

Sustainability Performance Report 2024



50
YEARS
1974 — 2024

ADR
AEROPORTI DI ROMA

| | |
|---|-----------|
| Aeroporti di Roma 2024 key figures | 6 |
| Key sustainability highlights 2024 | 8 |
| The material topics for ADR | 10 |
| The sustainability strategy | 14 |
| Our goals | 16 |
| <hr/> | |
| ENVIRONMENT | 18 |
| Fight against climate change | 20 |
| Noise pollution | 28 |
| Air quality | 30 |
| Circular Economy | 32 |
| Protection of the water resource | 34 |
| <hr/> | |
| SOCIAL | 36 |
| Health and safety of people | 38 |
| Optimisation, inclusion and well-being of staff | 40 |
| Protection and development of local areas and communities | 42 |
| Corporate Culture Responsibility | 44 |
| <hr/> | |

| | |
|---|-----------|
| GOVERNANCE | 50 |
| Governance, integrity and business ethics along the value chain | 52 |
| Central role of the passenger | 54 |
| Contribution to the country's development and local and global connectivity | 58 |
| <hr/> | |
| ENABLERS | 60 |
| Innovation | 62 |
| Partnerships | 64 |
| Sustainable finance | 66 |
| <hr/> | |

Quality, innovation and sustainability are the pillars that have guided ADR - Aeroporti di Roma for over 50 years. With the goal of being Italy's main gateway to the world, ADR stands out internationally in developing a new airport model that combines excellence in passenger experience, cutting-edge services and a strong commitment to sustainability, generating shared value with Stakeholders, partners and community.

Aeroporti di Roma, a Mundys Group Company, develops and manages Rome's airport system, consisting of Rome-Fiumicino's "Leonardo da Vinci" airport (FCO) and Rome-Ciampino's "Giovanni Battista Pastine" airport (CIA), under a concession from ENAC - Ente Nazionale Aviazione Civile.

Fiumicino is among the most important European airports in terms of passengers' numbers, thanks to its tourist appeal and many connections to major European and international destinations. Ciampino, on the other hand, handles traffic related to low-cost and general aviation flights.





"2024 was a year of great importance - not only for our achievements, but also for the celebration of our 50th anniversary. A milestone that offered us the opportunity to reflect on our journey and renew our commitment to an increasingly sustainable and innovative future. Our goal is to consolidate ADR's role as a model of excellence in the airport sector, contributing concretely to the decarbonization of air transport and the creation of a more efficient and sustainable system. We will continue to work with determination to make our airports an engine of growth and sustainable development for the country."

"The 2024 results testify to a year of strong growth and consolidation and mark an extraordinary achievement for Aeroporti di Roma, with the best operating profit ever and a new passengers' record. With more than 53 million passengers handled and an ever-expanding Grid of connections, our airports remain among Europe's leading airports. We have invested in infrastructure, innovation and sustainability to improve the passengers' experience and strengthen our strategic international role in the air transport industry. Sustainability remains at the heart of our vision: we continue to invest in reducing emissions and creating growing community benefits."



Vincenzo Nunziata
President



Marco Troncone
CEO

Aeroporti di Roma 2024 key figures



100
CARRIERS



280,000
TONS OF GOODS MOVED



53 million
PASSENGERS



4,213
EMPLOYEES

8



CONSECUTIVE YEARS:
ROME FIUMICINO BEST AIRPORT IN EUROPE
(CATEGORY > 40 MILLION PASSENGERS)

2



CONSECUTIVE YEARS:
ROME CIAMPINO BEST AIRPORT IN EUROPE
(CATEGORY FROM 2 TO 5 MILLION PASSENGERS)

358,000
AIRCRAFT MOVEMENTS



>240
DESTINATIONS



Key sustainability highlights 2024

-9.5%

CO₂ emissions
(Scope 1+2 market based)
63,757 t (2024)
70,429 t (2023)

+26%

Total generated shared added value
30.8 €bn (2024)
24.5 €bn (2023)

-5.7%

CO₂ emissions Scope 3*
894,223 t (2024)
948,328 t (2023)

-23%

Drinking water withdrawal intensity FCO
10.1 l/pax (2024)
13.1 l/pax (2023)

-13.3%

Energy consumption intensity FCO
5.2 kWh/(Mpax*sqm) (2024)
6.0 kWh/(Mpax*sqm) (2023)

-11%

Waste generated intensity FCO
0.24 kg/pax (2024)
0.27 kg/pax (2023)

+3.6%

Average hours of training
per employee
26.2 h (2024)
25.4 h (2023)

+1p.p.

Structured debt in "Green" or
"Sustainability-linked format"
66% (2024)
65% (2023)

+39%

Employment generated
540,467 (2024)
388,183 (2023)

+2p.p.

Women in management roles
34.1% (2024)
32.1% (2023)

(* Net of Scope 3 emissions from the "Cruise" category)

(p.p. = percentage points, pax = passengers)



The material topics for ADR

Aeroporti di Roma developed a Double Materiality analysis to identify the most relevant issues in the three ESG (Environmental, Social & Governance) pillars that guide the Strategy, Plan and Sustainability reporting.

The Double Materiality analysis is based on a structured approach that integrates desk assessments and stakeholders' engagement; the results consider both Impact Materiality, or the significance of environmental and social impacts, and Financial Materiality, which measures the economic and financial implications of each theme.

While not influencing the prioritization, Stakeholders' input validated the selection of material themes. The analysis also highlighted enabling factors – innovation, partnerships, and sustainable finance – that are key to reducing risk, improving efficiency and strengthening competitiveness in the long run.

In addition to the material topics that emerged from the analysis, ADR recognizes the strategic importance of other areas: Circular Economy, Water Resource Protection and Corporate Cultural Responsibility. Circular economy is a pillar for optimizing resources and reducing waste through reuse and recycling solutions. Water management is key to ensuring efficient and responsible use of water resources, through recovery systems, technologies to reduce consumption and climate change adaptation strategies. Finally, the enhancement of art and culture is part of ADR's commitment to make airports not only transitory infrastructures, but also hubs for the discovery and promotion of Italian heritage.

Environment

 **FIGHT AGAINST CLIMATE CHANGE**

 **NOISE POLLUTION**

 **AIR QUALITY**

 **CIRCULAR ECONOMY***

 **PROTECTION OF THE WATER RESOURCE***

Social

 **HEALTH AND SAFETY OF PEOPLE**

 **OPTIMISATION, INCLUSION AND WELL-BEING OF STAFF**

 **PROTECTION AND DEVELOPMENT OF LOCAL AREAS AND COMMUNITIES**

 **CORPORATE CULTURE RESPONSIBILITY***

Governance

 **CENTRAL ROLE OF THE PASSENGER**

 **CONTRIBUTION TO THE COUNTRY'S DEVELOPMENT AND LOCAL AND GLOBAL CONNECTIVITY**

 **GOVERNANCE, INTEGRITY AND BUSINESS ETHICS ALONG THE VALUE CHAIN**

Enablers

 **INNOVATION**

 **PARTNERSHIPS**

 **SUSTAINABLE FINANCE**

*Relevant areas for ADR, while not crossing the materiality

The sustainability strategy

Environment

- Fight against climate change: use of renewable energy and alternative fuels, leadership in promoting decarbonization of the sector
- Mitigation of atmospheric and acoustic impact
- Circular economy initiatives
- Reducing potable water consumption

