



ESG FACTSHEET

TABLE OF CONTENTS

01

About Us

02

ESG Commitment

03

Environmental

04

Social

05

Governance

ABOUT US

InvestiRE SGR, an asset management company of the Banca Finnat Euramerica S.p.A. group, is a leading operator in the Real Estate sector specialized in the valorization of real estate portfolios.

With its fund, asset and investment management services InvestiRE SGR operates along the entire value chain. Over time, the company's offer to the market has been enriched with the creation of innovative funds in fast-growing sectors: among these, residential in its many forms such as social housing or student housing, healthcare products and those dedicated to hospitality.

+250

institutional investors

137

employees

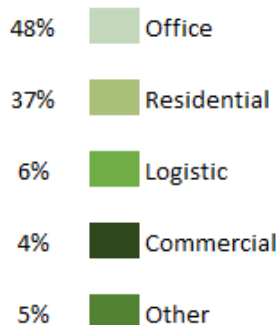
50

managed real estate funds

+6.6 MILIARDI
of AUM

+2000

*Properties under
management throughout
Italy*



THE VALUES OF INVESTIRE SGR



COLLABORATION

The activity of the SGR is based on values such as: sharing, collaboration and honesty. The human capital of the same is formed by a series of heterogeneous professional figures able to contribute and give added value to the company.



QUALITY

The SGR offers standards of integrity, transparency and quality in all operations; with the aim of offering a service of excellence to its stakeholders.



INNOVATION

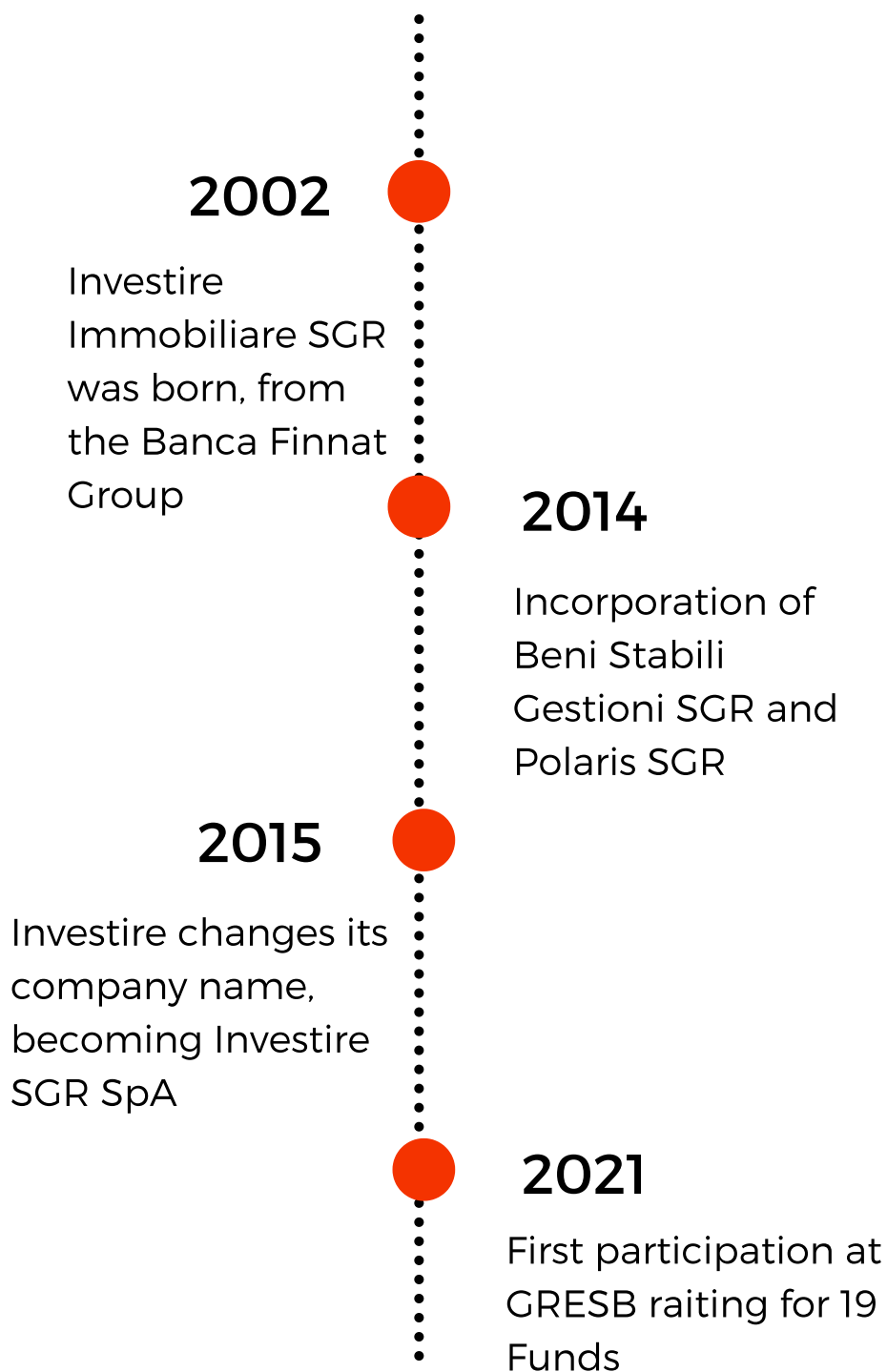
Innovation and sustainability are two of the pillars on which SGR's corporate culture is based. The objective is to promote initiatives to reduce environmental impacts and promote an efficient management of resources. These initiatives are declined in a logic of commitment and innovation aimed at improving business performance.



