

## ADR GROUP INTEGRATED MANAGEMENT SYSTEMS POLICY

The Aeroporti di Roma Group is committed to developing and managing an efficient airport system that adapts well to changing traffic levels, with a focus on sustainability, quality and innovation, which are the core elements of its management strategy.

In this context, the Group addresses various key priorities, including ensuring the quality of services, maintaining the security of airport operations, safeguarding health and safety at work, promoting equal opportunities and non-discrimination, preventing corruption and the spread of infections, protecting the environment, and the efficient use of resources and energy. Additionally, the Group focuses on securing the information it processes, ensuring resilience for continuous service delivery, and leveraging digital modelling for infrastructure management. Environmental, social and economic sustainability are integral to these efforts, with initiatives designed to minimise the impact of operations across the entire value chain, while fostering a culture of responsibility and innovation.

In pursuing its business goals, the Aeroporti di Roma Group considers both internal and external factors that affect the organisations, fostering a constructive dialogue with a broad range of stakeholders and actively promotes its core values of inclusiveness, passion, integrity and boldness. As a central hub, the airport engages a diverse group of stakeholders, including shareholders, management, employees, passengers, airlines, operators, suppliers, contractors, government bodies and the local community.

The Group is committed to promoting diversity, equity and inclusion, while enhancing the well-being of the communities in which it operates. It also supports initiatives that raise awareness of social, cultural and environmental issues.

## 1. THE COMPANY AS A PLACE OF VALUE CREATION THROUGH EMPLOYEE INVOLVEMENT IN ACHIEVING BUSINESS OBJECTIVES

The Aeroporti di Roma Group (the “ADR Group”) believes that improving performance and achieving corporate objectives can only be accomplished through the active participation of all staff. This includes each individual's contribution to reducing the risks associated with the Group's activities while maintaining a high level of service for customers.

To achieve this, the ADR Group is committed to:

- Engaging personnel at all levels through meetings and training programmes aimed at raising awareness of customer service delivery and strengthening both technical and managerial skills for ongoing performance improvement.
- Investing in training and education initiatives to increase staff and stakeholder awareness of sustainability issues.
- Ensuring internal communication at all levels to share the company's values and commitments regarding quality, airport operation security, health and safety, gender equality, anti-discrimination, anti-corruption measures, infection prevention, environmental protection, sustainability, efficient use of resources and energy, information security, operational continuity, and the use of Building Information Modelling (BIM) for infrastructure modelling (referred to as “areas of focus”).
- Promoting its values of inclusiveness, passion, integrity and boldness, which guide the daily work of all staff.
- Managing business processes in compliance with relevant standards and regulations, following an Integrated System approach.
- Continuously promoting health and safety initiatives to prevent accidents and occupational diseases.
- Raising staff awareness of their roles, the impact of their work, and the consequences of not adhering to established requirements and procedures.
- Fostering a fair and respectful work environment where everyone has equal opportunities for professional growth and development.
- Combating all forms of abuse or discrimination based on gender or other personal characteristics.
- Preventing and counteracting corruption in all activities.
- Ensuring the confidentiality, integrity and availability of the data and information processed.
- Continuously improving working conditions.

## 2. CUSTOMERS FIRST

The ADR Group's development decisions are always driven by a thorough analysis of market demands. Specifically, listening to and engaging in dialogue with customers

is crucial to ensuring that every activity is designed and executed to meet their needs and expectations.

In this context, the ADR Group is committed to:

- Defining and communicating the results and objectives in the Service Charter, in alignment with customer needs.
- Responding to stakeholder complaints and suggestions quickly and effectively.
- Continuously striving for excellence, establishing itself as a model of international best practice.
- Ensuring the continuity of activities related to airport management to maintain business operations, guarantee service quality and remain competitive in the market.
- Encouraging airport operators to adopt management practices that align with the principles of this Integrated Policy. Collaboration with operators helps develop shared solutions to achieve common goals while adhering to standards in key areas.
- Making infrastructure accessible and safe, ensuring a high-quality and inclusive experience for all passengers, supported by initiatives that promote awareness and diversity.

### 3. INNOVATION AS A STRATEGIC LEVER TO BUILD THE AIRPORT OF THE FUTURE

The ADR Group is dedicated to the continuous pursuit of new technologies and solutions that improve the effectiveness and efficiency of airport management activities. This commitment includes enhancing quality and safety, protecting the environment, optimising resource management, reducing workplace health and safety risks, preventing infections, strengthening operational continuity and ensuring information security, all while leveraging advanced 3D modelling techniques such as BIM.

