



Business Report 2022
Sustainability Report

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Sustainable thinking and action have shaped MCH Group's more than 100-year history and will contribute to determining the path it adopts in future too.

Introduction

MCH Group, which was founded in Basel (Switzerland) in 1916, is a leading globally-operating live marketing company.

The group's portfolio includes services to meet all the needs of experience marketing. MCH Group provides community platforms worldwide, in physical and digital formats, together with bespoke solutions in all areas of experience marketing, including attractive multi-functional event infrastructures like those in Basel and Zurich.

MCH Group aims to boost the long-term value of our global company group for the benefit of all its stakeholders, shareholders and customers, partners and suppliers, employees, industry networks, and the business locations of Basel and Zurich. The strategy is focused on growth and expansion.



MCH Group locations (GRI 2-1)

Starting situation

The past five years at MCH Group have been marked by significant strategic and organizational challenges. The 2022 Sustainability Report is being published against this background.

Consolidation and a new beginning

MCH Group is currently in a consolidation phase. The corporate strategy and organizational structure are being implemented. With Canton Basel-Stadt and the entry of Lupa Systems, MCH Group has two anchor shareholders, both of whom are pursuing a long-term, sustainable strategy. The group's capital structure, Board of Directors, shareholder base and corporate governance have been strengthened in this way.

Due to the continuing restrictions in 2022, it was not yet possible to achieve a complete comeback but the group has, however, embarked upon a successful future. Flagship events like Art Basel in Basel, Miami Beach and, for the first time, Paris+ par Art Basel proved highly successful. Art Basel Hong Kong was still impacted by Covid restrictions. – MCH Group can now once again concentrate fully on its goals of growth and customer satisfaction.



Networking different competencies to achieve unique, customer-oriented solutions

MCH Group, with its value chain, is able to provide a very broad and variable range of services including physical and digital formats for different industries (fairs such as Art Basel) and bespoke offerings in all areas of experience marketing (Expomobilia, MC², MCH Global). The group is able to create unique, customer-oriented solutions by networking its different competencies.



MCH Group: Companies and range of offerings (GRI 2-1, 2-2)

Upstream processes, such as procurement or logistics and supplier selection, and downstream processes like waste management form an integral part of our value creation and are included in the sustainability assessment as material topics. We are moving forward with the further development of our value creation in a continuous process, in dialog with our internal and external stakeholders and giving due consideration to sustainability criteria in all process steps and at all company levels.

The MCH Group portfolio takes in Art Basel, our own exhibitions and guest events (in Basel and Zurich). The Live Marketing Solutions companies operate all over the world and implemented more than 1,800 projects in 2022 (despite the restrictions in force until April 2022):

Messe Basel and Congress Center

Five exhibition halls and a Congress Center with 25 rooms of different sizes – 141,000 m² in all – offer just the right ambiance for staging events of all types in Basel.

Seven trade fairs, 22 conferences, 119 events and 11 guest occasions were held in Basel in 2022.

[To Messe Basel](#)

Messe Zürich

Messe Zürich has seven halls and a similar number of meeting rooms, with an exhibition surface totaling 30,000 m². Following Messe Zürich's cooperation with the Hallenstadion and Zurich Tourism in the Arena Convention Expo Zurich (ACE), XL-sized events can now be hosted in Zurich-Oerlikon. The premises not only accommodate large-scale trade fairs but can also be used for events spanning several days and smaller seminars.

In 2022, Messe Zürich welcomed 1,371 exhibitors and 132,853 visitors. The meeting rooms were booked a total of 129 times.

[To Messe Zürich](#)

Art Basel

Art Basel has been bringing the art world together since 1970. As an international – and the world's most prestigious – art fair, Art Basel stages events in Basel, Miami Beach, Hong Kong and now also in Paris. The shows present leading galleries and artists from five continents together with their works.

In the 2022 reporting year, all the Art Basel events were staged successfully – Art Basel in Basel, Miami Beach, Paris+ par Art Basel (new) and Hong Kong (subject to Covid measures).

[To Art Basel](#)

MC²

MC² is a multiple award-winning, globally operating brand-experience solutions agency. Strategic insight, inspiring design, and seamless execution ensure the agency's clients thrive in a constantly changing world. MC² is passionate about pushing boundaries to create new opportunities in the interests of its clients. Creativity, the latest technologies and a global presence are available to clients for their further development. MC² is represented at 12 locations in the USA.

In 2022, MC² received 7 awards and completed 1,768 jobs, including 648 exhibition booths.

[To MC²](#)

MC² Europe

With its head office in Hilden near Düsseldorf, MC² Europe is an independent subsidiary of MCH Group. Having built up almost 40 years' competence as a full-service partner, this live marketing company designs and implements distinctive brand presentations at trade fairs and events for its national and international clients. It offers creative concepts, a wealth of consulting expertise and high-quality implementation – always with the aim of making a brand experienceable.

[To MC² Europe](#)

MCH Global

MCH Global is a leading experience marketing agency with offices in Zurich, Dubai and Amsterdam. MCH Global sees itself as a team of passionate storytellers. The agency creates and implements impressive experiences, coupled with innovative, digital and virtual solutions and first-class content.

In 2022, MCH Global implemented 40 projects (including for Audi, BMW, Die Mobiliar, Google and Porsche).

[To MCH Global](#)

Expomobilia

In the role of general contractor, Expomobilia constructs exhibition booths, exhibitions, art shows, events, pavilions, showrooms, experience centers, roadshows, and temporary and semi-permanent structures in all styles and formats in Switzerland and worldwide. The highly qualified team implements concepts and designs both precisely and efficiently. Expomobilia finds solutions for even the most unusual ideas, which can be implemented in a high-quality yet resource-saving manner within the specified time and budget. Expomobilia has locations in Switzerland (Effretikon) and Asia.

In 2021/22, Expomobilia received 12 awards for projects that included pavilions (sustainability) at the world expo in Dubai.

[To Expomobilia](#)



Florian Faber



Sarah Borrey

Statement CEO and CSSO

We have pleasure in presenting our report to you. We would like to demonstrate the importance that sustainability holds for our group and highlight our corporate focus and initiatives. We set ourselves ambitious yet attainable goals. These are aligned to our strategy of sustainable growth and expansion. At the same time, we aim to meet the climate targets (Paris 2050, COP27) and observe the continuously adapted legislation.

Sustainability is a central concern for us and one that entails responsibility. Knowing that our business activity impacts the environment and society, we have taken measures to improve our ecological footprint and social responsibility. Under the SBTi (Science-Based Targets Initiative), we have committed to defining a reduction pathway consistent with the Paris Agreement and to specifying emission reduction targets at global level. With the newly created post of Chief Strategy and Sustainability Officer (CSSO), this strategic topic has been anchored in the management. The material topics for MCH Group in 2022 have been defined in cooperation with the relevant stakeholder groups.

Sustainability is decisive

- for our company with regard to profitability (resources) and as a key pillar for sustainable growth
- for our corporate strategy and organizational structure (integration at global management level)
- for assuming responsibility towards the environment
- for our behavior within a global group structure and as a respectful, supportive employer
- for our network, to which we are committed and in which we support the sustainability endeavors of our partners.

Our thanks go to all our employees and partners who, through their commitment, curiosity and ideas, make a key contribution to a sustainable future for our company.

Florian Faber
CEO

Sarah Borrey
CSSO

2022 Sustainability Report

The 2022 Sustainability Report is being published in the context of the strategic realignment of MCH Group and an adapted organizational structure. The main focus is on internal consolidation and on strengthening the company as part of the transformation process (cultural change). At the same time, the sustainability strategy is being taken forward.

MCH Group wishes to retain its key role in the exhibition and event sector. Our strategic goal is to create added value by integrating the ESG aspects into our value creation (ESG: Environment, Society, Governance).



Environment
How does the MCH Group interact with the environment?



Society
How does the MCH Group interact with society?



Governance
What does responsible corporate behavior entail for the MCH Group?

A key aspect of MCH Group's annual reporting involves being transparent about the relevant sustainability topics and our sustainability performance (GRI 2-3). The 2022 Sustainability Report has been prepared in accordance with the latest Global Reporting Initiative (GRI) Standard and is published in May 2023 as a separate report. No corrections or restatements compared to previous years are required for the 2022 reporting year (GRI 2-4). No external assurance has been conducted of the figures and information published in this report (GRI 2-5). The Sustainability Report is published in the context of the 2022 Business Report (Annual Report, Financial Report, Remuneration Report).

New non-financial reporting and due diligence obligations

Reporting on non-financial matters has been given greater weight through the legal obligation set out in Art. 964a ff. of the Swiss Code of Obligations (CO). On January 1, 2022, new reporting, transparency and due diligence obligations came into force for companies domiciled in Switzerland as per the Swiss Code of Obligations (Art. 964a-c and 964j- l CO) and the associated implementing ordinance (Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor [VSoTr]). The obligation to report on non-financial matters applies to "public interest entities" as per Art. 2 letter c AOA (Audit Oversight Act). MCH Group is also subject to this obligation, since, together with the

Swiss and foreign companies it controls, the group has an annual average of at least 500 full-time employees for two consecutive business years and reports a balance sheet total in excess of CHF 20 million or sales in excess of CHF 40 million.

