

GRIMALDI FORUM MONACO

CSR Report 2025

Take up the challenges of events
and act for a sustainable society

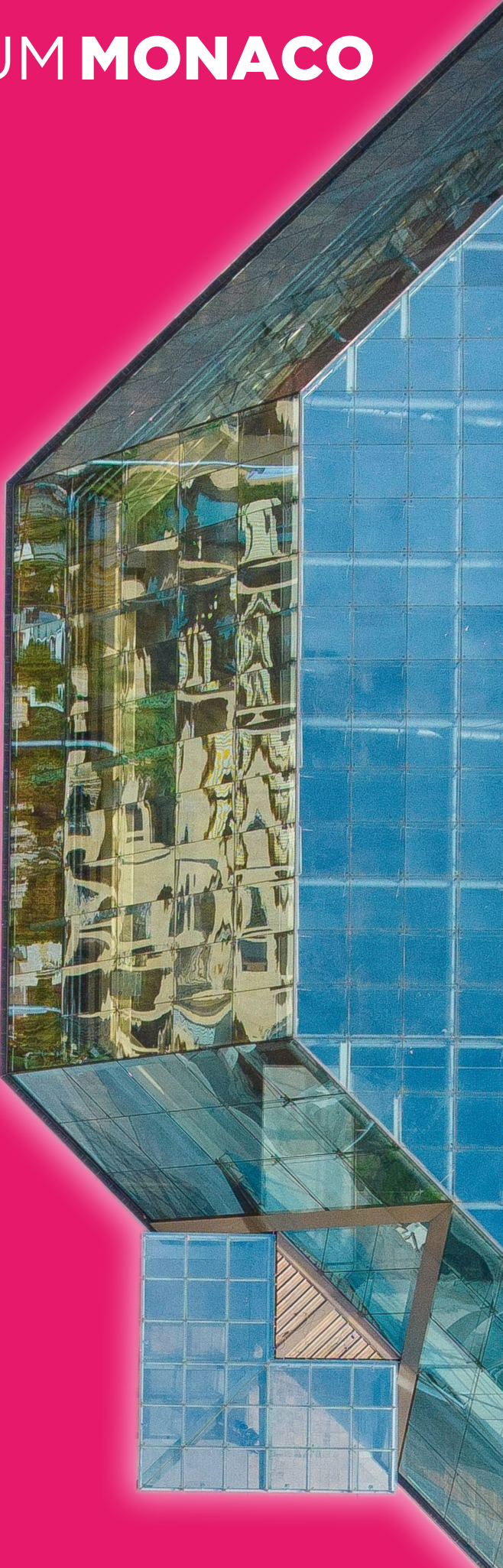
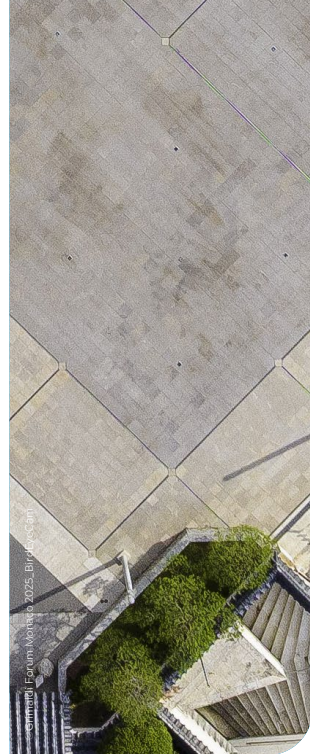
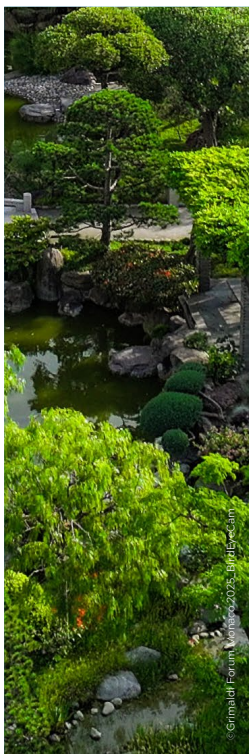
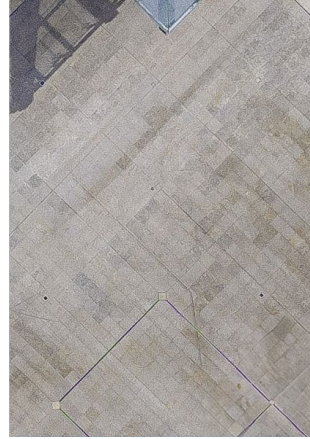
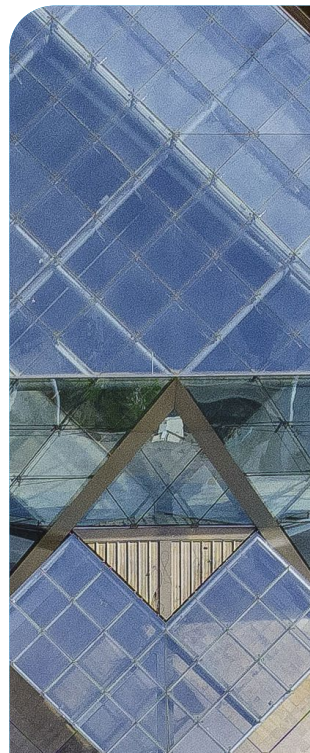


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1 Mission & Governance

At the Grimaldi Forum Monaco, Corporate Social Responsibility (CSR) is not a peripheral initiative; it is fully embedded in our mission, governance and development model.

Established in 2000 to strengthen the economic, cultural, and international appeal of the Principality, the Grimaldi Forum Monaco has gradually become one of the key pillars of Monaco's influence, at the crossroads of the MICE industry, cultural creation and international events.

For more than twenty-five years, the Grimaldi Forum Monaco has developed a model based on operational excellence, innovation, environmental responsibility, and cultural accessibility.

A pioneer in its sector, the Grimaldi Forum has been ISO 14001 certified since 2008 and ISO 20121 certified since 2023. These certifications provide a long-term framework for its environmental management system and its commitment to sustainable event management.

Its strategy is also aligned with Monaco's National Pact for Energy Transition and the United Nations Sustainable Development Goals.

The Grimaldi Forum's CSR programme brings together all its stakeholders, including employees, clients, suppliers, institutional partners, economic actors, and public authorities, within a framework of shared responsibility and mutual progress.

- This commitment is reflected through:
- Optimised management of energy and water consumption;
 - The use of innovative energy solutions, such as seawater heat exchange systems;
 - An active policy for waste reduction, sorting, and recovery;
 - A structured and responsible procurement process;
 - Support for clients in reducing the environmental impact of their events;
 - Particular attention to health and safety, quality of working life, training, and inclusion.

The Grimaldi Forum also pursues its mission with close attention to the cultural and territorial challenges of the Principality:

- Contributing to Monaco's economic dynamism;
- Supporting the local ecosystem;
- Promoting access to culture for all audiences;
- Supporting the sustainable transformation of the events industry.

The success of this strategy relies first and foremost on the commitment of the Grimaldi Forum teams. Their expertise, service mindset, and capacity for innovation represent one of the organisation's greatest strengths.

This CSR Report reflects a continuous improvement approach built on high standards, transparency, and action.

Henri Fissore
President



Sylvie Biancheri
General Manager

A pillar of the Principality's attractiveness



Inaugurated on July 21, 2000 by H.S.H. Prince Rainier III, the Grimaldi Forum Monaco contributes to the Principality's economic, cultural, and international influence through the hosting of congresses, trade shows, conventions, live performances, and major exhibitions.

