
Sustainability Report

Imagine. Shape. Belong

2025



The Language of Our Impact

The cover of our new Sustainability Report is built around a minimalist design: a simple, almost elemental form, yet one rich in meaning.

Our impact emerges in the space where the three circles intersect. They represent the connection between people, organisations and communities, while also reflecting the three dimensions of sustainability: environmental, social and economic.

The vertical lines transform the symbol into three trees, evoking growth that begins with connection and continues to generate value over time.

The depth created by the overlapping shapes also carries a specific meaning. It reflects the layered nature of impact. An event does not end when it is over, it leaves a trace, strengthens relationships and continues to resonate across communities and destinations.

On this cover, OIC Group's approach to sustainability is represented as a space of connection: a minimalist geometric design that expresses an impact capable of growing, evolving and extending over time.

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01.

Our Sustainability Journey

01.1 Letter to stakeholders

In 2025, OIC Group consolidated a journey that, over the years, has evolved from a voluntary commitment into a strategic lever: sustainability is now an integral part of our business model and of the value we generate for clients, territories and communities.

We operate in a sector, that of events and congresses, which has a direct impact on people, local economies and the environment. For this reason, we have chosen to take on a clear responsibility: to design experiences that are not only effective, but also sustainable, inclusive and capable of leaving a positive legacy.

In 2023, we defined the foundations of our commitment by structuring an initial approach to reporting. Today,

we are taking a further step: moving from a logic of actions to a logic of system, introducing measurement tools, proprietary models and medium-term objectives.

Our approach is based on three distinctive elements:

- Integration of sustainability into all event design phases
- Active stakeholder engagement
- Impact measurement and continuous improvement

Through this report, we aim to share the results achieved and the path we are building, aware that sustainability is a collective challenge. OIC Group intends to continue being a reliable partner for organisations that want to transform their events into instruments of positive change.



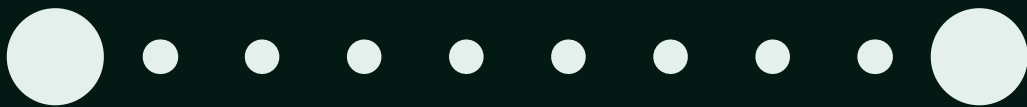
Irene Serio

CEO & President OIC Group

01.2 Methodological note

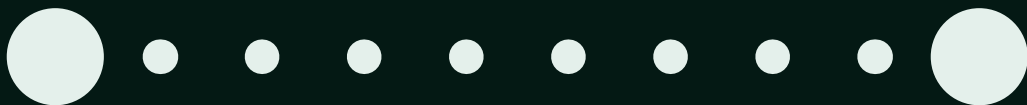
This Sustainability Report represents the evolution of OIC Group’s reporting journey, which began in 2023.

The report has been prepared in accordance with the following principles:



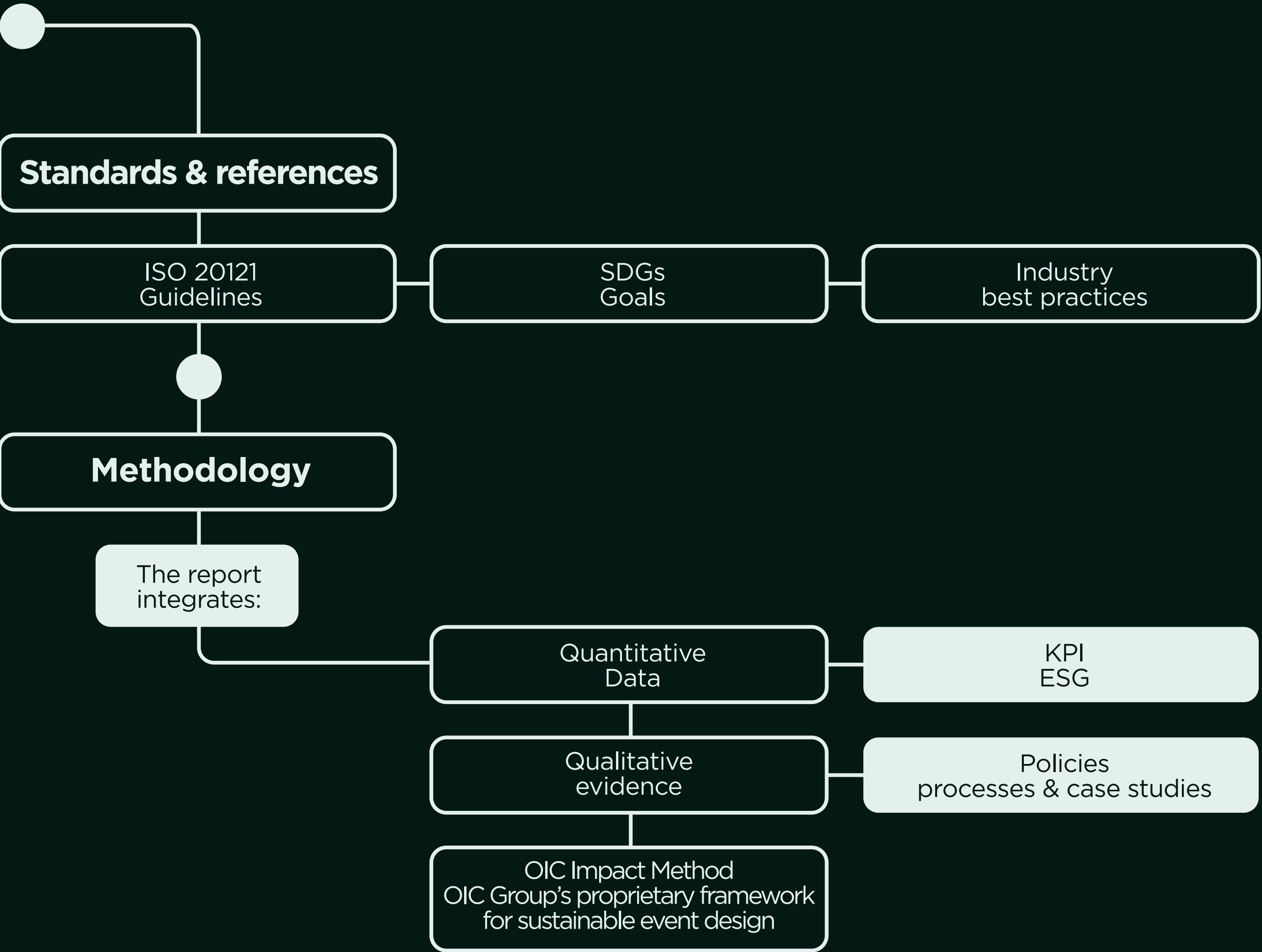
Transparency, in the presentation of ESG performance

Materiality, through the identification of the issues that are most relevant to the business.



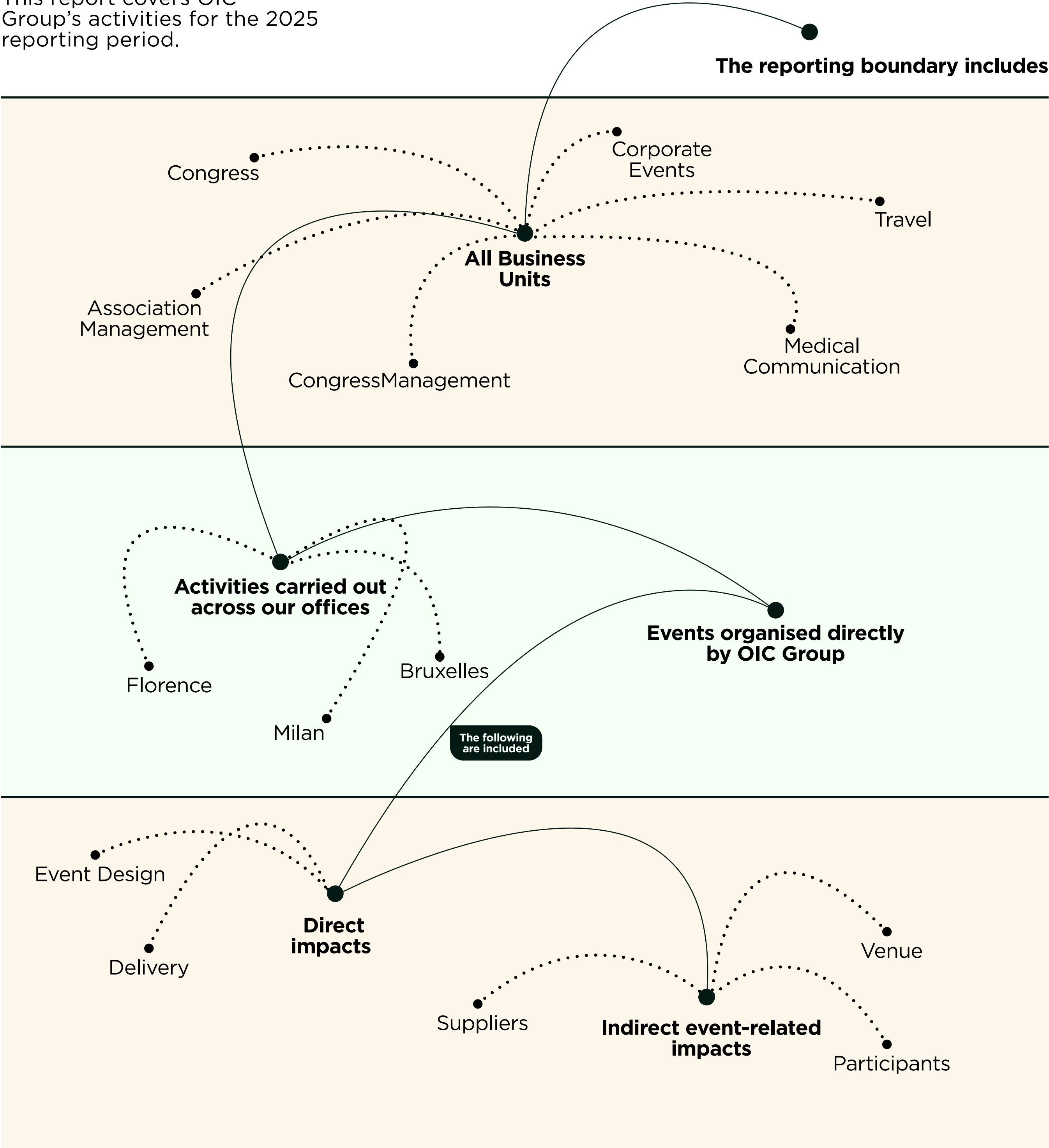
Comparability, wherever possible, with previous reporting periods.

