

Sustainability
Activity Report
2024



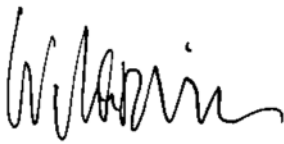
Foreword

By bringing people, ideas and innovations together, trade fairs and congresses make an important contribution to sustainable transformation. Digital technologies play a key role in this process: they facilitate and accelerate change, foster innovative solutions and contribute to establishing sustainability standards. At Messe Frankfurt, digitalisation and sustainability are closely intertwined, forming the foundation of our comprehensive transformation strategy. We leverage modern technologies to enhance process efficiency, develop more sustainable event formats and reduce our ecological footprint across all business segments.

Clean and reliable data forms the cornerstone of our transformation. Standardised data sets ensure our measures are transparent, comparable and effective. They enable us to systematically advance our sustainability management, efficiently integrate the complex data landscape and make well-targeted investment decisions. Combined with the EMAS environmental management system implemented in 2023, this establishes a robust foundation for concrete progress towards greenhouse gas neutrality by 2040 at our home location in Frankfurt, as well as for Group-wide, future-proof sustainability management.

Our activity report aims to provide you with a comprehensive look at Messe Frankfurt's sustainability strategy, the measures we are taking and our progress towards implementing it. By compiling this report voluntarily, Messe Frankfurt is already consciously acting in accordance with the European Union's sustainability reporting requirements that are expected to become mandatory from financial year 2027 under the provisions of the European Corporate Sustainability Reporting Directive (CSRD).

Kind regards



Wolfgang Marzin
President and Chief
Executive Officer



Detlef Braun
Member of the Executive
Board of Messe Frankfurt

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An area of 31,000 square metres of the exhibition grounds is unsealed. In addition, Messe Frankfurt has around 14,000 square metres of near-natural areas designed to promote biodiversity.

1. Mission statement

In keeping with our position as one of the world's leading trade fair, congress and event organisers with our own exhibition grounds, we are also playing a leading role in effecting a sustainable transformation of the event industry. Our binding ecological target is to be climate-neutral at our Frankfurt base by 2040 at the latest. We see this as attaining greenhouse gas neutrality and establishing a sustainable water management system.

Safeguarding the future of generations to come is one of Messe Frankfurt's fundamental principles. This applies with regard to our environmental, social and economic responsibility, as well as for all investments in the Group's sustainable development. Our Code of Conduct formulates our standards regarding ethical conduct and business activities in the context of ecological values. It defines the key rules and principles within the Group, as well as what the Group expects from its business partners. Using these guiding principles as a basis, we developed a sustainability target architecture in which the qualitative and quantitative targets are defined and time frames set out to allow the three key pillars of the complex area of sustainability to be developed holistically.

At Messe Frankfurt, we believe that long-term commitment and meeting climate targets must be a shared undertaking. Working closely with the industries and their various needs, we provide support to our customers and raise awareness of greater sustainability within the context of our events, thereby helping to bring about faster change and innovations.

2. Awards and voluntary commitments

Our sustainable business practices are founded on a wide range of awards and voluntary commitments. In addition to having EMAS certification, we actively support German and international sustainability initiatives.

EMAS certification

Messe Frankfurt has introduced the internationally recognised environmental management system EMAS (Eco-Management and Audit Scheme) at its Frankfurt base. The EMAS validation, which also meets the requirements of environmental management standard ISO 14001, is another milestone in the company's efforts to reach its ambitious environmental targets and is an important step towards establishing a sustainable trade fair sector. The introduction of the environmental management system was audited and certified by an external expert assessor.

UN Global Compact

Messe Frankfurt signed the UN Global Compact in 2010, committing ourselves to its ten principles in the areas of human rights, labour standards, environmental protection and anti-corruption. We feel bound to adhere to these principles, not least when implementing the 17 Sustainable Development Goals.

