



Sustainability Report

2025

ALIGNED WITH THE UN GLOBAL COMPACT TEN PRINCIPLES



Table of Contents

Vice President & CEO’s Statement..... 3

AFEA Congress in 2025..... 4

2025 at a glance..... 5

Vision..... 6

Basic Principles & Core Business..... 7

Sustainable Development & KPIs..... 8

Governance..... 11

Internal Governance and Quality Management..... 11

Certifications and Sustainability Recognition..... 12

Leadership Engagement and Advocacy..... 14

Awards and Public Recognition..... 15

Human Rights & Labour..... 17

Team building & Personnel Wellbeing..... 18

Capacity Building & Trainings..... 20

Networking..... 22

Corporate Social Responsibility (CSR)..... 24

Environment..... 27

Anti-corruption..... 31

Summary and Outlook..... 32

Vice President & CEO's Statement

I am pleased to reaffirm AFEA Congress's support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. We remain committed to incorporating these principles into our business strategy, culture, and day-to-day operations and to contributing to United Nations goals, particularly the Sustainable Development Goals.

It is an honour to present with the submission of the COP digital questionnaire our Sustainability report of 2025, which reflects our continued efforts to embed the principles of sustainable development and responsible business practices into both our strategy and daily operations despite ongoing global instability and economic challenges.

In response to today's increasingly unstable and rapidly changing global environment due to wars, climate change and extreme weather conditions. we work hard to position innovation and resilience in our strategy. Our commitment to sustainability is deeply embedded in our operations, enabling us to deliver enduring value to all our stakeholders including our clients, partners, and local communities.

I am deeply proud of our dedicated team, whose commitment to excellence and shared vision for a sustainable future have empowered us to navigate challenges and embrace new opportunities. Together, we have combined our expertise to develop innovative solutions that create lasting impact and advance global sustainability.

A significant milestone for AFEA Congress was the appointment of its President of the Board of Directors and CEO, Mrs Sissi Lignou, as President of the International Association of Professional Congress Organisers (IAPCO) during the IAPCO Annual Conference and General Assembly in Taipei in February 2025. This prestigious appointment reflects AFEA's Congress long-standing commitment to excellence, innovation, and sustainability in the global meetings industry, while further strengthening the company's international leadership and reputation. Earlier in 2025, this commitment was also recognised with the Silver Award in the Sports Events Category at the prestigious Events Awards 2025.

AFEA Congress also recognises AI as a strategic enabler of innovation and responsible business transformation. The company uses AI to enhance event planning, decision-making, stakeholder engagement, and resource optimisation, ensuring its use is ethical, transparent, secure, and human-centred.

As we look to the future, we remain passionately committed to leading by example and encouraging others to join us in our sustainability journey. With continued innovation, collaboration, and a steadfast commitment to integrity, we are confident in our ability to help build a more resilient and sustainable future for generations to come.

Thank you for your continued support and trust in AFEA Congress.



Dimitra Lignou

Vice President & CEO of AFEA Congress

AFEA Congress in 2025

AFEA Congress, with almost 50 years of experience is one of the most established and internationally recognised Professional Congress Organizers and Event Management companies. Following a recent corporate transformation, restructuring, and rebranding, AFEA Congress continues to build on its international and national recognition in the meetings industry, providing services in congress organisation, event planning, corporate meetings, and group management.

AFEA Congress is headquartered in Kolonaki, Athens and employs today 31 full time staff members . The Company provides services to a wide client portfolio, such as major multinational corporations, medical associations and doctors, private companies and enterprises, scientific and educational organisations, as well as public institutions in Greece and beyond.

The continuous success of AFEA Congress, despite the unstable times and challenging circumstances we live in, lies in building a strong corporate culture based on the team's commitment and expertise, the strong spirit of collaboration among its employees together with partners and external suppliers. Issues related to the environment, society and sustainability are fundamental for its operations and drives its business, mission, and strategies operating daily in alignment with the relevant policies established in 2024.

AFEA Congress marked a highly successful year, highlighted by winning the Gold Award for "Best PCO" at the 2025 Hospitality Awards, a major recognition of its excellence and longstanding contribution to the industry through events such as the annual organisation of PAGE Annual Meeting, providing core PCO (Professional Congress Organiser) services.

In addition, CEO Sissi Lignou's election as President of IAPCO strengthened the company's global leadership, while its appointment as Local Partner for the 144th IOC Session and new strategic partnerships further reinforced its international presence and expertise.

The infographic below shows the Company's achievements in 2025.

2025 at a glance

MEETINGS

153 

DELEGATES/ATTENDEES

18.193 

DESTINATIONS

63 

ROOM NIGHTS

13.205 

SOCIAL MEDIA REACH

1m+ 

2025
IN NUMBERS

AFEA
CONGRESS

EXHIBITION SQM

1.600+ 

TEAM TRAINING HOURS

250h+ 

TEAM GROWTH

+11% 

DIGITAL PRESENCE GROWTH

+15.5% 

NEW
DIGITAL TOOLS

6 



Vision

AFEA Congress aims to comply with the highest industry quality and exchange know-how and best practices and therefore is a member of the most prestigious international meeting associations which are active in Global Meeting Industry.

Our vision is a meetings industry where every event creates lasting value for people, partners, and the planet. Through bespoke experiences shaped by expertise, innovation, and kindness, AFEA Congress transforms each client's vision into a catalyst for sustainable change.

Some of the associations are: International Association of Professional Congress Organisers (IAPCO), International Congress and Convention Association (ICCA), Hellenic Association of Professional Congress Organizers (HAPCO) & (Destination Events Specialists) (DES), This is Athens- Convention & Visitors Bureau (ACVB), Thessaloniki Convention Bureau (TCB), United Nations Global Compact , United Nations Global Compact Network Greece, Greek Association of Women Entrepreneurs (SEGE), Hellenic - German Chamber of Commerce (AHK).



As part of its Corporate Social Responsibility and Sustainability Strategy, developed since 2017, the company is a member of the United Nations Global Compact a voluntary initiative based on CEO commitments to implement universal sustainability principles in the areas of Human Rights, Labour, Environment, and Anti-Corruption into AFEA Congress's business strategy, culture and day-to-day operations.

