



Anima Holding Group 2024-2028 Sustainability Plan



Anima Holding Group – Sustainability Plan

01 Structure and Methodology

02 Sustainability Plan

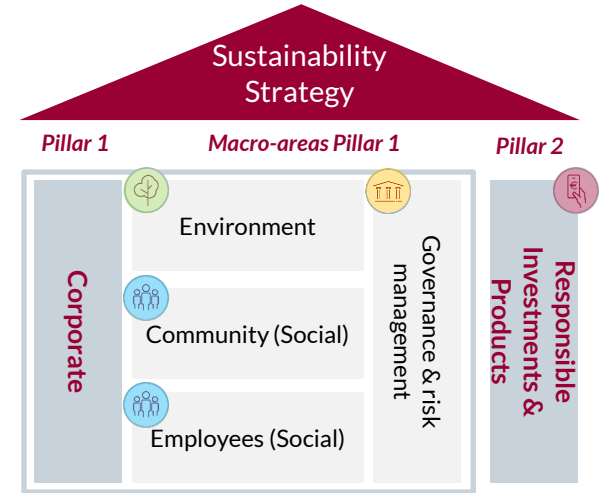
Structure

As a result of the revised Group's strategy and the recent extraordinary transactions, the Board of Directors deemed it appropriate to update the Group's sustainability strategy.

ANIMA Group's 2024-2028 Sustainability Plan («Plan») intends to:

- define and represent the strategic guidelines in the Environmental, Social and Governance (ESG) areas;
- promote the improvement of ESG ratings;
- extend ANIMA's ESG standards to the new companies of the Group.

The Plan identifies two Pillars (Corporate and Responsible Investments & Products), with the Corporate Pillar in turn divided into four macro areas of intervention on which to focus the Group's activities: Environment, Community and Employees (Social), Governance & risk management (cross-sectional to the first two areas).



