

In line with the Principality of Monaco's long-standing commitment to sustainable development, Corporate Social Responsibility (CSR) is an integral part of the Grimaldi Forum Monaco (GFM). Since its creation in 2000, it has positioned itself as a committed player in its homeland and in the events industry, with action as its sole driving force, in the service of a sustainable society for future generations.

As early as 2008, the GFM was one of the first congress centers to obtain ISO 14001 certification, an internationally recognised reference in terms of environmental management. In addition, in 2023, ISO 20121 certification will crown the congress and cultural centre's commitment to Corporate Social Responsibility for its events activities.

Customers, business partners, authorities, employees and suppliers, the Grimaldi Forum Monaco's CSR project brings together all its stakeholders with the aim of achieving mutual progress. The project is steered by its 18 members CSR Committee, which represent all the company's departments and is headed by Françoise Rossi, CSR Director, and Maureen Aubert, Environment, Certifications and Legal Officer.

I MORE THAN 25 YEARS OF ENVIRONMENTAL AWARENESS



The Grimaldi Forum Monaco is following the sustainable development goals set by the United Nations

Since obtaining its first ISO 14001 certification in 2008, the Grimaldi Forum Monaco's energy efficiency has been improved by 32%, by consuming 100% green energy, its recycling rate has been multiplied by 2.5 and its water consumption per visitor has been divided by more than 2. To continue reducing its environmental footprint, the GFM is also integrating the carbon assessment into its corporate strategy. Using tools provided by the Mission pour la Transition Énergétique de Monaco (MTE), GFM develops paths and refines its objectives each year to achieve optimum environmental performance. As a result, GFM has reduced its greenhouse gas (GHG) emissions by 14% compared with its first carbon footprint assessment, carried out in 2019.

As an actor of change, the Grimaldi Forum Monaco is actively involved in implementing the National Pact for Energy Transition, which it signed in 2018. This initiative by the Prince's Government brings together all the Principality's stakeholders with a shared goal: to reduce its GHG emissions by 55% compared with 1990 levels and achieve carbon neutrality by 2050.

AN ECO-DESIGN & ECO-MANAGED BUILDING

A natural and efficient thermal insulation:

A building $\frac{3}{4}$ below sea level, with the remaining $\frac{1}{4}$ using cellular glass insulation, a recyclable material that meets High Environmental Quality criteria.

With 2,500 m² of photovoltaic panels installed on its roof:

GFM is the first solar energy producer in Monaco.

A policy of monitoring and investment and equipment maintenance, based on a high-performance centralized technical management system (CTM) for the building: programming of air conditioning, lighting, water monitoring and overflow management.

Sea water as renewable energy:

Hot and chilled water production, which is essential for the building's air treatment, is provided by heat pumps that draw the calories or frigories necessary to control the temperature and hygrometry of the premises from sea water. The electricity used to operate the pump is therefore not used to produce heat but to transport it. With a high performance factor, this air treatment system actively promotes energy savings while using renewable energy as a raw material.

 **KEY FOCUS AREAS:**

1. CONTROL THE CONSUMPTION OF A 100% RENEWABLE ENERGY.

A lower electricity consumption approach linked to the operation of the site and visitors (CTM with 23,600 control points, use of airlocks equipped with sliding doors on radar to limit losses of treated air, presence detectors, a lighting park equipped with 95% low-consumption bulbs, shading and solar filters in exposed areas, etc.).

2. MANAGE WATER IN AN OPTIMIZED & SUSTAINABLE WAY.

Consumption monitoring and alert system in case of leakage.

3. REDUCE AND RECYCLE ALL OUR WASTE.

- An on-site waste management center for glass, paper, packaging, wood, brown cardboard, waste electrical and electronic equipment, batteries, metals, etc., with signs in several languages, colors and images, placed at all strategic points;
- Specific monitoring of signage tarpaulins and carpets;
- Process of transferring non-reusable event materials to staff.

