



Anima Holding Group - Sustainability Report 2023 summary



The Group identity

More information

- [SR chapter 1](#)
- [Financial Statements](#)

ANIMA is the **largest independent asset management group in Italy**

MISSION

what we are doing

We provide an answer to every investment need.

VISION

who we want to become

We want to contribute to a more responsible financial market.

PURPOSE

our raison d'être

We believe in a future where everyone can realise their plans for life.



191.5 billion Euro
Assets Under Management*
*The figure includes Castello SGR.

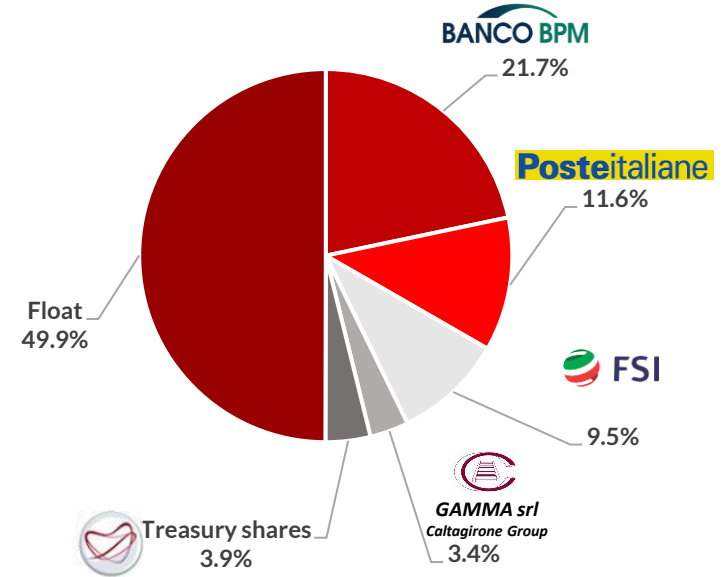


>1 million
Clients

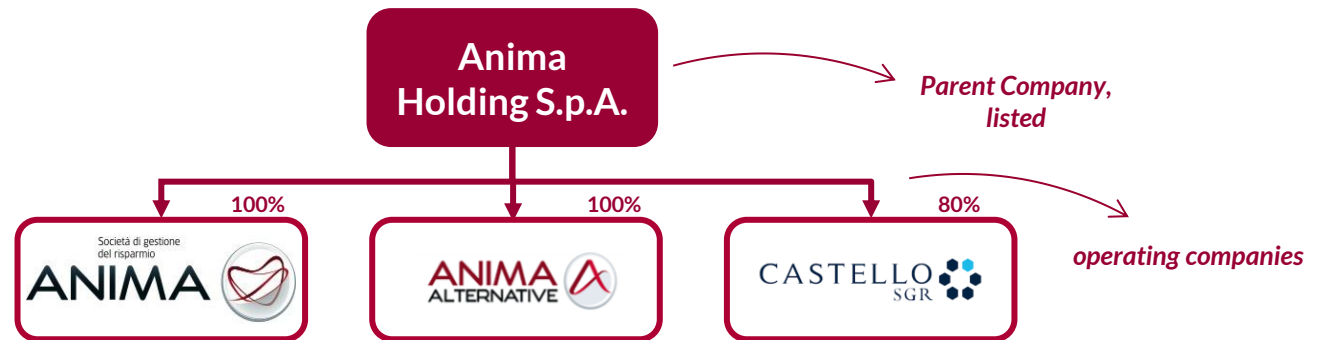


340
employees, of which 16.5% under 30

The main shareholders



The structure



Note:

- the figures refer to 31 December 2023;
- within the document, unless otherwise specified, Castello SGR is excluded from the reporting scope.

