



RENOVATE, REBUILD, RETHINK



## **Sustainability Report**

Sustainability Report as at 31 December 2024

Reporting period: 1 January 2024 - 31 December 2024

Company data

EdiliziAcrobatica S.p.A.

Share Capital € 842,288.50

Registered Office in Milan – Via Turati, 29, 20100

Tax Code and VAT Number 01438360990 – Economic and Administrative Index MI 1785877





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## LETTER TO STAKEHOLDERS

**F**ëdor Dostoyevsky once said that beauty will save the world, and no-one could prove him wrong - that is, until today. I say “until today” because in the current state of affairs, beauty alone is no longer enough. For too long we humans have neglected a form of deeper care that goes beyond outward appearances, labouring under the presumption that the world was created for our use. This presumption is so ingrained and immovable that it blinds us to a suffering planet where floods and droughts are merely the tangible outcome of intangible causes that have been developing for centuries.

It is my personal belief that none of us should be content to leave the planet with fewer resources than when we found it. Likewise, we should not resign ourselves to the fact that our grandchildren will live in fear of being swept away by the flood of a raging river that only a few years ago was just a trickle, or fearful of shortages of drinking water. It is with them and all the grandchildren and children of this world in mind that, together with Acrobatica, we have decided to chart a course towards a Greener direction.

For some years now, we have been actively engaged in promoting a culture of reuse and recycling within our company, limiting waste and banning the use of plastic in our offices as much as possible. And today we have taken further steps forward, realising that as a company we have a great and valuable opportunity to help mitigate climate change.

Specifically, in 2024 we began discussions with a major partner with the aim of reusing the ropes that our rope access operators use on site. The result we hope to achieve is to regenerate and re-use them in our work.

Also in 2024, we worked with the certifying body Bureau Veritas towards obtaining ISO 14001 certification on environmental management, an ethically essential achievement and one which we successfully reached in the first two months of 2025.

For us, however, 2024 was above all the year that saw us enter the renewables market, which, besides from the exponential growth margins it brings, is crucial for our country's energy transition. These were the premises for the transformation of EA110, our company founded to manage the Super Bonus incentive, into Acrobatica Energy, which now focuses on residential photovoltaics across the entire life cycle, from design to maintenance. In January 2025, thanks to the partnership with Etica nel Sole, Acrobatica Energy also established Voltica Industrial, a business unit specifically dedicated to industrial photovoltaics. Furthermore, we are soon planning to mirror our active presence in France in the maintenance of wind turbines in Italy, and are confident that we will expand this presence into other countries around the world, both in our existing countries of operation and in new territories.

In February 2024, in partnership with Italsoft, we also founded Smart Living, a company specialising in the energy modernisation of buildings, the creation of energy communities, and the transformation of buildings into smart buildings. In its second phase, the company will also provide condominium administration and management services for a substantial number of properties in Italy through digital platforms developed by Acrobatica AI.

Finally, at the very close of the year, we signed an agreement to acquire 80% of the shares of Verticaline, a Veneto-based company that operates in the rope access construction sector, and which will allow us to strengthen our presence in the region and beyond.

To conclude this letter, I want to return to the lesson Dostoevsky wished to teach us by reminding humanity of the importance of beauty. If it is true that beauty alone can no longer save the world,

it is also true that the beauty of this world is before our eyes every day. A beauty that soothes the soul, that is the universal heritage of every human being and that must be protected, cared for and cherished.

In late 2024, two of our experienced operators had the privilege of training a group of Jordanian students in rope access restoration techniques. They did so in one of the most fascinating and special places on the planet: the Tomb of Sesto Fiorentino, a Roman emissary who, before his death in around 130 A.D., asked to be buried in a monumental tomb which would be built in Petra in his honour and memory of his life. The knowledge that we have made a tangible contribution to the training of these young restorers who will one day take care of that extraordinary site is not only a source of great joy for us; it is also confirmation of the fact that our desire to share knowledge, which in 2025 will take us to other extraordinary archaeological sites, can indeed help to save a little of the beauty of our world.

Genoa, 9 April 2025

**Anna Marras**

CEO of EdiliziAcrobatica S.p.A.





## METHODOLOGY



Sustainability Report 2024

**ACROBÁTICA**

## METHODOLOGY

The EdiliziAcrobatica S.p.A. Group (also “Acrobatica” or the “Group”) hereby voluntarily publishes its fourth Sustainability Report (the “Report”). This document provides information on the Group’s economic, environmental and social performance, offering an overview of all initiatives undertaken and results achieved during the reporting period (1 January 2024 - 31 December 2024). The Sustainability Report, published annually, includes, where possible, comparative data from the previous three years to allow an assessment of the company’s performance over time.

EdiliziAcrobatica S.p.A. is not subject to the application of Legislative Decree no. 254 of 30 December 2016 (Leg. Dec. 254/16), “Implementation of Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial and diversity information by certain large undertakings and groups” in line with the EU Corporate Social Responsibility Directive.

This Report has been prepared in accordance with the Sustainability Reporting Standards defined by the Global Reporting Initiative (GRI) according to the “with reference to” option.

The contents of the Report reflect the principle of materiality, focusing on the issues most relevant to the Group and its stakeholders, as evidenced by the materiality analysis conducted by the Company. This approach allows for a comprehensive review of material topics through the use of both quantitative and qualitative indicators. The mapping of these issues and the involvement of stakeholders, described in detail in the chapter “Information on the materiality assessment process”, support the definition of an effective sustainability strategy by identifying objectives to be achieved in order to improve corporate performance.

The appendix to the Report contains the “GRI Content Index”, where the GRI indicators associated with each material topic are indicated.

In order to ensure consistent data analysis over the years, Acrobatica has updated the conversion factors used to calculate the indicators related to Standard “GRI 302: Energy” and “GRI 305: Emissions”. Please note that the data for last year have been restated in order to ensure greater accuracy and consistency with current information.

The reporting boundary of the information and data reported in this document corresponds to that of the Consolidated



Financial Statements of the EdiliziAcrobatica Group for the financial year ending 31 December 2024, including, in addition to the Parent Company EdiliziAcrobatica S.p.A., the subsidiaries: EdiliziAcrobatica France Sas, EdiliziAcrobatica Iberica SL, Acrobatica Energy S.r.l, EdiliziAcrobatica Monaco SAM and Enigma Capital Investments LLC. The company Acrobatica Smart Living Srl, which is consolidated according to the equity method, is not included within the sustainability reporting boundary.

Acrobatica joined the UN Global Compact in 2021. With this commitment, renewed each year, the Company confirms its willingness to share, support and promote a set of fundamental principles concerning human rights, labour standards, environmental protection and anti-corruption.

In order to ensure the maximum reliability of information, the use of estimates has been limited as much as possible; where they exist, they are adequately reported and based on the most accurate methodologies available. Any other scope and methodological limitations, including in relation to the calculation of certain environmental and social indicators, are illustrated in detail in the relevant sections within the document.

This document was submitted to the Board of Directors for examination and approval on 09/04/2025.

For information on Acrobatica's Sustainability Report, please contact the following e-mail address:

**[esg@acrobaticagroup.com](mailto:esg@acrobaticagroup.com)**



## HIGHLIGHTS 2024



**€ 154.5 million**  
in consolidated revenues

**1,007**

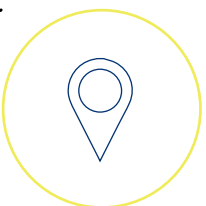
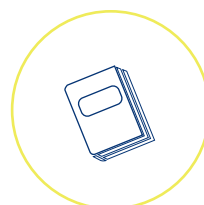
work placements at Group level  
in 2024, of which 795 employees



**Over 130,000**  
training hours

**0**

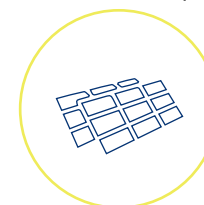
cases of violation or sanctions  
related to the ESG framework



**175**

Total business units  
as at 31 December 2024

**New businesses:**  
photovoltaic, energy efficiency



# 1. THE ACROBATICA GROUP



Sustainability Report 2024

**ACROBATICA**



## ACROBATICA

Acrobatica, a leader in the field of double safety rope access construction, has over 30 years of experience. By revolutionising the concept of renovation and maintenance, the Company has made it possible to speed up operations and make them more sustainable by eliminating the use of scaffolding. This innovative approach has led to significant environmental benefits, including reductions in greenhouse gas emissions, energy consumption and water use.

With 175 operating areas spread across Europe and the Middle East, the Company guarantees comprehensive and timely operations. The Group is also active not only in the area of renovation, but also in the business of sanitation, energy efficiency and conservation maintenance.





## 1.1. OUR HISTORY

1994

Originating from an idea by entrepreneur **Riccardo Iovino** in 1994 and officially founded in Genoa in 2004, EdiliziAcrobatica S.p.A. has established itself as a leading company in Italy and Europe in the sector of external renovations using double safety rope access techniques.



2007

In 2007, Acrobatica embarked upon a path to radically change its business model, following an agreement with the OSM Edac I-Profile, a company specialising in vocational training. This collaboration allowed the company to implement a human resources selection and training system aimed at the growth of human capital and the professional satisfaction and fulfilment of each individual.



2015

In 2015, EdiliziAcrobatica launched the world's first construction franchise in Biella. The agreement, signed at the "Salone del Franchising di Milano", paved the way for rapid growth, attracting the attention of numerous entrepreneurs. Today, Acrobatica boasts more than 30 franchises located throughout Italy, concentrated in particular in Lombardy, Veneto, Emilia-Romagna, Tuscany and Sicily.

2017

2017 marked a turning point: EdiliziAcrobatica shifted from a Limited Liability Company to a Joint Stock Company and accessed the capital market by issuing bonds listed on ExtraMot-Pro (Borsa Italiana) for € 5 million.



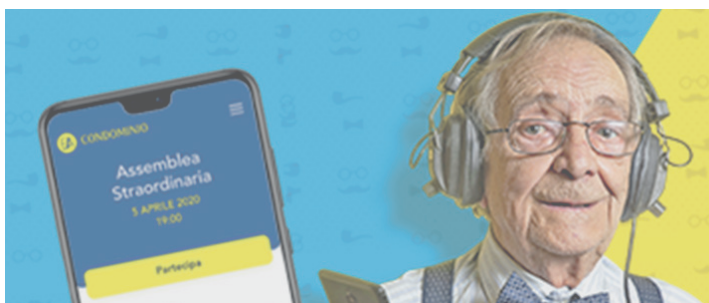
2018

In November 2018 Acrobatica entered the AIM market of Borsa Italiana (now Euronext Growth Milan) while in March 2019, after the acquisition of the French company E.t.a.i.r Méditerranée, we took a strategic step by débütting on the European capital market Euronext Growth Paris.



2020

In 2020, EdiliziAcrobatica launched the EACondominio App to facilitate remote condominium meetings and created the Multiservizi division, dedicated to sanitation, pest control and garden care in the common areas of buildings. Another milestone was the hiring of the first Acrobatica female construction workers, demonstrating the Company's commitment to the integration of Diversity & Inclusion policies.



2020

Importantly, in 2020 EdiliziAcrobatica began to integrate ESG (Environmental, Social and Governance) factors into its business model, thanks to the drafting and approval of the ESG Policy and the establishment of the ESG committee. The first Sustainability Report was published in 2021, and this Report marks the fourth voluntary publication.



2021

In 2021, EdiliziAcrobatica consolidated its leading position in the construction industry with the creation of Acrobatica Energy 110, a company acting as the Main Contractor in projects and construction sites operating under the 110% tax relief scheme in Italy. In May of the same year, Acrobatica took a further step towards internalisation with the creation of EA Iberica, acquiring a branch of the Catalan company Accés Vertical.



2022

In 2022, two business units joined the Group: **Acrobatica Restauri**, dedicated to monument restoration using innovative and non-invasive techniques, and **EolicA**, for routine and extraordinary maintenance of wind turbine blades. Geographical expansion continued with the opening of Acrobatica **Monaco SAM**, thanks to the agreement with the ENGECO Group.

2023



In late 2022, procedures began in order to conclude an agreement to acquire 51% of Enigma Capital Investments LLC, the Emirati holding company with offices in Dubai, Saudi Arabia and Kuwait, in 2023.



2024

In 2024, the joint venture with Italsoft Group Spa led to the creation of **Acrobatica Smart Living**. The aim of the JV is for the NewCo to operate in the energy modernisation of buildings, the creation of energy communities, and the transformation of buildings into smart buildings. In the same year, the company Energy Acrobatica 110 became the start-up Acrobatica Energy, transforming its business to focus on residential and industrial photovoltaics through an agreement with the Etica nel Sole Group.



In recent years, the Company has invested heavily in the world of training academies, creating a comprehensive training system that targets both its own employees and an external audience. The three in-house academies are **Acrobatica Academy**, aimed at training for managers, area managers and sales consultants of the Group, and **WallManW Academy**, which offers training courses mainly for rope access operators. In addition to these, two other academies were set up to meet the needs of the external environment: the **Sales Academy**, which is open to all sales professionals, and **Acrobatica Business School**, which offers customers free courses to reinforce the soft and hard skills they need to improve their businesses.





## 1.2 MAIN BUSINESS AND SERVICES OFFERED

EdiliziAcrobatica's main business is **double safety rope access** construction work, an innovative technique that allows work at height without scaffolding. Aware of the need to meet the challenges of an ever-changing market, the Company has embarked upon a path of strategic diversification, expanding its range of services to meet every need in the construction industry. For this reason, the Company decided over time to set up new companies and integrate new lines of business. **EolicA** is the business division dedicated to the repair, maintenance and inspection of wind turbine blades. Experience in the sector began in Perpignan (France) in 2009, where the business was set up and later taken over by local company E.t.a.i.r Méditerranée. The acquisition of this company by Acrobatica in 2019 gave the project a new lease of life, bringing in human and financial resources to expand activities in Italy.

EolicA offers the following services:



**Repair of blades at height, using specific suspended platforms and rope access**



**Oxide removal and anti-corrosion treatment of metal parts**



**Assistance with assembly and dismantling of parks**



**Internal and external cleaning of wind turbines**



**Installation and replacement of elements on shovels and nacelles**



**Inspection of wind turbines from the ground, on ropes or using specific platforms**

EolicA's services are closely linked to mitigating the effects of climate change, as the use of wind energy enables the reduction of greenhouse gas emissions through the supply of renewable energy sources. However, wind turbine blades, exposed to different weather conditions and natural deterioration over time, require constant maintenance and repair to ensure their proper functioning and production of clean energy.

In order to carry out their maintenance activities, operators use "aerial platforms" or "at height access platforms", which allow them to carry out work more quickly and efficiently, without the need to move the blades to the ground, thus reducing the emissions associated with normal maintenance activities.

In 2020 **Acrobatica Multiservizi** was established for sanitation and cleaning activities. Today, this branch of the company also operates in different areas, such as rodent and pest control in common spaces of residential and non-residential buildings, cleaning of apartment blocks and offices, indoor sanitation, and window cleaning.

The operations linked to this division allow work to be planned continuously on an annual basis, ensuring that spaces remain clean and hygienic. In addition, Acrobatica Multiservizi uses sustainable materials and suppliers, safeguarding the integrity of the building and the environment by ensuring the use of high-quality materials and delivering an appropriate level of cleanliness without the excessive use of detergents.

In 2024 a collaboration with REair was launched to promote the application of a specific product for glass and opaque surfaces that reduces pollutants, specifically nitrogen oxides (NOX). The product, a transparent, nanotechnological, environmentally friendly, 100% green coating patented by REair, has already been used during the window cleaning of Skyway Monte Bianco. In 2025, the collaboration is expected to involve around 250 construction sites and the product will be applied to an estimated 55,000 m<sup>2</sup>, delivering environmental benefits in terms of NOx abatement of up to 16,350 kg/year.

In 2021 we entered the **renewable energy** sector with **Energy Acrobatica 110**, a company operating as a **general contractor** for energy efficiency and seismic retrofitting projects in the residential condominium market. Acrobatica Energy's innovative solutions **reduce the environmental impact and promote a more efficient use of energy resources**, bringing every building into line with the requirements of the European Green Homes

Directive. Finally, the company manages contracts in the field of structural modernisation and consolidation of buildings throughout the country.

In February 2024, EdiliziAcrobatica and Italsoft, the Italian leader in digital and energy innovation technology in the real estate sector, signed an agreement to establish a joint venture called **Acrobatica Smart Living**. With this deal, Acrobatica and Italsoft combine the expertise they have gained in their respective fields. Acrobatica Smart Living operates in the energy modernisation of buildings, the creation of energy communities, and the transformation of buildings into smart buildings by providing administration and condominium management services through digital platforms.

In 2023, Energy Acrobatica 110 changed its name to **Acrobatica Energy**. This change reflects the broadening of the Company's scope, which now promotes both building efficiency measures through the use of ten-year tax deductions, and the installation of photovoltaic systems for condominiums and private residences through the creation of the new business unit Acrobatica Fotovoltaico.

In the first months of 2024, the first installations to private customers were started and commercial activity on self-consumption groups at condominiums began, with the aim of playing a significant role in the installation of photovoltaic systems on the roofs of condominium buildings in the coming years.



In 2024, work began to draw up an agreement, subsequently signed in January 2025, between Acrobatica Energy and Etica Nel Sole, a company with established experience in the photovoltaic sector. The agreement led to the creation of **Voltica Industrial**, the new business division of Acrobatica Energy, with the aim of revolutionising the industrial photovoltaic market by offering complete photovoltaic solutions, with integrated management of the activities of the technical department, project management, installation and system maintenance, supported by a dedicated and competent sales network.

This new project offers concrete opportunities for reducing environmental impacts, contributing to sustainability and improving corporate governance. It is therefore a win-win strategy that simultaneously promotes compliance with ESG standards and strengthens the company's long-term competitiveness and reputation.

In March 2023, the Group acquired 51% of the share capital of **Enigma Capital Investments LLC**. This Emirati holding company based in Dubai heads a group active in the Middle East in the construction, rope access and cleaning of large residential and commercial buildings, as well as a number of facility management services. One of the most important contracts in 2023 was the multi-year cleaning contract for the Burj Khalifa.

**Acrobatica Restauri**, otherwise known as **EA Monumenti**, is the company division that deals with the preservation and restoration of buildings of cultural, historical and artistic interest. EA Monumenti stands out for its approach to restoration that minimises the visual impact and invasiveness of works, allowing monuments to be fully enjoyed even during renovations.

Acrobatica Restauri uses cutting-edge methodologies and techniques to offer mapping and degradation analysis, so as to plan targeted and effective conservation measures that stop the deterioration of the building in real time.

**The absence of scaffolding and baskets has a number of advantages:**

- Increased safety by reducing the risk of ingress from outside,
- Monitoring,
- Preservation of the original appearance,
- Reduced environmental impact due to the absence of heavy vehicles required for transport and assembly of the scaffolding.





### 1.3. MISSION, VISION AND VALUES

Acrobatica was founded with a clear mission: to transform the culture of the construction world. We are always looking upwards, where there are no boundaries or limits. Every day, with boldness and determination, we take on new challenges to expand our horizons and offer increasingly innovative, sustainable and people-oriented services.

**Safe, lightweight construction designed to protect people and preserve the planet.** This is our approach, this is our future.

**Our aim? To take care of people. Always.**

We are there to support those who rely on us, from private individuals to condominium administrators, from large corporations to heritage conservation professionals. Our commitments translate into concrete actions:

- **For families:** we offer tailor-made solutions for building maintenance, optimising costs and timelines with our rope access technology.
- **For condominium technicians and administrators:** we provide technical assistance, consulting and site management with innovative and sustainable solutions.
- **For cultural heritage associations, companies and major works:** we work on industrial, sports and commercial facilities and historic buildings without impacting the surrounding environment, respecting tourists, visitors and workers.
- **For hotels and accommodation facilities:** we enable renovation and modernisation without interrupting operations, ensuring continuity of service.

Our method has **minimal environmental impact**, which is why we strive each day to make it even more efficient and sustainable, with the aim of leaving a better world than the one we inherited.

**Placing people at the centre, always.**

Acrobatica is not just a company, it is a community. We believe in the talent of each individual and the importance of valuing skills and commitment. Inclusion, meritocracy and welfare are the foundations of our growth.

For us, **people are the real force that drives us to improve**, to innovate, to overcome limits. They are the beating heart of our company and the driver of our success.

**“Our people are the real stars. We believe in the potential of each and every one of them and we strive every day to help them reach it.”**







## 2. INFORMATION ON THE MATERIALITY ASSESSMENT PROCESS



Sustainability Report 2024

**ACROBÁTICA**



2.1 STAKEHOLDERS’  
INTERESTS AND  
OPINIONS

Acrobatica prioritises constant collaboration and mutual respect towards its stakeholders and is committed to maintaining continuous dialogue with all of them, considering them as an integral part of the company’s sustainable business management. The Group places the discussion and understanding of stakeholder expectations and perceptions at the core of its operating model. Thanks to clear and transparent communication, Acrobatica builds strong relationships with its stakeholders, mapping their needs and priorities. This in-depth knowledge enables Acrobatica to orient its sustainability strategy in a targeted and concrete manner, meeting stakeholder expectations and creating shared value.

The purpose of stakeholder mapping is to understand their needs and expectations, so that their interests can be integrated into the Group’s updated materiality analysis.

As it does every year, Acrobatica has mapped the main stakeholder categories for the materiality analysis update:





**Employees and collaborators** are the beating heart of the Group, who, through common goals and shared values, enable the company's constant growth. Acrobatica promotes an inclusive and respectful working environment, paying close attention to the well-being of its resources.



**Customers** are among the closest sources of feedback based on experience. The more than 20,000 customers who have worked with Acrobatica in recent years have enabled the Group to improve further, making it more innovative and efficient. Customers include families, local institutes, condominium management firms and companies, who have established a relationship of trust with Acrobatica that has been reconfirmed many times over.



**Associations/NGOs** enable the Group to understand the needs and requirements of local communities, through close partnerships with the local area where Acrobatica operates, in order to promote its socioeconomic development. As a matter of fact, the Group interacts with its community of reference in various ways: charitable initiatives, solidarity projects, and also through its support for the SuperEroiAcrobatici ODV Association, a Third Sector organisation that works to develop solidarity initiatives for children at paediatric hospitals.



**Suppliers** are an essential part of Acrobatica's sustainability journey and the Group undertakes to select the best suppliers so as to guarantee excellent ESG performance along the entire value chain, while paying closer and closer attention to the safety of its operators.



Collaborating with **Institutions/Authorities** is a fundamental commitment to enable community development. Several local institutions are also customers of Acrobatica, and this allows them to preserve the beauty of buildings and monuments by working without scaffolding, allowing citizens and tourists to enjoy the artistic experience.