Messe Frankfurt has taken the decision to terminate its membership of the UN Global Compact, a commitment it has upheld since 2010, with effect from 2025. Given the multitude of sustainability reporting standards and initiatives, Messe Frankfurt is aligning its sustainability management across all projects and, moving forward, will prioritise the EMAS environmental management system.

Sustainable Development Goals

Since 2019, Messe Frankfurt has set itself the goal of promoting the Sustainable Development Goals across its more than 50 international textile and fashion trade fairs. Working with the United Nations Conscious Fashion and Lifestyle Network and the United Nations Office for Partnerships, Messe Frankfurt is drawing attention to the SDGs through its Texpertise Network.

Net Zero Carbon Events Pledge

Messe Frankfurt signed the Net Zero Carbon Events Pledge in 2022. This is supported by various organisations and associations in the trade fair and event sector, including UFI and AUMA. All organisations that sign the pledge commit to making their events climate-neutral by 2050 at the latest.

Fairpflichtet

Since 2013, Messe Frankfurt has been a member of "fairpflichtet", the sustainability code for the German-language event sector that represents the industry's commitment to the sustainable organisation of events.

Charter of Diversity

Since 2011, Messe Frankfurt has belonged to the Charter of Diversity, an employer initiative for promoting diversity in companies and institutions

3. Messe Frankfurt Group and its business model

Messe Frankfurt is one of the world's leading trade fair companies with a global network of more than 20 international subsidiaries and around 60 independent sales partners. It is also the world's highest-grossing trade fair company with its own exhibition grounds. 60 percent of the company is owned by the City of Frankfurt and 40 percent by the State of Hesse. As the holding company, Messe Frankfurt GmbH is responsible for the strategic control and overall coordination of the Messe Frankfurt Group with a total of 28 subsidiaries worldwide. Messe Frankfurt GmbH controls the activities of the two independent wholly-owned subsidiaries Messe Frankfurt Exhibition GmbH and Messe Frankfurt Venue GmbH. In this role, it is responsible for all of the commercial, legal, human resources and technical IT support functions that in some cases exercise global governance functions for the Group's subsidiaries. The Group currently has three Executive Board members at the helm, one of whom is also the President and Chief Executive Officer.



Messe Frankfurt's aim is to create substance, transparency and measurability in everything it does.

Messe Frankfurt Exhibition GmbH is one of the world's largest trade fair organisers. It is responsible for Messe Frankfurt's entire event business and for managing the Group's global brands and developing new trade fair themes. Messe Frankfurt Exhibition GmbH has commercial and legal responsibility for the company's own regularly recurring events (twice-yearly; yearly; once every two, three or four years) and is in charge of designing, organising, promoting and running events. In particular, it concludes the contracts with the exhibiting companies and visitors that allow them to participate in these events. In addition to the organisational responsibility for the event, Messe Frankfurt Exhibition GmbH bears the business risk and liability for the events.

Messe Frankfurt Venue GmbH is the owner of the Frankfurt exhibition grounds and its buildings, including the Messe Frankfurt Congress Center, Kap Europa and the Festhalle. In this function, it is responsible for maintaining and optimising the exhibition grounds, including its structures, infrastructure and facilities. It also rents out the exhibition grounds and congress/convention facilities. In addition, it provides technical and

other services for exhibitors, visitors and other customers of events. Messe Frankfurt Venue GmbH is also the sole owner of Messe Frankfurt Medien und Services GmbH and of accente Gastronomie Service GmbH, each of which also provides various event-related services.

Please refer to our 2024 Annual Report for Messe Frankfurt's key financial figures for the past financial year. This is published on our website.

4. Sustainability management

Organisation (Sustainability Board and Management)

With its Sustainability Board – which includes senior management from different disciplines – and the Sustainability Management team that assists it, Messe Frankfurt has established a professional and efficient basis for actively addressing sustainability issues throughout the Group. Here, targets are formulated and pursued, measures identified and verified, and processes established and optimised.

