Sustainability Report 2024

Sustainability Report 2024

Index

Everything
you would
expect
from us,
these are
just the basics.

Methodological Note

The 2024 Sustainability Report of CampusX (CX) is a voluntary reporting tool adopted
to communicate to our stakeholders the commitment and initiatives undertaken
in the areas of economic, social, and environmental sustainability.

The document has been prepared in accordance with the **2021 Sustainability Reporting Standards**
published by the Global Reporting Initiative (GRI), using the "with reference" approach. Its
structure was defined based on the results of the materiality analysis (see the section "Materiality
Analysis") and focuses on reporting the relevant topics, each of which is addressed in dedicated
sections containing the corresponding quantitative indicators. In line with the adopted Standards,
the reporting process has been guided by the Fundamental Principles outlined in GRI 1.

The objective of the Sustainability Report is to provide a transparent overview of the strategies
pursued, the activities undertaken, and the results achieved by CX in ensuring its economic
growth and business development from a sustainable perspective. To this end, reference has
also been made to the main Sustainable Development Goals (SDGs) of the United Nations
2030 Agenda, to which the Company intends to contribute through its activities.

The reporting period covered by this document is the 2024 fiscal year (01/01/2024 –
31/12/2024). Where available, the reported KPIs refer to the three-year period 2021–2024,
in order to enable the assessment of the progress achieved over the past years.

With regard to the Company's size-related data (specifically referring to rooms and beds), these also
include figures related to the Chieti facility, managed by Fondazione eXperience, and the Venice Mestre
facility, acquired in March 2023 from Restudent S.r.l., a company wholly owned by CampusX. However,
these entities are not included within the reporting scope of the economic section of the document.

Moreover, where more suitable tools are available to represent CX's performance
on a specific material topic (e.g., Financial Statements, Code of Ethics), the relevant
paragraphs include references to these sources for further details.

The drafting process of the Sustainability Report involved the management and a large part
of the CX team, with the methodological support of Grant Thornton Consultants S.r.l.

The document was approved by the Board of Directors on 20/05/2025.

This document will be published on the CampusX website (www.cx-place.com)
and shared with the Company's main stakeholders.

For any further information, please contact: headoffice@cx-place.com

Reporting Principles (GRI 1)

Accuracy	Accurate information is reported with sufficient detail to enable an assessment of CX's impacts.
Balance	Information is presented objectively and provides a fair representation of both positive and negative impacts.
Clarity	Communication is carried out in a clear and accessible manner.
Timeliness	The Sustainability Report is prepared on a regular basis, and information is made available in a timely manner to enable stakeholders to make informed decisions.
Comparability	Information is compiled and reported in a consistent manner to allow for the analysis of changes over time and comparison with those of other entities or organizations.
Verifiability	The reporting process is carried out in such a way that all phases and information can be reviewed to assess their quality.
Completeness	Comprehensive information is reported to assess CX's impacts during the reporting period.
Sustainability Context	Information is reported with reference to the broader context of sustainability.

Letter to the stakeholders

Dear Stakeholders,

One year later, we are once again here to share with you our business model, oriented toward generating social value, protecting the environment, and initiating virtuous processes of solidarity and inclusion. The publication of the Sustainability Report is always an excellent opportunity to take stock of the actions carried out, but above all, it represents the foundation on which to plan future ESG initiatives, driven by the desire to contribute to positive change in the context in which we operate.
We want to do more and do better, for ourselves and for those who will come after us.
Until 2019, CampusX was a small company, controlled by a French multinational, managing only three student residences. In recent years, we have grown significantly, establishing ourselves as one of the leading players in the student housing and hybrid hospitality sector. Today, our company counts more than 130 professionals—mostly women, with an average age of 32—and manages 10 facilities in 8 Italian cities. Three more residences will open in 2025, and many others in the following years.
We want to continue building the company's growth by remaining true to the principles and values that have guided us thus far: ethics, responsibility, and sustainability. We have therefore established a dedicated structure for ESG projects and, most importantly, a Foundation—**Fondazione eXperience**—to focus our commitment on managing sustainability initiatives. But this guiding principle is shared and implemented by all company departments: from Marketing to the HR team, from the Technical Area to Procurement, from the Development team and, of course, Operations. Many different skills, one shared goal.
In the 2023 Sustainability Report, the ESG strategy for the coming years was outlined. In this year's edition, the focus is on the projects launched and implemented to make that strategy concrete. In particular:

- In the area of "**Equity, Inclusion, and Social Responsibility**", as always through our **Community** structure and the annual calendar of events, we promoted numerous awareness projects for our residents (CXers): from talks with mental health experts to aperitifs with local associations, from discovering the Fair Trade market to upcycling workshops with local artisanal initiatives.

- In the area of "**Environmental Protection and Respect**", special attention was paid to **energy efficiency projects** initiated in several of our facilities, both through the upgrading of existing systems and the implementation of new photovoltaic systems, as well as the creation of **urban biodiversity** oases within CX locations.

- In the area of "**Solidarity**", we continued the path begun with the **Culture Builds the Future** project, still active in 2024, becoming a partner of the **UNICORE program by UNHCR** and several participating universities (Bicocca, Bocconi, and IUAV), by **hosting six additional refugee students free of charge for 24 months** to support them in continuing their academic journey.

- Lastly, in terms of "**Governance**", it is important to highlight, among other things, the **redefinition of supplier selection criteria**, based on clear ethical, transparency, and proven environmental commitment parameters. This is in addition to our continued dedication to our employees, which again this year saw us investing significantly in **development**, **training**, and projects aimed at creating industry-specific skills—such as the **Talent Program**, developed in partnership with **Elis**.

I don't want to reveal too much, as this document contains many interesting details about the numerous initiatives carried out.

I wish you an enjoyable read.

The President
Ernesto Albanese

Highlights

Our Vision

CX operates in an increasingly interconnected and digital world, where student mobility can play a fundamental role as a driver of social growth as well as cultural exchange.

Our Mission

We work every day to revolutionize student housing with modern, functional spaces inspired by the best international standards, yet strongly characterized by Italian design. All our facilities are conceived to be eco-sustainable, smart, and attentive to the needs of today's youth—citizens of a globalized and interconnected world.

CX Campuses are hybrid hospitality spaces where people can experience shared living, personal growth, cultural exchange, and intercultural dialogue.

Facility Overview

10	**63.688**	**4.607**	**5.844**
Operational facilities	GJ energy consumed in 2024	Rooms	Beds
37%	**81,4%**	**48,8%**	
Of energy from renewable sources	Average Campus occupancy rate in 2024*	Average Hotel occupancy rate in 2024*	

Employee Data

107	**+23%**	**63%**	**37%**
Employees	Employees vs 2023	Women	Men
43 %	**185.374**	**18**	
Employees under the age of 30	Sqm under management	Partnerships and initiatives implemented in 2024	

*The average also includes the occupancy rates of the newly opened campuses in Milan NoM and Trieste, which opened in September 2024.

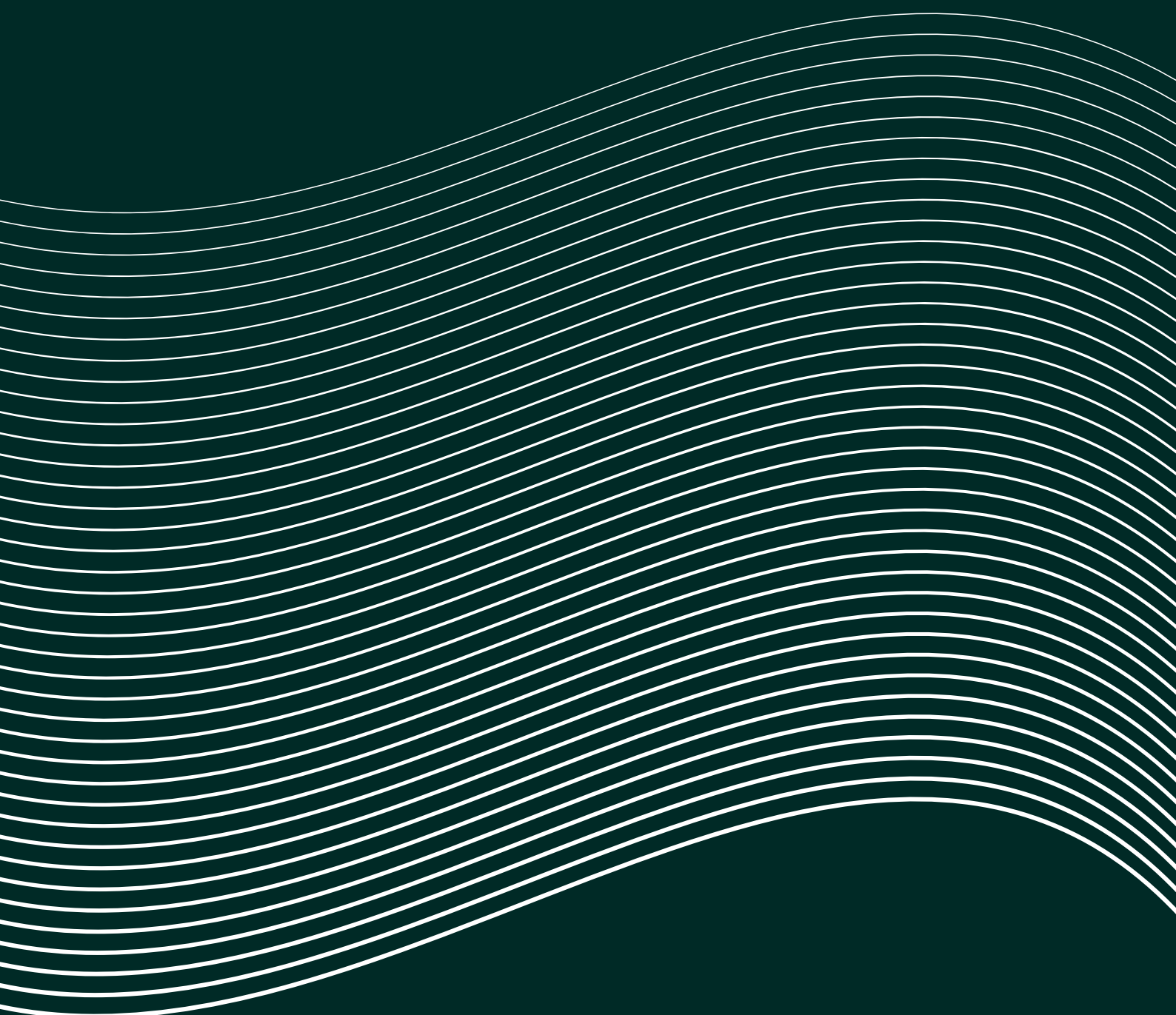|	
+7	New Facilities
+6.002	Rooms
+7.648	Beds
~250k	Dev. Sqm Area

1.

Identity and strategy

1.1 Profile and Identity of the Organization

We are a limited liability company (S.r.l.) based in Rome, operating in the hospitality sector, with a primary focus on students and young travelers.

We are controlled by The Student World S.r.l., a company that exercises management and coordination over us, whose capital is held by the Company's management.

We are a constantly evolving company, thanks to a dynamic team that is attentive to market trends and the values of new generations, starting with environmental issues.

We are open-minded, respectful of different identities, and welcoming to people from diverse cultural and traditional backgrounds.

We are committed every day to preventing all forms of prejudice and actively oppose any form of discrimination.

As of today, the 10 facilities we manage include over 4,600 rooms and more than 5,800 beds, with a solid pipeline of upcoming openings in the coming years that includes 7 additional facilities, amounting to around 5,000 more rooms and over 6,000 additional beds, giving us strong confidence in the future.

In the coming years, we will manage approximately 15,000 beds, positioning the Company among the leading student housing operators in Europe.

1.2 Our story

The Company was founded in 2010 within the Siram Veolia Group and quickly launched three student residences in Rome, Bari, and Chieti.

In the early years, operational challenges and a lack of clarity in competitive positioning led to disappointing results and significant financial losses.

In 2015, with the arrival of a new management team led by Ernesto Albanese and Samuele Annibali, a restructuring plan for the Company was launched and completed in 2017.

That same year, the opportunity for a management buyout arose, involving Stefano Tanzi. The process, concluded in 2020, transferred full ownership of CampusX to the management through the company The Student World S.r.l.

Today, Ernesto Albanese serves as President of CX, Samuele Annibali as CEO, and Stefano Tanzi and Salvatore Maio as Executive Board Members.

Following the restructuring, a development phase began. In 2019, the student residence in Florence was inaugurated, and two years later—after a 12-month delay due to the COVID-19 pandemic—two new facilities in Turin opened.

In February 2023, CX acquired a residence in Venice with a total of 568 beds through its subsidiary Restudent S.r.l., and in October of the same year, inaugurated its first Milan facility, CX Milan Bicocca.

Currently, CampusX directly manages eight residences located in Rome, Bari, Florence, Trieste, Turin (2), and Milan (2). Two additional facilities under the CampusX brand are managed by Fondazione eXperience in Chieti and by Restudent S.r.l. in Venice Mestre.

By the end of 2025, the first facilities in Modena (Crocetta district) and Naples are expected to open—the latter conceived as a flagship example of hybrid hospitality, offering long stay, short stay, and public coworking solutions.

2010
CX is founded following the contribution by Siram

2015
Start of the Restructuring Project

2016
Establishment of the Fondazione eXperience, which manages the Chieti Campus

2017
Start of the Management Buyout Process

2019
Inauguration of the Florence Campus with 200 rooms and recreational areas

2020
Campus X transitions entirely into the hands of its Italian shareholders

2021
Inauguration of the Two New Turin Campuses Providing a Total of 550 Beds

2023
Acquisition of the Venice Mestre Facility and Inauguration of the Milan Bicocca Campus

2024
Inauguration of the Milan NoM and Trieste Campuses

2025
Inauguration of the Modena and Naples Campuses — the latter featuring CampusX's first coworking space

A way of **feeling at home**, even
when far from home.

A way of **being yourself**, while constantly
rediscovering who you are.

A way of meeting for the first time, yet
always feeling **part of the same community**.

A way of **sharing experiences** -
lasting a day, a month, or a year –
that will stay with us forever.

A way of resting from the hectic pace
of the world, while moving forward with it.

A way not just of living,
but of feeling alive.

A way of feeling free that helps us grow,
and a way of growing that
makes us feel free.

A way we simply call **Connecting
eXperiences**.
Not because it cannot be defined,
but because each of us defines
it in our own way.

Each of us explores it by
following our own path.

Each of us makes it a **force for good -
to improve, to progress,
to evolve from who we are
to who we want to become**.

1.3 Vision, Mission e Values

For over ten years, we have worked every day to revolutionize student housing in Italy, imagining and offering modern, functional spaces inspired by the highest international standards while preserving the strong influence of Italian design.
Our facilities are conceived to be eco-sustainable, smart, and attentive to the needs of today's youth - citizens of a globalized and interconnected world. They are places of **hybrid hospitality** where one can experience shared living, personal growth, exchange, and intercultural dialogue.

We achieve all this through our daily work, guided by values such as **ethics, integrity, and transparency**, with the goal of fostering and promoting inclusion at all levels.
Through our Manifesto, we publicly share the spirit with which we carry out our projects - along with the vision and mission that guide our actions every day.

We were founded in 2011 with one clear vision:

to revolutionize the student campus offering in Italy,

drawing inspiration from the most advanced Nordic and Anglo-Saxon campus models,

reimagined to be eco-sustainable, smart, and suited to today's interconnected world.

1.4 Our business model

We aspire to make CX an internationally recognized brand, synonymous with excellence in the hybrid hospitality sector.

Our business model is based on a type of hospitality that combines residential solutions for university students seeking medium- to long-term accommodation with offers aimed at a similar age group but with different needs, interested in shorter stays.

While our main client is the off-site student—whether Italian or international—we also welcome professors, researchers, PhD students, and young professionals in mobility for work or training.

The locations of our facilities are selected with care, favoring cities with internationally renowned universities that have a student population of over 15,000 enrolled students and are attractive to international students.

We operate through a lean and flexible organizational model, featuring a central structure with coordination and oversight functions and small local teams at each facility. These teams allow us to maintain direct control over core functions such as front office, marketing, sales, and administration.

On the other hand, ancillary operational services are entrusted to external partners, with rigorous quality monitoring in place.

To maintain a strong connection with our resident community, each residence includes a dedicated figure: the Community Ambassador, responsible for providing daily support to residents and engaging them in various events and initiatives, ensuring that the stay is involving and enriching.

Promotion and communication are conducted primarily through digital channels such as our website, social media, internal app, and email, tools that allow us to establish a direct and personalized dialogue with our clients and stakeholders.

Particular importance is placed on building strong partnerships with our suppliers, based on trust, transparency, and the sharing of quality and sustainability goals. All of this is made possible thanks to the contribution of every person within our organization: the cohesion and professionalism of the team are key to achieving our goals and supporting the growth of CampusX.

1.5 Our Locations

1. Turin Marconi
372 beds
303 rooms
17.174 sqm

2. Turin Vanchiglia
150 beds
121 rooms
3.046 sqm

3. Milan Bicocca
597 beds
447 rooms
16.000 sqm

4. Milan Novate
960 beds
868 rooms
7.000 sqm

5. Trieste
290 beds
360 rooms
14.700 sqm

6. Venice Mestre
568 beds
284 rooms
14.450 sqm

7. Florence
234 beds
199 rooms
2.053 sqm

8. Rome
1.507 beds
1.324 rooms
50.000 sqm

9. Chieti
456 beds
317 rooms
17.925 sqm

10. Bari
503 beds
318 rooms
22.002 sqm

Cities with Ongoing Developments

Modena, Naples

**Born green,
grown social**

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Music room

Sports fields
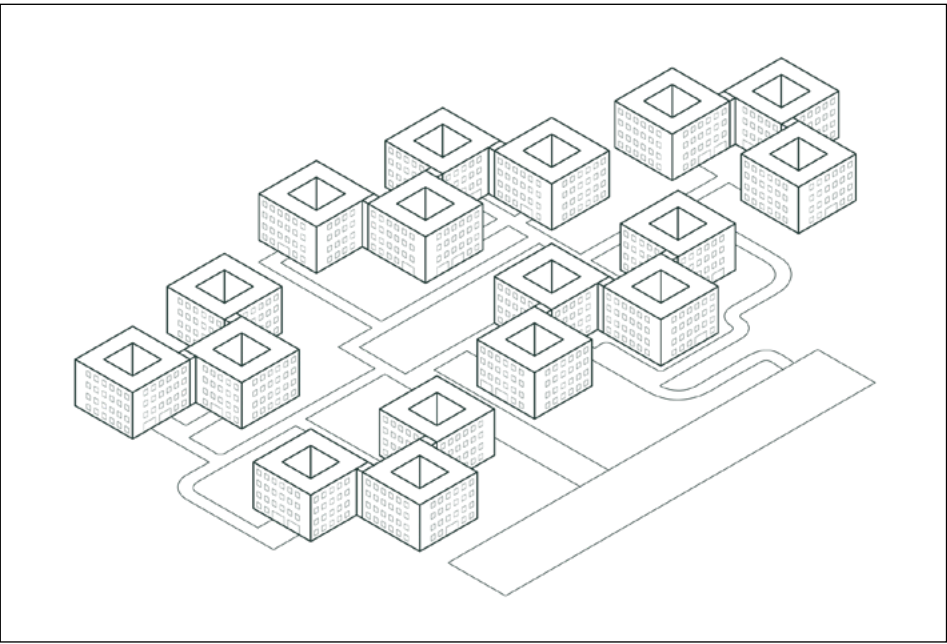
Fitness trail

The CX campus in Rome is located in the southern part of the city, just a few steps from the Policlinico Tor Vergata and the university of the same name. Easily accessible thanks to its proximity to Metro lines A and C, it allows students to live in all-inclusive rooms that provide a comfortable and welcoming environment throughout their academic journey.
A large park with pedestrian and cycling paths, closed to cars and equipped for sports and social life, is the green heart of the campus, making it truly one of a kind. Inaugurated in 2010 and designed with a strong focus on eco-sustainability and energy efficiency, CX Rome is inspired by the Domus Romana, created to promote cohesion and social interaction among its residents.

