

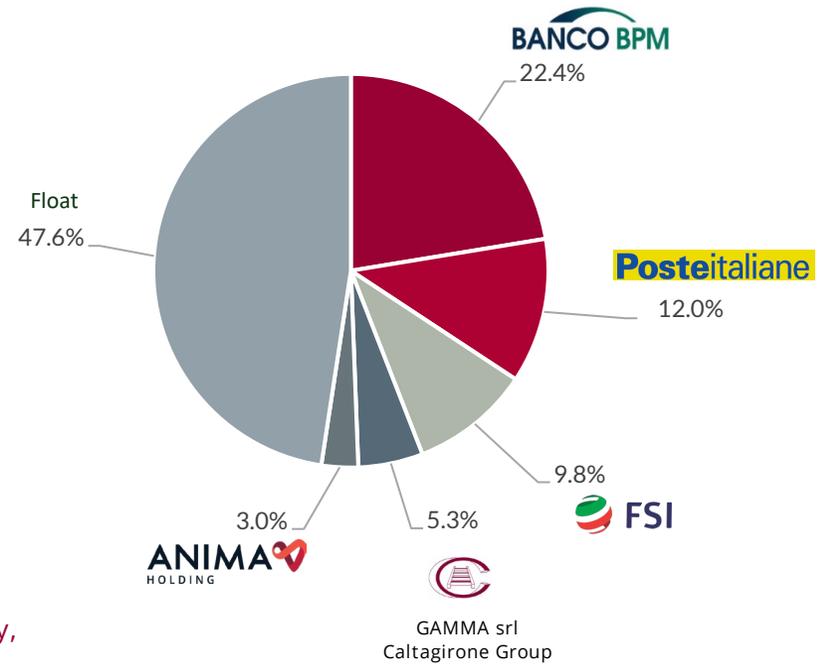
Anima Group Sustainability Report 2024 Summary

ANIMA 

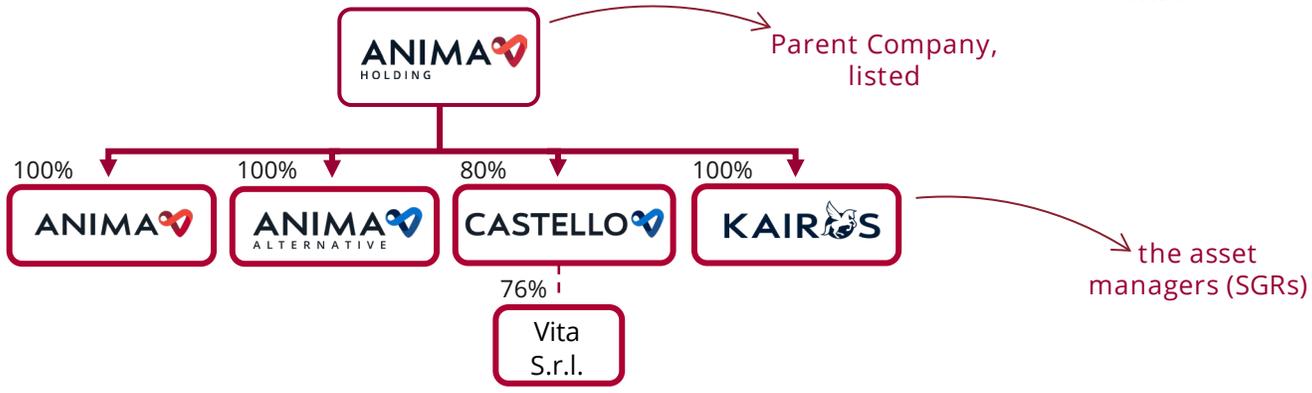
The Group identity as of 31 December 2024

-  **204.1 billion Euro**
Assets Under Management
-  **>1 million**
Clients
-  **542**
employees, of which 15.1%
under 30