ANIMA's sustainability path

 More information

• [SR chapter 4](#)



2020 **Sustainability Governance**
Corporate Sustainability Governance assigned to Anima Holding's Controls and Risks Committee

2019
2020 **ESG Rating**
First analysis of requests from rating agencies

2019
2020 **ESG Policies**
The operating companies approve and adopt their first ESG Policies

2020
2021 **ISO certifications**
All the Group's companies obtain the certifications: ISO 14001, ISO 45001, ISO 37001

2021 **Sustainability Policy**
Publication of the Group's first Sustainability Policy

2021 **Sustainability Report & ESG Report**
Publication of the Group's first Sustainability Report and Anima SGR's first ESG Report

2022 **Sustainability Plan**
Approval of the Group's first Sustainability Plan

2023 **Update of the Group's Sustainability Plan**
for alignment with the 2024-2028 Business Plan

Participation in initiatives

2018  **PRI** Principles for Responsible Investment

2021  **WE SUPPORT** **UN GLOBAL COMPACT**

2022  **Forum per la Finanza Sostenibile** **SOCIO** Isitine per promuovere l'investimento sostenibile

2022  **IIGCC** The Institutional Investors Group on Climate Change

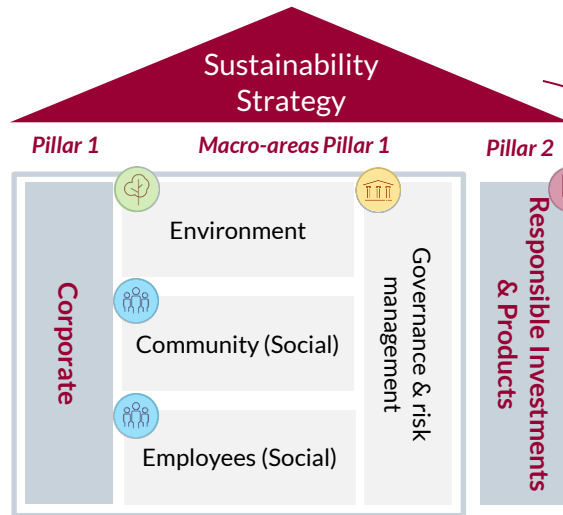
2023  **FAIRR** FAIRR Network Member A COLLER INITIATIVE

2023  **INVESTOR ALLIANCE FOR HUMAN RIGHTS** AN INITIATIVE OF ICCR

The 2024-2028 Sustainability Plan

During 2023 the Anima Group deemed appropriate to update the existing Sustainability Plan, publishing the 2024-2028 Sustainability Plan.

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



it helps us support the following SDGs:



Our objectives:

-  Reduce direct and indirect environmental impacts
-  Raise employee awareness and consolidate the integration of environmental and climate risks and topics into the Board's agenda
-  Provide support to our Stakeholders
-  Promote transparency, protect privacy and data security
-  Attract talents, enhance and develop employee skills
-  Promote diversity and equal opportunities and succeed in employee experience
-  Promote customer satisfaction and the quality of products and services
- Consolidate the integration of ESG criteria into investment decisions

Contribution to the transversal macro-area "Governance & Risk Management"

Highlights



More information

• [SR paragraph 4.1](#)

Some of the initiatives we carried out:

Pillar 1



Environment

- energy challenge for Employees
- new LED lighting system
- offset of emissions
- 100% recycled and certified paper replacement of UPS



Thanks to the **replacement of the UPS**, which took place in March 2023, a **reduction of 25% in the relative consumption** of the Milan headquarters was recorded in the months April-December 2023 compared to the same period in 2022



Social

Initiatives towards Employees:

- welfare contributions
- e-learning platform
- anticorruption training
- remote working agreement
- organization of sport tournaments



The first edition of the **company padel tournament** was announced in November 2023; the participation fees were donated to the **Fondazione Opera San Francesco per i Poveri**



Governance & Risk management Transversal area

- Anima SGR's Policy on applying investment bans in the case of international sanctions
- sustainability topics brought to the Board's attention



In 2023 during the meetings of the Board of Directors several documents regarding sustainability were approved, including the update of the Sustainability Risk Mapping and the **new 2024-2028 Sustainability Plan**. Furthermore, the **project to establish the Anima Foundation** was presented