With its 50,000 square meters—15,000 of which are green areas—the campus redefines the very concept of student living.

1.324	**1.507**	**50.000**	**90%**
Total rooms	Beds	Sqm under management	Occupancy rate in 2024

+70	**81%**	**19%**	
Events organized in 2024	Fun	ESG	

**Think global,
live global**

With its vast green area, 25-meter semi-Olympic swimming pool, and eco-sustainable architecture, the Bari campus perfectly embodies the idea of a Global Village and stands as a unique presence in the city's residential landscape.

Strategically located, the campus is ideally suited to the needs of students from the Polytechnic University of Bari and the University of Bari, offering them not only a comfortable residence but also a range of services and facilities designed to support their academic and social experience.

Inaugurated in May 2011, CX Bari Student Place is a complex that fully complies with local regulations on eco-sustainability and energy efficiency.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Swimming pool

318
Total rooms

503
Beds

22.002
Sqm under management

97%
Occupancy rate nel 2024

+50
Events organized in 2024

90%
Fun

10%
ESG
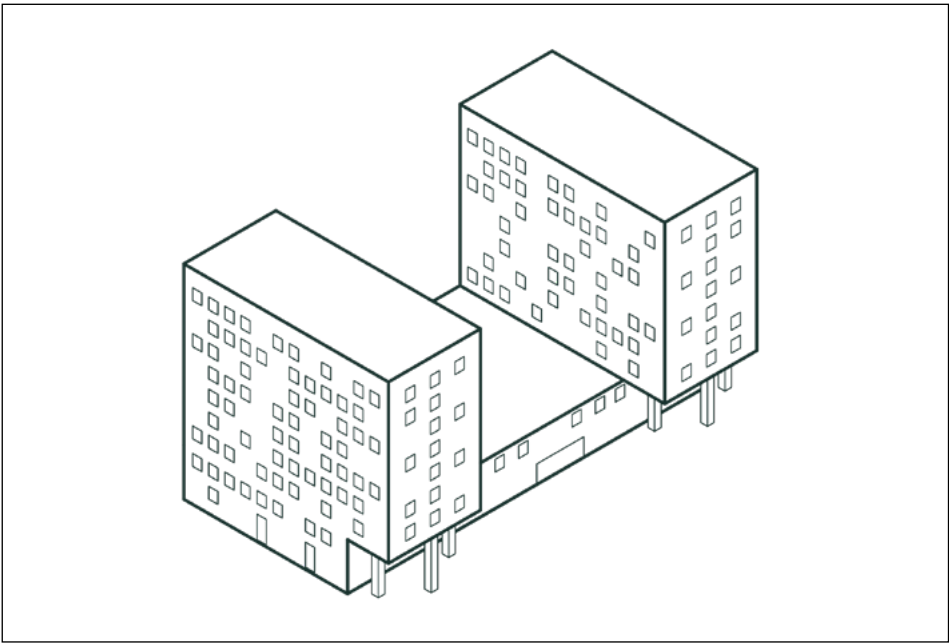
Connected with nature, not just with others

Between urban context and natural landscape, CX Chieti embodies the vision of a "Campus in the fields." Designed to encourage sharing and collaboration, the campus's 317 student rooms form almost a small city within the city—self-sufficient and connected with nature, yet close to the G. D'Annunzio University and at the heart of the local social scene.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

317
Total rooms

456
Beds

17.925
Sqm under management

94%
Occupancy rate nel 2024

+64
Events organized in 2024

87%
Fun

13%
ESG
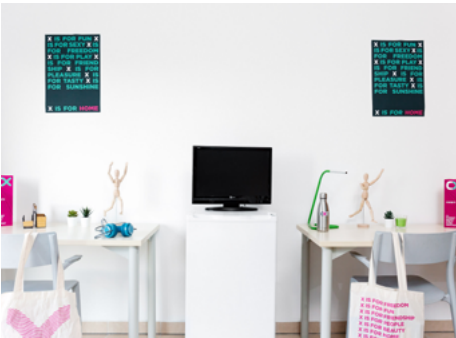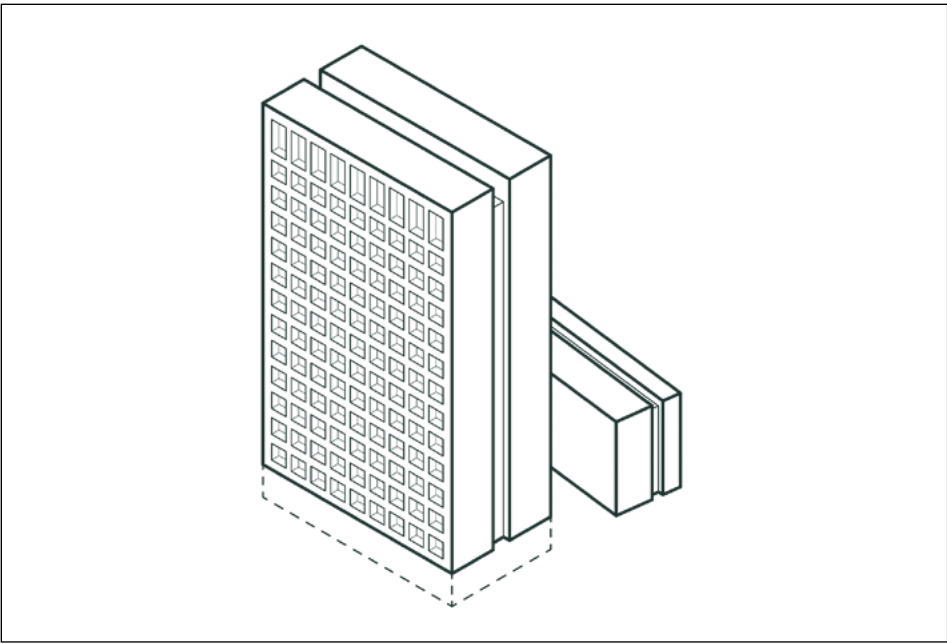
You're part of a community, not just a guest list

Just a few steps from the Faculties of Medicine and Engineering in Florence and directly connected to the historic center by a new tram line, CX Florence was inaugurated in 2019.

Designed to promote social life and foster a sense of community, the campus offers not only essential services such as laundry facilities and high-speed Wi-Fi, but also a lounge and café area, a rooftop, and a play area. Featuring a 45-meter-high tower—making it one of the tallest buildings in Florence—CX Florence Student Place has become a symbolic landmark of the university district of Careggi.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

Rooftop

199
Total rooms

234
Beds

2.503
Sqm under management

94%
Occupancy rate nel 2024

+66
Events organized in 2024

88%
Fun

12%
ESG
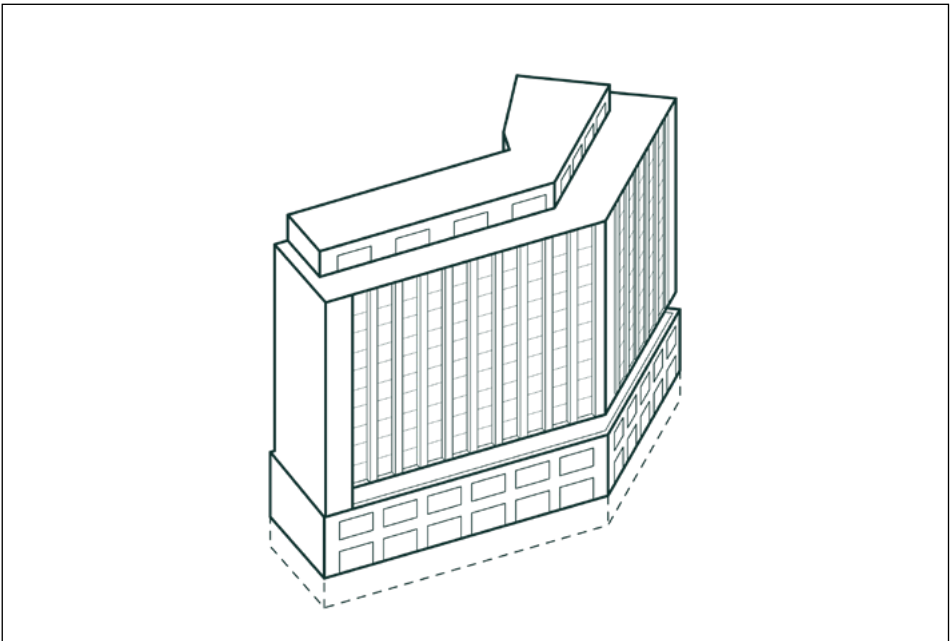
Don't just let it happen, make it unforgettable

Located in the Vanchiglia district, just steps from the Mole Antonelliana, CX | Turin Vanchiglia is within easy reach of the city's main attractions. The campus offers a wide range of spaces designed to encourage interaction and exchange among students from all over the world. It is much more than just a student campus: it is a welcoming place where students and urban explorers can find a home away from home—a meeting point for diverse cultures, perspectives, and personal stories. The facility was designed with the aim of being fully integrated into the city, serving as a focal point open to the surrounding community. This vision is reflected in the large windows visible from the outside and a ground floor accessible to students, hotel guests, and local residents alike.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

Rooftop

257* Total rooms	**287*** Beds	**4.000** Sqm under management	**90%** Student occupancy rate in 2024
72% Hotel occupancy rate in 2024	**+36** Events organized in 2024	**83%** Fun	**17%** ESG

*In 2025, the expansion of the facility will be completed, doubling the currently available bed spaces.

1.5.6 CX Turin | Marconi
(formerly Belfiore)
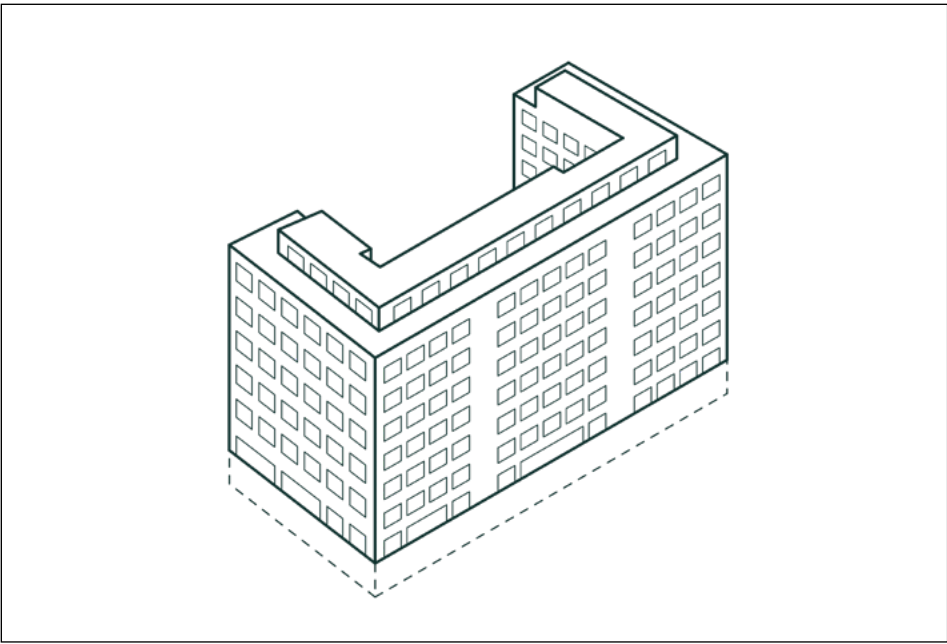
**Come to study,
stay to have fun**

Located in the heart of Turin's nightlife – the lively San Salvario district – CX Turin | Marconi feels more like a vibrant global community than just a simple campus.

CX Turin | Marconi offers a truly complete housing solution, with numerous services providing CXers from all over the world every kind of comfort to enjoy a unique, all-around experience.

The building enjoys a privileged location; thanks to its proximity to Porta Nuova train station and the Marconi stop on the M1 metro line, residents have easy and quick access to public transport, making it convenient to get around the city. Additionally, its strategic position just 2 km from both the Polytechnic University and the University of Turin makes it an ideal place for students and academics.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

Rooftop

303	**372**	**17.174**	**91%**
Total rooms	Total beds	Sqm under management	Student occupancy rate in 2024
77%	**77%**	**+54**	**23%**
Hotel occupancy rate in 2024	Fun	Events organized in 2024	ESG
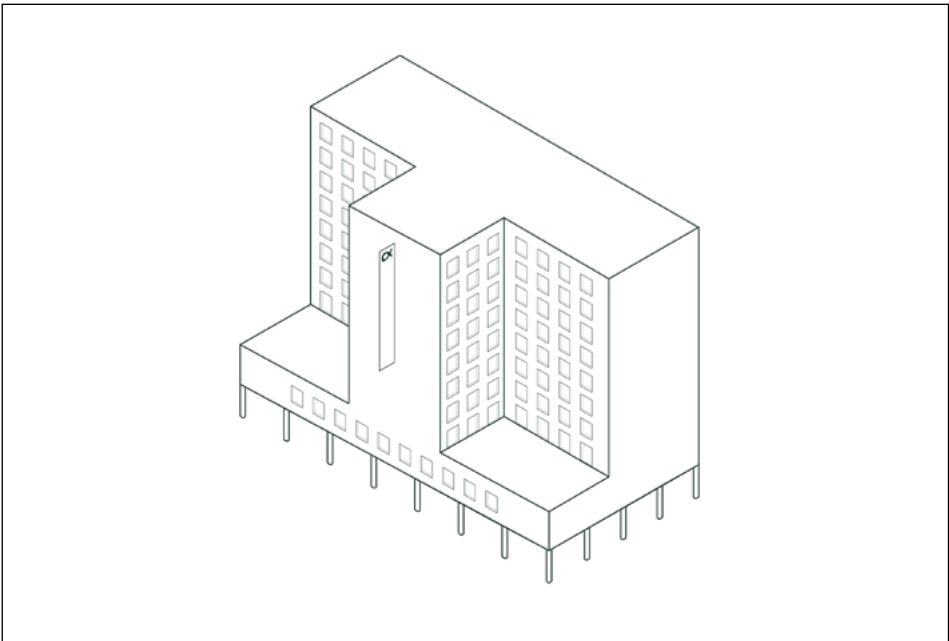
Student & Explorer Place

Join a new community, join a new lifestyle.

Located just a stone's throw from Venice, in a well-connected area close to the city's main institutions, CX Venice | Mestre is a modern facility spanning over 14,000 square meters, offering comfort and services to university students and urban explorers alike.

Like every CX, it stands out for its focus on providing welcoming and functional spaces: from the rooms to the common areas, everything is designed to support studying and group work, while also creating opportunities for relaxation and socializing in an environment where you can grow, learn, and have fun.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

284	568	14.450	+96
Total rooms	Total beds	Sqm under management	Events organized in 2024
81%	73%	76%	24%
Student occupancy rate nel 2024	Hotel occupancy rate in 2024	Fun	ESG

**The new frontier
of student lifestyle**

CX Milan | Bicocca, opened between February and April 2024, is located in the heart of the namesake district, an area undergoing a vibrant transformation thanks to the presence of the University of Bicocca and a wide range of cultural and commercial spaces. Just a short walk from the university, CX Milan | Bicocca is easily accessible by tram, bus, and the Lilac metro line, with Bicocca station just nearby. This strategic location not only gives students quick access to academic facilities but also connects them to a rich variety of services and cultural opportunities in the neighborhood. A former industrial site, the building has been transformed by CX into a cutting-edge student housing and co-living space — an innovative environment designed to offer students a warm, stimulating place to live, learn, and share experiences.

Common Areas

Gym

Laundry

Movie area

Study rooms

Relaxation area

Shared kitchens

447	**597**	**16.000**	**66%**
Total rooms	Total beds	Sqm under management	Student occupancy rate in 2024
40%	**86%**	**+79**	**14%**
Hotel occupancy rate in 2024	Fun	Events organized in 2024	ESG
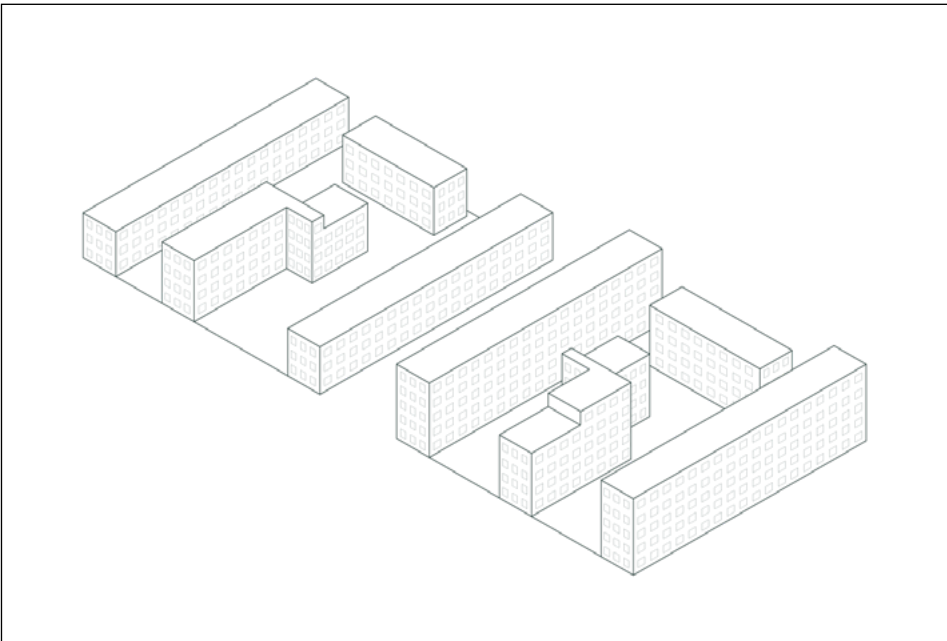
**Stay, study, succeed.
Your future starts on campus**

CX Milan | NOM, partially opened in 2024, is a revolutionary hospitality structure designed from the ground up. It combines the vibrant energy of a modern university campus with a deep sense of comfort.
Located in one of the fastest-developing areas of the metropolitan region, it's the ideal place to study, connect, and build new friendships. With a dynamic and inclusive atmosphere, the campus is a space where young people can nurture their passions, explore new ideas, and create lasting memories.
Spanning an impressive 26,620 square meters, it is the second largest campus in Italy. Thoughtfully designed spaces, cutting-edge services, and attention to every detail make CX Milan | NOM a truly complete hybrid, offering both short- and long-term stays.