Accuracy, in the collection and validation of data.



01.3
Reporting
boundary

This report covers OIC Group’s activities for the 2025 reporting period.



01.4

Company Profile

01.4.1 Vision

We envision a world where every event serves as a platform for connection and progress, creating lasting value for people, communities and the environment.

Mission

We design and deliver events and communication initiatives that transform vision into meaningful experiences, integrating sustainability, innovation and positive impact at every stage of the process.

01.4.2

Business Model

OIC Group operates as a strategic partner in the design and management of events, congresses and communication projects through an integrated business model that supports each project throughout its entire lifecycle.

From defining objectives to operational delivery, through to communication management and results evaluation, every stage forms part of a coordinated system in which diverse areas of expertise work seamlessly together to ensure consistency, quality and effectiveness.

This approach enables OIC Group to create experiences that go beyond the organisational dimension, becoming platforms for engagement, knowledge sharing and development for its stakeholders.

Core business areas:

- Congress Management
 - Corporate Events
 - Association Management
- Travel Agency
 - Medical Communication

01.5

Sustainability integration

Within this business model, sustainability represents a cross-cutting dimension that guides both strategic and operational decision-making.

From venue selection and supply chain management to content development and engagement with local communities, every event is designed with careful consideration of its environmental, social and economic impact.

This translates into an approach that prioritises responsible solutions, promotes collaboration with partners and suppliers aligned with ESG principles, and contributes to creating lasting value for the communities involved.

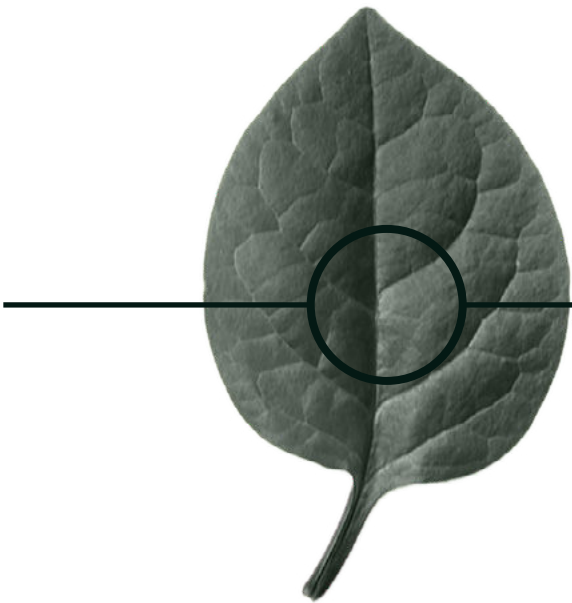
01.5.1 Corporate Strategy

OIC Group’s corporate strategy is built on the integration of economic growth and sustainable value creation.

Since 2023, sustainability has been formally embedded as a strategic driver, evolving from a collection of individual

initiatives into a structured and integrated system

Sustainable events as our core business



Sustainability integrated into every project

Development of proprietary frameworks (OIC Impact Method)

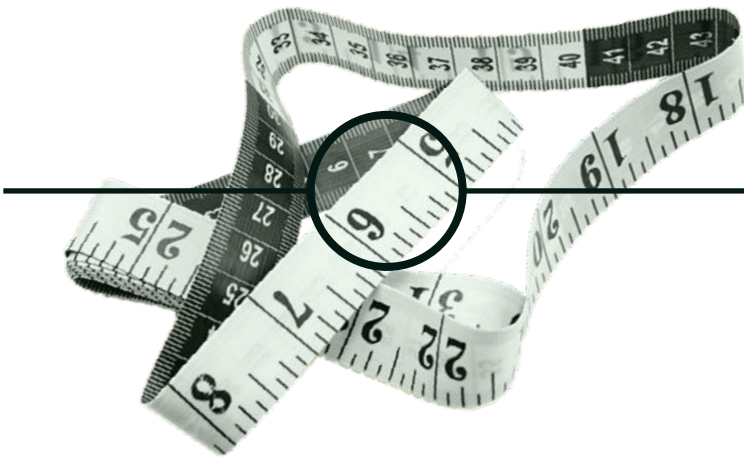
Responsible supply chain



ESG-based supplier selection and evaluation

Promotion of local value creation

Measurement & Continuous improvement



Definition of ESG KPIs

Ongoing performance monitoring

Stakeholder engagement



Clients, partners and participants

Local communities

01.5.2
The OIC
Impact Method

From sustainability to strategic
event design

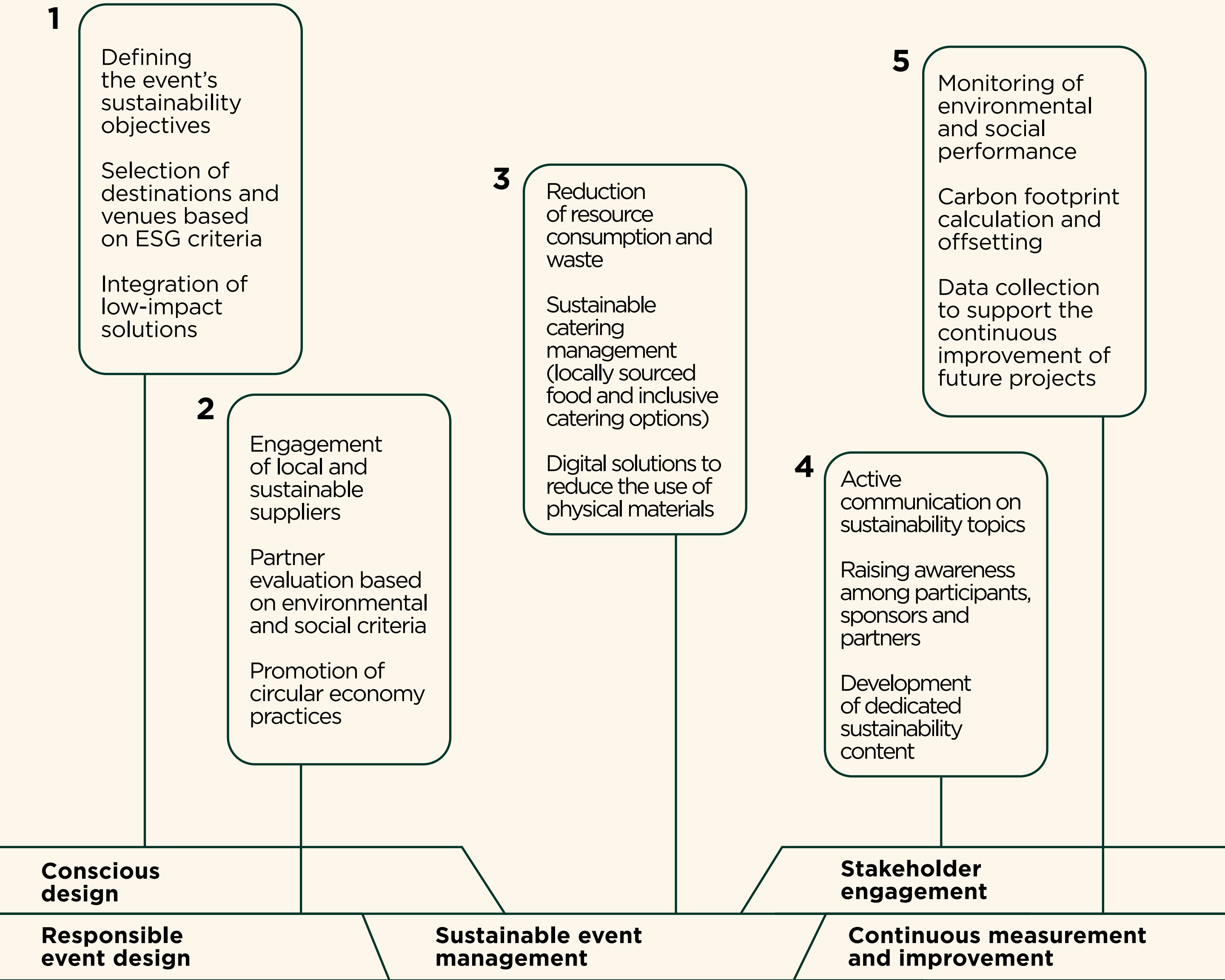
For OIC Group, sustainability is a structural driver that guides every stage of value creation. Within this framework, the company has developed the OIC Impact Method, a proprietary

framework that integrates environmental, social and economic criteria into the design and management of events.

