

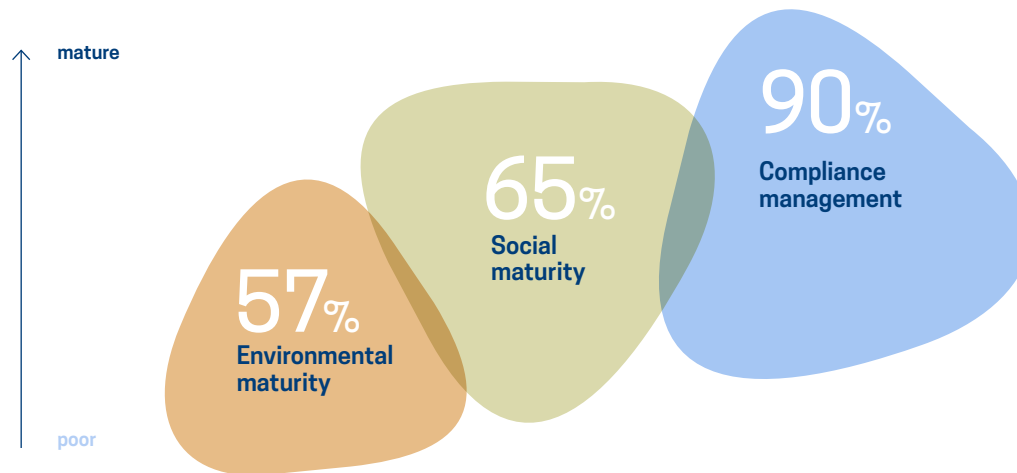
Protecting the planet and empowering people

In order to strengthen its approach to sustainability, DeA Capital Alternative Funds has always placed great emphasis on **key ESG issues**. On the environmental side, DeA Capital Alternative Funds is committed to **improving over time** the **Carbon Footprint of both the SGR and stakeholders**.

Similarly, the SGR is aware that **investing in people and training is the key to increase the value of its activities over the years**.

In 2021 DeA Capital Alternative Funds has been fully committed to define, measure and analyze its environmental KPIs and metrics at SGR level.

Social & environmental maturity of direct investments*



* Sviluppo Sostenibile's portfolio companies will be monitored starting from 2022Q1.

• The VCT used for direct funds such as IDeA Taste of Italy, Taste of Italy 2, IDeA Agro by DeA Capital Alternative Funds, highlights the **evolution of KPIs and key metrics during 2021** by collecting quarterly data from the portfolio companies. Analysing the chart, the **compliance management** - i.e. the analysis process that verifies compliance with the health and safety standards of the respective industry of the single companies- shows a percentage of **90%**.

• At the **environmental level**, the VCT of the above direct funds have been aggregated considering all their portfolio companies. The Environmental Maturity (i.e., the difference between the result of the ESG questionnaire and the ESG topic enhancement and the overall result of direct investments) shows an average percentage of **57%**. Similarly, **Social Maturity** shows a percentage of **65%**. The environmental and social actions required more time to be implemented compared to the previous one.

Protecting the planet and empowering people

Social maturity

DeA Capital Alternative Funds recognizes that its **people are the most important asset** and key to business success.

