



messe frankfurt

# Sustainability Report 2025



# Foreword

Trade fairs and congresses play a key role in the sustainable redevelopment of our society. By bringing people together and creating a space for personal interaction, new ideas and specific solutions, they are a driving force for sustainable transformation.

We have defined sustainability as a central corporate goal and made it an integral part of our corporate strategy. Ecological, social and economic responsibility is central to our everyday business practices. To measure our progress as we work systemically towards our Sustainable Development Goals, we align our environmental management activities with the Eco-Management

and Audit Scheme (EMAS) developed by the European Union. This provides us with a structured framework and allows us to measure the improvements we make in our environmental performance and to report on them transparently.

In our Sustainability Report 2025, we provide insights into our strategy, measures and progress. We are publishing this report voluntarily in anticipation of the EU Corporate Sustainability Reporting Directive (CSRD), which is to take effect from the financial year 2027 onwards.

Best regards,



**Wolfgang Marzin**

President and Chief Executive Officer (CEO)



**Detlef Braun**

Member of the Executive Board

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A total area of 31,000 m<sup>2</sup> on the exhibition grounds is unsealed (i.e. not covered by concrete, asphalt or buildings). As well as this, Messe Frankfurt has over 14,000 m<sup>2</sup> of near-natural areas that have been designed to promote biological diversity.

## 01 The Messe Frankfurt Group & its business model

Messe Frankfurt is one of the world's leading trade fair organisers. Its global network consists of 29 international subsidiaries and over 50 sales partners in around 180 countries. As the world's highest-grossing trade fair company with its own exhibition grounds, it creates new momentum in a wide variety of sectors around the globe.

60 percent of the company is owned by the City of Frankfurt and 40 percent by the State of Hesse. As a holding company, Messe Frankfurt GmbH is responsible for the strategic management of the Group. It coordinates the activities of the two independent, wholly-owned subsidiaries, Messe Frankfurt Venue GmbH and Messe Frankfurt Exhibition GmbH, and provides central functions in the areas of finance, law, HR and IT – in some cases with responsibility for global governance.

The Group is headed by a two-person Executive Board that is chaired by the President and Chief Executive Officer.

Messe Frankfurt Exhibition GmbH is one of the world's largest trade fair organisers. It is responsible for Messe Frankfurt's entire event business, manages the Group's international brands and develops new

formats and areas of focus. Messe Frankfurt Exhibition GmbH has commercial and legal responsibility for organising the company's own regularly recurring events – which occur yearly, twice yearly or once every two, three or four years. It provides services ranging from designing and marketing events to running them and is the contracting party for exhibitors and visitors, bearing both the business risk and liability for the events.

Messe Frankfurt Venue GmbH owns and operates the Frankfurt exhibition grounds, including the Messe Frankfurt Congress Center, Kap Europa and the Festhalle. It is responsible for maintaining and optimising the grounds – including its buildings and infrastructure – and also rents out the exhibition grounds and congress facilities. Among other things, it provides technical and other services for exhibiting companies, visitors and other customers of events. Messe Frankfurt Venue GmbH also holds all shares in Messe Frankfurt Medien und Services GmbH and in accente Gastronomie Service GmbH, each of which also provides event-related services.





## 02 Strategic sustainability management

### Organisation: Sustainability Board & Management

In keeping with its interdisciplinary approach to sustainability throughout the Group, Messe Frankfurt has set up a Sustainability Board at business area and Vice President level and an operational sustainability management system. Within this structure, objectives are defined, measures identified and progress examined, while processes are optimised on an ongoing basis.

To allow it to work systematically towards these targets, the Sustainability Board has established an extensive sustainability target architecture that defines the strategic framework and consistently implements its chosen strategy in its various roles as a company, venue operator, event organiser and service provider – both at its Frankfurt base and worldwide.