The OIC Impact Method represents the operational evolution of OIC Group’s ESG strategy: a system designed to

translate sustainability principles into concrete, measurable and replicable actions.

The framework is applied throughout the entire event lifecycle, ensuring consistency between strategy, design and delivery.



A framework that creates value

Through the OIC Impact
Method, OIC Group is able to:



Reduce the environmental
impact of events

Generate economic benefits
for host destinations



Promote inclusion and
accessibility

Support clients in achieving
their ESG objectives

The framework also
enables OIC Group
to standardise
its approach to
sustainability, ensuring
quality, consistency
and scalability across
all projects.



01.5.3 Corporate Governance and Control System

OIC Group has adopted a governance system based on the principles of ethics, transparency and accountability, in line with its sustainable development journey.

The governance model is supported by formal management tools that ensure effective risk oversight, regulatory compliance and consistency in corporate conduct:

Code of Ethics

Defines the guiding values and principles of conduct for employees, collaborators and business partners.

Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001:

Designed to prevent corporate offences and ensure an effective internal control system.

Integrated Corporate Policies:

Covering quality, sustainability and social responsibility.

In line with its sustainability journey and following the achievement of the UNI/PdR 125:2022 Gender Equality Certification, OIC Group has established a Gender Equality Committee, responsible for monitoring the company’s gender equality and inclusion policies, collecting and analysing relevant data, supporting sustainability reporting activities, promoting continuous improvement initiatives.

The Committee plays a central role in ensuring a structured, measurable and accountable approach to equity and inclusion.

Digitalisation

In line with its commitment to responsible resource management and operational innovation, OIC Group has embarked on a progressive digitalisation journey across its business processes.

This journey includes:

- The digitisation of document workflows;
- The use of digital platforms for project management;
- Greater integration across teams and business functions.

Digitalisation represents a significant improvement in operational efficiency	as well as a key enabler of sustainability, contributing to the reduction of resource	consumption and waste while supporting more agile and collaborative ways of working.
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01.5.4

Sustainability Objectives

OIC Group's sustainability objectives reflect the company's commitment to translating the principles of sustainability into concrete actions that shape the way it operates, designs events and creates value for clients, communities, partners and host destinations.

Defined in accordance with the principles of the ISO 20121 standard and formalised in the Company's Statement of Intent, these objectives provide the framework through which OIC guides its sustainable development: from reducing environmental impacts and enhancing social and economic value, to promoting more responsible, inclusive and conscious organisational models.

Along this journey, OIC Group recognises the **United Nations Sustainable Development Goals (SDGs)** as a fundamental reference for guiding its decisions and connecting its business activities to a shared vision of responsible development.

The SDGs provide an internationally recognised framework through which the company can interpret and strengthen its commitment to environmental protection, inclusion, decent work, sustainable growth, waste reduction, and the development of meaningful partnerships.



The company’s commitment is structured around seven key areas:

1.

Reducing the impact of events through

- Digital solutions
- Recycled materials
- Efficient resource management
- Carbon footprint measurement and emissions reduction

2.

Integrity and social responsibility

- Promoting inclusion and accessibility
- Respecting human rights
- Preventing all forms of discrimination

3.

Supporting local economies

- Promoting local suppliers
- Generating positive economic impact for host destinations

4.

Responsible resource management

- Efficient use of energy, water and materials
- Waste reduction

5.

Collaborative partnerships

- Integrating sustainability throughout the supply chain
- Supplier monitoring

6.

Training and awareness

- Fostering a culture of sustainability among employees and stakeholders

7.

Measurement and continuous improvement

- Monitoring performance
- Setting progressive objectives

01.5.5

Sustainability
Governance Structure

Sustainability at OIC Group is managed through a cross-functional organisational model that engages multiple business functions within an integrated approach.

ESG Coordination	Responsible for defining, implementing and monitoring OIC Group’s sustainability strategy.		
Sara Pirola Communication Officer & CSR Manager			
Human Resources			Responsible for overseeing inclusion, learning and development, and employee well-being, in line with the UNI/ PdR 125:2022 Gender Equality Certification and ISO 20121
Simona Giuliani HR Director	Eleonora Regoli HR Business Partner		
Legal & Compliance			
Filippo Privitello Legal & Compliance Advisor	Responsible for overseeing regulatory compliance, the Organisation, Management and	Control Model pursuant to Italian Legislative Decree 231/2001, and corporate policies.	
Finance & Management Control			Supporting the collection and analysis of ESG data, including economic and supply chain indicators.
Paolo De Luise Chief Financial Officer	Alessia Mariotti Business Controller		
Operational Working Group			
Green Tribe	Internal working group that promotes a culture of sustainability and supports	the operational implementation of sustainability initiatives.	

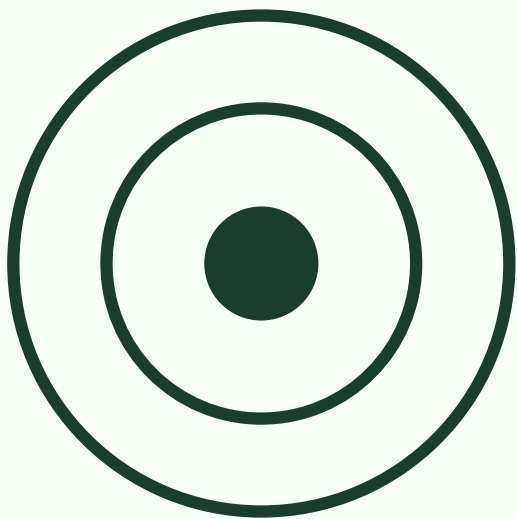
**01.5.6
Group
Sustainability
Context**

OIC Group operates in the events and congress industry, a sector that generates significant environmental, social and economic impacts. Events are, at the same time, a driver of development for host destinations, a platform for knowledge

exchange and dialogue among professional communities, and a complex system that entails resource consumption, mobility and waste generation. It is within this dual nature that the responsibility of those who design and deliver events takes shape.

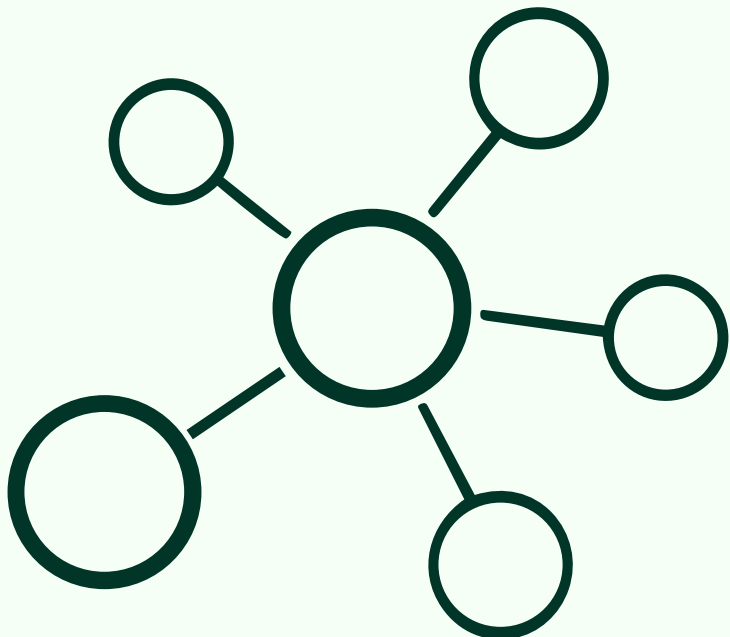
Environment

Resource consumption, mobility and waste management require a thoughtful and measurable approach to event design.



Society

Events provide spaces for dialogue, inclusion and knowledge exchange, generating a direct impact on professional and local communities.