These provisions apply to MCH Group for the first time in 2024, for its reporting on the 2023 financial year. In its report, the company must account for environmental, social and labor issues as well as for the respect of human rights and the fight against corruption (including due diligence and transparency obligations with regard to minerals/metals from conflict areas and child labor). MCH Group has made a start on the preparatory work for this (see Governance). For 2022, reporting on corporate and social responsibility is based on the GRI standards.

How we make an impact

Economic, environmental and social sustainability is a key success factor for MCH Group and is thus of major importance for its strategic decisions. The group promotes sustainable behavior in all areas and at all levels.



SK Telecom CES 2022 by MC²

“For us at MCH Group Ltd., sustainability means acting responsibly towards people (social), the environment (environmental) and the economy (economic). We want to show society that sustainability promotes new perspectives and business models and demonstrate how we actively mitigate negative effects where possible. We know that we are active in an industry that accounts for a high level of emissions and hence that special efforts are expected of us.

As an authentic and transparent member of society, we want to support our partners, visitors, suppliers and employees in integrating sustainability into their business activities and day-to-day business life. We also regard this as a task for us as a company and take our responsibility seriously. Sustainable thinking and action are no longer an option but are to be a matter of course in future. We can only bring about this change collectively, by creating shared visions, exploiting synergies among ourselves and mutually supporting one another, in dialog with our stakeholders.” *MCH Group Sustainability Team*

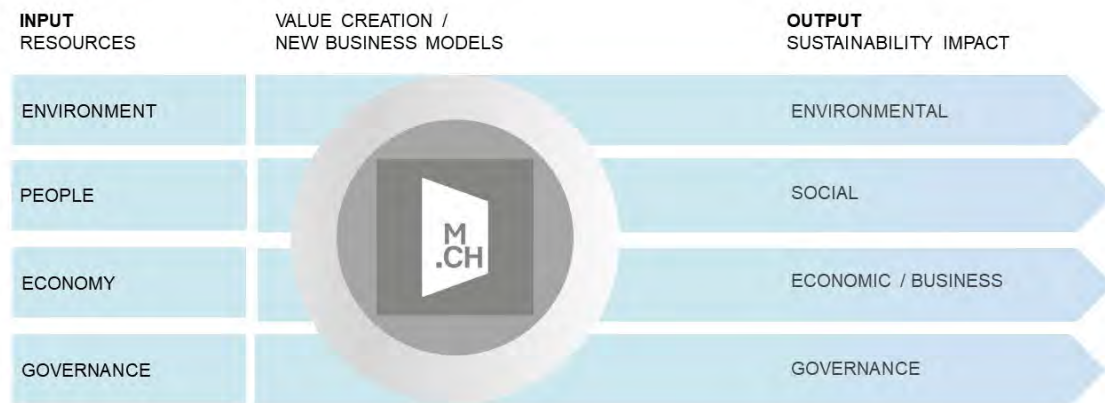
MCH Group's corporate activity has a high sustainability value:

Our marketing platforms and solutions contribute to the success of a range of companies and industries by bringing them together in a specific location at a specific point in time. This concentration on a specific time and place has key advantages for all the partners involved, reducing the amount of travel and individual activities taking place all over the globe.

While running its own exhibition infrastructure in Basel and Zurich is an intensive operation, MCH Group has effectively implemented key measures over the past few years. At all the Swiss locations – Messe Basel, Messe Zürich and Expomobilia – 100 % of electricity consumed comes from renewable sources. More than 88% of the overall energy requirements at the Basel and Zurich exhibition sites are met by

renewable energies. Photovoltaic systems on the roofs of Messe Basel and Messe Zürich and also at Expomobilia's location in Effretikon generate approximately 1.8 million kWh every year. This corresponds to the electricity requirements of around 400 single-family homes with four-person households.

The locations benefit from MCH Group's activities and platforms in various ways, especially through the major economic impact triggered by exhibitions and events: publicity and an identity for the location, tourism, the hotel and restaurant trade, etc. At the same time, the location interests of the Basel and Zurich regions are safeguarded through the public sector's participation in the holding company and its representation on the Board of Directors.



Our commitment to sustainability and social and ecological responsibility – with simultaneous value creation – is reflected in the MCH Group business model. The use of renewable energies and reusable or replenishable materials, for example, can significantly reduce the negative environmental impact of fairs.

Indirect economic impacts

Exhibitions, congresses and events generate a major direct and indirect economic benefit. A number of studies on the economic impact of exhibitions show that exhibition companies produce indirect returns that are eight to ten times greater than their own turnover. Only 20 to 25% of the expenditure incurred by an exhibiting company when it takes part in an exhibition goes to the exhibition organizers. Some 75 to 80% of its expenditure goes to different suppliers and service providers.

In Switzerland, the activities associated with MCH Group trigger sales of several billion Swiss francs as direct or indirect knock-on effects. This expenditure goes to the construction and ancillary industries (around 20%), the hospitality industry (around 30%), public transport operators (around 16%), the retail trade (around 6%), and different service providers (around 28%). The associated added value serves to create jobs and generates significant tax revenue for the confederation, cantons and communes.

Further effects exist that cannot be expressed in figures. These include, in particular, the positive influence of trade fairs as successful marketing platforms for the industries and companies concerned.

At the locations at which trade fairs and congresses are staged, these frequently have a "lighthouse effect" for tourism through their reach or appeal, which is transmitted to the city or country in question. The Basel region, for instance, benefits from the fact that the globally leading events of Art Basel in Basel, Art Basel in Miami Beach and Art Basel in Hong Kong carry the name of their "home city" throughout the world.

Material topics

To gain greater insight into the significance of sustainability for MCH Group, we conducted a survey of more than 200 external and internal stakeholders (customers, partners, employees, shareholders, etc.) in 2022. Respondents had to rate 30 pre-selected factors according to their actual and potential social, economic and environmental impacts, including their impact on human rights. Based on the survey results, we identified and prioritized the material topics for our sustainability strategy and reporting. These are strategic topics we are addressing or projects in progress. (GRI 3-1)

Strategic topics, aims, measures



Sustainable procurement

Compilation and application of social and environmental criteria for selecting and working with suppliers



Logistics and transport

Concepts for transport to and from our sites, the switch to electric vehicles, an integrated waste concept



Diversity, equal opportunity, inclusion

Implementation, living out the values; advancement of the topic in conjunction with the Global HR Team



Training and education

Work is ongoing on the implementation of a training tool to take ahead all the business units worldwide in matters of sustainability. Staging of the 'Culture Journey' and the 'Management Development Program'



Waste reduction and segregation

Focus on exhibitors: optimization of procurement (waste minimization), optimization of recycling and waste disposal, signage Individual measures: carpeting, giveaways, etc.



Energy management

Using/switching to renewable energy sources, including our own photovoltaic systems, optimization of hall lighting systems through sector-based lighting and dimmable lighting, for example



New sustainable business models

Development of sustainable projects and initiatives aligned to the new sustainability requirements of our markets and stakeholders.

In determining the material topics, we are following the Global Reporting Initiative's (GRI) recommendations on materiality analysis and implementing these in accordance with 'Standard GRI 3: Material Topics 2021'.

Our material topics (GRI 3-2):

FOCUS TOPICS	GRI	MATERIAL TOPICS
Energy Management	302	Energy
	305	Emissions
Waste reduction and segregation	306	Waste
Sustainable Procurement	308	Supplier Environmental Assessment
	414	Supplier Social Assessment
Logistics and transport (s. strategy)		
Diversity, equal opportunities, inclusion	405	Diversity and Equal Opportunity
Initial and further training	404	Training and Education
New, sustainable business models		

Environment

MCH Group invests continuously in the optimization of its ecological indicators: in the construction and operation of its buildings and facilities by increasing energy efficiency, employing renewable energies and reducing emissions; in logistics and transport through efficient location-specific concepts; in the production of booth structures and fittings through the selection of materials and the provision of active support for the circular economy. Environmental criteria are applied in the selection of (preferably local) suppliers.

Numerous projects and initiatives are centered on the quality and efficiency of MCH Group's significant trade fair infrastructures. When it comes to energy efficiency and emissions, it is the production locations that account for the most significant share within the group. Expomobilia, which implements projects worldwide, also merits particular attention, having received multiple certifications and awards for its sustainability performance.