Common areas

Laundry room

Gym

Swimming pool
and solarium

Study rooms

Area relax

Basket field

Volleyball field

Rooftop

868	**960**	**26.620**	**27%**
Total rooms	Total beds	Sqm under management	Student occupancy rate in 2024
12%	**72%**	**+29**	**27%**
Hotel occupancy rate in 2024	Fun	Events organized in 2024	ESG
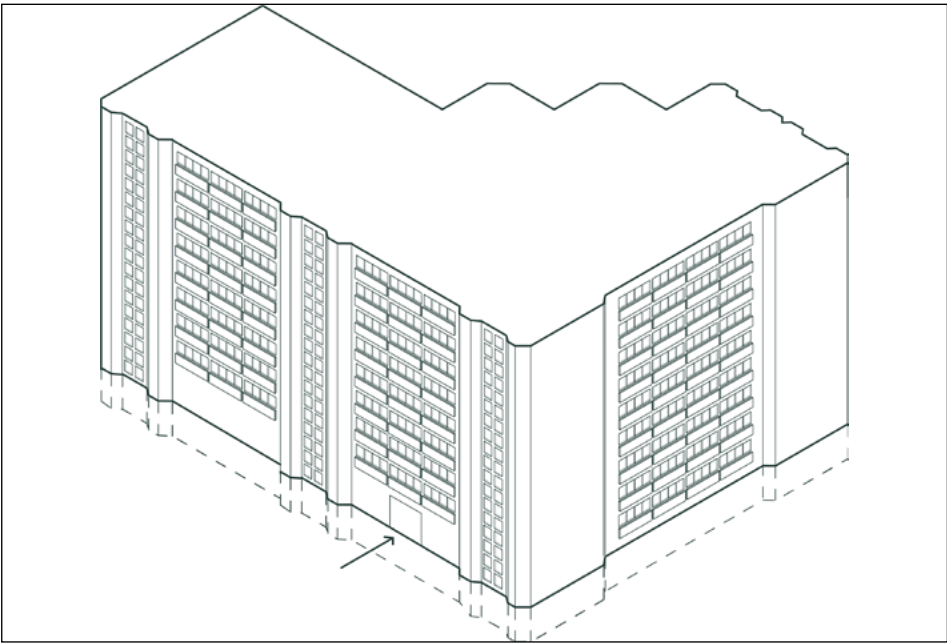
Grow with the flow

Located just a short walk from both the university hub and the historic city center, CX Trieste | Giulia enjoys a strategic position within the city.

From the campus, you can easily explore local attractions while soaking in the vibrant atmosphere of this stunning seaside city. The campus is a colorful and dynamic environment, a place where unique experiences come to life. It serves as a meeting point for university students, smart workers, and travelers from all over the world who are looking to study or work in a stimulating and ever-evolving setting. Housed in a former Telecom building, completely redeveloped and repurposed, the structure offers various solutions for both short- and long-term stays.

The campus is a true melting pot of functions and styles, capturing the dual soul of Trieste: the brutalist character of 20th-century architecture blended with the ornate elegance of the city's historic cafés.

Common Areas

Gym

Laundry

Movie area

Study rooms

Shared kitchens

Meditation area

Area relax

Rooftop

290	**360**	**14.700**	**83%**
Total rooms	Total beds	Sqm under management	Student occupancy rate in 2024
17%	**51%**	**+35**	**49%**
Hotel occupancy rate in 2024	Fun	Events organized in 2024	ESG

NEW OPENING 2025

Live, learn, connect

In the heart of Modena, a new space is coming to life — a place where ideas take shape. Whether you're a student, a smart worker, or a traveler, CX Modena | Crocetta offers the ideal environment to grow, connect, and share. The new facility is located in a fully redeveloped area — the former Corni industrial zone, north of the railway line — once the city's industrial core. Today, thanks to this urban regeneration project, it's becoming a vibrant space filled with green areas, common spaces, and social hubs. The building consists of two towers, 7 and 6 stories high, offering a total of 366 beds for students and young people with both short- and long-stay options.

 At the heart of the structure are the underground common areas, opening onto a central patio — a true social hub where residents can study, relax, and meet new friends.

CX Modena | Crocetta is the right place to fully experience the city — with everything you need, without wasting time.

Common areas

Laundry room

Gym

Lounge and Café

Study rooms

Shared kitchens

Area relax

Rooftop

313
Rooms

366
Beds

12.400
Sqm under management

NEW OPENING 2025
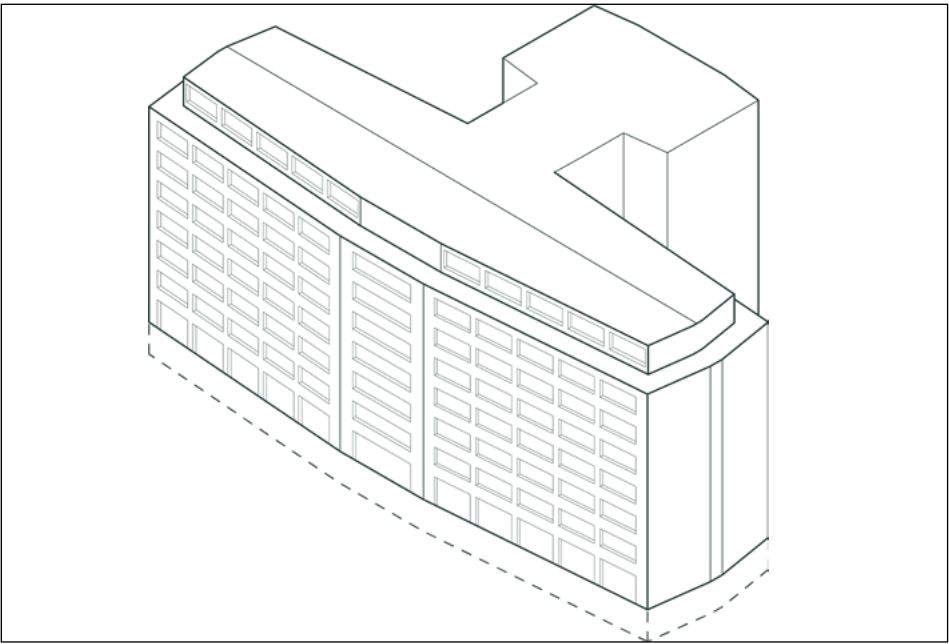
Study, work, connect with the world, live: build your future here

Just steps away from the historic city center, the sea, and only a few meters from Federico II University, CX Naples | Centrale is set to open in 2025. Once home to an INPS office, the building is now being transformed into a prime example of hybrid hospitality. Alongside long-stay accommodations for students and young professionals, the campus will offer a variety of short-stay solutions, all enriched by spacious common areas and coworking zones in true CX style.

CX Naples | Centrale is set to become a new urban hotspot, offering a total of 249 student rooms, 75 hotel rooms, and 11 hostel rooms—a vibrant layering of textures, materials, contrasts, and bold colors. A continuous mix-and-match of playful patterns, metal finishes, and textured volumes will recreate a rich, energetic Mediterranean vibe, as dynamic and vibrant as Naples itself—and its new generation of residents.

Living away from home will never be the same again.

Common areas

Gym

Laundry room

Lounge and Café

Study rooms

Shared kitchens

Yoga & meditation area

Movie area

Rooftop

352	477	15.000	152
Rooms	Beds	Sqm under managemet	Coworking desks

1.6 The eXperience Foundation

Founded in 2016 on the initiative of CampusX, the eXperience Foundation is a non-profit legal entity established to promote student mobility and broaden access to higher education for young people from all over the world. The Foundation is dedicated to spreading scientific knowledge and education through training initiatives and support programs that encourage the personal, cultural, and professional growth of university students, PhD candidates, researchers, and faculty. The Foundation also plays a direct role in student housing, managing the CX residence in Chieti under its own brand. Over the years, the role of the eXperience Foundation has evolved: from simply supporting students during their academic journey, to actively developing social solidarity projects deeply connected to the academic world.

A **Vision** for the Future The Foundation views the off-campus university experience as a powerful opportunity for growth, integration, and personal enrichment. Its **identity** is shaped by:

- A Clear **Mission**, focused on three core goals:
    - Promoting student mobility at both national and international levels
    - Facilitating integration and dialogue among off-campus students
    - Ensuring access to university education for young people from disadvantaged regions of the world

- Strong Core **Values**:
    - The right to quality education for all
    - Intercultural dialogue as a tool for growth and mutual understanding
    - International solidarity to promote equal educational opportunities

- A Well-Defined **Target**:
    - Young people aged 18 to 27

Consistent with its purpose and identity, the eXperience Foundation aims to:

- Organize and manage training and specialization programs, also in collaboration with Italian and international universities, public and private institutions

- Award scholarships and research funding

- Promote integration between university hubs and experimental technologies, encouraging the development of key topics in the green economy as a space for innovation and sustainable growth

- Launch social impact initiatives

- Provide student support services

- Collaborate with national and international organizations and institutions Collaborare con enti e istituzioni nazionali e internazionali.

Universities

Public institutions

University students

EXPERIENCE
FONDAZIONE

Private companies
and institutions

Third sector organizations

The operational approach adopted by the eXperience Foundation is based on its ability to facilitate dialogue among diverse stakeholders, engaging them in collaborative projects that combine shared sustainability goals with a managerial mindset.
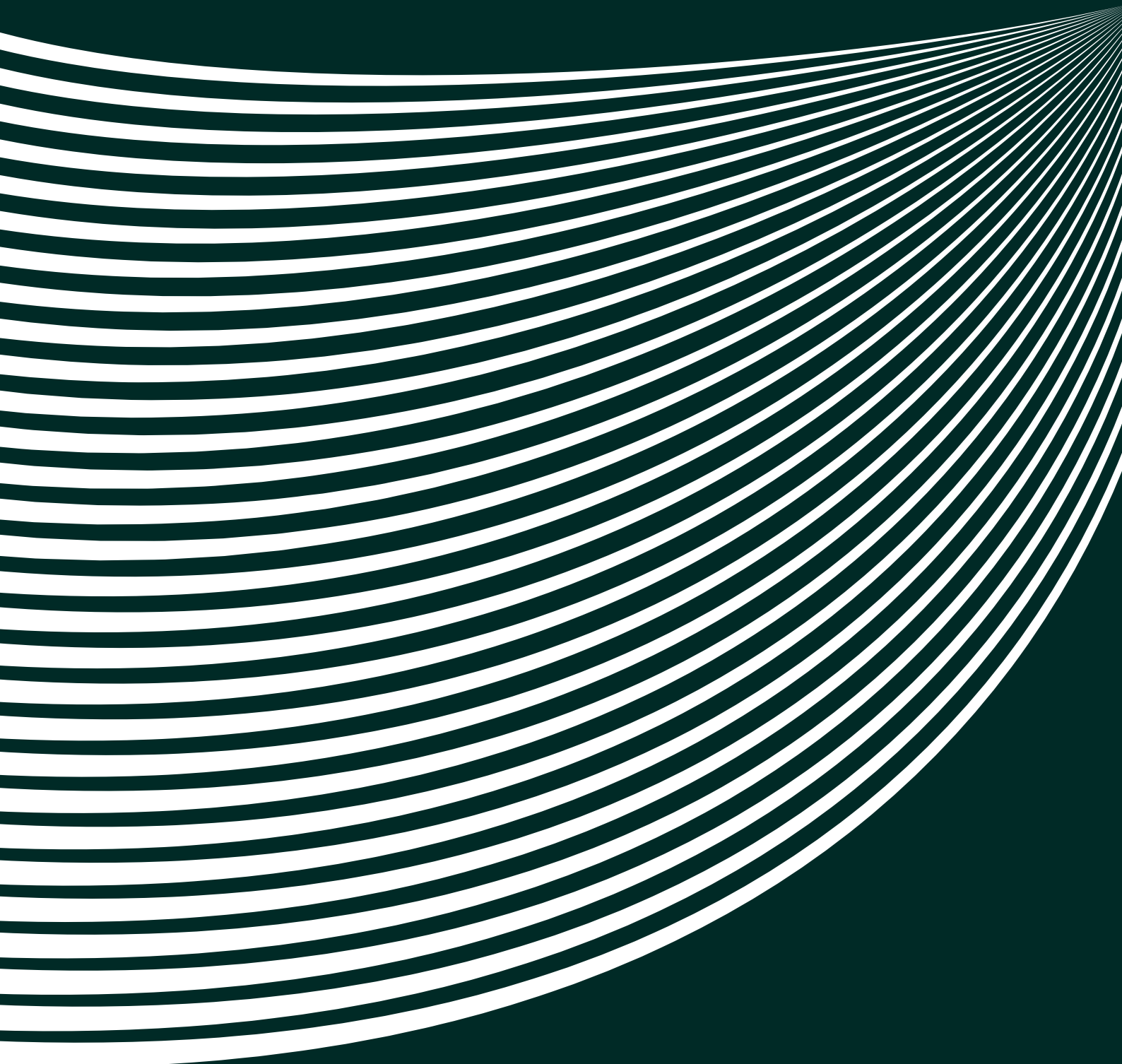
For more information about the Foundation's activities, please visit: www.fondazione-experience.com

2.

CampusX and Sustainability

In recent years, CampusX has strengthened its commitment to sustainability, showing a growing interest in initiatives that reflect the values outlined in its Sustainability Manifesto.

This commitment has taken shape through a well-structured strategy focused on three main pillars.

I. Environmental Protection and Respect

We are actively committed to preserving the ecosystem by adopting practices aimed at reducing our environmental impact.

This includes the use of renewable resources whenever possible, collaboration with suppliers who uphold high sustainability standards, and the implementation of technological, managerial, and organizational solutions focused on environmental protection.

Additionally, we embrace a digital-first approach in shaping our business processes, with the goal of minimizing our footprint on the environments in which we operate.

II. Equity, Inclusion, and Social Responsibility

We place people at the heart of our project, committing ourselves to their well-being and health.

We firmly believe in the importance of ensuring equal opportunities and in promoting the long-term professional development of our team—an essential pillar for creating sustainable value.

The value we generate for people and shareholders is also shared with other stakeholders, directly contributing to the economic, social, and cultural development of the communities in which we operate.

This value is also transferred into the heart of our resident and guest community.

III. Corporate Governance

We adopt an organizational and governance model based on fundamental values such as responsibility, ethics, integrity, and transparency, while promoting inclusion at all levels.

This approach reflects the evolving hospitality sector, where there is growing awareness of the crucial role sustainability plays in addressing environmental and social challenges.

CampusX is therefore committed not only to ensuring excellence in the services provided, but also to fostering a positive and lasting impact on the communities and the surrounding environment.

2.1 Stakeholder engagement

Since 2022, the year we published our first Sustainability Report, CampusX has continued to monitor its ESG performance and integrate sustainability into the corporate strategy.

The publication of our first report marked an important opportunity to open a structured dialogue channel with our stakeholders, strengthening mutual trust with employees, customers, and both public and private entities who interact daily with the company—or whose actions may significantly impact our business capabilities.

The **stakeholder mapping**, first conducted in 2022, was confirmed this year as well. It reflects the most relevant categories of interlocutors for our company, based on the typical characteristics of the sector in which we operate.

Below, we provide a detailed description of the main stakeholders, with the aim of offering a comprehensive overview of the key relationships that shape CampusX's operating environment.

Shareholders

Local Community

Foundations and Associations

Universities

Humanl Resources

nvestment Partners

Clients

Suppliers

Public Administration

---
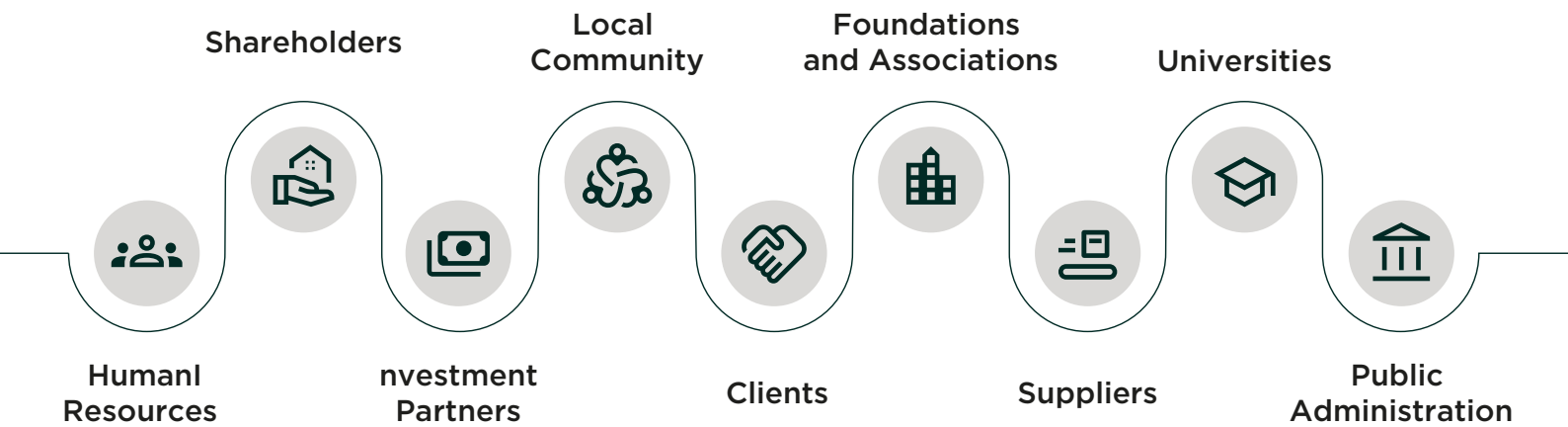
[1] For details, please refer to the section **"The CampusX Sustainability Plan."**

Cat. stakeholder	Description
Clients	Our clients include both students and other guests of CX facilities, with whom we maintain an open and engaged dialogue, listening to their feedback to continuously improve the services offered and to foster their integration and inclusion in an environment far from home, supporting student mobility.
Human Resources	Our team is passionate and cohesive, with each member being an essential part of the whole. Today, our employees are all under 30, some former CX guests or participants in the Talent Program.
Shareholders	We pursue the interests of our shareholders with a logic of sustainable value creation over the long term and with respect for the interests of all company stakeholders.
Investment Partners	We work to enhance the value of the real estate entrusted to us by: property owners, national and international investment funds, asset management companies (SGRs), and real estate development, design, and engineering companies.
Local Community	Our properties are located in central or semi-central areas of cities. This allows for meaningful interaction with institutions and residents, who benefit from the exchange with our facilities' guests. Wherever possible, common areas in CX facilities are open to local youth as well.
Suppliers	We strive to turn our supplier relationships into long-term partnerships, built on shared values of ethics and sustainability. We have established close partnerships with our suppliers: from design and construction firms to companies providing facility services (maintenance, catering, cleaning, security, etc.).
Public Administration	Our activity involves constant contact with public institutions such as the Ministry of University and Research, local government, and municipalities. These relationships are managed with integrity and transparency, respecting the diversity of their missions but always adhering to the values of fairness and administrative integrity.
Universities	Universities are our primary institutional interlocutors. Through framework agreements, we facilitate the reception of out-of-town students and promote collaborations for joint initiatives aimed at increasing students' competitiveness and soft skills. We promote initiatives of the highest quality and attract students from around the world.
Associations and Foundations	Our commitment to sustainability is represented by the Fondazione Experience, a foundation created and promoted by CX in 2016. This foundation develops projects with strong social, environmental, and civic value, working with associations, foundations, and other Third Sector organizations, as well as public and private institutions. The Foundation's initiatives are not limited to the CX Community.