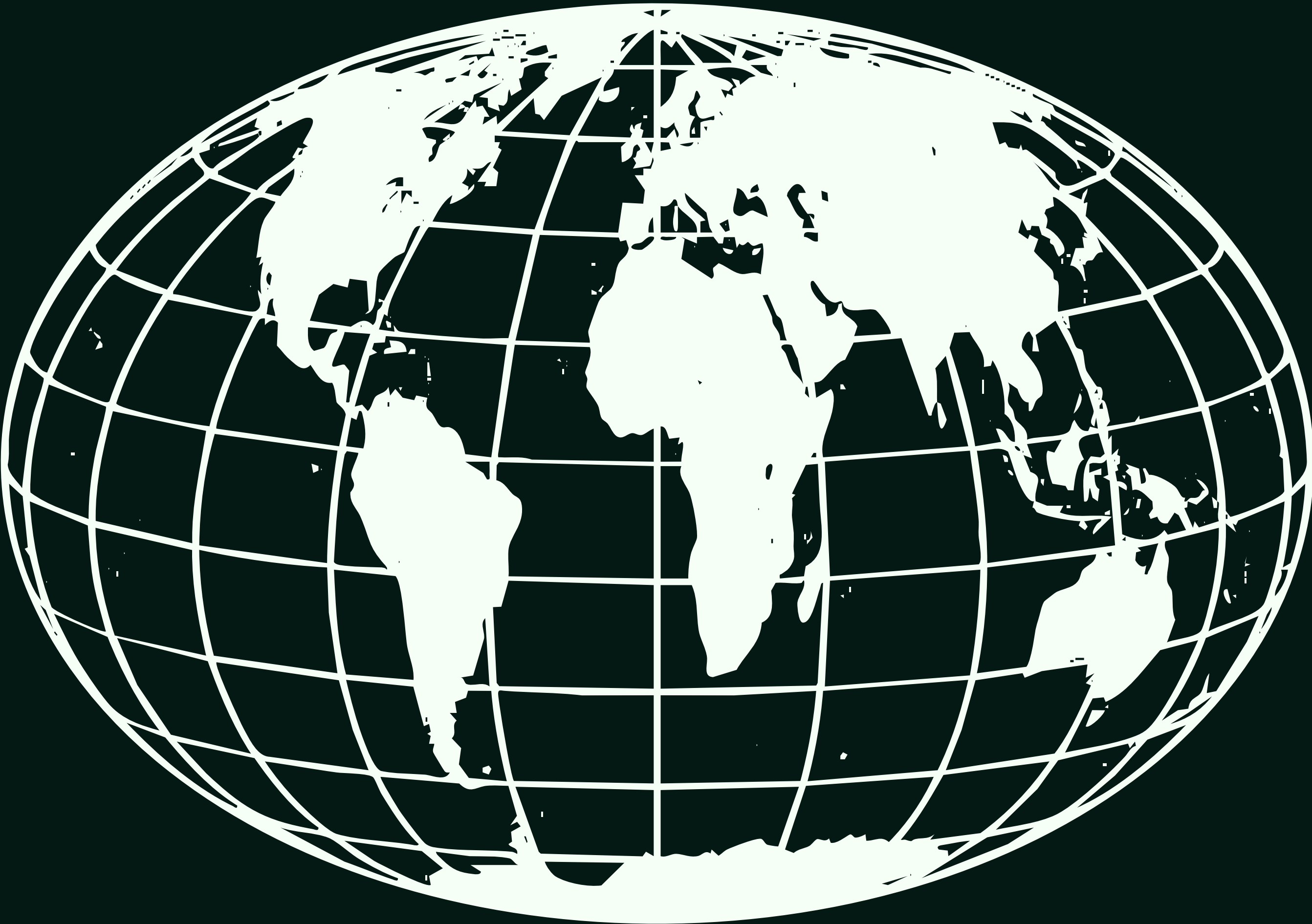
**01.5.6
Group
Sustainability
Context**

Economy

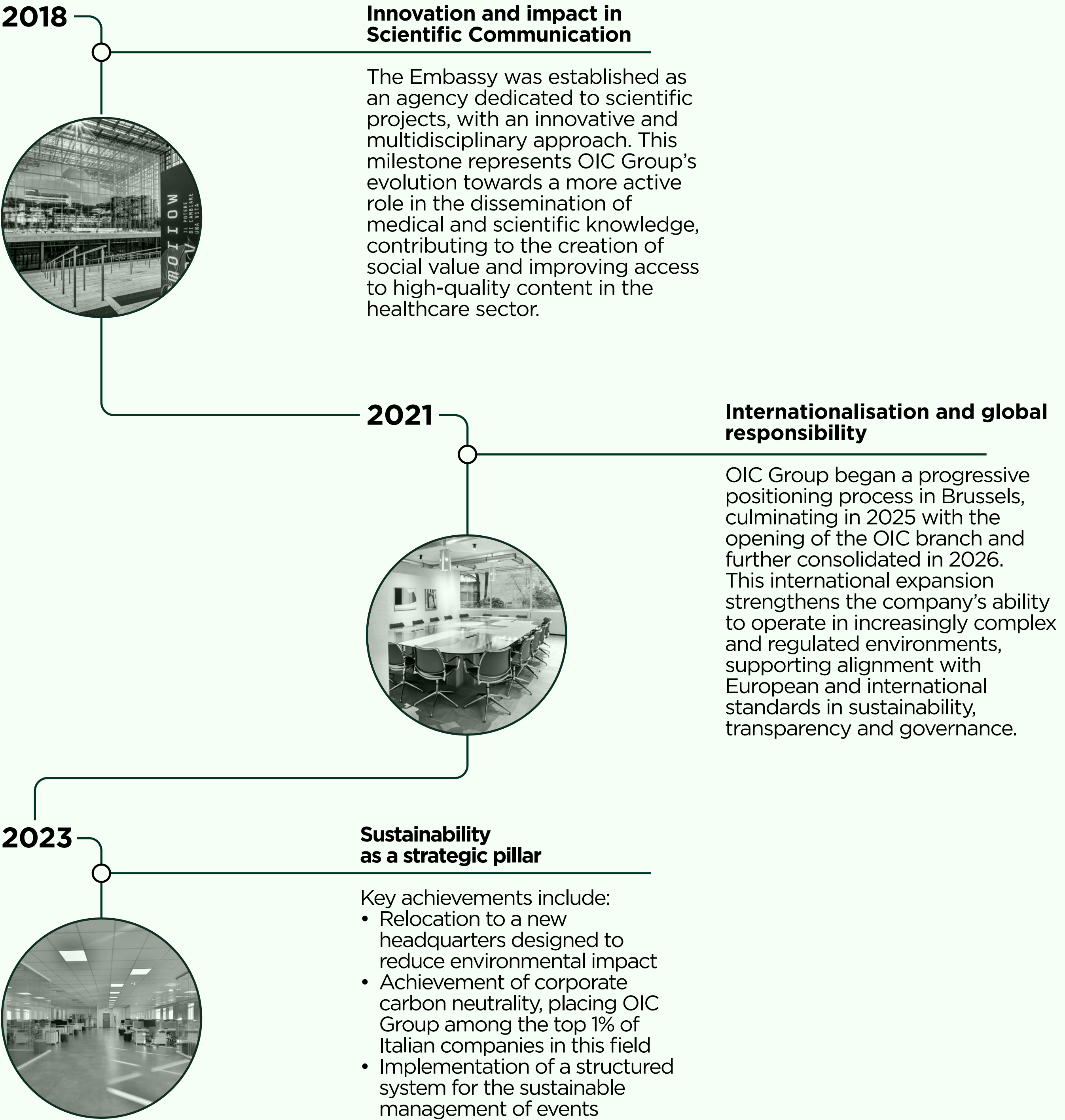
We create value for host destinations by engaging local supply chains and contributing to the sustainable development of destinations. Within this context, OIC Group has adopted a proactive approach to sustainability, aligned with the principles of the ISO 20121 standard and its own corporate policy, progressively

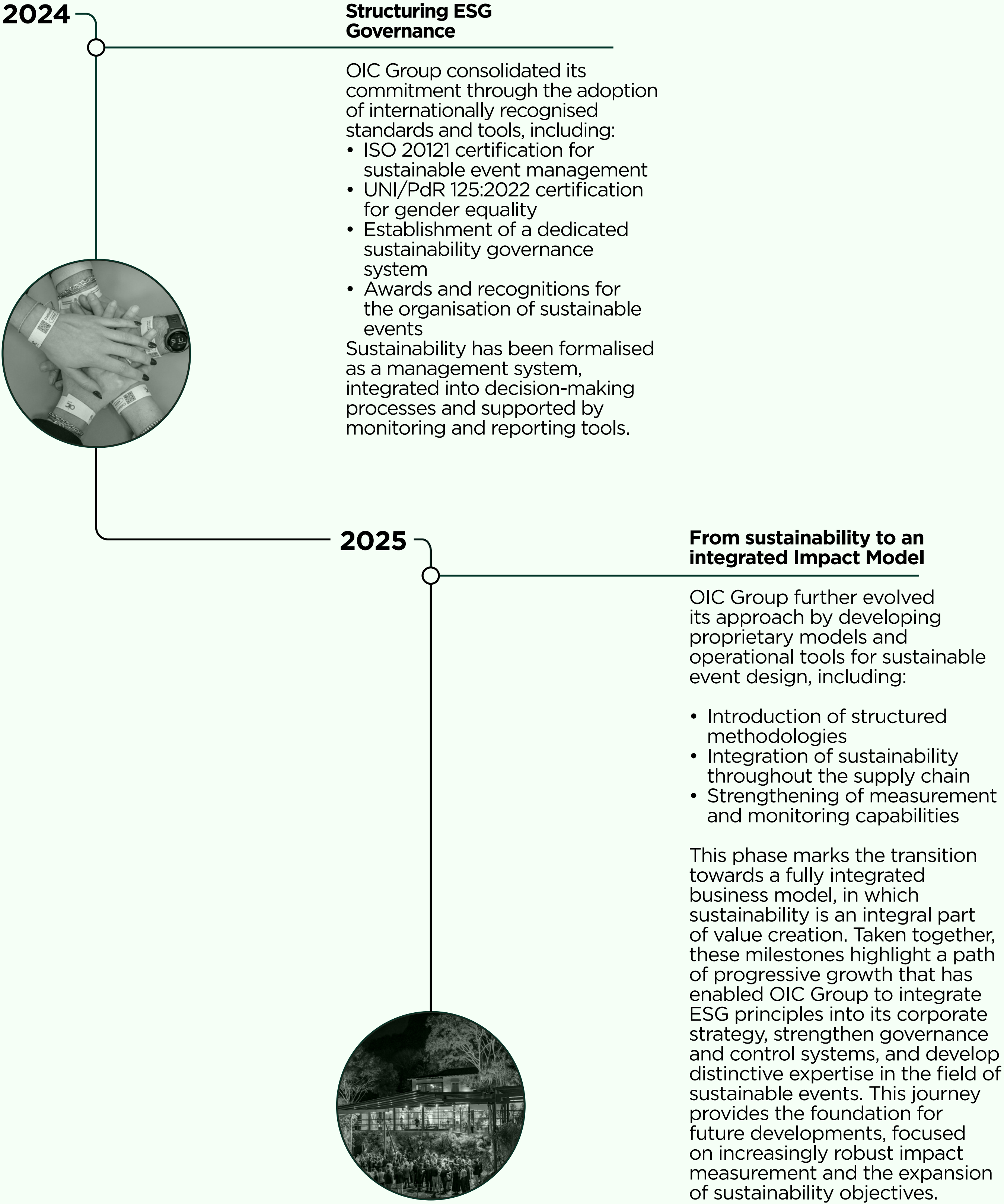
steering its operating model towards more responsible solutions. The context in which the company operates is also constantly evolving. The growing focus on ESG issues across the market, increasing client awareness, and the progressive strengthening of regulatory standards are reshaping expectations of