- In the case of its substantial own trade fair infrastructures (Messe Basel and Messe Zürich), which it is able to influence directly, MCH Group has been investing in infrastructure, its own photovoltaic systems and its operations for many years. It has won widespread acclaim for the extent of its renewable energy use and emission reductions. In 2022, MCH Group made a start on optimizing the lighting systems in its halls.
- In cooperation with myclimate, data is currently being recorded for the group's own exhibitions, art fairs, event solutions and business units worldwide with the aim of identifying potential for reductions. Accompanying this is the introduction of a tool for recording and analyzing ESG data at events (including employee training).
- Under the SBTi (Science-Based Targets Initiative), MCH Group has committed to defining a reduction pathway consistent with the Paris Agreement and to specifying emission reduction targets at global level.
- Logistics and transport concepts are being drawn up in line with the sustainability strategy (exhibitors, suppliers, visitors).
- Expomobilia has received various awards for sustainable booth construction (pavilions at world expos, etc.). In 2022, it was the first Swiss general contractor to be awarded ISO-20121 certification for sustainable trade fair and event management.



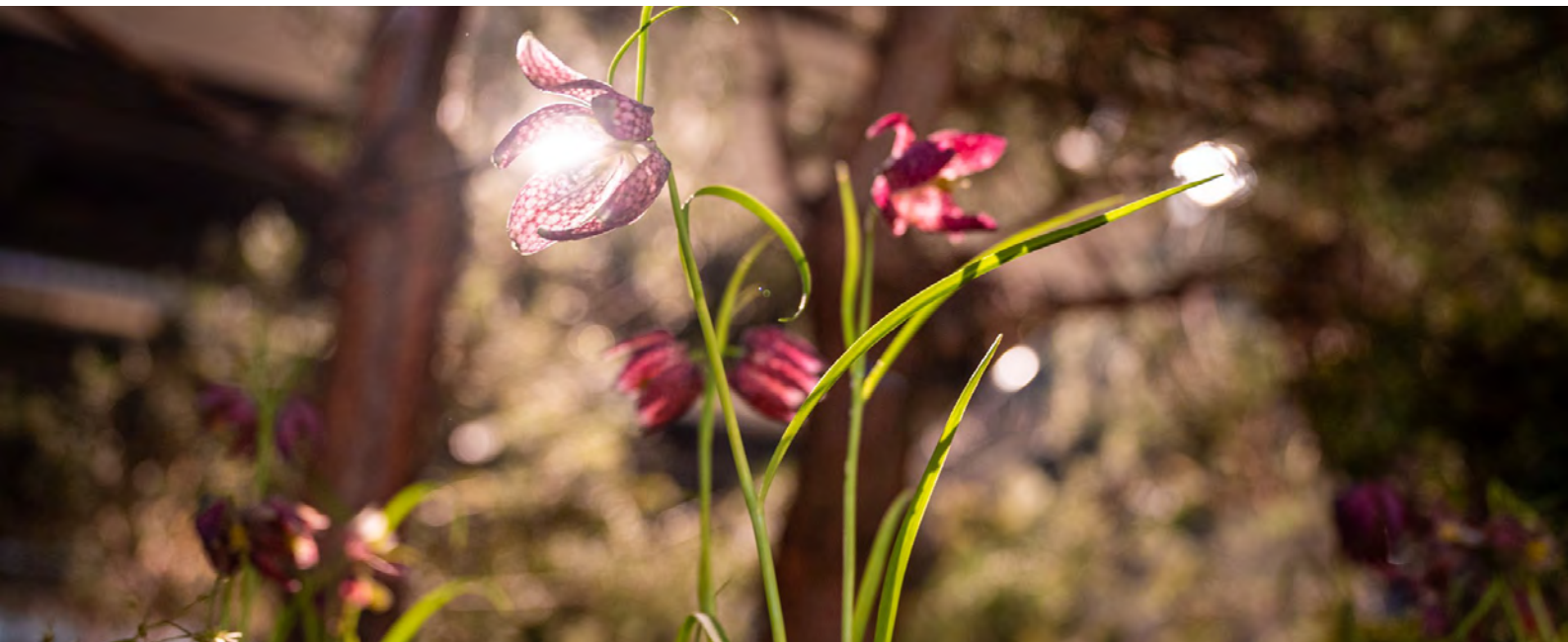
Expomobilia offers a sustainable expo design system in certified oak on an exclusive basis in Switzerland.

- Expomobilia offers a sustainable expo design system in certified oak (as an authorized dealer of EECS.green GmbH) on an exclusive basis in Switzerland. The individual modules can be combined into trade fair and event structures and are 100% reusable. The system constitutes a sustainable alternative to conventional aluminum construction systems. Up to 22,000 kg CO² is released in the production of one tonne of raw aluminum, while producing one ton of timber releases no more than 360 kg CO².
- Messe Basel aims to meet the demand for sustainable meetings and events and has developed a comprehensive range of offerings, from Green Meetings through to large-scale events.
- MC² Europe has the following ISO certifications: DIN EN ISO 50001:2018 (energy management); DIN EN ISO 9001:2015 (quality management); DIN EN ISO 14001:2015 (environmental management), and has been audited to DIN ISO 20121:2013 for sustainable event management.
- MC² Europe has appointed process owners in all its departments who are now “Sustainable event management officers to DIN ISO 20121:2013”. This ensures that expertise is transferred to all areas of work along the length of the value chain, right through to our customers.

In this way, the following aspects can be taken directly into consideration and appropriate offers drawn up where possible: holistic concepts, renewable and/or recyclable materials, reusable components and materials, suitable options for event venues and hotels (renewable energies), optimization of travel activity, equitable supplier terms and contracts, local and regional suppliers, sustainable catering, environmentally and economically sound logistics, packaging waste avoidance, and waste segregation.

- Art Basel wishes to create an environmentally sustainable art world through its GCC commitment.

The Gallery Climate Coalition (GCC) is an international community of art organizations working to reduce the environmental impact of the art sector. The GCC’s primary goal is to facilitate the reduction of the sector’s Co₂e emissions by no less than 50% by 2030 and promote waste-free methods and practices. GCC develops processes to this end and makes them available to its members. It provides leadership in sector-specific environmental issues and works to leverage the collective power of its membership to achieve systemic changes. As a registered charity, the GCC does not operate for profit. Its tools and resources are made available free of charge. The GCC relies on voluntary donations.



Photovoltaic installations

MCH Group produces more than 1,800,000 kWh annually with the photovoltaic installations at its locations in Switzerland.

A photovoltaic system was installed on the roof of Hall 1 in Basel in 1999 already, making it possible to use solar energy. Vegetation was also planted on the roof in conjunction with this. The panels have an area of 1,900 m² and an output of 215,000 kWh per year. A system four times this size was set up on the green roof of the new Messe Basel complex, which was completed in 2013. This photovoltaic system, which was installed in cooperation with an investor, feeds approximately 1,100,000 kWh electricity annually into the grid of the Basel energy utilities company (IWB), which took over the system in 2014. MCH Group also supports the "Wettstein 21" platform, which was responsible for the installation of a further photovoltaic system on the roof of the Congress Center Basel. This was completed at the end of 2014 and delivers around 180,000 kWh electricity each year. The roof space was made available free of charge.

Since 2009, a photovoltaic system with a panel area of 1,200 m² and an annual output of 150,000 kWh has been in operation on the roof of Messe Zürich.

Expomobilia operates two photovoltaic systems at its sites in Effretikon and Fehraltorf with a total surface area of 3,000 m². These generate approximately 435,000 kWh per year.

Messe Basel and Messe Zürich

A total of 87.8% of the overall energy requirements at the Basel and Zurich exhibition sites are met by renewable energies.

Messe Basel

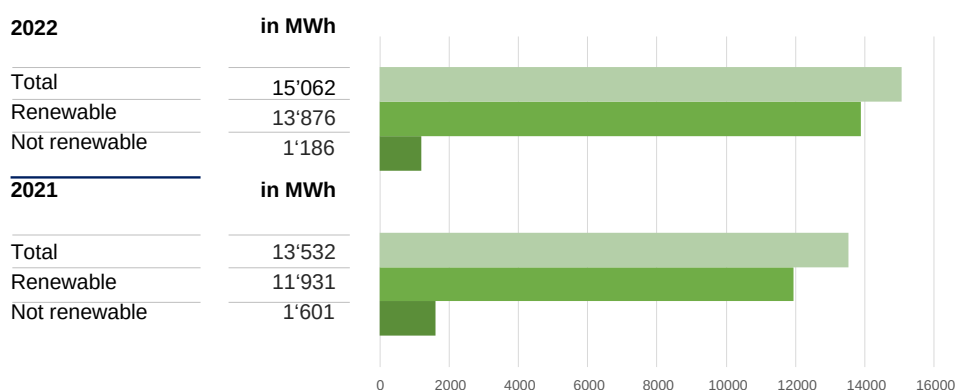
Messe Basel has exhibition space totaling 141,000 m², including 122,000 m² in the two main halls 1 and 2. The Congress Center Basel also belongs to Messe Basel, with 25 rooms and capacities for up to 5000 persons.

The Basel-Stadt Minergie certification agency awarded the new Messe Basel complex the **BS-054 Minergie Label**, which was developed especially for this building (2013). In addition, the target values of **SIA Standard 380/4** are met with regard to lighting and ventilation/air-conditioning. – The new complex satisfies stringent energy standards in respect of both the insulation of the shell and the provision of the necessary heating and cooling energy in a resource-saving manner. All heating, ventilation and refrigeration systems are operated only when required, and the majority of the waste heat generated is used.