SUSTAINABLE DEVELOPMENT GOALS

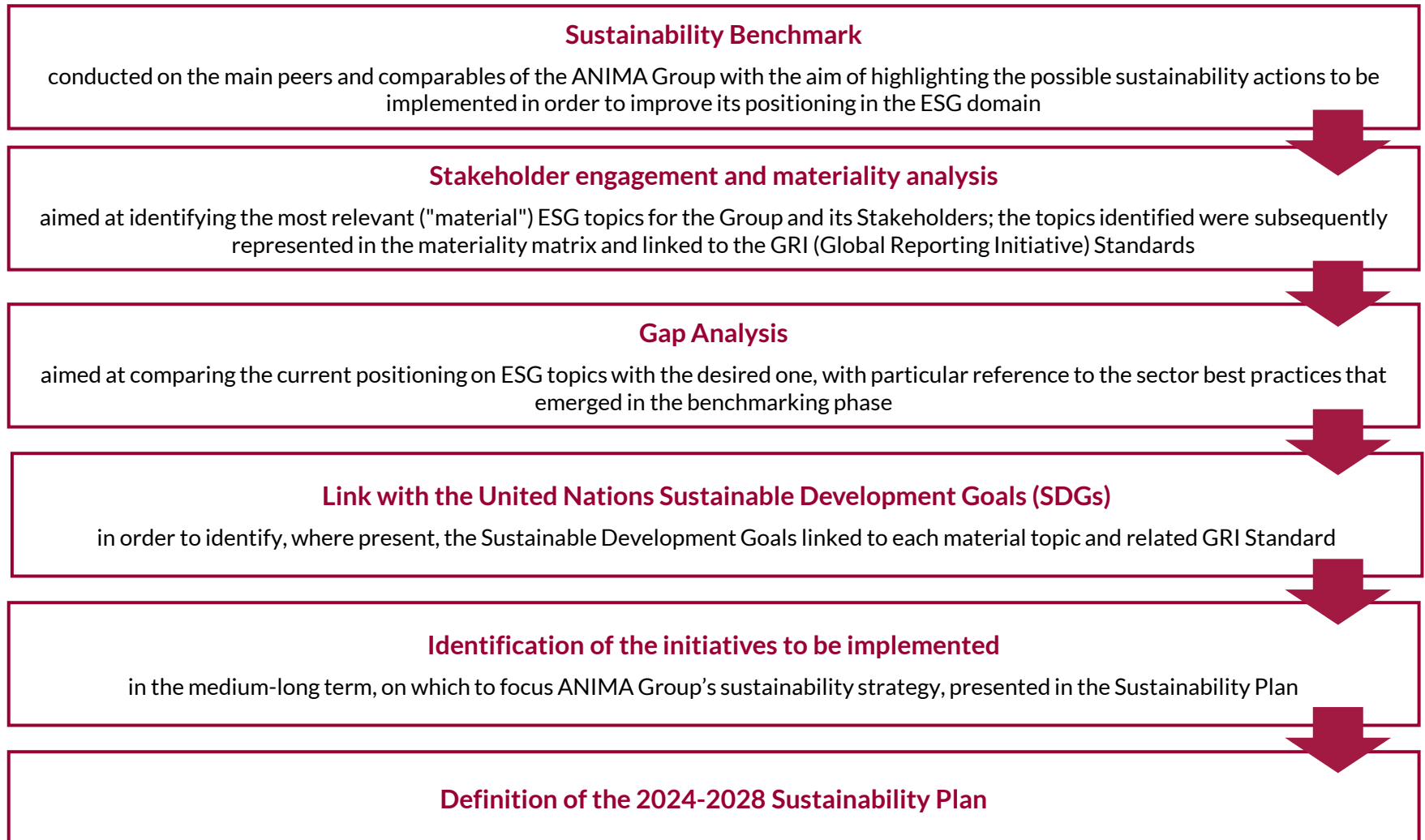


Finally, the link was made between the objectives identified and the United Nations Sustainable Development Goals (SDGs), identifying eleven on which to focus ANIMA's activities, as shown beside.

The initiatives implemented are presented in the dedicated section of the [most recent Sustainability Report](#)

Methodology

The Plan was developed by following the methodological path:



Materiality matrix

In July 2023 we involved a number of the Group's Stakeholders in the process of evaluating the ESG and responsible investment topics that are most relevant ("material") to them by sending specific questionnaires.

This led to the update of the Group materiality matrix, used to identify the ESG topics on which to focus the Group's sustainability strategy.