Basic Principles & Core Business

Core Values

Inclusiveness and kindness

Acknowledge every human

Believe in team spirit

Invest on clients retention

Embrace Innovation & Change

Sustainable growth and advancement

Accountability to
our stakeholders

Services

Congress and Event Management – PCO
(Professional Congress Organiser)

Groups and Incentives

Corporate Meetings

Strategic Consulting

Medical Communication

Association Management & Core PCO
Services

Memberships and Collaborations

Tools

Online Registration and Accommodation
Management – Events Air

Digitalization & New Technologies
(AI Tools including: Gemini, Co-Pilot,
Chat GPT & Canva)

Virtual Meeting Platforms

Digital Tools & Media

ERP software (Enterprise Resource Planning)

Online Ticketing Management

Reporting

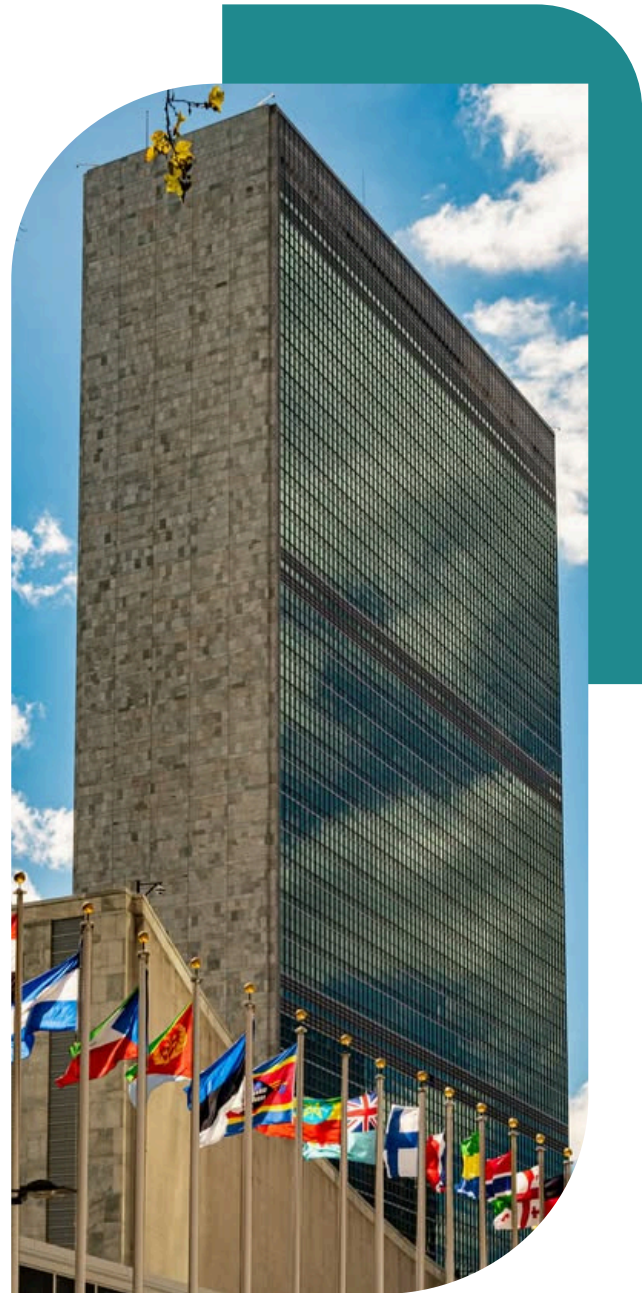
Sustainable Development & KPIs

The company seeks to identify and effectively manage operational challenges in line with Corporate Responsibility and Sustainable Development best practices within the MICE (Meetings, Incentives, Conferences, and Exhibitions) and Corporate Travel sector.

To enhance its sustainability performance on an ongoing basis, AFEA Congress has implemented targeted processes and initiatives that integrate Sustainable Development principles into everyday decision-making. These efforts follow clearly defined stages of implementation and execution.

This systematic approach allows AFEA Congress to gain a comprehensive understanding of its internal and external impacts, accurately evaluate its performance, and establish both short- and long-term objectives. It also supports the identification of improvement areas, the exploration of new opportunities, and the mitigation of business risks.

Aligned with this strategy, vision and values and contributing to the Sustainable Development Goals (SDGs), AFEA Congress tracks its progress by monitoring well-defined Key Performance Indicators (KPIs). The following table shows this KPIs monitored annually.



Sustainable Development & KPIs

KPI	2024	2025	Target	Contributed Global Targets
HUMAN RIGHTS & LABOUR				
Employee Training on Vocational Skills and Sustainability (No. of employees trained)	29	30	Maintain	4.4 Increase youth and adult skills for employment, decent jobs, and entrepreneurship.
Number of Youth Apprenticeship Programs Supported	2	1	Maintain	4.4 Increase opportunities for youth to gain vocational skills for employment and entrepreneurship.
Female Representation in Leadership (%)	66%	66%	Maintain	5.1 End all forms of discrimination against women, 5.2 Ensure women's full participation in leadership roles.
Female / Male Representation in Overall Workforce (%)	95% Female representation	78%/22% Female/Male representation	10 % Increase male representation	5.C Strengthen policies for gender equality and empowerment of women.
Safe and Secure Workplace (Number of accidents)	0	0	Maintain	8.8 Protect labor rights and promote safe and secure working environments for all workers.
Number employees covered with private healthcare (%)	100%	100%	Maintain	8.8 Protect labor rights and promote safe and secure working environments for all workers.
Number of child or forced labor incidents reported	0	0	Maintain	8.8 Protect labor rights and promote safe and secure working environments for all workers.

KPI	2024	2025	Target	Contributed Global Targets
Percentage of employees trained on health and safety issues (%)	100%	100%	Maintain	8.8 Protect labor rights and promote safe and secure working environments for all workers.
CSR Programs – Community Engagement Initiatives (Hours contributed/year)	20	25	10% increase	8.9 Promote sustainable tourism, create jobs, and promote local culture and products.
Employees from minority and/or vulnerable groups in the whole organization	1	1	10% increase	8.8 Protect labor rights and promote safe and secure working environments for all workers.
Number of grievance cases of discrimination or harassment incidents	0	0	Maintain	8.8 Protect labor rights and promote safe and secure working environments for all workers.