### Code of Conduct & Sustainability Governance Codex

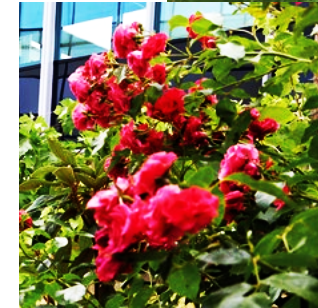
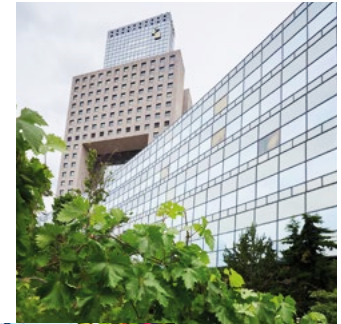
The Messe Frankfurt Code of Conduct defines binding standards for responsible, legally compliant and ethical conduct. It is already binding at the Group's Frankfurt base and is to be applied throughout the Group worldwide in 2026. The Code of Conduct contains the most important rules of conduct and provides guidance in

critical situations. It is also a fixed component of Messe Frankfurt's procurement guidelines.

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.

It is supplemented by the Sustainability Governance Code, which defines the framework for the sustainable development of the Group and its activities around the world. Here, the focus is on combining commercial success with ecological and social responsibility.

The company aims to generate profits by socially and environmentally compatible means so that it will be possible to develop business for future generations as well.



Messe Frankfurt assumes responsibility along its entire value chain in its various functions of employer, exhibition venue operator, and organiser of and host to trade fairs, congresses and other events. As a company with public-sector shareholders, it has a very great social responsibility – both in Frankfurt and throughout the world.

### **Materiality analysis & reporting**

In 2024, Messe Frankfurt conducted a comprehensive materiality analysis, thereby completing one of the central steps in preparation for mandatory sustainability reporting. The analysis forms the basis for reporting in accordance with European Sustainability Reporting Standards (ESRS) and identifies the key impacts, opportunities and risks for the company as well as the facts and figures to be reported.

One central part of this was the active involvement of relevant stakeholder groups: a total of 218 stakeholders submitted their assessments of sustainability-related impacts, opportunities and risks and this input played a significant part in the prioritisation process.

The EMAS certification, which is validated every year, helps to further develop the sustainability management system on an ongoing basis. Every year, Messe Frankfurt also determines an annual Corporate Carbon Footprint (CCF) for the Group as a whole, thereby establishing a reliable set of data for managing greenhouse gas emissions and optimising its climate targets.

There is also a growing demand among customers for emission figures to be provided for individual events. This means that it is vital to have a consistent methodology and a transparent data set for meeting these requirements and remaining competitive in the long term.



## 03 Ecological responsibility

Messe Frankfurt is working constantly to reduce its resource consumption, with a focus on energy, water and waste management and also on mobility, logistics, stand construction and catering. Here, it works on further reducing energy consumption, expanding renewable energies and continually optimising materials cycles.

### Energy management

Since 2007, Messe Frankfurt has been managing its energy use based on data analysis, producing energy and water reports every year and developing measures on an ongoing basis. The continual reduction of energy consumption on the Frankfurt exhibition grounds is a fixed component of the company's sustainability management system, which is geared towards ongoing improvement. This includes switching entirely to LED lighting and implementing needs-based temperature regulation in the halls and central control of lighting throughout the grounds. This systematic optimisation is having a measurable impact and has made it possible to reduce base load consumption in Frankfurt by 21 percent in 2025 compared with 2019.

Since 2020, Messe Frankfurt has been using exclusively green electricity at its Frankfurt base, which allows the company to reduce carbon emissions by an estimated 13,700 tonnes every year – to offset this amount, it would have been necessary to plant 684,000 trees.

And since 2024, Messe Frankfurt has been sourcing 40 percent of its power requirements from a solar farm in the Uckermark region. Another 50 percent of its power comes from a wind farm in Wilhelmshafen, the Saalekreis district and an area near Cologne.

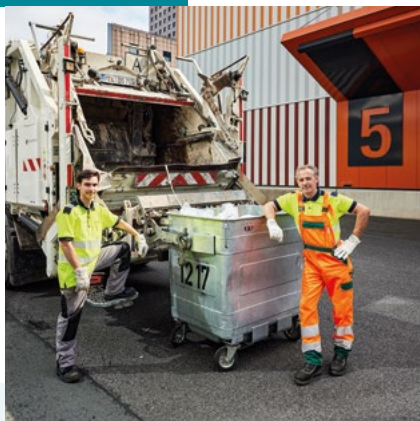
As well as this, three photovoltaic systems on the exhibition grounds generate around 1.9 GWh of solar energy a year (figure for 2025). This corresponds to the annual requirements of 374 single-family homes.