To work systematically towards these targets, the Sustainability Board designed a comprehensive sustainability target architecture. This helps the Group to define the direction in which it can resolutely implement its chosen strategy in its various roles (as a company, as a venue operator, as an event organiser and as a service provider) – both at the Group's Frankfurt base and as part of its activities around the world.



The company aims to generate profits in a socially and environmentally responsible manner in order to expand economic opportunity for future generations.

Guidelines: Sustainability Governance Code and Code of Conduct

Messe Frankfurt aims to create substance, transparency and measurability in everything that it does, gearing its efforts towards German and international standards.

Messe Frankfurt's binding ecological target is to be climate-neutral at its Frankfurt base by 2040 at the latest. The company sees this as attaining greenhouse gas neutrality and establishing a sustainable water management system. The Messe Frankfurt Executive Board sees establishing a sustainable company positioning and business practices as one of its core management tasks.

Messe Frankfurt's overall Code of Conduct defines its own internal standards in ethical and legal conduct and what the company expects from its business partners, while also serving as a guide for its business practices. It applies throughout the Group and is also part of Messe Frankfurt's purchasing guidelines. The Code of Conduct contains the most important rules of conduct and provides orientation in critical situations.

The Code of Conduct encompasses upholding human rights, promoting equal opportunities, proper conduct towards one another, fair working conditions, safety at work, sustainability, environmental protection, dealing responsibly with company property, privacy and data protection, cybersecurity, confidentiality, social media, donations and sponsorship, conflicts of interest, anti-corruption, combating international terrorism and money laundering, antitrust law and support/assistance.

For all Group employees, Messe Frankfurt's Sustainability Governance Code is also the internal framework for sustainable development within the Group and at its worldwide events.

The company aims to generate profits in a socially and environmentally responsible manner in order to expand economic opportunity for future generations. This includes Messe Frankfurt's role as an employer, exhibition venue operator, event organiser, host for trade fairs, congresses and other events, and as a company with public-sector shareholders that has a social responsibility at its Frankfurt base and worldwide.

Materiality analysis and preparation for sustainability reporting

In preparation for the upcoming sustainability reporting obligations, Messe Frankfurt concluded a comprehensive materiality analysis in 2024. This analysis is both a mandatory component of the sustainability reporting and the foundation of the reporting itself. The findings of the materiality analysis give rise to the material impacts, risks and opportunities for Messe Frankfurt, and the material sustainability aspects derived from them in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). As part of its materiality analysis, a stakeholder survey was also conducted in which 218 respondents from various stakeholder groups shared their assessments of the impacts, risks and opportunities that exist for Messe Frankfurt within the context of sustainability.

Additional information on the requirements for sustainable corporate development is supplied by the article "Nachhaltigkeit in der Veranstaltungsindustrie – dargestellt am Beispiel der Messe Frankfurt GmbH" (Sustainability in the event industry – demonstrated using Messe Frankfurt GmbH as an example) in the publication "Nachhaltigkeit und Innovation in internen und externen Unternehmensbeziehungen – Festschrift für Prof. Dr. Klaus Bellmann zum 80. Geburtstag" (Sustainability and innovation in internal and external corporate relationships – commemorative publication for the occasion of Prof. Klaus Bellmann's 80th birthday). The entire article was published at: <https://link.springer.com/book/10.1007/978-3-658-41618-8>

