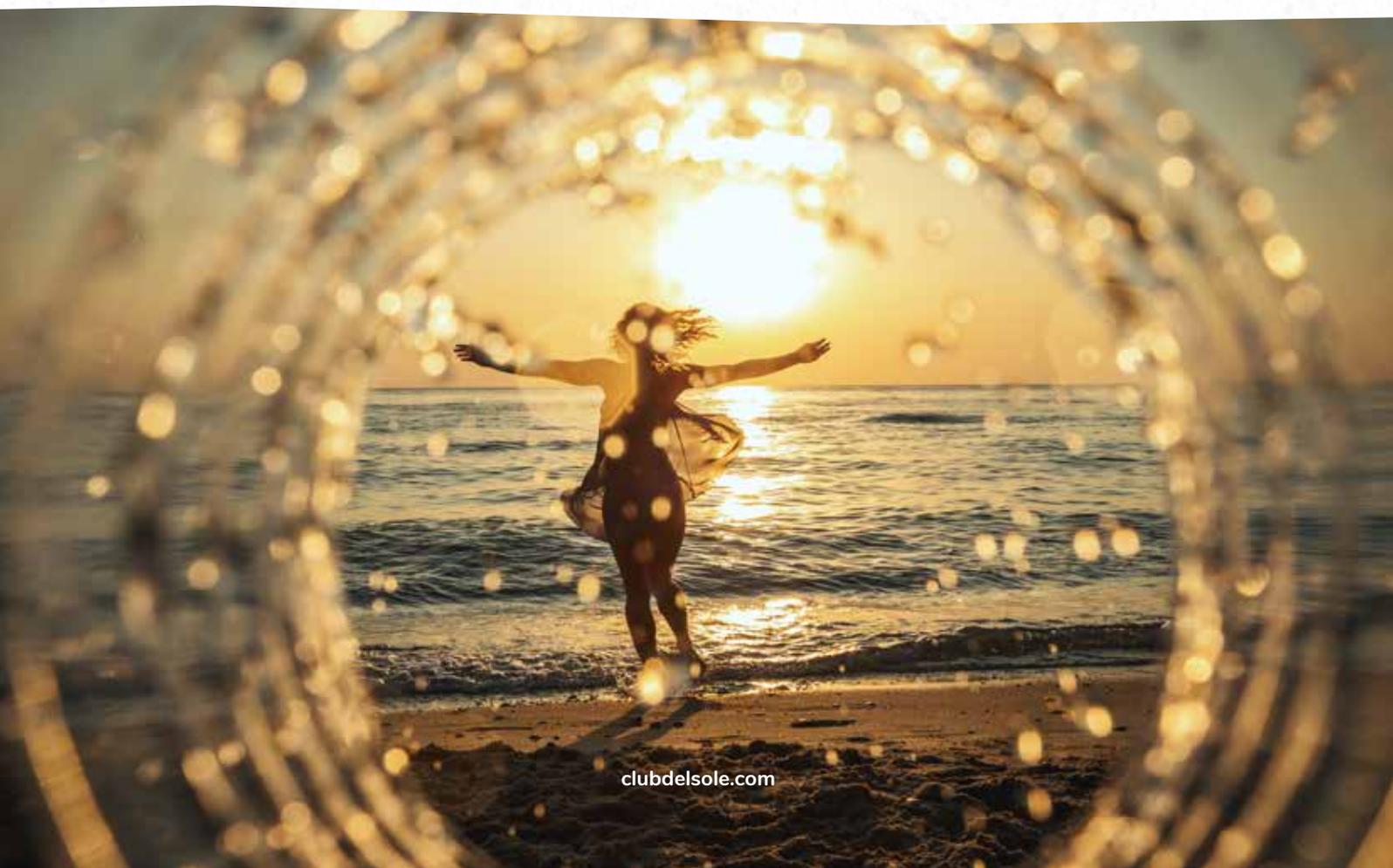


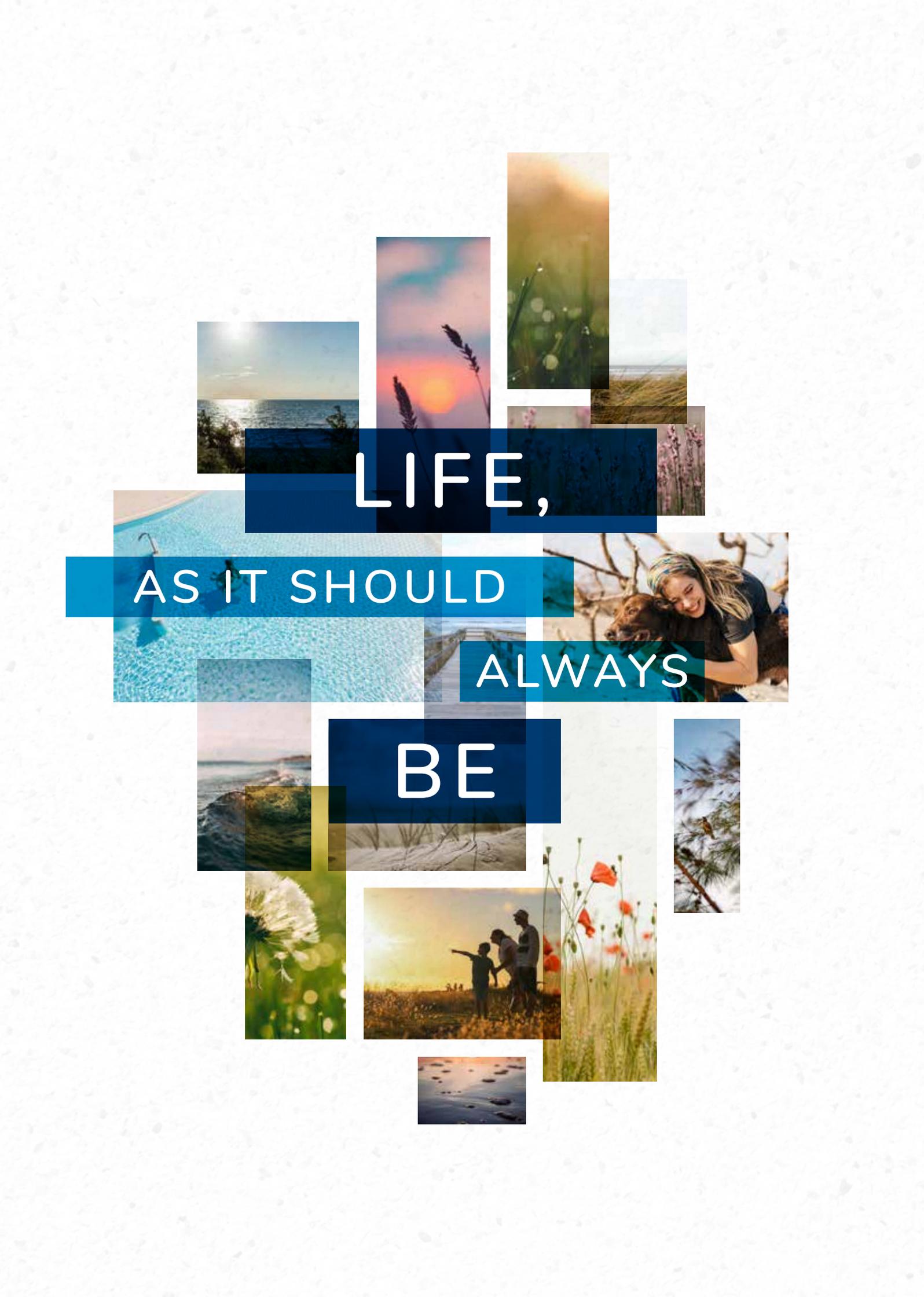
Club del Sole
VACANZE ALL'ARIA APERTA

LIFE, AS IT SHOULD ALWAYS BE

SUSTAINABILITY REPORT

2021





LIFE,

AS IT SHOULD

ALWAYS

BE

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with pleasure that we share with you again this year our Sustainability Report, now in its third edition. We have faced many challenges in these three years, challenges that required courage and determination.

This approach has proved successful, thanks in part to a business model that is environmentally conscious and that has adapted well to new scenarios that require close attention to pandemic risks. Indeed, the economic data show that the path taken is definitely the right one, allowing us to look to the future with optimism.

We will certainly be able to put to good use the efforts that have enabled us to expand our tourist offer, which now consists of no less than 20 campsites, equipped with all the services for customers made up of both loyalists and newcomers who know how to appreciate the quality of our structures. A clientele that is increasingly showing it wants to orient its choices not only on the basis of the natural context of the holiday, but also on the harmony that the accommodation facilities must have with concepts such as eco-sustainability, inclusiveness and the safety of the tourist offer.

As shown in previous Sustainability Reports, the Group has fully understood the importance of transparency and the sharing of its results, a choice first and foremost of method, which inspires this document that you will read. Compared to previous editions, we conducted an internal analysis to assess the most relevant issues in terms of economic, social and environmental impacts, and influence on the Group's stakeholders. Based on this analysis, we then further developed our reporting activities, expanding them compared to previous editions. In doing so, we wanted to share even more information of a financial, social and environmental responsibility nature, so as to make it clear how our path towards a sustainable business model is anchored in choices that can be measured over time.

We are proud of the results we have achieved so far, which encourage us to continuously improve, to strengthen what is an established and winning reality in the panorama of open-air tourism in Italy. A pride we would like to share with you, inviting you to read this report and we are sure you will find more than one element where you can see the seriousness and professionalism that distinguish us.

Enjoy your reading

Riccardo Giondi, President Of Club del Sole Group



1. THE CLUB DEL SOLE GROUP

*“Our mission is to become **the main point of reference in Italy in the open-air tourism sector by combining the style, tradition and eco-sustainability of campsite with the comfort, services and quality of the village.**”*

Club del Sole, based in Forlì, today is the main Italian operator in the open-air tourism sector, with 20 campsites in 7 Italian regions and an accommodation capacity of over 28.000 beds.

The Group offers its guests a wide range of different ways to experience a holiday in contact with nature in Italy's most popular tourist and nature resorts.

In fact, Club del Sole customers can choose to spend their stay in bungalows, mobile homes, lodge tent or pitches for camper vans and caravans without giving up the combination of nature and modernity that is the strong point of all the campsites of the Group.

HIGHLIGHTS OF CLUB DEL SOLE GROUP AT 31ST DECEMBER 2021

20 Camping villages in **7** Italian regions

28 thousand beds and **2 million** overnights

18 restaurants, **34** bars, **14** markets, **9** beaches

34% foreign customers

414 permanent and seasonal employees

€ 61,5 million revenues in 2021



Club del Sole accommodation facilities in Italy





1.1 HISTORY, VALUES AND STRATEGY OF THE GROUP

CLUB DEL SOLE STORY

The 70'

Club del Sole was born from the entrepreneurial initiative of Giancarlo Giondi who acquired the **Stork camping village** in Roseto degli Abruzzi and the **Spina camping village** in the Lidi Ferraresi area.

The 90'

The new generations of the Giondi family continued the business activity by adopting a managerial approach in the management of the company.

2000-2010

The Group began to expand by acquiring new campsites: Adriano camping village (Lidi Ravennati); Vigna sul Mar camping village (Lidi Ferraresi); Marina camping village (Lidi Ravennati); Orbetello camping village (Tuscany).

2011

Comincia il processo di integrazione verticale, che caratterizza il Gruppo rispetto ai competitor, con la fondazione di **Club Ristorazione Srl**, società del Gruppo che subentra nella gestione della maggior parte dei servizi interni ai villaggi.

2015

The Giondi family opened the capital of Club del Sole to **Emisys Capital SGR, an Italian private equity fund** specialised in development deals, which acquired a qualified minority stake in the Group.

2016

The completion of the tourist offer on the Adriatic Riviera took place through the acquisition of the management of the **'Albatros' camping village** in Marina Julia (Gorizia) and the **'Adriatico' camping village in Jesolo Lido** (Venice) and the taking over of the management of **two historic campsites in Riccione**.

2018

The **investment fund NB Aurora entered the capital of Club del Sole** by acquiring, together with a number of financial co-investors, **a stake of around 40%**. The purpose of the operation was to accelerate **the Group's expansion and growth in the medium to long term**. In December, the company Castiglione Gest S.r.l. was established and Bologna Gest S.r.l. was acquired.

2019

In February the company Rimini Gest S.r.l. was established. The offer for the summer season 2019 was enriched with four new campsites: **"Città di Bologna"** (Bologna), **"Camping Stella del Mare"** (Castiglione della Pescaia, Grosseto), **"Italia International"** (Rimini) and **"Maximum"** (Rimini).

2020

The company La Risacca S.r.l., owner of the four-star accommodation facility bearing the same name, located in Porto S. Elpidio (Fermo), was acquired. In addition, the management of the "Italia" family camping village in Viareggio (Lucca) that will begin operating within the Club del Sole network from the season 2021, was also acquired.

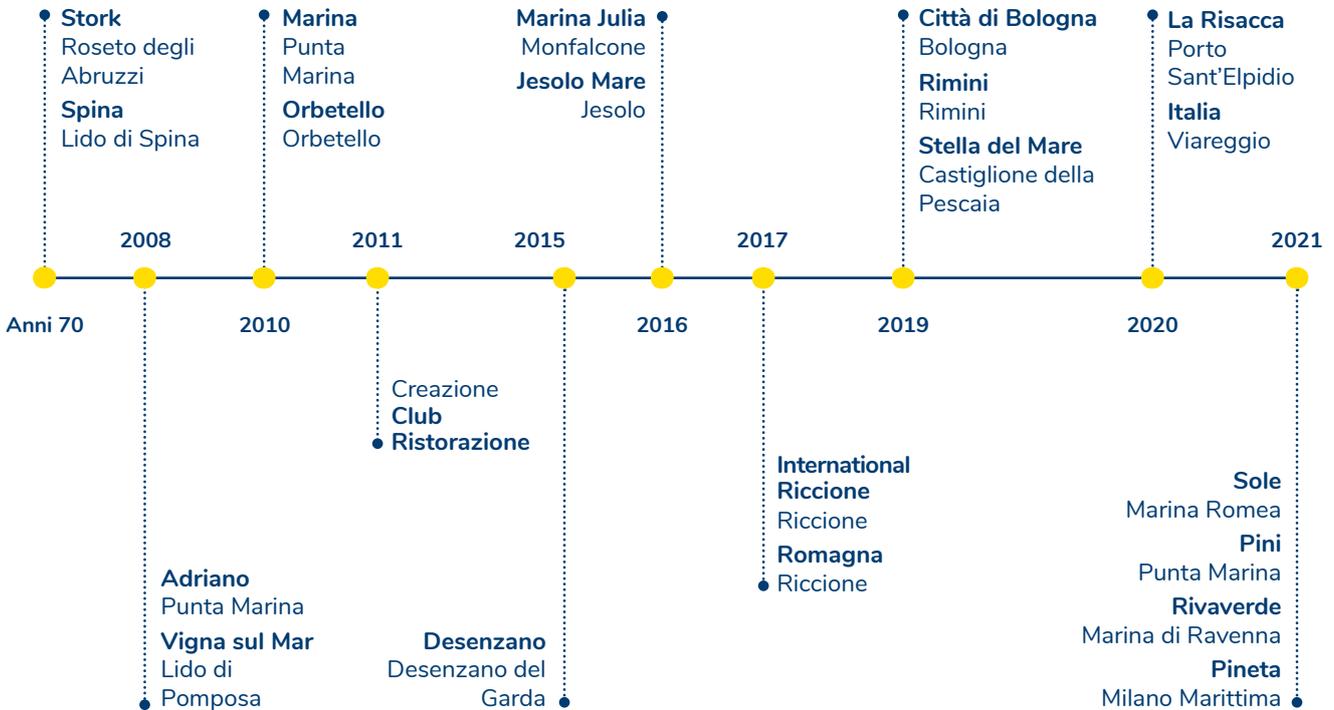
2021

In January Company Gestione Campeggi S.r.l. was incorporated, which directly manages 4 structures: "Sole Family Camping Village" (Marina Romea, Ravenna), "Pini Beach Village" (Punta Marina, Ravenna), "Rivaverde Family Camping Village" (Marina di Ravenna, Ravenna) and "Pineta Family Camping Village" (Milano Marittima, Ravenna). In June the redevelopment and urban regeneration projects of the Family Camping Village Romagna and International Riccione officially started. The agreement provided for the redevelopment of 270.000 square metres of private and public spaces, including the Riccione seafront, areas with cycle paths and public car parks.