It is important for Acrobatica to maintain a long-lasting and solid relationship with **Stakeholders** and **Investors**, to enable the Group's long-term growth through the transparent sharing of financial and non-financial information.



Acrobatica draws on the experience and expertise of its **Business Partners** to implement ever new projects in a wide variety of fields (Sustainability, IT, etc.). This allows the Group to enhance its business in a variety of ways, constantly improving its performance.









**Media** is an essential tool for Acrobatica in communicating its value and business model; in this way, it is possible to reach an increasingly wider audience.













The Group continues to actively engage with stakeholders through various methods, including periodic shareholder meetings, employee and collaborator communication and engagement events, media communications (press and social media), participation in school and university initiatives, working tables with local and national institutions, projects with non-profit organisations and associations, and other activities aimed at involving stakeholders.











This document provides stakeholders with an account of the results achieved and the improvement targets Acrobatica intends to pursue in social, environmental and governance areas.

## 2.2 RELEVANT IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

The table below summarises the positive and negative, potential and actual impacts resulting from the impact materiality assessment process. The relevant details are presented in the individual chapters.

ESG	Topic	Material topic	Impacts	Nature	
Environmental	Climate Change	Climate change mitigation	Indirect greenhouse gas emissions generated along the value chain due to third-party activities	 Negative	 Actual
			Contribution to climate change through direct and indirect energy GHG emissions related to activities carried out in Group locations and sites	 Negative	 Actual
		Energy	Uses of energy (non-renewable vs. renewable) with harmful effects on the environment due to CO2 emissions and resource depletion	 Negative	 Actual
	Water and marine resources	Water consumption and withdrawal	Water withdrawal and consumption in the course of business operations, affecting water availability	 Negative	 Actual
	Biodiversity and ecosystems	Direct impact factors of biodiversity loss	Landscape incompatibility and damage to protected sites.	 Negative	 Actual
	Resource use and circular economy	Waste	Damage to the environment due to incorrect handling of hazardous and non-hazardous waste from various business activities.	 Negative	 Potential

Social	Own workforce	Working conditions	Optimisation of the organisational structure that fosters the creation of an active and motivating work environment for employees	 Positive	 Actual
			Potential misalignment with workers' growth expectations, also in terms of remuneration	 Negative	 Potential
			Inconsistency or differences with workers' expectations regarding well-being, with negative effects on employee satisfaction	 Negative	 Potential
			Employee dissatisfaction with employability, retraining and lack of re-employment opportunities (internal mobility management)	 Negative	 Potential
			Cases of computer crime and unlawful data processing (e.g. loss of sensitive data of employees).	 Negative	 Potential
			Creation of a safety and prevention culture through an appropriate management system and constant training in H&S	 Positive	 Actual
			Cases of occupational accidents and/or occupational diseases caused by the type of activity carried out (rope access construction, sanitation)	 Negative	 Actual
	Affected communities	Gender equality and equal pay for work of equal value	Dissemination of an inclusive culture that rejects all forms of discrimination and aims to value diversity and promote equal opportunities	 Positive	 Actual
		Training and skills development	Enhancement of talent and development of employees' skills through training plans and bottom-up promotion of ideas and projects	 Positive	 Actual
		Measures against violence and harassment in the workplace	Strengthening interpersonal relations by promoting a respectful environment (also by establishing internal channels)	 Positive	 Actual
		Economic, social and cultural rights of communities	Improvement of community well-being through the promotion of social projects and constant dialogue with the local community	 Positive	 Actual
			Supporting communities in difficulty due to lack of food resources through charitable initiatives	 Positive	 Actual

Governance	Business conduct	Corporate culture	Promotion and dissemination of a culture based on ethics and inclusion by management and all stakeholders	 Positive	 Actual
			Failure to protect the anonymity of whistleblowers through the appropriate channels	 Negative	 Potential
		Supplier relationship management	Creation of a responsible supply chain by implementing the “Code of Ethics” and the “Green Procurement policy”	 Positive	 Actual
		Corruption and bribery	Cases of corruption and bribery, particularly in relations with the Public Administration	 Negative	 Potential
			Anti-competitive behaviour, monopolistic practices and cases of corruption that adversely affect the economy and markets	 Negative	 Potential







## 2.3 DESCRIPTION OF PROCESSES FOR IDENTIFYING AND ASSESSING RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

In 2024, to begin the process to align sustainability reporting with the requirements of the CSRD (Corporate Sustainability Reporting Directive), introduced by Legislative Decree no. 125/2024, the Acrobatica Group conducted a double materiality analysis, adopting a methodological approach structured into four main steps and following the indications provided by the Implementation Guidance “EFRAG IG1 - Materiality Assessment”, published by EFRAG in May 2024:

- **Context analysis:** Analysis of the company’s activities, business model, business relationships and value chain;
- **Identification of IROs** – Impacts, Risks and Opportunities: identification of sustainability issues relevant to the Group, starting from the list contained in Appendix A of ESRS 1, with detailed mapping of related impacts, risks and opportunities;
- **Evaluation of IRO** – Impacts, Risks and Opportunities: impact materiality analysis involving management and stakeholders, and evaluation of financial materiality through meetings with risk owners;
- **Summary of results** and identification of material sustainability topics.

Acrobatica conducted an industry analysis and reviewed its activities, also considering its business relations, to create a preliminary long list of material impacts. This list was subsequently evaluated by internal and external groups involved in the process.

A workshop was organised with Group management, who were asked to evaluate the identified impacts using specific metrics:

- **Actual negative impacts:** severity, consisting of scale, scope and irreversibility, was assessed on a scale of 1 to 5;
- **Actual positive impacts:** the benefit of the impact, defined by scale and scope, was assessed on a scale of 1 to 5;
- **Potential impacts:** in addition to severity and benefit, the likelihood of occurrence was also assessed on a scale of 1 to 5.



The analysed impacts were considered without taking into account the mitigation actions already in place.

To determine material impacts, the scores were first ranked according to the product of severity/benefit and likelihood, and then prioritised by means of a quantitative threshold set at 6, which provided an understanding of which impacts are relevant for the Group. Subsequently, a qualitative analysis was carried out for impacts below the threshold, aiming to map themes and indicators already reported in previous years.

To confirm the internal materiality assessment, external stakeholders were also involved by means of an online questionnaire.

The involvement of external stakeholders in the identification of material impacts is intended to support the assessment of the relevant impacts identified by the Group. Participants were asked to rate the various impacts according to the same metrics proposed to management. They therefore rated, on a scale of 1 to 5, both the severity of negative impacts and the benefit of positive impacts, as well as the likelihood of occurrence for potential impacts.

This engagement activity aims to validate the assessments carried out internally by Acrobatica's management, and has enabled the Group to analyse and integrate stakeholder expectations and needs within its sustainability strategy.

No changes have emerged since the previous year; however, the Group plans to review this analysis annually, with a view to continuous improvement.

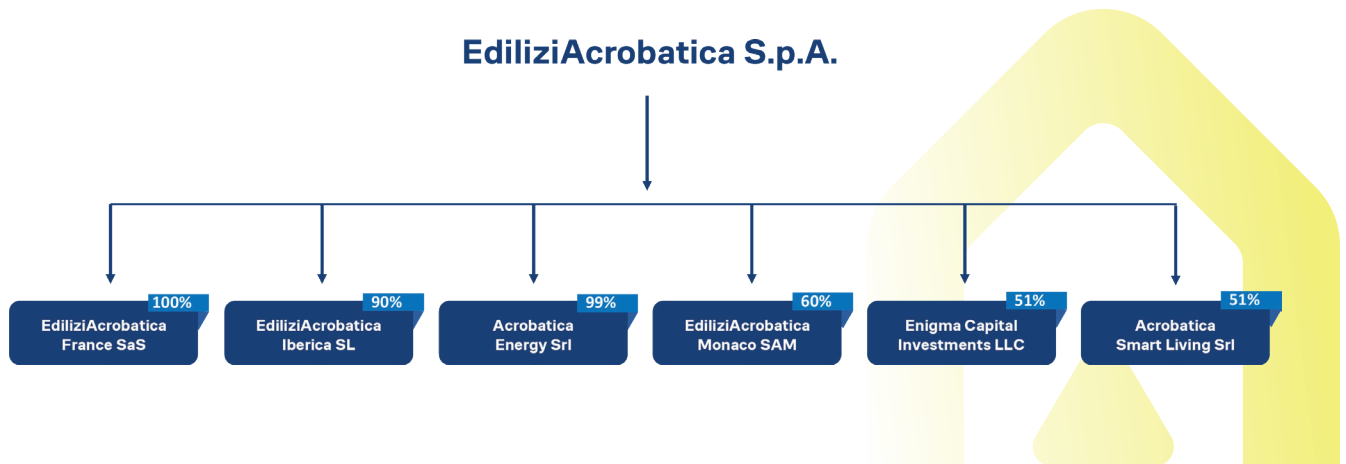
### 3. BUSINESS CONDUCT



Sustainability Report 2024

**ACROBÁTICA**

## LEGAL ENTITIES SUBJECT TO COORDINATION BY THE PARENT COMPANY EDILIZIACROBATICA SPA



### 3.1 CORPORATE CULTURE

EdiliziAcrobatica S.p.A. holds 100% of EdiliziAcrobatica France Sas, 90% of EdiliziAcrobatica Iberica SL, 99% of Acrobatica Energy, 60% of EdiliziAcrobatica Monaco SAM, 51% of Enigma Capital Investments LLC, and 51% of Acrobatica Smart Living Srl.

Acrobatica's corporate culture is founded on values of integrity, responsibility and innovation, which guide every aspect of our business. We firmly believe that a healthy and motivating work environment is essential for the success of the company and the satisfaction of the people who work there. Therefore, we continue to invest in training, professional development and employee welfare.

Our corporate culture is founded on four fundamental pillars:

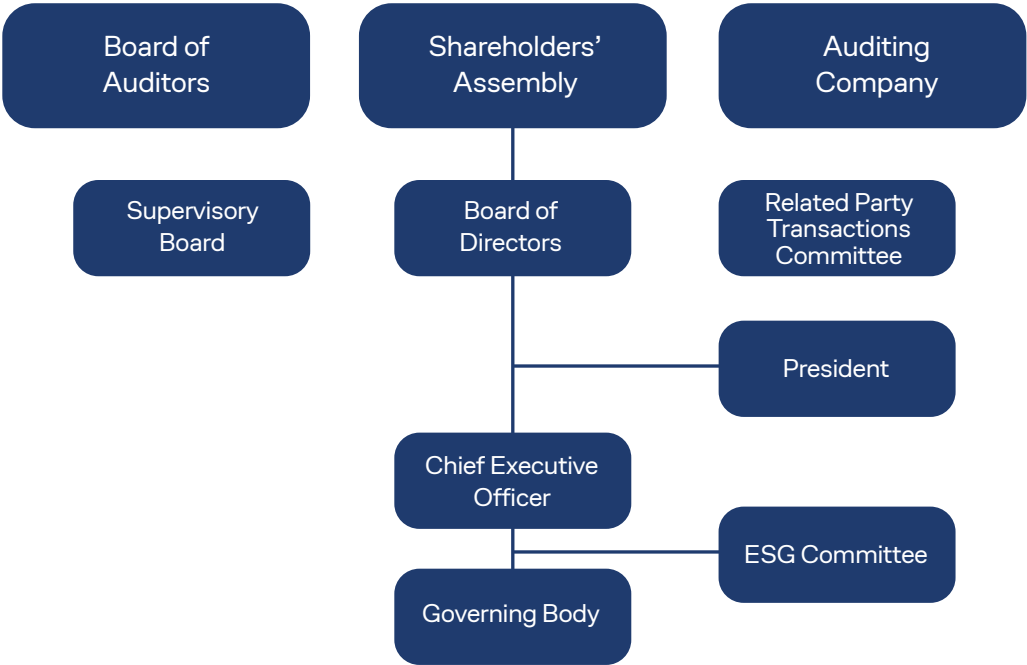
- **Meritocracy and skills development:** we promote professional growth through continuous training and performance-based appraisal systems.
- **Innovation and continuous improvement:** we believe in researching and developing cutting-edge solutions to make construction more efficient and sustainable.
- **Sustainability and social responsibility:** we integrate ESG principles into every strategic decision, considering the environmental and social impact of our activities.
- **Ethics and transparency:** we adopt clear codes of conduct and whistleblowing systems to ensure compliance with regulations and the utmost fairness in relations with all stakeholders.

### 3.2 GOVERNANCE MODEL

Acrobotica's corporate governance structure consists of:

- **Board of Directors**, the executive body of the company, whose tasks include the reporting of quarterly revenues, the approval of the annual and interim financial statements, and the approval and presentation to the shareholders' meeting of the consolidated financial statements.
- The **Board of Directors** carries out its activities both collectively and by delegating its functions to the Chairperson and the Chief Executive Officer, within the limits allowed by law and the Articles of Association.
- **Board of Statutory Auditors**, the auditing body, which is responsible for supervising compliance with the principles of proper administration and in particular the adequacy of the administrative structure.
- **Management Committee**, which analyses and evaluates development opportunities for the business on a monthly basis and plans the introduction of new lines of business. It also meets in cases of necessity and/or urgency on a weekly basis.
- **ESG Committee**, appointed by the Chief Executive Officer or the Board of Directors and tasked with approving the Group's sustainability policy, strategies and targets. This Committee defines the degree of materiality of ESG factors that may have an impact on ordinary business and its stakeholders, taking into account the reports produced by the ESG Manager. It also verifies the progress of the ESG action plan.
- **Related Party Transactions Committee**, appointed by the Board of Directors and formed of the Chairman of the Board of Statutory Auditors and two directors, one of whom is independent. Its task is to express a non-binding opinion on the appropriateness and convenience for the Company of all transactions carried out with a "related party".
- **Supervisory Board**, tasked with supervising the operation of and compliance with the Organisation, Management and Control Model and to ensure that it is updated. Its members are appointed every three years.





Specifically, the entire ordinary and extraordinary management of the Acrobatica Group is entrusted to the Board of Directors, formed of professionals with interdisciplinary expertise in business management, finance, management education and resources, in addition to the construction industry at a technical level.

The Board of Directors is, therefore, responsible for the development of the Group's strategic priorities, operational and business planning, financial matters and risk management. In addition, it is committed to implementing governance and compliance policies, always striving to maintain high ethical standards through its Code of Ethics. There is one independent director on the Board of Directors.

As at 31 December 2024, the Board of Directors of Acrobatica is composed of 20% women and 80% men. Furthermore, 100% of the Board members are over the age of 50.



**Riccardo Banfo**  
President  
*Age group: > 50*



**Anna Marras**  
Chief Executive Officer  
*Age group: > 50*



**Simone Muzio**  
Director and Employer  
*Age group: > 50*








**Fortunato Seminara**  
Director  
*Age group: > 50*



**Marco Caneva**  
Independent Director  
*Age group: > 50*

As at 31 December 2024, Acrobatica’s Board of Statutory Auditors consisted of 5 members: 3 statutory auditors including the Chairperson, and 2 alternate auditors. Overall, the Board is composed of 40% women and 60% men.

Members		Position	Age group
	<b>Fabio Coacci</b>	Chairman of the Board of Statutory Auditors	>50
	<b>Giorgio Frediani</b>	Standing Auditor	>50
	<b>Francesco Cinaglia</b>	Standing Auditor	>50
	<b>Carla Borgioli</b>	Alternate Auditor	>50
	<b>Raffaella Oldoini</b>	Alternate Auditor	>50

Acrobatica's **sustainability governance** consists of an **ESG Committee** (of which the **Sustainability Manager** is a member) appointed by the Chief Executive Officer and/or the Board of Directors, and composed of the Management Body. The Board of Directors instructs the Committee to **manage the organisation's impacts on the economy, the environment and people**.

It is responsible for approving the Group's ESG policies and strategies. It defines short/medium-term sustainability targets and priorities for the entire Group, meets quarterly to monitor the progress of the targets decided upon when approving the ESG action plan, proposes new initiatives and special projects to be implemented, and identifies the corporate departments to be actively involved in the individual targets defined.

All matters related to the ESG Policy and to human rights are defined, monitored and revised when necessary by the Board of Directors.

### Organisational Model and Management Systems

The **231/2001 Organisation, Management and Control Model**, adopted on 18 January 2022, in compliance with Italian Legislative Decree no. 231/2001, represents a structured system of organisational and control principles and procedures aimed at preventing the offences envisaged by current legislation, including those relating to corruption.

The 231 Model aims to protect the Group in terms of criminal liability in the event of offences being committed. Indeed, Acrobatica means:

- To promote awareness among employees working for and on behalf of the company of the potential legal consequences of violations of the regulations.
- To inform all persons acting in the name and on behalf of the Company that violation of the provisions contained in the Model will result in the application of disciplinary sanctions, or in the most serious cases, termination of the contractual relationship.
- To reiterate firmly the Company's zero tolerance of any unlawful behaviour, regardless of the nature or objectives pursued, since such behaviour, even if seemingly advantageous for the Company in the short term, is in stark contrast with the ethical principles that Acrobatica has chosen to adopt and promote.

Acrobatica also ensures the effectiveness of the 231 Model through adequate training for all new employees. The training programme aims to provide in-depth knowledge of the relevant legislation, explain the reasons that led Acrobatica to adopt this Model and illustrate the behavioural principles to be followed. Following its adoption in January 2022, the Model was updated on 29 March 2023 and 23 October 2024. A collegiate **Supervisory Board** was also appointed by the Board of Directors, consisting of two external members, including the Chairperson and one internal member.

In 2022, Acrobatica adopted a **Whistleblowing Policy**, in line with Italian Law 179/2017, international best practices and article 7 of Borsa Italiana's Corporate Governance Code.



The Group is committed to encouraging and protecting employees who detect any instances of unlawful or suspicious conduct in the course of their work and professional activities. The policy applies to all corporate functions, with a particular focus on those most at risk of fraudulent behaviour.

To manage reports correctly, the Board of Directors of EdiliziAcrobatica appointed the **Whistleblowing Committee**, an collegiate body formed of appropriately trained staff. Reports must relate to information “acquired in the context of work” and may include, in addition to information acquired by virtue of the role held, information acquired during and/or because of the performance of work activities, even if in a casual manner.

After receiving the report, the Whistleblowing Committee makes an initial assessment as to whether the report is well-founded. At the end of the investigation, reports may be archived, subjected to further investigation or forwarded to the relevant area for necessary action, including disciplinary action.

In accordance with the requirements of Legislative Decree no. 24 of 10 March 2023, which called for companies to digitise the reports in question, in 2024 Acrobatica also adopted the Whistleblowing4yoy Platform as an ‘internal channel’ for managing reports.

### **Integrated Quality and Safety Management System**

Acrobatica S.p.A. has a **Quality Management System** that complies with the ISO 9001:2015 standard. The operating processes are guided by a set of clear and comprehensive written procedures, which ensure consistency, efficiency and control at every stage of the work.

The Quality and Safety Policy, approved by the Employer and the Management System Manager, is widely disseminated throughout the organisation to encourage the involvement of all employees and ensure its correct implementation.

The Management System Manager ensures that the policy is updated annually to guarantee its adequacy to evolving business needs.

The Quality and Safety Policy, therefore, is of primary importance for the achievement of the company's strategic objectives. It defines the core principles by which Management assigns each function its respective objectives. The Safety Management System (SMS) adopted by Acrobatica S.p.A. is structured according to ISO 45001:2018 guidelines. This system translates the principles and guidelines defined in the Quality and Safety Policy into concrete actions through the planning and implementation of risk prevention and control measures.

The SMS allows the management of safety issues at construction sites through the systematic assessment of risks and the adoption of preventive and protective measures to eliminate or minimise them.

For the purposes of a correct implementation of the Health and Safety Management System, a special organisational structure has been defined, which highlights the tasks and responsibilities attributed to safety through system of delegation.

Furthermore, in recent years, in addition to strengthening the framework for the prevention of occupational accidents through a series of preventive measures, Acrobatica has focused on the implementation of emergency management procedures and documentation to support specific emergency situations. The documentation is always available to employees and at each workplace, and an Emergency Manager (fire and first aid) has been appointed for each workplace. The process involves:

- The definition of procedures and activities to be carried out in the event of an emergency, including a mapping of specific risks;
- Continuous training on the management of possible emergencies;
- The determination of internal responsibilities, both preventive and subsequent to potential emergencies.

The Safety Management System (SMS) adopted by Acrobatica S.p.A. is structured according to ISO 45001:2018 guidelines.

3.3 SUPPLIER  
RELATIONSHIP  
MANAGEMENT

This system translates the principles and guidelines defined in the Occupational Health and Safety Policy into concrete actions through the planning and implementation of risk prevention and control measures. The SMS allows the management of safety issues at construction sites through the systematic assessment of risks and the adoption of preventive and protective measures to eliminate or minimise them.

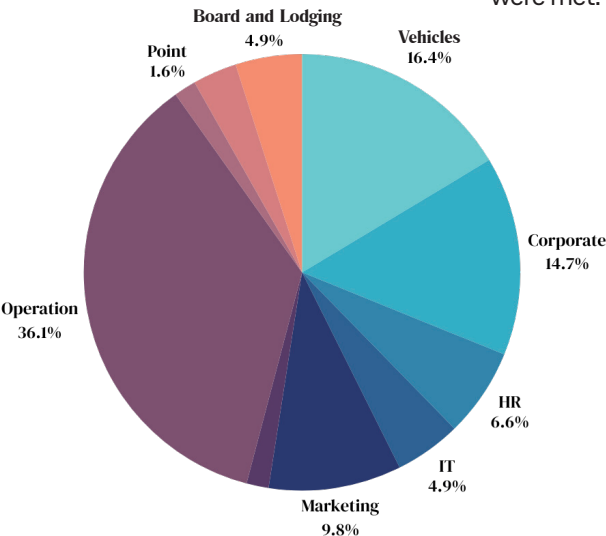
Environmental Management System

In 2024 Acrobatica worked towards the goal of obtaining certification of an **Environmental Management System (EMS)** for the effective management of environmental issues and related responsibilities by the first quarter of 2025. In this regard, on 28 February 2025 Acrobatica was awarded **ISO 14001** certification validated by the certification body Bureau Veritas.

Therefore, from 2025 onwards, the environmental management system will be referred to as the **Integrated Quality, Safety and Environmental Management System**.

