CCIB Centre de Convencions Internacional de Barcelona

Part of Fira Barcelona

Sustainability report

2025

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CCIB is a unique experience in Barcelona for professional events that mark a turning point

Index

Letter from the Director 04

Key figures for 2025 10
Business
People
Environment and community

1. How we create value 18
1.1 About us
Fira de Barcelona
Barcelona International Convention Centre
1.2 Business model
1.3 Creating value for Barcelona and the MICE sector

2. Our sustainability strategy 30
2.1 ESG philosophy
2.2 Strategic priorities and SDGs
2.3 Governing and management bodies
2.4 Ethical and regulatory compliance
2.5 Certifications and management systems

3. Environmental management and sustainable events 42
3.1 Our vision for sustainable events
3.2 How we support organisers
3.3 Climate change and carbon footprint
3.4 Energy and energy efficiency
3.5 Water
3.6 Waste and the circular economy
3.7 Sustainable materials and signage
3.8 Sustainable F&B
3.9 Accessibility and sustainable mobility

4. Clients and experience 58
4.1 Client satisfaction
4.2 Safety and well-being of attendees
4.3 Data protection and confidentiality
4.4 Sustainability reporting

5. Responsible value chain 66
5.1 Supplier selection and assessment

6. The people at CCIB 70
6.1 Employment and job security
6.2 Training and professional development
6.3 Diversity, equality and inclusion
6.4 Well-being and work-life balance
6.5 Health and safety

7. Commitment to the community 84
7.1 Social action
7.2 Partnerships with social organisations
7.3 Barcelona Forum District

8. About this report 96
8.1 Materiality and stakeholders
8.2 Scope and method
8.3 GRI content index

Letter from the **Director**

Carolina Garcia
Director of the CCIB

Shared value and commitment

At the CCIB, we believe that sustainability is a way of understanding our work and generating shared value for all the people and organisations we engage with: our team, clients, suppliers, institutions and the wider community.

As one of Europe's leading convention centres, and as part of Fira de Barcelona, we host events that place the city at the heart of knowledge exchange and international partnerships. This is particularly well established at conferences in the medical, scientific and technological fields.

2025 has been an exceptional year for the CCIB. We have hosted 76 events and welcomed over 443,000 attendees, achieving a record turnover of 54 million euros. These results convey our clients' trust and the strength of our international standing. In this regard, we are committed to ensuring that this growth occurs responsibly, while minimising our environmental impact, looking after people and contributing to the well-being of the local community.

Throughout the year, we have continued to make determined progress along this path. We have halved our corporate emissions and offset all emissions generated by our corporate activities. We continue to use electricity from 100% renewable sources and are constantly implementing improvements in energy efficiency, water management, waste reduction, the circular economy and sustainable refurbishment.

Our commitment to sustainability extends beyond our facilities. 91% of the suppliers we work with are local businesses, thus contributing to the region's economic development and strengthening the local value chain.

People are an key part of this commitment. We boast a team that enjoys a high level of job security and a culture based on equal opportunities, talent development and well-being. In 2025, we devoted more than 3,100 hours to training, supporting professional growth and lifelong learning. At the same time, we continue to work towards building a diverse, inclusive and representative workplace.

We have also maintained our commitment to the community. We took part in 29 social action initiatives focused on projects and partnerships with social organisations. We have therefore strengthened our ties with the neighbourhood and the city and helped to create new opportunities through the donation of food and materials, the provision of premises, financial contributions and participation in campaigns or initiatives organised by the Barcelona Forum District.

Thus, this report sets out the main progress made in 2025 and conveys our commitment to transparency and to sharing the results of our work.

We are aware that sustainability is not a destination, but an ongoing process. We will therefore continue to work to ensure that the CCIB is recognised not only for the quality and significance of the events it hosts, but also for the responsible and committed way in which it carries out its activities.

I would like to thank everyone at the CCIB – as well as our clients, suppliers, institutions and partner organisations – for their commitment and contribution to driving us forward and making the positive impact we aim to generate a reality.

"We will therefore continue to work to ensure that the CCIB is recognised not only for the quality and significance of the events it hosts, but also for the responsible and committed way in which it carries out its activities"

Key figures for 2025

Business

76
Events held

443,299
Attendees

89.8 %
Turnover from international events

€54.09 M
Annual turnover

60.5 %
Recurring events

People

139	Workforce
98.6 %	Permanent contract workforce
62.5 %	Women in management positions
47.5 %	Women on staff
3,156	Training hours

Environment

75.06 tCO_2e	Corporate emissions
100 %	Offset emissions
100 %	Electricity from renewable sources
29	Social action initiatives
€378,770	Contribution to the community

1. How we create value

1.1 About us

Fira de Barcelona

Officially founded in 1932, although its origins date back to the major exhibitions of 1888 and 1929, Fira de Barcelona is one of Europe's leading trade fair organisations in terms of the volume and quality of its events, the high standard of its venues, as well as its organisational expertise and professionalism.

It boasts three major venues, **Montjuïc**, **Gran Via** and the **Barcelona International Convention Centre (CCIB)**, which together offer **400,000 m²** of gross exhibition space. It also manages the **Circuit de Barcelona-Catalunya**, an iconic motorsport venue, covering 250,000 m².

It is the **market leader** in Spain, particularly in industrial and trade fairs, and holds a prominent position in Europe. It hosts more than 300 events every year, attracting over 30,000 companies – both exhibiting directly and represented ones – and 3 million visitors from 200 countries and regions. The organisation also co-organises trade shows in several countries, as well as offering trade fair consultancy services.

Furthermore, **Fira de Barcelona is an economic and social driving force**. Its annual contribution to the city's economy and its surrounding area is estimated at over 5 billion euros and more than 35,000 jobs, according to a study by the University of Barcelona (UB).

300	trade fairs, conferences and events held each year
3 M	visitors from over 200 countries and regions
€5 billion+	in terms of economic impact on Barcelona and the surrounding area
500,000 m²	gross exhibition space across three venues: Montjuïc, Gran Via and CCIB.

CCIB

The Barcelona International Convention Centre (CCIB), which has been managed by Fira de Barcelona since November 2021, has become a European benchmark as a venue for organising international conferences, conventions and events.

The **CCIB comprises two buildings** of great architectural value, the **Convention Centre** and the **Auditori Forum CCIB**, which are linked by an underground walkway. With a total floor area of approximately **100,000 m²** and capacity for **15,000 delegates**, both buildings stand out for their size and the versatility of their indoor spaces.

Opened in 2004 to mark the Universal Forum of Cultures, the CCIB enjoys a prime location in the modern, cosmopolitan city of Barcelona, within the city's 22@ technology and business district.

100	conferences, conventions and events held each year
445,000+	visitors
€300 million+	in terms of economic impact on Barcelona and the surrounding area
100,000 m²	of gross event space

1.2 Business model

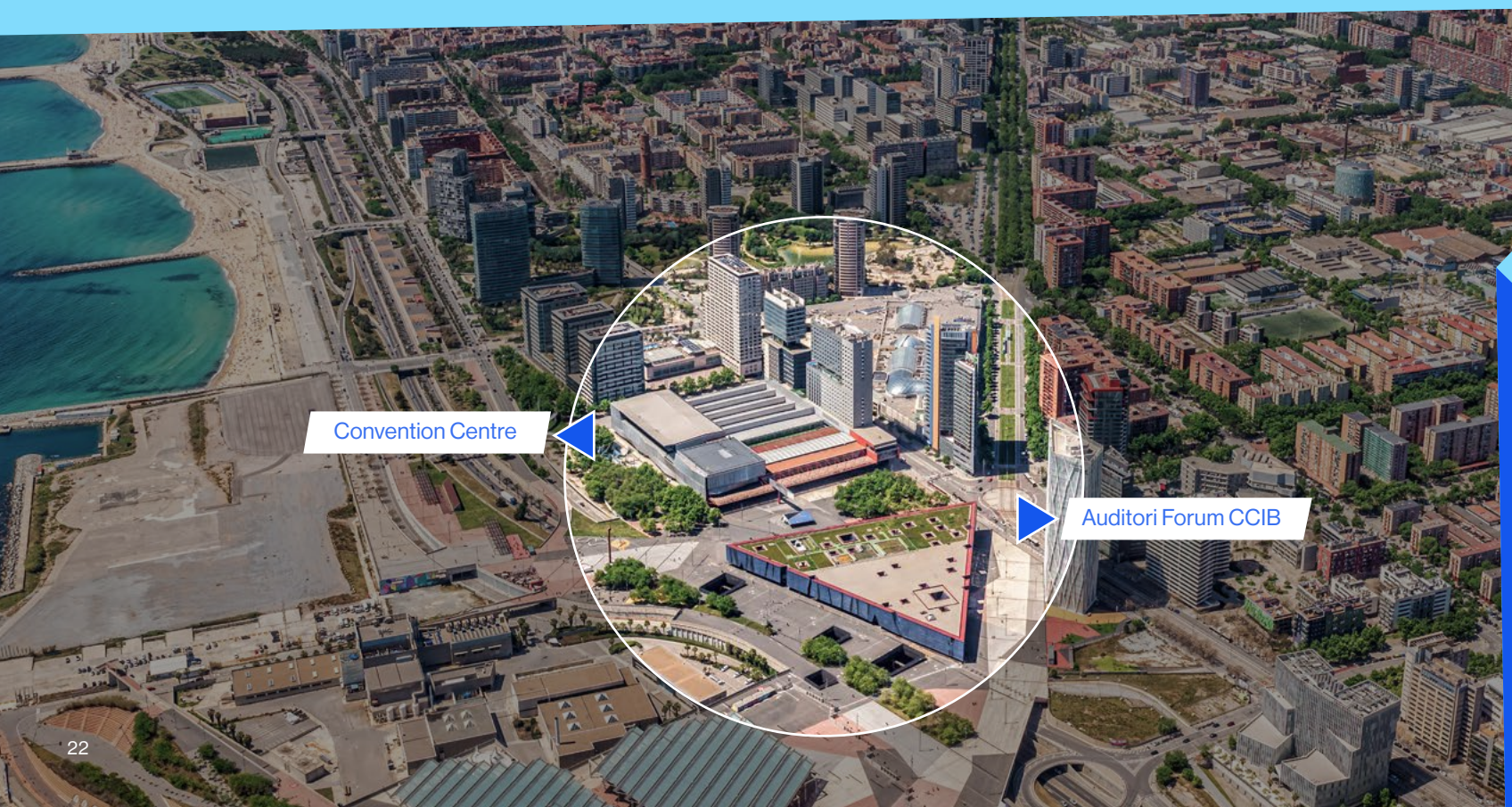
The Barcelona International Convention Centre (CCIB) is recognised as a European benchmark in event organisation, as well as one of the leading conference venues in southern Europe.