The main shareholders*



The structure

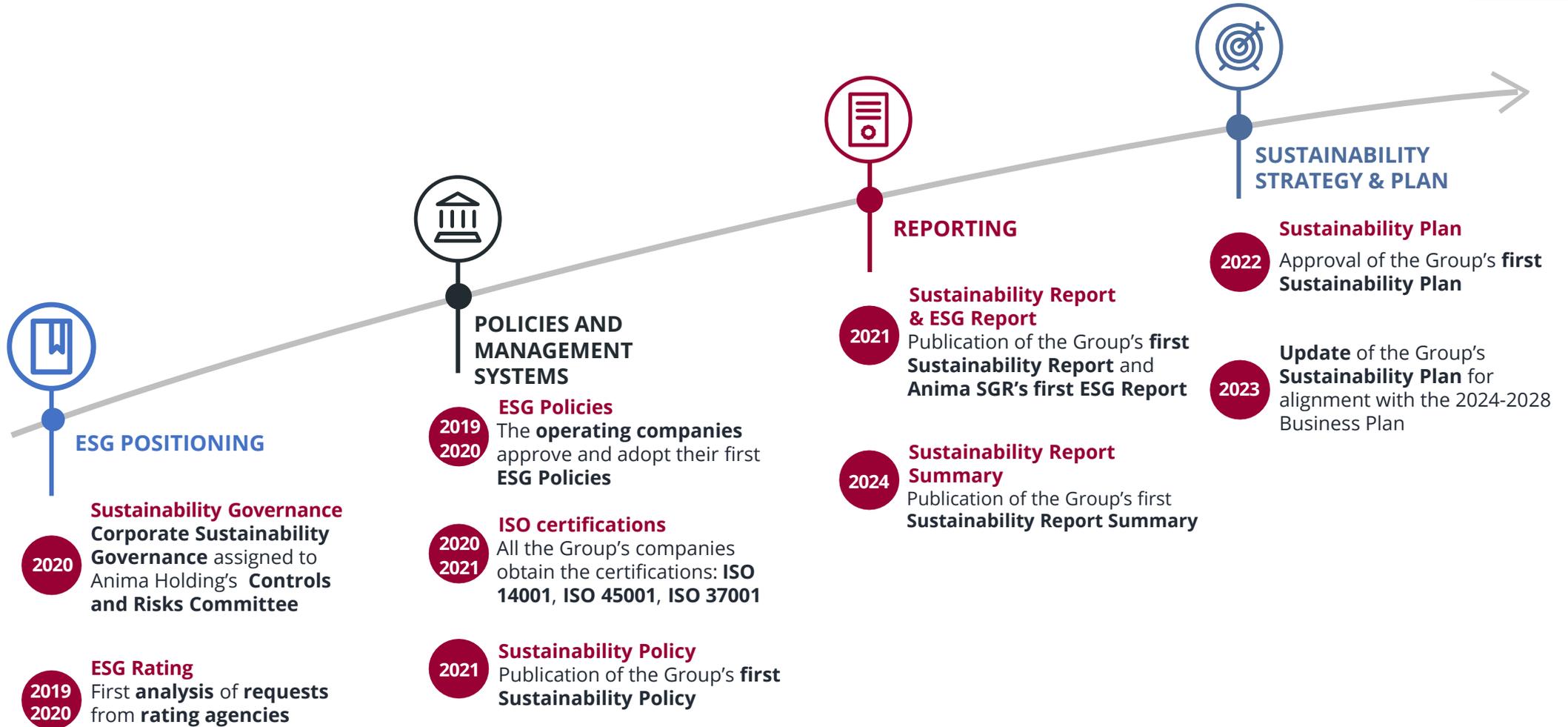


Business areas

- Mutual funds 
- Solutions for institutional investors 
- Wealth management 
- Open-ended pension fund 
- Alternative investment funds 