Acrobatica’s supply chain is a key element of our sustainable business model. We are committed to selecting suppliers who share our values of social and environmental responsibility, ensuring ethical and transparent procurement processes. The principles underlying our management of supplier relations include:

- **Selection based on ESG criteria:** we evaluate suppliers not only on the quality and cost of the services/products offered, but also according to environmental, social and governance standards. In 2024, based on the top 60 suppliers in 2023, Acrobatica conducted an analysis to assess the degree to which the main ESG standards were met.

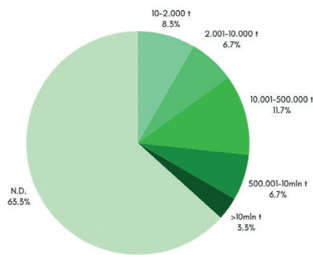


The first graph below highlights the composition of the top 60 suppliers analysed.

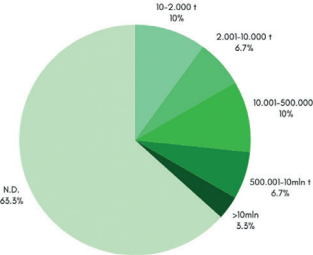
The following graphs also show the main drivers analysed for each supplier, based on information received from the supplier itself, or information available on the companies’ official channels.

ENVIRONMENTAL TOPICS

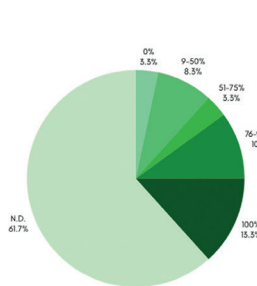
Direct and indirect emissions  
(Scope 1 and 2 L.B.)



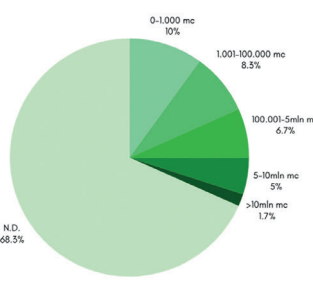
Direct and indirect emissions  
(Scope 1 and 2 M.B.)



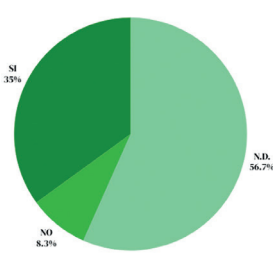
Renewable electricity  
consumed



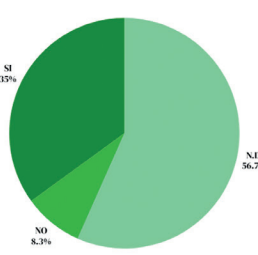
Water consumption  
(cubic metres)



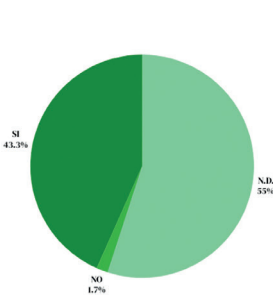
Fleet transformation  
(hybrid/electric)



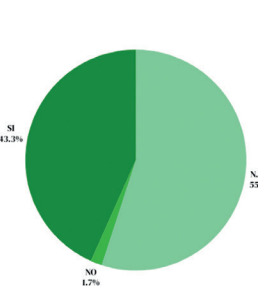
ISO 14001



Separated waste collection  
and recycling



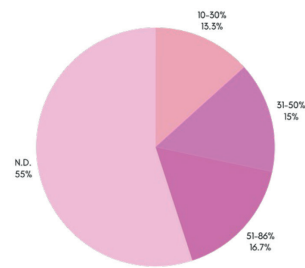
ISO 50001



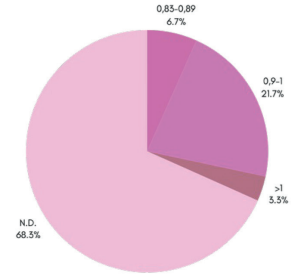


SOCIAL  
TOPICS

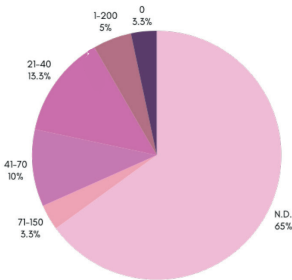
Presence of women



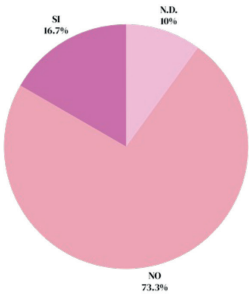
Gender pay gap



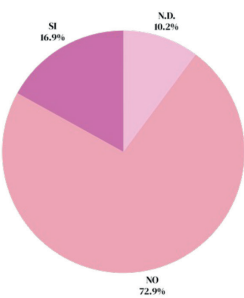
Training hours  
(per person)



ISO 27001

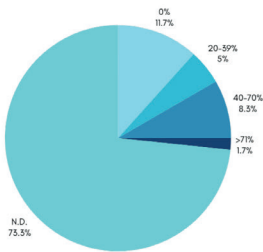


ISO 45001

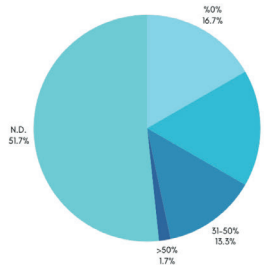


SOCIAL  
TOPICS

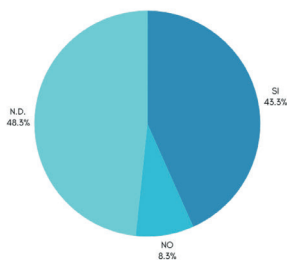
Independent members  
on the Board of Directors



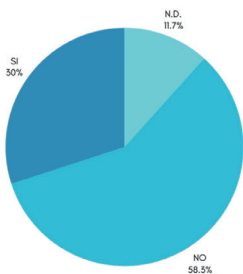
Women  
on the Board



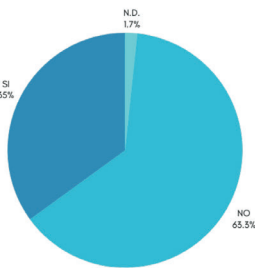
Code of Ethics



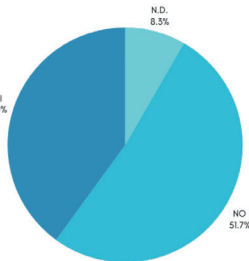
Model 231



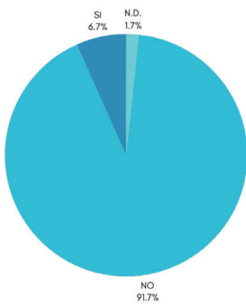
ISO 9001



Whistleblowing

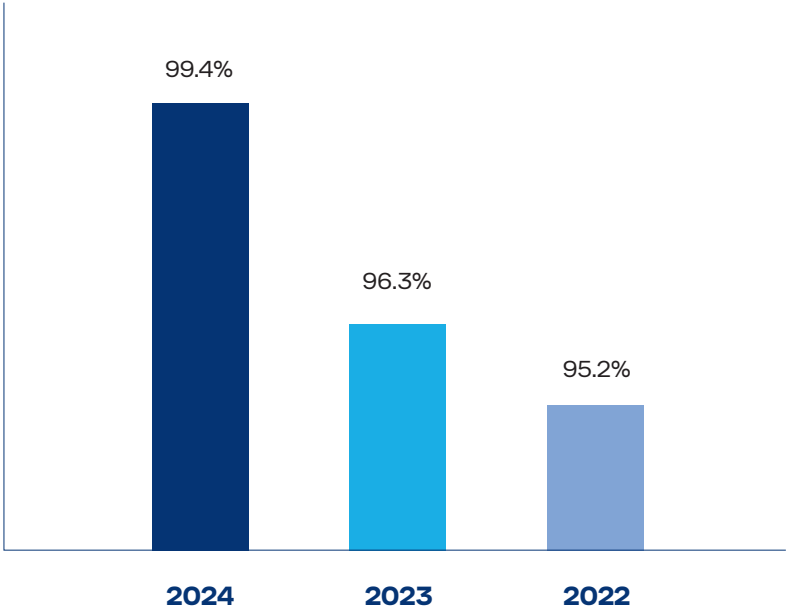


ISO 37001



- **Ethical and sustainable contracts:** we promote fair and safe labour practices throughout the supply chain, demanding respect for human rights and occupational safety regulations.
- **Monitoring and auditing:** we carry out regular audits on our business partners to ensure that they are operating within their sustainability commitments.

In its procurement strategy, Acrobatica adopts an approach that aims to optimise local production companies, prioritising the selection of suppliers located in the geographical areas where the Group operates. This generates efficiencies in terms of time and logistics, but also facilitates closer collaboration with suppliers, promoting the creation of an integrated production ecosystem and developing long-term relationships based on mutual trust and shared values. In line with this, in 2024 the percentage of expenditure towards local suppliers was 99.4%, while the remaining volume of expenditure was attributable to strong business relationships established with suppliers of goods, services and materials located in areas outside the operating boundaries of the Group.



### 3.4 CORRUPTION AND BRIBERY

Acrobatica adopts a **zero-tolerance** policy towards corruption in all its forms. Our prevention strategy is based on a structured system of internal controls, training and staff awareness.

The main measures taken include:

- **Organisation and Management Model 231/2001:** an internal framework aimed at preventing the risk of corporate crimes, including corruption.
- **Anti-Corruption Policy:** clear guidelines to avoid conflicts of interest and ensure maximum transparency in business operations. The Anti-Corruption Policy, approved and updated in 2022 by the Board of Directors, establishes the commitment of Top Management and the Board of Directors to the prevention of corruption, and sets out the principles and controls adopted by the Group to prevent it in all of its forms.
- **Whistleblowing and reporting channels:** anonymous and protected channels to enable employees and stakeholders to report wrongdoing without fear of retaliation.
- **Specific training:** awareness-raising programmes aimed at all personnel, with a particular focus on roles with a higher risk of exposure.

Through these initiatives, Acrobatica continues to strengthen its commitment to an ethical and sustainable business model in line with international best practices.

No cases of corruption were recorded in 2024.

### 3.5 AWARDS AND RECOGNITIONS

Acrobatica continues to distinguish itself with its commitment to promoting sustainable practices within its operations. This commitment has been recognised by the community and has led to prizes and recognitions. For the Group, these achievements are confirmation of the validity of its journey towards sustainability and an incentive to continue on the path of continuous improvement.

The most important awards are listed below:

- In June 2024 Acrobatica was ranked among the 359 “Sustainability Champions 2024/25” by the German Institute for Quality and Finance (ITQF) and its media partner La Repubblica Affari & Finanza. The study is based on an independent survey of 20,000 employees in 2,150 companies in Italy.
- In February 2024 Acrobatica was presented with the ESG Award by IRTOP Consulting. This award is given to companies that report on sustainability and have achieved the best ESG scores according to the scoring system designed by IRTOP Consulting for SMEs. Acrobatica won the award for its implementation of policies that express the company’s commitments to economic, environmental and social responsibility, with the aim of formally integrating ESG factors within its Business Model and applying procedures related to its activities and business relationships throughout the value chain.





3.6 ACTION PLAN  
2024-2026

Mindful of its environmental and social impact, Acrobatica has drawn up an ambitious Action Plan for the three-year period 2024-2026. The plan aims to integrate sustainability into all aspects of the business and will be implemented through a detailed programme of measures, which defines the responsibilities, timeframes and resources required to achieve each target. Progress towards the targets will be monitored regularly through meetings at least once a quarter, and the plan will be amended as and when necessary.

In 2024, the ESG Committee stated that it has successfully met expectations regarding the first year of the plan, having achieved 70% of the targets set for that year. Based on the performance during this year, the Committee updated the targets for year two. Below are the 18 targets outlined by the ESG Committee for 2025:

TARGET	TARGET DESCRIPTION
GHG Scope 1 and 2 emissions in relation to the number of sites	Keep emissions aligned with the number of sites.
Office water consumption data	Structure the process of obtaining water consumption data.
Waste reduction	Reduce the tonnes of waste generated and increase the recovery percentage of waste emitted.
Waste management model	Develop an appropriate management model that considers the appropriate and potential re-use and recovery of waste materials generated.
2nd life materials	Develop an second-life system for the main materials used.
Scope 3 GHG emissions	Begin measuring GHG Scope 3 emissions in tonnes of CO2.
Green Car Fleet Conversion	Upgrade the car fleet, with a target of 95%.

TARGET	TARGET DESCRIPTION
<b>Environmental Certification</b>	Acquire ISO 14001 certification.
<b>Appointment of environmental performance manager</b>	Identify internally a person to be responsible for constantly ensuring improvements to consumption, projects, and emissions.
<b>Staff training</b>	Implement a training programme that includes a minimum number of 80 hours per capita and covers technical, soft, mandatory, compliance and sustainability topics.
<b>Temporary contracts</b>	Decrease the proportion of fixed-term contracts out of total contracts compared to 2024.
<b>Gender Pay Gap</b>	Reduce the gender pay gap with a special focus on employees.
<b>Accident Rate</b>	Reduce the rate of work-related accidents through increased attention and regulation of procedures
<b>Programme to reduce turnover</b>	Define a programme of activities and welfare and retention measures to reduce employee turnover.
<b>Employee satisfaction</b>	Implement a system to measure employee satisfaction.
<b>Responsible supply chain</b>	Map and analyse the main suppliers of Acrobatica, with a particular focus on sustainability.
<b>Cybersecurity and data privacy</b>	Optimise procedures, responsibilities and audits in line with the Privacy Policy, improving the cybersecurity policy.
<b>Update to 231 Model</b>	Ensure the constant updating of the existing Model 231 and the related company policies that support and supplement it.

## 4. OWN WORKFORCE



Sustainability Report 2024

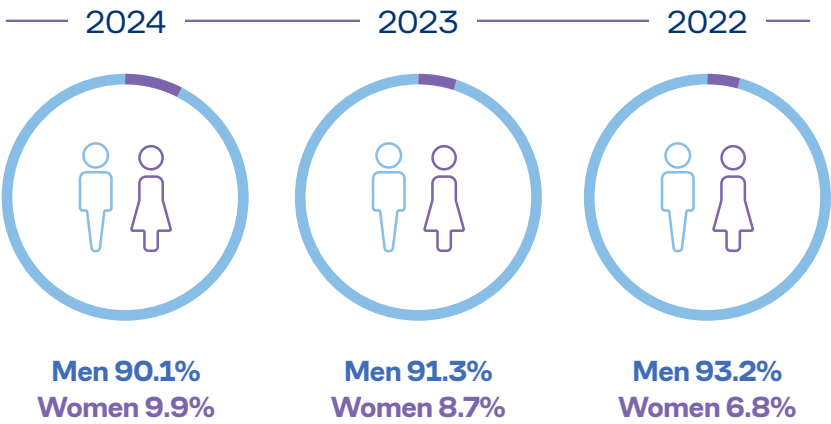
**ACROBÁTICA**

4.1 WORKING  
CONDITIONS

People are the beating heart of Acrobatica. We are committed to guaranteeing a safe, inclusive and motivating working environment that optimise the talents of each individual.

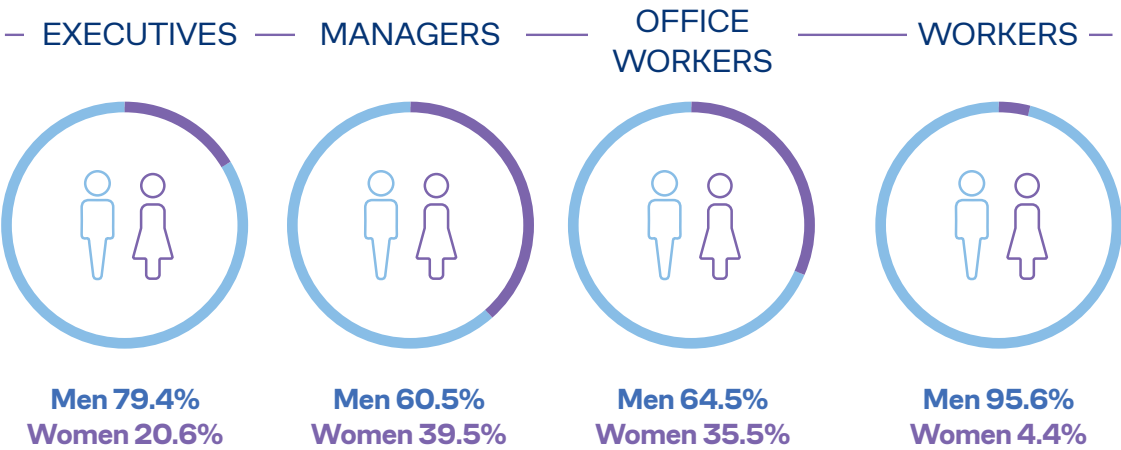
Acrobatica strives to ensure safe and respectful working conditions that comply with the applicable regulations. We believe that the well-being and satisfaction of our employees is essential to the success of the company and we constantly invest in initiatives to improve the working environment.

Employees by gender



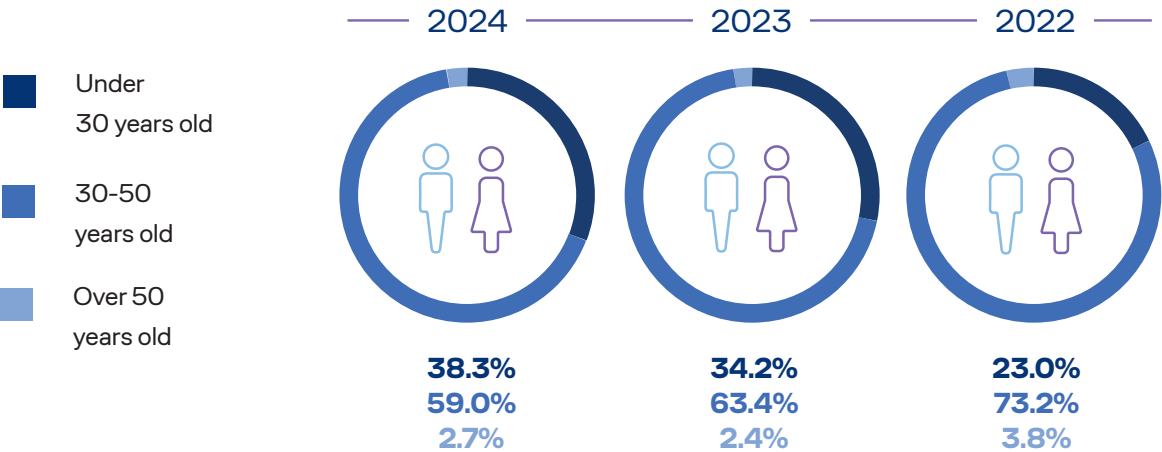
Given the nature of the activity performed, there is a clear predominance of male workers, especially among operators (workers category), while in the other categories women are better represented.

Employees by category and gender

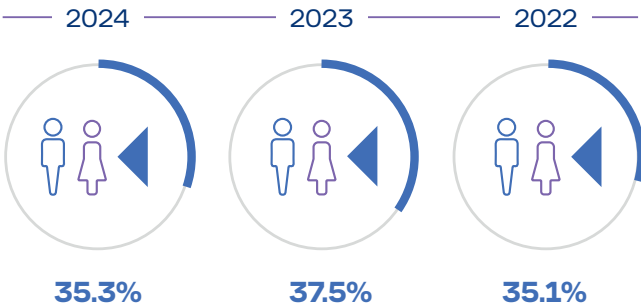


In recent years an increasing number of employees are aged under 30, highlighting the Group’s commitment to attracting and developing young talent.

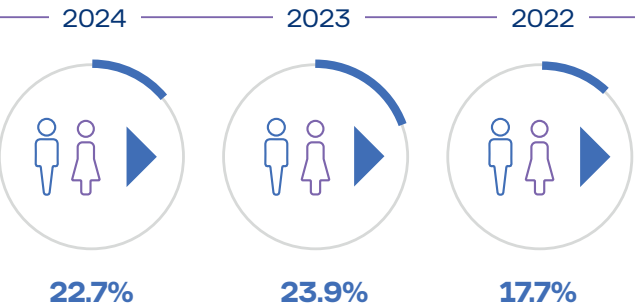
Employees by age group



Incoming turnover rate



Outgoing turnover rate





All Group employees are covered by national collective bargaining agreements.

Employees covered by collective bargaining agreements

Percentage of employees covered by collective bargaining agreements	2024	2023	2022
Number of employees	2254	1895	1170
Number of employees with collective bargaining agreements	2254	1895	1170
Percentage of employees covered by collective bargaining agreements	100%	100%	100%

## 4.2 HEALTH AND SAFETY

Given the unique nature of its business, occupational health and safety represents an essential value for Acrobatica. For this reason, the Company places the well-being of its employees at the heart of its business model, adopting a **health and safety management system** designed to guarantee maximum protection for workers.

This management system, the certification of which was renewed by Bureau Veritas on 15 March 2024 and on 28 February 2025 with the integration of ISO 14001 certification, currently only covers the employees of EdiliziAcrobatica S.p.A in Italy.

Acrobatica's commitment takes the form of several actions:

- Continuous adaptation of systems and procedures, in line with current regulations, to ensure maximum compliance and safety;
- Regular and constant updating of the Risk Assessment Document pursuant to Italian Legislative Decree no. 81/2008 in cooperation with the Prevention and Protection Service;
- Periodic inspections to ensure site safety, with inspections by the control personnel, to verify compliance with safety regulations and ensure the protection of workers;
- Highly specialised training, information, and instruction activities.

A key element of Acrobatica's management system is the **Company Risk Assessment Document (DVR)**, which identifies and assesses all risks to the health and safety of workers during their activities. The DVR describes in detail:

- Measures for the continuous improvement of safety levels;
- The identification and implementation of safety procedures;
- The definition of roles and responsibilities within the organisation to ensure compliance with safety procedures;
- The names of the Employer, the Safety, Prevention and Protection Service Officer and the Company Doctor who participated in the risk assessment;
- The tasks that expose workers to particular risks and thus require specific education and training;
- The exclusive assignment of safety-related tasks to persons with the necessary expertise and powers.

The risk assessment was conducted taking into account all factors that may affect worker safety, including equipment used, chemicals used, the layout of workplaces and the specific risks for particularly exposed groups of workers.

In addition to the company's Risk Assessment, Acrobatica uses the Operational Safety Plan (OSP) which contains specific assessments for each risk associated with the activities of each site, guaranteeing a targeted and timely approach to prevention. The OSP contains specific assessments for each "external" risk that relates to each specific site. Site control activities were implemented with the appointment of an Safety, Prevention and Protection Officer and four Safety, Prevention and Protection Assistants, and training activities for managers and site operators were increased.