It specialises in conferences, conventions, product launches, meetings and seminars, as well as other types of events.

Architecture

The CCIB comprises two buildings of great architectural value: the Convention Centre and the Auditori Forum CCIB. Within these, it offers services tailored to meet the specific requirements of each occasion.

Take a virtual tour here



Convention Centre

- A versatile, multifunctional building, designed to showcase natural light. All rooms benefit from natural light, and the facade was designed to minimise its impact on the surroundings.
- **39 open-plan rooms** (3 floors and 2 mezzanines)
- **Banquet Hall** with sea views
- **11,340 m² Multipurpose Hall** (8 modular spaces)

Auditori Forum CCIB

- **An equilateral triangle-shaped building**, connected to the Convention Centre via a 116-metre underground walkway
- **Designed to host any event or show,** its textured facade features spacious interiors and rooms designed as hybrid spaces

- **3,084 seats** (2,341 in the stalls and 743 in the amphitheatre)
- **420 m² stage** with interpreting booths and 10 dressing rooms

Business areas

Signane

Comprehensive service covering the design, production and installation of different signage elements (banners, vinyl graphics, frames, tarpaulins, photocalls). ⊕

Furniture

Furniture and accessories available for hire and integration into the event halls and registration area. Standard and designer furniture. ⊕

Audiovisual means

All events include a wide range of cutting-edge audiovisual equipment in the areas of sound, rigging, video and production, lighting and interpreting booths.

Hostesses/Hosts

Support service by multilingual hostesses and hosts during events (registration, cloakroom, event and stand support). ⊕

Catering

An exceptional culinary offering managed by a dedicated team of professionals across 3,000 m² of kitchens and exclusive spaces within the centre. ⊕

Flower decoration

Flower arrangements and plants to enhance the different event areas, including the VIP and dining tables, as well as the creation of vertical gardens. ⊕

Cleaning

A dedicated cleaning service tailored to each event, provided by a highly experienced and professional team that keeps all your facilities in perfect condition. ⊕

Exhibition

A comprehensive service for planning exhibitions and trade fairs, including the creation of modular spaces, furniture, carpeting and technical support throughout the event. ⊕

First Aid

Emergency medical care for anyone who requires it (an ambulance service is mandatory for events with more than 2,000 attendees). ⊕

Security

A security team and cutting-edge technology ensure the highest level of physical protection for people and facilities. ⊕

Set design

Creation and installation of decorative elements for the performing arts at events (curtains, backdrops, stages, screens, fabrics and accessories). ⊕

Conference interpreting

An interpreting service that simultaneously translates what the speakers say into the audience's language. ⊕

Logistics

The planning, organisation and support of logistics services are key to the smooth running of the event (receiving packages, coordinating assembly and disassembly, managing attendees and visitor flow, controlling the use of lifts, escalators and goods lifts). ⊕

Information technology

Network technology specialists provide support for internet, Wi-Fi, telephone and IT services. ⊕

Electrical installations

Design and installation of low-voltage electrical systems to meet the needs of any event (connections, electrical panels, wiring and generators). ⊕

Office automation

Photocopier hire and installation, as well as reams of paper. ⊕

Photography and other services

Photography and video services to capture the most memorable moments of the event, as well as other services, such as office supplies. ⊕

Business

Table 1. **Activity data**

Indicator	Unit	2025	2024
Total number of events	No.	76	85
Total number of attendees	No.	443,299	414,728
% of international events	%	45	43.5
% of turnover from international events	%	89.8	89.6
% of recurring events	%	60.5	51.8
Number of events by type	Social initiatives	6	6
	Conferences	19	25
	Conventions	20	18
	Shows	14	19
	Trade fairs	0	2
	Institutional	6	6
	University	6	9
	Other	5	0
Average duration of events	Days	2	2

1.3 Creating value for Barcelona and the MICE sector

Our work generates value beyond our own facilities. Every conference, convention or event we host attracts thousands of professionals and visitors who help to boost the local economy and strengthen Barcelona's international standing.

The events we host have a direct impact on sectors such as hospitality, catering, transportation, retail and specialist services. Furthermore, they promote the exchange of knowledge, foster innovation and facilitate connections between companies, institutions and professionals from different countries.

The international scope and scale of our activities convey our ability to attract high-profile events and have a positive impact on the city. In 2025, we hosted 76 events, welcoming 443,299 attendees, whereas 90% of our turnover came from international events, consolidating our role as one of Europe's leading venues for business tourism.

As a result of all the above, in 2025 we were awarded silver for Best International Congress Centre at the M&IT Awards, the most renowned awards in the MICE sector in the United Kingdom.

We also contribute to the development of the MICE (Meetings, Incentives, Conferences and Exhibitions) sector, a strategic activity for Barcelona due to its ability to generate quality economic activity, reduce the seasonality of tourism and promote the city as an international knowledge and business hub.

Through our work, we help ensure that Barcelona remains a meeting point for professionals from all over the world and a leading destination for hosting major international events.

This position was further strengthened in 2025, when the city climbed to third place worldwide for international congresses in the ranking compiled by ICCA Globewatch, trailing only Lisbon and Paris. Furthermore, Barcelona ranks first worldwide for scientific congresses, second for medical congresses and fourth for technology congresses. These results convey the strength of its research, innovation and international talent ecosystem – key factors that bolster its global leadership in the MICE sector.

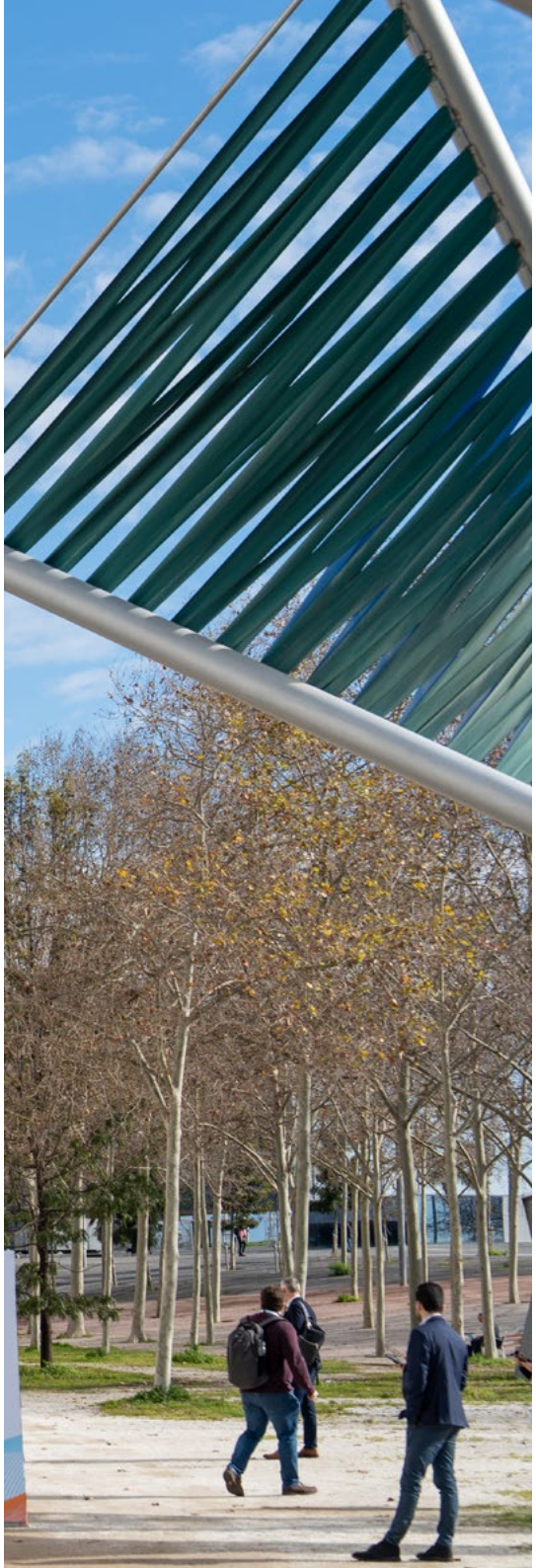
2. Our sustainability strategy

2.1 ESG philosophy

We understand sustainability as a way of managing our business and making decisions, while considering their impact on people, the environment and society.

Our approach is based on ESG (Environmental, Social and Governance) principles, which integrate environmental, social and governance aspects into business management. This framework helps us to balance the development of our business with our responsibility to reduce our environmental impact, contribute to people's well-being and act with integrity and transparency.

Our way of working is underpinned by a corporate culture based on values that inspire and guide all our actions.



Our values

Respect

We maintain relationships based on consideration and responsible treatment of our clients, suppliers, business partners and other stakeholders.

Loyalty

We share information honestly, reliably and thoroughly.

Privacy

We protect the data and information we manage, implementing the necessary measures to ensure its security.

Transparency

We act objectively and make responsible decisions, while avoiding conflicts of interest.

Environment

We integrate environmental protection into our daily activities and promote practices aimed at reducing waste and optimising the use of resources.

Neutrality

We respect the diversity of opinions and maintain an independent institutional stance.

Integrity

We conduct our business in accordance with ethical principles and responsible behaviour.

Image

We safeguard our reputation and ensure the proper use of the organisation's assets and resources.

Diversity

We promote an inclusive working environment that fosters equal opportunities and personal development.

These principles guide the way we interact with the people and organisations we work with and form the basis on which we develop our sustainability strategy.

Through this approach, we seek to create value responsibly and contribute to the sustainable development of Barcelona and our local community.

2.2 Strategic priorities and SDGs

Our sustainability strategy helps us to identify the areas on which we focus our main efforts and to guide our improvement initiatives.

