

Sustainability Report



We drive change with responsibility

“Sustainability is an integral component of MCH Group’s corporate strategy. It ensures our future viability and supports long-term growth. Our commitment encompasses all the different dimensions of sustainability: environmental protection through the reduction of our carbon footprint and the efficient use of resources, promotion of the well-being and performance of our employees and the communities in which we operate, and the resilience of our business activities.

We are undergoing a phase of change, which necessitates significant transformation processes. Our DARE framework plays a central role in this. It anchors sustainability in MCH Group’s “Strategy 2030” by boosting momentum, facilitating adjustments, using resources efficiently and promoting commitment. This framework helps us to specifically link sustainability to our corporate targets.

With the establishment of a Global Sustainability Steering Council and our cooperation with various partners to promote joint projects, we have created key conditions for the structural integration of sustainability into our organization. We place great value on transparency and accountability, which is why we prepare our reporting in accordance with the GRI Standards.

We extend our thanks to our employees and stakeholders who, through their commitment, contribute greatly to our progress and make it possible for our sustainability targets to be achieved at all.

Our focus is on the future – on strategic goals that we can clearly achieve through defined measures. Sustainability is crucial for a resilient, future-oriented business model and gives us the opportunity to actively participate in shaping a sustainable world.”

Sarah Borrey
Chief Strategy & Sustainability Officer

About this Sustainability Report /

GRI 2-1 / 2-2

MCH Group is a leading provider in the field of live marketing and event organization. It includes the divisions Live Marketing Solutions (with MCH Global, MC² and Expomobilia), Art Basel – the internationally recognized art fair – and Exhibitions & Events, which boosts the attractiveness of Basel and Zurich as event locations with its 170 or so events each year. The comprehensive infrastructure, which includes Messe Basel and the Congress Center Basel, with a surface area of 141,000 m², and Messe Zürich, with 30,000 m², permits the staging of flexible, top-class events. Stakes in companies like MC² Europe and the technology-oriented Arcual firm round off MCH Group's multi-faceted offerings. Read more [here](#).

Our Sustainability Report 2024 has been prepared in accordance with the 2021 GRI Universal Standards and documents our environmental, social and governance (ESG) activities, as well as our performance and the approaches adopted for the 2024 reporting year. The report focuses on the topics that are material for MCH Group and its stakeholders, as defined in a materiality analysis. For easier comparability, the Sustainability Report once again includes information on the UN Sustainability Development Goals (SDGs).

Structure of the Sustainability Report

Our Sustainability Report 2024 is divided into two main sections:

- The Sustainability Report in the Annual Report provides insight into MCH Group's comprehensive relationships with its key stakeholders and shows how ESG principles are integrated in the corporate strategy.
- The [Appendix](#) contains detailed tabular information on quantitative and qualitative indicators as per the requirements of the GRI Universal Standard; it is appended to the 2024 Annual Report.

The Sustainability Report also includes the GRI Content Index and information on climate risks in conformity with the TCFD (Task Force on Climate-Related Financial Disclosures). This content provides an overview of our climate-related risks and opportunities.

The report also fulfills the requirements regarding the disclosure of non-financial matters as per Article 964a ff. of the Swiss Code of Obligations. The Sustainability Report 2024 has been approved by the Board of Directors and will be submitted to the 2025 Annual General Meeting for approval.

Scope and contact

The report is based on global data and covers all the key GRI tasks. Comments or questions regarding the content of the report or our sustainability management can be sent to our email address: sustainability@mch-group.com.

Highlights 2024 /

+7%

The share of renewable energy for events continues to rise – an important step towards greater sustainability.

Code of Conduct

We revised our Code of Conduct to define our values and ethical standards more clearly.

1,500

1,500 data points help us measure our CO₂ footprint more precisely and reduce it in a targeted manner.

19

19 young talents strengthen our team and bring fresh ideas as well as new perspectives.

C

Our CDP score improves from D to C – a step forward for more transparency towards stakeholders.

Sustainable Event Guide

The Sustainable Event Guide has been successfully integrated into our processes to promote sustainable events.

Our Sustainability Management /

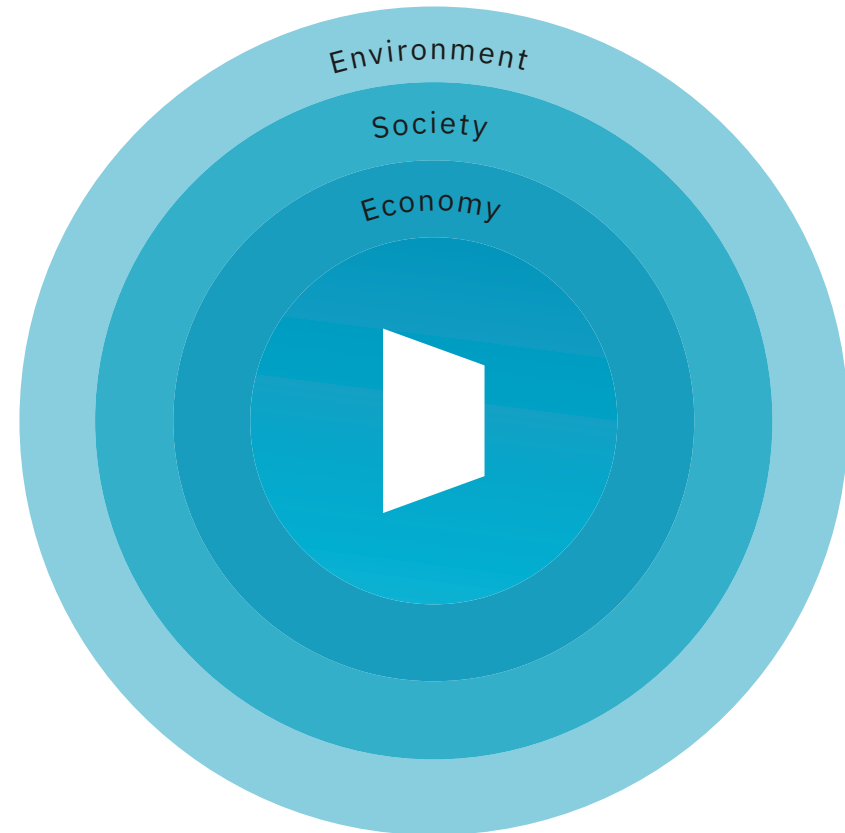
Our Understanding of Sustainability

GRI 2-22 / 2-24

MCH Group regards sustainability as the interplay between environmental protection, social responsibility and economic growth. Our aim is to reconcile these areas and selectively exploit synergies, since our business not only has an impact on the environment, society and the economy but is also influenced by them.

Through resource-saving measures, we ensure long-term availability of resources, while, at the same time, promoting social interaction and economic diversity. Sustainable practices increase our efficiency, reduce our environmental footprint and boost our competitiveness. We work closely with partners from business and politics in ensuring transparent and fair processes.

We are committed to maximizing positive impacts and minimizing negative ones through the consistent integration of sustainability criteria in our management decisions, internal processes, investments and supply chain. In this way, we ensure that our company remains sustainable even in a changing market.



Sustainability in the Strategy 2030 /

DARE-Framework

GRI 2-22 / 2-24

Our Strategy 2030 encompasses the application of sustainable business practices and is operationalized through the DARE framework. This has been specifically developed to systematically integrate the sustainability targets into our corporate strategy and further promote the sustainable development of MCH Group. The DARE framework defines four key action areas to drive sustainable progress and continuous improvement. It applies to all MCH Group business units with the exception of [Arcual](#) and [MC² Europe](#), which are associate companies. Further information on the sustainability management of these companies may be found in their own reports or obtained directly from their websites.



Courtesy Art Basel (Art Basel in Basel 2024)

DARE-Framework /

D

Decarbonize

Decarbonize operations to realize Net Zero by 2050.

Targets

- **Net Zero by 2050**
- **By 2030**
50% emission reduction Scope 1 & 2
20% emission reduction Scope 3

A

Accelerate

Accelerate positive impact on planet, people and profit.

Targets

- Drive **economic, social, and cultural impact** by leveraging our reach and capabilities.
- Promoting **ethical business practices** and optimizing processes to ensure the highest standards

R

Rethink

Rethink the status quo towards efficiency and circularity.

Targets

- Shift towards **renewable** and **reusable** practices, maintaining a focus on sustained efficiency growth.
- Achieving **near zero waste by 2030** for all own events

E

Empower

Empower the people and enable the business.

Targets

- Foster a high-performance culture that focuses on **employee development** and satisfaction.
- Establishing open and respectful collaboration that ensures the active **participation and integration** of all employees and our communities

Decarbonize is aimed at decarbonizing business operations by 2050 and achieving net zero emissions. The interim targets are a 50 % reduction in direct emissions (Scope 1 and 2) and a 20 % reduction in indirect emissions (Scope 3) by 2030. This commitment is supported by MCH Group's membership of Net Zero Carbon Events (NZCE) and by Art Basel's active membership in the Gallery Climate Coalition (GCC).

Accelerate is focused on increasing positive economic, social and cultural impacts. MCH Group uses its reach and competence to promote ethical business practices, continuously optimize processes, and develop sustainable partnerships. This not only creates high standards but also supports the establishment of sustainable partnerships and the development of new offerings to reinforce positive impacts.

Rethink calls on us to question existing approaches and modify these to achieve greater efficiency and closed-loop suitability. This includes the application of renewable and reusable procedures aimed at delivering sustainable efficiency gains and cost savings. One key goal is to achieve near zero waste¹ for all our own events by 2030 – in line with the definition of the Gallery Climate Coalition, which aims to minimize waste in landfills and incineration plants depending on the regional situation.

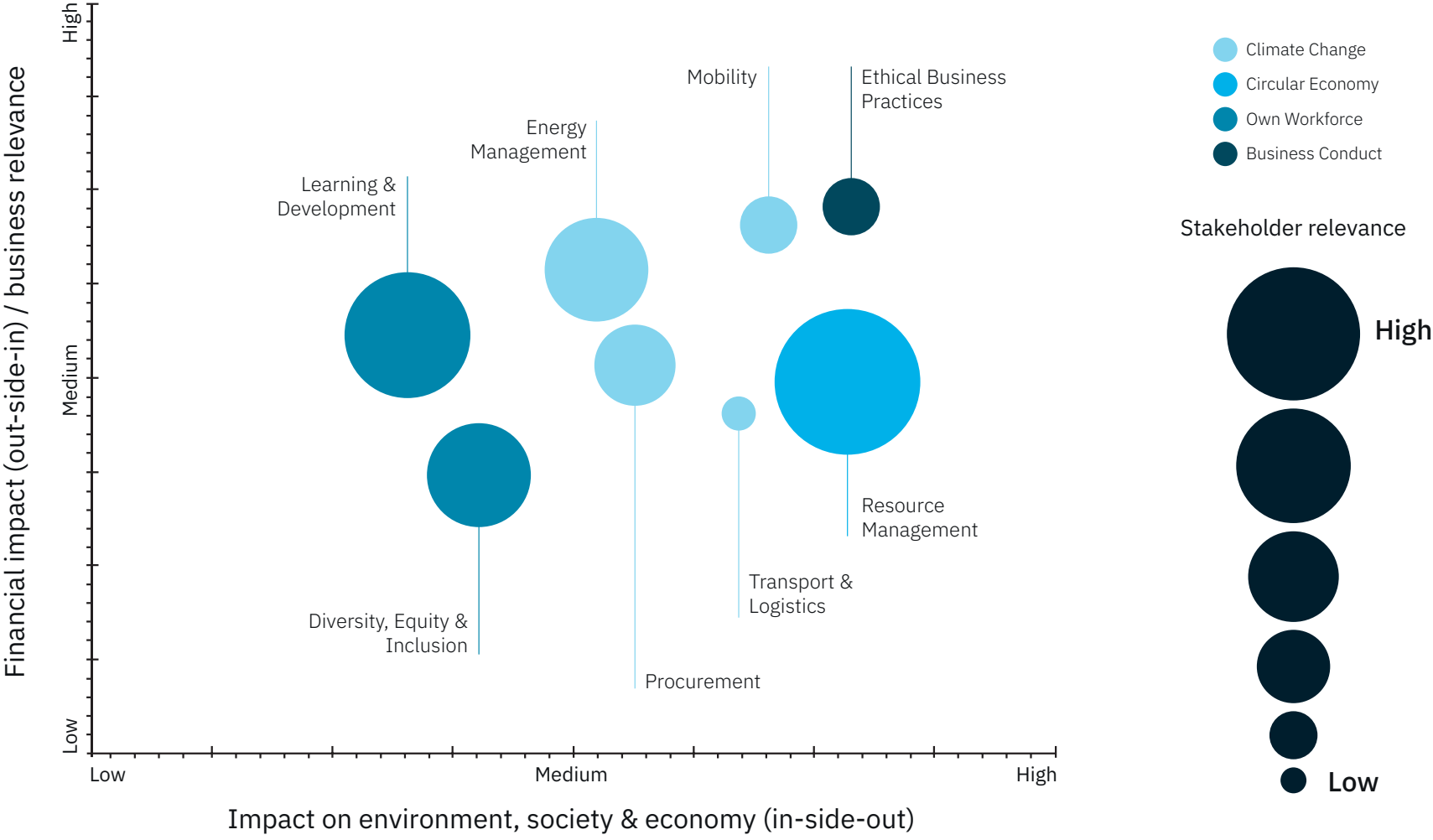
Empower puts the focus on the people in MCH Group and the communities in which we operate. We foster a corporate culture that supports performance enhancement, development and inclusion. Central to this are measures for open and respectful cooperation and the active integration of all employees. We are also committed to discourse and cooperation with different communities to bring about sustainable change.

¹ Near zero waste is defined as follows: "As close to nothing as possible going to landfill or incinerator, in the regions where facilities permit."



Materiality-Matrix /

GRI 3-1 / 3-2 / 3-3



Our materiality analysis is a key tool for strategically aligning our business to the expectations of our stakeholders and society. During this assessment process, we identify the economic, environmental and social topics that have the greatest impact – in terms of both our internal corporate strategy and the requirements of our external stakeholders. These topics, known as material topics, determine our priorities when it comes to implementing our DARE framework and form the basis for our reporting in accordance with the GRI Standards.

Process for determining our material topics

In 2022, an analysis was carried out of potential material topics in the context of the organization, taking into account its entire value chain, locations and environment. Following this, a comprehensive survey was conducted of more than 200 external and internal stakeholders (customers, partners, employees, shareholders, experts). The purpose of the survey was to assess the relevance of the identified material topics from the stakeholders' perspective and identify their potential social, economic and environmental impacts. Thirty topics were pre-selected and examined for their actual and potential impacts, including their effects on human rights. Taking the result of the materiality analysis, it was possible to identify key topics and prioritize these. The involvement of stakeholders influenced the direction and measures within these topics.

In 2023, an internal review was conducted of the material topics determined in 2022 and these were retained without any changes.

In 2024, the list of material topics identified in 2022 was reviewed and extended to take into account both their relevance for external and internal stakeholders and the principles of double materiality as per the European Sustainability Reporting Standards (ESRS). This review was conducted internally by the Sustainability Team and the Chief Strategy & Sustainability Officer.

