Our sustainable path

DeA Capital Real Estate SGR

ESG REPORT **2023**

DEA CAPITAL
REAL ESTATE SGR

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Letter from the CEO

Dear stakeholders,

Our ESG Report has now become an opportunity to take stock of all the activities put in place throughout the past year. Looking at the index, it is surprising just how much work we have done, but it confirms how ESG matters have, for all intents and purposes, become an integral part of our business model's strategic lines of growth and development.

2023 was a very difficult year from a geopolitical perspective, with the Russia-Ukraine War persisting and the outbreak of the terrible conflict in the Middle East, which has once again and dramatically reignited the Palestinian issue following the Hamas attacks of 7 October and the subsequent blood-soaked Israeli retaliation against the population of Gaza, which has now been decimated.

From an economic and financial perspective, we are closing the chapter on a year marked by increasing interest rates, which has dominated and influenced the alternative investment market. On this very front, institutional savers, and also largely retail savers, have followed the bond market's evolution intently, with BTP issues spearheading the way. European stock exchanges and Wall Street closed the year at peak levels, with the FTSE MIB index in Piazza Affari rising by 28%. On the interest-rate front, 2024 kicks off with glimmers of optimism thanks to the central banks finally potentially moving toward a less restrictive monetary-policy approach.

For us, 2023 has been a good year in terms of growth, which positions us once again as the top AMC for AUM and revenues in Italy. We closed 2023 with the acquisition of new assets for a total of €900 million and divestitures for around €450 million, making a total operation of around €1.5 billion. Over the course of the year, around €290 million in proceeds and reimbursements were distributed to our investors.

DeA Capital's real estate has become increasingly international. Most of the capital invested in our operations during 2023 comes from overseas. We are investing more and more in developing our European network with four DeA Capital Real Estate companies in France, the Iberian Peninsula, Poland, Germany and with the recent opening in London.

Throughout 2023, unfortunately with increasing frequency, we have all experienced the impact of climate change given the increase in extreme weather phenomena. The alarm bell ringing loud on the worsening climate situation is that 2023 was the hottest year ever, with temperatures 1.40° higher than average, which is unfortunately the peak of a trend that has been consolidated over the last decade due to greenhouse gas emissions from human activity. Just one example: In 2023 alone, the Mediterranean Sea experienced the longest heat wave in the last 40 years, with temperatures rising by 4°.

In this context, COP 28 took place in Dubai, where more than 200 countries agreed on a transition away from fossil fuels, achieving a first major global political achievement for the first time in history. The final agreement expressly recognises that fossil fuels are the main culprit behind the ongoing climate crisis and calls on countries to implement policies to move away from fossil fuels in their energy systems, in order to achieve climate neutrality by 2050.

If we really want to see change and believe in a liveable and sustainable world for our generations and future generations, we will need to adopt a sense of shared responsibility, which already sees proactive and concrete involvement from our company and all of us.

Thank you for your attention and happy reading of the 2023 ESG Report.

Emanuele Caniggia
Chief Executive Officer

Letter from the ESG Management Manager

Dear readers,

This is our third year of ESG reporting, whereby DeA Capital Real Estate SGR informs the market of the progress it has made along the path towards sustainability, which we commenced in 2019.

This report therefore not only shows the results achieved in the past year, but also offers a comparis on with the last three years 2021/2023 with a view to ensuring utmost transparency for the market and explicitly demonstrating the progress made and the difficulties encountered along the path taken.

2023 in particular was a year that allowed us to strengthen our knowledge and consolidate the way in which we manage both our data and the objectives we have set ourselves; however, there are still guidelines in the market that are not always agreed upon, including with regard to developments to current regulatory framework.

As regards governance, we have continued to keep the procedural body up to date, aligning processes with stakeholders' continuous demands and the proliferation of regulations and obligations, which have still not been defined in their entirety.

We have achieved many goals at the corporate level, most notably a process of steadily reducing the gender pay gap, coupled with a focus on gender neutrality and all matters related to Diversity, Equality §and Inclusion.

We have strengthened the logistics, methodologies, processes and systems that allow us to monitor and evaluate the ESG aspects of AIFs and their assets; we used the ESGM Tool to report the sustainability information of all AIFs classified as Art. 8 of the Sustainable Finance Disclosure Regulation, achieving significant improvements in effort and operating results.

What's more, 2023 saw the approval of our new 2023–2025 ESG Action Plan, together with the plan requested by the authorities for sustainability risk management; for us, this is a fundamental document that will guide us in achieving new corporate and business objectives, detailing metrics, results and ownership. The objectives we have set ourselves are increasingly challenging and aim at advancing social and environmental performance, both by the company and products, in a logic of continuous improvement.

Finally, our focus on internal and external involvement is stringent: sustainability is a team effort that must see active and attentive participation from all Italian stakeholders.