Pillar 2



Responsible investments

- launch of the Anima Net-Zero fund
- PAI statement
- engagement on ESG topics



Anima SGR has signed an **appeal** together with 184 other international investors - for a total of over \$10 trillion in assets under management - to request the **reduction in the use of plastic** in packaging by companies responsible for the highest consumption of this material

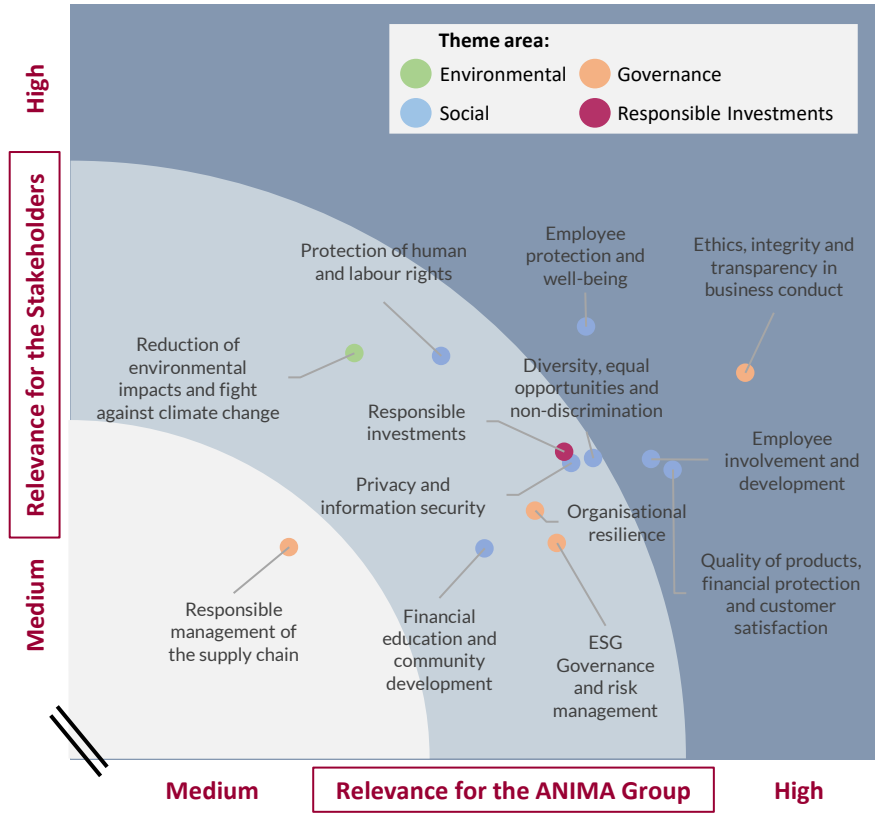


The materiality analysis

Our Stakeholders:



they help us define
The materiality matrix:



In view of the 2023 Sustainability Report we have once again **involved our Stakeholders in the process of evaluating material topics** in the environmental, social, governance and responsible investment areas.

The following methodology has been followed:

- Benchmark analysis**, to identify the potential material topics and the Stakeholders
- Stakeholder engagement**, to evaluate the topics that are material for the Group and its Stakeholders, through questionnaires
- Materiality matrix**, to visually show the results of phase 2 and prioritise the material topics

Governance



More information

- SR chapter 2
- SR chapter 3
- SR chapter 10

The corporate governance structure adopted by the Company has **sustainable success as its primary objective**, i.e. the creation of long-term value for the benefit of the shareholders, while taking into account the interests of the other Stakeholders. Anima is indeed aware of the **importance of transparency** on the choices and definition of corporate decisions, as well as the need to set up an effective internal control and risk management system.

Governance plays a fundamental role in disseminating the culture of sustainability and ESG topics within the organisation.