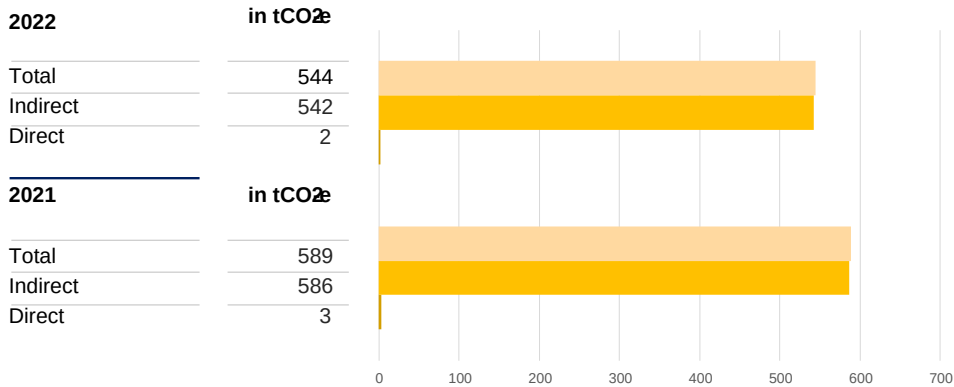
Messe Basel was issued with a **certificate** for 2022 confirming that the site uses **100% renewable electricity** in Wind Europa quality (ewz: Certificate No. 1395035).

Messe Basel has a cantonal target agreement (KZV) for major consumers with Canton Basel-Stadt. This is aimed at achieving a measure-based increase in energy efficiency by 2029 (starting in 2019). The goal is an energy efficiency of 118.7% based on specific measures and success monitoring.

Energy consumption Messe Basel (excluding administration)



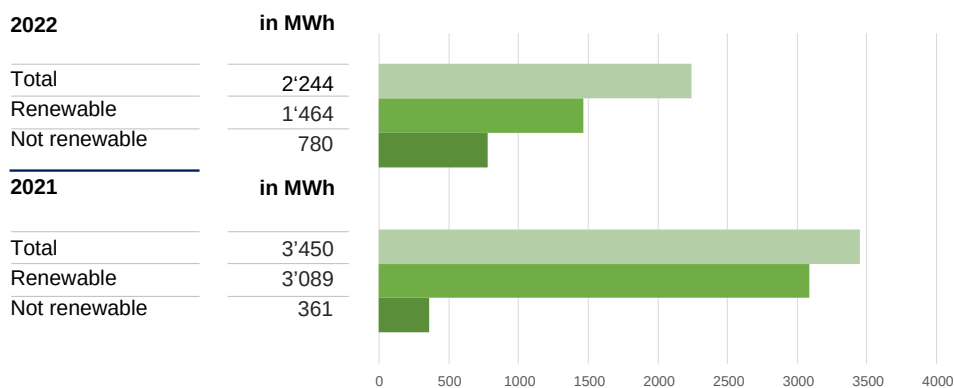
Emissionen Messe Basel (excluding administration)



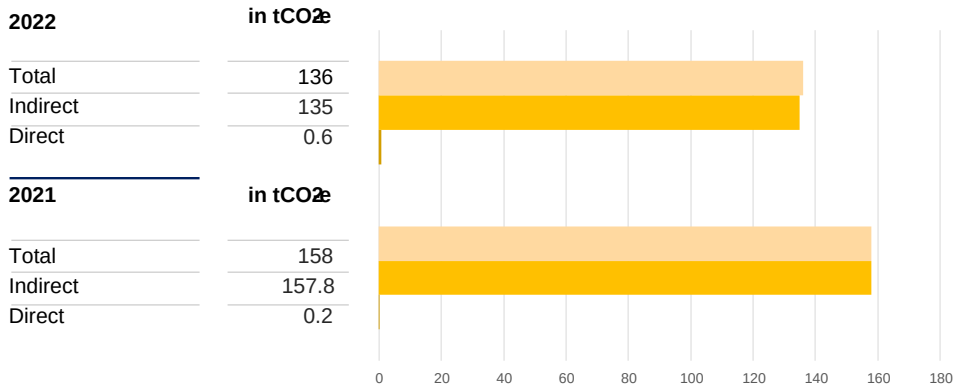
Messe Zürich

Messe Zürich has exhibition space totaling 30,000 m². Around 27,000 m² of this is located in Halls 1 to 7 in the main building, while the separate hall 9 accounts for some 3,000 m². The main building additionally has seven smaller conference rooms for 30 to 80 people. Messe Zürich also includes Theater 11 Zürich which seats 1,500. The main exhibition building is noted for its operational functionality and flexible room configuration.

Energyconsumption Messe Zürich



Emissions Messe Zürich



Messe Basel and Messe Zürich – Energy consumption and emissions

2022		Messe Basel	Offices Basel	Messe Zurich	TOTAL	%
Energy consumption	Unit					
Total energy consumption	MWh	15'062	903	2'244	18'209	100
Renewable	MWh	13'876	615	1'464	15'955	88
Non renewable	MWh	1'186	288	780	2'254	12

87.8% of overall energy consumption at the Basel and Zürich exhibition sites is covered by renewable energies.

		2018	2021	2022	Diff. (%)
Energy consumption	Unit				
Total energy consumption	MWh	29'786	17'171	18'209	6
Renewable	MWh	26'156	15'177	15'955	5
Non renewable	MWh	3'630	1'994	2'254	13

The energy consumption in 2021 and 2022 reflects the reduced operations compared with 2018 (prior to Covid) and also the renewed start-up.

2022		Messe Basel	Offices Basel	Messe Zurich	TOTAL	%
Emissions	Unit					
Total	tCO ₂ -e	544	8	158.0	710.0	100.0
Indirect	tCO ₂ -e	542	8	157.8	707.8	99.7
Direct	tCO ₂ -e	2	0	0.2	2.2	0.3

At 0.3%, the share of direct emissions is very low (fossil energy sources). The share has been continually reduced over the past few years.

		2018	2021	2022	Diff. (%)
Emissions	Unit				

Total	tCO2-e	1'070	755	710	-6
Indirect	tCO2-e	869	751	708	-6
Direct	tCO2-e	201	4	2	-50

Emissions have been continually reduced over the past few years through the high share of renewable energy sources.

Expomobilia

Expomobilia designs and implements sustainable trade fair and event structures, making an active contribution to the circular economy.

Expomobilia turns spaces into extraordinary experiences. As a general contractor, the company creates trade fair booths, exhibitions, art fairs, event spaces, pavilions, showrooms, experience centers, roadshows, and temporary and semi-permanent structures in all styles and formats both in Switzerland and abroad. It translates concepts and designs into practice in a resource-saving manner, attaching great importance to booth constructions with a long service life that can be reused many times over. The production chain involves testing, developing and implementing sustainable solutions together with the client.

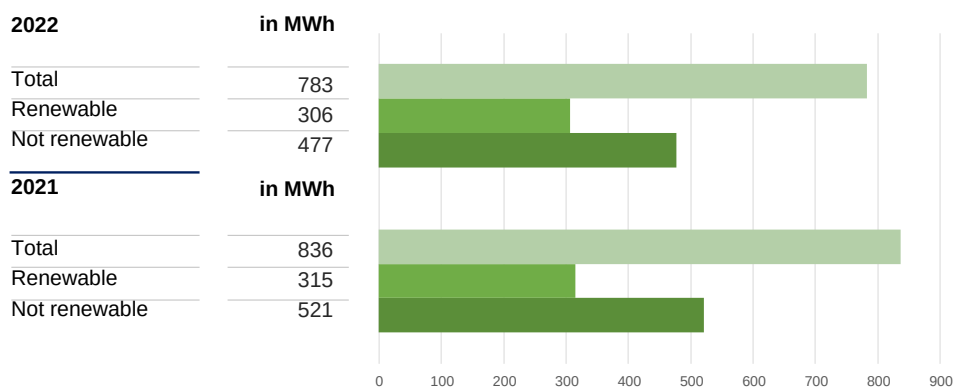


The prizewinning Dutch pavilion at the world expo in Dubai, by Expomobilia

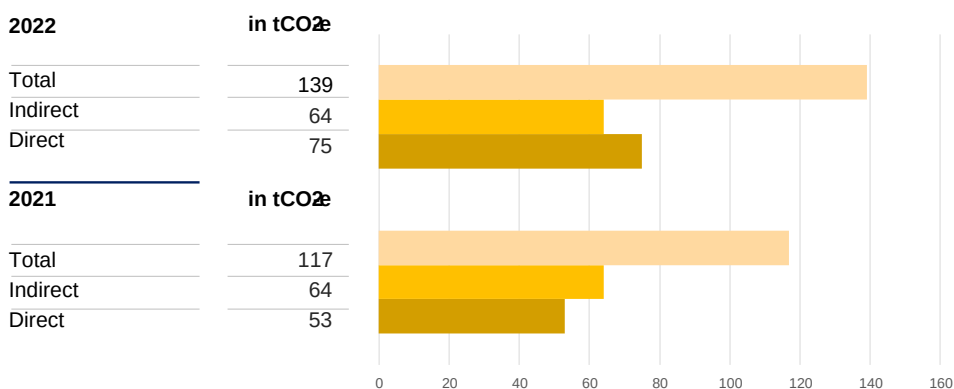
Since 2014, Expomobilia has covered its entire electricity requirements with Swiss green electricity obtained from FAIR POWER, an independent green electricity specialist. The FAIR POWER certificate guarantees that this electricity has been generated ecologically and is fed into the grid for Expomobilia. The CO₂ share from hydroelectric power generation is fully offset by the Fair Recycling Foundation. Expomobilia operates two photovoltaic systems at its sites in Effretikon and Fehraltorf with a total surface area of 3,000 m². These generate approximately 435 MWh per year.