We firmly believe that an open and ongoing dialogue with our stakeholders, based on the sharing of our core values, is essential to building a structured and constructive exchange. This continuous flow of information enables us to operate with greater transparency and effectiveness, responding to the expectations of our stakeholders.

In this context, in 2023 we carried out a significant engagement activity involving CX's main stakeholder categories (shareholders, management, employees, clients, and business partners) through the administration of a survey. The objective was to assess the perceived level of priority regarding sustainability topics, thereby providing a key input for the development of the CampusX Materiality Matrix.

Given the reliability of the detailed analysis conducted in 2023 and the absence of significant changes that would warrant an update, it was not considered necessary to carry out a new structured stakeholder engagement survey in 2024. However, maintaining dialogue with our stakeholders remains a priority for us and continues to be fostered through other communication channels.

Below are the stakeholder categories with whom we maintain regular dialogue, along with the methods through which we engage with each of them on an ongoing basis.

Stakeholder Category	Stakeholder Type	Engagement Methods:
Shareholders	Internal	Focus Group
Management	Internal	Focus Group
Employees	Internal	Survey
Clients	External	Survey Social Network Mailing Eventi Community
Business Partners (Suppliers; Financial Partners; Universities; Technical Partners)	External	One-on-one Interviews Social Networks Mailing Joint Projects Focus Group

[2] For details, please refer to the paragraph **"The CampusX Sustainability Plan"**

2.2 Materiality Analysis

As already mentioned in the previous paragraph, due to the absence of significant changes in the business and the accuracy of the analysis carried out in 2023, the material topics identified in 2024 remain consistent with those previously considered most significant.

The 2023 materiality analysis was conducted based on a double materiality approach, in accordance with the methodology outlined in the 2021 standards of the Global Reporting Initiative. It included the following steps:

1. **Review of sustainability topics** identified last year through an activity of screening the main reporting frameworks used for reporting, including the Global Reporting Initiative Standards and SASB (Sustainability Accounting Standards Board), as well as benchmarking against both national and international companies operating in the same business and industry. During this phase, a Working Group was established and interviews were conducted with senior management and business partners of the organization;

2. **Definition of priorities**, which involved several company departments and CX's main stakeholders through an online survey. This phase provided a comprehensive overview of stakeholder expectations in relation to each material topic, which were then included in the Materiality Matrix;

3. **Validation of the results** of the materiality analysis process by the CampusX management team. This phase represented the final step for confirming the results emerged from the stakeholder engagement and their placement within the Materiality Matrix. It also enabled the identification of the GRI disclosures to be included in the report.

These activities were carried out by CampusX with methodological support from Grant Thornton Consultant S.r.l., a company internationally recognized for its consulting expertise in Sustainability topics.

2.2.1 The Materiality Matrix

The CampusX Materiality Matrix, shown below, provides a representation of the most significant sustainability topics, capable of influencing the organization's ability to create and maintain shared value over time, both for itself (CampusX's perspective, horizontal axis) and for its stakeholders (Stakeholder perspective, vertical axis).

From the Matrix, it is evident that the topics considered most relevant to CampusX's sustainability are: "Inclusion and Accessibility," "Customer Experience," and "Energy Efficiency."
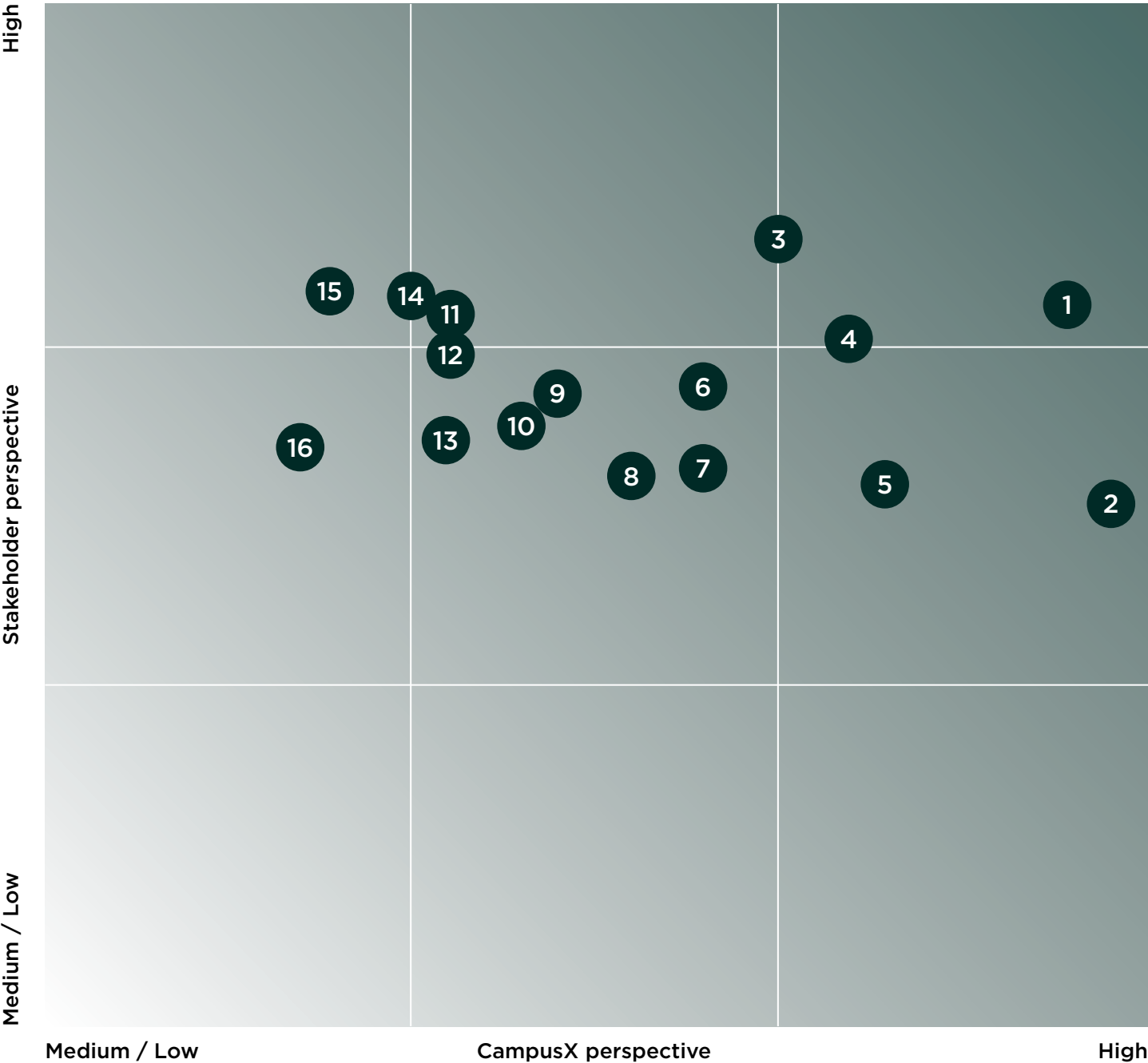
Legend:

1. Inclusion and Accessibility
2. Customer Experience
3. Energy Efficiency
4. University Partnerships
5. Waste Reduction
6. Diversity and Equal Opportunity
7. Economic Performance
8. Health and Well-being
9. Water Resources
10. Sustainable Supply Chain
11. ESG Certifications
12. Community Development
13. Employment and Human Resources Management
14. Transparent Communication
15. Sustainable Waste Management
16. Digitalization of Services and Business Processes

The material topics for CampusX's sustainability ("Inclusion and accessibility", "Customer experience", and "Energy efficiency") are discussed in detail within the various sections of this Sustainability Report.

The following table lists all the topics considered relevant in the materiality assessment. Each one is linked to the Sustainable Development Goals (SDGs) they contribute to and any corresponding GRI disclosures reported in the Financial Statements. Regardless of their position on the materiality matrix, for those topics where GRI disclosure was not required or not yet available to CampusX, the related information has still been included in this Report.

Nr.	Material Topic	Dimension	Description	GRI Disclosures	SDGs
1	Inclusion and Accessibility	Social	Commitment, through initiatives with public and private partners, to promoting inclusion and non-discrimination of university students and accessibility within our facilities.	Not specified	
2	Customer Experience	Social	Strong commitment to our clients in creating a CXers community and ensuring memorable experiences.	413-1, 413-2	
3	Energy Efficiency	Environmental	Promotion and adoption of technologies and practices that help reduce energy consumption.	302-1, 302-4	
4	University Partnerships	Social	Establishment of strong relationships with universities and agencies for the Right to Education, key stakeholders in carrying out our activities.	Not specified	
5	Waste Reduction	Environmental	Reduction of waste, especially food waste, within our campuses.	Not specified	
6	Diversity and Equal Opportunity	Social	Ability to create an inclusive working environment that values diversity and ensures equal opportunities for all members of the organization.	405-1, 405-2	
7	Economic Performance	Governance	Ability to achieve and maintain financial strength to ensure value distribution to all stakeholders (shareholders, staff, local communities, etc.).	201-1	
8	Health and Well-being	Social	Commitment to implementing health and safety solutions that ensure the well-being of our employees and clients.	403-1, 403-9	
9	Water	Environmental	Promotion of sustainable water management and adoption of practices and technologies to ensure efficient use of water resources.	303-1, 303-5	

Nr.	Material Topic	Dimension	Description	GRI Disclosures	SDGs
10	Sustainability in the Supply Chain	Governance	Evaluation, selection and management of suppliers based on sustainability criteria.	Not specified	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
11	ESG Certifications	Governance	Achievement of certifications to improve sustainable management, reputation, and reliability of CampusX.	Not specified	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
12	Community Development	Social	Value given to the creation and growth of a strong CXers community.	Not specified	11 SUSTAINABLE CITIES AND COMMUNITIES
13	Employment and Human Resources Management	Social	Growth of people working at CampusX, through training and coaching aimed at maximizing talent and aspirations.	401-1, 404-1, 404-3	8 DECENT WORK AND ECONOMIC GROWTH
14	Transparent Communication	Governance	Commitment to using consistent, transparent communication aligned with company values.	2-16. 2-26	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
15	Sustainable Waste Management	Environmental	Reduction of waste, guest awareness campaigns, and collaboration with suppliers to improve waste disposal.	Not specified	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16	Digitalization of Services and Processes	Governance	Implementation of digital tools and technologies to improve service quality, client experience, and work efficiency.	Not specified	11 SUSTAINABLE CITIES AND COMMUNITIES

2.3 CampusX Sustainability Plan

The global evolution of the economic, geopolitical, environmental and social context makes the launch of a sustainable transition process essential. Institutions, civil society and businesses are increasingly committing to the protection of the planet and the people who inhabit it.[3] Within this framework, the **Sustainable Development Goals (SDGs)** of the United Nations 2030 Agenda provide a shared roadmap, highlighting the need for significant changes in managing the impacts, risks, and opportunities related to sustainability.

In a context of continuous evolution—driven by growing student mobility, increased population diversity, and the increasingly widespread use of digital technologies—**the student housing sector is also undergoing transformation.** The traditional concept of student accommodation is giving way to **more innovative and sustainable solutions**, aiming to meet the expectations and needs of a generation that is increasingly attentive and aware.

In this scenario, like many companies increasingly integrating the **ESG (Environmental, Social and Governance)** dimensions into their business models, CampusX has embarked on a sustainability path, constantly engaging with both internal and external stakeholders. Based on the **materiality assessment**, the company has identified **strategic priorities** to guide the definition of its environmental, social, economic and governance objectives.

The 2023 Sustainability Report provided the opportunity to present the **CampusX Corporate Sustainability Plan**, aimed at outlining the company's internal strategic direction to achieve its **Sustainability Objectives up to 2028**, through measurable initiatives in the short, medium and long term.

The Plan is based on **three core Pillars**: Environmental protection and respect, Equity, Inclusion and social responsibility, and Corporate governance. Each of the three Pillars is broken down into specific areas of action or macro-areas, which in turn are linked to different areas of intervention. Each area of intervention is associated with one or more specific objectives to be achieved by 2025 and by 2028. Each objective is also associated with one or more **sustainable development goals** and the related **material topic**.[4]

---

[3] From the launch of the UN Global Compact initiative in 2000, over 10,000 companies and 3,000 non-business organizations in more than 160 countries and 68 local networks have committed to sustainable business conduct and respect for human and environmental rights.

[4] For further details, see the summary table at the end of this chapter.

Sustainability Model

I Pillar — Environmental Protection and Respect

| ⬅➡ Energy efficiency | ➡ WaterW | ⬅➡ aste reduction | ➡ Sustainable waste management |

II Pillar — Equity, Inclusion and Social Responsibility

| ⬅➡ Relations with universities | ⬅➡ Human resources management and development | ⬅ Customer experience | ⬅➡ Inclusion and accessibility |

| ⬅➡ Diversity and equal | ⬅➡ Health and well-being | ⬅ Community development | |

III Pillar — Corporate Governance

| ⬅➡ Sustainable supply chain | ⬅➡ ESG certifications | ⬅➡ Economic performance | ⬅ Transparent communication |

| ⬅ Digitalization of services and business processes | | | |

I Pillar

Commitment to reducing the environmental impact of business operations by promoting sustainable waste management, reducing carbon emissions, and adopting policies and practices that protect the environment.

II Pillar

Guaranteeing equitable access to facilities for students and promoting a workplace environment that fosters diversity, equality and equal opportunity, ongoing training and employee well-being, contributing to an inclusive and responsible corporate culture.

III Pillar

Adoption of ethical, transparent and sustainable corporate policies and the promotion of responsible leadership in decision-making processes to ensure the organization operates in accordance with ethical values and the goals of sustainability.

The roadmap that enabled the development of this Plan was articulated in five phases:

1 **Analysis of the internal and external environment (PESTLE)**

Through the PESTLE approach, we obtained a comprehensive view of the factors that influence or could influence business operations. This tool considers environmental, political, economic, social, technological, and legal dimensions, identifying the most relevant risks and opportunities. Alongside the PESTLE analysis, an internal factor assessment was also conducted, laying the groundwork for the development of the SWOT Matrix.

2 **SWOT Analysis**

Based on the scenario factors analysis, CampusX's strengths and weaknesses were identified in order to highlight its resources and competencies. The identification of opportunities and threats also helped define the external dynamics that the company can exploit or that could negatively affect its operations.

3 **Materiality Analysis**

Through stakeholder engagement, a materiality analysis was conducted to identify and validate the company's material topics. This process enabled the confirmation of the key issues where intervention is needed to improve CampusX's contribution to sustainability.

4 **Identification of the Sustainability Pillars**

Through a vertical in-depth analysis of the scenarios, three strategic priorities were identified to guide the sustainability commitment:

- Environmental Protection and Respect;
- Equity, Inclusion, and Social Responsibility;
- Corporate Governance.

5 **Working group implementation and definition of intervention areas and objectives**

To translate strategy into concrete actions, working groups were organized with the participation of management and department heads.
These working tables aimed to jointly define the actions necessary to achieve the identified goals, ensuring a synergistic approach and maximum efficiency in implementing CampusX's sustainability initiatives.

Environmental Protection and Respect

A year after the definition of the Sustainability Plan, we are now able to provide information on the progress of each objective, as highlighted in the table below.

In September 2024, as part of the sustainability strategy sanity check process, an internal stakeholder engagement activity was conducted. This working group included both central and operational corporate functions.

Pillar	Area of Action	Objectives	Progress	Target	SDGs	Material Topic
Resources Management	Energy Consumption	Optimization of energy consumption from 5,070 kWh/year per room to 4,865	35%	2026		Energy efficiency
	Energy Mix	Improvement of the energy mix (40% fossil, 60% renewable)	15%	2028		Energy efficiency
	Water Consumption	Reduction of water use from 63 cm³/year per room to 60 cm³/year	35%	2026		Water
	Waste Sorting	Improvement of tools/ procedures for proper waste sorting	35%	2026		Sustainable waste management
	Awareness & Education	Strengthening of awareness and education campaigns for residents	60%	2025		Sustainable waste management

Equity, Inclusion, and Social Responsibility

Pillar	Area of Action	Objectives	Progress	Target	SDGs	Material Topic
Study Access Facilitation	Scholarship Provision	10 scholarships awarded per year	45%	2026		Inclusion and accessibility
Sense of Belonging & Impact	ESG Projects and Local Community Engagement	Qualitative measurement (participation & project satisfaction)	35%	2026		Community development
CX & Guest Well-being	Projects on mental and physical well-being	Qualitative measurement (participation & project satisfaction)	35%	2026		Health and well-being

Corpoate Governance

Pillar	Area of Action	Objectives	Progress	Target	SDGs	Material Topic
Suppliers and Products	Creation of minimum ESG criteria list for suppliers and supplies (product requirements)	Implementation of supplier evaluation scorecard	40%	2025	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Supply chain sustainability
		Refinement of established criteria and introduction of new ones	15%	2028	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Supply chain sustainability
Certifications	Attainment of ESG certifications	91,000 sqm certified according to major sustainability standards	15%	2028	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	ESG Certifications
Personnel	Maintaining diversity balance (age, gender)	Quantitative measurement	60%	2025	10 REDUCED INEQUALITIES	Diversity and equal opportunities
	Employee well-being	Quali-quantitative measurement (e.g. focus groups, surveys)	50%	2025	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH	Health and well-being

È It's a physical place but also
a way of seeing the world.
A way to feel at home
even far from home.