As a reference framework, we consider the United Nations Sustainable Development Goals (SDGs), which address some of the key economic, social and environmental challenges on a global scale. In reviewing our strategy, we use this framework to identify the goals most closely related to our activities and the impacts we manage:

Although we have not carried out a specific analysis to measure our contribution to each of these objectives, we use this framework as a guide to contextualise the initiatives we promote and the areas on which we focus our efforts.

Our sustainability roadmap is structured around four key action areas:

- The first is the **development of environmental policies and certifications**, which enables us to establish management criteria, set targets and systematically assess our performance.
- The second is the **energy efficiency of our facilities**, with the aim of optimising resource consumption and continuing to improve our environmental performance.
- The third pillar is **environmental education**, through which we promote awareness and encourage our stakeholders to adopt more responsible practices.
- The fourth pillar is **emissions and carbon footprint management**, which enables us to measure our impact, identify opportunities for improvement and make progress towards reducing and offsetting our emissions.

This roadmap provides us with a clear framework for integrating sustainability into our daily activities and for continuing to move forward in a structured and coherent manner.

2.3 Governing and management bodies

Fira de Barcelona

Fira de Barcelona is a public-sector consortium, managed on a private-sector basis and operating autonomously, comprising the Generalitat de Catalunya (Regional Government of Catalonia), Barcelona City Council and the Official Chamber of Commerce, Industry, Services and Navigation of Barcelona.

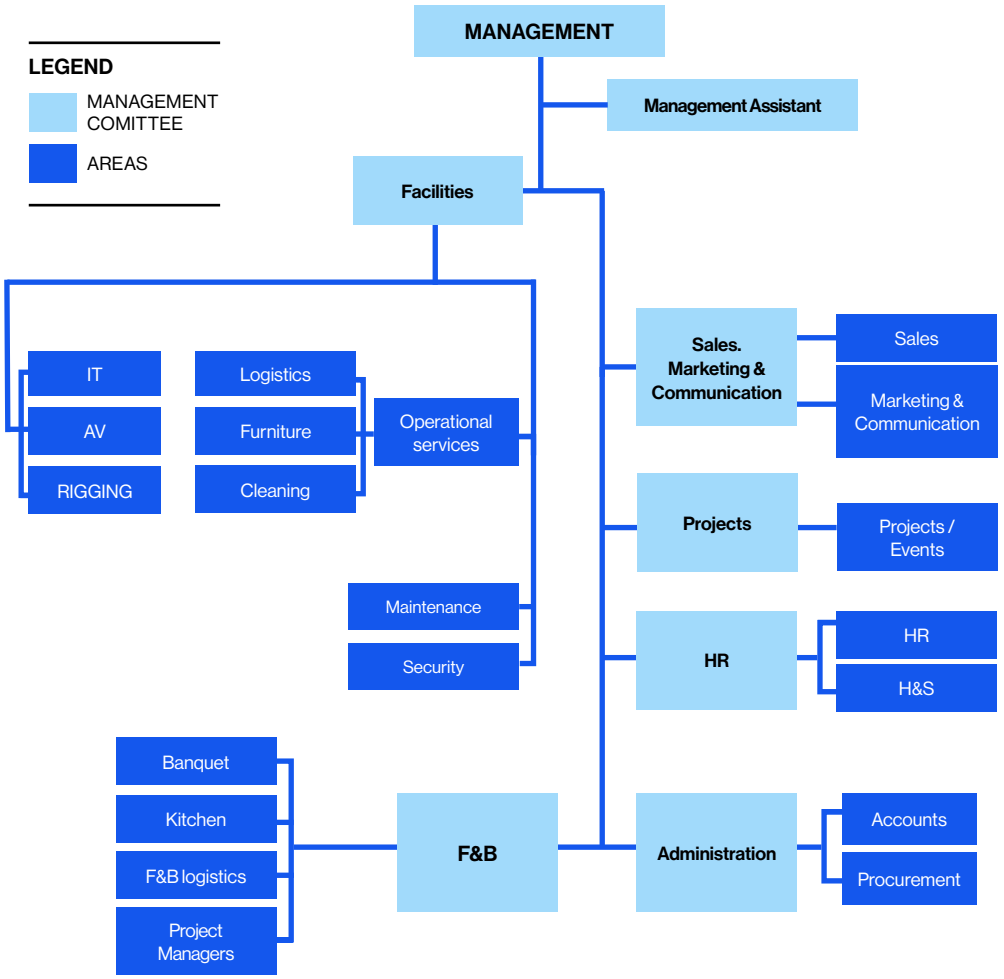
CCIB

The Barcelona International Convention Centre (CCIB) was opened in 2004 to mark the Universal Forum of Cultures and has been managed by Fira de Barcelona since November 2021. The subsidiary company is FIRA CCIB, S.L.U., which is wholly owned by Fira de Barcelona.

- **CCIB Management Committee**
  This body comprises the heads of each department at the CCIB and is chaired by its Director, Carolina García.

- **The CCIB-Fira de Barcelona** Management Committee
  It comprises the Director of the CCIB, the General Manager of Fira de Barcelona and senior managers from each organisation. They meet fortnightly to coordinate and approve the actions and strategies implemented at the CCIB.

Organization chart



2.4 Ethical and regulatory compliance

Ethical and regulatory compliance is a crucial part of CCIB's activities. We want all decisions and relationships with our staff to be conducted in accordance with the principles set out in the Code of Ethics.

To this end, we implement Fira de Barcelona's Corporate Compliance Programme, which aims to adopt and effectively implement several measures to detect, prevent and manage specific risks, thereby fostering a corporate culture based on responsibility and transparency.

This Programme is made up of different elements, notably the Ethics Channel and certain internal regulations, such as the Anti-Corruption, Conflict of Interest and Competition Policies. Furthermore, a Procedure for managing conflicts of interest in public tenders and in the selection, recruitment and promotion of staff has been established, and the necessary steps have been taken to certify the Corporate Compliance Programme in accordance with the UNE 19601 (criminal compliance management systems), ISO 37001 (anti-bribery management systems) and UNE 19603 (management systems for compliance with competition law) standards.

All internal regulations underpinning the Corporate Compliance Programme are subject to ongoing updating, in order to ensure the CCIB's commitment to upholding high ethical standards.

The proper functioning of the Corporate Compliance Programme is overseen by Fira de Barcelona's Ethics and Compliance Committee, which meets monthly and includes a Compliance Officer at the CCIB, who drives the practical implementation of this system in our daily operations.

Furthermore, to complement the system adopted by the CCIB, various training sessions were held during 2025, in which virtually the entire CCIB workforce took part.

Finally, in accordance with the General Data Protection Regulation (GDPR), the CCIB features a Data Protection Officer (DPO), who is responsible for ensuring compliance with data protection regulations. Internally, the Data Protection and Information Security Committee oversees the correct implementation of security policies and procedures, thus ensuring ongoing compliance with current regulations.

2.5 Certifications and management systems

Our commitment to ongoing improvement is underpinned by management systems and external certifications that help us to work more efficiently, securely and responsibly.

We hold **ISO 20121 certification**, which is specifically designed for the **sustainable organisation of events**, enabling us to integrate environmental, social and economic criteria into the planning and delivery of our services.

In the catering sector, we apply the **ISO 22000 standard**, which sets out the requirements for ensuring **food safety** throughout the entire service chain.

We also hold **ISO 50001 certification**, which provides us with a method for monitoring and optimising **energy consumption** at our facilities.

Furthermore, we hold **Biosphere certification**, which acknowledges our commitment to a **more responsible tourism model** that is aligned with sustainability criteria.

These tools enable us to set targets, monitor our performance and strengthen the trust of our clients and other stakeholders.

3. Environmental management and sustainable events

3.1 Our vision for sustainable events

We understand a sustainable event to be one that is planned and organised with due regard for its effects on the environment, people and the economy.

This approach aims to minimise negative impacts and maximise the benefits that an event can generate, ranging from the efficient use of resources to the creation of opportunities for the community and the different economic sectors linked to the event.

For us, sustainability is not an afterthought, but a way of organising events more responsibly and efficiently. We therefore incorporate this approach into the management of our venues and the services we offer our clients.

3.2 How we support organisers

Each event is different, and decisions regarding its content, format and organisation are up to the client. Our role is to provide organisers with a venue that is equipped to host more sustainable events, along with services, information and recommendations to help them make more responsible decisions.

We offer solutions regarding energy efficiency, waste management, the use of reusable materials, sustainable catering, accessibility and mobility.

Thus, we help our clients to incorporate sustainability criteria into their events, while always respecting their specific goals and needs.

3.3 Climate change and carbon footprint

We measure our carbon footprint annually to determine the greenhouse gas emissions associated with our operations and to identify opportunities for improvement. In **2025, our corporate emissions** totalled **75.06 tonnes of CO_2 equivalent**, compared with the 161.85 tonnes recorded in 2024. This represents a **53.6% reduction on the previous year**.

These emissions relate to the CCIB's corporate activities and account for approximately 4% of the building's total annual energy consumption.

As well as measuring our own emissions, **we provide organisers with information** on the consumption and services associated with their events **so that they can estimate their carbon footprint**. Thus, we help them to better understand their impact and identify possible measures to reduce it.

We offset all our corporate emissions through the voluntary greenhouse gas emissions offsetting programme run by the Catalan Office for Climate Change, a technical body of the Generalitat de Catalunya (Regional Government of Catalonia). Through this programme, we support projects carried out in Catalonia that help to reduce emissions and generate environmental and social benefits within the region.

Thus, we combine measuring, reducing and offsetting our emissions, while providing our clients with tools to move towards events with a lower climate impact.

Table 2. **Emissions**[1]

Indicator	Unit	2025	2024
Scope 1 emissions	tCO_2e	5.52	0.14
Scope 2 emissions	tCO_2e	2.62	1.12
Scope 3 emissions	tCO_2e	66.85	160.59
Total emissions	tCO_2e	75.06	161.85
Offset emissions	tCO_2e	75	162

[1] We calculate and offset CO_2 emissions arising from the CCIB's corporate activities, not from events. We estimate that our activities account for 4% of the building's total annual energy consumption.

3.4 Energy and energy efficiency

Energy is one of the main resources required for operating our facilities and for hosting the events we organise. We are therefore constantly working to optimise our energy consumption and improve the venue's energy efficiency.