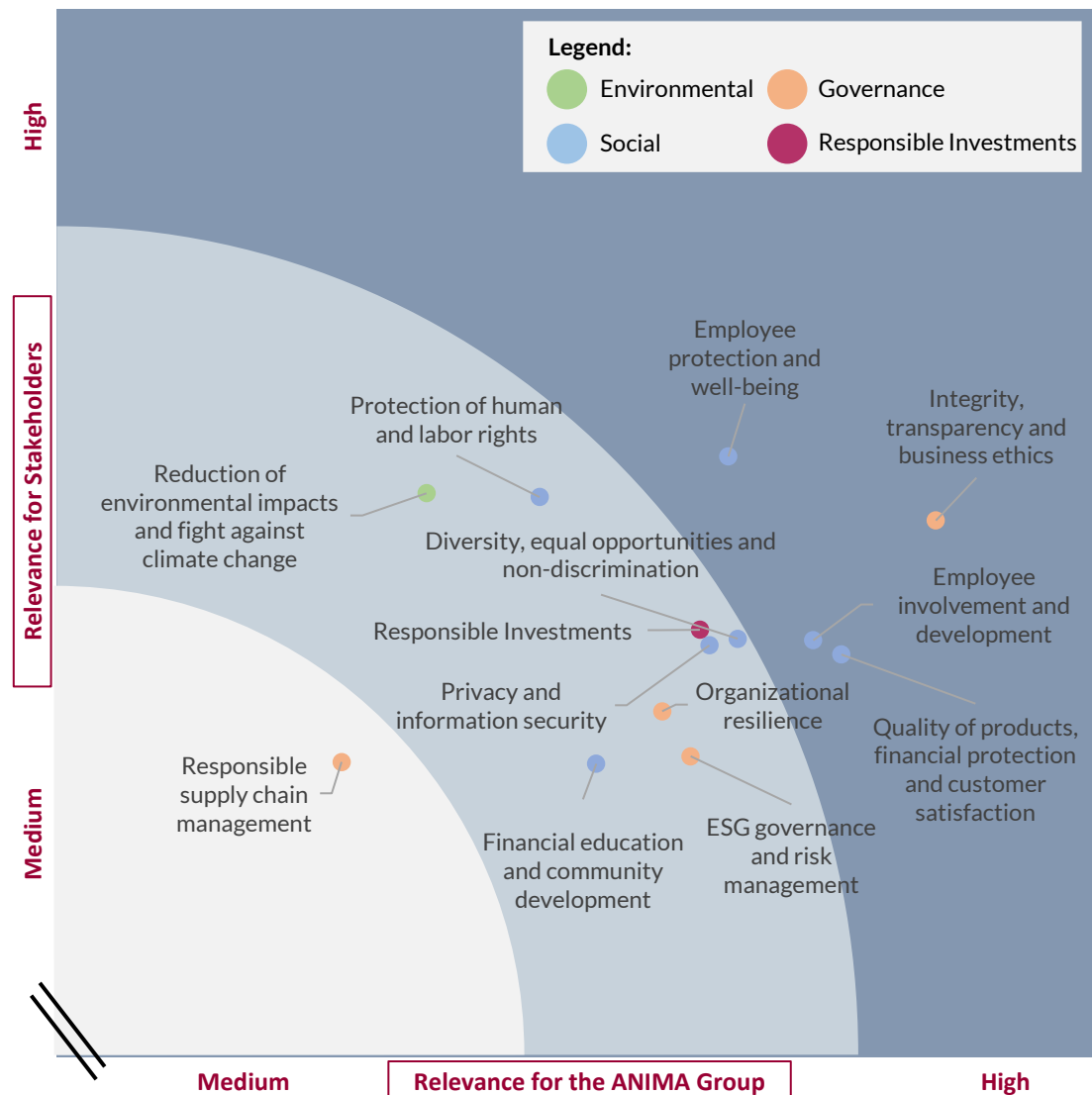
Questionnaire recipients:

1. Relevance for Stakeholders:

- Employees
- Shareholders and lenders
- Financial community
- Distributors and financial advisors of the placement banks
- Local communities (Osservatorio Anima)
- Retail and institutional customers
- Suppliers

2. Relevance for the ANIMA Group:

- Heads of Management, Division and Department
- Board of Directors
- Board of Statutory Auditors



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➤ Corporate




























Introduction: Environment – Governance & risk management



- **7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix
- **7.3:** By 2030, double the global rate of improvement in energy efficiency
- **12.2:** By 2030, achieve the sustainable management and efficient use of natural resources
- **13.1:** Strengthen resilience and adaptive capacity to climate related hazards and natural disasters in all countries

Macro-area	Objectives	Strategic drivers	Material Topics
<ul style="list-style-type: none"> ➤ Environment 	<p>Reduce direct and indirect environmental impacts</p>	<ul style="list-style-type: none"> ➤ Report and reduce emissions ➤ Adopt measures to reduce consumption 	<ul style="list-style-type: none"> • Reduction of environmental impacts and fight against climate change
<ul style="list-style-type: none"> ➤ Environment ➤ Governance & risk management 	<p>Raise employee awareness and consolidate the integration of environmental and climate risks and topics into the Board's agenda</p>	<ul style="list-style-type: none"> ➤ Adopt an environmental policy ➤ Raise awareness on environmental topics ➤ Integrate environmental topics and risks into governance 	<ul style="list-style-type: none"> • Reduction of environmental impacts and fight against climate change • Responsible supply chain management • ESG governance and risk management • Integrity, transparency and business ethics • Organizational resilience