The following aspects were analyzed:

Inside-out perspective (impact materiality):

This covers the positive and negative impacts of the company's activities on society and the environment. We assessed the negative impacts in terms of their scale, scope and irremediable character. All the impacts were qualitatively rated on a scale of 1 to 5 (1 = minimal, 5 = maximal). The material topics adopted in 2022 and reviewed in 2023 were confirmed and additional aspects were added on the basis of the ESRS requirements.

Outside-in perspective (financial materiality):

This examines how sustainability factors such as climate change and scarcity of resources influence corporate success and future cashflow. It was not possible to quantify the financial impacts at the time of reporting and hence the assessment is based on qualitative factors, applying a scale of 1 to 5. This analysis was performed by internal experts.

MCH Group systematically assessed the risks, opportunities and dependencies associated with the material topics. To do this, it employed its proven Enterprise Risk Management method. As the starting point, it took the 30 originally identified topics, to which further topics had been added in 2023. The topics were then assessed and weighted on the basis of clearly defined criteria, such as impact materiality, financial materiality and relevance for stakeholders. This process enabled MCH Group to shortlist the eight most material topics, which now form the basis of the updated materiality matrix.

The results of the materiality analysis are reviewed and updated on a regular basis to ensure that the material topics are always in line with current requirements and expectations. The Global Sustainability Steering Council conducts an annual internal review to take into account any changes in the social, economic and environmental circumstances. If necessary, additional internal and external stakeholders are brought in to cover the full range of perspectives and ensure that alignments are well-founded and effectively implemented. This continuous assessment underpins the relevance and effectiveness of the identified topics and makes it possible to respond proactively to new challenges and opportunities.

MCH Group's material topics are linked to the United Nations Sustainable Development Goals (SDGs). They also serve as a basis for considerations in conjunction with the DARE framework. Further information on changes to the material topics may be found in an overview in the [Appendix](#).

Material Topic	SDGs	GRI	DARE-Framework
Resource Management	12,13	301: Materials 2016	Decarbonize
		306: Waste 2020	Rethink
Energy Management	7, 13	302: Energy 2016	Decarbonize
			Rethink
Mobility	13	Own specifications	Decarbonize
			Accelerate
Transport & Logistics	9	Own specifications	Decarbonize
			Accelerate
Diversity, Equity & Inclusion	5, 8, 10	405: Diversity and Equal Opportunity 2016	Empower
Learning & Development	8	404: Training and Education 2016	Empower
Ethical business practices	8, 12, 17	205: Anti-corruption 2016	Accelerate
			Empower
Procurement	8, 12, 17	204: Procurement Practices 2016	Decarbonize
			Accelerate



Memberships /

GRI 2-28

We, as MCH Group, are conscious of the importance of engaging in strategic initiatives and alliances with relevant organizations and partners. These alliances are crucial for effectively addressing our most important sustainability topics. Our commitment extends over the entire supply chain and takes in collaborations with companies and non-profit organizations. Working together in this way, we are able to speed up the development and implementation of sustainable solutions. In this section, we provide an overview of our most important external initiatives and strategic partnerships, highlighting the joint efforts we are undertaking toward sustainability.

Commitments

What we aim to achieve



[Net Zero Carbon Events \(NZCE\)](#) is a global initiative aimed at steering the event industry toward net zero emissions by 2050. This commitment includes a road map for substantial emission reductions and sustainable practices in event management. Through our participation in the Net Zero Carbon Events initiative, we are committed to reducing our carbon footprint and setting an example within the event industry.



The United Nations [Sustainable Development Goals \(SDGs\)](#) are a global call to end poverty, protect the planet and promote peace and prosperity for everyone by 2030. By bringing our activities in line with the SDGs, we are contributing to the global efforts to achieve sustainable development.



[Swisstainable](#) is the Swiss sustainability program for promoting sustainable tourism and events. It encourages organizations to adopt environmentally friendly practices and boosts Switzerland's reputation as a sustainable destination. With Expomobilia at Level III and Messe Basel, Messe Zürich and Art Basel at Level II, we are testifying to our continuing efforts to improve environmental performance and support sustainable tourism in Switzerland.



The [Gallerie Climate Coalition \(GCC\)](#) is an international community of arts organizations working to reduce the environmental impacts of the art industry. Art Basel has been an active member since 2023 and is committed to a sustainable art world. The GCC aims to reduce the CO₂ emissions of the arts sector by at least 50% by 2030 and promote zero-waste methods. Read more [here](#).

Partnerships

Those we are working with to achieve our targets



[Hydrus.Ai](#) is an AI-driven platform that supports companies in achieving their sustainability goals by analyzing data and developing insights. We use Hydrus.Ai primarily to measure our corporate carbon footprint and track our performance over time. This tool enables us to precisely monitor our environmental impact, set realistic sustainability targets and assess our progress. Through the use of advanced data analyses, we are better able to make well-founded decisions and effectively fulfil our sustainability commitments.

Reporting

How we communicate our progress



The [Global Reporting Initiative \(GRI\)](#) provides a comprehensive framework for sustainability reporting. The GRI Standards are in widespread use for disclosing environmental, social and governance (ESG) performance. By applying the GRI Standards, we ensure that our sustainability reports are transparent, comprehensive and commensurate with global best practices. This helps our stakeholders to understand our ESG performance and supports our commitment for accountability and continuous improvement.

Ratings

External assessment of our performance



[CDP](#) is a global non-profit organization that operates the world's leading platform for environmental disclosures. CDP motivates companies and governments to reduce their greenhouse gases, protect water resources and preserve forests. Through our cooperation with CDP, we are able to transparently disclose our environmental data and performance. With more than 15,000 companies reporting via CDP, we are part of a global initiative for improving environmental transparency and accountability. We received a CDP rating of C in 2024.

Stakeholder Engagement /

GRI 2-29

Engaging with our stakeholders is a key component of MCH Group's approach to sustainability. By entering into dialogue with our stakeholders and working with them, we gain different perspectives, promote innovation and develop solutions that benefit both our company and the broader community. Our stakeholders include customers, employees, suppliers, local communities, industry partners and regulatory authorities. This regular dialogue helps us to understand their concerns and priorities and enables us to selectively address relevant sustainability topics.

Our key activities in terms of stakeholder engagement:

1. Global Sustainability Steering Council

(internal): MCH Group's interdisciplinary Global Sustainability Steering Council meets once every quarter and comprises representatives from all company divisions, business units, and key operational areas. The committee plays a decisive role in continuously monitoring, evaluating, and steering the company's sustainability initiatives, ensuring that the strategies align effectively with the overarching sustainability targets, industry standards, and evolving stakeholder expectations. Opportunities for meaningful improvement are identified, and cross-sectoral cooperation is actively encouraged in joint discussions, fostering innovative

solutions to master sustainability challenges and enhance the company's overall environmental, social, and governance performance.

2. Basel-Stadt Sustainability Council:

MCH Group is member of the Basel-Stadt Sustainability Council that was set up by Basel Tourism. This initiative, launched in 2024, promotes cooperation and discourse between its members so that they can jointly develop solutions to sustainability challenges and certify Basel as a sustainable location.

3. UFI Sustainability Working Group:

MCH Group belongs to the UFI Sustainability Working Group and participates regularly in meetings with industry colleagues to discuss challenges and solutions in the event industry. UFI, the Global Association of the Exhibition Industry, is the globally leading association for the industry and promotes cooperation, innovation and excellence in the sector.

4. Swisstainable Schweiz: As a member of Swisstainable Schweiz, MCH Group works with other organizations to promote sustainable tourism and events throughout the country. Our involvement assists us in coordinating our own sustainability efforts with the national goals and adopting tried-and-tested processes.

5. Gallery Climate Coalition (GCC): MCH Group is actively involved in the Gallery Climate Coalition (GCC) for Art Basel, referring gallerists to the GCC templates for data collection and providing other organizations with useful insights by sharing its own best practices. At the same time, MCH Group benefits from the best practices of other GCC members. This creates a valuable learning process for all concerned and enables the joint development of sustainable standards.

Certifications /

Certifications play a crucial role in ensuring sustainable and quality-driven processes. They establish recognized standards for evaluating and optimizing key areas such as quality management, environmental responsibility, and social accountability. By implementing and continuously advancing these certifications, we strengthen our commitment to sustainable business practices and excellence across various domains. Our goal is not only to meet but to exceed the growing demands for quality, environmental awareness, and corporate responsibility. We actively engage in both internationally recognized standards and country-specific programs, ensuring ongoing improvement and alignment with evolving industry expectations.

Certification	Applicable to:
ISO 20121	MCH Live Marketing Solutions AG MC ² Europe GmbH
ISO 9001	MCH Messe Schweiz (Basel) AG MCH Messe Schweiz (Zürich) AG MC ² Europe GmbH
ISO 50001	MC ² Europe GmbH
ISO 26000	MC ² Europe GmbH
ISO 14001	MC ² Europe GmbH
Swisstainable (Level II)	MCH Messe Schweiz (Basel) AG MCH Messe Schweiz (Zürich) AG Art Basel in Basel (Event)
Swisstainable (Level III)	MCH Live Marketing Solutions AG



Governance /

GRI 2-27

Our actions are based on the conviction that we not only bear environmental, economic and social responsibility but also place particularly strict demands on integrity in company management. Ethical business conduct and compliance with legal requirements are self-evident for us. The fair and respectful treatment of employees, customers, partners, competitors and society is deeply rooted in our corporate culture.

At the same time, we appreciate that true improvement starts from within. While we are continuously developing and growing, we constantly scrutinize the status quo in a bid to make our processes safer and more efficient and compliant. This not only ensures we meet the highest standards but also promotes well-being and satisfaction of all those involved.

Our Target

- Promoting ethical business practices and continuous process optimization to guarantee high standards.

Our Focus Topics



Ethical business practices

For detailed insights, navigate directly to the corresponding chapter [here](#).



Procurement

For detailed insights, navigate directly to the corresponding chapter [here](#).

Governance of sustainability topics

GRI 2-14

MCH Group has firmly embedded sustainability governance within its corporate structure. At the highest level, responsibility for sustainability lies with the Board of Directors, which regularly reviews and formally approves the company's sustainability reports. Since 2022, sustainability has been further integrated into the Group Management Team through the appointment of a Chief Strategy and Sustainability Officer (CSSO), reinforcing the strategic significance of sustainability at the management level and ensuring it remains a core focus within corporate leadership.

The Global Sustainability Steering Council is a key pillar of MCH Group's sustainability governance framework. This council, led by the Head of Sustainability, consists of employees from all business units and relevant group services, ensuring ongoing discussions and systematic internal reviews of sustainability-related topics. The committee regularly evaluates material issues, defines key targets, and implements action plans to guarantee that sustainability considerations are embedded in all company decisions through structured and continuous information exchange. Additional details regarding MCH Group's overall governance structure can be found in the Corporate Governance chapter.

Ethical business practices

GRI 3-3 / 2-23 / 2-24 / 205-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



Ethical business practices are crucial for MCH Group and include integrity, fairness and respect for human rights in all business areas. By observing these standards, MCH Group increases stakeholder trust and promotes sustainable growth. Our approach to ensuring ethical business practices is based on international standards, including the UN Guiding Principles on Business and Human Rights and the OECD Anti-Bribery Convention.

Code of Conduct

GRI 2-26 / 2-27 / 205-3

Our [Code of Conduct](#) serves as a guide for all our employees and sets out the fundamental principles and behaviors of central importance for our company. It provides clear guidance on how we operate as an organization to ensure that we always comply with current legislation and ethical standards. We revised the entire Code in 2024 and added new topics. The Code now highlights

active protection of the environment and the sustainable use of resources. Refresher training on the new Code of Conduct was launched in the last quarter of the year and should have been completed by all MCH Group employees at the start of 2025.

The Code of Conduct and the refresher training also contain clear instructions on how to deal with breaches of the rules. Employees are referred to the MCH Group's speak-up procedure, which enables employees to report violations securely and confidentially. No key violations of laws or regulations were notified during the reporting period.

Management of climate-related risks

GRI 2-16 / 2-25

Our approach to risk management, which focuses specifically on climate-related risks and opportunities, is based on the guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD). Detailed information on this may be found in the [Appendix](#). This chapter additionally underpins our compliance with the relevant provisions of the Swiss Code of Obligations (Art. 964a-c) and is subject to constant further development in a bid to boost our transparency and make a sustainable contribution to reporting on the attainment of the global climate targets.

Procurement

GRI 3-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group places great emphasis on responsible procurement, carefully considering both social and environmental criteria when selecting and collaborating with suppliers. Our [Supplier Code of Conduct](#) establishes globally binding standards for ethical behavior and sustainability, ensuring that our partners align with our values and commitments. Additionally, through our Supplier Evaluation Grid, we systematically integrate environmental and social factors into purchasing decisions, reinforcing our commitment to sustainable supply chain practices.

We continuously work to enhance the transparency and sustainability of our supply chain by refining our procurement processes and strengthening the incorporation of ESG criteria into contracts, supplier assessments, and long-term partnerships. By regularly reviewing and optimizing these processes, we aim to uphold the highest standards in responsible sourcing and

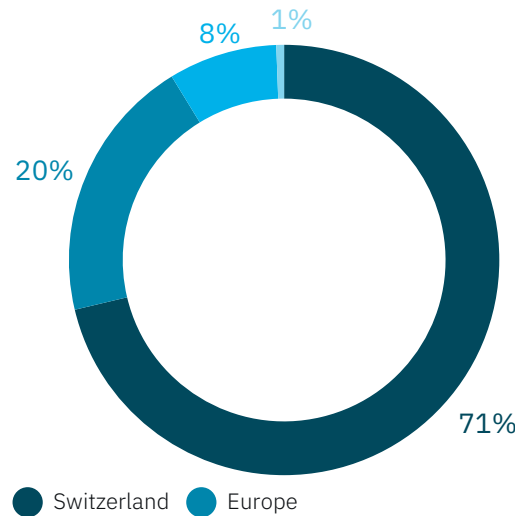
ethical business conduct across all procurement activities.

Countries of procurement

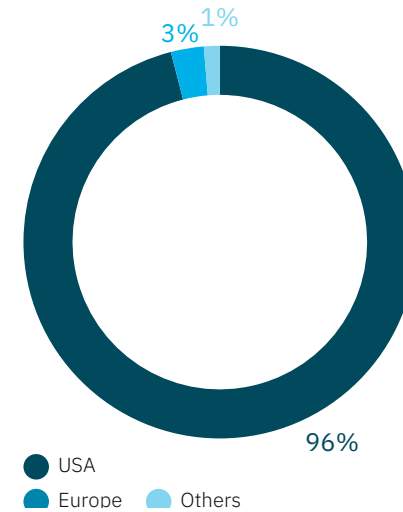
GRI 204-1

All MCH Group divisions in Switzerland purchase 70 % of their products and services locally from Swiss companies. Another large percentage, 20 %, are sourced from Europe. Only 9 % come from different parts of the world. All MCH Group business units in the USA purchase 96 % of their products and services from companies based in the USA. A further 3 % are imported from Europe and the remaining 1 % come from the rest of the world.

Procurement Switzerland



Procurement USA



Outlook

Over the years to come, we will intensify our initiatives to ensure ethical business practices and continuously optimize our purchasing processes. In 2025, we are introducing mandatory Code of Conduct trainings to ensure that all employees receive regular training on topics that include anti-corruption, conflicts of interest, competition practices and sustainable conduct.