In 2025, our **total energy consumption stood at 9,160,153 kWh. 100%** of the electricity we use comes from **renewable sources, 40% is generated at wind farms used exclusively by Fira de Barcelona and the CCIB**, while the remaining 60% also comes from renewable energy and is backed by a guarantee of origin certified by the National Commission on Markets and Competition (CNMC).

In 2025, by sourcing 100% renewable electricity, we have saved 1,765 tonnes of CO_2, which is equivalent to planting 70,598 trees.

In addition to our electricity supply, we use **energy systems that take advantage of highly efficient resources and technologies:**

- The **heating and cooling network uses energy derived** from steam which is generated in the **energy recovery of urban waste**.
- For cooling, the **chillers use seawater drawn from Port Forum**, which is subsequently returned to the sea via a collector.
- Finally, the **climate control system is programmed** in accordance with the criteria set out in Royal Decree-Law 14/2022, with reference temperatures of 21ºC ± 2ºC for heating and 25ºC ± 1ºC for air conditioning.

Energy management is carried out in accordance with the ISO 50001 standard, which provides us with a method for monitoring consumption, identifying opportunities for improvement and setting efficiency targets.

Throughout 2025, we continued to implement measures to improve the energy performance of our facilities. These include the replacement of light fittings with dimmable LED technology, the installation of light sensors, the upgrading of air-conditioning systems and the renewal of different pieces of equipment and technical infrastructure.

These measures enable us to continue improving our facilities and offer our clients an increasingly energy-efficient venue.

Table 3. **Energy**

Indicator	Unit	2025	2024
Total energy consumption[2]	kWh	9,160,153	8,842,240
Electricity consumption	kWh	4,051,923	4,069,870
% renewable energy	%	100	100

[2] Total energy includes electricity + district heating and cooling

3.5 Water

Water is an essential resource for operating our facilities and for providing services such as catering, cleaning and maintenance of the premises.

In 2025, our **water consumption stood at 17,780 m³**. We monitor this indicator on an ongoing basis to identify opportunities for improvement and promote a more efficient use of this resource.

Our facilities incorporate **measures designed to reduce consumption, such as water-efficient taps and sanitary ware**, which help us to optimise water use without compromising service quality. Furthermore, we regularly inspect our facilities to identify any potential issues and ensure that the equipment is working properly. Through these measures, we aim to use water responsibly and continue to improve our facilities' efficiency.

3.6 Waste and the circular economy

In 2025, we generated **579.94 tons** of waste. We carry out separate collection of the main waste streams to facilitate recycling and ensure proper management.

As well as managing the waste generated at our facilities, we promote practices aimed at reducing the use of single-use materials and encouraging reusable or recyclable alternatives. Together with our clients and suppliers, we promote measures such as **waste sorting during events, the reuse of materials and donation of surplus items, whenever possible**. This approach enables us to move towards a more circular model, in which resources are better utilised and waste is minimised.

Table 4. **Water**[3]

Indicator	Unit	2025	2024
Total water consumption	m³	17,780	12,901

Table 5. **Waste**

Indicator	Unit	2025	2024
Total waste generated	t	579.94	493.62
Recycled waste	t	General = 251,07	General= 225,83
	t	Glass = 41.12	Glass = 33.64
	t	Organic = 18.15	Organic = 13.10
	t	Plastic = 67.79	Plastic = 48.50
	t	Paper = 65.52	Paper = 52.23
	t	Metal = 21.54	Metal = 14.90
	t	Wood = 71.77	Wood = 65.90
	t	Carpet = 42.98	Carpet = 39.52
% Recycling	%	Plastic, carpet, general waste = 90%	
	%	Glass, cardboard, metal, industrial wood = 95%	
Hazardous waste	t	0	0
Non-hazardous waste	t	579,94	493,62

[3] The water consumed at the CCIB is used for domestic purposes (toilets, kitchens and cleaning); it therefore comes from the public water supply network.

Due to these uses, wastewater is discharged into the public sewer system.

3.7 Sustainable materials and signage

The materials used at an event can have a significant impact, particularly when single-use products or those that are difficult to recycle are used. We therefore promote alternatives that encourage the reuse and recovery of materials at the end of their useful life.

Many of the items commonly used in events can be reused on many occasions, including furniture, modular stands, audiovisual and technological equipment, stages and fabrics used in set designs.

In the case of exhibition carpeting, once the event is over, it is collected separately and sent to a specialist facility for recycling. We also offer alternatives, such as carpet tiles or carpet made from recycled materials.

Most signage elements have more sustainable options available, such as honeycomb cardboard totems, frames with eco-friendly fabric, banners made from eco-friendly mesh or PVC-free vinyl, all supplied without plastic packaging. Moreover, the inks used for printing are eco-friendly, and our suppliers collect the materials for recycling or reuse.

Thanks to these solutions, we help our clients reduce material consumption and incorporate circular economy principles into the design and organisation of their events.

3.8 Sustainable F&B

Food & Beverages is a key element of many of the events we host and provides an opportunity to incorporate sustainability criteria into the selection of products, the materials used and the management of surplus food. We offer a food & beverage service that blends quality, safety and an increasingly responsible approach.

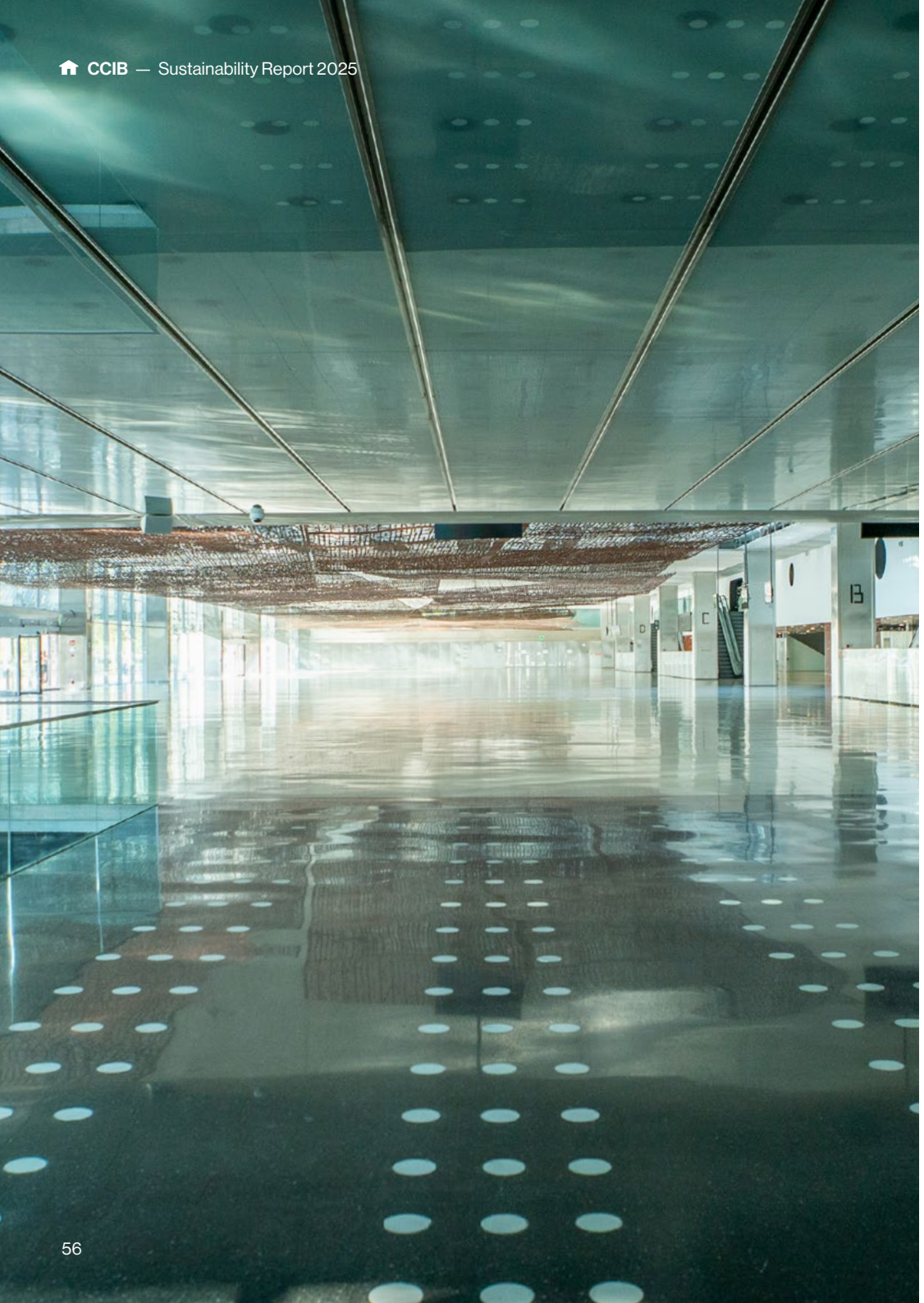
We work with **local and national suppliers** and offer **organic and locally sourced products** upon request. Available options include organic coffee, organic food, locally sourced produce and reusable bags for packed lunch services. We also use biodegradable coffee capsules.

We tailor our menus to different dietary needs and preferences, including specific options to cater for special diets, allergies or religious requirements.

Depending on the type of service and the number of guests, we prioritise reusable materials and avoid single-use plastics. Where disposable materials need to be used, we opt for biodegradable or compostable alternatives.

All waste generated during the catering service is sorted to facilitate its proper management and recovery. Moreover, **surplus food that meets the established requirements is donated** to local non-profit organisations.

Food safety management is carried out in accordance with the ISO 22000 standard, which ensures compliance with applicable requirements and strengthens our clients' trust.



3.9 Accessibility and sustainable mobility

We are committed to ensuring our facilities are accessible and to making it easier for attendees, organisers and suppliers to get to the venue comfortably and with the least possible impact.

The CCIB is a **barrier-free venue, with all areas accessible** to wheelchair users. We feature step-free access, lifts on every floor, wide corridors and doors, accessible toilets, ramps to get onto the stage and an adapted evacuation procedure.

Our location in Barcelona and our connection to the public transport network mean **the venue is easily accessible by metro, tram and bus**, which helps to reduce the use of private vehicles.