Plan: Environment – Governance & risk management (1/2)

<u>Objectives</u>		<u>Reduce direct and indirect environmental impacts</u>		<u>Raise employee awareness and consolidate the integration of environmental and climate risks and topics into the Board's agenda</u>		
Initiatives	Strategic drivers	Report and reduce emissions	Adopt measures to reduce consumption	Adopt an environmental policy	Raise awareness on environmental topics	Integrate environmental topics and risks into governance
		Set up a channel/platform on sustainability for employees				
Create an infographic with best environmental practices for employees				 	 	
Identify, measure and report indirect Scope 3 emissions						
Offset the emissions associated to at least an event per year organized by ANIMA					 	
Adopt energy efficiency measures						
Implement initiatives to reduce paper consumption				 	 	
Provide training on environmental and climate topics to employees and the Board of Directors				 	 	 
Encourage sustainable practices in the office break rooms				 	 	
Support a local initiative, such as a reforestation project					 	
Set up guidelines for emission reduction					 	

Legend:



Initiative contributing to the strategic driver and to the «environment» objective



Initiative contributing to the strategic driver and to the cross-sectional objective («environment» and «governance & risk management»)

Plan: Environment – Governance & risk management (2/2)

<u>Objectives</u>		<u>Reduce direct and indirect environmental impacts</u>		<u>Raise employee awareness and consolidate the integration of environmental and climate risks and topics into the Board's agenda</u>		
Initiatives	Strategic drivers	Report and reduce emissions	Adopt measures to reduce consumption	Adopt an environmental policy	Raise awareness on environmental topics	Integrate environmental topics and risks into governance
	Plan and launch a challenge to promote sustainable commuting (for employees)					
Improve climate risks and opportunities reporting						
Set direct (Scope 1) and indirect (Scope 2 and 3) emission reduction targets						
Consider the integration of environmental objectives in incentive plans						
Obtain a headquarter management certification (e.g. BREEAM Part 2)						
Implement initiatives to reduce waste production (e.g. by providing reusable materials to employees)						
Define a process to identify and evaluate environmental risks in the supply chain						
Introduce environmental assessments for suppliers identified as "risky"						
Adopt an energy management system (e.g. ISO 50001)						

Legend:

Initiative contributing to the strategic driver and to the «environment» objective

Initiative contributing to the strategic driver and to the cross-sectional objective («environment» and «governance & risk management»)
























Introduction: Community – Governance & risk management




- **4.5:** By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
- **10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality



Macro-area	Objectives	Strategic drivers	Material topics
 ➤ Community	Provide support to our Stakeholders	➤ Improve internal and external Stakeholder engagement	<ul style="list-style-type: none"> • Employee involvement and development • Diversity, equal opportunities and non-discrimination • Employee protection and well-being
  ➤ Community ➤ Governance & risk management	Promote transparency, protect privacy and data security	<ul style="list-style-type: none"> ➤ Improve the sustainability reporting process ➤ Increase the integration of social topics into governance 	<ul style="list-style-type: none"> • Integrity, transparency and business ethics • Protection of human and labor rights • Responsible supply chain management • ESG governance and risk management • Privacy and information security • Organizational resilience

Plan: Community – Governance & risk management

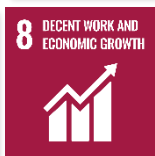
<u>Objectives</u>	<u>Provide support to our Stakeholders</u>	<u>Promote transparency, protect privacy and data security</u>	
Strategic drivers	Improve internal and external Stakeholder engagement	Improve the sustainability reporting process	Increase the integration of social topics into governance
Initiatives			
Support Anima Foundation and report on its initiatives		 	 
Launch corporate volunteering initiatives for employees			
Strengthen transparency towards Stakeholders (e.g. responsible marketing, reporting)		 	
Collect Stakeholders' feedback on the sustainability initiatives implemented		 	
Adopt an information security management system (e.g. ISO 27001)			 
Define a process to identify and evaluate social risks in the supply chain			 
Introduce social assessments for suppliers identified as "risky"			 
Adopt a social accountability management system (e.g. SA8000)			 