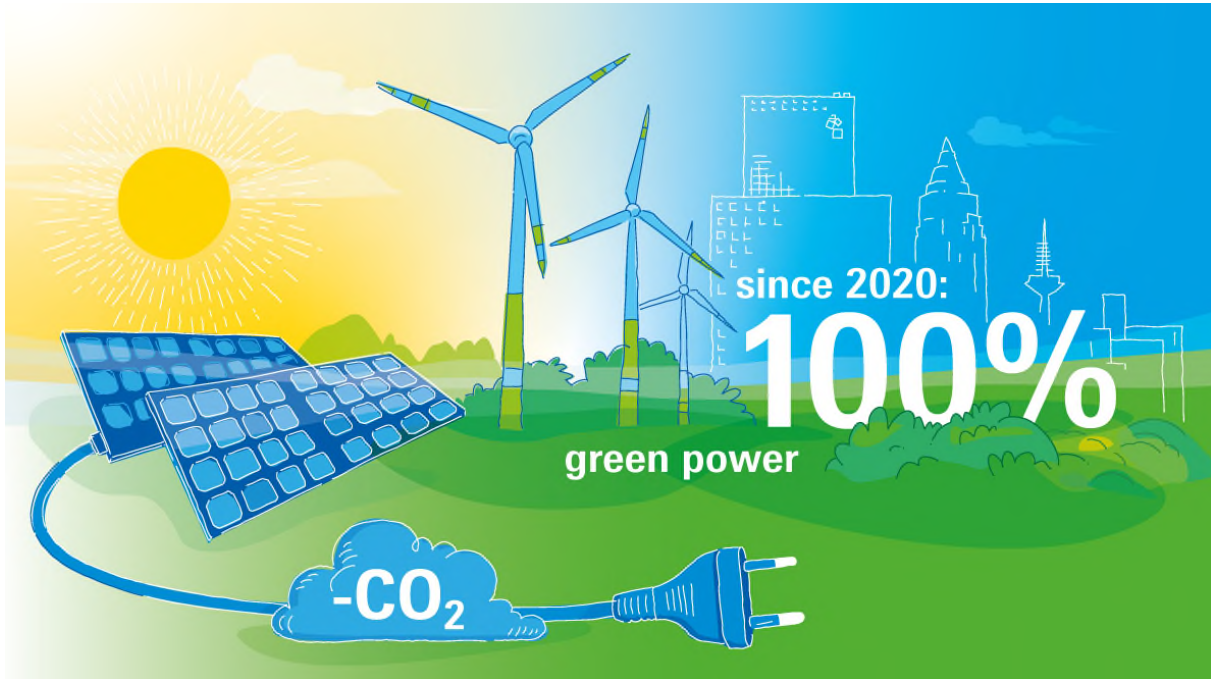
Validating the EMAS certification supports the continuous development of our sustainability management as the company's certification is reviewed annually to ensure that it is in compliance with all EMAS requirements. Since 2024, Messe Frankfurt has been calculating its Group-wide corporate carbon footprint (CCF). The Group's activities in this sphere are also being driven by ongoing preparations for mandatory sustainability reporting and ongoing work on the sustainable implementation of our events at our Frankfurt base and worldwide.

By calculating its greenhouse gas footprint, Messe Frankfurt is establishing a valid data pool for managing its business-related greenhouse gas emissions and the basis for formulating specific climate targets. In particular, this includes the already defined targets and climate neutrality at the Frankfurt base by no later than 2040.

Messe Frankfurt customers are increasingly requesting emissions-related data for specific events. It is reasonable to assume that these enquiries will continue to rise. To remain competitive, it is essential to establish a reliable database supported by a robust methodology for calculating greenhouse gas emissions.

5. Environmental responsibility

Messe Frankfurt is working continuously to reduce its resources consumption. The main areas of focus are energy, water and waste management, mobility, logistics and catering.



Energy management

Messe Frankfurt has been monitoring its energy use since 2007. As part of these efforts, the company is compiling annual energy and water reports, gradually switching over to LED lighting, implementing needs-based temperature regulation in the halls and managing lighting centrally. This made it possible to reduce base load consumption at the company's Frankfurt base by 27 percent in 2024 compared to 2019.

Since 2020, Messe Frankfurt has sourced 100-percent green electricity at its Frankfurt base, avoiding approximately 19,000 tonnes of carbon emissions a year. Three photovoltaic systems on the exhibition grounds generate around 1.9 GWh of electricity. This corresponds to the annual requirements of 374 single-family homes.