Protecting the climate and minimising environmental impact are also of the utmost priority when it comes to Messe Frankfurt's exhibition grounds and buildings. A high level of energy efficiency is a very important consideration when making any investments or renovations.



## 03 Ecological responsibility

Messe Frankfurt has had an efficient recycling management system in place since as far back as the early 1990s.



Investment decisions are consistently made based on efficiency criteria, for example through the use of state-of-the-art units, e.g. with efficiency class IE5. The switch to LED lighting is systematically planned and documented using a detailed lighting register, which calls for particular care and attention in view of the large number of units involved. The load profiles for each event are also analysed in order to identify consumption peaks and optimisation potential.

### Recycling management

Closed-loop recycling is an integral part of Messe Frankfurt's recycling management. Over 90 percent of waste is recycled or used to generate energy. Messe Frankfurt has had an efficient recycling management system in place since as far back as the early 1990s, ensuring a high-performance, quality-controlled waste management structure.

### Resource-friendly system stand construction

Messe Frankfurt Venue GmbH's trade fair construction subsidiary, Fairconstruction, is located on the company's exhibition grounds and is the largest provider of system stand construction in Germany.

As they use long-lasting materials designed to be reused many times over, modular system stands are the ideal basis for sustainable trade fair construction. Short transport distances – made possible by having warehouses located on the grounds and in the region – help to reduce emissions. Regional value creation, structures and social responsibility are all integral parts of this concept.

### Sustainable food service concepts

Accente Catering & Hospitality, a wholly owned subsidiary of Messe Frankfurt based on the Frankfurt exhibition grounds, offers sustainable food service concepts. In 2025, most of its produce was sourced from the region, primarily seasonal fruit and vegetables – in many cases directly from Frankfurt's Oberrad district. The short delivery channels guarantee freshness while reducing emissions. Accente also offers vegetarian and vegan dishes. Reusable packaging is standard here – disposable packaging is only used when absolutely necessary, and made out of recycled materials and renewable raw materials.

## 03 Ecological responsibility

### Water management

Most of the water consumption on the exhibition grounds is attributable to the operation of the trade fair halls and the outdoor exhibition area. In the trade fair halls and other buildings, this consists of basic consumption (hygiene flushes as required by the German Drinking Water Ordinance) and event consumption (sanitary facilities, re-cooling plants, utility supplies to stands). By comparison, providing water for the outdoor areas of the exhibition grounds plays more of a secondary role.

One important factor is weather conditions: higher outside temperatures greatly affect the company's water requirements. In this case, there is a greater need for cooling via air conditioning, which in turn increases the amount of water needed by the re-cooling plants.

At the same time, the amount of wastewater produced by Messe Frankfurt is lower than its water requirement – this is because the water is used to irrigate the outdoor areas and the water from the re-cooling plants that has evaporated is not fed into the drainage system. This data is recorded using calibrated meters – stand pipes for the outdoor areas and meters for the re-cooling plants – and communicated to the supplier.

Despite the high utilisation, absolute water consumption in 2025 was virtually constant compared with 2024 and remained well under the 2019 level. This was mostly due to the optimisation and saving measures implemented in recent years as part of the environmental management system. There has been a marked improvement in Messe Frankfurt's environmental performance. The exceptionally high figure for the specific water requirement in 2022 can be attributed to the construction work on Hall 5. In 2025, the specific water requirement remained on a par with 2023.

One key lever in resource management was identified by the data transparency established in 2022 and optimised in 2024: hygiene flushes can account for up to 30 percent of water consumption in the exhibition halls. However, the specially developed flushing concept confirms that it is not possible to substantially reduce this percentage at present for regulatory reasons without risking non-compliance with the German Drinking Water Ordinance (TrinkwV).