A world we simply call

Connecting Experiences
A way not just to live

but to feel alive.
A way to be yourself
while rediscovering yourself
anew each time.

3.

Equity, Inclusion and Social Responsibility
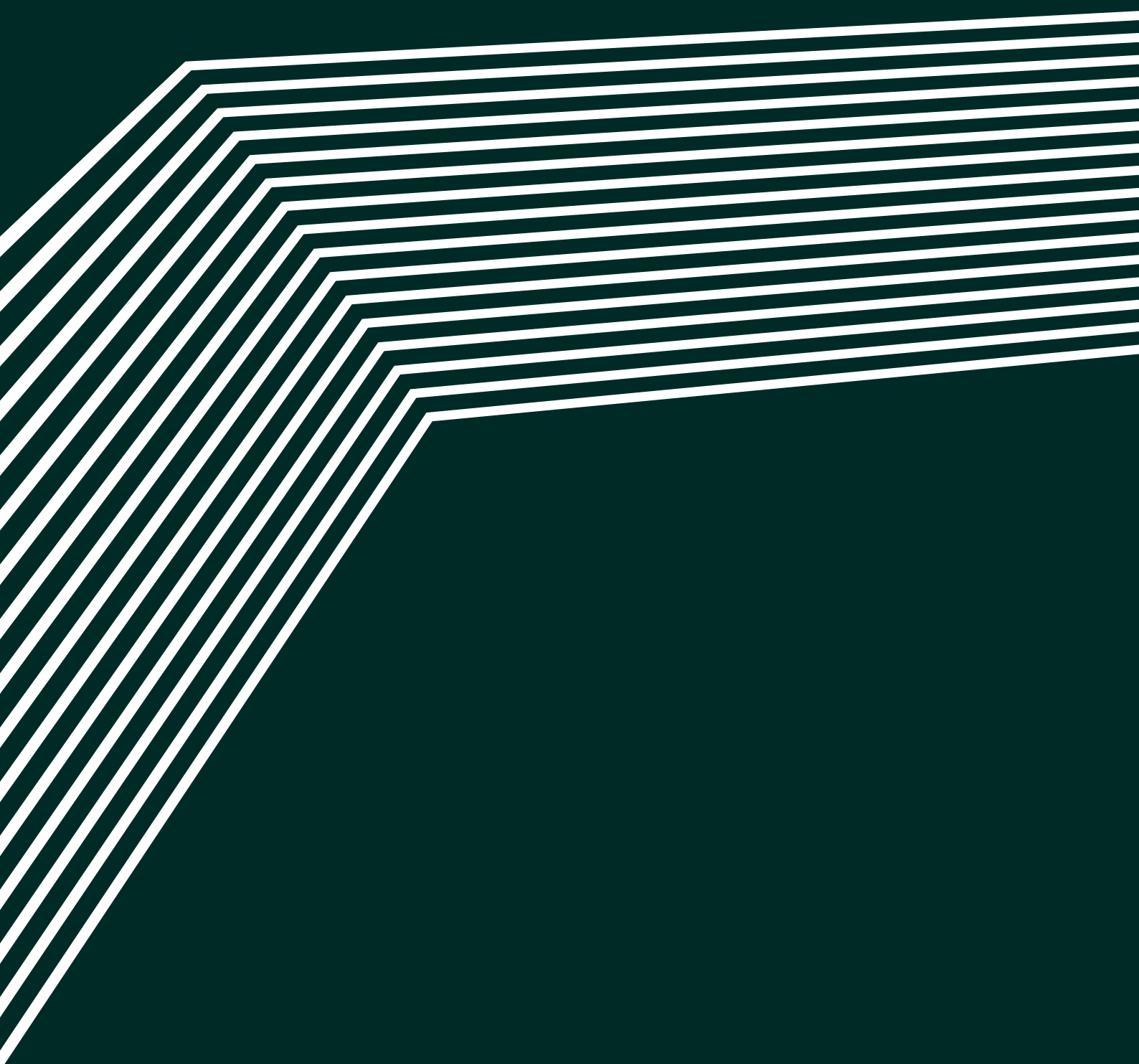
3.1 Human Resources

The development and enhancement of human resources is one of the most important objectives of our company. To achieve it, we support the growth of our staff through individual and group training programs, favoring internal career paths for everyone and offering the maximum opportunities for professional and economic growth. We believe in a balance between work and personal needs to foster a constant improvement of the internal environment, while also achieving high quality and productivity standards.

As of December 31, 2024, the company workforce consists of a total of **107 people**, compared to **87 units** in 2023 (**+23%**), an increase mainly due to the opening of two new campuses.

Contract Type	2024			2023			2022		
	Woman	Men	Total	Woman	Men	Total	Woman	Men	Total
Full time	65	40	105	52	34	86	39	22	61
Part time	2	0	2	1	0	1	1	0	1
Total	67	40	107	53	34	87	40	22	62

Contract Type	2024			2023			2022		
	Head Office	CX Facilities	Total	Head Office	CX Facilities	Total	Head Office	CX Facilities	Total
Full time	49	56	105	43	43	86	29	32	61
Part time	1	1	2	1	0	1	1	0	1
Total	50	57	107	44	43	87	30	32	62

All staff are employed in accordance with the terms set out by the National Collective Labor Agreement (CCNL) for the Tourism sector. The majority of employees have full-time (98%) and permanent (94%) contracts.

Contract Type	2024			2023			2022		
	Woman	Men	Total	Woman	Men	Total	Woman	Men	Total
Permanent	63	38	101	42	26	68	35	21	56
Fixed-term	4	2	6	11	8	19	5	1	6
Total	67	40	107	53	34	87	40	22	62

Contract Type	2024			2023			2022		
	Head Office	CX Facilities	Total	Head Office	CX Facilities	Total	Head Office	CX Facilities	Total
Permanent	50	51	101	41	27	68	29	27	56
Fixed-term	0	6	6	3	16	19	1	5	6
Total	50	57	107	44	43	87	30	32	62

During the reporting period, 25 employment terminations and 51 new hires were recorded, of which 32 were women and 19 men. The turnover rate[5] thus increased from 16% to 18%, with the positive turnover rate[6] rising from 61% to 78% and the negative turnover rate[7] decreasing to 29%. Moreover, in 2024 the number of new hires increased compared to the previous year, especially in the under-30 age group, thanks in part to CampusX's strong appeal among the younger generation.

Turnover by Gender	2024			2023			2022		
	Woman	Men	Total	Woman	Men	Total	Woman	Men	Total
New Hires	32	19	51	19	19	38	16	8	24
Terminations	16	9	25	6	6	12	9	0	9
Difference	16	10	26	13	13	26	7	8	15

Turnover by Age Group	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
New Hires	33	18	0	51	24	13	1	38	16	8	0	24
Terminations	10	14	1	25	10	2	0	12	8	7	0	15
Difference	23	4	-1	26	14	11	1	26	8	1	0	9

The table below shows, in greater detail, how the new hires have been distributed between the organizational units of the Head Office and CX Place.

Turnover by Facility Type	2024			2023			2022		
	Head Office	CX Facilities	Total	Head Office	CX Facilities	Totale	Head Office	CX Facilities	Totale
New Hires	12	39	51	16	22	38	11	13	24
Terminations	7	18	25	0	12	12	6	9	15
Difference	5	21	26	16	10	26	5	4	9

[5] The total turnover rate is calculated as the sum of new hires and terminations during the reference period, divided by the workforce at the start of the period, multiplied by 100.

[6] The positive turnover rate is calculated as the ratio of new hires to the company's workforce at the beginning of the period, multiplied by 100.

[7] The negative turnover rate is calculated as the ratio of terminations to the company's workforce at the beginning of the period, multiplied by 100.

The achievement of high levels of qualitative performance is also significantly influenced by the contribution of 188[1] non-employee workers (contractors). They are employed in various service activities across our facilities in Italy, as detailed below.

Employment Type Table	Total
Maintenance	21
Housekeeping	55
Food & Beverage	38
Security	28
Community	20
Green areas and rodent control	14
Laundry	7
Vending Machine	5

At the same time, we have strengthened our management-by-objectives system through the adoption of the MBO model (Management by Objectives), a key tool for aligning corporate strategy with individual contribution.

In 2024, in continuity with previous years, MBO objective sheets were assigned to 38 employees, based on a structure that, in line with a **goal cascading** approach, includes a common objective linked to the company's economic-financial performance, and a set of three individual/management objectives, structured into the following four key areas:

1. Operational/Functional Efficiency
2. Business Development
3. Sustainability
4. Corporate Identity

This system encourages the **active engagement** of employees and promotes a vision of **shared growth**, considering not only economic performance but also sustainability goals.

---

[8] The number of workers reported was calculated by taking an average over the period considered (2024), based on the previous reporting year.

3.1.1 Health and Safety at Work

At CampusX, we are committed to applying and disseminating a culture of safety among all our employees and collaborators, promoting and verifying responsible behaviors in compliance with current regulations.

As proof of this commitment, we are proudly certified according to the ISO 45001 standard, the management standard for health and safety at work. Our employees are regularly trained and continuously updated on regulatory developments, as provided by Legislative Decree 81/08.

In addition, dedicated training is provided for managers on roles and responsibilities in safety management.

As part of the health surveillance plan, all employees undergo a fitness examination at the time of hiring, followed by periodic medical checkups. The Company has adopted a Risk Assessment Document (DVR) to map the risks present in the workplace and to take the most appropriate prevention measures. Each year, following the opening of new campuses, the DVR is updated and shared with the stakeholders involved.

In 2024, one accident was recorded. It was a low-severity event during an ordinary administrative materials arrangement activity, resulting in a 14-hour workplace absence. The number of accidents, even with a 73% increase in staff compared to 2023, remains extremely low, due to a shared culture of prevention.

Workplace Injuries Table	2024	2023	2022
No. of recordable injuries	1	0	1
Days of absence	2	0	5

Employee health care is one of the main pillars of the CX Welfare Plan, implemented in 2023 and still in effect. The Plan provides a welfare credit every six months, which can be used through a dedicated platform, for all permanent employees who have completed their probation period.

3.1.2 Employee Training

In recent years, we have made significant investments in the training of our employees, thereby strengthening a corporate culture oriented toward growth and excellence. The data for 2024 confirms this commitment: the average number of training[10] hours has increased for all employees, regardless of contractual level or gender.

2024 Training Hours	Men	Woman
Executives & Managers	26	24
Employees & Workers	39	38

2023 Training Hours	Men	Woman
Executives & Managers	25	18
Employees & Workers	32	31

2022 Training Hours	Men	Woman
Executives & Managers	12	12
Employees & Workers	20	28

[9] In table 14, values were rounded to the nearest whole number for consistency with GRI requirements.

[10] Values represent the average number of training hours per employee.

The enhancement of skills and the development of professional competencies represent a cornerstone of our strategy. Continuing the path begun in 2023, we have pursued training programs aimed at expanding skills across various areas, including: Soft Skills, Management Control, Microsoft Excel (basic and advanced), Decision-Making Processes, Internal Communication, Marketing & Communication, HR & People Strategy, Project Management, and Teamworking. In 2024, we further expanded our training offerings with new programs dedicated to both individual and managerial development. These include:

- **Personalized development and growth plans**, involving 9 employees;
- **Individual coaching**, targeting 1 employee;
- **Group coaching**, involving 9 employees;
- **Mentoring programs**, involving 8 employees.

Our objective for 2025 is to ensure the continuity and evolution of these initiatives, through constant monitoring and periodic assessment of acquired competencies.

3.1.3 Diversity and Equal Opportunities

CampusX firmly opposes all forms of discrimination based on ethnicity, gender, sexual orientation, social and personal status, physical and mental health conditions, disability, age, nationality, and religion.

To ensure a truly inclusive environment, we adopt an open and diverse approach, guided by a strong spirit of hospitality, which we consider essential for the Company's growth.

Our Code of Ethics is based on the fundamental principles of fairness, inclusion, and equal opportunity, key values that guide our commitment to promoting respect for diversity both within the company and in relationships with external stakeholders.

From the analysis of the company's workforce composition, a clear predominance of female employees emerges, representing **63% of the total** staff.

Employees by gender and contract level	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Board of Directors	0	4	4	0	4	4	0	4	4
Management Team	3	4	7	4	3	7	3	4	7
Other Employees	64	36	100	49	31	80	37	18	55

Employees by age group and contract level	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Board of Directors	0	2	2	4	0	2	2	4	0	2	2	4
Management Team	0	7	0	7	0	7	0	7	0	7	0	7
Other Employees	45	51	4	100	36	40	4	80	22	29	4	55

The table below compares the average fixed remuneration by gender across the main employee categories within the company: management (executives and middle managers), senior professionals (employees in the first and second levels), and professionals (employees in the third, fourth levels, and apprentices).

Ratio of Average Fixed Remuneration[11]

2024 Category	Women	Men
Management	0,93	1,07
Sr. Professional	0,99	1,01
Professional	1,01	0,99

2023 Categoriy	Women	Men
Management	0,97	1,03
Sr. Professional	0,98	1,02
Professional	1,01	0,99

2022 Category	Women	Men
Management	0,97	1,03
Sr. Professional	1,00	1,00
Professional	0,99	1,01

From the data above, it emerges that over the past three years, the average pay ratio between genders has remained largely stable around the value of 1, indicating an almost complete absence of a gender pay gap. This outcome reflects our ongoing commitment to defining and implementing fair remuneration policies and ensuring their consistent and coherent application.

3.1.4 Welfare Plan

In 2023, Campus introduced its first company welfare plan for all employees. The programme includes a set of benefits, services, and provisions in line with those outlined in Articles 51 and 100, paragraph 1 of the Italian Consolidated Income Tax Act (D.P.R. 917/1986).

The plan is aimed at subordinate employees, both blue- and white-collar, who are not on probation and have permanent or fixed-term contracts, including apprentices.

The plan, which currently spans a two-year period (from April 2023 to April 2025), allocates a welfare credit of equal value, disbursed on a quarterly basis every six months (April 2023, October 2023, April 2024, October 2024), each instalment amounting to €600.

The welfare offer has a strong social impact, as it targets the collective wellbeing of employees and their families. Its goals include:

- contributing to the improvement of employees' and their families' quality of life;
- promoting initiatives focused on the protection of health, education, lifelong learning, and care;
- strengthening the so-called "second pillar" of the national healthcare system by offering additional services, thereby addressing workers' protection and fostering a company culture of care;
- supporting work-life balance by facilitating the reconciliation of personal and professional responsibilities.

[11] The figures exclude CEO remuneration and are based on the ratio between the average remuneration of women and men within each professional category.

- provide support to employees in response to growing social needs;
- promote the personal and professional well-being of workers;
- support access to recreational, social, and cultural services;
- enhance human capital;
- respond to employees' personal needs, increasing support and sense of community.

3.1.5 Talent Program

The ambitious growth plan of the CampusX project cannot overlook the importance of attracting and nurturing young talents interested in pursuing a career in the hospitality sector.

In this context, in 2024, thanks to a partnership with ELIS — a non-profit organisation specialising in training pathways — we launched a free professional training programme involving 8 recent graduates and young professionals. The course, lasting one month, was delivered in person at CampusX NoM and offered participants a fully immersive experience. During the programme, participants were provided with accommodation and meals, alternating classroom lessons delivered by experts with hands-on learning activities and events involving the CX community.

At the end of the training month, all participants began a paid internship period. From the very first days, they were actively involved in the various business units of CX: they joined the CX NoM property team to complete their corporate onboarding, gaining their first exposure to the company's operational realities.

Subsequently, based on each participant's performance, skills and aspirations — and in line with CampusX's talent needs — they were assigned to one of our locations in Milan, Florence or Turin. For many of them, this experience culminated in a job offer at the end of the internship, marking the beginning of a concrete professional journey within our organisation.

Interview

Francesca Filippucci

CX MIBI
Talent Program

"Talent Program: working for a young company in the hospitality industry"

"After finishing my studies, I found myself at a standstill: many job applications sent, interviews held, but no concrete offers or interesting opportunities. I didn't know which path to take until I discovered the Talent Program. Without overthinking it, I signed up, sensing it was the right opportunity to make a fresh start.

I came from the hospitality world, having already gained experience in tourism and hospitality, but changing sectors felt like a huge leap. For me, working in a hotel had always felt rigid, formal... but coming into contact with CampusX completely changed that idea! From the very first days of training with CX NoM, I found a young, dynamic, and stimulating environment. Listening to employees sharing their experiences and career paths made me feel part of something special.

Today I work as a Front Office Agent at CX Milan Bicocca and I can confirm all the positive feelings I had at the start.

I feel valued, listened to, and supported. The relationship with my colleagues and supervisors is built on open and constructive dialogue. This experience has helped me rediscover my passion for this profession and the desire to grow every day. I'm really happy I seized this opportunity!"

Interview

Marin Bolocan

CX FI
Talent Program

"A position opened up and I felt it was right for me: I enjoy being a point of reference for others, listening, making new friends and organising events."

"I came across the Talent Program almost by chance, while scrolling through Instagram, but it was exactly what I had been looking for! The experience was essential not only for my professional development, but also personally: moving to a new city, starting a new journey, with seven strangers who would later become my colleagues. I could feel the excitement in the air. Everything felt new. I already had some knowledge of the hotel industry, but the training gave me the essential tools to consolidate and apply that knowledge in detail — and that makes all the difference. I was thrilled to see how CX employees clearly explained the company's goals and the impact of each team's work. It made me feel part of something meaningful! Even though the course focused on the role of receptionist, I now also work as a Community Ambassador at CX Florence."

3.2 Projects and Initiatives 2024

Within our sustainability strategy, the values of Inclusion and Community are fundamental pillars. We view the Community as both a physical and virtual space, where colleagues and guests can share and reinforce the values of sustainability through tangible actions and meaningful engagement. We are deeply committed to supporting personal and professional growth at CampusX, as highlighted in the previous sections.

At the same time, we place great importance on building a solid Community for our residents—an essential element of our hybrid hospitality model. To achieve this goal, we rely on a specialised team that promotes numerous initiatives in recreation, sport, and culture.

We believe in the social and psychological power of sport to drive interaction, build friendships, and enhance well-being. This is why we have created a free Sports Office for all guests, which manages a wide range of outdoor activities, including cycling, trekking, beach volleyball, surfing, and kayaking, encouraging an active and healthy lifestyle.

In our corporate vision, culture is a central value: it creates beauty, stimulates curiosity, and opens new horizons. To facilitate access, we launched a series of initiatives dedicated to CXers, forming partnerships with museums, cinemas, theatres and cultural venues across the country. We invest time and resources in the cultural education of our guests, offering them the opportunity to participate in both on-site and off-site experiences. Recent themes have included photography, theatre, painting, and cooking.

All the activities mentioned above were implemented within CampusX spaces and were offered free of charge to nearly all participants, thanks to the support of the eXperience Foundation.