6. MAKE OUR GOOD PRACTICES AVAILABLE TO ALL EVENTS:

- Presentation of our spaces in VR360° and design of customer projects in 3D to avoid travel;
- Guidance in eco-design for events;
- Recyclable or reusable event materials (general installation stands and furniture stored on site, recycled signage tarpaulins, recyclable badges and reusable badge holders...);
- Zero plastic, certified wood and paper;
- Local caterers, committed to sustainable, local and seasonal consumption;
- Replacement of plastic bottles with other containers and access to water fountains with recyclable glasses;
- Cleaning companies using eco-labelled products and scrubbers running exclusively on water;
- A consumption report for the event, including energy, water, waste management, internet consumption and audiovisual equipment, is made available to the client;
- Incentive pricing policy for the use of our "green" services.

4. PROMOTE RESPONSIBLE PURCHASING AND INVOLVE STAKEHOLDERS.

- Common consumer products chosen for their eco-label;
- Elimination of disposable plastics;
- Purchase of certified wood and paper;
- Electronic ticketing;
- Green purchasing guide for Grimaldi Forum Monaco employees;
- Raise employee awareness of environmental issues (signing of a green charter, regular internal information, green days, digital depollution challenge, quarterly CSR e-news, etc.);
- Ensure compliance with good practices by significant service providers and suppliers, through the signing of an eco-responsibility charter;
- Reduce paper consumption by digitization processes;
- Encourage digital savings and extending the lifespan of IT tools;
- Pursuing the eco-design project for exhibitions.

5. PROMOTE SUSTAINABLE MOBILITY

- Encourage carpooling and the use of public transport;
- Limit business travel;
- For employees with appropriate responsibilities, the opportunity to work from home one day a week.



THE SOCIAL DIMENSION

THE DRIVING FORCE BEHIND THE GRIMALDI FORUM MONACO



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With a management policy centered on people, the Grimaldi Forum Monaco has, since its creation in 2000, been committed to ethical values, benevolence, equity and sharing. Unified around training programs and cohesion workshops, its 143 permanent employees benefit from permanent care aimed at ensuring their well-being and quality of life at work while enhancing their skills. Its team is the company's driving force; 57% of its staff has been working for more than 10 years, including 36% for more than 20 years ! As a dynamic player in the professional development of students, the GFM is also committed to passing on the know-how of the 40 professions involved and to offer a real springboard into the professional life of students, while providing them with quality tutoring.

KEY FOCUS AREAS:

1. ENSURE THE WELL-BEING OF EMPLOYEES AND THEIR QUALITY OF LIFE AT WORK:

- Encourage social dialogue, via employee representatives and managers, and guarantee a special attention to all employees who feel the need for it;
- Encourage team cohesion through company initiatives and an active social fund (internal events, openness to culture and sports through financial support for employees, provision of spaces for cultural and sports activities, policy of invitations to certain shows or dress rehearsals at the Grimaldi Forum Monaco, etc.);
- Educate teams about healthy eating habits in the company's restaurant;
- Ensure work-life balance, including the possibility of working from home one day a week;
- Protect employees with an insurance policy in the event of incapacity for work.

3. ENCOURAGING DIVERSITY AND GENDER EQUALITY, AND COMBATING DISCRIMINATION IN HIRING, REMUNERATION AND CAREER DEVELOPMENT:

- Men and women widely represented at all levels of the company up to the Executive Committee;
- An HR policy focused on openness, from recruitment interviews to annual individual interviews, including internal mobility;
- 49% of managers are women and 51% are men;
- Eleven nationalities are represented among the staff;
- 97% permanent employees on open-ended contracts.

2. ENSURE FUNDAMENTAL RIGHTS AT WORK ON SITE:

- Fight against all forms of harassment and ensure compliance with regulations by appointing a harassment representative each year that each employee can refer to;
- Ensure safety of all employees, in particular through the implementation of a single document assessing professional risks and the provision of personal protective equipment (PPE) to employees whose duties require it.

4. ENHANCING EMPLOYEES' SKILLS AND SUPPORTING THEM IN THEIR PROFESSIONAL DEVELOPMENT:

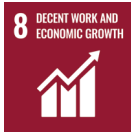
- Ensure quality of annual individual interviews;
- Three-year training commitment for all permanent employees;
- Support skill sharing among volunteer employees (internal trainers, targeted workshops in first aid, fire fighting, aerial work platform driving, IT, etc.).