Social

- People care strategy
- Community and stakeholders' inclusion strategies
- Passenger-centricity: operational excellence, service quality and accessibility
- Corporate Cultural Responsibility

Governance

- Sustainable infrastructural development
- Sustainable finance
- Sustainable value chain
- Ecosystem of innovation and partnerships with champions of Italian industry



Our goals



FIGHT AGAINST CLIMATE CHANGE

Net Zero Carbon
(Scope 1 & 2)
2030

Scope 3 non-aviation
emissions intensity FCO
-30% to 2030
(vs. 2019)



WATER RESOURCE PROTECTION

Drinking water
consumption intensity FCO
-10% to 2030 (vs. 2019)



CIRCULAR ECONOMY

Waste generated
intensity FCO
-10% to 2030 (vs. 2019)



OPTIMISATION, INCLUSION AND WELL-BEING OF STAFF

Women in managerial
positions
36% to 2030

Average training hours
>24 h/year to 2030

Gender pay gap
Zero (+/- 5%)
to 2030



PROTECTION AND DEVELOPMENT OF LOCAL AREAS AND COMMUNITIES

Direct beneficiaries reached
by the main initiatives in the area
and for the communities
Increasing



HEALTH AND SAFETY OF PEOPLE

Employees accidents'
frequency index
9 to 2030



GOVERNANCE, INTEGRITY AND BUSINESS ETHICS ALONG THE VALUE CHAIN

ISO 37001 Anti-corruption
Maintenance

Human Rights Due
Diligence framework
Maintenance

Cybersecurity maturity
(NIST framework)
4/4 to 2030



CONTRIBUTION TO THE COUNTRY'S DEVELOPMENT AND LOCAL AND GLOBAL CONNECTIVITY

Added value generated
Increasing

Jobs created
Increasing



CENTRAL ROLE OF THE PASSENGER

Skytrax rating Fiumicino
5

Fiumicino passenger satisfaction
(ACI) >4,4

E



G



Environment

Fight against climate change

ADR has embarked on a path to net zero emissions by 2030 for operations under its direct control (Scope 1 + Scope 2), ahead of the targets set by the European airport industry, undertaking several projects and activities to achieve this ambitious goal.

RENEWABLE ENERGY

ADR is developing an extensive program to install photovoltaic systems for on-site production of renewable energy. In 2024, the new Solar Farm, the largest self-consumption photovoltaic system inside a European airport (22 MWp, over 30 GWh/year), at Fiumicino's "Runway 3", was completed. In addition, the construction of a 5.6 MWp plant is underway on the canopies of the "Lunga Sosta" parking lot, and a call for tenders has been issued for two new 7.2 MWp plants at Fiumicino and 2.7 MWp at Ciampino. Studies are also continuing to identify new areas suitable for renewable energy production.

To ensure effective management of the energy produced, ADR is also completing the installation of a 2.5 MW/10 MWh electrical storage system with second-life batteries as part of the European Pioneer project, developed with Enel X and co-financed by the European Commission.

ENERGY EFFICIENCY

ADR constantly monitors consumption through advanced technologies and implements actions to optimize the use of energy resources, reducing inefficiencies and improving the performance of its infrastructures. Thanks to all the initiatives put in place, the energy consumption intensity index kWh/(Mpax*sqm) at Fiumicino airport has seen a reduction of 13.3% compared to the previous year; if compared to the 2012 value, the reduction is 60%.

-13.3%

Energy consumption intensity FCO
5.2 kWh/(Mpax*sqm) (2024)
6.0 kWh/(Mpax*sqm) (2023)

2,359 MWh

Renewable energy generated
equivalent to the energy needs
of 850 households



BUILDINGS

Buildings are constructed and modernized following the highest sustainability standards, adopting certifications such as LEED and BREEAM to ensure efficiency and reduced environmental impact. During 2024, ADR began construction of the "Open" office tower, designed to achieve LEED Gold building certification.

MOBILITY

ADR is accelerating the transition to sustainable fuels for ground handling and aviation vehicles. At Fiumicino, the use of HVO (Hydrotreated Vegetable Oil) has expanded to include ground handlers' vehicles, and initiatives have been launched to distribute this fuel at Ciampino as well. Also on the sustainable mobility front, ADR is upgrading its infrastructure for recharging electric vehicles, both corporate and passenger, with more than 350 points installed by the end of 2024, in addition to those for other airport operators, for a total of more than 400 installed charging points. Finally, electric-powered airport shuttles have been introduced, allowing passengers and operators to move around the airport grounds and reach the Long Stay parking lots free of charge.

DECARBONIZATION

To reduce indirect emissions related to airport activities, ADR continues to work with ENI, ITA Airways and institutional Stakeholders to promote the use of Sustainable Aviation Fuel (SAF). Specifically, with ITA Airways, the option for companies to purchase SAF supplied at Fiumicino Airport to offset emissions from their business travel has been activated, lowering the CO₂ emissions generated by their employees' travel. An incentive program for the use of SAF at Ciampino was also launched in 2024, providing economic contributions to General Aviation operators. In addition, ADR participated in the development of the SAVES project, coordinated by ENAC and ENEA, with the aim of fostering the integration of hydrogen and SAF in airport logistics and supporting the definition of national guidelines for the decarbonization of the sector.



>400

Electric charging point installed

11

Electric shuttles running between FCO and CIA



INFRASTRUCTURE RESILIENCE

The ADR Group has developed a Climate Change Risk Analysis (CCRA) methodology, integrated into the Enterprise Risk Model (ERM) and based on international best practices (ICAO, ISO 14091). This analysis enables the identification and assessment of climate risks—both physical and transitional—and the development of strategies for adaptation and resilience to the impacts of climate change.

The methodology includes:

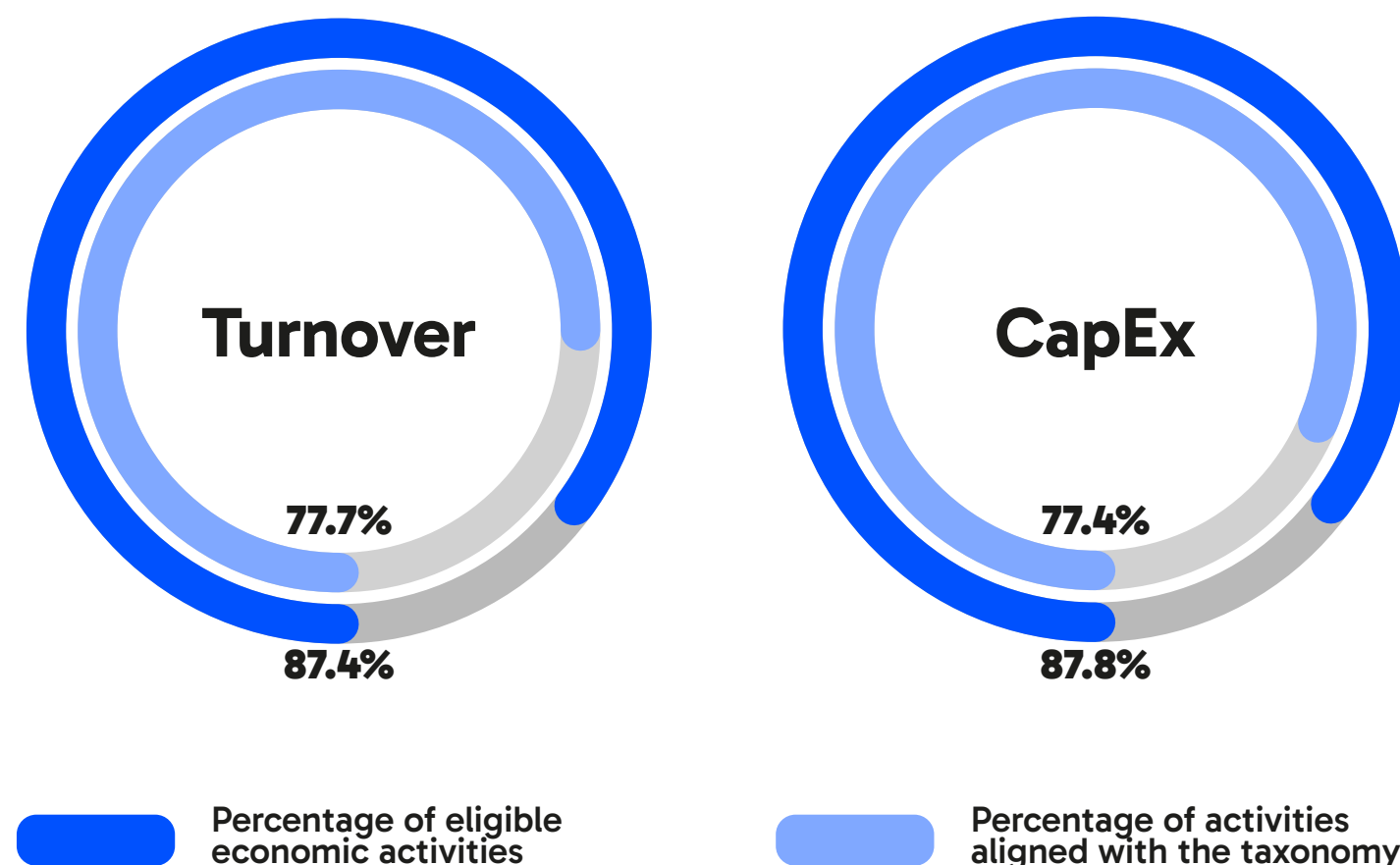
- Climate modeling for physical hazards over different scenarios and time horizons;
- Analysis of impacts and exposure of assets to climate risks;
- Assessment of infrastructure resilience and operational procedures;
- Definition of an adaptation plan, with short-, medium- and long-term mitigation measures.

Results are periodically monitored, updated, and shared with top management to ensure continuous alignment with sustainability strategies and the latest climate data.

THE ALIGNMENT OF ADR TO THE EU TAXONOMY

The European Taxonomy is a system that ranks environmentally sustainable economic activities, with the aim of incentivizing sustainable investment and helping to achieve the goals of the European Green Deal.

With reference to the climate change mitigation goal, the main indicators representing the level of alignment of the ADR Group's activities with the EU Taxonomy for 2024 are shown below.





FIUMICINO'S NEW SOLAR FARM

The infrastructure - designed by ADR and built by Enel in cooperation with Cincet - spans nearly 2.5 kilometers and consists of about 55,000 monocrystalline silicon panels that, thanks to a 22 MWp capacity, will enable the airport to generate about 32 million kWh of electricity annually.

The Solar Farm - which will help reducing the airport's CO₂ emissions by more than 11,000 tons each year - is one of the most ambitious initiatives in ADR's energy transition and decarbonization journey, and will also allow for increased energy independence and resilience to market volatility.

Additional farms will be added over the next five years, bringing the hub to an installed capacity of 60 MWp, a capacity equivalent to meeting the annual energy needs of 30,000 households or "filling up" more than a million electric cars.



PACT FOR THE DECARBONIZATION OF AIR TRANSPORT

To reinforce its commitment to combating climate change, Aeroporti di Roma also consolidated its role in 2024 as a promoter of the aviation sector's sustainable transition through its participation in the "Pact for the Decarbonization of Air Transport", which became a Foundation (PACTA), in late 2023.

The Foundation has established itself as a key interlocutor in the public debate by bringing together institutions, companies, academic bodies and associations to map out a scientific roadmap and shared strategies toward decarbonizing the industry and defining a sustainable innovation model for the future of aviation.

Among the most relevant initiatives in 2024 are the Third Annual Congress - an important opportunity for institutional Stakeholders and members to meet - and the side event at COP29 in Baku, with the support of the Ministry of Environment and Energy Security, to bring to the attention of the international community the contribution of the Italian aviation sector to the global climate challenge.

Noise pollution

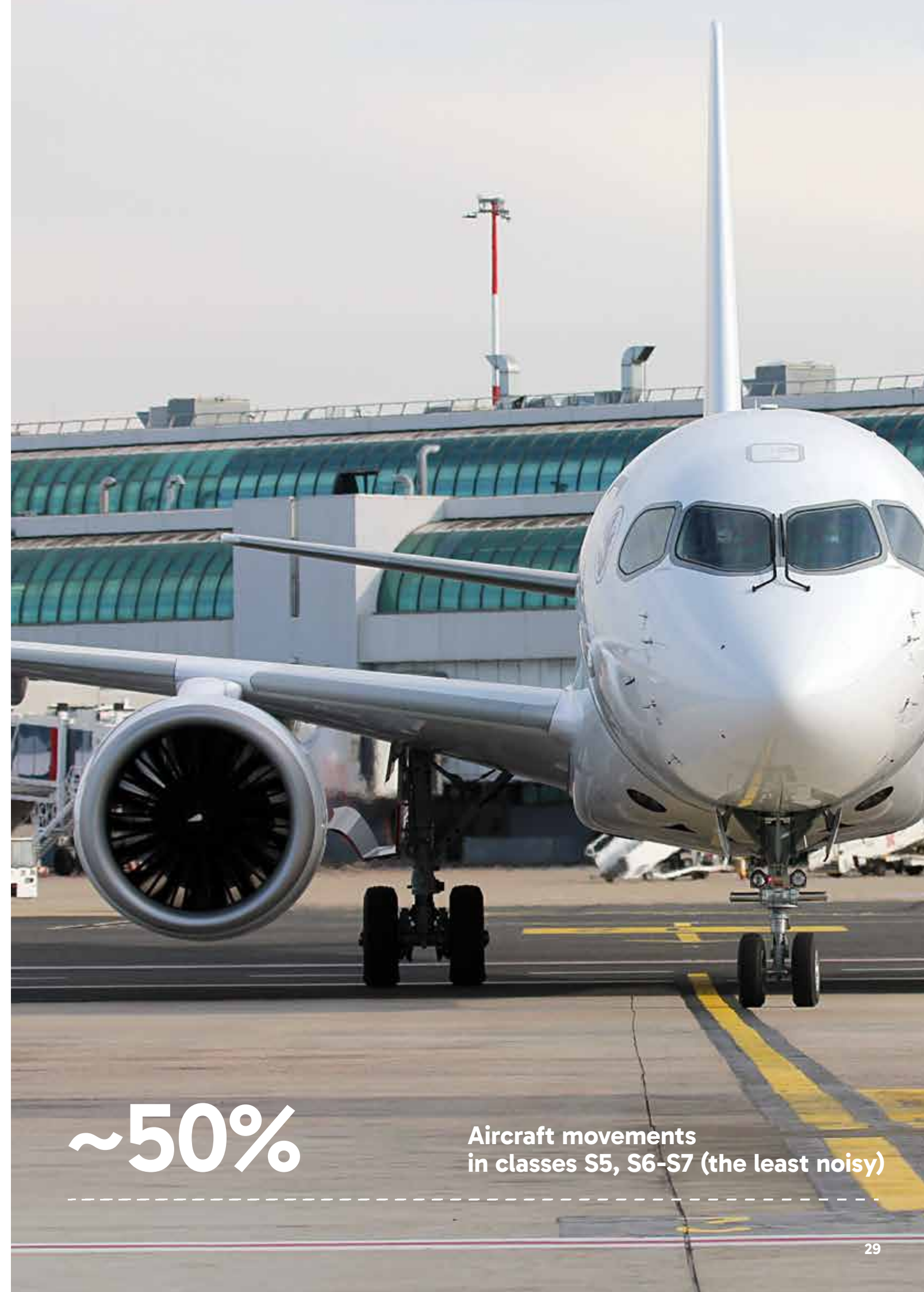
ADR considers reducing the noise impact of airport operations a strategic priority, with particular attention to densely populated areas bordering runways.