THE MAIN STAGES OF CLUB DEL SOLE GROUP

CLUB DEL SOLE STORY



THE GROUP VALUES AND ETHICAL CODE

The Group knows that a company is valued not only for the quality of the products and/or services it is able to offer, but also on the basis of its ability to produce value and **create wellbeing for the community**, in compliance with **ethical principles**. For this reason, the Group has prepared and defined its own **Ethical Code** containing the principles and rules of conduct that inspire corporate activities and relations with employees, collaborators, business partners, shareholders, institutions and in general with all stakeholders, as well as the principles of conduct to which all employees and collaborators of Group companies are bound.

Respect for the law and rules, ethical integrity and fairness are a constant commitment and a duty of all those who work in the Group's organisational structure. All actions and conducts of Club del Sole people during their work activities are inspired by the utmost fairness, completeness and transparency.

The corporate objectives, projects and investments must be aimed to increase the company's assets, management, technological and knowledge values in the long term, as well as the **creation of value and well-being for all stakeholders**.

Relations between all those who work in the Group's companies are marked by criteria and behaviour of honesty, fairness, collaboration, loyalty and mutual respect. Respect for these principles is in fact an essential part of the quality of the work activity.

With the aim of promoting business practices in accordance with the principles of honesty and integrity, Club del Sole Group rejects all forms of corruption, illegitimate favours and collusive behaviour. In 2021, the Group did not record any cases of corruption or unfair competition, antitrust, monopoly practices.

Each Group company also takes care to adequately inform third parties about the company's principles and rules of conduct and requires them to comply with the principles that directly affect their business.

Group values:

- HONESTY**
- FAIRNESS**
- COLLABORATION**
- LOYALTY**
- MUTUAL RESPECT**

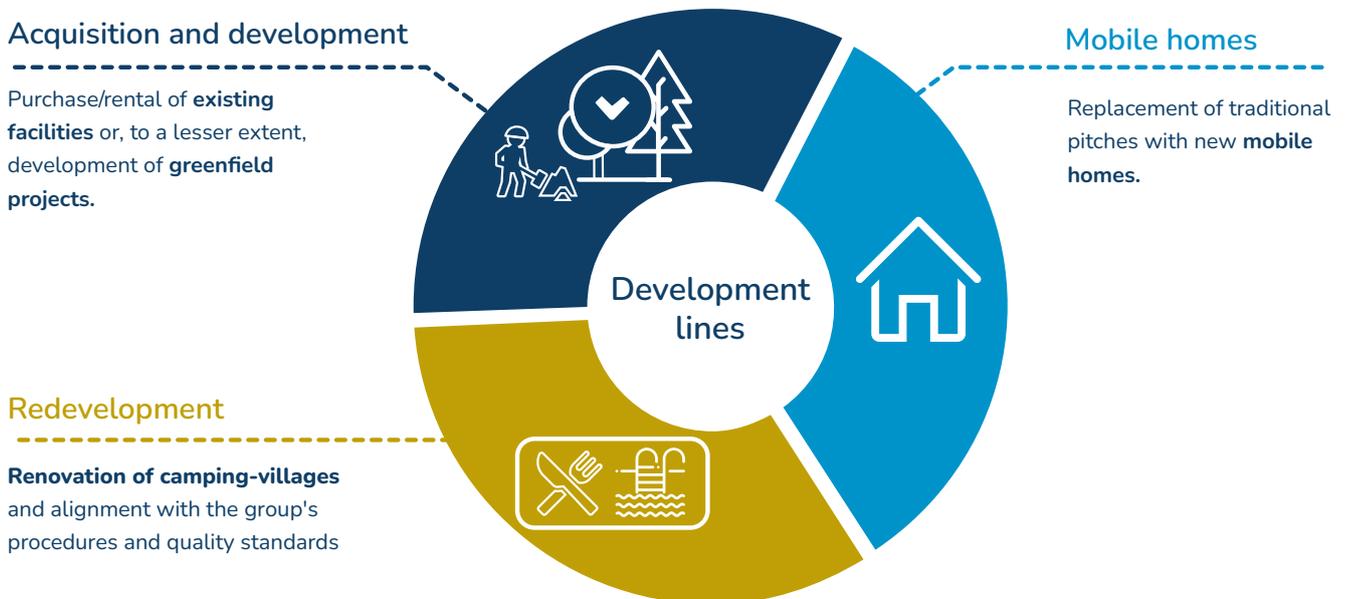


OPERATIONS AND GROWTH STRATEGY

Club del Sole Group is one of the few campsites operators in Europe to have a **vertically integrated business model** that allows most activities and services to be managed in-house and directly::



Recently, the Group has embarked on an evolutionary path of growth and renewal inspired by the following development drivers:





ORGANISATIONAL MODEL PURSUANT TO LEGISLATIVE DECREE 231

The adoption of the Ethical Code has been a fundamental part of a broader process of establishing a new Group organisational model able to integrate the rules in Legislative Decree no. 231 of 8 June 2001, the Group's standards of conduct and principles. The existence of **a control system for entrepreneurial action**, together with the establishment and dissemination of ethical principles, improving the standards of conduct adopted by the company, increases the **trust** and excellent reputation it enjoys with third parties and, above all, fulfils a regulatory function in that it regulates the behaviour and decisions of those who are called upon to work for the company on a daily basis, in accordance with the aforementioned ethical principles and standards of conduct.

In particular, in May 2020 three organisational models were prepared and approved to oversee the three main lines of business carried out by the Group: an Organisation, Management and Control Model was adopted by the company Club del Sole S.r.l. to oversee the proper management of all activities related to hospitality and campsites; an Organisation, Management and Control Model was adopted by the parent company CDS Holding S.p.A. to manage the activities of the Group's real estate companies; an Organisation, Management and Control Model was adopted by the company Club Ristorazione S.r.l. to oversee the proper management of services within the campsites.

Each of the three models, structured in a complex set of documents, is composedd by, among other things, the following elements:

- **Identification of the corporate activities** where the violations relevant to the administrative liability of entities may be committed, which the Company has decided to take into consideration due to the characteristics of its activity;
- provision of **control protocols** in relation to the sensitive activities identified;
- the existence of a **Ethical Code** containing the fundamental principles inspiring the organisational, administrative and accounting system and the Model;
- establishment of a Supervisory Body, definition of information flows to and from the Supervisory Body and specific information obligations towards the Supervisory Body;
- programme of periodic checks on sensitive and instrumental activities and on the relevant control protocols;
- training and communication plan for employees and other parties interacting with the Company.

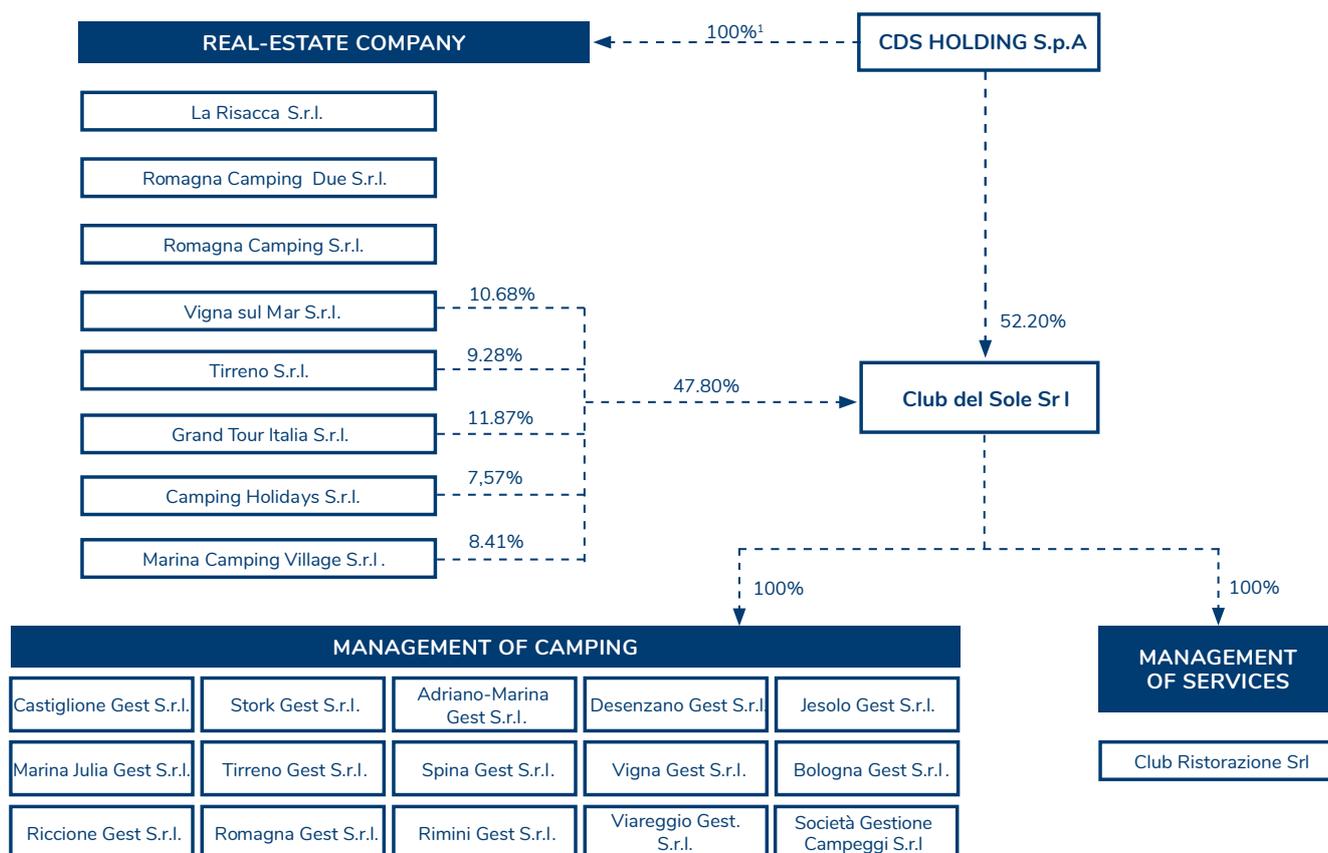
The model is also periodically monitored and updated with reference to specific procedures governing certain risk areas, such as relations with the PA and the authorities during compliance and inspections, the management of human resources, and the management of donations, gifts and entertainment expenses.

The Group recognises that the effectiveness and efficacy of the Model require that it be known and implemented by all company personnel. Therefore, it undertakes to provide **communication and training activities**, diversified and calibrated according to the receivers to whom it is addressed: this, in any case, is based on principles of completeness, clarity, accessibility and continuity in order to allow the various receivers to be fully aware of those corporate provisions they are required to comply with and of the ethical standards that must inspire their conduct.



1.2 GOVERNANCE AND STRUCTURE OF THE GROUP

THE STRUCTURE OF THE GROUP AS AT 31ST DECEMBER 2021¹



¹ Romagna Camping Srl, Romagna Camping Due Srl, Vigna sul Mar Srl, Grand Tour Italia Srl, Tirreno Srl and La Risacca Srl are 100% owned by CDS Holding SpA; Marina Camping Village Srl is 50% owned by CDS Holding SpA and 50% by Grand Tour Italia Srl, Camping Holidays is owned 77,5% by CDS Holding SpA and 22,5% by Grand Tour Italia Srl. CDS Holding SpA also holds a 20% non-strategic interest in Spina Village Srl



THE BOARD OF DIRECTORS AND OWNERSHIP STRUCTURE

The composition of the Board of Directors of the Parent Company as at 31st December 2021 is shown below:

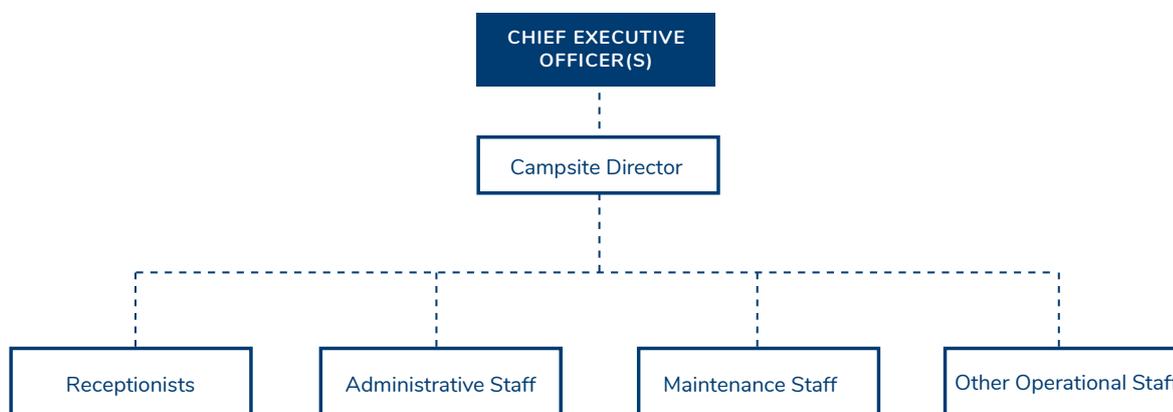
Membri	Età
Riccardo Giondi	65
Massimo Giondi	63
Raffaele Giondi	37
Lorenzo Baraldi	54
Stefano Tatarella	46

The Board of Directors of the Group is composed by five members, all men, 40 % of which are in the age group of 30 to 50 years and 60 % are over 50.

The Giondi family, founder of the Club del Sole Group, is the reference shareholder, retaining a primary role in the management of the Group alongside a solid and experienced management team. In the context of the agreement with the investment fund NB Aurora, particular importance is attached to the relationship with investors, which the Group is committed to pursuing with the utmost transparency and professionalism. Consistent with this approach, investor relations are managed by ensuring the full involvement of the Group's governing bodies, not only with a view to finding new financial resources, but also to bring in new skills and opportunities, creating stable and long-term relationships.

OPERATIONAL STRUCTURE OF CAMPSITE MANAGEMENT COMPANIES

Operationally, the management of the individual campsites is entrusted to the companies controlled by the operating sub-holding Club del Sole S.r.l.. The internal structure of these companies is outlined below.



Within the Group, there are reference figures to whom the directors and staff of the camp sites can refer with regard to the prosecution and observance of Group policies concerning the management of the campsites (General Manager of the parent company); the prosecution and observance of Group policies concerning the management of internal services at the campsites (Purchasing - Services - Personnel of Club del Sole S.r.l.); the prosecution and observance of Group policies concerning the commercial, administrative and structural intervention of the campsites (responsible for Club del Sole S.r.l.). This allows a uniform and constant management of all the Group's structures.



1.3 THE ECONOMIC IMPACTS

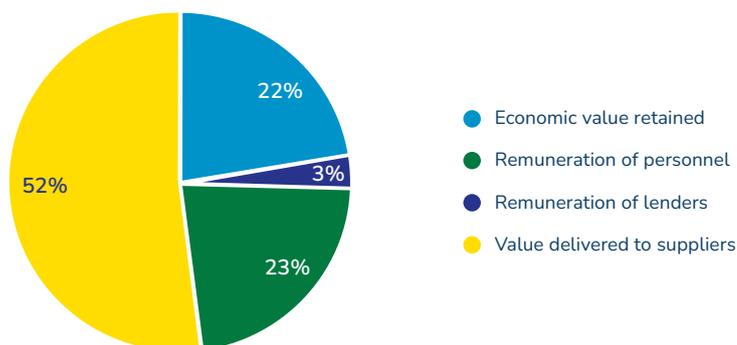
With a view to transparency and a full understanding of the value created by Club del Sole, the results at the level of economic performance have been restated through the statement of the economic value generated and distributed, which compared to the structure of the statutory financial statements allows a clearer and more simplified understanding of the impacts generated.

The economic value produced is thus represented in the following ways: remuneration of personnel (direct remuneration in the form of wages, salaries and severance pay, and indirect remuneration in the form of social security contributions), remuneration of lenders (interest expense and other financial charges), and value delivered to suppliers (costs for raw materials, consumables and goods; costs for services and use of third-party assets; other operating expenses). Retained value, on the other hand, refers to the net profit for the year allocated to reserves and from depreciation and write-downs, deferred taxes and provisions.