To achieve this, the ADR Group consistently benchmarks itself against national and international technical and operational best practices, particularly in areas related to its key operations.

Airport innovation follows a model that manages ideas throughout their lifecycle, embracing innovation as a widespread and collaborative way of working.

Technology and innovation drive a sustainable development model that integrates energy efficiency solutions and minimises environmental impact across the entire value chain.

Additionally, the design, construction and management of buildings and infrastructure, including the use of BIM, aim to balance development goals with environmental and energy sustainability, accessibility and quality.

### 4. EXCELLENCE IN THE MANAGEMENT OF SERVICES AND COMMITMENT TO A RESPONSIBLE DEVELOPMENT

Aeroporti di Roma ensures the delivery of services, either directly or through its subsidiaries, with a commitment to achieving the highest standards across all relevant areas.

In this context, the ADR Group is committed to:

- Continuously improving service levels through systematic performance measurement.
- Ensuring maximum security in airport operations.
- Effectively managing emergency situations.
- Operating with a focus on sustainable and inclusive business development.
- Constantly monitoring activities that may impact water, noise and air pollution.
- Achieving optimal sustainable waste management through the principles of the circular economy.
- Improving energy utilisation systems and reducing consumption by adopting energy efficiency practices.
- Contributing to the fight against climate change through innovative energy management and the implementation of a 'Net-zero Carbon' programme.
- Identifying, assessing and managing environmental, health and safety, infection transmission, operational continuity and information security risks with the best mitigation measures.
- Ensuring the smooth functioning of airport operations and the continuous availability of services to customers.
- Maintaining the capacity to deliver services at acceptable levels, even in the event of disruptions, protecting the interests of stakeholders.
- Designing and planning spaces, infrastructure, and processes with a focus on quality and minimising risks to the health and safety of passengers, ADR Group employees, and workers from suppliers and contractors.
- Supporting the adoption of BIM methodology within the infrastructure development process, facilitating collaboration across stages, and promoting BIM activities throughout the supply chain.
- Integrating innovative and sustainable solutions into airport operations to minimise environmental impact, especially focusing on reducing emissions, conserving energy and managing waste.
- Collaborating with suppliers and contractors to reward positive practices in health, safety and sustainability, in order to reduce risks during the performance of activities on behalf of the ADR Group, fostering mutual collaboration and the search for best practices.
- Procuring goods, works and services and works based on quality and sustainability criteria, aiming to reduce environmental, social and governance risks in the supply chain.
- Encouraging a collaborative approach with stakeholders to develop shared solutions that maximise efficiency while minimising the environmental and social impacts of airport operations.
- Ensuring an accessible and safe airport experience for passengers and users, with inclusivity as a core value in all ADR Group activities.

## 5. COMPLIANCE AS A CORE PREREQUISITE

In its operations, the ADR Group prioritizes adherence to the applicable regulatory framework and commits to:

- Ensuring compliance with mandatory regulations, voluntary standards and agreements related to its areas of focus, while integrating the expectations and needs of stakeholders into its compliance efforts.
- Adopting a proactive and improvement-driven approach to the application and compliance with laws, regulations and standards relevant to its areas of focus.
- Collaborating with institutions, regulatory bodies and industry operators across all airport activities, with the aim of developing progressively higher standards in sustainability.
- Maintaining continuous, transparent dialogue with all stakeholders, strengthening strategic partnerships to address sustainable development challenges and enhance corporate social responsibility.

## 6. SUPPORTING THE LOCAL COMMUNITY AND DIALOGUE WITH STAKEHOLDERS

Given the economic, social and environmental importance of the airport system, sustainability is a strategic priority for the ADR Group and is integrated into its business operations to create value for all stakeholders—economically, socially and environmentally.

To this end, the ADR Group is committed to:

- Incorporating sustainability principles into both strategic and operational decisions, adopting a proactive approach to engage, listen to and maintain ongoing dialogue with the local community and key stakeholders. This approach enables the Group to address their concerns and share values, objectives and innovative solutions.
- Collaborating with institutions, international organisations and other industry operators to establish sustainable standards and innovative solutions that contribute to achieving global sustainable development goals.
- Supporting social solidarity initiatives, cultural projects and environmental and social awareness campaigns within the local community.
- Ensuring transparency in its sustainability efforts through structured reporting processes, such as sustainability reports and specific KPIs, to track and communicate progress.