Thanks to these measures, we help to make the events we host more accessible and to reduce the impact associated with transportation.

"The CCIB is a barrier-free venue, with all areas accessible to wheelchair users"

4. Clients and experience

4.1 Client satisfaction

Our clients' satisfaction is one of the key indicators of the service quality we provide.

At the end of each event, we hold a **debriefing meeting** attended by the organiser or end client and the main departments involved. During this session, we review how the event went and identify areas for improvement for future events. We then send out a **satisfaction survey** to find out their views on the venues, the teams involved in organising the event and the different services provided.

In 2025, the average score achieved in the satisfaction survey was **4.47 out of 5**, a result that conveys the commitment of our team and our partners to providing a customised, efficient service tailored to the needs of each event.

The information we gather through this process enables us to continue improving and enhancing the quality of the experience we offer our clients.

Table 6. **Client data**

Indicator	Unit	2025	2024
Client satisfaction level	Score	4.47	4.53

4.2 Safety and well-being of attendees

We want everyone taking part in the events we host to feel safe and cared all the time.

To achieve this, we feature a specific plan that enables us to continuously review our security systems and update the necessary measures to ensure our facilities are prepared for any eventuality. This work is complemented by an occupational health and safety model that sets out how we organise our preventive measures and how we act to protect people.

Our security team monitors the proper implementation of protocols and coordinates the necessary measures to ensure that every event runs smoothly.

Moreover, we have an **external first-aid service**. At events with more than 2,000 attendees, this service is backed up by an ambulance.

We regularly carry out **drills and practical training** on evacuation, the use of defibrillators and how to handle emergency situations, to ensure that our teams are prepared to respond quickly and effectively.

We also work with external companies providing services at our venues to ensure they are familiar with the safety regulations and implement the appropriate preventive measures. During the most critical stages of each event, we carry out specific inspections and have specialist support available to resolve any issues.

Thanks to this joint effort, we offer organisers, attendees and partners a safe, well-coordinated environment that is fully equipped to host events of any size and complexity.

4.3 Data protection and confidentiality

The information we handle is part of the relationship of trust we maintain with our clients, employees, suppliers and other partners. We therefore handle personal details and confidential information with the utmost care and implement the necessary measures to ensure its security and proper use.

Our practices comply with current data protection regulations and are underpinned by internal procedures that help us to ensure the confidentiality, integrity and proper management of information.

4.4 Sustainability reporting

We want our clients to have access to clear and useful information so that they can incorporate sustainability criteria into their events. To this end, we provide them with recommendations, solutions and data to help them make more responsible decisions on issues such as energy, waste management, materials, catering, accessibility or transportation.

One of the main resources we use is the “Sustainability in Events” guide, a practical document setting out the different options and services available at the CCIB to reduce the environmental and social impact of events.

We also provide information on consumption and other indicators that may be useful for calculating an event’s carbon footprint or for assessing potential improvements.

Through this support, we share our knowledge and help our clients to design events that are aligned with their own sustainability goals.

5. Responsible value chain

5.1 Supplier selection and assessment

Our suppliers are a vital part of the experience we offer our clients. Thanks to their work, we can provide all the services required to organise an event.

By choosing **local suppliers**, we can contribute to the economic development of the local area and maintain a closer and more responsive relationship with our partners.

Furthermore, **15.84% of our suppliers were assessed using environmental, social and governance (ESG) criteria,** a higher percentage than that recorded in 2024, when 14.44% of them were assessed.

Table 7. **Supplier data**

Indicator	Unit	2025	2024
Total number of suppliers	No.	442	478
% of local suppliers	%	91.18	93.31
% of suppliers assessed using ESG criteria	%	15.84	14.44

When selecting and monitoring our suppliers, we consider not only the quality of the service they provide, but also the way in which they conduct their business. We review aspects such as:

- their sustainability policies,
- compliance with regulations,
- occupational health and safety,
- waste management,
- the condition of materials
- and the certifications they hold.

In the case of suppliers with the highest contract volumes, we also require them to hold certifications of excellence and to have social responsibility policies in place.

Moreover, we provide our suppliers with **training on best practices in safety**, energy efficiency and environmental management, with the aim of continuing to improve together.

Thus, we extend our commitment to sustainability across the entire value chain and bolster the positive impact of our activities.

6. The people at CCIB

6.1 Employment and job security

The people who make up the CCIB are the driving force behind our activities and the main reason why we can offer our clients a quality service.

In 2025, **our team** consisted of **139 people**, representing a **3.7% increase** on the previous year. The workforce remained balanced, comprising **73 men and 66 women.**

Job stability remains one of our key strengths. **98.56% of the organisation's staff were on permanent contracts**, which conveys our commitment to long-term employment relationships and the continuity of our teams. As well as strengthening our staff's commitment and experience, this stability helps individuals and their families to pursue their life plans with greater peace of mind and security.

Having a well-established team enables us to retain our accumulated knowledge and experience, foster coordination between departments and continue to offer a customised, efficient service tailored to the needs of each event.

Table 8. **Workforce and employment structure**

Indicator	Unit	2025	2024
Total number of employees	No.	139	134
Number of men on staff	No.	73	73
Number of women on staff	No.	66	61
% of women on staff	%	47.5	45.5
Change in workforce compared with the previous year	%	5	-1.5

Table 9. **Recruitment by gender**

Indicator	Unit	2025	2024
Men on permanent contracts	No.	73	73
Women on permanent contracts	No.	64	60
Total number of employees on permanent contracts	No.	137	133
Men on fixed-term contracts	No.	0	0
Women on fixed-term contracts	No.	2	1
Total number of employees on fixed-term contracts	No.	2	1
% of workforce on permanent contracts	%	98.6	99.2

6.2 Training and professional development

In 2025, we delivered **3,156 hours of training, 10.3% more than the previous year**. This effort conveys our commitment to continuing to strengthen our team's knowledge and skills.

Whenever we deem it necessary, we call upon specialist organisations to ensure that the content is the most appropriate for each situation. In 2025, **96.7% of training hours were delivered by external professionals**, conveying our commitment to investing in specialist, up-to-date knowledge to provide our team with the best possible training.

The areas that accounted for the highest number of training hours were Operations, with 1,193 hours, **and Food and Beverage**, with 734 hours – two key functions for the running of our business.

In terms of content, **44% of the hours were devoted to skills development**, followed by training in occupational health and safety (19%), specific technical courses (16%) and IT tools (13%).

Thanks to this investment in training, we help those who are part of the CCIB to continue to grow professionally and to have the necessary knowledge to carry out their work safely, confidently and independently.

Table 10. **Training hours**

Indicator	Unit	2025	2024
Total training hours	hrs	3,156	2,860
Training hours provided to women	hrs	1,507	1,085
Training hours provided to men	hrs	1,649	1,775
In-house training hours	hrs	103	386
External training hours	hrs	3,053	2,474
Training hours in the Sales, Marketing and HR (COM) department	hrs	622	924
Training hours in the Operations (OPE) department	hrs	1,193	645
Training hours in the Food & Beverage (F&B) department	hrs	734	439
Training hours in the Administration (ADM) department	hrs	470	619
Training hours in the Maintenance (MAN) department	hrs	137	235

Table 11. **Training by course type**

Indicator	Unit	2025	2024
% of training hours in specific courses	%	16	25
% of training hours in occupational health and safety	%	19	10
% of training hours in skills	%	44	37
% of training hours in catering	%	8	7.5
% of training hours in IT tools	%	13	20

6.3 Diversity, equality and inclusion

We want everyone working at the CCIB to feel respected, valued and to have equal opportunities for professional development.

To this end, we have an **Equality Plan and an Equality Committee**, made up of four members, with representation from both the company and the works council. This team drives and monitors initiatives aimed at promoting equal opportunities and preventing any form of discrimination.

In 2025, no **cases of discrimination** were reported, conveying the organisation's commitment to a working environment based on respect and equal treatment.

The presence of **women in management positions** is also a sign of this commitment. Of the eight positions, five were held by women, accounting for **62.5%** of the total.

Table 12. **Women in positions of responsibility**

Indicator	Unit	2025	2024
Total senior management	No.	8	8
Men in senior management	No.	3	3
Women in senior management	No.	5	5
% of women in senior management	%	62.5	62.5
Total middle management	No.	23	19
Men in middle management	No.	17	13
Women in middle management	No.	5	6
% of women in middle management	%	21.7	31.5
Total remaining workforce	No.	108	108
Men in the remaining workforce	No.	53	57
Women in the remaining workforce	No.	55	51
% of women in the remaining workforce	%	50.9	47.2

6.4 Well-being and work-life balance

We want the people who are part of the CCIB to be able to carry out their work, while feeling well and maintaining a good work-life balance. To this end, we have a policy on **employee benefits and work-life balance measures** that make it easier to organise work and help improve our team's quality of life. These measures include :

- flexible working hours,
- the option to work from home for up to six days a month,
- meal vouchers,
- health insurance,
- life insurance
- and free parking for cars and motorbikes, as well as spaces for bicycles and electric scooters.

These initiatives help people to organise their daily lives more effectively and, at the same time, help to create a more satisfying and attractive working environment.

Furthermore, **100% of the workforce is covered by a collective bargaining agreement**, which guarantees regulated and standardised working conditions for the whole team.