MERIT

The governance of the SGR is based on the principle of meritocracy. The implementation of this principle has the objective of minimizing inequalities and encouraging the quality and development of human capital.

TIME LINE





ESG COMMITMENT

POLICY ESG

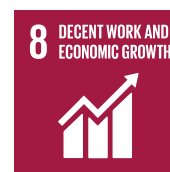
In response to the evolving economic, social and financial market context, and to the solicitations of external and internal stakeholders, InvestiRE SGR has started from September 2020 a path of integration of ESG issues into its investment policies and business management processes.

The environmental, social and governance commitments that support this path are inspired by the Principles of Responsible Investment ("PRI") and the Sustainable Development Goals ("SDGs") promoted by the United Nations, as well as industry best practices.

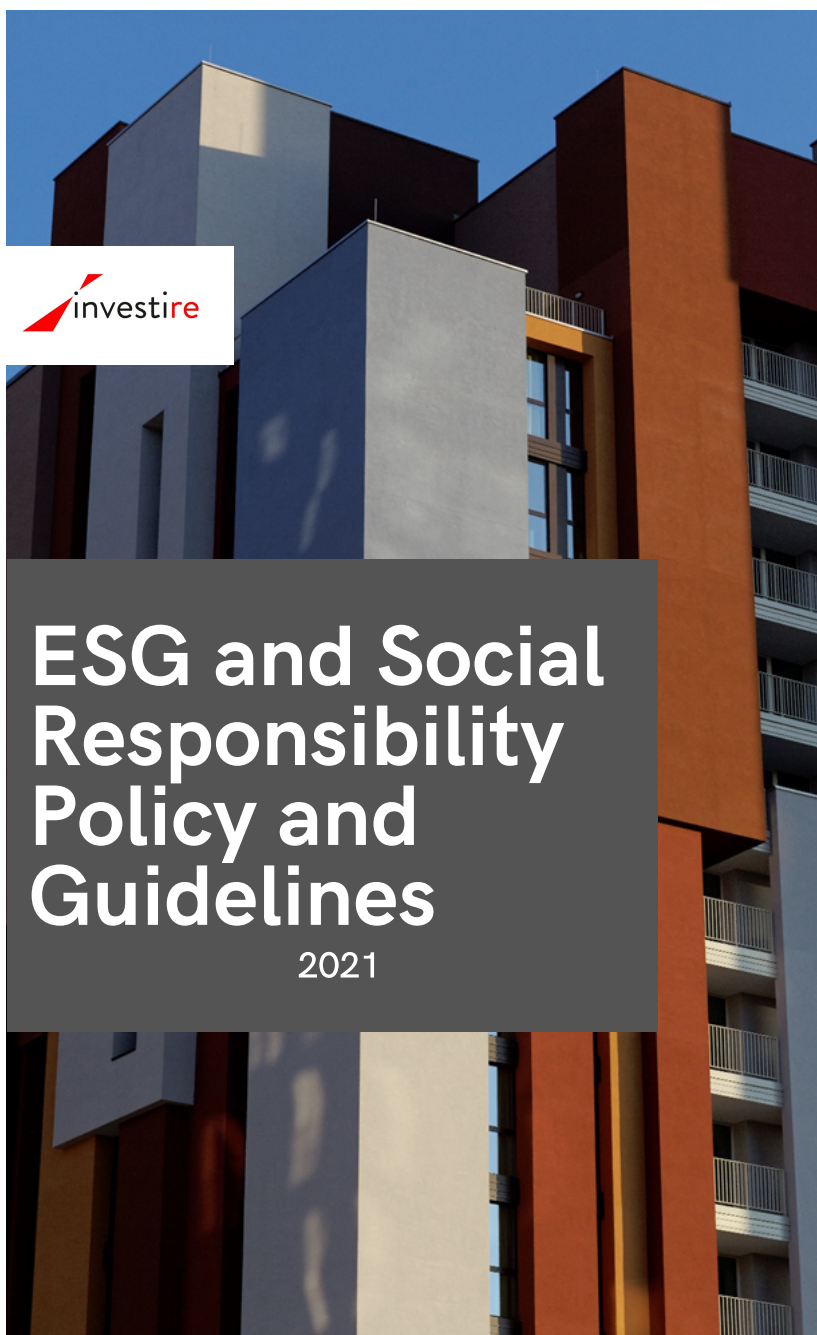
These commitments are made explicit in the Code of Ethics and in the new ESG and Social Responsibility Policy, and further declined in all property management and development processes and in corporate activities, by means of special guidelines drawn up also to ensure compliance with EU Regulation 2088/2019 and other applicable regulations.

The objective of InvestiRE SGR is to propose itself to the market as a qualified entity for the management of Real Estate products, of all asset classes that intend to invest on ESG factors, evaluating, together with its investors, the sustainability risks, the main negative effects and the impact they will have on climate-related policies in particular.

THE REAL ESTATE SUPPORT TO THE UN SDGS