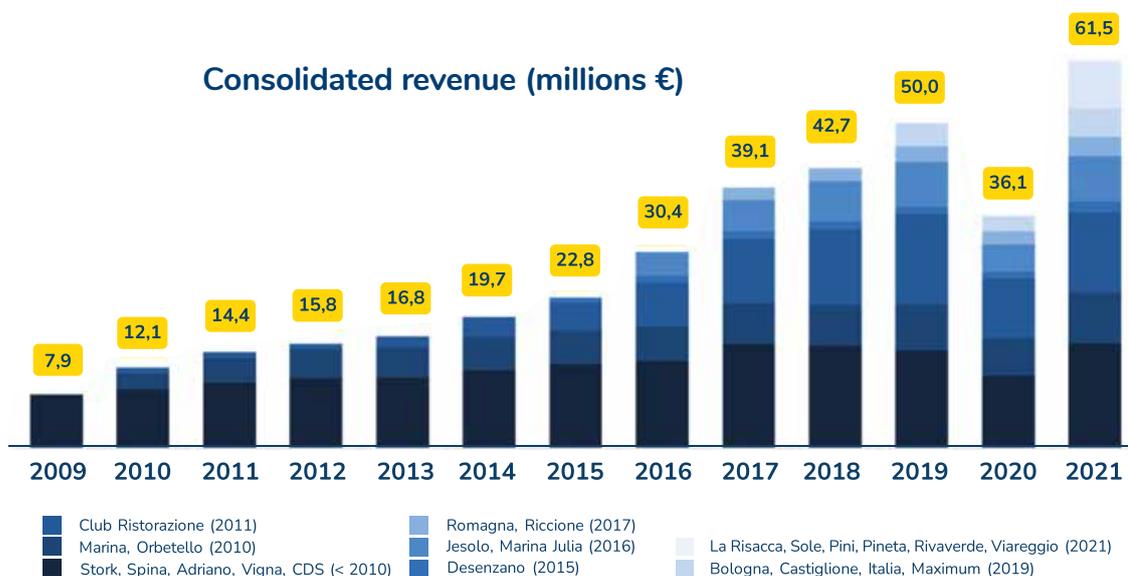
For further details, please refer to the consolidated balance sheet of CDS Holding S.p.A. as at 31st December 2021.

In 2021 the Group's consolidated revenue of € 61,5 million recovered from 2020, a year that was affected by the difficult situation brought about by the pandemic and the resulting regulatory restrictions, and an increase of 23% compared to 2019.

Economic value generated and distributed in 2021



Consolidated revenue (millions €)





1.4 SUSTAINABILITY APPROACH

CLUB DEL SOLE STAKEHOLDERS

Club del Sole’s aim is also to create value for all stakeholders by offering quality services with management choices that are socially and environmentally sustainable.

Indeed, in carrying out its activities, Club del Sole interacts with different categories of stakeholders, identified as those individuals or groups, as well as the organisations and institutions they represent, whose interests are affected by the direct and indirect effects of Club del Sole’s activities.

In this edition of the Sustainability Report, Club del Sole has identified the following main stakeholder categories:



The Group believes that listening to and involving its stakeholders is a priority, with the aim of understanding their needs and expectations. To this end, Club del Sole adopts constant and transparent communication with them in a participatory and constructive manner.

For each stakeholder category, the main dialogue methods adopted by Club del sole are outlined in the following table



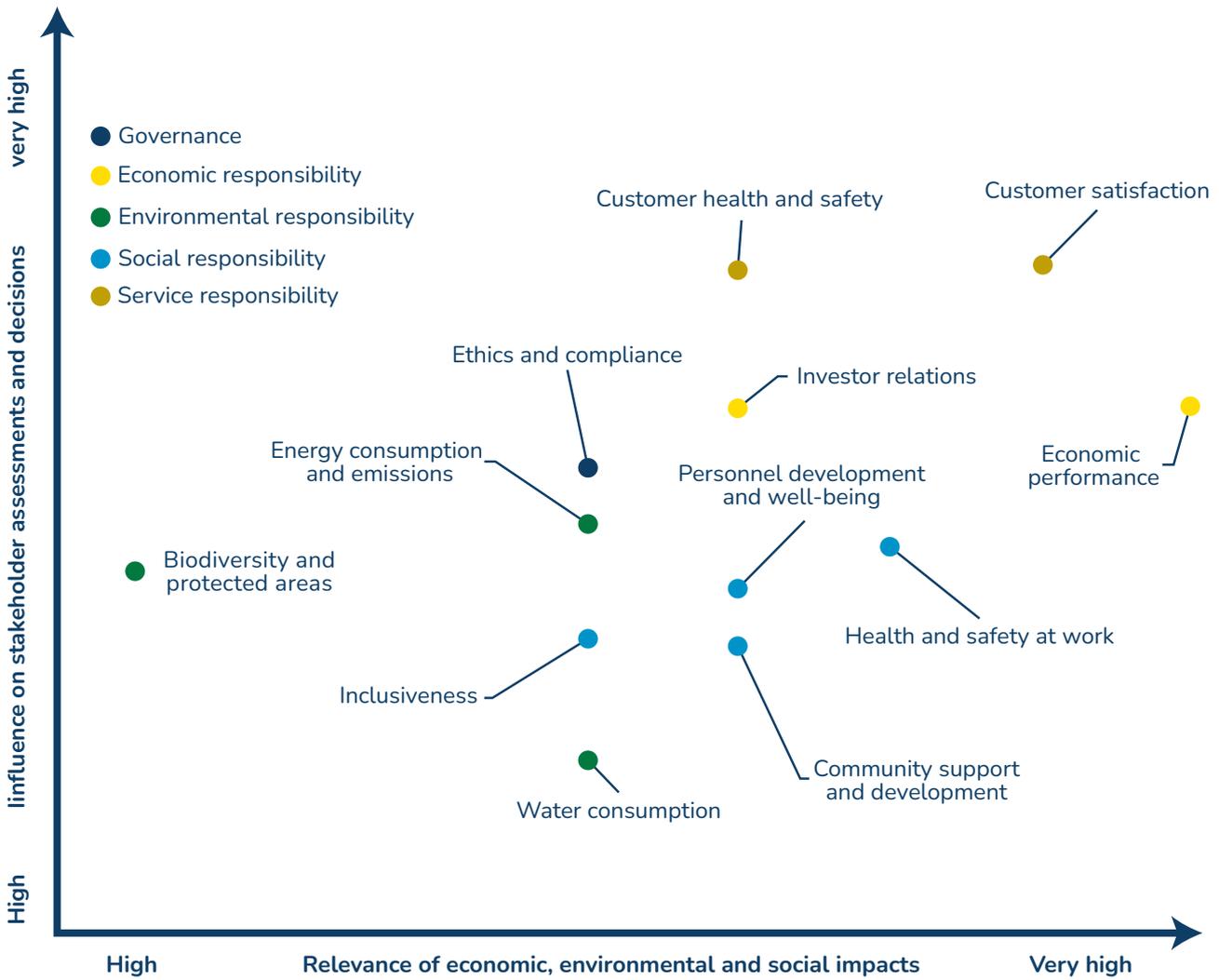
Club del Sole Stakeholders	Ways of involvement
Shareholders and Investors	Meetings with top-management.
Local Communities	Communication channels for territory initiatives and liberality.
Institutions	Dialogue with the authorities for permits and authorisations.
Suppliers and business partners	Regular meetings and continuous dialogue in the conduct of business.
Trade Associations	Regular meetings and sharing of good practices.
Employees	Internal communication platforms (mail, intranet).
Customers	Continuous dialogue through customer service channels.
Trade Unions	Dialogue with trade union representatives in the management of labour relations.
Research Institutions	Regular collaborations.
University	Projects and collaborations.

CLUB DEL SOLE MATERIALITY ANALYSIS

For its third Sustainability Report, during 2022 Club del Sole undertook a process to identify material aspects. The topics identified represent the most significant aspects, for the relevance of their economic, social and environmental impacts, and for the influence that these aspects have on stakeholders' assessments and decisions.

For the definition of material issues, Club del Sole has adopted a process whose steps are summarised below:

1. The **identification of potentially relevant issues**, that is all those issues that could potentially be significant for Club del Sole on the basis of the international reporting standard and a benchmark analysis of the issues most frequently dealt with by the Company's competitors;
2. The **evaluation of the issues** whose impacts were most significant for Club del Sole and its stakeholders through a dedicated workshop, during which top management considered the relevance of the issues from both the Company's and the stakeholders' perspective;
3. **Definition and validation of the materiality matrix** by reworking the workshop results.



Club del Sole’s first materiality matrix consists of 12 material topics as follows:

It can be seen that between the most relevant issues for Club del Sole and its stakeholders there are: “Customer Satisfaction”, “Customer Health and Safety”, “Economic Performance” and “Investor Relation”.

This matrix will be updated periodically, seeking to maintain a constant relationship with Club del Sole’s stakeholders in order to capture their expectations and any critical issues regarding the Company’s activities..

The table on the next page summarises the issues that came up as material, with a brief description of them.



Areas	Material Theme	Description
Service Responsibility	Customer satisfaction	Range of services that meet customers' needs and control of their satisfaction in order to pursue continuous improvement .
Service Responsibility	Customer health and safety	Development of services that meet quality and safety criteria in line with sector best-practices.
Economic responsibility	Economic performance	Allocation of resources capable of generating medium to long-term shared economic value for all categories of stakeholders. Application of the concept of sustainable development to financial activity, investing in activities that not only generate economic added value, but are at the same time useful to society and do not damage the environmental system.
Economic responsibility	Investor Relations	Provide investors with a detailed report of the company's business affairs, promoting dialogue and transparency with them, and strengthening the company's credibility.
Governance	Ethics and compliance	Promotion of a business model oriented towards ethics, transparency, regulatory compliance and the prevention of corruption through the adoption of internal policies and procedures . Business activities are conducted in full compliance with applicable regulations and the principles of honesty and good faith, through the adoption of tools for reporting irregularities and unlawful behaviour.
Environmental Responsibility	Energy consumption and emissions	Efficient energy management through the implementation of actions, programmes and ad-hoc management system and control, prevention and reduction of greenhouse gas (GHG) emissions, by reducing energy consumption from fossil fuels. Contribution to mitigating and adapting to the effects of climate change by offering products and services with a low environmental impact
Social Responsibility	Health and safety at work	Development of practices and programmes that promote health and safety at workplace , promotion of training and specific health and safety initiatives for employees and contractors and control and prevention activities for accidents at workplace.
Social Responsibility	Personnel development and well-being	Activities of professional development, training and growth aimed to improve the technical, managerial and organisational skills of personnel, including the sales network. Employee and agent engagement activities and the ability to attract and retain talent.
Environmental Responsibility	Biodiversity and protected areas	Protection of biological diversity to ensure the survival of animal and plant species, genetic diversity and natural ecosystems.
Social Responsibility	Inclusiveness	Development of appropriate working practices and conditions aimed to ensure inclusion and equal opportunities , and management of diversity and multiculturalism (e.g. disability, gender, nationality, religion) at workplace.
Social Responsibility	Community support and development	Reinforcement of relations with local communities . Active contribution to the social and economic development of territories.
Environmental Responsibility	Water consumption	Responsible and careful management of water consumption in the locations of group activities.

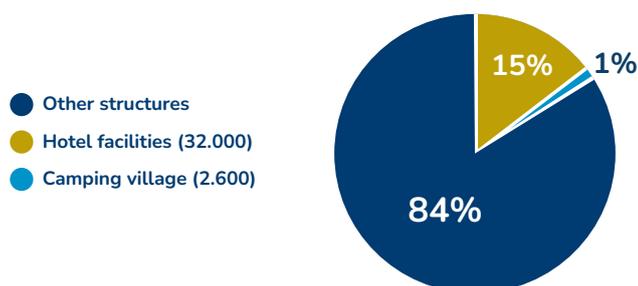


2. OUR SERVICES AND RESPONSIBILITY TO CUSTOMERS

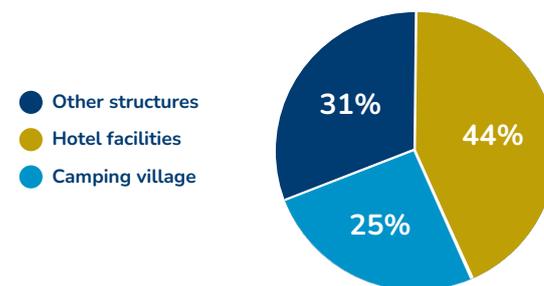
2.1 OUR CAMPSITES

On a national level, the campsites sector accounts for 25% of Italian accommodation capacity in terms of available beds, preceded only by the hotel sector (44%). In terms of tourist numbers, the Club del Sole Group, managing **20 camping villages in 7 different Italian regions** in 2021, is one of the main national players of the sector.

N° accomodation facilities



N° beds



The facilities are located throughout Italy to offer a wide range of choice from the Romagna Riviera to the Abruzzo coast, passing through the shores of the Tuscan Maremma and the large lakes of northern Italy.

The Group is **aware of the evolution** of the campsites sector and constantly draws inspiration from the **innovations** offered by the market in order to offer customers services and facilities that are always in step with the times.

The urban redevelopment and regeneration project also includes a number of important interventions on the public area open to the citizens of Riccione, such as the renovation of the Turin Promenade in the section facing the accommodation facilities, the transfer of areas equipped with bicycle lanes, garden squares and the construction of public car parks.

The Club del Sole offer is structured to give guests a choice of different types of experience and consists mainly of:

- **Village accommodation:** Mobile homes, bungalow or lodge-tent owned by the Group. Accommodation capacity from 2 to 7 persons, 1 or 2 bathrooms, kitchen, various comforts (veranda, TV, air conditioning).



2.082 Mobile Homes



1.065 Bungalow



40 Lodge-tent

- **Camping accomodation:** : pitches for tents, campers and caravans owned by the customer.



5.023 Pitches for tents, campers and caravans

- **Recreational facilities:** swimming pools, water parks, sports facilities, fitness centres, theatres and other free services.



18 Swimming pools

12 Theatres

9 Sports facilities

- **Services:** restaurants, bars, convenience stores, beach resorts, shops and other commercial activities (newsstands, etc.).



9 Beaches



18 Restaurants

34 Bars

14 Market



THE 4-LEGGED HOLIDAY

In 2021 more than 100.000 dogs were abandoned in Italy: June, July and August are the months with the highest number of abandonments.

To tackle this sad phenomenon, all the Club del Sole Group camping villages are Dog Friendly, which means they allow and encourage pets in their facilities by setting up dedicated areas.



In the Camping Villages, pet owners can bring their dogs with them in the pitch or mobile home, share the days on the dog beach with their pet, and use the pet-friendly areas in the Fun Zone.





Our

CAMPING VILLAGES



EMILIA ROMAGNA



TOSCANA



LAGO DI GARDA



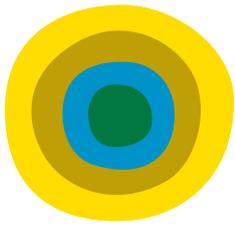
MARCHE & ABRUZZO



CITY BREAK



JESOLO & ALTO ADRIATICO



Club del Sole
Desenzano
★★★★
LAKE VILLAGE



An exclusive **Lake Village** on the shores of **Lake Garda**.



Opening period:
March - October

90 bungalow, 22 mobile homes

50.000 sq m



DISTANCES

- > Directly on Lake Garda
- > City centre at 2 km



Restaurant, Pizzeria with views on Lake Garda



Heated pool



Private beach



Sunbathing Area



Dog Beach/
Family Dog Friendly



Children's Play Area

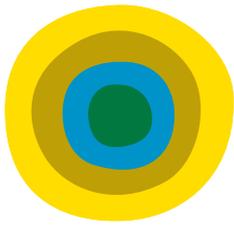


Volleyball, Tennis



Wi-Fi Area





Club del Sole
Marina Julia
 ★★★
 FAMILY CAMPING VILLAGE



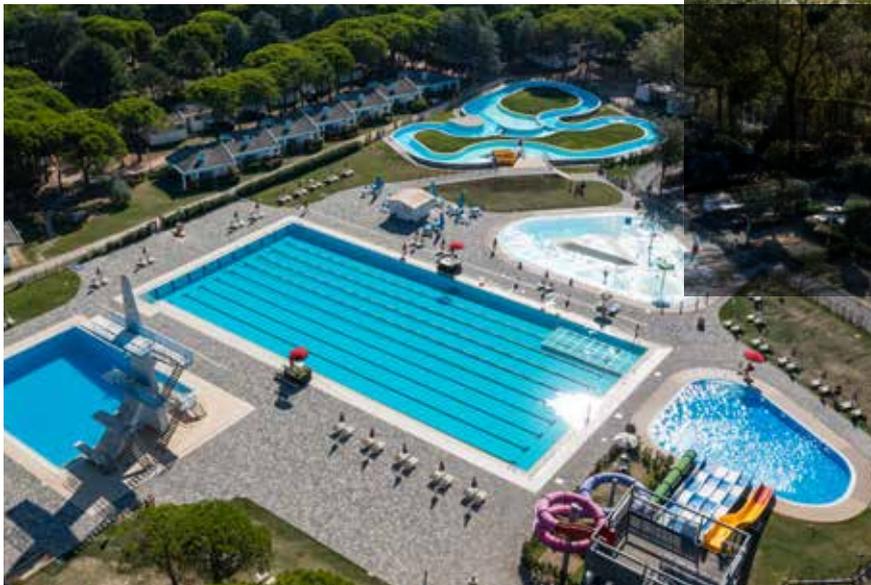
It wouldn't be a holiday without a **dip in the pool**. And what a pool!