ENIRONMENT

Waste Recycling (kg/year)	100	45kg (through enhanced focus on reducing waste)	10% increase	12.4 Reduce waste generation through recycling and reuse.
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ANTI-CORRUPTION

Anti-Corruption Training Completion Rate (% employees trained)	50%	50%	Maintain (up to 50% of the workforce could be	16.5 Reduce corruption and bribery in all their forms.
Percentage of targeted suppliers who have signed the supplier code of conduct	0	20%	10% increase	Attached on contracts signed with AFEA Congress

Despite challenging circumstances, AFEA Congress has made steady progress, though substantial work remains ahead. By harnessing technological capabilities and cultivating a culture of innovation—particularly in the areas of Governance, Human Rights, Labour, Environment, and Anti-Corruption—the company is well positioned to accelerate its efforts and more fully embed sustainability into its future business strategies.

Governance

Internal Governance and Quality Management

Governance at AFEA Congress is supported by a formalized and continuously evolving framework of internal policies and procedures that guide the Company's operations, decision-making processes, and ethical conduct. These policies are rigorously implemented across all levels of the organization and are reviewed and updated annually to ensure alignment with regulatory requirements, industry best practices, and the Company's strategic objectives. This structured governance framework promotes transparency, accountability, risk management, compliance, and continuous improvement, while supporting the delivery of high-quality services and responsible business practices. The policies include:

- **Code of Conduct**
- **Environmental Policy**
- **Labour Practices and Human Rights Policy**
- **Health and Safety Policy**
- **Information System Security Policy**
- **Supplier Code of Conduct**
- **Supplier Selection Policy**
- **Health and Safety Risks and Good Working Practices Guide**

Supporting this governance framework, AFEA Congress maintains ISO 9001:2015 certification, demonstrating its commitment to internationally recognized standards for quality management. The certification provides a structured approach to process management, risk assessment, performance monitoring, and continuous improvement, reinforcing the Company's dedication to operational excellence, accountability, and stakeholder satisfaction.

Certifications and Sustainability Recognition

EU-funded fuTOURiSME Programme

In 2025 AFEA Congress was selected to participate in the fuTOURiSME programme, an EU-funded initiative that supports innovation, sustainability, and digital transformation among small and medium-sized enterprises (SMEs) in the European tourism sector.



As part of the programme's SME funding scheme, AFEA Congress is implementing the MICE-VISION (Meetings, Incentives, Conferences, and Exhibitions - MICE) project, which aims to enhance the delivery of meetings and events management services through the integration of sustainable practices and digital innovation. The project focuses on embedding sustainability principles into operational processes and event workflows while leveraging digital solutions to improve efficiency, transparency, and overall impact. Through this participation AFEA Congress is upgrading congress and event management services at a national and international level.

The project encompasses five key activities:

- **Sustainable certification of the Professional Congress Organizer (PCO)**
- **Sustainable event certification**
- **Implementation of digital solutions for green MICE operations**
- **Training and awareness-raising initiatives for staff and partners**
- **Participation in an international trade fair focused on sustainable tourism**

As part of the MICE-VISION project, AFEA Congress in collaboration with consulting company Green Evolution, conducted a comprehensive environmental footprint assessment in one of the events organised by the Company, the 34th Panhellenic Pulmonology Congress, held in Athens in December 2025. The assessment measured carbon emissions, water consumption, and waste generation per participant in accordance with internationally recognized methodologies and standards. For a full detail of the findings, please click [here](#).



A core objective of the MICE-VISION project is to align AFEA Congress operations with the GSTC-MICE Standard (Global Sustainable Tourism Council), supporting the organization's path toward certification as a sustainable Professional Congress Organizer. This initiative further strengthens AFEA Congress's commitment to responsible event management and compliance with internationally recognized sustainability standards within the meetings industry.

Through its participation in the fuTOURiSME programme, AFEA Congress is advancing innovative and future-focused practices that contribute to the green and digital transformation of the tourism sector. By sharing its experience and project outcomes, the Company aims to foster knowledge transfer and establish a model of good practice with significant potential for replication by other organizations in Greece.



ECOVADIS

AFEA Congress continues to strengthen its commitment to sustainability through its ongoing collaboration with EcoVadis. Building on the certification achieved for the year 2024 and 2025, AFEA is proud to demonstrate its dedication to improve sustainability performance, implementing responsible business practices, and creating long-term positive impact. AFEA remains committed to advancing its initiatives even further and contributing to a more sustainable future.

ecovadis

Leadership Engagement and Advocacy

One of the highlights of 2025 was that Sissi Lignou, CEO of AFEA Congress, was officially announced as President of IAPCO at the latest IAPCO Annual Conference and General Assembly, held in Taipei from 21 to 23 February 2025. This leadership role enhances the organization's visibility and influence in shaping responsible industry practices and underscores AFEA Congress's alignment with international governance and transparency standards.



The support provided by AFEA's Congress team throughout Sissi's journey has been significant, reflecting their strong commitment, professionalism, and dedication to both her leadership path and the continued success of the organization.

Awards and Public Recognition



Gold Award - Greek Hospitality 2025

In October 2025 AFEA Congress received the Gold Award in the Best PCO (Professional Congress Organiser) | DMC (Destination Management Company) category at the Greek Hospitality Awards 2025 for the successful organization of the PAGE Annual Meeting 2025. The international conference held June 3-6 at the Thessaloniki Concert Hall, welcomed more than 1,000 delegates from 35 countries, reinforcing Thessaloniki's position as a leading conference destination. AFEA Congress delivered a high-standard and sustainability-focused event using a dedicated conference app, recyclable materials, and partnerships with local suppliers, musicians, and producers.

The award recognizes the company's commitment to innovation, environmental responsibility, and high-quality congress organization. With almost 50 years of experience, AFEA Congress continues to strengthen Greece's international meetings industry presence and remains actively involved in leading global organizations, including IAPCO, ICCA, PCMA, and HAPCO & DES.

Silver Award - Sports Events - Event Awards 2025

AFEA Congress received the Silver Award in the Sports Events category at the Event Awards 2025 in recognition of its significant contribution to the successful delivery of the FIRST Global Challenge 2024 and its impact on strengthening international engagement.