Our aim is to offer students a university experience that goes beyond accommodation—an opportunity for inclusion, knowledge, discovery and growth.

3.2.1 Scholarships

In parallel with cultural and recreational initiatives, we are committed to promoting the right to education. Consistent with recent years, in 2024 we awarded scholarships in the form of rent waivers, granting free accommodation to deserving students in conditions of particular vulnerability. Specifically:

- **Culture Builds the Future** –The idea behind this project stems from an initiative by the eXperience Foundation, developed in partnership with CampusX, with the aim of offering ten young Afghan refugee women—awaiting official refugee status—the opportunity to pursue higher education in Italy. CampusX played a key role in the project by providing free housing for the entire duration of their academic programmes in our university residences in Rome, Turin, and Florence.
This initiative represents a concrete commitment to the right to education and social inclusion, with an overall investment of around €300,000. In addition to the hospitality provided by CX, the scholarships also covered tuition fees and living expenses, funded by private companies and institutions that responded to the call by the eXperience Foundation. These included: Compagnia di San Paolo, Fondazione Cassa di Risparmio di Torino, Ream SGR, Fondazione EY, Fondazione Assistenza Internazionale, and Fondazione Alberto e Franca Riva Onlus. The Emmanuel Foundation, which has been welcoming and integrating migrants for many years, played a fundamental role in selecting the recipients and supporting their linguistic and cultural integration.

Since December 2021, the ten Afghan students have lived in our university residences, pursuing their studies with dedication, aligning with their aspirations and gradually integrating into the university community. Two of them graduated in 2023, and four more successfully completed the programme in 2024. For one of these young women, the journey has been enriched by an extracurricular internship at CX, where she gained professional skills and experienced tangible personal growth. Meanwhile, other students are continuing their academic journey, continuing to receive our support and that of our partners, so that each of them is guaranteed the opportunity to complete their studies regardless of the programme's duration. By 2026, all the students still involved in the project are expected to have graduated.

> **This initiative supports the advancement of the CampusX Sustainability Plan**

PILLAR II

Focus Area	Intervention Area
Facilitating access to education	Granting of scholarships

 Interview

Sabera Chighbaf

resident CX RM
Culture Builds the Future

"Culture Builds the Future changed my life."

"When I arrived in Italy from Afghanistan, the idea of studying at a renowned university seemed distant, almost unreachable. I wasn't sure I could overcome the difficulties—not just academically, but also culturally and linguistically. Yet thanks to this project, I had the opportunity to turn what seemed impossible into reality. The support from the entire team was essential: they helped me believe in myself, to feel confident again and find my place in the world.

But this project is much more than just an academic experience. The emphasis on cultural exchange made me feel listened to and valued, allowing me to share my story and hear those of others. It confirmed that diversity is not a barrier, but a strength that unites us. Projects like this make a real difference for people like me, who face barriers due to their legal status or social conditions as refugees.

This isn't just an opportunity for education, but a beacon of hope and a path to build a better future. Through this experience, I've gained not only knowledge, but also skills in collaboration, communication, and leadership. Most of all, I've discovered a desire to give back what I received: to support other young women and men who dream of opportunity and a better future. This project doesn't just change the lives of those involved—it creates lasting impact for the community and for future generations."

3.2.1 Scholarships

- **UNICORE University Corridors** –UNICORE 6.0, University Corridors for Refugees, is a programme coordinated by UNHCR (United Nations Refugee Agency), which in recent years has involved over 40 Italian universities and has awarded scholarships to more than 250 refugee students. CampusX, in collaboration with Fondazione eXperience, Diaconia Valdese and Caritas Ambrosiana, welcomed students into its residences in CX Milan NoM (5 students) and CX Venice Mestre (1 student) as of October 2024, offering them accommodation for a two-year period. The scholarship recipients, who come from South Sudan, Uganda, Congo and Mozambique, were selected based on academic merit and personal motivation by the universities involved—IUAV, Bocconi, and Bicocca. Each student was awarded an academic scholarship and monthly pocket money to support their studies and integration into the Italian university system. As with the "Culture Builds the Future" programme—our closest initiative in spirit—we support these students beyond basic needs: we closely follow their integration within our structure and the broader CX Community, organising regular in-person meetings to monitor their progress. We strongly believe that access to education is a fundamental right and a powerful driver of change. We aim to be part of the journey of transformation and human development for these young people, offering them an inclusive, safe, and stimulating environment. For this reason, we plan to welcome an additional group of four refugees in 2025 to our properties in Turin and Venice.

> **This initiative supports the advancement of the CampusX Sustainability Plan**

PILLAR II

Focus Area	Intervention Area
Facilitating access to education	Granting of scholarships

3.2.2 Solidarity Initiatives

The CX community is actively committed to making a difference. These solidarity initiatives aim to support the most vulnerable communities while also promoting a culture of social responsibility and solidarity.

- **Donation of Near-Expiry Food Products** – In 2024, CX renewed its commitment to fighting food waste and supporting families in need in the cities of Florence and Turin. In collaboration with the Red Cross in Florence and Stranaidea Onlus in Turin, we recover and donate numerous food products approaching expiry from CX bar to vulnerable households in the area. This initiative not only provides concrete assistance to those in need, but also helps reduce the environmental impact caused by food waste.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects

- **Donation to the association Libera Against the Mafia** – For Christmas 2024, CampusX chose to support the Libera Association Against the Mafia with a financial donation. Libera is a national and international network of associations, movements, schools, and universities committed to fighting all forms of organised crime. To support their mission, we donated €6,000—a symbolic amount representing €1 for each student hosted in our residences.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects

- **Solidarity Fruit** – Every week, employees at the Head Office receive a basket of organic fruit provided by La Nuova Arca, a social cooperative committed to supporting the socioeconomic integration of vulnerable people, including young migrants, through social agriculture based on solidarity, dignity, and inclusion. To deepen the understanding of the value of such collaboration, in 2024 we organised a team-building day directly at their facility. The CX team had the opportunity to meet with the cooperative's managers and members and gain firsthand insight into their daily work. Participants actively took part in various manual activities, divided into three work groups, focusing respectively on green space management, food recovery, and lunch preparation. The meeting aimed to raise awareness among participants about the importance of supporting social realities and to promote a culture of corporate solidarity.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR III

Focus Area	Area of Intervention
Sense of belonging to the CX Community and local area, Employees	ESG and local impact projects, Employee well-being

Interview

Irene Niang

Community Manager
Team Bulding Day

"Team building at La Nuova Arca: not just an opportunity to build team spirit, but to feel part of something greater."

"What surprised me the most was the feeling I had at the end of the day: as I took the train home, I felt physically tired but completely fulfilled. I had thrown myself into the practical work so much that my mind felt light, free of any thoughts.

I was part of the 'farming' team, and our mission was to plant vegetables and salads, guided by Ibra, a cooperative worker who told us his story and about his work. It was touching and eye-opening to see how much passion and dedication he has for what he does. Personally, I had never had such an experience, and my choice of outfit—a white hoodie and designer sunglasses—turned out to be... less than ideal: by the end, the hoodie was unrecognisable, the glasses were covered in mud, and the earth was under my nails... but beyond those little details, it was amazing! What truly mattered was the positive energy we all created together.

I also had the chance to talk with colleagues I don't usually interact with and to see them in a new light, far from our usual daily tasks. Our group worked incredibly well together: we moved side by side, like a perfectly synchronised assembly line.

And after an intense morning, we all sat down to enjoy a delicious meal, gathered around a big horseshoe-shaped table. It was a meaningful moment to share impressions, laugh, reflect, and fully appreciate the value of this powerful experience."

3.2.3 Environment and Active Citizenship

In 2024, CX launched numerous environmental sustainability initiatives, further reinforcing its proactive commitment to a greener world and collective responsibility.

- **Wood Beam Recycling** - "Rethink, Recycle, Regenerate", currently underway, is a project aimed at engineering students from Tor Vergata University. Its goal is to foster active citizenship and promote sustainable practices. The initiative, organised in collaboration with Tor Vergata University and the RILIT architecture studio, involves the recovery and reuse of disused wooden beams from CXRM, encouraging students to propose new design ideas. The prizes include university credits (CFUs) and an internship interview with CampusX. In addition, in 2024 the first practical workshop was held at CXRM in collaboration with Arpetito, a local social carpentry workshop that offers training opportunities to young people in vulnerable situations, blending educational and craft-based experiences.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and local area	ESG and local impact projects

Too Good To Go Partnership – In 2024, the partnership between Too Good To Go and eSHARE (the brand managing food services at our Florence and Turin sites) was confirmed. The goal of this collaboration is to combat food waste, a major contributor to global pollution. At the end of the day, surplus food is sold at discounted prices to prevent it from becoming waste.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR I
Focus Area	**Area of Intervention**
Resources Management	Waste sorting and recovery

Collaboration with HelloFresh – Thanks to a new partnership agreement, CX students and staff can now access HelloFresh food delivery services at discounted rates. The company, known for its strong focus on ESG values, was selected for its attention to sustainable packaging, high-quality ingredients, and local sourcing.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and local area	ESG projects and affordable, healthy food for guests

Sustainability in the Supply Chain – We have chosen to collaborate with companies that share our vision of sustainability. For our staff uniforms, we selected **Stanley/Stella**, a company certified by PETA (People for the Ethical Treatment of Animals), a global leader in the protection of animal rights with over 6.5 million members and supporters. The company is committed to not using any animal-derived products throughout its production cycle, opting exclusively for renewable resources and recycled materials.

This initiative contributes to the advancement of Campus X's sustainability plan	PILLAR III

Focus Area	Area of Intervention
Suppliers and Products	Creation of a list of minimum ESG criteria for suppliers and supplies

- Urban Biodiversity Oases – Thanks to our collaboration with 3Bee and Pestalia, urban biodiversity oases have been created at our CX locations over the past year: green spaces that host aromatic plants and nesting boxes for pollinating insects such as bees, butterflies, and ladybugs. These dedicated areas were designed to raise awareness among our residents about biodiversity and environmental protection. Each area is equipped with bulletin boards and informational signs that highlight the importance of sustainability and green practices, engaging CXers in an educational and awareness-raising journey.

This initiative contributes to the advancement of Campus X's sustainability plan	PILLAR II

Focus Area	Area of Intervention
Sense of belonging to the CX community and the local area	ESG projects with a local impact, initiatives focused on the psychological and physical well-being of residents

- **Green Micromobility** – Thanks to our partnership with Bird, a company promoting sustainable mobility, CXers can take advantage of eco-friendly vehicles such as bicycles and electric scooters. With fleets located near our properties and exclusive discounts available, this initiative encourages the adoption of low-impact transportation solutions, making travel easier and more convenient.

This initiative contributes to the advancement of Campus X's sustainability plan	PILLAR II

Focus Area	Area of Intervention
Sense of belonging to the CX community and the local area	ESG projects with a local impact, initiatives focused on the psychological and physical well-being of residents

- **Eco-compactors** – Thanks to the partnership with COREPLA, the National Consortium for plastic waste collection, and Interzero, a global leader in environmental consulting services and zero waste solutions, each campus has been equipped with customized eco-compactors designed to simplify waste sorting. CXers can responsibly dispose of plastic waste and, by collecting points with each use, earn rewards such as free coffee at CX bars and gadgets made from recycled PET. This initiative, inspired by green gamification, aims to boost user engagement by encouraging behavior change and raising awareness about recycling.

This initiative contributes to the advancement of Campus X's sustainability plan	PILLAR I

Focus Area	Area of Intervention
Resources Managment	Waste sorting
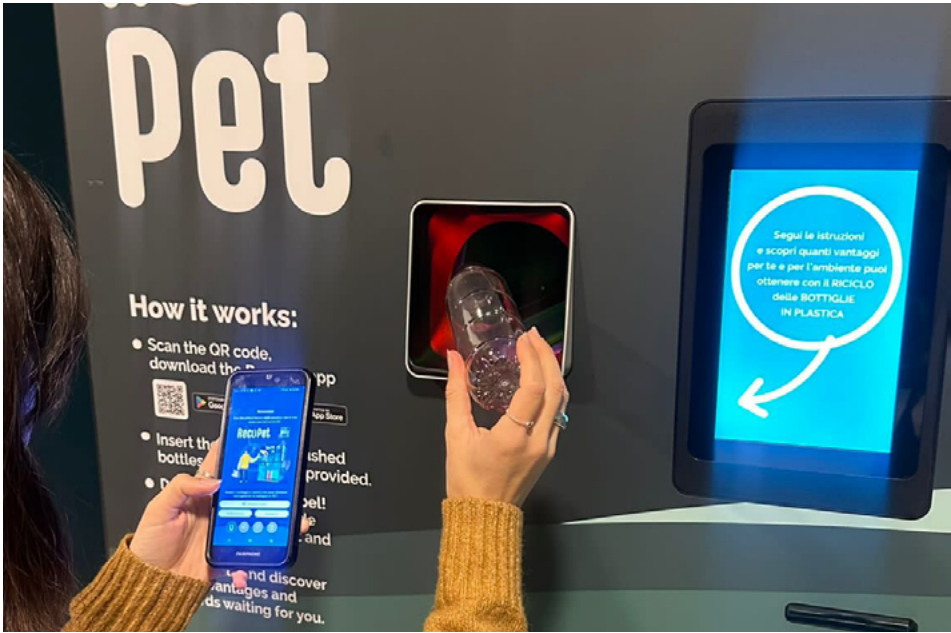
- **New F&B Hotel Standards** – In line with our ESG corporate strategy, CX has chosen to collaborate with suppliers known for their strong environmental and social sustainability commitments. For hotel breakfast services, we partnered with Negozio Leggero, while Altromercato and Alternativa3 supply the in-room Coffee Stations—organisations recognised for offering bulk, sustainable, organic products from fair and traceable supply chains. Our decision to prioritise such suppliers goes beyond operational logic and cost-efficiency: it is a conscious choice, driven by the belief that ethical and sustainable value must be placed at the heart of business decisions.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR III

Focus Area	Area of Intervention
Suppliers and products	Creation of minimum ESG standards for suppliers and supplies

Interview

Chiara Angeletti

Marketing Manager
Sustainable Supplies for F&B Hotel

"New F&B Hotel Standards: supplier selection, guest awareness, and product quality"

"CX is a company with ESG values in its DNA, and collaborations with organisations committed to social justice and environmental protection—like Altromercato, Negozio Leggero, and Alternativa3—are clear proof of that. This initiative is a key piece of a broader strategic plan, supporting the implementation of our Mission and reinforcing the company's long-term vision. It also represents a concrete response to the sustainability awareness of Gen Z and Millennials, who are particularly sensitive to these issues. Sustainability is a major driver in our positioning strategy, and this project is a powerful tool for raising awareness among our hotel guests."

Interview

Greta Montauti

Resident CX VEME | VolunCheers
Volunteering Aperitivo

"Volunteering Aperitivo: a meaningful and emotional learning experience"

"Attending the Volunteering Aperitivo held at the CX Campus in Venice Mestre was a truly meaningful and emotional experience. I got to learn about various local volunteer organisations and their missions—such as the Red Cross, the provincial branch of AVIS, and the Telefono Amico helpline.

It was impressive to discover so many valuable initiatives active in and around Venice, and to engage with such a diverse group of professionals. Each organisation offered insights into how volunteering could align with our skills and interests. I found it incredibly valuable to reflect on which areas best fit my personal qualities. I believe these types of events are a great opportunity to connect young people with the nonprofit world. I would definitely encourage other CXers to participate in similar initiatives!"

3.2.4 Community

Cultural and artistic engagement initiatives within the CX Community are numerous. Below are two examples:

- **"APERI(CREA)TIVO"** – Aperi(creat)ivo is a project designed to bring students closer to art and to give visibility to emerging local artists. Initially launched at CXRM, it has since been expanded to other properties. Led by artists invited by Campus, participants are guided through the creation of a collaborative artwork during an informal and convivial moment over an aperitif.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects, guests' psycho-physical well-being

- **VolunCheers – Volunteering Aperitivo** – This pilot project, developed in collaboration with CSVnet and its network of member associations, gives CXers the opportunity to engage with the local nonprofit sector. During these gatherings, participants hear firsthand stories from volunteers and learn about the associations' initiatives. The goal is to foster a connection between students and local organisations by providing information about volunteering opportunities and encouraging active participation. In a relaxed and social setting, while enjoying an aperitivo, students gain new knowledge, explore how to contribute to the community, and, if they wish, begin a personal journey of civic engagement.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects, guests' psycho-physical well-being

- **Food for Profit** – At CX Venice Mestre and Rome, we hosted free screenings of Food for Profit, the investigative documentary exploring the harsh reality of intensive livestock farming in Italy. Following the screening, participants had the opportunity to engage in a live video Q&A with directors Giulia Innocenzi and Pablo D'Ambrosi. This interactive session encouraged reflection on the topic and helped attendees delve deeper into the documentary's urgent and timely message.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	Projects focused on guests' psycho-physical well-being

- **Online Psychological Support** – Since 2023, we have been committed to promoting the psychological well-being of the CX community through a support programme dedicated to students in residence. Thanks to a partnership with Unobravo, a leading provider of online psychological services, we offer access to qualified professionals to improve mental health among both staff and guests across our network.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects

- **Chocolate Experience – Discovering the World of Fair Trade** – First launched at CX Venice Mestre and later extended to other campuses, this initiative is designed to engage students with the values of the fair trade movement. During the event, participants had the opportunity to sample a variety of Fair Trade-certified chocolates and learn more about Altromercato, a leading Italian organisation in the Fair Trade sector. The event blended moments of education and collective reflection, raising awareness around ethical and sustainable production processes.

This initiative supports the advancement of the CampusX Sustainability Plan	PILLAR II
Focus Area	**Area of Intervention**
Sense of belonging to the CX Community and the local area	ESG and local impact projects

Interview

Muhammad Uzair Khan

Resident
CX NOM | Fair Trade Chocolate Experience

"Fair Trade Chocolate Experience: a delicious taste that raises awareness"

"I really enjoyed tasting the many varieties of chocolate, but above all, I appreciated learning about their origins and the communities involved in the production process. Discovering the journey of cocoa—from the plantations to the factories—gave me a new perspective on the impact of ethical sourcing and fair trade practices.

It made me more aware of how my purchasing choices can support responsible brands that prioritise sustainability and social justice. This experience strengthened my belief that even small actions—like choosing chocolate that is ethically produced—can contribute to a fairer, more sustainable world."

4. Environmental protection and respect

Environmental protection represents a key pillar of our company's sustainability strategy.

For this reason, in recent years we have launched numerous medium- to long-term projects in collaboration with other organisations that share our values.

CX's commitment to environmental sustainability is reflected in the development and implementation of policies aimed at monitoring and optimising energy consumption, as detailed in this chapter.

A central element of CampusX's environmental strategy is waste sorting.

