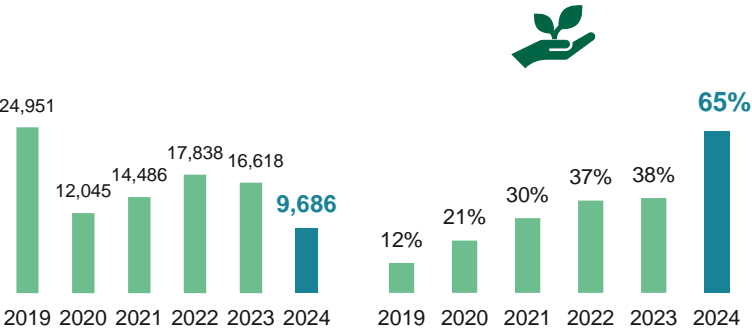


# ESG SCORECARD

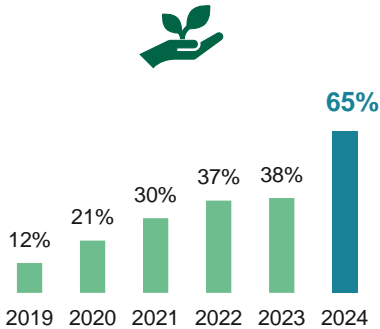
## Environment



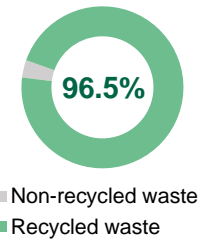
Total CO<sub>2</sub> emissions (tCO<sub>2</sub>eq)



% Renewable sources used



% Recycled waste



% Carpet used sent to recovery

100%



- 50k photovoltaic panels
- 18 MWp total installed power
- Reduction CO<sub>2</sub> target:
  - 60% by 2027
  - 80% by 2030

## Social

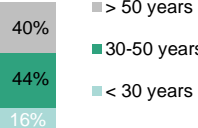


Employees

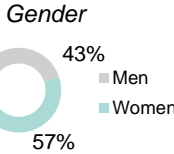
672  
+5% vs 2023



Age



Diversity



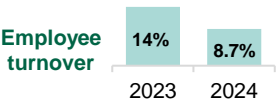
Attraction

new hires 93  
52% <30 years  
66% women



New Share Plan for the employees

Retention



Welfare

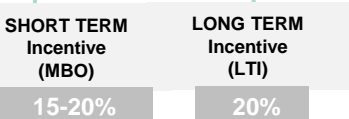


FULL  
COVERAGE  
HEALTH  
INSURANCE

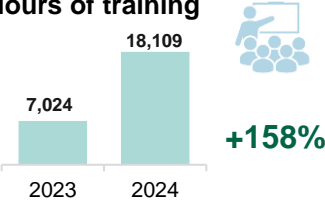
Customer Satisfaction Index  
Visitors



ESG Weight



Hours of training



+158%

Community

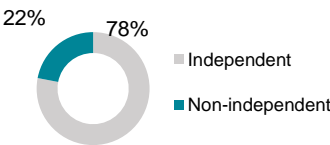


## Governance

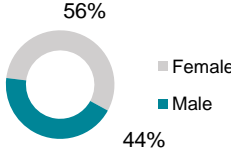


As of 31/12/2024

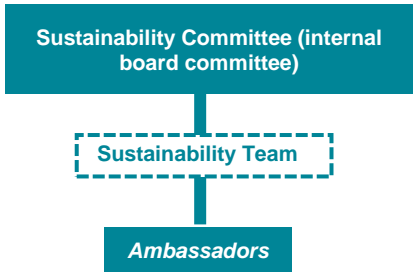
Board independence



Board diversity



Sustainability governance



Certifications



Improving ESG Rating

MORNINGSTAR | SUSTAINALYTICS

ESG Risk