In 2023, the Noise Committee, a committee dedicated to noise management, was established to analyze and propose actions to mitigate the impact, and monitoring continued in 2024 in collaboration with ARPA Lazio and other authorities.

Fiumicino airport adopts an advanced noise monitoring system that provides useful data for developing mitigation strategies. Operational measures are adopted, such as limiting the use of Runway 1 at night, and compliance with airport noise limits is ensured.

Ciampino Airport has a limit on the number of commercial aviation flights that can be operated daily of 65, with closure at night. An acoustic remediation project for some schools in Ciampino and Marino was started in 2022 and completed in 2024.

ADR has also introduced an innovative tariff system based on noise levels to incentivize the use of quieter aircraft and reduce noise impact in the airport area. As a result of this strategy, about 50 percent of aircraft movements fall into the three least noisy classes (S5, S6 and S7), highlighting a significant commitment to sustainability and improving the quality of life in surrounding communities.



~50%

Aircraft movements
in classes S5, S6-S7 (the least noisy)

Air quality

To monitor the air quality of the areas adjacent to airport facilities, two fixed control units continuously record data on the main air contaminants (nitrogen oxides and particulate matter) and meteorological parameters. This is complemented by annual monitoring campaigns with the support of recognized research organizations, such as CNR-IIA.

As regards the energy production activities of Leonardo Energia - a company of the ADR Group that operates a cogeneration plant - with a view to continuously improving its environmental performance, ADR is equipped with a system for monitoring the pollutants in the plant's emissions, consisting of numerous periodic checks aimed at preserving air quality. This system of checks on emissions from fixed sources is designed to comply with the regulatory requirements imposed by the permit titles associated with ADR-owned installations and at the same time monitor their proper functioning.



Zero

**Air quality monitoring
findings in 2024**

Circular Economy

ADR has invested heavily in waste management in recent years, with significant results in implementing circular economy practices. Extensive and systemic interventions have consistently increased the percentage of waste recovered at the airports.

In the airport sector, the circular economy also extends to sustainable management of construction sites. In the stages of demolition and subsequent reconstruction, ADR has always pursued a strategy of recovering and reusing excavated and demolished building materials, using for the latter a crushing plant for aggregates and one for processing bituminous aggregates, present on site, which have allowed over time the recovery of large quantities of materials that would otherwise have been sent to landfills.

For the Commercial area, from April 2024, Aeroporti di Roma and “Too Good To Go”, the world's largest marketplace for recovering surplus food, are collaborating to reduce food waste at Fiumicino and Ciampino airports. The initiative allows passengers to purchase Surprise Bags with unsold but still fresh products at a reduced price. Thanks to this collaboration, nearly 5,000 meals were recovered in 2024.



Protection of the water resource

ADR invests annually in the reduction of potable water consumption, with constant maintenance work on the plants and distribution network, according to the principles of pressure and flow regulation and control.

Fiumicino Airport has a dual water grid that allows for separate management of consumption that uses potable water and those that use treated water for reuse.

The treated water supply system for airport reuse has two distinct sources: water from the Tiber intake and water from the biological treatment plant, which converge in a storage basin of about 10,000 cubic meters capacity. The water undergoes a complex system of treatment and sanitization before being fed into Grids intended for specific uses (e.g., thermal, firefighting, and irrigation systems, and toilet discharges).

Thanks to constant interventions and improvements, there was a 26% potable water use in Fiumicino airport in 2024, a decrease of 6% from the previous year.

1/4

Drinking water of total water withdrawn FCO

-23%

FCO drinking water withdrawal intensity
10.1 l/pax (2024)
13.1 l/pax (2023)

-6%

FCO drinking water use
0.50 Mm³ (2024)
0.53 Mm³ (2023)





Social

Health and safety of people

ADR pays great attention to the health and safety of its employees, with a constant effort to reduce the number of accidents. Although every measure is taken with the utmost care, the risk cannot be completely eliminated, and each accident represents for the company a moment of deep reflection and a reminder of the value of each individual person.

The Group adopts an integrated approach that includes reviewing procedures, updating personal protective equipment (PPE), providing training and information to promote safe behaviors, designing safe infrastructure, and working with suppliers who follow the same standards.

In 2024, in addition to in-depth analysis on near misses and accidents, several initiatives such as "Leadership in Health & Safety" have been activated to raise safety awareness and conduct in-depth assessment of work-related stress. In addition, investments are being made in new technologies to further improve safety standards.

ADR also signed a Memorandum of Understanding with INAIL and the national secretariats of labor organizations to collaborate at the implementation of initiatives aimed at reducing occupational injuries and diseases, as well as promoting and strengthening the culture of prevention.