In the area of procurement, we will conduct supplier assessments and align our processes to an even greater extent to the relevant sustainability aspects. New suppliers will be organized centrally in future, with our Supplier Code of Conduct and data protection agreement being forwarded automatically, without need for separate confirmation. This will give us a better overview of our suppliers and ensure that consideration is paid right from the outset to all requirements relating to ethical behavior and the ESG criteria.

These measures will serve to strengthen transparency and compliance in our supply chain and ensure that we continue to act in accordance with international standards such as the UN Guiding Principles on Business and Human Rights and the OECD Convention. Our aim is to continuously improve our processes and promote sustainable change with our stakeholders, especially with our suppliers.



Environment /

Sustainability plays a key role throughout the MCH Group value chain. We aim to generate lasting positive contributions to the environment through sustainable practices. We work continuously on minimizing our negative environmental impacts while, at the same time, generating positive stimuli.

We have optimized our sustainability approach on the basis of the guidelines issued by the Net Zero Carbon Events (NZCE) initiative, allowing us to exert a sustainable positive influence in decisive areas of our business. Effective resource and energy management enable us to boost our efficiency and promote the use of renewable energy. One particular focus is the environmentally friendly mobility of our employees and visitors, as well as efficient transport and logistics concepts. Targeted operational resource management helps us to conserve resources and minimize our environmental impacts in a wide range of areas.

Our Targets

- Net zero by 2050
- Reduction of Scope 1 and 2 emissions by 50% by 2030
- 20% reduction in Scope 3 emissions by 2030
- Achievement of “Near Zero Waste¹” for all our own events by 2030
- Switch to reusability and renewability

¹ Near zero waste is defined as follows: “As close to nothing as possible going to landfill or incinerator, in the regions where facilities permit.”

Our Focus Topics



Resource Management

For detailed insights, navigate directly to the corresponding chapter [here](#).



Energy Management

For detailed insights, navigate directly to the corresponding chapter [here](#).



Mobility

For detailed insights, navigate directly to the corresponding chapter [here](#).



Transport & Logistics

For detailed insights, navigate directly to the corresponding chapter [here](#).

Our Path to Net Zero /

MCH Group is part of the Net Zero Carbon Events industry initiative, which aims to achieve net zero emissions in the event industry by 2050. In addition to the focus topics defined in the previous chapter, we have set ourselves the following key targets for reducing our corporate carbon footprint (CCF):

- Close cooperation with partners, suppliers and customers to drive forward transformative change.
- Systematic recording and tracking of our greenhouse gas (GHG) emissions and their continuous optimization through the sharing of best practices within the industry.
- Transparent reporting of our progress in accordance with the GRI Sustainability Reporting Standards and the continuous search for further possibilities for improvement.

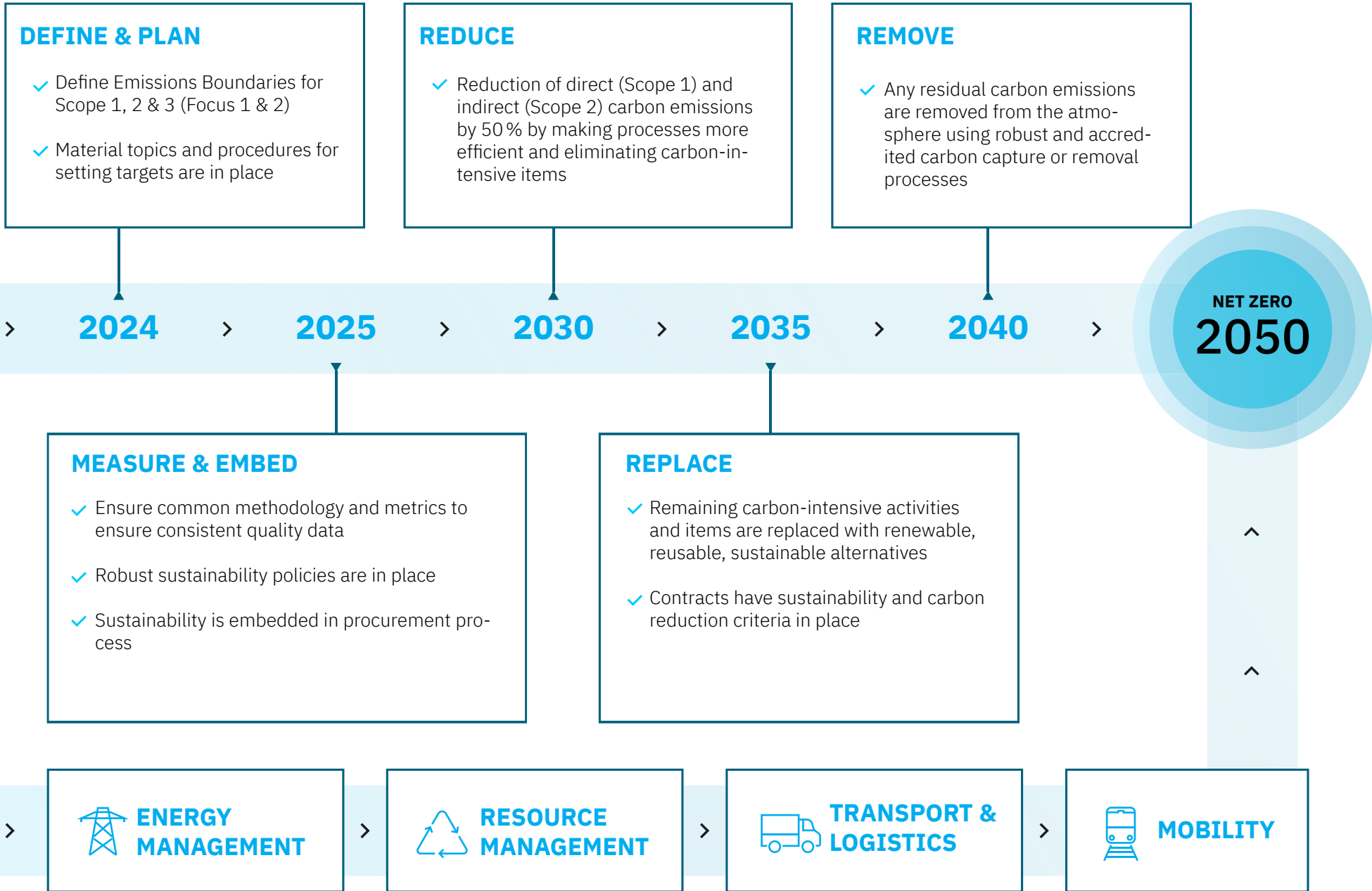
We are looking to the future with optimism and are all united in striving to achieve measurable progress on our path to Net Zero.

Science Based Targets

Despite our intense efforts, we were unable to submit our targets for participation in the SBTi by the end of 2024 as planned. The tightened regulatory requirements meant our attention was focused on reporting and on ensuring the quality of our carbon data, which took up our resources. Our strong commitment to sustainability remains unchanged, however. We are doing everything possible to consistently align our reduction path to the scientific requirements and are working continuously to implement it.



Courtesy Art Basel (Art Basel in Paris 2024)



Our Corporate Carbon Footprint

GRI 305-1 / 305-2 / 305-3 / 305-4 / 305-5

At the present point in time, an in-depth analysis of the emission data is only possible to a limited extent, since the data basis has changed considerably in some cases by comparison to the previous year. This is due to adjustments to the methods employed for collection and calculation, brought about, among other things, by extended system boundaries, updated emission factors and the deployment of a new calculation tool. While these developments will help improve the data basis over the long term, they are currently hampering direct comparisons with the previous year.

The nature of our business model additionally constitutes a challenge, since the emissions are determined to a decisive extent by the type, size and location of the event. We are working on establishing a consistent, comprehensive collection of data that will permit reliable comparability over a number of years. This process calls for experience and further development, since accurate and standardized recording can only be established over a lengthy period of time. Our aim is to create a reliable basis for assessing and steering our emissions.

Scope 1, 2 and 3 Emissions

MCH Group adheres to the standards of the Greenhouse Gas Protocol (GHGP) for reporting on CO₂ emissions. This protocol is the framework most commonly used worldwide by governments and companies to record, quantify and steer greenhouse gas emissions. It classifies emissions in three scopes:

- **Scope 1** covers direct emissions from the company's own sources or sources controlled by the company. In the case of MCH Group, it is primarily the heating systems in our buildings that account for the largest share of direct emissions.
- **Scope 2** encompasses indirect emissions from the purchased electricity, heating and cooling needed to run our locations. The main emission driver in this field is the energy consumption of our event locations.
- **Scope 3** includes all other indirect emissions over the length of the value chain and constitutes by far the largest share of our overall emissions. The biggest emission drivers for MCH Group are the transport of goods and our visitors' mobility.

Further key environmental figures are available in the [Appendix](#) to this report.

Emissions	Unit	2024	2023
Scope 1	tCO ₂ e	2 953.38	2 023.53
Scope 2 ¹	tCO ₂ e	3 393.80	2 532.78
Scope 3	tCO ₂ e	349 753.55	400 862.66
Total	tCO₂e	356 100.74	405 427.96
Emission-sintensität	tCO ₂ e/ net sales MCHF	819.67	1 030.18

- 1 Scope 2 emissions are reported according to the location-based principle, as market-based data is not available for certain locations. A precise statement according to the market-based approach is therefore not possible.

Resource Management

GRI 3-3 / 306-1 / 306-2

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group is committed to responsible resource management for minimizing the use of resources and reducing waste. We contribute to environmental conservation and to boosting efficiency through targeted measures such as recycling, upcycling and optimized materials management. We adopt this approach both for our own productions and when working with exhibitors in a bid to promote sustainable practices over the full length of the value chain.

Our focus is on the reuse and efficient deployment of materials so as to avoid unnecessary waste. Where this is not possible, we are committed to consistent separation and recycling. We not only generate environmental benefits in this way but also reduce disposal costs over the long term and increase our operational efficiency.

Sustainable Event Guide

A key tool in this approach is our [Sustainable Event Guide](#). This sets out clear information on the environmentally-friendly use of materials and the correct handling of waste at our events. It assists our organizing teams and partners in making sustainable decisions – from the selection of materials through to waste avoidance and support for the circular economy. Together with training sessions and collaborations with local suppliers and stakeholders, it enables us to make an active contribution to reducing environmental impacts and strengthening sustainable event practices.

Materials Management

GRI 301-1

The choice of materials plays a key role in our Live Marketing Solutions (LMS) business unit. Our subsidiaries MCH Global, Expomobilia and MC² supply their customers with bespoke temporary structures, supporting them from the initial concept idea through to its final implementation.

If requested, our teams will provide targeted and customized advice on environmentally-friendly solutions tailored to the specific requirements of an individual project. Some of the factors we take into account when drawing up customized concepts are material efficiency, reusability and environmental compatibility. In this way, we help our customers make decisions that are both functionally and environmentally beneficial.

FOCUS STORY /

From Recycling to Reuse

GRI 301-3



At Art Basel Unlimited in Basel we are opting for new solutions to promote resource efficiency and recycling. Through the introduction of a special tape, 20% more plasterboard panels were reused in 2024, reducing the volume of waste by 41 tonnes.

[Read more](#)

Materials LMS

Used Materials (t) ¹	2023	2024
Renewable Materials	805.62	673.27
– Wood	804.24	672.52
– Bio-based Plastics	0.00	0.00
– Natural Fibers (e.g., Hemp, Cotton)	1.39	0.75
Non-renewable Materials	1 820.22	1 422.49
– Oil-based Plastics (e.g., PVC, Polyester)	288.57	66.30
– Aluminum	1 520.05	1 356.15
– Steel	11.57	0.00
– Glass	0.00	0.00
– Electronic Materials (e.g., LEDs)	0.04	0.03

1 The data collection period extends from January 1 to September 30 each year. To calculate the Corporate Carbon Footprint (CCF), the remaining three months of the year are extrapolated based on the collected data to enable a full-year assessment.

Material investments made in 2023 continue to be used in 2024, which explains part of the reduction seen. The data currently available will not permit a more precise differentiation.

Carpets at our events

The use of carpets at trade fairs plays a key role in shaping the atmosphere. However, their use is increasingly being scrutinized, as they are often treated as disposable products, leading to significant amounts of waste. For this reason, Messe Basel and Messe Zürich are actively seeking more sustainable alternatives.

One example is the REWIND carpet, which can be recycled after use. It is processed into granules, which are primarily used in the manufacture of plastic cladding for the automotive industry, particularly in trains, buses, and cars. However, an even better solution would be to use carpets that are either reusable or entirely made from recycled materials.

Another approach would be to completely eliminate the use of carpets, as has already been successfully implemented at various events. In some event locations, we also benefit from flooring that eliminates the need for additional carpeting. For example, the venues for Art Basel in Miami Beach, Paris, and Hong Kong already feature high-quality flooring materials, which provide both an aesthetic and functional base.

At the events we organize in Switzerland, as well as at the global Art Basel shows, 66 % of the floor space we use is covered with recyclable carpet alternatives, such as REWIND. In 31 % of cases, we completely forgo the use of carpets. The remaining areas are still equipped with conventional trade fair flooring, such as single-use carpets or PVC tiles.

Modular stand systems at our events

Contrary to widespread perception, it is increasingly rare for trade fair stands to be built for just a single event. A growing proportion of the stands we organize are based on reusable modular construction systems, permitting a significant reduction in waste and resource consumption.

While it is frequently the exhibitors who are responsible for the design of trade fair stands, which restricts our influence as organizers, we have nonetheless been actively committed to reusable and resource-saving solutions for many years. Together with Syma, a specialist in modular aluminum systems, we promote the use of long-life systems with an impressive reusability rate. These modules are in regular use at a variety of events, helping to reduce waste and set sustainable standards.

One successful example of reusable systems is at our Art Basel fair. This has its own modular wall system, which has been in use for a number of years and is constantly being reviewed and optimized in order to conserve even more resources and find more sustainable solutions. Read more [here](#).

FOCUS STORY /

Sustainable event materials

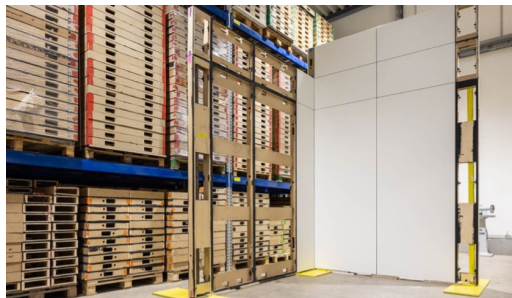


One example of resource saving is the switch to plastic-free badges. By dispensing with the plastic film, we have been able to achieve a reduction of some 75 kg in the amount of plastic used for our 300,000 or so badges each year. Together with our partner Aditus, we have also introduced sustainable lanyards in recycled PET, organic cotton and bamboo. These are fitted with simple plastic or metal clips, enabling them to be reused and thus reduce the amount of material required.

[Read more](#)

FOCUS STORY /

New storage system for reusable construction elements at MC² Europe



In 2024, MC² Europe introduced an innovative storage system for reusable construction elements to optimize the material cycle and reduce waste. This system is supplemented by a flexible modular wall frame system that can be reused multiple times and constitutes a sustainable alternative to temporary structures. These measures have already enabled the use of wood expressed in terms of sales to be reduced by 13.65%. This combination of well thought-out storage logistics and a resource-saving design illustrates how MC² Europe ingeniously combines sustainability and cost-efficiency.