In spite of the high capacity utilisation for exhibition space in reporting year 2025, it was still possible to maintain the absolute water consumption at the previous year's level and to keep it significantly lower than the 2019 reference level. This underlines the effectiveness of the efficiency measures implemented in the environmental management system.

Clear sustainability standards are also applied in day-to-day operations: for example, all cleaning agents used on the exhibition grounds are certified and free of microplastics.



### **New compound cooling system**

With the new compound cooling system between Hall 12 and the Torhaus building, the latter will now be cooled directly via the electrical cooling systems in Hall 12. The three adiabatic heat exchangers that were previously used are being taken out of operation, while a dry heat exchanger is being retained for redundancy.

The new system is being implemented in phases: the underground cold-water pipe between the technical control centre of Hall

12 (TZ MH12) and the technical control centres of the Torhaus Mitte and Torhaus Süd (TZ THM and TZ THS) has been completed. The next step will be to convert the cooling centres. The compound cooling system is scheduled to go into full operation by 2027.

The compound cooling system allows electrical cooling to be used to a greater extent while also reducing the amount of steam required on the exhibition grounds and improving the energy efficiency of the cooling process. At the same time, this move reduces carbon emissions and helps to further develop the climate-friendly infrastructure.

### **Logistics, transport & e-mobility**

Since 2016, Messe Frankfurt has been using a central traffic management system that guides and optimises the flow of traffic at its events. An intelligent routing system helps to avoid long traffic jams around the exhibition grounds. Real-time traffic control allows logistics, parking and usable space to be used efficiently. This also keeps the environmental impact to an absolute minimum.

In 2017, Messe Frankfurt was the first trade fair company in Germany to be certified as a bicycle-friendly

## 03 Ecological responsibility

employer by the FrankfurtRheinMain Regional Authority and cyclists association ADFC Hessen (ADFC). It also received the Bike + Business Award in the same year. Messe Frankfurt was presented with the certificate in silver in 2022 when it was awarded in accordance with the new directives of the EU and ADFC initiative. The company offers all its employees the tax-friendly option of leasing a bicycle of their choice from their gross pay.

Messe Frankfurt also provides its employees with a free job ticket that entitles them to use public transport throughout the entire Rhine-Main Transport Authority (RMV) area. In addition, exhibiting companies at and visitors to Messe Frankfurt's own events can use their admission ticket to travel free of charge on public transport within the entire fare zone – this is a service that Messe Frankfurt has been providing for over 20 years. It also helps employees and event participants to opt for e-mobility: in total, there are 34 e-charging stations on the exhibition grounds and in the Rebstock multi-storey car park, including one high-speed charging station (300 kW).

### Biodiversity

A total of 31,000 m<sup>2</sup> of land on the exhibition grounds has been left unsealed, which helps to promote biodiversity. As well as this, there is around 14,200 m<sup>2</sup> of near-natural areas that were designed specifically to strengthen biological diversity.

In recent decades, more than 1,000 trees have been planted in all available outdoor areas, making an important contribution to maintaining ecological balance. As well as this, green roofs – for example on Hall 5, the Cargo Center and Kap Europa – improve the microclimate and increase biodiversity. Kap Europa is the first congress centre in the world to have been awarded platinum certification by the German Sustainable Building Council (DGNB) in recognition of the high ecological standards throughout its entire life cycle.



For on-site climate protection: e-charging stations on the Messe Frankfurt exhibition grounds.

## 03 Ökologische Verantwortung



Over 1,000 trees and a great many shrubs have been planted on the exhibition grounds in Frankfurt.

### **Environmental management aided by new procedural & technological solutions**

With its global transformation project 'Progress', Messe Frankfurt will be introducing modern procedural and technological solutions by 2027 in order to systematically reinforce its international competitive edge. Uniform Group-wide standards, customer-oriented processes and the fast availability of market

and customer data increase efficiency while aiding environmental management measures. As a result, data is more detailed, more transparent and available more quickly, processes are structured more clearly and measures are implemented more effectively.

Events and related activities by service providers, exhibiting companies and organisers have a major influence on Messe Frankfurt's environmental performance. This means that environmental targets and initiatives are actively communicated to service providers with a view to improving the environmental performance at

events. To this end, information on the environmental management system is made available, including a guide for exhibiting companies (Exhibiting Sustainably), a guide for event organisers (Staging Events Sustainably) and an information film about separating waste. In addition, environmental and sustainability criteria are now a fixed part of service provider evaluations and procurement processes.