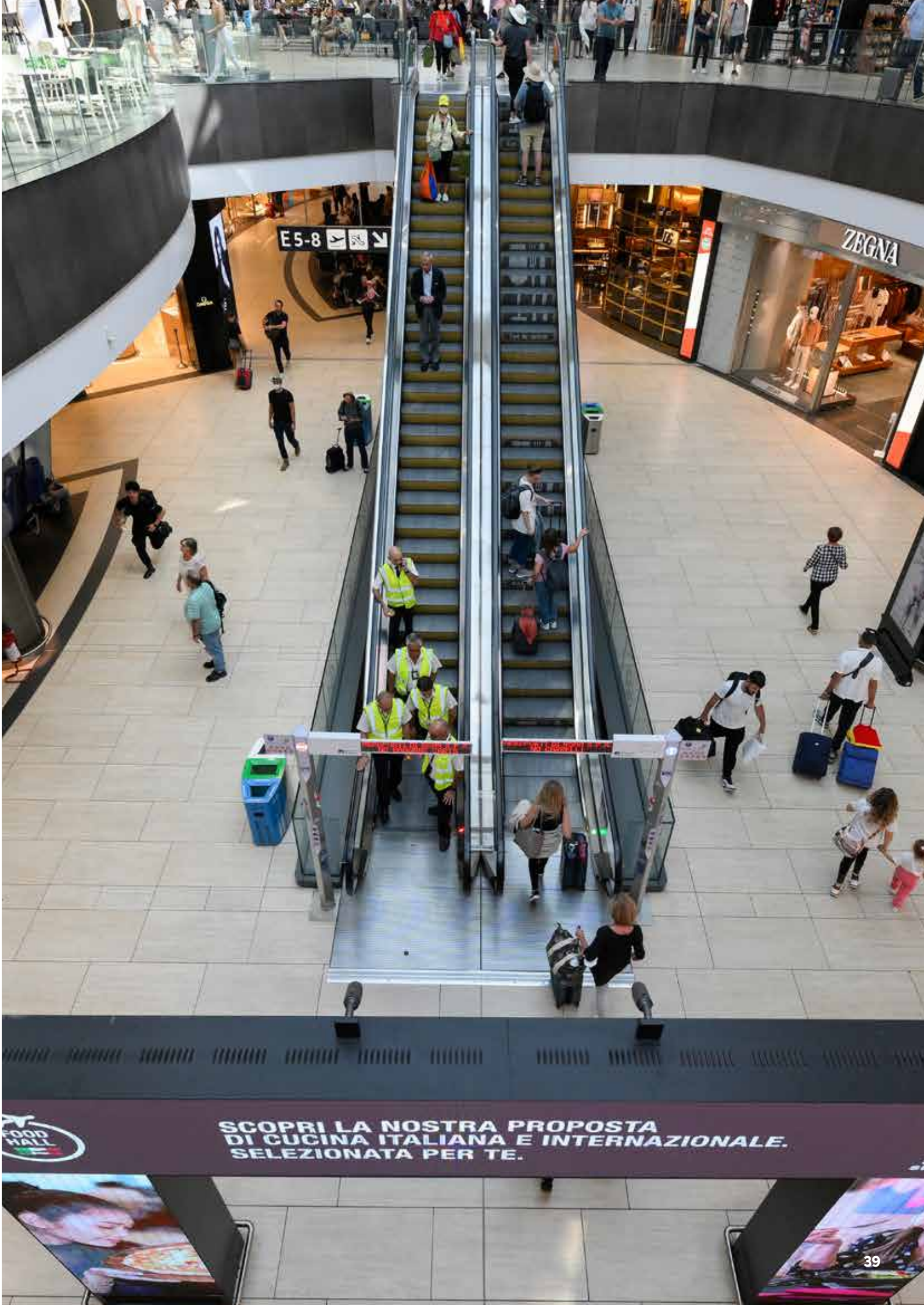
-27%

Employee accident frequency rate*
10.2 (2024)
13.9 (2023)

36,400

Hours of health
and safety training

*The index does not reflect the severity of events, considering only the number.



Optimisation, inclusion and well-being of staff

ADR's People Strategy is based on three fundamental pillars: inclusion, innovation and sustainability. Active management involvement is essential in managing and caring for people, with initiatives ranging from welfare, smart working, and training to engagement and employer branding strategies.

The company has also promoted several outreach initiatives to spread a culture of Diversity, Equity & Inclusion, leading to the achievement of the Gender Equality Certification (UNI PdR 125:2022) at the end of 2023. These programs aim at creating an increasingly fair, inclusive and people-oriented work environment.



+2p.p.

Women in management positions
34.1% (2024)
32.1% (2023)

+3.1%

Average hours of training per employee
26.2 h (2024)
25.4 h (2023)

TALENT & PERFORMANCE MANAGEMENT

In 2024, the Managerial Path for young talent and the Talent Building Program for 40 middle managers was activated, focusing on leadership and strategic skills, and the Greenfield Program for recent graduates continued. In addition, executive coaching, digital coaching and mentoring paths for managers were activated, fostering the exchange of best practices. In performance management, the evaluation of 1,268 people reinforced a culture of feedback, empowerment and an inclusive leadership model.

DIVERSITY, EQUITY & INCLUSION

To strengthen DE&I, ADR organized focus groups to identify diversity gaps and update the dedicated roadmap. Training paths were initiated to reduce bias in HR processes and a DE&I awareness module was introduced in onboarding. In addition, the company promoted gender equality and parenting initiatives and established an Employee Resource Group for organizational wellness and the dissemination of an inclusive culture.

Protection and development of local areas and communities

With numerous wide-ranging projects, ADR aims to protect and support the local area, helping to safeguard its environmental integrity and promote the social development of the areas where the Capital's airports are located.

Major initiatives in 2024 include:

- opening of Newton Rome to promote the study of STEM disciplines applied to the world of aviation;
- promotion of sustainable accessibility through the creation of a bicycle path connecting the airport to the town of Fiumicino;
- activities to support sports associations;
- promotion of local artists at Fiumicino airport;
- renovation of Tommaso Forti parks in Fiumicino, with planting of 100 trees, and Aldo Moro parks in Ciampino, with planting of 250 trees and tree essences;
- support for initiatives dedicated to inclusion, valuing the uniqueness of people;
- initiatives to promote the welfare of the community and the health of citizens;
- support for awareness campaigns and concrete projects against violence against women, through collaborations with local associations, for training and prevention activities;
- continuation of the "Lives in Transit" project, in collaboration with the Parish of Santa Maria degli Angeli and Caritas, to offer assistance and integration to the homeless on airport grounds.

541

Students at Newton Rome

3,400

Direct beneficiaries of CSR initiatives



NEWTON ROME FIUMICINO

Newton Rome - the result of a collaboration between ADR, Boeing and the nonprofit First Scandinavia - is a multimedia classroom available to students in the territory, dedicated to orientation in STEM (Science, Technology, Engineering and Math) subjects related to the world of air transportation. During classes, students try their hand at calculating routes in kilometers and nautical miles, analyzing flight time, using a compass and protractor to orient themselves in space, as well as having the opportunity to use technological equipment such as flight simulators.

PUNTO VIOLA

To mark the International Day for the Elimination of Violence Against Women on 25 November 2024, the Punto Viola was inaugurated at Fiumicino Airport. This initiative aims to raise awareness and combat gender-based violence. Staff at the information desks have been trained to provide initial support and direct people to law enforcement or specialized centers, as well as offering preliminary information on available legal protections.

Corporate Cultural Responsibility

For ADR, the airport is more than just a place of transit; it is a space where the journey begins even before take-off. The aim is to make Leonardo da Vinci a vibrant and welcoming place, offering passengers an enriching experience and showcasing Italian cultural and artistic heritage in all its forms, thus creating a true 'diffuse museum'.

Recognizing its role as a bridge between people and cultures, Aeroporti di Roma has developed partnerships with institutions, organizations, and cultural associations over the years, establishing the airport as a privileged platform for art and knowledge. Major initiatives in 2024:

Fondo Edifici di Culto – Ministero dell'Interno

Exhibition of three 14th-century's stained-glass windows by Giotto from the Basilica of Santa Croce.

Master of Mistakes by Daniele Sigalot

Monumental sculpture displayed in the "plaza" of boarding area A, focused on reflecting on mistakes as part of the human experience.

National Etruscan Museum of Villa Giulia

"Etruscans for Eternity" exhibit with three works from the 2nd century B.C. in the arrivals area of Terminal 1.

Getto di luce by Helidon Xhixha

Monumental marine steel installation outside Terminal 1, a symbol of travel and cultural connection.