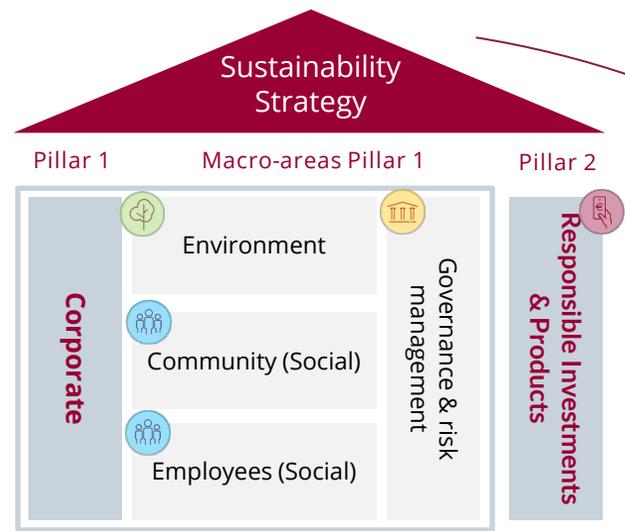
* Note: the figures refer to 31 December 2024. On 6 November, the Banco BPM Group, through its subsidiary Banco BPM Vita S.p.A., launched a voluntary tender offer to buy all of the ordinary shares of Anima Holding. The offer began on 17 March 2025 and ended on 4 April 2025. At the end of the offer period, Banco BPM Vita S.p.A. holds a total of 292,527,616 shares of Anima Holding, which is 89.95% of its share capital.

The sustainability path



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

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 24.3% in the relative consumption** of the Milan headquarters was recorded in 2024 compared to 2022



Social

Initiatives towards Employees:

- welfare contributions, health insurance, insurance, supplementary pension
- e-learning platform
- remote working agreement
- 🔍 organization of sport tournaments



In spring, the **company padel tournament** took place, with the participation fees being donated to the **Fondazione Opera San Francesco per i Poveri**



Governance & Risk management

Transversal area

- Alignment of the acquired SGRs with the sustainability practices of the rest of the Group
- 🔍 sustainability topics brought to the attention of the Controls, Risks and Sustainability Committee and of the Board



In 2024, an **induction session on CSRD** was held to present the new sustainability reporting to Board members and Statutory auditors

Pillar 2



Responsible investments

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



Anima SGR has joined an initiative of the **World Benchmarking Alliance Nature Collective Impact Coalition** to encourage companies to manage their environmental impacts and the degree of dependence on natural ecosystems