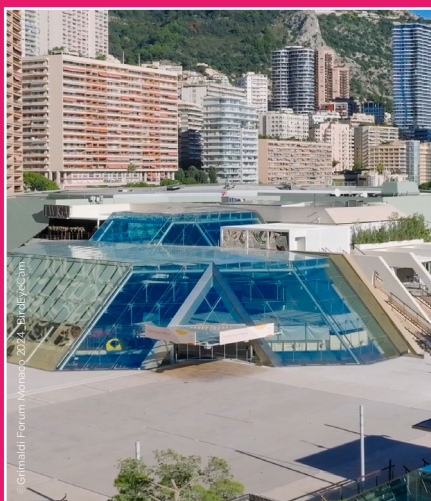
➔ Since 2000

More than 2,800
events hosted

8.1 million
visitors

More than 300,000
visitors annually

1.3 million
visitors to its major summer
exhibitions



➔ In 2025

107
events hosted

3,650
direct and indirect jobs supported

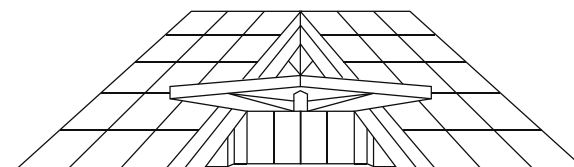
€28.7 million
in revenue
(+19,5% compared with 2024)

an estimated
€80 million
in indirect economic impact

600
suppliers and service
providers engaged



A Major Facility for the Principality



85,000 m² of total surface area

41,000 m² of flexible indoor spaces

3,800 m² of marketable outdoor areas

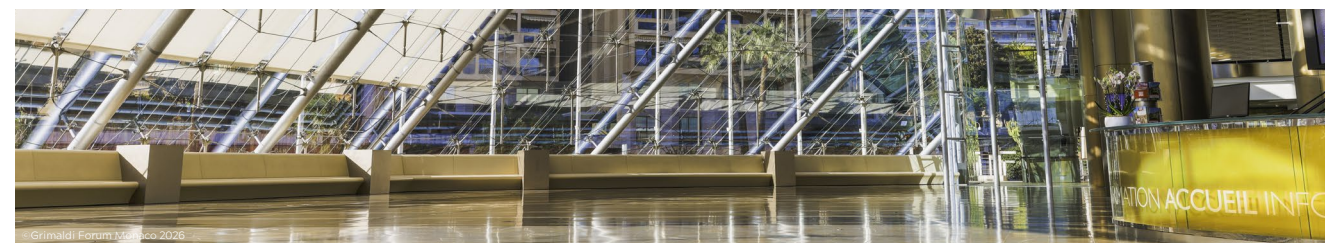
The venue includes:

3
exhibition halls
(4,000 m², 3,900 m² et 3,200m²)

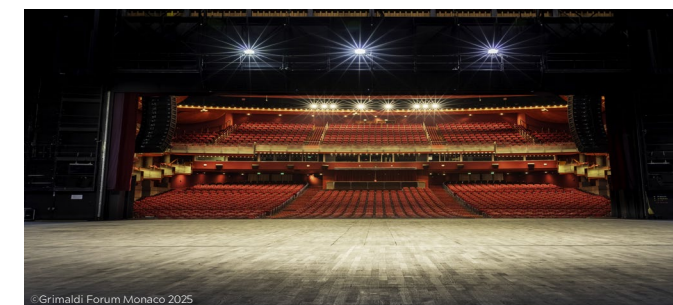
4
auditoriums
(1,864, 800, 415 et 405 seats)

39
breakout rooms

15
organiser offices



The Salle des Princes features a stage of more than 1,000 m², comparable in size to that of the Opéra Bastille in Paris.



The opening of the extension in 2025 marked a new stage in the development of the Grimaldi Forum Monaco. This extension has achieved both BREEAM and HQE Sustainable Development certification, reflecting its environmental performance and its integration of sustainable development principles.

MICE, culture & influence

GFM: a driver of Business Tourism

The Grimaldi Forum Monaco is the Principality’s flagship venue for hosting international congresses, conventions, and trade shows, accommodating between 500 and 3,000 participants per day (except exhibitions offering larger visitor capacities).

- Key events in 2025:
- AMWC: 18,000 participants and more than 250 hours of conferences;
 - Luxe Pack Monaco: 10,500 visitors and 470 exhibitors;
 - Les Assises: 12,000 one-to-one meetings for 3,300 participants;
 - Top Marques Monaco: 235 supercars, collector cars, and motorcycles on display.

The Grimaldi Forum also hosts benchmark events such as the Monte-Carlo Television Festival, SPORTEL, One to One Retail E-Commerce, and Art Monte-Carlo.

45% of its clients are repeat customers.

A cultural & societal pillar

The Grimaldi Forum Monaco produces, stages, promotes, and makes culture accessible.

Its major summer exhibitions have welcomed more than 1.3 million visitors since 2000, in partnership with some of the world’s leading cultural institutions.

In addition to its own productions and those of its clients, the Grimaldi Forum hosts Monaco’s major cultural institutions, including the Ballets de Monte-Carlo, the Opéra de Monte-Carlo, the Orchestre Philharmonique de Monte-Carlo, the Théâtre Princesse Grace, the Festival du Printemps des Arts, and the Institut Audiovisuel de Monaco.

- Its cultural programme spans a broad diversity of artistic disciplines:
- ▣ Concerts
 - ▣ Theatre
 - ▣ Dance
 - ▣ Stand-Up comedy and one-person shows
 - ▣ Musicals
mostly English-language musicals
 - ▣ « Thursday Live Sessions »
free concerts dedicated to emerging artists.

Operational excellence driven by people

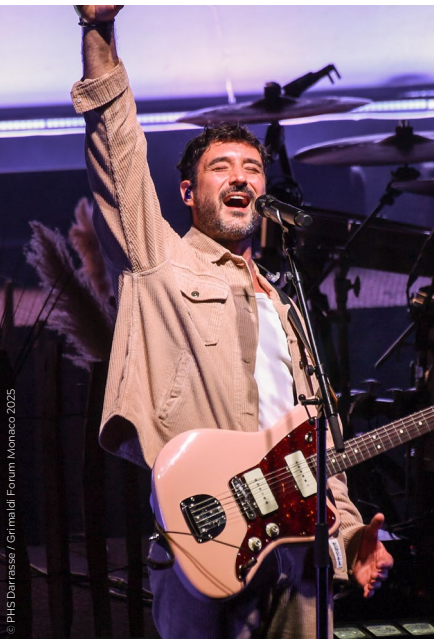
The Grimaldi Forum Monaco relies on a highly experienced and well-established team whose expertise is recognised internationally. This event-management know-how is a key driver in the development of the services offered by the venue and contributes significantly to client loyalty and the organisation’s reputation for excellence.

The GFM also distinguishes itself through an integrated client-support model built around a single point of contact: the Event Project Manager.

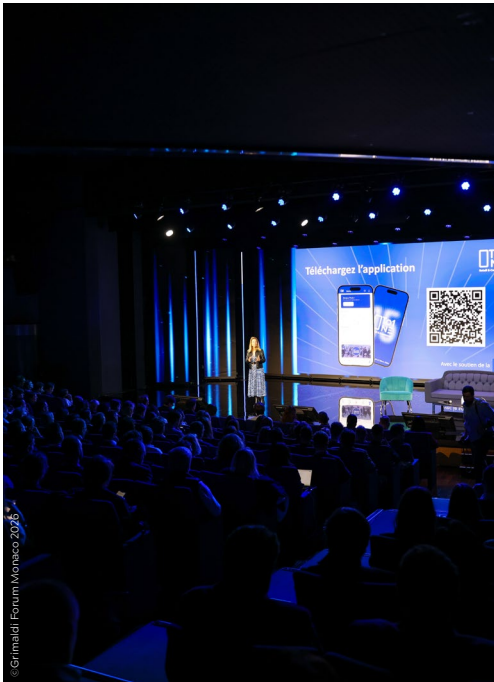
Acting as a true conductor, the Event Project Manager coordinates all services involved in each event, ensuring seamless organisation and perfect synergy between technical, logistical, scenography, environmental, and operational teams.



