ESG SCORECARD 2024

Environment



37% 38%



























As of 31/12/2024

% Renewable sources used

+ 27 p.p





Diversity: % female manager

2024

49%

Retention

Employee turnover



2023 2024

Welfare



FULL COVERAGE HEALTH **INSURANCE**

Customer Satisfaction Index Visitors



Community

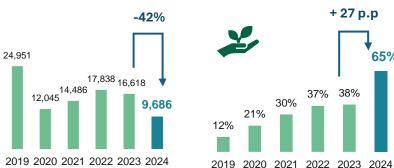






ufi

Total CO2 emissions (tCO2eq)



% Recycled waste



■ Non-recycled waste

■ Recycled waste

% Carpet used sent to recovery

100%

50k photovoltaic panels

- 18 MWp total installed power
- Reduction CO₂ target:
- 60% by 2027
- 80% by 2030

Employees

+5% vs 2023



Attraction





ESG Weight

LONG TERM SHORT TERM Incentive Incentive (LTI) (MBO)

Hours of training

18,109 7,024 2023 2024

+158%

Governance

Board independence

Sustainability governance

Sustainability Committee (internal board committee)

Sustainability Team

Ambassadors

■ Independent

■ Non-independent

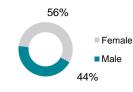












Certifications











Improving ESG Rating

