

# Overall ESG Maturity Results

DeA Capital Alternative Funds has demonstrated a robust commitment to **enhancing its sustainability practices**, with a particular focus on essential ESG aspects. By gathering semi-annual data from their portfolio companies, the VCTs reflect the progression of KPIs and significant metrics through **2022 and 2023**.

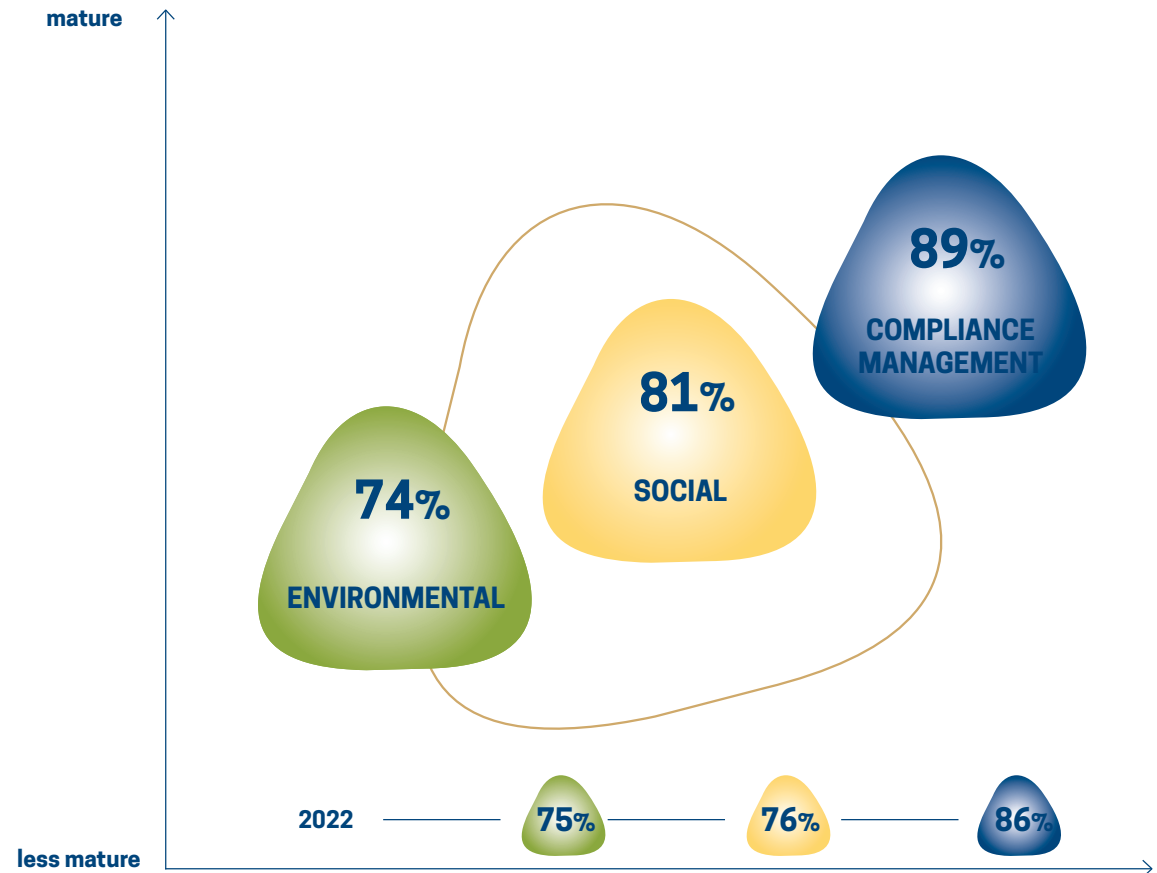
On the environmental front, DeA Capital Alternative Funds diligently works to progressively improve the Carbon Footprint for both the Asset Manager and its stakeholders. The company also recognizes the critical role of investing in employee training and development to enrich the value of its operations over time. In 2023, DeA Capital Alternative Funds was actively engaged in defining, measuring, and analyzing its environmental KPIs and metrics at the Asset Manager level.

The compliance management process, which ensures adherence to industry-specific health and safety standards, was reported at **89%**. Furthermore, the VCT for the direct funds was consolidated by considering all their portfolio companies, showing an **Environmental Maturity average of 74%** and a **Social Maturity at 81%**.

Quantitative data are calculated using a weighted average of the value of each Key Performance Indicator (KPI) included in the Environmental part of the questionnaire, such as GHG Scope 1 Emissions. This is done by considering the proportion of each company's value within the fund's AUM and adjusting it against the company's revenues. For the Agro fund, this adjustment is not made against revenues as most companies are startups without revenue.

Qualitative data are determined by calculating the simple average maturity of each company across various ESG dimensions.

Compared to 2022, the number of companies under DeA Capital Alternative Funds changed, since some were acquired while others were sold. Therefore, **the companies that were evaluated in 2023 are not identical to 2022**.



# Empowering people

## Training

DeA Capital Alternative Funds' commitment towards its people is reflected in the promotion and implementation of training activities 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 2023, besides the training provided to all the employees, **a special ESG and responsible investment training was held for the company**, with the aim of aligning them with all activities and regarding regulatory changes.