organisations operating in the events industry. Within this evolving landscape, OIC Group positions itself as a trusted partner, supporting clients and stakeholders throughout their sustainability journey by integrating sustainability into decision-making processes and contributing to the creation of shared value.



01.6 Milestones





01.7 Measuring Impact

01.7.1 Stakeholders and Relationships

01.7.1.2 Stakeholder Identification

As OIC Group continues to strengthen its sustainability approach, it recognises stakeholders as a fundamental part of its ecosystem.

The environment in which the company operates, shaped by relationships, destinations and professional communities, is a dynamic network of mutual influence. Within this ecosystem, OIC Group does not simply respond to stakeholders’ expectations, it actively helps shape them.

Stakeholder mapping is therefore a key tool for understanding the context in which the company operates and for defining sustainability priorities, actions and objectives.

Building on the work carried out in previous years, OIC Group has continued to refine and strengthen its stakeholder analysis, with the aim of developing an increasingly robust and representative materiality assessment.

Stakeholders have been identified by distinguishing between internal and external groups, providing a clear picture of the diverse range of actors involved in the company’s activities.

OIC Group’s stakeholders include:	Internal People, management, governance bodies and Group companies	External Clients, partners, suppliers, institutions, industry associations, media and communities.
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01.7.2

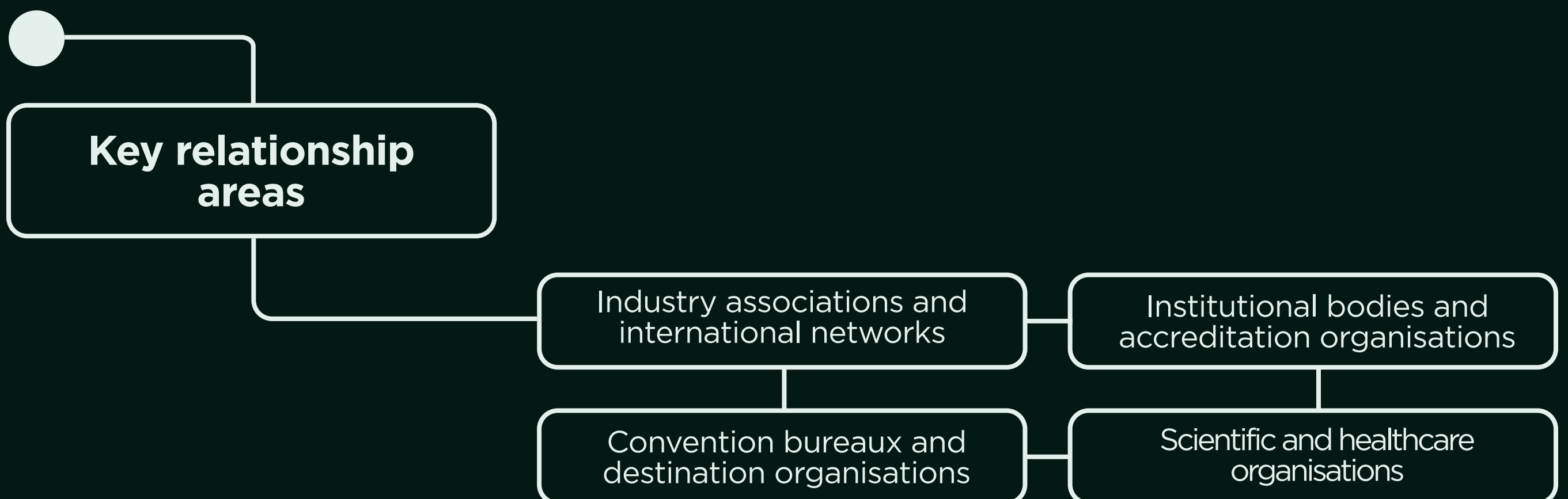
Relationship Ecosystems

OIC Group operates within an extensive network of relationships, which represents a strategic asset for business development and for the integration of sustainability principles.

Industry associations, together with national and international organisations, play a key role in fostering the sharing of best practices, supporting innovation and ensuring alignment with regulatory standards and market developments.

Through active participation in these networks, OIC Group strengthens its positioning and contributes to the promotion of increasingly responsible and sustainable models within the events industry.

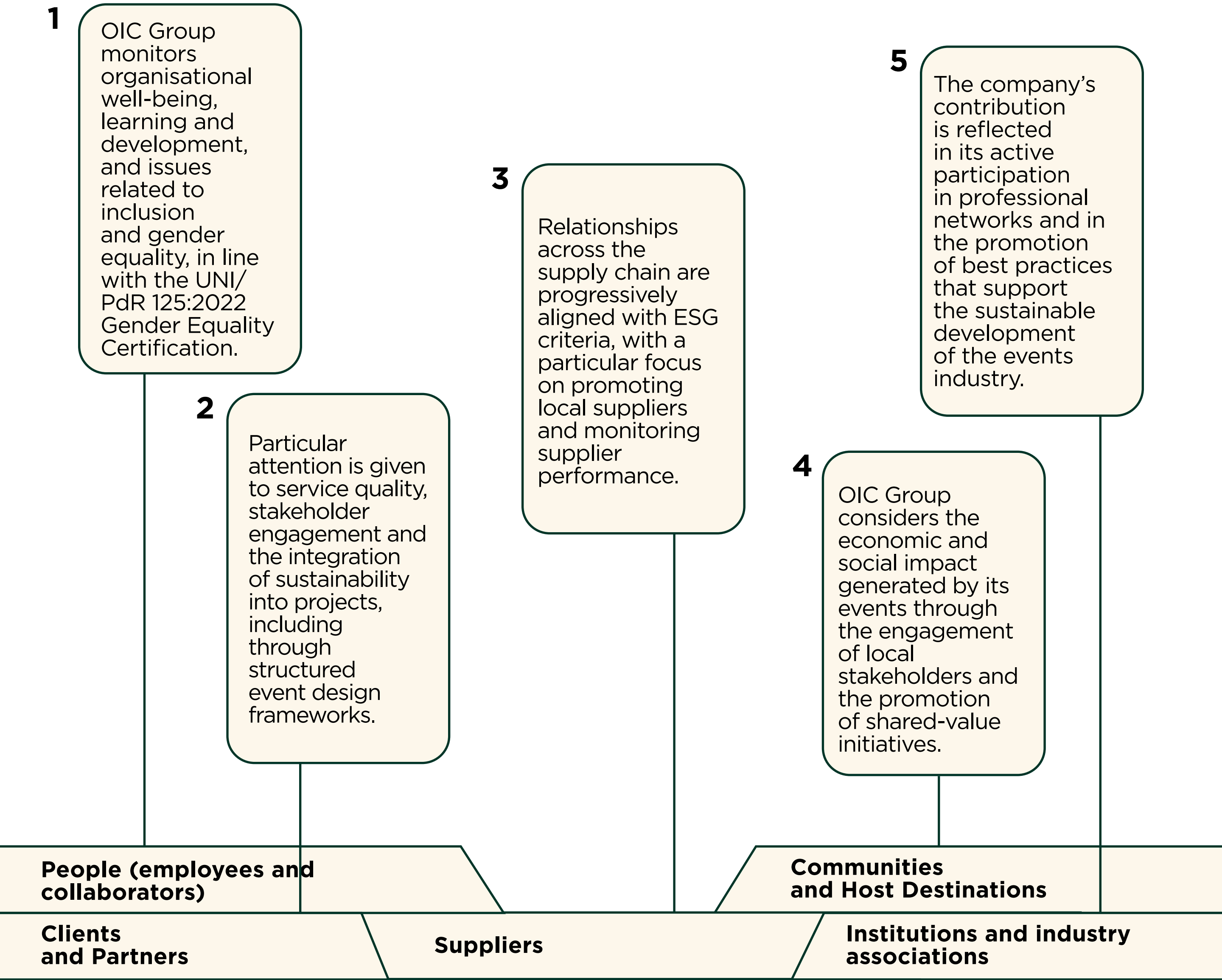
At the same time, these relationships enable ongoing dialogue with host destinations and local stakeholders, facilitating the integration of the company's activities into the contexts in which it operates.