Les Assises, 2025
→
One-to-One Retail E-Commerce, 2025
↓



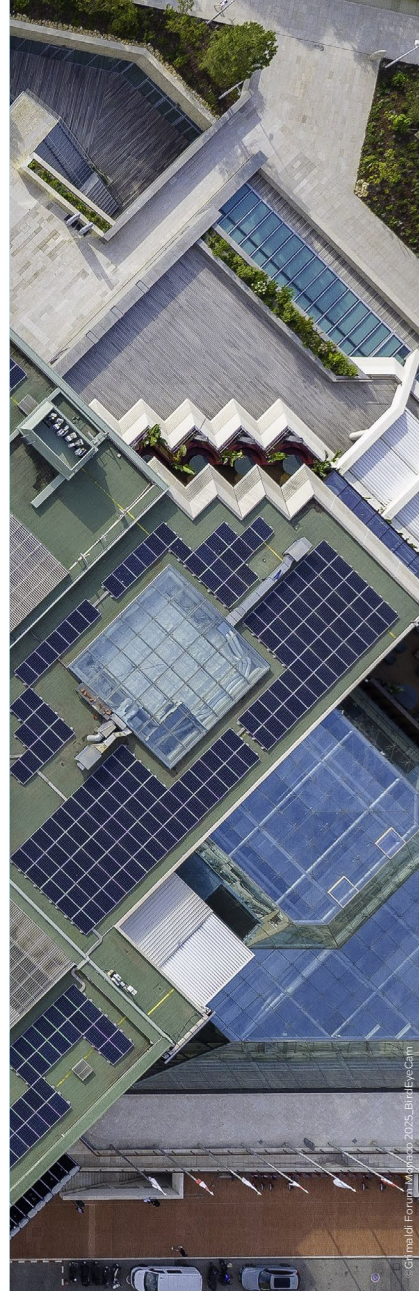
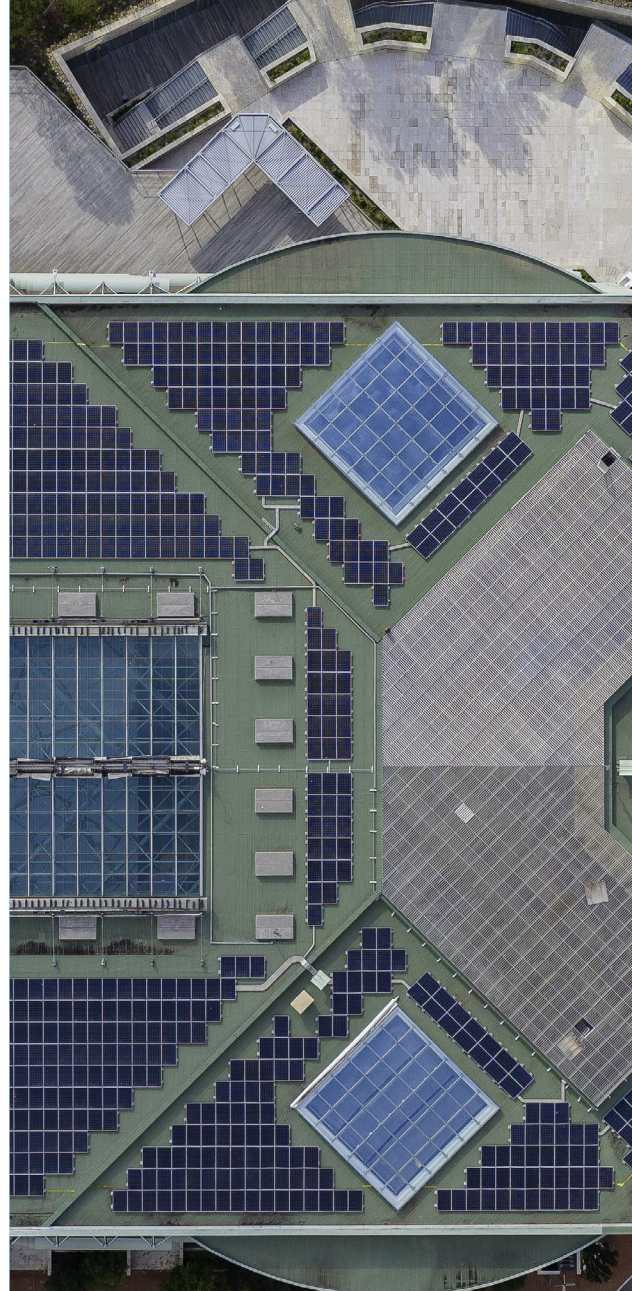
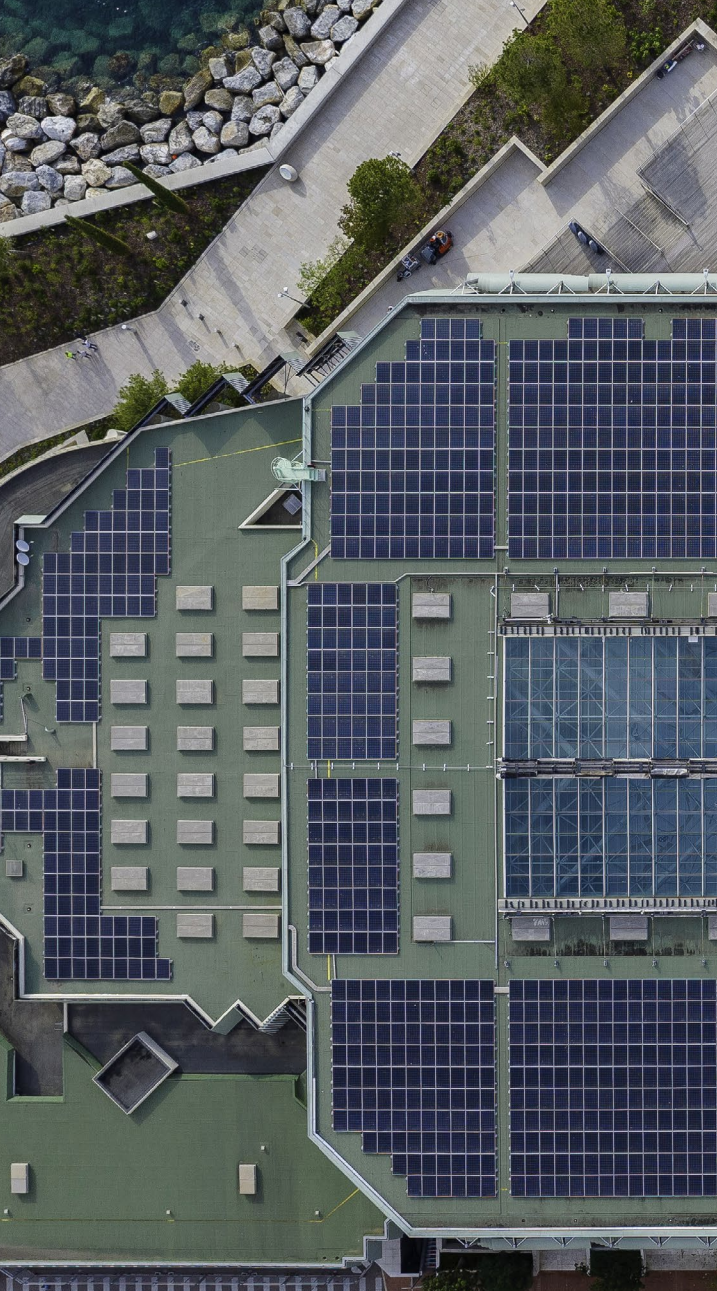
Jérémy Frérot, 2026
↑



← Les Ballets de Monte-Carlo «Ma Bayadère», 2025



← Exhibition «Monet in full light», 2023



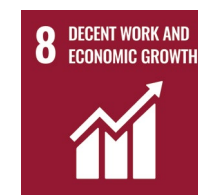
3 Corporate Social and Responsibility : The Grimaldi Forum commitment

The Grimaldi Forum has been ISO 14001 certified since 2008 and ISO 20121 certified since 2023.