Messe Frankfurt has been sourcing 40 percent of its power requirements from a solar farm in Uckermark since the start of 2024. A further 30 percent of requirements is met by wind energy.

Resource management

In keeping with the principles of closed-loop recycling management, waste materials from the Frankfurt exhibition grounds are sent for material or energy recovery. Over 90 percent of waste is either recycled or reused. Messe Frankfurt has had an efficient waste management system in place since the early 1990s. Meinhardt Städtereinigung GmbH & Co. KG has been our waste disposal partner right from the earliest days. The company is certified in accordance with Germany's Ordinance on Specialised Waste Management Companies (Entsorgungsfachbetriebsverordnung) and with EN ISO 9001:2015. In addition, it is subject to control by the Darmstadt Regional Administrative Council (Regierungspräsidium). A further partner is Frankfurter Entsorgungs- und Service GmbH (FES) municipal waste disposal company.

Only cleaning agents from certified manufacturers that are free from microplastics are used for cleaning on the exhibition grounds.



Messe Frankfurt has had an efficient waste management system in place since the early 1990s.

E-mobility

Messe Frankfurt provides 34 charging points and a 300 kW high-speed charging station on the exhibition grounds and in the Rebstock multi-storey car park.



Mainova and Messe Frankfurt have a long-standing partnership for climate protection on site.

Biodiversity measures

An area of 31,000 square metres of the exhibition grounds is unsealed. In addition, Messe Frankfurt has around 14,200 square metres of near-natural areas that have been designed to promote biodiversity. Over the past decades, some 890 trees have been planted in every possible open space. The green roofs on Hall 5, Kap Europa and the Cargo Center also help to create a positive microclimate.



Around 890 trees and shrubs have been planted over the past decades.

Stand construction

Fairconstruction, a division of the subsidiary Messe Frankfurt Medien und Service GmbH, is based directly on the company's exhibition grounds and is the largest provider of system stand construction in Germany. Modular system stands are the ideal basis for sustainable trade fair construction. The concept of Fairconstruction is based on long-lasting materials that are suitable for multiple re-use, combined with short transport distances to and from regional warehouses (or warehouses based on the exhibition grounds), regional structures and social responsibility.

Catering

As a wholly owned subsidiary of Messe Frankfurt, located directly on the exhibition grounds, accente Catering & Hospitality places great emphasis on sustainability. Approximately 75 percent of the ingredients are sourced regionally, with nearly 100 percent in the case of seasonal fruits and vegetables, and often coming directly from Frankfurt-Oberrad. This approach ensures short transportation distances, maximum freshness, and reduced emissions. The menu is further complemented by meat-free vegetarian and vegan options. The same principle applies to packaging: reusable materials are the standard, while disposable options are used only when necessary and are made from recycled materials and renewable resources.

6. Responsibility and respect for employees

Messe Frankfurt creates a healthy work environment and is aware of its social responsibility.

The employees have established a Code of Conduct that describes the corporate culture that they aspire to and live by. This Code of Conduct applies to everyone at Messe Frankfurt regardless of where in the hierarchy they might be. The maxim for everyone is that “our corporate culture is shaped by the conduct of everyone at Messe Frankfurt.” This is coupled with a shared understanding of management that reinforces the two most important elements of the corporate concept: achieving corporate goals and ensuring employee retention and loyalty.

Employee interests are represented by the Works Council. All young employees, trainees and work-study students can contact the youth and trainee council (JAV) at any time for a confidential consultation. Messe Frankfurt also has a disabilities officer to represent the interests of employees with disabilities.

Messe Frankfurt has a performance bonus programme for honouring extraordinary achievements. There is also a “spot bonus” scheme in place for other instances of performance that are worthy of note.



Training and professional development

Employees take part in annual online training as part of the EMAS programme. This training is part of the onboarding process for new employees at Messe Frankfurt. Employees are provided with information on how they can play their part in improving the company's environmental performance.

