-of-life products**, aiming to generate additional economic value through material recovery.

The activity of the BU Xilos Costruzioni concluded in 2023 with the exhaustion of tax incentives for building interventions.

	EF Contract	Eurofiere + Digital	Xilos Temporary Architecture	Xilos Costruzioni	TOTAL
Revenues 2023	11.583	20.557	11.442	766	44.349
Revenues 2022	10.299	18.199	11.392	3.261	43.151
Revenues 2021	8.283	9.847	2.574	4.117	24.821

Fig.2\_ All numbers presented in this graphic are expressed in thousands (€)

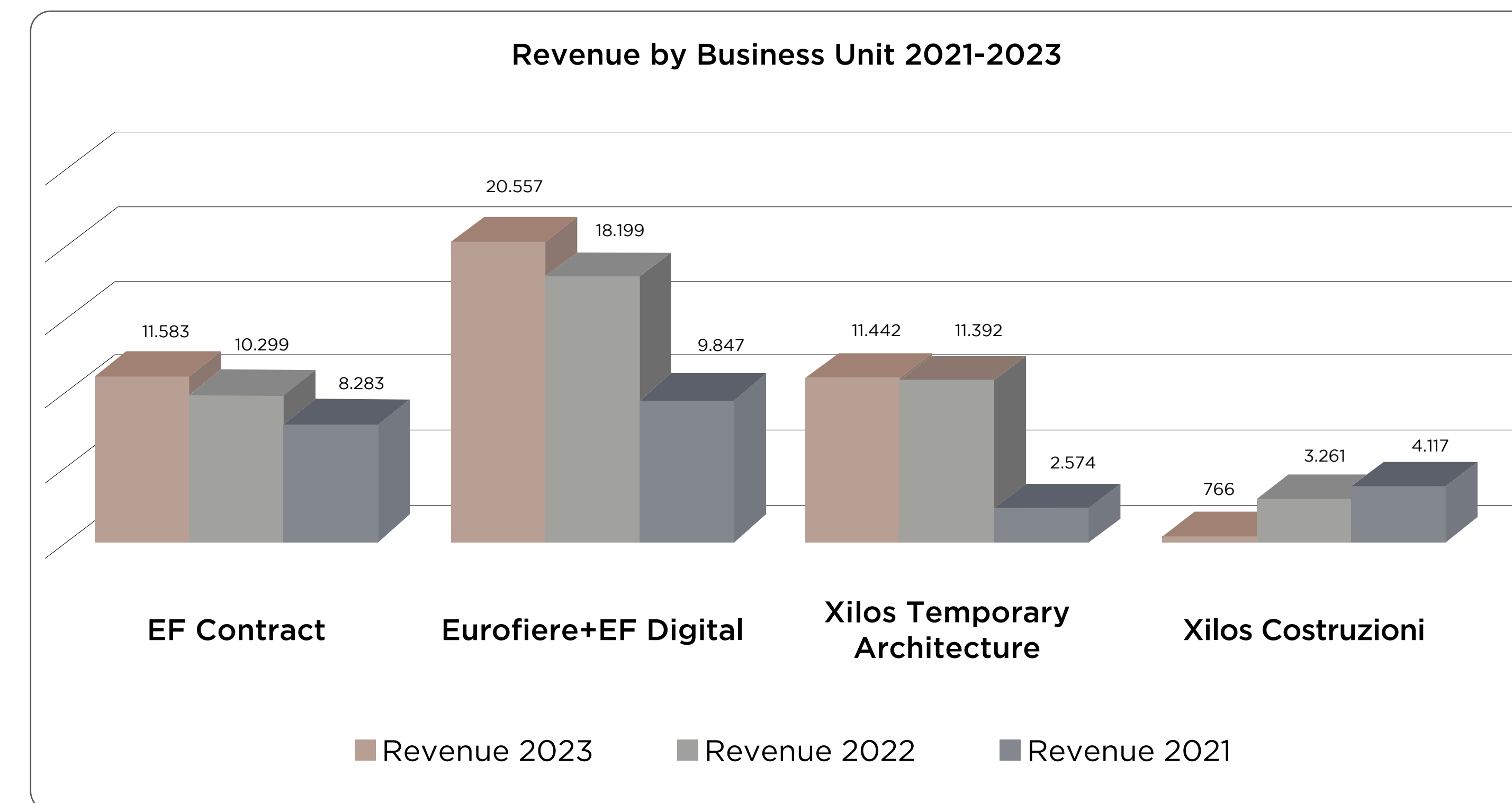


Fig.3\_ Core Business Turnover broken down by Business Units 2021-2023



### 3.4. Sustainable supply chain

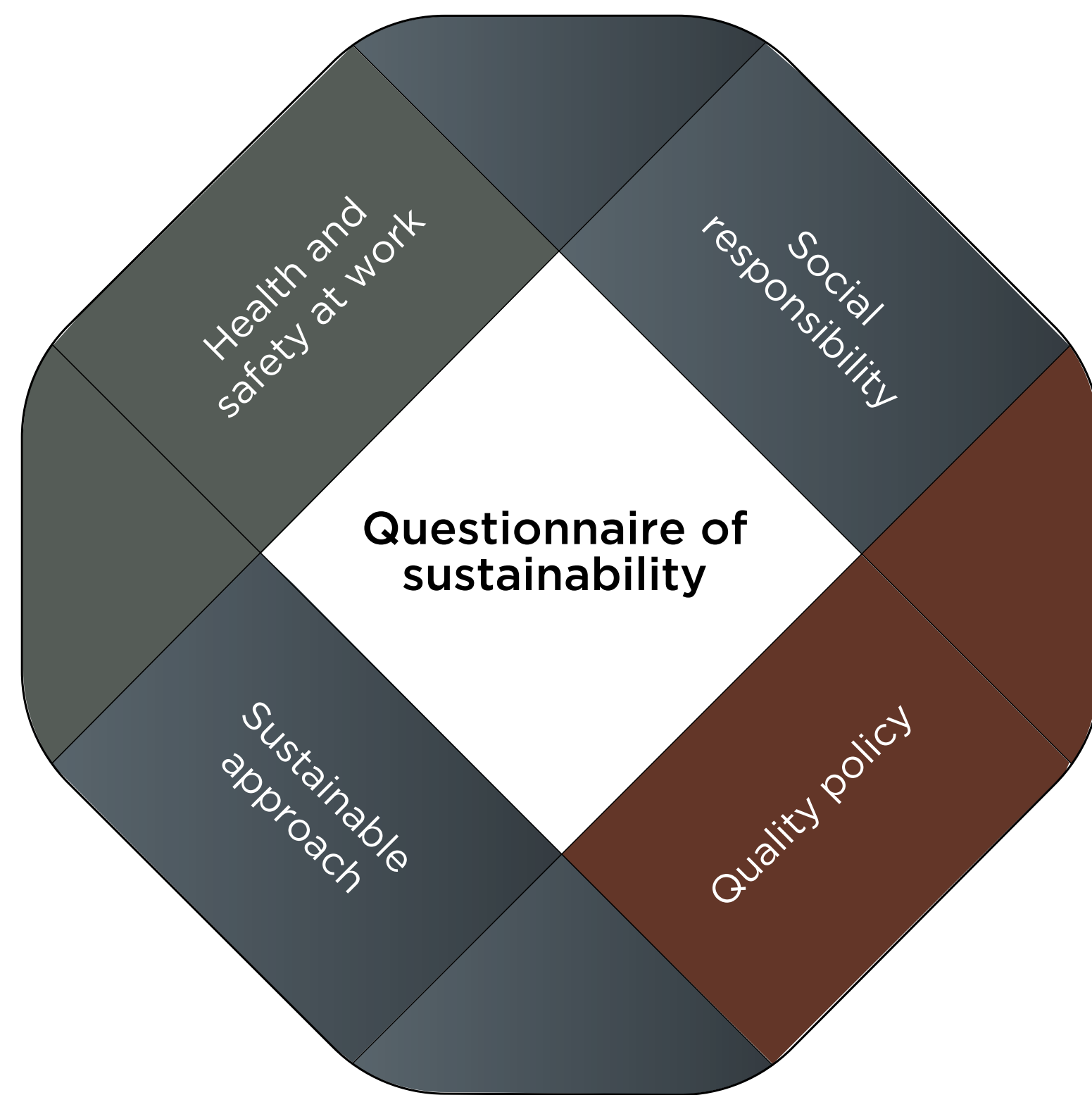
An Ethical and Transparent Supply Chain Approach: EFGROUP carefully selects its suppliers, ensuring fair prices and supporting local economic development. In turn, the suppliers commit to maintaining safe working conditions and respecting human rights, while promoting diversity and gender equality.

A Shared Commitment to Environmental Protection: EFGROUP collaborates with its partners to reduce the environmental impact of its activities. Together, they strive to decrease waste production and increase the use of renewable energy.

Regular Checks to Ensure Compliance with Standards: EFGROUP ensures that its ethical values are upheld throughout the entire value chain. Through regular audits and questionnaires, it monitors the performance of suppliers and partners, guaranteeing a constant commitment to sustainability.

**The new Supplier Code of Conduct: a step forward in our mission towards a more sustainable future.**

After evaluating our suppliers using ESG criteria (Environmental, Social, and Governance), we formulated the new Supplier Code of Conduct in 2023. Currently, 78% of our suppliers have subscribed to and signed this document. The Code aims to foster environmental and social responsibility within the Exhibition and Trade show sector.