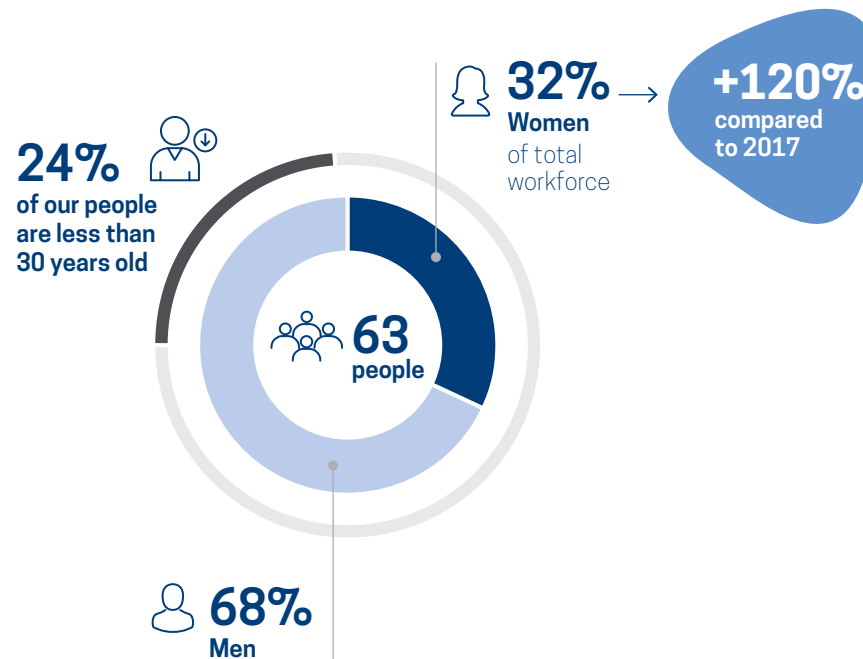
Creating a **good working environment**, providing its people with **career development opportunities** and with the tools necessary to perform their work in the best possible way, is therefore of paramount importance to DeA Capital Alternative Funds.

Employment

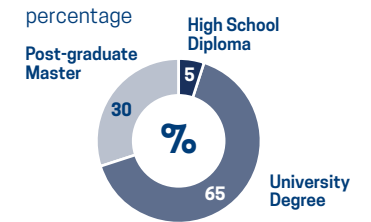
As of 2021, the company employs 63 people, an **increase on previous years** (58 in 2020 and 45 in 2019). **Women** account for **32% of the total workforce**, over 100% more compared to 2017. DeA Capital Alternative Funds' **workforce by age** shows that the mean and median are concentrated in the **30-50 age range**, which include approximately 63% of employees.

An encouraging **24% of the workforce** is **under 30**, a percentage that will tend to increase in the coming years thanks to the numerous initiatives aimed at "young talent".

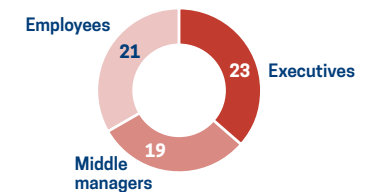
At the end of 2021, **95%** of employees hold a **high level of scholarship** through graduate, post-graduate or master's degree programs.



Our people by education level in 2021



Total by position number



Protecting the planet and empowering people

Training

DeA Capital Alternative Funds's commitment towards its people is reflected in the promotion and implementation of training activities **in order to strengthen individual skills** and to develop **better management skills**.

Starting in 2019, **training on ESG and sustainability** themes become an integral part of DeA Capital Alternative Funds's training activities.

In 2021, besides the training provided to all the employees, a special ESG and responsible investment training was held **for the Board of Directors** of the SGR, with the aim of aligning them with all activities and regarding regulatory changes.

In 2021 employees received an average of 19 hours of training.

DeA Capital Alternative Funds pays **great attention to environmental issues** also through a **careful selection of certified suppliers** who are sensitive to sustainability issues and through group purchasing with a view to optimizing

costs. The company also implements a **great awareness of differentiated waste collection**.



Welfare initiatives

DeA Capital Alternative Funds is committed to **implementing employment policies** oriented towards stability and **long-term collaboration** with its employees. As such, DeA Capital Alternative Funds privileges permanent contract to fixed-term ones as a means of promoting human resources retention and development.

Moreover, DeA Capital Alternative Funds has developed and implemented a **corporate welfare model** consisting of a vast selection of services, from insurance coverage to the possibility to convert individual bonuses into tax-free welfare services.

The Next Project

DeA Capital Alternative Funds together with DeA Capital Group implemented and launched with the support of a qualified HR external partner the NEXT Project (**New Empowerment x Talent**).

The aim of the project is, on the one hand, to **assess the growth potential** and **development needs** of our youngest resources (**up to 35 years of age** and with at least **1 year of seniority** in the company) and, on the other, to encourage self-awareness of their soft skills, strengths and areas for improvement, through a consolidated methodology and the use of ad hoc selected tools..



