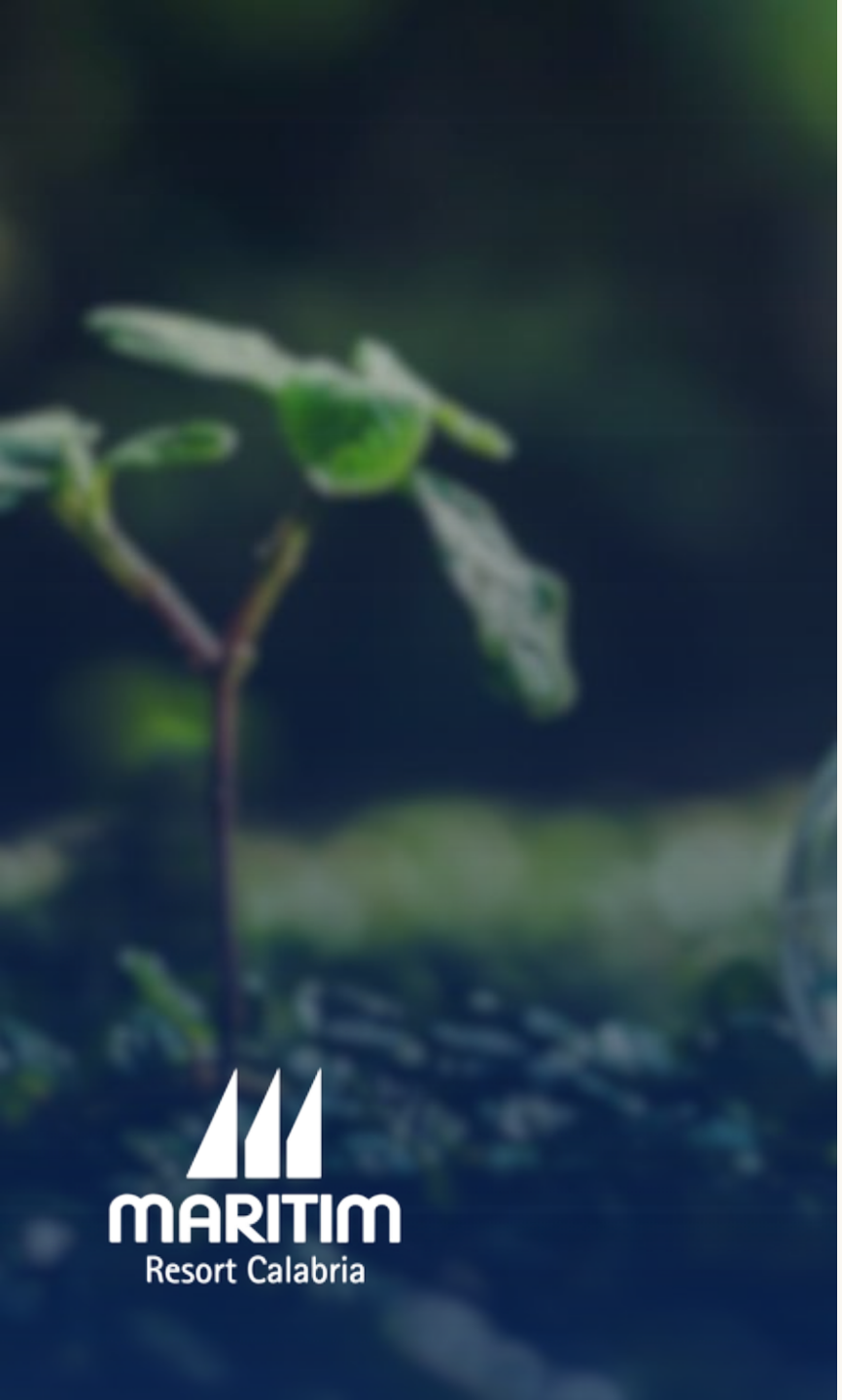
MARITIM
Resort Calabria



T&D EXCLUSIVE

OUR SUSTAINABLE ACTIONS

September 2024 – first revision September 2025 – second revision October 2026



Contents

01	INTRODUCTION	03
02	OUR COMMITMENT TO SUSTAINABILITY	05
03	WHY WE CHOSE GSTC	06
04	THE RESORT	07
05	THE LOCAL AREA	10
06	PUTTING PEOPLE FIRST	13
07	OUR STAFF	15
08	CULTURAL SUPPORT FOR THE COMMUNITY	18
09	SOCIAL SUPPORT FOR THE COMMUNITY	20
10	LOCAL AND FAIR SUPPLY CHAIN	21
11	GREEN AND EFFICIENT PURCHASING	24
12	ENERGY	25
13	CONSUMPTION	26
14	SUSTAINABLE MOBILITY	27
15	WASTE REDUCTION	28
16	HYDROGEOLOGICAL RISK ANALYSIS	29
17	CONSERVATION OF BIODIVERSITY, ECOSYSTEMS AND LANDSCAPE	30
18	CONCLUSION	31







01

INTRODUCTION

We are pleased to present the Sustainability Report of T&D Exclusive srl (now operating under the Maritim Resort Calabria brand), a document that reflects our commitment to social, environmental and economic responsibility. This report is the result of work aimed at integrating sustainability into every aspect of our activities, and it reflects our determination to create shared value for all our stakeholders.

At T&D, sustainability is not just a strategic objective but a guiding principle that shapes our everyday decisions. We are committed to minimising our environmental impact, promoting social inclusion and maintaining high standards of governance, aware that these elements are essential to the resilience and long-term success of our company.
We know that the path towards sustainability is constantly evolving. We have set even more ambitious goals for the future, with the intention of further strengthening our leadership in sustainability.

We sincerely thank all our stakeholders for their support and trust. Together, we can make a difference and help build a more sustainable future for generations to come.



Antonella Ingrid Greco

Legal Representative



02

OUR COMMITMENT TO SUSTAINABILITY