This programme is overseen by an ISO Committee comprising 18 members representing all departments across the organisation. It is led by Sylvie Biancheri, General Manager, Françoise Rossi, CSR Director, and Maureen Aubert, Environmental, Certifications and Legal Affairs Manager.

Since 2023, Bureau Veritas has served as the independent third-party organisation responsible for the external audit and monitoring of the Grimaldi Forum Monaco's ISO certifications. Internal audits are conducted by two auditors from ARIMA.

The Grimaldi Forum's CSR strategy is also aligned with the United Nations Sustainable Development Goals (SDGs), listed below:



Environment

The Grimaldi Forum is among the European pioneers in environmental management applied to the events industry.

Innovative Energy Solutions

With three-quarters of the building located below sea level, the Grimaldi Forum benefits from highly effective natural thermal insulation. The above-ground portion incorporates recyclable cellular glass insulation that meets High Environmental Quality (HQE) standards. The extension completed in 2025 complies with BREEAM standards and has achieved HQE Sustainable Development certification.

The venue uses Ocean Thermal Energy to provide heating and cooling, offering an efficient alternative to fossil fuels. Six heat pumps, including one smaller unit, are operated according to the Forum's requirements.

This system was integrated into the building from its original design stage, requiring significant initial investment but benefiting from relatively low operating costs. Owing to the complexity of the installation, rigorous monitoring is required. To ensure optimal performance, nine specialist technicians are permanently based on site. The building also incorporates several energy-saving features,

Results achieved as of 31 December 2025 since the first ISO 14001 certification in 2008:

- +32% improvement in energy efficiency;
- A 2.5-fold increase in waste sorting and recovery rates;
- Water consumption reduced by more than half.

including entrance vestibules fitted with automatic sliding doors designed to limit treated-air losses.

Since 2019, an urban solar power plant comprising 2,500 m² of photovoltaic panels has made the Grimaldi Forum Monaco the Principality's leading solar energy producer.

Annual production reaches approximately 640,000 kWh, equivalent to the electricity consumption of around 170 Monegasque households.

As part of its energy performance contract with the Société Monégasque d'Électricité et du Gaz (SMEG), the building operates using 100% renewable electricity.



Photovoltaic panels set up on the roof of the GFM.

Responsible site operations

The day-to-day operation of the venue relies on equipment and practices designed to sustainably reduce resource consumption and environmental impacts:

- A Centralised Technical Management (CTM) incorporating 23,600 monitoring and control points, including the facilities added through the 2025 extension;
- Occupancy sensors enabling automatic optimisation of energy consumption;
- A lighting stock equipped with 95% LED and low-energy bulbs;
- Solar shading devices and filters in exposed areas;
- An on-site waste-sorting centre covering key recovery streams, including glass, paper, packaging, wood, cardboard, WEEE, batteries, and metals, supported by multilingual signage using colours and pictograms;
- Floor-cleaning machines operating exclusively with water;
- The use of eco-labelled cleaning products;
- Specific monitoring of the life cycle of signage banners and event carpeting;
- A policy fully aligned with Monaco's ban on single-use plastics;
- Water fountains and recyclable containers replacing plastic bottles.



The Ravel Terrace and its shade structures



Visible OTEC technology, known as the 'air-conditioning cathedral'

Digital sustainability and innovation

The Grimaldi Forum Monaco also develops solutions that combine technological innovation, digital responsibility, and environmental performance:

- Recyclable and reusable event materials, including exhibition structures, stored furniture, recyclable banners, recyclable badges, and reusable badge holders;
- Electronic ticketing solutions that support paperless event management;

- A policy extending the lifespan of IT equipment as part of a digital sobriety strategy;
- VR360° venue presentation tools and 3D project design solutions for clients;
- Incentive pricing designed to encourage the use of the Grimaldi Forum's environmentally responsible services.

Eco-design of summer exhibitions

For many years, the Grimaldi Forum has incorporated environmentally responsible principles into the design and delivery of its exhibitions.

Since 2021, this approach has been formalised through dedicated assessments that evaluate every stage of exhibition life cycles for projects commissioned by the Grimaldi Forum, while fully respecting museum standards and conservation requirements.

The process entitled "Design of Cultural Exhibitions" is formally integrated into the Responsible Integrated Management System (RIMS). It is jointly managed by the Director of Cultural Events and the Registrar.



Exhibition "Colours! Masterpieces from the Centre Pompidou", 2025

Responsible procurement and stakeholder engagement



The Grimaldi Forum integrates environmental and social criteria into both its procurement practices and stakeholder engagement strategy:

- A sustainable procurement policy favouring environmentally certified products and certified wood and paper;
- Priority use of caterers committed to sustainable, local, and seasonal consumption;
- Regular internal awareness campaigns, notably through the signature of an eco-responsibility charter by employees;
- Monitoring of environmental good practices among key suppliers and service providers through the signature of an eco-responsibility charter.

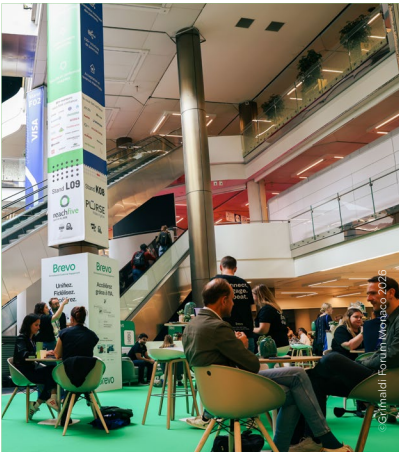
Visit by GFM staff to the PAPREC factory in Cannes, 2024



Supporting event organisers

The Grimaldi Forum Monaco also supports clients in their sustainability initiatives through monitoring tools covering: Water consumption, electricity consumption, IT and internet usage, waste generation and audiovisual equipment use.

One-to-One Retail E-Commerce, 2026 →



A long-term carbon reduction trajectory

The Grimaldi Forum Monaco is a member of Monaco's National Pact for Energy Transition, which sets the objective of achieving carbon neutrality by 2050 across the Principality.

Since 2019, the Grimaldi Forum Monaco has conducted a carbon assessment of its activities as part of a continuous process of measuring, monitoring, and improving its environmental footprint. The assessment is calculated in accordance with the methodology defined under the "Low-Carbon Strategy" programme developed by Monaco's Mission for Energy Transition (MTE).

The reporting boundary covers Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions associated with the Grimaldi Forum Monaco's own activities, excluding those generated by client's events. Emissions resulting from hosted events remain the responsibility of the organisers, who are responsible for conducting their own carbon assessments.

In 2025, the Grimaldi Forum Monaco's carbon footprint amounted to 3,872 tonnes of CO₂e. This result reflects a reduction of 8.79% in greenhouse gas emissions compared with 2024, as well as a 14.23% decrease since 2019.