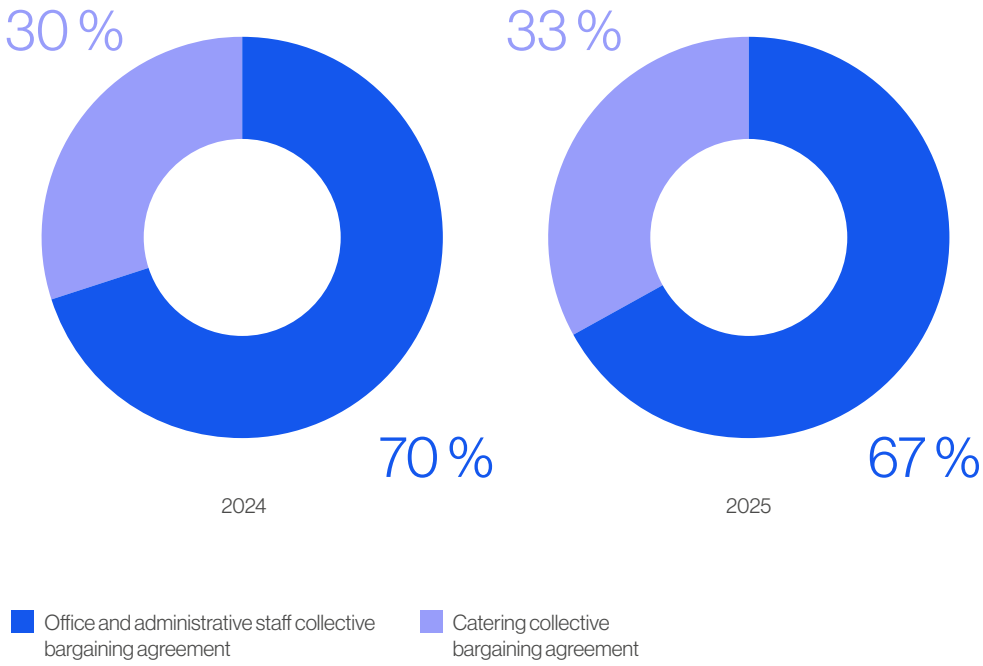
Looking after people's well-being is a way of recognising their hard work and continuing to build a stable and committed working environment.

"We have a policy on employee benefits and work-life balance measures that make it easier to organise work and help improve our team's quality of life"

Table 13. **Work-life balance and work organisation**

Indicator	Unit	2025	2024
Days of remote working per month	Days/month	6	6
% of employees covered by a collective bargaining agreement	%	100	100
% of workforce covered by the office and administrative staff collective bargaining agreement	%	67	70
% of workforce covered by the catering collective bargaining agreement	%	33	30

Employees covered by collective bargaining agreements (%)



6.5 Health and safety

We have a **Protocol Plan which outlines our prevention policy and the way in which we organise occupational health and safety** throughout the company. This framework helps us to identify, prevent and manage the risks associated with our activities, while also taking into account coordination with external companies involved in organising events.

Moreover, we work with an external health and safety service, which provides us with specialist support and helps us to ensure compliance with established protocols. This work is complemented by the involvement of senior management, middle management, health and safety teams and employee representatives.

We also have our own management system that enables us to organise and monitor the main processes relating to occupational health and safety:

Process	Description
Risk assessment and monitoring	We identify the risks associated with each role and define the necessary preventive measures.
Training and information	We provide staff with the training they need to work safely.
Health surveillance	We offer medical check-ups and occupational health monitoring.
Emergency management	We have procedures in place to deal with potential incidents.
Personal protective equipment	We monitor the distribution and proper use of personal protective equipment.
Accidents and incidents	We record and analyse incidents to prevent them from happening again.
Communication and participation	We encourage consultation with and the involvement of employees in health and safety matters.
Coordination of business activities	We coordinate safety measures with external companies working on our premises.
Control of chemicals	We oversee the procurement and safe use of chemicals.
Pregnancy and breastfeeding	We adapt working conditions, where necessary.
Work equipment	We ensure the equipment used is properly procured and maintained.
Document management	We keep all health and safety documentation up to date.

Table 14. **Occupational health and safety**

Indicator	Unit	2025	2024
Reportable work-related injuries	No.	3	1
Rate (frequency rate)		11.74	0.71
Number of hours worked	No.	250,090	243,737

In 2025, we carried out a drill to check that our procedures were working correctly and to ensure our teams were well prepared for any potential emergency situations.

7. Commitment to the community

7.1 Social action

At the CCIB, we believe that our work should have a positive impact beyond simply hosting events. We therefore work with local social organisations and provide them with resources, materials and spaces that help them carry out projects with a social impact.

In 2025, we carried out **29 social action initiatives and allocated 378,770 euros** to this type of work. These initiatives included donating food and materials, providing venues for charity events and other partnerships with third-sector organisations.

With these actions, we help to reduce waste, give a new lease of life to materials that are still useful and support organisations working in areas such as social inclusion, health, education and care for people in vulnerable situations.

Donation of food and supplies

Whenever possible, we give food and supplies that can still be of use a new lease of life. Thus, we reduce waste and, at the same time, help to support local social organisations.

In 2025, **we donated almost 1.9 tonnes of food** from several events. The donated items included salads, yogurts, fruit skewers, vegetables, assorted fruit, focaccia, snacks and drinks. These donations were mainly given to the Fundació Formació i Treball and the Fundació Trinijove.

We also made **three donations of supplies**. The donated items included mats, cushions and towels, as well as high tables, notebooks and pens.

1.9 tonnes

of donated food

These donations were made to the Associació En Xarxa, the Fundació Pere Tarrés and the Fundació AIS Ayuda – Ajuda a la Infància Sense Recursos (support for children in need).

Through these initiatives, we prevent resources in good condition from going to waste and help ensure they can be put to good use by organisations working with individuals and groups who need them.

Partnerships at events

As well as sharing supplies and food, we make our facilities available to organisations that run projects with a social impact.

In 2025, **we hosted six charitable and collaborative events**, providing venues and services to facilitate their organisation.

Some of the most notable events were:

- **Barcelona Forum District General Assembly**

  As founding members of this non-profit organisation, we provide the venue and services for its general assembly, at which the organisation's results and new projects are presented.

- **Els Cors del Besòs**

  The Cors del Besòs i el Maresme project was launched in 2006 in the Raval neighbourhood by the Escola de Música and the Escola de Músics Juan Pedro Carrero, and six years later it was extended to the Besòs i el Maresme neighbourhood.

- **Lo Que de Verdad Importa** (What really matters)

  We hosted a new edition of this initiative aimed at young people, which promotes values such as personal growth, solidarity and social commitment through inspiring testimonies. An event to ponder on the positive impact they can have on society.

- **Pere Tarrés Foundation Charity Dinner**

  The CCIB partners with this non-profit organisation dedicated to education and social action. The initiative brings together companies and organisations to raise funds for projects supporting vulnerable children and young people. en situación de vulnerabilidad.

- **Barcelona Sant Joan de Déu Hospital Christmas Dinner**

  We hosted the staff dinner for Sant Joan de Déu Hospital, an event that acknowledges the work of the organisation's professionals. This partnership joins other charity events linked to the hospital that are held at the CCIB, such as the Inseparables charity gala.

Through these partnerships, we help several organisations to carry out their activities in a space designed to host social events and raise the profile of their projects.

6 events solidarity hosted

7.2 Partnerships with social organisations

In addition to donations and the provision of venues, we partner with several social organisations by taking part in campaigns and making financial contributions to support specific projects.

Initiatives launched by Human Resources

In 2025, we organised three events in partnership with organisations dedicated to training and helping people in vulnerable situations into employment. During these activities, participants visited the CCIB's kitchens and were able to see first-hand how a large convention centre operates and the career opportunities available within the sector.

The organisations we partnered with were:

- **Joia Foundation**
- **ADSIS Foundation**
- **ARED Foundation**

External contributions and partnerships

Throughout the year, we also made several contributions and partnered with social and environmental organisations.

These include:

- **Barcelona Forum District.**
  We support the work of this non-profit organisation through our annual contribution as founding members, thus helping to drive forward projects aimed at improving and revitalising the area around the Fòrum.
- **The "*Una Poma per la Vida*" (an apple for life) campaign organised by the Fundació Esclerosi Múltiple (Multiple Sclerosis Foundation).**
  We are supporting the charity campaign by purchasing apples for CCIB staff, thereby contributing to programmes that provide support and assistance to people with multiple sclerosis.

- **The Sant Jordi campaign organised by the Fundació Portolà.**
  We support the organisation's workplace inclusion projects by purchasing charity products for CCIB staff, such as roses and bookmarks.

- **The People in Red Gala organised by the Fundació Lluita contra les Infeccions (Foundation for the Fight Against Infections).**
  We are sponsoring this charity gala, which aims to promote clinical research and innovation in the field of infectious diseases. We have been supporting this initiative since 2018.

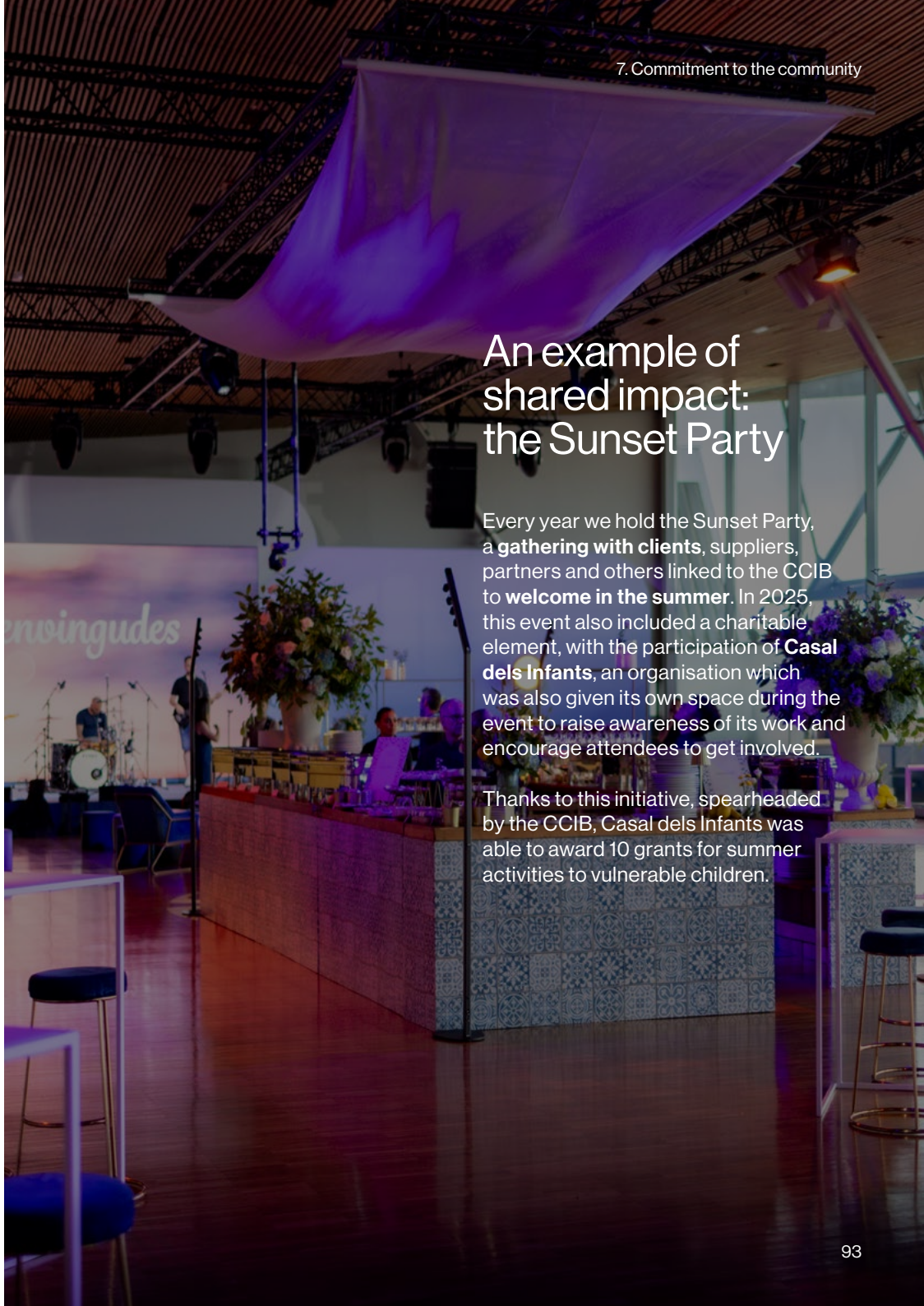
- **Charity chocolates from the AIS Ayuda Foundation.**
  We support the AIS Foundation's projects by purchasing charity chocolates for CCIB staff to mark the Christmas holidays.