## 04 Social responsibility



Messe Frankfurt creates a healthy work environment and is well aware of its responsibility to people and society as a whole. It sees social responsibility as beginning in the company and continuing in its neighbourhood. The company sets four strategic focal points and works resolutely on advancing them:

- Diversity, equal opportunities and weighing of interests
- Work quality and job satisfaction
- Employee development, skills and training
- Responsible business practices

### **Diversity, equal opportunities & weighing of interests**

Messe Frankfurt promotes a corporate culture that focuses on equal opportunities and diversity and that takes into account the interests of everyone involved when making management decisions. Fair, competitive, market-level remuneration for attractive job profiles are the basis for Messe Frankfurt's positioning as a socially oriented employer.

There are more than 30 nationalities working at the company's Frankfurt headquarters alone, with employees from over 45 different countries. Cultural and

linguistic diversity and a values-based approach are key factors contributing to the Group's success.

Messe Frankfurt is a signatory of the Charter of Diversity, an employer initiative for promoting diversity in companies and institutions. In keeping with its values and beliefs, Messe Frankfurt creates a working environment free of discrimination and welcomes a wide diversity of people, irrespective of gender, disability, age, skin colour, origin or sexual orientation. It also provides active support to employee initiatives in these areas: in 2024, a company-wide network called rainbow@MF was set up for employees who belong to the LGBTQ+ community and other people who are interested in supporting LGBTQ+ rights and culture.

All vacancies are filled in accordance with the German Anti-Discrimination Act (AGG). Messe Frankfurt firmly believes that a diverse workforce enhances the long-term performance and innovativeness of its team.

It actively assists women in obtaining the qualifications they need for management positions. The proportion of women in management positions at the company's Frankfurt base is over 40 percent across all hierarchical levels and has increased continually in recent years.

### Work quality & job satisfaction

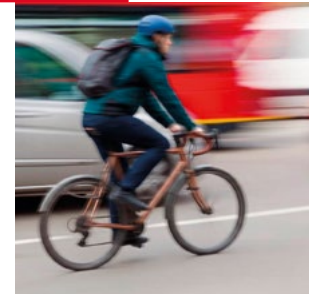
Messe Frankfurt creates a work environment and suitable management structures that permit a healthy balance between the needs of the company and the individual needs of employees. Here, the focus is on protecting and promoting personal health and well-being in the long term. Working conditions that safeguard the physical and mental integrity of employees are a key component of the company's social responsibility.

Employees have access to a wide range of training courses on personal health, including subjects such as mindfulness and stress management. As part of its Messe Vital health programme, Messe Frankfurt has introduced 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 its external Employee Assistance Programme. Since 2023, the company has also offered its employees a fitness programme called EGYM Wellpass, where they are given access to over 8,000 sports and healthcare facilities throughout Germany and Austria, including gyms, yoga studios, swimming pools and indoor climbing gyms. The company covers a significant share of the monthly costs of these activities.

There is also a wide range of company sports groups and a JobRad bicycle programme, all of which help to improve employee health. A company physician is available for consultation on all occupational health matters, while an occupational safety specialist (FASI) is on hand to help with any issues in this area. Messe Frankfurt's ergonomic on-site workplaces are geared towards the individual needs of its employees, who also receive occupational safety training.

The company has implemented various measures and flexible working time and location models to improve work-life balance and combine family and working life. For a number of years now, it has been possible for employees to work from home or from other locations. The foundation for this is the works agreement 'Offsite working – flexible working location', which makes this option available to all employees unless their work specifically requires them to be present in the office.

Since 2025, location-independent working options have been extended to selected European countries. Under certain conditions, employees can work up to 20 days a year abroad. The aim here is to further increase modern and flexible working options. Particularly in the case of employees who require childcare, this increases



Messe Frankfurt's 'Arbeitskreis Fahrrad' is an employee initiative that aims to promote cycling as a means of transport and to optimise the bicycle infrastructure at Messe Frankfurt for this purpose.



flexibility and allows them to combine family and working life more effectively, without impacting productivity. It is also expected that this will increase the number of women taking on and remaining in management positions before and after parental leave.