Opening period:
May - September

53 lodges, 138 bungalows,
8 apartments, 88 pitches

147.000 sq m



DISTANCES

- > Directly on the sea
- > Town centre at 5 km



Bar, Restaurant, Pizzeria



Private Beach



Newsagent



Water Park, Pool for Adults & children, olympic Pool



Five-a-Side Football, Basketball, Table Tennis, Tennis, Minigolf, Volleyball



Excursion Bookings



Entertainment, Children's Play Area



Fitness Area



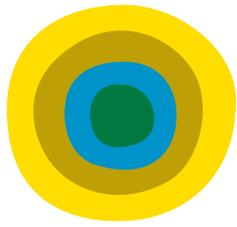
Dog Beach / Family Dog Friendly



Market, Shop, Tobacconist,



Meeting Room



Club del Sole
Jesolo Mare
 ★★★
 FAMILY VILLAGE



A **mix of tranquillity** and top-level services at Lido di Jesolo.



Opening period:
May - September

243 lodges, 16 apartments,
4 hotel rooms, 33 chalets

74.000 sq m



DISTANCES

- > Bordering the sea
- > Town centre at 7 km



Bar, Restaurant, Pizzeria



Private Beach



Games Room



Market, Shop,
 Tobacconist, Newsagent



Pool



Wellness Centre

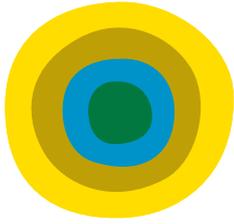


Beach Volley, Gym,
 Spinning, Ping Pong



Dog Beach / Dog Friendly





Club del Sole
Stella del Mare
 ★★★★★
 FAMILY CAMPING VILLAGE



The green nature of **Mediterranean macchia** and the clear sea that laps the beach.



Opening period:
May - October

74 lodges, 10 luxury caravans,
22 bungalows, 88 pitches

52.000 sq m



DISTANCES

- > A few metres from the beach
- > Less than 8 km from Castiglione della Pescaia



Bar, Restaurant, Pizzeria



Five-a-side Football, Tennis



Pool for adults & Children



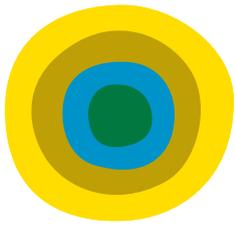
Market, Shop, Tobacconist



Entertainment, Mini Club



Dog Beach / Dog Friendly



Club del Sole
Orbetello

FAMILY CAMPING VILLAGE



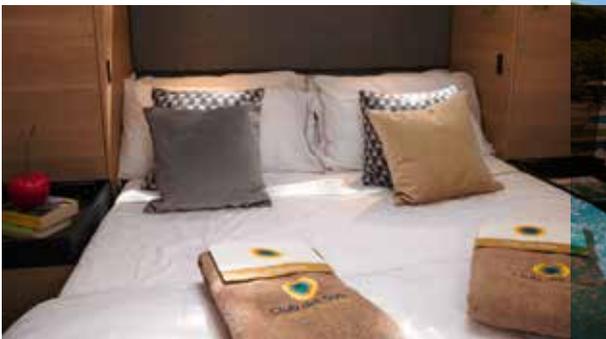
Your **Tuscan** holiday, in the natural surroundings of the **lagoon of Orbetello**.



Opening period:
April - September

**193 lodges, 2 luxury caravans,
10 bungalows, 44 chalets,
18 lodge tents, 178 pitches**

85.000 sq m



DISTANCES

- > Located 70 m from the beach
- > Centre of Orbetello approx. 10 km



Bar, Restaurant, Pizzeria



Games Room



Market, Shop, Newsagent,
Tobacconist



Pool for adults and children,
Spa pool, Semi-Olympic pool



Private Beach



Area Wi-Fi



Entertainment, Junior Area,
Mini Club



Solarium area



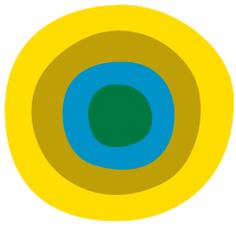
Tour booking



Beach Volley,
Five-a-side Football



Dog Beach /
Family Dog Friendly



Club del Sole
Italia

FAMILY CAMPING VILLAGE



In the **natural** surroundings
of **Versilia** in Tuscany



Opening period:
April - September

50 lodges, 58 chalets, 455 pitches
100.000 sq m



Bar, Restaurant, Pizzeria



Five-a-Side Football
Volleyball, Basketball,
Bowls



Pool



Shuttle service to beach



Market, Shop, Tobacconist



Bike hire



Wi-Fi Area



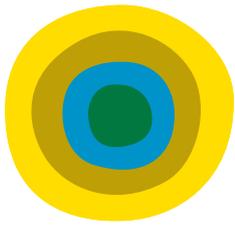
Entertainment



Multi-purpose Room

DISTANCES

- > Beach at 2,5 km
- > Town centre at 5 km



Club del Sole
Città di Bologna
 ★★★
 FAMILY CAMPING VILLAGE



Nature, quality services and a **prime position** just a short distance from the centre of Bologna.



Opening period:
Annual

43 lodges, 48 bungalows,
 106 pitches

63.400 sq m



DISTANCES

- > A few minutes from the city centre
- > 3 km from Fiera di Bologna exhibition centre



Bar, Restaurant, Pizzeria



Fitness Area



Pool



Public bus service
 for city centre



Children's games



Wi-Fi Area

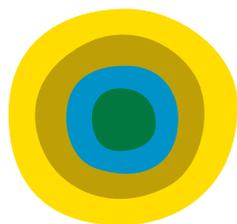


Meeting Room



Dog Beach / Dog Friendly





Club del Sole Vigna sul Mar

★★★★
FAMILY CAMPING VILLAGE



Entertainment, sport, excursions and relax in a village immersed in nature, just a short distance from the beach.



Opening period:
May - September

265 lodges, 15 hotel rooms,
218 pitches

130.000 sq m



Bar, Restaurant, Pizzeria



Market, Shop,
Tobacconist, Newsagent



Pool for adults & children,
Spa pool, Semi-olympic
pool



Wi-Fi Area



Entertainment, Junior Area,
Games Room, Mini Club,
Private beach



Dog Beach /
Family Dog Friendly



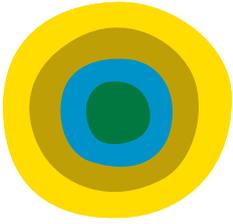
Five-a-side football, Beach
Volley, Bowls, Table tennis



Beach Bar

DISTANCES

- > Bordering the sea
- > Town centre at 1,5 km



Club del Sole
Spina
★★★★
FAMILY CAMPING VILLAGE



Nature in the **Po Delta Regional Park** and all the facilities of one of the **largest** holiday villages in Emilia Romagna.



Opening period:
April - September

171 lodges, 1 luxury caravan,
98 bungalows, 27 chalets,
10 lodge tents, 456 pitches
240.000 sq m



DISTANCES

- > Private Beach at 900 m
- > Town centre at 1,5 km



Market, Shop, Tabacconist, Newsagent



Bar, Restaurant, Pizzeria



Private beach



Excursion bookings



Semi-olympic pool



Fitness area



Wi-Fi Area



Entertainment, Theatre, Junior Area



Tennis, five-a-Side Football, Beach Volley, Beach Basket, Archery, Bowls, Table Tennis, Skating



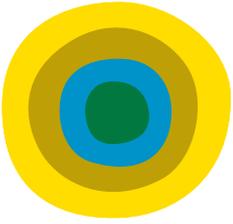
Dog Beach / Family Dog Friendly



Games Room



Adventure Park with tree routes



Club del Sole
Sole

FAMILY CAMPING VILLAGE



Immersed in a **pine wood** and just a couple of steps from splendid **natural scenery**.



Opening period:
April - September

56 lodges, 7 bungalows,
46 chalets, 361 pitches
68.000 sq m



DISTANCES
> Beach 250 metres
> Town centre from 0,7 to 2 km



Bar, Restaurant, Pizzeria



Wi-Fi Area



Multi-purpose room for conferences



Pool



Bike and e-bike hire



Electric vehicle charge point



Beach



Fitness area, Bowls, Table tennis, Beach Volley, Beach Tennis, Basketball



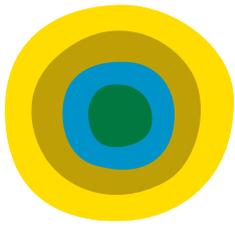
Entertainment, Children's play area



Market, Shop



Accessible village



Club del Sole
Adriano
★★★★
FAMILY CAMPING VILLAGE



A wide choice of **lodges** and pitches **on the adriatic coast of Ravenna.**



Opening period
April - September

**135 lodges, 1 luxury caravan,
27 bungalows, 117 chalets,
23 lodge tents 319 pitches**

140.000 sq m



DISTANCES

- > Beach at 300 m
- > City Centre at 1,5 km



Bar, Restaurant, Pizzeria



Pedal Go-Kart hire and Bike hire



Market, Shop, Tobacconist, Newsagent



Pool Park



Five-a-side Football, Beach Volley, Bowls, Table Tennis



Excursion Bookings



Entertainment, Junior Area, Miniclub



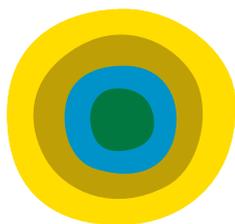
Wi-Fi Area



Dog Beach / Dog Friendly



Games Room



Club del Sole
Marina
— ★ ★ ★ —
FAMILY VILLAGE



Truly a **family-sized holiday.**



Opening period:
May - September

258 lodges, 10 lodge tents

70.000 sq m



DISTANCES

- > Bordering the sea
- > Town centre at 1,5 km



Bar, Restaurant, Pizzeria



Games Room



Market, Bazar, Tabaccheria,
Edicola



Pool Park, Spa Pool



Private Beach



Area Wi-Fi



Entertainment, Junior Area,
Mini Club



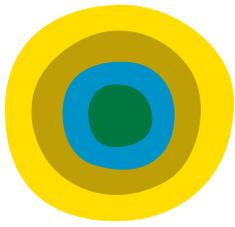
Bike hire



Dog Beach /
Family Dog Friendly



Five-a-side football,
Beach volley



Club del Sole
Rivaverde

FAMILY CAMPING VILLAGE



Located along the **coastline of Ravenna's lidos**, in a pine grove, and just perfect for your relaxation!



Periodo di apertura:
April - September

62 lodges, 8 lodge tents,
4 caravans, 400 pitches

58.754 sq m



DISTANCES

- > Beach at 150 m
- > Town centre at 2 km



Bar, Restaurant, Pizzeria



Wi-Fi Area



Electric vehicle charging



Pool



Fitness Area, Bowls, Table Tennis, Beach Volley, Beach Tennis



Entertainment, Children's Play Park



Beach



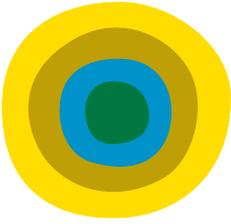
Bike Hire and e-bike hire



Accessible Village



Market, Shop



Club del Sole
Pini
— ★ ★ ★ —
BEACH VILLAGE



An **exclusive Beach Village** overlooking the **beach** of Punta Marina and just a **few metres from the beach**.



Opening period:
July - September

120 lodges

39.200 sq m



DISTANCES

- > Right on the free beach
- > Fully-equipped beach at 150m
- > Town Centre at 2 km



Restaurant with a' la carte menu



Beach



Wi-Fi Area



Bike Hire



Electric vehicle charging point



Wellness, Entertainment, Children's Play Park

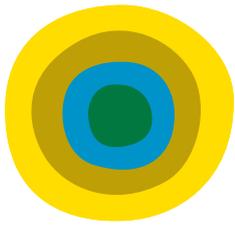


Panoramic Terrace overlooking the sea



Dog Friendly





Club del Sole
Pineta

FAMILY CAMPING VILLAGE



The Riviera Romagnola and all the **glamour** of **Milano Marittima** within easy reach!



Opening period:
April - September

66 lodges, 4 bungalows, 12 chalets,
6 lodge tents, 135 pitches

28.800 sq m



DISTANCES

- > Right on the beach
- > Town centre 2 km



Bar, Restaurant, Pizzeria



Wi-Fi Area



Electric vehicle charging point



Pool



Table Tennis, Beach Volley, Beach Tennis



Entertainment, Children's Game Park



Beach



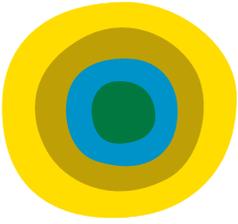
Bike and e-bike hire



Accessible Village



Market, Shop



Club del Sole
Rimini

FAMILY CAMPING VILLAGE



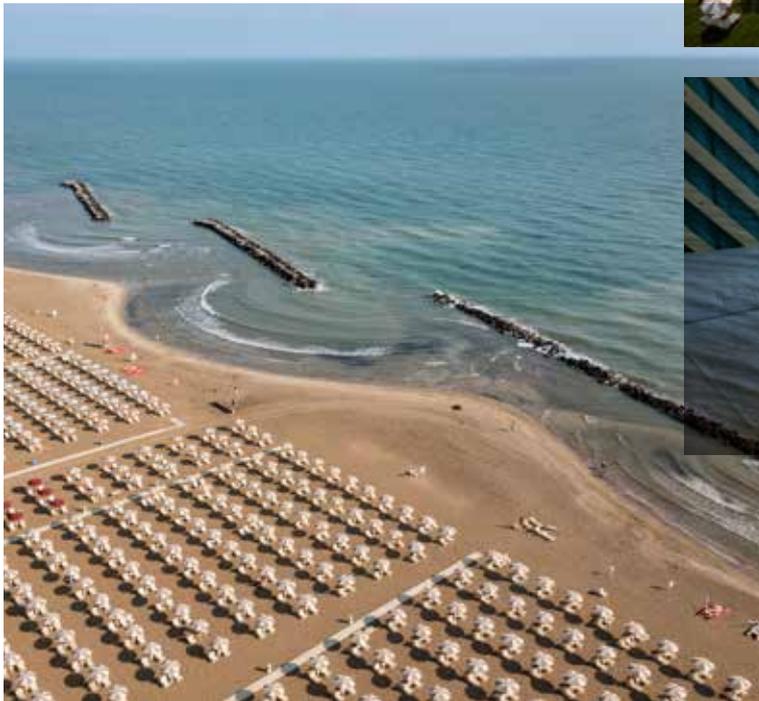
The **ideal destination** for families and groups of friends, in the heart of the **riviera romagnola**.



Opening period:
June - September

176 lodges, 137 pitches

60.000 sq m



DISTANCES
> A few metres from the sea
> Town centre at 2 km



Bar, Tobacconist, Restaurant, Pizzeria



Entertainment, Mini Club



Children's Games



Private Beach covering 35.000 sq m



Five-a-side Football, Beach tennis, Beach volley, Beach soccer



Market, Shop, Newsagent

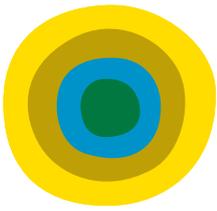


Dog Beach / Dog Friendly



Water Park





Club del Sole
International Riccione
 ★★★
 FAMILY CAMPING VILLAGE



It's easy to **relax**, and impossible to get bored, with the **Riviera Romagnola** within easy reach.



Opening period:
April - September

35 lodges, 225 pitches
40.000 sq m



DISTANCES

- > Bordering the sea
- > Town centre 2 km



Bar, Tobacconist, Restaurant, Pizzeria



Market, Shop, Newsagent



Entertainment, Children's play area



Wi-Fi Area

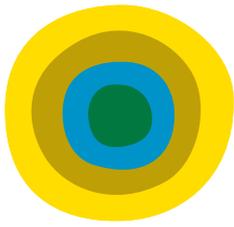


Nursery



Dog Beach / Dog Friendly





Club del Sole
Romagna
★★★★
FAMILY VILLAGE



A new example of **hospitality** and **tradition** in the heart of **Riviera Romagnola**.