In 2018, Expomobilia AG was renamed MCH Live Marketing Solutions AG. The Expomobilia business unit and brand continue to be used within the new company.

EnergyconsumptionExpomobilia



EmissionsExpomobilia



Energy-saving measures

Various energy-saving options have been examined for the Messe Basel, Messe Zürich and Expomobilia locations and the ones found to be suitable have been implemented:

- Office temperatures reduced
- Thermostat settings lowered in halls, foyers and technical rooms
- Inlet temperatures turned down outside hours of use
- Heating systems renewed (hydraulic balancing), including intelligent thermostat valves, thermal insulation, etc.
- Ventilation and associated systems energy-optimized
- Lighting systems replaced: all conventional systems are to be converted to LED lighting. At Messe Zürich, these measures will be implemented in exhibition halls 1 to 6 in 2023. Corresponding work is in progress in buildings 1 and 2 at Messe Basel
- Permanent lighting substituted by motion detectors (in corridors, storerooms, etc.)
- Number of photocopiers and printers optimized
- Appliances not in use switched off (no stand-by mode)
- Air-conditioning systems, hot water provision, room temperatures optimized (e.g. insulation through blinds, ventilation instead of cooling).
- Further operational optimizations, including for the lifts

Logistics and transport

Transport and logistics have to meet complex requirements in order to ensure that trade fairs can adhere to their tight schedules. At certain times, significant quantities of what, in some cases, are highly valuable goods (such as art for art events) need to be delivered without obstructing regional traffic. Logistics and traffic also need to be optimized in terms of their environmental impact and cost.

Logistics and transport are material topics in our sustainability strategy that we are currently working on. These have an impact on exhibitors, suppliers and visitors. We want to conserve resources and reduce the CO² emissions of vehicles and products (by switching to electric vehicles or promoting the use of public transport, for example). We are currently analyzing and optimizing our logistics and transport concepts in a bid to further reduce our ecological footprint. These measures are intended to positively impact both our group and our customers.

Example of Messe Basel

Delivery traffic to the MCH Group's exhibition and congress site is steered via a checkpoint-based system. In Basel, an online logistics tool has been developed to support this system. All journeys made to transport goods to and from the exhibition site must be registered in advance for a specific time slot. Drivers are required to proceed to a checkpoint where their lorries are directed to the delivery zone of the hall in question for the specified time via a specific route. They then have a set time slot for completing their loading or unloading. To ensure that this process can be optimally steered, all movements on the exhibition site are performed by Messe Basel's logistics partner.

Promotion of public transport

MCH Group promotes the use of public transport to its **events** by offering a range of special tickets in partnership with SBB RailAway and Deutsche Bahn DB. Combined tickets are also available with admission to events and overnight accommodation (Basel Card, via hotels).

MCH Group offers its employees a **“U-Abo Job Ticket”**. Our employees can purchase this at the reduced youth rate with MCH Group assuming part of the costs. We motivate our employees to switch to public transport thereby relieving the burden on the environment and reducing road traffic.

Waste

Further initiatives for reducing and segregating waste are currently under study. MCH Group has already implemented comprehensive measures at its major trade fair sites on the basis of experience acquired and the needs it has ascertained. These include waste segregation, providing the required number of containers, cooperating with recycling partners and cutting back on waste by reusing exhibition hall carpeting.

In the interests of further optimization, we are analyzing current and potential waste-related impacts over the full length of the value chain, i.e. not only the waste generated by MCH Group activities but also upstream and downstream waste. The focus here is on the exhibitors. The aim is to minimize waste at the procurement stage already and also to reduce waste by dispensing with giveaways. – In future, better use is to be made of recycling options and measures for promoting the circular economy. We are also calling in professional third-party providers and partners for this. The underlying data bases are being revised.

Society

Our focus is on customer satisfaction. Some 75% of the customers we have worked with can be rated as repeat customers from the previous year. Our cultural transformation is preparing the company for the challenges that lie ahead.

A globally-networked competence team for our customers

The Group Management Team, which brings together all the business units and services and is organized in the form of a globally networked team, is now fully focused on customers and their needs. The team's central task is to tailor our offerings to our global customers and further develop the value chain in line with market needs. We will thus be cooperating and interacting more intensively across the different divisions in future, combining competencies and know-how and thus creating added value for MCH Group and our customers.

Through its marketing platforms and solutions, MCH Group wishes to contribute to strengthening the corresponding industry networks and communities as well as the group's national and international customers. The diverse nature of its customers and their needs is a key driver for innovative business models and solutions. These are frequently implemented as global benchmarks by MCH Group thanks to its visionary ideas, expertise, innovative capacity and understanding of quality and sustainability.



MCH Global

The customer groups comprise organizers, exhibitors, trade fair and event attendees, Live Marketing Solutions clients, partners, the venues and the public, and also numerous subgroups and combinations of the above.

Local communities

MCH Group is committed to its location of Switzerland and especially to its infrastructure locations of Basel and Zurich as priority venues for staging its own and guest exhibitions. It thus safeguards the location interests of Basel and Zurich and secures the significant economic effects (see Introduction) that result from the group's activities at its exhibition and congress sites. MCH Group is additionally committed to institutions (business, tourism, culture) that promote the economy and business locations, providing them with active and transparent support through its membership and/or partnership in specific projects.

Our employees

Our success is measured by the success of our customers.

At MCH Group, we count on the creativity, competence, diversity and passion of our employees. MCH Group promotes a corporate culture that rewards courage, initiative and commitment. We regard ourselves as a team in both success and failure. Our diversity is a strength which is boosted by mutual respect. We aim to create an environment in which individual potential can be developed for the greater good of the company's success (see Values, Governance).

At the end of the 2022 reporting year, MCH Group had a total of 794 employees on permanent contracts occupying 761.8 full-time equivalents. The group's workforce thus increased in the 2022 reporting year by 132 permanent employees (19.9%) or 134.5 full-time equivalents (21.4 %). – As of 31.12.2022, there were an additional 526 temporary employees with 202.5 full-time equivalents.

Some 45% of employees are women. Although women are still underrepresented on the top three management bodies, the need for action has been recognized and a continuous increase in the proportion of women can and will be achieved here. The approach we have adopted confirms this. Our employees represent more than ten nationalities worldwide.

Employees on permanent contracts by company (without minority stakeholdings)	Male	Female	31.12.2022 Total	Male	Female	31.12.2021 Total
MCH Group Ltd.	13	8	21	13	8	21
MCH Swiss Exhibition (Basel) Ltd. ¹⁾	127	172	299	112	144	256
MCH Swiss Exhibition (Zurich) Ltd.	12	10	22	10	14	24
MCH Beaulieu Lausanne SA	1	1	2	1	2	3
MCH Live Marketing Solutions AG ²⁾	82	58	140	73	44	117
MC ² Group ³⁾	194	94	288	171	70	241
Arcual AG ⁴⁾	12	10	22	-	-	-
Total	441	353	794	380	282	662

Hierarchy levels/Gender	Male	Female	31.12.2022 Total	Male	Female	31.12.2021 Total
Board of Directors MCH Group	7	2	9	7	2	9
Executive Board MCH Group	2	0	2	5	0	5
Management ⁵⁾	8	3	11	4	1	5
Managerial staff	73	40	113	57	33	90
Employees	358	310	668	314	248	562
Total	448	355	803	387	284	671

Nationalities/Gender	Male	Female	31.12.2022 Total	Male	Female	31.12.2021 Total
Switzerland	138	93	231	135	97	232

Germany	62	57	119	48	47	95
France	14	19	33	9	8	17
Italy	9	4	13	5	1	6
Austria	1	2	3	-	4	4
Great Britain	4	12	16	5	8	13
USA	181	108	289	160	78	238
Hong Kong	2	13	15	1	9	10
China (Mainland)	2	7	9	2	4	6
Other	28	38	66	15	26	41
Total	441	353	794	380	282	662

1) With subsidiaries Art Basel U.S. Corp., MCH Group Asia Limited, Masterpiece London Ltd., Digital Festival AG, MCH Group France SAS

2) With subsidiaries Expomobilia MCH Global Shanghai Ltd., MCH Global ME Live Marketing LLC

3) MC² USA and MC² Europe

4) Joint Venture, holding 67.5%

5) MCH Live Marketing Solutions AG, MC2 Group, Arcual AG. The Executive Board is also the management of MCH Swiss Exhibition (Basel) Ltd., MCH Swiss Exhibition (Zurich) Ltd. and MCH Beaulieu Lausanne SA.

