

ESG governance 2025

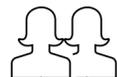
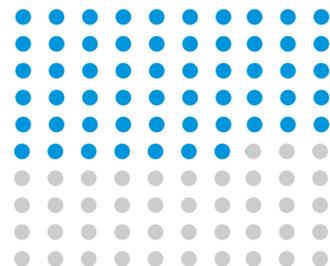
FEMALE REPRESENTATION IN GOVERNING BODIES



BOARD OF
DIRECTORS

57.1%

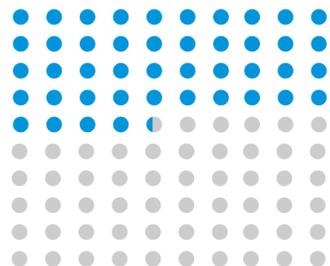
vs 53.3% in 2024



TOP
MANAGEMENT

44.4%

vs 44.4% in 2024



ANNUAL BONUS

5%

LINKED TO
ESG CRITERIA
(100% target
achieved in 2025)



SPECIFIC TRAINING
ON DATA PROTECTION
FOR SPECIALIZED
PROFESSIONALS

100%



IMPROVEMENT

IN KEY ESG
INDICES/RATINGS

- S&P Global CSA
- Sustainalytics
- "A-" rating in CDP



COURSES ON:

- Information security
- Data protection
- Code of ethics
- Corruption and bribery



TRAINED
EMPLOYEES IN
CORRUPTION
AND BRIBERY
PREVENTION

76%



APPROVAL OF
THE RESPONSIBLE
ADVERTISING
POLICY



ARTIFICIAL
INTELLIGENCE
OVERSIGHT
COMMITTEES