To this end, every campus provides residents with clear instructions on how to correctly dispose of waste using the on-site recycling stations.

4.1 Energy Consumption

In recent years, numerous projects have been launched to improve the energy efficiency of our facilities and reduce overall energy consumption. Among these initiatives is the "Procoro Energy" strategy, aimed at optimising the use of energy resources through a conscious and sustainable management of heating, cooling, and lighting systems, with particular attention to air conditioning and temperature regulation systems.

In 2023, a major relamping program was completed in the common areas of the Bari campus, with the installation of high-efficiency LED lighting. At the same time, the Rome campus saw the installation of 10 VRV units, resulting in a significant improvement in the overall efficiency of its systems.

Also in 2023, thanks to our initiative supporting the building owner's fund, we began replacing the cooling system at the Chieti campus, significantly improving energy performance. In 2024, several additional energy retrofit projects are planned, including the installation of a thermal roof at the Turin Marconi campus, upgrades to the cooling system at the Venice Mestre campus, and further improvements to the Rome campus. In the latter, work is already underway to replace the current VRF air conditioning system with more efficient equipment, a project scheduled for completion in 2026.

Other planned interventions, such as the installation of photovoltaic systems and the upgrade of solar thermal systems, have been temporarily postponed. In 2025, we plan to replace the BMS (Building Management System) with a BEMS (Building Energy Management System), which will enable continuous and optimised energy monitoring and control.

Also by the end of 2025, we expect to complete the installation of a 131.45 kWp photovoltaic system at the Chieti campus. Once operational (expected by May 2024), this will help reduce energy consumption by an estimated 12% to 15%, contributing to the overall energy efficiency of the site.

The table shows total energy consumption over the 2022–2024 period. In 2024, total energy use reached 63,688 GJ, up from 52,322 GJ the previous year. This increase is mainly due to the addition of new sites in NoM and Trieste, as well as the inclusion of the Head Office in energy calculations. Notably, the past year's extreme weather—with a particularly hot summer and cold autumn—required extended use of heating and cooling systems.

This year's data show that 37% of electricity used came from renewable sources, while 5% came from other renewable inputs. Once fully reported, we estimate that 58% of all energy used in 2024 came from non-fossil sources.

As for the other categories of energy use, a slight decrease of about 2% was recorded compared to 2023.

- 47% Natural gas
- 37% Renewable sources
- 9% Coal
- 5% Other sources
- 2% Petroleum products
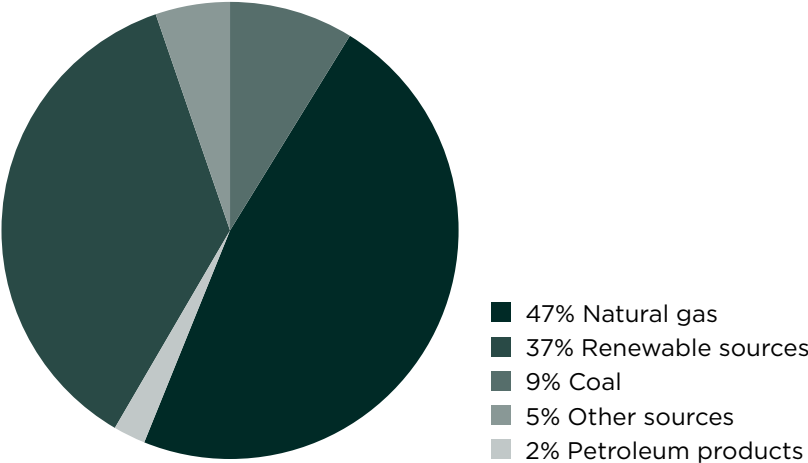
Energy Consumption within the Organisation (kWh)	2024	2023	2022
Electricity Consumption	10.671.238	7.463.580	6.383.834
Energy from Natural Gas (heating, DHW production & cooking)	4.404.472	4.412.223	4.784.962
Energy from District Heating (heating, DHW production)	1.480.020	1.461.990	1.416.962
Energy from Cogenerated Steam	1.135.350	1.196.109	1.466.707
Total Energy Consumption (kWh)	17.691.080	14.533.901	14.052.092
Total Energy Consumption (GJ)	63.688	52.322	50.588

Standard, methods, assumptions and tools used for calculation: actual consumption measured by meters.
Conversion factor used: 1 MWh = 3.6 GJ | 1 SMC = 10.691 kWh

4.2 Water Resource

Responsible water management is essential to safeguarding natural ecosystems and the well-being of the people who depend on them. For this reason, we pay particular attention to water use by adopting an integrated approach that ensures optimal management. Water comes from the city's drinking water network and is discharged into the sewage system in accordance with regulations.

Additionally, to irrigate the green area of the Tor Vergata campus in Rome—which extends over 5,000 square meters and requires irrigation from May to September—we draw from an artisanal well, contributing approximately 25,000 m^2 of irrigated area.

Thanks to our partnership with LY Company Italia–Acquainbrick, we offer guests staying short-term in our hotels free water in TETRAPAK® cartons, made almost entirely from plant-based, fully recyclable and compostable materials. This solution also allows us to support the non-profit Pozos Sin Fronteras, which builds wells in the world's most water-scarce and vulnerable areas.

In recent years, investment in this product has nearly quintupled: from 8,000 units purchased in 2021 to 50,000 in 2024, with a total expenditure of approximately €16,498.

In 2024, total water consumption reached 237,212 m^3, marking a 32% increase compared to 180,327 m^3 in 2023. This increase is partly due to the opening of the new CX locations in Milan NoM and Trieste, both inaugurated in September 2024.

Water Consumption (m³)	2024	2023	2022
Total water consumption across all areas (m³)	237.212	180.327	160.490

[11] The source is the energy and gas supply contract.

[12] Except for electricity, the reporting scope varies across the different consumption categories, as the campuses use different energy sources. Below are the scopes for each category:

- Consumption of energy from natural gas (heating, domestic hot water production, and cooking): CX Rome, CX Chieti, CX Bari, CX Turin Regina Margherita, and CX Trieste — the latter only for the months of September to December 2024.
- Consumption of energy from district heating gas (heating, domestic hot water production): CX Turin Marconi.

- Consumption of energy from cogenerated steam: CX Florence.

[13] The data also includes the campuses of CX Milan NoM and Trieste, inaugurated during 2024, whose consumption was calculated over 4 months.

5.

Corporate Governance

5.1 Governance Structure

Our governance structure follows the traditional model outlined by the Italian Civil Code, which defines the allocation of functions and responsibilities, and aims to develop an adequate internal control system. It guarantees the adoption of informed and responsible management decisions and the correct assessment of business risks.

The current Articles of Association provide for the following governing bodies:

- **Shareholders' Meeting** is the collective decision-making body. It is chaired by the President of the Board of Directors and is validly constituted with the presence of a number of shareholders representing at least 50% of the share capital.

- **Board of Directors (BoD)** is composed of four directors: the President of the Board, Chief Executive Officer, Chief Financial Officer, and a Board Member (without executive functions). It holds all the powers of ordinary and extraordinary administration permitted by law. The President of the Board does not have a managerial role within the organisation.

The BoD is responsible for monitoring the company's overall performance, approving the financial statements on an annual basis and the budget and multi-year economic plans. The current Board was renewed in May 2023 and serves a three-year term.

The key criteria for appointing a board member include integrity, ethics, recognition, and professional credibility, as well as the relevance of past experience and expertise.

When selecting board members, we take into account both ethical criteria and indicators of credibility and professional authority. The business strategy and relevance of each candidate's background and experience are also considered.

The BoD annually approves the company's Strategic Plan, which includes key development areas such as financial performance, technical investments, human capital, sustainability, and corporate identity.

Every four months, management updates the BoD on the progress of Strategic Plan projects, operating performance, and business updates. These sessions are structured as "Board Meetings".

The BoD's strong commitment to sustainability is further demonstrated by its involvement in shaping the Sustainability Strategy (Head of Employee Experience and ESG). This role – assigned to the CEO – gives each function leader clear sustainability objectives within their domain.

Sustainability-related initiatives and best practices are collected and formally reported to the Board through a dedicated sustainability report.

Members of the BoD possess recognised knowledge in sustainability, with specific reference to ESG issues. This experience includes past participation in listed company boards or nonprofit organisations active in social sustainability.

Currently, the BoD is also involved in evaluating sustainability-related metrics and results. The publication of the Sustainability Plan and its related scorecard in 2023 marked a significant step forward in formalising our commitment to monitoring goal achievement and overall corporate performance.

5.2 Management Compensation Policy

The CampusX compensation policy for all corporate management levels includes both a fixed and an annual variable component. The pay mix for each management tier is illustrated in the chartsbelow:

Top management

30%

70%

■ Fixed compensation
■ Variable compensation

Management

20%

80%

■ Fixed compensation
■ Variable compensation

Middle management

10%

90%

■ Fixed compensation
■ Variable compensation
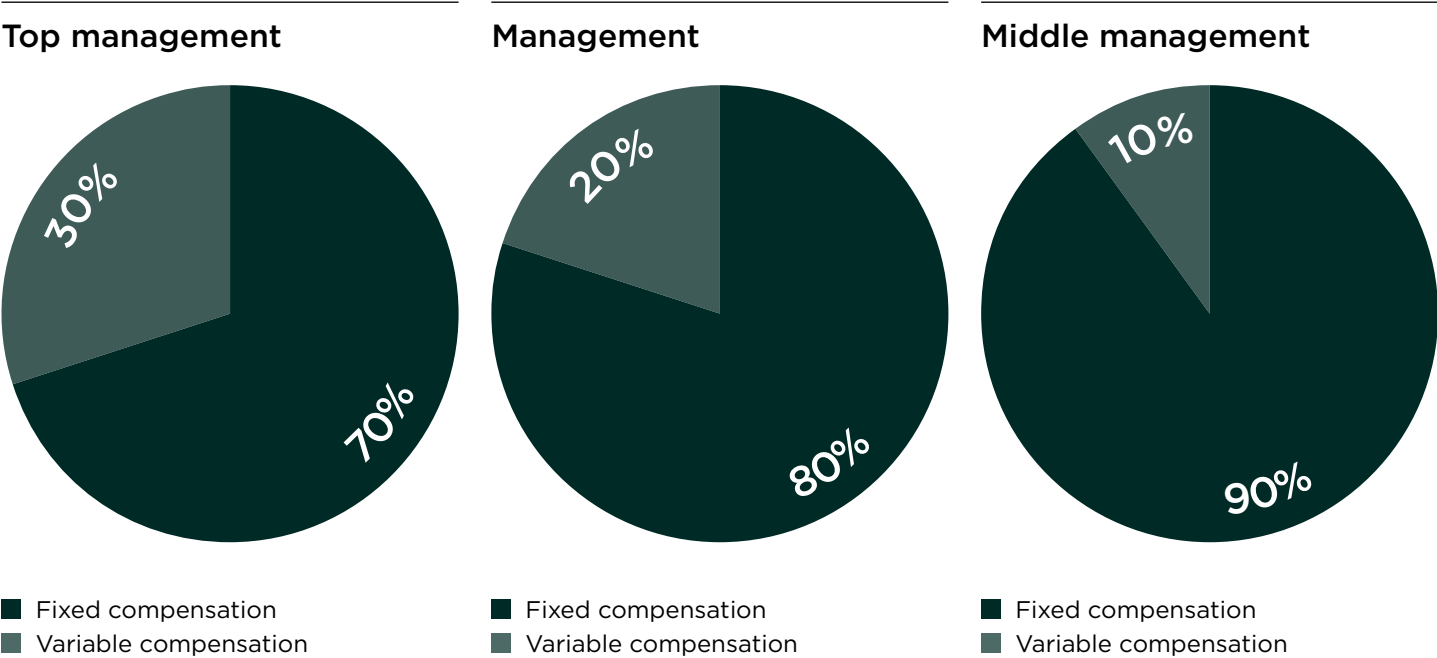
The variable component of compensation is tied to the achievement of specific corporate or individual targets, aligned with the objectives outlined in the industrial plan—including those related to the implementation of our ESG strategy.

5.3 Code of Ethics

SCAN ME

CampusX's
Code of Ethics

Our Code of Ethics defines the set of behavioural principles that guide CampusX in its actions and decisions. Positioned ideally upstream of the broader corporate governance system, it serves as a guide for the responsible management of business activities.

Compliance with the principles and values expressed in the Code is mandatory for all those who work with or for CampusX, including employees, collaborators, suppliers, consultants, business partners, and anyone acting on behalf of the company. All individuals concerned are required to read and adhere to the Code, aligning their behaviour with its stated principles and avoiding conduct that may violate its standards or those of the Company.

The principles reflect CampusX's identity and were defined through a shared internal process. They can be summarised as follows:

- **Inclusiveness**, based on fair and equal treatment and opportunity regardless of gender, religion, race, nationality, sexual orientation, social status, ability, or age;

- **Valuing human relationships**, starting with kindness as a form of intelligence and respect, encouraging awareness of different perspectives and promoting collaboration;

- **Environmental protection**, aimed at preserving a better world for future generations while minimising the environmental impact of our operations;

- **Responsibility, honesty, and transparency**, in full compliance with applicable laws and with a mindset geared toward responsible stakeholder engagement.

The Code also defines internal rules for preventing and combating corruption and money laundering, and for protecting personal data, ensuring transparency and confidentiality, workplace safety, and responsible behaviour in relations with clients, suppliers, and public authorities.

In line with the adopted **Organisational, Management and Control Model (231/2001)**, CampusX has entrusted a Supervisory Body with the task of overseeing, promoting, and ensuring the effective implementation of the Code. A whistleblowing channel is also available to report any violations or suspected non-compliance.

5.4 Organisational, Management and Control Model (231/2001)

SCAN ME

Organizational
Model pursuant
to Legislative
Decree 231/2991

Ethics, integrity, and transparency are key principles underpinning how we conduct business and protect our brand image while meeting the expectations of shareholders and employees.

The adoption in 2017 of the **Organisational, Management and Control Model** was aimed at improving the internal control system and reducing the risk of criminal offences under Legislative Decree 231/01. The Model also sets out disciplinary measures and sanctions in the event of non-compliance.

Its adoption reflects our commitment to corporate social responsibility and our stakeholders, and serves as an awareness-raising tool to foster a culture of integrity, preventing any misconduct that could harm the company or society at large.

5.5 Organisational Structure

The organisational structure defines the senior roles responsible for overseeing and controlling business processes. Structurally, CampusX is organised into a legal headquarters (referred to in this document as the Head Office) and several operational sites (CX Facilities), aligned with the managed properties across Italy.

The Rome headquarters serves as the administrative hub, where management oversees strategic direction, coordination, and business process control.

The organisation follows a hierarchical structure reporting directly to the CEO (who is responsible for corporate strategy and business results) and is divided into the following departments:

Operations

Responsible for executing all activities related to property operations, ensuring quality, service standards, and profitability. It guarantees continuous engagement with the CX Community through events and initiatives that promote inclusion and shared values. It also manages relationships with institutional stakeholders and oversees procurement processes for goods and services required for day-to-day operations, aligning economic goals with the principles set forth in the Code of Ethics.

Technical Area

Oversees all technical activities related to opening new properties, from interior design and site monitoring to renovation or new construction, procurement of furnishings, installation and testing. Ensures compliance with design standards and contractual agreements with property owners. It is also responsible for maintaining the technical operations of the residences, including monitoring and implementing technological infrastructure.

Development

Manages activities related to the launch of new properties in line with strategic goals and corporate standards. It evaluates market opportunities, defines business plans, coordinates lease negotiations with owners, and oversees construction and handover phases to ensure compliance and proper execution.

Marketing & Communication

Develops the company's long-term marketing strategy by aligning all communication channels and activities with business goals. Manages brand communication and client interactions while ensuring brand identity. It also supports partnership development aligned with the brand strategy.

Sales & Distribution

Manages all commercial activities related to short-term clients, oversees sales and distribution channels, and defines commercial agreements. Also responsible for setting standards related to the booking process.

Finance & Controlling

Oversees both accounts receivable and payable, ensuring compliance with contract payment terms and accurate revenue management. Supervises all financial planning activities, including funding needs and credit management, with a focus on risk minimisation.

Responsible for financial planning and control, including budgeting and periodic reporting. Prepares financial statements and oversees audit processes. Determines the tax burden, manages insurance activities, and optimises the management of corporate equity interests.

Also supports the definition of investment strategies, partnership and collaboration agreements, acquisitions or divestments, and company spin-offs, ensuring an integrated evaluation process.

Employee Experience & ESG

Responsible for shaping the company's organisational structure in alignment with its values across all business processes. Ensures the allocation of human resources needed to achieve corporate goals.

Supports employee development, valuing individual and group learning through tailored training paths. Ensures fair compensation policies, fully aligned with economic and social sustainability values. Defines the company's Sustainability Strategy and coordinates departments involved in ESG initiatives, including performance monitoring.

Legal Affairs

Implements the internal Legal function in collaboration with the company's leadership. Operates autonomously or by coordinating external legal counsel on all relevant matters.

Provides legal advice on contracts with clients, business partners, public authorities and suppliers. Ensures that all departments operate in compliance with applicable regulations and oversees the legal aspects of real estate business development.

Also manages corporate law processes and governance matters.

Organigramma CX

CXFI

CXBA

CXTS

CXMI - BI

CXMI - NoM

Process Quality

Community

CXTO - VA

CXRM

Development

CXVE - ME*

CXTO - MA

CXCH*

Business Analysis

Operations

Business Development

Maintenance Property Energy

Legal Affairs

Procurement Purchasing

Technical Area

Construction

Finance & Administration

Finance & Controlling

CEO

Interior Design

Planning & Control

Technology Office

Employee Experience & ESG

Sales & Distribution

Sales

Employee Experience

Marketing & Communication

Governance & ESG Strategy

Revenue

Marketing

Social Media

Reservation & Booking

Guideliness

⬤ CX Facilities

✱ **CXVE - ME:** Restudent
CXCH: Fondazione eXperience

The organisation of operational sites is entrusted to a **Resident Manager**, who supervises a team whose size varies depending on the type of property. Some residences operate with a leaner structure (4 to 5 full-time staff), while more complex properties may require larger teams (8 to 9 full-time staff).