Held at the Peace and Friendship Stadium in Athens, the FIRST Global Challenge 2024 brought together participants from 193 countries under the theme "Feeding the Future." The event served as a global platform for young innovators to address major challenges in food systems, energy, and water through robotics and technology, demonstrating the importance of innovation and international collaboration in responding to global needs.

This distinction represents the second award received by AFEA Congress for its role in the organisation of #FGC24, further highlighting the company's commitment to delivering high-quality international events that promote innovation, encourage cooperation, and support dialogue on critical global issues.

The awards took place on Friday, 24 January 2025, at the InterContinental Athenaeum Athens. Among the distinguished attendees was Deputy Minister Konstantinos Kyranakis of the Greek Ministry of Digital Governance.

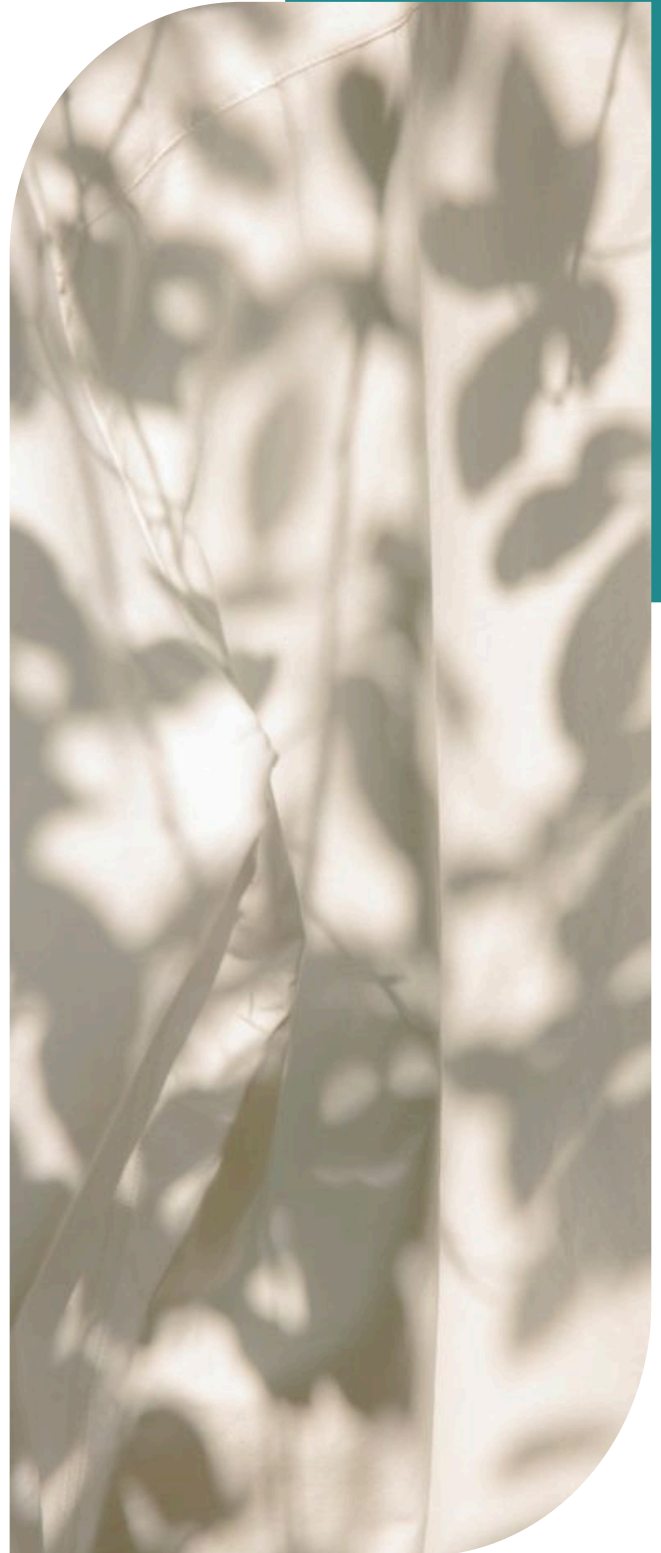


Human Rights & Labour

AFEA Congress is a company that places high value on the well-being, growth, and engagement of its staff. Believing that people are its greatest asset, the company organises a variety of initiatives aimed at supporting both professional development and personal well-being. These include ongoing training programs, team-building events, health activities and opportunities for open dialogue and collaboration, corporate social responsibility. By fostering a supportive and inclusive workplace culture, AFEA Congress ensures that its team members feel valued, motivated, and empowered to contribute meaningfully to the company's goals. Indicatively, more than 180 hours of employee training were provided to staff this year.

This year AFEA Congress proceeded with the hiring of four new staff members to strengthen its operational capacity, enhance service delivery, and support the growing demands of its expanding project portfolio, bringing the total numbers of team members to 31.

AFEA Congress strictly implements a dedicated **Labour Practices and Human Rights Policy**, reflecting its commitment to ethical conduct and respect for fundamental human rights in the workplace. It is actively applied by all staff members and communicated to clients, promoting a culture of fairness, inclusion, and accountability across all operations.



Team building & Personnel Wellbeing

AFEA Annual Meeting

On April 11th, 2025, AFEA Congress held its Annual Meeting at the SGL Art Gallery, bringing together employees to reflect on achievements, share knowledge, and strengthen team engagement. The programme included a presentation by communication expert and long-term partner Rania Semertzian on effective communication skills, followed by departmental presentations highlighting key accomplishments and future objectives. The event concluded with a networking cocktail, providing an opportunity for colleagues to connect, exchange ideas, and celebrate the collaborative culture of the organization.



Vasilopita cutting event

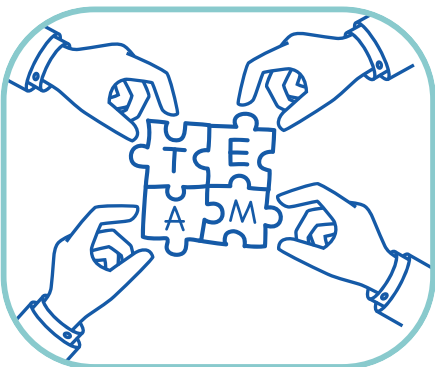
At AFEA Congress, fostering connection and team spirit throughout the year is highly valued. Seasonal staff gatherings provide meaningful opportunities for colleagues to come together, reflect on shared accomplishments, celebrate achievements, and strengthen professional relationships. These moments cultivate a strong sense of belonging and reinforce the collaborative culture that lies at the heart of the company's success. To welcome 2025, AFEA Congress organised its annual Vasilopita cutting event in the warm and welcoming setting of Papadakis Restaurant. The evening was filled with smiles, positive energy, and memorable moments, offering everyone the chance to spend quality time together, unwind, and exchange wishes for a dynamic and successful year ahead.