45%

female Board members



64%

independent Board members



25%

Board of Directors meetings to discuss the topics relating to sustainability

Anima Group




- Sustainability risk mapping
- ISO 14001, ISO 37001, ISO 45001 certifications
- Integration of ESG factors into remuneration policies
- fight against corruption
- Whistleblowing
- Responsible management of the supply chain

Anima Holding

Controls, Risks and Sustainability Committee:

- support to the Board of Directors
- supervision of the corporate sustainability topics

Operating companies

- application of the United Nations Principles for Responsible Investment
- implementation of ESG Policies for investments
- ESG Committee 

ESG ratings and prizes and awards



More information

- SR paragraph 1.5
- SR paragraph 4.2
- SR paragraph 4.3

Prizes for fund management



- «Premio Resilienza» for 5 ANIMA Sgr funds
- «Premio 40 anni di brand» – ANIMA Holding



- Best manager of sustainable funds



- «Top Fund Manager» Italy BIG category



- BIG Italian funds, Best Manager – 1°
- «Azionari Euro Europa - Large Cap» – best manager
- Best Manager 25th in the Italian Funds category - winner

Sustainability prizes



«Sustainability Leader»



«The most climate-conscious companies»

News 2023

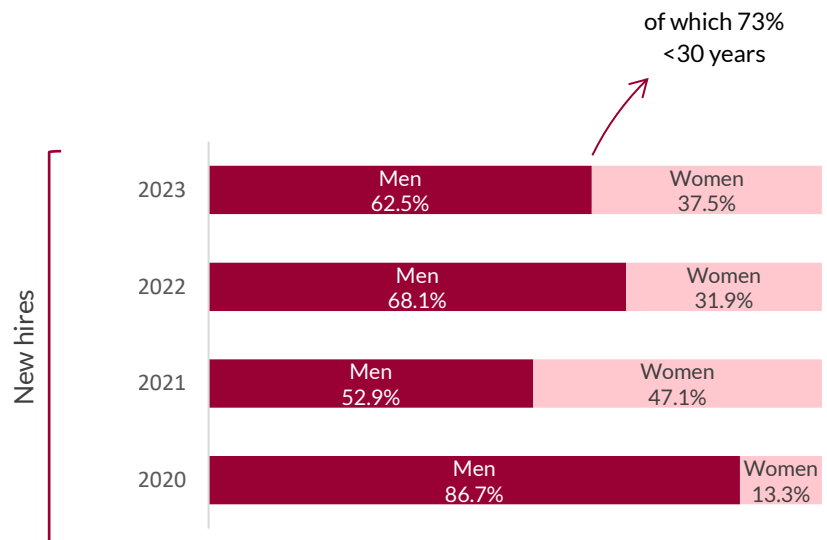
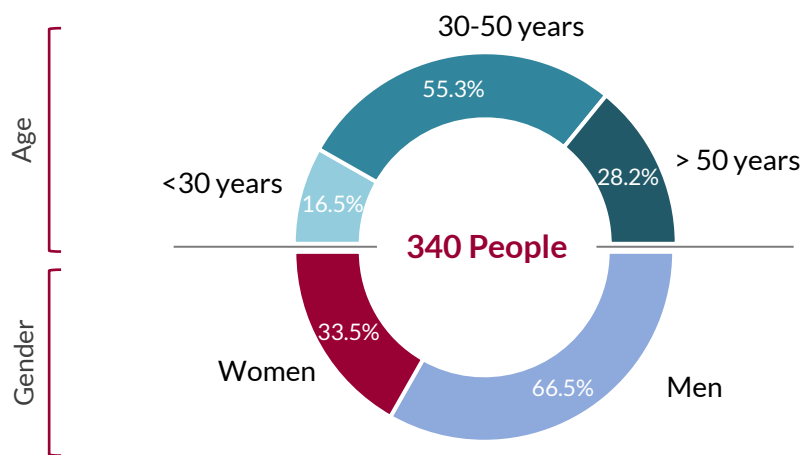