Accademia Nazionale di Santa Cecilia

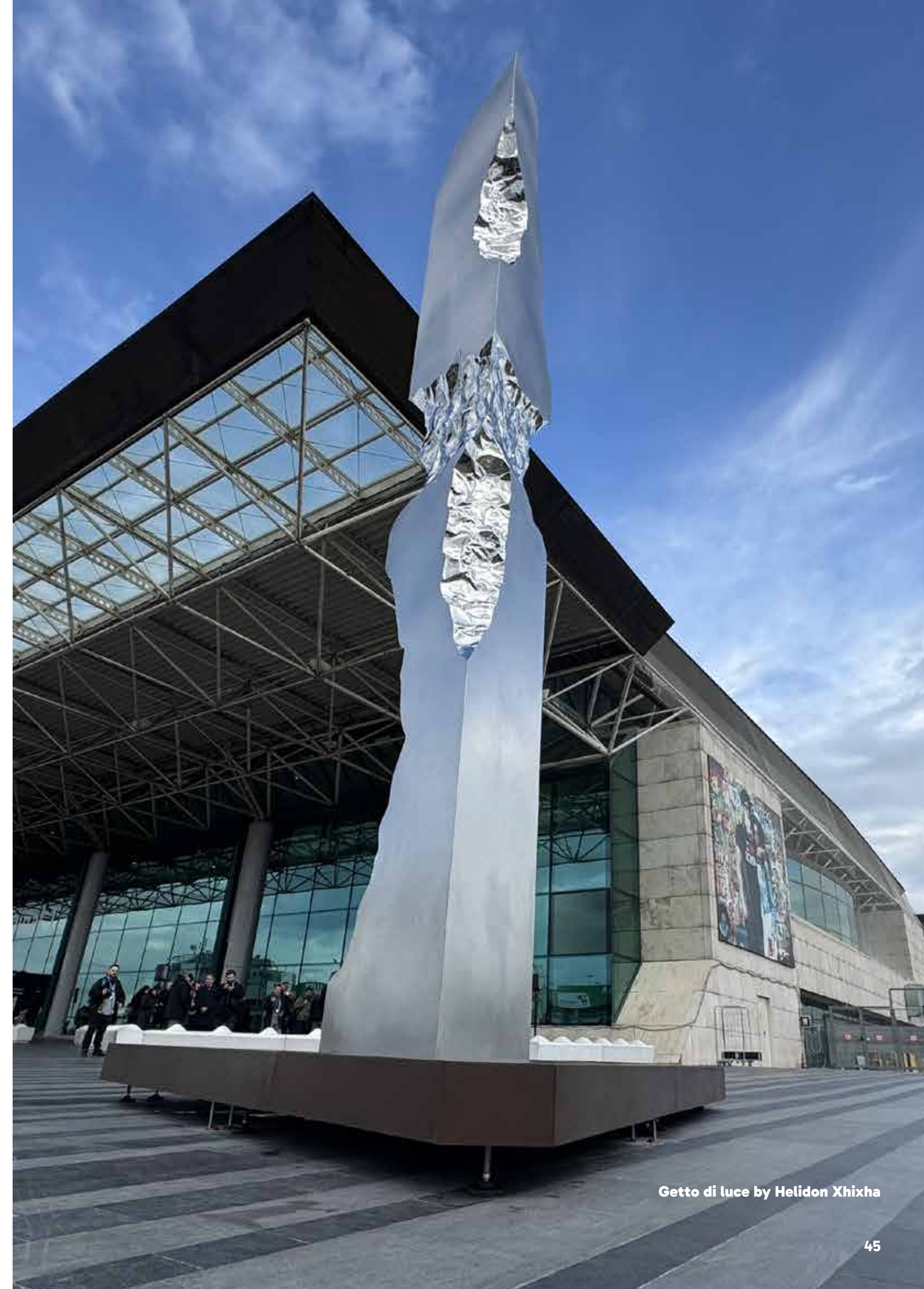
Sponsorship and concerts by Academy artists in Fiumicino airport spaces.

Teatro dell'Opera di Roma

Support for the artistic season, networking for "Tosca" at Terme di Caracalla and concerts with the Fabbrica Young Artist Program and the Children's Choir.

Fondazione Cinema per Roma

Partnership with the Rome Film Festival and special screening at Terminal 5 open to citizens.



Getto di luce by Helidon Xhixha

To assess the positive impacts of cultural initiatives at the airport, ADR has implemented a structured impact analysis model, applied to major projects implemented in 2024. It is an evaluation system based on UNESCO's Culture 2030 Indicators, designed to monitor the contribution of culture to the achievement of the 2030 Sustainable Development Goals' Agenda.

15,000

sqm of space in which
the works are located

237,000

Impressions
on social media

26.3

Million users
of cultural initiatives

>450

Press releases/online
media

>1

Million children
users

40

Employees involved
in design

55%

Tourists/visitors
from other countries

15

Artworks

8

Cultural
partners/sponsors

100%

Women involved
in creative ideation

THE IMPACT
OF CULTURAL INITIATIVES

Employees

91%

84%

59%

54%

63%

59%

Passengers

80%

89%

85%

78%

72%

90%

To measure the effectiveness of cultural initiatives at the airport, an analysis was also conducted to understand their impact on ADR Group employees and passengers. The study examined perceptions of art installations, their visibility, and influence on cultural awareness, personal interests, and overall well-being of users.

The results presented below, related to the positive ratings expressed in response to the questions asked, offer a detailed overview of the reactions, but also suggestions for improvement to make these initiatives even more effective and engaging.

Visibility and attractiveness
of art installations

Main reaction
to cultural initiatives

Impact of works
on knowledge of Italian
cultural heritage

Promotion
of culture and art

Encouraging reflection
and personal growth

Benefits on occupational
well-being/customer
journey



Governance

Governance, integrity and business ethics along the value chain

ADR is committed to upholding the highest standards of governance and integrity throughout the entire value chain. We do this by adopting ethical and sustainable business practices that create value for all stakeholders.

In terms of the supply chain, sustainability is a key criterion in the periodic evaluation of suppliers' performance, from the initial qualification stage onwards.

Elevate, ADR's supplier ESG performance development program, went into operation in 2024. The initial phase involved an initial panel of suppliers selected through a rigorous evaluation process, which determined their admission to the program. The goal is to improve suppliers' environmental, social and governance performance, helping to raise overall industry standards. The program includes two distinct tracks: the "Development Pathway," designed to strengthen the ESG competencies of participating companies and support them in their sustainable evolution; and the "Innovation Pathway," reserved for the most virtuous suppliers, who will collaborate with ADR in the implementation of innovative projects.

403

Suppliers qualified with ESG criteria



THE PROTECTION OF HUMAN RIGHTS

Since 2022, ADR has had a Human Rights Policy that defines the framework with the aim of raising awareness and ensuring respect for human rights within the sphere of the Group and its value chain. For the protection of human rights on different Stakeholders of reference (employees, employees of suppliers and other third parties), the governance and due diligence process has been defined, the latter with the aim of identifying, preventing, mitigating and addressing negative impacts on human rights, integrated with a remediation and reporting activation system.

Central role of the passenger

Rome Fiumicino Airport remains a leader in service quality, with ADR committed to delivering an excellent passenger experience.