The Sustainability Report provides an overview of our initiatives and the results achieved over the past year. Each year we will add updates on the activities undertaken. The main topics covered include:

Environment

A description of the actions taken to reduce our greenhouse gas emissions, improve energy efficiency, manage water resources responsibly and reduce waste.

Society

Initiatives to promote the well-being of our employees, respect for human rights and a positive impact on the communities in which we operate.

Governance

Improvements in transparency, ethics and corporate integrity.

03

WHY WE CHOSE GSTC



We decided to embark on a path towards greater sustainability by following the international standard of the **Global Sustainable Tourism Council**. This framework asks us to assess the sustainability of our facilities not only from an environmental point of view, but also from a management, social, economic and cultural one.

We chose GSTC because it is a globally recognised international language. The standards we have met through our actions and commitment are shared worldwide. It is also a **“third-party”** certification.

Third-party certification is a process through which an organisation or product is assessed and verified by an independent body, external to the company or individual seeking certification. This body, known as the “third party”, is responsible for ensuring that specific requirements are met, thereby providing impartial assurance of the quality, compliance and safety of the product, service or system concerned.

> *In short, third-party certification is a seal of quality and compliance that is recognised and respected worldwide, offering consumers and businesses tangible assurance of the integrity and reliability of whatever is certified.*

It is precisely these principles that led us to choose GSTC: to guarantee our staff, guests, suppliers, communities, institutions and all other stakeholders that we operate with transparency and integrity.