01.7.2.1 Mapping and measurement

Stakeholder identification is the first step in a broader journey that, for OIC Group, translates into the progressive integration of listening, action and measurement. From this perspective, stakeholder relationships are

managed not only through qualitative engagement, but are increasingly supported by indicators that monitor the effectiveness of the actions undertaken and the value they create.



01.8

Material Topics

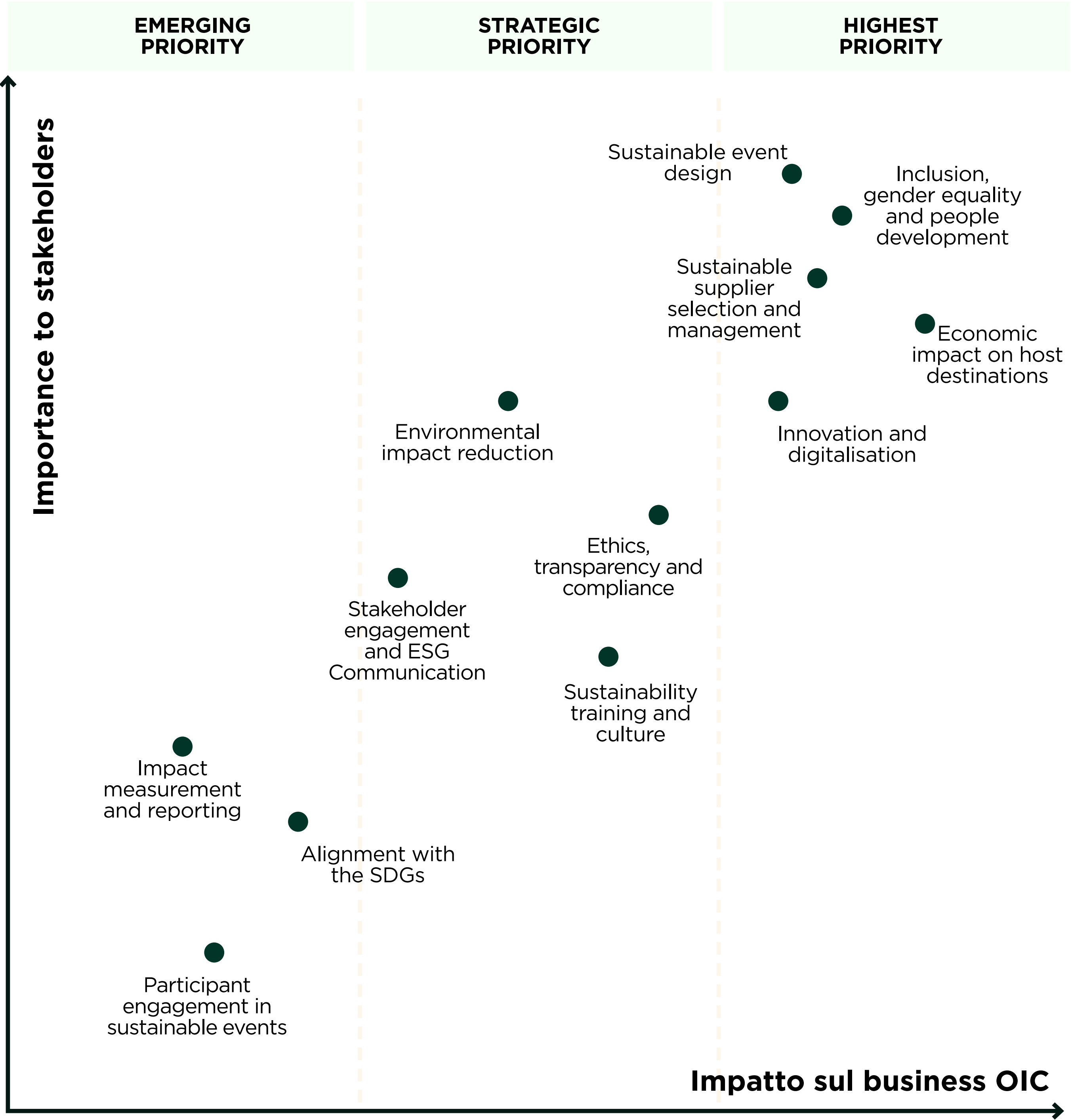
01.8.1 Materiality Matrix

As part of the ongoing evolution of its sustainability approach, OIC Group has initiated a process to identify its material topics, with the aim of determining the ESG issues that are most relevant to its business and stakeholders.

At this initial stage, the analysis was carried out by integrating:

- The principles of the ISO 20121 standard
- The Company's Statement of Intent
- Internal policies and operational processes
- The characteristics of the events and congress industry

This approach has enabled OIC Group to identify an initial set of priority topics, which will be further refined in future reporting cycles through the direct engagement of stakeholders.



The analysis showed that topics related to sustainable event design, supply chain management, ethics and people development represent the

most relevant priorities, both for OIC Group’s business and for its stakeholders. Further areas of growth also emerged, such as impact measurement and

the integration of sustainability into decision-making processes. These will represent key development directions for the coming years.

01.8.2
Our perspective on
impact

In the events industry, every design decision generates consequences that go beyond the organisational dimension. Events are not neutral spaces: they activate relationships, mobilise resources, influence behaviours and help shape the context in which they take place. In this scenario, impact is becoming increasingly central. It is not only about reducing negative effects, but about understanding and guiding the overall contribution an event can generate at environmental, social and economic level.

For OIC Group, this translates into a progressive evolution of its role. Event organisation gives way to a broader vision, in which designing means taking responsibility for the consequences generated, integrating sustainability as a structural element of the process.

This approach finds its operational synthesis in the OIC Impact Method, the framework through which the company translates ESG principles into concrete actions throughout the entire event lifecycle. A system that connects design, supply chain, operational management and measurement, making impact increasingly traceable and improvable over time.

Looking ahead, the commitment is to further strengthen this approach by developing increasingly advanced measurement and integration tools, so that every event can become a laboratory for applied sustainability and a concrete opportunity to generate lasting value.

The OIC Impact Method
enables OIC Group to:

Integrate
sustainability
from the earliest
stages of design

Actively
engage all
stakeholders

Monitor
environmental,
social and
economic
performance

Transform every
event into a
measurable
and improvable
system

01.8.3 GRI Content Index and European reporting references

This Sustainability Report has been prepared on a voluntary basis, with the aim of providing a transparent and progressively more structured representation of OIC Group's environmental, social and governance performance.

Although OIC Group is not subject to the reporting obligations set out by the CSRD Directive, the company has chosen to draw inspiration from the GRI Standards and to consider the main methodological references of the ESRS (European Sustainability Reporting Standards), in order to support the comparability of information and accompany the evolution of its reporting system.

The report also maintains alignment with the United Nations Sustainable Development Goals (SDGs) and with the main standards and management systems adopted by the Group, including ISO 20121, ISO 9001, UNI/PdR 125:2022 and the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001.

02. Our impact as an organisation

As part of its journey to integrate sustainability into its business model, OIC Group has progressively strengthened the structure of its ESG performance, with the aim of making the value it creates increasingly measurable.

The information presented in this chapter combines internal data with analyses developed with the support of external partners, particularly in relation to environmental impact measurement. This approach provides a solid foundation for the future development of the Group's monitoring system, in line with international standards.

02.1 Economic strength

In 2025, OIC Group recorded revenue of €31.8 million, confirming the strength of its business model and its ability to operate successfully in both national and international markets.

Revenue distribution highlights a strong presence in the Italian market, which accounts for 75% of the Group's business, alongside a growing international footprint (25%), reflecting OIC Group's ongoing international expansion. OIC Group's economic impact extends beyond its business performance, contributing to the development of host destinations through the engagement of local suppliers, professionals and venues. In this sense, every event acts as an economic multiplier, activating local value chains and generating widespread value.

02.2 Environmental footprint

OIC Group monitors its environmental impact through a structured approach to emissions measurement and resource consumption analysis, with the aim of identifying priority areas for action and defining continuous improvement initiatives. The company's carbon footprint has been measured in accordance with the internationally recognised GHG Protocol, the global standard for greenhouse gas emissions accounting and reporting.

Emissions Measurement and Improvement Initiative

OIC Group has launched an initiative to support environmental and social projects certified under the Gold Standard and VERRA's Verified Carbon Standard, which can be publicly tracked on its Climate Page on the company's website. For OIC Group, this initiative serves as a foundation for the future evolution of its environmental strategy.

02.3 Greenhouse gas emissions

In 2025, OIC Group’s total greenhouse gas emissions amounted to 10.19 tonnes of CO₂ equivalent (tCO₂e), entirely attributable to Scope 1 direct emissions, while indirect energy emissions (Scope 2) were zero under the market-based approach.

This result has been achieved through the use of electricity generated entirely from renewable energy sources, eliminating the company’s direct electricity-related emissions.

Scope 1	Scope 2	Energia elettrica
10,19 tCO₂e. Direct greenhouse gas emissions generated by the company’s operations.	0 tCO₂e. Indirect emissions from purchased electricity, calculated using the market-based approach, resulting from the use of electricity generated entirely from renewable energy sources	100% Renewable Electricity procured from GSE-certified renewable energy sources.