Training sessions on cyber security topics were also held during the year for all the employees.

In 2023, each employee received 14 hours of training (including ESG topics), and an additional 40 hours of training on specific topics were provided for all employees.



**14**  
hours of training per employee  
(including ESG topics)

## 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 contracts to fixed-term ones as a means of promoting human resources **retention** and **development**. The well-being of employees is prioritized and the importance of a healthy lifestyle is recognized", for example, in 2023, the company partnered with a network of gyms, offering all employees the flexibility to choose from a range of subscription plans to support their fitness goals. 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 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 to encourage self-awareness of their soft skills, strengths and areas of improvement through a consolidated methodology.



# Value creation for the community



The De Agostini Foundation decided to expand its established ceremony where it presents students in the last year of high school that stood out based on academic merit with a **scholarship**. The competition is organized internally among all children of the employees of the De Agostini Group, and it aims to **support and incentivize students to continue their studies at university**. This year, thanks to the number of valid candidates a **total of eight scholarships** were given out: three had a value of 5.000 Euro whilst five more had a value of **3.000** Euro.



INSIEME PER UN PROGETTO SOCIALE

Every year The "1+1=3 Together for a social project" initiative sponsors projects proposed by employees, focusing on **integrating vulnerable individuals into the workforce**. This year, winning projects include **"Orto dei Sensi"**, offering food-related courses, **"Gerla 2.0"**, providing agricultural job opportunities, and **"Al lavoro per i diritti!"** offering legal counsel to homeless individuals.



During these difficult times, the De Agostini Group, alongside the De Agostini Foundation launched a fundraising campaign to all employees. The final amount raised was **60.000 Euro**, donated from the Foundation to the "CIA Agricoltori Italiani" and to the "Diocesi di Faenza - Modigliana".



# Value creation for the community



## Global Giving Month

The "Global Giving Month" initiative, a month-long program launched by the De Agostini Foundation in collaboration with various associations, coordinates volunteer events for De Agostini Group employees. The objective is to **engage all Group employees** in activities that contribute to supporting those in need. **Over 75%** of the De Agostini Group's workforce participated in this initiative, collectively dedicating nearly 2,500 hours to 11 different associations across three cities: Milan, Rome, and Novara.



## Project "Secondhand" with Comunità Sant'Egidio



The Comunità Sant'Egidio is an international movement dedicated to **assisting and supporting the most vulnerable groups**.

The Secondhand project is born with a dual mission:

- Support for non-profit organizations;
  - Reduction of environmental impact by giving a "second life" to materials destined for disposal.
- Throughout 2023, DeA Capital strengthened its collaboration with several volunteer organizations by donating unused furniture in excellent condition. These items found new allocation, relieving both non-profit organizations from the costs of purchasing such materials and DeA Capital from the expenses associated with their disposal.



## RigeneraMI Project



DeA Capital has partnered with the Rotaract Club Milano Sforza and the Rotary Club Milano Villoresi to support the RigeneraMI Project. They **donated 20 unused PCs** to refurbish and donate to those in need, primarily young people. RigeneraMI aims to provide technological support to non-profit organizations and individuals while reducing environmental impact by refurbishing PCs, tablets and smartphones. **This initiative aligns with the UN 2030 Agenda for Sustainable Development**, focusing on responsible consumption and production to address environmental concerns.





# Value creation for the community



## Vitamins at Work Project

The Vitamins at Work project stems from the desire to provide the DeA Capital staff with a **healthy and tasty break**. The commitment of DeA Capital for 2023 resulted in the delivery of almost 2 tons of fresh fruit, primarily sourced from Italy.

DeA Capital has partnered with the Improntas Group as part of the Vitamins at Work project, aimed at **supporting individuals with disabilities**. The Gruppo L'Impronta mission is to empower disabled individuals by creating educational relationships and providing employment opportunities through initiatives like the social cooperative Via Libera.

**2,000 kg**  
+35% vs 2022



## Green Mobility

DeA Capital strengthens its commitment to promoting a culture of **sustainable mobility** by encouraging the use of public transportation and advocating for the purchase of hybrid company vehicles. More than half of the company's fleet consists of mild-hybrid, plug-in hybrid, or full-hybrid models.

In 2023, DeA Capital Group decided to study the daily commuting habits of employees and their propensities to change. This is why the Home-Work Travel Plan 2023 was conceived. The **Home-Work Travel Plan** is a document to study corporate mobility in order to be able to make effective decisions to improve home-work travel, to have a positive impact on the environment and to develop corporate awareness by positioning itself among the companies with zero environmental impact.



## Green Coffee Break

DeA Capital strengthens its commitment to promoting responsible and sustainable coffee consumption by joining the project **"Da Chicco a Chicco"** promoted by Nespresso, which involves:

- Separating used coffee grounds from aluminum capsules;
- Transforming used coffee grounds into compost;
- Using the compost for rice production;
- Purchasing the rice produced by Nespresso and donating it to the Food Bank of Lombardy and Lazio.