04

THE RESORT





04

SERVICES

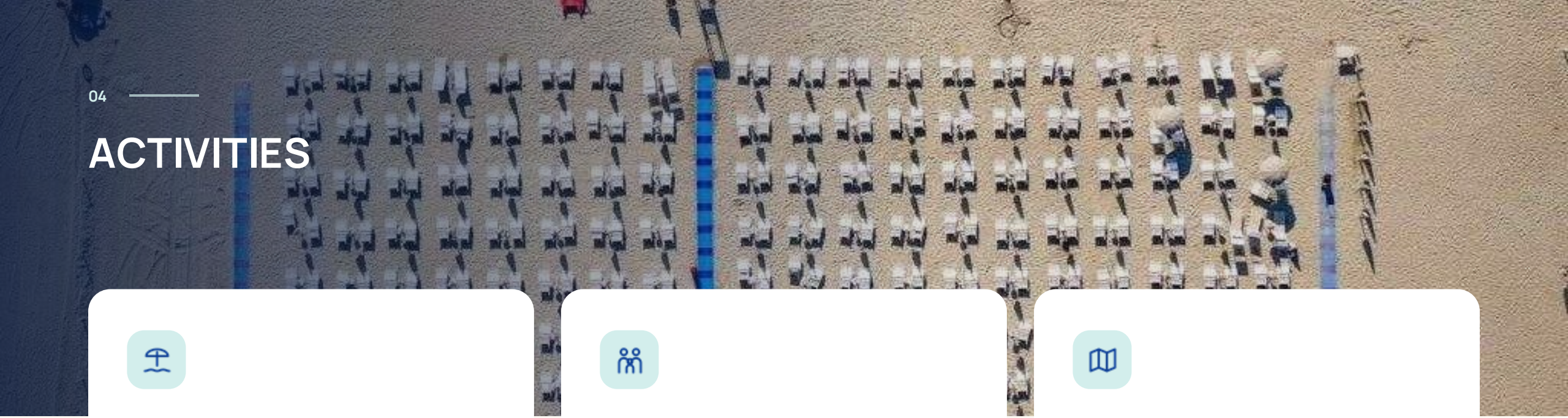
Accommodation: The resort has 324 rooms in several categories to meet the needs of every type of guest. Rooms include standard rooms, family rooms and suites, all furnished in a modern style and equipped with comforts such as air conditioning, satellite TV, minibar, safe and Wi-Fi.

Spa and wellness: Maritim Resort Calabria has a fully equipped wellness centre with thermal treatments, sauna, Turkish bath and a range of massages and beauty treatments.

Entertainment: The resort offers a daily entertainment programme, activities for children and teenagers, themed evenings and live music.

Dining: The food offering is wide and varied, with restaurants serving Italian and international dishes made with fresh, local ingredients. Options for special diets are also available.

Sports: Guests can enjoy a wide range of sports, including tennis, beach volleyball, water sports, fitness and much more. The resort is ideal for those who like to stay active on holiday.



04

ACTIVITIES

Private beach:

The resort has a beautiful private beach equipped with sunloungers and parasols, ideal for relaxing in the sun or enjoying water sports.

Family-friendly:

Maritim Resort Calabria is particularly well suited to families, thanks to facilities dedicated to children such as a kids' club, play areas and an activity programme designed for little ones.

Excursions and cultural activities:

Thanks to its location, the resort also offers excursions to discover Calabria, visiting historic villages and archaeological sites and tasting typical local products.

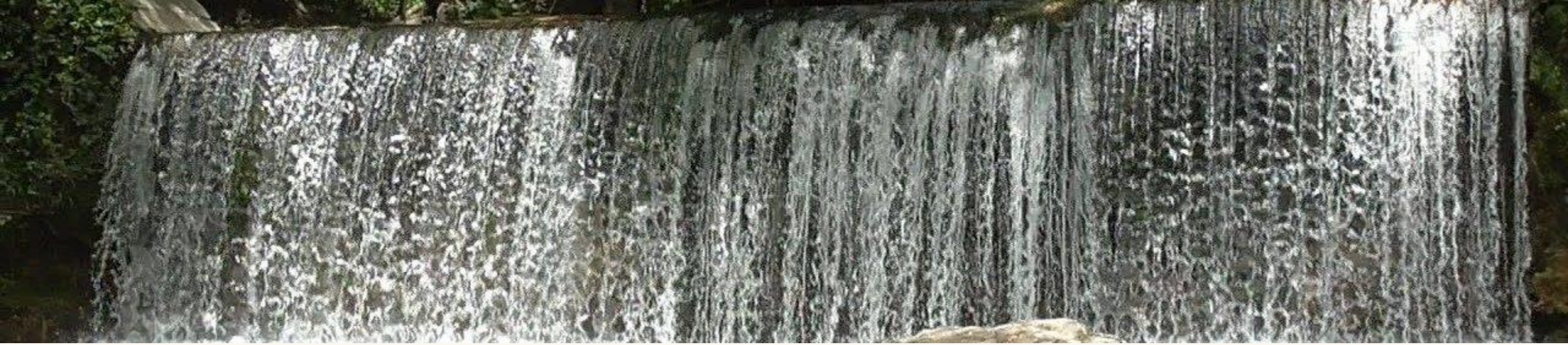


05

THE LOCAL AREA

Maritim Resort Calabria is located in one of Italy's most fascinating and least-known regions: Calabria. The resort lies in the north-east of the region, near the town of Villapiana in the province of Cosenza, and overlooks the Ionian Sea.
The resort is set in an area rich in history, culture and natural beauty. Its privileged location allows guests to explore some of Calabria's most fascinating destinations while enjoying maximum comfort and relaxation at the resort.