[Read more](#)

Waste Management Worldwide

GRI 306-3 / 306-4 / 306-5

Waste management at our locations is determined by the local conditions in each case, together with the available disposal and recycling options. Where possible, we work with specialized disposal companies that guarantee correct separation, reuse or, if necessary, environmentally friendly disposal in a waste incineration plant. We are continually expanding our data basis in order to further optimize our waste strategy. In this way, we are creating a sound basis for decision-making, enabling us to effectively implement targeted waste reduction and recycling measures.

Generated Waste (t)	2024
Total Waste	3 258.12
– Switzerland	956.56
– Europe	522.57
– USA	1 503.60
– Asia	275.39

Energy Management

GRI 3-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group takes a holistic approach to energy management, focusing on increasing the use of renewable energy and optimizing energy consumption. Our goal is to ensure long-term energy security, gradually reduce dependence on fossil fuels, and make a meaningful contribution to climate protection.

Effective energy management is essential for the MCH Group's sustainable success and plays a key role in achieving our climate goals. In light of global challenges such as climate change, rising energy costs, and stricter regulations, optimizing energy use is a central pillar of our corporate strategy. At the same time, our stakeholders – including customers, partners, and investors – expect responsible and forward-thinking action in energy efficiency and climate protection.

A key element of our strategy is the precise monitoring and analysis of energy data. By conducting in-depth consumption analyses, we identify potential savings and implement targeted measures

to improve efficiency. These include investments in state-of-the-art, energy-efficient lighting systems, the use of smart digital solutions, and the integration of innovative, sustainable technologies into our infrastructure.

Collaboration is also crucial. We work closely with leading experts and specialized partners to further develop sustainable energy practices and implement resource-efficient solutions across all areas of our business. Additionally, through targeted awareness initiatives, we promote a culture of conscious and responsible energy use both within our company and beyond.

At the MCH Group, we firmly believe that sustainable energy management not only benefits the environment but also presents economic opportunities. Lower energy consumption translates into reduced operational costs and enhances the competitiveness of our events and venues. By continuously refining our processes and embracing innovative technologies, we are actively shaping a more climate-friendly event industry.

FOCUS STORY /

New electric forklift trucks at MC² Europe



MC² Europe has been using fully electric forklift trucks since 2024, reducing emissions from its warehouse operations by 75.9% – equivalent to a saving of some 1,615 kg CO₂e each year. The trucks run primarily off electricity from the company's own photovoltaic system, which similarly contributes to more sustainable logistics.

[Read more](#)

Electricity Consumption

GRI 302-1 / 302-2 / 302-4

MCH Group has published transparent data on electricity consumption at its exhibition sites in Basel and Zurich for a number of years now. This year, we have been able to compile a significantly more accurate picture of our electricity consumption, despite certain figures still being based on estimates. This has been made possible first and foremost by extending the reporting to cover all MCH Group business units. Through this more comprehensive data capture, we are not only able to determine our overall electricity consumption more clearly but can also identify specific potential for improvement. While our locations in the USA are focusing on increasing the share of renewable energy, efforts in Switzerland are concentrated on boosting energy efficiency.

Events

Region	Total Electricity Consumption (MWh)	Share of Renewable Energy 2024 (%)	Development of Electricity Mix ¹
Total	5 475.03	54.41%	7.09%
Switzerland	3 104.66	98.92%	3.58%
Europe	199.45	0.00%	0.00%
USA	2 052.92	0.00%	0.00%
Asia	118.00	0.00%	0.00%

¹ The developments towards renewable energy sources are presented in comparison to the base year 2023.

Sites

Region	Total Electricity Consumption (MWh)	Share of Renewable Energy 2024 (%)	Development of Electricity Mix ¹
Total	11 638.33	70.26%	76.20%
Switzerland	8 119.11	98.63%	98.62%
Europe	95.26	23.34%	12.88%
USA	3 363.62	0.00%	0.00%
Asia	60.34	0.00%	0.00%

¹ The developments are presented in comparison to the base year 2023.

FOCUS STORY /

Energy efficiency project cuts consumption by 18 %

GRI 302-5



As part of the target agreement with Canton Basel-Stadt, energy consumption at Art Basel 2024 was reduced by 18% – equivalent to the annual electricity consumption of 72 four-person households. This reduction was achieved through optimized processes, including the selective control of ventilation and lighting systems. These successful measures now serve as an example for other MCH Group events and promote transparent and responsible energy use.

[Read more](#)

Mobility

GRI 3-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group recognizes the crucial role of sustainable mobility and its far-reaching impact on the environment, economy, and society. The transportation sector accounts for approximately 15% of global greenhouse gas emissions (AR6, WG3, Chapter 10), with travel to and from events contributing significantly to CO₂ emissions, air pollution, and noise. At the same time, in-person meetings remain an essential part of our business model—they foster direct exchange, strengthen networks, and support local industries such as hospitality, gastronomy, and transportation.

As a globally operating company, we are committed to making mobility more sustainable, reducing our ecological footprint without compromising the importance of physical events and meetings. Our approach is based on conscious mobility management, promoting sustainable alternatives and creating incentives to prioritize eco-friendly options. These efforts include financial benefits

for public transportation, actively encouraging remote work to reduce commuting, and awareness campaigns to help employees, partners, and visitors make responsible transport choices.

Through these initiatives, we are actively working to minimize the environmental impact of our events and embed sustainable mobility solutions into our corporate culture for the long term.

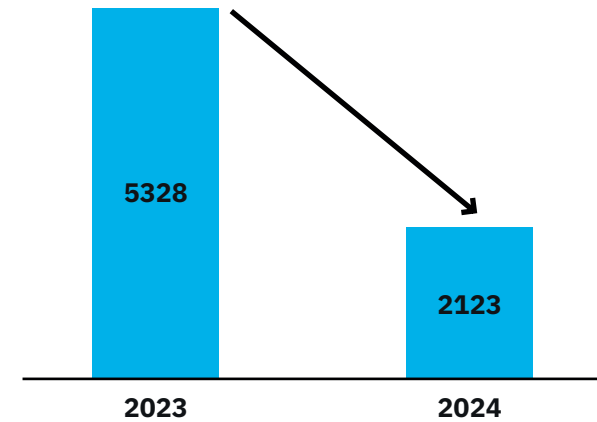
New Global Travel Policy

To reduce Scope 3 emissions related to employee business travel, we have revised our travel policy to further enhance sustainability efforts. While business travel – excluding visitor mobility¹ – accounts for only around 2.5% of our global CO₂ footprint, we consider it a key lever for emission reduction. This is due to our direct influence in this area: through targeted measures, we can drive meaningful change and further raise awareness of sustainable travel practices within our organization.

The updated policy encourages employees to critically assess the necessity of each trip and only travel when absolutely essential. When travel is required, sustainable options should always be prioritized, such as direct train connections whenever possible. This initiative has already led to a significant reduction in our CO₂ emissions, primarily due to a noticeable decline in business travel. A detailed overview of the savings achieved and their impact can be found in the following graphic.

Emissions from Business Travel

CO₂e emissions (t)

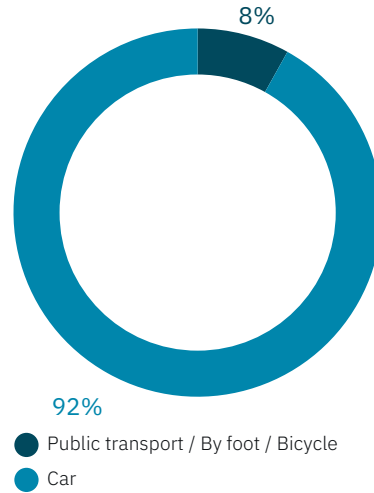


¹ To permit a differentiated picture of the emission drivers in our company, we calculate visitor mobility separately in certain analyses. If we did not do this, business trips would account for only 0.6% of our total emissions.

Employee Commuting

At our Swiss locations, we have implemented a variety of environmentally friendly initiatives specifically designed to reduce the Scope 3 emissions that arise from employee commuting, while simultaneously encouraging sustainable modes of transportation and eco-conscious commuting habits. To facilitate the use of regional public transport, we subsidize tickets for local transit services, making them more accessible and attractive, and have installed charging stations for electric vehicles. In locations where access to public transportation is more limited, we actively support e-scooter sharing services to provide a convenient and practical alternative. Moreover, our flexible working models empower many employees to work from home, significantly reducing the frequency and overall distance of daily commutes, thus fostering a greener work culture.

Commuting USA



Transport & Logistics

GRI 3-3

Impact

On the environment, society and the economy



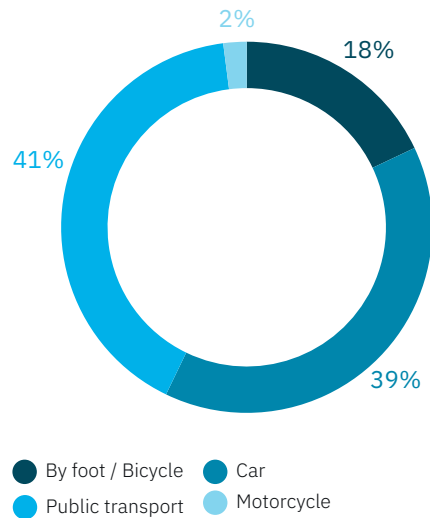
Business relevance

Financial impacts

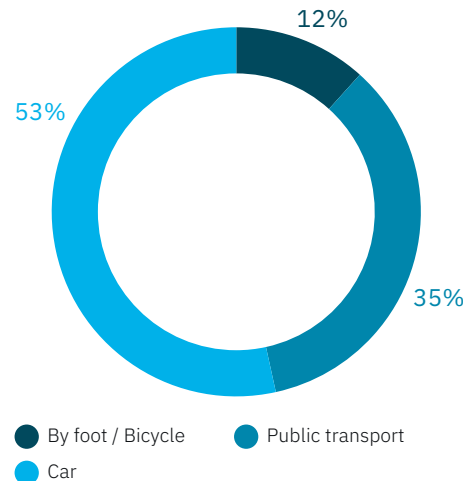


MCH Group relies on efficient and sustainable logistics to make transportation more environmentally friendly, while optimizing operational processes at the same time. Transporting valuable goods such as works of art requires precise planning and should not obstruct regional traffic unnecessarily.

Commuting Europe



Commuting Asia



We minimize negative environmental and health impacts by reducing emissions, optimizing logistics processes and working together closely with logistics partners. At the same time, we are working on reducing our use of fossil-fueled means of transport and promoting sustainable transport solutions. Our aim is to achieve a future-proof, resource-saving logistics system that meets both economic and environmental requirements.

FOCUS STORY /

Art logistics at Art Basel



Art Basel is actively working on reducing its carbon footprint and, during workshops held in 2023, raised awareness among its freight forwarders about the importance of data transparency and sustainable solutions. Transport data has now started to be recorded in standardized form using the GCC template, enabling a more accurate calculation of carbon footprints. Initial success has been achieved in Basel, with Miami Beach, Paris and Hong Kong set to follow in 2025.

[Read more](#)

Outlook

Over the next few years, we will continue to implement targeted measures to further reduce our carbon footprint in the areas of transportation and logistics, mobility, and energy and resource management.

We will be able to reduce our energy consumption over the long term by expanding the use of renewable energy. This will be achieved by increasing the energy efficiency of our infrastructure and events, among other things.

We will also be focusing to a greater extent in the years to come on the switch to a closed-loop system for the materials we use. The transition to a closed-loop system is a long-term process that starts with specific, effective steps. We will first focus on avoiding the use of materials, and then increase the reusability of materials and selectively expand the scope of recycling. These measures will allow us to use resources more efficiently and minimize waste so that we can gradually complete the transition to a closed loop system.

When it comes to mobility and also to transport and logistics, our internal measures are not the only decisive factor. Cooperation with partners, suppliers, customers and visitors is essential to raise awareness and provide targeted and effective incentives.

The above topics are not only tasks for us but also opportunities to take on responsibility for the environment and further promote sustainability in all areas of our company. Through continuous improvement and innovation, we will take further steps to sustainably reduce CO₂ emissions and further expand our contribution to environmental protection. We are confident that these measures will not only reduce our environmental impact in future but will also bring economic benefits for our company.

Social /

MCH Group defines social sustainability as our commitment to the well-being and development of our employees as well as our responsibility to the various communities and stakeholders affected by our activities. Our commitment here goes beyond simply meeting standards. We wish to promote diversity, equity and inclusion (DE&I) among our employees and in the communities in which we operate. This also includes ensuring that our events are accessible to everyone.

We invest in high-quality training and continuing education programs to support the growth of our employees to the fullest possible extent. These measures enhance our employees' professional advancement and ensure that they acquire the skills necessary to succeed in a constantly changing environment. In this way, we not only contribute to the personal growth of our employees but also strengthen the potential of our organization as a whole.

Our Targets

- We foster an open and respectful collaboration that ensures the active participation and inclusion of all individuals in the communities where we operate.
- We cultivate a high-performance corporate culture that prioritizes employee growth and satisfaction.

Our Focus Topics



Diversity, Equity & Inclusion

For detailed insights, navigate directly to the corresponding chapter [here](#).



Learning & Development

For detailed insights, navigate directly to the corresponding chapter [here](#).

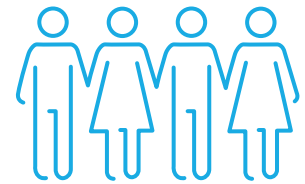
Employees /



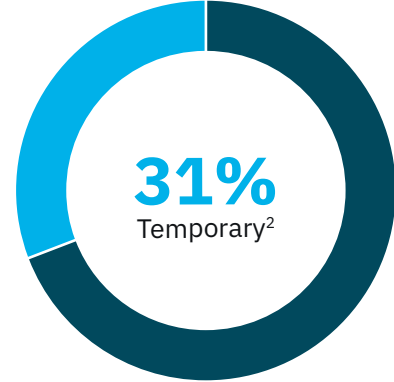
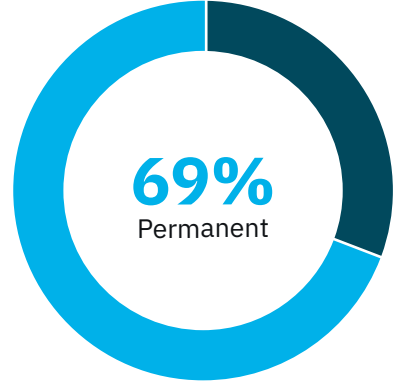
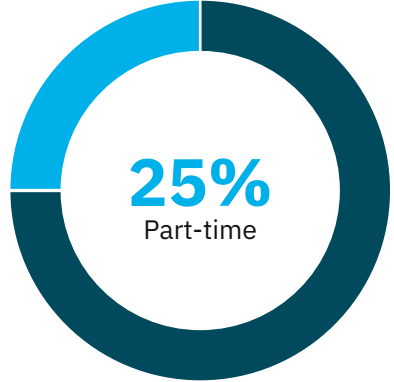
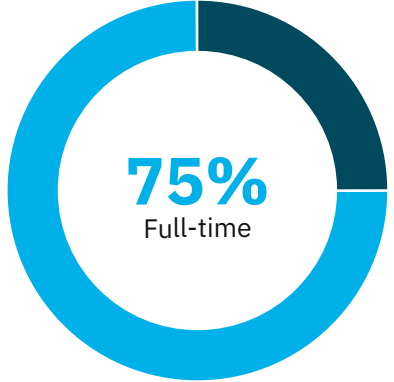
Women
442
38%



Men
708
62%



Total¹
1150
100%



1 Total full-time equivalents, apprentices and student trainees weighted at 50 %
 2 The high number of temporary employees is due largely to the MC² business model in the USA. 90% (2023) / 84% (2024) of temporary employment contracts are issued in the USA.