The company attaches great importance to high-quality training that challenges and promotes our junior staff and is based on mutual respect. Messe Frankfurt offers traineeships and/or work-study programmes for seven different professions, as well as unpaid traineeships in press and public relations. Almost 100 percent of our trainees and work-study students are taken on permanently.

Messe Frankfurt employees can also take advantage of extensive training opportunities: in 2024, employees completed 1,443 voluntary training courses (in addition to any obligatory training), corresponding to 6,046 hours of training. Here, employees benefit from a works agreement under which all employees are entitled to a learning time budget of four hours a month for training that is not subject to approval. In addition to this, there are other training and professional development programmes and measures available for which approval is required. Training takes place during work hours, with any training costs being covered by the employer. The demand for training measures is discussed in a mandatory annual meeting between the employee and their direct manager. The measures should help the employee meet the development and learning targets that are also defined for the employees in their annual meetings.

In addition, Messe Frankfurt offers an open system for filling vacancies internally within the company, as a result of which more than 100 positions each year are filled by internal applicants. For management positions, more than 90 percent of successful applicants come from within the company. This reflects a well-defined structure for expanding personal competencies, and contributes significantly to enhancing staff employability.

Promoting employee health

Employees are also able to draw on a wide range of training offerings when it comes to personal health, including courses on mindfulness and stress management. As part of its “Messe Vital” health programme, Messe Frankfurt offers various services for employees, including vaccinations, health check-ups, eyesight therapy, a Health Day, mobile massages and professional assistance in personal and occupational situations through an external Employee Assistance Programme. In 2023, the company also introduced a fitness programme: EGYM Wellpass. With this programme, employees are given access to over 8,000 sports and healthcare facilities throughout Germany and Austria, including fitness centres, yoga studios, swimming pools and climbing halls. The company covers a significant share of the monthly costs of these activities.

There is also a wide range of company sport groups and a JobRad bicycle programme, all of which help to improve employee health. A company physician is available for support and assistance for all occupational health matters, while an occupational safety specialist (FASI) is at hand to help with occupational safety issues. Our on-site workplaces are designed with the health and individual needs of our employees in mind, and we train them up in matters relating to occupational safety.



The bicycle working group supports colleagues who cycle to work.

Healthy work-life balance

Messe Frankfurt has implemented a series of measures and flexible working time models to improve work-life balance and reconcile family and working life. For a number of years now, the company has been offering its employees various options for working from home or from other locations. To this end, an “Offsite working – flexible working location” works agreement has been in place since October 2021. This offers all employees whose responsibilities do not require them be in the office the option to work from home. From 2025, Messe Frankfurt plans to extend location-independent work options to selected European countries. Under specific conditions, employees will be allowed to work from abroad for up to 20 working days per calendar year. This initiative aims to enhance the framework for modern and flexible working arrangements. Messe Frankfurt is thus able to offer its employees much greater flexibility in accomplishing their tasks, particularly for those who are looking after children, making it easier to strike a good balance between their work and family life without sacrificing productivity. It is hoped that increasingly flexible working hours and locations will enable and encourage female managers to assume and, in particular, continue in management positions before and after parental leave.

Women and men on every level of the hierarchy and in every area of the company take advantage of parental leave opportunities at Messe Frankfurt and resume their positions afterwards. Everyone who came back from parental leave in 2024 was able to return to a position that corresponded to their previous position. In a number of cases, the employees themselves requested a different position that better suited their new familial requirements. Messe Frankfurt also offers its employees the opportunity to take advantage of childcare in emergencies and during school holiday periods, as well as to obtain professional advice on issues pertaining to raising children and personal relationships.

Diversity and equal opportunities

At our headquarters in Frankfurt alone, our workforce is made up of more than 20 nationalities, originating from 47 different countries. Cultural and linguistic diversity, coupled with value-driven practices across the corporate group, are major strengths for our Group’s long-term success.