Calabria is a region with a great variety of landscapes, ranging from splendid coastlines to the imposing mountains of the Calabrian Apennines. The area around the resort is known for its long golden-sand beaches, lapped by crystal-clear waters and surrounded by lush Mediterranean vegetation. This combination of sea and nature offers an ideal setting for a holiday devoted to relaxation and contact with nature.



01

Pollino National Park

A short distance from the resort, Pollino National Park is the largest national park in Italy and offers breathtaking scenery with mountains, rivers, forests and rich biodiversity. It is the ideal place for excursions, trekking and birdwatching. The park is also home to the Bosnian pine (pino loricato), a tree that is a symbol of Calabria.

02

Civita and the Devil's Bridge

Civita is a charming village of Albanian origin in Pollino National Park, known for its characteristic houses and the Devil's Bridge, an ancient stone bridge spanning the Raganello stream. It is a must-see for lovers of history and culture.

03

Rossano and the Liquorice Museum

The town of Rossano, famous for its historic centre and the Codex Purpureus, a 6th-century Byzantine manuscript, is also home to the "Giorgio Amarelli" Liquorice Museum, where visitors can discover the history of liquorice production, which has ancient roots in this area.



04

Sybaris and its Archaeological Site

Sybaris was an ancient Greek colony that played an important role in the history of Magna Graecia. The archaeological excavations at Sibari allow visitors to explore the ruins of one of the richest and most powerful cities of antiquity, with remains of houses, streets and theatres.

05

Villapiana

The nearby village of Villapiana, with its picturesque historic centre, is ideal for a relaxing stroll. The town is renowned for its hospitality and culinary traditions, offering the chance to taste typical Calabrian dishes.

06

Roseto Capo Spulico Castle

About an hour from the resort stands the Castle of Roseto Capo Spulico, an imposing medieval fortress perched on a cliff overlooking the sea. The castle is an example of Norman architecture and offers spectacular panoramic views.

06

PUTTING PEOPLE FIRST

Our commitment to the area also means hiring local staff, helping to keep the community alive. Our staff are our most valuable resource in ensuring a high-quality experience.

We monitor our staff's motivation and satisfaction through questionnaires that help us understand and identify any issues, gathering ideas to improve their well-being in the workplace.

The number of staff on site varies with the season.



KEY FIGURES AT A GLANCE

	2024	2025	2026
Number of staff	100 to 250	154	272
% of local staff	77.66%	68.82%	62.12%
% of local staff who return every year	70%	73.38%	73.53%
% gender	 Men: 44.98% Women: 55.02%	 Men: 53.90% Women: 46.10%	 Men: 56,62% Women: 43.38%
Average age	38 years 9 months	38 years 6 months	38 years 3 months



07

OUR STAFF

We want to promote work as a source of social recognition, dignity and personal fulfilment, encouraging passionate participation in the company's project as a key driver of growth and enrichment for T&D itself, through:

Growth opportunities in a stimulating work environment where staff feel free to express their abilities and invest in themselves, fuelling their passion for hospitality. Our hotel team is one big family, and only by creating a safe, respectful and peaceful working environment can we ensure their satisfaction and that of our guests.