Acrobatica has formalised a procedure for the management of work-related and commuting accidents. In the event of an accident, the procedure provides for the immediate activation of a series of checks, verifications and interviews in order to understand the dynamics of the incident. The aim is to prevent incidents from happening again, ensuring the safety of all workers. Considering the types of risks to which Acrobatica may be exposed, an approach is implemented to prevent and mitigate significant negative impacts on occupational health and safety that are directly related to the business activity. In this sense, the Employer and the Safety, Prevention and Protection Officer appointed by the Employer, according to the nature of the company's activity, must:

- Analyse and assess all types of risks to workers' health and safety (obligation for the Employer that cannot be delegated – Art. 17 Legislative Decree 81, 09 April 2008);
- Draw up the Risk Assessment Report and the Risk Assessment Document (DVR) in cooperation with the Prevention and Protection Service Manager and the Company Doctor;
- Designate the Prevention and Protection Service Manager, (obligation for the Employer which cannot be delegated – Art. 17 Legislative Decree 81, 09 April 2008);
- Designate the First Aid and Fire-fighting and Emergency Management officers;
- Appoint the Company Doctor in the cases provided for by the law in force;

- Provide workers with adequate and comprehensible information and training on the risks present in the production unit in which the worker will work;
- Provide workers with the necessary and appropriate personal protective equipment (PPE);
- Inform workers on the correct use of personal protective equipment (PPE);
- Provide the Workers' Health and Safety Representative (RLS) with a copy of the Risk Assessment Document (DVR);
- Proceed with a new assessment and drafting of the document in the event of significant changes to the production process.

The Prevention and Protection Service, which is guaranteed by the Safety, Prevention and Protection Officer (who must be a different person from the employer) and Assistants, is responsible for the following:

- identify risk factors;
- provide support to the Employer regarding risk assessment and identification of measures for the safety and healthiness of the workplace;
- give support to the Employer in developing the risk assessment document;
- develop safety procedures for the various company activities;
- organise and offer information and training programmes for workers;
- participate in consultations regarding health and safety protection.

In April 2022, the Employer appointed an Occupational Health & Safety Officer pursuant to Article 16 to further implement the Health & Safety control and management model.

In addition, Acrobatica uses a specialised Occupational Medicine centre to ensure compliance with legal obligations related to Health Surveillance. All data relating to workers' health are processed in compliance with Regulation (EU) 679/2016 (GDPR). Data are collected and stored via software with access restricted to authorised personnel, while health records are kept by designated company doctors.

Acrobatica's Health and Safety Management System consists of the various occupational health and safety initiatives, both mandatory and voluntary, adopted by the company.

The procedures, guidelines and programmes include:

- Definition of internal responsibilities and mapping of all potential issues;
- Monitoring of data and definition of specific targets;
- Definition of emergency procedures and related training activities;
- Reporting activities.

Furthermore, in addition to the mandatory training required by the reference regulations, Acrobatica has chosen to invest additional time and resources that are not explicitly required by the regulations to ensure standardised health and safety training at all company levels for construction site roles. These initiatives use various tools, including in-person training at the in-house Academy, informative e-mails containing safety updates, and additional periodic distance learning courses. The overall aim is to constantly update workers on prevention and protection procedures and the correct use of PPE in accordance with the regulations and best practices on health and safety in the relevant sector.

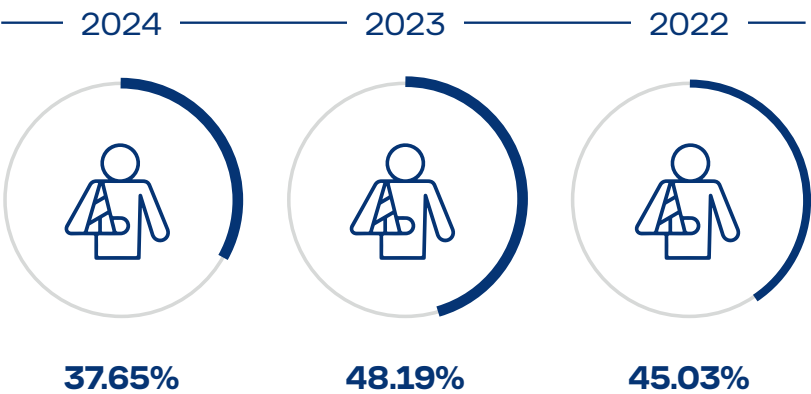


Accidents

The Group is committed to closely monitoring all incidents resulting in accidents with minor or severe consequences (in the workplace and while commuting) for all employees. The specific nature of the construction sector, in which Acrobatica operates, exposes workers to a variety of risks, including injuries, burns, dislocations, sprains, eye injuries and, rarely, falls from heights of material or of the individual worker.

In spite of the challenges of the industry, Acrobatica has achieved significant safety results; as a matter of fact, in 2024, the rate of recordable work-related accidents was 37.65 incidents per million hours worked. Moreover, in 2024, Acrobatica did not record any fatalities as a result of accidents. The significant decrease achieved in the accident rate per million hours worked - from 48.19 in 2023 to 37.65 in 2024 - is the result of the company's constant commitment to the safety of its employees and demonstrates the effectiveness of the prevention and control measures implemented.

Accident rate per million hours worked



The accident rates were calculated in accordance with the methods set out in GRI Standard 403-9 on occupational health and safety, which incorporates the methodology of the UNI 7249/2007 standard 'Occupational accident statistics'. In particular, the occupational accident rate was calculated by adding together the number of recordable accidents, accidents with minor or severe consequences and fatalities as a result of accidents, and finally relating the total to the number of hours worked by all Group employees. Commuting accidents are counted in the calculation of the accident rate only if the transport is managed by the organisation.

Safety at work is a top priority for Acrobatica. We adopt strict safety protocols to prevent incidents and accidents, promoting a culture of prevention through continuous training and the implementation of innovative technologies.

The main health and safety initiatives include:

- **Mandatory training** for all employees on prevention and protection measures. The Company conducts training to ensure that its employees remain constantly up-to-date and adopt the appropriate precautions and PPE in accordance with the health and safety regulations and best practices in the relevant sector. The tasks which expose workers to specific risks and which must be handled by a person who has undergone appropriate education and training are also listed in the company DVR. Mandatory health and safety training and training needs are assessed through the analysis and drafting of the DVR; Acrobatica provides workers with adequate and comprehensible information and training on the risks present in the production unit where they will be working, and a training programme is currently being implemented with technical/professional job-specific training (e.g. bricklayer course).
- **Constant monitoring** of safety conditions at construction sites and company locations.
- **Use of personal protective equipment (PPE)** and constant updating of safety equipment.

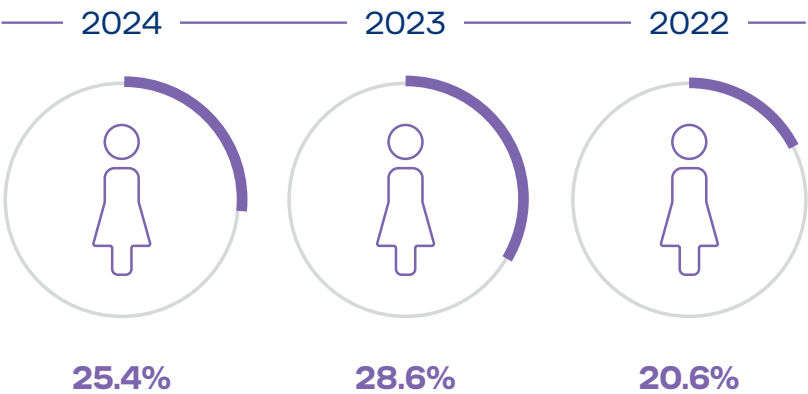
4.3 EQUAL  
TREATMENT AND  
OPPORTUNITIES  
FOR ALL

Acrobatica is committed to fostering an inclusive work environment, where all employees have equal opportunities for professional development, regardless of gender, age, ethnic origin, religion or other personal characteristics.

**Company welfare:** a welfare system has been established for all employees according to the company’s internal regulations. The system can be used in a variety of ways: reimbursement of medical expenses and health care, reimbursement of transport costs, reimbursement of non-university education costs, vouchers for expenses related to travel, holidays, leisure, sports and wellness, entertainment and culture. In addition, individual hourly flexibility and remote-working agreements have been negotiated and further welfare measures are planned in 2025.







**Diversity and Inclusion:** the Acrobatica Group is a male-dominated company, and this can be directly linked to the fact that the main type of activity carried out by its employees is that of rope access operator. The search for personnel is equally aimed at both sexes, and for a few years now there have been a number of female rope access operators who mainly specialise in restoration works. In the multiservice branch, there are both male and female operators, while at the managerial level efforts are being made to promote the presence of women and to encourage their leadership, starting with the Chief Executive Officer.

Percentage of women in senior positions



### 4.3.1 GENDER EQUALITY AND EQUAL PAY

**Remuneration policies** are extremely important for Acrobatica, both in terms of attracting and retaining talent, and in terms of motivating employees in such a way as to enhance their commitment and performance; moreover, these policies make it possible to ensure equality and fairness within the organisation and to improve the Group's image and reputation on the labour market in the long term. The supplementary company agreement was renewed and is valid until 31 December 2026.







Table: Gender Pay Gap		Managers and Other Directors	Managers	Office workers	Workers
EdiliziAcrobatica S.p.A. (ITA)		104.9%	100.1%	91.5%	100.0%
EdiliziAcrobatica France SaS (FR)		-	80.3%	90.6%	106.6%
EdiliziAcrobatica ibérica sl (SP)		-	-	73.8%	106.7%
Acrobatica Energy s.r.l.		-	136.7%	46.7%	-
Acrobatica Monaco Sam (MCO)		-	-	-	-
Enigma Capital Investment Llc (UAE)		-	94.0%	92.4%	-

We recognise the importance of gender equality and equal pay. To ensure equality, we take the following measures:

- **Regular analyses** of wages to ensure pay equality between men and women.
- **Adoption of policies** to support work-life balance, such as flexible working hours and remote working.
- **Female mentoring and leadership programmes** to facilitate women's access to management roles.

### 4.3.2 TRAINING AND SKILLS DEVELOPMENT

**Training and development:** customised growth paths, management coaching and mentoring programmes for younger employees. Training is one of the cornerstones of the Group. Each year, the training department devotes time and resources to ensure that every Group employee receives the appropriate training to better perform their duties and to improve their motivation and morale. In 2024, in recognition of the development trajectory that the Group must sustain over the coming years, the Italian company made significant investments in training for both internal and international staff to ensure that a good number of operational resources are adequately prepared to carry out activities related to the different business lines.

Average hours of training per employee	U.M.	2024	2023	2022
		Total	Total	Total
<b>EdiliziAcrobatica S.p.A. (ITA)</b> 	Hours	72.07	101.42	88.85
<b>EdiliziAcrobatica France SaS (FR)</b> 	Hours	66.45	66.56	119.75
<b>EdiliziAcrobatica ibérica sl (SP)</b> 	Hours	66.86	69.00	175.53
<b>Acrobatica Energy s.r.l.</b> 	Hours	74.11	76.00	-
<b>Acrobatica Monaco Sam (MCO)</b> 	Hours	71.80	69.00	-
<b>Enigma Capital Investment Llc (UAE)</b> 	Hours	10.91	7.69	-
<b>Total</b>	Hours	57.87	76.72	92.29

We constantly invest in the professional development of our employees through:

- **Technical and managerial training courses** to develop specific and cross-cutting skills.
- **Customised career plans** to support the professional development of our employees.
- **Mentoring programmes** to facilitate the integration and growth of new hires.



### 4.3.3 MEASURES AGAINST VIOLENCE AND HARASSMENT IN THE WORKPLACE

Acrobatica adopts a zero-tolerance policy towards all forms of violence, discrimination or harassment in the workplace. In this regard, we have implemented:

- **Anonymous and protected reporting channels** to report incidents of abuse or discrimination;
- **Awareness-raising and training programmes** to educate employees on respectful and inclusive behaviour;
- **Rapid and effective intervention procedures**, ensuring protection and support for victims.

Through these initiatives, Acrobatica continues to promote a safe, fair and stimulating working environment by putting people at the centre of its corporate strategy.

**In 2024, there were no cases of violence or harassment in the workplace.**

## 5. AFFECTED COMMUNITIES



Sustainability Report 2024

**ACROBÁTICA**

## 5.1 ECONOMIC, SOCIAL AND CULTURAL RIGHTS OF COMMUNITIES

Acrobatica is aware of the importance of actively contributing to the sustainable development of the communities in which it operates. The company is committed to respecting and promoting the economic, social and cultural rights of local communities, supporting initiatives and projects that foster social inclusion and growth.

### Support for Local Communities

- **Social Responsibility Programmes:** We collaborate with associations and NGOs to improve the living conditions of communities, with a focus on the most vulnerable groups.
- **Urban Redevelopment Projects:** We participate in interventions that promote sustainability and safety in public spaces.
- **Support for Small Businesses and Local Artisans:** We foster collaboration with suppliers and local businesses to promote the economic development of the area.

### Cultural and Educational Initiatives

- **Sponsorship of Cultural Events:** We support artistic, musical and cultural events to enhance local heritage.
- **Collaborations with Educational Institutions:** We organise training courses for students and young professionals, stimulating the development of skills useful for the labour market.
- **Awareness-raising Campaigns:** We promote educational activities focused sustainability, business ethics and environmental respect.

### Promotion of Social Rights

- **Inclusion and Equal Opportunities:** We strive to ensure that all members of the communities can benefit from our initiatives, free from discrimination based on gender, ethnicity or social status.
- **Environmental Protection** We develop projects that reduce the environmental impact of our activities, contributing to the preservation of local ecosystems.
- **Corporate Volunteering:** We encourage our employees to participate in voluntary activities to support charitable initiatives in the communities.

These actions are confirmation of Acrobatica's commitment to creating shared value with the communities in which it operates, promoting sustainable economic and social development.

Acrobatica firmly believes that its success is closely linked to the well-being of the area in which it operates. For this reason, the Group is actively committed to promoting and supporting the socioeconomic development of its local area. The Company has always considered it fundamental to establish a solid link with the surrounding area, considering its well-being, cohesion and sustainability as necessary elements for its future growth.

To realise this commitment, the **Community Relations Policy**, a structured Stakeholder Engagement and Social Responsibility programme, was implemented. Through this programme, Acrobatica is committed to dedicating resources to, interacting and collaborating with local communities, understanding their needs and actively contributing to their well-being.

For Acrobatica, the term Community has a broad and inclusive meaning: it includes both condominium administrators, who represent its main customers, and the different types of stakeholders in their many forms and needs.

The continuous growth of Acrobatica translates into a positive impact on the region, generating a large number of new job opportunities each year. This means well-being for an increasing number of people, from employees to their families. In addition to job creation, Acrobatica actively supports various initiatives, including:

- **SEA – Supereroi Acrobatici ODV ETS**, a team of dozens of Acrobatica volunteers who, disguised as superheroes and fairytale and cartoon characters, perform spectacular hospital visits by abseiling from the roofs of Italy's top children's hospitals.
- **OSM Edu**, dedicated to young people between the ages of 14 and 21, created with the aim of helping them discover their potential and orient themselves in the world of work. At the heart of this project is OSM Talent, an Orientation Questionnaire that stems from OSM experience in the corporate world. Thanks to scholarships offered by partner companies, deserving and motivated young people have access to the Edu Talent Academy, the first academy dedicated to entrepreneurship and leadership training for



young people. In 2023, students at the Istituto Superiore Firpo Buonarroti in Genoa participated in the “Discover your talent, live your dream” project and, through the OSM Talent questionnaire, explored their talents and soft skills (emotional intelligence, organisation, knowledge, responsibility, autonomy, vision, creativity, interpersonal relations, leadership).

- **Spazzapnea**, aimed at cleaning up beaches and seabeds. Acrobatica has sponsored this initiative for the past two years: volunteers participated in a waste collection “competition”, walking along the coastline and collecting as much litter as possible.





## 6. CLIMATE CHANGE



Sustainability Report 2024

**ACROBÁTICA**

Sustainability and environmental responsibility are key principles that guide Acrobatica's daily activities. In recent years, the Group has demonstrated its commitment to reducing its environmental impacts through a strategic approach, which is not limited to mere compliance with regulations but instead aims to make environmental requirements an integral part of the Group's decision-making processes. In fact, through research and innovation, Acrobatica aspires to redefine the goals of the construction industry with a renewed focus on environmental sustainability. In contrast to the conventional approach characterised by high emissions, Acrobatica is able to achieve the same performance levels as traditional construction methods but with a significantly lower environmental impact, thanks to the use of innovative renovation methods.

As part of the process to implement the ESG framework, Acrobatica has defined a set of guidelines that steer activities towards the responsible management of corporate performance, with a particular focus on the environment. These guidelines translate into several commitments, including:

**Sustainable products and processes:**

Design and use products and processes which minimise environmental impact, optimise the use of resources and reduce emissions, including greenhouse gases.

**Management of waste and hazardous substances:**

Manage waste disposal and treatment in accordance with current regulations, avoiding the use of prohibited substances and ensuring the correct management of potentially hazardous substances.

**Sustainable logistics and suppliers:**

Adopt environmentally friendly logistics procedures and support suppliers in achieving higher environmental standards, promoting the circular economy and sustainability criteria in procurement decisions.

**Safe and sustainable working environments:**

Ensure that buildings and workplaces are suitable for production activities and promote a responsible culture within the Group through information, training and updating on environmental issues.



**Transparency and dialogue with stakeholders:** Ensure maximum transparency and attention to stakeholders, including through their periodic consultation, communicating environmental commitments and principles, and monitoring impacts, both positive and negative, on the environment.

In order to integrate sustainability principles into its business model, Acrobatica has developed a framework consisting of the following corporate actions and policies:

- **Environmental Policy**, which regulates waste management and reinforces the Group’s commitment to environmental issues and the energy transition, with a focus on reducing Scope 1 and Scope 2 emissions. The goal is to establish an Environmental Management System that includes procedures and programmes to ensure that materials and energy resources are used more efficiently.
- **Green Procurement Policy**, which sets out the company’s commitment to the responsible use of natural resources in order to minimise greenhouse gas emissions.
- **Life Cycle Assessment (LCA)**, a systematic analysis to quantify the environmental impacts of a product or service throughout its life cycle. This study focuses on evaluating the environmental impacts associated with façade restoration, securing, cleaning and painting activities, comparing the innovative techniques developed by Edilizia Acrobatica with traditional building systems. The analysis was carried out in accordance with ISO 14040 and ISO 14044, adopting a “cradle-to-gate” approach, and considered the following phases: extraction of raw materials, production and transport of materials for operators, securing the construction site, transport to the construction site and energy consumption during the construction phases.

The following table shows the types of interventions that Acrobatica identified as strategic and the relative categories considered for the assessment of environmental impacts.

Types of intervention	Types of intervention
<ul style="list-style-type: none"><li>• Securing;</li><li>• Restoration;</li><li>• Cleaning;</li><li>• Painting</li></ul>	<ul style="list-style-type: none"><li>• Impact on climate change (GWP), measured in kg of CO2 equivalent;</li><li>• Consumption of energy resources (CED), measured in Mega Joules (MJ);</li><li>• Water consumption, measured in kg of water used.</li></ul>

## 6.1 CLIMATE CHANGE MITIGATION

The LCA made it possible to examine the potential environmental impacts associated with EdiliziAcrobatica's business, with a view to optimising processes and disclosing environmental information in a transparent manner. The results of the study showed that double rope access construction has a lower environmental impact than traditional methods.

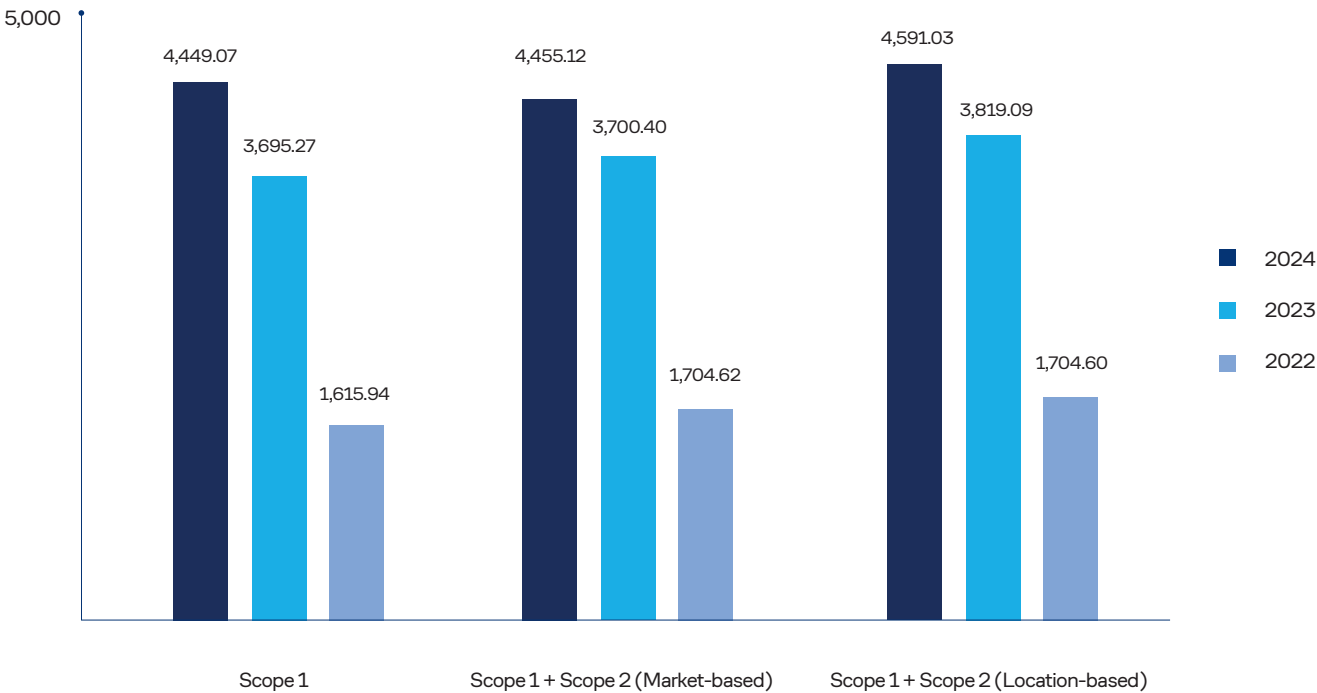
In order to concretely assess its contribution to the fight against climate change, Acrobatica closely monitors its greenhouse gas emissions, calculated using the methodology indicated by the GHG Protocol and expressed in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq). Within this Sustainability Report, Acrobatica has taken into account Scope 1 emissions, i.e., emissions directly produced by the organisation's consumption, and Scope 2 emissions, i.e. emissions from the generation of energy purchased and used by the organisation.