- **Neules from El Rosal.**
  At Christmas as well, we support the organisation's social projects by purchasing "neules" (wafers) for CCIB staff.

- **"Una carta, una ilusión" (A letter, a dream) for the Fundació Trinijove**
  We take part in the charity campaign, through the Barcelona Forum District, by buying presents for vulnerable people supported by the Fundació Trinijove's Neus Puig Centre.

Table 15. **Community engagement data**

Indicator	Unit	2025	2024
Investment in social initiatives	€	378,770	518,215
Number of social initiatives	Nº	29	33



An example of shared impact: the Sunset Party

Every year we hold the Sunset Party, a **gathering with clients**, suppliers, partners and others linked to the CCIB to **welcome in the summer**. In 2025, this event also included a charitable element, with the participation of **Casal dels Infants**, an organisation which was also given its own space during the event to raise awareness of its work and encourage attendees to get involved.

Thanks to this initiative, spearheaded by the CCIB, Casal dels Infants was able to award 10 grants for summer activities to vulnerable children.

7.3 Barcelona Forum District

The **CCIB is a founding member of Barcelona Forum District**, an association established in 2010 that brings together companies, institutions and organisations in the Barcelona Fòrum area with a common goal: **to create opportunities for people and contribute to the social and economic development of the region**.

Since its inception, the association has worked to connect the business fabric with the needs of the local community, with a particular focus on promoting the integration of vulnerable people into the labour market and the development of social, environmental and cultural initiatives. In 2025, Barcelona Forum District celebrated its **15th anniversary**, thus consolidating a track record that conveys the value of partnerships between organisations that are committed to their local community.

One of its main areas of focus is **helping people into work.** Thus, **170 people were placed in jobs** in 2025, and since the association was founded, it has helped over **1,040 people who face barriers to employment to secure jobs**.

The association also promotes social and charitable initiatives aimed at improving the quality of life of **vulnerable individuals and families**. These include **"Una carta, una ilusión"** (A letter, a dream), a Christmas campaign to ensure children receive presents, and the **"Oci en Família"** (Family Leisure) programme, which enabled 19 families to enjoy a weekend in hotels throughout Barcelona.

In the **environmental sphere**, Barcelona Forum District organises voluntary initiatives, such as litter-picking days in the Besòs River Park – in which a CCIB team took part – and seabed litter collection operations on Mar Bella beach. In 2025, these initiatives gathered **355 volunteers** and resulted in the collection of **746 kg of litter**.

The CCIB's participation in this network enables us to join forces with other organisations in the region and contribute to projects that create opportunities, strengthen social cohesion and promote a more inclusive and sustainable environment.

170	job placements
+1,040	hiring of people with employment vulnerabilities
355	volunteers for waste collection
746 kg	of waste collected

8. About this report

8.1 Materiality and stakeholders

Our ongoing relationship with our stakeholders is an essential part of the way we work. Listening to their views and understanding their needs helps us to make more informed decisions and to focus our activities on those areas that generate the greatest economic, social and environmental impact.

Our main stakeholders are clients and event organisers, attendees, employees, suppliers, public authorities, Fira de Barcelona, the local community and the media.

In 2022, we updated our materiality analysis by incorporating the double materiality approach, with the aim of identifying those issues that are most relevant both in terms of their impact on people and the environment and their influence on the CCIB's performance and development. In 2025, no specific review of this analysis was carried out. Thus, the issues identified continue to serve as the benchmark for guiding our management and the preparation of this report.

The issues considered to be priorities convey the main areas in which our activities may have positive or negative impacts. These include responsible supply chain management, the efficient use of resources, energy, emissions, waste management, employment, health and safety, training, equal opportunities, innovation and the organisation of sustainable events.

This analysis enables us to focus our efforts on those issues that are most relevant to our stakeholders and to the conduct of our business. At the same time, it is a useful tool for defining priorities, setting targets and continuing to make progress in our commitment to increasingly responsible and sustainable management.

Dual materiality analysis

In 2022, we updated our materiality analysis by adding the **Dual Materiality** perspective. In 2025, the impact topics remained unchanged.

1. Financial development
2. Presence in the market
3. Indirect economic impacts
4. Sustainability in business strategy
5. Responsible supply chain management (procurement practices) and sustainable procurement by suppliers of event organisers
6. Commitment to suppliers
7. Ethics/anti-corruption and integrity in business
8. Privacy and confidentiality of the information
9. Regulatory compliance
10. Use of Resources / Materials / Reuse / Circular Economy
11. Energy / Energy efficiency
12. Water
13. Biodiversity
14. Emissions
15. Waste Management
16. Environmental compliance
17. Transport / sustainable mobility
18. Occupation
19. Occupational health and safety
20. Training and education
21. Diversity and equal opportunities
22. Non-discrimination
23. Training and programmes focused on the promotion of human rights
24. Involvement in local communities (social contribution)
25. Sectoral and strategic territorial alliances
26. Communication
27. Short and long term legacy
28. Practices for the promotion of social inclusion
29. Customer health and safety
30. Communications and marketing
31. Food and drinks
32. Innovation in products and services
33. Environmentally and socially sustainable events

- Economy
- Suppliers
- Commitment with suppliers
- Ethics and corporate governance
- Enviroment
- Work practices
- Society
- Products and services

▶ HIGH-PRIORITY MATERIAL TOPICS
▶ SECONDARY MATERIAL TOPICS

8.2 Scope and method

This Sustainability Report sets out information regarding the **financial year from 1 January to 31 December 2025** and aims to provide a clear and balanced overview of the economic, environmental and social performance of the Barcelona International Convention Centre (CCIB).

The report has been **drawn up in accordance with the GRI** (Global Reporting Initiative) Standards, the most widely used international framework for the preparation of sustainability reports. Specifically, the CCIB has applied the following GRI principles:

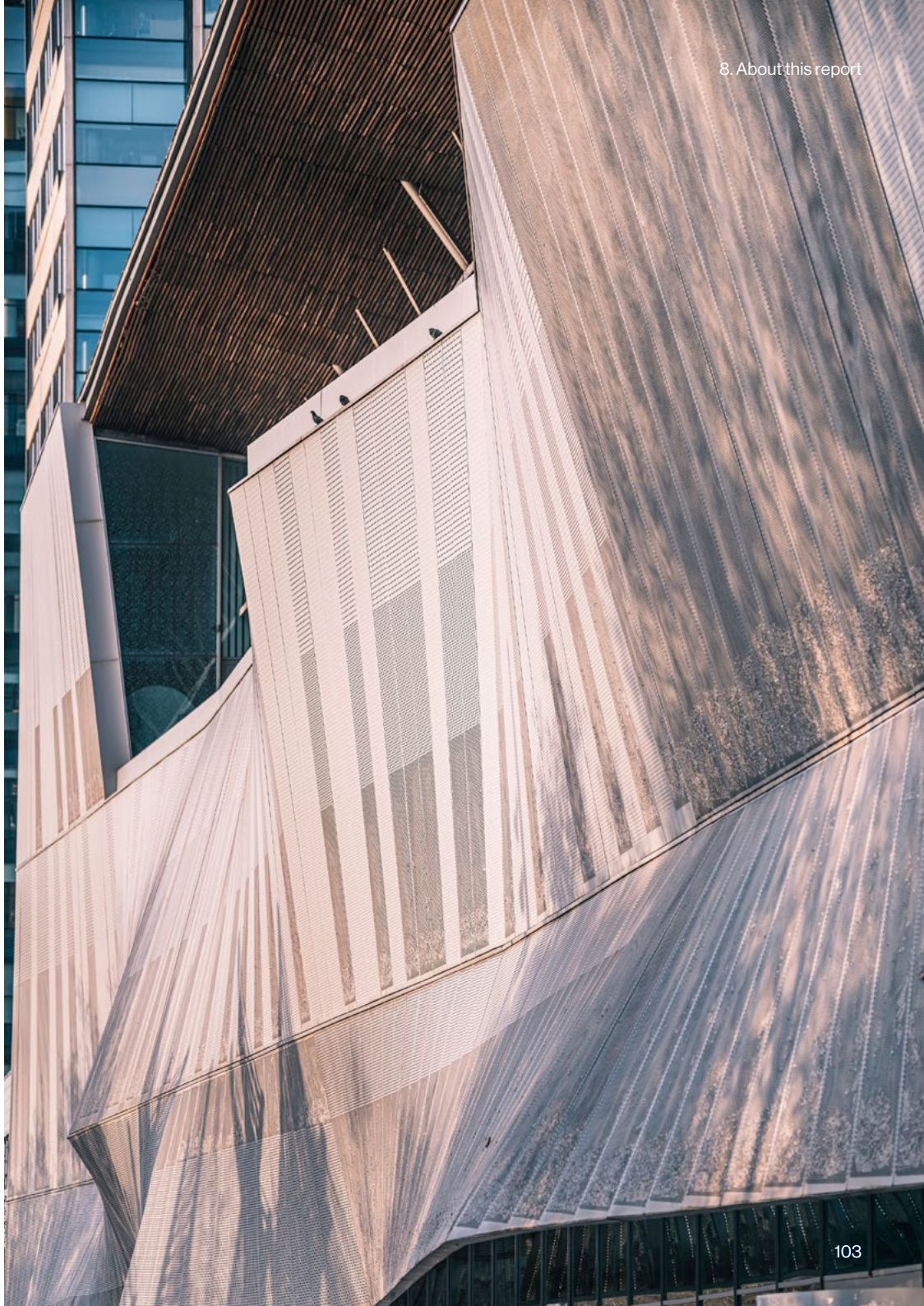
- accuracy,
- balance,
- clarity,
- comparability,
- comprehensiveness,
- sustainability context,
- timeliness
- and verifiability.