ANIMA completes for the first time the CDP questionnaire on environmental impacts, receiving a rating of **B**.
D- (disclosure) - A (leadership)

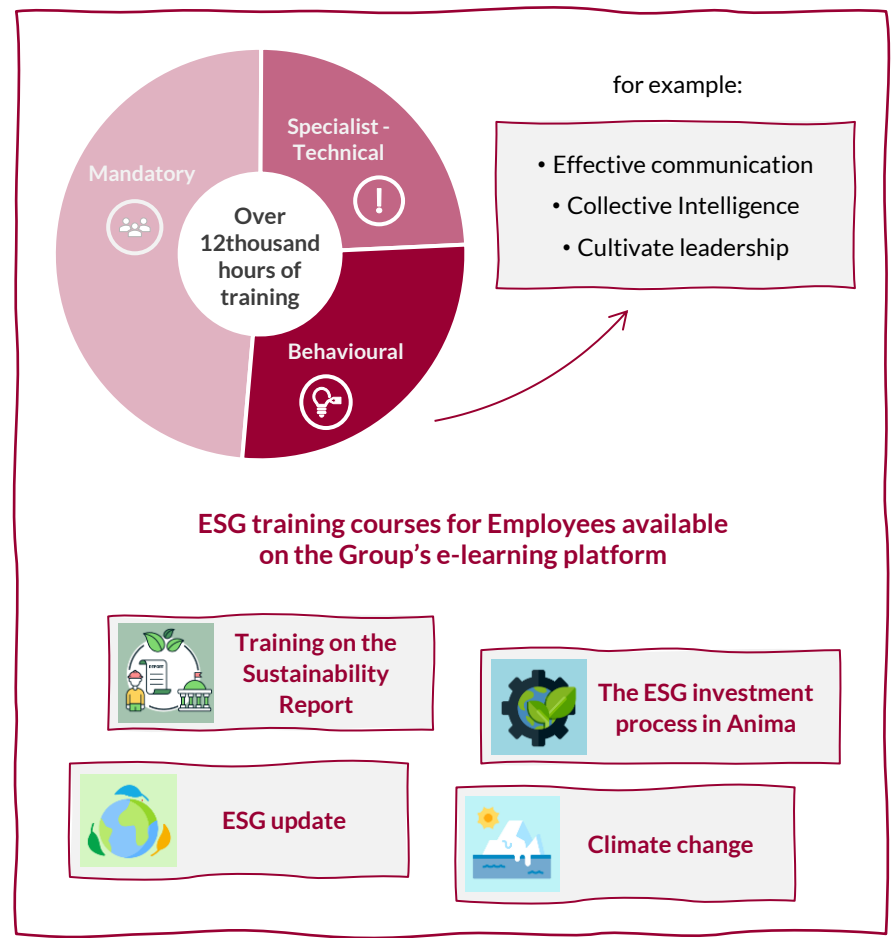
ESG rating

	2022	2023	Trend 2023 / 2022
 F (lowest level) – EEE (full)	EE	EE	==
 D- (ESG Laggards) – A+ (ESG Leaders)	A-	A-	==
 a Morningstar company 40+ (severe risk) – 0 (negligible risk)	12.5	11.5	^
 0-100	55	48	v
 0-100	47	53	^
 D- (poor performance) – A+ (excellent performance)	C+	C+	==

Our People



Training in the Anima Group



Our People

Anima Internship

- two days of assessment
- two-day induction
- 8 interns selected

Focus group

- project proposals in the field of collective intelligence
- more than 30 employees involved, divided in 4 groups

Graduate program

- 18 months duration
- transversal path across various company Departments
- two editions carried out

Welfare



accident and sickness insurance
supplementary social security system



flex-time
remote working agreement



health care
sports medical examination
affiliated company gym



three additional paid days to supplement
paternity leave



mobility agreement (e.g. e-bike, public
transport in Milan)


