

Aeroviaggi Direct Investments – Semester ESG update

Aeroviaggi S.p.A.

Period: H1 January – June 2025

Entity updates

Environment

- **ESG Integration:** ESG principles remain fully embedded throughout the investment and operational cycle, including screening, monitoring, and continuous improvement.
- **Headquarters:**
 - 100% **LED lighting** completed.
- **Himera Resort:**
 - **Electricity:** Despite a **37% increase in occupancy**, the **average electricity consumption per room remained stable**, showcasing diverse client behaviors through the accrued sustainability matters campaign.
 - Despite operating **23 more days** than in 2024, the resort consumed the same amount of energy, demonstrating the effectiveness of its sustainability initiatives.
- **Sciaccamare Resort:**
 - **Water:** With **4% more occupied rooms**, total water use **decreased by 11%** (from 96,000 m³ in 2024 to 85,000 m³ in 2025), thanks to water-efficiency measures such as low-flow fixtures, improved irrigation systems, and staff awareness programs.
 - Monthly monitoring continues, with further reductions targeted.
- **Awareness & Training:** ESG awareness and sustainability initiatives continued across all sites, engaging staff and guests. ESG awareness and sustainability initiatives continued across all sites, with managers and Head of on sustainable operations, and leadership on ESG governance. Guests were engaged through awareness campaigns and eco-friendly activity programs.

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Key Highlights – H1 2025

Energy efficiency → 100% LED lighting across all sites

Water reduction (Sciaccamare) → -11% total water use with +4% room occupancy

Stable electricity use (Himera) → +37% occupancy with unchanged per-room energy use

Social

Workforce Composition (January–May 2025)

Note: ULA (“Unità Lavorative per Anno”) represents the amount of work performed by one full-time employee over the course of a year. This metric ensures consistent comparison of workforce size, taking into account part-time contracts and seasonality.

During the first six months of 2025, workforce distribution shows a strong concentration at the Sciaccamare complex, the Group’s main operational hub. These figures will be used to monitor staffing levels in relation to ESG initiatives (training, engagement, workplace safety) and to assess the social impact across different sites. Continued staff involvement in sustainability and energy-awareness campaigns.

Location	ULA (Jan–May 2025)
Headquarters (HQ)	110
Sciaccamare Resort	125
└ Alicudi	18
└ Lipari	31
└ Cala Regina	31
└ Torre del Barone	45
Himera Resort	25

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Governance

- **Board composition:** 5 members – Marcello Mangia, Marco Mangia, Giuseppe Mangia, Andrea Mangia, and Tiziana Mangia.
 - 4 executive, 1 non-executive, none independent.
 - 1 female, 4 male members.
 - No external board positions; no underrepresented groups.
 - **Andrea Mangia's role has been refocused** toward **Operational Direction and Business Development**, strengthening governance alignment with business growth objectives.
 - Core competencies across the Board: general management, ESG, commercial, auditing, and business development.

Outlook for H2 2025

Expand ESG training and staff engagement → in the second semester, AeroViaggi plans to **strengthen ESG awareness among staff** through simple, targeted actions, building on initiatives already in place:

- **Update informational materials:** concise guides on energy saving, responsible water use, and waste management, available at each property.
- **Short awareness sessions:** 20–30 minutes meetings during operational briefings, focused on everyday behaviors that support ESG goals.
- **Share results:** periodic communication of progress (e.g. water consumption reduction) to keep attention high.
- **Light engagement:** encourage staff to suggest small, practical improvements without introducing complex programs.

Goal: consolidate existing good practices and foster spontaneous engagement, maintaining the positive trends achieved in the first half of the year.

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