Large facilities

Average workforce size:
7–8 full-time employees

```
                    Resident Manager
         ┌──────────────────┼──────────────────┐
  Community          Front Office         Booking
  Ambassador         Manager              Supervisor
```

1   Shift Leader
3   Front Office Agent

Small facilities

Average workforce size:
4–5 full-time employees

```
                    Resident Manager
                           │
                  Front Office Manager
                  / Shift Leader
```

1   Front Office Agent
3   FOA / Community Ambassador
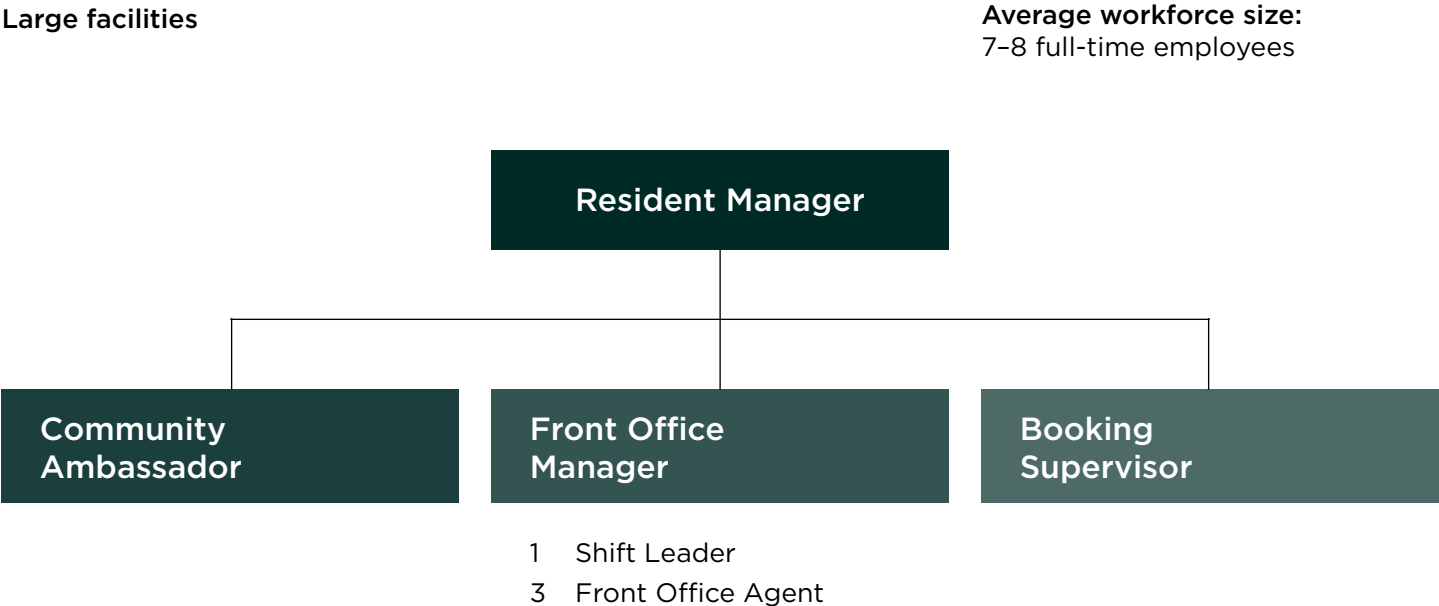
6.

Economic sustainability
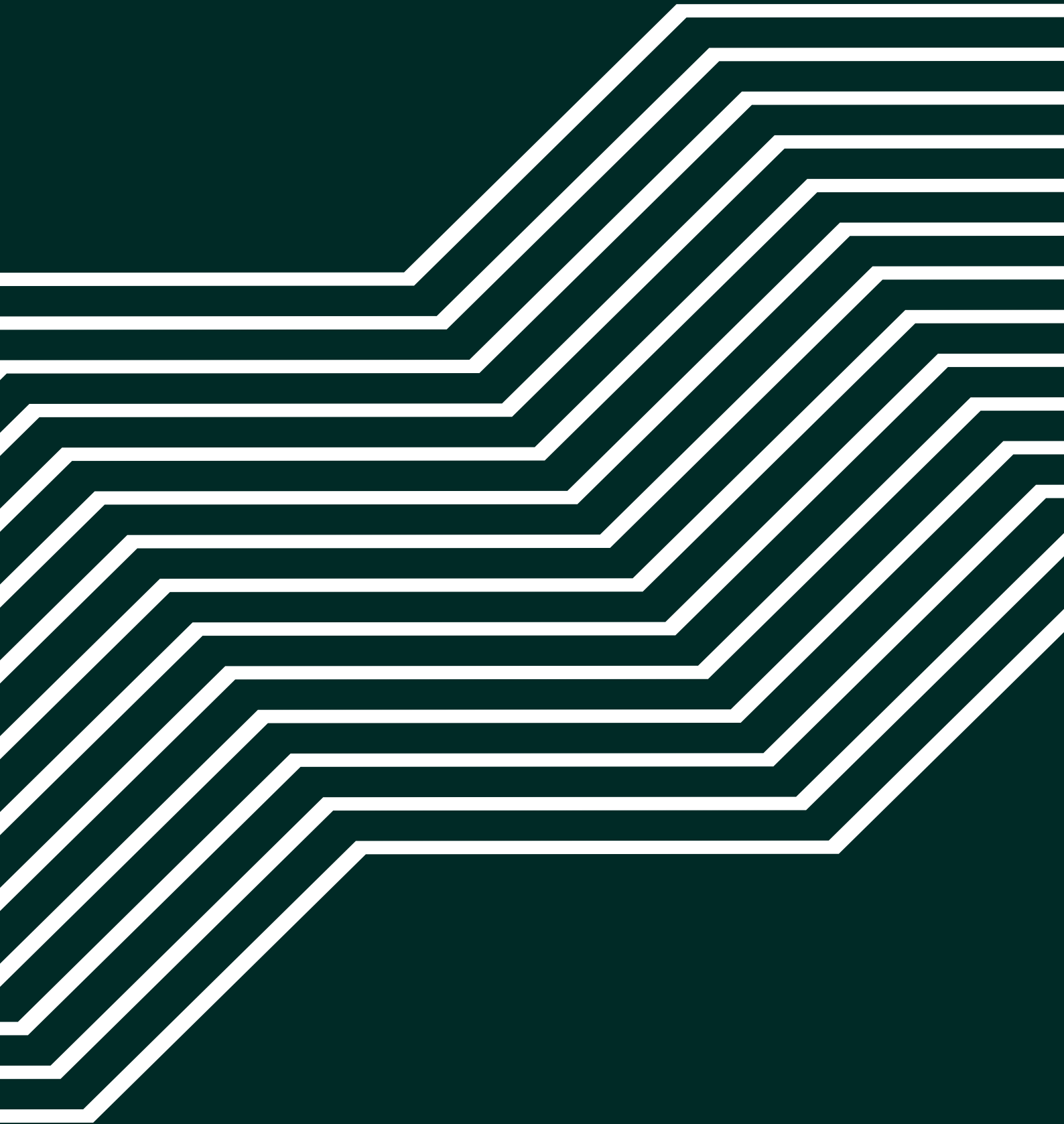
In continuity with the trend observed at the start of the 2023–2024 academic year, 2024 further consolidated the full occupancy of rooms, despite the Company not applying significant rate increases to offset inflationary cost dynamics.

Noteworthy is the continued positive growth of the hybrid hospitality business, boosted by the opening of two new residences in Milan NoM and Trieste. CampusX closed 2024 with total revenues of €31.2 million, an increase of €7.9 million compared to 2023 (+34%), and a net profit of €2.4 million.

This performance reflects the Company's further organisational, income and asset strengthening, in line with the positive trend of recent years.

This acceleration has been made possible thanks to the hybrid hospitality model, which combines student residences with hotel rooms and, in the future, co-working spaces. It is a business model based on detailed procedures, innovative systems and a professional, motivated team made up of young women and men with an average company age of 32.

This strong growth phase, however, came with costs associated with the launch of new properties (in particular, the Milan NoM site, which began soft-opening operations in February 2024 and closed with a negative result of approx. €0.4 million), as well as with the strengthening of the organisational structure (+€1 million, including €0.7 million in staff costs). These investments, while necessary for future expansion, prevented the 2024 results from fully reflecting the significant progress CampusX has made financially and economically, despite the strong revenue growth.

Nonetheless, the Company maintained a sound financial position, with net equity of €5.8 million and a solid cash position of €9.7 million (including short-term financial assets). More detailed information on 2024 financial performance is available in the financial statement package attached to this Report.

6.1 Economic Value Generated and Distributed

For an organisation to embark on a path of responsible development, it is essential to consider the interrelation between the three dimensions of sustainability: environmental, interrelational, and economic. Economic sustainability, in particular, determines the ability to contribute to the generation of added value for stakeholders.

- The economic value represents the outcome of the Company's operations in creating wealth through its production processes, and more importantly, through the efforts of all individuals working in the various operational sites.

This value is calculated by reclassifying data from the income statement and is considered the primary accounting measure for the Sustainability Report. The economic statement for FY 2024 has been reclassified to illustrate the economic value generated and distributed to various internal and external stakeholders, either directly or indirectly.

- **Economic value generated** refers to production value as shown in the income statement.
- **Economic value distributed** includes costs reclassified by stakeholder category.
- The difference between these two figures determines the **economic value retained,** which includes the net result for the year (profit or loss), amortisation, and provisions.

Valori in €	2024	2023	2022	Var. 23-24	Var. % 23-24
Economic value generated	**31.204.403**	**23.304.263**	**19.270.247**	**7.900.139**	**33,9%**
Operating costs	20.409.834	15.047.961	15.267.280	5.361.872	35,6%
Personnel costs	5.424.025	3.767.556	2.770.452	1.656.470	44,0%
Interest and other charges	24.528	28.118	30.176	(3.590)	-12,8%
Costs to Public Administration and taxes	1.794.008	1.336.333	316.284	457.675	34,2%
Economic value distributed	**27.652.395**	**20.179.968**	**18.384.192**	**7.472.427**	**37,0%**
Retained economic value	**3.552.008**	**3.124.295**	**886.054**	**427.713**	**13,7%**
Net profit (or loss) for the year	2.426.403	2.281.489	(70.888)	145.009	6,4%
Economic value generated	**31.204.403**	**23.304.263**	**19.270.247**	**7.900.139**	**33,9%**
Operating costs	20.409.834	15.047.961	15.267.280	5.361.872	35,6%

The economic value generated for the year 2024 amounted to **€31,204,403** (+€7,900,139, an increase of 33.9% compared to FY 2023).

In 2024, the generated value was distributed as follows:

- **Operating costs** represent the expenses incurred towards all suppliers of goods and services essential to the organisation's activities. These costs amounted to **€20,409,834**, representing **65.4% of the total economic value generated** (the largest share of the total), and recorded an increase of 35.6% compared to the previous year.

- **Personnel** received a share of **€5,424,025**, accounting for 17.4% of the **economic value generated.** This category refers to employed staff.

- **Payments to Public Administration**, which includes direct and indirect taxes, amounted to **€1,794,008** in 2024 (**5.7% of the economic value generated**). This figure represents the contribution made by the organisation to cover the expenses of the national public system.

- The share recognised for the **financial system** totalled **€24,528 (0.1% of the economic value generated)**. This category refers to the banking institutions providing credit within the organisation. The remuneration in this case stems mainly from interest charges on loans and credit lines.

The economic value distributed to stakeholders in 2024 was therefore **€27,652,395**, representing a **37% increase** compared to 2023.

The economic value retained, on the other hand, amounted to **€3,552,008** (equal to **11.4% of the total**, with a **positive change of 13.7%** compared to the previous year).

This value includes the total of amortisations, provisions, and net profit for the year, which amounted to **€2,426,403** (compared to a profit of €2,281,489 in 2023).

GRI   Content index

CampusX S.r.l. has prepared this report in accordance with the GRI Standards for the reporting period from **01/01/2024 to 31/12/2024**, using the "**with reference**" option.
 The following table shows the correlation between the information contained in the CampusX 2024 Sustainability Report and the GRI Standards.

Statement of Use	This Sustainability Report discloses the following GRI information for the period 01/01/2024 – 31/12/2024 of CampusX S.r.l.
GRI 1	GRI 1 - Foundation 2021

GRI 2   General Disclosures 2021

Material Topic / GRI Disclosure		Reference Chapter / Paragraph / Location	Standard Notes / Omissions
The organization and its reporting practices			
2-1	Organizational details	1. Identity and Strategy	–
2-2	Entities included in the organization's sustainability reporting	Methodological Note	–
2-3	Reporting period, frequency, and contact point	Methodological Note	–
2-4	Restatements of information	3.1 Human Resources	Revisions of information are indicated in the text.
2-5	External assurance	–	The CampusX 2024 Sustainability Report has not undergone external assurance. The document was prepared with the methodological support of Grant Thornton Consultants S.r.l.
The organization and its reporting practices			
2-6	Activities, value chain, and other business relationships	1. Identity and Strategy	–
2-7	Employees	3.1 Human Resources	–
2-8	Non-employee workers	3.1 Human Resources	–

GRI Disclosure / Material Topic		Reference Chapter / Paragraph / Location	Notes / Standard Application / Omissions
Governance			
2-9	Structure and composition of the governance body	5.1 Governance Structure	–
2-10	Nomination and selection of the highest governance body	5.1 Governance Structure	–
2-11	Chair of the highest governance body	5.1 Governance Structure	–
2-12	Role of the highest governance body in overseeing the management of impacts	5.1 Governance Structure	–
2-13	Delegation of responsibility for managing impacts	5.1 Governance Structure	–
2-14	Role of the highest governance body in sustainability reporting	5.1 Governance Structure	–
2-15	Conflicts of interest	–	No conflicts of interest occurred during the reporting period.
2-16	Communication of critical concerns	–	No critical concerns were reported during the reporting period.
2-17	Collective knowledge of the highest governance body	5.1 Governance Structure	–
2-18	Evaluation of the performance of the highest governance body	–	During the reporting period, CX's highest governance body was not subject to performance evaluation.
2-19	Remuneration policies	5.2 Management Remuneration Policy	–
2-20	Process to determine remuneration	–	During the reporting period, no specific process to determine remuneration was in place.
2-21	Annual total compensation ratio	–	For confidentiality reasons, CX does not disclose the annual total compensation ratio.
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Letter to Stakeholders	–
2-23	Policy commitments	2.3 CampusX Sustainability Plan 2. CampusX and Sustainability 5.3 Code of Ethics	–

GRI Disclosure / Material Topic	Reference Chapter / Paragraph / Location	Notes / Standard Application / Omissions
Strategy, Policies and Practices		
2-24 Embedding policy commitments	5. Corporate Governance	–
2-25 Processes to remediate negative impacts	–	Currently, CX has not yet implemented formal processes to remediate potential negative impacts in terms of sustainability. However, the company is committed to addressing any adverse impacts arising from its activities by preparing appropriate remediation processes.
2-26 Mechanisms to seek advice and raise concerns	–	There are currently no formal mechanisms in place to seek advice or raise concerns related to business conduct.
2-27 Compliance with laws and regulations	–	No cases of non-compliance with laws and regulations were reported and no penalties were incurred.
2-28 Membership in associations	–	CX is not a member of any national and/or international associations.
Stakeholder Engagement		
2-29 Approach to stakeholder engagement	2.1 Stakeholder engagement	–
2-30 Collective bargaining agreements	3.1 Human Resources	–
GRI 3 Material Topics		
3-1 Process to determine material topics	2.2 Materiality Analysis	–
3-2 List of material topics	2.2.1 Materiality Matrix	–
3-3 Management of material topics	2.3 CampusX Sustainability Plan	–
Energy Efficiency		
3-3 Management of material topics	4.1 Energy Consumption	–
302-1 Energy consumption within the organization	4.1 Energy Consumption	–
302-4 Reduction of Energy Consumption	4.1 Energy Consumption	–

GRI Disclosure / Material Topic		Reference Chapter / Paragraph / Location		Notes / Standard Application / Omissions
Customer experience				
3-3	Management of material topics	1	IIdentity and Strategy	–
Inclusion and Accessibility				
3-3	Management of material topics	3.2.1	Scholarships	–
GRI Disclosure / Material Topic				
Economic Performance				
201-1	Direct economic value generated and distributed	6.1	Economic Value Generated and Distributed	–
Water				
303-1	Interactions with water as a shared resource	4.2	Water Resource	–
303-5	Water consumption	4.2	Water Resource	–
Employment and Human Resources Management				
401-1	New hires and employee turnover	3.1	Human Resources	–
404-1	Average annual training hours per employee	3.1.2	Training of Human Resources	–
404-3	Employees receiving regular performance and career development reviews	3.1 3.1.2	Human Resources Training of Human Resources	–
Health and Wellbeing				
403-1	Occupational health and safety management system	3.1.1	Health and Safety at Work	–
403-9	Work-related injuries	3.1.1	Health and Safety at Work	–
Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	3.1.3	Diversity and Equal Opportunity	–
405-2	Ratio of basic salary and remuneration of women to men	3.1.3	Diversity and Equal Opportunity	–
Relations with Universities				
413-1	Activities involving local communities, impact assessments and development programs	2.3 3.2	CampusX Sustainability Plan 2024 Projects and Initiatives	–

GRI Disclosure / Material Topic		Reference Chapter / Paragraph / Location		Notes / Standard Application / Omissions
Community Development				
413-2	Operations with significant actual and potential impacts on local communities	3.2	2024 Planning and Initiatives	–
Digitalization of Services and Business Processes				
NO GRI	Topic Management	1.4	Our Business Model	–
ESG Certifications				
NO GRI	Topic Management	2.3	CampusX Sustainability Plan	–
Supply Chain Sustainability				
NO GRI	Topic Management	2.3	CampusX Sustainability Plan	–
		3.2.2	Solidarity Initiatives	
		3.2.3	Environment and Active Citizenship	
Waste Reduction				
NO GRI	Topic Management	2.3	CampusX Sustainability Plan	–
		3.2.3	Environment and Active Citizenship	
Sustainable Waste Management				
NO GRI	Topic Management	2.3	CampusX Sustainability Pla	–
		3.2.3	Environment and Active Citizenship	

Note e appunti

Note e appunti

CampusX - Sustainability Report 2024

Note e appunti

2024 Sustainability Report

Roma
(+39) 06 95222501
hello.rometorvergata@
cx-place.com

Bari
(+39) 080 917 6000
hello.bari@cx-place.com

Torino Marconi
(+39) 011 0867200
hello.turinmarconi@
cx-place.com

Milano Bicocca
(+39) 02 8089 6570
hello.milanbicocca
@cx-place.com

Firenze
(+39) 055 5388601
hello.florencerifredi@
cx-place.com

Chieti
(+39) 0871 540677
hello.chieti@cx-place.com

Torino Vanchiglia
(+39) 011 19464800
hello.turinvanchiglia@
cx-place.com

Milano NoM
(+39) 02 89 698 219
hello.milannom@cx-place.com

Trieste Giulia
(+39) 040 993 2519
hello.triestegiulia@
cx-place.com

Venezia Mestre
(+39) 041 887 6682
hello.venicemestre@
cx-place.com

Napoli Centrale
(+39) 081 1808 8991
hello.naplescentrale@
cx-place.com

Modena Crocetta
(+39) 059 867 8487
hello.modenacrocetta@
cx-place.com

Per maggiori informazioni
headoffice@cx-place.com
www.cx-place.com

by
CX LIVING