Two distinct calculation approaches are used to calculate these emissions:

- **Market Based (MB)**, which assigns a zero CO<sub>2</sub>eq emission factor for energy consumption from certified renewable sources (e.g., guarantees of origin);
- **Location Based (LB)**, which uses an average CO<sub>2</sub>eq factor based on the national energy mix.

The scope of the data analysed varies depending on the year of reference: in 2022, the analysis covered EdiliziAcrobatica S.p.A., EdiliziAcrobatica France SaS and EdiliziAcrobatica Iberica sl; in 2023, EdiliziAcrobatica Monaco SAM was added, while in 2024, the analysis was further extended to include Enigma Capital Investments LLC in the Middle East. As a result of this, reported CO<sub>2</sub> emissions have increased overall.

Scope 1 and Scope 2 emissions (t CO2 eq)



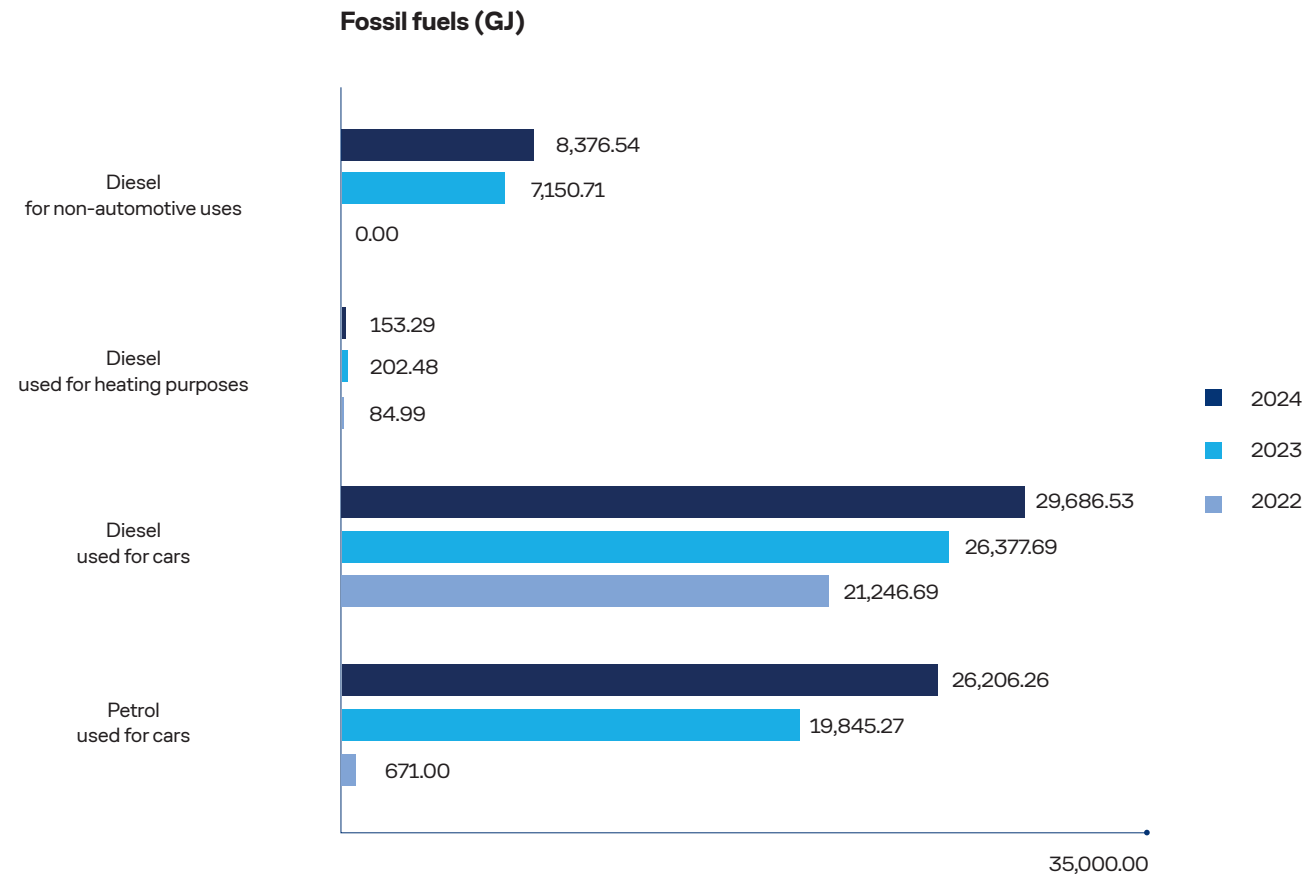
6.2 ENERGY

Emission intensity, an indicator of the amount of CO2 emissions produced per unit of turnover, increased between 2023 and 2024 from 0.024 to 0.030 tCO2eq/turnover. The increase is attributable to the increase in emissions recorded by all Group companies.

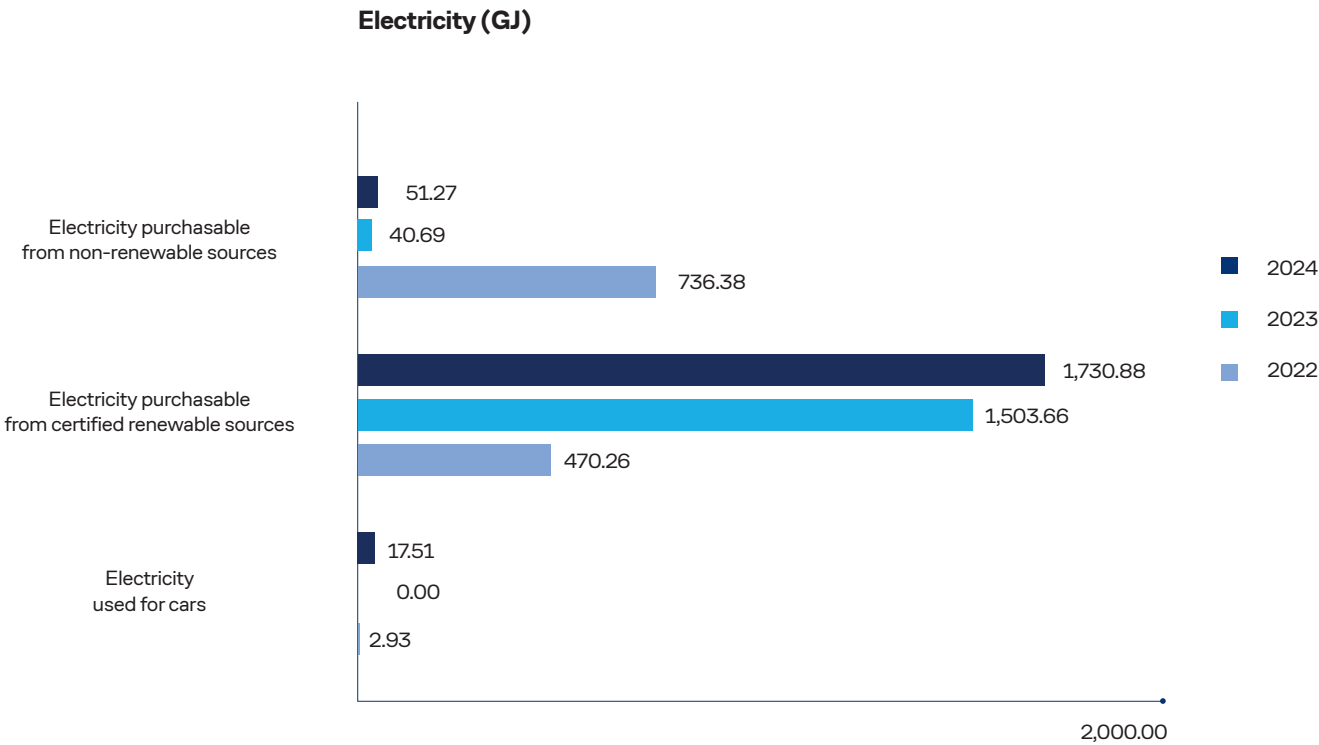
Acrobatica is constantly committed to adopting energy efficiency initiatives and promoting a corporate culture founded on respect for the environment, raising awareness among employees towards the adoption of responsible behaviour. This commitment stems from an understanding of the environmental impact that the business generates and is pursued by minimising waste of energy and resources.

As indicated above, the scope of the data analysed has changed. Due to the nature of the activities carried out, the Group’s consumption involves various energy sources: natural gas for central heating, **diesel** and **petrol** for refuelling company vehicles, **diesel** for non-automotive uses, and purchased **electricity** (renewable and non-renewable) for office and warehouse utilities and to power electric cars. The data collection was based on energy bills, fuel cards, electric car charging cards and the Group Company Portal.



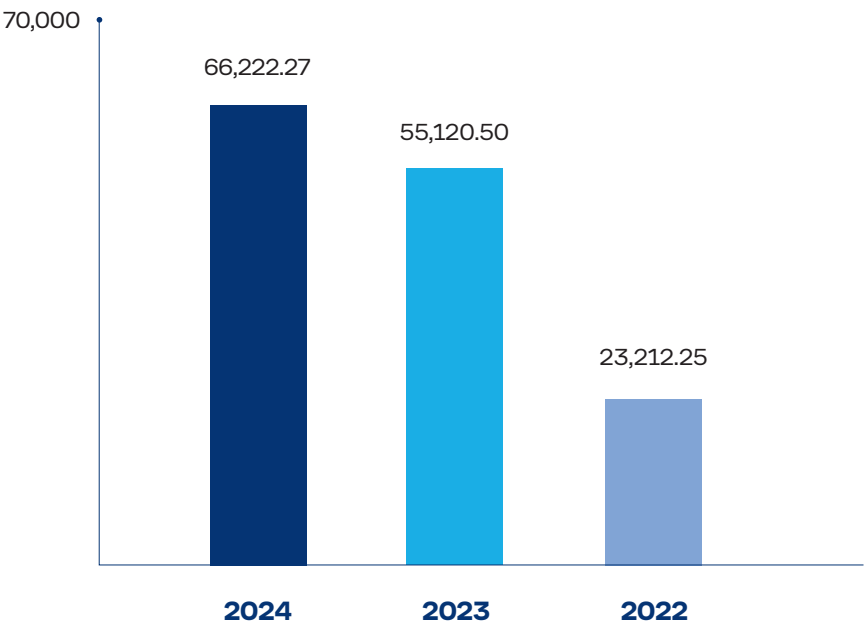


The graph shows a general increase in fuel consumption. In particular, the use of diesel for non-automotive purposes is attributable exclusively to the Emirati company. Similarly, the significant increase in petrol consumption for cars at Group level is attributable to the high uses of this fuel by the company itself.



As can be seen from the graph, the amount of certified electricity from renewable sources increased from 1504 GJ in 2023 to 1731 GJ in 2024. All Group companies use electricity from renewable sources with the exception of Monaco Sam and Enigma Capital Llc. Over the next few years, the Parent Company aims to bring all companies up to the highest standards.

Total consumption (GJ)



The emissions data shows that the inclusion of the Emirati company within the reporting boundary contributed to an increase in total consumption, which, however, remains substantially in line with the number of locations and the number of employees. Total consumption is attributable as follows:

- 52.94% EdiliziAcrobatica S.p.A.,
- 5.10% to EdiliziAcrobatica France SaS,
- 0.58% to EdiliziAcrobatica Iberica sl,
- 0.23% to EdiliziAcrobatica Monaco SAM,
- 41.15% to Enigma Capital Investments LLC.

In 2024, the Group recorded an energy intensity of 0.43 GJ/turnover, up from 0.35 in the previous year. Energy intensity is an indicator measuring the efficiency with which an organisation uses energy, expressing the ratio of energy consumption to turnover.

EdiliziAcrobatica S.p.A. is strongly committed to promoting sustainable mobility, with the aim of maximising the positive environmental effects of its services. The widespread presence of Acrobatica in the area represents a crucial advantage in reducing environmental impacts, as it enables operators to optimise their journeys by minimising the distances they have to travel to reach sites. Furthermore, the elimination of the use of scaffolding significantly reduces the number of trips required for assembly and disassembly.

The company's decarbonisation strategy includes the gradual replacement of diesel vehicles with low-emission models, using the natural expiry of leasing agreements as an opportunity to renew the fleet. At 31 December 2024, 86% of the company car fleet consists of green (hybrid or electric) cars, equating to 166 hybrid or electric cars of a total vehicle fleet of 193. The goal is for green cars to represent 95% of the fleet by the end of 2025.

## 7. WATER AND MARINE RESOURCES



Sustainability Report 2024

**ACROBÁTICA**

## 7.1 WATER CONSUMPTION AND WITHDRAWAL

Acrobatica does not exercise direct control over the use of water resources as water management is entrusted to landlords and condominium administrations. The Group's activities are not subject to specific regulatory restrictions on the quality and quantity of water discharges as the sector in which it operates does not impose any such restrictions.

Other than Enigma Capital Investments, the Group's water supply is provided by the municipal water service or other public or private water services. Furthermore, no withdrawals of surface water, groundwater, direct collection of rainwater and waste water are made by other companies.

Enigma Capital Investments, located in the United Arab Emirates, operates in a country characterised by water scarcity, which requires high reliance on alternative sources to meet its needs. The water supply is regulated by the local government body DEWA (Dubai Electricity and Water Authority), which distributes water through a system of pipelines that reach every building in the area. The main sources of supply include groundwater, with limited availability due to low rainfall and high evaporation rates, and desalination, with water treatment plants providing a significant proportion of the drinking water. Less conventional water sources are also used, such as recycled water from treated waste water that is reused for irrigation, industrial purposes and district cooling, and desalination, through reverse osmosis and multi-stage processes.

In one of Enigma Capital Investments' major projects, Ski Dubai, a system of portable toilet cubicles was installed for the use of employees. An external company takes care of the drinking water supply and collects the waste water when the waste tank reaches 80% of its capacity.



## 8. BIODIVERSITY AND ECOSYSTEMS



Sustainability Report 2024

**ACROBÁTICA**

## 8.1 DIRECT IMPACT FACTORS OF BIODIVERSITY LOSS

For the Group, protecting the natural landscape and biological diversity is a matter of great importance, as evidenced by several factors:

- **Conservation of natural habitats:** Construction activities can interact with the surrounding environment; for this reason, the protection of biodiversity contributes to maintaining healthy ecosystems by encouraging the presence of different animal and plant species.
- **Respect for the landscape and cultural identity:** Safeguarding the landscape is fundamental to preserving the cultural identity and historical value of places, respecting their history and traditions.
- **Social Responsibility:** Protecting biodiversity promotes sustainability and improves the well-being of the local community.

Acrobatica recognises the importance of protecting the land and biodiversity in the performance of its activities. To achieve this goal, the Group is committed to involving and raising awareness among its employees by promoting civic and environmental education manuals, as well as organising events aimed at restoring natural ecosystems such as parks, beaches and trails.

In addition, in order to preserve buildings of artistic and historical value, Acrobatica has created a new company division: **Acrobatica Restauri**. Thanks to the use of the double safety rope access technique, Acrobatica Restauri is able to intervene effectively, guaranteeing the utmost care for the works affected. Specially formulated natural dyes and products are used to replicate the shades of the surrounding environment, preserving the harmony between the monument and its surroundings.

After having completed restoration work on globally important sites such as the Burj Khalifa and the walls of the Vatican and Carcassonne, to name but a few, in 2024 Acrobatica embarked on a new project at one of the world's most famous archaeological sites: Petra, Jordan.

Thanks to an initiative promoted and organised by Sela for Training and Protection of Heritage, a Petra-based non-profit organisation dedicated to safeguarding cultural heritage, in cooperation with and with the support of the Drosos Foundation and the Autonomous Province of Petra, a technical coordinator and an Acrobatica restorer passed on their skills to a group of young Jordanian professionals, instructing them in rope access restoration techniques.

The first phase of the project, which took place in Florence in October 2024, aimed to introduce young Jordanian professionals to rope access techniques and provide them with a solid theoretical basis of anchors and knots. The second phase, held in November 2024, aimed to complete the theoretical part with the concepts of working at height and to apply the techniques learnt in a real context, at the archaeological site of Petra. In particular, the activities carried out included practical exercises in building anchors, descending and ascending the monument's outer walls, re-belay techniques, rope transfer and rescue.

This initiative equipped a group of young Jordanian professionals with advanced skills in rope access restoration that can be applied to the conservation of archaeological sites. The collaboration between Acrobatica and Sela for Training and Protection of Heritage is an example of how training and heritage protection can become drivers of economic and social development for the community.







## 9. RESOURCE USE AND CIRCULAR ECONOMY



Sustainability Report 2024

**ACROBÁTICA**

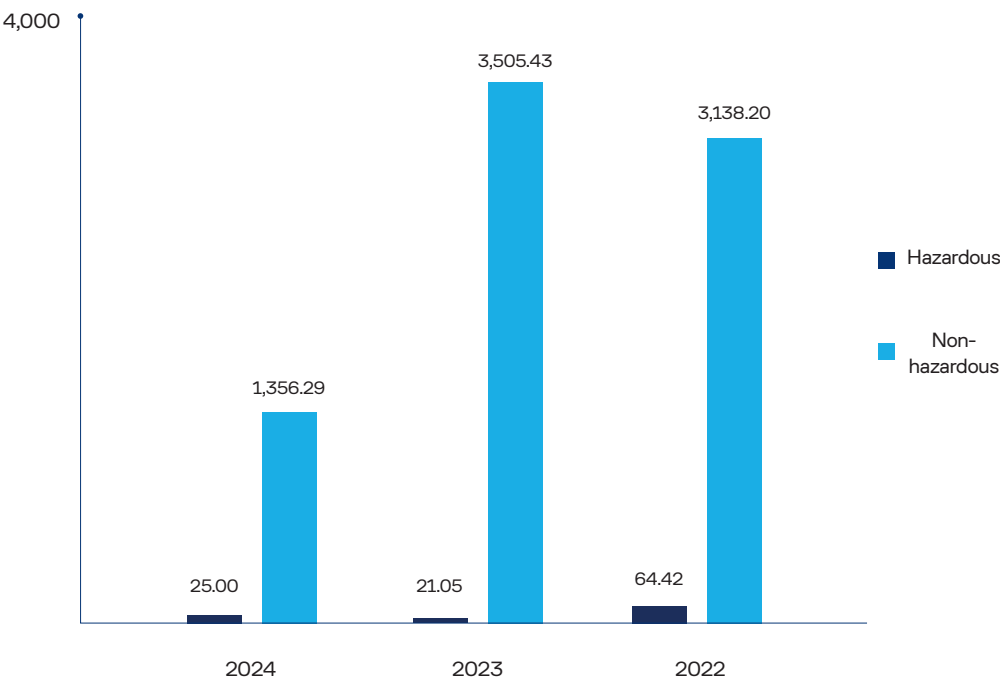


9.1 WASTE

Acrobatica is strongly committed to responsible and efficient waste management, with the primary goal of minimising its environmental impact. The data for the years 2022 and 2023 refer exclusively to EdiliziAcrobatica S.p.A., based in Italy, while the data for 2024 also include Enigma Capital Investments LLC in the United Arab Emirates. Information on waste produced by other subsidiaries is not currently available.

Between 2023 and 2024 the total amount of waste generated decreased from 3,526.48 tonnes in 2023 to 3,202.62 tonnes in 2024, corresponding to a decrease of 8.6%. The graph below shows the total amount of waste produced from 2022 to 2024, with hazardous and non-hazardous waste reported separately.

Total waste produced (t)



In 2024, the percentage of hazardous waste represents 2% of the total, a slight increase from 0.6% in the previous year. For EdiliziAcrobatica S.p.A., data on hazardous waste were collected using specific waste management software. For non-hazardous waste, data were collected by analysing forms as digital data registration is not compulsory under current environmental legislation. For Enigma Capital Investments, data are collected by counting the number of trips made by the waste disposal company's trucks.

The main waste categories remain unchanged from the previous year and are as follows:



**Mixed waste from construction and demolition activities**



**Paper and cardboard**



**Cement**



**Insulating materials**



**Wood**



**Undifferentiated urban waste**



**Spent printing toner**



**Discarded paints and varnishes**



**Bulky waste**



**Earth and rocks**



**Iron and steel**



**Bituminous mixtures**

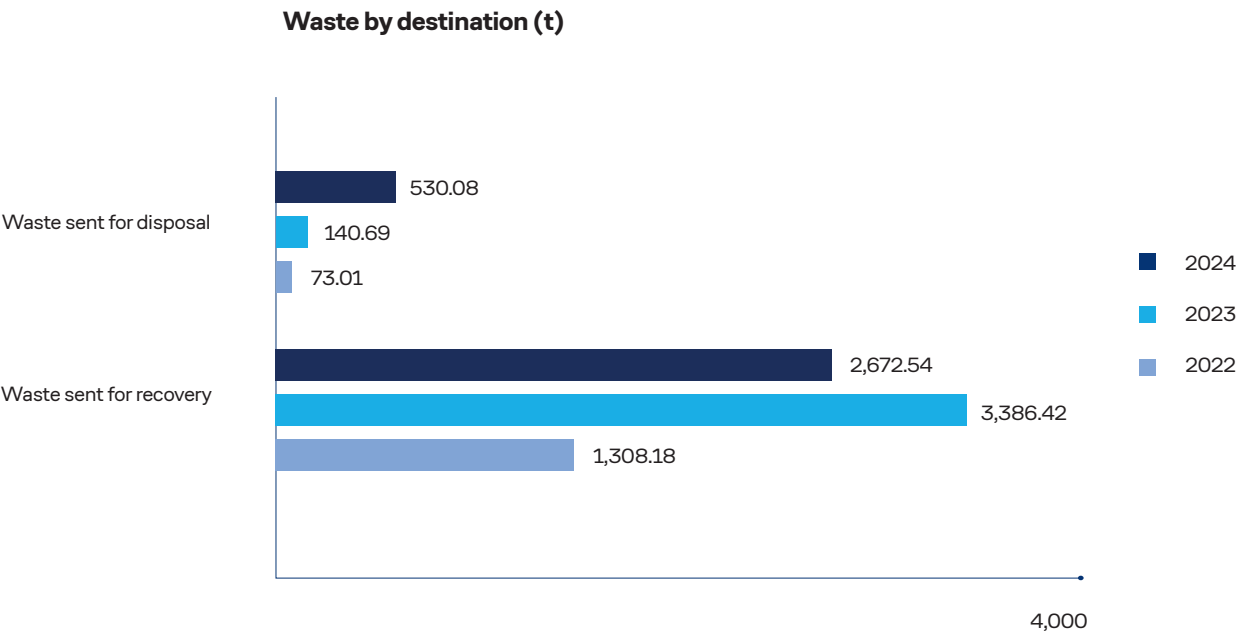


**Plastic**



**Glass**

With regard to waste management, there was a modest increase in waste sent for disposal in 2024. In detail, the percentage of waste disposed of in landfills increased from 5.29% of the total in 2022 to 3.97% in 2023, and to 16.55% in 2024. The increase is partly attributable to the fact that the waste produced by the Emirati company, which is only included in the 2024 data, is entirely sent for disposal.



