

# A sustainable company from its foundation

### **ESG Investor Presentation**

March 2023



www.illimity.com/en/sustainability



# illimity at a glance

2023-25 Sustainability Plan

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Commitment to the environment



**People and Social footprint** 

Governance

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**Sustainable finance** 

## A new paradigm bank



# Native fully digital with a new generation IT architecture that led to a strong competitive advantage in technology





## We focus on two core businesses

### **SME business**

Well-known partner for Italian SMEs with high growth potential, providing them with a complete range of solutions

### **Distressed Credit business**

Specialised player in Corporate Distressed Credit covering the entire value chain - from investment to financing, servicing and remarketing



# Remarkable combination of growth and profit trends with investments for the future





### Strong commitment to sustainability led to important ESG achievements



# ESG rating improvements confirmed illimity scontinual sustainability efforts





SNEW

Score upgrade from 2021





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# 2023-2025 Sustainability Plan: rational and main pillars

Starting from a solid baseline built on the important ESG achievements, illimity decided to further strengthened its commitment to sustainability by integrating **new**, more extensively detailed **qualitative** and **quantitative 2025 targets**, in order to:

Meet the growing needs of the market and ESG rating agencies Position the Bank among the best practices of the Italian banking sector

Implement feedback received from investors during engagement activities

#### Environment

The environmental targets focus on the urgent issue of transitioning to a net-zero economy, in which illimity, plays and will play, a key role in supporting and assisting the financed businesses in that process.

#### Social

The social targets were reinforced through commitments regarding diversity and inclusion, including gender equality certification and initiatives to raise awareness among employees.

#### Governance

Since its inception, illimity has aligned with the best practices regarding the integration of sustainability into the business strategies, processes, policies and governance of the Group, with the goal of consolidating that positioning



# 2023-2025 Sustainability Plan: targets

#### 2021-25 Strategic Plan

- Integration of ESG factors in the credit assessment and Risk Appetite Framework (RAF)
  - Maintain the Group's carbon neutrality (Scope 1 and Scope 2 emissions) measure and address the so-called "financed emissions" (Scope 3)
- Reactivation of renewable energy plans through the Energy Desk
- **Double** the number of **women in managerial roles** (Gender Equity)
- Maintain the balance between men and women in the formalised "talent pool" and a gender pay gap with a maximum deviation of 5%
- Maintain the engagement index of Group employees above 70%
- Develop impact projects for the real estate sector, through Fondazione illimity

- Enhance illimity ESG Ratings
- Integrate ESG Goals in incentive plans

#### New 2023-25 additional targets

- Reach 100% of electricity used from renewable sources at the Group's main locations
- Maintain 100% use of FSC paper throughout the Group
- Develop an environmental policy at Group level
- Consider the environmental and climate impacts in due diligence and management of Real Estate assets
- Develop the offering and framework for sustainable finance products
- Develop ESG support/advisory services for SMEs
- Reach 15% on cumulative business origination volumes for sustainable finance
- Launch of SGR fund with ESG characteristics
- Reporting aligned with TCFD disclosure
- Maintain the UNI\_PdR 125-2022 gender equality certification
- Develop a company policy to combat harassment, inappropriate sexual conduct and bullying
- Maintain the average number of hours of training at 42 hours per employee, while guaranteeing 3 hours of ESG training
- Develop initiatives to raise awareness on **sustainable mobility** (commuting) for employees
- Reach more than 50% of total expenditure on goods and services by 2025 assessed with ESG criteria
- Identifying the specific ESG Ambassadors in the key structures (10% of illimiters)
- Endorsement of the Bank to the Principles for Responsible Banking
- Obtain the Anti-Bribery (ISO 37001) and the Compliance (ISO 37301) certifications
- Develop an ESG Investment Policy (property financing) and reach 100% of Treasury and Investment Banking investments that consider ESG factors in the selection phase (ESG due diligence)

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# One of the lowest environmental impacts within the sector



ilimity's business model, with no physical branches and a 100% digital infrastructure, which is completely cloudbased, is designed to minimize direct environmental impact and intrinsically contrast climate change



# Environmental factors included in the credit risk assessment and RAF

#### **ESG Factors in our Credit Policy**

We assess and monitor the ESG risks of the counterparties that we finance. This occurs through the obtaining of solicited and unsolicited ESG external ratings, which include environmental and climate indicators.