Legend:

 Initiative contributing to the strategic driver and to the «social» objective

  Initiative contributing to the strategic driver and to the cross-sectional objective («social» e «governance & risk management»)

























Introduction: Employees



- **3.4:** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being
- **4.4:** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- **5.1:** End all forms of discrimination against all women and girls everywhere
- **5.4:** Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate
- **8.5:** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Macro-area	Objectives	Strategic drivers	Material topics
<ul style="list-style-type: none"> ➤ Employees ➤ Governance & risk management 	<p>Attract talents, enhance and develop employee skills</p>	<ul style="list-style-type: none"> ➤ Launch further employee engagement initiatives, also as retention strategies ➤ Map and monitor employee skills 	<ul style="list-style-type: none"> • Employee involvement and development • Diversity, equal opportunities and non-discrimination • Employee protection and well-being • Protection of human and labor rights
	<p>Promote diversity and equal opportunities and succeed in employee experience</p>	<ul style="list-style-type: none"> ➤ Set up further programs to promote welfare and various forms of inclusion, among which gender equality 	<ul style="list-style-type: none"> • Employee involvement and development • Diversity, equal opportunities and non-discrimination • Employee protection and well-being • Protection of human and labor rights • Financial education and community development

Plan: Employees – Governance & risk management (1/2)























<u>Objectives</u>	<u>Attract talents, enhance and develop employee skills</u>		<u>Promote diversity and equal opportunities and succeed in employee experience</u>
Strategic drivers	Launch further employee engagement initiatives, also as retention strategies	Map and monitor employee skills	Set up further programs to promote welfare and various forms of inclusion, among which gender equality
Initiatives			
Hire high-potential graduates at the end of job rotations within the Group (Graduate Program)	 		 
Introduce structured internship programs	 		 
Define career development plans and management succession plans	 	 	
Develop long-term incentive (LTI) plans for talent retention and motivation	 		
Expand the training offer, improving strategic training content	 		 
Extend coaching programs and introduce mentoring programs	 	 	 

Legend:



Initiative contributing to the strategic driver and to the cross-sectional objective («social» e «governance & risk management»)

Plan: Employees – Governance & risk management (2/2)

<u>Objectives</u>	<u>Attract talents, enhance and develop employee skills</u>		<u>Promote diversity and equal opportunities and succeed in employee experience</u>
Strategic drivers	Launch further employee engagement initiatives, also as retention strategies	Map and monitor employee skills	Set up further programs to promote welfare and various forms of inclusion, among which gender equality
Initiatives			
Boost Anima's employer branding through a multi-channel program	 		 
Strengthen onboarding, follow-up and exit interview processes		 	 
Renovate the corporate intranet, to provide employees with a reference home page	 		 
Enhance welfare programs			 
Develop further initiatives to support gender equality	 		 
Promote corporate volunteering initiatives, also within the scope of the Anima Foundation	 		 

Legend:



Initiative contributing to the strategic driver and to the cross-sectional objective («social» e «governance & risk management»)

Anima Holding Group – Responsible Investments & Products

01 Structure and Methodology

02 Sustainability Plan

➤ Responsible Investments & Products

Introduction: Responsible Investments & Products (1/2)




- **3.9:** By 2023, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
- **7.2:** By 2030, increase substantially the share of renewable energy in the global energy mix
- **8.8:** Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- **11.3:** By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries
- **12.6:** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
- **13.1:** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
- **16.6:** Develop effective, accountable and transparent institutions at all levels
- **17.16:** Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries
























The Group's operating companies define the SDGs to specifically contribute to, each for its field of expertise

Introduction: Responsible Investments & Products (2/2)