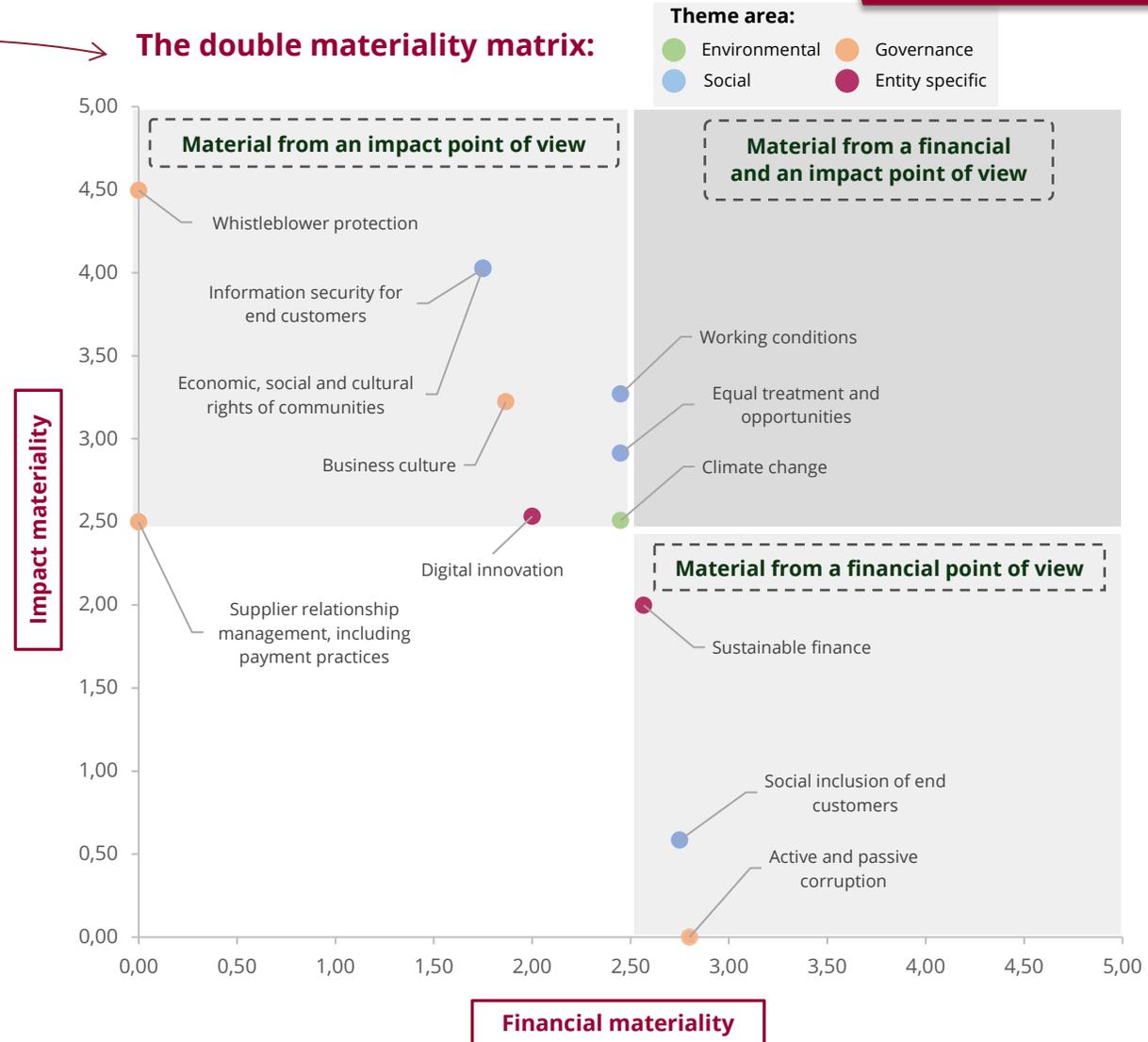
The double materiality analysis

they help us define

Our Stakeholders:



The double materiality matrix:



Governance

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 as of
31 December 2024

 **Sustainability Governance**
Assigned to a specific Board Committee
(Controls, Risks and Sustainability Committee)

Anima Group

- 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

SGRs

- application of the United Nations Principles for Responsible Investment
- implementation of ESG Policies for investments
- ESG Committee of Anima SGR and Castello SGR

ESG Ratings, prizes and participation in initiatives

ESG Ratings

	2023	2024	Trend 2024 / 2023
 F (lowest level) – EEE (full)	EE	EE+	↑
 D- (ESG Laggards) – A+ (ESG Leaders)	A-	A-	↔
 a Morningstar company 40+ (severe risk) – 0 (negligible risk)	11,5	10,4	↑
 0-100	48	53	↑
 0-100	53	58	↑
 D- (poor performance) – A+ (excellent performance)	C+	C+	↔
 CCC (laggard) – AAA (leader)	A	AA	↑

Participation in initiatives

2018  Principles for Responsible Investment

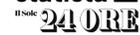
2021  WE SUPPORT UN GLOBAL COMPACT

2022  Forum per la Finanza Sostenibile  The Institutional Investors Group on Climate Change

2023  FAIRR Network Member A COLLIER INITIATIVE  FAI CORPORATE GOLDEN DONOR

2024   INVESTOR ALLIANCE FOR HUMAN RIGHTS AN INITIATIVE OF ICCR

Sustainability prizes

  Sustainability Leader

 The most climate-conscious companies

Highlight 2024

 ANIMA completed for the second time the CDP questionnaire on environmental impacts, confirming the rating of **B**.