In line with our core values and principles, we embrace diversity and inclusivity, welcoming individuals regardless of gender, disability, age, skin colour, origin or sexual orientation. Furthermore, we actively support employee-led initiatives in this area: in 2024, rainbow@MF was established as an inclusive, Messe Frankfurt-wide group for queer individuals and their social network.

We are committed to advertising and filling vacancies in compliance with the German General Act on Equal Treatment (AGG). Our company firmly believes that a multi-structural and multicultural workforce enhances team dynamics at all levels. We also prioritise supporting women in qualifying for leadership roles. At our Frankfurt base, women hold over 40 percent of management positions across all hierarchical levels.

7. Compliance and corporate governance

Significance and management approach

Messe Frankfurt adheres to all German and international sanction lists. Since 1 January 2024, Messe Frankfurt has been required to observe the provisions of the German Supply Chain Due Diligence Act (LkSG). We have implemented an integrated risk management system to ensure that we can fulfil our corporate responsibility to protect human rights and the environment. Our aim is to recognise any risks in our own area of business and at our suppliers as early as possible and to take steps to minimise or eliminate these risks. All areas of our corporate group have been integrated into our risk management system. Human rights and environmental concerns are also an integral part of our purchasing and decision-making processes. Every year, we carry out situational risk analyses in our own area of business and at our direct suppliers, working closely with the respective departments and suppliers to assess and manage the impact of our business decisions. We also account for country- and industry-specific risks. We perceive the environmental risks incurred by Messe Frankfurt's activities in its own area of business to be low.



Sustainability in tenders

An important milestone on the road to climate neutrality is supplying all German trade fairs with renewable energy by 2025 – a milestone that Messe Frankfurt reached for its Frankfurt base back in 2020. Starting in 2025, the German trade fair industry is also making sustainability a requirement for its industry partners in its tenders.

Data security / German Whistleblower Protection Act (HinSchG)

Our company's employees can contact an internal reporting office should they wish to report suspected or actual violations of rules and regulations. For several years now, employees have also had the option of contacting an ombudsman. Everyone involved in processing a report and investigating the situation in question is required to maintain strict confidentiality with regard to the identity of the whistleblower and of the persons who are the subject of the report. Anyone who submits a report in good faith will receive the express protection of Messe Frankfurt. No one should be disadvantaged in any way as a result of submitting a whistleblower report.

8. Supporting social projects and institutions

Social involvement and donations

For us, social responsibility begins in the company and continues right on our doorstep. We are aware of our social responsibility – towards our neighbours, our city and our region.



Children for a Better World

Messe Frankfurt has been collecting donations annually for “Children for a better world” since 2010. In this way, it supports the KIZ Gallus children’s project, a local initiative near our Frankfurt home venue. The centre combines childcare facilities, educational and advisory services, homework supervision and a family restaurant under one roof.

The “Noteingang” initiative

Children in need of assistance will find it quickly and easily at Kap Europa. Aimed at children who are threatened by violence, the “Noteingang” initiative (the name translates as “emergency access” or “rescue point”) provides these children with protection and a safe place to turn to in public spaces.

Promoting education and science

In the field of education – one of Messe Frankfurt’s main areas of sponsorship – the company is involved in long-term projects such as the cooperation with the Frankfurt University of Applied Sciences. Here, Messe Frankfurt has been helping to fund the “Real Estate and Facility Management” and “Real Estate and Integrated Building Technology” programmes. This cooperation bridges the gap between academic research and practice. In addition, Messe Frankfurt holds a 0.5 percent stake in the International School Frankfurt Rhein-Main (ISF) in Frankfurt-Sindlingen.

Commitment to culture and sport

Messe Frankfurt also has close ties with its long-standing partner, the Schirn Kunsthalle art museum in Frankfurt am Main. In addition, the company is a sponsor of one of Germany’s biggest races, the Mainova Frankfurt Marathon, which ends at our exhibition grounds every year – on the red carpet in our Festhalle.