At all hierarchical levels, male and female employees at Messe Frankfurt go on parental leave and continue with their careers when they return. All employees who returned in 2025 were able to assume suitable positions or had the option of adapting their job to their new family-related needs. As well as this, Messe Frankfurt offers childcare in emergencies and during school holiday periods and provides professional external advice on issues pertaining to raising children and relationships.

By offering secure jobs and attractive working conditions, the company has benefited from receiving regular awards as one of Germany's top employers. Messe Frankfurt offers flexible working time models – including for managers – together with variable working locations, a healthy work-life balance, fair working conditions, attractive benefits and a company pension. The high level of satisfaction among Messe Frankfurt's employees can be seen from its employee

turnover rate, which has been low for years. To further increase satisfaction and productivity, there is a working group dedicated to shaping and enhancing the future working environment at Messe Frankfurt.

### **Employee development, skills & training**

In order to strengthen technical and personal skills, Messe Frankfurt encourages its employees in their on-going development by focusing on lifelong learning and acquiring skills beyond their current position.

Messe Frankfurt sets great store by providing high-quality training that challenges and encourages new talent and is based on mutual esteem and respect. Investing in training and upskilling not only optimises the company's future viability but also strengthens the possibilities that are open to each individual employee.

Messe Frankfurt offers traineeships or work-study programmes for seven different professions as well as an internship in its Media Relations division. Almost 100 percent of its trainees and work-study students are taken on permanently.

As part of the EMAS programme, Messe Frankfurt employees complete annual online training, which is part of the onboarding process for new employees and

## 04 Social responsibility

shows them how they can play their part in improving the company's environmental performance.

Messe Frankfurt employees benefit from a wide range of internal and external training options and specific individual training measures. In 2025, a total of 3,156 voluntary and 4,247 mandatory training courses – amounting to 13,394 hours in all – were completed at the company's Frankfurt headquarters. Here, employees benefit from a works agreement under which they are all entitled to a learning time budget of four hours a month for training that is not subject to approval. Other training and professional development programmes and measures requiring approval are also possible. Training takes place during normal working hours, with any training costs being covered by the employer.

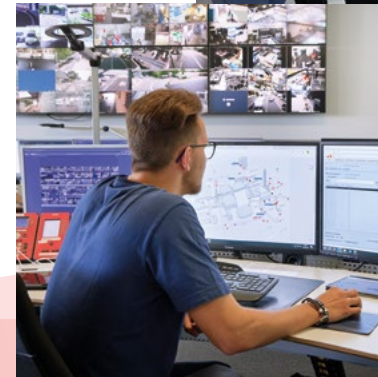
A mandatory annual meeting is held between each employee and their direct manager to discuss personal training requirements. The measures aim to help employees to work towards their personal development and learning targets, which are also defined in these annual meetings. In addition, Messe Frankfurt has an open system for filling vacancies internally within

the company and currently fills at least 60% of all vacancies internally. This is also due to a well-defined structure for developing personal skills, which also helps to greatly increase the employability of Messe Frankfurt employees.

### Responsible business practices

Messe Frankfurt acts with foresight and takes responsibility for its employees and for society in general. Its business practices adhere to clear legal and ethical standards and its decisions are reliable and plausible. The company actively includes employee representatives and – wherever possible – offsets potential disadvantages for the workforce as a result of business decisions. Employees are kept up to date about the company's situation and its prospects. Transparency, reliability and clear orientation help to establish trust and strengthen constructive teamwork.

Messe Frankfurt supports social activities beyond the scope of its own corporate objective. These include the following:





### **Social involvement & donations**

The company is actively involved in promoting social interaction in its local community, city and region. Sponsorships, memberships and donations are all key ways in which Messe Frankfurt fulfils its commitment to corporate and social responsibility.

For example, any products or food items that can no longer be used by exhibitors or organisers at trade fairs but still meet the applicable hygienic standards are donated by the company to social institutions in the region.