Survey for Staff satisfaction

In January 2025, AFEA Congress conducted an anonymous staff survey to gather valuable feedback on key factors affecting employee well-being. The questionnaire covered areas such as communication between the Board and staff, management practices, internal procedures, health and safety, and overall satisfaction with working conditions.

The survey provided valuable insights into AFEA Congress's performance as an employer, highlighting both its strengths and areas where further enhancements can be made. AFEA Congress places significant importance on the well-being of its employees and is committed to taking the feedback into account to drive continuous improvement. Overall, the results showed a high level of employee satisfaction, with staff expressing that they are happy to work for the Company.



Capacity Building & Trainings

IAPCO EDGE Seminar

In January 2025, AFEA Congress participated in the IAPCO EDGE Seminar in Porto, focused on innovation, education, and collaboration in the meetings industry. AFEA's, Sissi Lignou, attended as Faculty member and President-Elect of IAPCO, while Georgia Tsiampoula represented AFEA's team as a participant. The seminar covered leadership, communication, sustainability, strategic planning, budgeting, negotiation, and well-being, supporting commitment to continuous learning and professional development. A key highlight was a social impact initiative where participants designed pouffes from recycled materials, later produced by CAIS artisans and donated to a children's cancer ward in Porto. This initiative reflected values of sustainability, inclusion, and community support.



Netherlands

Meet Well, Live Well
IMEX Frankfurt 2025

IMEX 2025

AFEA Congress represented Athens and Greece's meetings industry at IMEX Frankfurt 2025, participating in Hosted Buyer Programs, B2B meetings, and educational sessions with global industry leaders. The company strengthened international partnerships, explored new trends, and contributed to IAPCO activities. Mrs. Giatsou joined the panel The Workplace Revolution, while Mrs Theodosi attended through the German Convention Bureau. Participation in workshops on innovation and leadership, together with the presence of CEO Sissi Lignou as President of IAPCO, highlighted AFEA Congress' active international role and commitment to industry development.

AFEA Congress at the IAPCO & Leading Centres of Europe Workshop

On 29 March 2025, Dimitra Lignou, Vice President and CEO of AFEA Congress, participated in the IAPCO & LCE Storytelling and Communication Skills Workshop at the Austria Centre Vienna. The two-day programme focused on practical storytelling and communication techniques, enabling participants to strengthen their ability to deliver clear and engaging messages. It also provided valuable opportunities for networking and exchange of best practices with industry leaders. Her participation reflects AFEA Congress's continued commitment to professional development, innovation, and excellence in congress and event management.



Networking

ICCA Mediterranean Chapter Annual Meeting 2025

AFEA Congress participated in the ICCA Mediterranean Chapter Annual Meeting 2025, held in July 2025 in Belgrade, Serbia. As a member of ICCA World, the company joined industry professionals to discuss the future of the meetings sector across the Mediterranean region.

AFEA Congress was represented by Mrs. Sissi Lignou, CEO and President of IAPCO, and Mrs. Nikolidaki, Project Manager. Their participation created opportunities for networking, knowledge exchange, and new collaborations.

During the meeting, Sissi Lignou spoke on the panel “Beyond the Bid Book: How Association Meetings Transform Society and Elevate Knowledge-Driven Destinations,” highlighting the significant role of Professional Congress Organizers in delivering impactful events that support knowledge sharing and destination development. The meeting also reinforced the value of collaboration, professional connection, and hospitality within the global events industry.



IAPCO AM&GA 2025

The IAPCO Annual meeting and General Assembly in 2025, held under the theme “We are of a Tribe,” emphasized in unity, collaboration, and professional growth within the global meetings industry. AFEA Congress participated as an active IAPCO member, engaging with leading international PCOs in discussions focused on leadership, teamwork, business development, and future industry readiness.

The event provided a valuable platform for networking, knowledge exchange, and professional inspiration.

At the Taipei meeting, it was officially announced that Athens, Greece, will host the IAPCO AM&GA 2026. Themed “The Odyssey Reinvented,” the upcoming event will celebrate the human journey by exploring leadership, resourcefulness, and innovation in the meetings industry.

The successful bid to bring the event to Athens was the result of a collaborative effort by four Greek PCOs — AFEA Congress, Convin, ERA, and Erasmus — IAPCO members, working closely with This is Athens.



This membership opens new avenues for networking, knowledge exchange, and growth within the European business landscape.

AFEA Congress was part of an inspiring event that brought representatives from the business, institutional, and diplomatic communities which provided a platform for networking and knowledge exchange.

Corporate Social Responsibility (CSR)

Authentic Athens Marathon

A team of 10 athletes proudly participated in the Authentic Athens Marathon in November 2025 supporting DESMOS NGO, a non-profit foundation that serves as a hub between donors and beneficiary organisations in need, promoting solidarity and positive social impact. The Marathon held in Athens follows the 42km historic route from Marathon to the Panathenaic Stadium in Athens.



This meaningful involvement reflects AFEA's ongoing commitment to sports, solidarity, determination, and sustainability, while also fostering team spirit and honouring the rich historical significance of this iconic race. Special congratulations were given to one of AFEA's colleague Mrs. Theodosi who successfully completed the full 42km marathon route



Diversity, Equity & Inclusion (DEI)

Women's Day celebrations support workplace equality, representation, and inclusive culture. As a tradition at AFEA Congress, International Women's Day, was celebrated by honouring the achievements, contributions, and strength of women within the team and the wider community. The day is marked with thoughtful gestures, meaningful discussions, and moments of appreciation that reflect the company's commitment to gender equality, respect, and empowerment in the workplace. The Company is actively participating in associations like Greek Association of Women Entrepreneurs (ΣΕΓΕ) creating opportunities and shaping a future where women thrive. It serves as both a celebration and a reminder of the ongoing dedication to inclusivity and equal opportunity.