Key ESG elements of Credit Policy:

- List of excluded sectors
- Use of solicited ratings via questionnaire
- Use of ESG unsolicited rating of a third party

RAF & RAS

#### DISTRESSED CREDIT

We conduct analysis on the **physical risk** of the collaterals (depending on the geographical location of the properties) and on repossessed real estate assets. The external provider Geosafe helps us to define vulnerability indicators.

### **GROWTH CREDIT**

We analyse elements such as: ESG assessments, GHG emissions, and sectors with significant climate altering emissions.

#### **Scenario Analysis**



- By using data from *Oxford Economics*, we implemented 3 scenarios: 'Net Zero'; 'No Further Action' and 'Delayed Transition', considering 50+ variables (GDP, consumer price index, carbon emissions, unemployment rate, etc).
- The **in-house satellite model** allows us to estimate the **impacts** on Bankit DR (Default Rates), resulting in shocks to be applied to the PD (Probability of Default) of illimity over a forecast horizon of up to 30 years.



# **EU Taxonomy Eligibility Reporting**



Two Taxonomy objectives in scope: Climate Change Mitigation & Adaptation

#### The proportion of **17.1% exposures to Taxonomy**eligible economic activities

on total covered assets (reported on a voluntary basis in order to represent also the exposures to SMEs as illimity core business) can be considered **aligned with the average** registered into the sector<sup>1</sup>

KPIs are not comparable with FY2021 due to scope limitation of the proxy application by methodology evolution<sup>2</sup>

Notes: (1) Sector average equal to 22%. Source: ABI, SCS –BusinEsSG DNF 2022, analysis on a sample of 19 banks.

(2) We underline the ineffectiveness of the comparability of the KPIs reported here with those 2021, both of the Mandatory and Voluntary Disclosures, as the valuation methodologies applied are different and evolved in relation both to what the EU Commission itself in its clarification notes had provided only for the first year of reporting (for the voluntary part), and to the choice of applying only the reference perimeters provided for by the current EBA regulations and technical instructions (also in view of the preparatory assessment of banking book alignment in subsequent years). Therefore, last year's perimeter limitations were not applied, in the logic of the voluntary review, resulting in the expansion of the denominator (Total Assets Covered) against a numerator that was almost stable year on year.



Mandatory disclosure

#### EU taxonomy-eligible

**exposures** (only exposures to undertakings subject to NFRD)

eligible assets on Total Covered Assets<sup>(3)</sup>

2022

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### Voluntary disclosure

#### EU taxonomy-eligible

**exposures** (exposures to undertakings subject to NFRD and undertakings that are not obliged to publish NFRD)

**17**.1%

eligible assets on Total Covered Assets<sup>(3)</sup>

For more details on the methodology see section 12 of 2022 Sustainability Report

(3) Total Covered Assets represents on-balance sheet exposures that cover the accounting categories of financial assets (including loans and advances, debt securities, equity holdings and repossessed collaterals) as defined by COMMISSION DELEGATED REGULATION (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852. Exposures to central governments, central banks and supranational issuers are excluded from the calculation of the numerator and denominator of key performance indicators.