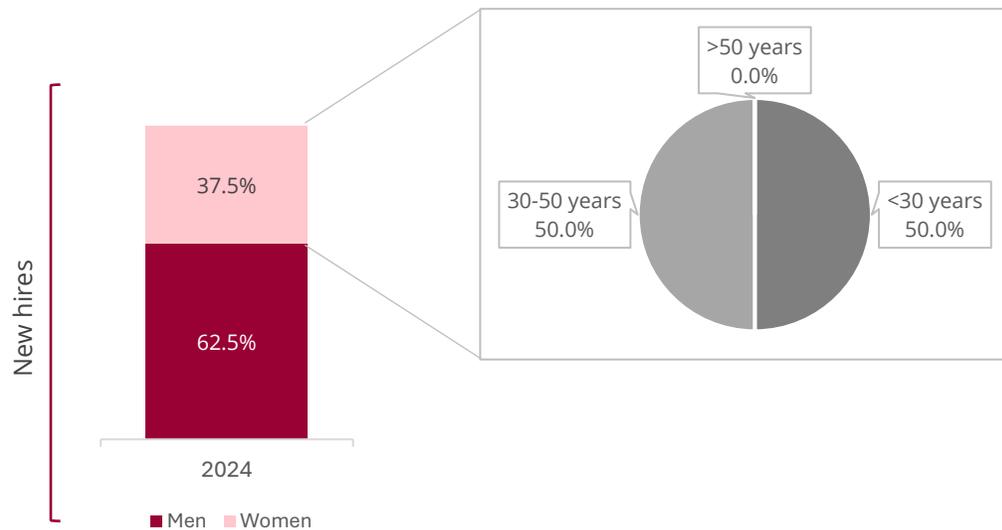
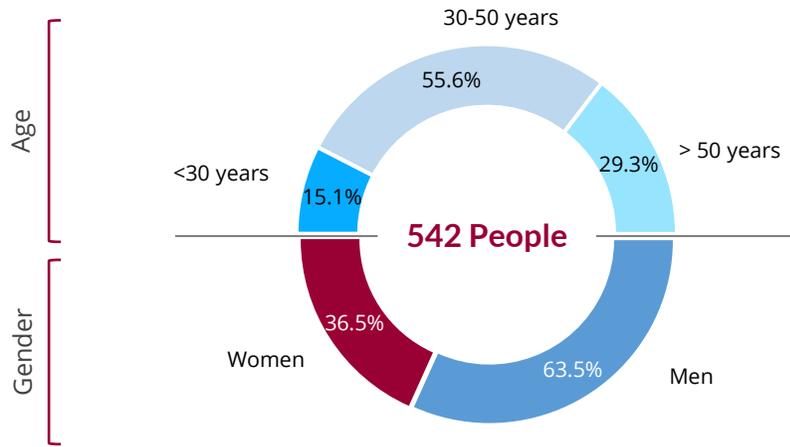
Our People

HR Plan		Objectives			
Initiatives		To attract and retain talent	To develop people	To excel in terms of employee experience	To promote diversity and inclusion
01	Graduate Program				
02	Internship Program				
03	Career and succession plans				
04	New LTI plan				
05	Training				
06	Coaching and mentorship				
07	Employer Branding				
08	On-boarding and follow-up				
09	Corporate Intranet				
10	Welfare				
11	Gender balance				
12	Volunteering				