In the United Arab Emirates, the collection of waste from construction activities is conducted by specialised third-party companies; collection times are contractually defined, with options that include a fixed weekly schedule or on-call interventions by specialised vehicles. The management of liquid waste, such as additives, varnishes and paints, also is managed by specialised third-party companies, which are subject to specific controls to ensure compliance with the necessary authorisations. In Italy, companies may transport waste via a third-party operators or on their own behalf.

Acrobatica demonstrates its commitment through several initiatives implemented in previous years.



In this regard, the ESG Committee plays a key role in the supervision and evaluation of the initiatives undertaken, with a focus on the efficient management of different types of solid waste.

## SUBSEQUENT EVENTS

After its success in recent years in the management of **energy efficiency** projects related to 110 and its recent entry into the **Residential Photovoltaic** market, **Acrobatica Energy**, a subsidiary of **ACROBATICA**, has taken a further step in the push for renewable energy by developing a product for the **Industrial Photovoltaic** market, choosing **Etica nel Sole** as its partner, a leading company in the sector that boasts a consolidated presence on the market since 2008 with over 1000 systems designed and installed. This led to the creation of **VOLTICA INDUSTRIAL**, the new **Business Division of Acrobatica Energy engineered by Etica Nel Sole**.

On 31 January, the operation to acquire 80% of the share capital of Verticaline S.r.l. was finalised, as a result of which Acrobatica became the owner of 80% of the share capital of Verticaline, an Italian company that performs rope access construction work such as the maintenance and renovation of buildings and other architectural structures in the Veneto region, particularly in the Venice area.

In 2024 Acrobatica worked towards the goal of obtaining certification of an **Environmental Management System (EMS)** for the effective management of environmental issues and related responsibilities by the first quarter of 2025. In this regard, on 28 February 2025 Acrobatica was awarded **ISO 14001** certification validated by the certification body Bureau Veritas.

Standard GRI	Disclosure	Reference section	Page	Notes
<b>GRI 2: General Disclosures 2021</b>	2-1: Organizational details	Company data		
	2-2: Entities included in the organization's sustainability reporting	Methodology		
	2-3: Reporting period, frequency and contact point	Methodology		
	2-4: Restatements of information	Methodology		
	2-5: External assurance	Methodology		The following document is not subject to external assurance.
	2-6: Activities, value chain and other business relationships	1.2 Main business and services offered		
	2-7: Employees	4.1 Working Conditions		
	2-8: Workers who are not employees	4.1 Working Conditions		
	2-9: Governance structure and composition	3.2 Governance Model		
	2-10: Nomination and selection of the highest governance body	3.2 Governance Model		
	2-11: Chair of the highest governance body	3.2 Governance Model		
	2-12: Role of the highest governance body in overseeing the management of impacts	3.2 Governance Model		
	2-13: Delegation of responsibility for managing impacts	3.2 Governance Model		
	2-14: Role of the highest governance body in sustainability reporting	3.2 Governance Model Methodology		
	2-17: Collective knowledge of the highest governance body	3.2 Governance Model		
	2-19: Remuneration policies	4.3.1 Gender equality and equal pay		
	2-20: Process to determine remuneration	4.3.1 Gender equality and equal pay		
	2-21: Annual total compensation ratio	4.3.1 Gender equality and equal pay		
	2-22: Statement on sustainable development strategy	Letter to stakeholders 3.6 Action Plan 2024-2026		
	2-23: Policy commitments	3.2 Governance Model 3.3 Supplier Relationship Management		



		3.4 Corruption and bribery		
		6. Climate Change		
	2-24: Embedding policy commitments	3.2 Governance Model		
		3.3 Supplier Relationship Management		
		3.4 Corruption and bribery		
		6. Climate Change		
	2-26: Mechanisms for seeking advice and raising concerns	3.1 Corporate culture		
	2-27: Compliance with laws and regulations	3.1 Corporate culture		
		3.2 Governance Model		
		3.4 Corruption and bribery		
	2-28: Membership associations	Methodology		
	2-29: Approach to stakeholder engagement	2.1 Stakeholders' interests and opinions		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
	2-30: Collective bargaining agreements	4.1 Working Conditions		
<b>MATERIAL TOPICS</b>				
<b>GRI 3: Material Topics 2021</b>	3-1: Process to determine material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
	3-2: List of material topics	2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		

		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
<b>Energy</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		6. Climate Change		
		6.1 Climate Change Mitigation		
<b>GRI 302: Energy</b>	302-1: Energy consumption within the organization	6.2 Energy		
	302-3: Energy intensity	6.2 Energy		
<b>Climate change mitigation</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		6.1 Climate Change Mitigation		
<b>GRI 305: Emissions</b>	305-1: Direct (Scope 1) GHG emissions	6.1 Climate Change Mitigation		
	305-2: Energy indirect (Scope 2) GHG emissions	6.1 Climate Change Mitigation		

	305-4: GHG emissions intensity	6.2 Energy		
<b>Water consumption and withdrawal</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		7.1 Water consumption and withdrawal		
<b>GRI 303: Water and Effluents</b>	303-1: Interactions with water as a shared resource	7.1 Water consumption and withdrawal		
	303-2: Management of water discharge-related impacts	7.1 Water consumption and withdrawal		
<b>Waste</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		9.1 Waste		
<b>GRI 306: Waste</b>	306-1: Waste generation and significant waste-related Impacts	9.1 Waste		
	306-2: Management of significant waste-related Impacts	9.1 Waste		
	306-3: Waste generated	9.1 Waste		
	306-4: Waste diverted from disposal	9.1 Waste		
	306-5: Waste directed to disposal	9.1 Waste		
<b>Working conditions</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and		

		opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		4.1 Working Conditions		
<b>GRI 401: Employment</b>	401-1: New employee hires and employee turnover	4.1 Working Conditions		
<b>GRI 403: Occupational Health and Safety</b>	403-1: Occupational health and safety management system	3.24 Governance Model		
		4.2 Health and safety		
	403-2: Hazard identification, risk assessment, and incident investigation	4.2 Health and safety		
	403-3: Occupational health services	4.2 Health and safety		
	403-4: Worker participation, consultation, and communication on occupational health and safety	4.2 Health and safety		
	403-5: Worker training on occupational health and safety	4.2 Health and safety		
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.2 Governance Model		
		4.2 Health and safety		
	403-9: Work-related accidents	4.2 Health and safety		
<b>Training and skills development</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		4.3.2 Training and skills development		

GRI 404: Training and Education	404-1: Average hours of training per year per employee	4.3.2 Training and skills development		
Gender equality and equal pay for work of equal value				
GRI 3: Material Topics 2021	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		4.3 Equal treatment and opportunities for all		
GRI 405: Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	3.2 Governance Model		
	405-2: Ratio of basic salary and remuneration of women to men	4.3 Equal treatment and opportunities for all		
		4.3.1 Gender equality and equal pay		
Measures against violence and harassment in the workplace				
GRI 3: Material Topics 2021	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		4.3.3. Measures against violence and harassment in the workplace		
GRI 406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken	4.3.3. Measures against violence and harassment in the workplace		



Supplier relationship management				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		3.3 Supplier Relationship Management		
<b>GRI 204: Procurement Practices</b>	204-1 Proportion of spending on local suppliers	3.3 Supplier Relationship Management		
<b>GRI 414: Supplier Social Assessment</b>	414-1: New suppliers that were screened using social criteria	3.3 Supplier Relationship Management		
Corruption and bribery				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		3.2 Governance Model		
<b>GRI 205: Anti-corruption</b>	205-1: Operations assessed for risks related to corruption	3.4 Corruption and bribery		
Direct impact factors of biodiversity loss				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for		

		identifying and assessing relevant impacts, risks and opportunities		
		8.1. Direct impact factors of biodiversity loss		
Economic, social and cultural rights of communities				
GRI 3: Material Topics 2021	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		5.1 Economic, social and cultural rights of communities		
Corporate culture				
GRI 3: Material Topics 2021	3-3: Management of material topics	2.1 Stakeholders' interests and opinions		
		2.2 Relevant impacts, risks and opportunities and their interaction with the strategy and business model		
		2.3 Description of processes for identifying and assessing relevant impacts, risks and opportunities		
		3.1 Corporate culture		

## GRI 2-7: Employees

Employees by contract (number of people)	U.M.	FY 2024			FY 2023			FY 2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (IT)</b>	<b>No.</b>	1,440	159	1,599	1,204	124	1,328	1,010	68	1,078
Permanent employees		1,086	129	1,215	772	75	847	660	54	714
Temporary employees		354	30	384	432	49	481	350	14	364
<b>EdiliziAcrobatica France SaS (FR)</b>		69	9	78	55	7	62	48	7	55
Permanent employees		69	8	77	50	5	55	44	6	50
Temporary employees		-	1	1	5	2	7	4	1	5
<b>EdiliziAcrobatica ibérica sl (SP)</b>		45	6	51	29	5	34	29	3	32
Permanent employees		45	6	51	29	5	34	29	3	32
Temporary employees		-	-	-	-	-	-	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>		7	2	9	4	4	8	3	1	4
Permanent employees		7	1	8	4	3	7	3	1	4
Temporary employees		-	1	1	-	1	1	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>		5	-	5	1	-	1	1	-	1
Permanent employees		5	-	5	1	-	1	1	-	1
Temporary employees		-	-	-	-	-	-	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>		464	48	512	438	24	462			
Permanent employees		464	48	512	438	24	462			
Temporary employees		-	-	-	-	-	-			
<b>Acrobatica Group</b>		<b>2,030</b>	<b>224</b>	<b>2,254</b>	<b>1,690</b>	<b>155</b>	<b>1,895</b>	<b>1,091</b>	<b>69</b>	<b>1,170</b>
Permanent employees		1,676	192	1,868	1,294	112	1,406	737	64	801
Temporary employees		354	32	386	437	52	489	354	15	369

Employees by type of employment (head count)	U.M.	FY 2024			FY 2023			FY 2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A.</b>	<b>No.</b>	1,440	159	1,599	1,204	124	1,328	1,010	68	1078
Full-time employees		1,439	152	1,591	1,203	119	1,322	1,009	64	1073
Part-time employees		1	7	8	1	5	6	1	4	5
<b>EdiliziAcrobatica France SaS</b>		69	9	78	55	7	62	48	7	55
Full-time workers		68	9	77	54	7	61	48	7	55
Part-time workers		1	-	1	1	-	1	-	-	-
<b>EdiliziAcrobatica ibérica sl</b>		45	6	51	29	5	34	29	3	32
Full-time workers		45	5	50	29	5	34	29	3	32
Part-time workers		-	1	1	-	-	-	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>		7	2	9	4	4	8	3	1	4
Full-time workers		6	2	8	4	4	8	3	1	4
Part-time workers		1	0	1	-	-	-	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>		5	-	5	1	-	1	1	-	1
Full-time workers		5	-	5	1	-	1	1	-	1
Part-time workers		-	-	-	-	-	-	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>		464	48	512	438	24	462			
Full-time workers		464	48	512	438	24	462			
Part-time workers		-	-	-	-	-	-			
<b>Acrobatica Group</b>		<b>2,030</b>	<b>224</b>	<b>2,254</b>	<b>1,731</b>	<b>164</b>	<b>1,895</b>	<b>1,091</b>	<b>79</b>	<b>1,170</b>
Full-time workers		2,027	216	2,243	1,729	159	1,888	1,090	75	1,165
Part-time workers		3	8	11	2	5	7	1	4	5

## GRI 2-8: Workers who are not employees

Employees by contract (number of people)	U.M.	FY 2024	FY 2023	FY 2022
<b>Total</b>	<b>No.</b>	10	17	9
Co.Co.Co		5	5	5
Internship		5	12	4
External collaborators		240	218	185

## GRI 401-1: New employee hires and employee turnover

New hires	U.M.	FY 2024			FY 2023			FY 2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (ITA)</b>	<b>No.</b>	<b>466</b>	<b>53</b>	<b>519</b>	<b>533</b>	<b>85</b>	<b>618</b>	<b>376</b>	<b>31</b>	<b>407</b>
<i>under 30 years old</i>		222	12	234	256	37	293	150	7	157
<i>30-50 years old</i>		238	32	270	271	43	314	218	22	240
<i>over 50 years old</i>		6	9	15	6	5	11	8	2	10
<b>EdiliziAcrobatica France SaS (FR)</b>		<b>61</b>	<b>8</b>	<b>69</b>	<b>41</b>	<b>6</b>	<b>47</b>	-	-	-
<i>under 30 years old</i>		24	2	26	13	1	14	-	-	-
<i>30-50 years old</i>		30	6	36	28	4	32	-	-	-
<i>over 50 years old</i>		7	-	7	-	1	1	-	-	-
<b>EdiliziAcrobatica ibérica sl (SP)</b>		<b>44</b>	<b>7</b>	<b>51</b>	<b>32</b>	<b>8</b>	<b>40</b>	-	-	-
<i>under 30 years old</i>		13	3	16	6	1	7	-	-	-
<i>30-50 years old</i>		28	4	32	25	5	30	-	-	-
<i>over 50 years old</i>		3	-	3	1	2	3	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>		<b>4</b>	-	<b>4</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>3</b>
<i>under 30 years old</i>		<b>1</b>	-	1	<b>1</b>	<b>2</b>	3	-	<b>1</b>	1
<i>30-50 years old</i>		3	-	3	2	1	3	1	-	1
<i>over 50 years old</i>		-	-	-	-	-	-	1	-	1
<b>Acrobatica Monaco S.a.m. (MCO)</b>		<b>1</b>	-	<b>1</b>	-	-	-	<b>1</b>	-	<b>1</b>
<i>under 30 years old</i>		-	-	-	-	-	-	-	-	-
<i>30-50 years old</i>		-	-	-	-	-	-	-	-	-
<i>over 50 years old</i>		1	-	1	-	-	-	1	-	1
<b>Enigma Capital Investments Llc (UAE)</b>		<b>122</b>	<b>29</b>	<b>151</b>	-	-	-	-	-	-
<i>under 30 years old</i>		<b>104</b>	<b>24</b>	128	-	-	-			
<i>30-50 years old</i>		18	5	23	-	-	-			
<i>over 50 years old</i>		-	-	-	-	-	-			
<b>Acrobatica Group</b>		<b>698</b>	<b>97</b>	<b>795</b>	<b>609</b>	<b>102</b>	<b>711</b>	<b>379</b>	<b>32</b>	<b>411</b>
<i>under 30 years old</i>		<b>364</b>	<b>41</b>	405	<b>276</b>	<b>41</b>	317	<b>150</b>	<b>8</b>	158
<i>30-50 years old</i>		<b>317</b>	<b>47</b>	364	<b>326</b>	<b>53</b>	379	<b>219</b>	<b>22</b>	241
<i>over 50 years old</i>		<b>17</b>	<b>9</b>	26	<b>7</b>	<b>8</b>	15	<b>10</b>	<b>2</b>	12



Positive turnover rate	U.M.	FY 2024			FY 2023			FY 2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (IT)</b>	%	<b>32%</b>	<b>33%</b>	<b>32%</b>	<b>44%</b>	<b>69%</b>	<b>47%</b>	<b>37%</b>	<b>46%</b>	<b>38%</b>
<i>under 30 years old</i>		<b>48%</b>	<b>40%</b>	<b>48%</b>	<b>73%</b>	<b>123%</b>	<b>77%</b>	<b>63%</b>	<b>78%</b>	<b>64%</b>
<i>30-50 years old</i>		<b>25%</b>	<b>28%</b>	<b>25%</b>	<b>33%</b>	<b>50%</b>	<b>34%</b>	<b>29%</b>	<b>39%</b>	<b>30%</b>
<i>over 50 years old</i>		<b>19%</b>	<b>60%</b>	<b>33%</b>	<b>22%</b>	<b>63%</b>	<b>31%</b>	<b>28%</b>	<b>67%</b>	<b>31%</b>
<b>EdiliziAcrobatica France SaS (FR)</b>		<b>88%</b>	<b>89%</b>	<b>88%</b>	<b>75%</b>	<b>86%</b>	<b>76%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<i>under 30 years old</i>		<b>109%</b>	<b>67%</b>	<b>104%</b>	<b>100%</b>	<b>50%</b>	<b>93%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<i>30-50 years old</i>		<b>73%</b>	<b>120%</b>	<b>78%</b>	<b>72%</b>	<b>100%</b>	<b>74%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<i>over 50 years old</i>		<b>117%</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>	<b>25%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>EdiliziAcrobatica ibérica sl (SP)</b>		<b>98%</b>	<b>117%</b>	<b>100%</b>	<b>110%</b>	<b>160%</b>	<b>118%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<i>under 30 years old</i>		<b>130%</b>	<b>150%</b>	<b>133%</b>	<b>100%</b>	-	<b>117%</b>	<b>0%</b>	-	<b>0%</b>
<i>30-50 years old</i>		<b>85%</b>	<b>100%</b>	<b>86%</b>	<b>109%</b>	<b>125%</b>	<b>111%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<i>over 50 years old</i>		<b>150%</b>	-	<b>150%</b>	-	<b>200%</b>	<b>300%</b>	<b>0%</b>	-	<b>0%</b>
<b>Acrobatica Energy S.r.l. (IT)</b>		<b>57%</b>	<b>0%</b>	<b>44%</b>	<b>75%</b>	<b>75%</b>	<b>75%</b>	<b>67%</b>	<b>100%</b>	<b>75%</b>
<i>under 30 years old</i>		<b>100%</b>	<b>0%</b>	<b>50%</b>	-	<b>100%</b>	<b>150%</b>	-	-	-
<i>30-50 years old</i>		<b>60%</b>	<b>0%</b>	<b>50%</b>	<b>67%</b>	<b>50%</b>	<b>60%</b>	<b>100%</b>	<b>0%</b>	<b>50%</b>
<i>over 50 years old</i>		<b>0%</b>	-	<b>0%</b>	<b>0%</b>	-	<b>0%</b>	<b>50%</b>	-	<b>50%</b>
<b>Acrobatica Monaco S.a.m. (MCO)</b>		<b>20%</b>	-	<b>20%</b>	<b>0%</b>	-	<b>0%</b>	<b>100%</b>	-	<b>100%</b>
<i>under 30 years old</i>		-	-	-	-	-	-	-	-	-
<i>30-50 years old</i>		<b>0%</b>	-	<b>0%</b>	-	-	-	-	-	-
<i>over 50 years old</i>		<b>100%</b>	-	<b>100%</b>	<b>0%</b>	-	<b>0%</b>	<b>100%</b>	-	<b>100%</b>
<b>Enigma Capital Investments Llc (UAE)</b>		<b>26%</b>	<b>60%</b>	<b>29%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	-	-	-
<i>under 30 years old</i>		<b>32%</b>	<b>267%</b>	<b>38%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	-	-	-
<i>30-50 years old</i>		<b>13%</b>	<b>14%</b>	<b>13%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	-	-	-
<i>over 50 years old</i>		<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	-	<b>23700%</b>	-	-	-
<b>Acrobatica Group</b>		<b>34%</b>	<b>43%</b>	<b>35%</b>	<b>35%</b>	<b>62%</b>	<b>37.5%</b>	<b>35%</b>	<b>41%</b>	<b>35.1%</b>
<i>under 30 years old</i>		<b>44%</b>	<b>91%</b>	<b>47%</b>	<b>46%</b>	<b>93%</b>	<b>49%</b>	<b>58%</b>	<b>80%</b>	<b>59%</b>
<i>30-50 years old</i>		<b>27%</b>	<b>29%</b>	<b>27%</b>	<b>30%</b>	<b>48%</b>	<b>32%</b>	<b>28%</b>	<b>34%</b>	<b>28%</b>
<i>over 50 years old</i>		<b>39%</b>	<b>50%</b>	<b>42%</b>	<b>20%</b>	<b>80%</b>	<b>33%</b>	<b>26%</b>	<b>40%</b>	<b>27%</b>

Terminations	U.M.	2024			2023			2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (IT)</b>	<b>No.</b>	<b>331</b>	<b>44</b>	<b>375</b>	<b>343</b>	<b>26</b>	<b>369</b>	<b>200</b>	<b>7</b>	<b>207</b>
<i>under 30 years old</i>		126	26	152	128	13	141	65	2	67
<i>30-50 years old</i>		196	15	211	209	13	222	131	5	136
<i>over 50 years old</i>		9	3	12	6	-	6	4	-	4
<b>EdiliziAcrobatica France SaS (FR)</b>		<b>38</b>	<b>4</b>	<b>42</b>	<b>38</b>	<b>6</b>	<b>44</b>	-	-	-
<i>under 30 years old</i>		13	-	13	12	1	13	-	-	-
<i>30-50 years old</i>		23	4	27	24	4	28	-	-	-
<i>over 50 years old</i>		2	-	2	2	1	3	-	-	-
<b>EdiliziAcrobatica ibérica sl (SP)</b>		<b>41</b>	<b>6</b>	<b>47</b>	<b>32</b>	<b>6</b>	<b>38</b>	-	-	-
<i>under 30 years old</i>		15	1	16	4	-	4	-	-	-
<i>30-50 years old</i>		22	4	26	25	5	30	-	-	-
<i>over 50 years old</i>		4	1	5	3	1	4	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>		<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	-	<b>1</b>	-	-	-
<i>under 30 years old</i>		-	1	1	-	-	-	-	-	-
<i>30-50 years old</i>		1	1	2	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	1		1	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>		-	-	-	-	-	-	-	-	-
<i>under 30 years old</i>		-	-	-	-	-	-	-	-	-
<i>30-50 years old</i>		-	-	-	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	-	-	-	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>		<b>39</b>	<b>6</b>	<b>45</b>	-	-	-	-	-	-
<i>under 30 years old</i>		<b>31</b>	<b>4</b>	35	-	-	-	-	-	-
<i>30-50 years old</i>		8	2	10	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	-	-	-	-	-	-
<b>Acrobatica Group</b>		<b>450</b>	<b>62</b>	<b>512</b>	<b>414</b>	<b>38</b>	<b>452</b>	<b>200</b>	<b>7</b>	<b>207</b>
<i>under 30 years old</i>		<b>185</b>	<b>32</b>	217	144	14	158	65	2	67
<i>30-50 years old</i>		<b>250</b>	<b>26</b>	276	258	22	280	131	5	136
<i>over 50 years old</i>		<b>15</b>	<b>4</b>	19	12	2	14	4	-	4