# First time disclosure of financed emissions: Scope 3 - Category 15 (Investments)

| Carbon footprint:                     |  |
|---------------------------------------|--|
| 187 tCO <sub>2</sub> per Euro million |  |
| of investment/financing               |  |
|                                       |  |
|                                       |  |

52% of financed emissions related to exposures in Manufacturing sector, in line with Italian SMEs distribution

Financed emissions were calculated according to PCAF standard methodology

| Sector  | Measured Exposures<br>[%] | Financed Emissions<br>[%] | Carbon Footprint<br>[tCO <sub>2</sub> /Mln Euro] |
|---|---------------------------|---------------------------|--|
| C - Manufacturing   | 27%                       | 52%                       | 359  |
| H - Transportation and storage  | 19%                       | 9%                        | 94   |
| F - Construction  | 8%                        | 9%                        | 209  |
| G - Wholesale and retail trade; repair of motor vehicles and motorcycles          | 8%                        | 6%                        | 148  |
| K - Financial and insurance activities  | 12%                       | 4%                        | 65   |
| D - Electricity, gas, steam and air conditioning supply                           | 3%                        | 4%                        | 223  |
| M - Professional, scientific and technical activities                             | 7%                        | 3%                        | 91   |
| <ul> <li>Accommodation and food service activities</li> </ul>                     | 2%                        | 3%                        | 229  |
| L - Real estate activities  | 7%                        | 3%                        | 75   |
| A - Agriculture, forestry and fishing   | 2%                        | 3%                        | 242  |
| N - Administrative and support service activities                                 | 2%                        | 2%                        | 168  |
| B - Mining and quarrying  | 0,3%                      | 1%                        | 619  |
| E - Water supply; sewerage, waste management and remediation activities           | 0,1%                      | 1%                        | 797  |
| Q - Human health and social work activities                                       | 0,7%                      | 0,5%                      | 127  |
| J - Information and communication   | 2%                        | 0,5%                      | 47   |
| R - Arts, entertainment and recreation  | 0,2%                      | 0,2%                      | 202  |
| S - Other service activities  | 0,3%                      | 0,1%                      | 38   |
| <ul> <li>Public administration and defence; compulsory social security</li> </ul> | 0,01%                     | 0,01%                     | 151  |
| P - Education   | 0,09%                     | 0,01%                     | 17   |
|   | 100%                      | 100%                      | 187  |



Notes: Carbon footprint is Financed Emissions standardised by the total investment portfolio value, where Financed Emissions are the total greenhouse gas (GHG) emissions of a debtor/issuer weighted by the investment as a share of the company's total value. Measured exposures cover around 90% of customer loans and 25% of financial assets (HTC / HTCS / FVPTL) and equity/JV

Disclaimer: it is important to underline the inability to get a wide benchmarking into the banking industry, in fact just few financial institutions disclosed their financed emissions and there is a common difficult to get complete information from or about companies in portfolio, then the majority of institutions may not have high-quality data available or may not collect enough usable emissions information for reporting



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# The illimiters: talent and diversity fosters innovation









#### Gender Equality Certification



First bank to obtain the Gender Equality Certification, part of the National Recovery and Resilience Plan Negligible Gender Pay Gap

#### among the best in the sector

- Analysis of internal and external remuneration benchmarks
- Defining financial packages on employment
- Annual salary review process focus on gender issues (Unchanged from 2021)

# **Prosperity**





# **Responsibility to distressed credit customers**



In the absence of standard KPIs (GRI) directly related to **social impact** in the distressed credit world, illimity is a pioneer: it has developed **autonomous indicators** that measure the process of value creation.

|  | 2022 –   | 2021      |
|--|----------|-----------|
| <b>Collaborative Agreement Index</b><br>Ratio between the number of positions closed through out-of-court<br>proceedings and the total of positions successfully closed by illimity<br>Group | 77.9%    | 85.5%     |
| <b>Time to Solve</b><br>Average time recorded to solve out-of-court proceedings  | 5 months | 13 months |



These indicators highlight **illimity's focus on finalizing out-of-court agreements**, which **accelerates resolution times** and contributes to the **recovery of the entrepreneur** 



# fondazione illimity and impact investing

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### Poster

Starting from zero, one can go a long way Giving value back to what already exists takes us beyond.

illimity exists to relaunch SMEs. looking beyond their ratings, to their potential.

fondazione illimity is born to socially and economically regenerate real estate assets

#### We reinvent spaces turning them into places of inclusion, cohesion and shared well-being.

We mobilise the energy of buildings to bring interests together, uncover needs, and give life to ecosystems and new relations

We look at real estate assets and expertise as an opportunity to build shared value and common good.