## 4. Social responsibility

Continuing the **path of talent development** already started with IAAD, in 2023 EFGROUP offered the opportunity to carry out the educational project of work-school alternation to a student of the “Giulio Natta” Higher Education Institute in Rivoli, thus offering a preparation opportunity for the world of work, collaborating with the graphic office within the Company. This step reflects the Company’s commitment to providing aspiring young people with field experiences, fundamental for the development of their skills.

EFGROUP’s dedication to social issues extends beyond education to include the inclusion of young people, particularly through sports. For EFGROUP, implementing its ESG (Environment, Social, and Governance) strategy means not only understanding but also supporting the virtuous realities that operate daily in the territory.

A tangible example is represented by DMS Boxing, a gym located in Turin that has taken on a fundamental role in the local community and aims to expand further by involving people with disabilities.

Thanks to EFGROUP’s technical support, the meeting held in December 2023 where professional boxer Fiorenzo Priolo from Turin competed, allowed significant funds to be raised to carry out a project to redevelop the structure to make it more accessible and inclusive for athletes with disabilities. This sponsorship is just the beginning of creating a positive impact in the community that promotes health, discipline, and resilience through sports.



### Relationship with local communities

EFGROUP, through donations, virtuous projects, and the creation of professional opportunities in the area, manages to generate positive impacts on the surrounding local communities.

Since 2022, the Group has initiated a **collaboration project with local universities**, offering both postgraduate and curricular training internships, starting from early 2023. In the same year, an agreement was signed to **sponsor theses** with IAAD (Institute of Applied Arts and Design), allowing students to work on real projects of the Group starting from 2023.

The project with IAAD foresees a continuation of the collaboration into 2024.



## 4.1. Development and enhancement of Human Resources

The Group equips its employees with the **essential knowledge to enhance their skill set** and improve their working conditions. This effort aims to mitigate situations of low productivity resulting from insufficient skills among new hires and to address potential high turnover rates due to less attractive compensation for younger generations.

In late 2023, EFGROUP’s Board of Directors approved the adoption of a **Welfare programme** for the upcoming fiscal year. This plan includes the activation of a comprehensive Welfare platform, offering a variety of services and different modes of utilization. It will enable all employees to access a welfare credit to be used according to their personal and family needs.

In addition, in 2023, the Company also strengthened its commitment to promoting a convivial and participatory environment by organizing its first **Team Building** activity. This event involved the commercial teams from the Rivoli, Bologna, and Milan offices.





## 4.2. Diversity, inclusion, and equal opportunities

EFGROUP is committed to fostering a fair and inclusive environment within its organization, free from any discrimination. This commitment aims to prevent a situation where internal resources are undervalued, thereby ensuring high attractiveness within the company.

The Group ensures that all its resources have the right to constantly see their personality and dignity respected. Furthermore, EFGROUP is committed to fostering a workplace environment that is inclusive and capable of embracing and valuing differences, viewing **diversity as an added value** to the Group itself. In this perspective, all employees maintain behaviors in the workplace that are based on **fairness and correctness**, refraining from engaging in any activities that could be considered detrimental to the physical and moral integrity of every individual.