Culture Journey

At the end of 2022, we instigated a far-reaching transformation process to ensure that we can master the challenges of the future. In parallel to our economic recovery, we will be undergoing a cultural transformation, centered around new corporate values that are to be drawn up. These are intended as fundamental principles to govern our attitudes, our day-to-day interaction, our collaboration across team and national boundaries, and our behavior toward ourselves and others.

The corporate values shape our corporate culture. This contributes to the success of MCH Group. Our aim is to grow closer together as a company group. We can only win or lose together:



Culture Journey

ONE TEAM – ONE GOAL – ONE CULTURE.

Our Game Changers (up to 2022: Change Agents) are employees from all the MCH companies and hierarchy levels. they represent the interests of our teams and employees, contribute ideas and, together with the Group Management Team, further develop our corporate culture. They play an active part in shaping our Culture Journey and are key pillars in our process of cultural change.

Management Development Program

The 2022/2023 Management Development Program was launched in 2022. This further training is aimed at providing our 100 or so managerial staff with a practical basis for leadership that matches the strategic alignment and reorientation of MCH Group. A key part of the training is the revision and implementation of our corporate values.

The program has been developed by our Global Group HR together with external experts (Avenir Group) and adopted by the Executive Board. The further management training is aimed primarily at reflecting on and further developing one's own leadership behavior and rapidly deploying the newly acquired knowledge. The contents include coaching and conflict resolution techniques, leadership in change processes and the development of an open feedback culture. The program is intended for all MCH Group managers worldwide and is held in English and German with five four-day training sessions in Switzerland each year.



Art Basel Hong Kong

Art Basel

Art Market Principles and Best Practices

Art Basel brings the art world to life – which is why it has achieved such success. It is indisputably the world’s leading show in the international art market. This is a responsibility and entails commitment.

One of the decisive qualities of Art Basel is the varied nature of the galleries represented at the fair in terms of both geographical location and the wide range of exhibiting artists and works of art on show. This calls for certain professional standards to define the core values of the art market, regardless of where the gallery owners are based. Art Basel believes that trust constitutes the decisive element for the sales that are crucial to the success of exhibitors, not only at our shows but on an ongoing basis. The integrity of the gallerists participating in Art Basel is thus a primary criterion for their inclusion. By introducing further criteria and measures, we aim to prevent cases or actions that could impair the general trust essential for a healthy art market.

Art Basel has expanded upon its Exhibitor Regulations and defined a series of principles that set out Art Basel’s expectations of its exhibitors in terms of their responsibility towards artists, suppliers of works of art, buyers and their industry.

With these additions to the Exhibitor Regulations, Art Basel aims to reinforce the fundamental strength of the international art market which is built on trust and serves as a source of patronage for artists. These Art Market Principles and Best Practices were applied for the first time when assessing applications for participation in Art Basel Miami Beach 2018. [More on this](#)

Paris+ par Art Basel

The highly successful debut of Paris+ par Art Basel, the new contemporary and modern art show in the French capital, took place in 2022. Following a public competition organized by Réunion des Musées Nationaux - Grand Palais in December 2021, Art Basel was awarded the contract to stage the new world-class show in the iconic Grand Palais in Paris (as of 2024, following renovation). The inaugural edition was held at the Grand Palais Éphémère.



Paris+ par Art Basel

Art Basel und UBS Art Market Report

Art Basel and UBS present the Art Market Report, an annual global art market analysis. The Art Market Report provides a review of the international art market and highlights the most important trends and developments. As an independent and objective study, it analyzes sales and other activities of different segments of the market, including galleries, auction houses, art fairs and collectors.

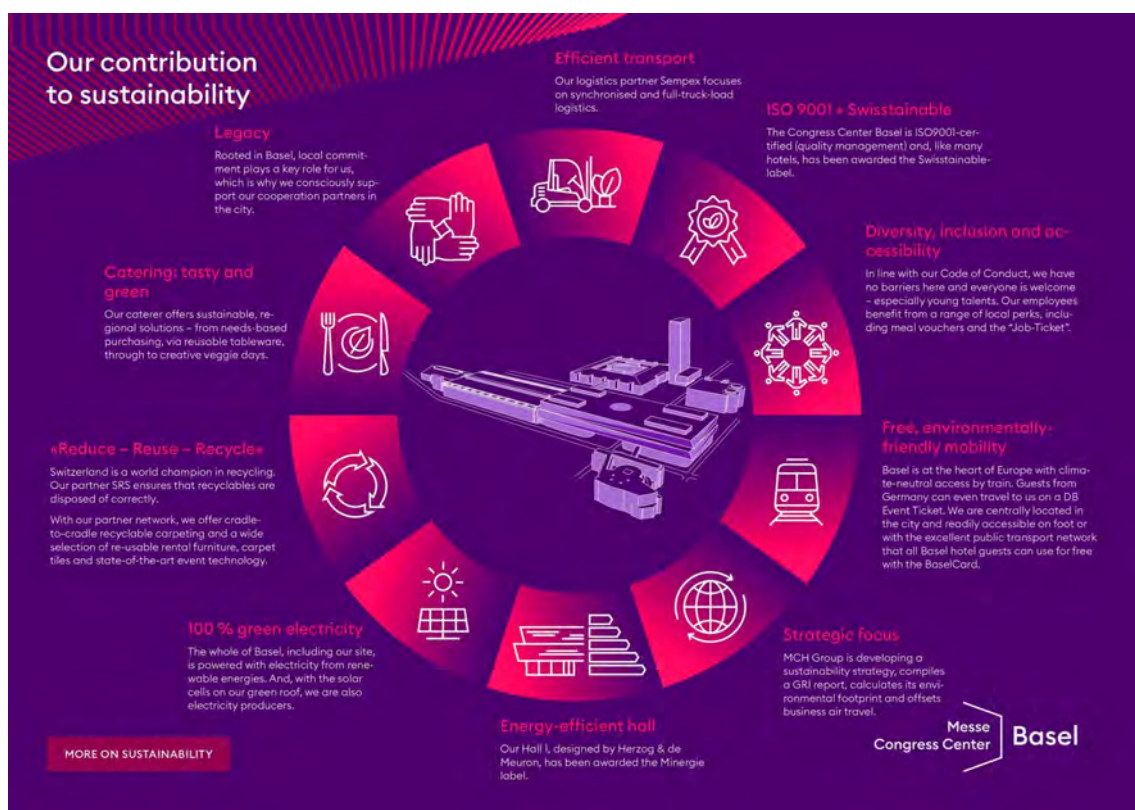
[To the report](#)

Venues

Venues offers a comprehensive package of sustainable solutions for guest trade fairs, own fairs and congresses. These include transport, hall infrastructure, green electricity, catering and cooperation with local partners. [More on this](#)

Swisstainable Level II

The Venues team has been committed to creating offers centered around the topic of sustainability and communicating these since 2016. As part of Swiss Tourism's Swisstainable sustainability program, it was awarded classification Level II "engaged" in 2022. The Swisstainable sustainability program unites businesses and organizations across the entire Swiss tourism sector. In this way, we are committing to the continuous sustainable development of our group as well as pursuing sustainability measures and making a concrete contribution to sustainable tourism in Switzerland.



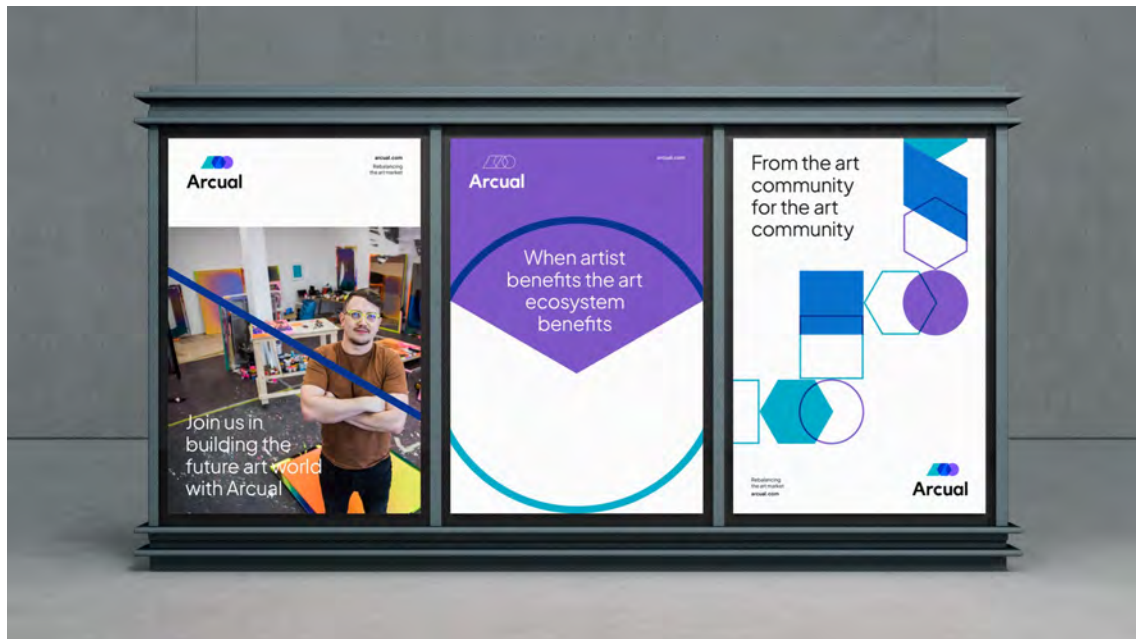
Venues – Sustainable services

Accessibility

The OK:GO application provides accessibility information on events and services at a glance, facilitating planning. Accessibility plays a key role in the framework of our sustainability commitment.