We believe in impact investing, by bringing it to where it belongs: local areas and communities.

Because creating value takes us far and regenerating it, takes us beyond,

fondazione illimity. **Beyond value** 

fondazioneillimity.it/en

fondazione illimity promotes innovative projects for the social regeneration of real estate assets and impact investing.

#### **Social**

We build value for local communities through projects focusing on the social regeneration of real estate assets.

#### **Research & Development**

We work with universities and centres with expertise in: research projects and feasibility studies for real estate regeneration; social housing creation; and the development of local cultures and areas.

#### **Collectivity**

We create networks and synergies between profit and non-profit organisations, and both public and private entities, with the aim of sharing best practices and projects, thus creating the conditions for true financial sustainability.

#### Albergo Etico Cesenatico

Project to insert people with disabilities into the working world and offers them training and independence.

albergo etico

#### (RE) GENERATION CAMP

Laboratory for creativity held in a space regenerated by the illimity foundation. Its objective is to promote the integration and socialisation of the younger generations

(RE)GENERATIÖN CAMP





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# Sustainability embedded in our governance system

#### **2022 Key governance takeaways**

- Adoption of the "one-tier system"
- 85% board independence
- 46% female board members [6 women out of 13 members]
- Independent Chairperson
- 61 years old average age on the board
- 2 years board average tenure
- 94% average participation to board meetings in 2022
- Diversity in terms of gender, age, skills & background
- Explicit inclusion of "sustainable success" in the bylaws



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Note: (1) ESG processes and risks constantly monitored by CRO (Chief Risk Officer) structure.

# **Recognised corporate governance leader**

iillimity is positioned in the **highest scoring range of ESG ratings** relative to its global peers, demonstrating that company's corporate governance practices are well aligned with shareholder interests.

> Integration of **ESG** principles into all our

corporate policies<sup>1</sup> and in our Code of Conduct:

*«illimity Way».* 

#### **Best Practice Alignment**

Alignment with the indications and objectives of the UN, the OECD and the EU; adhesion to UN Global Compact

Ability to **quickly generate** and absorb new ESG policies





#### **Reporting & ESG responsibility**

Non-financial disclosure in line with **industry best** practice

**ESG responsibility** integrated across the whole organization and within each business line



#### Note (1) https://www.illimity.com/en/governance/corporate-policies

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### ESG integrated in executives' variable remuneration

 Integration of ESG / climate-environmental **risks** into the Risk Appetite Framework 2023 of the illimity Group, with definition of a set of KPIs and related **Risk Appetite and Tolerance** levels

 Maintenance of the **Gender Equality** Certification "UNI PdR 125-2022"

**MBO** 

CEO 2023 Goal Card

15% ESG weight

- Maintenance of Equity **Pay Gap** in the range of +/- 3%.
- Adhesion to PRB (Principles for Responsible Banking)
- · Issuance of the Responsible **Investment Policy** for the proprietary portfolio.

**Diversity, Equity &** Inclusion (10%)

- Employees' satisfaction over 70%.
- YoY increase of women in managerial roles and gender balance in the company "talent pool".

#### **Top ESG Rating &** Sustainable Finance<sup>1</sup> (10%)

- Maintain or increase the investment grade in Standard Ethics and CDP ratings.
- Yearly progression on Strategic Plan environmental targets.

LTI plan

LTIP

20% ESG weight





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# **Sustainable Finance**



# First Sustainable Energy Basket Bond launched in Italy



# First bank joining the Open-es ecosystem







Fabio Pelati Head of IR & Sustainability

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