Customer care and Information Security





More information


• [SR chapter 7](#)

Customer Service

 **> 140thousand**
total in/out contacts CRM

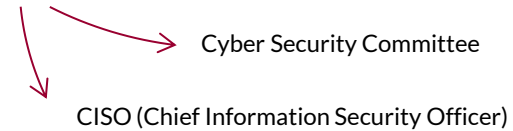
 **90% «Excellent» and «Good»**
overall opinion of Customer Service

 possibility of obtaining information on one's
position and ongoing dossiers

 direct contact without an automatic responder

Information Security

Governance



Course on Cyber Security

Cyber Security training is **mandatory for all Employees**, and aims to raise awareness towards **various cyber threats** that can impact the company.



Highlights



Newsletter on
current news and
practical advice

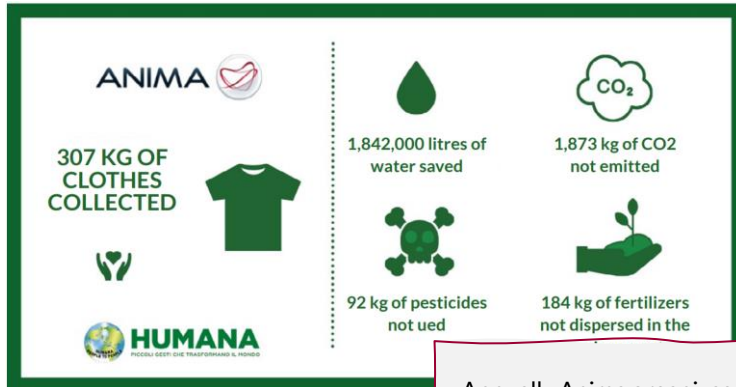


Series of attack
simulations to test
safeguards



More than 800
reports received
from Colleagues

Contribution to community development



Annually Anima organizes two donations of clothes by Employees in favour of Humana



Anima is Corporate Golden Donor and has donated tickets to Employees to visit FAI's properties

Financial education

Fondazione ANIMA

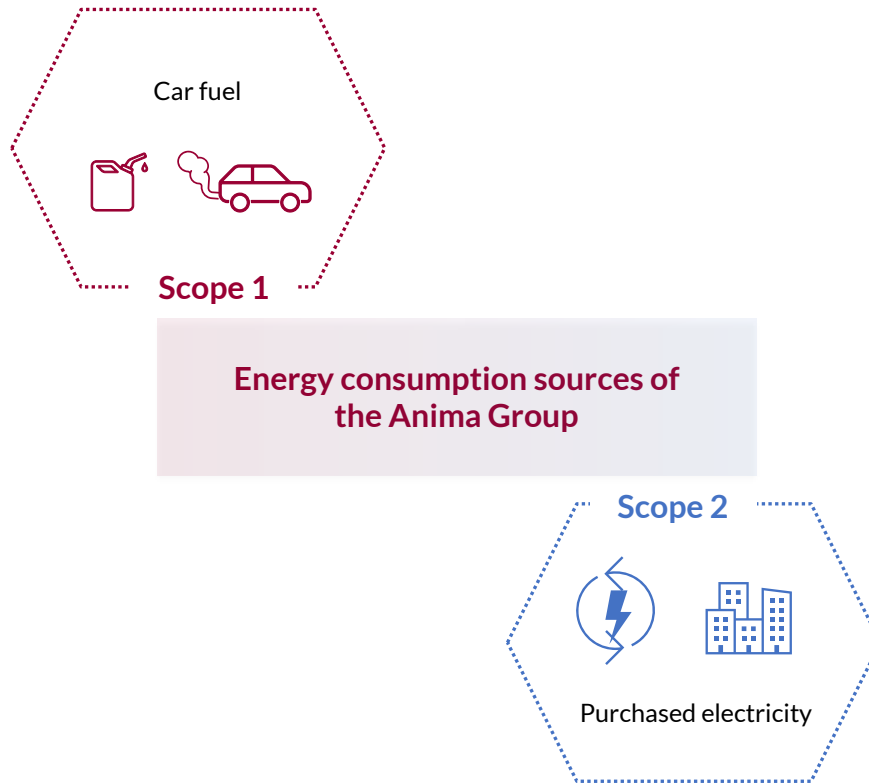
Anima Foundation was established in July 2023, mainly to promote financial education initiatives in line with the Group's expertise.