Social, community and inclusive impact



A commitment to social responsibility

The Grimaldi Forum Monaco places people at the heart of its strategy, paying particular attention to employee well-being through a range of initiatives designed to promote health, work-life balance, and quality of life at work:

- Social dialogue and active listening through employee representatives and managers;
- Team cohesion fostered through company-led initiatives and an active employee welfare fund;
- Awareness programmes promoting healthy eating habits within the company restaurant;
- The opportunity for employees to work remotely one day per week, together with flexible working arrangements introduced in 2023;

- Income protection coverage in the event of incapacity for work;
- A zero-tolerance approach to all forms of harassment, and the annual appointment of a dedicated employee representative;
- A strong commitment to employee safety through the provision of personal protective equipment (PPE) and the implementation of an occupational risk assessment framework;
- Support for voluntary knowledge-sharing initiatives among employees;
- A three-year training commitment covering all employees;
- Ongoing support in helping employees adopt new technologies essential to the sector, including generative AI and its practical applications across different professions;
- Solidarity and inclusion initiatives.



Human Resources Key Figures (as of 31 december 2025) :

GFM staff committed to the No Finish Line Monaco 2025 ↓



143 permanent employees	More than 40 professions represented across the organisation	97% of permanent employees on open-ended contracts
57% have been with the organisation for more than 10 years...	3,233 hours of training delivered in 2025 (+6.5% compared with 2024)	Women represent 49% of management positions
...including 36% for more than 20 years	Up to 536 temporary event staff contracts	29 nationalities represented across permanent and temporary staff.



Accessibility and inclusion

The Grimaldi Forum pursues an active accessibility policy to ensure that all audiences can enjoy its facilities and events. All venues are accessible to persons with disabilities and comply with applicable regulations.

Built according to the standards of 2000 and subject to specific architectural evacuation constraints, certain wheelchair-accessible seating areas are located towards the rear of auditoriums, close to exits, ensuring step-free access and safe evacuation routes.

The Grimaldi Forum also provides:

- **Personalised assistance:** a hostess service accompanies guests with disabilities to their event location;

- **Enhanced mobility:** wheelchairs are available on request, lifts connect parking areas to the venue, and adapted sanitary facilities are provided;
- **Accessibility for visually impaired visitors:** dedicated assistance services are available upon request;
- **Hearing accessibility:** major venues, including the Salle des Princes, Auditorium Prince Pierre, Auditorium Camille Blanc, and Auditorium Nijinski, are equipped with induction loop systems (Telecoil). Receivers are available free of charge upon reservation.

These measures help guarantee a seamless, safe, and inclusive visitor experience while respecting the autonomy of every individual.



An active policy of cultural inclusion

As part of its major summer exhibitions, the Grimaldi Forum systematically implements, with the support of partners and specialised associations:

- Adapted visits for vulnerable and disabled audiences;
- Inclusive artistic workshops;
- Induction loop neck systems compatible with audioguides for visitors with hearing impairments;
- French Sign Language video content integrated throughout the exhibition route;

- Braille and tactile interpretation materials;
- Guided tours and audioguides available in French, English, and Italian;
- Dedicated educational and mediation tools.



Examples of associated partners

- A Quietüidine ;
- ARRIMAGE
- AMAPEI (Monaco Association for the Support and Protection of Children with Disabilities)
- AMADE (World Association of Children's Friends) ;
- Centre Rainier III ;
- Centre Speranza Albert II ;
- Fight Aids Monaco ;
- Fondation Hector Otto ;
- GEMM (Monaco Mutual Support Group) ;
- Monaco Disease Power ;
- Monaco Live Disorder ;
- Les Enfants de Frankie ;
- Œuvre de Sœur Marie ;
- UPPM (Department of Psychiatry and Medical Psychology, Princess Grace Hospital Centre)
- ...

Visit of the exhibition «Colours! Masterpieces from the Centre Pompidou» by the association "AMAPEI" →



Visit of the exhibition "Monet, in full light" by the association "Les Enfants de Frankie" ↓



Economic and solidarity engagement: Think global, act local!



↑ The Verrière illuminated in pink to mark Pink Ribbon Monaco



Taking part in the No Finish Line Monaco as part of a charity day ↑

- The Grimaldi Forum supports local economic and solidarity initiatives and encourages employees to participate in them:

- BlaBlaCar Daily, Monaco's car-sharing initiative;
- CARLO, a cashback programme supporting local retailers;
- CLINK, a reward system encouraging glass recycling;
- Fondation Flavien, supporting paediatric cancer research;
- No Finish Line, a charity event raising funds for sick and disadvantaged children;
- Pink Ribbon Monaco, supporting breast cancer awareness and prevention;
- Semeurs d'Espoir, a Monaco-based organisation fighting food waste and redistributing food to those in need.

The Grimaldi Forum also shares its expertise with younger generations and industry peers:

- Participation in Lycée Les Palmiers' "Ecological Transition and Business" event to present its CSR strategy;
- Presentations by the Communications Department to Master's students specializing in communications and public relations;
- Visits to the Forum's waste-sorting centre by architectural firms seeking to replicate the model elsewhere;
- Exchanges of CSR projects and best practices with increasingly committed clients and suppliers, including Alma, Exhibit, Green Monaco, MCI Group, Milwaukee, Monte-Carlo Société des Bains de Mer, Pavillon Bosio, Power Generation and SMADEC.



↑ Presentation by the Communications Department to Master's students in Communications



CSR Certifications and Awards

2008 : first ISO 14001 certification

2010 : Monaco Welcome Label

2018 : Recognition under Prince Albert II Foundation Wood Charter

2019 : Eco-Responsibility Award at the Monte-Carlo Hospitality Awards

2021 : Recognition from Monaco's Mission for Energy Transition for waste-reduction initiatives

2023 : ISO 10211 certification

2025 : Handipact trophy for CSR initiatives implemented as part of the exhibition «Colours! Masterpieces from the Centre Pompidou»



← A panel of employees who took part in solidarity days



4 2025 CSR performances review & 2026 objectives



Carbon footprint

2025 Indicator: GHG emissions $\leq 3,780$ tonnes CO₂e.

- 97.56% compliance with the target: the carbon footprint amounted to **3,872 tonnes CO₂e.**
- An **8.79%** reduction in GHG emissions **between 2024 and 2025**
- A 14.23% reduction since the beginning of monitoring in 2019.
See "A Long-Term Carbon Reduction Trajectory", page 12

The year 2025 marked a significant realignment with our carbon-reduction trajectory. The previous reporting period showed a substantial increase, primarily attributable to the delivery and fit-out phase of the extension project, which generated a significant carbon impact through procurement activities. Emissions related to purchases declined by more than 13% in 2025. This year's result confirms that, following this exceptional investment phase, emissions have stabilised and are once again aligned with our climate commitments



2026 Objective:
GHG emissions $\leq 3,615$ tonnes CO₂e.



Energy efficiency

2025 Indicator: Electricity consumption-to-occupancy ratio ≤ 25 .

- Target achieved: ratio of 25.
- An 8.7% reduction between 2024 and 2025.
- An overall ratio reduction of 32.43% since monitoring began in 2008.



2026 Objective:
Maintain an electricity consumption-to-occupancy ratio of ≤ 25 .



Water

2025 Objective: Water consumption ≤ 38 litres per visitor.

- Target not achieved: ratio of 45.31 litres per visitor.
- An increase of 20.15% between 2024 and 2025, largely attributable to the commissioning of the Grimaldi Forum extension.
- An overall reduction of 36.45% since monitoring began in 2010.



2026 Objective:
Water consumption ≤ 41 litres per visitor.



© Grimaldi Forum Monaco



Waste

2025 Indicator: Material recovery rate $\geq 52\%$.

Target achieved: material recovery rate reached 52.8%

- A decrease of 2.6% compared with 2024.
- Since monitoring began in 2007, the material recovery rate has increased by 164%.

Historically focused solely on material recovery, we are now evolving our framework towards a broader objective covering total recovery performance (material recovery plus energy recovery from residual waste). Total recovery rate achieved in 2025: 85.4%.