International
Women's Day

#IAccelerateAction
#IWD2025

Moreover, AFEA Congress participates in spreading the message on Pink Work Day. The team came together to show support for those affected by breast cancer and to highlight the importance about awareness, prevention, and early detection. AFEA Congress shares every October a powerful message internally and externally through social media supporting at the same time Alma Zois, the Hellenic Association of Women with Breast Cancer with a mission to provide psychosocial support, empower patients, and promote awareness and education on breast cancer prevention.

Donation to Agios Dimitrios Primary school & “Hamogelo tou Pediou”

As part of a broader commitment to sustainability and digital inclusion, AFEA Congress donated refurbished IT equipment to the 9th Primary School of Agios Dimitrios in Athens. This initiative included personal computers and other items and intended to enhance students' access to technology, support their educational development and reuse IT equipment.

A donation of stationery supplies was made at the “Hamogelo tou Pediou” (Gr) Organisation, supporting its ongoing efforts to provide essential resources to children in need. This Organisation also called in English “The Smile of the Child” is one of Greece's leading child welfare non-profit organizations, based in Athens and founded in 1995.

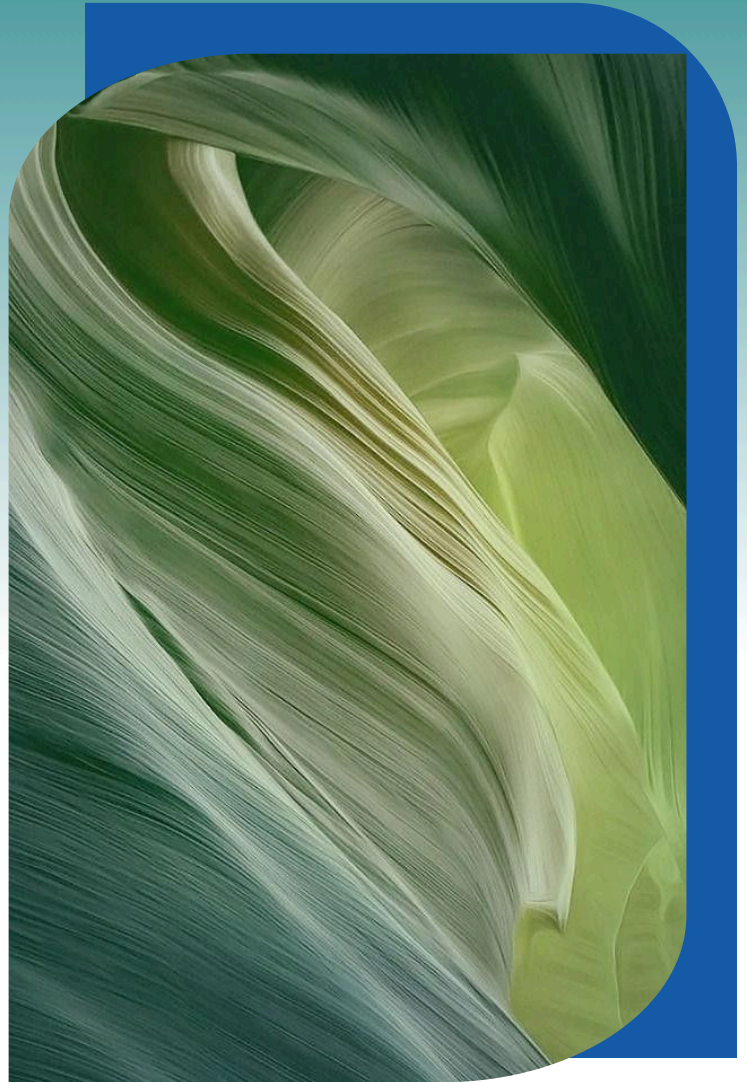


Letter of appreciation



Environment

AFEA Congress places strong emphasis on environmental sustainability and is committed to reducing its ecological footprint. Recognising the complexity and scale of the events industry, the company understands that meaningful progress takes time yet remains steadfast in its commitment to continuous improvement. Through initiatives such as encouraging paperless operations, reducing internal waste, supporting recycling practices, selecting environmentally responsible venues, and promoting sustainable travel options, AFEA actively works to lessen its environmental impact. By collaborating with partners who share the same values and consistently seeking more sustainable solutions, the company reinforces its long-term dedication to building a more sustainable future—step by step.



AFEA Congress operates in accordance with an Environmental Policy, reflecting its strong commitment to environmental stewardship and respect for the natural world. This policy is reviewed and updated annually to ensure alignment with evolving environmental standards and industry best practices. It is actively implemented by all staff and clearly communicated to clients, fostering a culture of environmental responsibility, fairness, inclusion, and accountability across all operations.

Although AFEA Congress does not organize a dedicated Earth Day event, it raises awareness among its employees and social media audience by highlighting the importance of environmental responsibility, sustainability, and everyday actions that contribute to a healthier planet.

Event Environmental Footprint

In December 2025, AFEA Congress delivered Greece's first carbon-neutral medical congress: a full Scope 1-3 environmental footprint assessment of the 34th Panhellenic Pulmonology Congress, with 100% of the 319.44 tCO₂e total footprint offset through UN-verified carbon credits.

As part of the MICE-VISION project, AFEA Congress for the first time as a pilot case for sustainable and carbon-neutral conference organization conducted a comprehensive environmental footprint assessment in one of the events organised by the Company, the 34th Panhellenic Pulmonology Congress, held in Athens in December 2025 – in collaboration with consulting company Green Evolution. Within this activity, sustainability-management procedures, waste-management practices, paperless registration systems, resource-monitoring approaches, and carbon-footprint assessment methodologies were implemented. The congress served as a practical testing environment for sustainable MICE operations and demonstrated the feasibility of integrating sustainability principles into large-scale event strengthening the green and digital transition of the wider MICE and tourism sector in Greece.

The final assessment measured carbon emissions, water consumption, and waste generation per participant in accordance with internationally recognized methodologies and standards.

