



# Anima Holding Group – 2022-2026 Sustainability Plan



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**01** The structure and the methodology

**02** Sustainability Plan

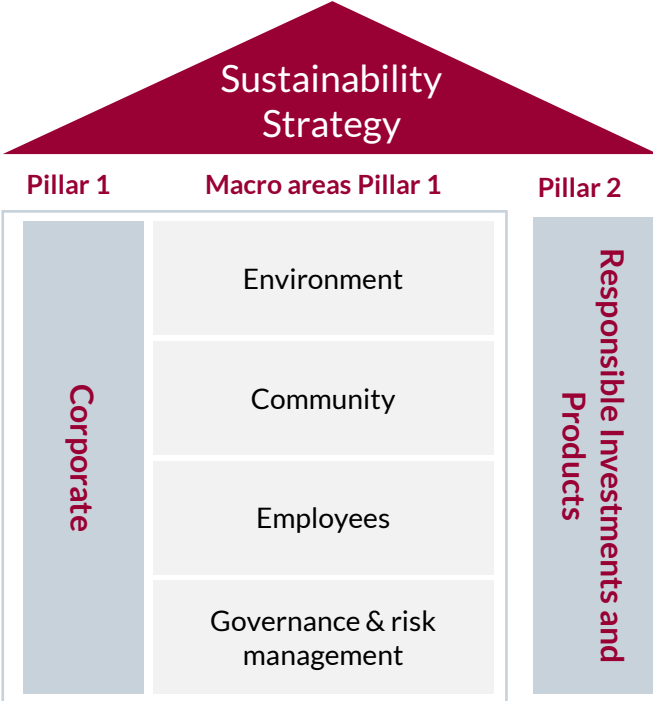
# Sustainability Plan – the structure

This document represents an extract of the **ANIMA Group's 2022-2026 Sustainability Plan** ("Plan"), approved by the Board of Directors of Anima Holding on 29 July 2022, which intends to define and represent the strategic guidelines in the Environmental, Social and Governance (ESG) areas and the objectives to pursue for their achievement, in line with the Group's business plan.

As shown alongside, the Sustainability 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, Employees, Governance & risk management.

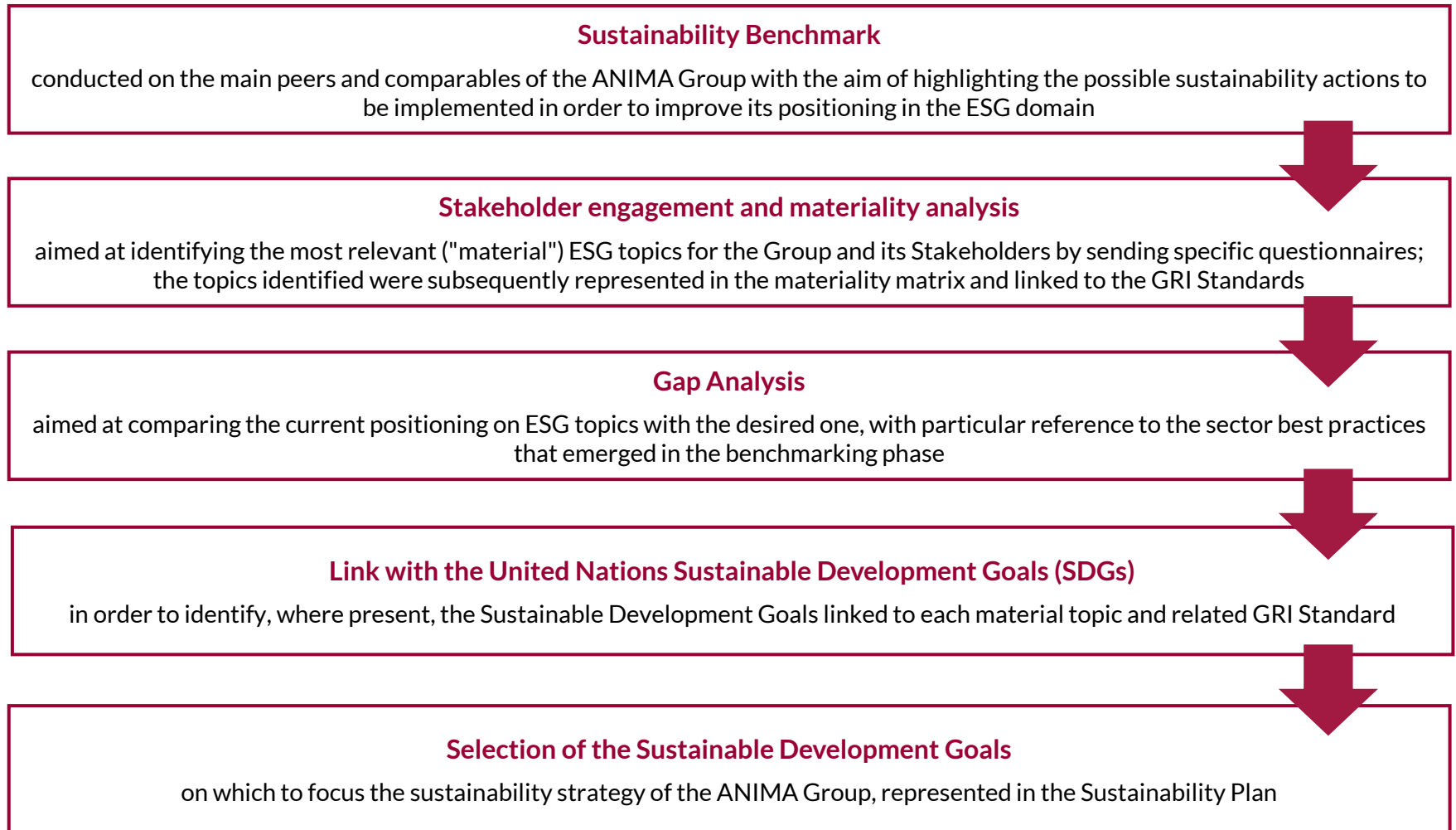
Finally, the link was made between the objectives identified and the Sustainable Development Goals (SDGs) of the United Nations, identifying nine on which to focus its activities, as shown below.