Opening period:
June - September

210 lodges, 15 tents

60.000 sq m



DISTANCES

- > Bordering the sea
- > Town centre at 1 km



Bar, Tobacconist, Restaurant, Pizzeria



Rickshaw hire, Pedal go-kart, Bicycle hire (800 m away)



Entertainment, Children's play area



Market, Shop



Free Beach



Wi-Fi Area



Beach Volley, Beach Tennis



Dog Beach / Family Dog Friendly

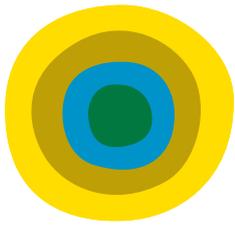


Pool



Dog Pool





Club del Sole
La Risacca
★★★★
FAMILY CAMPING VILLAGE



A little **corner of paradise** just a few kilometres from the **Conero Riviera**.



Opening period:
May - September

**103 lodges, 33 bungalows,
83 apartments, 12 lodge tents, 10
fully equipped tents, 106 pitches**

80.000 sq m



DISTANCES

- > Private Beach at 150 m
- > City centre 3 km



Restaurant-pizzeria with AIC certification



Five-a-side Football, Beach volley, Volleyball, Tennis, Basket, Table tennis



Water Park, Semi-olympic pool



Entertainment



Private beach



Dog Beach / Family Dog Friendly

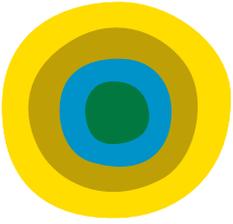


Market, Shop, Tobacconist, Newsagent



Meeting room





Club del Sole
Stork
★★★★
FAMILY CAMPING VILLAGE



Have you ever slept in a mobile home **directly overlooking the sea?**



Opening period:
May - September

114 lodges, 19 apartments,
99 bungalows, 200 pitches

70.000 sq m



DISTANCES

- > Directly on the sea
- > Town centre 6 km



Bar, Tobacconist,
Restaurant, Pizzeria



Games Room



Market, Shop



Pool for adults & children,
Spa pool, Semi-olympic pool



Private beach



Excursion booking



Entertainment, Junior area,
Mini Club



Bike hire



Wi-Fi Area



Beach Volley, Table tennis



Dog Beach / Dog Friendly



2.2 THE SUSTAINABILITY OF OUR FACILITIES: REDUCTION OF OVERBUILDING AND PROTECTION OF BIODIVERSITY

Biodiversity is the great variety of animals, plants, fungi and microorganisms that make up our Planet. A multiplicity of species and organisms that, in relation to each other, create a fundamental balance for the life on Earth. But biodiversity is an endangered wealth that requires attention and protection. Progressive overbuilding is causing a rapid loss of land and green spaces with a direct consequence on biodiversity.

The services offered by Club del Sole are based on a **model of flexible and eco-sustainable accommodation** that fits into a context of growing consumer attention to environmental protection issues.

Club del Sole owns two Family Camping Villages, at Lido di Spina and Viareggio, which are located respectively within the protected area of the Po Delta Park and adjacent to the protected area of the Migliarino Natural Park. The Group therefore pays particular attention to protecting biodiversity within its villages and promoting a lifestyle that does not compromise it.

Technological innovation is one of the main drivers enabling the transition towards sustainable development models. In recognition of this and in keeping with its vocation for **modernity** and **innovation**, one of Club del Sole's development drivers is the replacement of traditional camping pitches with new mobile homes.



EVOLUTION OF THE SECTOR: MOBILE HOMES

Mobile homes are **living units on wheels** designed for **temporary use**. They are customisable and **easily removable**, ensuring that the original state of the ground can be **restored** at any time. The average size of a mobile home is 4 x 8 metres and can accommodate up to 8 persons. It generally consists of a kitchen-living room, two or three bedrooms, one or two bathrooms and a large access veranda.



Mobile home is designed:

- following the **safety, health and comfort standards and requirements** of the regulations in force;
- to be easily loaded onto a lorry with its own wheels at the time of transport;
- to be **positioned** in the pitch without permanent foundation works or ground consolidation works and consequently **without land consumption**;
- with a connection to the electricity, gas, sewage and water supply networks that is easy to remove;
- to ensure **prompt removal of the pitch**;
- to be **customisable** according to the needs of the building structure and the characteristics **of the site** where it is to be positioned.

This kind of accommodation therefore represents an **innovative and sustainable choice** for the open-air tourism sector, in fact:

- their components are for the most part recyclable or reusable
- they do not consume soil;
- being transportable, they have great flexibility of use and reuse;
- they can easily be customised to achieve excellent landscape integration.



COLLABORATIONS WITH LEGAMBIENTE

In line with the spirit of this collaboration, in 2021 Club del Sole together with Legambiente carried out the **Legambiente Turismo eco-label project**, an initiative born in 1997 as a Legambiente project, with the aim of allowing those tourism and accommodation companies that adopt measures to reduce the impact of their activities on the environment to become part of a network recognised in Italy and abroad.

Legambiente's eco-label is aimed to create a pact between sector operators and territories, to build green economy sectors through the promotion of sustainable tourism. Investing in natural beauty and traditional products means investing in our future. By involving local operators and tourists in a lasting and conscious ecological choice, tourism can thus become a real engine of growth in a sustainable key, promoting holidays filled not only with comfort but also with quality, through a strong territorial link and knowledge of places.

To obtain the eco-label, a Legambiente supervisor carries out a check on the facilities and at the end of the investigation he issues a report highlighting the problems common to all the facilities visited, the individual discrepancies with the specifications and the strong points for each reality. For example, the strong points indicated in the report include the use of well water for irrigation and/or toilet flushing, the presence of well-maintained green areas and photovoltaic systems.

All Club del Sole facilities in 2021 were certified by Legambiente and/or Sustainable Tourism Associations.

METEO HOMES

In summer 2018, Club del Sole launched the **Meteo Homes**, latest-generation, **energy-independent** mobile homes complete with **certified weather forecasting technology**. In this way, the customers of the mobile homes can check the forecast weather directly inside the home, thanks to the service realised **in collaboration with Centro Epson Meteo**.

In questo modo i clienti delle cassette possono accertarsi del meteo previsto direttamente dall'interno della casa, grazie al servizio realizzato in **collaborazione con Centro Epson Meteo**.

The new bungalows, in theme with the four elements of the **earth, Earth, Sun, Wind and Water**, are powered by 4kwp **photovoltaic systems**, with a daily production of almost 30 Kw/h, guaranteeing sufficient energy resources to power the facilities. The facilities have an internal **touch screen** that constantly shows and updates the **amount of energy produced** and **available reserves**, and allows the user to check the **geo-localised weather forecast** at any time. The homes are also equipped with a **battery/storage unit** of about 4 Kw/h that is used when production is not optimal, for example at night. Finally, to add a further element aimed at energy production, the Meteo Homes have been fitted with a **bike that produces energy by pedalling**.

Meteo Homes have a limited lifespan (max. 10 to 12 years): at the end of its life, the house is removed and replaced with another one that often has better characteristics and is technologically more advanced. The great advantage of this process is that **there is no need for any concreting or demolition work**, but it is sufficient to move the old house to fit the new one.

The new meteo homes are currently **available in the Jesolo and Marina Julia camping villages**. The Group intends, however, to continue its commitment in this direction and gradually integrate these innovative facilities in other campsites as well.

- **No overbuilding**
- **Zero land consumption**
- **Energy autonomy**
- **Great elasticity of renovation without demolition works**





2.3 SERVICES RELIABILITY AND CUSTOMER SATISFACTION

Club del Sole is one of the few campsites operators in Europe to have a vertically integrated business model: this allows **internal management** of most activities and **direct control** over the provision of services, accommodation and marketing, and the development and upgrading of facilities. In fact, about 38% of the Group's employees are involved in commercial and catering services in the campsites.

Thanks to this organisation, the **Group provides quality services** while maintaining high standards in all accommodation facilities. Animation and housekeeping services are the only ones managed externally in most of the facilities.

Quality of service is an important asset for a company that wants to stand out in the market, within a context in which customer feedback is increasingly immediate and shared with a very wide audience of current and potential customers. As part of its development strategies, the Group works every day with constant commitment to offer its guests a unique holiday experience, which aims to put the customer at the centre, with innovative and efficient processes and a comfortable and functional infrastructure.

The centrality of the customer, meant as all-round satisfaction, is the success of the Club del Sole Group and, for this reason, represents one of the organisation's core values. In fact, the concept of **"Experience"** is one of the elements underpinning the Group's strategy, which is translated into development strategies aimed at **continually improving the services offered** to campsite users, while at the same time guaranteeing increasingly high standards of quality and respect for the environment.

Providing an **all-round quality experience** means constantly working on the infrastructure and services, in a spirit of cooperation and constant stimulation of all those involved in the customer journey. All the Group's employees and collaborators are required to behave in a helpful, respectful and courteous manner, in line with the Group's standards, characterised by the highest professionalism; furthermore, they are required to politely accept any suggestions or complaints from customers.

The Spina Camping Village (Ferrara) has established an ISO 9001 **certified quality management system**. All other accommodation facilities, although not certified, have established quality management processes that are similar and traceable to those of the certified facility. Alongside a quality management system, the utmost attention is paid to the health and safety of its customers, in compliance with current regulations and adopting a prudential approach in managing the risks inherent in this area.

The accommodation and entertainment offer of the Group's camping villages is especially for **families**, and the strong presence of foreign customers (Germany, Switzerland, France and Poland are the main countries of origin) is worth mentioning: the 2021 season saw an increase in foreign customers of 70% compared to 2020, with overnight stays of around 24%, even though in the pre-pandemic season the percentage of foreign customers was around 45%. This guarantees the Group a particularly long tourist season compared to the average for seaside tourism operators.

In Italy, the **marketing** of services and holiday packages takes place through direct and partly centralised sales channels. For the foreign market, on the other hand, the Group also uses tour operators. In 2020, the Group filmed its first TV commercial: at the end of May, beginning of June, the "Club del Sole, Family and Camping Village" commercial was aired about 100 times (60 of which in prime time) on the main RAI channels.



LA VACANZA CHE SOGNI
A PARTIRE DA 100€ AL MESE

VAI SU clubdelsole.com



EASY STAY: SERVICES OFFERED AND MANAGEMENT OF THE CORONAVIRUS EMERGENCY

During the 2021 season, a series of actions were undertaken to protect the health and safety of workers, employees and guests of the different accommodation facilities of the Group, the most important of which are:

- integration of the risk assessment documents (RAD) of the different companies in the Group for the purposes of preventing and combating the spread of Covid-19 in the workplace;
- availability to all workers of the necessary personal protective equipment, including medical-surgical masks and products for sanitation and personal hygiene;
- implementation, where feasible, of an extensive smart-work programme that involved particularly executive offices in Forlì. In addition, all trips and internal meetings with third parties were cancelled or rescheduled from the first signs of the virus spreading
- the definition and implementation of protocols for containing, combating and managing the spread of Covid-19, in compliance with the provisions of the Government and the Regions where the Group's accommodation facilities and management offices are located;
- adaptation of the services provided to guests in the campsites. Here, the introduction of the "food delivery" service, with the possibility for customers to order and consume their meals at their accommodation or directly on the beach, as well as the rescheduling of animation and entertainment activities in order to avoid crowds;
- the initiation, on a voluntary basis, of the certification process with the German body TÜV of the aforementioned health and safety protocols, particularly with regard to measures for the prevention, containment and management of Covid-19 symptomatic cases in accommodation facilities;
- Preparation and adoption at Group level of a "crisis plan" that provides for the establishment of special "company security committees" both at central level (executive offices) and at peripheral level in the different campsites of the Group.

2.4 OUR SUPPLY CHAIN

With the aim of guaranteeing high quality standards of products and services offered to guests of the facilities, the Group also pays great attention to the proper management of the supply chain as well as to the choice and relations with its suppliers. These are divided into two main categories: suppliers of services and suppliers of raw materials (mainly food & beverage).

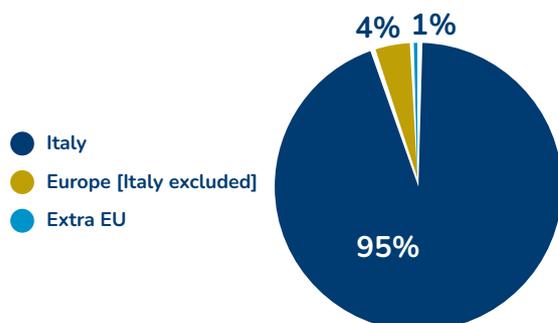
In the following table, the supply of raw materials accounts for 18,7% of total cost, while other supplies relate to different types of services required for good management of the business and facilities.



Type	Costs 2021	%
Raw material suppliers	5.521.871	18,7%
Cleaning and laundry service suppliers	2.935.892	9,9%
Utilities Suppliers	2.765.581	9,3%
Consumable and maintenance suppliers	2.679.916	9,1%
Leasing service suppliers	2.651.497	9,0%
Banking service suppliers	2.529.904	8,6%
Campsite rental suppliers	2.130.941	7,2%
ICT service suppliers	1.447.700	4,9%
Animation service suppliers	1.033.886	3,5%
G&A service and material suppliers	970.551	3,3%
Promotion Service suppliers	958.625	3,2%
Surveillance and Rescue Service suppliers	884.857	3,0%
Rental and Hire suppliers	645.911	2,2%
Insurance Service suppliers	502.126	1,7%
Other suppliers	1.924.205	6,5%

As shown in the graphic below, the proportion of costs of the Club del Sole Group’s significant operations in 2021 is almost exclusively to local suppliers , the percentage is 95%.

Proportion of costs (%) to local suppliers



With the aim of **promoting the territory**, the Group collaborates with some local suppliers to offer guests the opportunity to know and taste some **local excellences** and **0 km products** (for example: Cervia salt, Orbetello fish).

The careful management of outsourcing processes is of primary importance to the Group, which has developed ad hoc procedures for each area of activity (for example catering, entertainment, landscaping, cleaning, maintenance, etc.) that define roles, responsibilities and procedures that are addressed not only to external collaborators, but also to the external suppliers performing these activities.

In particular for catering and market, each facility has a professional figure specifically dedicated to purchasing practices and the control of certain quality standards to guarantee guest satisfaction.

For food & beverage, the Group relies on high-quality supplies in the categories “organic products”, “premium products” and “big brand products”.

² Meaningful operating offices include all Group offices. In the definition of cost on local suppliers, as “local suppliers” were considered those suppliers with registered offices in Italy.



3. ENVIRONMENTAL RESPONSIBILITY

3.1 OUR COMMITMENT TO THE ENVIRONMENT

Club del Sole facilities are located in places whose environmental value is undoubtedly a key feature: the **preservation and enhancement of the environment** and natural capital is consequently of central importance. According to this principle the Group has adopted, in all its facilities, environmental management systems aimed to define methods and responsibilities for the mapping and proper management of company activities that may have a significant impact on the environment and the continuous improvement of processes. In this regard, the Spina Camping Village (Ferrara) has obtained ISO **14001 certification** but, generally speaking, all facilities have implemented similarly structured environmental management systems to establish, implement and improve the Group's environmental management system.

The Group is also proud of the activities and initiatives undertaken to reduce environmental impacts. In the Group's facilities, **no disposable plastic is used**, over time replaced by biodegradable materials. In the markets and restaurants of the facilities that allow it, organic and 0 km products are offered to customers, and hybrid and/or electric car charging stations are made available where possible. In addition, separate waste collection is carried out in each facility, thanks to the presence of special bins provided by the municipalities.

As evidence of this commitment to the environment, most of the Club del Sole Group's facilities have obtained environmental certifications issued by Legambiente and other Sustainable Tourism Associations.

The operational activities carried out within the facilities are analysed in relation to environmental aspects and potential environmental impacts are as follows:

- Laundry service
- Swimming pool
- Customer transport service
- Administration and offices
- Mosquito treatment
- Green Care
- Housekeeping

Activities, services and behaviour of third parties such as catering services or customer behaviour are also taken into account.

