

ILLIMITY'S SUSTAINABLE GROWTH CONTINUES CONFIRMING TO BE A "GREAT PLACE TO WORK" ALSO IN 2020

THE GROUP, GROWN FROM 60 TO 640 EMPLOYEES IN 2 YEARS, FOCUSES ON WELFARE AND TRAINING TO UNLOCK THE POTENTIAL OF ILLIMITERS

Milan, 29 January 2021. For the second consecutive year, **illimity Bank S.p.A.** ("**illimity**" or the "**group**"), a high-tech banking group listed on the STAR segment of the Italian Stock Exchange, has been awarded the certification by "Great Place to Work", the leading HR consultancy institute in Italy for the study and analysis of the workplace environment.

This recognition was given following an online survey carried out among all the group's over 600 employees in November and December 2020. From the questionnaire completed by the illimiters it emerged that they have high esteem for management's skills and ethics, are proud of working for the business and harbour a strong sense of teamwork. With a response rate of 95%, the figures highlighted an especially positive perception of the working environment, considered excellent by 85% of employees, and a Trust Index© of 80%. More specifically, the Trust Index© summarises in percentage terms the positive responses expressed by employees in five areas relating to the workplace environment: credibility, respect, fairness, pride and camaraderie. These opinions were expressed to the same extent by both men and women – currently 57% and 43% of the workforce respectively with an average age of 36 years – confirming a working environment based exclusively on abilities and merit and consisting of staff coming from more than 200 companies and 20 different countries.

This important recognition testifies to illimity's commitment towards its people, whose number has risen from 60 to 640 in little more than two years and is certain to increase further. The group is constantly looking for new talents and at the current moment has 21 vacant positions, a third of which relating to professional jobs in a technological environment ranging from data scientists to IT developers. illimity's growth has taken place in parallel with the development of a sustainable organisation of the way of working, thereby providing its employees with the possibility of obtaining the right balance between work and family life while at the same time releasing their potential by way of training programmes.

illimity's 2020 was characterised by numerous initiatives in that sense, with a particular focus on gender equality. The company put its name to the *Valore D* manifesto for the employment of women, while the all-female illimitHER mentoring initiative, created to foster the STEM culture among young women, also got under way. Another aspect on which the bank is putting specific emphasis is corporate welfare, with several measures and new initiatives taking off on various fronts. From a caring standpoint, a number of different initiatives were initiated in light of the current health emergency – ranging from the granting of additional hourly leave given to staff to look after children and other family members and free of charge swab testing, yoga and pilates courses through to the internal development of an app for booking spaces and desks in compliance with social distancing requirements. From a training and development standpoint, initiatives were created out of constant exchanges of views with illimiters – ranging from the 600 "coffees", also virtual, organised over time between HR and employees, as part of a constant listening approach, to the strengthening of professional career paths: not only internal but also external, such as for example the creation of the first master's degree in credit management, conceived by illimity in conjunction with the Milan MIP Polytechnic.

To a very large extent all of these initiatives will undoubtedly remain over time, even once the bank's period of ongoing remote working, which began on 24 February last year and will be extended to fellow-workers in IT Auction over the next few days, is at an end. In this respect the merger between neprix and IT Auction - the leading Italian online network for the management and sale of movable and immovable assets - will take effect from 1 February.

As tangible demonstration of the extent of its commitment during the year, the group received various accolades from "La Repubblica degli Stagisti" for its illimitHER programme and level of recruitment during 2020, and from "Universum Most Attractive Employer 2020", which recognised the bank as one of the most sought-after businesses among young people.

Marco Russomando, Head of Human Resources in **illimity** stated: *"We are very proud to have been awarded 'Great Place to Work' certification for the second consecutive year, because it recognises the significant attention we give to all the people in the Group. It is in fact our aim to create an open and stimulating working environment, one that enables employees to develop new skills, release their potential and take innovation to every division of the company from a constant cross-fertilisation standpoint"*.

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illimity Bank S.p.A.

illimity is the high-tech banking group founded and headed by Corrado Passera that was created with the aim of responding to specific market needs by way of an innovative and specialist business model. More specifically, illimity extends financing to high-potential SMEs, purchases distressed corporate loans and services these through its platform, neprix, provides digital direct banking services through illimitybank.com and, with illimity SGR, over the next few months will set up and manage the first Alternative Investment Fund for corporate loans. The story of illimity began in January 2018 with the launch of the special purpose acquisition company SPAXS S.p.A., which ended with a record 600 million euro being raised on the market. SPAXS subsequently acquired Banca Interprovinciale S.p.A., with the resulting merger between the two giving rise to "illimity Bank S.p.A.", which has been listed on the Italian Stock Exchange since 5 March 2019, (ticker "ILTY"), firstly on the MTA platform and since September 2020 on the Star segment. The banking group, headquartered in Milan, can already count on over 600 employees and closed its first year of activity with assets of over 3 billion euro.