At MCH Group we rely on the creativity, abilities, diversity and passion of our employees. MCH Group fosters an entrepreneurial spirit that rewards personal initiative and commitment. We view ourselves as a team, in both success and failure. Our diversity is a strength that is boosted by mutual appreciation. We aim to create an environment in which individual potential is realized for the good of the company.

Number of employees

In 2024, MCH Group had a total of 1,363 employees (1,150 full-time equivalents). Of these, 442 are women (38%) and 708 men (62%). Of all employees, 75% work full time and 25% part time. The group has 402 employees in Switzerland. In the USA, MCH Group employs 826 people, while the United Arab Emirates, Hong Kong and Germany together have a further 135 employees.

Enable the Business, Empower the People

Our Strategy 2030 aims, among other things, to create a future-oriented and agile organization that drives growth and transformation through the strengthening of employee capabilities. Our guiding principle of “Enable the Business, Empower the People” provides the foundation for achieving a sustainable connection between business success and employee growth.

Our focus here is on flexible HR strategies that enable transformation while simultaneously

promoting personal and professional resilience. These strategies include the introduction of skills matrices, innovative learning and development programs and the integration of approaches that foster the well-being of our employees.

These approaches are closely related to the DARE framework, particularly the Empower pillar. This also places further emphasis on the promotion of diversity, equity and inclusion (DE&I). At the same time, we are actively supporting the development of sustainability know-how in order to equip employees and the organization for dealing with the challenges and opportunities of a sustainable future.

HR Governance

The Human Resources department at group level (Group HR) is responsible for developing regulations and standards. These regulations and standards aim to ensure sustainable business success and the long-term employability of our employees. Group HR works closely with the HR functions at country level on ensuring that regulations and standards are adapted to local labor laws, as well as on promoting change and attracting and binding talent over the long term.

- Our Group HR is responsible for (global) guidelines, standards and strategic initiatives in the field of human resources. The Group HR Team works with the Group Sustainability Team on the further development of DE&I topics and the sustainability field.
- Our global HR representatives are the first point of contact for all HR issues in the individ-

ual regions. They implement the central Group HR requirements, ensure smooth HR administration – from recruitment to departure – and adapt global projects and processes to the requirements of each country. In this way, they ensure that our employees worldwide receive the best possible support.

- Our HR Service Center is in charge of the operational implementation of all personnel-related processes, handling administrative tasks such as social insurance, time management and form processing.

This structure ensures that MCH Group can align its global strategies to local requirements, successfully manage transformation and build a robust foundation for sustainable employee development.

FOCUS STORY /

New measures to improve work-life balance and knowledge transfer at MC² Europe

In 2024, MC² Europe took significant steps to improve the well-being and working conditions of its employees. By increasing the number of vacation days to 31, introducing 16 flexible working-time models and expanding its mentorship program, the company has sustainably enhanced work-life balance, knowledge transfer and employee satisfaction.

[Read more](#)

MOVIS

GRI 2-26

As part of our commitment to provide a healthy and supportive working environment, MCH Group works with [Movis](#), a neutral and specialized consulting firm. Movis offers a wide range of services, including financial advice, case management, family and relationship counselling, psychological counselling, job coaching and health management for all employees in Switzerland. We promote the well-being of our employees through these services, with a focus on prevention, early detection and integration. This is beneficial for everyone – employees, managers and the company as a whole.

The consultants at Movis are highly qualified experts with extensive experience. They offer a protected space where our employees can seek support in strict confidence. All communication between employees and Movis remains anonymous to MCH Group. If the consultant feels it necessary for an issue to be forwarded to HR or the Compliance Team, they will recommend that the person concerned does this and will not contact MCH Group directly. This guarantees the anonymity of employees at all times.

Learning & Development

GRI 3-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group attaches great importance to the continuous development of its employees' skills. We promote individual learning, cross-departmental knowledge-sharing and targeted skills development through selective training and continuing education programs. Our framework structure enables us to identify competence gaps at an early stage and take measures to promote both existing and new talent.

As of 2025, we are also focusing on sustainability training to a greater extent to raise awareness and expand knowledge in this area. This will ensure that our employees have the necessary skills to make sustainable and responsible decisions in their work environment.

Skill-Matrix & “impact:leadership”

GRI 404-2

MCH Group is further developing its Learning & Development strategy to selectively enhance the skills of its employees and prepare the organization for future challenges. The skills matrix provides a groupwide overview of skills and roles for the first time. It sets out existing skills, enables targeted offers to be made for further development, and serves as a basis for customized upskilling initiatives to ensure that employees are optimally aligned to future requirements.

Leadership development is a particular focus. The MDP program to date is being realigned as impact:leadership in 2025. This internal leadership program combines digital content with interactive training sessions and practically-oriented applications. It imparts key skills, such as managing diversity, resilience in change processes, and also team dynamics and communication. Inclusive leadership constitutes an integral component of the program and supports managerial staff in actively promoting equal opportunity, diversity and an inclusive corporate culture. The aim is to equip managers to act flexibly, build trust and successfully lead teams through change.

Young Talents

MCH Group strategically invests in the future and is deeply committed to fostering the continuous development of young talents. As a company dedicated to education and training, MCH Group offers a diverse range of trainee positions in exciting, future-oriented professional fields, ensuring that young professionals gain hands-on experience in a dynamic and supportive environment.

At our Basel location, we provide comprehensive training opportunities for commercial employees, event specialists, and computer scientists who are working towards a Federal Diploma of Vocational Education and Training (EFZ). We take great pride in currently supporting six commercial trainees, one aspiring computer scientist, and one event specialist as they progress through their training programs. Additionally, in 2024, five student trainees had the opportunity to acquire invaluable practical experience by working across different MCH Group departments while simultaneously pursuing their Bachelor's or Master's degrees, allowing them to bridge the gap between academic knowledge and real-world application.

In Effretikon, we offer training in the vocations of 3D Designer (EFZ) and Advertising Designer (EFZ), equipping young professionals with specialized skills for the creative industry. At present, we are hosting two talented trainee advertising designers and one trainee 3D designer, providing them with hands-on learning experiences that prepare them for a successful future in their respective fields.

Beyond Switzerland, we are also delighted to extend our commitment to nurturing young talent internationally. At our location in Paramus, New Jersey, USA, we had the privilege of welcoming three enthusiastic interns as part of the Squared Effect Program. Through this initiative, they were able to gain practical industry insights, develop their professional competencies, and contribute meaningfully to our projects.

By investing in these young professionals, we aim to cultivate a new generation of skilled experts who are well-prepared to meet the challenges of the future while strengthening the innovative spirit of MCH Group.

FOCUS STORY /

Squared Effect Internship Program



In its second year, The Squared Effect internship program at MC² continued to create meaningful opportunities for students from underrepresented communities, exposing them to an industry that remains unfamiliar to many—the events and experiential sector.

[Read more](#)

Young Talents /



Commercial Employees EFZ¹



IT Specialists EFZ¹



Event Specialists EFZ¹



**Polydesigners
EFZ¹**



**Designers in Advertising
Technology EFZ¹**



Working Students



**Squared Effect
Interns**

¹ Federal Diploma of Vocational Education and Training – a certificate recognized in Switzerland that is awarded upon successful completion of a vocational education and training program.

Diversity, Equity & Inclusion

GRI 3-3

Impact

On the environment, society and the economy



Business relevance

Financial impacts



MCH Group is committed to diversity, equal opportunity and equal treatment both within the organization and, where possible, outside it. A diverse workforce brings together people with different perspectives and experiences, which helps in better understanding and responding to the needs of our international customers.

A working environment free of prejudices increases employee satisfaction and motivation, as well as boosting the attractiveness of an employer. At the same time, a consistent anti-discrimination policy minimizes potential business and legal risks. We aim to not only strengthen diversity but also to firmly anchor it in our corporate culture.

Fair Pay

GRI 2-20 / 405-2

In 2019, MCH Group's compliance with the federal government's equal pay requirements was checked using the Logib tool. The regression

calculations performed in this way confirmed that the effective remuneration paid by MCH Group is non-discriminatory in terms of gender. Pay equality between men and women across all skills levels and professional positions is within the 5% tolerance threshold specified by the Swiss federal government. No further internal review with the Logib tool has been conducted since then, but our HR Business Partners raise awareness of the issue during wage negotiations and promotion processes. Wage benchmarking is performed for each new position to be filled, for example, ensuring fair pay for new and promoted employees.

New Approach to Fair Goal Evaluations

In 2024, MCH Group extended its employee goal evaluation process with the introduction of calibration rounds conducted in cooperation with Group HR and the management teams of the respective business areas. The purpose of these rounds is to guarantee uniform and fair assessments of employee performance and minimize unconscious bias.

The calibration rounds permit performance evaluations to be reflected on in a team context, thus ensuring that the evaluation standards are applied in a consistent and fair manner. This measure highlights MCH Group's commitment to diversity and inclusion through the creation of comprehensive and transparent evaluation processes. It thus fosters a working environment based on fairness and appreciation, while, at the same time, supporting the strict standards of a high-performance culture.

FOCUS STORY /

Art Basel for the whole family



Art Basel is targeting the younger generation with its Art Studio Kids program and making art into a creative and playful experience. In Basel, Miami Beach and Hong Kong, children were introduced to the world of art through age-appropriate workshops, craft activities and exploration tours. In this way, Art Basel is not only promoting cultural participation but also strengthening its links with the local communities.

[Read more](#)

Outlook

MCH Group is setting out to establish a future-oriented culture of learning and development, combining individual employee needs with strategic requirements. Our dynamic training and continuous education strategy enables us to flexibly adapt to new trends. Information gathered from the skills matrix and the impact:leadership program is used to further customize learning offerings and boost the organization's agility.

MCH Group is additionally committed to offering an inclusive working environment that values diversity and actively prevents discrimination. We are promoting equal opportunities and equal rights with initiatives such as the Ginto app, which supports people with restricted mobility, and specialized platforms for women. At the same time, we recognize that further efforts are required. We are continually optimizing our processes through closer internal cooperation, external analyses and benchmarking, creating an even more inclusive corporate culture and sustainable events.



Economic impulses and partnerships /

As a company with a long tradition, based in Basel, MCH Group has been making a decisive contribution to the city's economic development for many decades, as is also the case in the other regions in which we operate. Our events not only constitute platforms for sharing innovations and ideas on a global basis but also sustainably stimulate their respective local economies. Many events attract large numbers of visitors from all over the world, boosting the hotel, restaurant and tourism sectors in particular. Our industry platforms additionally serve as innovation drivers, promoting partnerships and knowledge-sharing between companies well beyond the duration of the actual event. These synergies make a decisive contribution to the long-term economic sustainability of the regions in question and also promote their global networking.

Our Targets

- Economic, social and cultural impacts through the promotion of networking and collaborations.
- Generation of sales with a positive environmental impact through partnerships and the development of new products and services.

Economic strength and cultural significance of MCH Group

GRI 203-2

MCH Group generates significant economic impulses both in Basel-Stadt, where its head office is located, and neighboring regions. With its trade fairs, conferences and events, it generates sustainable added value for local industries, including tourism, restaurants and other service providers. According to a [study by BAK Economics](#) on the Basel region that was published in 2024, each Swiss franc earned by MCH Group generates an additional CHF 4.50 for the region. In 2023, our activities produced CHF 330 million in gross value added in Switzerland, CHF 201 million of which was in Canton Basel-Stadt.

“As a leading trade fair, conference and event organizer in Switzerland, we are a key catalyst for the regional economy. The new value creation study highlights the long-term added value that our national and international events generate for Basel.”

Florian Faber, Group CEO

MCH Group creates not only direct jobs but also a large number of indirect ones. For every job at MCH Group, five more are created over the length of its value chain. All in all, we secure 1,668 full-time equivalent jobs, contributing CHF 141 million to the wage bill. The tourism sector in particular benefits greatly from the events that attract hundreds of thousands of people each year and boost the local economy.

MCH Group serves as a key catalyst for the region, also strengthening economic development beyond Basel itself. With a tradition dating back more than 100 years, we remain a central driving force for Basel as a business location and contribute to the city's further development.

- CHF 330 million gross value added in Switzerland in 2023, CHF 201 million of which was in Basel-Stadt.
- Each franc earned by MCH Group generates an additional CHF 4.50 for other sectors.
- 1,668 full-time equivalent jobs secured, with a gross wage bill of CHF 141 million.
- The tourism sector benefits from CHF 105 million in added value.
- Some 700,000 visitors at MCH Group events in 2023.
- Every event creates five additional jobs along the value chain.
- Long-term contribution to the economic development of Basel and its neighboring regions.

MesseQuartier Basel

With its [MesseQuartier](#) (Exhibition Quarter) initiative, MCH Group is committed to creating a vibrant social meeting point in Basel. The initiative aims to transform the area around Messe Basel into a dynamic location for events, eating out, and leisure activities. The flexible infrastructure available at Messe und Kongresszentrum Basel provides an ideal setting for art and cultural exhibitions, concerts, theater performances, and national and international trade fairs and conferences. We regularly stage numerous events in the MesseQuartier, attracting both national and international visitors. Our offerings are supplemented by a wide range of leisure and dining options to suit different tastes.

Several exciting initiatives were launched in 2024 to enrich the community and further develop the city's cultural landscape. These include:

Marvel Universe

In 2024, the European premiere of the Marvel Universe exhibition was held at Messe Basel. Showcasing the iconic Marvel superheroes, it attracted fans and visitors from all over Europe. The exhibition included interactive displays, original costumes and exclusive behind-the-scenes content, enabling an exciting journey through the Marvel Cinematic Universe.

Bambusnest

Since summer 2024, the Bambusnest (Bamboo Nest), a collaboration between Sandoase and MCH Group, has enlivened the historic round courtyard at Messe Basel. In the Bambusnest, a beach-bar atmosphere comes together with a dynamic food market to create an urban retreat. In summer, visitors will find white sand, palm trees, street food and events. In winter, the Bambusnest turns into a vibrant winter market with mulled wine, winter dishes and cozy fondue spots.

Soccer Court Basel

In the run-up to the UEFA Women's Euro 2025, a soccer court has been set up on Exhibition Square. Available between June 2024 and October 2025 at different locations in Basel, including Exhibition Square, the court is intended to encourage young girls to play football. It is used regularly for training sessions, tournaments and community events, with a strong focus on accessibility and social commitment. The court can be reserved via the GotCourts online booking system and used free of charge.



Bambusnest im MesseQuartier Basel

Partnerships

Joint action for a sustainable art world

Since 2023, Art Basel has been an active member of the Gallery Climate Coalition (GCC), a global network dedicated to reducing the environmental impact of the art sector. The GCC aims to reduce the industry's CO₂ emissions by 50% by 2030 and is working toward zero waste through initiatives such as decarbonization processes, best practice guidelines and a Strategic Climate Fund (SCF). Art Basel has made an active contribution to GCC-led initiatives, including through the development of a toolkit for the art industry setting out best practice examples and approaches.