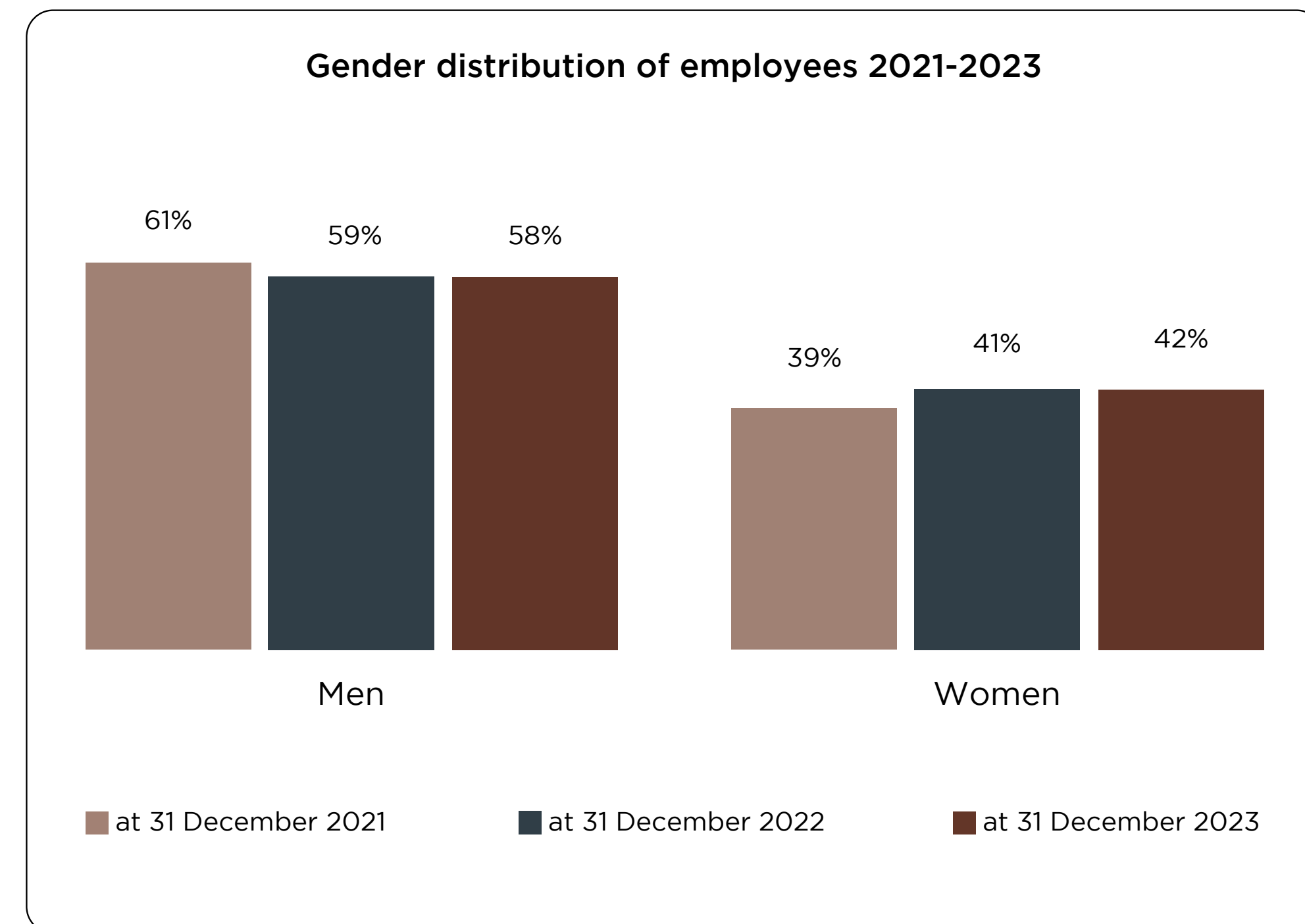


Fig.4\_Gender distribution among employees

## 4.3. Health and safety of workers

EFGROUP has been **ISO 45001 certified** since 2021 and adopts all necessary measures to ensure and improve workplace safety, implementing preventive actions to prevent incidents that could compromise the health and safety rights of employees and collaborators.

In order to verify the safety conditions of work entrusted to other companies and to promote cooperation and coordination, in 2023 a specific procedure was established for drafting the **inspection report for cooperation and coordination** with executing companies and independent workers.

In 2023, EFGROUP improved **site access control** by implementing a surveillance procedure that utilizes identification bracelets to monitor individuals on-site. This represents a further step beyond the preliminary checks conducted by suppliers or subcontractors on workers assigned to site activities. Only individuals who meet health suitability criteria, possess valid training, and are equipped with required personal protective equipment (PPE) are authorized to access the construction site.



## 4.4. Customers' satisfaction

Customer at the center of the Group's attention, best understanding its goals and striving to exceed its expectations to best meet its needs, considering the Customer itself the main evaluator of the quality of EF's activities

Human value as fundamental element, placing emphasis on occupational safety by pursuing the goal of having no accidents at work

All applicable requirements are met, taking into account the regulations, context, and needs of all Stakeholders

Be recognized by the market as a Group of Excellence in both services and focus on Security issues

High performance and continuous evolution in proposals are indispensable for promoting capabilities and image to the outside world, even through product/service quality

Consolidate and improve achievements with competent, knowledgeable, trained and motivated people



### 5.1. Environmental impact management

EFGROUP, in carrying out its activities, is dedicated to protecting the local environment and promoting sustainable development by implementing initiatives that continuously and progressively enhance its environmental policies.

In 2023 the Company achieved **ISO 14001:2015 certification**, which verifies rigorous adherence to international standards for environmental management. This certification reflects our ongoing commitment to identify and mitigate environmental risks in our activities, as well as continually improve our environmental performance.

In 2023, EFGROUP also received the **Gold Medal in EcoVadis' sustainability assessment**. This achievement is a result of EFGROUP's concrete efforts that led to a significant increase in the score for environmental sustainability compared to the previous year.