The emissions analysis shows that the company’s environmental footprint is primarily driven by refrigerant gases and fuel consumption from company vehicles.

- 63% of Scope 1 emissions are attributable to refrigerant gases.
- 37% are attributable to fuel consumption from company vehicles.

The use of electricity generated entirely from renewable energy sources results in zero Scope 2 emissions under the market-based methodology.

02.3.1 Emissions breakdown

63%

Refrigerant gases

37%

Company vehicles

This breakdown highlights the key areas for future action to reduce the company's environmental impact, helping to guide initiatives towards more efficient management of resources and facilities.

How we measure emissions

OIC Group's carbon footprint assessment has been carried out in accordance with the internationally recognised GHG Protocol Corporate Accounting and Reporting Standard, the world's most widely used framework for greenhouse gas emissions accounting and reporting. The assessment included:

- Defining the reporting boundary
- Collecting and verifying data
- Identifying emission sources
- Calculating Scope 1 and Scope 2 emissions

This report does not include Scope 3 emissions, which represent a future area of development for the company's environmental monitoring system.

From measurement to action

For OIC Group, measurement is the starting point of a broader journey towards reducing and managing environmental impact in a more conscious way.

This approach is reflected in:

- The use of electricity generated from renewable energy sources
- The integration of ESG criteria into event design
- The promotion of local suppliers
- The reduction of paper consumption through digitalisation
- The development of sustainability-focused partnerships and initiatives

02.4 People and corporate culture

People are at the heart of OIC Group's development model.

The company's growth is built on the enhancement of skills, the creation of an inclusive working environment, and the promotion of professional development paths focused on continuity, learning and empowerment.

In this context, the UNI/PdR 125:2022 Gender Equality Certification provides a practical framework for monitoring progress and driving continuous improvement.

02.4.1 Workforce

102
People

+30%
New hires
under 30

OIC Group's workforce is characterised by a multidisciplinary approach and an ongoing generational renewal, strengthening the company's expertise, innovation and ability to adapt to change.

02.4.2 Employment

Employment stability

94%

Permanent
contracts

6%

Fixed-term
contracts

The high percentage of permanent contracts reflects OIC Group’s commitment to long-term employment and the development of stable, lasting working relationships.

New talent

21

New hires

95%

Women

5%

Men

+30%

New hires

under 30

Throughout 2025, OIC Group continued its growth by welcoming new professionals, with a particular focus on younger generations and the development of female talent.

02.4.3 Learning and development

Continuous learning

Learning is a strategic driver for supporting the continuous development of skills and fostering people's professional growth.

Training activities covered both technical competencies and cross-functional topics related to sustainability, innovation and organisational development.

**744 Training hours
delivered in 2025**

Building a culture of sustainability

Learning is a key driver in fostering a culture of sustainability across the organisation and embedding ESG principles into everyday operations, in line with international standards.

02.4.4

Diversity, equity and inclusion

Female leadership

75%

Managerial
positions held
by women

25%

Managerial
positions
held by
men

Gender balance is one of the defining characteristics of OIC Group's corporate culture. The strong representation of women in managerial positions reflects an organisational model focused on recognising talent and fostering inclusive career development, in line with the principles of the UNI/PdR 125:2022 Gender Equality Certification.

UNI/PdR 125:2022

The certification provides a structured framework for monitoring, reporting and continuous improvement in the area of gender equality.

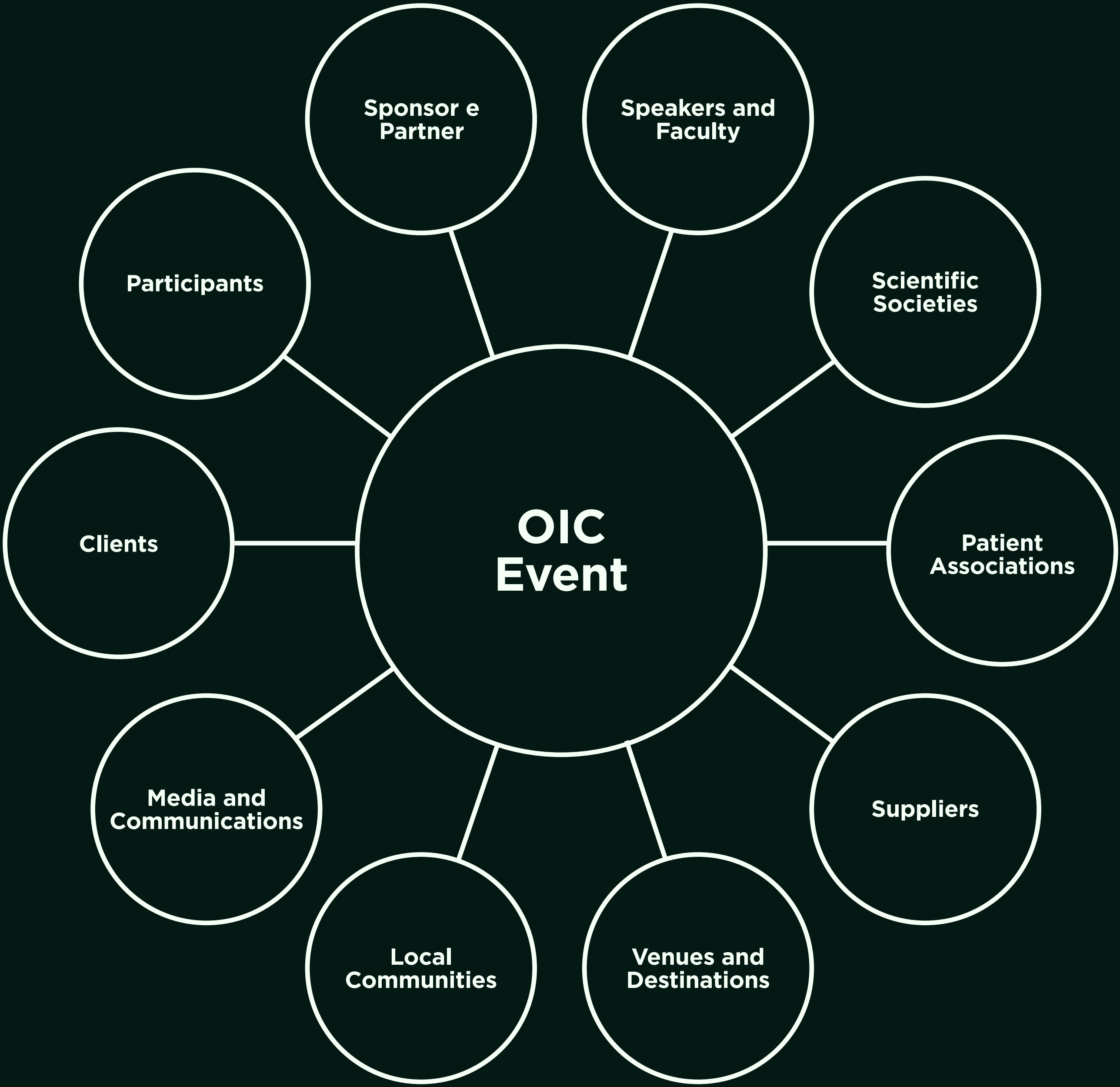
03. Designing value

“Every event is a complex ecosystem of relationships, decisions and opportunities.

Through our methodology, we transform this complexity into measurable value for clients, participants, host destinations and communities.”

03.1 Relationship architecture

Every event brings together a diverse network of stakeholders, each with different needs, expectations and levels of influence. Understanding these relationships enables the design of experiences that are more effective, inclusive and capable of generating lasting positive impact.