Art Basel additionally continued its partnership with Parley for the Oceans in 2024 at all its fairs. During the Public Days, Parley offered organized tours focusing on works of art with sustainability themes and promoting dialog on climate change, plastic pollution and biodiversity loss. In addition, proceeds from the sale of exclusive items designed by artists – including surfboards and scarves made primarily from sustainable materials like Parley Ocean Plastic® – were donated to Parley initiatives.

Art Basel recognizes the importance of joint efforts in achieving sustainable development and centers its strategy on its cooperation with the Gallery Climate Coalition (GCC) and other partners. Together, we wish to use the collective expertise and resolve of the art world to achieve meaningful progress on sustainable develop-

ment.

As an active member of the GCC, Art Basel supports this key initiative, launched by gallerists and other players in the art world, and is committed to working closely with the GCC in the various areas of sustainability, with particular emphasis on reducing CO₂ emissions and waste.

CareFair and IFAS boost sustainable connections in healthcare

In 2024, the partnership between IFAS, the leading trade fair for the Swiss healthcare market, and CareFair, the Swiss job fair for healthcare professionals, again proved its worth – for the fourth time already. Together, the two fairs create a platform that brings together employers, decision-makers and professionals to address the challenges in the healthcare sector.

While IFAS showcases innovations, trends and current topics in the healthcare sector, CareFair supplements the platform by providing a specially targeted interface between institutions and professionals. With its hybrid approach of combining digital efficiency with personal discussions, CareFair offers professionals perspectives that not only provide them with short-term solutions but also keep them in the industry over the long term.

The figures show how urgently this is needed – more than 14,000 jobs in the care sector are vacant. Around 40% of healthcare professionals and a third of doctors leave the profession early. By 2029, Switzerland will need 43,400 qualified nursing professionals, but only 28,900 are set

to be trained. This growing gap is overburdening hospitals and care homes and also leading to higher costs for temporary staff.

CareFair adopts specially targeted, sustainable approaches to addressing these challenges. With individualized career advice, selective recruitment and long-term support for healthcare professionals, CareFair contributes to realizing the potential of the healthcare system, alleviating the shortage of healthcare professionals and enhancing the attractiveness of the professions.

We appreciate the important work done by CareFair and are delighted to be creating added value for institutions, professionals and patients through our partnership. We look forward to continuing our cooperation and will be warmly welcoming CareFair at IFAS in 2026 again.

With BWT for fresh water at our events

Working with our longstanding partners BWT-Aqua and Semadeni, we made a further contribution to promoting sustainability at Ilmac 2024, Switzerland's leading platform for chemistry, pharmaceuticals and biotechnology. Together, we ensured that all participants and exhibitors had access to fresh, still or sparkling water at the fair. BWT water dispensers offer an inviting, environmentally friendly way of quenching thirst, while free Semadeni water bottles in recycled PET are available for multiple use. Anyone not wishing to take their bottle home with them can dispose of it in a single-sort waste collection at the fair to

ensure that it is recycled. This responsible use of resources enables us to reduce the amount of single-use plastic and promote more aware consumption behavior. BWT also supports us as a partner at the Sustainability Days and IFAS, and we look forward to continuing this proven cooperation in future.

Outlook

MCH Group remains a driving force for Basel-Stadt and its surrounding region and is actively committed to sustainable urban development. With its MesseQuartier, the company is creating a vibrant space for events, eating out, and leisure activities, attracting both local and international visitors. Projects such as the Bambusnest combine culture and sustainability, while also enriching the community.

MCH Group will be participating in sustainable urban development projects, such as Rosental Mitte, to a greater extent in future. Our focus here is on green construction methods, demolition material recycling and sustainable mobility solutions – including bicycle parking areas and the promotion of public transport. Newly created green spaces and a reduction in the amount of underground parking will support Basel's urban transformation.

Through the integration of environmental and social sustainability aspects, we aim to have a long-term, positive impact on the environment and community. We work closely with our project partners to ensure that high standards are achieved in terms of energy efficiency, sustainability and quality of life.



Sustainability Appendix



List of Material Topics /

Adjustments 2024 (GRI 2-4)

Material Topic	Definition	Adjustments in 2024
Ethical business practices	Ensuring adherence to ethical standards such as integrity, fairness, and respect for human rights in all business activities to strengthen stakeholder trust and promote sustainable growth.	New topic since 2024 The results of the 2022 stakeholder relevance survey on the topic of “Anti-Corruption” were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality). This topic was newly introduced as a material topic in 2024.
Procurement	Developing and applying social and environmental criteria in the selection and collaboration with suppliers, as well as choosing socially fair and environmentally friendly products.	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Resource management	Minimizing resource consumption and waste production, including recycling and upcycling of materials. Optimizing procurement, separation, reuse, and disposal of resources, both in internal production and at external locations.	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Energy management	Use and transition to renewable energy sources, including in-house photovoltaic systems, and optimization of operational processes (e.g., lighting systems, energy-efficient equipment).	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Mobility	Reducing emissions and traffic congestion caused by visitors’ travel activities and employees’ commuting.	New topic since 2024 The results of the 2022 stakeholder relevance survey on the topics of “Emissions” and “Transport” were consolidated and combined into this new material topic through internal coordination. Additionally, an analysis of the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality) was conducted for “Mobility.”
Transport & Logistics	Selection of low-emission transport options and optimization of delivery and distribution logistics.	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Diversity, Equity & inclusion	Promoting diversity, equity, and inclusion within and, where possible, beyond the organization by establishing and upholding values and consistently implementing anti-discrimination practices.	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Learning & Development	Providing education and training opportunities for employees, covering both their specific professional fields and further education in sustainability and management training.	The results of the 2022 stakeholder relevance survey were combined with the results from the inside-out perspective (Impact Materiality) and the outside-in perspective (Financial Materiality).
Sustainable Business Models	Developing and implementing sustainable projects and initiatives that meet the new sustainability requirements of our markets and stakeholders.	Removed topic since 2024 As this topic represents a combination of all previously mentioned material topics and is thus an outcome of our sustainability activities in these areas, it has been removed from the list of material topics as an overarching theme and goal.

Relevance, Impact & Approach

GRI 3-3

Material Topics	Relevance & impact	Approach
Ethical business practices	Ethical business practices have a positive impact on our corporate reputation by promoting fair competition and contributing to respect for human rights. By consistently adhering to ethical standards, we create a stable and trustworthy market environment. Clear codes of conduct and a strong compliance culture help to effectively minimize risks such as corruption and conflicts of interest.	<ul style="list-style-type: none"> - Orientation towards UN Guiding Principles & OECD Guidelines against Corruption - Mandatory code of conduct for all employees - Regular training for employees & management - Supplier Code of Conduct for main suppliers (80 % purchasing volume) - Regular compliance checks to minimize risks - Continuous exchange with stakeholders to optimize measures
Procurement	Our purchasing has an impact on the environment and society from production to disposal. We use renewable and non-renewable materials and minimize environmental impacts through procurement, production and logistics. Social impacts begin in the supply chain, from the extraction of raw materials to the provision of services. We ensure that human rights are respected, fair working conditions are observed and safe working conditions are guaranteed - both in production and in services.	<ul style="list-style-type: none"> - Standardized approach through standardized procurement approach - Supplier Code of Conduct binding for all suppliers worldwide - Supplier Evaluation Grid integrates sustainability into decision-making processes
Resource management	Our commitment to responsible resource management is not just an obligation, but a necessity in today's business world. We recognize the potential risks of inefficient use of resources, such as health hazards for our employees and environmental pollution, and are therefore continuously committed to making improvements. By reducing waste and lowering the associated disposal costs, we create not only environmental but also economic benefits that can help stabilize our financial performance. Resource management is firmly integrated into our business practices. Every decision and action in this area has a direct impact on our environmental and economic performance. Inefficient practices, whether in our waste management or along our supply chain, can have negative consequences that we must actively address.	<ul style="list-style-type: none"> - ISO 20121 and Net Zero Carbon Events focus to promote sustainable events. - Focus on materials management and waste management as the foundation of the sustainability strategy. - Use of durable, environmentally friendly materials to reduce resource consumption and waste. - Limitation to necessary quantities with a view to reusability and recyclability. - Avoidance, separation and recycling to preserve valuable raw materials and promote the circular economy. - Promoting cooperation between material selection and waste management teams. - Guidance for sustainable material use and waste avoidance through the Sustainable Event Guide. - Collaboration with local partners to strengthen the circular economy and long-term sustainability.
Energy management	<p>The transition to renewable energy offers the MCH Group considerable advantages in terms of security of supply and independence from fossil fuels. By using these sustainable energy sources, we reduce our vulnerability to geopolitical crises and ensure a stable and reliable power supply. This helps to avoid price fluctuations and supply bottlenecks that could affect operations.</p> <p>Energy costs are of great importance for the MCH Group, as events and the production of temporary buildings require large quantities of electricity. The transfer to renewable energy not only enables costs to be reduced, but also makes a contribution to climate protection. Increased energy efficiency plays a central role here and is a key component of our energy policy.</p>	<ul style="list-style-type: none"> - In-depth data collection to analyze energy consumption and identify potential savings. - Targeted switch to renewable energies based on consumption data. - Promotion of energy efficiency through various strategies and investments. - Use of the Sustainable Event Guide as an orientation aid for energy-efficient events.

Material Topics	Relevance & impact	Approach
Mobility	<p>The transportation of guests and employees has both positive and negative effects. The transport sector is responsible for around 15 % of global greenhouse gas emissions, with flights and car journeys to and from our events in particular causing significant CO₂ emissions as well as air and noise pollution. Reducing these emissions is a key challenge without compromising the business and social benefits of event mobility. Mobility is essential for personal interaction, sharing knowledge and building long-term business relationships. Our events create networks and foster innovation while supporting local industries such as hospitality, catering and transportation.</p> <p>By consciously choosing event locations and times and taking targeted measures to promote sustainable mobility, we can positively influence travel routes and means. Digital alternatives, cooperation with mobility providers and incentives for environmentally friendly means of transport help to minimize the environmental impact without losing the benefits of physical encounters.</p>	<ul style="list-style-type: none"> - Positive incentives for employees and visitors to use public transport, including financial benefits at selected locations and events. - Home office options to reduce commuting and minimize emissions. - Information campaigns to raise awareness of environmentally friendly mobility choices. - Revised travel policy (2024) to limit business travel, especially air travel, to the necessary minimum.
Transport & Logistics	<p>The timely transportation of valuable goods such as artworks places high demands on logistics and transport. Deliveries must be organized efficiently, environmental and cost aspects must be optimized and regional traffic must not be impaired.</p> <p>Transport and logistics affect both our own infrastructure at event venues and transportation by exhibitors and suppliers. As the transport sector is responsible for around 15 % of global greenhouse gas emissions, CO₂ emissions and air pollution are key challenges.</p> <p>We are committed to continuously reducing emissions, optimizing logistics processes and working closely with logistics partners to develop sustainable solutions. In the future, we want to further reduce the use of fossil fuels, minimize inefficient transport and increasingly rely on climate-friendly alternatives.</p>	<ul style="list-style-type: none"> - Analysis of the current situation in order to identify optimization potential and use resources more effectively. - Optimization of internal processes and partnerships to ensure efficiency and sustainability. - Review existing contracts and communication channels with external partners for a continuous exchange of information. - Close collaboration with logistics partners to drive joint improvements.
Diversity, Equity & inclusion	<p>A diverse workforce provides MCH Group with decisive competitive advantages. The harmonious integration of different characteristics, perspectives and experiences creates a deeper understanding of our customers and interest groups. This diversity enables us to respond better to the diverse needs of our international clientele.</p> <p>Actively promoting diversity, equal opportunities and equal treatment benefits all employees by increasing their motivation and satisfaction. Exemplary behavior in these areas also strengthens the reputation and attractiveness of the MCH Group as an employer and makes it easier to recruit qualified employees. By contrast, misconduct can have business-damaging and legal consequences.</p>	<ul style="list-style-type: none"> - Creating a work environment free of bias to promote diversity and equal treatment. - Integration of the Ginto app (2023) to support people with limited mobility at our event locations. - Targeted platforms for women to make their roles and contributions visible at events - Review and adapt processes, from recruitment to exit, to identify and improve critical points.

Material Topics	Relevance & impact	Approach
Learning & Development	<p>General training and development measures can enhance the skills of employees, which leads to greater efficiency and productivity and contributes to the economic strength of the MCH Group and the employability of our employees. This promotes a positive working environment, which increases employee satisfaction and loyalty. Without appropriate programs, there is a risk that employees will not develop the necessary skills and knowledge, which can lead to lower productivity and possible poor decisions. When it comes to sustainability issues, specific training can help to make informed decisions that protect the environment and promote social responsibility. Lack of investment or inconsistent implementation of these programs could hinder progress in both areas and lead to skills gaps.</p>	<ul style="list-style-type: none"> - Identification and promotion of talents through a systematic skills matrix. - Consideration of individual learning needs for targeted skills development. - Cross-departmental training to strengthen the internal exchange of knowledge. - Promoting young talent through job offers for students and apprenticeships in various professions. - Introduction of sustainability training from 2025 to strengthen knowledge and awareness of environmentally conscious and socially responsible decisions.

Climate Risks of MCH Group /

GRI 2-16

MCH Group is committed to integrating sustainability into all areas of its business activities. As part of this commitment, we have developed the DARE Framework (Decarbonize, Accelerate, Rethink, Empower), which guides our efforts and helps us place environmental, social, and responsible corporate governance at the core of our strategy.

MCH Group regularly reports on its sustainability progress, with the Sustainability Report being an integral part of our Annual Report. With the introduction of the chapter on climate risks, we are expanding our reporting and enhancing transparency in how we address climate-related risks and opportunities. We align with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD) to analyze potential impacts of climate change on our business activities and take appropriate action.

This chapter on climate risks also helps fulfill the requirements of the Swiss Code of Obligations (Art. 964a-c) and is continuously developed to further increase transparency and contribute positively to global climate goals in the long term.

1. Governance

1.1 Board of Directors Oversight

The Board of Directors holds ultimate responsibility for overseeing the sustainable development of the MCH Group. The Audit Committee of the Board is informed three to four times a year about progress and measures related to sustainability-related risks to ensure that the MCH Group remains resilient and future-proof regarding environmental, social, and corporate governance (ESG) matters.

1.2 Management Oversight

The Management Team is informed three to four times a year about sustainability progress and risks. It monitors the implementation of measures and ensures their effectiveness in leveraging opportunities and minimizing risks. The responsibility for implementation lies with the Chief Strategy and Sustainability Officer (CSSO), who, as part of the Management Team, coordinates sustainability activities and ensures that sustainability is integrated into key decision-making processes.

Responsibilities of the Sustainability Team

The Sustainability Team ensures that the principles of the DARE Framework are embedded and implemented at all levels of the organization. Regarding climate risks, the team, in collaboration with Group Risk, is responsible for identifying and assessing climate-related risks that could impact business continuity, corporate reputation, and the company's financial stability. At the same time, it actively leverages opportunities arising from the transition to a low-emission economy. Looking ahead, the team also plans to develop and conduct scenario analyses to test the resilience of the business model under various climate-related future scenarios, such as the 2°C scenario.