The congress generated a total carbon footprint of 319.44 tCO₂e, corresponding to 289 kgCO₂e per participant. In addition, average resource consumption amounted to 1,139 litres of water and 8.2 kg of waste per participant. Analysis of the emissions profile reveals that most of the event's environmental impact originated from three categories: exhibition booths (34.19%), participant accommodation (33.94%), and participant transportation (29.08%). Together, these sources accounted for more than 97% of total greenhouse gas emissions.

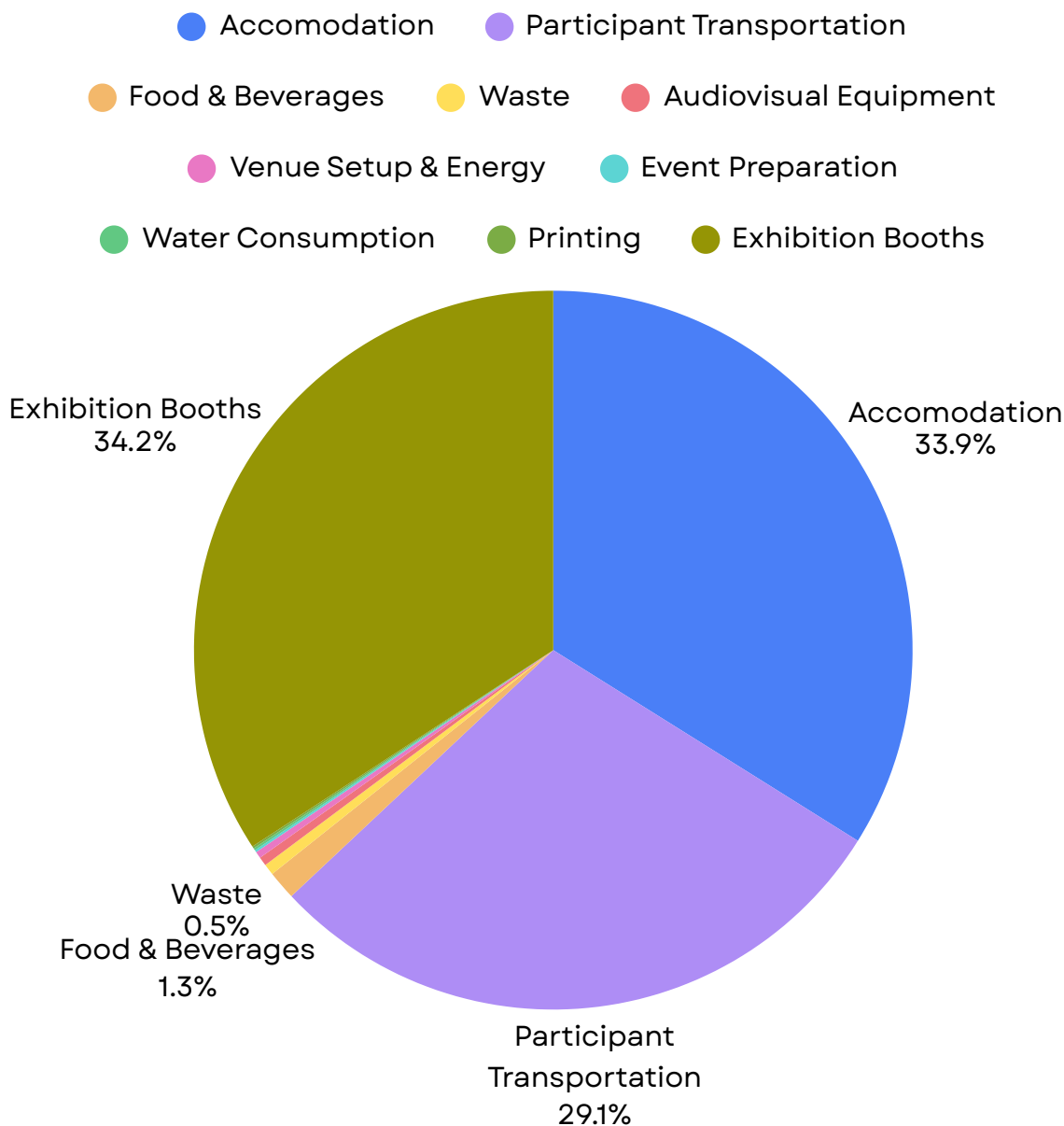
The findings highlight that attendee mobility and accommodation remain the most significant impact areas for large-scale conferences, reflecting the emissions associated with travel and overnight stays. The substantial contribution of exhibition booths further underlines the importance of sustainable stand design, material selection, logistical optimisation, and reuse strategies. By contrast, operational aspects under the direct control of event organisers (see pie chart for the breakdown) represented only a small proportion of the overall footprint.

These results provide a clear roadmap for future improvement efforts. The greatest opportunities for emissions reduction lie in encouraging lower-carbon travel options, optimising accommodation choices, increasing virtual or hybrid participation where appropriate, and strengthening circular economy practices for exhibition infrastructure. Targeted interventions in these high-impact areas can significantly reduce the environmental footprint of future events while maintaining a high-quality participant experience.

These results provide a clear roadmap for future improvement efforts. The greatest opportunities for emissions reduction lie in encouraging lower-carbon travel options, optimising accommodation choices, increasing virtual or hybrid participation where appropriate, and strengthening circular economy practices for exhibition infrastructure. Targeted interventions in these high-impact areas can significantly reduce the environmental footprint of future events while maintaining a high-quality participant experience.