Arcual – blockchain ecosystem

As a co-founder of Arcual, we are supporting the first blockchain ecosystem built for the art community by the art community (which ensures consideration is given to the artists when works of art are traded). This specially developed platform (start-up) supports royalty exchanges, efficient payments, and digital proofs of authenticity across the art ecosystem.



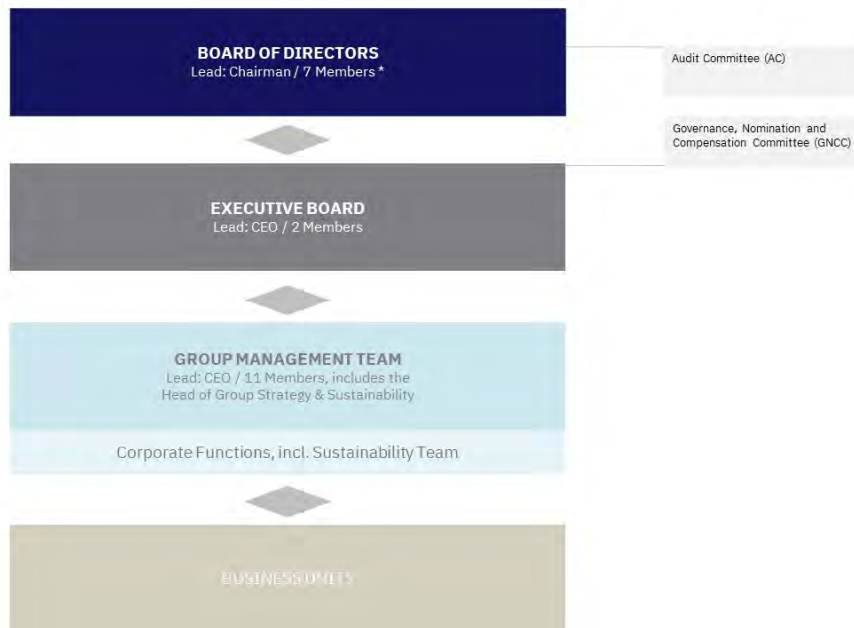
Arcual - the first blockchain ecosystem for art

Governance

Anchoring sustainability in our organizational structure, engaging with our stakeholders, and our corporate values are all of fundamental importance when it comes to achieving our sustainability goals.

Governance structure

With the appointment of Sarah Borrey as Chief Strategy and Sustainability Officer (CSSO) and the creation of a sustainability team, this strategic topic has been anchored in the organizational structure at Group Management Team level since 2022. The Board of Directors and the Executive Board are the topmost decision-making bodies.



*In 2022 the Board of Directors had 9 members.

Under the terms of its Articles of Association, the holding company MCH Group Ltd., which is listed on the SIX Swiss Exchange, is a joint stock company with the participation of public sector entities as per Art. 762 of the Swiss Code of Obligations. (GRI 2-1) [More on this](#)

Engaging with stakeholders

MCH Group engages with its stakeholders in a partner-like and responsible manner. We are further developing our value creation, with due consideration to sustainability criteria, in all the different process steps and at all corporate levels. This is a continuous process that we are taking forward in dialog with our internal and external stakeholders.

We promote active communication with the aim of familiarizing ourselves with the interests and requirements of our stakeholders, anticipating trends, and identifying potential for improvement. At the same time, we wish to contribute to transparency through dialog – namely, by reporting on our sustainability targets and performance.

The decisive criteria we apply in prioritizing our material topics for sustainability are the significance of the economic, ecological and social impacts of the topics, both inside and outside the company, and their influence on the assessments and decisions made by the stakeholders.

External and internal stakeholders (selection) and the corresponding communication channels:

- CUSTOMERS
Organizers, exhibitors, Live Marketing Solutions clients, visitors
- Topics: Products and services, value chain, corporate strategy, brand protection, sustainability offerings, specific topics or solutions
- Communication channels: Personal contact, website, events

- SUPPLIERS
Construction trade, energy, logistics, security, materials, marketing & communication, equipment, engineering
- Topics: Products, services, requirements/criteria, indirect economic impact, due diligence, governance
- Communication channels: Direct contact (in person, by e-mail), fulfilment and/or improvement of sustainability criteria

- EMPLOYEES
Management, employees, freelancers, student trainees
- Topics: Employment, training and education, corporate values, Code of Conduct
- Communication channels: Direct person-to-person contact with supervisor or HR

- SHAREHOLDERS
Public entities and private shareholders
- Topics: Strategy, economic performance, corporate governance
- Communication channels: Meetings, direct contact (in person, by phone, by e-mail), Business Report

The values of MCH Group

Our corporate values form the basis of our corporate culture. This contributes to the success of MCH Group, promotes the commitment and loyalty of our employees and makes us attractive to new markets, customers and employees.

- We work as ONE team: We network, share our knowledge, and support one another.
- We lead by example: We walk the talk.
- Our mutual respect connects us: We unite – both in successes and failures.
- Challenging ourselves and our opinions is our forte: We try new things, are curious, and learn from our mistakes.
- We measure our success by our customers' success: We put ourselves in our customers' shoes and want them to succeed.
- Our differences are our common ground: We see diversity as opportunity.

The values are being reviewed and revised in 2023 together with the Game Changers.

Code of Conduct

MCH Group has developed guidelines on the responsible and ethically correct behavior of all its employees which are anchored in the "Code of Conduct". This is valid for all MCH Group companies and locations worldwide.

[Code of Conduct](#)

Whistleblower – Speak up

The Code of Conduct includes an independent point of contact for reporting concerns or violations. Reports will be investigated efficiently and promptly by MCH Group.

Compliance

No enquiries, reports or complaints were received during the reporting period. There were also no cases of human rights violations, bribery, discrimination or other violations of personal rights. No lawsuits or fines resulted for anticompetitive practices relating to products and services or for non-compliance with environmental legislation or regulations.

Ethics and integrity	No cases
Human rights	No cases
Bribery and corruption	No cases
Anticompetitive behavior	No cases
Environmental legislation/ regulations	No cases

In addition, there were no complaints or penalties for violations of laws, regulations or rules of conduct relating to:

- the impact of products and services on the safety and health of persons
- the sale of banned or disputed products and services
- advertising, sales promotion or sponsorship activities
- violations of the private sphere of customers or the loss of customer data

An anti-corruption agreement has been part of the General Terms of Employment of MCH Group since 1992 and this is signed by all employees as part of their contract of employment. The Code of Conduct contains guidelines for legally correct, ethical and social behavior.

As of 2023: Reporting obligation on non-financial matters

The new provisions of the Swiss Code of Obligations (Art. 964a-c and 964j-l CO) and the associated implementing ordinance (Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labor [VSoTr]) came into force on January 1, 2022. This means that companies must apply the new regulations for the first time in the 2023 financial year, with the first corresponding reports being prepared in 2024.

The report for 2023 is to provide an account of environmental topics – in particular the CO² goals – together with social issues, employees, human rights and the fight against corruption at home and abroad. It is also to contain the information necessary to acquire an understanding of the business performance, the business result, the state of the company and the impact of its activity on these matters. The report must be approved by the Board of Directors and the General Meeting and be published.

MCH Group has instigated preparatory measures and will be reporting accordingly on the fulfillment of its environmental, social and entrepreneurial responsibility.

of its environmental, social and entrepreneurial responsibility.

Brand protection

The MCH Group's brands constitute a significant enterprise value. Brand protection provides legal security and is a clear indication that the intellectual property rights of the corresponding brand belong to MCH Group and are also protected by the group. At present, some 250 word and picture brands are registered for MCH Group at the Swiss Federal Institute of Intellectual Property (IGE) in Bern. The Group Legal Department checks the IGE report on the registered brands each week. In the event of MCH Group brands being violated, the protection afforded by these brands is enforced by legal means.

Anti-corruption

In addition to the anti-corruption agreement for MCH Group employees, we have taken measures to protect against the risk of passive corruption. These are provisions that relate to the admission of exhibiting companies. They are based on clear-cut criteria set out in the Exhibition Regulations.