For each activity, a series of environmental aspects on which it may have an impact are considered. The environmental aspects considered are, for example:

- energy consumption;
- fuel consumption;
- water consumption;
- raw material consumption;
- atmospheric emissions;
- waste water;
- waste production;
- noise emissions; etc.

Company activities and environmental aspects are then correlated in order to identify, for each phase, the environmental aspects most affected and establish their significance, so as to define the priorities and methods of their management.

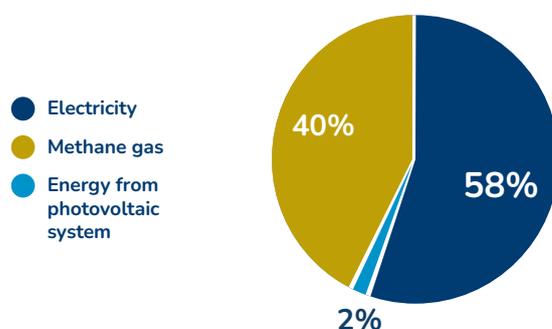
Also in consideration of the careful management approach just described, in 2021 there were no fines or penalties for non-compliance with environmental laws and regulations.



3.2 ENERGY CONSUMPTION AND EMISSIONS

The operational management of the Group's facilities refers to advanced criteria of environmental protection and energy efficiency. In this regard, the mapping and monitoring of energy consumption is fundamental in order to be able to plan any possible efficiency improvements. In 2021, the Group's **total energy consumption** was **53.815 GJ**: 58% for the consumption of electricity purchased from the grid; the remaining 40% for the consumption of methane gas for space heating and the supply of kitchens inside the campsites. It should also be noted that the photovoltaic panels installed so far by the group have contributed to 2% of the energy mix used for activities (an increase of 14% compared to 2020). Between 2020 and 2021, there was a substantial increase (57%) in energy consumption mainly due to the strong recovery of activities after the crisis in 2020 and the addition of 4 new facilities controlled and managed by Club del Sole.

Energy consumption inside the organisation in 2021 (GJ)

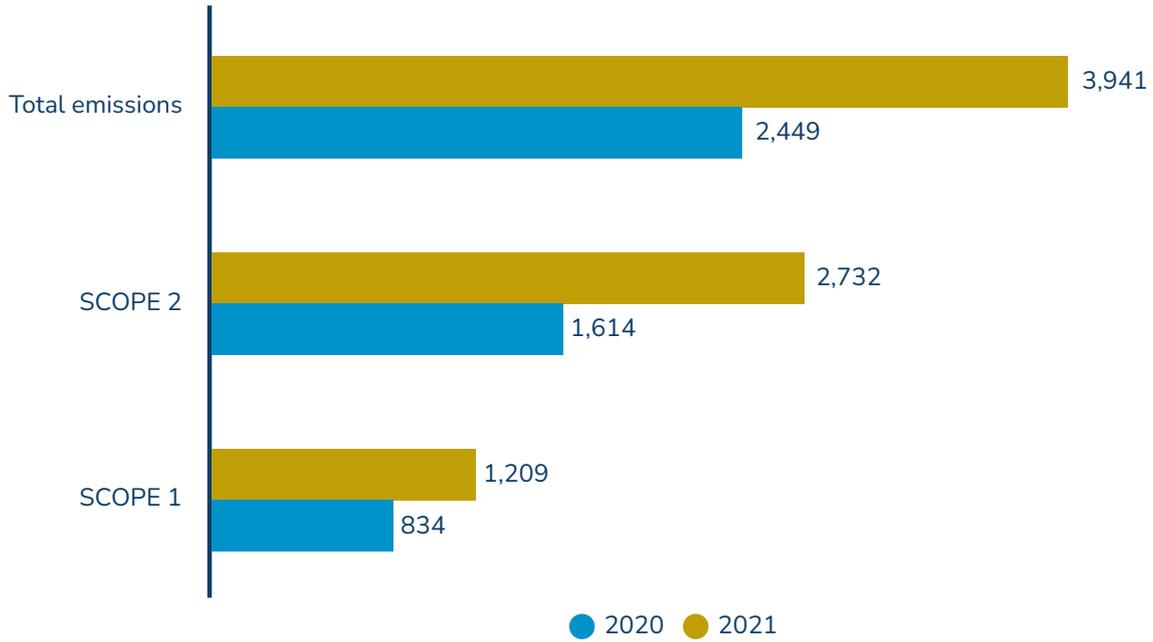


Through energy consumption control, the Group has also calculated its direct and indirect CO₂ emissions: direct emissions (Scope 1) are generated by the consumption of natural gas for heating and cooking; indirect emissions (Scope 2) come from the consumption of purchased electricity. Two different methodologies have been used to calculate indirect emissions: "Location-based" and "Market-based". The first method reflects the average emission intensity of the total national electricity production, that is, of the area where consumption takes place. For the "Market-based" method, on the other hand, emissions are calculated from the average intensity of emissions from electricity production in the market where the company operates. As a result of the Group's increased consumption, emissions increased in 2021 too, so that total direct and indirect emissions were 5.191 tCO₂ using the Market-based method of calculation, and 3.941 tCO₂ using the Location-based method of calculation³.

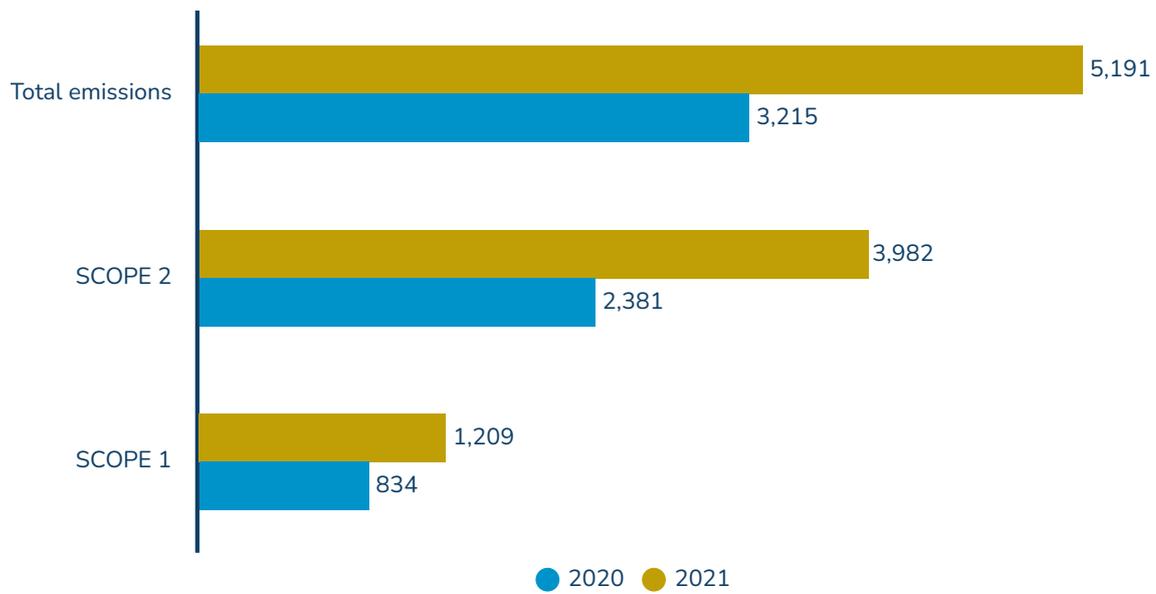
³For more details on the calculation factors and sources used, please refer to the chapter "Performance Indicators" in this document.



Scope 1 and Scope 2 location-based emissions (tCO₂)



Scope 1 and Scope 2 market-based emissions (tCO₂)





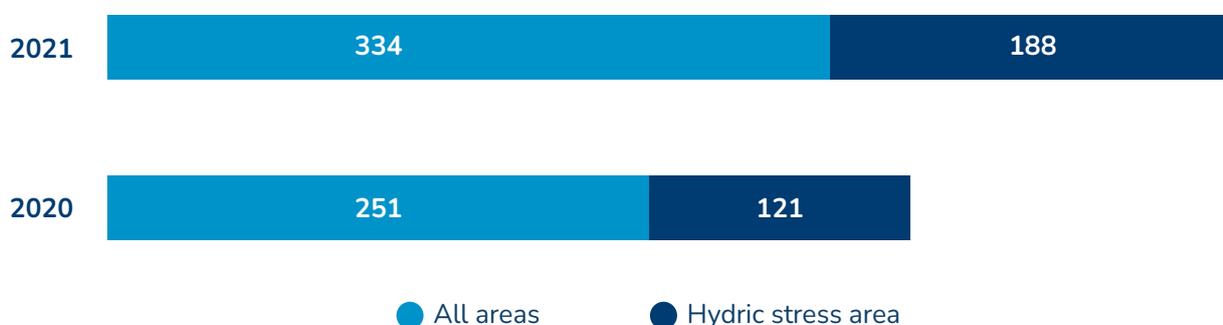
3.3 WATER CONSUMPTION AND WASTE MANAGEMENT

WATER CONSUMPTION

For Club del Sole, a relevant issue in the company's activities is water resource management: the Group is in fact careful to promote and pursue an efficient use of water in its campsites. Most of the consumption comes from the use of sanitary services by customers, from the company's laundry, landscaping and swimmingpool management activities, all of which are carried out according to legal parameters and controlled through special management systems.

The water used comes entirely from the public aqueduct and the water consumption recorded in 2021 is 334 mega litres, of which 188 mega litres were taken in areas of high water stress.⁴

Water withdrawals (megaliters)



In water resource management, we adopt an approach that always seeks to ensure the rational use of these resources through periodic monitoring and awareness-raising activities among Club del Sole employees and customers, also in view of the delicate environmental balances that characterise the areas where our facilities are located.

The increase in water consumption between 2020 and 2021 is 33% and, as already mentioned, it is due to the increase in facilities under management and the general recovery of the sector after the pandemic.

WATER DISCHARGES

As mentioned, the nature of the company's activities involves significant water consumption. The resulting discharges are however all assimilable to civil discharges and therefore do not present any particular criticality: water resources, used for sanitary services, swimming pools and laundry, are then discharged directly into the sewers.

WASTE

Responsible waste management is a prerogative of all Club del Sole Group facilities.

The villages have long been equipped with the necessary tools to encourage and promote the separate collection of waste, both by employees and guests. Waste is disposed of in compliance with the regulations in force, through the public waste collection and disposal service of the place where the facilities are located.

⁴ The data do not include water withdrawals from the Marina Julia Camping Village (Gorizia) as they are not available: the water used is taken from a well and there are no water withdrawal measurement systems.



4. OUR PEOPLE

4.1 THE HUMAN RESOURCE OF THE GROUP

The Club del Sole Group, which aims to constantly improve the quality of its services and to ensure full customer loyalty, considers Human Resources the central and strategic element of the organisation. It is therefore committed to developing the skills and competences of each employee so that the energy and creativity of individuals can find full expression in their work.

The principles that inspire the various phases of management of relations with its employees are defined within the Ethical Code. These concern, in particular:

- **Personnel selection**, the Group offers equal opportunities without discrimination (for example, on grounds of sex, race, language, religion, political opinions, trade union membership). The assessment of candidates is focused on verifying that they meet the requirements of the profile requested, while respecting the candidate's dignity, personality, privacy and opinions.
- **The establishment of the employment relationship**, which must always take place freely, without any coercion, in compliance with applicable legislation and the provisions of applicable collective agreements, including with regard to child labour, working hours and remuneration policies.
- **Personnel training and updating**, considered an essential requirement of the company.
- **The professional development of employees**, to whom the Group offers equal career opportunities, without any discrimination and on the basis of meritocratic criteria.
- **Workers' rights** in terms of freedom of association and the right to collective bargaining, for which the Group guarantees compliance with applicable legislation.

The Club del Sole Group promotes **team spirit and mutual cooperation** and expects employees at all levels to work together to maintain a climate of mutual respect for each other's dignity and reputation.

In 2021, **the average number of employees** in the Club del Sole Group was 414⁵, up 34% from the previous year, a clear sign of recovery in the sector, which had been significantly affected by the pandemic in previous years.

The nature of the Group's activities inevitably requires the employment of a significant number of **seasonal workers**, especially in summer months when the influx of tourist is highest. However, if possible, the Group tries to maintain continuity even in seasonal employment relationships so as to enhance the skills acquired and retain its workers, even in a difficult context such as the one characterised by the pandemic.

In 2021, July was the month in which the number of employees reached its peak with 946 active employees.

Fixed-term workers (64%) are almost exclusively seasonal workers; administrative and plant maintenance roles mostly have permanent contracts (36%).

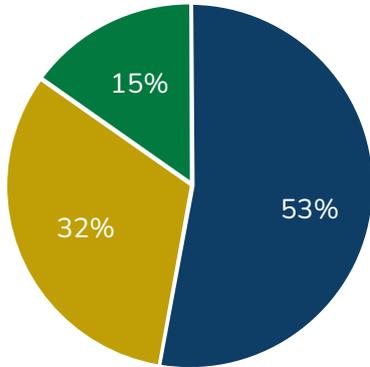
In terms of gender diversity, the Group's employees are fairly evenly distributed: women represent 45% of the total workforce.

**414 average
number of
employees (FTE) in
2021.
+34% compared to
2020.**

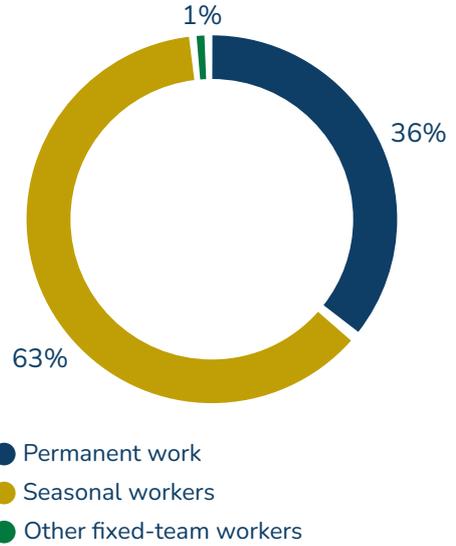
⁵ The data on human resources in this chapter represent the average number of employees expressed in FTE - Full Time Equivalent; unless otherwise specified, they include seasonal employees.



Employees by gender (2021)

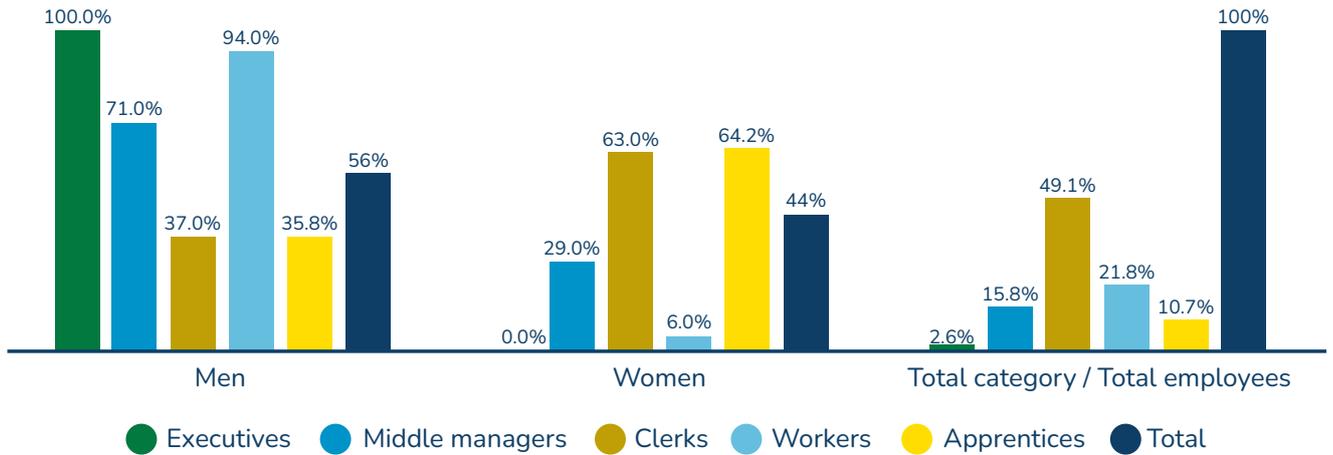


Employees by type of contract (2021)

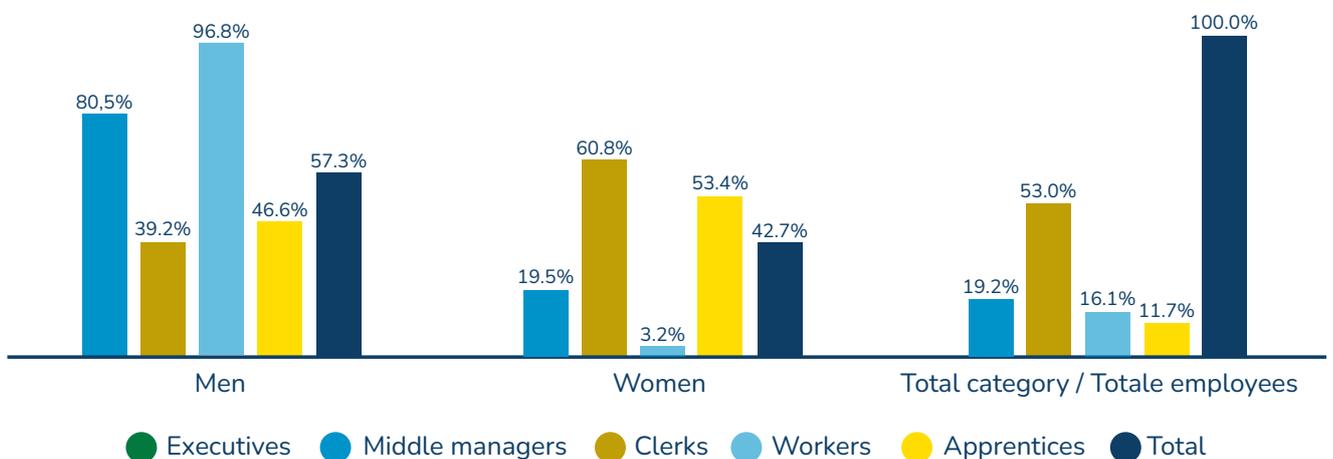


In order to implement organisational efficiency, four people were hired in 2021 in the role of executives, a position not present in 2020.