CO2 footprint Breakdown

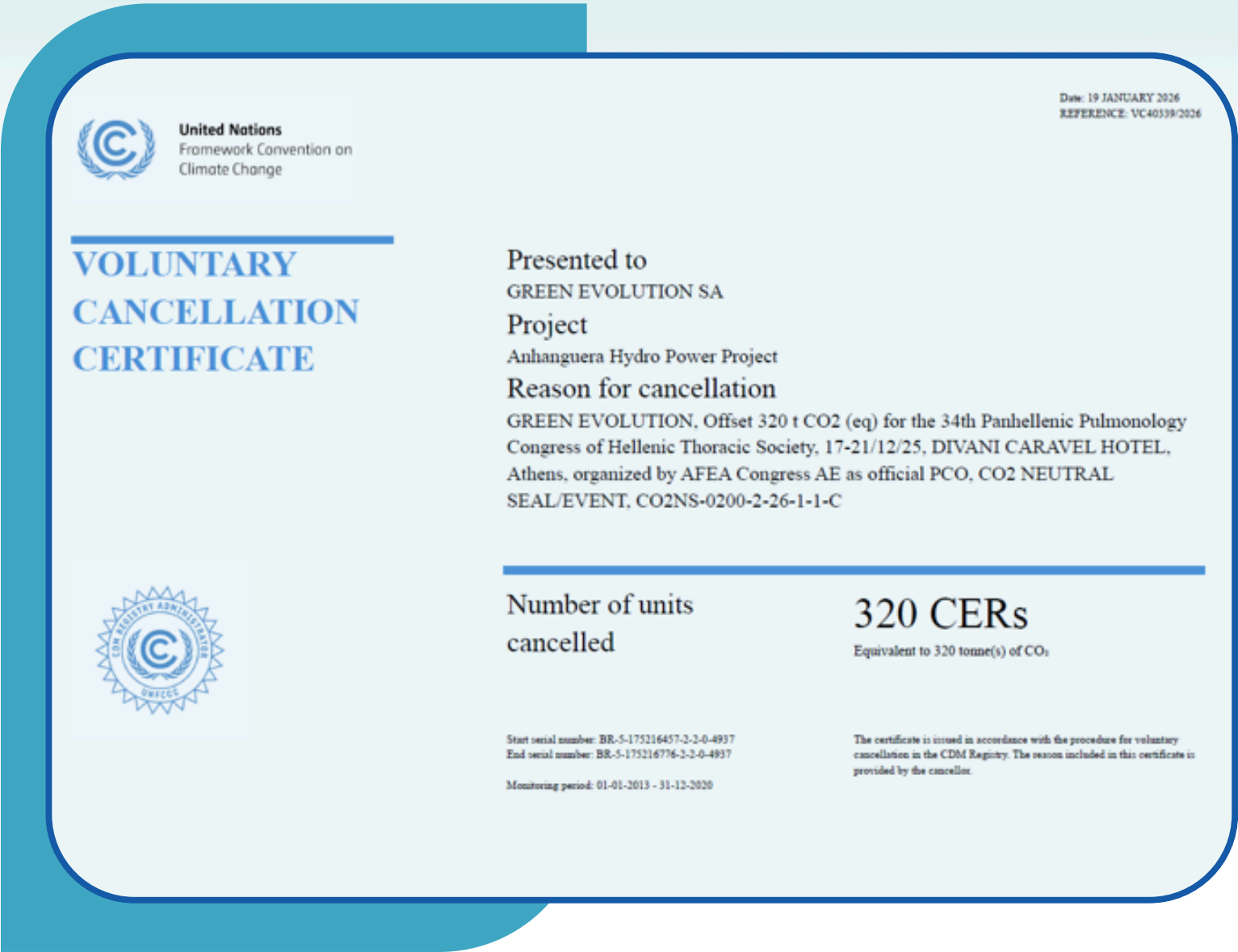
34th Panhellenic Pulmonology Congress



Another important methodological element was the integration of digital sustainability-management tools with the use of SUSTAINHUB365 platform, provided on a pro-bono basis. The platform supported digitalization, sustainability monitoring, paperless procedures, resource management, and operational sustainability tracking. This allowed the project to move beyond traditional event management practices and introduce practical digital-transition solutions into conference operations.

The implementation process also included the purchase and deployment of operational equipment supporting green MICE activities, including waste-separation stations, tablets, laptops, and digital registration systems. These tools contributed to reducing paper consumption, improving resource management, and supporting more sustainable operational procedures during conferences and events.

To further support climate action efforts, as seen below in figure the event’s carbon footprint was offset through the purchase of carbon credits verified under the United Nations framework.



Anti-corruption

AFEA Congress is strongly committed to conducting its business with the highest levels of integrity, transparency, and ethical responsibility. The company adopts a zero-tolerance stance toward corruption, bribery, and any form of unethical behaviour. By promoting a culture of ethics and accountability, AFEA Congress safeguards its reputation while strengthening trust with clients, partners, suppliers, and the broader community.

To support this commitment, AFEA Congress has implemented anti-corruption policies through its Code of Conduct and Supplier Code of Conduct. All employees, partners, and stakeholders are required to comply fully with all applicable anti-corruption laws, regulations, and ethical standards governing their activities and operations.

AFEA Congress promotes transparency, accountability, and fairness in all its dealings. Training and awareness programs are conducted to ensure all personnel understand their responsibilities in upholding these standards. Each year, AFEA Congress provides training to its staff on the Code of Conduct and Anti-Bribery principles, reinforcing a culture of ethics, transparency, and accountability across the organization.





Summary and Outlook

In 2025, AFEA Congress reinforced its commitment to the Ten Principles of the UN Global Compact through concrete actions, structured governance, and the implementation of a broad set of internal policies covering human rights, labour practices, environmental sustainability, and anti-corruption.

The company's operations were further supported by certifications, evaluated under internationally recognised benchmarks, including ISO 9001:2015 and EcoVadis. The significant milestone of the company's history, that of the recent election of President & CEO Sissi Lignou as the President of IAPCO, further solidifies AFEA Congress's position as a leading expert in the field of Meeting Industry.

Considerable progress was made in the environmental field being part of the MICE-VISION project. AFEA Congress for the first time organised a pilot case for sustainable and carbon-neutral conference and conducted a comprehensive environmental footprint assessment. This pilot establishes a replicable model for future events.

Looking ahead to 2026, AFEA Congress is working to enhance the transparency and impact of its sustainability efforts by further formalising stakeholder engagement processes, refining risk management frameworks, and monitoring key performance indicators across ESG domains. Continued investment in employee trainings as well as their well-being creating a work balance, supplier evaluation, and digital transformation supports the organization's long-term goals for responsible growth.

The company remains fully aligned with the Ten Principles of the UN Global Compact and is committed to deepening their integration across its business model, supply chain, and industry partnerships. Through this report, AFEA Congress reaffirms its dedication to accountability, continuous improvement, and contributing meaningfully to a more sustainable and inclusive global economy.



AFEA Congress Sustainability Report

2025

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