### **Children for a better World**

Every year since 2010, Messe Frankfurt has been collecting donations annually for the charity organisation Children for a better World and supporting the KIZ Gallus children's project, a local initiative near its Frankfurt base. The centre combines childcare facilities, educational assistance, guidance services, assistance with homework and a family restaurant.

### **Noteingang - emergency contact point**

Aimed at children who are threatened by violence, the Noteingang initiative provides these children with protection and a safe place in public spaces. Children in need of help will also find it quickly and easily at the company's Kap Europa congress centre.

### **Education & science**

Education is one of Messe Frankfurt's main areas of sponsorship. Here, the company is involved in long-term projects such as its cooperation with the Frankfurt University of Applied Sciences, where it has been helping to fund the Real Estate & Facility Management and Real Estate & Integrated Building Technology degree courses. This cooperation bridges the gap between academic research and real-life practice. Messe Frankfurt also has a 0.5 percent stake in the International School Frankfurt Rhein-Main (ISF) in Frankfurt-Sindlingen.



## 04 Social responsibility

### Sports & culture

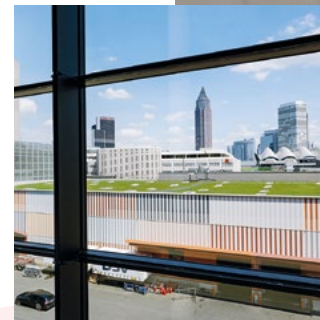
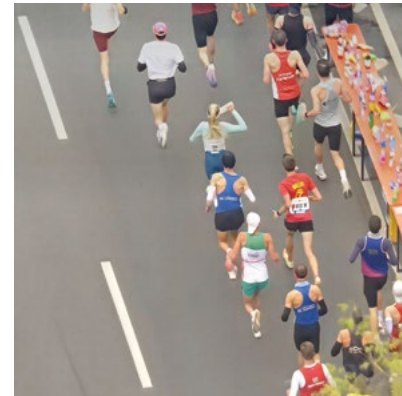
Messe Frankfurt has close ties with its long-standing partner, the Schirn Kunsthalle art museum in Frankfurt am Main. It also sponsors one of the biggest races in Germany: the Mainova Frankfurt Marathon, which ends in the Messe Frankfurt exhibition grounds every year – on the red carpet in the Festhalle.

### Corporate culture, understanding of management & focus on employees

As part of these four strategic objectives of social responsibility, employees have drawn up a Code of Conduct describing the corporate culture that they are striving for and putting into practice. This Code of Conduct applies to everyone at Messe Frankfurt, regardless of hierarchy, and its guiding principle is: "Our corporate culture is shaped by our individual conduct." This is coupled with a shared understanding of management that reinforces the two most important elements of the corporate concept: achieving corporate objectives 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 & Trainee Council (JAV) at any time for a confidential consultation. As well as this, Messe Frankfurt has a Council for Employees With Disabilities that is available for consultations.

The company has a performance bonus programme for honouring extraordinary achievements and there is also a spot bonus system for rewarding other special achievements.





## 05 Economic responsibility

Corporate responsibility and respect for people and the environment are strategically anchored in all Messe Frankfurt's business processes. Mutual respect and appreciation throughout the company influence employees' conduct towards each other and towards business partners as well. Messe Frankfurt actively invests in the future of the company, with sustainably stable growth and manageable risks – this is in line with its shareholder structure and corporate objective of stimulating economic development.

### **Compliance & corporate governance**

Messe Frankfurt adheres to German and international sanction lists and complies with the requirements of the German Supply Chain Act (LkSG), which has been in force since 1 January 2024.

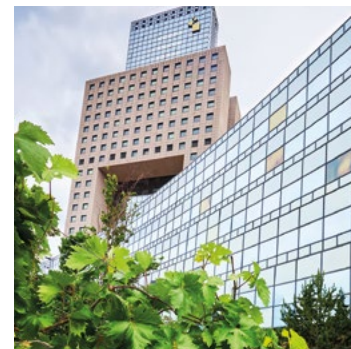
It has implemented an integrated risk management system with a view to fulfilling its corporate responsibility to protect human rights and the environment along the supply chain. Messe Frankfurt's aim is to recognise any risks in its own area of business and at its suppliers as early as possible and to take steps to minimise or eliminate these risks. All areas of the corporate group

are included in the risk management system. Human rights and environmental concerns are also an integral part of its purchasing and decision-making processes.