Negative turnover rate	U.M.	2024			2023			2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (IT)</b>	%	<b>23%</b>	<b>28%</b>	<b>23%</b>	<b>28%</b>	<b>21%</b>	<b>28%</b>	<b>20%</b>	<b>10%</b>	<b>19%</b>
<i>under 30 years old</i>		<b>27%</b>	<b>87%</b>	<b>31%</b>	<b>36%</b>	<b>43%</b>	<b>37%</b>	<b>27%</b>	<b>22%</b>	<b>27%</b>
<i>30-50 years old</i>		<b>21%</b>	<b>13%</b>	<b>20%</b>	<b>25%</b>	<b>15%</b>	<b>24%</b>	<b>18%</b>	<b>9%</b>	<b>17%</b>
<i>over 50 years old</i>		<b>29%</b>	<b>20%</b>	<b>26%</b>	<b>22%</b>	-	<b>17%</b>	<b>14%</b>	-	<b>13%</b>
<b>EdiliziAcrobatica France SaS (FR)</b>		<b>55%</b>	<b>44%</b>	<b>54%</b>	<b>69%</b>	<b>86%</b>	<b>71%</b>	-	-	-
<i>under 30 years old</i>		<b>59%</b>	-	<b>52%</b>	<b>92%</b>	<b>50%</b>	<b>87%</b>	-	-	-
<i>30-50 years old</i>		<b>56%</b>	<b>80%</b>	<b>59%</b>	<b>62%</b>	<b>100%</b>	<b>65%</b>	-	-	-
<i>over 50 years old</i>		<b>33%</b>	-	<b>29%</b>	<b>67%</b>	<b>100%</b>	<b>75%</b>	-	-	-
<b>EdiliziAcrobatica ibérica sl (SP)</b>		<b>91%</b>	<b>100%</b>	<b>92%</b>	<b>110%</b>	<b>120%</b>	<b>112%</b>	-	-	-
<i>under 30 years old</i>		<b>150%</b>	<b>50%</b>	<b>133%</b>	<b>67%</b>	-	<b>67%</b>	-	-	-
<i>30-50 years old</i>		<b>67%</b>	<b>100%</b>	<b>70%</b>	<b>109%</b>	<b>125%</b>	<b>111%</b>	-	-	-
<i>over 50 years old</i>		<b>200%</b>	-	<b>250%</b>	-	<b>100%</b>	<b>400%</b>	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>		<b>14%</b>	<b>100%</b>	<b>33%</b>	<b>25%</b>	-	<b>13%</b>	-	-	-
<i>under 30 years old</i>		-	<b>100%</b>	<b>50%</b>	-	-	-	-	-	-
<i>30-50 years old</i>		<b>20%</b>	<b>100%</b>	<b>33%</b>	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	<b>100%</b>	-	<b>100%</b>	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>		-	-	-	-	-	-	-	-	-
<i>under 30 years old</i>		-	-	-	-	-	-	-	-	-
<i>30-50 years old</i>		-	-	-	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	-	-	-	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>		<b>8%</b>	<b>13%</b>	<b>9%</b>	-	-	-	-	-	-
<i>under 30 years old</i>		<b>10%</b>	<b>44%</b>	<b>11%</b>	-	-	-	-	-	-
<i>30-50 years old</i>		<b>6%</b>	<b>5%</b>	<b>6%</b>	-	-	-	-	-	-
<i>over 50 years old</i>		-	-	-	-	-	-	-	-	-
<b>Acrobatica Group</b>		<b>22%</b>	<b>28%</b>	<b>23%</b>	<b>24%</b>	<b>23%</b>	<b>23.9%</b>	<b>18%</b>	<b>9%</b>	<b>17.7%</b>
<i>under 30 years old</i>		<b>23%</b>	<b>71%</b>	<b>25%</b>	<b>24%</b>	<b>32%</b>	<b>24%</b>	<b>25%</b>	<b>20%</b>	<b>25%</b>
<i>30-50 years old</i>		<b>21%</b>	<b>16%</b>	<b>21%</b>	<b>24%</b>	<b>20%</b>	<b>23%</b>	<b>17%</b>	<b>8%</b>	<b>16%</b>
<i>over 50 years old</i>		<b>34%</b>	<b>22%</b>	<b>31%</b>	<b>34%</b>	<b>20%</b>	<b>31%</b>	<b>10%</b>	-	<b>9%</b>

## GRI 403-9: Work-related accidents

Accidents	U.M.	FY 2024			FY 2023			FY 2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>Recordable accidents</b>	No.	<b>126</b>	<b>1</b>	<b>126</b>	<b>127</b>	<b>6</b>	<b>133</b>	<b>69</b>	<b>3</b>	<b>72</b>
<b>On the job</b>		<b>102</b>	<b>1</b>	<b>102</b>	<b>112</b>	<b>2</b>	<b>114</b>	<b>62</b>	<b>1</b>	<b>63</b>
EdiliziAcrobatica S.p.A.		91	-	91	90	2	92	44	-	44
EdiliziAcrobatica France SaS		4	1	5	14	-	14	18	1	19
EdiliziAcrobatica ibérica sl		3	-	3	6	-	6	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		1	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		3	-	3	2	-	2	-	-	-
<b>Commuting</b>		<b>24</b>	<b>-</b>	<b>24</b>	<b>15</b>	<b>4</b>	<b>19</b>	<b>7</b>	<b>2</b>	<b>9</b>
EdiliziAcrobatica S.p.A.		23	-	23	15	4	19	7	1	8
EdiliziAcrobatica France SaS		-	-	-	-	-	-	-	1	1
EdiliziAcrobatica ibérica sl		-	-	-	-	-	-	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		-	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		1	-	1	-	-	-	-	-	-
<b>Fatalities due to accidents</b>	No.	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>On the job</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
EdiliziAcrobatica S.p.A.		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica France SaS		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica ibérica sl		-	-	-	-	-	-	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		-	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		-	-	-	-	-	-	-	-	-
<b>Commuting</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
EdiliziAcrobatica S.p.A.		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica France SaS		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica ibérica sl		-	-	-	-	-	-	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		-	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		-	-	-	-	-	-	-	-	-
<b>Accidents with severe consequences (excluding fatalities)</b>	No.	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>On the job</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>
EdiliziAcrobatica S.p.A.		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica France SaS		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica ibérica sl		-	-	-	-	-	-	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		-	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		-	-	-	2	-	2	-	-	-
<b>Commuting</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
EdiliziAcrobatica S.p.A.		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica France SaS		-	-	-	-	-	-	-	-	-
EdiliziAcrobatica ibérica sl		-	-	-	-	-	-	-	-	-
Acrobatica Energy S.r.l.		-	-	-	-	-	-	-	-	-
Acrobatica Monaco S.a.m.		-	-	-	-	-	-	-	-	-
Enigma Capital Investments Llc		-	-	-	-	-	-	-	-	-
<b>Total number of hours worked</b>	h	<b>3,056,821</b>	<b>290,038</b>	<b>3,346,859</b>	<b>2,588,704</b>	<b>170,948</b>	<b>2,759,652</b>	<b>1,504,025</b>	<b>94,778</b>	<b>1,598,803</b>
EdiliziAcrobatica S.p.A.		2,130,629	266,022	2,396,651	1,756,327	159,644	1,915,971	1,440,114	91,922	1,532,036
EdiliziAcrobatica France SaS		101,532	9,138	110,670	38,809	4,727	43,536	63,911	2,856	66,767
EdiliziAcrobatica ibérica sl		70,556	10,162	80,718	24,902	-	24,902	-	-	-
Acrobatica Energy S.r.l.		7,248	4,716	11,964	7,986	6,577	14,563	-	-	-
Acrobatica Monaco S.a.m.		9,576	-	9,576	1,872	-	1,872	-	-	-
Enigma Capital Investments Llc		737,280	-	737,280	758,808	-	758,808	-	-	-
<b>Rate of recordable accidents</b>	%	<b>41.219</b>	<b>3.448</b>	<b>37.65</b>	<b>49.059</b>	<b>35.098</b>	<b>48.19</b>	<b>45.877</b>	<b>31.653</b>	<b>45.034</b>
<b>Rate of fatalities due to accidents</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Rate of accidents with severe consequences (excluding fatalities)</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>0.773</b>	<b>-</b>	<b>0.725</b>	<b>-</b>	<b>-</b>	<b>-</b>

## GRI 404-1: Average hours of training per year per employee

Average hours of training by gender and employee category	U.M.	2024			2023			2022		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
<b>EdiliziAcrobatica S.p.A. (ITA)</b>	<b>hours/no.</b>	<b>71.54</b>	<b>76.78</b>	<b>72.07</b>	<b>103.08</b>	<b>85.32</b>	<b>101.42</b>	<b>75.87</b>	<b>281.71</b>	<b>88.85</b>
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	75.00	70.62	86.00	80.00	84.15	110.63	86.25	102.50
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	79.00	77.00	92.00	84.00	88.57	155.55	131.50	150.39
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	80.00	77.98	98.00	82.00	92.64	192.21	84.79	153.67
Average training hours by category 4 (e.g. workers)	hours/no.	71.00	74.00	71.17	104.00	90.00	103.35	62.69	1,276.09	77.41
<b>EdiliziAcrobatica France SaS (FR)</b>	<b>hours/no.</b>	<b>64.88</b>	<b>78.44</b>	<b>66.45</b>	<b>65.07</b>	<b>78.29</b>	<b>66.56</b>	<b>110.00</b>	<b>186.57</b>	<b>119.75</b>
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	-	69.00	-	-	-	-	-	-
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	79.00	75.11	74.00	-	74.00	-	-	-
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	80.00	77.83	77.00	80.00	78.07	88.20	55.00	78.71
Average training hours by category 4 (e.g. workers)	hours/no.	60.00	74.00	60.57	60.00	74.00	60.72	157.07	1,086.00	189.10
<b>EdiliziAcrobatica ibérica sl (SP)</b>	<b>hours/no.</b>	<b>65.24</b>	<b>79.00</b>	<b>66.86</b>	<b>67.21</b>	<b>79.40</b>	<b>69.00</b>	<b>154.95</b>	<b>374.47</b>	<b>175.53</b>
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	-	69.00	69.00	-	69.00	140.50	-	158.00
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	-	74.00	74.00	79.00	76.14	33.25	27.00	32.00
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	80.00	78.07	77.00	80.00	77.67	234.70	308.50	247.00
Average training hours by category 4 (e.g. workers)	hours/no.	61.00	74.00	61.39	61.00	-	61.00	133.31	-	167.46
<b>Acrobatica Energy S.r.l. (IT)</b>	<b>hours/no.</b>	<b>72.57</b>	<b>79.50</b>	<b>74.11</b>	<b>72.25</b>	<b>79.75</b>	<b>76.00</b>	-	-	-
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	-	69.00	69.00	-	69.00	-	-	-
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	79.00	76.50	74.00	79.00	76.50	-	-	-
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	80.00	78.00	77.00	80.00	79.25	-	-	-
Average training hours by category 4 (e.g. workers)	hours/no.	71.00	-	71.00	-	-	-	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>	<b>hours/no.</b>	<b>71.80</b>	-	<b>71.80</b>	<b>69.00</b>	-	<b>69.00</b>	-	-	-
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	-	69.00	69.00	-	69.00	-	-	-
Average training hours for category 2 (e.g. Managers)	hours/no.	-	-	-	-	-	-	-	-	-
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	-	77.00	-	-	-	-	-	-
Average training hours by category 4 (e.g. workers)	hours/no.	71.00	-	71.00	-	-	-	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>	<b>hours/no.</b>	<b>11.19</b>	<b>8.23</b>	<b>10.91</b>	<b>7.76</b>	<b>6.25</b>	<b>7.69</b>			-
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	-	69.00	69.00	75.00	70.20			
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	79.00	75.79	-	-	-			
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	-	43.89	77.00	-	48.29			
Average training hours by category 4 (e.g. workers)	hours/no.	-	-	-	-	-	-			
<b>Total</b>	<b>hours/no.</b>	<b>57.39</b>	<b>62.24</b>	<b>57.87</b>	<b>77.06</b>	<b>73.13</b>	<b>76.72</b>	<b>79.19</b>	<b>273.23</b>	<b>92.29</b>
Average training hours by category 1 (e.g. Executives)	hours/no.	69.00	75.00	70.24	78.87	79.00	78.90	97.17	95.00	96.63
Average training hours for category 2 (e.g. Managers)	hours/no.	74.00	79.00	75.98	80.55	82.00	81.00	93.55	90.67	93.00
Average training hours by category 3 (e.g. Office Workers)	hours/no.	77.00	51.09	67.80	91.29	61.73	81.02	186.30	90.98	154.12
Average training hours by category 4 (e.g. workers)	hours/no.	54.56	74.00	55.41	75.38	89.41	75.86	66.49	1,197.46	81.97



## GRI 405-1: Diversity of governance bodies and employees

Employees per category (number)	U.M.	2024				2023				2022			
		Men	Women	Total	Age share	Men	Women	Total	Age share	Men	Women	Total	Age share
EdiliziAcrobatica S.p.A. (ITA)													
Category 1 (e.g. Executives)	No.	1%	4%	2%		1%	6%	2%		1%	6%	1%	
under 30 years old		0%	0%	0%	0.0%	0%	0%	0%	0.0%	0%	0%	0%	0.0%
30-50 years old		1%	5%	2%	1.9%	2%	8%	2%	2.3%	1%	7%	1%	1.0%
over 50 years old		16%	7%	13%	13.0%	15%	13%	14%	14.3%	14%	0%	13%	12.5%
Category 2 (e.g. Managers)		0%	6%	1%		1%	5%	1%		2%	9%	3%	
under 30 years old		0%	0%	0%	0.0%	0%	0%	0%	0.0%	0%	0%	0%	0.0%
30-50 years old		1%	8%	1%	1.4%	1%	7%	1%	1.3%	3%	9%	3%	3.3%
over 50 years old		0%	0%	0%	0.0%	7%	0%	6%	5.7%	3%	33%	6%	6.3%
Category 3 (e.g. Office Workers)		9%	41%	12%		10%	47%	13%		8%	69%	12%	
under 30 years old		6%	60%	9%	9.2%	3%	53%	7%	7.1%	1%	89%	4%	4.1%
30-50 years old		10%	39%	13%	13.0%	11%	47%	14%	14.4%	9%	66%	13%	13.3%
over 50 years old		42%	20%	35%	34.8%	48%	25%	43%	42.9%	45%	67%	47%	46.9%
Category 4 (Workers)		89%	49%	85%		88%	42%	84%		89%	16%	84%	
under 30 years old		94%	40%	91%	90.8%	97%	47%	93%	92.9%	99%	11%	96%	95.9%
30-50 years old		88%	48%	84%	83.7%	87%	38%	82%	82.0%	87%	18%	83%	82.5%
over 50 years old		42%	73%	52%	52.2%	30%	63%	37%	37.1%	38%	0%	34%	34.4%
Total		90%	10%	100%		91%	9%	100%		94%	6%	100%	
under 30 years old		32%	19%	31%	30.7%	29%	24%	29%	28.8%	23%	13%	23%	22.8%
30-50 years old	66%	72%	66%	66.4%	69%	69%	69%	68.6%	74%	82%	74%	74.2%	
over 50 years old	2%	9%	3%	2.9%	2%	6%	3%	2.6%	3%	4%	3%	3.0%	
Gender Share	%	90%	10%			91%	9%			94%	6%		
EdiliziAcrobatica France SaS (FR)													
Category 1 (e.g. Executives)	No.	3%	0%	3%		0%	0%	0%		0%	0%	0%	
under 30 years old		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
30-50 years old		2%	0%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0.0%
over 50 years old		17%	0%	14%	14%	0%	0%	0%	0%	0%	0%	0%	0.0%
Category 2 (e.g. Managers)		10%	22%	12%		16%	0%	15%		21%	29%	22%	
under 30 years old		5%	0%	4%	4.0%	8%	0%	7%	6.7%	13%	0%	13%	12.5%
30-50 years old		12%	40%	15%	15.2%	15%	0%	14%	14.0%	22%	0%	19%	19.4%
over 50 years old		17%	0%	14%	14.3%	67%	0%	50%	50.0%	33%	100%	50%	50.0%
Category 3 (e.g. Office Workers)		19%	56%	23%		16%	71%	23%		21%	57%	25%	
under 30 years old		18%	67%	24%	24.0%	8%	50%	13%	13.3%	20%	100%	25%	25.0%
30-50 years old		17%	60%	22%	21.7%	21%	100%	28%	27.9%	19%	75%	26%	25.8%
over 50 years old		33%	0%	29%	28.6%	0%	0%	0%	0.0%	33%	0%	25%	25.0%
Category 4 (Workers)		68%	22%	63%		67%	29%	63%		58%	14%	53%	
under 30 years old		77%	33%	72%	72.0%	85%	50%	80%	80.0%	67%	0%	63%	62.5%
30-50 years old		68%	0%	61%	60.9%	64%	0%	58%	58.1%	59%	25%	55%	54.8%
over 50 years old		33%	100%	43%	42.9%	33%	100%	50%	50.0%	33%	0%	25%	25.0%

Employees per category (number)	U.M.	2024				2023				2022			
		Men	Women	Total	Age share	Men	Women	Total	Age share	Men	Women	Total	Age share
<b>Total</b>		<b>88%</b>	<b>12%</b>	<b>100%</b>		<b>89%</b>	<b>11%</b>	<b>100%</b>		<b>87%</b>	<b>13%</b>	<b>100%</b>	
<i>under 30 years old</i>		32%	33%	32%	32.1%	24%	29%	24%	24.2%	31%	14%	29%	29.1%
<i>30-50 years old</i>		59%	11%	59%	59.0%	71%	57%	69%	69.4%	56%	57%	56%	56.4%
<i>over 50 years old</i>		9%	6%	9%	9.0%	5%	14%	6%	6.5%	13%	29%	15%	14.5%
<b>Gender Share</b>	%	88%	12%			89%	11%			87%	13%		
<b>EdiliziAcrobatica ibérica sl (SP)</b>													
<b>Category 1 (e.g. Executives)</b>		<b>2%</b>	<b>0%</b>	<b>2%</b>		<b>7%</b>	<b>0%</b>	<b>6%</b>		<b>7%</b>	<b>0%</b>	<b>6%</b>	
<i>under 30 years old</i>		0%	0%	0%	0.0%	0%	0%	0%	0.0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		3%	0%	3%	2.7%	9%	0%	7%	7.4%	10%	0%	8%	8.3%
<i>over 50 years old</i>		0%	0%	0%	0.0%	0%	0%	0%	0.0%	0%	0%	0%	0.0%
<b>Category 2 (e.g. Managers)</b>		<b>7%</b>	<b>0%</b>	<b>6%</b>		<b>14%</b>	<b>60%</b>	<b>21%</b>		<b>14%</b>	<b>33%</b>	<b>16%</b>	
<i>under 30 years old</i>		0%	0%	0%	0.0%	33%	0%	33%	33.3%	29%	0%	29%	28.6%
<i>30-50 years old</i>		6%	0%	5%	5.4%	9%	50%	15%	14.8%	10%	33%	13%	12.5%
<i>over 50 years old</i>		50%	0%	50%	50.0%	0%	100%	100%	100.0%	0%	0%	0%	0.0%
<b>Category 3 (e.g. Office Workers)</b>		<b>20%</b>	<b>83%</b>	<b>27%</b>		<b>24%</b>	<b>40%</b>	<b>26%</b>		<b>34%</b>	<b>67%</b>	<b>38%</b>	
<i>under 30 years old</i>		40%	100%	50%	50.0%	33%	0%	33%	33.3%	14%	0%	14%	14.3%
<i>30-50 years old</i>		15%	75%	22%	21.6%	22%	50%	26%	25.9%	38%	67%	42%	41.7%
<i>over 50 years old</i>		0%	0%	0%	0.0%	0%	0%	0%	0.0%	100%	0%	100%	100.0%
<b>Category 4 (Workers)</b>		<b>71%</b>	<b>17%</b>	<b>65%</b>		<b>55%</b>	<b>0%</b>	<b>47%</b>		<b>45%</b>	<b>0%</b>	<b>41%</b>	
<i>under 30 years old</i>		60%	0%	50%	50.0%	33%	0%	33%	33.3%	57%	0%	57%	57.1%
<i>30-50 years old</i>		76%	25%	70%	70.3%	61%	0%	52%	51.9%	43%	0%	38%	37.5%
<i>over 50 years old</i>		50%	0%	50%	50.0%	0%	0%	0%	0.0%	0%	0%	0%	0.0%
<b>Total</b>		<b>88%</b>	<b>12%</b>	<b>100%</b>		<b>85%</b>	<b>15%</b>	<b>100%</b>		<b>91%</b>	<b>9%</b>	<b>100%</b>	
<i>under 30 years old</i>		22%	33%	24%	23.5%	21%	0%	18%	17.6%	24%	0%	22%	21.9%
<i>30-50 years old</i>		73%	67%	73%	72.5%	79%	80%	79%	79.4%	72%	100%	75%	75.0%
<i>over 50 years old</i>		4%	0%	4%	3.9%	0%	20%	3%	2.9%	3%	0%	3%	3.1%
<b>Gender Share</b>	%	88%	12%			85%	15%			91%	9%		
<b>Acrobatica Energy S.r.l. (IT)</b>													
<b>Category 1 (e.g. Executives)</b>		<b>29%</b>	<b>0%</b>	<b>22%</b>		<b>50%</b>	<b>0%</b>	<b>25%</b>		<b>33%</b>	<b>0%</b>	<b>25%</b>	
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		20%	0%	17%	17%	33%	0%	20%	20%	0%	0%	0%	0.0%
<i>over 50 years old</i>		100%	0%	100%	100%	100%	0%	100%	100%	50%	0%	50%	50.0%
<b>Category 2 (e.g. Managers and Level 1)</b>		<b>14%</b>	<b>50%</b>	<b>22%</b>		<b>25%</b>	<b>25%</b>	<b>25%</b>		<b>67%</b>	<b>0%</b>	<b>50%</b>	
<i>under 30 years old</i>	No.	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		20%	100%	33%	33%	33%	50%	40%	40%	100%	0%	50%	50.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	50%	0%	50%	50.0%
<b>Category 3 (e.g. Office Workers)</b>		<b>29%</b>	<b>50%</b>	<b>33%</b>		<b>25%</b>	<b>75%</b>	<b>50%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>	
<i>under 30 years old</i>		0%	100%	50%	50%	0%	100%	100%	100%	0%	0%	0%	0.0%
<i>30-50 years old</i>		40%	0%	33%	33%	33%	50%	40%	40%	0%	0%	0%	0.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%