As this report has been prepared using the GRI Standards as a reference rather than in strict compliance with them, it includes the content and data that the CCIB considers most relevant to conveying its main impacts and how it manages them, without seeking to provide a comprehensive response to all the requirements set out in the standards. This reporting approach enables organisations to communicate their performance in a structured and stringent manner, even where not all compliance requirements are met. The selection of content included in this report is based on the double materiality analysis carried out by the organisation.

The quantitative information is drawn from internal management systems and the different departments in charge. The data has been collected and reviewed in a coordinated manner to ensure its consistency and traceability.

This report has not been subject to independent external verification.

This is an annual report made available to the public on the CCIB's website



8.3 GRI content index

GRI 2. **General content**

GRI	Name	Description	Location in the report
GRI 2-1	Organisational details	Basic information about the organisation, including its name, activity, nature and location.	**1.1 About us**
GRI 2-2	Organisations included in the sustainability reporting	Organisational scope of the report and organisations included in the reported information.	**8.2 Scope and method**
GRI 2-3	Reporting period, frequency and contact point	Period covered by the report, publication frequency and contact point for matters regarding the report: sustainability@ccib.es	**8.2 Scope and method**
GRI 2-4	Updates to information	Updates or restatements of information filed in previous reports and an explanation of their effects.	No significant restatements or updates have been made to the information filed in sustainability reports for previous financial years.
GRI 2-5	External verification	Information on whether the sustainability report has undergone an external verification process.	**8.2 Scope and method**

GRI	Name	Description	Location in the report
GRI 2-6	Activities, value chain and other business relationships	Description of the organisation's main activities, its value chain and its relationships with customers, suppliers and other business partners.	**1.2 Business model; 1.3 Value creation for Barcelona and the MICE sector; 5.1 Supplier selection and assessment**
GRI 2-7	Employees	Information on the organisation's workforce and its key features.	**6.1 Employment and job security**
GRI 2-22	Statement on the sustainable development strategy	Statement by the organisation's chief executive on the importance of sustainability and its integration into the business strategy.	**Letter from the Director**
GRI 2-23	Commitments and policies	Key commitments, principles and policies that guide the organisation's responsible conduct.	**2.1 ESG philosophy; 2.4 Ethical and regulatory compliance**
GRI 2-24	Integration of commitments and policies	The way in which the organisation integrates its commitments and policies into the management and conduct of its business.	**2.3 Governance and management bodies; 2.4 Ethical and regulatory compliance**

GRI	Name	Description	Location in the report
GRI 2-26	Mechanisms for seeking advice and raising concerns	Channels available for seeking advice or reporting potential breaches regarding the organisation's ethical conduct.	**2.4 Ethical and regulatory compliance**
GRI 2-28	Membership of associations	The organisation's participation in associations and other relevant sectoral initiatives.	**7.3 Barcelona Forum District**
GRI 2-29	Stakeholder engagement approach	Identification of the main stakeholders and a description of how the organisation engages with them.	**8.1 Materiality and stakeholders**
GRI 2-30	Collective bargaining agreements	Information on the coverage of collective bargaining agreements applicable to the organisation's workforce.	**6.4 Well-being and work-life balance**

GRI 203. Indirect economic impacts

GRI	Name	Description	Location in the report
GRI 203-2	Significant indirect economic impacts	The main indirect economic impacts generated by the organisation on the local economy, employment, knowledge and community development.	**1.3 Creating value for Barcelona and the MICE sector**

GRI 204. Procurement practices

GRI	Name	Description	Location in the report
GRI 204-1	Proportion of expenditure on local suppliers	Information on the percentage of expenditure allocated to local suppliers and the definition used by the organisation to identify these suppliers.	**5.1 Supplier selection and assessment**

GRI 205. Anti-corruption

GRI	Name	Description	Location in the report
GRI 205-2	Communication and training on anti-corruption policies and procedures	Information on the communication of the organisation's anti-corruption policies and procedures and the training provided to prevent corrupt practices.	**2.4 Ethical and regulatory compliance**
GRI 205-3	Confirmed corruption incidents and measures taken	Information on confirmed corruption incidents during the reporting period and the measures taken by the organisation.	**2.4 Ethical and regulatory compliance**

GRI 302. Energy

GRI	Name	Description	Location in the report
GRI 302-1	Energy consumption within the organisation	The organisation's energy consumption, including total energy consumption and the main energy sources used.	**3.4 Energy and energy efficiency**

GRI 303. Water and effluents

GRI	Name	Description	Location in the report
GRI 303-1	Interactions with water as a shared resource	Information on the management of water as a shared resource, the approach adopted by the organisation and the measures implemented to promote the responsible use of this resource.	**3.5 Water**
GRI 303-5	Water consumption	The organisation's total water consumption during the reporting period.	**3.5 Water**

GRI 305. Emissions

GRI	Name	Description	Location in the report
GRI 305-1	Direct GHG emissions (Scope 1)	Direct greenhouse gas (GHG) emissions generated by sources owned or controlled by the organisation.	**3.3 Climate change and carbon footprint**
GRI 305-2	Indirect GHG emissions associated with energy (Scope 2)	Indirect GHG emissions resulting from the generation of electricity, heat, steam or cooling purchased and consumed by the organisation.	**3.3 Climate change and carbon footprint**
GRI 305-3	Other indirect GHG emissions (Scope 3)	Other indirect GHG emissions generated as a result of the organisation's activities, other than Scope 2 emissions.	**3.3 Climate change and carbon footprint**
GRI 305-5	Reduction in GHG emissions	Information on GHG emission reductions achieved during the period as a result of measures implemented by the organisation.	**3.3 Climate change and carbon footprint**

GRI 306. Waste

GRI	Name	Description	Location in the report
GRI 306-1	Waste generation and significant waste-related impacts	Information on the activities, materials and services that generate or may generate significant waste-related impacts.	**3.6 Waste and the circular economy / 3.7 Sustainable materials and signage / 3.8 Sustainable catering**
GRI 306-2	Management of significant waste-related impacts	Measures implemented to prevent, reduce, reuse, recycle and recover waste generated by the activity.	**3.6 Waste and the circular economy / 3.7 Sustainable materials and signage / 3.8 Sustainable catering**
GRI 306-3	Waste generated	Total weight of waste generated and a breakdown by composition or waste fraction.	**3.6 Waste and the circular economy**
GRI 306-4	Waste not intended for disposal	Information on waste that is recycled, recovered or managed through operations that prevent its disposal.	**3.6 Waste and the circular economy / 3.7 Sustainable materials and signage / 8.1 Indicator tables**

GRI 308. Environmental assessment of suppliers

GRI	Name	Description	Location in the report
GRI 308-1	New suppliers who have passed selection filters based on environmental criteria	Information on the use of environmental criteria in supplier selection and assessment, including the percentage of suppliers assessed using ESG criteria.	**5.1 Supplier selection and assessment / 8.1 Indicator tables**

GRI 403. Occupational health and safety

GRI	Name	Description	Location in the report
GRI 403-1	Occupational health and safety management system	Information on the occupational health and safety management system, its scope and the basis for its application.	**6.5 Health and safety**
GRI 403-2	Hazard identification, risk assessment and incident investigation	Description of the processes for identifying occupational risks and preventing incidents.	**6.5 Health and safety**
GRI 403-5	Employee training on occupational health and safety	Information on the training provided to employees on occupational health and safety.	**6.2 Training and professional development**
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Information on the management of health and safety risks associated with business relationships and external companies.	**6.5 Health and safety**

GRI 404. Training and education

GRI	Name	Description	Location in the report
GRI 404-1	Average number of training hours a year per employee	Information on the training efforts undertaken during the financial year and the number of training hours provided to staff.	**6.2 Training and professional development**
GRI 404-2	Programmes to develop employees' skills and transition support programmes	Information on the training and skills development programmes made available to staff.	**6.2 Training and professional development**

GRI 405. Diversity and equal opportunities

GRI	Name	Description	Location in the report
GRI 405-1	Diversity of governing bodies and employees	Information on diversity and equal opportunities, the composition of senior management, the Equality Plan and key indicators of workforce diversity.	**6.3 Diversity, equality and inclusion**

GRI 406. **Non-discrimination**

GRI	Name	Description	Location in the report
GRI 406-1	Cases of discrimination and corrective actions taken	Information on cases of discrimination recorded during the financial year and the actions taken to address them.	**6.3 Diversity, equality and inclusion**

GRI 414. **Social assessment of suppliers**

GRI	Name	Description	Location in the report
GRI 414-1	New suppliers who have passed selection filters based on social criteria	Information on the use of social criteria in supplier selection and assessment, including the percentage of suppliers assessed using ESG criteria.	**5.1 Supplier selection and assessment**

GRI 417. **Marketing and labelling**

GRI	Name	Description	Location in the report
GRI 417-1	Requirements for product and service information and labelling	Information on the procedures for providing clients with relevant information about services, including aspects regarding their environmental and social impacts and their responsible use.	**4.4 Sustainability reporting**

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