Macro-area	Objectives	Strategic drivers	Material topics
 <p>➤ Responsible Investments & Products</p>	<p>Promote customer satisfaction and the quality of products and services</p>	<ul style="list-style-type: none"> ➤ Promote the quality of products ➤ Enhance the perception of the Group's commitment to sustainability 	<ul style="list-style-type: none"> • Responsible Investments • Quality of products, financial protection and customer satisfaction • Integrity, transparency and business ethics
	<p>Consolidate the integration of ESG criteria into investment decisions</p>	<ul style="list-style-type: none"> ➤ Strengthen the ESG analysis of assets under management ➤ Expand the ESG product offer, also through engagement activities ➤ Further develop the ESG know-how and skills ➤ Invest in real estate assets that contribute to sustainable value creation 	<ul style="list-style-type: none"> • Responsible Investments • Quality of products, financial protection and customer satisfaction • Reduction of environmental impacts and fight against climate change • Employee involvement and development

Plan: Responsible Investments & Products (1/3)

Objectives	<u>Promote customer satisfaction and the quality of products and services</u>		<u>Consolidate the integration of ESG criteria into investment decisions</u>			
Strategic drivers Initiatives	Promote the quality of products	Enhance the perception of the Group's commitment to sustainability	Strengthen the ESG analysis of assets under management	Expand the ESG product offer, also through engagement activities	Further develop the ESG know-how and skills	Invest in real estate assets that contribute to sustainable value creation
Provide ESG training for portfolio managers and consider hiring professionals dedicated to ESG analysis						
Expand the ESG products offer, also by identifying targets (e.g. number of art. 8/9 funds)						
Promote investments that include decarbonization targets (e.g. Net-Zero, NZEB)						
Reinforce the communication about ESG initiatives to customers						
Monitor the percentage of target companies analyzed on climate issues during the pre-investment phase						
Expand the range of products that include climate prerequisites for target companies						

Legend:


























Initiative contributing to the strategic driver and to the «Responsible Investments & Products» objective



This initiative specifically refers to real estate investments

Plan: Responsible Investments & Products (2/3)

Objectives	<u>Promote customer satisfaction and the quality of products and services</u>		<u>Consolidate the integration of ESG criteria into investment decisions</u>			
Strategic drivers	Promote the quality of products	Enhance the perception of the Group's commitment to sustainability	Strengthen the ESG analysis of assets under management	Expand the ESG product offer, also through engagement activities	Further develop the ESG know-how and skills	Invest in real estate assets that contribute to sustainable value creation
Initiatives						
Strengthen the reporting and the use of data and PAI in portfolio management, also to align with the Taxonomy						
 Invest in real estate assets that contribute to collective welfare (accessible, comfortable, safe)						
 Ensure health and safety in real estate development projects and in construction sites						
 Prioritize investments in real estate assets with low environmental and energy impact						
 Implement reconversion, redevelopment and recovery of real estate assets						

Legend:

























Initiative contributing to the strategic driver and to the «Responsible Investments & Products» objective



This initiative specifically refers to real estate investments

Plan: Responsible Investments & Products (3/3)

Objectives	<u>Promote customer satisfaction and the quality of products and services</u>		<u>Consolidate the integration of ESG criteria into investment decisions</u>			
Strategic drivers	Promote the quality of products	Enhance the perception of the Group's commitment to sustainability	Strengthen the ESG analysis of assets under management	Expand the ESG product offer, also through engagement activities	Further develop the ESG know-how and skills	Invest in real estate assets that contribute to sustainable value creation
Initiatives						
 Implement real estate projects that enhance urban spaces (with positive impact on local communities)						
 Increase the number of real estate funds subjected to GRESB						
Define portfolio emissions reduction targets, also through engagement						
Consider the development of sustainable products with social impact (aligned with the regulatory development)						
Analyze portfolio exposure to biodiversity risks and opportunities						
Adopt a quality management system for all the Group's companies (e.g. ISO 9001)						

Legend:



Initiative contributing to the strategic driver and to the «Responsible Investments & Products» objective



This initiative specifically refers to real estate investments

ANIMA

Più vicini, più lontano.

