

Sustainability Report

Europalco | 2024-2030



2030 GOALS

INTRODUCTION

At **EUROPALCO, S.A.**, we believe that business success goes beyond financial results. As leaders in event solutions, we are committed to integrating environmental, social, and governance (ESG) principles into all our operations, complemented by organizational safety principles.

This ESG report reflects our ongoing efforts to embed sustainable and responsible practices into every aspect of our business.

Throughout this document, we will present the initiatives undertaken, our results, and future goals within the ESG framework, reinforcing **EUROPALCO, S.A.**'s mission to be a responsible and sustainable company. We aim to inspire, lead by example, and actively contribute to a more balanced future, where operational excellence goes hand in hand with respect for the environment and people.





2030 GOALS

Our Mission, Vision, and Values define who we are and how we operate, guiding every decision and strengthening our relationships with partners, clients, and employees. It is based on these pillars that we continue to build our trajectory of excellence and trust in the events industry.

Mission

To create exceptional experiences with the most qualified talent and the best technology, always fostering a responsible approach to safety and sustainability in everything we do.

Vision

To be the reference in the event industry, through empowering people and creating a portfolio with an unquestionable standard of safety and sustainability.

Valores

Passion. Commitment. Audacity. Innovation. Resilience. Excellence.

Passion for the experience.

Commitment to people and their safety.

Audacity to think ahead.

Innovation to break the status quo.

Excellence in execution in every detail.

Resilience to never give up.



2030 GOALS

ECONOMIC PILLAR

At **EUROPALCO, S.A.**, sustainable economic development is one of the key pillars for creating long-term value. We are committed to managing our business with responsibility, innovation, and efficiency, ensuring continuous and balanced growth. We invest in operational excellence, customer satisfaction, and the constant improvement of our processes, promoting a resilient business model that is prepared for the challenges of the future.

In this chapter, we present the strategies, results, and initiatives that strengthen our economic performance, always aligned with sustainability and ethical principles. Through the generation of shared value, we aim to positively impact not only our employees and partners but also society and the market in which we operate.

SCOPE OF OBJECTIVES

- **Value Chain** - Ensure compliance with Europalco's requirements by external partners
- **Ethics, Transparency, and Innovation** - Ensure transparent and ethically responsible business conduct, for the sake of competitiveness and the creation of long-term value.

TARGET - QUANTITATIVE OBJECTIVES - 2024-27 PLAN

- Consolidate the Code of Conduct - Business and Professional
- Formalize / Review Quality / Safety / Sustainability policies
- Achieve a revenue increase of over 10% compared to the previous period

ODS



COMMITMENT 2030

- Protect labor rights;
- Promote balanced, prudent management and sustainability;
- Be transparent and responsible;
- Sustain economic growth.

INDICATOR 2024

- Consolidated
- Implemented
- 20% increase in revenue





2030 GOALS

ENVIRONMENTAL PILLAR

At **EUROPALCO, S.A.**, we recognize that environmental preservation is essential for the future of our planet and the sustainability of our operations. We are committed to reducing the environmental impact of our activities by promoting more responsible and innovative practices that contribute to mitigating climate change, improving energy efficiency, and ensuring the sustainable management of resources.

Through strategic initiatives such as process optimization, carbon emission reduction, and the promotion of a circular economy, we continuously work to integrate environmental sustainability into all areas of our business. This chapter reflects our efforts, achievements, and goals towards an increasingly positive environmental impact, aligned with Europalco's values and mission.

SCOPE OF OBJECTIVES

- **Climate Change** - Reduce the environmental impact of operations through the adoption of renewable and efficient solutions.
- **Circular Economy** - Apply the principles of the circular economy by reducing waste and extending the lifespan of materials.

TARGET - QUANTITATIVE OBJECTIVES - 2024-27 PLAN

- Reduce 5% of the weight of non-renewable materials per year / event revenue homologation.
- Renewable energy consumption growth $\geq$ 10% compared to the same period last year.
- Reduce energy consumption by more than 5% per year / event revenue homologation.

ODS



COMMITMENT 2030

- Reduce waste generation by recycling and reusing materials.
- Increase the use of renewable energy sources.
- Improve energy efficiency.
- Conduct an Energy Audit at Europalco.

INDICATOR 2024

- < 5% non-renewable materials
- +15% / million in event revenue
- < 22% / million in event revenue





2030 GOALS

SOCIAL PILLAR

At **EUROPALCO, S.A.**, people are at the heart of everything we do. We recognize that our success depends on the well-being, development, and engagement of our teams, partners, and communities. Therefore, we continuously invest in practices that promote inclusion, diversity, safety, and the empowerment of people, creating a healthy, collaborative, and inspiring work environment.

Our social commitment extends beyond the company: we strive to make a positive impact on the communities where we operate by supporting social, cultural, and educational initiatives that contribute to collective progress. In this chapter, we highlight our actions, programs, and commitments aimed at strengthening human relationships and promoting a fairer and more sustainable society.

SCOPE OF OBJECTIVES

- **Development** - Promote personal and professional growth.
- **Local Community** - Drive economic growth in a sustainable and inclusive way, ensuring decent work for all.

TARGET - QUANTITATIVE OBJECTIVES - 2024-27 PLAN

- 30% of training hours in Occupational Safety topics
- Gender ratio not exceeding 85%
- 5% growth in donations (Re.Uso) / Event revenue approval
- Promote ShowCare | Employee Support Program

ODS



COMMITMENT 2030

- Skills development, ensuring training for all
- Ensure equal access to opportunities
- Eliminate all forms of discrimination
- Strengthening partnerships with local organizations, supporting social causes, and community involvement

INDICATOR 2024

- 35%
- 81%
- + 65%
- Implemented





2030 GOALS

ORGANIZATIONAL SAFETY PILLAR

At **EUROPALCO, S.A.**, organizational safety is a non-negotiable commitment and a priority in all our operations. Ensuring safe and secure work environments for our employees, clients, and partners is fundamental to the sustainable success of our business. We believe that a strong safety culture, based on prevention, rigor, and continuous training, is essential to minimize risks and promote operational integrity.

This chapter presents our policies, practices, and initiatives aimed at strengthening safety at all levels of the organization, ensuring compliance with standards and the implementation of industry best practices. We work proactively to identify, assess, and mitigate risks, ensuring the trust and well-being of all those who interact with **EUROPALCO, S.A.**.

SCOPE OF OBJECTIVES

- **Safety, Health, and Well-being** - Ensure the safety, health, and physical and psychological well-being of employees, promoting suitable work environments.

ODS



COMMITMENT 2030

- Promote safe working environments for all employees.
- Reduce the number of workplace accidents.

TARGET - QUANTITATIVE OBJECTIVES - 2024-27 PLAN

- Zero serious or fatal workplace accidents (from the perspective of Occupational Safety and Health, OSH)

INDICATOR 2024

- 0 serious/fatal workplace accidents



 Fulfilled

 In Progress

 Not Fulfilled

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