Employees (FTE) by job category and gender 2021 (seasonal workers excluded)



Employees (FTE) by job category and gender 2020 (seasonal workers excluded)





TRAINING AND SKILLS DEVELOPMENT

Lastly, Club del Sole recognises the importance of developing its employees and sees **training** as an indispensable opportunity for professional growth and updating. The high number of seasonal workers must be reconciled with the high standards of quality that the Group aims to offer its customers: employee training is therefore a moment of absolute importance.

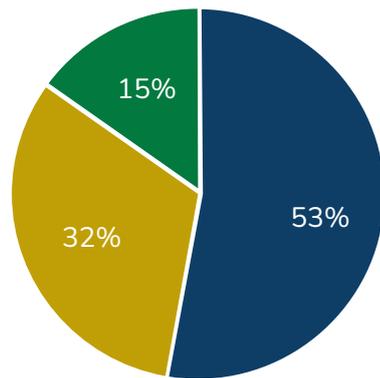
Training is planned and mapped out through an annual training plan. In 2021, **8.862** hours of training were provided, a significant increase of 114% compared to 2020: the average training hours thus amounted to 21,4 hours per employee, an increase of 60% compared to the previous year⁶. The reason for the significant increase in training hours in 2021 lies in the possibility of attending in-person training courses, which it was limited in 2020 due to pandemic.

The courses focused on topics such as:

- Health and safety
- Management training - soft skills
- Professional training – technical

**8.862 hours
of courses provided
2021**

Hours of training provided in 2021 by type (%)



- Health and safety training
- Professional/technical training
- Management/soft skills training

⁶ Training hours per employee are calculated on the average number of employees 2021 using the Full Time Equivalent (FTE) method.



4.2 INCLUSION AND WELLBEING OF THE EMPLOYEE

As mentioned, the Group offers equal opportunities without discrimination from the moment of personnel selection and during all stages of the employment relationship. The Club del Sole Group is committed to ensuring that the **principle of inclusion and non-discrimination** is respected all round in both internal and external labour relations. The Group, in fact, demands that there be no discrimination of any kind against employees, suppliers, customers or visitors on the grounds of sex, race, language, nationality, religion, age, disability, marital status, sexual orientation, political opinions, membership of trade unions or political parties, personal or social conditions.

In this context, the Group also demands that harassment of any kind against employees, suppliers, customers or visitors does not occur in labour relations.

No incidents of discrimination occurred in 2021.

Over the years, the Group has built up a fruitful dialogue with trade union representatives, in order to find the best solutions to reconcile the demands and needs of employees with those of the company, guaranteeing each employee a transparent working relationship and the full protection of their rights.

It should be noted that **100% of employees are covered by collective bargaining agreements**.

Club del Sole also implemented a corporate **welfare plan** for first and second level management and plans to develop a welfare and incentive system for permanent employees.

The Welfare Plan provided by the Group includes:

- Life and accident insurance policy covering top-level managers..
- Standard benefits such as PC, telephone, accommodation for off-site managers and reimbursement of expenses..
- Annual incentive plan (“MBO”): bonus paid annually upon achievement of certain company targets.

The benefits and rewards envisaged do not differ by contract type (fixed-term or permanent, part-time or full-time), but only by professional category. Apart from the provisions within collective bargaining agreements, there are no particular initiatives related to the provision of services or healthcare programmes for employees..

4.3 OUR COMMITMENT FOR THE HEALTH AND SAFETY OF EMPLOYEES

The Club del Sole Group is committed **to spread and consolidate a culture of safety** by developing risk awareness and promoting responsible behaviour by all employees and collaborators.

The Group has implemented a system for the management and control of health and safety at work in compliance with current national legislation and inspired by sector best practices.

At the heart of this system, the Group has placed the process of risk identification and assessment and its formalisation through **Risk Assessment Documents (“RAD”)** which, with the support of the **Prevention and Protection Service Managers (“PPSM”)**, take into account the specificities of the places where Club del Sole’s activities are developed, noting and assessing the risks that may arise in relation to each type of work activity (for example: outdoor work, night work, etc.) and transversal risks, such as those related to occupational stress.

The assessment of the risks to which workers are exposed is a constantly evolving process that must necessarily include the involvement of those directly concerned, that is, the employees themselves. For this reason, during the inspections carried out periodically by the PPSM, the workers are consulted in the workplace in order to gather as many useful indications as possible for correctly estimating the degree of real risk associated with the tasks performed and the working environment.

Each RAD contains the following information:

- a report on the assessment of all health and safety risks during the work activity, specifying the criteria adopted for the assessment;
- an illustration of the prevention and protection measures implemented and the personal protective devices adopted;
- the programme of measures deemed appropriate to ensure the improvement of safety levels over time;;
- the identification of the procedures for implementing the measures to be carried out, as well as of the roles within the company organisation that must provide for them, to which only persons with appropriate competences and powers must be assigned;



- the name of the person in charge of the prevention and protection service, the workers' safety representative or territorial representative and the doctor in charge who participated in the risk assessment
- the identification of the tasks which expose workers to specific risks requiring recognised professional skills, specific experience, adequate education and training.

In view of the different competences required in the risk assessment process, each company in the group has also appointed a Competent Doctor in possession of the necessary legal requirements. The Personnel Management Office of the Group implements health surveillance on behalf of the Employer using the Competent Doctor.

In addition, Club del Sole's Personnel Management office annually supervises and reports the number of accidents recorded in the Group's perimeter, also in order to implement an active management of the process of mitigating work-related risks. In 2021 the Group recorded **6 accidents**, none classifiable as serious⁷, plus 3 in itinere (the main types of accidents are cuts, slips and bruises). The accident rate is therefore 1,4, a decrease of 50% compared to 2020⁸.

**6 accidents
recorded in 2021**

In accordance with current legislation, the necessary health and safety training and updates are planned and delivered annually to all employees. In 2021, 4.676 hours of health and safety training were provided.

HEALTH AND SAFETY AND MANAGEMENT OF THE CORONAVIRUS

As a result of the Coronavirus emergency, the Group was faced with the need to ensure the health and safety of its employees and collaborators from the risk of contagion. For this reason, a series of actions have been undertaken to mitigate an entirely new risk, the most important are to:

- **integrate the risk assessment documents (RAD)** of the various Group companies for the purposes of preventing and combating the spread of Covid-19 in the workplace;
- provide the necessary **individual protective equipment**, including medical-surgical masks and products for sanitation and personal hygiene;
- implement an extensive **smart-work programme**, where possible. In addition, all trips and internal meetings with third parties were cancelled or rescheduled from the beginning of March to the first signs of the virus spreading;
- define and implement **protocols** for containing, combating and managing the spread of Covid-19, in compliance with the Government and the various regions where the Group's facilities and management offices are located.

Furthermore, as already noted, for the benefit of employees too:

- the certification with the German TÜV body of the aforementioned health and safety protocols was acquired, in particular with regard to measures for the prevention, containment and management of Covid-19 symptomatic cases at the accommodation facilities;
- a "crisis plan" was drawn up and adopted at Group level, which provides for the establishment of special **"company security committees"** both at central level (management offices) and at peripheral level at the various campsites of the Group.



⁷ Serious work accidents refer to work accidents that result in a death or an accident such that the worker cannot, or is not expected to, fully recover from the pre-accident state of health within 6 months.

⁸ For more details on the method of calculating the accident rate, please refer to the chapter "Performance Indicators" of this document. Furthermore, it should be noted that the data includes accidents at work for Group employees and that accidents on the home-work route are only included if the transport was managed by the organisation.



5 THE RELATION WITH THE TERRITORY AND THE COMMUNITY

Club del Sole is actively committed to promoting and enhancing the area where it operates. Despite the fact that the pandemic has slowed down initiatives with the territory and the community, this year the Group has once again renewed its collaboration in various projects, with the aim of boosting positive synergies for the promotion of the locations in which its campsites are located.

ROMAGNA AND INTERNATIONAL RICCIONE FAMILY CAMPING VILLAGE REDEVELOPMENT PROJECT

“The redevelopment of the Family Camping Village Romagna and International Riccione, has brought the evolution of the open-air vacation to the heart of the Romagna Riviera, characterised by contact with nature and high-level services. Today we are reaping the fruits of 5 years of preparatory work and teamwork with all the local institutions.

- Riccardo Giondi, President of Club del Sole Group



In June 2021, the redevelopment and urban regeneration project of the Family Camping Village Romagna and International Riccione managed by Club del Sole started.

Club del Sole drew up the Operating Agreement for the two villages following the public notice for expressions of interest issued by the Municipality of Riccione on the basis of Regional Law 24/2017. The Agreement foresees an **investment of over 25 million euro**, the creation of over **300 new seasonal jobs**, and the availability of up to **7.000 beds**. At the end of the redevelopment, the 270.000 square metre area, overlooking Riccione beach, will offer pitches, bungalows and mobile homes, restaurants with typical and creative cuisine, 20.000 square metres of sports areas, swimming pools and water parks, an open-air theatre for entertainment, and the **planting of over 1.000 trees**.

The urban redevelopment and regeneration project also includes a number of important interventions on the public area open to the citizens of Riccione, such as the regeneration of the Turin Promenade in the section facing the accommodation facilities, the transfer of areas equipped with bicycle lanes, garden squares and the construction of public car parks.

In Riccione, Club del Sole further evolves the innovative open-air vacation formula proposed in its 20 camping villages covering a total of 1.6 million square metres of open spaces, which are uncontaminated and overlooking the sea: a completely innovative model of tourism, based on an ecosystem of values, emotions, transversal experiences, of which the redevelopment project represents the refinement.



PROJECT “DELTA PARK RIVIERA”

Club del Sole actively took part in the “Delta Park Riviera” project promoted by the Chamber of Commerce of Ferrara, the City of Comacchio, “Visit Ferrara” and “Comacchio is Tourism”.



Since its creation in 2015, the project has aimed to promote the territory of the Comacchio Riviera and the Po Delta Park through the establishment of a brand Identity able to improve the reputation of the area involved, with a consequent increase in local stays and employment.

The project set itself the target of creating an important incoming event for the Ferrara area by achieving the following operational objectives:

- 1 million hits on newly created website dedicated to the beauty of the Ferrara area;
- 1 million revenue produced;
- 400.000 excursions in the Po Delta Park;
- 60.000 visitors in the museums of the city Comacchio.

€ 655.560 to finance promotional activities in the Italian, German and Dutch markets

The initial resources made available by the project promoters in 2021 amounted to **€ 655.560** to finance promotion activities in the Italian, German and Dutch markets.

The actions implemented as part of the project therefore included the promotion of the area through various channels, in particular:

- Creation of a new website
- Advertising campaign on Mediaset TV networks and on Mediaset sports websites;
- Participation in trade fairs in Germany, Holland and Denmark
- Over 30 banner links and more than 30 link building on tourism sector sites with a high online reputation;
- Advertising campaigns in trade magazines;
- Purchasing of campaigns via News letter for over 250.000 sector contacts;
- Management of social activity such as facebook/twitter and others with a dedicated staff member;
- “Summer Fest” Event.

The promotional campaigns were then converted in offers of accommodation services or packages combined with excursions and museum visits, and the sales commission from the website was partly reused for the promotion of the area.



NATURE AND CULTURE HOLIDAY PROJECT

The synergy born from the collaboration between the local realities of the Po Delta, at the time of the “Delta Park Riviera” project, gave impetus to the development of the “Nature and Culture Holiday Project” which, **for the year 2020**, set itself the primary objective of conveying on a large scale an **innovative tourism product**, capable of expressing a vision of the territory in its entirety, where the seaside offer is enriched by proposals linked to visits to cities of art, small villages, naturalistic oases, and the tasting of local gastronomic products.



The “Nature and Culture Holidays” project is one of the most consolidated synergy projects between public entities and private entrepreneurs in the area of tourism in Romagna: it has a multi-year history and involves 12 companies and consortia active in the world of accommodation and tourism services. The strategy underlying the realisation of the project centres on two central points:

- **To present an integrated tourism product**, through the strengthening of interconnected services, creating and reinforcing economic links with activities in the area also not directly related to tourism activities such as trade, catering, handicrafts, agri-food production in order to package transversal and thematic tourism products over a wide area.
- **Innovating the offer**: all project partners will play their part by investing in new market segments related to experiential tourism, the only one able to distinguish the seaside offer with a “surplus-value”.

This new vision of the product, supported by the appropriate promotion and marketing action envisaged by the project, aimed to:

- **Increase the number of visitors;**
- **Expand target audiences.**

The Nature and Culture Holiday Project is not the simple set of disjointed actions, but the **definition of a new area strategy** that comes from the rethinking of the offer through the structured integration of the many tourist products that characterise an area that develops in a maze of extraordinary cultural and historical-archaeological excellences, **united by the common thread of the great Po river, its delta and the riviera** that runs along it. An integration that, starting from the project in mention, will have to lead to the involvement of all the components of the tourist supply chain (accommodation, basic services, infrastructures) on the one hand and, on the other hand from an industrial point of view, to the concrete development of synergies with the sectors of agriculture, culture, social enterprise and technological innovation.

A project that integrates with the major investments in culture and tourism that are affecting the project area, from the recent opening of the MEIS in Ferrara, dedicated to the millennial history of Italian Judaism and the centuries-old and important Jewish presence in the city of Este, and the Ancient Delta Archaeological Museum in Comacchio, to the great project to enhance the valleys, which will soon lead to the inauguration of an innovative out-door museum circuit interconnected by an extraordinary cycle path that will allow visitors to reach Comacchio from Ravenna bypassing the SS 309 Romea.

It is therefore a great system project whose **vision is to connect the Po Delta to the established tourist areas linked to delta territories** (Camargue, Estremadura, Danube Delta), so that it can become a valid and efficient competitor.