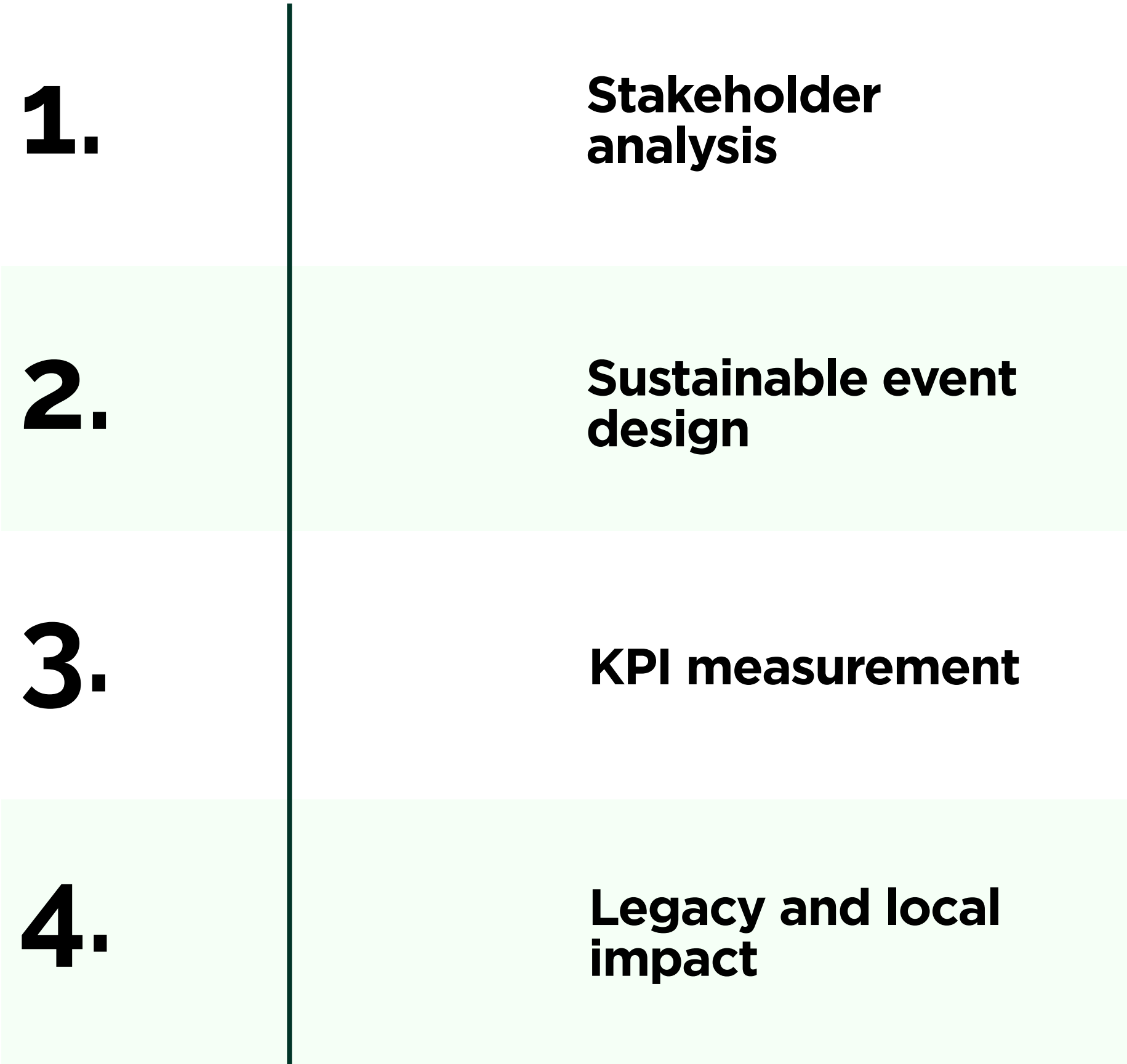


03.2

OIC Impact Method

From complexity to value

Through the OIC Impact Method, we integrate sustainability, creativity and operational excellence to design events that generate measurable environmental, social and economic outcomes.



03.3

From strategy to action

Sustainable event guidelines	Operational Checklists	Green Tribe
Supplier sustainability assessment	Partnership ESG (Up2You, Food for Good, Oxfam)	

The Sustainable Event Guidelines define practical actions covering catering, materials, suppliers, social and ethical initiatives, and communication, supported by dedicated corporate KPIs.

03.4

Operational KPIs 2025

Behind every sustainable event lies a series of design decisions, partnerships, measurement tools and concrete actions. The KPIs presented below summarise the key operational results achieved in 2025 and demonstrate how the OIC Impact Method translates into measurable value for clients, host destinations and communities.

639

Events delivered in 2025 featuring food recovery initiatives and waste reduction measures.

100%

Events delivered in line with sustainability criteria. 2025 corporate target defined in the ESG Plan and monitored through the OIC Impact Method.

80%

Employees trained in sustainability best practices
Cross-functional engagement of operational teams in the design and delivery of responsible events.

+3.000t
tCO₂e offset

Associated with events, through the retirement of carbon credits with technical support from Up2You.

7

Environmental and social projects supported through the offsetting of emissions from events held in 2025.

7 environmental and social projects supported

Through the purchase and retirement of carbon credits used to offset quantified event emissions, OIC Group supported seven certified projects spanning renewable energy, forest conservation and sustainable development (Gold Standard/Verra’s Verified Carbon Standard). According to the project documentation, these initiatives deliver environmental and social benefits to local communities and are aligned with several United Nations Sustainable Development Goals, including Good Health and Well-being, Quality Education, Affordable and Clean Energy, Decent Work and Economic Growth, and Climate Action.

03.5 Impact stories

03.5.1

Global Spine Congress 2025



+ 2.200

Participants from around the world

1.188 —————○tCO₂e Carbon emissions offsetEquivalent to the annual
emissions of more than 250
petrol-powered cars.**Rio de Janeiro****1305** e-Posters equivalent
to **260 kg** of paper saved.**100%**
Meals redistributed

For the first time in AO Spine's history, OIC led the congress towards an integrated sustainability model, while also developing the CSR storytelling that accompanied the event.

Global Spine Congress 2025 brought together a global scientific community from 80 countries in Rio de Janeiro, providing the ideal setting to develop and showcase a more responsible congress model.

The environmental and social initiatives implemented throughout the event complemented the scientific programme, helping to generate measurable and shared positive impact.

03.5 Impact stories



03.5.2

Low Vision 2025

+ 800

International participants

100% areeCongress areas designed for
accessibility**3** Immersivelow vision
experiences

Firenze**100%** Materials designed
according to visual
accessibility principles**600** Meals donated to local
charities. Equivalent to
approximately **200** days
of complete meals for
a family of three.

Addressing visual impairment as an opportunity for social and cultural innovation. Together with Destination Florence and Firenze Fiera, we integrated inclusive solutions into every aspect of the event.

Low Vision 2025 provided a platform for both scientific exchange and hands-on experiences focused on accessibility. People with low vision and patients were directly involved in the congress sessions, making the programme more open, inclusive and participatory.

The decision to design the event as a fully walkable experience, together with the community initiatives carried out across the city, strengthened the connection between the congress, the destination and the local community. The project received the Italian Knowledge Leaders 2025 award in recognition of its contribution to strengthening the destination's scientific positioning.

04. Appendices and Indicators

04.1 2030 Agenda Goals

2030 AGENDA GOALS	CORPORATE KPI	UNIT OF MEASUREMENT
SDG 12 – Responsible Consumption and Production Ensure sustainable consumption and production patterns.	Reduction in corporate paper consumption	Euro – corporate expenditure
		Number of reams
	Promotion of local suppliers and economic contribution of local procurement	% of local suppliers out of total suppliers
		% of total procurement value spent on local suppliers
SDG 13 – Climate Action Take urgent action to combat climate change and its impacts.	Optimisation of digital internal communications	Number of business flights avoided
	Monitoring mobility related to events	Number of rail journeys used
SDG 17 – Partnerships for the Goals Strengthen the means of implementation and revitalise the global partnership for sustainable development.	Social initiatives and support activities for host destinations and local communities	Number of initiatives implemented
	ESG and CSR awareness activities	Number of communication contents/publications
	CSR website visibility	Number of CSR webpage visits – event users – new users
	Employee engagement in sustainability initiatives linked to corporate culture	Use of recycling facilities
		Use of water refill stations
		Use of low-impact transport for commuting
		Preference for locally sourced meals (zero-kilometre products)
SDG 2 – Zero Hunger End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	Social and ethical initiatives	Number of events featuring food donation/redistribution
		Number of meals donated/redisuted
SDG 8 – Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Compliance with labour regulations and promotion of an ethical approach (dignity, equal opportunities and inclusion)	Number of labour disputes
	Partnerships with universities and organisations supporting career guidance and employment	Number of projects delivered / partnerships established
SDG 9 – Industry, Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	Sustainable supplier relationship management	Survey score
	Use of smart platforms for the digitalisation of operational processes	Number of processes mapped and digitised

04. Appendices and Indicators

04.2 Strategic Objectives

AREA / SCOPE	OBJECTIVES
PdR 125/22 – Recruitment and Hiring	Ensure fair and inclusive recruitment processes, promoting gender balance across different business functions.
PdR 125/22 – Training	Consolidate professional growth and economic development opportunities based on fairness and transparency. Strengthen ongoing training on inclusion, gender equality and organisational culture.
Employer Branding / PdR 125/22 Training	Participate in initiatives and projects dedicated to training and career guidance for younger generations.
	Consolidate participation in educational programmes and mentorship pathways.
PdR 125/22 – Work-Life Balance and Parental Care	Strengthen corporate welfare measures and work-life balance policies.
PdR 125/22 – Prevention of Violence, Harassment and Abuse	Promote a safe, inclusive and respectful working environment.
Improvement of the Sustainable Event Management System Green Tribe Project	Develop a comprehensive portfolio of services for sustainable events, integrating solutions dedicated to logistics, experience design and communication for corporate and congress events.
	The portfolio will be developed in line with ISO 20121 standards and designed to improve the participant experience and clients' perception of sustainability.
	Conduct structured research to update the list of sustainable and innovative suppliers, identify new operational solutions and best practices in event design, with the aim of maintaining OIC Group's strong ability to offer responsible, distinctive and measurable event models
Sustainability	Consolidate corporate and project-based sustainability initiatives, enhancing partnerships and ad hoc activities.
	Promote training events dedicated to sustainability, gender equality and the dissemination of ESG culture within the organisation.
	Implement dedicated communication materials to support the proposal of sustainable services, highlighting the work of Green Tribe and strengthening OIC Group's commercial ability to offer integrated ESG solutions.
	Strengthen Project Manager training on sustainability topics, increasing internal awareness of OIC's positioning and the ESG opportunities applicable to event design.



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Shared digitally to reduce it.**



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