2026 Objective:
Achieve a total recovery rate $\geq 85\%$.

Summer exhibition waste

2025 Indicator: Waste-sorting rate $\geq 70\%$.

Target achieved: waste-sorting rate reached 84.3%.



2026 Objective:
Maintain a total recovery rate $\geq 70\%$.



Paper consumption

2025 Indicator: Consumption ≤ 420 reams of paper.

Target achieved: 420 reams consumed in 2025.

- A 2.1% reduction compared with 2024.
- A 61.61% reduction since monitoring began in 2014.

Despite a high level of event activity, overall consumption continued to decline. This result confirms the effectiveness of the organisation's digitalisation strategy.



2026 Objective:
Maintain paper consumption ≤ 420 reams.



Digital sobriety

2025 Indicator: Data storage volume $\leq 1\,450$ GB.

- 1,897.1 GB in 2025. A sharp increase in the volume of digital data.
- A 51.21% increase in stored data volume between 2024 and 2025.
 - 34.16% above the 1,450 GB target established in 2020.

This increase is primarily attributable to the continued digitalisation of processes, mandatory digital archiving requirements, increased event activity, and the growing digitalisation of communications. In response to these operational realities, the storage objective has been revised. Future targets will no longer be based on historical volumes but on the technical optimisation of existing infrastructure. Internal digital clean-up initiatives will continue in parallel.



2026 Objective:
Maintain data storage volume $\leq 2\,500$ GB



Responsible procurement

2025 Indicator: Share of purchases incorporating at least one CSR criterion $\geq 75\%$.

Target achieved: 85.55% of purchases met this criterion.

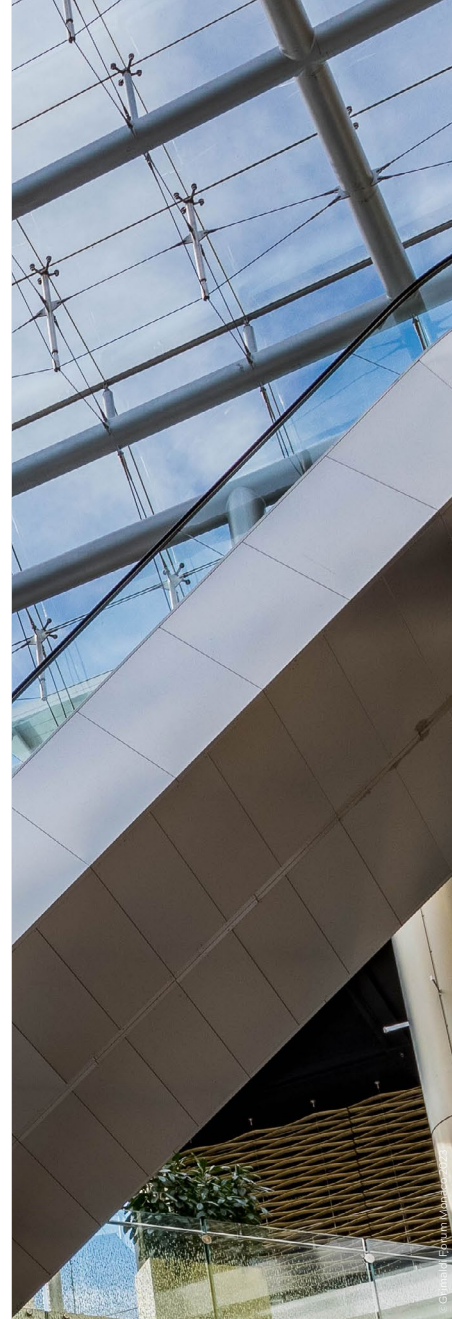
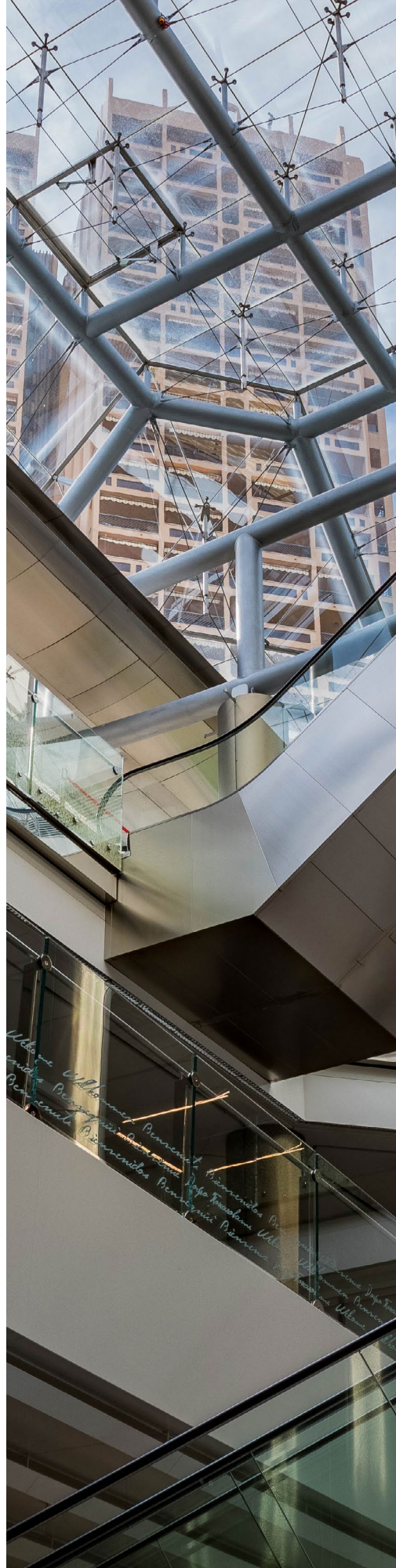
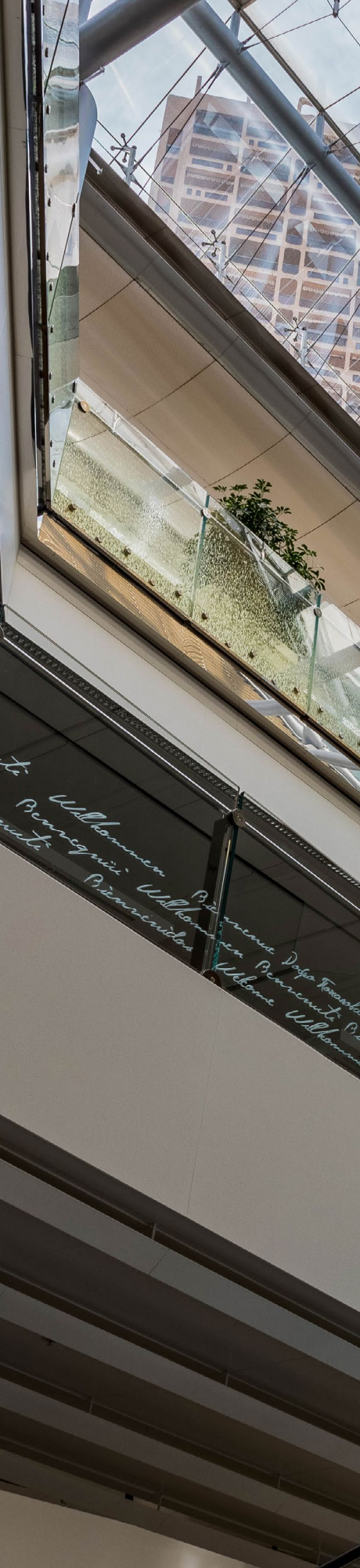
- An increase of 2.59% between 2024 and 2025.
- An increase of 2.99% since monitoring began in 2023.