PERIMETER OF MATERIAL TOPICS

Scope	Material aspects	Reconciliation with GRI Topics	Impact boundary	
			Where the impact takes place	Group involvement
SERVICE RESPONSIBILITY	Customer satisfaction	N/A	Group	Attributable to the Group
	Customer health and safety	Customer health and safety	Group	Attributable to the Group
ECONOMIC RESPONSIBILITY	Economic performance	Economic performance	Group	Attributable to the Group
	Investor Relations	N/A	Group	Attributable to the Group
ENVIRONMENTAL RESPONSIBILITY	Energy consumption and emissions	Energy Emissions	Group and Electricity and gas suppliers	Attributable to the Group and connected to the Group through its business relationship
	Biodiversity and protected areas	Biodiversity	Group	Attributable to the Group
	Water consumption	Water withdrawal	Group	Attributable to the Group
SOCIAL RESPONSIBILITY	Health and safety at workplace	Health and safety at workplace	Group employees	Attributable to the Group
	Inclusiveness	Diversity and equal opportunities Non-discrimination	Group employees	Attributable to the Group
	Personnel development and welfare	Employment Training	Group employees	Attributable to the Group
	Community support and development	Procurement practices	Group	Attributable to the Group
GOVERNANCE	Ethics and Compliance	Anticorruption Anticompetitive Practices Socio-economic compliance Environmental Compliance	Group	Attributable to the Group



PERFORMANCE INDICATORS

ECONOMIC DATA

Direct economic value generated and distributed (in thousands of Euro)

	2021	2020
Direct economic value generated	63.921.474	40.219.374
Economic value retained	14.310.854	3.674.737
Economic value distributed:	49.619.622	36.544.637
Value distributed to Suppliers	33.386.877	24.178.290
Personnel Remuneration	14.455.420	9.737.496
Lenders Remuneration	2.009.020	1.767.219
Shareholders Remuneration	-	-174.010
Public Administration Remuneration	-252.455	1.035.642
Community Remuneration	11.760	-

ENVIRONMENTAL DATA

Energy consumption (GJ)⁹

Type of consumption	2021	2020
Non-renewable fuels	21.508	14.898
Methane gas	21.508	14.898
Electricity	32.307	19.340
Electricity purchased ¹⁰	31.229	18.391
Total energy consumption	53.815	34.238
of which from renewable sources ¹¹	1.078	949

⁹ The following conversion factors were used to calculate energy consumption in GJ:

- Natural Gas 0,035303 for the 2020 and 0,03528 for the 2021 (ISPRA 2020, ISPRA 2021)
- Electricity 0,0036 GJ/kWh (constant).

Following a process of improving the reporting system, the 2020 data on energy consumption have been restated and differ from those published in the previous financial statements. For the value reported in the 2020 budget, please refer to the document published on the Group's website.

¹⁰ It should be noted that in both 2020 and 2021, the Group did not make use of certificates of origin for the purchase of energy from renewable sources.

¹¹ The data for self-generated energy from photovoltaic plants in 2020 has been included in these financial statements as it was not available in the previous year.



Direct and indirect emissions (tCO₂) ¹²

	2021	2020
Emissions scope 1	1.209	834
Emissions scope 2 market based	3.982	2.381
Emissions scope 2 location based	2.733	1.614
Total emissions scope 1 and scope 2 market based	5.191	3.215
Total emissions scope 1 and scope 2 location based	3.941	2.449

BIODIVERSITY

2021							
Site	Geographic Area	Type of site	Type of activity	Location of site in relation to protected area or high biodiversity value	Dimensions	Value in terms of biodiversity	Source of protected status categorisation
Spina Family Camping Village	EMILIA ROMAGNA Lido di Spina	Protected area - Po Delta Park	Management of campsites and open-air resorts	Located within the protected area	23,3 hectares	The protected area is characterised by environments rich in biodiversity, with numerous animal and plant species identified within the park.	National Legislation
Italia Family Camping Village Viareggio	TOSCANA Viareggio	Protected area - Migliarino, San Rossore, Massaciuccoli Natural Park	Management of campsites and open-air resorts	Located adjacent to the protected area	9,2 hectares	The protected area is characterised by environments rich in biodiversity, with numerous animal and plant species identified within the park.	National Legislation

¹² For the purpose of the calculation of Scope 1 emissions, the emission factors reported in the Min. Environment 2020/2021 document were used (0,002 tCO₂/1000*Stdm³ for the year 2020 and 2021).

For the purpose of calculating Scope 2 emissions according to the location-based method, an emission factor of 0,000316 kgCO₂/kWh was used for the year 2020 and 0,000315 kgCO₂/kWh for the year 2021 - source: Terna International comparisons 2020/2021

For the calculation of Scope 2 emissions according to the market-based method, an emission factor of 0,000466 kgCO₂/kWh was used for the year 2020, 0,000459 kgCO₂/kWh for the year 2021 - source: AIB - European Residual Mixes 2020-2021. The calculated emissions are expressed in tonnes of CO₂, however, the proportion of methane and nitrous oxide has a negligible effect on the total greenhouse gas emissions (CO₂ equivalents) as can be deduced from the technical reference literature. As a result of a process to improve the reporting system, the 2020 emission data have been restated and differ from those published in the previous budget. For the value reported in the 2020 budget, please refer to the document published on the Group's website.



Water withdrawal by source (megalitres)¹³

Source of withdrawal	2021		2020	
	All areas	Of which water-stressed areas ¹⁴	All areas	Of which water-stressed areas
Third-party water (Aqueduct)	334	188	251	121
Freshwater (≤ 1000 mg/L total dissolved solids)	334	188	251	121
Other water (> 1000 mg/L total dissolved solids)	-	-	-	-
Total water withdrawal	334	188	251	121

HUMAN RESOURCES DATA

Number of employees (FTE) divided by contract type and gender

Type of contract	2021			2020		
	Men	Women	Total	Men	Women	Total
Permanent	84	64	148	67	52	119
Fixed-term	143	123	266	107	82	189
- of which Seasonal	140	121	261	104	82	186
TOTAL	226	188	414	174	134	308

Number of employees (FTE) divided by full-time/ part-time and by gender

Full time / Part time	2021			2020		
	Men	Women	Total	Men	Women	Total
Full-time	220	179	399	163	120	284
Part-time	6	8	15	11	14	25
% Part-time	3%	4%	7%	6,20%	10,23%	16,44%
TOTAL	226	188	414	174	134	308

¹³ Data do not include water withdrawals from the Marina Julia Camping Village (Gorizia) as they are not available: the water used is taken from a well and there are no water withdrawal measurement systems.

¹⁴ The World Resources Institute tool used to identify water stress areas is available online at: <https://www.wri.org/our-work/project/aqueduct>. For the analysis, the results from the "baseline water stress" column were taken into account.



Maximum number of employees (Headcount) during the year

	2021	2020
Employees	946	784

Number of external collaborators (FTE)

External collaborators	2021			2020		
	Men	Women	Total	Men	Women	Total
Trainees	2	5	7	0	4	4

Incoming turnover (headcount) - SEASONAL EXCLUDED

Number of people	2021				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	12	14	4	30	3	26	4	33
Women	12	3	6	21	5	15	-	20
Total	24	17	10	51	8	41	4	53

Outgoing Turnover (headcount) - SEASONAL EXCLUDED

Number of people	2021				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	4	14	5	23	1	8	4	13
Women	4	5	3	12	1	3	-	4
Total	8	19	8	35	2	11	4	17

Hiring rate by gender and age range (headcount) - SEASONAL EXCLUDED

Number of people	2021				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	99%	26%	21%	35%	29%	57%	28%	47%
Women	69%	9%	37%	31%	34%	55%	0%	38%
Total	81%	19%	28%	33%	32%	56%	16%	43%



Turnover rate by gender and age range (headcount) - SEASONAL EXCLUDED

Numero di persone	2021				2020			
	<30 anni	30-50 anni	>50 anni	Totale	<30 anni	30-50 anni	>50 anni	Totale
Uomini	33%	26%	26%	27%	10%	18%	28%	19%
Donne	23%	15%	19%	18%	7%	11%	0%	8%
Totale	27%	22%	23%	23%	8%	15%	16%	14%

Percentage of employees (FTE) divided by classification and gender

Number of people	2021			2020		
	Men	Women	Total category/ Total employees	Men	Women	Total category/ Total employees
Executives	100%	-	1%	-	-	0%
Middle managers	73%	27%	6%	80%	20%	8%
Clerks	32%	68%	23%	37%	63%	27%
Workers	69%	31%	41%	69%	31%	39%
Apprentices	47%	53%	29%	51%	49%	27%
Totale	55%	45%	100%	56%	44%	100%

Percentage of employees (FTE) divided by classification and age range

Number of people	2021				2020			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	77%	23%	1%	-	-	-	0%
Middle managers	0%	85%	15%	6%	0%	79%	21%	8%
Clerks	17%	61%	22%	23%	15%	67%	18%	27%
Workers	17%	53%	30%	41%	17%	53%	30%	39%
Apprentices	99%	1%	9%	29%	99%	1%	0%	27%
Total	39%	42%	19%	100%	37%	45%	18%	100%

**HEALTH AND SAFETY DATA****Number of accidents and accident rates at work ¹⁵**

Number of accidents	2021	2020
Total number of deaths from workplace accidents	-	-
Total number of serious accidents at work (excluding deaths)	-	-
Total number of recordable workplace accidents	6	9

Rate	2021	2020
Rate of deaths from workplace accidents	-	-
Rate of serious accidents at work (excluding deaths)	-	-
Rate of recordable workplace accidents ¹⁶	1,4	2,8

METHODOLOGICAL NOTE

This document constitutes the third edition of the Club del Sole Group's Sustainability Report and describes the performance and results achieved in 2021 (from 1st January to 31st December).

The Sustainability Report 2021 has been prepared in accordance with the "Global Reporting Sustainability Reporting Standards" defined as GRI, according to the "In accordance - Core" option.

The reporting scope of the economic and financial data and information corresponds to that of the Consolidated Financial Statements of the Club del Sole Group as at 31st December 2021. All restatements of previously published comparative data are clearly indicated in the text as such.

The perimeter of social and environmental data and information is composed of the fully consolidated companies in the Club del Sole Group Consolidated Financial Statements as at 31st December 2021. Please note that the environmental data refer to the accommodation facilities and do not include the consumption of the offices of the administrative headquarters as they are not considered relevant.

In order to ensure the reliability of the data, the use of estimations has been limited as much as possible, which, if present, are appropriately reported and based on the best available methodologies. In order to allow comparability of the data over time, a comparison with data for the year 2020 has been reported where available.

Compared to the year 2020, the scope of consolidation changed as a result of the acquisition in 2021 of Società Gestione Campeggi S.r.l., which directly manages the facilities "Sole Family Camping village", "Pini Beach Village", "Rivaverde Family Camping Village" and "Pineta Family Camping Village". Other than this acquisition, no further significant changes in the Group's size, organisational structure, ownership structure and supply chain are to be reported in 2021.

The Sustainability Report is prepared annually.

The document is not subject to external assurance.

For information on this document, please write to: segreteria@clubdelsole.com.

¹⁵ It should be noted that the data includes occupational accidents of Group employees only. The Group is committed to providing data on the health and safety of non-employee workers in future years. In addition, accidents on the home-work route are only included if the transport was managed by the organisation.

¹⁶ The accident rate was calculated as the ratio of the total number of accidents to the total workable hours, using a multiplication factor of 200.000. The workable hours were estimated, for each employee, considering a number of workable days for 2021 equal to 255 and a daily schedule equal to 8 hours; the result was then weighted on the basis of the Full Time Equivalent value of the individual employee..



GRI CONTENT INDEX

This material refers to the following GRI disclosures:

GRI Standard	Disclosure	Page Number	Omissions
GRI 101: REPORTING PRINCIPLES (2016)			
GRI 102: GENERAL DISCLOSURES (2016)			
Organisation Profile			
102-1	Name of Organisation	5	
102-2	Activities, brands, products and services	14-23	
102-3	Location of Headquarters	5	
102-4	Location of operations	5-6	
102-5	Ownership and legal form	7-8	
102-6	Markets served	5-6	
102-7	Scale of Organisation	5	
102-8	Information on employees and other workers	61-63	
102-9	Supply chain	44-45	
102-10	Significant changes to the organisation and its supply chain	44-45	
Strategy			
102-14	Statement from senior decision-maker	4	
Ethics and integrity			
102-16	Values, principles, standards and norm of behaviour	7-8	
Governance			
102-18	Governance Structure	11	
Stakeholder engagement			
102-40	List of stakeholder groups	14-15	
102-41	Collective bargaining agreements	53	
102-42	Identifying and selecting stakeholders	14-15	
102-43	Approach to stakeholder engagement	15	
102-44	Key topics and concerns raised	14-16	



GRI Standard	Disclosure	Page Number	Omissions
Reporting practice			
102-45	Entities included in the consolidated financial statements	64	
102-46	Defining report content and topic boundaries	64	
102-47	List of material topics	16-18	
102-48	Restatements of information	64	
102-49	Changes in reporting	64	
102-50	Reporting period	64	
102-51	Date of most recent report	64	
102-52	Reporting cycle	64	
102-53	Contact point for questions regarding the report	64	
102-54	Claims of reporting in accordance with the GRI Standards	64	
102-55	GRI content index	65	
102-56	External Assurance	64	
Topic: Customer Satisfaction			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 58	
103-2	La modalità di gestione e le sue componenti	43-44	
103-3	Valutazione delle modalità di gestione	43-44	
Topic: Customer Health and Safety			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 58	
103-2	The management approach and its components	43-44	
103-3	Evaluation of the management approach	43-44	



TOPIC SPECIFIC DISCLOSURE			
GRI Standard	Disclosure	Page number	Omissions
GRI-416: Salute e Sicurezza dei clienti (2016)			
416-2	Episodi di non conformità riguardanti impatti sulla salute e sulla sicurezza di prodotti e servizi	E Nel corso del 2021 non si sono verificati casi di non conformità riguardo alla salute e sicurezza dei consumatori.	
Topic: Economic performance			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 58	
103-2	The management approach and its components	13	
103-3	Evaluation of the management approach	13	
GRI-201: Economic performance			
201-1	Direct economic value generated and distributed	13	
Topic: Investor Relations			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 58	
103-2	The management approach and its components	6-7	
103-3	Evaluation of the management approach	6-7	
Topic: Ethics and Compliance			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	6-7	
103-3	Evaluation of the management approach	6-7	
GRI-205: Anti-corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken	7	



TOPIC SPECIFIC DISCLOSURE			
GRI Standard	Disclosure	Page number	Omissions
GRI-206: : Anti-competitive Behaviour (2016)			
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	During 2021 there weren't cases of anti-competitive, anti-trust or monopoly practices.	
GRI-307: Environmental Compliance (2016)			
307-1	Non-compliance with environmental laws and regulations	During 2021 there weren't instances of non-compliance with environmental laws and regulations	
GRI-419: Socioeconomic Compliance (2016)			
419-1	Non-compliance with laws and regulations in the social and economic area	During 2021 there weren't instances of non-compliance with laws and regulations in the social and economic area.	
Topic: Energy consumption and emissions			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	53-54	
103-3	Evaluation of the management approach	53-54	
GRI-302: Energy (2016)			
302-1	Energy consumption within the organisation	47-48	
GRI-305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	47-48	
305-2	Energy indirect (Scope 2) GHG emissions	47-48	



TOPIC SPECIFIC DISCLOSURE			
GRI Standard	Disclosure	Page number	Omissions
Topic: Occupation health and safety			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	49-51	
103-3	Evaluation of the management approach	49-51	
GRI-403: Occupational health and safety (2018)			
403-1	Occupational health and safety management systems	53-54	
403-2	Hazard identification, risk assessment and incident investigation	53-54	
403-3	Occupational health services	53-54	
403-4	Worker participation, consultation and communication on occupational health and safety	53-54	
403-5	Worker training on occupational health and safety	50	
403-6	Promotion of worker health	43-54	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	53-54	
403-9	Work-related injuries	50	
Topic: Personnel development and well-being			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	53-54	
103-3	Evaluation of the management approach	53-54	
GRI-401: Employment (2016)			
404-1	New employee hires and employee turnover	52	



TOPIC SPECIFIC DISCLOSURE			
GRI Standard	Disclosure	Page number	Omissions
GRI-404: Training and Education (2016)			
404-1	Average hours of training per year per employee		During 2022, the Group will deepen the materiality analysis on the topic of “ Personnel development and well-being”, defining the process for reporting the specific disclosure required by GRI 404-1
Topic: Biodiversity and protected areas			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	32	
103-3	Evaluation of the management approach	32	
GRI- 304: Biodiversity (2016)			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	58	
Topic: Inclusiveness			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	45-46	
103-3	Evaluation of the management approach	45-46	



TOPIC SPECIFIC DISCLOSURE			
GRI Standard	Disclosure	Page number	Omissions
GRI- 405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	10-61	
GRI-406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	During 2021 there weren't cases of discrimination	
Topic: Community support and development			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 58	
103-2	The management approach and its components	44-45	
103-2	Evaluation of the management approach	44-45	
GRI- 204: Procurement Practices (2016)			
204-1	Proportion of spending on local suppliers	45	
Topic: Water Consumption			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its boundary	16-18; 56	
103-2	The management approach and its components	44	
103-3	Evaluation of the management approach	44	
GRI- 303: Water and Effluents (2018)			
303-3	Water withdrawal	49	

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