

1. Our ESG principles



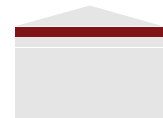
Rooted in our DNA

Our ESG principles are woven throughout our strategy and they represent the vision we are building together with all the stakeholders to drive change and to support a just and fair transition.

We will continue to work to root ESG principles in our DNA: our Governance Model and our Culture will work as key enablers on this path.

- » We will hold ourselves to the highest possible standards so that **we do the right thing** by our clients and society
- » We are totally committed to supporting our client in **a just and fair transition**
- » We will **reflect and respect the views of our stakeholders** in our business and decision-making process

2. Leading by example on ESG



Environment

Net Zero on portfolio emissions

Net Zero priority sectors in progress (Oil & Gas, Power Generation and Automotive) and new target on Steel sector just set

Our greenhouse gas emissions

28%

reduction vs 2021, Scope 1 and 2, market-based

Electricity from renewables

90.4%

use on our premises

Social

Corporate citizenship and philanthropic initiatives (FY23)

€59.6m

contribution to communities vs €36.5m in FY22

Education and awareness (FY22+FY23)

442k

Financial education beneficiaries

196k

ESG awareness beneficiaries

UniCredit Foundation (FY23)

€20m

contributed to empower youth and education opportunities

of which

€12m

Three-year partnership with Junior Achievement Europe and Teach for All to enhance education

Governance

Strong environmental, social and reputational risk management and policies

DE&I Global Policies and Guidelines¹

Solid DE&I framework

Percentage of women

42% in BoD

46% in GEC

35% in Leadership Team

International presence

33% in BoD

62% in GEC

40% in Leadership Team

>1,000

Employee Networks active members on several diversity traits² across Group countries

Training initiatives

focused on ESG, DE&I and inclusive culture

1. On inclusive language, recruitment, gender transition and pronouns in e-mail signature (on voluntary basis).

2. LGBTQIA+, Gender, STEM, Disability, Cultural Diversity, Generations, Caregiving.