Employees per category (number)	U.M.	2024				2023				2022			
		Men	Women	Total	Age share	Men	Women	Total	Age share	Men	Women	Total	Age share
<b>Category 4 (Workers)</b>		<b>29%</b>	<b>0%</b>	<b>22%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>0%</b>	<b>100%</b>	<b>25%</b>	
<i>under 30 years old</i>		100%	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		20%	0%	17%	17%	0%	0%	0%	0%	0%	100%	50%	50.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<b>Total</b>		<b>78%</b>	<b>22%</b>	<b>100%</b>		<b>50%</b>	<b>50%</b>	<b>100%</b>		<b>75%</b>	<b>25%</b>	<b>100%</b>	
<i>under 30 years old</i>		14%	50%	22%	<b>11%</b>	0%	50%	25%	25.0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		71%	50%	67%	<b>33%</b>	75%	50%	63%	62.5%	33%	100%	50%	50.0%
<i>over 50 years old</i>		14%	0%	11%	<b>6%</b>	25%	0%	13%	12.5%	67%	0%	50%	50.0%
<b>Gender Share</b>	%	78%	22%			50%	50%			75%	25%		

**Acrobotica  
Monaco S.a.m.  
(MCO)**

<b>Category 1 (e.g. Executives)</b>		<b>20%</b>	<b>0%</b>	<b>20%</b>		<b>100%</b>	<b>0%</b>	<b>100%</b>		<b>100%</b>	<b>0%</b>	<b>100%</b>	
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>over 50 years old</i>		100%	0%	100%	100%	100%	0%	100%	100%	100%	0%	100%	100.0%
<b>Category 2 (e.g. Managers)</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>	
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<b>Category 3 (e.g. Office Workers)</b>		<b>20%</b>	<b>0%</b>	<b>20%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>	
<i>under 30 years old</i>	No.	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		25%	0%	25%	25%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<b>Category 4 (Workers)</b>		<b>60%</b>	<b>0%</b>	<b>60%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>	
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		75%	0%	75%	75%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<b>Total</b>		<b>100%</b>	<b>0%</b>	<b>100%</b>		<b>100%</b>	<b>0%</b>	<b>100%</b>		<b>100%</b>	<b>0%</b>	<b>100%</b>	
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>30-50 years old</i>		80%	0%	80%	80%	0%	0%	0%	0%	0%	0%	0%	0.0%
<i>over 50 years old</i>		20%	0%	20%	20%	100%	0%	100%	100%	100%	0%	100%	100.0%
<b>Gender Share</b>	%	100%	0%			100%	0%			100%	0%		

**Enigma Capital  
Investments Llc  
(UAE)**

<b>Category 1 (e.g. Executives)</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>		<b>2%</b>	<b>8%</b>	<b>2%</b>					
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%				
<i>30-50 years old</i>		1%	0%	1%	1%	3%	14%	4%	4%				
<i>over 50 years old</i>	No.	33%	0%	20%	20%	0%	0%	0%	0%				
<b>Category 2 (e.g. Managers)</b>		<b>2%</b>	<b>10%</b>	<b>3%</b>		<b>0%</b>	<b>0%</b>	<b>0%</b>					
<i>under 30 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%				
<i>30-50 years old</i>		7%	14%	8%	8%	0%	0%	0%	0%				

Employees per category (number)	U.M.	2024				2023				2022			
		Men	Women	Total	Age share	Men	Women	Total	Age share	Men	Women	Total	Age share
<i>over 50 years old</i>		0%	0%	0%	0%	0%	0%	0%	0%				
<b>Category 3 (e.g. Office Workers)</b>		<b>12%</b>	<b>90%</b>	<b>20%</b>		<b>8%</b>	<b>92%</b>	<b>13%</b>					
<i>under 30 years old</i>		7%	100%	9%	9%	7%	100%	11%	11%				
<i>30-50 years old</i>		24%	86%	37%	37%	9%	86%	14%	14%				
<i>over 50 years old</i>		67%	100%	80%	80%	67%	0%	67%	67%				
<b>Category 4 (Workers)</b>		<b>85%</b>	<b>0%</b>	<b>77%</b>		<b>90%</b>	<b>0%</b>	<b>85%</b>					
<i>under 30 years old</i>		93%	0%	91%	91%	93%	0%	89%	89%				
<i>30-50 years old</i>		69%	0%	54%	54%	87%	0%	81%	81%				
<i>over 50 years old</i>		0%	0%	0%	0%	33%	0%	33%	33%				
<b>Total</b>		<b>91%</b>	<b>9%</b>	<b>100%</b>		<b>95%</b>	<b>5%</b>	<b>100%</b>					
<i>under 30 years old</i>		70%	19%	65%	65%	53%	42%	100%	100%				
<i>30-50 years old</i>		30%	77%	34%	34%	46%	58%	100%	100%				
<i>over 50 years old</i>		1%	4%	1%	1%	1%	0%	100%	100%				
<b>Gender Share</b>	%	91%	9%			95%	5%						
<b>Total</b>													
<b>Category 1 (e.g. Executives)</b>		<b>1%</b>	<b>3%</b>	<b>2%</b>		<b>2%</b>	<b>6%</b>	<b>2%</b>		<b>1%</b>	<b>5%</b>	<b>1%</b>	
<i>under 30 years old</i>		0%	0%	0%	0.0%	0%	0%	0%	0.2%	0%	0%	0%	0.0%
<i>30-50 years old</i>		2%	4%	2%	1.8%	2%	8%	3%	2.7%	1%	6%	1%	1.2%
<i>over 50 years old</i>		20%	6%	16%	16.1%	17%	10%	16%	15.6%	15%	0%	14%	13.6%
<b>Category 2 (e.g. Managers)</b>		<b>1%</b>	<b>8%</b>	<b>2%</b>		<b>1%</b>	<b>6%</b>	<b>2%</b>		<b>3%</b>	<b>11%</b>	<b>4%</b>	
<i>under 30 years old</i>		0%	0%	0%	0.1%	0%	0%	0%	0.5%	2%	0%	1%	1.5%
<i>30-50 years old</i>		2%	11%	3%	3.0%	1%	8%	2%	2.0%	4%	9%	4%	4.2%
<i>over 50 years old</i>		5%	0%	3%	3.2%	11%	10%	11%	11.1%	10%	60%	16%	15.9%
<b>Category 3 (e.g. Office Workers)</b>		<b>11%</b>	<b>53%</b>	<b>15%</b>		<b>10%</b>	<b>55%</b>	<b>14%</b>		<b>10%</b>	<b>67%</b>	<b>13%</b>	
<i>under 30 years old</i>	No.	7%	71%	10%	10.3%	5%	66%	9%	9.1%	2%	90%	6%	5.6%
<i>30-50 years old</i>		12%	51%	17%	16.9%	11%	54%	15%	15.2%	10%	66%	14%	14.5%
<i>over 50 years old</i>		39%	28%	35%	35.5%	43%	20%	38%	37.8%	41%	40%	41%	40.9%
<b>Category 4 (Workers)</b>		<b>87%</b>	<b>36%</b>	<b>82%</b>		<b>87%</b>	<b>33%</b>	<b>82%</b>		<b>86%</b>	<b>16%</b>	<b>81%</b>	
<i>under 30 years old</i>		93%	29%	90%	89.6%	94%	34%	90%	90.3%	96%	10%	93%	92.9%
<i>30-50 years old</i>		84%	35%	78%	78.3%	85%	30%	80%	80.0%	85%	19%	80%	80.2%
<i>over 50 years old</i>		36%	67%	45%	45.2%	29%	60%	36%	35.6%	33%	0%	30%	29.5%
<b>Total</b>		<b>90%</b>	<b>10%</b>	<b>100%</b>		<b>91%</b>	<b>9%</b>	<b>100%</b>		<b>93%</b>	<b>7%</b>	<b>100%</b>	
<i>under 30 years old</i>		40%	20%	38%	38.3%	35%	27%	34%	34.2%	24%	13%	23%	23.0%
<i>30-50 years old</i>		58%	72%	59%	59.0%	63%	67%	63%	63.4%	73%	81%	73%	73.2%
<i>over 50 years old</i>		2%	8%	3%	2.8%	2%	6%	2%	2.4%	4%	6%	4%	3.8%
<b>Gender Share</b>	%	90%	10%			91%	9%			93%	7%		

## GRI 405-2: Ratio of basic salary and remuneration of women to men

Average salary ratio	unit	FY 2024	FY 2023	FY 2022
<b>EdiliziAcrobatica S.p.A. (IT)</b>	%	<b>100.0%</b>	<b>96.2%</b>	<b>99.5%</b>
Executives		<b>104.9%</b>	100.0%	100.0%
Managers		<b>100.1%</b>	100.0%	98.2%
Office workers		<b>91.5%</b>	83.6%	100.0%
Workers		<b>100.0%</b>	100.0%	100.0%
<b>EdiliziAcrobatica France SaS (FR)</b>	%	<b>89.9%</b>	<b>83.2%</b>	<b>97.9%</b>
Executives		<b>N/A</b>	N/A	N/A
Managers		<b>80.3%</b>	N/A	84.3%
Office workers		<b>90.6%</b>	95.7%	105.4%
Workers		<b>106.6%</b>	97.8%	110.4%
<b>EdiliziAcrobatica ibérica sl (SP)</b>	%	<b>42.0%</b>	<b>49.6%</b>	<b>70.4%</b>
Executives		<b>N/A</b>	N/A	0.0%
Managers		<b>N/A</b>	82.7%	96.6%
Office workers		<b>73.8%</b>	54.3%	91.9%
Workers		<b>106.7%</b>	N/A	0.0%
<b>Acrobatica Energy S.r.l. (IT)</b>	%	<b>77.5%</b>	<b>51.4%</b>	<b>27.5%</b>
Executives		<b>N/A</b>	N/A	N/A
Managers		<b>136.7%</b>	93.8%	N/A
Office workers		<b>46.7%</b>	70.0%	N/A
Workers		<b>N/A</b>	N/A	N/A
<b>Acrobatica Monaco S.a.m. (MCO)</b>	%	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Executives		<b>N/A</b>	N/A	N/A
Managers		<b>N/A</b>	N/A	N/A
Office workers		<b>N/A</b>	<b>N/A</b>	N/A
Workers		<b>N/A</b>	<b>N/A</b>	N/A
<b>Enigma Capital Investments Llc (UAE)</b>	%	<b>52.1%</b>	<b>19.2%</b>	
Executives		<b>N/A</b>	N/A	
Managers		<b>94.0%</b>	11.1%	
Office workers		<b>92.4%</b>	31.6%	
Workers		<b>N/A</b>	0.0%	
<b>Acrobatica Group</b>	%	<b>71.1%</b>	<b>75.8%</b>	<b>78.5%</b>
Executives		<b>51.2%</b>	63.5%	60.0%
Managers		<b>96.8%</b>	81.2%	87.2%
Office workers		<b>71.5%</b>	78.7%	93.7%
Workers		<b>100.6%</b>	99.3%	105.4%

## GRI 204-1: Proportion of spending made to local suppliers

Spending on local suppliers	U.M.	FY 2024	FY 2023	FY 2022
Purchases from local suppliers	€ million	35.62	9.36	9.47
Total purchases	€ million	35.84	9.72	9.95
<b>Spending on local suppliers</b>	%	99.4%	96.30%	95.18%

Percentage of local suppliers	U.M.	FY 2024	FY 2023	FY 2022
Local suppliers	no.	2,478	982	350
Total suppliers	no.	2,501	984	358
<b>Spending on local suppliers</b>	%	99.08%	99.80%	97.77%



## GRI 302-1: Energy consumption within the organization

Energy consumed within the organisation	U.M.	FY 2024	FY 2023	FY 2022
<b>Italy</b>		35,056.50	28,726.08	23,045.52
Natural gas used for heating	GJ	153.29	202.51	84.99
Diesel (non-automotive uses)	GJ	-	-	-
Petrol used for cars	GJ	6,854.92	3,349.31	671.00
Diesel used for cars	GJ	26,386.11	23,737.91	21,246.69
Electricity used for cars	GJ	17.51	-	2.93
Electricity purchased from certified renewable sources	GJ	1,644.68	1,436.36	410.05
Electricity purchased from non-renewable sources	GJ	-	-	629.84
<b>France</b>		3,380.01	2,810.19	133.18
Natural gas used for heating	GJ	-	-	-
Diesel (non-automotive uses)	GJ	-	-	-
Petrol used for cars	GJ	521.88	399.60	-
Diesel used for cars	GJ	2,824.64	2,391.81	-
Electricity used for cars	GJ	-	-	-
Electricity purchased from certified renewable sources	GJ	33.49	18.78	26.64
Electricity purchased from non-renewable sources	GJ	-	-	106.54
<b>Spain</b>		385.75	48.52	33.57
Natural gas used for heating	GJ	-	-	-
Diesel (non-automotive uses)	GJ	-	-	-
Petrol used for cars	GJ	-	-	-
Diesel used for cars	GJ	333.05	-	-
Electricity used for cars	GJ	-	-	-
Electricity purchased from certified renewable sources	GJ	52.70	48.52	33.57
Electricity purchased from non-renewable sources	GJ	-	-	-
<b>Principality of Monaco</b>		150.00	93.87	-
Natural gas used for heating	GJ	-	-	-
Diesel (non-automotive uses)	GJ	-	-	-
Petrol used for cars	GJ	-	-	-
Diesel used for cars	GJ	142.73	90.75	-
Electricity used for cars	GJ	-	-	-
Electricity purchased from certified renewable sources	GJ	-	-	-
Electricity purchased from non-renewable sources	GJ	7.26	3.12	-
<b>United Arab Emirates</b>		27,250.01	23,262.20	-
Natural gas used for heating	GJ	-	-	-
Diesel (non-automotive uses)	GJ	8,376.54	7,150.70	-
Petrol used for cars	GJ	18,829.46	16,073.90	-
Diesel used for cars	GJ	-	-	-
Electricity used for cars	GJ	-	-	-
Electricity purchased from certified renewable sources	GJ	-	-	-
Electricity purchased from non-renewable sources	GJ	44.01	37.60	-
<b>Acrobatica Group</b>		66,222.27	55,120.50	23,212.26
Natural gas used for heating	GJ	153.29	202.48	84.99
Diesel (non-automotive uses)	GJ	8,376.54	7,150.71	-
Petrol used for cars	GJ	26,206.26	19,845.27	671.00
Diesel used for cars	GJ	29,686.53	26,377.69	21,246.69
Electricity used for cars	GJ	17.51	-	2.93
Electricity purchased from certified renewable sources	GJ	1,730.88	1,503.66	470.26
Electricity purchased from non-renewable sources	GJ	51.27	40.69	736.38

## GRI 302-3: Energy intensity

Energy intensity	U.M.	FY 2024	FY 2023	FY 2022
<b>Italy</b>	<b>GJ/Turnover</b>	<b>0.23</b>	<b>0.18</b>	<b>0.17</b>
Total consumption of energy	GJ	35,056.50	28,726.05	23,045.52
<b>France</b>	<b>GJ/Turnover</b>	<b>0.02</b>	<b>0.02</b>	<b>0.00</b>
Total consumption of energy	GJ	3,380.01	2,984.10	133.18
<b>Spain</b>	<b>GJ/Turnover</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Total consumption of energy	GJ	385.75	48.52	33.57
<b>Principality of Monaco</b>	<b>GJ/Turnover</b>	<b>0.00</b>	<b>0.00</b>	<b>-</b>
Total consumption of energy	GJ	150.00	99.62	-
<b>United Arab Emirates</b>	<b>GJ/Turnover</b>	<b>0.18</b>	<b>0.15</b>	<b>-</b>
Total consumption of energy	GJ	27,250.01	23,263.20	-
<b>Acrobatica Group</b>	<b>GJ/Turnover</b>	<b>0.43</b>	<b>0.35</b>	<b>0.17</b>
Total consumption of energy	GJ	66,222.27	55,120.50	23,212.26
Unit of measurement chosen by the organisation	Consolidated turnover	154,500.00	158,757.00	134,462.00

**GRI 305-1: Direct (Scope 1) GHG emissions**  
**GRI 305-2: Indirect (Scope 2) GHG emissions**

Direct (Scope 1) GHG emissions Indirect (Scope 2) GHG emissions	U.M.	FY 2024	FY 2023	FY 2022
<b>Italy</b>				
Direct emissions Scope 1	t CO2e	2,449.70	2,001.72	1,615.94
Indirect emissions Scope 2 - Location-based	t CO2e	-	-	87.48
Indirect emissions Scope 2 - Market-based	t CO2e	133.86	116.90	84.64
<b>France</b>				
Direct emissions Scope 1	t CO2e	219.48	194.69	-
Indirect emissions Scope 2 - Location-based	t CO2e	-	-	1.20
Indirect emissions Scope 2 - Market-based	t CO2e	0.52	0.29	2.07
<b>Spain</b>				
Direct emissions Scope 1	t CO2e	22.12	-	-
Indirect emissions Scope 2 - Location-based	t CO2e	-	2.83	1.96
Indirect emissions Scope 2 - Market-based	t CO2e	3.07	-	-
<b>Principality of Monaco</b>				
Direct emissions Scope 1	t CO2e	9.48	6.41	-
Indirect emissions Scope 2 - Location-based	t CO2e	0.08	0.04	-
Indirect emissions Scope 2 - Market-based	t CO2e	0.11	0.05	-
<b>United Arab Emirates</b>				
Direct emissions Scope 1	t CO2e	1,748.30	1,492.45	-
Indirect emissions Scope 2 - Location-based	t CO2e	5.97	5.09	-
Indirect emissions Scope 2 - Market-based	t CO2e	4.39	3.75	-
<b>Acrobatica Group</b>				
Direct emissions Scope 1	t CO2e	4,449.07	3,695.27	1,615.94
Indirect emissions Scope 2 - Location-based	t CO2e	6.05	5.13	88.68
Indirect emissions Scope 2 - Market-based	t CO2e	141.96	123.82	88.67

## GRI 305-4: GHG emissions intensity

Emissions intensity	U.M.	FY 2024	FY 2023	FY 2022
<b>Italy</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.017</b>	<b>0.013</b>	<b>0.013</b>
Scope 1	tCO <sub>2</sub> e	2,449.70	2,001.72	1,615.94
Scope 2 - Market-based	tCO <sub>2</sub> e	-	-	87.48
Scope 2 - Location-based	tCO <sub>2</sub> e	133.86	116.90	84.64
<b>France</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.001</b>	<b>0.001</b>	<b>0.00</b>
Scope 1	tCO <sub>2</sub> e	219.48	194.69	-
Scope 2 - Market-based	tCO <sub>2</sub> e	-	-	1.20
Scope 2 - Location-based	tCO <sub>2</sub> e	0.52	0.29	2.07
<b>Spain</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.000</b>	<b>0.000</b>	<b>0.00</b>
Scope 1	tCO <sub>2</sub> e	22.12	-	-
Scope 2 - Market-based	tCO <sub>2</sub> e	-	-	-
Scope 2 - Location-based	tCO <sub>2</sub> e	3.07	2.83	1.96
<b>Principality of Monaco</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.000</b>	<b>0.000</b>	<b>-</b>
Scope 1	tCO <sub>2</sub> e	9.48	6.41	-
Scope 2 - Market-based	tCO <sub>2</sub> e	0.08	0.04	-
Scope 2 - Location-based	tCO <sub>2</sub> e	0.11	0.05	-
<b>United Arab Emirates</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.011</b>	<b>0.009</b>	<b>-</b>
Scope 1	tCO <sub>2</sub> e	1,748.30	1,492.45	
Scope 2 - Market-based	tCO <sub>2</sub> e	5.97	5.09	
Scope 2 - Location-based	tCO <sub>2</sub> e	4.39	3.75	
<b>Acrobatica Group</b>	<b>tCO<sub>2</sub>e/Turnover</b>	<b>0.030</b>	<b>0.024</b>	<b>0.013</b>
Scope 1	tCO <sub>2</sub> e	4,449.07	3,695.27	1,615.94
Scope 2 - Market-based	tCO <sub>2</sub> e	6.05	5.13	88.68
Scope 2 - Location-based	tCO <sub>2</sub> e	141.96	123.82	88.67
Unit of measurement chosen by the organisation	Consolidated turnover (euro 000)	154,500.00	158,757.00	134,462.00

**GRI 306-3: Waste generated**  
**GRI 306-4: Waste diverted from disposal**  
**GRI 306-5: Waste directed to disposal**

Waste produced	U.M.	FY 2024	FY 2023	FY 2022
<b>Waste not sent for disposal</b>	t	2,672.54	3,386.42	1,308.02
<b>EdiliziAcrobatica S.p.A. (ITA)</b>				
Hazardous waste	t	50.30	8.24	8.00
Non-hazardous waste	t	2,622.24	3,378.18	1,300.02
<b>EdiliziAcrobatica France SaS (FR)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>EdiliziAcrobatica Ibérica SL (SP)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Acrobatica Group</b>				
Hazardous waste	t	50.30	8.24	8.00
Non-hazardous waste	t	2,622.24	3,378.18	1,300.02
<b>Waste sent for disposal</b>	t	530.08	140.05	73.01
<b>EdiliziAcrobatica S.p.A. (ITA)</b>				
Hazardous waste	t	14.12	12.81	17.00
Non-hazardous waste	t	203.96	127.24	56.01
<b>EdiliziAcrobatica France SaS (FR)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>EdiliziAcrobatica Ibérica SL (SP)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Acrobatica Energy S.r.l. (IT)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Acrobatica Monaco S.a.m. (MCO)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	-	-	-
<b>Enigma Capital Investments Llc (UAE)</b>				
Hazardous waste	t	-	-	-
Non-hazardous waste	t	312.00	-	-
<b>Acrobatica Group</b>				
Hazardous waste	t	14.12	8.24	8.00
Non-hazardous waste	t	515.96	3,378.18	1,300.02

## **Sustainability Report**

Sustainability Report as at 31 December 2024

Reporting period: 1 January 2024 - 31 December 2024

### Company data

EdiliziAcrobatica S.p.A.

Share Capital € 842,288.50

Registered Office in Milan – Via Turati, 29, 20100

Tax Code and VAT Number 01438360990 – Economic and Administrative Index MI 1785877

