

Dear Judge, Laurie S. Silverstein,

We are a group of employees of Zoomarine Italia, primarily from the zoological and scientific departments, who are experiencing great concern regarding the decisions related to the future of the company for which we have worked with passion and dedication for many years.

This concern stems from past management experiences and from the current condition of the Park, which requires significant structural investments and a strategic repositioning focused on the company's most noble core business: the animals, the educational impact, and the contribution to research and nature conservation, as expected of any modern zoo.

In light of the above, we sincerely hope that, in selecting the buyer, careful consideration will be given to financial and project reliability, as well as to a widely recognized reputation in the zoological field, with a strong focus on animals and on the Edutainment component rather than pure entertainment.

Attached are the two appeal letters already sent to the Landers advisors on 10/28/25 and 01/14/26 for your reference.

We thank you for your time and for discretion regarding such a sensitive matter. We extend our respectful regards and trust in your understanding.

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U.S. DISTRICT COURT  
DISTRICT OF DELAWARE



Dear Green Hill Fund

We are a group of employees, directors, supervisors, and collaborators from the main zoological, management, and commercial areas of Zoomarine, who have been working in this park for many years. We have gone through the previous corporate transition that took place 10 years ago in which the company underwent a strong change in terms of strategic positioning and we are currently experiencing this period of further transition with strong apprehension.

We represent the majority of Zoomarine workers who firmly believe that the zoological component of the park, as conceived at the time of its foundation, is the true essence and the winning choice for its enhancement on Italian territory. We believe instead that the mechanical attraction component should return to having an ancillary role of completing the offer.

We are well aware of how essential the commercial success of a private company is and we are convinced that the idea of a modern biopark, especially in this area where there are already many amusement parks, is the winning one, creating a place of immersive and exciting experiences for our visitors in contact with animals and nature.

We consider this phase crucial for the definition of the future 'core business' of Zoomarine and we therefore hope that, in the choice of investors, strategic aspects would be considered, preferring groups that already operate with successful zoological realities and that could bring Zoomarine back to a prestigious positioning within national and international zoological gardens.

We are confident that you can understand our desire for continuous improvement and our ambitions as passionate professionals eager to make a contribution to strengthening the educational value of zoos and raising awareness among the entire community about sustainability and respect for the planet, as well as for a thriving future of Zoomarine.

Thanking you for your time and assured of your understanding, we remain available for any contribution that may be useful on our part in this delicate phase.

Kind regards

Cristina Pilenga *Zoological and Scientific Director*  
 Carla Genovese *Medical and Veterinary Director*  
 Federica Paglia *Birds' Zoological Area Manager*  
 Angelo Henriques *Dolphins' Zoological Area Manager*  
 Vanja Marini *Pinnipeds' Zoological Area Manager*  
 Naomi Solano *CRM, Marketing & Communication Manager*

Alessia Iannarilli *Mascot Manager*  
 Giancarlo De Pollo *F&B Manager*  
 Federico Menichelli *IT Manager*  
 Luigi Garbini *LSS & Water Analyses Coordinator*  
 Giovanni Varano *LSS & Water Analyses Maintainer*  
 Davide Ariando *LSS & Water Analyses Maintainer*  
 Fabiana Fettuccia *Graphic designer*  
 Anna Mignini *Accountant*  
 Daniele La Monaca *Veterinarian*  
 Saverio Meini *Veterinarian*  
 Erica Caccin *Birds' Zoological Area Vice Manager*  
 Andrea Sigismundi *Pinnipeds' Zoological Area Vice Manager*  
 Federica Iacovone *Dolphins' Zoological Area Vice Manager*  
 Fabio Sebastiani *Electrical maintenance professional*  
 Maria Rosaria Antonini *CRM professional*  
 Claudio Ruggiero *Sound engineer*

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*Mascot Manager*  
*F&B Manager*  
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*Graphic designer*  
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*Veterinarian*  
*Veterinarian*  
*Birds' Zoological Area Vice Manager*  
*Pinnipeds' Zoological Area Vice Manager*  
*Dolphins' Zoological Area Vice Manager*  
*Electrical maintenance professional*  
*CRM professional*  
*Sound engineer*

Dear Riveron Fund

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Kind regards

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Angelo Henriques	Dolphins' Zoological Area Manager
Vanja Marini	Pinnipeds' Zoological Area Manager
Naomi Solano	CRM, Marketing & Communication Manager

Alessia Iannarilli	Mascot Manager
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Giovanni Varano	LSS & Water Analyses Maintainer
Davide Ariando	LSS & Water Analyses Maintainer
Fabiana Fettuccia	Graphic designer
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Daniele La Monaca	Veterinarian
Saverio Meini	Veterinarian
Erica Caccin	Birds' Zoological Area Vice Manager
Andrea Sigismundi	Pinnipeds' Zoological Area Vice Manager
Federica Iacovone	Dolphins' Zoological Area Vice Manager
Fabio Sebastiani	Electrical maintenance professional
Maria Rosaria Antonini	CRM professional
Claudio Ruggiero	Sound engineer

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14 gennaio '26

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Gent.mi

Sono diversi mesi che noi dipendenti di Zoomarine assistiamo al processo di transizione dell'Azienda con apprensione e due giorni fa i nostri amministratori ci hanno riferito del grave stato finanziario in cui versa la Società, illustrandoci un periodo di incertezza di cui non è dato conoscere la conclusione, con possibilità anche di cassa integrazione.

