



OUR FOUR UNDERLYING DRIVERS



Our Governance model^A

Our strong corporate governance supports the implementation of the ESG strategy and the integration of ESG factors in the bank's strategy, core business and operations. It also promotes **transparency** and **accountability**, fostering the creation of sustainable long-term value.



Our targeted country approach

Country-specific ESG strategic priorities have been considered in setting targets, resulting in country-by-country ESG plans. Our ESG vision sees:

- > **Italy** as an ESG company, with a leading position in transition financing and in Social factors for communities and small enterprises
- > **Germany** acting as partner for our clients in all ESG matters to contribute economically to a sustainable and fair society, engaging with all relevant stakeholders
- > **CE** as a benchmark for ESG products and deals, top player in transition financing and focusing on third-parties collaboration on the Social side
- > **EE** focused mainly on ESG advisory service on the Green Transition and proactively engaged in supporting Social inclusion.



Our culture^B

We want to come together within a common culture that puts us back on the front foot, energised and emboldened. In line with our recent UniCredit Unlocked Strategy, the values of **integrity**, **ownership** and **caring** remain at the heart of everything we do.^C **Diversity and Inclusion** are strategic assets for our business, growth, innovation and performance, ensuring a more sustainable growth in the long-term. **Employee engagement** and **training** continue to be our priorities.



Monitoring, reporting & disclosure

Our path towards a reliable ESG monitoring entails important cross-functional activities and ICT investments.

OUR PATH TOWARDS A STRUCTURED AND RELIABLE MONITORING SYSTEM



We strive to invest in the deployment of an ESG Global IT architecture to manage all relevant ESG data. Under this architecture, ESG data will be gathered for several monitoring purposes: Multi-Year Plan ESG targets, Green Transition Financing, EU Taxonomy and Pillar III.

^A Refer to the Governance chapter for more information.

^B Refer to the Human Capital chapter for more information.

^C Refer to the Our Purpose chapter for more information.

^D Our disclosure aligned with the requirements of the Article 8 of the EU Taxonomy Regulation is available in the Supplement - Section EU Taxonomy regulation section.