ICT infrastructure and security

Top priority is accorded to IT security and the continuous development of our IT infrastructure. MCH Group has made significant investments. The highest possible level of cyber security is guaranteed through the continuous safeguarding of systems, networks and programs against digital attacks.

We currently make use of cloud products. A significant part of the infrastructure is, however, operated on-premise. We currently operate three data centers in the Basel, Zurich and Biel regions. We ensure that our data center operations are as sustainable as possible. We have dismantled our own data centers and are renting from a professional provider.

Risk-management

The MCH Group's risk management covers strategic, financial, operational and also regulatory risks. In the reporting year, the different business risks were identified in group workshops and individual interviews and assessed with regard to their potential level of impact and the probability of their occurrence. (More on this: Annual Report, p. 131 f).

UN Sustainable Development Goals (UN SDGs)

MCH Group aims to make its contribution to the UN SDGs through its sustainability performance. We are actively supporting six goals with our measures:



GENDER EQUALITY (5)

- Promoting equality of opportunity for women and men

DECENT WORK AND ECONOMIC GROWTH (8)

- Sustainable growth
- Decent employment
- Supplier chain
- Governance

INDUSTRY, INNOVATION AND INFRASTRUCTURE (9)

- Development of new business models and solutions
- Service life and reusability of products (e.g. booth construction)
- Sustainable optimization of (own) infrastructures

RESPONSIBLE CONSUMPTION AND
PRODUCTION (12)

- Circular economy
- Sustainable procurement
- Supplier selection (criteria)
- Reducing the impact of products and consumption through innovative solutions
- Sustainable materials, technologies, processes

CLIMATE ACTION (13)

- Reducing emissions
- Energy efficiency
- Operational optimizations
- Renewable energy
- Waste management
- Logistics and transport

PARTNERSHIPS FOR THE GOALS (17)

- Memberships
- Partnerships
- Sustainability standards
- Certificates
- Awards

Labels, certificates and awards for group companies

Expomobilia

- ISO 20121 certification for sustainable exhibition and event management (as the first general contractor in Switzerland)
- Expomobilia won 12 awards in 2021/22
- World expo Dubai: Swiss pavilion
- World expo Dubai: Dutch pavilion, for sustainable construction

MC² Europe

- DIN EN ISO 9001:2015 (quality management)
- DIN EN ISO 14001:2015 (environmental management)
- DIN EN ISO 50001:2018 (energy management)
- Audited to DIN ISO 20121:2013 (sustainable event management)
- EXHIBITOR's Best of CES: John Deere (18th place in top-20 ranking)
- EXHIBITOR's Best of CES: Samsung Electronics/Cheil Worldwide (3rd place in top 20)
- EXHIBITOR's Best of CES: SK Telecommunications, Ltd./Cheil Worldwide (1st place in top 20)
- Event Marketer's 2022 FAB 50 list highlighting the best manufacturers for the event and trade fair industry
- The 2022 "Find It – Top 40" list drawn up by EXHIBITOR Magazine honors the best manufacturers in the industry
- Chief Marketer's 2022 Pro Awards, GOLD WINNERS in "Best Use of Disruptive Marketing" with the Dream Ahead New York City IPO campaign for Lucid Motors
- Chief Marketer's 2022 CM200 List, which honors the 200 best brand loyalty and experience agencies in the USA.

Venues

- In 2022, the venues were awarded classification Level II "engaged" in Swiss Tourism's Swisstainable sustainability program,

Memberships

- Member of "Stop Piracy", the Swiss anti-counterfeiting and piracy platform set up by the Federal Institute of Intellectual Property in 2005

- Member of Sustainable Switzerland

- As a Board member of the EXPO EVENT Swiss LiveCom Association (industry association), Roman Imgrüth, CEO MCH Exhibitions & Events at MCH Group Ltd. is responsible for the sustainability dossier

- [Other Memberships](#)

May 22, 2023

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The 2022 Reports of MCH Group are available in German and English. The German version is legally binding. (GRI 2-1, GRI 2-3)

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GRI Content Index

Statement of use	The MCH Group has reported in accordance with the GRI Standards for the period from January 01/2022 to December 31/ 2022.
GRI 1 used	GRI 1: Foundation 2021
GRI Content Index	The GRI Content Index includes the General Disclosures (GRI 2), the Material Topics (GRI 3), and Reasons for Omissions for disclosures and requirements that the organization cannot comply with
Reporting Principles	The MCH Group confirms the application of the Reporting Principles: Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability context, Timeliness, Verifiability

GRI Standard	Disclosure	Location/Page	Reason for Omission. Comments.
		AR: Annual Report SR: Sustainability Report	
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational details	SR: 1, 3, 35, 43	
	2-2 Entities included in the organization's sustainability reporting	SR: 3; AR: 60	
	2-3 Reporting period, frequency and contact point	SR: 6, 43, 44	
	2-4 Restatements of information	SR: 6	
	2-5 External assurance	SR: 6	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	SR: 1-4,; 6, 9, 36	
	2-7 Employees	SR: 27-28	
	2-8 Workers who are not employees	SR: 27-28	
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	SR: 35	
	2-10 Nomination and selection of the highest governance body	AR: 58, 49	
	2-11 Chair of the highest governance body	AR: 72	
	2-12 Role of the highest governance body in overseeing the management of impacts	SR: 35-36, AR: 64	
	2-13 Delegation of responsibility for managing impacts	SR: 5, 35, AR: 3, 37, 49	
	2-14 Role of the highest governance body in sustainability reporting	SR: 35, 5	
	2-15 Conflicts of interest	SR: 36, AR: 49	
	2-16 Communication of critical concerns	SR: 36	

	2-17 Collective knowledge of the highest governance body	AR: 72	
	2-18 Evaluation of the performance of the highest governance body	AR: 58-59	
	2-19 Remuneration policies	AR: 153	
	2-20 Process to determine remuneration	AR: 153	
	2-21 Annual total compensation ratio	Omission	Data not available (worldwide).
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	SR: 5	
	2-23 Policy commitments	SR: 6-7, 11, 36-37	AR: 54, 67
	2-24 Embedding policy commitments	SR: 5, 6, 7, 12, 28, 37	AR: 54
	2-25 Processes to remediate negative impacts	SR: 9, 11, 15, 36	
	2-26 Mechanisms for seeking advice and raising concerns	SR: 11, 36, 37	
	2-27 Compliance with laws and regulations	SR: 37	
	2-28 Membership associations	SR: 42	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	NB: 36	
	2-30 Collective bargaining agreements	GB: 122, 123	
GRI 3: Material Topics 2021			
	3-1 Process to determine material topics	SR: 11	
	3-2 List of material topics	SR: 13	
	3-3 Management of material topic	By topic, throughout	
MATERIAL TOPICS			
ECONOMIC, GOVERNANCE			
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 1-4, 10	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	AR: 1, 65, 88, 136	SR: 39
201-3	Defined benefit plan obligations and other retirement plans	AR: 121-122	
201-4	Financial assistance received from government	AR: 98	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 37-38	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	100%	
205-2	Communication and training about anti-corruption policies and procedures	SR: 37-38	

205-3	Confirmed incidents of corruption and actions taken	SR: 38	
Anti-competitive Behavior			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 37-38	
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SR: 37-38	
New, sustainable Business Models			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 5 . Througout.	
ENVIRONMENTAL			
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 5, 8, 13-15 . AR: 48	
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	SR: 16, 20 . AR: 50	
302-4	Reduction of energy consumption	SR: 16-22, 23	
302-5	Reduction in energy requirements of products and services	SR: 15, 17, 21, 41, 42	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 5, 8, 14 AR: 48	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	SR: 17, 20 . AR: 50	
305-2	Energy indirect (Scope 2) GHG emissions	SR: 17, 20 . AR: 50	
305-5	Reduction of GHG emissions	SR: 14, 15, 23, 41, 42	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 13 . AR: 48	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	SR: 24	
306-2	Management of significant wasterelated impacts	SR: 14, 20, 24, 41	
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 3, 11, 13, 14 . GB: 48	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	SR: 14, 15, 36, 40 ,	Information not complete. In progress.
Logistics and Transport			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 3, 11, 14, 23, 41	
SOCIAL			
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 5, 11, 13 . AR: 48	
GRI 404: Training and Education 2016			
404-2	Programs for upgrading employee skills and transition assistance programs	SR: 29, 36 . AR: 154	

404-3	Percentage of employees receiving regular performance and career development reviews	100%	
Diversity of governance bodies and employees			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 13	AR: 48
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	SR: 27	
Local Communities			
GRI 3: Material Topics 2021	Management of material topics	SR: 10	
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	SR: 1, 8-9, 10, 26	
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 11, 13	AR: 48
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	Omission.	Information not complete. In progress.
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 37	
GRI 417: Marketing and Labeling 2016			
417-2	Incidents of non-compliance concerning product and service information and labeling	SR: 37	
417-3	Incidents of non-compliance concerning marketing communications	SR: 37	
Customer Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR: 38	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: 38	