In order to monitor the degree of achievement of the objectives, we will annually publish an update on the sustainability actions implemented.



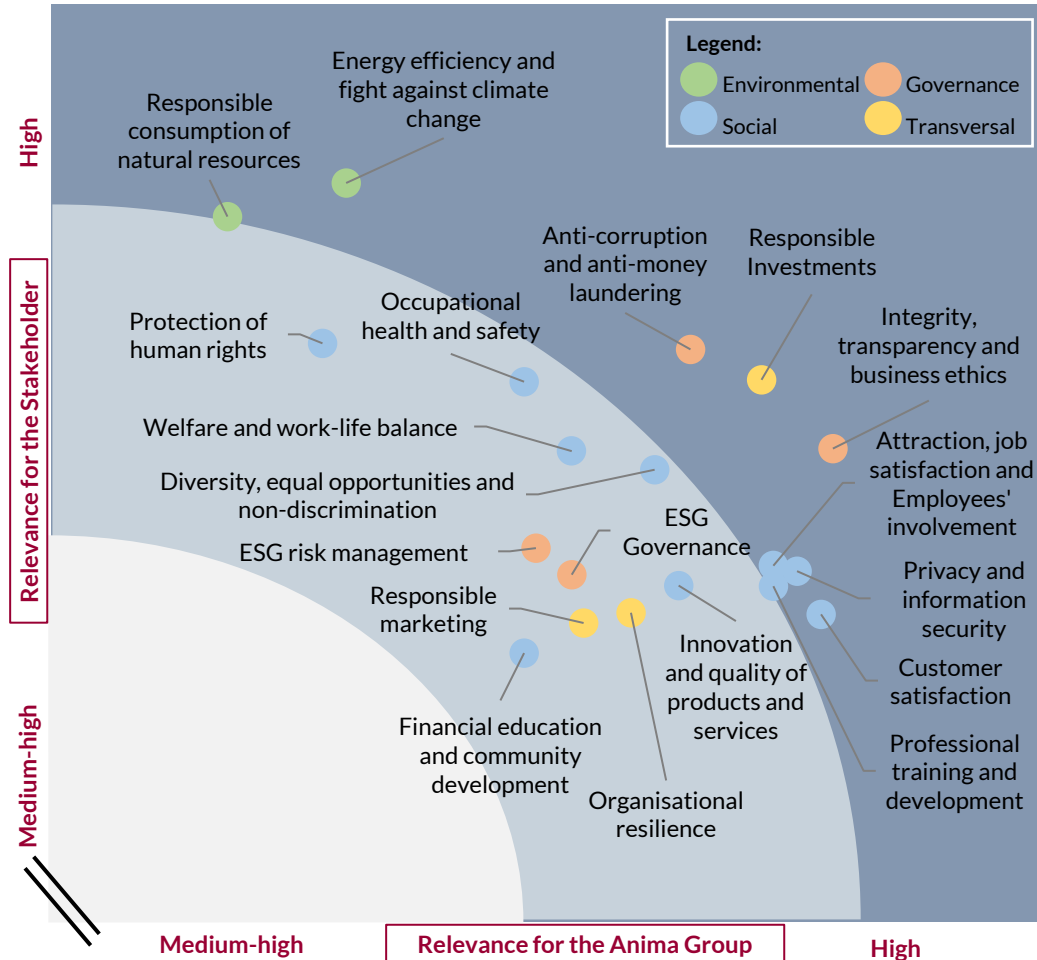
# Methodology

From the point of view of the methodological approach, the Plan was developed following the following path:



