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DECLARATION OF INTENT AND VALUES according to ISO 20121:2024

RX Italy has defined its fundamental principles of sustainable development in this 'Declaration of intent and values', aimed at guiding the activities of the Organization itself in the context of sustainable planning and production of events, such as VISCOM ITALIA, MCE and HEAT PUMP TECHNOLOGIES.

The general principles that inspire this strategic goal consist of:

- **Ethical Management** → The operations of our Organization are conveyed through attention to social responsibility ('CSR'), the principles of due diligence, attention to the supply chain and the awareness of our staff towards issues related to sustainable development. In this perspective, our Management monitors performances through performance indicators that are calculated and managed continuously. Staff is reminded of the measures and actions to be implemented in order to achieve the Organization's ESG objectives.
- **Inclusion** → All stakeholders mapped by our Organization as relevant are treated fairly without discrimination based on gender, race, language, religion. This is done by taking into account:
 - the expectations, rights and interests of those stakeholders;
 - communications made or received from/to RX Italy (e.g. complaints or reports) and
 - in compliance with the fundamental principle of universal accessibility¹.The Organization prepares communication channels open to dialogue by and with stakeholders and designs its events also with a view to accessibility.
- **Integrity** → RX Italy applies ethical principles and codes of conduct in line with the directives of the Group and of the Organization itself. The Management System in place provides for the collection of information and data, including:
 - Compliance with the laws and regulations applicable to the event and to the Organization itself and
 - Reports and complaints from which areas for improvement or the need for corrective actions may arise.These data and information are managed with a view to business continuity, through procedures dedicated to cybersecurity.
- **Transparency** → All our activities are communicated through the most usable (media) tools, such as website or social channels, in a timely, clear, accurate, reliable and all-inclusive manner. As regards communication channels, please refer to the 'Inclusivity' section.
- **Legacy** → Our Organization maintains its focus on reducing physical, economic, environmental impacts and on increasing the impact and diffusion of the acquisition of

¹ ...as stated in the United Nations Convention on the Rights of Persons with Disabilities, article 3





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knowledge and competencies, best practices and skills for its employees and for all the stakeholders concerned in the achievement of corporate objectives.

In detail and as per the Group CSR Report, RX pays attention to the communities of reference, generating shared and widespread value and contributing to the improvement of the sustainability of trade fair events. These actions are realized through RX's crucial role in helping to increase the community's focus on sustainability, involving exhibitors and attendees, as well as industry experts and other stakeholders.

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