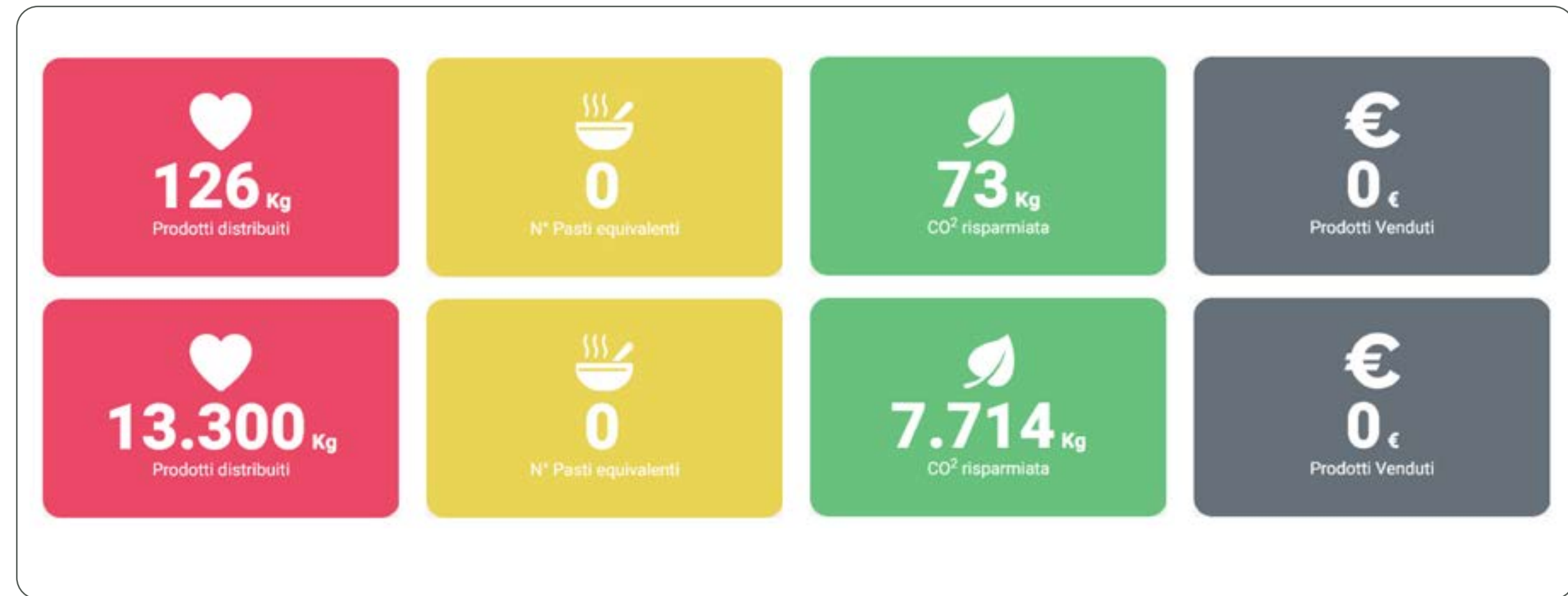


### 5.2. Resource management and circular economy

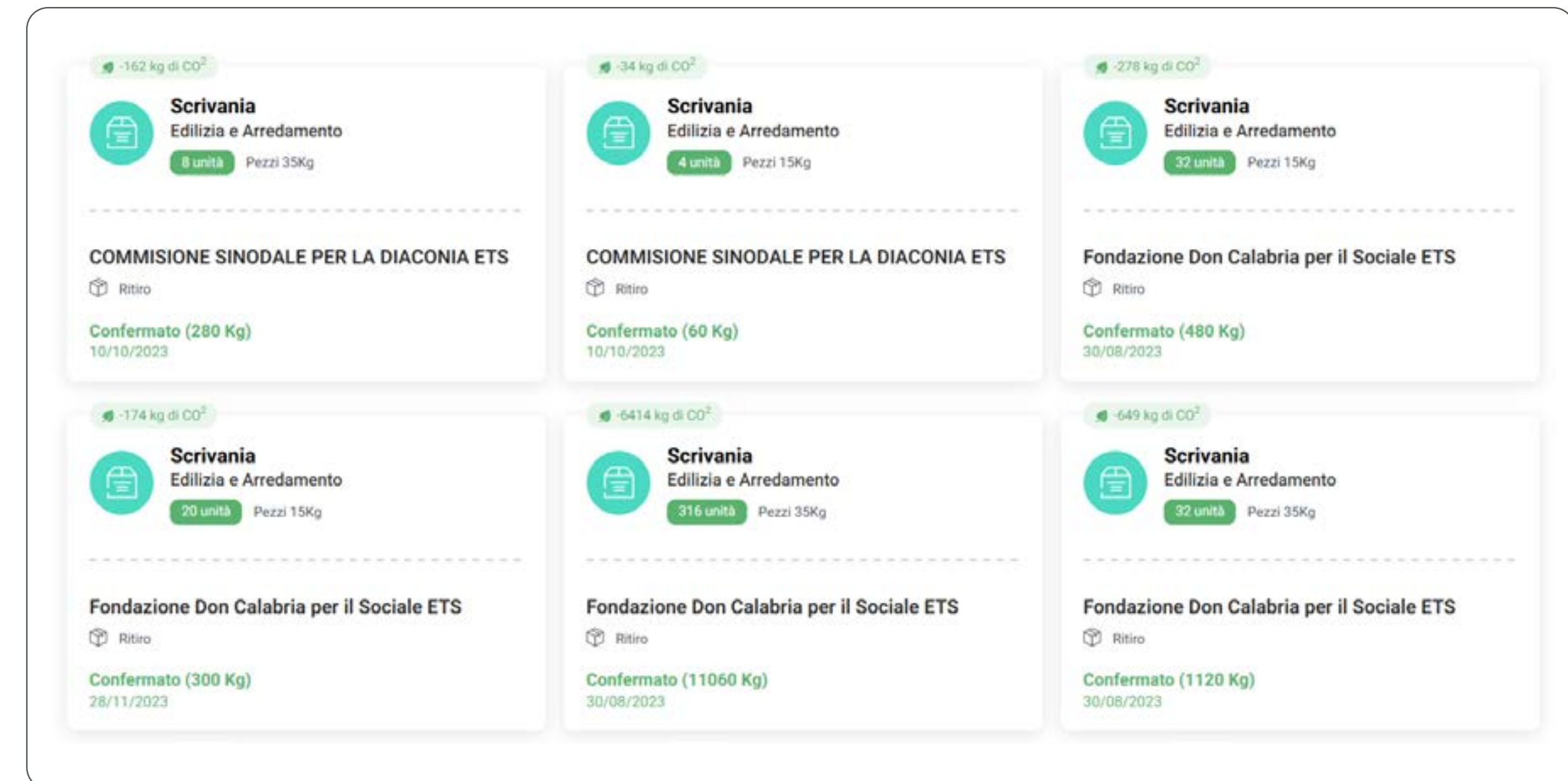
Throughout 2023, **potential waste** was transformed into **opportunities** through donations of desks, tables, and chairs used during events and exhibitions, giving them a new lease on life.

Indeed, through collaboration with Regusto<sup>1</sup>, the innovative startup that connects surplus product supply and demand in real-time, proposing a sharing model for charity, businesses donate excess items to non-profit organizations in need. In this way, 454 pieces of furniture were donated, resulting in a **saving of 7,787 kg of CO2 emissions and supporting three different associations**.

<sup>1</sup>Regusto | Recuperiamo Srl is a Benefit Company, owner of the internationally registered brands Regusto and Impatto Positivo.



Social, Environmental, and Economic Impact Indices Dashboard




Details of EFGROUP's offers on the Regusto website




Following the environmental initiative of 2022, in 2023 EFGROUP aims to protect bees, especially in urban settings, raised according to organic principles, thanks to a network of expert beekeepers.

By adopting a beehive, EFGROUP ensured the safeguarding of 50,000 bees (a number reached in spring and summer) and also shared this gesture with its employees by donating 90 jars of honey.





**Eurofiere Spa**  
sostiene il progetto Bee my Future tutelando 500 api per un anno.

Attestato n. 65.502.628  
Emesso il 17 ottobre 2023  
Valido fino al 16 ottobre 2024



“Le api non fanno solo il miele.  
Il nostro futuro dipende anche da loro.”

In collaborazione con  

Through its participation in Bee my Future2, EFGROUP actively **contributes to the conservation** of this critically endangered insect. Approximately 80% of food resources depend on bee pollination: protecting them means **safeguarding biodiversity** and our existence.