Responsibilities of the Sustainability Committees

Currently, two interdisciplinary expert committees are led by the Sustainability Team. One is the Global Sustainability Steering Committee, which consists of senior representatives from the business units. The other is the Green Team of Art Basel, which is composed of employees representing all departments of Art Basel. The Global Sustainability Steering Committee meets quarterly and is responsible for driving the strategic development of sustainability while aligning it

with the needs of the business units. For example, the materiality analysis is reviewed annually and adjusted if necessary. The Green Team of Art Basel is consulted on a monthly basis regarding strategic development and actively promotes the operational implementation of environmental and social initiatives across all four Art Basel events.

2. Strategy

2.1 Sustainability-Strategy of MCH Group

MCH Group considers responding to climate change not only a moral responsibility but also a key business challenge to ensure long-term stability and competitiveness. Beyond reducing its own environmental footprint, MCH Group actively collaborates with external partners, suppliers, service providers, and customers to minimize both upstream and downstream emissions along the entire value chain. Our comprehensive sustainability management also includes the analysis of climate-related risks and opportunities, which are continuously monitored by the Sustainability Team. Measures are then implemented in collaboration with other departments. The DARE Framework (Decarbonize, Accelerate, Rethink, Empower) serves as a guiding principle to ensure that sustainability is embedded in all business decisions and new initiatives. Climate-related priorities are defined within the DARE Framework, which guides us in four key areas:

- **Decarbonize:** Based on our 2023 baseline year, we aim to achieve Net Zero by 2050 and reduce our Scope 1 & Scope 2 emissions by 50 % as well as Scope 3 emissions by 20 % by 2030.
- **Accelerate:** We promote sustainable solutions and partnerships to accelerate positive economic and environmental impact.
- **Rethink:** We aim to achieve Near Zero Waste¹ at all our events by 2030. The transition to renewable resources and the implementation of circular practices support this goal.
- **Empower:** We strengthen the expertise of our workforce to ensure that climate-related topics can be competently discussed and implemented across all areas of our company.

2.2 Climate-Related Risks and Opportunities

MCH Group views the impacts of climate change both as a challenge and an opportunity. Short- and long-term climate-related risks could affect our business activities, for example, through physical risks such as extreme weather events or regulatory risks associated with the transition to a low-carbon economy. This could lead to higher energy costs and increased regulatory requirements. At the same time, climate change also presents new opportunities, such as the accelerated expansion of sustainable business practices and services. MCH Group aims to actively leverage these opportunities by further developing our business model.

2.3 Assessment of Climate Change-Related Risks and Opportunities

The following table outlines the most significant climate-related risks and opportunities identified and assessed by the company, which could impact MCH Group.

Type	Impact on MCH Group (Risks and Opportunities)	Measures
Acute Weather Events	<p>Risk Delayed or failed deliveries of construction materials for production or materials/art objects for our events due to extreme weather events. Rising or falling average temperatures, as well as extreme temperatures, lead to an increased demand for energy for cooling and heating facilities.</p>	<ul style="list-style-type: none"> - Increase energy efficiency at our event venues and reduce overall energy consumption through optimized processes and improved planning. - Early planning of deliveries to ensure timely material availability.
Long-Term Effects of Climate Change	<p>Risk Rising average temperatures lead to increased energy demand for cooling event locations and workplaces during summer, which could drive up energy costs. At the same time, higher temperatures also result in more intense and frequent rainfall, creating additional challenges for event planning and execution, as extreme weather events play an increasing role. A rise in sea levels would primarily affect Art Basel in Miami Beach and Hong Kong, although in both cities, we are only tenants. Other locations are not affected. More frequent droughts could negatively impact the availability and quality of drinking or process water, particularly in Live Marketing Solutions (LMS) production sites, leading to increased costs.</p> <p>Opportunities Rising average temperatures could reduce heating demand for buildings in winter, lowering heating costs.</p>	<ul style="list-style-type: none"> - Regular assessment of long-term physical risks as part of risk management. - Continuous investment in resource-efficient, energy- and water-saving production.
Price, Margin, and Cost Pressure	<p>Risk Global climate-related impacts could increase existing cost pressures due to rising energy costs, raw material prices, and transportation and logistics expenses.</p> <p>Opportunities Potential to reduce costs, emissions, and resource consumption through optimized processes and the use of renewable energy.</p>	<ul style="list-style-type: none"> - Increase global cost transparency. - Optimize delivery and transport with low-emission transportation and more efficient truck loading. - Reduce energy consumption by increasing energy efficiency and the share of renewable energy. - Reuse and integrate alternative materials by reselling or donating to third parties to support the transition to a circular economy.

Type	Impact on MCH Group (Risks and Opportunities)	Measures
Impact of Geopolitical and Economic Developments	<p>Risk Resource scarcity, rising raw material prices, increasing trade restrictions, re-alignment of alliances, inflation, recession, supply chain disruptions, government restrictions, and further political instability due to tariffs, import/export regulations, protests, and climate-related sociopolitical movements.</p>	<ul style="list-style-type: none"> - Regular discussions on economic and political developments within the Management Team and Board of Directors, as well as engagement in multi-stakeholder/industry initiatives to mitigate potential impacts. - Reduce CO₂ emissions by promoting e-mobility and analyzing and optimizing logistics and transportation concepts.
New, Changed, and Increased Stakeholder Expectations	<p>Risk Increased requirements from customers and partners, including eco-friendly transportation, energy use, waste management, and circularity at our events and venues. A lack of adaptation to global trends could result in higher expectations for sustainability in events and infrastructure. Failure to meet these expectations may lead to a loss of customers and projects. Changes in customer travel behavior could reduce onsite visitor numbers while increasing demand for digital offerings. A slow or missed adjustment of our offerings could result in a decline in visitors, customers, and projects.</p> <p>Opportunities Growing stakeholder expectations present numerous opportunities, especially by adapting to evolving customer needs. Reducing the carbon footprint and striving for Net Zero can further strengthen the company's reputation, leading to increased guest events and visitor numbers. A strong sustainability leadership position and transparent supply chain communication build trust, attracting new customers and contracts. Additionally, early compliance with new regulations ensures legal security and provides a competitive advantage in a changing market.</p>	<ul style="list-style-type: none"> - Regular engagement with stakeholders regarding sustainability to incorporate their needs into internal discussions. - Integrating sustainability into the corporate strategy. - Transparent communication of our sustainability initiatives to stakeholders. - Achieve consistent certification levels across all business units (current details in the Sustainability Report, "Certifications" section). - Continuous research on emerging regulations. - Reduce waste and material consumption, develop recycling concepts, and collect environmental data across all MCH Group locations and events. - Standardize sustainability processes in event planning. - Collaborate with various actors to test and exchange sustainability measures. - Develop action plans to increase renewable energy use, improve energy efficiency, promote material and product reuse, and optimize transportation and logistics. - Reduce CO₂ emissions by promoting e-mobility and improving logistics and transportation concepts.
Regulatory and Government Changes & Market Reforms	<p>Risk Changes in supply chain regulations, such as Germany's Supply Chain Due Diligence Act, could impact our supplier processes. External developments in national or extraterritorial regulations (e.g., sanctions, compliance requirements) may affect energy availability, particularly renewable energy.</p> <p>Opportunities Strengthening collaboration and data exchange to improve Carbon Accounting and Carbon Management (Net Zero 2050 goal). Better understanding stakeholder needs enhances engagement, fosters closer cooperation, and strengthens reputation.</p>	<ul style="list-style-type: none"> - Provide sustainability information to stakeholders. - Achieve consistent certification levels across all business units. - Regularly monitor and analyze emerging regulations at group and country levels. - Actively participate in industry initiatives on sustainability (e.g., UFI Sustainability Working Group).

Type	Impact on MCH Group (Risks and Opportunities)	Measures
Infrastructure	<p>Risk Investments may be required to comply with new ESG regulations and meet changing customer and employee needs, such as accessibility and e-mobility parking. Unreliable public transport connections, traffic congestion, or accommodation challenges (flights, rail, private transport, hotels) could negatively impact the trade fair/event experience for exhibitors and visitors.</p> <p>Opportunities A stronger focus on eco-friendly mobility solutions presents a chance to significantly enhance visitor experience. Investing in e-mobility infrastructure—such as charging stations for electric vehicles and bicycles, improved public transport connectivity, and dedicated EV parking spaces—can boost exhibitor and visitor satisfaction while reinforcing the company’s commitment to sustainable mobility.</p>	<ul style="list-style-type: none"> - Regular exchange and collaboration with regional offices (particularly Basel-Stadt and Miami Beach). - Regular discussions and research on existing and emerging regulations. - Improvement of accessibility at our event venues in Basel and Zurich, as well as in Miami Beach, Paris, and Hong Kong. - Expansion of EV charging infrastructure, provision of sufficient bicycle parking spaces, and promotion of public transportation use by integrating public transport tickets into visitor passes.

3. Risk Management

In 2023, the risk management of MCH Group was expanded to systematically capture sustainability risks. These sustainability risks include both climate-related risks and risks arising from the material topics identified for MCH Group. Both categories are closely interconnected and are collectively integrated into the Enterprise Risk Management (ERM) of the MCH Group as sustainability risks.

At group level, ESG risks have been incorporated, which can have both financial and non-financial impacts on the MCH Group. These risks are interdependent with other business risks and play a central role in:

- Responsible and future-oriented corporate management,
- Strengthening the company's resilience,
- Enhancing transparency towards stakeholders.

Sustainability risks include potential negative impacts on climate change, the environment, and society (including human rights) as well as governance aspects. To comprehensively assess these risks, a double materiality analysis was conducted in 2024, integrating these interdependencies into risk assessment. Further details on the materiality analysis can be found in the Sustainability Report.

4. Key Figures and Targets

As part of its sustainability reporting, MCH Group discloses comprehensive key figures and targets related to sustainability and CO₂ emissions, including:

- [Environmental Indicators](#)
- [DARE-Framework](#)

Methodology Report /

This methodology section provides information on how the Corporate Carbon Footprint (CCF) of the MCH Group was determined for the reporting period from January 1, 2024, to December 31, 2024. The Corporate Carbon Footprint was developed in accordance with the Corporate Standard of the Greenhouse Gas Protocol and includes emissions from Scope 1, Scope 2, and Scope 3.

Organizational and Operational Boundaries

Due to its international presence and diverse event activities, data collection poses a logistical challenge for the MCH Group. The global organization and execution of events, in particular, require differentiated data collection, as data may vary depending on the location and type of event or venue.

The operational control approach was applied to define the organizational framework and the Corporate Carbon Footprint (CCF). This approach covers all units and venues of the MCH Group, as well as all events that took place within the reporting period and were organized by the MCH Group.

As part of the Art Basel shows in Hong Kong, Basel, Paris, and Miami Beach, several side events are organized in collaboration with partners or for marketing purposes. Due to the added complexity in calculation and the focus on the main event, which generates the majority of emissions, these side events are not included in the reporting. Instead, the main venues are prioritized, where Art Basel and the MCH Group have direct influence.

Furthermore, the CCF includes all relevant emissions arising from activities and resource consumption within the entire group, as well as in upstream and downstream processes.

For Arcual and MC² Europe, the Equity Share approach was applied. This means that emissions are consolidated proportionally according to ownership shares.

Coverage

The greenhouse gas emissions are fully covered for Scope 1 and Scope 2 (market-based) as well as Scope 3. Biogenic CO₂ emissions were not calculated. All greenhouse gases defined by the Kyoto Protocol were considered using the impact assessment method of the Intergovernmental Panel on Climate Change (IPCC, 2014).

	CO ₂ equivalent
Carbon dioxide (CO ₂)	1
Methane (CH ₄)	28
Nitrous oxide (N ₂ O)	265
HFC-23 (Hydrofluorocarbon)	12 400
HFC-134a (Hydrofluorocarbon)	1 300
Sulphur hexafluoride (SF ₆)	23 500
Nitrogen trifluoride (NF ₃)	16 100

Baseline Year

The baseline year for the first Corporate Carbon Footprint (CCF) with global coverage of the MCH Group is 2023. However, it is important to note that the data collection process is continuously evolving. The goal is to improve data quality, close data gaps, and maximize efficiency in data collection. Since events vary from year to year, emissions data comparisons should be interpreted with certain reservations.

Calculation System

In 2024, the calculation system was transitioned to Hydrus.ai to enhance transparency and clarity in emissions data collection and analysis. However, Art Basel Hong Kong 2024 was still calculated

using the Smart 3 Tool from myclimate, while all other events and data from 2024 onwards were recorded using Hydrus.ai.

Defined Process for Data Collection

1. Definition and Adaption of the Data Collection Structure

- Development of a global data collection framework tailored to MCH Group's requirements.
- Adaption of the Hydrus.ai tool to meet the specific needs of MCH Group.

2. Integration and Training of Data Providers

- Identification and confirmation of responsible persons worldwide as “data collectors” at the business unit level.
- Implementation of awareness campaign and global training sessions for data collectors.

3. Data Collection and Transmission

- On-site data collection worldwide using Hyrus.ai
- Use of Hydrus.ai and supplementary Excel spreadsheets for data entry (for offices and events).
- Transfer of collected data to Switzerland.

4. Quality Assurance and Consolidation

- Consolidation and initial analysis of data by the MCH Group Sustainability Team.
- Regular coordination with Hydrus.ai to ensure data quality and improve processes.
- Data modeling, where necessary, by the Sustainability Team in collaboration with Hydrus.ai, including follow-ups with data collectors.

- Bestätigung der Daten durch das Nachhaltigkeitsteam (4-Augen-Prinzip).

5. Disclosure

- Preparation of the report for publication.

Scope of Reporting (Scopes 1, 2 and 3)

Scope 1 – Direct GHG Emissions

Scope 1 includes direct emissions from:

- **Stationary combustion** (e.g., heating systems)
- **Mobile combustion** (e.g., vehicle fleets)
- **Fugitive emissions** (e.g., leakage from refrigeration and air conditioning systems)

For data collection, primary sources were primarily used. For certain events, fugitive emissions were estimated based on heated or cooled areas. Similarly, mobile combustion emissions were estimated for selected MC² units in Europe and the USA.

Scope 2 – Indirect GHG Emissions from Energy Consumption

Scope 2 includes emissions from:

- **Purchased electricity**
- **District heating and cooling**

A market-based approach was applied in accordance with the Scope 2 Guidance of the GHG Protocol. Primarily, primary data was used, while emissions from district heating were estimated for certain locations based

on historical values due to limited data availability.

Scope 3 – Indirect Upstream and Downstream Emissions

The report also includes Scope 3 emissions, such as:

- **Upstream emissions:** Employee mobility (commuting and business travel), transportation of goods (inbound and outbound logistics), material consumption, waste, and recycling.
- **Downstream emissions:** Visitor mobility and post-delivery activities related to goods or services.

The data collection primarily relies on primary data as a foundation for analysis. However, since not all areas are fully covered, missing information is supplemented through modeling and estimates to provide a comprehensive overall picture..

Calculation of Emission Factors

The emission calculations are based on emission factors from the Ecoinvent 3.6 database, supplemented by additional data from various sources. The factors were selected to reflect real-world conditions as accurately as possible.

Continuous Improvement of Data Collection

MCH Group is actively committed to continuously improving the methodology and availability of primary data to establish an even more precise and reliable data foundation in the long term.