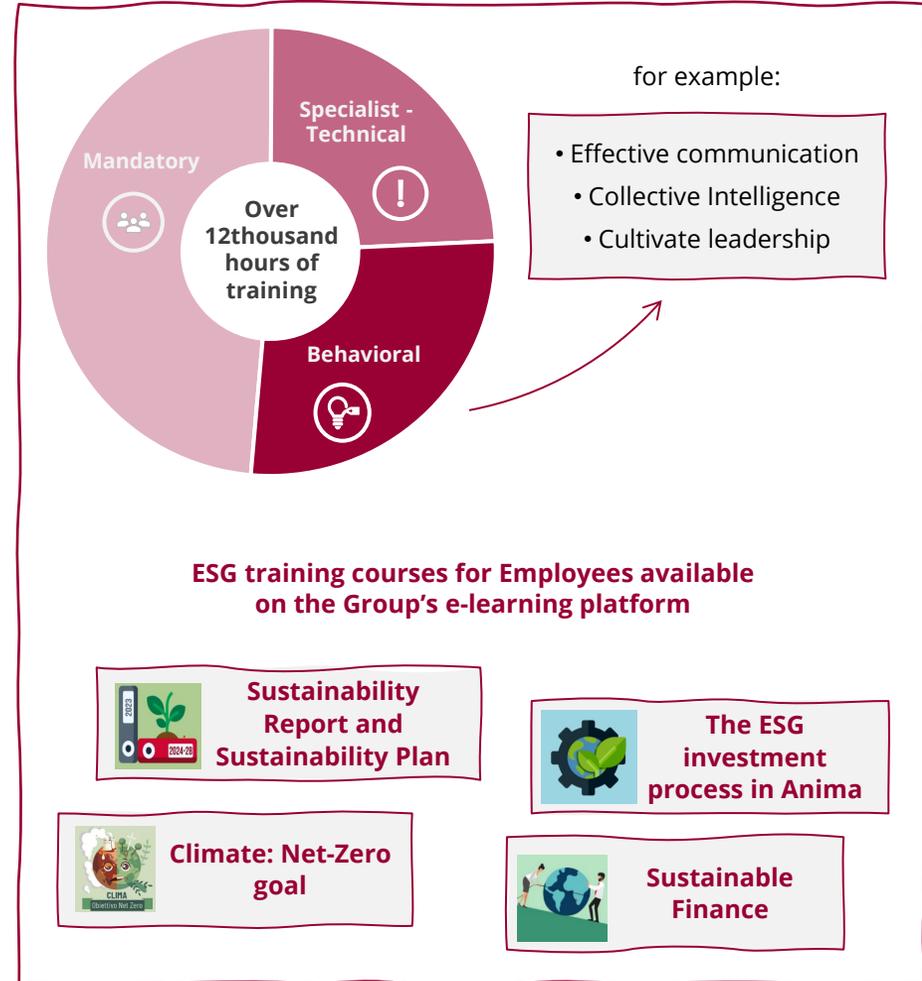
Welfare

- 
 - 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)
- 
 - psychological support in partnership with Serenis

Our People



Training in the Anima Group



Contribution to community development

580 kg of clothes collected
Environmental impact

5,231 kg of CO2e not emitted
equivalent to 56 trees planted

3,860,343 litres of water saved
equivalent to 2 Olympic-size swimming pools



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



Donations and sponsorships



Support to Masters organized by Altis

Sponsorship of TEDxMilan



Donations given to sports associations

Support to the project «Milan of trees» following the July 2023 storm



Anima Foundation



In July 2023 the ANIMA Foundation was established, mainly to promote **financial education** initiatives consistent with the Group's expertise

Goal: making the financial sector more accessible

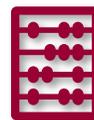
Since its establishment, the Foundation has carried out the following activities:



A qualitative and quantitative research has been published on the Foundation's website to detect the **habits of Italians regarding money management**, to direct the Foundation's actions towards the targets that need them most



Some colleagues were involved in **two focus groups** to brainstorm possible activities of the Foundation, and in **a consultancy session** to define criteria and specifications for the projects to be supported.



In July 2024 **two calls for proposals** were published to support financial education projects, one targeting "**low-income individuals**" and one focusing on **female empowerment**.



In November 2024 the **winning projects of the calls for proposals** were selected by the Foundation's Board of Directors. In December 2024, the Board of Directors also resolved to **support two additional projects** with dedicated funding outside the scope of the calls, bringing the total financial commitment on the four projects to over €160,000.