The ambitious infrastructure renewal program continued in 2024, with interventions aimed at improving the passenger experience, enhancing operational efficiency and making the airport a model of innovation and sustainability in the European airport landscape.

In addition, ADR has adopted sustainability standards for airports, developing green buildings, certified according to the LEED and BREEAM protocols. These certifications attest to energy efficiency, reduced environmental impact and responsible use of resources in new buildings and renovations, integrating innovative solutions for energy conservation, water recovery and improved environmental comfort.



ADR'S AWARDS FOR EXCELLENCE IN 2024

In 2024, ADR received prestigious awards confirming the excellence of Rome's airports. For the eighth year in a row, Rome Fiumicino's "Leonardo da Vinci" airport was named Europe's best airport for 2024, in the Hub category with more than 40 million passengers per year, for the quality of services offered to travelers. Joining him again is Ciampino's "Giovann Battista Pastine," awarded for the second time as "Best Airport in Europe" in the 2 to 5 million passengers' category. The awards, given by ACI Europe, are in addition to the "World's Best Airport for Security Processing" given by Skytrax, which was obtained for its focus on efficiency and security in screening. As a testament to ADR's pioneering role in digital innovation, the "ACI Europe Digital Transformation Award" for its work in digitalization of services also came in 2024. Moreover, ADR was awarded the "Accreditation Enhancement Accessibility" by ACI, which rewards ADR's ongoing commitment to improving the accessibility of Fiumicino and Ciampino airports, with particular attention to passengers with reduced mobility. This achievement confirms ADR's desire to offer an increasingly inclusive airport experience, ensuring maximum comfort and full use of all services available in the terminals.

4.6/5

Overall satisfaction with the customer experience ACI - Airports Council International

INFRASTRUCTURE AND OPERATIONAL EFFICIENCY (FCO)

Terminal 3

Terminal 3 is the focus of a complex regulatory and functional intervention. The first phase was completed in 2023; the second will be completed in 2025. The renovated areas will have a revamped design and higher ceilings. A new check-in island (Island C) with advanced technology and 20 temporary desks was activated in June 2024.

A new baggage reclaim belt for non-Schengen traffic was also added.

Terminal 1

In 2024, the departure lounge at Terminal 1 was completed, enhanced with new food and retail outlets to improve the passenger experience.

Boarding Area A1-10

Since October 2023, the area has been closed for redevelopment and regulatory compliance. In 2024, design and preliminary remediation and demolition work were completed. In April 2024, three A1-10 area gates and remote pitches were provisionally activated to make up for the closure of the area.

Runway 2

In November 2024, the resurfacing of runway 2, perpendicular to the sea and strategic for takeoffs, was completed. The work - carried out h24 in three weeks - resulted in a new pavement with innovative bitumen resistant to high temperatures.

"Open" office tower

Construction continues on the 16,000-square-meter "Open" office tower near Terminal 1. The building will have a sloped glass facade and will be completed in 2025 with LEED Gold certification.



IMPROVED PASSENGER EXPERIENCE

New spaces

New spaces were inaugurated in 2024, including a multi-faith prayer room (Pier E11-24), three temporary gates to ensure business continuity, a Pet Area in Area A, and new "All Welcome" restrooms. A dedicated work area was also created for business passengers.

New commercial and food services

Opened a new Duty Free with para-pharmacy in Area A, expanded F&B offerings with new food outlets (E31-44, A61-83), and built a terrace in the Food Court of Boarding A for an outdoor experience.

Green mobility

Installed new charging stations in Multi-Storey B parking lot and introduced electric shuttles for airport mobility.

Optimization of landside infrastructure

Expanded check-in desks at Terminal 3, improved the roadway at the arrivals level, and air-conditioned the pedestrian walkways to the train station.

Digital services and innovation

Introduced digital totems with interactive maps for airport navigation and a WhatsApp chatbot for flight information and assistance.

Intermodality and advanced services

Activated the "Airport in the City" station at Roma Termini train station for check-in and baggage acceptance of ITA Airways customers. Upgraded e-gates with Electronic Identity Card reading for non-Schengen flows and implemented "last call lane" to reduce waiting time in emigration.

Accessibility and assistance for passengers with disabilities

Introduced motorized wheelchairs for ADR Assistance staff and started experimenting with free-use wheelchairs for passengers in non-Schengen area.

Ciampino

Electric shuttles and drinking water fountains were introduced; new electrified seating was installed. In addition, landside paving, and cab areas were improved for greater safety.

Contribution to the country's development and local and global connectivity

Airports are essential elements of national, regional and local economic development policy because they are an important competitive advantage in promoting an area. An airport is definitely a development engine for the economy of the surrounding area, not only in terms strictly related to transportation activities, but more importantly for the entire economic system.

In 2024 ADR carried out an impact analysis to assess, in economic and employment terms, the effects produced by the presence of Fiumicino and Ciampino airports on the territorial, local and national system.

Two aspects were focused on:

- survey of the effects currently produced by the set of services at Fiumicino and Ciampino, considering all private enterprises and public activities present on the premises and, if external, directly related to the activities of the airports;
- Analysis of the spin-offs generated by tourism activated by the presence of airports.

30.8

Euros/billion value added generated = 1.5% of national GDP

>540,000

Employed = 2.2% of national employment

93%

Spending to Italian suppliers, including 87% Italian SMEs



Enablers

Innovation

OPEN INNOVATION TAKES OFF

- 2021

Launching a new Idea Management model, a structured approach to idea management, from need identification to project implementation. A system that is based on open innovation and involves Startups, SMEs, universities and companies to promote digital and environmental transformation. Launch of the first Call 4 Startups.
- 2022

Inauguration of the Innovation Hubs at Fiumicino, the first vertical business accelerator in aviation in Italy. Launch of strategic agreements with Enel, Eni, Terna, Gruppo FS and Leonardo for sustainable innovation. Creation of the international Airports for Innovation network, in collaboration with AENA. Launch of the second Call 4 Startups.
- 2023

Birth of ADR Ventures, a fund to invest in innovative Startups and realisation of two investments in the same year. Extension of the Airports for Innovation network. Expansion of the international partnership ecosystem by signing a Memorandum of Understanding (MoU) with players from the aviation sector.
- 2024

Launch of the Third Call 4 Startups. Launch of the ADR Hangar Program to gather innovative ideas from employees. Activation of the first "Joint Call for Startups" of the Airports4Innovation network, with the goal of simultaneously testing startups at multiple airports.

+650

sqm for startups
in the Innovation Hub

716

Proposals applied
for the third Call 4 Ideas

11

Innovative projects eligible for
the 2024 Acceleration Programme

Partnership

PARTNERSHIP FOR SUSTAINABILITY

UN Global Compact
Commitment to the principles of global sustainability.

AIS - Associazione Infrastrutture Sostenibili
Focus on resilient infrastructures.

ASviS
Participation in sustainable development initiatives.

Salone della CSR e dell'Innovazione Sociale
Promotion of corporate social responsibility.

Fondazione Sostenibilità Digitale
Support in promoting a sustainable approach to digital transformation.

Osservatorio Smart City Bocconi
Study of smart and sustainable urban models.

INSTITUTIONAL PARTNERSHIPS

ACI Europe
Represents more than 500 airports in 55 Countries, with focus on legislation, environment and passenger services.