Messe Frankfurt carries out regular situational risk analyses in its own area of business and for its direct suppliers. Here, it works closely with the relevant departments and partners to assess and manage the impact of its business decisions. Country- and industry-specific risks are also factored in systematically. The Messe Frankfurt Group perceives the environmental risks associated with the activities in its own area of business to be low.

### **Stimulating the domestic economy**

Messe Frankfurt's domestic event portfolio makes a key contribution to value creation in the German economy as a whole. According to a recent study by Prognos AG for the period 2024/2025, around 3.7 billion euros in additional purchasing power is generated every year through its activities. As well as this, events throughout Germany safeguard a total of 30,000 jobs and account for an estimated 667 million euros in tax revenue.



### **Sustainability in tenders**

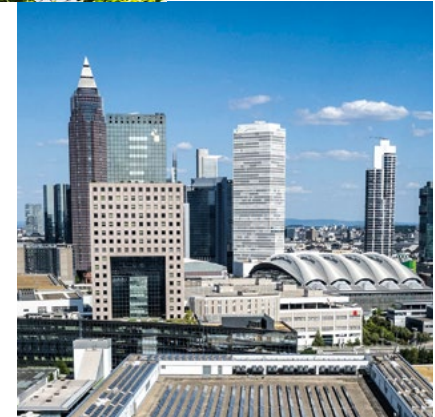
In its terms of purchase, Messe Frankfurt requires its suppliers to adhere to the Code of Conduct. As part of its supplier management, key suppliers are regularly questioned about sustainability matters – this is also done on an ad hoc basis and as part of the onboarding process. The results for this are then documented and, as part of contracting processes, can be factored into the evaluation of offers, which to date has been in the form of a non-monetary bonus.

### **Data security & whistleblower protection**

Messe Frankfurt employees can contact an internal reporting centre if they wish to report suspected or actual violations of rules and regulations. For a number of years now, they have also had the option of contacting an ombudsman.

Everyone involved in processing whistleblower reports and investigating related situations is obliged to maintain confidentiality. This applies in particular to the identity of the whistleblower and of anyone else affected by the report.

Whistleblowers who act in good faith will receive full protection. No one may be put at a disadvantage because of a report they made.



## 06 Awards and voluntary commitments

Messe Frankfurt's sustainable business practices are based, among other things, on a broad foundation of awards and clearly defined voluntary commitments. The company is EMAS-validated and supports German and international sustainability initiatives.

### **EMAS validation**

In 2022, Messe Frankfurt introduced the environmental management system EMAS (Eco-Management and Audit Scheme) at its Frankfurt base. The validation also meets the requirements of environmental management norm ISO 14001 and is a further milestone in implementing Messe Frankfurt's ambitious environmental targets consistently and transparently and in actively moving towards a sustainable trade fair sector. The introduction was audited and certified by an external expert assessor. Messe Frankfurt was successfully validated again in 2025.

### **Sustainable Development Goals**

Since 2019, Messe Frankfurt has been committed to the Sustainable Development Goals (SDGs) at its 60 international textile and fashion fairs. Messe Frankfurt's Texpertise network raises the profile of the SDGs together with the United Nations Fashion and Lifestyle Network and the United Nations Office for Partnerships.

### **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-speaking event industry that represents its commitment to sustainable event planning and management.

### **Charter of Diversity**

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

### **Bicycle-friendly company**

In recognition of its outstanding commitment, Messe Frankfurt was the first German trade fair company to be certified as a bicycle-friendly employer. It was awarded the Bicycle-Friendly Company seal in 2017, which was renewed in 2025.



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For the 2025 financial year, Messe Frankfurt is publishing its Integrated Report for the first time. This new reporting format brings together financial and non-financial reporting in a modern online product. You can access Messe Frankfurt's Integrated Report 2025 directly via the link. The latest Annual Report and the Sustainability Report are also available there in digital format.

**messe frankfurt**

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