Value creation for the community

DeA Capital Alternative Funds is committed **to support the communities** in which it operates, financing local projects and initiatives **to create value**.



To further commit towards employee's wellbeing and to pay the right attention towards its community, DeA Capital Alternative Funds has decided to participate into an **internal competition** organized by De Agostini Foundation for the assignment of **scholarships in 2021** to capable students and children of employees of Italian companies controlled by the De Agostini Group. The competition will assign three scholarships worth **5,000 euros** each and it is reserved for the students that attend last year of high school, as an incentive to continue their studies.

Social Project: 1+1=3 Insieme Per Un Progetto Sociale

"1+1=3 Together for a social project" is a solidarity initiative promoted by the De Agostini Group and the **De Agostini Foundation** and aimed at all employees.

The idea stems from the desire to bring the Group's employees closer to the activities of the Foundation, which has been working for more than ten years in the field of social inclusion, disability, education and emergencies. The project also represents an **opportunity to share the values** that animate the Group and inspire the Foundation's daily work.

Each Group employee can propose and **support a Third Sector entity** that operates **in the field of disability**, both physical and intellectual, by presenting, individually or in groups, a project related to disability issues. In January 2022, the Foundation will evaluate the projects received and draw up a short list of the most convincing ones, which will be submitted to the vote of all employees to choose the winners.



Mentors for you

DeA Capital Alternative Funds is partner of Mentors4u, a **non-profit organization** founded **to connect supply and demand of Mentoring** in Italy: on one side **university students** confused about future career options, on the other side **successful professionals**.

The objectives of the initiative are:

- To **unleash the talent** of motivated and deserving young people, so that the context of and incomplete information do not become a constraint on their ambitions. their ambitions.
- Create a **community based on merit** within which to encourage the exchange of ideas and content useful to the personal and professional growth of all participants.
- Contribute to the **growth and development of the country**, supporting its most important resources: young people and talents.
- To become a **reference point** and a **source of inspiration** in Italy and Europe for other mentoring programs.



Moreover, DeA Capital Alternative Funds periodically participates to **fundraising initiatives** in favor of CAF (**Centro Aiuto Minori e Famiglie**) Onlus, an association that helps children who are victims of ill-treatment and in addition offers support to families in crisis

Value creation for the community



Vitamins at Work Project

DeA Alternative Funds launched in the Vitamins at Work Project, the purchase of **fruit** made **available to employees** by selecting the freshest and most **genuine products from farms ESG oriented**.

The project follows a **careful logistic work around** a modern and efficient warehouse that allows to keep always fresh all the products.

All vans comply with the **HACCP regulations** and are designed to ensure the freshness and quality of the goods on each trip.



946 Kg
in a year



Green Coffee Break

DeA Alternative Funds has decided to adhere to the **program** promoted by the *Nespresso brand*, which involves:

- **Separate** collection of pods and capsules
- **Re-use** of aluminum capsules
- **Recycling** of used coffee.

Spent coffee is separated from the aluminum capsule, is subsequently recycled and turned into compost. The **compost** is purchased and used for the **cultivation of rice**.

The rice, purchased by Nespresso, is donated to **Banco Alimentare** in Lombardy and Lazio.



Green Mobility

One of the activities included in the Green Procurement programme of DeA Capital Alternative Funds is Green Mobility. Since 2020 the SGR is **increasing and encouraging the choice of hybrid cars** with low environmental impact: out of a current total of 18 company cars, **50%** is **mild hybrid**. In an impact analysis, the substitution of petrol and diesel cars by "so called" green cars makes it easy to calculate CO₂ savings given the number of kilometres driven. Already in 2021, the **savings in terms of emissions** resulting from the new internal policy were significant, with an estimated improvement of between 30 and 40%.

Dea Capital Alternative Funds' **shift towards green mobility** is consistent and aligned with the whole Dea Capital Group.