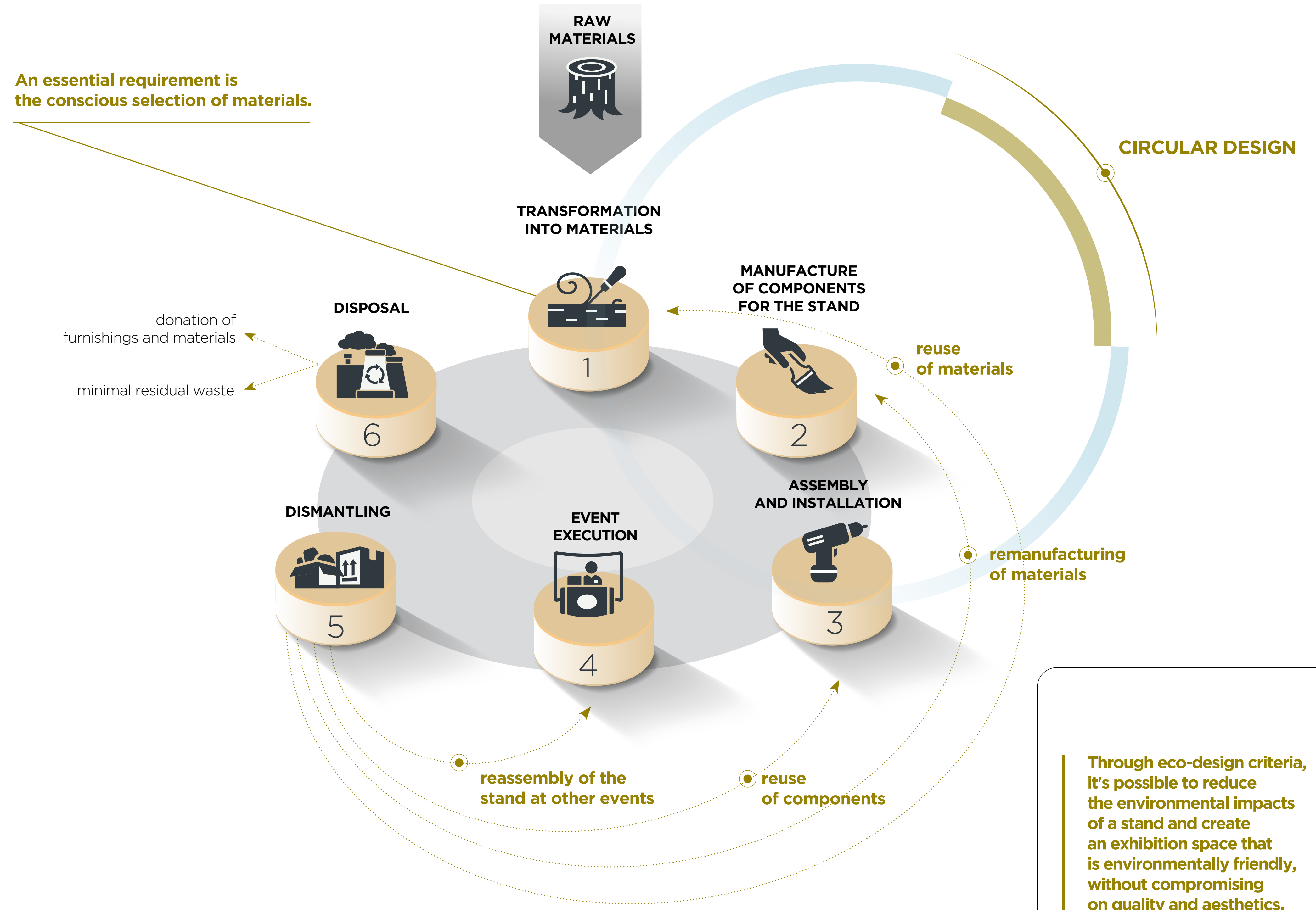




### 5.3. Sustainable innovation

EFGROUP offers a high-standard innovation service through the creation, ideation, and development of even the latest technology products. The concept of innovation for the Group mainly concerns the possibility of offering its customers a **unique product and service** that also has a **low environmental impact**.

An essential requirement is the conscious selection of materials.