Customer care and Information Security

Anima SGR's Customer Service

 **around 140thousand**
Total in/out contacts in CRM

 **96% "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



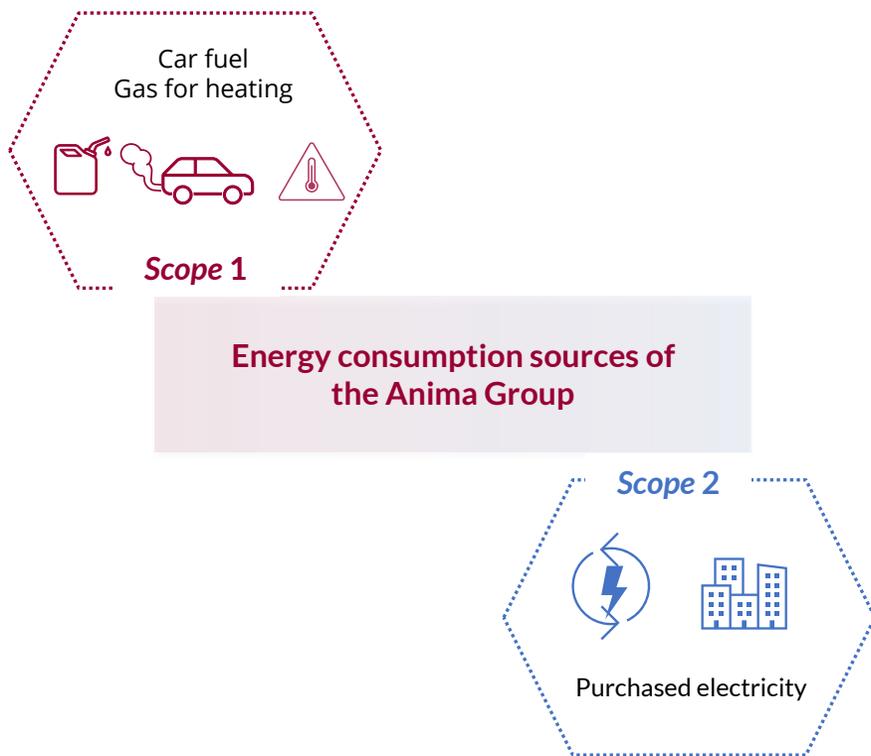
Highlights

 Newsletter on current news and practical advice

 Series of attack simulations to test safeguards

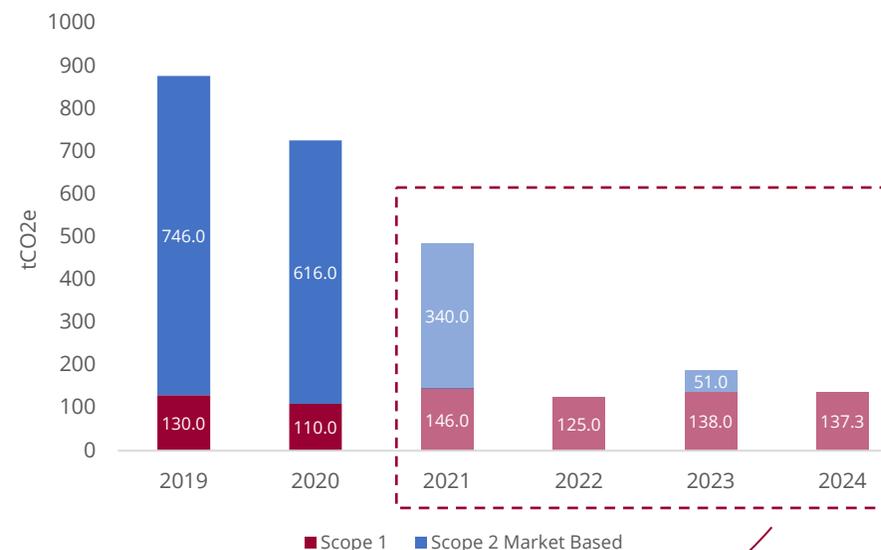
 More than 1,600 reports received from Colleagues

Attention to the environment



Electricity is the **primary source of energy consumption** for the Anima Group. The related Scope 2 Market Based emissions have been contained over the years thanks to the progressive transition to **purchasing electricity mainly from renewable sources** (80.6% for 2024).

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



In the period 2021-2024, Scope 1 and Scope 2 Market Based emissions were fully offset through the purchase of carbon credits. In 2022 and 2024, 100% of the electricity purchased at the Milan headquarters came from certified renewable sources.