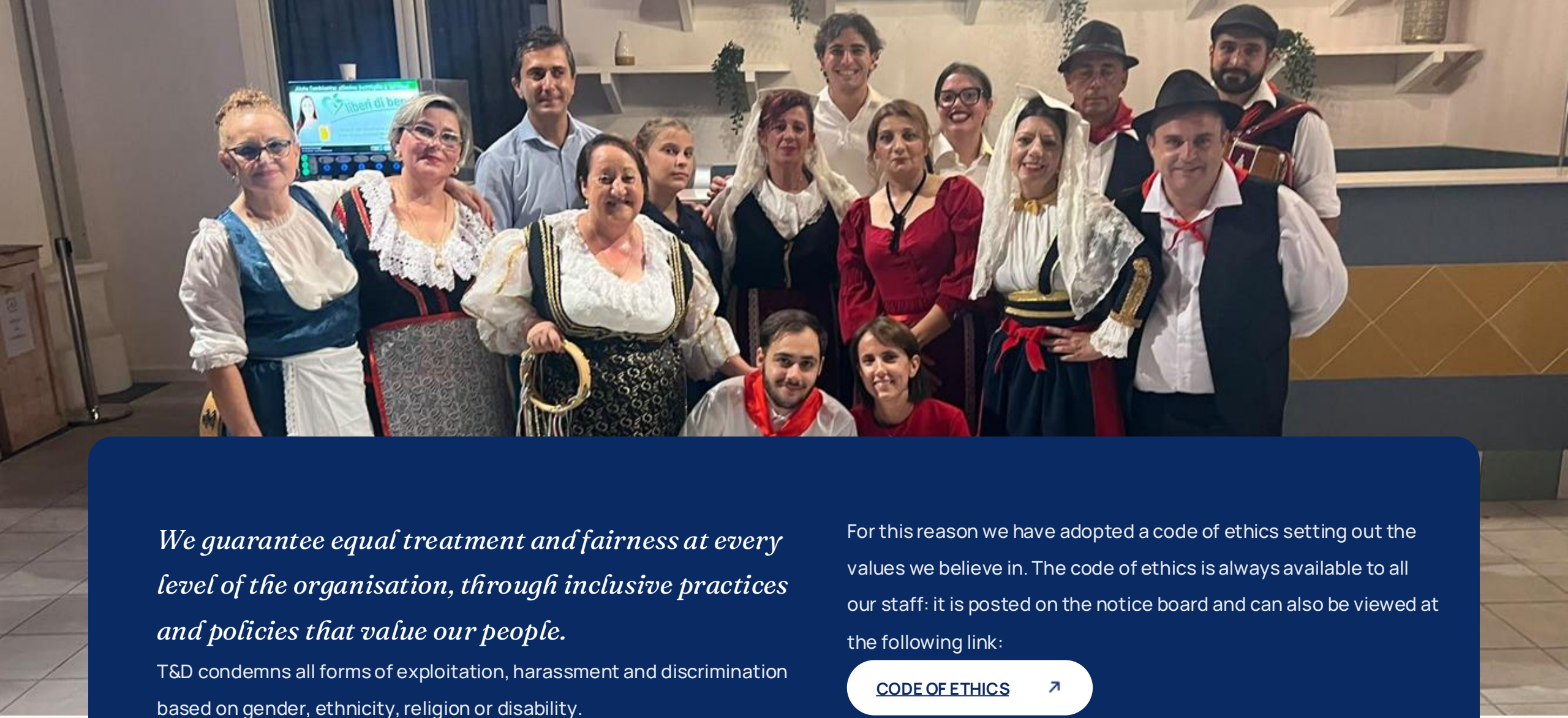
We comply with national labour law and are committed to providing a stimulating and caring work environment.

For example, all our staff can stay in a high-quality staff house where cleaning, meals and accommodation are provided. Each room is shared by a minimum of 2 and a maximum of 3 people, ensuring a high standard. Rooms have Wi-Fi and a Smart TV, and there is a common area for all staff.

We always try to organise work around staff requests, ensuring a healthy and fair balance between their professional and personal lives.

Employee benefits include:

- use of the gym
- use of the staff canteen and/or restaurant
- one evening out a week at one of our bars when targets are met
- laundry service
- medical assistance



We guarantee equal treatment and fairness at every level of the organisation, through inclusive practices and policies that value our people.

T&D condemns all forms of exploitation, harassment and discrimination based on gender, ethnicity, religion or disability.

For this reason we have adopted a code of ethics setting out the values we believe in. The code of ethics is always available to all our staff: it is posted on the notice board and can also be viewed at the following link:

CODE OF ETHICS ↗

08

CULTURAL SUPPORT FOR THE COMMUNITY

We are committed to generating a positive impact and supporting culture and the preservation of the beauty of places of art, promoting “benevolent tourism” that also offers guests opportunities for cultural enrichment through:

- presenting the history and traditions of the area: cultural, artistic, craft, food and wine, and entrepreneurial;
- promoting and supporting culture and traditions and their preservation.
- The rich historical, cultural and traditional heritage of our area must therefore be protected and promoted.



08

CULTURAL SUPPORT FOR THE COMMUNITY

ART EXHIBITION: The aim of this initiative is to make the works of artists from our region accessible to a wide international audience, allowing art lovers to support local artists by buying their works.

In 2024

EVENING MARKET: supporting local businesses by organising an evening market where local entrepreneurs display their products, making them available to a wide international audience.

In 2025

FIDAPA "TERSICORE" LITERARY PRIZE: a competition for secondary school students, designed to encourage reflection on the environment, the local area and gender equality.

In 2026

SPONSORSHIP OF THE PATRONAL FEAST OF SS. MARIA DEL PIANO: from 13 to 15 August 2026, organised by Petrae, the Villapiana festival committee, to help make the event possible.

09

SOCIAL SUPPORT FOR THE COMMUNITY

We also firmly believe that the community we belong to should be supported through concrete actions that help the people who are part of it:

In 2026 we have again confirmed our practical commitment:

Municipality of Villapiana: financial support for various local associations and events

Trebisacce Calcio: sponsor of the Trebisacce football club

Virgo Fidelis: financial and food support for the family home (Casa Famiglia) of the Virgo Fidelis Institute

Local associations: we make our hotel's spaces available for conferences open to the local community

In 2025, in particular, we organised 2 conferences:

"Sustainability in Tourist Accommodation" conference: a conference focusing on good sustainability practices in the hospitality sector, with the participation of local operators, industry experts and institutions.

Medical conference "Cancer in the Upper Ionian Area": sponsorship of an event dedicated to health awareness and information in the local area.



Our commitment also extends to the care and selection of our supply chain.

For example, in our food offering we aim to showcase the produce of our area, serving traditional dishes made with local products such as:

- **Caciocavallo cheese**
- **Pennette with sausage and olives**
- **Calabrian-style maccaruni**
- **Sautéed chicory with chilli**
- **Sweet-and-sour Tropea onions**
- **Cerchiara fresella**
- **Scapece**



10

LOCAL AND FAIR SUPPLY CHAIN

Some of the **procedures** we have adopted aim at:

Buying from local suppliers (within 200 km): working with local suppliers to reduce transport-related CO2 emissions and support the local economy. In 2025 they accounted for **66.89%**. For 2026, the figure updated to October is:

Seasonality: planning menus around the seasonal availability of ingredients, reducing environmental impact and ensuring food freshness.

Promoting local varieties: fostering a virtuous cycle that lets us serve the very best, promoting local and short-supply-chain products.

Using ingredients in full: applying cooking techniques that make the most of every part of the food, keeping waste to a minimum.



10

OUR LAND ON THE TABLE

In our food offering we aim to showcase the produce of our area, serving traditional dishes made with local products such as:

- *Pepper frittata*
- *Trebisacce-style fish soup*
- *Semifreddo with Trebisacce late oranges*
- *Sibari mozzarella*
- *Cerchiara frese*
- *Cerchiara bread*
- *Caffè cokito*
- *Vegan and vegetarian dishes always available at our buffet*
- *Orecchiette with turnip tops*
- *Scapece*
- *Zeppole alla Nuja*



10

LOCAL PRODUCTS

We have mapped all our purchases to understand where the products we use come from.

200 km

We define local products as those sourced within **200 km**, which therefore also includes products from parts of the Puglia and Basilicata regions.

In 2025 and 2026, all our fresh produce comes from the local supply chain.



11

GREEN AND EFFICIENT PURCHASING

ACTIONS TAKEN:

Eliminating plastic and single-use products wherever possible:

We have introduced glass tumblers in all our rooms.

Plastic bottles have been eliminated. Water in glass bottles is available to our guests at lunch and dinner.