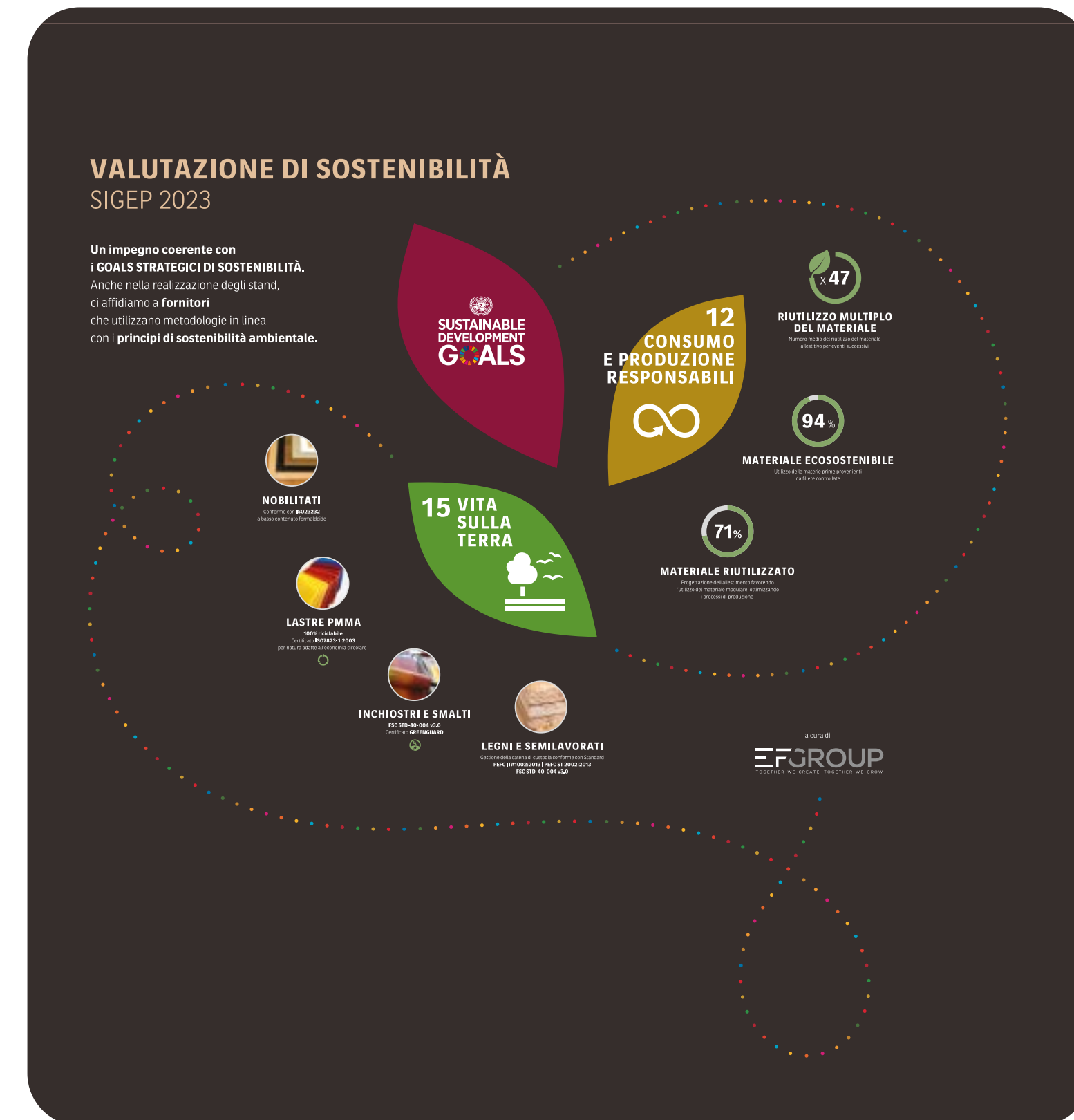


### Product Carbon Footprint

- In 2020, a project was initiated in collaboration with Lavazza, leading the Group to conduct two comprehensive studies on **Product Carbon Footprint\***. This endeavor aimed to enhance the understanding of the environmental impacts associated with its activities.

In 2022, thanks to the evidence obtained, the Group was able to **reduce the Product Carbon Footprint by 14% per square meter** compared to what was achieved in 2020.

This virtuous path continued in 2023 with the construction of the Lavazza stand at the SIGEP 2023 event in Rimini, where EF chose to contribute to achieving Sustainable Development Goal (SDG) 12 - Responsible Consumption and Production, and SDG 15 - Life on Land.



\*The Product Carbon Footprint (CFP) represents the climate footprint of a product and is quantified through the calculation of all greenhouse gas emissions associated with the different stages of its life cycle. A CFP assessment is based on the technical methodology of LCA (Life Cycle Assessment), a well-established methodology regulated by UNI ISO 14040:2021 and UNI ISO 14044:2021 standards.

In 2023, the IMA Group stand created by EFGROUP achieved the highest sustainability standard, receiving the 'Gold' status from the Better Stands program for the design and construction of the stand at the CPHI Barcelona trade fair. This recognition highlights excellence in the creation of **sustainable exhibition stands**.

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The collaboration between EFGROUP and FICEP, in turn, pursues concrete objectives encapsulated in the slogan “Less Ego, More Eco” and represents a significant step in **adopting eco-sustainable practices**. A series of initiatives have been undertaken to **maximize efficiency and minimize environmental impact**, with a key pillar of the collaboration being the use of **ecological materials**.

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In the context of the Contract sector, EFGROUP’s commitment to sustainability continues to evolve and is evident in projects undertaken for JTI. To promote sustainability, a series of measures are adopted, including the use of recycled and recyclable materials, the adoption of new technologies, and the elimination of adhesives for furniture assembly.



In 2023, EFGROUP continued its sustainable design approach by utilizing modular systems to create new stands characterized by an architectural structure composed of compact and reusable modules. This solution facilitates safe and efficient transportation, assembly, and dismantling. A concrete example of this approach is the construction of the stand for Carraro Group at the Agritechnica 2023 event in Hannover. In this context, EFGROUP demonstrated its commitment to the Sustainable Development Goals (SDGs) by adopting sustainable strategies.

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