Scope 3 emissions

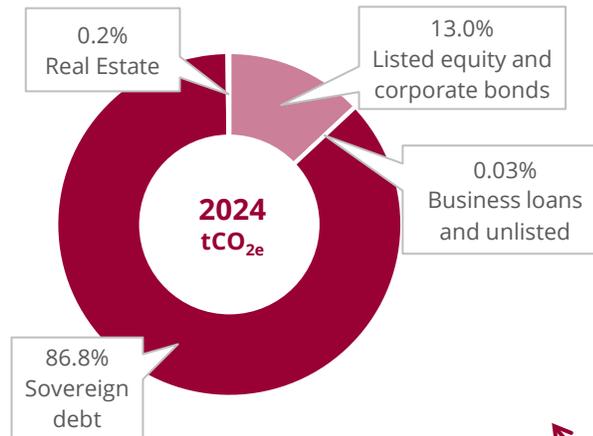
Reporting milestones

- 2021** Scope 3 emissions reporting of:
 - category 6 – business travel
 - 2022** Scope 3 emissions reporting of:
 - category 6 – business travel
 - category 15 – investments
 - 2023**
 - Screening of all Scope 3 emissions categories
 - reporting of emissions related to relevant and/or applicable categories
 - 2024** In line with the previous year:
 - screening of **all Scope 3 emissions categories**
 - reporting of emissions related to relevant and/or applicable categories
- approximately 21millions tCO_{2e}
- 0.03% from categories 1-14
- 99.97% from category 15 - investments

Scope 3 emissions – category 15, investments

AuM in scope: approx. €168billion*

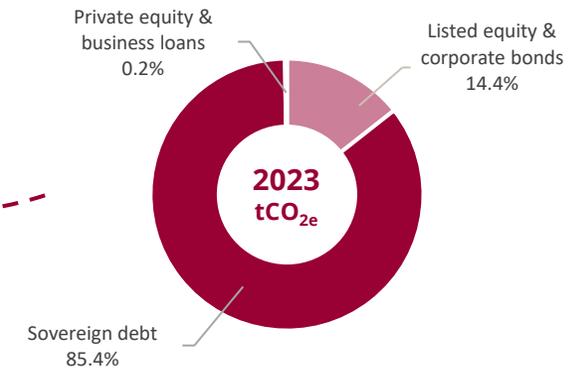
Emissions: approx. 21million tCO_{2e}



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

AuM in scope: approx. €162billion

Emissions: approx. 21million tCO_{2e}



In 2024 the scope of the analysis was expanded to the **Real Estate** category

Sustainable finance

The SGRs 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.



the effort translates in:

Active ownership and engagement

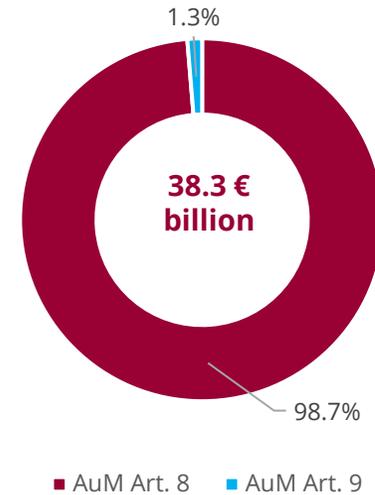


Signing of a declaration to ask for a reduction in the use of plastic in packaging

Declaration on adequate working conditions in the cocoa supply chain



AuM of products pursuant to art. 8 and 9 SFDR*



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:



Digital Innovation



Digital platforms

- improving operational efficiency
- improving the efficiency of internal request management by automating request management (e.g. purchase of goods and services, document approval)



Anima Portfolio

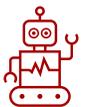
- online platform dedicated to the placement of Multi-line Asset Management for Private customers
- team of dedicated client managers
- gradual planned investment strategy

- simple, secure and immediate access to the main financial services
- centralized and digital management of all operations
- simplified access to mutual funds and pension funds



Anima Digital

- Artificial Intelligence team present since 2019
- support for discretionary management and for the direct management of investment funds
- “Anima Adoption” project for the integration of AI in the Group



Artificial Intelligence

ANIMA 