On arrival, every guest receives a free reusable water bottle that can be refilled at the water dispensers around the resort.

All rooms have soap and shampoo dispensers instead of single-use courtesy sets, and the products we use are Ecolabel-certified.

At breakfast and in the buffet area we have also introduced dispensers for jams and sauces.

We buy certified paper products (toilet paper, napkins, etc.).

We have mapped all our cleaning products and are gradually replacing them with products certified with the Ecolabel or other eco-labels.

Wherever possible, we make a point of choosing organic or fair-trade products.

ENERGY



We have solar panels that we use to produce hot water.

We are working towards setting up a “renewable energy community”.

We have launched awareness campaigns for staff and guests on mindful energy use (e.g. signs reminding people to switch off the lights).

100%

100% of the resort’s lighting is LED.

CONSUMPTION

Our figures

Data	2024 (Jan–Dec)	2025 (Jan–Dec)	2026 (Jan–Sep, to date)	Change % 25/24	Change % 26/25	2024 · 2025 · 2026
Overnight stays (guest nights)	**83,631**	**53,952**	**71,008**	-35.5%	+31.6%	
Consumption per overnight stay						
Electricity (kWh/stay)	25.44	33.62	25.02	+32.2%	-25.6%	
Gas (Sm^3/stay)	0.781	1.067	0.543	+36.7%	-49.1%	
Water (litres/stay)	659	395	619	-40.1%	+56.9%	
CO_2 (t CO_2e/rn CALENDAR YEAR)	**954.20**	**816.85**				



14

SUSTAINABLE MOBILITY

Public transport in our area has room for improvement and does not make it easy to get around in an organised way.
Our guests currently come from both abroad and Italy.

Almost all our international guests (e.g. from Poland and the Czech Republic) travel by air and then reach the resort by organised shuttle.
Once they arrive, however, we encourage alternative ways of getting around and invite guests to join organised excursions to explore the area.
An information point in the resort lobby always provides all available public transport timetables.
We have 40 bicycles available for our guests, as well as 3 electric vehicle charging points.

40
bicycles

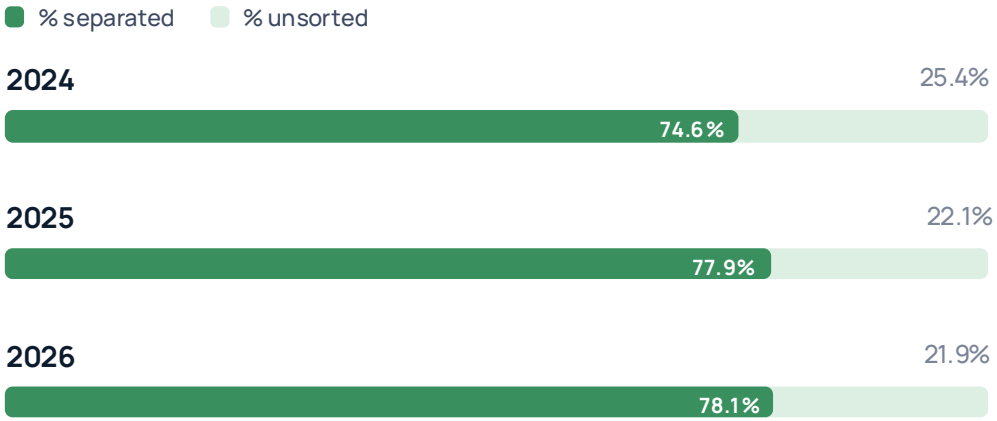
3
electric vehicle charging points

WASTE REDUCTION

We monitor the waste produced by our resort and take action to reduce it:

- Through efficient purchasing
- By limiting waste
- By recovering waste materials
- By encouraging separate waste collection