Objective: making the financial sector more accessible

Donations and sponsorships

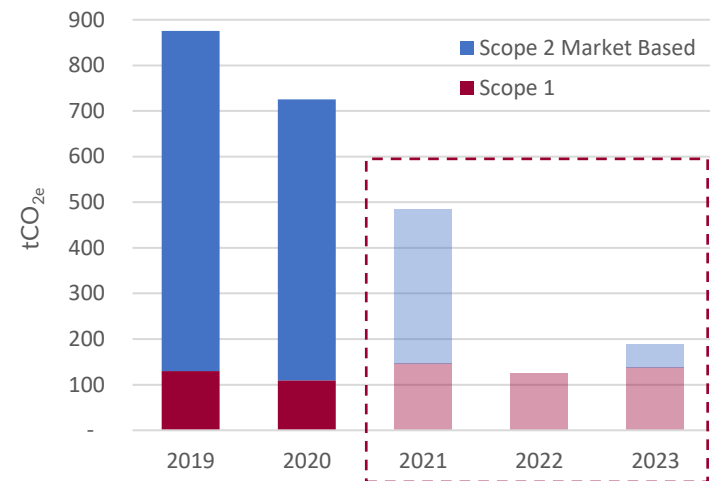
- Support of a Master in Sustainable Finance and in Quantitative Finance
- Sponsorship of TEDxMilan Countdown
- Donations given to sports associations
- Support to the project «Milan of trees» following the July 2023 storm

Attention to the environment



Electricity is the **primary source of energy consumption for the Anima Group**. The related Scope 2 Market Based emissions have significantly reduced over the years thanks to the progressive transition to the **purchase of electricity mainly from renewable sources** (90% in 2023).

The Group's decarbonization path (tCO_{2e})

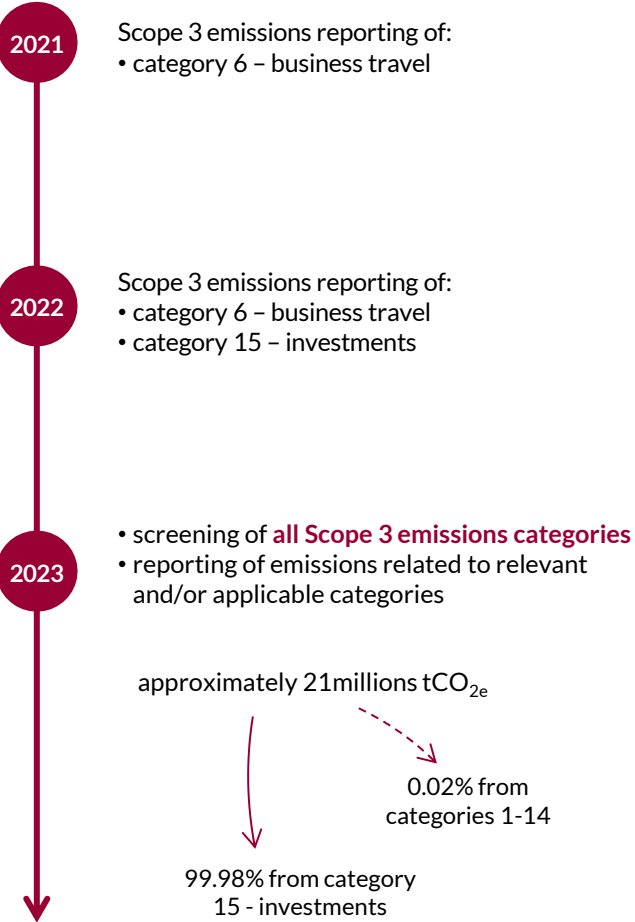


In the three-year period 2021-2023 Scope 1 and Scope 2 Market Based emissions were fully offset through the purchase of carbon credits. In 2022 100% of the electricity purchased came from certified renewable sources.