# Materiality matrix 2021

For the preparation of the 2021 Sustainability Report, we **involved a number of Stakeholders\*** in the process of **evaluating the ESG and transversal topics that are most relevant** ("material") to them, with the aim of producing the **first Group materiality matrix**, also used to identify the ESG topics on which to focus the Group's sustainability strategy, as represented below:





\* For further information on the materiality process and the Stakeholders involved, please refer to section "4.5 The Materiality Analysis" of the 2021 Sustainability Report ([link](#)).

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# Sustainability Plan: Corporate Pillar - Environment

Material topics	Objectives	SDG	SDG Target
<ul style="list-style-type: none"> <li>➤ Energy efficiency and fight against climate change</li> <li>➤ Responsible consumption of natural resources</li> <li>➤ ESG risk management</li> </ul>	Reduce direct environmental impacts		<p><b>7.2:</b> By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p><b>7.3:</b> By 2030, double the global rate of improvement in energy efficiency</p>
	Reduce indirect environmental impacts		<p><b>13.1:</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
	Consolidate the integration of environmental and climate issues and risks into the Board's agenda		
	Responsibly manage the consumption of natural resources		<p><b>12.2:</b> By 2030, achieve the sustainable management and efficient use of natural resources</p>

# Sustainability Plan: Corporate Pillar – Employees

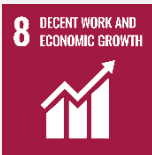

Material topics	Objectives	SDG	SDG Target
<ul style="list-style-type: none"> <li>➤ Attraction, job satisfaction and Employees' involvement</li> <li>➤ Diversity, equal opportunities and non-discrimination</li> <li>➤ Welfare and work-life balance</li> <li>➤ Occupational health and safety</li> </ul>	<p><b>Promote the Employees psycho-physical well-being and work-life balance</b></p>		<p><b>3.4:</b> By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>
			<p><b>5.4:</b> 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</p>
	<p><b>Ensure fair and favourable working conditions and promote diversity and equal opportunities</b></p>		<p><b>5.1:</b> End all forms of discrimination against all women and girls everywhere</p>
			<p><b>8.5:</b> 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</p>



# Sustainability Plan: Corporate Pillar – Community

Material topics	Objectives	SDG	SDG Target
<ul style="list-style-type: none"> <li>➤ Financial education and community development</li> <li>➤ Professional training and development</li> <li>➤ Diversity, equal opportunities and non-discrimination</li> <li>➤ Attraction, job satisfaction and Employees' involvement</li> </ul>	<p><b>Provide support to local communities and to our Stakeholders</b></p>		<p><b>1.3:</b> Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable</p>
			<p><b>4.4:</b> 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</p>
			<p><b>4.5:</b> 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</p>

# Sustainability Plan: Corporate Pillar – Governance & risk management

Material topics	Objectives	SDG	SDG Target
<ul style="list-style-type: none"> <li>➤ Protection of human rights</li> <li>➤ ESG risk management</li> <li>➤ Integrity, transparency and business ethics</li> <li>➤ Anti-corruption and anti-money laundering</li> <li>➤ Professional training and development</li> <li>➤ Responsible marketing</li> <li>➤ ESG Governance</li> <li>➤ Privacy and information security</li> </ul>	<p><b>Repudiate child and forced labor</b></p>		<p><b>8.7:</b> Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>
	<p><b>Promote transparency and an efficient communication</b></p>		<p><b>10.4:</b> Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>
	<p><b>Protect privacy and personal data and information</b></p>	<p>Not available</p>	<p>Not available</p>

# Sustainability Plan: Responsible Investments & Products Pillar

Material topics	Objectives	SDG	SDG Target
<ul style="list-style-type: none"> <li>➤ Customer Satisfaction</li> <li>➤ Innovation and quality of products and services</li> <li>➤ Responsible Investments</li> </ul>	Promote customer satisfaction and the quality of products and services	Not available	Not available
	Integrate ESG considerations into investment decisions		<b>7.a:</b> By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology
			<b>10.3:</b> Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
			<b>13.1:</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

**ANIMA**

**Più vicini, più lontano.**