5. HELPING YOUNG PEOPLE BEGIN THEIR PROFESSIONAL LIVES THROUGH COMPANY INTERNSHIPS:

- A dynamic policy of recruiting interns, from the «discovery» internships of secondary school students to the end-of-study internships (about forty interns each year).



ECONOMIC & SOLIDARITY COMMITMENT: THINK GLOBAL, ACT LOCAL!



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From an economic and solidarity point of view, the GFM has developed many initiatives, which it shares with all stakeholders. It supports local charities and encourages its employees to participate. It also shares its best practices with its peers and favors local suppliers and service providers. The Grimaldi Forum Monaco is also an important economic hub for Monaco. In addition to its permanent staff, the GFM manages approximately 530 temporary contracts and indirectly employs 700 suppliers and service providers, representing an estimated pool of more than 5,000 jobs in the Principality and surrounding area, generating an average of 80 million euros worth of economic benefits.

KEY FOCUS AREAS:

1. SUPPORT LOCAL ECONOMIC AND SOLIDARITY ACTIONS AND ENCOURAGE OUR EMPLOYEES TO PARTICIPATE IN THEM:

- Recurring actions supported:

- **NO FINISH LINE** (walk and run in support of underprivileged or sick children) ;
- **FLAVIEN FOUNDATION** (for pediatric cancer research - communication support) ;
- **PINK RIBBON MONACO** (to prevent and fight breast cancer - communication support) ;
- **CLIINK** (rewarding users for recycling glass in dedicated containers) ;
- **CARLO** (cashback for shoppers who go to local shops) ;
- **BLABLACAR DAILY** (government application to encourage carpooling),... ;
- **SEMEURS D'ESPOIR** (Monegasque association for food redistribution and fight against food waste)

2. SPONSOR CIVIC ACTIONS OF OUR EMPLOYEES:

- To encourage the spirit of solidarity among GFM employees by offering them one day of working time per year to support a civic or charitable project in Monaco;

3. CREATING VALUE ON THE TERRITORY:

- Give preference to local suppliers and service providers;
- Contribute to the economic and cultural influence of the Principality.

4. SHARE GOOD PRACTICES:

- The GFM's CSR project is part of a federative approach that takes into account all its stakeholders: clients, partners, economic actors authorities, employees and suppliers, with the objective of mutual progress.

5. KEEP FIGHTING AGAINST FOOD WASTE AND FOOD INSECURITY:

- 26 tones of redistributed goods, including 1.3 tone of uneaten food and drink from events in 2025

OUR INSTITUTIONAL PARTNERS



OUR REFERENCES



2008: Grimaldi Forum Monaco is one of the first European congress centers to obtain its first ISO 14001 certification. Since then, it has been renewed 4 times. The last one was in 2023.



2010: Grimaldi Forum is one of the first 50 companies in the Principality to have obtained the «Monaco Welcome» label set up by public authorities.



2018: Grimaldi Forum receives a distinction for its structured and regular environmental action plan, as part of its membership to the Charter on wood initiated by Prince Albert II Foundation.



2019: Grimaldi Forum wins the eco-responsible price at the 7th Monte-Carlo Hospitality Awards organized by the Monegasque Hospitality Industries Awards.



2021: on the occasion of the Mission for Every Transition's annual conference, Grimaldi Forum receives the award of the best Monegasque initiatives in terms of waste reduction.



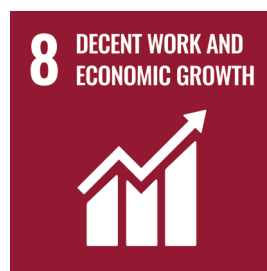
2023: The Grimaldi Forum Monaco obtains its first ISO 20121 certification, putting sustainable development at the heart of its events business.



2025: The Grimaldi Forum has been awarded the 2025 Handipact Trophy in recognition of its ongoing commitment to inclusion. This award specifically recognises the accessibility features incorporated into the «Colours! Masterpieces from the Centre Pompidou» exhibition, in summer 2025.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In the context of the 17 United Nations sustainable development goals, Grimaldi Forum Monaco enrolls itself, in the path of the Monaco Government Tourist Authority, in the following objectives:



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