2026 Objective:
Share of purchases incorporating at least one CSR criterion $\geq 80\%$.

2026 Focus: Continue sourcing from inclusive organisations, which employ people with disabilities. Further improve alignment between purchased products and operational needs in order to reduce inappropriate or unnecessary purchases.





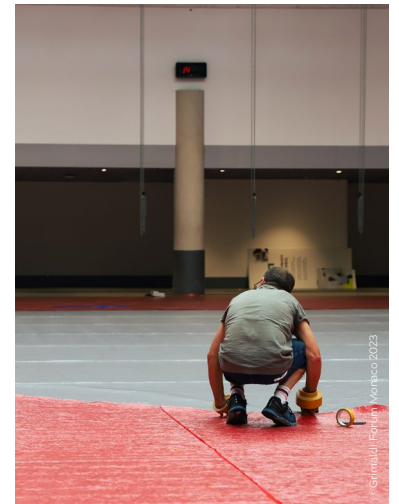
5 Review of other CSR initiatives in 2025 & 2026 outlook

Stakeholder engagement

Beyond the charters signed by employees, key suppliers and service providers, the Grimaldi Forum pursues a continuous improvement approach on a daily basis, sharing its initiatives with stakeholders through both internal and external communication actions.

In 2025, the Grimaldi Forum identified 59 suppliers and service providers representing 80% of its total annual procurement volume.

In accordance with the Grimaldi Forum's supplier selection and evaluation procedure, which requires the assessment of at least 50% of key suppliers each year and 100% over a three-year cycle, 32 suppliers and service providers were evaluated during the first quarter of 2026. The results confirmed compliance with their CSR commitments towards the Grimaldi Forum.



- 2026 Outlook:** Conduct a CSR questionnaire among stakeholders to gather feedback on expectations (sample of 67 employees, clients, and suppliers), fostering mutual progress and shared responsibility.

Well-being at work

80% of employees reported a positive or very positive professional experience during the 2025-2026 annual performance review process.

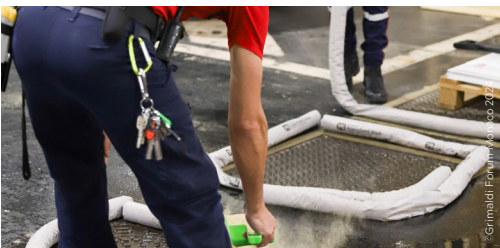
- 2026 Outlook:** Continue strengthening initiatives that promote employee well-being and quality of working life.



Training & skills development

The Grimaldi Forum Monaco continues its three-year personalised training programme, enabling every employee to benefit from development opportunities aligned with both operational requirements and individual aspirations identified during annual reviews. Training areas include management, personal development, foreign languages, audiovisual and stage production, commercial skills, ...

The organisation also continues to support peer-to-peer knowledge sharing through internal volunteer trainers in areas such as first aid, fire safety, elevated platform operation, and information technology.



Training today for tomorrow's technologies

As part of its innovation strategy and commitment to evolving professional practices, the Grimaldi Forum Monaco has introduced a programme dedicated to discovering and using generative artificial intelligence (AI) tools. Recognising the growing impact of these technologies on professions and working methods, the organisation seeks to equip employees with new skills while helping them identify practical applications relevant to their day-to-day activities. To support this skills development initiative, small-group workshops were organised and tailored to the specific needs of different professions. Led by an external specialist, these sessions encouraged hands-on learning, knowledge sharing, and experimentation with concrete use cases.

Other CSR awareness initiatives:

- Internal CSR and ISO workshops;
- Anti-waste workshops (Ecoslowasting);
- Participation in a “Diversity and Inclusion” escape game organised by the Monaco Red Cross and Fight Aids Monaco with the support of the Women’s Rights Committee;
- Employee participation in the Climate Fresk workshop organised by Monaco City Hall;
- Awareness campaigns during the European Week for Waste Reduction;
- Breast cancer prevention sessions;
- Organisation of a “Behind the Scenes” CSR-focused event.



Raising staff awareness CSR



2026 Outlook:

- Continue investing in employee training, skills development, and CSR awareness initiatives among the staff of the Grimaldi Forum:
- Waste-sorting workshops in partnership with SMA (Monaco Waste Management Company);
- ISO and CSR workshops;
- Addiction-prevention workshops in partnership with Monaco’s Addiction Care and Prevention Centre (CSAPAM);
- Breast cancer prevention and blood-donation awareness sessions in partnership with the Princess Grace Hospital Centre (CHPG).



Security Control Centre (PCS): Regulatory training, risk prevention & safety

Each year, particular attention is paid to the training of PCS personnel (Security and Fire Safety Teams) to maintain the highest levels of expertise and support effective risk management.

Regulatory training:

- Initial AP2 training (140 hours) at ENSOSP in Paris;
- Initial SSIAP 2 certification training (70 hours);
- Refresher training or reinstatement programmes for SSIAP levels 1, 2, and 3, including Monaco-specific requirements;
- Initial and refresher first-aid training with the Monaco Red Cross;
- Extension-lift operations training provided by OTIS.



Exercises conducted:

- Emergency-operation workshop for drainage gallery valves, in partnership with SOGET;
- Training session on optimised fire detection system management in the event of operational assistance unit failure, in partnership with Siemens;
- Initial and refresher training for evacuation wardens and fire evacuation procedures;
- Initial and refresher first-reponse firefighting training.

Personal protective equipment (PPE)

- Monitoring and provision of appropriate PPE for all employees;
- Testing of exoskeleton equipment (awaiting more versatile performance);
- Testing of protective earplugs;
- Use of trousers with integrated knee protection.

Additional initiative

Development of practical intervention guides enabling rapid protection of exhibition artworks in the event of an incident during the summer exhibition.



2026 Outlook:

Continue all regulatory training programmes and maintain a proactive approach to risk prevention.

Inclusion & accessibility

- Accessibility Measures Deployed Throughout the Building
- Contrasting stair markings;
- Tactile paving indicators.

The exhibition “Colours! Masterpieces from the Centre Pompidou” notably included dedicated pathways for visually impaired visitors, autistic audiences, and visitors with Down syndrome, together with an introductory video in French Sign Language.

2026 Outlook:

- Adapt exhibition pricing by offering a 50% discount for visitors with disabilities and their accompanying person;
- Introduce dedicated pricing for visitors with disabilities attending live performances;
- Sustain the use of French Sign Language introductory videos for major exhibitions;
- Deploy the Lisio accessibility solution on the Grimaldi Forum Monaco website, enabling users with reading and accessibility needs to customise page display settings (contrast, font size, simplified content, etc.).



Solidarity days

Each employee may benefit from one additional day of paid leave offered by the Grimaldi Forum to undertake a volunteer assignment with a Monaco-based non-profit organisation.

Stable participation level:

- 23 solidarity assignments completed in 2025;
- 24 in 2023 and 22 in 2024;
- A total of 69 solidarity assignments completed since the programme’s launch.



2026 Outlook:

Identify new opportunities for expanding the programme.

Waste reduction & redistribution

- Continued Redistribution Policy
- 25,851 kg redistributed in 2025 (+0.03% compared with 2024)
- +66.72% increase since monitoring began in 2023

Breakdown of 2025 Volumes:

- 1,348 kg of food products redistributed, approximately two-thirds to employees and one-third to charitable organisations;
- 17,148 kg of objects, equipment, and scenographic materials were recovered, with the agreement of our clients, and redistributed to employees and non-profit organisations. Including 16,252 kg came from the exceptional Milwaukee event, including 27 tree trunks representing 12.1 tonnes.
- 7,402 kg of furniture, books, and IT equipment redistributed through stock-clearance and donation initiatives. Between 2023 and 2025, 6,765 exhibition catalogues were donated to associations, schools, and public institutions, representing 93.8% of the total volume of de-stocked publications.