ESG AND SOCIAL RESPONSIBILITY POLICY AND GUIDELINES



- **Measuring** the effects of investments on sustainability
- **Integration** of ESG factors into the risk management model
- **Strengthening** leadership in sustainable social impact investing
- **Involvement** of all stakeholders in the pursuit of ESG objectives
- **Transparency** and performance measurement

RATING GRESB

For the first time InvestiRE SGR has submitted 19 Funds to the GRESB (Global Real Estate Sustainability Benchmark) rating, the most accredited ESG rating system globally, in which listed real estate companies, privately owned funds, developers and investors in the real estate sector participate.

Participating companies are asked to provide a set of qualitative and quantitative information on different topics: policies and governance of non-financial issues at the organization level, quantitative data related to the environmental performance of assets in portfolio, sustainability characteristics of development projects. In addition, particular importance is also given to the degree of involvement with the main categories of stakeholders: tenants, local community, employees.



19/50

*participating funds in
2021*



185

Asset



37%

of the total GAV (6.6 bil)

SFDR REGULATION

InvestiRE SGR has published its first statement in compliance with EU Regulation 2019/2088, on sustainability disclosure in the financial services industry, adopting the "explain" approach. The statement presents SGR's current and prospective positioning regarding the integration of sustainability issues into risk management and business processes.