Aeroporti 2030
Promotes innovation, digitalization and sustainability for Italian airports.

AmCham
Fosters economic and cultural relations between Italy and the US.

ICCF - Italy China Council Foundation
Supports internationalization between Italy, China and Asia.

Rome Technopole
Innovation ecosystem of Lazio, with focus on energy transition, digital and biopharma.

INDUSTRIAL PARTNERSHIPS

Enel
Collaboration on digital innovation and open innovation.

Leonardo
Smart Hub development, cybersecurity, and air traffic control.

Eni
Agreement on decarbonization, introduction of SAF and HVO to reduce CO₂ emissions.

Hera
Sustainable management of waste, water and Grids.

Terna
Electric mobility and energy efficiency to transform airports into smart energy Hubs.

European Space Agency
Aerospace solutions for sustainable mobility.

IAG and Vueling
Digitalization and innovation to improve passenger experience.

Intelak
Startups accelerator program in the airline industry.

Honda R&D
Automation and robotics for advanced airport operations.

Lufthansa Innovation Hubs
Sharing best practices and accelerating Startups.

ENAV
Development of solutions for air traffic and airport operations.

FS Group
Strengthening intermodality and rail connections with Roman airports.

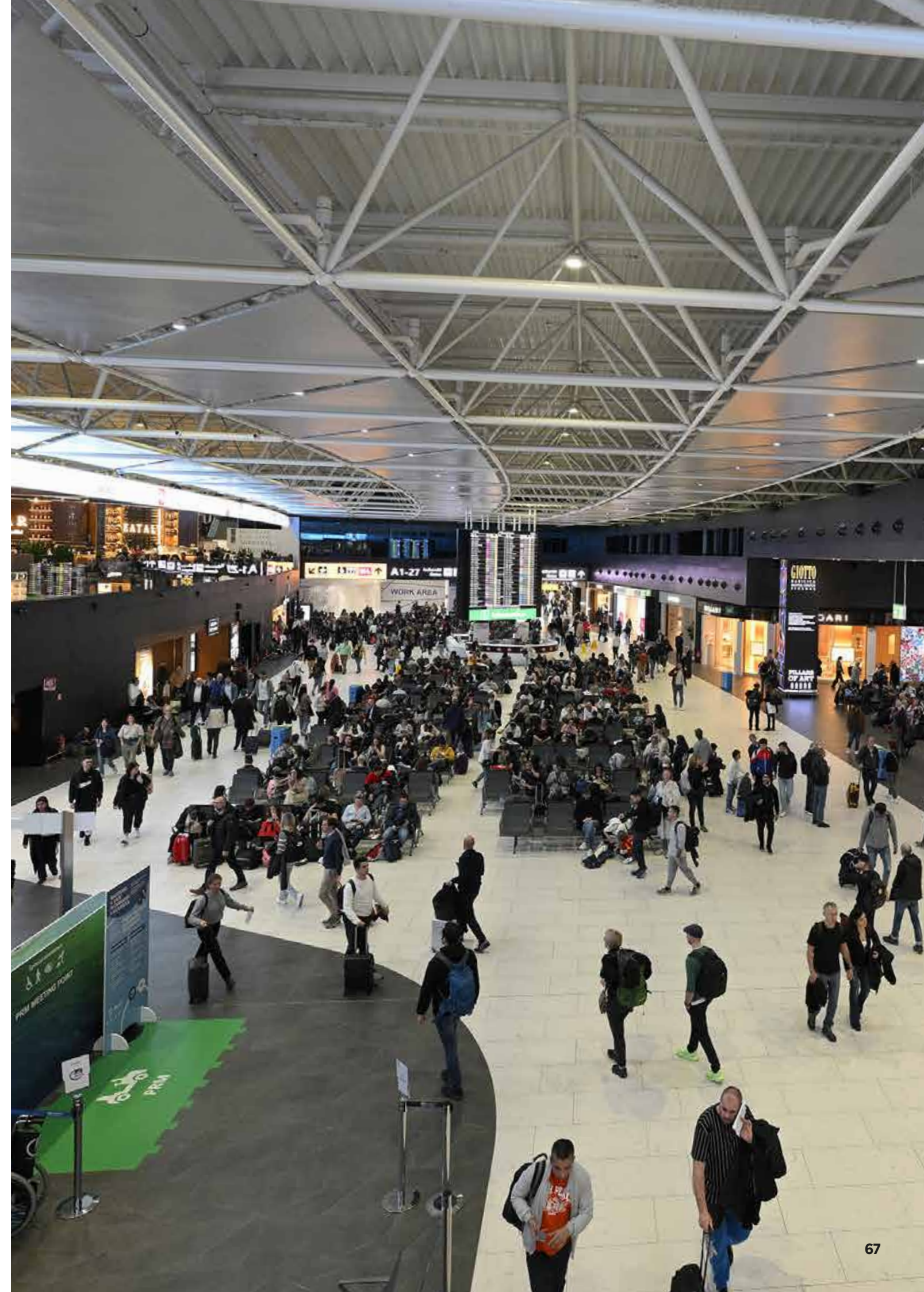
CULTURAL PARTNERSHIPS

Sustainable finance

As of November 2020, ADR has consolidated its commitment to sustainable finance by structuring an increasing share of its debt in "Green" or "Sustainability-Linked" format. By the end of 2024, about 66% of the Group's bonds and bank loans are attributable to sustainable financial instruments. These instruments require that the cost of capital be linked to the achievement of specific sustainability objectives; failure to achieve these targets leads to an increase in the financial burden, encouraging a concrete alignment between ESG performance and financial management.

The evolution of this strategy consisted of a series of key operations:

- NOVEMBER 2020** • Issuance of the inaugural 300-million-euro Green Bond maturing in 2029, marking the beginning of sustainable finance for ADR.
- APRIL 2021** • First airport in the world to issue a €500 million Sustainability-Linked Bond maturing in 2031, tying the cost of debt to the achievement of specific sustainability targets.
- OCTOBER 2022** • Subscription of a €350 million revolving credit line in Sustainability-Linked format, with current maturity in 2029.
- JULY 2023** • Second issue of a €400 million Sustainability-Linked Bond, maturing in 2033.
- JULY 2024** • Stipulation of a loan with Cassa Depositi e Prestiti for 5 million euros, maturing in 2027, aimed at enabling the CEF-AFIF European grant.





Toward the future: growth, innovation and sustainability

Looking to the future, Aeroporti di Roma is not only preparing to consolidate its role as a global hub but is moving towards an increasingly sustainable and innovative model in which the centrality of people, operational excellence and social responsibility are the fundamental pillars of development.

In this context, dialogue with institutional stakeholders continued in 2024 regarding the new Development Plan, currently being evaluated by the institutions involved. It has been completely revised with a focus on sustainability, minimizing land consumption thanks to the optimization of existing infrastructure facilities, while at the same time envisaging significant environmental remediation and protection works for the benefit of the local area.

In this process, 2024 marks not only a year of celebration, but also a crucial time to look to the future with confidence, with a strong commitment to maintaining leadership in the sector through investments in advanced technologies, sustainable infrastructure and socially responsible projects, guaranteeing a positive and lasting impact on the local area and the community.

50
YEARS

1974 — 2024

ADR
AEROPORTI DI ROMA