2026 Outlook:

Continue redistribution initiatives while reducing overall consumption levels.



Mobility

- Employee mobility:
 - 23 users of BlaBlaCar Daily travelled a total of 12,210 km through carpooling, avoiding 2,657 kg of CO₂ emissions and generating €892 in driver compensation;
 - 106 business-related journeys made using public buses. The Grimaldi Forum encourages sustainable mobility by providing its employees with free public transport passes for their professional travel within the Principality
- Event mobility & logistics
 - Consolidation and pooling of freight transport;
 - Optimisation of artwork transportation;
 - On-site storage of 24 modular exhibition stands;
 - Reusable “stand packs” : The Grimaldi Forum Monaco offers exhibitors stand pack incorporating reusable equipment such as modular partitions, display cabinets and electrical installations. Available for exhibition spaces ranging from 9 to 21 sqm, these solutions help significantly reduce the use of disposable materials while maintaining high standards of quality and functionality. The equipment is stored in the venue’s warehouses and reused for future events.



2026 Outlook:

Continue redistribution initiatives while reducing overall consumption levels.

Communication

External communication:

In 2025, CSR communication was integrated into the campaign celebrating the Grimaldi Forum’s 25th anniversary and extension project, under the banner “Smarter, bigger”

Achievements included:

- Six films produced, including a three-minute educational animation dedicated to CSR commitments;
- A dedicated e-Newsletter distributed to 20,000 contacts, achieving a 40% open rate;
- More than 40 CSR-related social media posts;
- The 2025 CSR film generated 95,000 impressions.

The Grimaldi Forum also strengthened the operational deployment of its CSR strategy through:

- New waste-sorting signage harmonised with collection systems;
- Documentation aligned with the Sustainable Development Goals;
- Creation of a digital CSR toolkit for commercial teams;
- Replacement of printed CSR policy displays with QR codes linked to up-to-date digital content.

Internal communication:

- Quarterly CSR data and meeting reports made available on the intranet;
- 44 CSR-related articles published on the intranet;
- Launch of “Grimaldis-moi tout”, a quarterly internal e-Newsletter produced by employee representatives from each department.

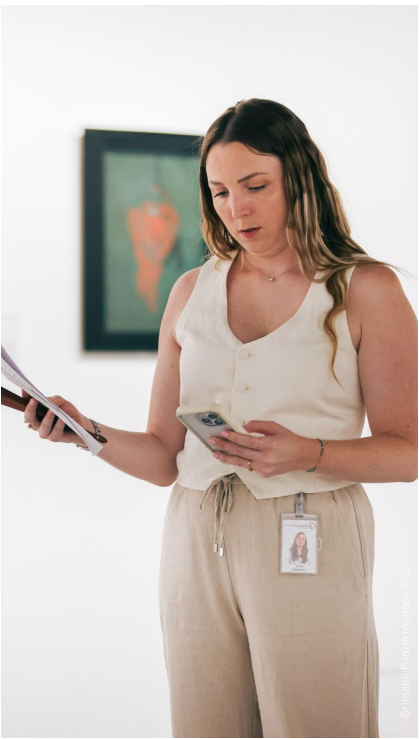
2026 Outlook:

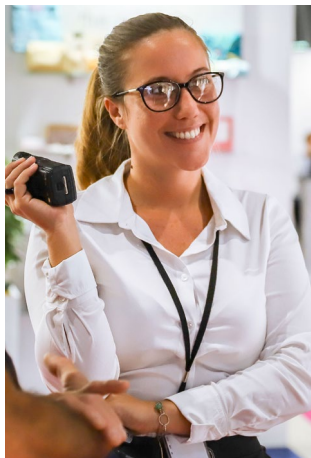
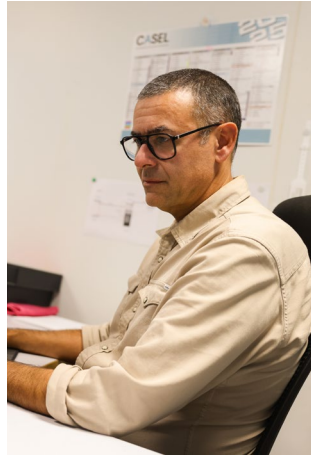
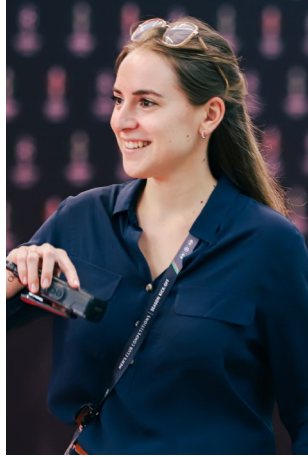
Continue promoting the Grimaldi Forum Monaco’s CSR commitments across all major communication channels, including the website, social media, e-Newsletters, and media relations.



Key objectives include:

- At least one CSR-dedicated e-Newsletter with an open rate of 30% or above;
- Updating the organisation’s two CSR-focused videos;
- Further structuring CSR communication as a fully integrated component of the Grimaldi Forum Monaco’s positioning.
- New video content focusing on solidarity initiatives and waste-reduction programmes will also be produced.





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6 Conclusion

For more than 25 years, the Grimaldi Forum Monaco has supported the evolution of the events industry, culture, and societal expectations.

Today, the performance of a congress and cultural centre can no longer be measured solely by its level of activity or visitor numbers. It is also measured by:

- Its environmental impact;
- Its social value;
- Its capacity for innovation;
- The quality of the experiences it delivers;
- Its contribution to the local community;
- And the influence and visibility it generates.

In this context, the Grimaldi Forum Monaco remains committed to a clear ambition: to combine operational excellence, international attractiveness, innovation, and sustainable responsibility.

This momentum is driven by the daily commitment of our teams, partners, institutions, and stakeholders, all of whom contribute to positioning the Grimaldi Forum Monaco as a leading contributor to the Principality's influence and reputation.

By supporting the sustainable transformation of the events and cultural sectors, the Grimaldi Forum Monaco is committed to embedding its development within a long-term vision, serving both Monaco and future generations.

KEY PRIORITIES FOR 2026:

In 2026, five key priorities will shape our performance roadmap:

- Optimise consumption related to the extension in order to control its impact and improve overall efficiency;
- Accelerate waste recovery by strengthening reuse initiatives, partnerships, and sorting practices;
- Publish a CSR Report and launch an active stakeholder consultation process to refine the materiality matrix;
- Manage data growth by reinforcing digital sobriety and avoiding additional infrastructure investments;
- Ensure regulatory compliance through centralised, reliable, and accessible monitoring systems.



↑ From left to right:
Françoise Rossi, CSR Director, Sylvie Biancheri, General Manager, Maureen Aubert, Environmental, Certifications and Legal Affairs Manager.

7 Appendices

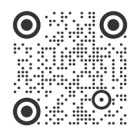


Discover our CSR presentation video (2 minutes)



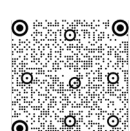
Scan the QR code or click on the picture

Discover our 25th Anniversary Video : CSR at GFM.



Scan the QR code or click on the picture

Read our GFM CSR Charter



Scan the QR code or click on the picture

Read our GFM Sustainable Development Policy



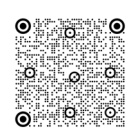
Scan the QR code or click on the picture

Read our CSR Infographic



Scan the QR code or click on the picture

Read our testimonials



Scan the QR code or click on the picture

SMARTER, BIGGER

EXPERIENCE THE NEW
GRIMALDI FORUM MONACO



41,000 M² OF ADAPTABLE
SPACES BETWEEN
SKY AND SEA
IN A REINVENTED
ENVIRONMENT







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