As of the date of publication of the Factsheet, no Investire SGR Fund falls under Articles 8 and 9 of the Regulations.



ENVIRONMENTAL

THE IMPACTS OF FUND PORTFOLIOS

InvestiRE SGR is committed to containing the environmental impacts of its real estate portfolio by adopting technological and management solutions aimed at reducing energy consumption and CO₂ emissions resulting from the operation of the properties.

In the development of assets, InvestiRE SGR aims to design buildings with high energy and environmental performance, containing the impacts during construction, paying particular attention to the application of principles of circularity of materials in all phases of development.

CORPORATE ACTIVITIES

With the EcoInvestire project, InvestiRE SGR is working to make office activities more eco-friendly, containing the consumption of electricity and natural resources and properly recycling the waste produced.

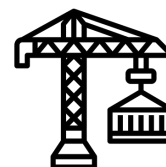
EcoInvestire is divided into several actions, from the purchase of green products to the dissemination of good practices of behavior to live the offices in a more sustainable way. The initiatives are accompanied by an awareness and communication activity towards all employees.

HIGHLIGHTS 2020 RATING GRESB FUNDS



PORTFOLIO UNDER MANAGEMENT

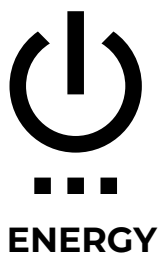
- **30%** of the portfolio managed in class A/B



PROJECTS IN DEVELOPMENT

- **83%** of projects with renewable energy installations
- **100%** of new construction projects for which it is planned to achieve energy class A

HIGHLIGHTS 2020 SGR

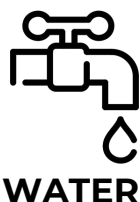


174 MWh *total electricity consumption*

- Energy Star rated printers and PCs
- LED lighting
- Light off timer
- 100% renewable supply

**1,27
MWH**

*of electricity per
employee*



1,39 *millions of liters of water consumed in offices*

- Eco-friendly cleaning products

10,1

*thousands of liters
of water consumed
in offices per
employee*



55 *tons of waste produced*

- Separate collection in break area
- Recyclable office supplies
- Cellulose cups and wooden scoops

401 KG

*of waste produced
per employee*



2,5 *tons of paper used*

- use of recycled paper

18,2 KG

*of paper used per
employee*



SOCIAL

OUR PEOPLE

InvestiRE SGR can count on a staff of 137 employees, 10 of whom will be hired in 2020, with a balanced mix of gender and age diversity.

We are committed to promoting the well-being of our people and ensuring a stimulating and safe working environment, where opportunities for professional and human development are fostered. This goal is also pursued by maintaining a strong internal cohesion, built through listening and dialogue, and strengthened by the sharing of ethical values and a long-term vision.

InvestiRE SGR also guarantees equal dignity and opportunities to all people, and works to ensure that cultural, character or attitudinal differences are considered and valued as assets of the company.

During the health emergency, InvestiRE SGR responded promptly to ensure the health and safety of its employees, complying with the regulations established at the national level with the utmost responsiveness.



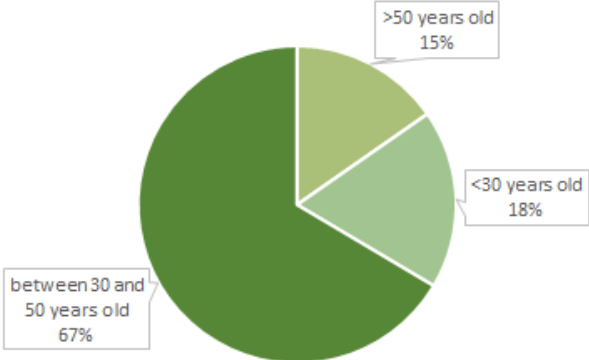
HIGHLIGHTS 2020



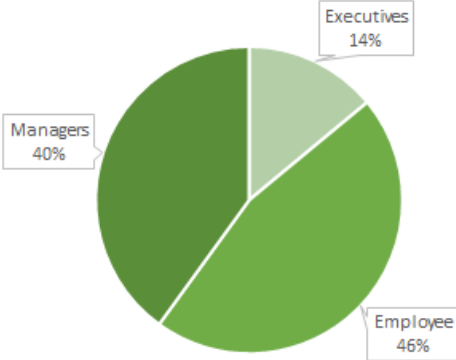
Gender Distribution



Anagraphic Distribution

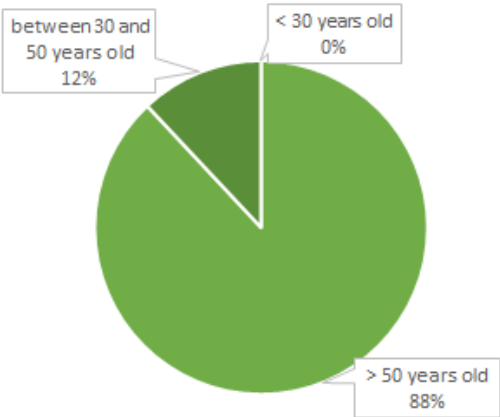


Dependents by classification

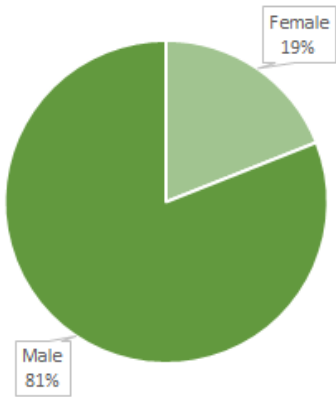


GOVERNANCE BODIES

Governance bodies by age group



Gender diversity in Governance Bodies



HIGHLIGHTS 2020



TRAINING AND DEVELOPMENT

18.6 average hours of training provided per employee

37 employees trained on environmental, social and governance issues

95% of employees are subject to MBO

Launched the **Master in Strategic Finance Real Estate**, reserved for customers and employees of InvestiRE and Banca FINNAT, to offer comprehensive training and skills necessary for the management of real estate investments. The Master is part of the Finnat Academy and InvestiRE Master Class projects, born with the idea of creating a corporate training structure of excellence.



HEALTH AND SECURITY

100% of employees have had a physical and mental health checkup

extending the health-care program to family members of employees

3 accidents out of more than 130,000 hours worked (all in itinere)

6% absenteeism rate

VOCATION FOR SOCIAL IMPACT

Investments with a social impact represent a significant and strategic share of the assets under management: with 11 funds dedicated to social housing, held by the Fondo Investimenti per l'Abitare (FIA) set up by Cassa Depositi e Prestiti, InvestIRE SGR is the leading national operator in the sector.

The 11 funds are characterized by a strong social purpose: to increase the availability of social housing, as defined in the Ministerial Decree of 22 April 2008. The aim is to allow the creation of a supply of affordable housing for families unable to meet their housing needs on the market, but with incomes above those that entitle them to public housing allocations.

Social housing initiatives are also the subject of the National Recovery and Resilience Plan (PNRR): 2.8 billion euros will be allocated to increase the residential patrimony in favour of less well-off families, which will go to finance social housing interventions within the "Housing Quality Programme".

HIGHLIGHTS 2020

11 social housing funds

- application to each initiative of the social rating system promoted by Cassa Depositi e Prestiti
- ~ **12,000** tenants in social housing funds

1 fund dedicated to **assisted living facilities**

- over **2600 beds**



GOVERNANCE

GOVERNANCE SYSTEM

InvestiRE SGR is subject to management and coordination by the parent company Banca Finnat Euramerica S.p.A., which exercises it in compliance with the principle of autonomy of the SGR itself.

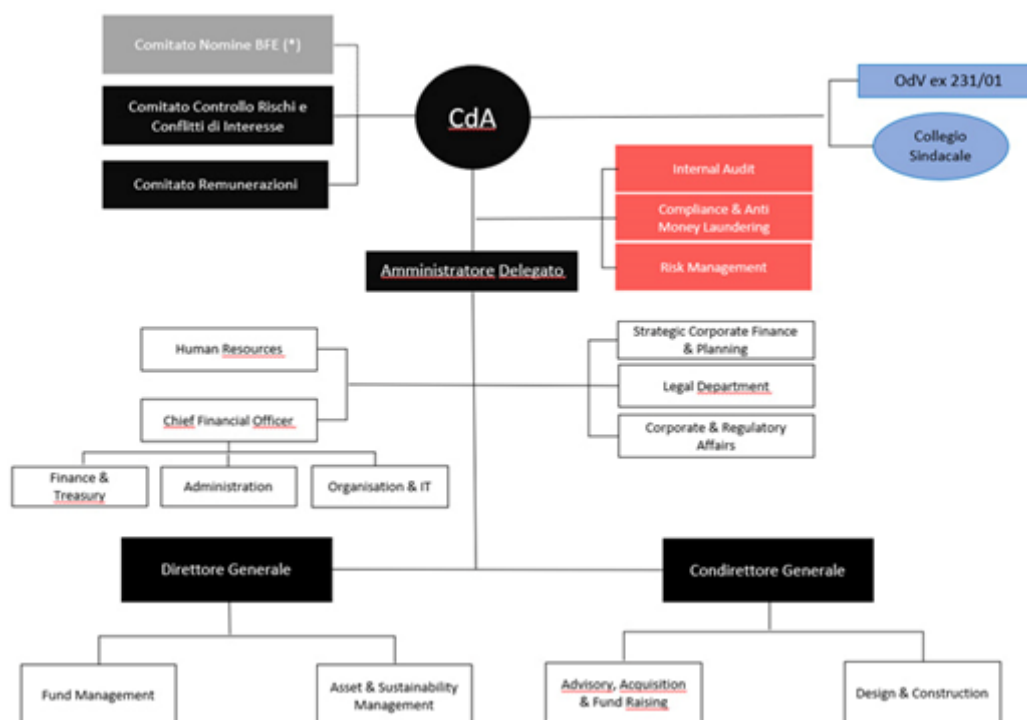
In April 2021, the company's organizational structure was updated, to make it more suitable and effective to meet the challenges of the market, strengthening some areas of management, and always maintaining an adequate division of roles, responsibilities and powers between the various principals, also in function of a correct management of possible conflicts of interest.

InvestiRE SGR operates according to a set of rules, set out in the **Code of Ethics**, in the **231 Model** and in the **corporate procedures**.

aimed at ensuring the efficient performance of activities and effective internal control, guaranteeing that they are constantly updated and comply with sector regulations and the correct identification, assessment and management of risks.



GOVERNANCE SYSTEM



HIGHLIGHTS 2020

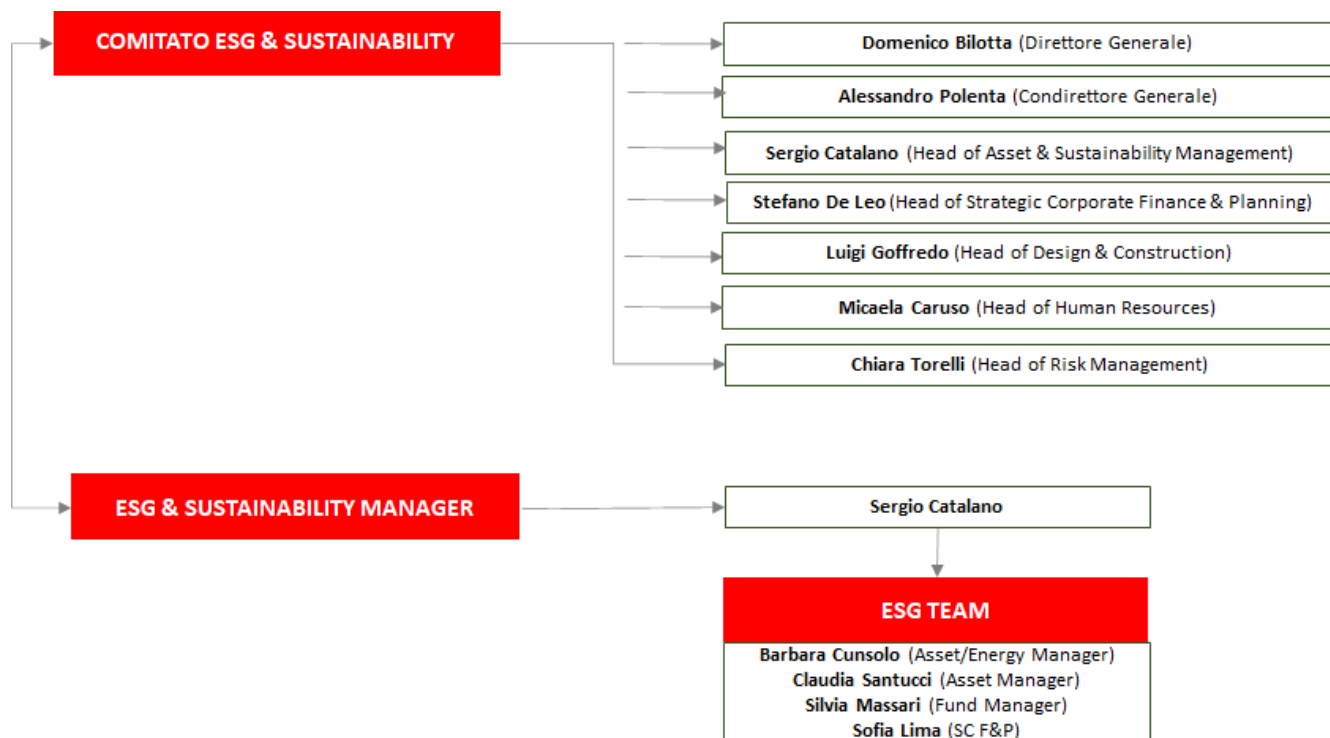
	Board of Directors	Audit, Risks and Conflicts of Interest Committee	Remuneration Committee
number of members	12	5	3
female component	25%	40%	33%
minimum age	57 years old	55,4 years old	55 years old
independent directors	25%	60%	66%
non-executive directors	83%	100%	100%
meetings held in 2020	17	6	3
participation rate	88%	100%	100%

(*) The Board of Directors also resolved to assign the responsibilities of the Appointments Committee of InvestIRE to the Appointments Committee of Banca Finnat Euramerica S.p.A.

ESG & SUSTAINABILITY ORGANIZATION

In the new organizational structure of InvestIRE SGR, since June 2021 the ESG and Sustainability Committee, established at the level of company management, is operational. The Committee has the task of directing, planning and controlling the activities related to the implementation of the ESG and Social Responsibility Policy, liaising with the funds under management and with the contribution of the relevant staff functions.

In carrying out its duties, the Committee is supported by the ESG & Sustainability Manager and by a dedicated team. The team is composed of different professional figures with different backgrounds who, by sharing their different experiences, supervise the methodological aspects and the specialist know-how.



ESG AND SUSTAINABILITY COMMITTEE

Composition	Core activities
<ul style="list-style-type: none">• General Director• Co- director• Asset & Sustainability Management• Corporate Finance & Planning• Risk Management• Design and Construction• Human Resources	<ul style="list-style-type: none">• Monitoring the evolution of ESG issues and assessing the relevance and impacts for the company's activities;• Update the ESG and Social Responsibility Policy and related guidelines;• Elaboration, updating and verification of the progress of the plan for the implementation of the management guidelines set out in the Policy;• Proposed ESG improvement goals and targets for the SGR and funds;• Definition and validation of the types of ESG objectives to be linked to MBOs;• Review and validation of sub-indicators that determine sustainability risk within the Fund Risk Model.