



ILLIMITY PUBLISHES ITS FIRST SUSTAINABILITY PROFILE JUST ONE YEAR AFTER STARTING ACTIVITIES

Milan, 8 June 2020 – illimity, new generation bank listed on Borsa Italiana's MTA exchange, presents its first Sustainability Profile (<https://www.illimity.com/en/who-we-are/sustainability>) after its first year of activity.

illimity sees sustainability as a identity prerequisite that is part to its activities in both the long and the short term (please also see the "illimity identity" attached) and has undertaken a native path whose aim is to factor this into the Group's strategies, processes and governance. The Bank was formed with the objective of recognising the potential of individuals, families and businesses, with particular reference to SMEs which have convincing development projects, or to those with solid restructuring plans and to those that, despite having had serious problems, still have value to achieve. As a bank specialized in these large sectors of the national economy, the growth of illimity can certainly contribute to the sustainable growth of the whole country.

illimity has set up an internal Sustainability Committee inside its Board of Directors to provide proposals and advice to the board, with the aim of fostering a responsible and sustainable culture and setting medium and long-term objectives.

Constant dialogue with all of the Bank's stakeholders has been a key factor right from the start of activities, a means of providing an efficient response to their requests and encouraging a continuous exchange that enables common objectives to be reached. The first materiality analysis, carried out in December 2019, saw the involvement of more than 700 stakeholders, inside and outside the Bank, in identifying illimity's material issues.

The Sustainability Reporting Standards ("GRI Standards") published for the first time in 2016 by the Global Reporting Initiative, the globally recognised international standards for sustainability reporting, were freely used in drawing up the report, which has been prepared as of 31 December 2019. The following is a selection of the most important indicators included in the Sustainability Profile:

People

According to a survey carried out by the Bank – which enabled it to obtain Great Place to Work® certification – the working environment is considered excellent by 83% of employees, with a trust index of 79%.

In addition, the CEO to Worker Compensation Ratio is 5.94 compared to an average of 37.43 in the industry.

Business

The Bank obtained a Net Promoter Score, the loyalty index used to measure a company's retail customer relationships, of 37, a figure higher than the industry benchmark. In addition, autonomous indicators were established for the Distressed Credit sector such as the Collaborative Agreement Index, this being the ratio between the number of positions closed by settlement with debtors to the total number of positions closed positively, where the Bank hit 92%.

Diversity & Inclusion

It additionally emerges from illimity's first Sustainability Profile that the Bank was immediately careful to include and embrace the diversity of gender, age, culture, skills and experience. The numbers show this: the Group's staff is made up of 48% women and 52% men having an average age of 37 and originating from over 145 different businesses. In addition, in January 2020, after the first compensation review, the gender pay gap has been essentially neutralized.

Environment

Although the direct environmental effects arising from illimity's activity are relatively modest, thanks among other things to a completely on-cloud infrastructure, the Bank has also already started monitoring the indirect effects, and here evidence can be seen of the initiatives directed at protecting the environment. For example the building in which the Bank's offices are located is plastic free and its facilities are arranged to keep energy consumption and greenhouse gas emissions to a minimum.

Initiatives to tackle the COVID-19 emergency

Lastly, the exceptional situation caused by the COVID-19 emergency called for rapid responses, which illimity was able to provide promptly, both internally and externally. On the one hand, owing to its digital native nature the Bank has immediately adopted – and it still is adopting – continuous smart working as the standard means of work and it has, at the same time, started a series of initiatives to encourage exchange between colleagues and “reduce the distances”. On the other, it was able to remain fully operational in all business areas, ensuring that its complete set of services was available and providing new services such as telemedicine for retail customers. It took steps to promptly implement the requirements of the "Cura Italia" and "Liquidità" decrees, also activating bilateral procedures to support customers who did not have the formal requirements to access emergency measure. In conclusion, illimity provided support to help front-line hospital facilities tackle the health emergency by donating healthcare equipment.

Rosalba Casiraghi, Chairman of illimity's Board of Directors and a member of the Bank's Sustainability Committee, stated: *“Immediately providing ourselves with a Sustainability Committee in illimity's first year of existence is testimony to our strong commitment to sustainability issues, an involvement that binds us all together: the Bank's management, divisions, functions and areas. This Sustainability Profile is a beginning which acts as a commitment to sharing the start of our journey with our stakeholders. We will continue in a spirit of innovation and responsibility, two traits which distinguish us and will continue to be our core values”*.

“We are proud to have started a journey that will enable us to foster a culture of sustainability and social responsibility within the banking group. We will be working towards medium-long term sustainability objectives, involving our stakeholders, in order to integrate our vision into the Group's processes and activities as a strategic prerequisite for the responsible growth of all our business sectors”, stated **Giancarlo Bruno**, Director of illimity and Chairman of the Sustainability Committee.

illimity identity

We are a bank and we are proud to be one

We lend particularly because we want to find and nourish the wealth of hidden potential in our economy and our society:

- Companies that, with support, could make a giant leap forward
- Companies that, with support, could get back on the right track
- Companies that didn't manage to make it, but that could provide some value

Behind and in these companies there are people and families, and around them, a community. Our actions can foster their well-being.

We thrive on innovation

We are a new paradigm company with our roots in listening to the real needs expressed by companies and people. This was our starting point for fundamentally redesigning how to be a bank and how to provide banking services, integrating cutting-edge technologies with the best expertise and experience.

We believe in freedom

Our spirit is entrepreneurial and we feel free to move beyond the preconceptions and conformisms of the traditional system, freed of external conditioning.

We act responsibly

- **towards our shareholders**, working hard to optimise the returns on the capital entrusted to us, especially in the medium term
- **towards our customers**, speaking to them clearly, getting back to them quickly and helping them with the challenges they face
- **towards our staff**, making the most of their potential and their diversity, seeking the right work life balance
- **towards our partners**, providing an ever increasing platform for cooperation and opportunities
- **towards society and the environment**, making a positive impact

We want the facts to show we are not only capable of making a profit, but also of making a positive contribution to society, helping to foster well-being and build trust.

We are illimity. Bank beyond the form.

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illimity Bank S.p.A.

illimity is the high-tech banking start-up specialising in loans to SMEs and headed by Corrado Passera. **illimity** extends financing to high-potential businesses even if they still have a low credit rating or are unrated, including the non-performing (Unlikely-to-Pay) SME segment; it also purchases secured and unsecured distressed corporate loans and services these through its platform, neprix. Finally, it provides innovative direct digital banking services for retail and corporate customers through its direct digital bank, **illimitybank.com**. The story of **illimity** began in January 2018 with the launch of SPAXS S.p.A. - the first Italian entrepreneurial SPAC (special purpose acquisition company) set up to acquire and capitalise an entity operating in the banking industry - which raised 600 million euro. Just two months after its launch, SPAXS announced the acquisition of Banca Interprovinciale S.p.A., with the resulting business combination finalised in September 2018 after obtaining the approval of the shareholders of SPAXS in August 2018. The merger between SPAXS and the Bank gave rise to "illimity Bank S.p.A.", which began trading on Borsa Italiana's MTA exchange on 5 March 2019 (ticker "ILTY").