Employee Information /

Employment (GRI 2-7, GRI 2-30)	Unit	2024	2023
Employees	Headcount	1 363	1 441
Employees	FTE	1 150	1 277
Women	FTE	442	455
Men	FTE	708	822
Employees in Switzerland	Headcount	402	430
Employees in the EU, GB	Headcount	66	73
Employees in the USA	Headcount	826	866
Employees in Asia	Headcount	69	72
Full-time positions in Switzerland	FTE	322	343
Full-time positions in the EU, GB	FTE	51	61
Full-time positions in the USA	FTE	422	572
Full-time positions in Asia	FTE	65	70
Part-time positions	FTE	290	231
– of which in Switzerland	FTE	57	62
– of which in the EU, GB	FTE	10	8
– of which in the USA	FTE	220	160
– of which in Asia	FTE	3	2
Part-time rate	in %	25	18
Part-time rate Women	in %	22	17
Part-time rate Men	in %	27	19
Temporary employees	FTE	354	470
– of which in Switzerland	FTE	15	18
– of which in the EU, GB	FTE	3	4
– of which in the USA	FTE	298	402
– of which in Asia	FTE	38	46
Temporary employees	in %	31	37
– of which Women	in %	19	24

Employment (GRI 2-7, GRI 2-30)	Unit	2024	2023
– of which Men	in %	38	44
Permanent employees	FTE	796	807
– of which in Switzerland	FTE	364	387
– of which in the EU, GB	FTE	58	65
– of which in the USA	FTE	344	330
– of which in Asia	FTE	30	26
Permanent employees	in %	69	63
– of which Women	in %	81	76
– of which Men	in %	62	56
Employees with collective agreements	in %	0	0
Training and Education (GRI 404-1, 404-3)			
	Unit	2024	2023
Apprentices and working students	Headcount	8	5
Percentage of female apprentices	in %	63	80
working students		5	11
Share of female working students		80	73
Total training	in hours	125.2	-
– of which employee training	in hours	125.2	-
– of which management team training	in hours	0	-
– of which Executive Board (incl. Board) training	in hours	0	-
Training per employee	in hours	0.09	-
Employees with annual appraisal interview	in %	52	-
– per woman	in %	65	-
– per man	in %	44	-

Diversity and Equity (GRI 405-1)	Unit	2024	2023
Men	in %	64	66
Men in management team, executive board, and board	in %	79	87
Men in management team	in %	83	83
Men in executive board	in %	5	100
Men in board	in %	83	86
Men in leadership positions	in %	64	65
Women	in %	36	34
Women in management team, executive board, and board	in %	21	13
Women in management team	in %	17	17
Women in executive board	in %	50	0
Women in board	in %	17	14
Women in leadership positions	in %	36	35
Employees up to 30 years	in %	18	20
– of which employees	in %	19	21
– of which in management positions	in %	3	5
– of which management team	in %	0	0
– of which executive board	in %	0	0
– of which board	in %	0	0
Employees between 31 and 50 years	in %	50	48
– of which employees	in %	49	47
– of which in management positions	in %	66	67
– of which management team	in %	50	83
– of which executive board	in %	100	50
– of which board	in %	17	29
Employees over 50 years	in %	32	32
– of which employees	in %	32	32
– of which in management positions	in %	31	28
– of which management team	in %	50	17
– of which executive board	in %	0	50
– of which board	in %	83	71

Environmental Indicators /

Emissions

(GRI 305-1, 305-2, 305-3, 305-4, 305-5)	Unit	2024	2023
Total Emissionen	tCO ₂ e	356 100.74	405 427.96
Total direkte Emissionen (Scope 1)	tCO ₂ e	2 953.38	2 023.53
Total indirekte Emissionen (Scope 2, market-based) ¹	tCO ₂ e	-	2 360.78
Total indirekte Emissionen (Scope 2, location-based)	tCO ₂ e	3 393.80	2 532.78
Total indirekte Emissionen (Scope 3)	tCO ₂ e	349 753.55	400 862.66
Total Emissionen kompensiert	tCO ₂ e	0	0
Emissionsintensität	tCO ₂ e/Nettoumsatz MCHF	819.67	1 030.18

1 Scope 2 emissions are reported according to the location-based principle, as market-based data is not available for certain locations. A precise statement according to the market-based approach is therefore not possible.

Energy data (Sites)

(GRI 302-1, 302-2, 302-3)	Unit	2024	2023
Energy reference area	m ²	379 243	361 360
Total energy consumption	MWh	18 493.09	27 756
Total electricity consumption	MWh	11 638.33	14 794
– of which renewable	%	70	84 ¹
– of which non-renewable	%	30	16 ¹
Total electricity consumption (own properties)	MWh	7 756.24	11 510
– of which renewable	%	100	100
– of which non renewable	%	0	0
Total energy consumption (rented properties)	MWh	3 882.58	3 283.6
– of which renewable	%	11	24
– of which non-renewable	%	89	76
Total heating/cooling ²	MWh	6 854.76	12 962
Total heating/cooling (own properties)	MWh	5 214.55	9 229.21
Total heating/cooling (rented properties)	MWh	1 640.21	3 732.79
Energy intensity per m ²	kWh/m ²	49.56	76.81

1 Shares were recalculated due to calculation error in 2023

2 Share of electricity consumption is used for cooling


Energy data (Events)

(GRI 302-1, 302-2, 302-3)	Unit	2024	2023
Energy reference area	m ²	480 159	361 111
Total energy consumption	MWh	6 475.85	5 959
Total electricity consumption	MWh	5 475.03	5 184
– of which renewable	%	54	51 ¹
– of which non-renewable	%	46	49 ¹
Total electricity consumption (own properties)	MWh	2 970.79	2 632.05
– of which renewable	%	100	100
– of which non renewable	%	0	0
Total energy consumption (rented properties)	MWh	2 504.24	2 551.95
– of which renewable	%	0	0
– of which non-renewable	%	100	100
Total heating/cooling ²	MWh	1 000.82	775
Total heating/cooling (own properties)	MWh	827.09	356.22
Total heating/cooling (rented properties)	MWh	173.73	418.78
Energy intensity per m ²	kWh/m ²	13.47	16.5

1 Shares were recalculated due to calculation error in 2023

2 Share of electricity consumption is used for cooling

GRI Index /

<p>Statement of use</p>	<p>MCH Group has reported in accordance with the GRI Standards for the period January 1, 2024, to December 31, 2024</p>
<p>GRI 1 used</p>	<p>GRI 1: Foundation 2021</p>
	<p>For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.</p>

GRI Standard/ other Source	Disclosure	Location and/or direct answers	Omission				
			Requirement(s) omitted	Reason	Explanation		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	Management Report p. 5 Sustainability Report p. 31 Corporate Governance p. 75					
	2-2 Entities included in the organization's sustainability reporting	Sustainability Report p. 31					
	2-3 Reporting period, frequency and contact point	Appendix p. 191 The Sustainability Report 2024 covers information and data on the period January 1, 2024 to December 31, 2024, in line with our financial reporting. Non-financial reporting is conducted annually, following the conclusion of each fiscal year. This Sustainability Report was published on March 25th, 2025. Contact: sustainability@mch-group.com					
	2-4 Restatements of information	Appendix. 180					
	2-5 External assurance	We hereby confirm that no external audit of our sustainability reporting was conducted in 2024.					
	2-6 Activities, value chain and other business relationships	Management Report p. 5					
	2-7 Employees	Appendix. 194					
	2-8 Workers who are not employees					Information unavailable/incomplete	We are currently unable to disclose data for GRI 2-8 (Workers who are not employees) due to limitations in our data infrastructure. However, we are actively working to establish systems to enable comprehensive reporting on this in the future.
	2-9 Governance structure and composition	Corporate Governance p. 84					

GRI Standard/ other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) omitted	Reason	Explanation
	2-10 Nomination and selection of the highest governance body	Corporate Governance p. 84 – 86			
	2-11 Chair of the highest governance body	Andrea Zappia, Chairman of the Board of Directors, non-executive member			
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance p. 84 – 87			
	2-13 Delegation of responsibility for managing impacts	Corporate Governance p. 84 – 86			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report p. 45 Corporate Governance p. 86			
	2-15 Conflicts of interest	Corporate Governance p. 86			
	2-16 Communication of critical concerns	Sustainability Report p. 45 – 46 Corporate Governance p. 87 Appendix p. 184 – 190			
	2-17 Collective knowledge of the highest governance body	The Board of Directors of MCH Group brings together a diverse and complementary set of skills, expertise, and industry experience. This enables it to effectively support the company in its role as a leading international live marketing platform, fostering innovation, sustainability, and long-term value creation in the event and exhibition industry.			
	2-18 Evaluation of the performance of the highest governance body		2-18-a 2-18-b 2-18-c	Not applicable	No processes have been implemented to evaluate the performance of the highest governance body. This may become a key area of focus in 2026 and 2027.
	2-19 Remuneration policies	Remuneration Report p. 107 – 114	2-19 aii: Sign-on bonuses or recruitment incentive payments	Information unavailable/incomplete	Only general reference in employee chapter of Sustainability Report

GRI Standard/ other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) omitted	Reason	Explanation
	2-20 Process to determine remuneration	Sustainability Report p. 66 Remuneration Report p. 107 – 114			
	2-21 Annual total compensation ratio	Headquartered in Switzerland, MCH Group operates across different markets with varying economic and labor conditions. Our compensation is based on regular market analyses and benchmarks of relevant positions, alongside assessments of each employee's skills and performance. We aim to provide comparable compensation structures for all employees and monitor adherence to minimum standards. The ratio between the highest-paid employee's annual compensation and the median may vary significantly due to market differences across countries and external factors such as exchange rates. Therefore, we do not view the requested information as a relevant measure for assessing the fairness of our compensation structures.	Report the process for determining remuneration:	Confidentiality constraints	Only general reference in employee chapter of Sustainability Report
	2-22 Statement on sustainable development strategy	Sustainability Report p. 33			
	2-23 Policy commitments	Sustainability Report p. 45			
	2-24 Embedding policy commitments	Sustainability Report p. 33			
	2-25 Processes to remediate negative impacts	Sustainability Report p. 45 – 46			
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report p. 45, 63			
	2-27 Compliance with laws and regulations	Sustainability Report p. 45			
	2-28 Membership associations	Sustainability Report p. 40 Corporate Governance p. 92			
	2-29 Approach to stakeholder engagement	Sustainability Report p. 93			
	2-30 Collective bargaining agreements	There are no employees at MCH Group employed under collective bargaining agreements.			

GRI Stan- dard/ other Source	Disclosure	Location and/or direct answers	Omission		
			Require- ment(s) omitted	Reason	Explanation
Material topics					
GRI 3: Ma- terial Topics 2021	3-1 Process to determine material topics	Sustainability Report p.37 – 39			
	3-2 List of material topics	Sustainability Report p. 39			
Procurement					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p. 34 Appendix p. 181 – 183			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local sup- pliers	Sustainability Report p. 46 In terms of local sourcing, Switzerland is considered the local procure- ment country for all Swiss-based companies, while for MC ² in the USA, local sourcing is defined as procurement within the United States. A more specific distinction is currently not possible due to the available data.			
Ethical Business Practices					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p. 45 Appendix p. 181 – 183			
GRI 205: An- ti-corruption 2016	205-3 Confirmed inci- dents of corruption and actions taken	Sustainability Report p. 45			
Resource Management					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p.52 Appendix p. 181 – 183			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report p. 52 – 53			
	301-3 Reclaimed prod- ucts and their packaging materials	Sustainability Report p. 52			

			Omission		
GRI Stan- dard/ other Source	Disclosure	Location and/or direct answers	Require- ment(s) omitted	Reason	Explanation
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report p. 53			
	306-2 Management of significant waste-related impacts	Sustainability Report p. 53			
	306-3 Waste generated	Sustainability Report p. 54			
	306-4 Waste diverted from disposal	Sustainability Report p. 54			
	306-5 Waste directed to disposal	Sustainability Report p. 54			
Energy Management					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p. 55 Appendix p. 181 – 183			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report p. 56 Appendix p. 198			
	302-2 Energy consumption outside of the organization	Sustainability Report p. 56 Appendix p. 198			
	302-3 Energy intensity	Appendix p. 198			
	302-4 Reduction of energy consumption	Sustainability Report p. 56			
	302-5 Reductions in energy requirements of products and services	Sustainability Report p. 56			
Mobility					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p. 57 Appendix S. 181 – 183			
Transport & Logistics					
GRI 3: Ma- terial Topics 2021	3-3 Management of material topics	Sustainability Report p. 58 Appendix p. 181 – 183			

GRI Standard/ other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) omitted	Reason	Explanation
Learning & Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report p. 63 Appendix p. 181 – 183			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Appendix p. 195			
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report p. 63			
	404-3 Percentage of employees receiving regular performance and career development reviews	Appendix p. 195			
Diversity, Equity & Inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report p. 66 Appendix p. 181 – 183			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report p. 66 Appendix p. 195			
	405-2 Ratio of basic salary and remuneration of women to men	Appendix p. 195			
Other GRI disclosures beyond material matters					
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Sustainability Report p. 69			

GRI Standard/ other Source	Disclosure	Location and/or direct answers	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report p. 51 Appendix p. 197			
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report p. 51 Appendix p. 197			
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report p. 51 Appendix p. 197			
	305-4 GHG emissions intensity	Sustainability Report p. 51 Appendix p. 197			
	305-5 Reduction of GHG emissions	Sustainability Report p. 51 Appendix p. 197			

OR 964 Index /

Required aspects according to Art. 964a-c CO	Subtheme	Place of Disclosure	Reference	
Business model	Organizational profile, activities, value chain	Management Report	p. 5 – 6	
		Procurement countries	p. 46	
Environmental concerns	Organizational structure	Our sustainability management, sustainability in Strategy 2030	p. 33 – 39	
	Material topics	Materiality analysis	p. 39, 180 – 183	
		Objectives & measures	Our path to net zero	p. 50
	Employee concerns	Employee information	Corporate carbon footprint	p. 51, 196 – 198
			Resource management	p. 52 – 54
			Energy management	S. 55 – 56
			Mobility	p. 57 – 58
Social concerns	Objectives & measures	Transport & logistics	p. 58 – 59	
		Employees	p.61 – 62, 193 – 195	
		HR governance	p. 62	
		Movis	p. 63	
		Materiality analysis	p. 39, 180 – 183	
		Learning & development	p. 63 – 65	
Human rights	Partnerships	Diversity, equity & inclusion	p. 66	
		Economic strength and cultural significance of the MCH Group	p. 69	
		MesseQuartier Basel	p. 70	
Anti-corruption measures	Key topics	Partnerships	p. 71 – 72	
		Materiality analysis	p. 39, 180 – 183	
Anti-corruption measures	Compliance and integrity	Human rights in the supply chain	p. 46	
		Procurement	p. 46	
		Materiality analysis	p. 39, 180 – 183	
Anti-corruption measures	Compliance and integrity	Ethical business practices	p. 45	
		Code of Conduct	p. 45	

Statement of the Board of Directors /

The Board of Directors at MCH Group Ltd. approves the 2024 Non-Financial Report. The Sustainability Report 2024 is published in German and English. The German version is legally binding.

Basel, March 25, 2025



Andrea Zappia

Chairman of the Board of Directors
MCH Group Ltd