Separate waste collection analysis



Year	% unsorted	% separated
2024	25.4%	74.6%
2025	22.1%	77.9%
2026	21.9%	78.1%



16

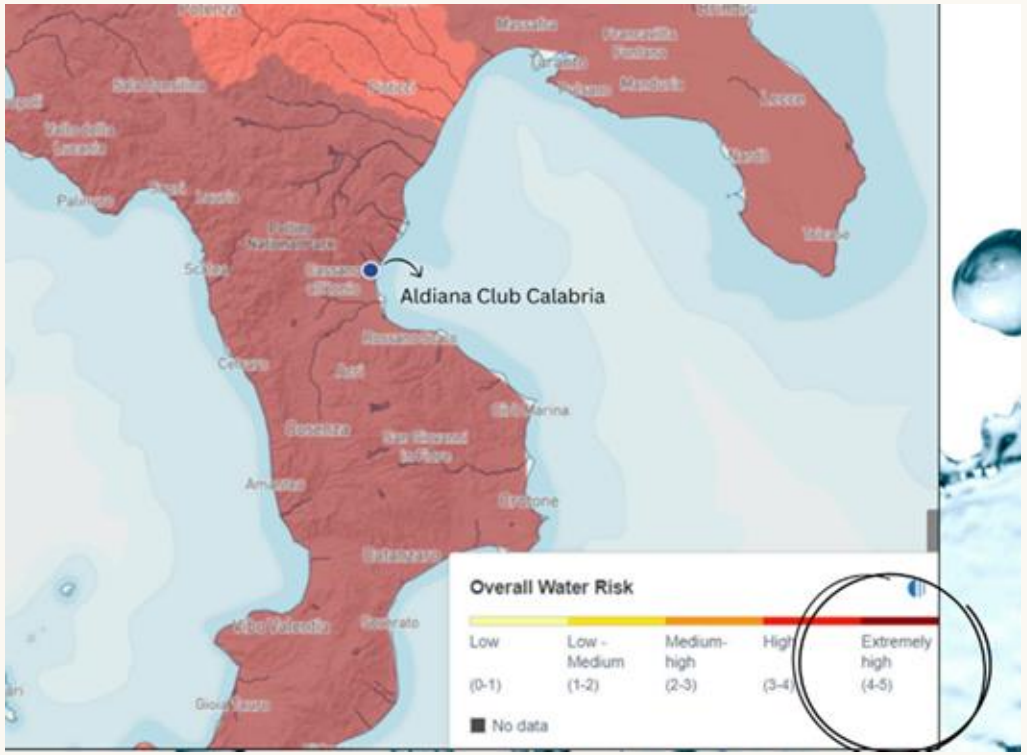
HYDROGEOLOGICAL RISK ANALYSIS

We have analysed the hydrogeological risk in our area.

Unfortunately, the data are not reassuring:

The climate crisis is increasingly affecting water availability too. That is why we are committed to reducing consumption, including through awareness-raising activities for staff and guests. We have also adopted the following measures:

- Toilet flush volume reducers
- Aerators in the showers
- Flow reducers
- Drip irrigation or automatic systems in green areas
- Towels and bed linen changed on request



17

CONSERVATION OF BIODIVERSITY, ECOSYSTEMS AND LANDSCAPE

We take care of our land, respecting the plants and wildlife that call it home:

- Our gardens use only plants native to the Mediterranean maquis.
- We have created a small herb garden that our chef uses in the dishes we serve.
- We manage and care for our green areas following environmentally friendly rules and protocols.





CONCLUSION

This sustainability report represents our organisation's tangible commitment to a more sustainable and responsible future. We have undertaken a series of initiatives aimed at minimising environmental impact, promoting social responsibility and improving corporate governance. These efforts reflect not only our dedication to creating long-term value for our stakeholders, but also our desire to make a positive contribution to the communities in which we operate and to the planet as a whole.

We recognise that the path to sustainability is constantly evolving and requires continuous improvement. We will therefore continue to monitor, measure and review our practices, striving to integrate sustainability principles into every aspect of our business. The environmental and social challenges we face today are complex, but we are confident that through collaboration, innovation and commitment we can overcome them and create a lasting impact.

We would like to express our gratitude to our employees, partners, customers and all the stakeholders who support us. Their participation and support are fundamental to achieving our sustainability goals.

We conclude this report in the belief that, together, we can continue to build a more sustainable and prosperous future for all. We remain committed to providing transparent updates on our progress and to seeking new opportunities to improve our sustainability practices in the years ahead.

MARITIM
Resort Calabria

THANK YOU

First draft Sept. 2024

First revision Sept. 2025

Second revision Oct. 2026