From 2019 to 2023 Scope 1 and Scope 2 Location Based emissions gradually reduced by 20.5%

Scope 3 emissions

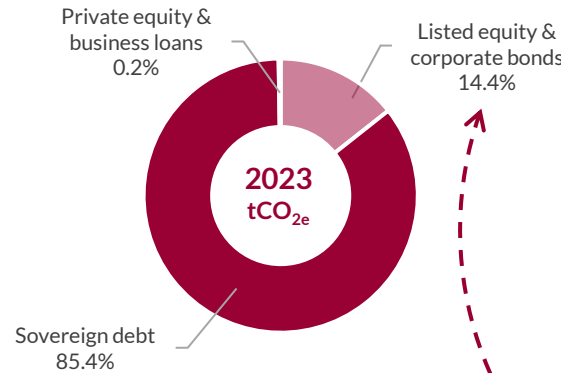
Reporting milestones




Scope 3 emissions – category 15, investments

AuM in scope: approx. €162billion

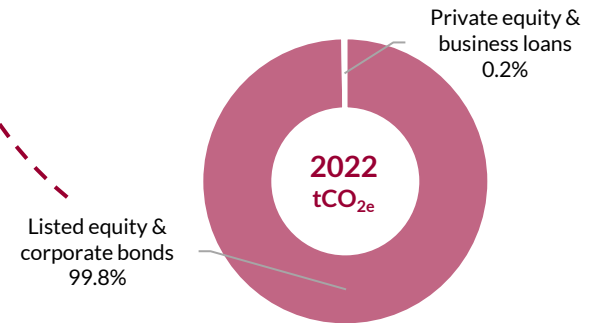
Emissions: approx. 21million tCO_{2e}



 In both years Scope 1 and Scope 2 emissions of the companies in which the Group has invested were considered

AuM in scope: approx. €40billion

Emissions: approx. 3million tCO_{2e}



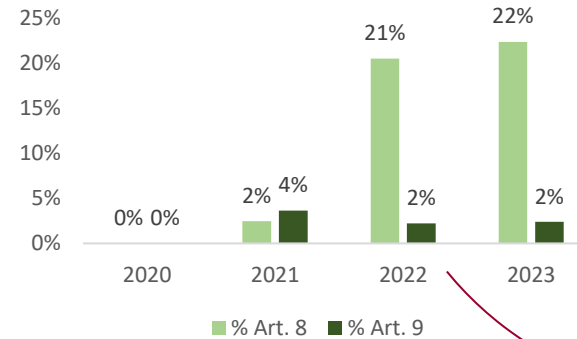
In 2023 the scope of the analysis was extended to the **sovereign debt** category, with a consequent increase in AuM in scope compared to 2022 and an increase in emissions and a lower relevance in % of listed equity & corporate bonds

Responsible investments

The operating companies of the ANIMA Group have the duty to operate in the interests of Clients with investments that are intended to generate sustainable and long-term value. All companies have defined an **ESG Policy**, each for their own area of competence.



AuM of products pursuant to art. 8 e 9 SFDR



Launch of the fund **Anima Net Zero Azionario Internazionale**

the effort translates in:



Active ownership and engagement



Signing of a declaration to ask for a reduction in the use of plastic in packaging

Signing of a statement in support of respect for human rights in Iran



A Group of 131 Investors Mobilizes for Human Rights in Iran



Principles for Responsible Investment

The operating companies of the Group support the United Nations Principles for Responsible Investment and commit to integrate them in their ESG Policies and in their investment process.

Signatory of:



