EURIZON
ASSET MANAGEMENT

Sustainability Report 2022

Company of INTESA SANPAOLO

Being Eurizon

Our Mission

We value the savings of our customers by creating and managing investment solutions that fit their needs.
We transform the complexity of the financial markets into opportunities.
We collaborate with investee companies to promote respect for **sustainable growth** and high standards of governance.
Trustworthiness, innovation and high-quality service are our defining characteristics.

Our Vision

We are committed to a culture that promotes the value of people, their aspirations, and savings at large: a financial humanism based on respect, accountability and awareness of one's own qualities.

Our Purpose

Innovating to invest in your future, that is our passion.

EURIZON
ASSET MANAGEMENT

Sustainability Report 2022

Eurizon Capital SGR S.p.A.
Listed in the Register of Asset Management Companies held by the Bank of Italy pursuant to article 35 of Legislative Decree 58/98, under no. 3 in the UCITS Managers Section and under no. 2 in the AIF Managers Section. - Share Capital 99,000,000.00 Euro fully paid up - Registered office: Piazzetta Giordano dell'Amore, 3 - 20121 Milan - Italy - Tel. 02 8810.1 - Tax code and registration no. with the Register of Companies: 04550250015 - Company belonging to the "Intesa Sanpaolo" VAT Group 11991500015 (IT11991500015) - Company subject to the management and coordination activities of Intesa Sanpaolo S.p.A. and member of the Intesa Sanpaolo Banking Group, included in the National Register of Banking Groups. Sole shareholder: Intesa Sanpaolo S.p.A. Member of the National Guarantee Fund.

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Introduction

As a financial market participant and financial advisor, Eurizon Capital SGR S.p.A. (hereinafter "Eurizon Capital", the SGR or the "Company" and, together with the subsidiaries, "Eurizon", or the "Asset Management Division") has a fiduciary duty to its Customers and Investors and, more generally, to its Stakeholders that requires it to effectively deal with the issues relating to sustainability, with particular reference to the returns on its financial products and to the issuers in which it invests its assets under management.

Eurizon's mission underlines the importance of cooperating with investee companies in order to promote sustainable growth and high standards of governance.

Through the Sustainability Report, published on a voluntary basis since the financial year 2020, the Company reports and provides its Stakeholders with the main results in relation to sustainable development and performance related to the non-financial aspects of the Asset Management Division.

In order to ensure a robust approach to reporting on non-financial issues, the Company has chosen to prepare this report in accordance with GRI Standards.

Letter from the Chairman and the Chief Executive Officer

Andrea Beltratti
Chairman

> In continuity with the spirit that has been the hallmark of the Company's work for decades, "*Innovating to invest in your future, that is our passion*" *has become our purpose.*

Dear Stakeholders,

2022 was a year filled with events whose implications continue to significantly impact the context in which we operate.

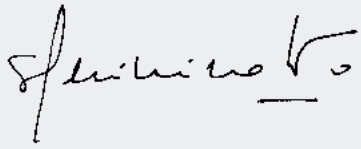
In view of a global economic and geopolitical framework whose balance has become increasingly delicate, in response to the reduction in energy supplies that Europe had been relying upon for years, coal-fired power plants have been reactivated, fossil fuel exploration and power generation and liquefied natural gas import plans have been resumed; this has confirmed that the energy transition process is a priority.

Last summer was characterised by extreme weather events, such as the worst drought in 500 years in Europe[1] and the violent rains that hit Pakistan: these phenomena, in addition to causing enormous suffering, are indeed increasingly highlighting how climate risk is in all respects a priority for our society.

However, the past year has also brought with it some achievements: in our Country, 2022 is to be remembered as the year of entry into force of an amendment to the Constitution that introduced the protection of the environment, of biodiversity and ecosystems, including in the interest of future generations.

1. Source: "Copernicus" European Earth Observation Programme.

Saverio Perissinotto
Chief Executive Officer
and General Manager



For us at Eurizon, 2022 represented the consolidation and further development of investment strategies that combine financial choices and principles of responsibility, continuing on our path aimed at seeking and creating long-term value. In October, in particular, we disclosed our preliminary commitments to the Net Zero initiative, giving us tangible targets regarding both engagement plans with issuers and investments in so-called "green bonds".

In continuity with the spirit that has been the hallmark of the Company's work for decades, "*Innovating to invest in your future, that is our passion*" has become our purpose, which represents the Company in the eyes of those who observe it and those who experience it on a daily basis.

Lastly, Eurizon ended the year by allocating a sum deriving from management fees and commissions or from the net assets of certain products managed by the Asset Management Division to third sector organisations operating in Italy promoted by its employees and engaged in activities in support of people and the environment. Altogether, more than 120 projects have been supported in recent years in favour of proximity and support to even the smallest local entities.

"For us at Eurizon, 2022 represented the consolidation and further development of investment strategies that combine financial choices and principles of responsibility, continuing on our path aimed at seeking and creating long-term value."

2022 Highlights

381.6 € Bn
Assets Under Management (AuM)

17.8% Market share in Italy

54.5%
AuM in funds under Art. 8 and 9 SFDR

41% in March 2021

232
Products classified under Art. 8 and 9 SFDR

123 in March 2021

538
Engagements with companies, of which

50% on ESG issues

3,324
Voted resolutions on the agendas

92% Shareholders' proposals supported

Data source: Eurizon internal data. Assogestioni for the market share in Italy (December 2022).

43%
Of our employees are women

50% of the new hires in 2022 are women

26,100
Training hours to employees

36 Average hours per employee in 2022

PROJECTS AND INITIATIVES

25
Companies contacted in the context of "Net Zero" Engagements

155 companies to be contacted by 2030

Over 3.5€ M
Charitable donations since 2016

over 120 projects supported

About us

Our identity

Eurizon, as the leading company of the Asset Management Division of the Intesa Sanpaolo Group (hereinafter also the "Group" and Intesa Sanpaolo S.p.A. the "Parent Company"), is a leader in the asset management sector in Italy; with a widespread international presence, it has been innovating, growing and expanding its business for more than 35 years.

MISSION

We enhance our customers' savings by creating and managing investment solutions tailored to their needs.

We transform the complexity of financial markets into opportunities.

We cooperate with investee companies to promote sustainable growth and high standards of governance.

Reliability, **innovation** and a **bespoke** service are our distinguishing features.

VISION

We are committed to **spreading a culture that promotes the value of people, their projects, and savings at large**: a financial humanism approach based on respect, accountability and awareness of one's own qualities.

PURPOSE

Innovating to invest in your future, that is our passion

Our values

EXCELLENCE

We pursue quality of results and continuous improvement.

We nurture our knowledge and talent by experimenting to generate innovation.

RESPONSIBILITY

We are aware of the central role of savings in the lives of those who trust us.

We take care of the effects of our actions, taking on a commitment that goes beyond ordinary care and diligence.

SUSTAINABILITY

We assess the impacts of our actions and decisions in the medium/long term, aligning our choices with the principles of social responsibility.

We seek diversity within ourselves and integrate it to generate inclusive growth.

INTEGRITY

We operate with loyalty and fairness in all our professional relationships.

We consistently uphold our values and promises as we feel responsible for the trust of those who count on us.

PASSION

We act by seeking the conditions to generate enthusiasm, so that everyone can give their best with energy and commitment.

We work professionally and bravely face daily challenges.

Structure of the Asset Management Division

Headed by Eurizon Capital SGR, the Intesa Sanpaolo Group's Asset Management Division has a widespread presence both nationally and internationally through its subsidiaries. Eurizon operates worldwide through:

Eurizon Capital S.A., a Luxembourg-registered asset manager dedicated to the development of the foreign market, with commercial offices in France, Germany, Switzerland and Spain;

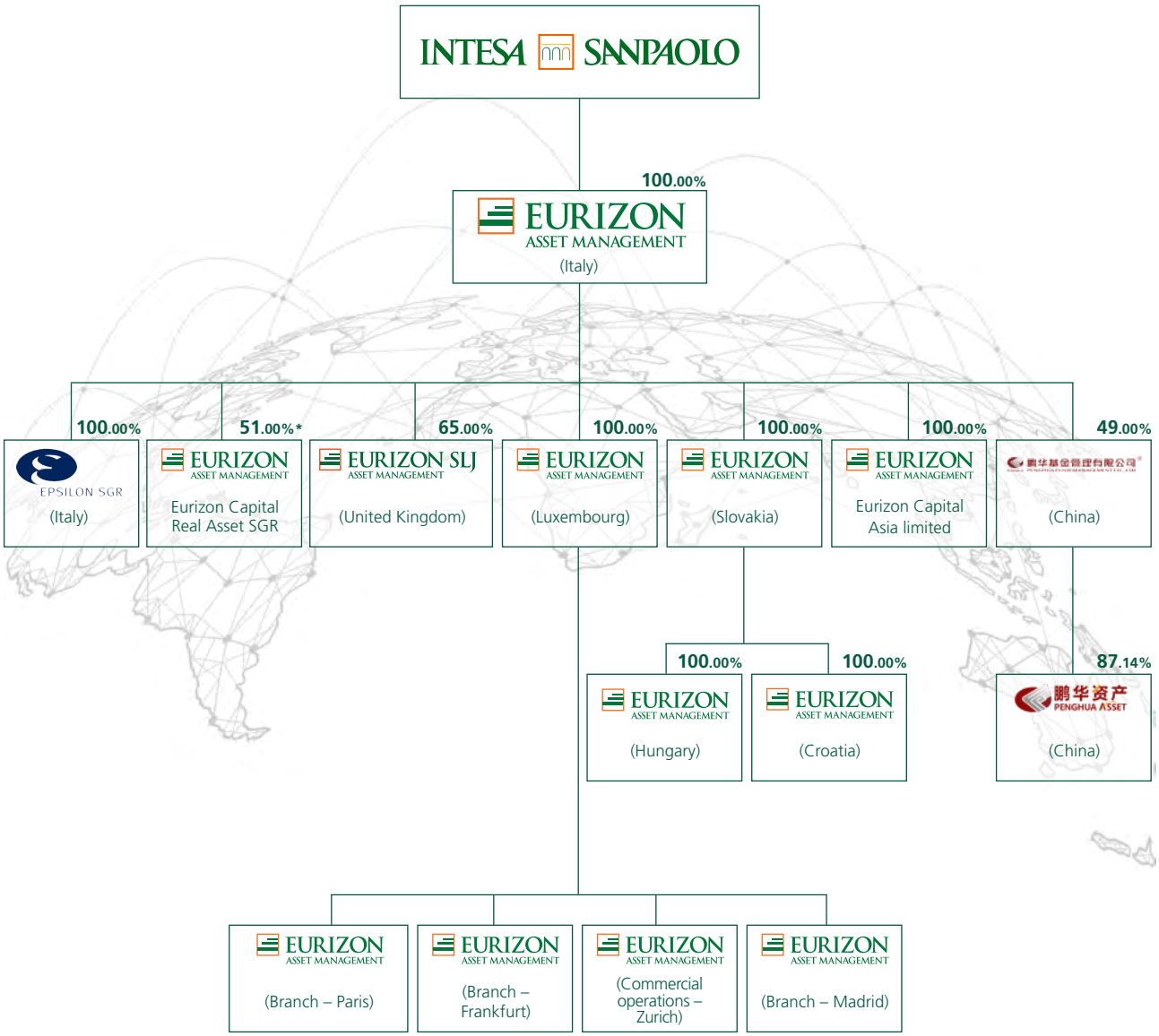
Epsilon SGR, specialised in quantitative and structured management;

The **Eastern European Countries HUB**, focused on the respective local markets (Eurizon Asset Management Slovakia, Eurizon Asset Management Hungary and Eurizon Asset Management Croatia);

Eurizon SLJ Capital LTD, a UK asset manager focused on currency management, emerging market investments with particular reference to China and eastern emerging markets, and macroeconomic research;

Eurizon Capital Real Asset SGR, dedicated to alternative asset classes with expertise in multi-manager operations, co-investments and direct equity investments;

Eurizon Capital is also present in Asia through **Eurizon Capital Asia Limited** based in Hong Kong and its affiliate Penghua Fund Management (China).



* 51% of voting rights, 20% of the share capital.

Geographical presence

Eurizon is present in **24 countries**, with **10 management centres** on a global scale: the leading company Eurizon Capital SGR, the subsidiaries Epsilon SGR and Eurizon Capital Real Asset SGR are based in Italy and there are 7 management centres based abroad.

Eurizon's international presence and the constant exchange among offices allow it to speak a common language in all operating areas.

10 MANAGEMENT CENTRES

- **ITALY** (3 management centres)
- **LUXEMBOURG**
- **UNITED KINGDOM**
- **SLOVAKIA**
- **HUNGARY**
- **CROATIA**
- **CHINA**
- **HONG KONG**

24 COUNTRIES

- AUSTRIA
- BELGIUM
- CHILE
- CHILE
- CROATIA
- DENMARK
- FINLAND
- FRANCE
- GERMANY
- HONG KONG
- HUNGARY
- ITALY
- LUXEMBOURG
- NETHERLANDS
- NORWAY
- PORTUGAL
- SINGAPORE
- SLOVAKIA
- SLOVENIA
- SPAIN
- SWEDEN
- SWITZERLAND
- TAIWAN
- UNITED KINGDOM

Governance

Eurizon Capital SGR S.p.A. adopts a traditional governance model that includes a Board of Directors (BoD) and a Board of Statutory Auditors.

The functioning of Eurizon Capital SGR's Board of Directors is governed by specific regulations and the BoD is responsible for resolving on the company's policies, taking into account the strategies defined by the Parent Company and the relevant directives. Within this framework, the BoD:

- **examines and approves** the strategic industrial and financial plans of the Asset Management Division;
- **oversees** the implementation of the related projects;
- **examines and approves** the annual budget.

The Board of Directors is responsible for the definition of the internal organisational structure conducive to the pursuit of the Company policies, and in accordance with primary and secondary regulations in force, for the assessment on an ongoing basis of the overall operating performance, making use of the data and information contained in the documentation submitted to its attention at each Board meeting.

The Board of Directors is also responsible for supervising operations both in terms of the results achieved and in terms of its correctness and consistency with the investment process defined by it.

The Board of Statutory Auditors is the Company's auditing body and is responsible for supervising the Directors' activities and checking that the management and administration of Eurizon are carried out in compliance with the law and the memorandum of association.

BOARD OF DIRECTORS

The Company's Board of Directors consists of the Chief Executive Officer and General Manager, the Chairman and seven independent directors, including the Deputy Chairman, who are assigned the specific role of monitoring and preventing conflicts of interest.

The current Board of Directors, whose term of office is three financial years, consists of two female and seven male members, with a predominance of directors over 50 years of age (78%) and a percentage of directors between 30 and 50 years of age equal to 22%. Only the Chief Executive Officer and General Manager holds executive duties. Board members are experts in the economic field, with specialisation in the financial and corporate area, and in the legal field: to ensure an adequate level of knowledge on topics falling under their ordinary management, the Board's expertise is regularly updated and developed by sharing content or carrying out specific training sessions internally, including those aimed at consolidating knowledge of the external, internal and ESG operating context.

NAME	GENDER	OFFICE	ROLE TYPE	INDEPENDENCE	NUMBER AND NATURE OF OTHER OFFICES[2]
Andrea Beltratti	M	Chairman and Legal Representative	Non-executive		3 of which one as Full Professor of "Political Economy" at Luigi Bocconi University in Milan, one as Director of the Executive Master in Finance at SDA Bocconi. Since *2015:* Chairman of EFG Gamma Foundation.
Daniel Gros	M	Deputy Chairman Chairman of the Remuneration Committee and of the Investment Supervision Committee	Non-executive	Independent	2 of which one as Member of the Board of the Centre for European Policy Studies (CEPS) and one as Chairman of the Board of Directors of Eurizon Capital S.A.
Saverio Perissinotto	M	Chief Executive Officer and General Manager	Executive		5 of which Chairman of the Board of Directors of Epsilon SGR S.p.A., Eurizon Capital Real Asset SGR S.p.A., Eurizon SLJ Capital LTD, Deputy Chairman of the Board of Directors of Eurizon Capital S.A. and Deputy Chairman of Assogestioni.
Gino Nardozzi Tonielli	M	Member of the Committee of Independent Directors and of the Remuneration Committee	Non-executive	Independent	2 of which one as Director in Intesa Sanpaolo Provis S.p.A..
Marco Ventoruzzo	M	Chairman of the Committee of Independent Directors and Member of the Risk Committee	Non-executive	Independent	5 of which one as full professor of commercial law at Bocconi University in Milan and Director of the Department of Legal Studies at the same university, and one as Director at Fideuram Asset Management SGR.
Emanuele Maria Carluccio	M	Chairman of the Risk Committee and Member of the Committee of Independent Directors	Non-executive	Independent	5 of which one as Full Professor of Economics of Financial Intermediaries at the University of Verona and Senior Lecturer of the Financial Intermediaries, Banking and Insurance Division of the SDA Bocconi School of Management, one as Director at Eurizon Capital Real Asset SGR S.p.A., one as Chairman of the Board of the European Financial Planning Association and as Director at Adria Ferries S.P.A.
Fabrizio Gnocchi	M	Member of the Remuneration Committee	Non-executive	Independent	1 as a lawyer with law firm in Pavia specialising in criminal-administrative and civil law matters
Francesca Culasso	F	Member of the Risk Committee and of the Investment Supervision Committee	Non-executive	Independent	3 of which one as Full Professor of Business Economics at the Department of Management of the University of Turin, of which she is also Director since 2018, one as Director at Equiter S.p.A. and one as Director at Intesa Sanpaolo Innovation Center S.p.A.
Maria Luisa Cicognani	F	Member of the Investment Supervision Committee	Non-executive	Independent	5 of which one as Chairman of the Remuneration Committee of TBC Group PLC (LSE listed company), one as Chairman of the Remuneration Committee of TBC Bank JSC (Georgia), one as Chairman of Mobius Investment Trust (LSE listed company, constituent of the FTSE All-Share Index) and one as Non-Executive Chairman of Arafa Holding (Cairo Listed company).

For the appointment and selection of the members of the Board of Directors, in compliance with currently applicable regulations, the SGR makes use of the Intesa Sanpaolo Group's governance model, which centralises the appointment of the subsidiaries' corporate bodies within the Parent Company. The Parent Company adopt to principles and rules that encourage a strict application of the guidelines promoted by the sector's Supervisory Bodies and of the best market practices to ensure that the governance of subsidiaries is adequate in terms of structure, organisation and composition of the corporate bodies, taking into account the characteristics of each company. Moreover, with reference to the subsidiaries active in asset management, the Parent Company also complies with the guidelines set forth in the Bank of Italy's Supervisory Provisions on management and coordination, and therefore promotes and verifies the application by the subsidiaries active in asset management of the best corporate governance practices, paying special attention to the composition of corporate bodies, the level of professionalism of the representatives, the number and role of independent directors, as well as the balance between executive and non-executive directors; to this end, any corporate governance codes defined by trade associations are also taken into consideration.

The Chairman, whose office cannot be cumulated with that of the Chief Executive Officer, is appointed by the Board of Directors, unless the Shareholders' Meeting has already done so. The Chairman promotes the smooth running of the Board, ensures the balance of powers and encourages internal debate, acting as the in-

2. The table does not show the total number of offices held by individual Directors, but only those considered most significant.

terlocutor of the Board of Statutory Auditors and of the Board committees, and promoting an impartial dialogue between executive and non-executive members and the active participation of non-executive members in the Board's work.

The Board of Directors grants the Chief Executive Officer broad managerial authority to supervise all company operations[3]; internal operating powers are instead granted to the Heads of the four departments reporting directly to the Chief Executive Officer and are exercised within the scope of and in accordance with the indications and guidelines received from the latter.

At least on an annual basis, the Board of Directors[4] undergoes a self-assessment to analyse aspects relating to the composition and operation of its internal Board committees. This self-assessment process is based on objective elements and takes into account industry best practices. More specifically, the self-assessment is broken down into several operational phases that include: (i) the verification of the implementation status of any initiatives defined in the previous self-assessment session, (ii) the collection of the information required to process and formalise the process outcomes, (iii) the sharing and discussion at Board level of the findings that emerged during the meeting of the Board of Directors, and (iv) the formalisation within the Board of Directors.

COMMITTEES

Four internal Board committees have been set up within Eurizon's Board of Directors, namely:

- **Committee of Independent Directors**, with advisory, assessment and proposal duties relating to the management of conflicts of interest in the provision of collective asset management and investment services;
- **Remuneration Committee**, with proposal and advisory duties aimed at supporting the Board of Directors in all activities concerning remuneration;
- **Risk Committee**, with advisory, assessment and proposal duties with respect to the definition by the Board of Directors of the SGR's internal control system;
- **Investment Supervision Committee**, with advisory, assessment and proposal duties in relation to the supervision of the investment process of products managed within the framework of collective asset management and investment services.

The Committees are composed of three independent directors[5] appointed by the Board of Directors and meet at least on a quarterly basis in the case of the Risk Committee and the Investment Supervision Committee; at least once a year and when convened by the Chairman in the case of the Remuneration Committee; and whenever the Board of Directors is called upon to resolve on matters within its area of responsibility in the case of the Committee of Independent Directors.

In addition, the SGR has also set up additional **internal committees of a technical-advisory nature** with the aim of overseeing specific material issues, including the **Environmental, Social and Governance Committee** (ESG Committee), which, with reference to the assets under management, monitors the implementation of the strategies adopted pursuant to the SGR's Sustainability Policy, defining, where appropriate, any actions to mitigate the negative effects related to sustainability risks or assessing, among others, the possibility of initiating escalation processes with issuers.[6]

3. The Chief Executive Officer has delegated powers relating to commercial policies, the offering of products and services, organisational adequacy and the reporting-accounting system, in fulfilment of the tasks allocated to the Board of Directors under current legislation, personal data protection and, in particular, the role of Controller.
4. The Board of Statutory Auditors undergoes a similar self-assessment process.
5. With the exception of the Remuneration Committee, which requires a minimum of three and a maximum of five non-executive members.
6. For further details, reference is made to the paragraph "Main actors in ESG/SRI processes" on page 30.

CONFLICTS OF INTEREST

Eurizon, in line with current regulations, has defined a specific **Management of Conflict of Interest policy,** a summary of which is available on the Company's website which, taking into account its internal organisation, the nature, size and complexity of its business, identifies the circumstances that give rise or could give rise to a conflict of interest that could adversely affect the interests of the UCIs managed, clients or Investors of the SGR.

The Conflicts of Interest Management Policy, in addition to defining the procedures to be followed and the measures to be taken in order to prevent, manage and monitor such conflicts, also incorporates changes in the context in which the SGR operates, the mapping of such circumstances and is updated on an annual basis. Eurizon has also voluntarily joined the "**Self-Government Code for the Management of Conflicts of Interest**" proposed by the trade association Assogestioni, with the aim of safeguarding the SGR's decision-making and entrepreneurial independence in identifying conflicts of interest and the organisational measures and procedures for their efficient management.

With the aim of protecting the best interests of its Stakeholders, the SGR reserves the right to disclose any situations of conflict of interest should they arise, in line with the provisions laid down by the regulations in force from time to time.[7]

REMUNERATION

The **Remuneration and Incentive Policies of Eurizon Capital SGR S.p.A.** are prepared on the basis of the Remuneration and Incentive Policies of the Intesa Sanpaolo Group and are in compliance with European and national regulations in the asset management industry, as regards those aspects that are not in conflict with, not governed by or more restrictive than such regulations. As a "significant" asset manager, the SGR has an obligation to apply all the more stringent regulatory requirements.

The Board of Directors defines and submits to the Shareholders' Meeting and annually reviews the SGR's Remuneration Policies and ensures their consistency with the overall choices in terms of risk-taking, long-term strategy and objectives, corporate governance structure and internal controls. In this context, the Board of Directors is supported by the Remuneration Committee, which is composed of independent members and has advisory and proposal functions, and by the internal functions in the process of defining the Policies with regard to their management and the *ex-ante* and *ex-post* checks on their implementation.

More specifically, the Remuneration Policy requires the structure of the SGR's personnel remuneration to include a fixed component defined on the basis of the employee's contractual framework, role, assigned responsibilities, and specific experience and skills, and a variable component defined on the basis of the performance obtained. The variable component is linked to personnel performance, and is symmetrical with respect to the results actually achieved and the risks prudently undertaken; it is composed of a short-term variable component and a long-term variable component. The breakdown of the variable component of remuneration into a short-term and a long-term portion favours attraction and retention of resources, allowing to direct performance over a more than annual accrual period and to share the medium- to long-term results arising from the implementation of the Business Plan.

7. For further information, reference is made to the document "Main actors in ESG/SRI processes for the management of conflicts of interest of Eurizon Capital SGR S.p.A." available on the website.

For employees identified as "Risk Takers", the variable component is paid through appropriate mechanisms that provide for deferred payment over time, the allocation of managed UCI units, as well as loyalty mechanisms and *ex post* correction clauses. The deferred portion is subject to the employee remaining in the Group at the end of the deferral period/deadlines set for delivery of the managed UCI units, except in the case of termination of the employment contract, as well as to *ex-post* correction mechanisms such as: (i) the so-called "*malus* conditions" under which the paid amount and/or the number of managed UCI units may be reduced up to zero in the year in which the deferred unit is paid; (ii) the activation of claw-back mechanisms, i.e. the return of bonuses already paid, in the presence of negative events directly attributable to the conduct of the individual that jeopardised the sustainability of the Company's results or of the managed assets; (iii) the absence of the so-called individual compliance breaches - such as violations specifically sanctioned by the supervisory authorities, disciplinary measures, etc., which would result in the non-payment of the bonus pertaining to the year in which the compliance breach was committed and the cancellation of any deferred units whose vesting conditions relate to the same year.

Moreover, if discretionary pension benefits are introduced, they will be allocated to the beneficiaries in compliance with the regulations in force, pursuant to which they are incorporated into the variable remuneration.

The SGR's remuneration and incentive policies are also consistent with the provisions on sustainability risk integration pursuant to Regulation (EU) 2019/2088 on sustainability reporting in the financial services industry ("Sustainable Finance Disclosure Regulation" or SFDR). In particular, consistency with this regulation is ensured at the level of the annual Incentive Systems by: (i) attributing within the scope of the Incentive System of all Group Risk Takers and corporate Risk Takers and Middle Management not belonging to the Managers' category a specific objective, among the strategic action objectives, linked to the SGR's initiatives that take into account environmental, social and governance factors (so-called "Environmental, Social and Governance factors" - ESG); (ii) introducing for the population belonging to the Managers' category, a corrective mechanism of the bonus linked to the activity carried out in the area of sustainability risk management (so-called "sustainability corrective mechanism").[8]

INTERNAL CONTROL SYSTEM

The Company, in order to adopt an internal control system that guarantees an adequate and constant monitoring of operational risks and processes, has put in place three different levels of control, specifically:

- **first-level controls** (or line controls), conducted through the operational structures or by means of special automated systems;
- **second-level controls**, assigned to the Compliance & AML and risk management Risk Management functions, which aim to ensure (i) compliance of company operations with regulations, including self-regulatory codes, and (ii) the proper implementation of the Company's risk management process and managed assets. The activities envisaged include the performance of systematic checks on specific activities or typical corporate procedures of the Company in relation to collective management, portfolio management and advisory services and the marketing of UCIs managed by third parties, specific checks and follow-up checks to verify the implementation of initiatives and measures aimed at resolving the problems highlighted, as well as the effectiveness and efficiency of the initiatives undertaken;
- **independent third-level controls**, assigned to the Internal Audit Function.

8. The sustainability corrective mechanism applicable to personnel belonging to the Managers' category is based on the comparison between the "sustainability rating class" of the managed portfolio (i.e. average score of the products managed by the individual Manager with reference to ESG factors) and the relevant target identified (i.e. average score of the parameters - benchmark of the product or investment universe - associated with the Manager). For further information, reference is made to the document "Summary of the remuneration and incentive policies of Eurizon Capital SGR S.p.A. - 2022" available on the Company's website.

Excellence in products and services

Eurizon's activities include the offer of mutual funds, both under Italian and foreign law, asset management, aimed at both retail and professional clients, and investment advisory services.

The Company provides a wide range of products and services tailored to meet the specific needs of each client, each one characterised by a different management philosophy, style and risk/return profile.

BENCHMARK MANAGEMENT STRATEGIES

Bond and equity products and services that adopt an active management style, with the objective of obtaining extra-returns compared to the benchmark over the set time horizon.

FLEXIBLE MULTIASSET AND MULTISTRATEGY STRATEGIES

Investment solutions broken down by asset class, investment instruments, geographical areas and sectors. They are characterised by diversification, active risk management and dynamic management.

QUANTITATIVE MANAGEMENT STRATEGIES

Quali-quantitative models developed in house that represent the economic cycle and the valuation profile. The models may be used to determine the weight of the individual asset classes within the portfolios, in products that are aimed at replicating the reference market and selecting securities.

ALTERNATIVE STRATEGIES

Alternative Investment Funds (AIFs) aimed at Insurance customers, institutional investors, family offices and High Net Worth Individuals (HNWI). Use of multi-manager strategies, in co-investments and with direct investment in equity and bond strategies.

The activity of promotion, sale and after-sales support associated with the Company's products and services is developed nationally and internationally[9], relying both on the Intesa Sanpaolo Group's internal networks (Banca dei Territori, Intesa Sanpaolo Private Banking and Intesa Sanpaolo Vita) and on other selected bank placement agents (so-called "extra-captive") as well as major institutional customers and users of mutual funds outside the Group.

Eurizon Capital SGR's Registered office, Piazzetta Giordano dell'Amore, Milan.

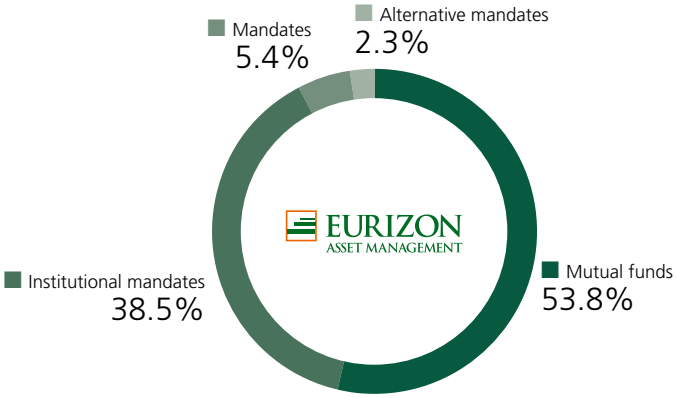
9. For a breakdown of the countries, reference is made to the paragraph "Geographical presence" on page 14.

Assets Under Management

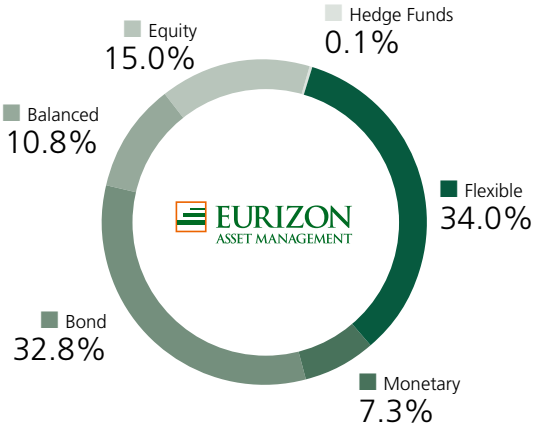
Eurizon, with total assets under management of **381.6**[10] billion euro in December 2022, is among the leading operators in Italy with a market share of **17.8%**[11] and a prominent player in the international asset management landscape, as also evidenced by the awards received in 2022.

17.8%
Market share

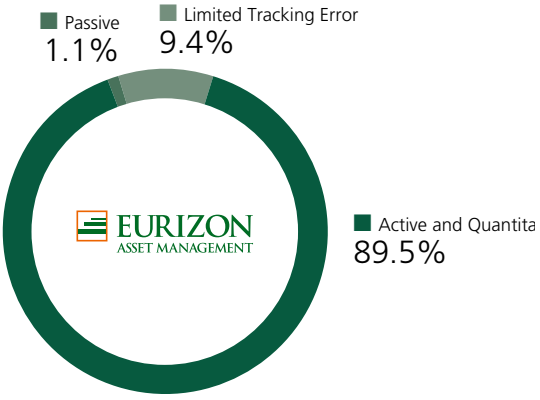
AuM by product type



AuM by asset class



AuM by management style



Source: Eurizon internal data.

10. The figure does not include the AuM of Penghua Fund Management, which amounted to an equivalent of 152.4 billion euro at the end of 2022.
11. Source: Assogestioni, December 2022.

Awards Received in 2022

"Premio Alto Rendimento 2022" Award

Eurizon won the "Big" Italian Funds award: runner-up in the "Best Manager" category.

"Financial Innovation-Italian Awards" 2022

Eurizon Fund - Equity Circular Economy: runner-up in the Asset Management category.

Top of the Funds Award 2022

Eurizon Asset Management Croatia: best management company in Croatia

MF Investment Manager Awards 2022

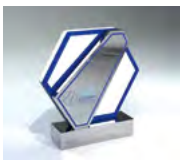
Eurizon: Triple A Top Asset Manager - companies with the largest assets under management in Italy

Lipper Fund Awards 2022 in Austria, France, Nordics and Switzerland

Epsilon Fund - Euro Bond: Best EMU Government Bond Fund in the 3-year category

ESG Investing Awards 2022

Eurizon Fund - Absolute Green Bonds: ranked first in the "Best ESG Investment Fund: Climate / Green Bonds" category



ESG Champions 2022, MainStreet Partners

Eurizon Fund - Absolute Green Bonds: Best Green Bond Fund

Value creation and asset stability

The creation of long-term corporate value is one of Eurizon's founding values and translates into the pursuit of **Excellence**, i.e. the quality of the results and constant improvement.

This approach applies:

- **to investment management**, by enhancing our clients' savings, managing investment solutions suited to their needs and turning the complexity of the financial markets into opportunities;
- **to Human Resources management**, putting people at the centre of its business model, giving importance to health and safety in the workplace, workers' rights and gender equality on the one hand, and investing in training and skills development on the other;
- **to the relationship with Stakeholders**, by building strong relationships and supporting their individual and collective growth;
- **to the integration of Sustainability** into its processes and behaviour, by assessing the impacts of its actions and decisions in the medium/long term, harmonising investment choices with the principles of social and environmental responsibility and good corporate governance.

Indeed, Eurizon believes that through the proper management of corporate operations and the pursuit of quality results, it is possible to prevent and mitigate negative impacts that could compromise the ability to generate value, not only for shareholders, but for all Stakeholders.

381.6€ Bn
Third-party assets under management and under delegated management

More specifically, the SGR's economic and financial performance is testament to its ability to create value and distribute it to Stakeholders over time. The financial year 2022 ended with a consolidated net profit, including minority interests, of 567.7 million euro (813.0 million euro in the financial year 2021 and 512.9 million euro in the financial year 2020).

	31.12.2022	31.12.2021	31.12.2020
Shareholders' equity	1,617,834,777	1,802,895,460	1,338,475,217
Number of shares	99,000,000	99,000,000	99,000,000
Net income	567,696,576	813,012,649	512,937,990
Net fee and commission income	916,919,082	1,291,548,365	844,440,031
Net operating costs	208,402,268	242,042,346	177,772,572
Number of employees (actual workforce)	726*	764	598
Third-party assets under management and under delegated management[12]	381,657,060,960	440,310,061,506	349,006,722,566
ROE[13]	41.50%	73.8%	37.3%
Operating costs/net commissions	22.70%	18.7%	21.1%
Net fees and commissions/assets under management	0.24%	0.29%	0.24%
Operating costs/assets under management	0.05%	0.05%	0.05%

* The number includes 2 resources hired with a temporary contract and 1 resource assigned to another company in the Group.

12. Third-party assets managed by the Asset Management Division.
13. Net profit / Average net monthly assets under management before accrued profit (loss).

DISTRIBUTION OF ECONOMIC VALUE GENERATED

The Economic Value Generated represents the wealth produced by the Company and is calculated from the data in the Consolidated Financial Statements. At the end of the year 2022, the indicator amounted to 965.6 million euro, which is equivalent to net profit from financial activities plus other operating income and expenses and income from equity investments. In 2022, the Economic Value Distributed to Stakeholders amounted to 987.7 million euro, as detailed in the Economic Value Determination and Distribution Prospectus.[14]

BREAKDOWN OF ECONOMIC VALUE - 2022

Economic value generated	965.6 M €
Economic value distributed	987.7 M €
to suppliers	*572 M €*
to shareholders	*218.5 M €*
to Government and Public Entities	*112 M €*
to the community	*83.7 M €*
to employees and collaborators	*0.8 M €*
Economic value retained (withdrawn)	-22 M €

987.7€ M
Economic value distributed

14. For further information on the items relating to the Economic Value Generated and Distributed, reference is made to the Chapter "Indicators" on page 79 and to the Company's Consolidated Financial Statements available on the Intesa Sanpaolo website.

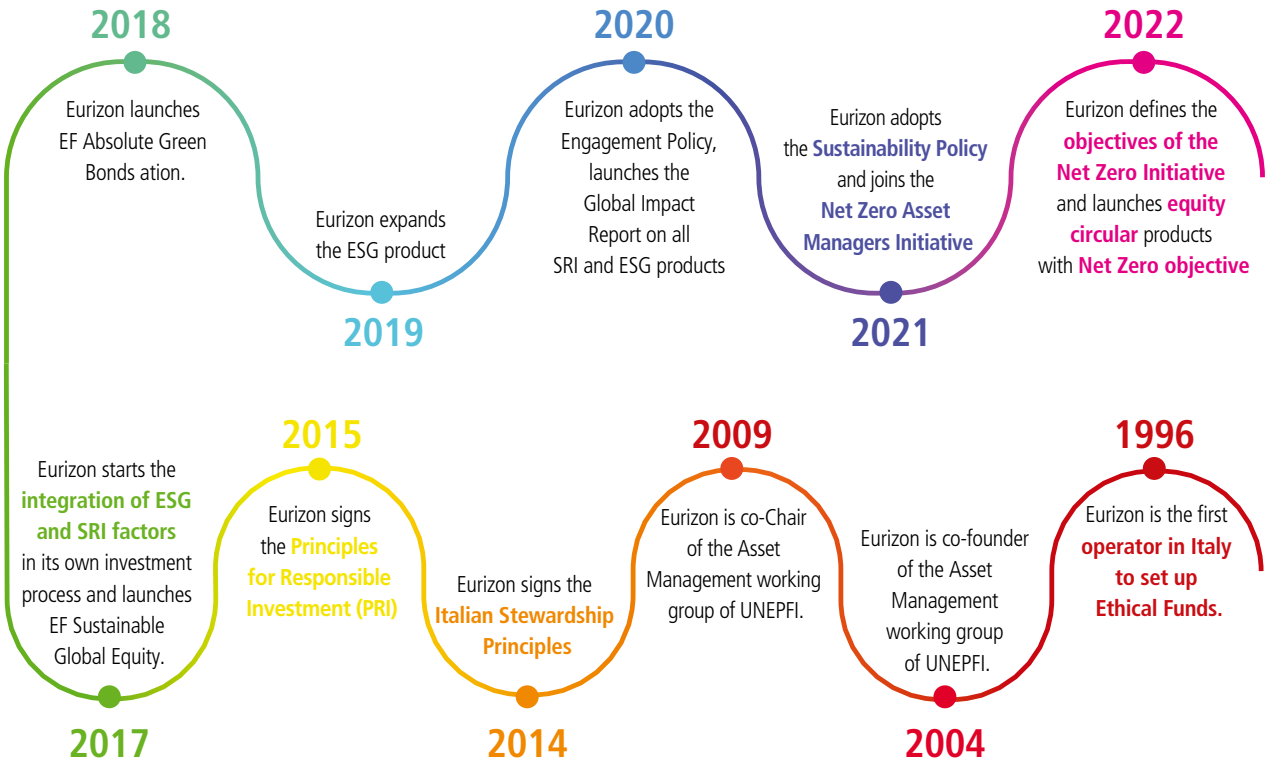
Eurizon's sustainable world

Our commitment over time

Eurizon's vision and mission underline the importance for all the companies belonging to the Asset Management Division of the Intesa Sanpaolo Group to cooperate with their investee companies to promote rules and behaviours that privilege sustainable investment aspects and promote high standards of governance of the issuers in which they invest. For more than 25 years at the forefront of promoting sustainable development, the process undertaken bears witness to a deep-rooted commitment to ethical and responsible issues.

In line with its own "**Sustainability Policy"** and its own "**Engagement Policy**", the SGR believes that the issuers implementing high standards at social, environmental and good corporate governance level are able to generate sustainable performances over the long term.

In continuity with the commitment undertaken in November 2021 by joining the ***Net Zero Asset Managers Initiative*** **(or "NZAMI")**, the international initiative promoted by management companies committed to supporting the goal of achieving climate neutrality by 2050, in 2022 Eurizon defined its Net Zero objectives and supplemented its offering with products on the circular economy and with a Net Zero objective.



THE APPROACH TO SUSTAINABILITY

Eurizon integrates ESG factors into the investment process through procedures and policies governing its processes, in line with the Intesa Sanpaolo Group's approach.

Specifically, the SGR incorporated and adopted the Intesa Sanpaolo Group's "**Code of Ethics**"[15] which governs the general principles of conduct that the Company's key persons are required to observe in their relations with Stakeholders, customers, shareholders, collaborators and suppliers. In this context, the Intesa Sanpaolo Group's Code of Ethics is inspired by the principles of the Global Compact promoted by the UN, supporting, among others (i) the protection and safeguarding of human and workers' rights, according to the principles enshrined in the Universal Declaration of 1948 and through the recognition of the principles laid down by the fundamental Conventions of the International Labour Organisation (ILO), (ii) the fight against corruption and (iii) promoting the dissemination of environmentally responsible practices.

Since 2021, Eurizon has adopted its own "**Sustainability Policy**"[16] which describes the safeguards for integrating sustainability risks into the Investment Process[17]. In this context, Eurizon has also published the **"Principal Adverse Sustainability Impacts Statement of Eurizon Capital SGR S.p.A. and its subsidiaries"**, which describes the main indicators of adverse impact and how these are taken into account when making investment decisions.

Furthermore, the Company, in order to govern its participation in the corporate life of the listed issuers in which it invests, has drawn up a "**Strategy for the exercise of participation and voting rights attached to the financial instruments held in the management assets.**", which describes the principles and conduct implemented by Eurizon Capital in the context of its Stewardship activities and in particular with regard to the exercise of voting rights. Again in support of its relationship with investee companies, the "**Engagement Policy**" represents the document wherein the Company describes the behaviours adopted to foster dialogue with issuers, overseeing the management of corporate governance issues, as well as environmental and social issues, in accordance with the applicable regulatory framework and the Stewardship Principles subscribed to.

The sustainability policies and guidelines are approved by the Board of Directors are reviewed regularly and made available to all Stakeholders on the SGR's website[18]. In order to correctly apply the commitments and responsibilities undertaken in the sustainability policies adopted, Eurizon annually defines its training plan, which includes programmes designed to update its employees' knowledge and skills.

15. Document available on the Intesa Sanpaolo website.
16. Document available on the SGR's website in the Sustainability section.
17. Pursuant to Article 3 of Regulation (EU) 2019/2088 of the European Parliament and of the Council on sustainability-related disclosures in the financial services sector (the "Sustainable Finance Disclosure Regulation" or "SFDR Regulation") and the related implementing regulations.
18. Documents available on the SGR's website in the Sustainability section.

Main actors in ESG/SRI processes

Eurizon has defined a specific operating model that involves corporate bodies and structures to which specific roles and responsibilities are assigned for the governance of sustainability risks.

More specifically, the SGR adopts a so-called "hybrid" approach, i.e. it entrusts the ESG & Strategic Activism structure with the task of overseeing the dissemination and implementation of investment sustainability principles by promoting the integration of environmental, social and governance factors into the Investment Process, including in coordination with the other structures, which are assigned specific responsibilities on the basis of the technical expertise they represent.

Board of Directors

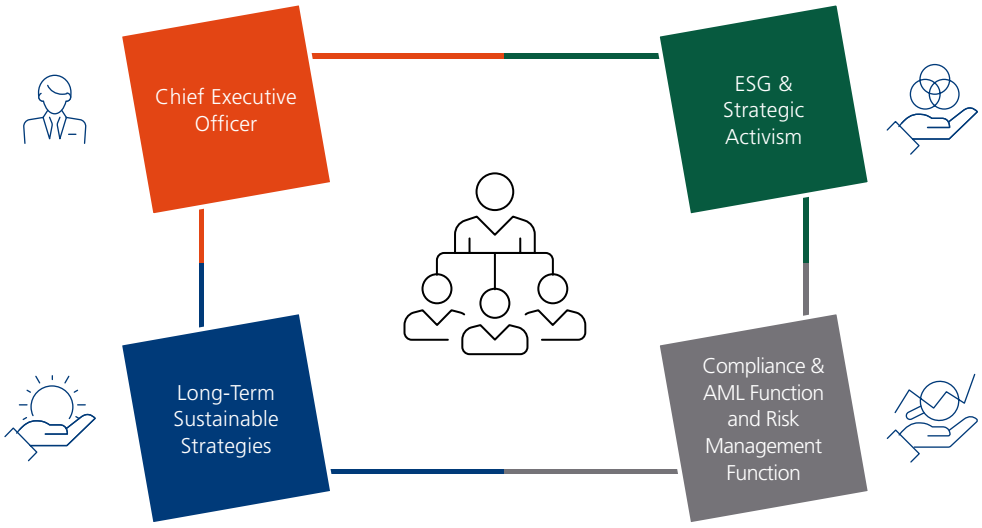
ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE
- Defines proposals to be submitted to the BoD on sustainable and responsible issues
- Monitors asset exposures against identified ESG indicators
- Oversees the escalation process in relation to "critical issuers"

SUSTAINABILITY COMMITTEE
Collaborates with the BoD in order to ensure that management decisions are in line with ethical principles. The Committee is independent and autonomous in relation to the SGR and is made up of individuals with recognised integrity and morality

DEVOLUTIONS COMMITTEE
Oversees the devolution and charitable activities of the Asset Management Division

Formulates with the ESG Committee proposals for the Board of Directors on the methods for selection and monitoring of the financial instruments and identifies the main negative effects of investment decisions

Oversees the dissemination and adoption of investment sustainability principles, promoting the integration of environmental, social and governance factors in the Investment Process



Identifies the lists of issuers considered not "socially responsible" and "critical" issuers
Oversees the identification and prioritisation of the main adverse effects of investment choices on sustainability factors

Compliance & AML
Monitors the compliance of processes with respect to the Sustainability Policy

Risk Management
Monitors the sustainability risks of managed products

BOARD OF DIRECTORS

The Board of Directors approves the SGR's sustainability policies and periodically checks the correct implementation thereof. In particular, the Board defines, on the basis of the proposals put forward by the Chief Executive Officer and General Manager, (i) methodologies for the selection and monitoring of financial instruments in order to integrate the sustainability risk analysis into the investment process of managed products, (ii) the methods used to identify the main negative effects of investment decisions on sustainability factors, defining priorities and mitigation actions, the results of which are formalised in the relevant disclosure and (iii) the methods of integration of sustainability risks. In addition, it annually evaluates the proposed donations and assesses the sustainability disclosures received, including this Sustainability Report.

CHIEF EXECUTIVE OFFICER AND GENERAL MANAGER

Regarding the monitoring of investment sustainability issues and the integration of sustainability risks into the investment process, the Chief Executive Officer formulates, with the support of the ESG Committee, proposals for the Board of Directors relating to the methods for (i) the selection and monitoring of financial instruments aimed at integrating sustainability risks within the Investment Process of managed products, (ii) the identification of the main adverse effects of investment decisions on sustainability factors, including the identification of priorities and related mitigation actions and the "Statement on the main adverse effects of investment decisions on the sustainability factors" and (iii) the integration of sustainability risks into the Remuneration and Incentive Policies. Finally, it periodically monitors, in the context of the ESG Committee, the implementation of the SGR's Sustainability Policy using the reports prepared by the ESG & Strategic Activism Structure.

ESG COMMITTEE

The ESG Committee is an advisory body supporting the Chief Executive Officer (i) in the definition of proposals to be submitted to the Board of Directors concerning sustainability policies, (ii) in monitoring the implementation of strategies involving the negative screening of SRI and ESG factors, the positive integration of ESG factors into the analysis, selection and composition of financial portfolios, and benchmarking with investee companies.

The ESG Committee:

- monitors, taking into account the available data, the measurement of the main environmental, social and governance indicators related to the assets under management, defining the appropriate actions to mitigate the adverse effects related to sustainability risks;
- defines the proposals for the Board of Directors concerning the priorities to be adopted for the subsequent period;
- annually submits the Statement on the main adverse effects of investment decisions on the sustainability factors.

In case of in-depth investigations, the ESG Committee is supported by the Sustainability Committee.

SUSTAINABILITY COMMITTEE

The SGR has set up a Sustainability Committee, pursuant to the provisions of the Regulations for the management of mutual funds belonging to the Ethical System. In this context, in consideration of the ethical principles that inspire the management activity, the SGR avails itself of the collaboration of the Committee to ensure management choices comply with the ethical principles indicated in the Regulations. The Committee is independent and autonomous in relation to the SGR and is made up of individuals with recognised integrity and morality. Finally, the Committee collaborates with the company structures concerned with regard to issues that may affect the SGR as well as the various products, including mandates.

FINANCIAL, CREDIT AND OPERATIONAL RISK COMMITTEE

The Financial, Credit and Operational Risk Committee is a collegial body, aimed at monitoring the exposure to risks of the products managed. With specific reference to sustainability risks, the Committee (i) monitors the results of the analyses of the impacts of sustainability risks on financial products carried out by the Long Term Sustainable Strategies structure with the support of the Risk Management Function and (ii) monitors the possible actions to mitigate the adverse effects connected with investment decisions.

LONG TERM SUSTAINABLE STRATEGIES

The Long Term Sustainable Strategies structure of the Investment Department, under the coordination of the Head of Investment Solutions, monitors corporate issuers, also assisted by info-providers specialised in ESG and SRI issues, in order to identify lists referred to (i) issuers considered as not "socially responsible" and (ii) issuers with a high exposure to ESG risks ("critical issuers").

With the support of the ESG & Strategic Activism structure, it oversees the identification and prioritisation of the main adverse effects of investment choices on sustainability factors, making use of specific specialised info-providers.

The results of the analyses relating to the impact of sustainability risks on financial products, carried out with the support of the Risk Management Function, are presented to the Financial, Credit and Operational Risk Committee, which is responsible for monitoring and defining the measures for mitigating the adverse effects connected with investment decisions.

ESG & STRATEGIC ACTIVISM

The ESG & Strategic Activism structure of the Investment Department oversees the dissemination and adoption of investment sustainability principles, promoting the integration of environmental, social and governance factors in the Investment Process. The structure is divided into the following units:

- Corporate Governance unit, which (i) coordinates activities related to the management of shareholders' meetings in relation to the exercise of voting rights for shareholdings held by the assets managed by the Company, and (ii) carries out and monitors engagement activities with the relevant issuers related to corporate governance issues, coordinating - for environmental, social and ethical issues - with the Sustainability unit;
- Sustainability unit, which coordinates the SGR's strategy on the issues of Sustainability and Socially Responsible Investment, providing support to Senior Management in relation to the integration of environmental, social and governance factors into the Company's Investment Process.

GREEN AND SUSTAINABLE FINANCE

The Green and Sustainable Finance structure ("G&SF") of the Investment Department, under the coordination of the Head of Fixed Income & FX, promotes the implementation of bond investment strategies that support environmental and sustainable projects.

MULTIMANAGER INVESTMENTS & UNIT LINKED

The Multimanager Investments & Unit Linked structure of the Investment Department, under the coordination of the Head of Investment Solutions, is responsible for the screening of target UCIs of third-party fund houses in relation to SRI and ESG factors.

COMPLIANCE & AML FUNCTION

The Compliance & AML Function monitors compliance with the SGR's Sustainability Policy, supervising the correct adoption of safeguards contemplated in internal and external regulations. In this context, the Function also oversees compliance with the decision-making process and the operating limits aimed at containing risks, including reputational risks, of managed portfolios related to ESG and SRI issues.

RISK MANAGEMENT FUNCTION

The Risk Management Function contributes to the definition of sustainability risk measurement methodologies and the related monitoring of managed products. In this area, it is responsible for:

- proposing to Senior Management the appropriate tools and methodologies for sustainability risk management;
- analysing, with the support of the Compliance & AML Function, the methods for the selection and monitoring of the financial instruments adopted by the Asset Management Company, with the aim of integrating the sustainability risk analysis within the Investment Process;
- monitoring the measurement of exposure to sustainability risks of managed products by coordinating - as regards the verification of compliance with the Operating Limits - with the Compliance & AML Function.

DEVOLUTIONS COMMITTEE

The Devolutions Committee is an internal body established pursuant to the Regulations for the management of funds belonging to the Ethical System. The Committee supervises the devolution and charitable activities carried out at all levels of the Asset Management Division and prepares proposals for the Board of Directors to identify charitable organisations deemed worthy.

ESG initiatives and partnerships

SIGNATORY OF THE UNITED NATIONS PRINCIPLES FOR RESPONSIBLE INVESTMENT - UN PRI (SINCE 2015)

The United Nations Principles for Responsible Investment are 6 principles that signatories voluntarily undertake to follow in order to improve their performance through a series of measures aimed at integrating ESG criteria into their respective investment processes:

1. Incorporating environmental, social and governance factors in the analysis of investments and in the decision-making process
2. Including environmental, social and governance factors in its active ownership policy
3. Requesting investee companies to provide appropriate disclosure on information about ESG factors concerning them
4. Promoting the acceptance and adoption of the Principles among investors
5. Working with the financial community to improve the effective adoption of the Principles
6. Reporting to the public on the activities and progress in adopting the Principles.

In 2022, Eurizon joined a working group promoted by UN PRI: PRI Listed Equity Working Group and published the Net Zero case study on the decarbonisation of the cement industry.

SIGNATORY MEMBER OF THE STEWARSHIP PRINCIPLES PROMOTED BY ASSOGESTIONI (SINCE 2014)

Eurizon Capital SGR is a member of Assogestioni, the Italian Association of Asset Managers, and actively contributes to the working groups of the Managers' Committee, whose purpose is to present lists of candidates for the election of independent directors and statutory auditors of the issuers listed on the Italian Stock Exchange. Through the Italian Stewardship Principles, Assogestioni promotes the adoption of a series of high-level best practices capable of encouraging dialogue and collaboration between management companies and the listed issuers in which they invest, with the aim of helping to develop a culture of good governance in these companies.

Eurizon adopted the Stewardship Code promoted by the European Fund and Asset Management Association (EFAMA), in line with its signing in 2014 of the Italian Stewardship Principles promoted by Assogestioni. These Principles represent a support protocol for asset management companies in their monitoring and engagement activities and exercising of voting rights in the listed investee issuers in relation to:

- issuer's strategy and performance,
- ordinary corporate governance issues,
- corporate social responsibility and risk management.

MEMBER OF THE INSTITUTIONAL INVESTORS GROUP ON CLIMATE CHANGE - IIGCC (SINCE 2021)

IIGCC is the European body for cooperation among investors on climate change that aims to promote the reduction of greenhouse gas emissions.

In 2022, Eurizon joined two working groups promoted by IIGCC: the Bondholder Stewardship Working Group and the Proxy Advisor Engagement Working Group.

MEMBER OF THE NET ZERO ASSET MANAGERS INITIATIVE (SINCE 2021)

The Net Zero Asset Managers Initiative is the international initiative promoted by asset management companies committed to supporting the goal of achieving climate neutrality by 2050 (so-called "Net Zero"), in line with the commitments undertaken by the Member States that entered into the Paris Agreement, aimed at containing the impacts of climate change and mitigating the rise in temperatures to a maximum of 1.5°C by 2050.

ADOPTION OF THE EUROPEAN TRANSPARENCY CODE FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT BY EUROSIF FOR THE ETHICAL FUNDS (SINCE 2008)

Initiative set up by the national forums of France, Germany, Italy, the Netherlands and the United Kingdom with the support of the European Commission with the aim of promoting and developing socially responsible investment practices.

ORDINARY MEMBER OF THE FORUM FOR SUSTAINABLE FINANCE (SINCE 2021)

A non-profit association that aims to spread the knowledge and practice of sustainable investment, with the aim of encouraging the inclusion of environmental, social and governance (ESG) criteria in financial products and processes.

CDP SIGNATORY (SINCE 2004)

International non-profit organisation that helps companies and cities to disclose their environmental impact.

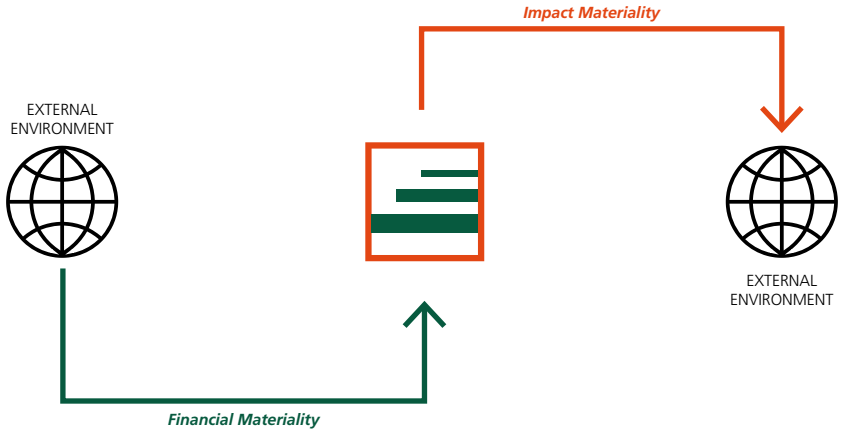
MEMBER OF THE INTERNATIONAL CORPORATE GOVERNANCE NETWORK (SINCE 2016)

Leading association on global corporate governance and investor stewardship standards.

Materiality analysis

The Materiality analysis plays a fundamentally important role in identifying priority (i.e. material) issues for the Company and its Stakeholders, insofar as it is a key element in the identification and management of risks and opportunities and also contributes to guiding corporate strategy.

The approach to identifying and assessing the impacts related to material environmental, social and corporate governance issues entails a dual perspective (so-called "dual materiality") that considers both the impact generated by the external environment vis-à-vis the Company (so-called "outside-in" or "financial materiality"), and the impact generated by the Company vis-à-vis the external environment (so-called "inside-out" or "impact materiality"). This approach a comprehensive overview of both the issues that can materially influence Eurizon's financial performance (whether positively or negatively) and of the SGR's activities that can generate significant impacts on the environment and the community.



The topics resulting from the 2021 materiality analysis were re-assessed with the aim of prioritising them with respect to their associated impacts, the activities carried out by the Division and in light of the new dual materiality approach.

STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

Stakeholders represent the relational universe with which Eurizon interacts in order to identify and monitor needs and prospects in relation to issues considered "material" (i.e. those considered most relevant), both by the organisation and by the Stakeholders themselves.

In line with the previous year, the materiality analysis involved the main Stakeholders selected on the basis of their relationship with Eurizon (customers, suppliers, distributors, external consultants, shareholders, top managers and employees) through an online survey intended to collect their feedback anonymously and taking into consideration both the likelihood and the significance of the impacts associated with the topics under analysis.

Within the framework of the SGR's ordinary business, engagement with the main categories of Stakeholders can take place through the following methods:

STAKEHOLDERS	MAIN ENGAGEMENT METHODS
People	• Internal communication tools (corporate intranet, newsletters etc.) • Internal initiatives (onboarding, mentorship) • Training courses • Internal surveys • Social channels (LinkedIn, Youtube)
Private and institutional customers	• Monthly video updates • Advertorials published in trade journals • Dedicated web portals • Support and training channels • Newsletters • Podcasts • Webinars and video interviews • Meetings and webcasts with managers • Institutional events • Market research • Social channels (LinkedIn, Youtube)
Partners	• Market research • Newsletters • Periodic communications and topic columns for financial advisers • Weekly and monthly newsletters • Dedicated web portal • Podcasts • Surveys • Social channels (LinkedIn, Youtube)
Environment	• Donations to environmental organisations • Communications with local organisations
Community	• Donations to charities and community projects • Communications with local organisations • Focus groups promoted by the Trade Association (Assogestioni) • Conferences and events promoted by the Trade Association • Social channels (LinkedIn, Youtube)
Shareholders	• Interactions and communications • Surveys

Eurizon Capital SGR. Milan - entrance details

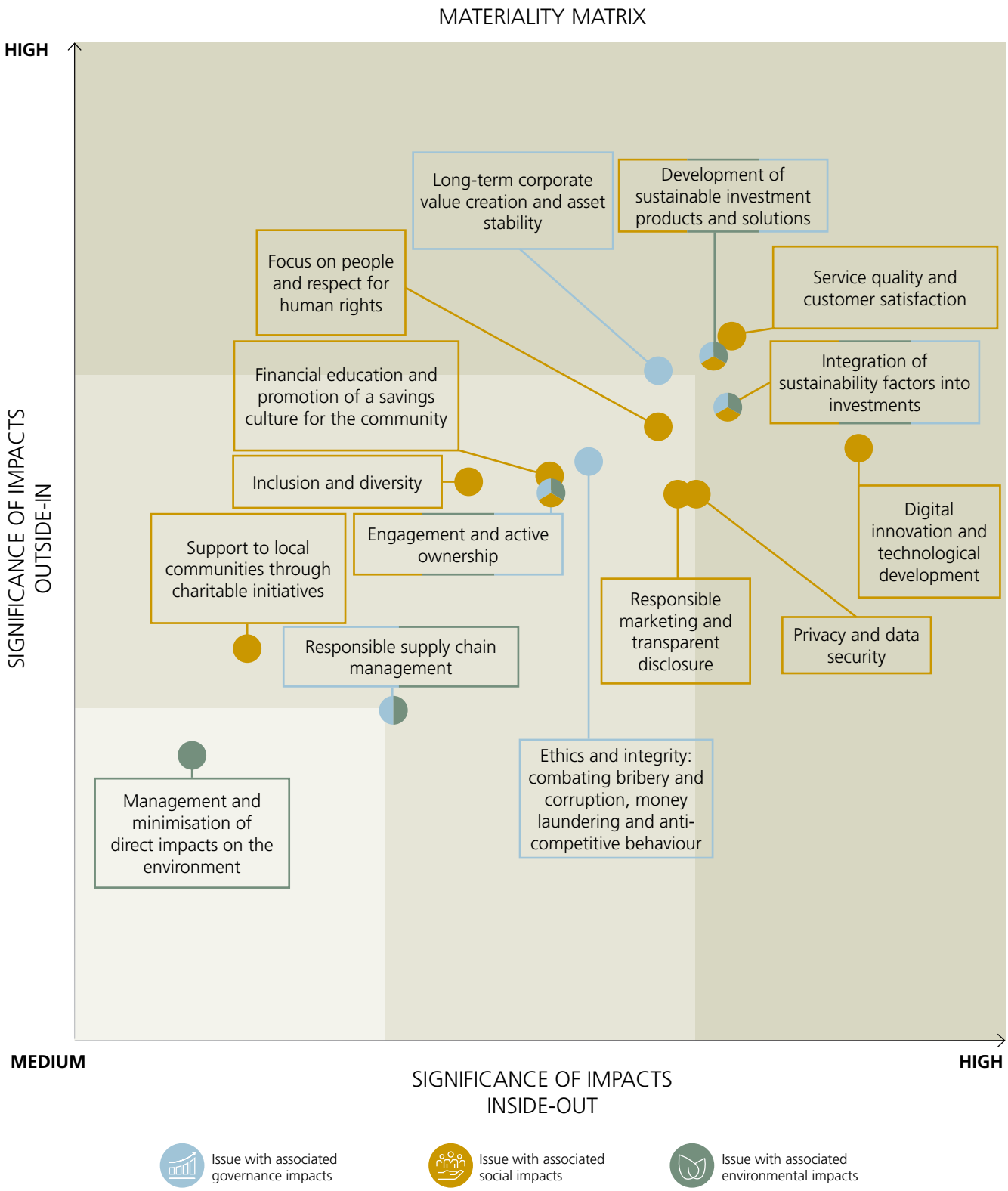
MATERIAL ISSUES AND ASSOCIATED IMPACTS

This year's analysis introduced new topics compared to 2021, such as, for example, "Responsible marketing and transparent disclosure" and "Responsible supply chain management"; in addition, some of the topics already present in the past have been further developed into multiple themes (for example, this year's analysis considers the topics "Digital innovation and technological development" and "Privacy and data security" separately).

Management and minimisation of direct impacts on the environment	*Examples include: energy efficiency of premises, generation of emissions, e.g. CO_2, from energy consumption of premises and offices, and depletion of water resources resulting from the performance of its activities.*
Service quality and customer satisfaction	*Generation of customer satisfaction.*
Digital innovation and technological development	*Development of digital solutions and processes designed to better meet internal and customer needs.*
Privacy and data security	*Unavailability of infrastructure due to a cyberattack and loss of sensitive data of customers, investors, employees, suppliers (data breach).*
Focus on people and respect for human rights	*Respect for human rights, attention and monitoring of employees' health and safety, contribution to people's well-being and support for training.*
Inclusion and diversity	*Promotion of an inclusive corporate culture geared towards valuing diversity by respecting, for example, gender minorities, ethnicity, religion, sexual orientation and skills.*
Financial education and promotion of a savings culture for the community	*Contribution to financial education aimed at promoting and disseminating a financial culture including through community support initiatives and partnerships with associations operating in the local area.*
Support to local communities through charitable initiatives	*Contribution to the welfare and development of local communities through charitable initiatives.*
Responsible marketing and transparent disclosure	*Strengthening the sense of trust among its Stakeholders through timely, transparent and reliable disclosures and in compliance with regulations.*
Ethics and integrity: combating bribery and corruption, money laundering and anti-competitive behaviour	*Prevention of money laundering, bribery and corruption and discouragement of anti-competitive behaviour through governance controls and an appropriate corporate culture.*
Engagement and active ownership	*Improved business and sustainability practices through engagement activities and participation in issuers' meetings.*
Integration of sustainability factors into investments	*Improving the risk-return profile of portfolios by integrating sustainability factors into the investment analysis, selection and management processes.*
Development of sustainable investment products and solutions	*Promotion and pursuit of specific environmental, social and governance investment objectives through the development and marketing of products and solutions that include sustainability related investment strategies.*
Responsible supply chain management	*Generating environmental impacts (e.g. GHG emissions) and offering quality services through responsible supply chain management (e.g. suppliers with standards of conduct in line with the Company's Code of Ethics).*
Long-term corporate value creation and asset stability	*Creation and distribution of economic value to shareholders, employees, suppliers and the community over the long term through Eurizon's economic and financial performance.*

2022 MATERIALITY MATRIX

The 2022 matrix shows how the Stakeholders surveyed consider the impacts associated with the Company's investment activity to be more significant than those related to the business conduct, both from an outside-in and inside-out perspective; the most significant impacts include: "Service quality and customer satisfaction", which reflects our **Passion** for what we do, "Development of sustainable investment products and solutions" and "Integration of sustainability factors into investments", in line with our ongoing commitment to **Sustainability**.



Commitment to transparency

In the fulfilment of its fiduciary commitment to its Stakeholders, Eurizon recognises that "responsibility" also means adopting transparent communication as a mean to establish and build an open, constant and constructive dialogue that enables the Stakeholders to make independent and conscious choices and to create lasting relationships based on mutual trust.

In line with its values, Eurizon is committed to enhancing transparency on sustainability with the aim of communicating effectively, clearly and comprehensively its approach and the results achieved in this area.

To this end, Eurizon provides its Stakeholders with the information required by the applicable regulatory framework, such as the documentation relating to the products and services offered (e.g. KID, prospectus and regulation) and the related periodic reports.

TRANSPARENCY ON THE INTEGRATION OF ESG CRITERIA INTO INVESTMENT DECISIONS

In compliance with Regulation (EU) 2019/2088 (Sustainable Finance Disclosure Regulation - SFDR), as of 2021, Eurizon publishes on its website information on its policies for integrating sustainability risks into the investment decisions taken both at the Company level and at the level of the individual products offered, where applicable.
Information is also available on Eurizon's website on how major adverse effects are taken into account in investment decisions and how sustainability risks are integrated into remuneration policies.

In addition, in compliance with Regulation (EU) 2019/2088, the SGR has prepared the annexes to the offering documentation required by the Regulatory Technical Standards for products under Articles 8 and 9.

Through its communication and marketing activities, Eurizon is committed to integrating disclosure and enriching its communication tools through multimedia and voluntary reporting forms that allow its Stakeholders to obtain a complete overview of the relevant aspects of its operations. To this end, Eurizon is committed to monitoring its customers' needs on an ongoing basis through appropriate tools and to detecting their expectations through specific market research.

Lastly, with the aim of simplifying navigation and access to content for the public and responding to specific needs through a greater relevance of content of interest, during 2022 the Eurizon website was completely revamped, improving the overall browsing experience also through thematic videos and dedicated sections. Moreover, audio and video content was added via external platforms, as well as shares via the LinkedIn institutional page, newsletters and documents with information purposes prepared for the commercial area and for end customers.

OUR REPORTS

GLOBAL ESG REPORT

The Global ESG Report is an annual document focused on sustainability related products and analyses the impacts in terms of both SDGs and ad hoc metrics.

VIEW THE PDF

GREEN BONDS IMPACT REPORT

The Green Bonds Impact Report relating to the Eurizon Fund - Absolute Green Bonds sub-fund contains the annual analysis of the impacts of green bond issues in terms of both SDGs and ad hoc metrics.

VIEW THE PDF

STEWARDSHIP REPORT

The Stewardship Report illustrates voting and engagement activities on a half-yearly basis.

VIEW THE PDF

EURIZON TALK

In order to address the most relevant issues in the Asset Management sector, from April to October 2022 a podcast series entitled "*Eurizon Talk*" was produced, which, through an informal dialogue, covered in ten episodes the topic of sustainability involving the ESG & Strategic Activism Structure of the Investment Department and some managers of Eurizon's sustainability related products.

The episodes offer an insight into topics such as Eurizon's identity and sustainable commitment over time, the devolutions made by the Company, the Stewardship strategy, the contribution of investments in Eurizon's sustainability related funds in accordance with the UN 2030 Agenda and the impact reports of the funds managed by Eurizon.

The series was released on all major streaming platforms (Spotify, Apple Podcasts, Google Podcasts, Spreaker and Amazon Music).

Sustainability related products

The offering of sustainability related investment products and solutions includes instruments which, in compliance with good governance practices, promote environmental and/or social characteristics or pursue sustainable investment goals, in line with customers' growing sustainability preferences. In this context, Eurizon integrates ESG factors into its investment process through the application of ESG/SRI strategies, also paying attention to specific issues such as climate change and the circular economy.

More specifically, in line with the regulatory framework established by Regulation (EU) 2019/2088, Eurizon's offering includes:

ART. 6
Products that **integrate sustainability risks into investment decisions** to which Eurizon applies SRI and ESG exclusion and restriction and active ownership strategies.

ART. 8
Products that **promote environmental and/or social characteristics** in compliance with good governance practices and to which Eurizon applies, in addition to SRI and ESG exclusion and restriction and active ownership strategies, also ESG Integration strategies and, for some products, the "carbon footprint" strategy as well.

ART. 9
Products, to which SRI and ESG exclusion and active ownership strategies are applied, and which pursue **a sustainable objective**, e.g. through the generation of a measurable and positive social and/or environmental impact.

In line with its commitment and the Intesa Sanpaolo Group's strategic objectives, 59 new products eligible to be classified under Article 8 or 9 pursuant to the SFDR Regulation[19] were launched during 2022, an increase of 35% compared to the entry into force of the same Regulation in March 2021. At the end of 2022 the range includes 232 products classified under Article 8 or 9, representing 110.3 billion euro or 54.5% of the funds' assets.

Number of products under Art. 8 and 9 SFDR since March 2021

19. In relation to an AuM (Total) value of 381.6 billion euro, 35% of AuM held by Eurizon is subject to ESG integration strategies.

The Global ESG Report and the **Green Bonds Impact Report** illustrate the evolution of the exposure of the portfolios analysed over the reporting period and the overall alignment of the products with the Sustainable Investment Goals promoted by the United Nations.

In addition to the selection criteria that characterise the products under **Art. 6** as detailed in the Chapter "Sustainability in investment activities", Eurizon's products classified under **Art. 8**, i.e. products that promote environmental and/or social characteristics and in compliance with good governance practices, entail the explicit integration of ESG factors in the analysis and selection of financial instruments to build portfolios characterised by at least one of the following integration strategies:

ESG SCORE INTEGRATION	THEMATIC INTEGRATION	SUSTAINABLE INTEGRATION	MANAGER SELECTION INTEGRATION	ESG INDEX INTEGRATION	SOVEREIGN ESG INTEGRATION
ESG score of the portfolio above that of the benchmark or investment universe	Investment selection based on positive and negative criteria (ethical and thematic funds)	Selection based on contribution to one or more SDGs (Sustainable Development Goals)	Selection based on screening of target UCIs that promote social environmental characteristics or sustainable investment goals	Selection of investments taking into account the construction logics of the respective benchmarks, identified according to ESG criteria	Selection of government issuers based on both indicators from the Sustainable Development Report and adverse impact indicators

Finally, in its range of offerings, Eurizon provides investment solutions classified under **Art. 9**, i.e. characterised by sustainable investment goals (so-called Sustainable Investments). At the end of 2022, these products accounted for over 3 billion euro in assets under management.

More specifically, in accordance with good governance practices, these instruments apply the following investment selection methodologies:

SDG INVESTING	IMPACT INVESTING
Selection of investments based on **sustainable investment criteria** to contribute to sustainable development objectives	Selection of investments capable of generating a **measurable and positive social and/or environmental impact** in addition to a financial return

THE PRODUCT GOVERNANCE AND COMPLIANCE CLEARING PROCESS ON NEW PRODUCTS AND SERVICES

Finally, new products and services and their subsequent variations are subject to the Product Governance process that involves the relevant structures of the SGR in order to assess the characteristics of the product and clearly identify the target audience for which it is intended with a view to protecting customers. The Product Governance process makes it possible to clearly manage the individual phases involving the conception, development, validation (so-called "clearing"), approval and monitoring of the products or services analysed.

This process is constantly monitored by the Compliance Function to ensure substantive and formal compliance with internal and external regulations and the underlying assessments. The products and services are then subject to periodic post-sales monitoring in order to assess their compliance over time with the market parameters and the characteristics of the reference customers (target market).

Compliance assessments are conducted in accordance with the principles of fairness and protection of customers' interests and also concern the quality of the information provided, the consistency of the services, products or transactions with the needs and characteristics of the target customers.

The entire process is regulated by internal Guidelines and specific process guides adopted by the SGR, in which the activities and structures involved are identified in detail. In addition, the SGR has equipped itself with an IT tool in order to standardise information on products or services, file documentation in a single repository and track the decision-making process, thus ensuring a strengthening of the control measures.

ETHICAL FUNDS

Launched for the first time in 1996, ethical funds aim to increase the value of the contributed capital over time by implementing an investment policy inspired by ethical principles. Eurizon's ethical fund range currently consists of four funds under Italian law, under Art. 8 pursuant to Regulation (EU) 2019/2088: Eurizon Azionario Internazionale Etico, Eurizon Obbligazionario Etico, Eurizon Diversificato Etico and Eurizon AM Bilanciato Etico.

The investment universe of the ethical products consists of the issuers included in the "ethical" benchmarks and compatible with the positive and negative selection criteria set out in the offer documents. Indeed, ethical investing applies negative screening strategies to issuers producing or marketing products from the nuclear, weapons and tobacco sectors or, with regard to country issuers, to those characterised by oppressive regimes or involved in military actions conducted outside the aegis of supranational organisations. In addition to negative criteria, the investment in ethical funds also follows positive criteria, defined according to the type of issuer and with respect to specific areas of commitment.

Moreover, a peculiarity of these funds is that they provide for the annual devolution of part of the management fees or product assets to social or environmental initiatives.

Since 2008, the mutual funds belonging to the Ethical System (Eurizon Azionario Internazionale Etico, Eurizon Obbligazionario Etico, Eurizon Diversificato Etico) have been signatories of the "**European transparency code for sustainable and responsible investment**", promoted by EUROSIF, with the aim of increasing the transparency of sustainable investment practices within investment products. As a result of this agreement, Eurizon Capital annually signs a specific "Declaration of commitment", made available on the website of the SGR.

Sustainability in investment activities

Integration of ESG criteria

Eurizon's fiduciary commitment to its Stakeholders also requires the Company to effectively address sustainability issues, particularly through specific investment analysis, selection and monitoring processes, contributing to the improvement of the risk-return profile of portfolios while at the same time promoting sustainable development. Indeed, Eurizon believes that the adoption of adequate controls and processes for the assessment of exposure to ESG issues is a priority in order to mitigate the potential adverse effects of its investments, which can impact the return on the managed portfolios and generate impacts from an environmental and social point of view.

In 2014, the SGR signed the "**Italian Stewardship Principles**" defined by Assogestioni, which describe how to responsibly exercise administrative and voting rights through interactions with the issuers in its portfolio, with the aim of developing good corporate governance practices, and consistently address issues with a social and environmental impact.

In 2015, Eurizon also signed the **Principles for Responsible Investment** promoted by the United Nations ("UN PRI"), i.e. the six voluntary principles to guide the responsible investment practices of institutional investors around the world, formally undertaking to integrate ESG criteria into its investment activities and active ownership policy, as well as to prepare an annual transparency report on its responsible investment activities ("PRI Transparency Report").

As part of the broader commitment to the integration of non-financial considerations into investment activities, the commitment to climate change mitigation becomes particularly important, in the context of which, in line with the Intesa Sanpaolo Group's objectives and also after joining CDP and subsequently the Net Zero Asset Manager Initiative (NZAMI), Eurizon dialogues with investee companies and supports shareholder proposals that call for greater transparency on the effects of corporate policies on these issues.

With the aim of responding appropriately to the challenges of the context in which it operates, to the expectations of its Stakeholders, and in compliance with current regulations, the SGR:

- describes on its website www.eurizoncapital.com the initiatives taken by the company and its assets under management with regard to sustainability;
- participates in **national and international working groups** with the aim of contributing to the definition of best practices on sustainability issues integrated in the investment process;
- provides employees with **in-depth content and training** on ESG integration in portfolios on its **corporate intranet**.

The Sustainability Policy

In 2021, Eurizon adopted its "Sustainability Policy", which describes, among other things, the strategy for integration of sustainability risks into the investment process through specific methodologies for the selection, analysis and monitoring of the financial instruments adopted by the SGR. The document, updated at least annually, involves the following strategies:

SRI EXCLUSION AND RESTRICTION CRITERIA	Restrictions and exclusions with respect to the Investment Universe of the individual assets under management for issuers operating in sectors considered not "socially responsible"
ESG EXCLUSION AND RESTRICTION CRITERIA	Restrictions and exclusions with respect to the Investment Universe of the individual assets under management for issuers considered "critical" for which an escalation process may be triggered
INTEGRATION OF ESG FACTORS	Integration of ESG factors into the analysis, selection and composition of the assets under management (so-called "ESG Integration")[20]
CARBON FOOTPRINT	Integration of methods for the measurement of the intensity of carbon dioxide (CO_2) emissions generated by issuers
SUSTAINABLE INVESTMENT OBJECTIVES	Investment selection methodologies aimed at pursuing sustainable investment goals in accordance with good governance practices
ACTIVE OWNERSHIP	Proactive interaction with issuer companies through the exercise of participation and voting rights and dialoguing with investee companies

In order to monitor sustainability issues, the SGR has set up a three-stage process that includes the screening of issuers, the definition of lists of issuers operating in non-socially responsible sectors and of critical issuers with high exposure to ESG risks, and the monitoring of investments over time.

In addition, Eurizon has put in place specific decision-making processes and operating limits aimed at containing risks, including reputational risks, of the managed portfolios, whose compliance is monitored by the Risk Management Function with the support of the Compliance & AML Function.

SRI EXCLUSIONS OR RESTRICTIONS

The following companies were identified as not "socially responsible" issuers (so-called "SRI Binding Screening"):

- characterised by a clear and direct involvement in the manufacture of unconventional weapons[21];
- that derive at least 25% of their turnover from mining or electricity production activities linked to thermal coal;
- that derive at least 10% of their turnover from Oil & Gas extraction activities through the exploitation of oil sands.

20. For more details on ESG integration methods, reference is made to the description of the strategies adopted for products promoting environmental and/or social characteristics in the section "Sustainability-conscious products" on page 43.
21. Unconventional weapons include (i) Anti-personnel mines; (ii) Cluster bombs; (iii) Nuclear weapons; (iv) Depleted uranium; (v) Biological weapons; (vi) Chemical weapons; (vii) Non-detectable fragments weapons; (viii) Blinding lasers; (ix) Incendiary weapons; (x) White phosphorus.

In relation to issuers with an exposure to the thermal coal and oil sands extraction sectors below the prescribed exclusion thresholds, specific escalation processes are activated to verify the actual portion of revenues derived from these activities, the presence of any expansion plans and the definition of phase-out plans following said escalation measures. In the absence of positive effects, the SGR considers whether to extend the monitoring period or, as a last resort, to initiate the process to divest the assets under management.

Eurizon believes that most economic activities are able to influence numerous sustainability indicators, both positively and negatively. These effects can be significant and require periodic reassessment. In this regard, during 2022 the Company adopted a specific framework that defines how the "Principal Adverse Impact indicators" or "PAIs" are taken into account within the assets under management, in accordance with the provisions laid down in the Regulatory Technical Standards (RTS) of Regulation (EU) 2019/2088. This framework, set out in the "**Principal Adverse Sustainability Impacts Statement of Eurizon Capital SGR S.p.A. and its subsidiaries**", published on the SGR's website, involves the consideration of the adverse effects of the issuers in the portfolio on the basis of selected indicators for which specific strategies are applied, i.e.:

- For corporate issuers: (i) Greenhouse gas intensity of investee companies, (ii) Exposure to companies operating in the fossil fuel sector, (iii) Consumption and production of non-renewable energy, (iv) Activities that adversely affect biodiversity, (v) Board gender diversity, (vi) Exposures to controversial weapons
- For sovereign and supranational issuers: (i) Greenhouse gas intensity, (ii) Countries subject to social violations.

Eurizon Capital SGR. Milan - detail of the office

ESG EXCLUSIONS OR RESTRICTIONS

Exclusions or restrictions are applied to issuers considered "critical", i.e. those companies that are assigned an ESG rating level of "CCC" by the specialised information provider MSCI ESG Research; an escalation process is activated for these issuers with the aim of determining their restriction or exclusion from investments (so-called "ESG Binding screening"). If, at the end of the escalation process, no positive effects or improvement in the issuer's ESG rating are found, the SGR considers whether to extend the monitoring period or, as a last resort, to initiate the process to divest the managed assets.

The SRI and ESG exclusions apply to all actively managed products, while for Limited Tracking Error products and index products (with the exception of those explicitly incorporating ESG factors), a maximum direct investment equal to the issuer's weight in the benchmark is permitted.

INTEGRATION OF ESG FACTORS

The integration of ESG factors in the analysis, selection and composition of managed assets (so-called "ESG Integration") aims to build, in accordance with good governance practices, portfolios with:

- an "ESG score" higher than that of the relevant investment universe ("ESG Score integration");
- investment selection processes based on specific positive and negative criteria set out in the offering documentation, as in the case of Ethical and Thematic products (so-called "Thematic Integration");
- investment selection processes based on sustainable investment criteria pursuant to the SFDR Regulation; this objective is achieved by investing in issuers whose activities contribute to one or more of the sustainable development goals, such as the Sustainable Development Goals (SDGs) promoted by the United Nations (so-called "Sustainable Integration");
- investment selection processes based on the screening of target UCIs, applicable to "wrapper" products, such as funds of funds, retail portfolio management and unit-linked products (so-called "Manager Selection Integration"), provided that such products invest at least 70% of their assets in target UCIs that promote environmental or social characteristics or sustainable investment goals;
- investment selection processes that take into account the criteria for the construction of the respective benchmarks, identified on the basis of environmental, social and corporate governance criteria, provided that these products invest at least 90% of their assets in issuers present in the benchmark (so-called "ESG Index Integration");
- selection processes for government issuers that use the indicators provided both by the so-called "Sustainable Development Report" and to monitor the main adverse impacts relating to government issuers; this objective is achieved by investing at least 70% of assets in such issuers (so-called "Sovereign ESG Integration").

CARBON FOOTPRINT

The integration of the methods to measure carbon dioxide (CO_2) emissions generated by issuers is aimed at building portfolios characterised by a lower carbon footprint than that of the corresponding investment universe ("Carbon Footprint").

SUSTAINABLE INVESTMENT OBJECTIVES

This definition includes the investment selection methodologies to achieve, in compliance with good governance practices, sustainable investment goals ("Sustainable Investments"), through methodologies to select investments aimed at:

- contributing to sustainable development goals, through processes to select investments based on sustainable investment criteria pursuant to the SFDR Regulation ("SDG Investing");
- generating a social or environmental impact together with a measurable financial return ("Impact Investing").

ACTIVE OWNERSHIP

The promotion of proactive interaction with the issuing companies (so-called "active ownership") takes place both through the exercise of the right to participate and vote, and through discussion with the investee companies (so-called "engagement"), encouraging an effective dialogue with the companies' management.

Eurizon aims to promote transparency, achievement and maintenance of high standards of governance of the companies in which it invests, contributing to increasing confidence in the capital market.

The matrix linking the ESG/SRI strategies adopted by Eurizon and the classification of products under the SFDR

	ART. 6	ART. 8	ART. 9
SRI EXCLUSION AND RESTRICTION CRITERIA	✓	✓	✓
ESG EXCLUSION AND RESTRICTION CRITERIA	✓	✓	✓
INTEGRATION OF ESG FACTORS		✓ *	
CARBON FOOTPRINT		✓ **	
SUSTAINABLE INVESTMENT OBJECTIVES			✓
ACTIVE OWNERSHIP	✓	✓	✓

* Despite that investee issuers comply with good governance practices.
** Limited to certain products.

SCREENING PROCESS OF ALTERNATIVE INVESTMENT FUNDS (AIFS) BELONGING TO THE ITEя RANGE

Eurizon Capital SGR has defined specific methodologies for selecting and monitoring financial instruments aimed at integrating sustainability risks within the Investment Process of the AIFs belonging to the "ITEя range", the management of which is delegated to the subsidiary Eurizon Capital Real Asset SGR S.p.A.

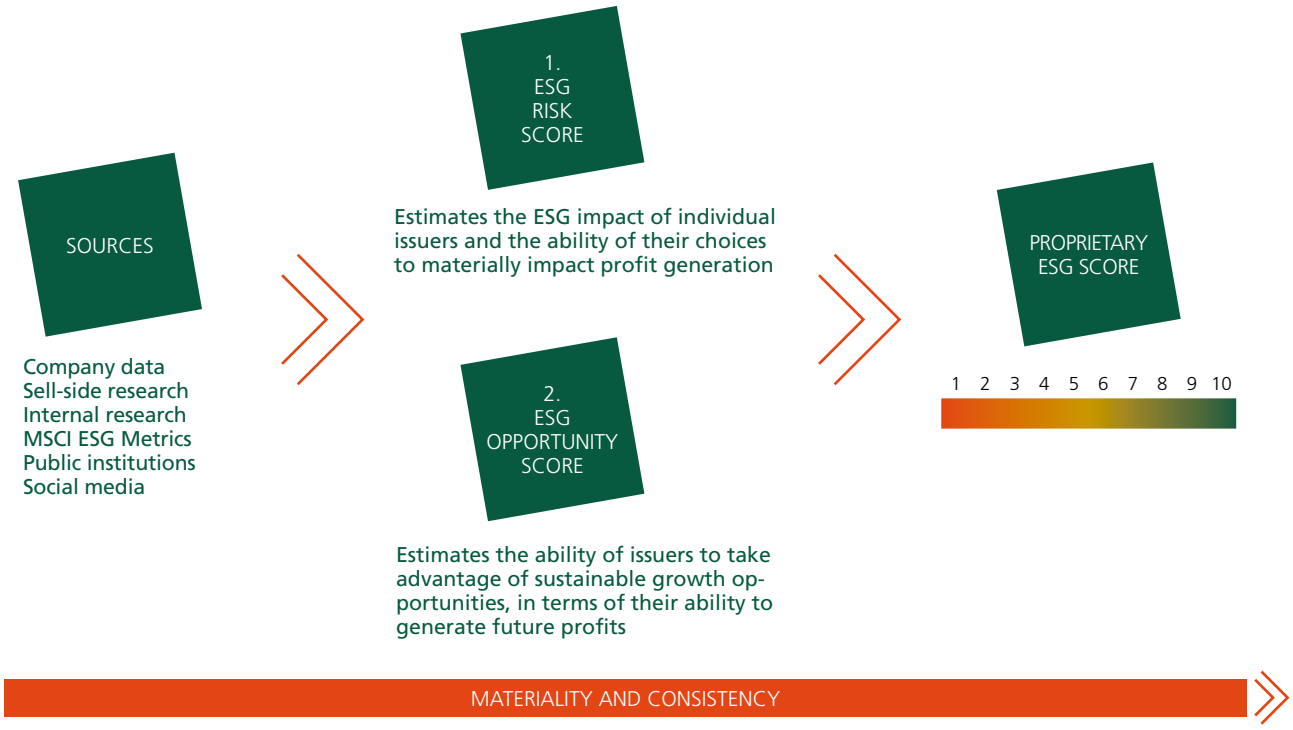
For these instruments, the SGR has refined its approach through specific selection and monitoring methodologies, taking into account the characteristics of these investments. In particular, there are specific SRI exclusion criteria[22] and the consideration of ESG criteria when assessing the investment opportunity, along with financial parameters, ensuring engagement throughout the investment life cycle.

EURIZON ESG SCORE

In order to support its investment decisions, Eurizon has also defined a proprietary model for the assessment of issuers that integrates environmental, social and governance factors, called the "Eurizon ESG Score".

Defined by the Long Term Sustainable Strategies structure of the Investment Department, this model entails a structured rating system for issuing companies, expressed on a scale from 0 to 10, which considers two components:

- the ESG Risk Score, which estimates the environmental, social and governance impact of the individual issuers' businesses and the ability of their choices to materially impact profit generation;
- the ESG Opportunity Score, which estimates the ability of issuers to benefit from sustainable growth, and is represented by the percentage of revenues that the issuer derives from the sale of products and services in alignment with sustainable development goals.



22. SRI exclusions are aimed at avoiding investment in companies operating in sectors that are not "socially responsible", as they are characterised by human rights concerns or by clear involvement - in terms of turnover - in activities related to (a) the production or marketing of (i) weapons, including components exclusively intended for them, (ii) tobacco, (iii) pornographic material, (iv) electronic solutions or programmes specifically designed to illegally enable access to electronic networks or the download of data in electronic format; (b) research and development of programmes, electronic solutions or other activities in support of one or more of the sectors referred to in the previous paragraph; (c) gambling.

Commitment to climate and the environment

Eurizon is committed to promoting investments, new products and behaviour that focus on sustainability issues. Among these, the commitment to climate change mitigation is of significant importance and requires the adoption of measures to counter its effects at a global level.

COMMITMENT TO ACHIEVING CLIMATE NEUTRALITY (SO-CALLED "NET ZERO")

The issue of climate change mitigation and adaptation represents a clear objective as part of the action plan to finance the sustainable growth of the European Union.

Against this backdrop, on 1 November 2021, Eurizon joined to the so-called "Net Zero Asset Managers Initiative" (hereinafter "NZAMI"), the international initiative promoted by some of the biggest asset management companies committed to supporting the goal of achieving climate neutrality by 2050, in line with the commitments made by the States that signed the Paris Agreement.

The NZAMI is also committed to transparency and rigour in the achievement of the intermediate objective, i.e. the ambitious decarbonisation of a portion (so-called "in-Scope Portfolio") of the assets under management as early as by 2030.

The NZAMI is a partner to "Race to Zero", a UN-led campaign that brings together a coalition of initiatives committed to achieving net zero emissions by 2050.

NET ZERO ASSET MANAGER INITIATIVE'S COMMITMENTS

- Achieve climate neutrality (so-called "Net Zero") of 100% of assets under management by 2050;
- Reduce the carbon emissions of a portion of assets under management (referred to as the "in-Scope Portfolio") by at least 50% by 2030 (this interim objective, compared to 2019, is indeed recognised by the Intergovernmental Panel on Climate Change (IPCC), as a necessary condition to mitigate the rise in temperatures to a maximum of 1.5° C by 2050);
- Promote proactive engagement towards less advanced issuers (so-called "laggards") and sectors with greater impact (so-called "high impact");
- Communicate transparently on the commitments made within twelve months from the date of accession, undertaking to (i) implement annual reporting on target progress and (ii) review the interim objectives at least every five years.

Eurizon's first step towards achieving the "Net Zero" objective was the identification of the four objectives (so-called targets) linked to the "in-Scope Portfolio" initiative, defined and published by the Company in Q4 2022.

ASSET LEVEL ALIGNMENT TARGET	*PORTFOLIO LEVEL REFERENCE TARGET*	*STEWARDSHIP TARGET*	*CLIMATE SOLUTION TARGET*
It consists of identifying the portion of assets, termed "in-Scope Portfolio", that will be managed with the goal of achieving climate neutrality by 2050. **Eurizon took over an "in-Scope Portfolio" of 67.5 billion euro, equivalent to 15.39% of its AUM as at 31 December 2021**	It represents the intermediate 2030 decarbonisation target of the "in-Scope Portfolio". **Eurizon has the ambition to halve the intensity of direct and indirect (so-called Scope 1 and Scope 2) financed greenhouse gas emissions by 2030 compared to 2019**	It involves a commitment to establishing robust interaction plans with investee companies to encourage them to implement effective decarbonisation processes. **Eurizon aims to contact 48 companies (representing 70% of the emissions financed by the in-Scope Portfolio) by 2025 and a further 107 companies by 2030 (to cover 90% of the emissions financed) focusing on issuers belonging to sectors deemed "material" for decarbonisation purposes**	It involves the increase of environmentally sustainable investments. **Eurizon aims to increase investments in Green Bonds, i.e. in debt securities issued for the purpose of financing environmental projects with a positive impact, from 1.53% to 4% of total AUM by 2025**

FURTHER INITIATIVES

For the purpose of a more effective implementation of the obligations deriving from the subscription of the "Net Zero Asset Managers Initiative", starting from November 2021 the SGR also joined the Institutional Investors Group on Climate Change (IIGCC), the European association of investors that promotes collaboration on climate change and the reduction of net greenhouse gas emissions.

In addition, Eurizon participates in working groups organised by the IIGCC, such as:

- Bondholder Stewardship Working Group, which aims to promote the influence of bondholders to support climate action and to drive the transition towards achieving the Net Zero objective;
- Proxy Advisor Working Group, which aims to prompt proxy advisors to consider more granular information in their voting policies for a correct assessment of the path to Net Zero of listed companies.

Finally, since 2004, Eurizon has been a signatory of CDP, an independent non-profit organisation that provides companies, local authorities, governments and investors with a global system for measuring and reporting climate change information.

INVESTMENT SOLUTIONS

Eurizon has integrated investment solutions that aim to reduce the carbon footprint of investments into its range of offerings, and during 2022, it activated new products on the Circular Economy and with a Net Zero objective.

More specifically, the SGR manages some SFDR Art. 8 products that integrate **assessments related to the measurement of CO_2** into the portfolio construction.

In this context, for benchmark funds, the aim is to pursue a carbon footprint intensity (i.e. direct Scope 1 and indirect Scope 2 greenhouse gas emissions in relation to issuers' revenues) below the benchmark, while for non-benchmark funds, the reduction objective is compared against the investment universe.

SFDR Art. 9[23] products have instead explicit "Sustainable Investment" objectives and pursue this objective through investment selection methodologies aimed at (i) contributing to sustainable development goals through investment selection processes based on sustainable investment criteria pursuant to the SFDR Regulation (so-called "SDG Investing"); (ii) generating a social or environmental impact together with a measurable financial return (so-called "Impact Investing").

For example, such products **invest in Green Bonds,** i.e. bonds issued for the purpose of financing projects with a proven positive impact on the environment. For these instruments, the SGR adopts a thorough due diligence process that takes into account both the Green Bond Principles (GBPs) defined by the International Capital Market Association (ICMA) and the EU Green Bond Standard (EU GBS). In particular, the projects underlying the issuance of green bonds are subject to in-depth analysis with objective and subjective assessments, and the bonds are rated on a "greenness" scale (from "brown" to "dark green") that is continuously evaluated. The assessment factors focus on the project management methods and on the analysis of the purpose of the financed project, the issuer's organisational structure and the environmental footprint, with a special focus on transparency and quality of reporting.

Sustainable Development Goals (SDGs)

The asset management industry is called upon to contribute to the development of a more responsible and inclusive economy aimed at achieving the Sustainable Development Goals (SDGs) promoted by the United Nations.

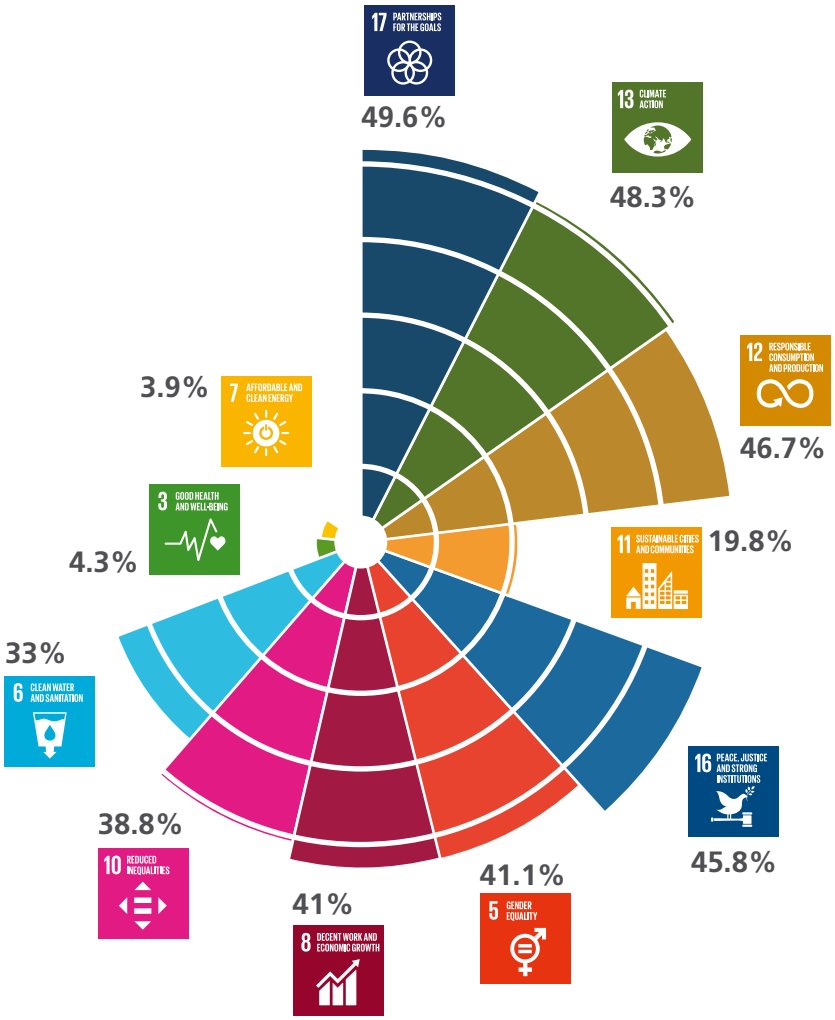
The 17 Sustainable Development Goals (SDGs) promoted by the United Nations have been set within the framework of the 2030 Agenda, a major action programme for people, the planet and prosperity, signed in September 2015 by the governments of 193 UN member countries.

The financial sector plays an important role in the achievement of the SDGs, as it is one of the main drivers behind economic development. Businesses around the world, of any size and production sector, are called upon to contribute through new responsible business, investment, innovation and technological development models and through the activation of multi-stakeholder partnerships.

23. As defined by Eurizon Capital's Sustainability Policy available on the website.

The SGR periodically assesses how its investment activity contributes to these goals: the analysis carried out in 2022 on **sustainability related products** shows how investors can make a tangible contribution to a more sustainable future, with particular reference to SDG No. 17, which promotes partnerships between governments, the private sector and civil society for shared goals that put people and the planet at the centre, and SDG No. 13, which promotes actions to mitigate climate change[24].

% ALIGNMENT OF AUM OF ESG FUNDS WITH THE MAIN SDGS



24. For further details, reference is made to the Methodological notes.

Active ownership

Believing that issuers that implement high standards of corporate governance are those that are able to generate better long-term performance, the Company promotes the sustainable growth of the issuers in which it invests by raising awareness among investee companies, establishing effective communication with management, and helping them to improve their business and sustainability practices through dialogue and the exercise of participation and voting rights (so-called "active ownership").

Eurizon's Stewardship activity aims to promote transparency, achievement and maintenance of high standards of governance of the companies in which the SGR invests, contributing to increasing confidence in the capital market.

In this context, the "**Strategy for the exercise of participation and voting rights inherent in the financial instruments pertaining to the assets managed**" defines the procedures for participating in shareholders' meetings and exercising voting rights, while the "**Engagement Policy**" describes the behaviour that the Company adopts to encourage dialogue with the issuers in which it invests.

These documents implement the "Italian Stewardship Principles", promoted by Assogestioni, which aim to provide a series of best practices to encourage responsible ownership by members, promoting an effective integration between the corporate governance of issuing companies and their investment process, in continuity with the "**Stewardship Code**" promoted by the European Fund and Asset Management Association (EFAMA) in order to encourage the development of good corporate governance practices at European level.

Exercise of Participation and Voting Rights

The SGR promotes the dialogue with the companies in which it invests and participation in their shareholders' meetings, according to a differentiated approach based on the significance of the issuer, related reference markets and/or the specific circumstance, and qualitative/quantitative criteria specified by internal regulations from time to time.

In compliance with sector regulations, the Company has adopted specific organisational and procedural measures to ensure independence and autonomy in the exercise of the participation and voting rights relating to the equity investments it manages.

With specific reference to the reasons behind the decision to exercise its participation and voting rights, the SGR has identified the following quantitative and qualitative criteria:

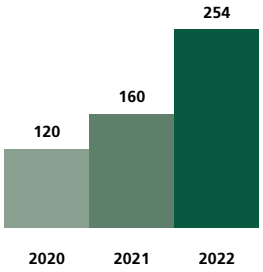
- **participate in the shareholders' meetings of those companies in which significant equity interests are held**, as identified from time to time in the company procedures, interacting with the investee company where appropriate;
- **participate in shareholders' meetings deemed relevant in the interest of the assets managed** in order to (i) stigmatise situations of particular interest in defence or in support of the interests of minority shareholders or (ii) support decisions relating to environmental, social or good corporate governance practices;
- **contribute to the election of statutory auditors or directors** through the list voting mechanism, representing minority shareholders;
- **participate in shareholders' meetings in which extraordinary transactions are resolved** if, according to the interests of the assets managed, participation is necessary to support or oppose the proposed transaction.

Strategy for the exercise of Participation and Voting Rights

MONITORING	With the aid of specific information resources, the Corporate Governance unit monitors the shareholders' meetings of the companies in the portfolio and selects those meetings considered relevant in the interest of the assets managed, on the basis of the quantitative and qualitative criteria identified.
VERIFICATION OF CONFLICTS OF INTEREST	The Corporate Governance unit conducts specific checks, relying - where appropriate - on the advisory support of the Compliance & AML function.
PARTICIPATION DECISION	The Chief Executive Officer and General Manager has the power to decide on the participation in the Shareholders' Meetings selected by the Corporate Governance unit, which also informs the Independent Directors.
ANALYSIS OF THE AGENDA AND VOTING PROPOSALS	The Corporate Governance unit, based on (i) the analyses and in-depth analyses of public documents, (ii) the results of any engagement activities, (iii) the indications provided by the Proxy Advisor, as well as (iv) the indications provided by the reference manager, proposes the voting instructions to the Chief Executive Officer and General Manager, who will approve the ones deemed to be appropriate.
VOTING	The Corporate Governance unit exercises voting through the use of the electronic platform of the specialised provider Institutional Shareholder Services (ISS) and, where deemed necessary, by proxy to a third party.

In 2022, Eurizon Capital SGR significantly increased its participation in the corporate life of the issuers in which it invests by voting on 3,324 resolutions. More specifically, the SGR increased its participation in the corporate events of foreign issuers (73% of the total number of shareholders' meetings voted in the year) and confirmed its commitment towards companies listed in Italy[25].

Number of Engagements



3,324
Resolutions on the agenda **voted on**

92%
Shareholders' proposals **supported**

15%
Shareholders' meetings voted on in disagreement with the Proxy Advisor

In the context of its 2022 shareholders' meeting activities, Eurizon followed up on its commitment to increasingly vote on proposals relating to governance, environmental and social aspects. In the corporate governance area, the most frequent proposals concerned issues such as the independence of directors, the separation of roles between Chairman and Chief Executive Officer, and remuneration practices; with reference to social issues, the corporate policies adopted with regard to the protection of human and labour rights also in the value chain, ethnic minorities and gender equality; with respect to environmental issues, the evaluation of the energy transition strategies that the company submits to shareholders (so-called "**Say on Climate**"), the company's policies on reducing emissions, and how companies in-

254 Number of Engagements

25. For details of the shareholders' meetings voted during the year, reference is made to the 2022 Stewardship Report and the document "Participation in Shareholders' Meetings in 2022", both available on the website.

tend to achieve these goals in alignment with the Paris Climate Agreement, as well as further information on the impacts of the Net Zero scenario.

2022 Shareholders' meeting activities

3,159 **proposals voted on governance issues**, contributing to the success of **89%** of them.	**83** **proposals voted on environmental issues**, contributing to the success of **29%** of them.	**82** **82 proposals voted on social issues**, contributing to the success of **9%** of them.
61% Appointment of Corporate Bodies	**30%** Say on Climate	**57%** Human and labour rights
19% Ordinary, capital or anti-takeover transactions	**28%** Climate Change Reporting	**19%** Health and Safety
13% Remuneration	**18%** Greenhouse gas emissions	**17%** Diversity and Inclusion
5% Governance and BoD composition	**10%** Environmental Impact	**7%** Salary Parity
1% Lobby contributions and transparency	**6%** Sustainable business strategy	
1% Reorganisation and M&A	**8%** Waste disposal	

Source: 2022 Stewardship Report available on the website.

Engagement activities

In its "Engagement Policy" Eurizon describes the Company's behaviour in order to encourage engagement with the issuers it invests in, integrating its commitment as shareholder within its own investment strategy.

Indeed, the SGR undertakes to carry out in-depth research and to establish a constructive dialogue with the management or control bodies of "relevant issuers", identified on the basis of their significant exposure to:

- significant exposure on managed products ("significant equity interests" held);
- significant exposure against the benchmark;
- high sustainability risks, such as (i) involvement in sectors considered not "socially responsible", (ii) exposure to environmental issues, such as the risk of biodiversity loss and deforestation, (iii) no respect for human rights, and (iv) the absence of adequate corporate governance practices.

The Investments Department monitors developments in the corporate governance and sustainability of investee companies, in order to assess whether to contact the officers of the companies it invests in. The purpose of this interaction is to:

- identify any problems, and at the same time minimise potential losses in value;
- steer companies towards improvements in their practices, evaluating, only as a last scenario, the disposal of investments.

Procedures for taking action with investee issuers may include:

- benchmarking with members of corporate bodies (including minority bodies), or the entities appointed by them, to specifically discuss the issues identified, through:
- individual meetings, held at the head office of the SGR or by conference call;
- participation in events, such as presentations, seminars or conferences;
- the sending of formal communication to the corporate bodies and/o senior management of the companies.

The SGR considers action taken with investees to be more effective when it is based on a medium/long-term relationship with corporate bodies and senior management that, in these situations, are more likely to consider institutional investors as credible, committed partners. In this regard, actions are in addition to the analysis of investments and exercise of voting rights, because they make it possible to deal with specific governance aspects of issuers, avoiding in the first instance, an assessment of the disposal of the investment or a vote cast against a motion.

Engagement is defined by Eurizon as the exchange-dialogue with the companies in which it invests, aimed at establishing a medium- to long-term relationship to monitor and determine relevant issues including strategy, financial and non-financial performance as well as risks, capital structure, social and environmental impact and corporate governance. Therefore, the premises for engagement activities are **involvement, relationship and commitment**.

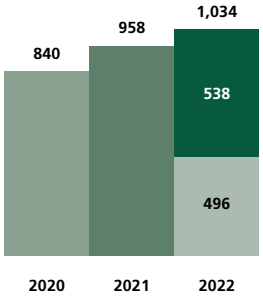
The SGR promotes proactive interaction with the investee companies by encouraging effective communication, through one of the following approaches to engagement:

- "one-way" or unilateral, where one party initiates communication in order to inform the other about a specific issue;
- "two-way" or bilateral, in which both parties engage in constructive dialogue in order to mutually monitor the topics of the meeting;
- collective[26], which envisages the coordinated action of several investors towards a specific issuer regarding targeted issues, for example through (i) participation in the activities of the Corporate Governance Committee and the Managers' Committee promoted by Assogestioni; or (ii) initiatives promoted jointly with other investors.

The tools used by the SGR to carry out engagement activities may include - among others - conference calls, webcast presentations, letters and, where possible, personal meetings.

In 2022, the SGR conducted a total of 1,034 meetings, of which 538 were engagements with 342 issuers, which in 50% of the cases dealt with ESG issues.

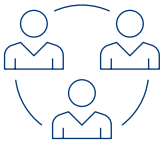
Number of meetings



538 **Engagement conducted**

342 **Issuing companies** involved

50% **Engagements** dedicated to **ESG issues**



538 engagement
50% ESG issues
342 Issuing companies

26. Any method of collective engagement is conducted in compliance with internal and external regulations for the management of conflicts of interest and insider information ("market abuse"), paying particular attention to regulations on concerted action.

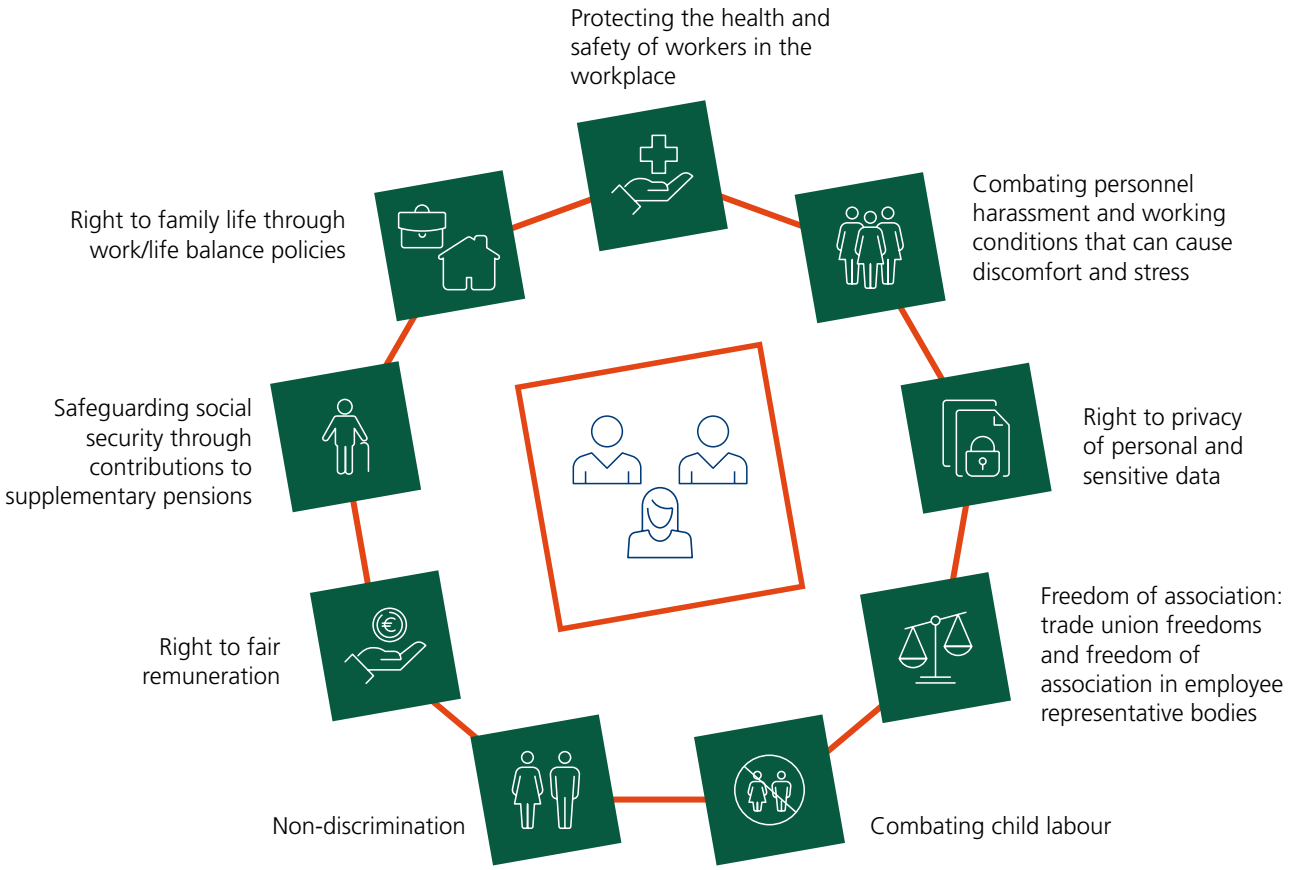
Sustainability in our business model

Our people

FOCUS ON PEOPLE AND RESPECT FOR HUMAN RIGHTS

People are at the heart of Eurizon's business model, which prioritises health and safety in the workplace, workers' rights and gender equality, while also constantly investing in the training and skills development of all its resources. It is on this basis that the Company aims to contribute daily to the generation of positive impacts, including long-term, for its employees, both in the corporate sphere, by supporting the building of internal relations and the performance of the work activities of each resource, and in the private sphere, thanks, for example, to work-life balance policies.

THE COMMITTMENT TO OUR PEOPLE



In particular, in line with the provisions of the **Principles on Human Rights** and the **Code of Ethics** of Intesa Sanpaolo Group, Eurizon has adopted a framework of corporate policies that outlines the Company's commitment in this area and identifies its areas of responsibility towards each Stakeholder, from employees to customers and suppliers. Specifically, Eurizon incorporates the principles and regulations adopted by the Intesa Sanpaolo Group by putting in place the measures and processes required to implement them in the context of its own activities.

Consistently with the provisions of the **Internal Code of Conduct** and the **Rules for Combating Sexual Harassment,** Eurizon is committed to respecting human rights, human dignity and individual personality and to combating any form of sexual harassment.

With regard to the actions implemented to improve the quality of work and life of employees, with a view to enhancing the value of its resources, Eurizon provides all employees with benefits such as life and health insurance cover, policies to cover disability and invalidity, parental leave, pension contributions and share ownership.

In this context, the Company has also undertaken resource efficiency initiatives and promotes agile working practices.

At the end of 2022, the Division had 723 employees, mainly in Italian offices, 56% of whom were middle managers. 99%[27] of employees are employed on open-ended contracts, thus favouring job security for workers, and 94% on a full-time basis. At the end of 2022, there were also 2 temporary workers and 12 trainees. In 2022, 39 terminations of employment were recorded[28], as opposed to 28 new hires.

In 2022, the total training hours provided to employees amounted to more than 26,100, equivalent to an average of more than 36 hours per employee (35 in 2021). Specific health and safety training activities were carried out in 2022: general and specific training on Italian Legislative Decree 81/2008 was provided to employees and contractors, as well as refresher courses on first aid.

In order to monitor the effectiveness of the actions taken, Eurizon regularly checks parameters such as the number of accidents occurring in the workplace, the number of employees with part-time contracts and flexible work contracts, as well as reports of violations of the Code of Ethics such as, for example, any discrimination or mobbing incidents.

The internal policies are published on the company intranet; all employees receive ad hoc training on their content to ensure their correct application, which is instrumental in disseminating the correct company culture, knowledge of the controls and at the same time enhancing the value of its resources by strengthening their skills.

27. There are four employees on fixed-term contracts and all of them are based in Eastern Europe.
28. The reasons for termination of employment were related to: voluntary resignation, retirement, redundancy, death or other.

SUSTAINABILITY TRAINING

In the area of specialised training, ESG courses were organised during 2022 on topics such as diversity and inclusion, leadership and ethics. In particular, a new training course was developed for under-35 employees of the Italian companies of the Division, namely the "**Alta Formazione Eurizon**" (Eurizon Advanced Training) programme, which included two training modules on sustainability, namely "Ethics and Behaviour" covering Diversity & Inclusion (D&I) topics and "The ESG Dimension", which illustrated the ESG impact in finance, the economy and society and the Division's sustainability policy.

As part of the activities of the ESG & Strategic Activism structure, in the second half of the year a new weekly insight format was launched dedicated to the Marketing and Business Development Department entitled "**ESG Breakfast**" to address the way ESG issues affect and impact customer choices: 19 weekly meetings were organised (in Italian and English), 15 of which were held during the year. Finally, some employees of the Division obtained the **Certificate in ESG Investing** issued by the CFA Institute.

INCLUSION AND DIVERSITY

Eurizon promotes principles of diversity, equity and inclusion, applying this approach to all internal processes in order to create value for all Stakeholders.

Eurizon implements the **Diversity & Inclusion Principles** promoted by the Intesa Sanpaolo Group; in this context, it should be noted that, as a company of the Intesa Sanpaolo Group, Eurizon obtained the **Gender Equality Certification required by the National Recovery and Resilience Plan (NRRP)**.

Consistently with the objectives of the inclusion policy, and in line with internal rules in relation to human resources management, Eurizon undertakes to:

- create a working environment characterised by plurality and multiculturalism, based on trust and respect for each individual, which is able to generate value from the dialogue between people with different characteristics and opinions, and in which everyone feels free to express themselves in an authentic way;
- recognise and value the talent of each employee and collaborator, ensuring equal opportunities for all;
- use and promote respectful and inclusive language, communication styles and work organisation methods;
- make physical locations, communications, company information and training activities accessible to all colleagues;
- combat all forms of discrimination and harassment, persecution, offence and inappropriate conduct;
- spread the value of inclusion in the socio-economic context and in the territories where the Company operates.

Eurizon believes that this objective is not only an ethical duty towards its employees and all Stakeholders, but also a business priority, allowing for the positive contamination of ideas with the aim of enhancing the Company's brand reputation and fostering employee retention and motivation as well as the attractiveness of the best talents on the job market.

To verify the effectiveness of the actions taken on diversity, equity and inclusion, and to ensure alignment between what is happening on a daily basis and the Diversity & Inclusion Principles, the Company monitors several parameters such as:

- the **assessment of ESG KPIs** assigned to Management, with a special focus on achieving gender equity;
- the **application of the diversity and equity principles** in recruitment processes and in the definition of professional growth and development paths;
- the **obtainment** and **maintenance** of **appropriate certifications** for **gender equality;**
- the **number of reports** of potential **non-compliance** with **internal regulations**.

At the end of 2022, in line with the previous two years, 43% of Eurizon's workforce consisted of female employees, predominantly aged 50 years or under (68%). Moreover, 50% of new hires in 2022 were women.

of **women** out of total employees

In order to promote inclusion, Eurizon is also committed to ensuring the accessibility of its physical sites and information to all its Stakeholders. For its website, Eurizon joined the "Accessibilità" (Accessibility) project promoted by the Intesa Sanpaolo Group, which allowed immediate technical interventions, and the planning of future interventions to facilitate disabled access to IT tools so as to make the site compliant with the requirements of the Stanca law.

The Diversity&Inclusion strategy is continuously updated on the basis of constant benchmarking against national and international market practices and the involvement of internal and external Stakeholders.

INITIATIVES PROMOTED

In 2022 as well, Eurizon supported numerous initiatives designed to promote an inclusive corporate culture, including:

FEMALE LEADER ACCELERATION (FLA)	The project, promoted at Group level, involved eleven Eurizon women, with the aim of building a development path for the colleagues involved, with a view to accelerating their effectiveness in the role, enhancing their individual leadership and creating a network to support their managerial growth over time.
INSPIRINGIRLS	The campaign was launched in Italy by the Valore D association with the aim of raising awareness among girls of their own talent, freeing them from the gender stereotypes that hinder their ambition, and building a concrete bridge between school and the world of work.
WOMEN'S EMPOWERMENT	The training course provides the tools to reflect on the specificities and specific experiences of each individual in order to gain an insight into one's self-assessment skills and build a personal skills development plan to unleash everyone's full potential.
PINK ONBOARDING	As part of the "Back@work" programme, this initiative aims to support all resources on maternity leave, to help mothers stay in touch with the world of work and gradually re-enter working life. The initiative involves a continuous dialogue over time with a dedicated HR manager, who remains available during the maternity leave period and plans the return to work with the new mother, scheduling the necessary training activities and making the process as smooth as possible.
DRIVE & ENGAGE	The training course is dedicated to managers with the aim of providing the tools to manage generational differences within the company.
YEP	An initiative promoted at Group level, in which Eurizon participated through a number of female colleagues as mentor for young female students at universities in Southern Italy to support them in their approach to the world of work and to provide them with the tools to guide their academic and career choices in a conscious manner.

Commitment to customers and the communities

SERVICE QUALITY AND CUSTOMER SATISFACTION

In the performance of its activities, Eurizon aims to provide a quality service and to meet the needs of customers who are increasingly inclined to consider more than just economic and financial factors in their investment choices. To this end, as set out in the Group's Code of Ethics, Eurizon is inspired by principles based on listening and dialogue with customers, transparency, fairness, accessibility and sustainability of the products and services offered.

Listening to customers is carried out through the financial advisory service (aimed at establishing a dialogue capable of intercepting customer needs), participation in multi-client market surveys (aimed at identifying the main trends in the world of asset management and developing the product offering) and through periodic questionnaires addressed to customers that enable the SGR to identify possible areas for improvement in its business. To this end, through its communication channels, Eurizon undertakes to guarantee its customers the utmost transparency with respect to the products and services offered[29], providing documentation in line with the applicable regulatory framework, its social responsibility and its values.

Effective handling of customer complaints contributes to maintaining the relationship of trust between the Company and its customers and to identifying any critical issues in the products and services offered. Complaints are therefore handled in accordance with the legislation applicable from time to time and are transposed by internal regulations that define roles, responsibilities and processes: in particular, customer complaints are handled according to principles of transparency and fairness, aiming at the resolution of the same complaints. More specifically, Eurizon provides customers with a dedicated section of its website where they can find all the information on how to submit complaints to the companies of the Division.

FINANCIAL EDUCATION AND PROMOTION OF A SAVINGS CULTURE FOR THE COMMUNITIES

Contributing to the financial education of the community is part of Eurizon's commitment to promoting and disseminating a long-term financial culture, including through partnership initiatives with associations operating in the area.

The Company's aim is to illustrate in a simple and clear manner concepts and topics that can be useful for the purposes of understanding the issues that dominate the current economic scenario and making informed decisions in the world of financial markets.

Among others, Eurizon provides client networks and institutional clients with Eurizon WISE, a training model that delivers training content to acquire and maintain the knowledge and competence required for Financial Advisors by the Regulator. In particular, the Pick&Pack programme, offering an extensive provision of ESG, financial and behavioural topics, was delivered through:

- Video lessons with "certified" programmes in line with current regulations;
- Webinars on market scenarios and financial news;
- Specific Learning Object formats to effectively convey product features and benefits;
- Courses tailored around customised needs;
- Classroom meetings, supplemented with online courses where necessary.

29. For further information, reference is made to the section "Commitment to transparency" on page 40.

FINANCIAL EDUCATION INITIATIVES UNDERTAKEN ON ESG ISSUES

In 2022, Eurizon organised courses for Client Networks on sustainability issues. On these issues, Eurizon is also committed through its participation in initiatives promoted by external associations: in particular, Eurizon's Chief Executive Officer was appointed Chairman of the Financial Education Committee of the Assogestioni trade association, which resolved on a communication plan focused on the development of Financial Education topics and dedicated to young people.

Additionally, in 2022, for the Eastern Europe Hub, in coordination with the International Subsidiary Banks Division of the Intesa Sanpaolo Group, cartoon videos on key financial topics were created and promoted to end customers. Finally, the following initiatives are also worth noting:

- in Croatia, Eurizon promoted a conference entitled "**Join the ESG Revolution**" and dedicated to the role of companies and financial institutions in sustainable business in cooperation with the Croatian Insurance Bureau (HUO - Hrvatski ured Za Osiguranje); the event brought together various local and international experts, as well as the local authority (HANFA - Croatian Financial Services Supervisory Agency)
- in Albania, Eurizon participated in the international conference "**Green Finance**", promoted by the Albanian Financial Supervisory Authority (AFSA) with the support of the Swiss Secretariat for Economic Affairs (SECO) and The World Bank.

To this end, the Company's website features a section dedicated to financial education aimed at the general public, with thematic content, including in-depth analyses by Eurizon experts and a glossary on economic, sustainability and investment issues. Over the course of 2022, the Company published numerous cartoon videos and thematic papers on its social networks; in addition, the Financial Education section of Eurizon's website was enriched with thematic content in order to better illustrate the phenomena characterising 2022 such as, for example, inflation.

SUPPORT TO LOCAL COMMUNITIES THROUGH CHARITABLE INITIATIVES

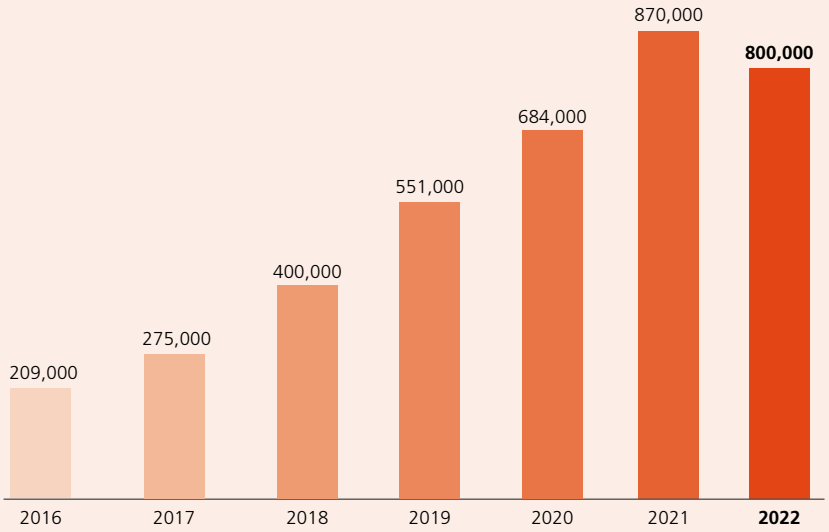
With the aim of generating tangible short- and long-term impacts and contributing to the creation of a more equitable, sustainable and environmentally friendly society, Eurizon is committed to supporting charitable initiatives and projects. Some of the products managed by the SGR envisage - in their offering documents - the disbursement of donations in favour of Third Sector Entities engaged in social and/or environmental activities such as scientific research for the treatment of serious illnesses, assistance and healthcare for the most fragile sections of the population and the protection of the environment and animals.

Each year, the recipients of these sums are identified through an internal reporting process that actively involves the Division's employees, who can put forward projects and initiatives of value to the community. Over the years, the number of organisations reported has increased, as evidence of the high level of interest in local entities and in projects with social and environmental benefits.

In accordance with the internal procedure, the list of Entities that passed the appropriate formal checks is submitted to the Devolutions Committee, a body that oversees the donation and charitable activities carried out by the Division and which formulates the devolution proposals to be submitted to the Board of Directors, which then decides on the amounts to be disbursed and the beneficiary Entities.

donated from 2016 to 2022, to over **120** national projects

In 2022, the Board of Directors approved approximately 800,000 euro, deriving from part of the management fees and part of the AUM of certain managed products[30], in favour of charitable organisations, including 200,000 euro in favour of the initiative "Fondazione Rava al fianco degli ospedali pediatrici in Ucraina" (Fondazione Rava alongside paediatric hospitals in Ukraine) through which surgical instruments, first-aid kits, electrocoagulators and any other instruments or medicines needed to treat injured children and adults were purchased and sent to Ukraine.



Some of the initiatives supported by Eurizon include (for example) those aimed at:

- **Assistance and healthcare for the most fragile segments of the population** - Friends of Christian Care ONLUS, Cooperativa Sociale Balancin s.c.a.r.l. ONLUS, Associazione Progetti Ecar Mandabe ONLUS, Fondazione Arché ONLUS, Amicizia Società Cooperativa Sociale, Cena dell'Amicizia ODV, HELPIS ONLUS, Associazione La Rotonda, Cooperativa sociale ERRE ESSE S.r.l. ONLUS, Handicap…su la testa!, Fondazione Francesca Rava
- **Research for the treatment of serious illnesses** - Associazione Lollo Per La Sindrome Di Brugada, Associazione VIDAS Volontari Italiani Domiciliari per l'Assistenza ai Sofferenti, E.M.S. Emergenza Milano Soccorso Odv, Don Giulio Farina Onlus (voluntary organisation for cancer research and treatment), Progetto Isole Felici
- **Caring for animals** - Angeli senza voce

In order to verify the way in which the devolutions disbursed contributed to generating positive effects and to monitor the effectiveness of the actions undertaken over time, Eurizon annually requests feedback from the beneficiary Entities on the activities supported with the devolutions and the positive environmental or social impacts generated.

30. The Company donates a sum equal to 0.01% of the total average daily net assets of the Funds belonging to the Ethical System and a percentage equal to 4% or 5% of the management fees accrued and collected from the products: Eurizon AM Bilanciato Etico, Eurizon AM Sicav Social 4 Planet and Eurizon AM Sicav Social 4 Future.

THE IMPACT OF DEVOLUTIONS ON THE SDGS SINCE 2017

over € 380 thousand
donated to associations active in supporting the sustainable growth of developing countries

SDGs towards which the over € 3.5M devolved made a contribution

of which:

over € 883 thousand
donated to associations and organisations dedicated to animal protection, environmental and marine protection and environmental education and research

over € 170 thousand
donated to organisations engaged in the training and/or job placement of vulnerable or disadvantaged people

over € 490 thousand
donated to organisations dedicated to social inclusion and the most vulnerable segments of the population

over € 1,397 thousand
donated to projects and organisations engaged in research and care for people affected by pathologies and their families

FRIENDS OF CHRISTIAN CARE ONLUS

The Association Christian Care for Children and Elders supported by the non-profit organisation **Friends of Christian Care** ONLUS is committed to helping children, women and the elderly living in poor conditions meet their basic needs such as food, clothing and medical care.

The aid from Eurizon Capital SGR contributed to the purchase of food, school supplies, clothes, medicines and the ongoing provision of micro-credit for the mothers of the disadvantaged children supported by the association.

FONDAZIONE ARCHÉ ONLUS

Fondazione Arché offers shelter to mothers and children with issues related to abuse, immigration, social and psychological distress, helping them to plan a better future.
The support provided by Eurizon Capital made it possible to accommodate, in the 14 apartments of Corte di Quarto, 22 households, of which 17 fragile households in semi self-help housing and 5 composed of adults in social housing units. Thanks to partnerships with local organisations and companies, food, cleaning and early childhood products were distributed. With the QUBI - Quanto Basta (As Required) project, relating to neighbourhood initiatives against child poverty, a worker from the non-profit association Arché offered listening, guidance and support to families by activating the various resources in the area.

ASSOCIAZIONE LOLLO PER LA SINDROME DI BRUGADA ODV

The association promotes scientific research, support and prevention of the disease (Brugada syndrome), a hereditary disorder that predisposes to the development of malignant heart arrhythmias and, in the worst case scenario, to sudden death.

Together with a team of cardiologists, the association supports research and provides assistance to those who come into contact with it. In 2023, also thanks to Eurizon's support, electrocardiographic screening was launched at the "Amedeo Avogadro" scientific high school, where 30 ECGs were performed.

Continued overleaf >>

<< *Continued from previous page*

AMICIZIA SOCIETÀ COOPERATIVA SOCIALE

The Cooperative, operating since 1983, provides services for people with disabilities, particularly those who are not self-sufficient and are highly vulnerable.

In 2022, Eurizon's donation made it possible to carry out the project "Unità operativa per l'età evolutiva" (Operational unit for the developmental age), with the aim of expanding the offer of services aimed at supporting the construction of individualised pathways for people with neurodevelopmental disorders and intellectual disabilities, with a focus on age of development (0-25 years old).

ASSOCIAZIONE LA ROTONDA

Associazione La Rotonda was established in 2010 by some founding members to promote social, educational, training and work initiatives in the Gorizia neighbourhood of Baranzate, in agreement and cooperation with the parish, to promote the evolutionary growth and end the state of deprivation of Baranzate. Thanks to the contribution received last year, the Association was able to implement, for a total of 180 beneficiaries, resources and activities to combat material poverty in the Baranzate area, including:

- economic support measures (contribution to rent/mortgage/debt settlement and payment of utility bills) for 6 households;
- creation of 61 shopping membership cards at the Solidarity Emporium of La Rotonda;
- payment of dental and other specialised care appointments for 20 households;
- help in drafting or fixing their CVs for 72 beneficiaries;
- activation of 8 work grants, each lasting between two and three months.

VIDAS – VOLONTARI ITALIANI DOMICILIARI PER L'ASSISTENZA AI SOFFERENTI

For more than 40 years, VIDAS has defended people's right to live with dignity until their last moment. It offers free comprehensive social and healthcare assistance in palliative care to adults and children with incurable illnesses, ensuring that all the physical, psychological, social and relational needs of patients and their families are taken care of.

Eurizon Capital Sgr Spa supported VIDAS to ensure adequate home care to help and not to leave alone the many patients and their families during this extremely challenging phase of the disease. Specifically, 1,871 persons were assisted and 66,565 days of care were provided in 2022.

CENA DELL'AMICIZIA ODV

"Cena dell'Amicizia ODV" is a voluntary association in Milan that has been bringing together, welcoming and reintegrating into society people in conditions of severe social marginalisation, particularly homeless men and women, since 1968.

The Association received a major grant by way of contribution towards residential accommodation activities for homeless people. In 2022, thanks to the Company's contribution, Centro Clemente Papi housed 9 people on a permanent basis, guided 2 of them until they settled in their new social housing, transferred 2 others to the self-help housing network and housed 5 others.

E.M.S. EMERGENZA MILANO SOCCORSO ODV

The Voluntary Association EMS - Emergenza Milano Soccorso is a public assistance association founded in 2012.

Eurizon's support in 2022 was crucial for the purchase of necessary material: a new training manikin, AEDs and electrodes for trainer defibrillators and other material to be used for training activities

ANGELI SENZA VOCE ONLUS

A non-profit association set up by a network of volunteers across the country actively involved in adoptions, shelters, keeping and everything needed to rescue dogs and cats.

In 2022, the Association rescued some 200 dogs and 20 cats from the streets and kennels, who found a loving home: each of them was chipped, vaccinated, tested for Mediterranean diseases and, if adult, neutered, providing payment for temporary shelters for those still looking for a home.

COOPERATIVA SOCIALE IL BALANCIN S.C.A.R.L. ONLUS

Cooperativa Sociale Balancin Onlus is an organisation that seeks to combine the objective of generating employment opportunities for people with disabilities or vulnerabilities through the promotion of sustainable agri-food production (agroecology), support to small local farms (farm to table), and sourcing from ethical supply chains (social agriculture).

In 2022, thanks also to Eurizon's support, the Cooperative was able to implement activities such as the recovery, processing and regeneration of imperfect fresh foodstuffs, giving rise to a specific production line identified with the "Io Ero" brand; the recruitment of new personnel belonging to protected categories and the investment of resources in the catering and banqueting sector.

Ethics and integrity in the conduct of business

Eurizon carries out its activities with the aim of providing financial services to its clients in compliance with the value of integrity, broken down into the principles of professionalism, diligence, honesty, fairness and responsibility. As a company of the Intesa Sanpaolo Group, in full compliance with the standards defined by the internal rules of conduct and the Code of Ethics, Eurizon is committed to achieving its corporate objectives with fairness and professional ethics, preventing anti-competitive behaviour as well as money laundering or corruption through the proper implementation of the set of internal policies and rules by the relevant functions and by all collaborators.

In line with the principles, rules and restrictions adopted, Eurizon fights against all forms of corruption and any conduct involving the offer or acceptance of money or other benefits. More specifically, Eurizon has drawn up the **Anti-Corruption Regulation**, which ensures the monitoring of related risks.

In this regard and in accordance with international standards, in order to ensure the implementation of the general "zero tolerance" principle, the Company has identified certain areas where the risk of phenomena such as money laundering or corruption appears to be higher and situations instrumental to the potential commission of corruptive conduct, such as gifts and entertainment expenses, charity and sponsorships, relations with third parties, the purchase, management and disposal of shareholdings and other assets, personnel recruitment and the purchase, management and disposal of real estate.

In order to ensure compliance with the principle of integrity, any Company employee who is the recipient of, or becomes aware of, a request for or offer of money or other benefits aimed at the performance or omission of a function or activity, is required to promptly report it to his or her Manager, who in turn is required to forward the report. On the basis of the same principles, disciplinary measures are applied in accordance with the rules and contractual provisions against Company personnel who are involved in or facilitate an act of corruption.

Similarly, with reference to external parties, the Company shall terminate any type of relationship with third parties that violate anti-corruption regulations.

As far as anti-corruption controls are concerned, Eurizon Capital SGR attained the ISO 37001 Certification (so-called "Anti-bribery management systems") already obtained by Intesa Sanpaolo. During the year, there were no cases of dismissals and/or disciplinary sanctions against the Company's employees.

In addition, Eurizon has drawn up **Guidelines for combating money laundering and terrorist financing and managing embargoes**, as well as a specific **Regulation for the prevention and reporting of market abuse**.

In support of the controls implemented by the competent functions, the tools that enable the adequate application of internal regulations and policies are, on the one hand, the dissemination of internal documentation via the corporate intranet, and on the other hand, specific training courses delivered to employees and members of the Board of Directors. Thanks to the controls adopted, in accordance with internal regulations, the Company has also equipped itself with tools and opportunities for organised interaction to ensure adequate monitoring with respect to the main issues concerning non-compliance risks. Every six months, Eurizon prepares and submits to the Board of Directors a report that illustrates and details the activities carried out and the findings emerged, the measures taken to remedy any shortcomings found, and the activities planned in this regard[31].

31. In the event of any delays with respect to the original schedule of interventions, Eurizon puts in place specific escalation mechanisms which, in the event of a delay concerning critical issues recorded as being equal to or greater than medium-high importance, triggers the involvement of the Company's Top Management. In this regard, no critical issues with such importance were reported in 2022.

MANAGEMENT OF REPORTS AND WHISTLEBLOWING

The Stakeholders, in accordance with their role, are entitled to raise concerns with respect to Eurizon's conduct or report any violations of which they may become aware. More specifically, Eurizon has adopted a model for the management of reports of circumstances or conduct that may constitute a breach of the regulations (the so-called "**Whistleblowing Model**"), applying the Parent Company's model in full, as governed by the "**Internal Systems for Reporting violations (Whistleblowing)**". Reports can be submitted by personnel via e-mail.

In the presence of circumstances that may give rise to Eurizon's liability pursuant to Italian Legislative Decree No. 231/2001, even external parties, other than employees, may submit reports directly to the Supervisory Board, including anonymously, reporting the offence committed or reasonably alleged, breaches of the rules of conduct or procedures pursuant to the Organisation and Management Model, or the initiation of legal proceedings against the recipients of the same Model.

In any event, whistleblowers are protected against any form of retaliation, discrimination or penalisation and Eurizon will ensure the utmost confidentiality regarding their identity, without prejudice to legal obligations.

Eurizon Capital SGRs registered office, detail

Our commitment to IT security and technology development

PRIVACY AND DATA SECURITY

Eurizon is committed to ensuring that the personal data of its customers and employees are protected, collected and processed in a secure manner, in compliance with current regulations.

With reference to privacy protection, the Division has implemented policies and processes in compliance with Regulation (EU) 2016/679 ("GDPR") and Intesa Sanpaolo Group practices. In addition, the Company has appointed a Data Protection Officer, identified as the Head of the Compliance & AML Function, who, in the performance of his/her duties, relies on the support of the competent corporate structures for the purposes of assessing the risks of non-compliance. Moreover, **internal** privacy **regulations** define the main macro-processes, including those relating to the definition of processing methods and the implementation of appropriate security measures (so-called "privacy by design").

No risks to the rights and freedoms of data subjects were detected during the year, and it was therefore not necessary to notify the Data Protection Authority of any loss or theft of personal data.

Pursuant to the **Intesa Sanpaolo Group's Information Security Governance Model**, the Head of the Cybersecurity & Business Continuity Management structure of Eurizon acts as Information Security Officer, with responsibilities relating to information security in line with the rules of internal policies and regulations in force and with reference to the management of business continuity issues. Therefore, in order to prevent the unavailability of infrastructure, as part of the broader business continuity plan of the Intesa Sanpaolo Parent Company, Eurizon has defined its own business continuity management model, which translates into a specific sector plan for the business. In this context, it should be noted that remote working, which is still active, was introduced as an extensive measure to ensure business continuity in the management of the Covid-19 health crisis. Finally, it is noted that a total of 421 hours of specific training on privacy protection and 640 hours on cybersecurity were provided in 2022.

DIGITAL INNOVATION AND TECHNOLOGICAL DEVELOPMENT

Also in the light of the consequences of the pandemic crisis, Eurizon believes that technological innovation can contribute to the broader European digitisation goals and curb environmental impacts. For this reason, the Company recognises the importance of contributing to the development of digital solutions and processes in its operations and is committed to supporting the digital transition, through the revision and robotisation of processes, with a view to innovation and the acceleration of the dematerialisation of processes.

The digitisation and robotisation procedures implemented are also aimed at improving the sustainability of processes and tools in support of work activities, as well as improving customer service. In this regard, in 2022, Eurizon promoted the implementation of a number of initiatives to support the reduction of paper use through **digital signature processes** and the **robotisation** of **repetitive processes,** with the aim of **increasing operational efficiency**.

Environmental commitment in our activities

MANAGEMENT AND MINIMISATION OF DIRECT IMPACTS ON THE ENVIRONMENT

In line with the provisions of its Code of Ethics and its Sustainability Policy, environmental protection represents a key dimension of Eurizon's commitment, which is reflected not only in its investment activities, but also in the management of the direct impacts deriving from the Company's operations through the efficient and responsible use of resources. In this context, Eurizon recognises that the main environmental impacts derive from the energy consumption of its offices and the use of resources such as water within them.

The internal regulations incorporate the approach towards the efficient use of resources to reduce direct emissions generated in specific procedures in compliance with environmental legislation and policy rules, consistently with Intesa Sanpaolo Group's approach. Furthermore, the Management, Organisation and Control Model, pursuant to Italian Legislative Decree 231/01, defines and regulates, among others, environmental offences relating to pollution and environmental disaster, offences against animal or plant species, violations with respect to water discharges, waste management, and atmospheric emission limits.

of the total **electricity purchased** comes **from renewable sources**

In particular, it should be noted that the real estate properties and waste produced by Eurizon are managed at the Intesa Sanpaolo Group level, as is the monitoring of the related consumption. In 2022, energy consumption within the organisation amounted to approximately 4,595 MWh, down by almost 19% compared to 2021: there was a significant reduction in consumption related to independent heating (-41%) and a reduction in electricity consumed (-11%), against a slight increase in fuel consumed by the fleet (+6%) and consumption related to condominium heating (+19%). **With respect to the energy consumed, in 2022 99.5% of the electricity purchased comes from renewable sources, in line with 2021 and up from 2020**. Consequently, and consistently with the Group's objectives, there was a decrease in Scope 1 and 2 emissions in 2022, totalling 302tCO_2e, a reduction of 34% compared to 2021.

With reference to water consumption within the premises and also monitored by the Parent Company, 14,481 cubic metres were consumed in 2022, a slight increase compared to 2021.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

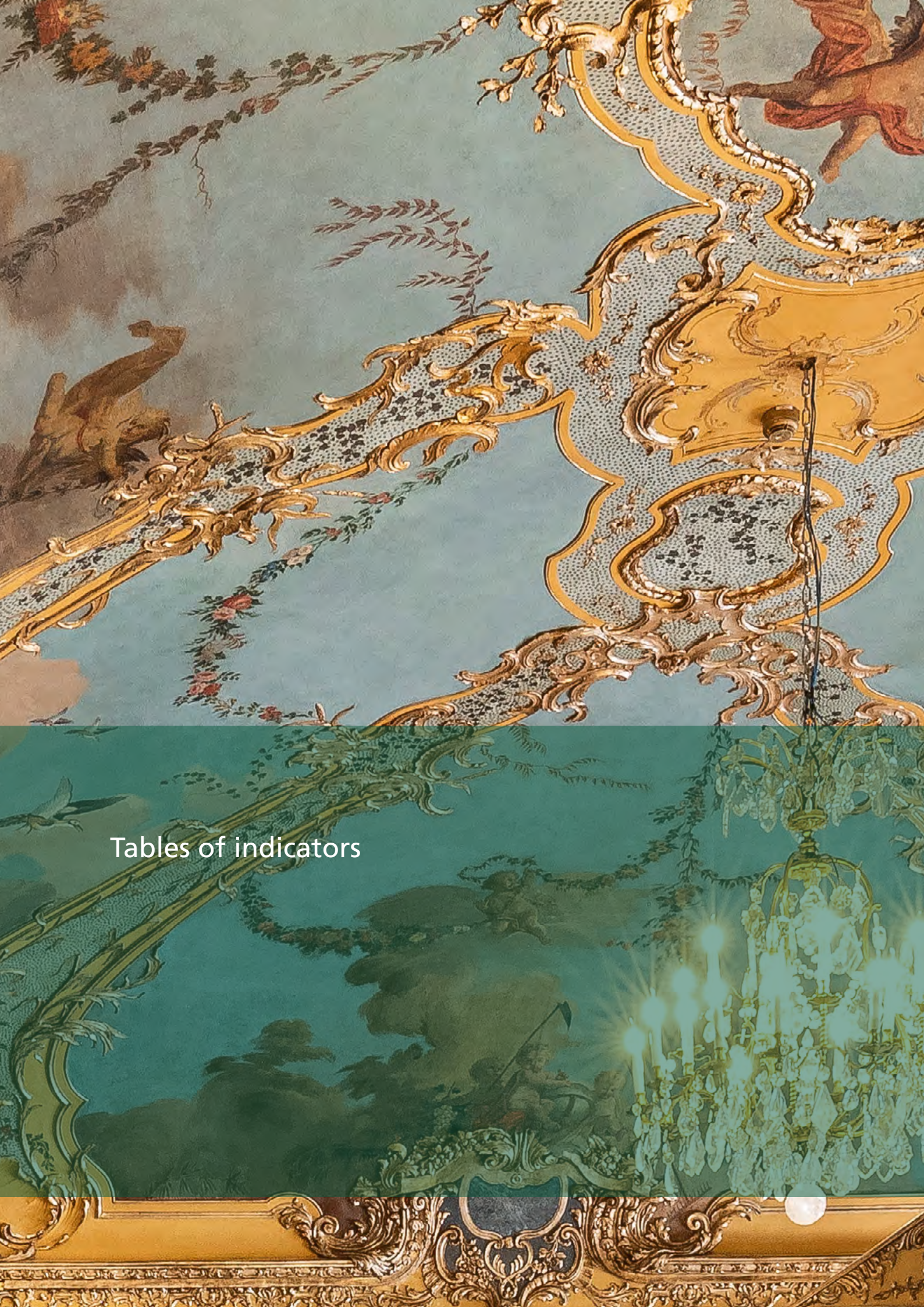
Through responsible supply chain management, Eurizon aims to promote economic development in keeping with its founding values including, in particular, sustainability. Indeed, supplier selection, if carried out responsibly, can help limit environmental impacts, such as indirect emissions (so-called Scope 3), but also favour economies that protect human rights, while maintaining high quality standards. To this end, the Company has adopted a specific regulation for the procurement process in line with the content set out in the Group guidelines. The guiding principles behind the materials procurement strategy, besides quality and economic offer, include transparency and tracking of the entire procurement process, sustainability and ESG risk management of the potential supplier.

In the performance of its activities, Eurizon relies on service providers located mainly in Italy (66%) but also abroad (34%): the services provided include IT services, data providers, administrative and custodial services, and consulting services. Suppliers and sub-contractors are selected exclusively from among the counterparties listed in the Supplier Register of the Group Supplier Portal, which, among other criteria, takes into account their sustainability profiles. In order to maintain a high level of control over the evaluation aspects, a review of the information provided is scheduled on a regular basis and, in the event of the identification of new and significant critical issues, the possibility of continuing this relationship is inhibited.

ESG QUESTIONNAIRE FOR SUPPLIERS

A new ESG questionnaire was introduced in 2022 for a more comprehensive assessment of the Company's suppliers, incorporating aspects of social and environmental responsibility and good corporate governance practices into the assessment criteria, including, for example, (i) locations of the company and of the sub-contractors, (ii) adoption of a sustainability approach, (iii) certifications related to environmental, social or governance management systems, (iv) adopted controls and policies to manage specific ESG aspects, and (v) non-financial reporting initiatives and systems. The results of this questionnaire contribute to the overall supplier assessment for selection purposes.

Eurizon Capital SGRs registered office, detail



Tables of indicators

Direct economic value generated and distributed

ITEMS	2020	2021	2022
10. Fee and commission income	2,107,366,420	3,119,490,611	2,433,415,305
20. Fee and commission expense	-1,262,926,389	-1,827,942,246	-1,516,113,875
40. Dividend and similar income	5,848	22,452	14,930
50. Interest and similar income	346,910	91,081	699,589
60. Interest and similar expense	-465,898	-891,127	-436,912
70. Profits (Losses) on trading	-426,214	-1,070,119	-880,900
100. Profits (Losses) on other financial assets and liabilities measured at fair value through profit or loss			
b) other financial assets mandatorily measured at fair value	-138,695	-3,219,465	-20,514,419
120. Impairment/reversal of impairment for credit risk of:			
a) financial assets measured at amortised cost	3,628	2,461	-41,387
180. Other operating income and expenses	-4,663,405	1,277,496	121,158
200. Profits (Losses) on equity investments	36,886,054	66,255,225	69,341,365
230. Profits (Losses) on disposal of investments	0	3,311	-
A. TOTAL ECONOMIC VALUE GENERATED	**875,988,259**	**1,354,019,680**	**965,604,854**
140. a) Personnel expenses	-89,273,512	-129,160,417	-112,043,460
ECONOMIC VALUE DISTRIBUTED TO EMPLOYEES AND COLLABORATORS	-89,273,512	-129,160,417	-112,043,460
140. b) Other administrative expenses (net of indirect taxes and donations)	-77,881,724	-99,343,893	-83,755,373
ECONOMIC VALUE DISTRIBUTED TO SUPPLIERS	-77,881,724	-99,343,893	-83,755,373
290. Net income (loss) pertaining to minority interests	0	-812,509	0
ECONOMIC VALUE DISTRIBUTED TO THIRD PARTIES	0	-812,509	0
300. Profit (Loss) for the year pertaining to the Parent Company - Share allocated to the sole shareholder Intesa Sanpaolo	-484,209,63	-755,370,000	-572,220,000
ECONOMIC VALUE DISTRIBUTED TO SHAREHOLDERS	-484,209,636	-755,370,000	-572,220,000
140. b) Other administrative expenses - indirect taxes	-155,477	-676,814	-327,170
250. Income tax for the year (current tax)	-187,075,083	-302,361,928	-218,548,698
ECONOMIC VALUE DISTRIBUTED TO GOVERNMENT/PUBLIC ENTITIES	-187,230,560	-303,038,742	-218,875,868
140.b) Other administrative expenses - donations	-184,000	-1,404,562	-800,858
ECONOMIC VALUE DISTRIBUTED TO COMMUNITIES	-184,000	-1,404,562	-800,858
B. TOTAL ECONOMIC VALUE DISTRIBUTED	**-838,779,432**	**-1,289,130,123**	**-987,695,559**
C. TOTAL ECONOMIC VALUE RETAINED (DISTRIBUTED)	**37,208,827**	**64,889,557**	**-22,090,705**

Our People[32]

Employees by type of contract by gender and geographical area[33]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	No.	**204**	**256**	**460**	**271**	**330**	**601**	**249**	**309**	**558**
Open-ended contracts		204	256	460	271	330	601	249	309	558
Fixed-term contracts		0	0	0	0	0	0	0	0	0
Eastern Europe		**24**	**30**	**54**	**31**	**31**	**62**	**29**	**35**	**64**
Open-ended contracts		22	28	50	29	29	58	27	33	60
Fixed-term contracts		2	2	4	2	2	4	2	2	4
Luxembourg		**20**	**44**	**64**	**24**	**53**	**77**	**25**	**49**	**74**
Open-ended contracts		20	44	64	24	53	77	25	49	74
Fixed-term contracts		0	0	0	0	0	0	0	0	0
United Kingdom		**6**	**9**	**15**	**6**	**9**	**15**	**7**	**10**	**17**
Open-ended contracts		6	9	15	6	9	15	7	10	17
Fixed-term contracts		0	0	0	0	0	0	0	0	0
Asia		**0**	**5**	**5**	**1**	**8**	**9**	**2**	**8**	**10**
Open-ended contracts		0	5	5	1	8	9	2	8	10
Fixed-term contracts		0	0	0	0	0	0	0	0	0
Total		**254**	**344**	**598**	**333**	**431**	**764**	**312**	**411**	**723**
Open-ended contracts		252	342	594	331	429	760	310	409	719
Fixed-term contracts		2	2	4	2	2	4	2	2	4

32. The data used and reported in the following tables consider the number of employees and atypical contract and internships in the head-count at the end of the reporting year.

33. The increase in employees from 2020 to 2021 is as a result of the integration of Pramerica SGR, while the change from 2021 to 2022 is related to employee turnover.

Employees by type of employment by gender and geographical area	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Italy	No.	**204**	**256**	**460**	**271**	**330**	**601**	**249**	**309**	**558**
Full-time employees		178	254	432	233	328	561	217	307	524
Part-time employees		26	2	28	38	2	40	32	2	34
Eastern Europe		**24**	**30**	**54**	**31**	**31**	**62**	**29**	**35**	**64**
Full-time employees		23	30	53	31	31	62	29	35	64
Part-time employees		1	0	1	0	0	0	0	0	0
Luxembourg		**20**	**44**	**64**	**24**	**53**	**77**	**25**	**49**	**74**
Full-time employees		12	44	56	16	52	68	17	48	65
Part-time employees		8	0	8	8	1	9	8	1	9
United Kingdom		**6**	**9**	**15**	**6**	**9**	**15**	**7**	**10**	**17**
Full-time employees		6	9	15	6	9	15	7	10	17
Part-time employees		0	0	0	0	0	0	0	0	0
Asia		**0**	**5**	**5**	**1**	**8**	**9**	**2**	**8**	**10**
Full-time employees		0	5	5	1	8	9	2	8	10
Part-time employees		0	0	0	0	0	0	0	0	0
Total		**254**	**344**	**598**	**333**	**431**	**764**	**312**	**411**	**723**
Full-time employees		219	342	561	287	428	715	272	408	680
Part-time employees		35	2	37	46	3	49	40	3	43

Atypical contracts and internships (NO.)	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Staff-leasing contract	No.	0	0	0	0	0	0	1	1	2
Internship		8	3	11	1	6	7	2	10	12

Turnover

New hires	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total new hires		**10**	**19**	**29**	**19**	**17**	**36**	**14**	**14**	**28**
Aged ≤ 30 years		**2**	**6**	**8**	**12**	**7**	**19**	**10**	**6**	**16**
of which Italy		1	5	6	3	1	4	4	3	7
of which United Kingdom		0	1	1	2	0	2	1	1	2
of which Luxembourg		1	0	1	1	4	5	5	1	6
of which Eastern Europe		0	0	0	5	2	7	0	1	1
of which Asia		0	0	0	1	0	1	0	0	0
Aged 31 - 50 years		**7**	**12**	**19**	**7**	**9**	**16**	**4**	**7**	**11**
of which Italy		3	6	9	2	1	3	3	2	5
of which United Kingdom	No.	0	1	1	0	0	0	0	1	1
of which Luxembourg		2	1	3	1	3	4	0	2	2
of which Eastern Europe		2	1	3	4	2	6	0	2	2
of which Asia		0	3	3	0	3	3	1	0	1
Aged > 50 years		**1**	**1**	**2**	**0**	**1**	**1**	**0**	**1**	**1**
of which Italy		1	0	1	0	0	0	0	1	1
of which United Kingdom		0	0	0	0	0	0	0	0	0
of which Luxembourg		0	0	0	0	1	1	0	0	0
of which Eastern Europe		0	0	0	0	0	0	0	0	0
of which Asia		0	1	1	0	0	0	0	0	0

Incoming turnover rate[34]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total		**4%**	**6%**	**5%**	**7%**	**5%**	**6%**	**4%**	**3%**	**4%**
Aged ≤ 30 years		**1%**	**2%**	**1%**	**5%**	**2%**	**3%**	**3%**	**1%**	**2%**
of which Italy		0%	1%	1%	1%	0%	1%	1%	1%	1%
of which United Kingdom		0%	0%	0%	1%	0%	0%	0%	0%	0%
of which Luxembourg		0%	0%	0%	0%	1%	1%	2%	0%	1%
of which Eastern Europe		0%	0%	0%	2%	1%	1%	0%	0%	0%
of which Asia		0%	0%	0%	0%	0%	0%	0%	0%	0%
Aged 31 - 50 years		**3%**	**4%**	**3%**	**3%**	**3%**	**3%**	**1%**	**2%**	**1%**
of which Italy		1%	2%	2%	1%	0%	1%	1%	0%	1%
of which United Kingdom	%	0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Luxembourg		1%	0%	1%	0%	1%	1%	0%	0%	0%
of which Eastern Europe		1%	0%	1%	2%	1%	1%	0%	0%	0%
of which Asia		0%	1%	1%	0%	1%	1%	0%	0%	0%
Aged > 50 years		**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**1%**
of which Italy		0%	0%	0%	0%	0%	0%	0%	0%	1%
of which United Kingdom		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Luxembourg		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Eastern Europe		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Asia		0%	0%	0%	0%	0%	0%	0%	0%	0%

34. The total incoming turnover rate by age group and country was calculated by comparing the new hires to the total number of female, male or total employees at the end of the previous year.

Terminations	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total terminations		**8**	**9**	**17**	**7**	**17**	**24**	**17**	**22**	**39**
Aged ≤ 30 years		**2**	**1**	**3**	**1**	**4**	**5**	**1**	**2**	**3**
of which Italy		1	1	2	0	1	1	0	2	2
of which United Kingdom		1	0	1	0	0	0	0	0	0
of which Luxembourg		0	0	0	0	2	2	1	0	1
of which Eastern Europe		0	0	0	1	1	2	0	0	0
of which Asia		0	0	0	0	0	0	0	0	0
Aged 31 - 50 years		**6**	**8**	**14**	**5**	**12**	**17**	**10**	**9**	**19**
of which Italy		1	2	3	2	7	9	6	5	11
of which United Kingdom	No.	0	1	1	0	2	2	0	1	1
of which Luxembourg		0	2	2	1	1	2	2	3	5
of which Eastern Europe		3	2	5	2	1	3	2	0	2
of which Asia		2	1	3	0	1	1	0	0	0
Aged > 50 years		**0**	**0**	**0**	**1**	**1**	**2**	**6**	**11**	**17**
of which Italy		0	0	0	1	1	2	6	8	14
of which United Kingdom		0	0	0	0	0	0	0	0	0
of which Luxembourg		0	0	0	0	0	0	0	2	2
of which Eastern Europe		0	0	0	0	0	0	0	0	0
of which Asia		0	0	0	0	0	0	0	1	1

Reasons for termination	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total as at 31.12		**8**	**9**	**17**	**7**	**17**	**24**	**17**	**22**	**39**
Voluntary resignation		7	8	15	4	15	19	12	14	26
Retirements		0	0	0	0	0	0	2	2	4
Voluntary early retirements		0	0	0	0	1	1	1	4	5
Death	No.	0	1	1	0	0	0	1	0	1
Other - with incentive		1	0	1	3	1	4	1	0	1
Other - without incentive		0	0	0	0	0	0	0	2	2
Terminations due to expiry of fixed-term contracts		0	0	0	0	0	0	0	0	0

Outgoing turnover rate[35]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total		**3%**	**3%**	**3%**	**3%**	**5%**	**4%**	**5%**	**5%**	**5%**
Aged ≤ 30 years		**1%**	**0%**	**1%**	**0%**	**1%**	**1%**	**0%**	**0%**	**1%**
of which Italy		0%	0%	0%	0%	0%	0%	0%	0%	1%
of which United Kingdom		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Luxembourg		0%	0%	0%	0%	1%	0%	0%	0%	0%
of which Eastern Europe		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Asia		0%	0%	0%	0%	0%	0%	0%	0%	0%
Aged 31 - 50 years		**2%**	**2%**	**2%**	**2%**	**3%**	**3%**	**3%**	**2%**	**2%**
of which Italy		0%	1%	1%	1%	2%	2%	2%	1%	1%
of which United Kingdom	%	0%	0%	0%	0%	1%	0%	0%	0%	0%
of which Luxembourg		0%	1%	0%	0%	0%	0%	1%	1%	1%
of which Eastern Europe		1%	1%	1%	1%	0%	1%	1%	0%	0%
of which Asia		1%	0%	1%	0%	0%	0%	0%	0%	0%
Aged > 50 years		**0%**	**0%**	**0%**	**0%**	**0%**	**0%**	**2%**	**3%**	**2%**
of which Italy		0%	0%	0%	0%	0%	0%	2%	2%	2%
of which United Kingdom		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Luxembourg		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Eastern Europe		0%	0%	0%	0%	0%	0%	0%	0%	0%
of which Asia		0%	0%	0%	0%	0%	0%	0%	0%	0%

35. The total outgoing turnover rate by age group and country was calculated by comparing terminations to the total number of female, male or total employees at the end of the previous year.

Diversity and inclusion

Employees by professional category and gender	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	%.	16%	84%	10%	18%	82%	8%	18%	82%	9%
Middle managers		41%	59%	53%	42%	58%	56%	42%	58%	56%
Professional areas		52%	48%	37%	51%	49%	36%	52%	48%	36%
Total employees		**42%**	**58%**	**100%**	**44%**	**56%**	**100%**	**43%**	**57%**	**100%**

Employees by professional category and age groups	UM	2020			2021			2022		
		aged ≤ 30 years	between 31 and 50 years	aged > 50 years	aged ≤ 30 years	between 31 and 50 years	aged > 50 years	aged ≤ 30 years	between 31 and 50 years	aged > 50 years
Managers	%	0%	38%	62%	0%	31%	69%	0%	31%	69%
Middle managers		0%	66%	34%	0%	61%	39%	1%	60%	39%
Professional areas		20%	73%	7%	17%	73%	10%	18%	70%	12%
Total employees		**8%**	**66%**	**26%**	**6%**	**63%**	**31%**	**7%**	**61%**	**32%**

Employees belonging to vulnerable categories[36]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Percentage of employees belonging to vulnerable categories	%	4%	2%	3%	3%	2%	2%	3%	2%	2%

36. Workers included in the vulnerable categories are: Persons with disabilities pursuant to art. 1 of Italian Law 68/99 and Protected categories pursuant to art. 18 of Italian Law 68/99.

Board members by gender and age[37]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Board members by gende	%	**20%**	**80%**	**100%**	**20%**	**80%**	**100%**	**22%**	**78%**	**100%**
≤ 30 years		0%	0%	0%	0%	0%	0%	0%	0%	0%
between 31 and 50 years		0%	100%	20%	0%	100%	20%	50%	50%	22%
of which > 50 years		25%	75%	80%	25%	75%	80%	14%	86%	78%

37. The figures refer to the Board of Directors of Eurizon Capital SGR S.p.A; considering also the members of the Boards of Directors of the subsidiaries in 2022, the directors aged between 31 and 50 years account for 15%, of which 50% are men and 50% are women, while the remaining 85% are over 50 years old and 24% are women, while 76% are men.

Basic salary and remuneration ratio of women compared to men

Basic salary and remuneration ratio of women compared to men by category and area[38]	UM	2020		2021		2022	
		Salary	Remuneration	Salary	Remuneration	Salary	Remuneration
Managers		**0.70**	**0.87**	**0.78**	**0.91**	**0.79**	**0.85**
Managers in Italy		0.74	0.92	0.83	0.94	0.83	0.88
Managers in the United Kingdom		n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]
Managers in Luxembourg		n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]
Managers in Eastern Europe		0.48	0.40	0.54	0.31	0.54	0.42
Managers in Asia		n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]
Middle managers		**0.77**	**0.73**	**0.79**	**0.74**	**0.81**	**0.70**
Middle managers in Italy		0.82	0.73	0.83	0.76	0.84	0.72
Middle managers in the United Kingdom		1.42	1.79	1.43	1.10	1.34	1.22
Middle managers in Luxembourg	-	0.79	0.66	0.66	0.63	0.83	0.64
Middle managers in Eastern Europe		0.85	0.70	0.91	0.77	0.98	0.77
Middle managers in Asia		n.s.[39]	n.s.[39]	n.s.[39]	0.00	1.39	0.93
Professional areas		**0.96**	**0.84**	**0.91**	**0.83**	**0.94**	**0.84**
Employees of professional areas in Italy		0.98	0.85	1.00	0.88	0.98	0.80
Employees of professional areas in the United Kingdom		1.15	1.29	1.05	1.13	1.03	1.11
Employees of professional areas in Luxembourg		1.00	0.94	0.99	0.94	0.98	0.91
Employees of professional areas in Eastern Europe		0.66	0.64	0.64	0.61	0.62	0.64
Employees of professional areas in Asia		-	-	n.s.[39]	n.s.[39]	n.s.[39]	n.s.[39]

38. By significant operating locations, Eurizon means the areas where its subsidiaries operate, i.e. Italy, Eastern Europe, the UK, Luxembourg and Asia (Hong Kong).

39. Not significant since the employees within the category refer to one gender only.

Ratio of the annual total remuneration of the highest paid individual to the average annual total remuneration of all employees[40]	UM	2020	2021	2022
		Total	Total	Total
Ratio of total annual remuneration	-	17.59	12.50	20.57
Ratio of percentage increases in total annual remuneration		24.39	-7.73	11.27

40. The annual total remuneration includes the basic salary, the bonus pertaining to the previous year awarded during the year and any long-term incentive plans. The negative value of the ratio of the percentage increase in total remuneration for 2021 is due to the decrease from 2020 to 2021 of the annual total remuneration of the highest-paid individual, as this includes the variable component linked not only to the achievement of individual goals but also to the funding of the bonus pool for the division.

Collective bargaining	UM	2020	2021	2022
		Total	Total	Total
Employees covered by collective bargaining agreements	No..	598	764	723
	%	100%	100%	100%

Benefits provided to employees

Benefits for full-time employees[41]	UM	2020	2021	2022
Life insurance	(000/€)	143.97	186.87	193.90
Health care		535.90	684.40	738.96
Pension contributions		1,321.00	1,790.61	1,764.21
Shareholding		5,133.67	5,636.21	3,371.32

41. The data below are referred to Italy, UK, Luxembourg, Eastern Europe.

Parental leave

Parental leave	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees entitled to parental leave	No.	7	9	16	20	9	29	7	13	20
Total number of employees who benefited from parental leave		7	9	16	10	9	19	7	13	20
Total number of employees who returned to work during the reporting period after taking parental leave		7	8	15	10	9	19	5	13	18
Total number of employees who returned to work after taking parental leave and who are still employed in the 12 months following their return		5	4	9	7	8	15	5	9	14
Rate of return to work		**100%**	**89%**	**94%**	**100%**	**100%**	**100%**	**71%**	**100%**	**90%**
Retention rate		**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**50%**	**100%**	**74%**

Training

Hours of training provided to employees	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	7,584	9,691	**17,275**	11,465	15,454	**26,919**	10,398	15,703	**26,101**
Managers		333	1,390	**1,723**	471	1,784	**2,255**	613	2,099	**2,712**
Middle managers		4,223	5,011	**9,234**	6,289	8,475	**14,764**	6,359	8,395	**14,754**
Employees in professional areas		3,028	3,290	**6,318**	4,705	5,195	**9,900**	3,426	5,209	**8,635**

Average hours of training provided to employees	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Average total training hours	No.	30	28	**29**	34	36	**35**	33	38	**36**
Managers		37	28	**30**	43	35	**36**	56	41	**44**
Middle managers		33	27	**29**	35	34	**34**	38	36	**37**
Employees in professional areas		26	30	**28**	34	39	**36**	26	42	**33**

Hours of training provided to employees on anti-corruption and anti-money laundering	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	652	790	**1,442**	885	990	**1,875**	342	354	**696**
Managers		18	85	**103**	32	129	**161**	8	44	**52**
Middle managers		396	485	**881**	491	580	**1,071**	196	237	**433**
Employees in professional areas		238	220	**458**	362	281	**643**	138	73	**211**

Hours of training provided to employees on the protection of free competition	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	9	9	**18**	8	7	**15**	5	4	**9**
Managers		0	0	**0**	0	0	**0**	0	0	**0**
Middle managers		5	7	**12**	5	4	**9**	3	2	**5**
Employees in professional areas		4	2	**6**	3	3	**6**	2	2	**4**

Hours of training provided to employees on consumer protection	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	3	6	**9**	1	0	**1**	2	2	**4**
Managers		0	0	**0**	0	0	**0**	0	0	**0**
Middle managers		2	3	**5**	1	-	**1**	1	1	**2**
Employees in professional areas		1	3	**4**	0	0	**0**	1	1	**2**

Hours of training provided to employees on privacy protection	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	346	313	**659**	364	475	**839**	234	187	**421**
Managers		8	39	**47**	15	68	**83**	11	26	**37**
Middle managers		152	177	**329**	218	265	**483**	152	112	**264**
Employees in professional areas		186	97	**283**	131	142	**273**	71	49	**120**

Hours of training provided to employees on IT security	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	719	832	**1,551**	706	921	**1,627**	310	330	**640**
Managers		26	88	**114**	22	91	**113**	22	83	**105**
Middle managers		417	513	**930**	431	592	**1,023**	196	170	**366**
Employees in professional areas		276	231	**507**	253	238	**491**	92	77	**169**

Health and safety

Employee accidents at work[42]	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Recordable accidents at work		0	0	**0**	0	1	**1**	1	1	**2**
of which *en route by* transport not arranged by the organisation		0	0	**0**	0	1	**1**	1	1	**2**
Deaths (as a result of accidents at work)		0	0	**0**	0	0	**0**	0	0	**0**
Accidents at work with serious consequences (excluding deaths)		0	0	**0**	0	0	**0**	0	0	**0**
Hours worked	No.	309,950	417,689	**727,639**	372,011	484,036	**856,047**	369,823	490,704	**860,527**
Recordable work accident rate		**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Recordable work accident rate (including commuting)		**0.0**	**0.0**	**0.0**	**0.0**	**0.4**	**0.2**	**0.5**	**0.4**	**0.5**
Rate of deaths due to accidents at work		**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
Rate of work accidents with serious consequences (excluding deaths)		**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

42. Please note that the data in the table are only referred to employees in Italy and that the rates were calculated with reference to 200,000 hours worked. In particular, the accidents that occurred were slips or falls on the way to work or accidents on private means of transport, all of which were minor and *en route*.

Hours of training provided to employees on health and safety	UM	2020			2021			2022		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Total training hours delivered	No.	479	590	**1,069**	570	739	**1,309**	624	868	**1,492**
Managers		6	52	**58**	28	67	**95**	14	134	**148**
Middle managers		235	383	**618**	415	524	**939**	442	564	**1,006**
Employees in professional areas		238	155	**393**	127	148	**275**	168	170	**338**

Disclosures and training on anti-corruption policies and procedures

Anti-corruption policies and procedures	UM	2020	2021	2022
Directors to whom anti-corruption policies and procedures have been disclosed	No.	9	9	9
		100%	100%	100%
Directors who received anti-corruption training	No.	1	1	0
	%	11%	11%	0%

Anti-corruption policies and procedures[43]	UM	2020	2021	2022
Employees who received anti-corruption training	No.	**501**	**681**	**277**
	%	**84%**	**89%**	**38%**
of which in Italy	No.	407	564	137
of which in Eastern Europe		15	23	41
of which in Luxembourg		59	70	73
of which in the United Kingdom		15	15	16
of which in Asia		5	9	10
of which managers		40	49	25
of which middle managers		276	394	125
of which employees in professional areas		185	238	127

43. With reference to the employees to whom the anti-corruption policies and procedures have been disclosed, it should be noted that each year and after each update, these policies are shared with employees via the company intranet. With reference to Italy, the policies were disclosed to 100% of employees over the three-year period.

Legal actions for anti-competitive behaviour, antitrust and monopolistic practices

Legal actions for anti-competitive behaviour, antitrust and monopolistic practices either ongoing or completed during the year	UM	2020	2021	2022
Total ongoing or completed legal actions in the reporting year	No.	0	0	0

Incidents of discrimination

Incidents of discrimination related to: race, colour, sex, religion, political opinion, social origin and national descent	UM	2020	2021	2022
Total incidents of discrimination	No.	0	0	0

Breaches of customer privacy and loss of customer data

Breaches of customer privacy and loss of data	UM	2020	2021	2022
Total substantiated complaints received concerning breaches of customer privacy	No.	**0**	**0**	**0**
of which complaints received from external parties and confirmed by the organisation		0	0	0
of which complaints from regulatory bodies		0	0	0
Total leaks, thefts or losses of customer data detected		**0**	**0**	**0**

Organisation's energy consumption[44]

Energy consumption within the organisation	UM	2020	2021	2022
Direct energy consumption	GJ	**4,591**	**6,224[45]**	**3,786**
Natural gas consumption for independent heating		4,092	6,035	3,585
Natural gas consumption for cogeneration		0	0	0
Diesel consumption for independent heating		75	0	0
Petrol consumption for the fleet		0.7	5	27
Diesel consumption for the fleet		423	185	174
Indirect energy consumption		**12,357[45]**	**14,087[45]**	**12,758**
Energy consumption from renewable sources		10,705	13,213	11,731
Energy consumption from non-renewable sources (excluding cogeneration)		170	61	58
Natural gas consumption for condominium heating (including district heating)		1,482	813	969
Diesel consumption for condominium heating		0	0	0
Total energy consumption from non-renewable sources		**6,243**	**7,099**	**4,813**
Total energy consumption from renewable sources		**10,705**	**13,213**	**11,731**
Total energy consumption		**16,948[45]**	**20,312[45]**	**16,544**

44. Data processed at centralised level in line with the approach used by the Parent Company Intesa Sanpaolo for its own reporting. The values do not include the Hong Kong office.

45. Figure recalculated from that reported in Eurizon's 2021 Sustainability Report

Energy consumption outside the organisation[46]	UM	2020	2021	2022
Business travel	GJ	289	189	771
Paper		657	1,041	602
Waste		25	33	41
Office machinery		2,461	1,884	1,230
Energy vectors		3,312	0[45]	3,146
Transport of valuables		975	0[45]	1,212
Total		**7,720**	**3,146**	**7,001**

46. With reference to consumption outside the organisation, it should be noted that consumption related to office machinery and transport of valuables are a breakdown of the figure calculated at Group level. All other figures are calculated on the basis of the exact figure relating to the SGR with the application of the appropriate conversion factors.

Energy intensity[47]

Energy intensity within the organisation	UM	2020	2021	2022
Total energy consumption	GJ	16,948[48]	20,312[48]	16,544
Electricity consumption	kWh	3,020,915	3,687,306	3,274,735
Number of full-time employees	No.	598	764	723
Number of collaborators and consultants[49]		731	884	878
Number of square metres	mq	28,330	37,751	34,947
Energy intensity per employee (total energy)	GJ/No.	28	27	23
Energy intensity per collaborator/consultant (total energy)		23	23	19
Energy intensity per square metre (total energy)	GJ/mq	0.6	0.5	0.5
Energy intensity per employee (electricity)	kWh/No.	5,052	4,826	4,529
Energy intensity per collaborator/consultant (electricity)		4,133	4,171	3,730
Energy intensity per square metre (electricity)	kWh/mq	107	98	94

47. Data processed at centralised level in line with the approach used by the Parent Company Intesa Sanpaolo for its own reporting. The values do not include the Hong Kong office.

48. Figure recalculated from that reported in Eurizon's 2021 Sustainability Report

49. Collaborators and consultants include external personnel with ongoing projects, i.e. who are on the premises for more than 180 days of the year and therefore consume on a permanent basis.

Energy intensity outside the organisation	UM	2020	2021	2022
Total energy consumption	GJ	7,720	3,146	7,001
Energy intensity per employee (total energy)	GJ/No.	13	4	10
Energy intensity per collaborator/consultant (total energy)		11	4	8
Energy intensity per square metre (total energy)	GJ/mq	0.3	0	0.2

GHG emissions[50] [51]

Emissions[52]	UM	2020	2021	2022
Direct GHG emissions (Scope 1)	tCO_2e	304	404	259
Emissions from natural gas for independent heating		237	350	209
Emissions from natural gas for cogeneration		0	0	0
Emissions from diesel for independent heating		6	0	0
HFC gas emissions from air conditioning systems		28	40	35
Corporate fleet emissions		33	14	15
Indirect GHG emissions (Scope 2)		82	55	43
Emissions from electricity consumed (excluding cogeneration)		23	8	7
Emissions from natural gas for condominium heating (including district heating)		59	47	36
Emissions from diesel for condominium heating		0	0	0
Total direct + indirect emissions (Scope 1 + 2 Market-based)		386	459	302
Total direct + indirect emissions (Scope 1 + 2 Location-based)		1,262	1,479	1,149

50. Data processed at centralised level in line with the approach used by the Parent Company Intesa Sanpaolo for its own reporting. The values do not include the Hong Kong office.

51. The data on greenhouse gas emissions are calculated at the centralised level of the Intesa Sanpaolo Parent Company, which reports in terms of CO2 equivalent, in accordance with the international GHG Protocol (Greenhouse Gas Protocol) standard, Scope 1 direct emissions and Scope 2 indirect emissions. In addition, the Intesa Sanpaolo Group is also committed to reporting indirect emissions known as Scope 3, which are related to company activities but not directly controlled by the same company (paper, waste, office machinery, etc.).

52. The emission factors for CO_2 calculation prepared by Intesa Sanpaolo, in line with the ABI Environmental Guidelines issued by ABI Energia and based on the main 2021 publications (UNFCCC, IEA, IPCC, AIB, etc.).

Other emissions (Scope 3)[53]	UM	2020	2021	2022
Business travel	tCO_2e	20	12	53
Paper		22	27	17
Waste		2	3	3
Office machinery		155	123	85
Energy vectors		129	0[54]	111
Transport of valuables		63	0[54]	80
Total		**391**	**165**	**349**

53. With reference to consumption outside the organisation, it should be noted that consumption related to office machinery and transport of valuables are a breakdown of the figure calculated at Group level. All other figures are calculated on the basis of the exact figure relating to the SGR with the application of the appropriate conversion factors.

54. Figure recalculated from that reported in Eurizon's 2021 Sustainability Report.

GHG emission intensity[55]

Energy intensity outside the organisation	UM	2020	2021	2022
Emission intensity per employee (Scope 1 and 2 Market-based)	tCO_2e / No.	0.6	0.6	0.4
Emission intensity per collaborator/consultant (Scope 1 and 2 Market-based)		0.5	0.5	0.3
Emission intensity per sq m (Scope 1 and 2 Market-based)	$kgCO_2e$ /mq	14	12	9

55. Data processed at centralised level in line with the approach used by the Parent Company Intesa Sanpaolo for its own reporting. The values do not include the Hong Kong office.

Water consumption[56]

Water consumption	UM	2020	2021	2022
Total water consumption from all areas	m^3	12,067	13,712	14,481

56. Data processed at centralised level in line with the approach used by the Parent Company Intesa Sanpaolo for its own reporting. The values do not include the Hong Kong office.

Appendix

Methodological notes

This document represents the 2022 Sustainability Report through which Eurizon discloses on a voluntary basis information on environmental, social and governance issues for the reporting period. The scope relating to the information set out in the document, unless otherwise specified, coincides with that used for the reporting of financial information of the Asset Management Division consolidated on a line-by-line basis, which includes Eurizon Capital SGR S.p.A. and the Companies directly or indirectly controlled by the latter, namely: Eurizon Capital S.A., Epsilon SGR S.p.A., Eurizon Capital Asia Ltd., Eurizon Asset Management Slovakia Spràv. spol. a.s., Eurizon Asset Management Hungary Zrt., Eurizon Asset Management Croatia d.o.o, Eurizon SLJ Capital Ltd., Eurizon Capital Real Asset SGR S.p.A.

The document was drafted on the basis of the "Global Reporting Initiative Sustainability Reporting Standards", defined by the Global Reporting Initiative (GRI) and in consideration of the latest updates introduced by the "GRI Universal Standards 2021", according to the "in accordance" option. More specifically, the contents of this Report were set out with the aim of ensuring the understanding of the activities carried out by the Company, its performance, its results and the impact produced by them in environmental, social and governance terms, according to the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, as set forth by the GRI guidelines. To this end, a materiality analysis was carried out for the year 2022, which incorporates the provisions laid down by the reference standard: the results of the materiality analysis carried out are set out in the section "Materiality analysis", which includes the list of material issues determined in accordance with the relevant GRI standard.

The reporting process involved internal functions for the collection of data and information for the purpose of drafting this document, with the aim of ensuring the accuracy and clarity of the resulting material information to be provided to Stakeholders. As part of this process, the Parent Company was also involved with regard to the reporting aspects managed at centralised Group level, such as environmental data. For information regarding the document or its contents, please contact esg@eurizoncapital.com.

With reference to the individual indicators, any limitations or specifications with respect to the data are reported alongside them. Furthermore, contrary to the standard, it is specified that, for reporting the personnel composition, the breakdown by age group is maintained, consistently with that used previously and with that used by the Parent Company Intesa Sanpaolo in order to encourage data continuity and comparability. Finally, the emission factors developed for CO_2 calculation are consistent with the Guidelines on the application of GRI Standards.

This document is published annually and in relation to the previous year: this document is published in May 2023 and refers to 2022 as further specified in the section on the GRI Content Index. Information relating to the previous periods, where available, was included for the sole purpose of enabling an assessment of the Company's performance over a longer period of time.

In view of the fact that the Eurizon Sustainability Report is prepared on a voluntary basis, this document is not subject to external auditing or approval by the Board of Directors. The disclosure subject to mandatory reporting is set out in the Consolidated Non-Financial Statement prepared by the Parent Company Intesa Sanpaolo.

This document is originally written in Italian language. In case of discrepancy between the original Italian text and the present English translation, the Italian version will prevail.

USE OF SUSTAINABLE DEVELOPMENT GOALS OR "SDGS"

In this document, reference is made to the Sustainable Development Goals of the United Nations 2030 Agenda (the so-called "Sustainable Development Goals" or "SDGs") in order to provide Stakeholders with an overview of the activities carried out or performance recorded by Eurizon in furtherance of the achievement of these goals.

Sustainable Development Goals (SDGs) - Page 57

The paragraph, as set out in the Global Impact Report (May 2022), provides an overview of the way in which issuers included in the managed portfolios contribute to the SDGs expressed as a percentage of alignment. The process of assessing alignment with the SDGs is structured as follows:

1. Calculation of alignment with the SDGs of each corporate bond or equity issuer present in the analysed funds included and covered by MainStreet Partners. Alignment measurement is assessed based on three fundamental aspects:

   (i) policies adopted and company operations ("operational alignment"): the operational alignment of companies with the individual SDGs is assessed by analysing, for example, the policies relating to the use of resources, waste management, energy efficiency, social inclusion and respect for human rights;

   (ii) product/service offered by the company ("product alignment"): in evaluating the product alignment, the model uses the revenues from the various products or services of the company as the main criterion for calculating alignment with the various SDGs;

   (iii) disputes in the social, environmental and governance areas ("behavioural alignment"): to assess this alignment, the model takes into consideration the size and severity of any past and pending disputes as well as corporate scandals that might have an impact on the company's alignment towards each SDG. An issuer may have a positive, neutral or negative alignment with each SDG.

2. If an issuer has a positive alignment with one or more SDGs, the value invested in this position, in transparency, is added to that of all the other positions with positive alignment in the same fund. This makes it possible to obtain the total assets positively aligned with each SDG for each fund.

3. The value of the positively aligned assets is aggregated at the total assets level of the funds analysed. The percentages of alignment with each SDG on the total assets are then calculated.

The data analysed are updated as at 31 December 2022. The equity and bond issuers underlying the sustainable funds under analysis do not include the liquidity component and government and supranational issuers. These issuers were excluded from the analysis since it is not possible to derive comparable data to corporate issuers. As a result, the total value of assets subject to analysis and on which MainStreet Partners has measured alignment with the SDGs and Impact metrics is equal to 50,801,289,616 euro, out of total sustainable fund assets analysed of 79,453,093,201 euro (+15% in terms of AuM subject to this analysis in 2021 and equal to 13% of 2022 AuM). The Impact metrics and SDG alignment were calculated by considering the total assets of the funds defined as "window", for which the results of the SDG and Impact metrics were calculated by taking into account the portfolio most representative of the strategy.

Support to local communities through charitable initiatives - page 69

The paragraph includes a qualitative reconciliation of the level of alignment of the Entities and organisations receiving devolutions in relation to the SDGs on the basis of their main sustainable development objective or the objective of the specific initiatives to which the funds have been allocated: the analysis considers Entities and organisations subject to devolutions from 2017 to date.

Glossary and abbreviations

Alternative investments	A form of investment that does not fall into the categories of traditional or conventional investments such as shares, bonds or mutual funds. Examples of alternative investments include hedge funds, real estate funds, venture capital and private equity funds.
Asset class	Investment category (e.g. shares, bonds).
Asset Management	It represents all investment instruments and savings products through which investors entrust their money to intermediaries such as banks, asset management companies, financial promoters or insurance companies to be invested.
AuM - Assets under Management	Volume of capital managed by an SGR.
Benchmark	Portfolio of financial instruments adopted as an objective benchmark for the definition of the investment policy guidelines of certain types of managed funds/sub-funds.
Benefits	Direct benefits provided in the form of financial content, healthcare paid for by the organisation or reimbursement of expenses incurred by employees other than benefits in kind (e.g. provision of sports facilities, canteen).
Breach	Violation of regulations or self-regulatory codes (compliance breach) or of data (data breach).
Business Continuity	Business continuity, i.e. referring to the ability to continue operating and conducting business activities even under critical conditions.
Carbon footprint	A measure that expresses in terms of CO_2 equivalent the total greenhouse gas emissions associated directly or indirectly with a product, organisation or service. In accordance with the Kyoto Protocol, the greenhouse gases included are: carbon dioxide (CO_2), methane (CH4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), sulphur hexafluoride (SF6) and perfluorocarbons (PFCs).
Circular economy	Regenerative economy model, in which economic activities do not depend on the depletion of natural resources. It is the alternative to the linear economy and involves sharing, lending, reusing, repairing, reconditioning and recycling existing materials and products for as long as possible.
Clawback	In the context of remuneration, a clause providing for the restitution of bonuses already paid, in the presence of negative events directly attributable to a person's conduct that have undermined the sustainability of the results
Co_2	Carbon dioxide.
Controversy	In reference to a company's conduct, it refers to involvement on ESG and ethical issues, including serious ones, such as child labour, human rights, employee relations and corruption.
Corporate Governance	Corporate Governance is the set of corporate tools, rules, processes and relations aimed at the company's proper and efficient management. The corporate governance structure expresses the rules and processes by which decisions are made within a company, the ways in which objectives and the means to achieve them are decided upon, and how the results achieved are measured.
Direct emissions (or Scope 1 emissions)	Direct emissions from sources owned or controlled by the company.
Due Diligence	Investigation and in-depth study of a company's data and information.
Extra-captive	Networks or companies outside the Group, through which the commercial activities of the Company's products and services are developed.
Financial Materiality	A perspective of financial relevance, whereby sustainability risks and opportunities can influence the company's financial performance and results and thus create or erode the company's corporate value in the short, medium or long term, affecting its development, performance and positioning.

Fund House	A company that holds and markets investment funds.
GHG	Greenhouse Gases.
GJ	GigaJoule, unit of measurement of energy.
Green Bonds	Bond financial instruments whose issuance is linked to projects that have a positive impact on the environment, such as energy efficiency, energy production from clean sources, sustainable land use, etc.
GRI - Global Reporting Initiative	Independent institution whose purpose is to develop and promote globally applicable guidelines for drawing up social and environmental reports. Adopting to the guidelines is voluntary and supports organisations (companies, associations, etc.) in disclosing their social, environmental and economic commitment.
HFC	Hydrofluorocarbons (refrigerant gases).
High Net Worth Individual (HWNI)	Individuals with investible assets of 1 million USD or more, excluding principal residence, collectibles, consumer goods and durables.
Impact Materiality	Relevance of current or potential impacts, on people and the environment, directly related to an organisation's activities, products and services.
Incoming turnover rate	Total number of new hires compared to the total number of employees at the end of the previous year.
Indirect emissions (or Scope 2 emissions)	Indirect emissions generated by the energy purchased and consumed by the company.
Indirect emissions (or Scope 3 emissions)	Indirect emissions (not included in Scope 2) generated in the value chain, i.e. in upstream and downstream activities.
Info-provider	Entity providing information and data collected (e.g. on issuers in a portfolio).
Just Transition	European mechanism designed to ensure that the transition to a climate-neutral economy takes place in a fair manner while mitigating the resulting socio-economic impacts.
$kgCO_2e$	Kilograms of CO_2 equivalent.
KID	Key Information Document, a document forming part of the offering documents, which the subscriber receives at the time of subscription and which summarises key information on the mutual fund in question.
kWh	Kilowatt-hour, amount of electricity consumed in one hour.
Limited Tracking Error (LTE)	Products with limited standard deviation from the benchmark.
m^3	Cubic metre.
Malus condition	In the context of the remuneration policies, mechanisms to reduce units of shares accrued and subject to deferral to zero
n.s.	Not significant.
Net Zero	Reducing greenhouse gas emissions as close to zero as possible by reabsorbing the remaining emissions from the atmosphere, oceans and forests.
Net Zero Asset Manager Initiative	An international initiative consisting of the leading Asset Managers committed to supporting the goal of net zero greenhouse gas emissions by 2050, in line with efforts to limit global warming to 1.5°C, and to support investments in line with this goal.
No.	Number.
Onlus	An acronym for Organizzazione Non Lucrativa di Utilità Sociale (Non-Profit Organisation of Social Utility), it is a private entity that carries out its activities for social solidarity and non-profit purposes.
Outgoing turnover rate	Total number of terminations compared to the total number of employees at the end of the previous year.
Paris Climate Agreement	International treaty signed in 2015 by more than 190 countries and subsequently revised in 2021, which aims to contain the global average temperature increase below the 2°C threshold, with a maximum target set at 1.5°C.

Product Governance	Product Governance, also referred to as "POG", represents the set of processes of conception, identification of target customers for new products, selection of third-party distributors, post-sales monitoring, including the periodic review of products throughout their life cycle.
Prospectus	A document prepared by the SGR or the investment companies with variable capital (Sicav) that contains useful information for understanding the characteristics of the different investment funds offered, identifying those most suitable for building a portfolio based on one's needs in terms of risk/return, and making comparisons between several funds.
Rate of return to work	Total number of employees who returned to work following parental leave compared to those who should have returned.
Regulation	With reference to investment products, a document that supplements the information included in the Prospectus and contains the set of rules that define how a fund operates, the tasks of the various parties involved and govern relations with subscribers.
Retention rate	Total number of employees remaining with the company in the 12 months following their return after parental leave compared to the total number of employees returning after parental leave in the previous period.
Screening	Analysis process involving the assessment of the investment against pre-defined criteria.
sq m	Square metre.
SRI - Socially Responsible Investment	SRI or "Socially Responsible Investment" is an investment philosophy that integrates environmental, social and governance (ESG) criteria into the research, analysis and selection of corporate securities.
Stewardship Principles	The Stewardship Principles were adopted in order to provide a set of best practices capable of promoting discussion and cooperation among management companies and the listed issuers in which they invest the assets they manage in the context of collective management or portfolio management services.
Sustainable investment	Investment that aims to create value for the investor and society through a medium- to long-term oriented strategy that integrates financial analysis with environmental, social and good corporate governance assessments when evaluating companies and institutions.
TCO_2e	Tonnes of CO_2 equivalent.
Traditional Governance model	System of administration and control of joint-stock companies most widely used among Italian companies. It generally entails the presence of a Governing Body (Sole Director or BoD) and a Supervisory Body (Board of Statutory Auditors).
UCIs	Undertakings for Collective Investment, the name given to open and closed-end mutual funds and investment companies with variable capital.
UM	Unit of measurement.
Unit linked	Insurance contracts whose benefits are directly linked to the value of units of UCIs or financial indices.
Whistleblowing	Spontaneous and anonymous reporting of an illegal activity or a dangerous situation by a Stakeholder, committed within the company.
Wrapper	With reference to financial products, products that invest in other financial products (e.g. funds of funds that invest in units of other funds).

GRI Content Index

Declaration of use	Eurizon Capital SGR S.p.A. reported the information mentioned in this GRI content index for the period 1/01/2022 - 31/12/2022.
Used GRI 1	GRI 1 - Fundamental Principles - Version 2021
Relevant GRI sector standards	N/A - awaiting the publication of the specific industry standard

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION (OMITTED REQUIREMENTS, REASON FOR OMISSION, EXPLANATION)
General disclosures			
GRI 2 - 2021 General disclosures	2-1 Organisational details	Introduction - Pg. 5 Structure of the Asset Management Division - Pg. 13	
	2-2 Entities included in the organisation's sustainability reporting	Methodological note - Pg. 94	
	2-3 Reporting period, frequency and point of contact	Methodological note - Pg. 94	
	2-4 Review of information	Methodological note - Pg. 94	
	2-5 External assurance	Methodological note - Pg. 94	
	2-6 Activities, value chain and other business relationships	Excellence in products and services - Pg. 20-21 Environmental commitment in our activities - Pg. 76-77	
	2-7 Employees	Tables of indicators - Pg. 81 Eurizon does not provide the contractual form "employees with non-guaranteed hours"	
	2-8 Atypical contracts and internships	Tables of indicators - Pg. 81	
	2-9 Governance structure and composition	Governance - Pg. 15-18	
	2-10 Appointment and selection of the highest governing body	Governance - Pg. 16	
	2-11 Chairman of the highest governing body	Governance - Pg. 16-17	
	2-12 Role of the highest governing body in impact management control	Main actors in ESG/SRI processes - Pg. 30-33	
	2-13 Delegation of responsibilities for impact management	Main actors in ESG/SRI processes - Pg. 30-33	
	2-14 Role of the highest governing body in sustainability reporting	Main actors in ESG/SRI processes - Pg. 31 Methodological note - Pg. 94	
	2-15 Conflicts of interest	Governance - Pg. 18	
	2-16 Disclosure of critical issues	Ethics and integrity in the conduct of business - Pg. 73-74	
	2-17 Collective knowledge of the highest governing body	Governance - Pg. 15	
	2-18 Performance assessment of the highest governing body	Governance - Pg. 17	
	2-19 Remuneration rules	Governance - Pg. 18-19	
	2-20 Remuneration calculation procedure	Governance - Pg. 18-19	
	2-21 Total annual remuneration ratio	Tables of indicators - Pg. 85	
	2-22 Sustainable development strategy statement	Letter from the Chairman and Chief Executive Officer - Pg. 6-7	
	2-23 Commitment in terms of policies	The approach to sustainability - Pg. 28 The various policy commitments are specified in the discussion of the individual material topics.	
	2-24 Integration of impacts in terms of policies	The approach to sustainability - Pg. 29	
	2-25 Processes to remedy negative impacts	Governance - Pg. 15-19 Main actors in ESG/SRI processes - Pg. 30-33 Integration of ESG criteria - Pg. 50 The approach to sustainability - Pg. 29 Ethics and integrity in the conduct of business - Pg. 73-74 The processes used are specified from time to time in the discussion of the individual material topics.	
	2-26 Mechanisms to request clarifications and raise concerns	Ethics and integrity in the conduct of business - Pg. 74	
	2-27 Compliance with laws and regulations	Ethics and integrity in the conduct of business - Pg. 73 Sustainability related products - Pg. 44-45	
	2-28 Membership in associations	ESG initiatives and partnerships - Pg. 34-35	
	2-29 Approach to Stakeholder engagement	Materiality analysis - Pg. 36-37	
	2-30 Collective agreements	Tables of indicators - Pg. 85	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION (OMITTED REQUIREMENTS, REASON FOR OMISSION, EXPLANATION)
Material issues			
GRI 3 - 2021 Material issues	3-1 Process for the determination of material issues	Materiality analysis - Pg. 36	
	3-2 List of material issues	Materiality analysis - Pg. 38	
Management and minimisation of direct impacts on the environment			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Environmental commitment in our activities - Pg. 76	
GRI 302 - Energy 2016	302-1 Energy consumed within the organisation	Tables of indicators - Pg. 89	
	302-2 Energy consumed outside the organisation	Tables of indicators - Pg. 89	
	302-3 Energy intensity	Tables of indicators - Pg. 89-90	
GRI 303 - 2018 Water and wastewater	303-5 Water consumption	Tables of indicators - Pg. 91 In view of the location of the operating sites and the activities performed, water consumption from water-stressed areas and changes in water storage are not considered significant.	
GRI 305 - 2016 Emissions	305-1 Direct GHG emissions (Scope 1)	Tables of indicators - Pg. 90	
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Tables of indicators - Pg. 90	
	305-4 GHG emission intensity	Tables of indicators - Pg. 91	
Service quality and customer satisfaction			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Commitment to customers and the community - Pg. 68 Sustainability related products - Pg.45	
Digital innovation and technological development			
GRI 3 - 2021 Material issues	-3 Management of material issues	Our commitment to IT security and technology development - Pg. 75	
Privacy and data security			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Our commitment to IT security and technology development - Pg. 75	
GRI 418 - 2018 Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	Tables of indicators - Pg. 88	
Focus on people and respect for human rights			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Our people - Pg. 64-66	
GRI 401 - 2016 Employment	401-1 New hires and turnover	Tables of indicators - Pg. 82-83	
	401-2 Benefits provided for full-time employees, but not for part-time or fixed-term employees	Our people - Pg. 65 Tables of indicators - Pg. 85 The benefits made available by the Company are provided to all employees, including part-time and fixed-term employees.	
	401-3 Parental leave	Tables of indicators - Pg. 86	
GRI 403 - 2018 Health and safety	403-5 Occupational health and safety training for workers	Our people - Pg. 65 Tables of indicators - Pg. 87	
	403-9 Accidents at work	Tables of indicators - Pg. 87 In relation to the activities performed, no particular types of workplace hazards are identified that constitute a risk of accidents with serious consequences.	
GRI 404 - 2016 Training and education	404-1 Average annual training hours per employee	Tables of indicators - Pg. 86	
GRI 406 - 2016 Non-discrimination	406-1 Incidents of discrimination and corrective measures taken	Tables of indicators - Pg. 88	
Inclusion and diversity			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Our people - Pg. 66-67	
GRI 405 - 2016 Diversity and equal opportunities	405-1 Diversity and inclusion	Tables of indicators - Pg. 84	
	405-2 Basic salary and remuneration ratio of women compared to men	Tables of indicators - Pg. 85	

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION (OMITTED REQUIREMENTS, REASON FOR OMISSION, EXPLANATION)
Financial education and promotion of a savings culture for the community			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Commitment to customers and the community - Pg. 68-69	
Support to local communities through charitable initiatives			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Commitment to customers and the community - Pg. 69-72	
Responsible marketing and transparent disclosure			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Transparency in the ESG area - Pg. 40-42	
GRI 417 - 2016 Marketing and Labelling	417-2 Incidents of non-compliance with product and service information and labelling	Sustainability related products - Pg. 44-45	
	417-3 Cases of non-compliance concerning marketing communications	Sustainability related products - Pg. 44-45	
Ethics and integrity: combating corruption, money laundering and anti-competitive behaviour			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Ethics and integrity in the conduct of business - Pg. 73-74	
GRI 205 - 2 2016 Anti-Corruption	205-2 Disclosures and training on anti-corruption policies and procedures	Tables of indicators - Pg. 88 In compliance with the Regulation implementing the Group's anti-corruption guidelines, in relations with third parties, the relevant contract requires the third party's commitment to complying with the applicable anti-corruption regulations and the principles set out in the Guidelines and/or the Regulation. This ensures the communication of anti-corruption policies and procedures to all business partners.	
	205-3 Ascertained incidents of corruption and actions taken	Ethics and integrity in the conduct of business - Pg. 73	
GRI 206 - 2016 Anti-Competitive behaviour	206-1 Legal actions for anticompetitive behaviour, antitrust and monopolistic practices	Tables of indicators - Pg. 88	
Engagement and active ownership			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Active ownership - pg. 58 Exercise of Participation and Voting Rights - pg. 58-60 Engagement activities - pg. 60-61	
Integration of sustainability factors into investments			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Integration of ESG criteria - Pg. 48 The sustainability policy - Pg. 49-53	
Development of sustainable investment products and solutions			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Sustainable investment products and solutions - Pg. 43-45	
Responsible supply chain management			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Environmental commitment in our activities - Pg. 76-77	
GRI 305 - Emissions	305-3 Other indirect GHG emissions (Scope 3)	Tables of indicators - Pg. 90	
Long-term corporate value creation and asset stability			
GRI 3 - 2021 Material issues	3-3 Management of material issues	Long-term value creation and asset stability - Pg. 24-25	
GRI 201 - 2016 Economic Performance	201-1 Economic value directly generated and distributed	Long-term value creation and asset stability - Pg. 25 Tables of indicators - Pg. 80	

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GALLERIE D'ITALIA.
FOUR MUSEUMS, ONE NATIONWIDE CULTURAL NETWORK.

Gallerie d'Italia enables Intesa Sanpaolo to share its artistic and architectural heritage with the general public: the art collections of the Bank, ranging from archaeological artefacts to contemporary works of art, are housed in historic buildings located in four cities, in a unique network of museums.

Gallerie d'Italia - Milano hosts, in a building of great architectural importance, a significant selection of two hundred 19th century Lombard masterpieces from art collections owned by Fondazione Cariplo and Intesa Sanpaolo, with a dedicated exhibit on 20th century Italian art.

Gallerie d'Italia - Vicenza showcases examples of 18th century art from the Veneto region, including a collection of paintings by Pietro Longhi and the extraordinary sculpture depicting *The Fall of the Rebel Angels*, with more than seventy figures carved from a single block of Carrara marble. It also holds one of the most important collections of Russian icons in the West.

Gallerie d'Italia - Napoli: the new location opened in spring 2022 through a project by Michele De Lucchi – AMDL Circle transforms the spaces of the historic monumental building of the former Banco di Napoli and expands the well-known collection of Neapolitan and southern Italian art to include masterpieces from the 17th to the 20th century, an exhibit of Attic and Magna Graecia pottery and a rich offering of modern and contemporary art.

Gallerie d'Italia - Torino: the recent architectural project designed by Michele De Lucchi - AMDL Circle transforms the spaces of Palazzo Turinetti into a place where photography and video art document and preserve images, events and reflections to promote issues related to the evolution of sustainability. Gallerie d'Italia – Torino is also home to an invaluable collection of Piedmontese works, withpaintings, sculptures, tapestries and furnishings from the 14th to the 18th centuries, including the nine large canvases produced in the second half of the 17th century for the old Oratory of the Saint Paul Company, which has since been destroyed; it also holds the Intesa Sanpaolo Publifoto Archive, which is a collection of more than seven million images from the news as well as political, cultural and social events from the 1930s to the 1980s.

Cover:

Gallerie d'Italia - Torino
Sala Turinetti
Piazza San Carlo 156, Turin
Inside the new museum complex
Project by AMDL CIRCLE and
Michele De Lucchi
Photo: DSL Studio

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