Preoccupati che ciò possa compromettere il mantenimento degli standard di attenzione e cura dei quali quotidianamente necessitano gli animali e le strutture che compongono il core business dell'Azienda e per quello che potrà essere il futuro di tutti gli appassionati lavoratori del Parco, siamo a rivolgervi un accorato appello a prendere una decisione più rapida possibile in linea con il core business di Zoomarine, anche se non immediatamente risolutiva di tutta la situazione ma che possa traghettare in modo non traumatico a una acquisizione definitiva e migliorativa.

Da ciò che abbiamo potuto vedere in questi mesi, le Società interessate a Zoomarine che sono state presenti nei sopralluoghi in loco, sono state il gruppo 'Costa', proprietario già dell'Acquario di Genova e Oltremare di Riccione, e la Società Open Nature già proprietaria di 'Zoom Torino' e 'Parco Natura viva', entrambi gruppi solidi e di spiccata esperienza e credibilità nel mondo della gestione zoologica.

Non sappiamo, non abbiamo visto e non ci è stato riferito di altre società interessate all'acquisizione della nostra Azienda che necessita altresì di importanti interventi infrastrutturali per il mantenimento degli habitat in cui gli animali sono ospitati e di investimenti per il futuro radioso che tutti ci auguriamo.

Auspichiamo che ogni eventuale altra Società interessata all'acquisizione di Zoomarine venga da voi valutata alla luce delle medesime caratteristiche dei Gruppi sopracitati (Costa e Open Nature) che a nostro avviso rappresentano attualmente le realtà migliori e più solide in Italia in grado di prendersi cura e migliorare lo status di un parco zoologico prestigioso come Zoomarine.

Per tutto quanto esposto, rinnoviamo un accorato appello a procedere rapidamente e con scelte atte a migliorare il reale fabbisogno del core business di Zoomarine.

Ringraziandovi per la vostra attenzione e certi di una vostra comprensione, rimaniamo a disposizione per qualunque contributo i dipendenti possano offrire in questa delicata fase.

Cordiali saluti

		Federica Ciampocco
Antonio Pappa	Fabiana Ferracane	Amelio
Anna Purore	Alessia Lucifora	Gianni Merlo
<del>Roberto</del>	Martina	Adolfo Huns
Enrico Peca	Maurizio	ADDEA VELLUCCI
Martina Berinto	Sandra	
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Chore Gianazzo	Anna Ingrosso	Pierluigi
Maria Maria	Francesca	Giulia Vazzana
Anna Spina	Enrica	Veneranda
Sara	Enrica	Gianni Maria
Vera Mori	Anna Laura	Enrica
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Chudeta	Hangaru Florin	Donato
<del>Paolo</del>	Geraldo Ferraro	Luigi
Paolo	Victor	
Michele		Paolo
		Maria
		Federica

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*Direzione Sanitaria e Veterinaria - Carla Genovese*

*Direzione Tecnica e Sicurezza - Fabio Bozzelli*

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*Dipartimento Contabilità - Anna Mignini*

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Dear all

Zoomarine employees have been anxiously witnessing the company's transition process for several months, and two days ago our administrators reported the company's dire financial situation, describing a period of uncertainty whose outcome is unknown, including the possibility of layoffs.

Concerned that this could compromise the maintenance of the standards of care and attention that the animals and facilities that make up the Company's core business require on a daily basis and for what may be the future of all passionate Park workers, we are making a heartfelt appeal to you to make the quickest possible decision in line with Zoomarine's core business, although not immediately resolving the whole situation but which can lead in a non-traumatic way to a definitive and improved acquisition.

From what we have been able to see in recent months, the companies interested in Zoomarine that were present in the on-site inspections were the group 'Costa', already owner of the Genoa Aquarium and Oltremare di Riccione, and the Open Nature Company already owner of 'Zoom Torino' and 'Parco Natura viva', both groups solid and with strong experience and credibility in the world of zoological management.

We do not know, we have not seen and have not been told of other companies interested in the acquisition of our Company which also requires significant infrastructural interventions to maintain the habitats that housed the animals and investments for the bright future that we all hope for.

We hope that any other Company eventually interested in Zoomarine acquisition will be deeply evaluated based on the same characteristics as the aforementioned Groups

(Costa and Open Nature) which in our opinion currently represent the best and most solid Italian entities, capable of caring for and improving.

For all of the above, we reiterate a heartfelt call to proceed quickly and with choices aimed at improving the real needs of Zoomarine's core business.

Thanking you for your attention and certain of your understanding, we remain available for any contributions employees may provide at this delicate stage.

Best regards,

*Zoological and Scientific Directorate* - Cristina Pilenga

*Health and Veterinarian Directorate* - Carla Genovese

*Technical and Safety Directorate* - Fabio Bozzelli

*Veterinary Department* - Daniele La Monaca, Saverio Meini

*Training Department* - Vanja Marini, Andrea Sigismundi, Patricia Lopez, Chiara De Tommaso, Sara Pillitteri, Federica Paglia, Erica Caccin, Martina Beninato, Chiara Giarruzzo, Marco Mazza, Angelo Neto Henriques, Federica Iacovone, Gaia Vazzano, Andrea Velluti, Federica Capitani, Flavia Manicastro

*Marketing, Communications, and Customer Care Department* - Naomi Solano, Fabiana Fettuccia, Chiara Agazzani, Simone Paoletti, Alessia Iannarilli, Maria Rosaria Antonini, Diana Patella

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*F&B Department* - Giancarlo de Pollo

*Purchasing Department* - Stella Pirvan, Elena Capasso

*Accounting Department* - Anna Mignini

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*Photo Department* - Benedetta Ceccacci

*IT Department* - Federico Menichelli