Thanks to commitment, and to careful and constant engagement in the supply chain, tenants, and investors, our company is now recognised as an ESG leader in our sector of the Italian market.

This statement makes us so proud and renews our enthusiasm and commitment to this long, and sometimes winding, path; increasingly in the belief that the ethical principles underlying sustainability are a valuable asset for all.

Anna Maria Pacini
Head of ESG Management

Our sustainable path

MILESTONES DEA CAPITAL REAL ESTATE

2011 2018

2011: IDEA FIMIT SGR is established DeA Capital consolidates its holding in 7 years: IDEA FIMIT SGR becomes DeA Capital Real Estate SGR and solidifies its position as a leader in Italy's market and its vocation for innovation and sustainability.

2019

The AMC subscribes to the UN's PRI and adopts the first

ESG policy to outline its own strategies.

Managed AIFs gradually begin to join GRESB, for an independent and certified evaluation of ESG parameters.

2020

The ESG Management function is established, reporting to the CEO, to coordinate ESG strategies and actions of the AMC and the AIFs.

The AMC adopts the first three-year "ESG Action Plan" to achieve the sustainability objectives defined in the ESG Policy (actions, owners, timelines and KPIs).

2 AIFs under management

2021

The SFDR implemented by the AMC enters into force with:

- the establishment of a framework for the analysis, classification and monitoring of ESG profiles of managed AIFs;
- the classification of 15 AIFs as Art. 8 of the SFDR.

14 AIFs under

2022

The AMC uses the ESG tool for managing ESG parameters of AIFs, which shall complement the methodology developed with

Nomisma S.p.A. to evaluate the real estate's social profiles.

AIFs classified as Art. 8 of the SFDR increased to 21.

The AMC formally adheres to the principles of the United Nation Global Compact (UNGC).

The first ESG Report is published.

The ESG Manager becomes a member of the GRESB Foundation Real Estate Expert Resource Group.

2023

The AMC adopts the new three-year "ESG Action Plan" with new sustainability objectives, which complement the Action Plan defined based on supervisory expectations.

AIFs classified as Art. 8 of the SFDR stands at 20.

The second ESG Report is published.

17 AIFs under management

REGULATORY EVOLUTION ON SUSTAINABILITY

2011 2018

2015: Agenda 2030 for Sustainable Development is signed.

2016: Paris Agreement on climate change ratified.

2019

EU Regulation 2019/2088 "SFDR" published on the transparency of sustainability reporting in financial services.

European Green Deal for climate neutrality in Europe by 2050 presented.

2020

EU Regulation 2020/852 with the EU taxonomy of environmentally sustainable activities published:
real estate among the sectors enabling the green transition.

2021

The EU publishes the new sustainable finance strategy.

2022

EU Regulation 2022/2088 setting standards for SFDR sustainability disclosures enters into force.

Bank of Italy publishes "Expectations of supervision of climate and environmental risks" forfinancialintermediaries.

2023

The CSRD enters into force and the European Commission definitively adopts the delegated act on the ESRS (European Sustainability Reporting Standards) provided for in the CSRD.

The Ministry of the Environment approves the National Climate Change Adaptation Plan.

ESG Highlights

E Environmental

20 AIFs classified as Art. 8 under the SFDR ~ 3.5 billion in value
30% of total OMV managed

GRESB

17 AIFs with a GRESB rating - €3.3 billion with a value equal to 27.85% of the total OMV

LEED WELL BREEAM FITWEL WIRED

> €5 billion in value, or 43% of total OMV, has achieved or is currently achieving *LEED, BREEAM, WELL, FITWEL and WIRED certifications*

98% average total consumption collected for **AIFs classified as Art. 8 of the SFDR** (water, electricity, gas, solar)

100% of the power purchased for the Rome and Milan offices is **guaranteed by renewable sources (GO)**

S Social

54% female employees,
23% in **executive and managerial roles**

The **Gender Pay Gap** for women is **-16%**, **down** by **24% compared to 2020**

100% of Art. 8 AIFs have received an **independent social evaluation by Nomisma SpA** (Social Score).

5 of the 20 AIFs classified as Art. 8 of **SFDR invest in Affordable housing** (for families in financial distress), ***Healthcare and Senior homes***

G Governance

Since 2020, DeA RE has defined its own strategies in an **ESG policy**, set out in a **three-year Action Plan** containing **ESG business objectives**

43% of the BoD is made up of **independent directors and 29% are women**
Since 2022 a **Board Member has been appointed "ESG Expert"**

100% of *Governance Bodies* and employees have received **training on ESG matters**

38% of MBO plan participants have ESG goals with a weighting of between 70% and 12%

DeA RE is a signatory to the PRIs and pursues the principles identified by the **UNGC**

De Agostini Group

Source: Group Report 2023.

DeA Capital Platform

DeA Capital S.p.A. is Italy's leading independent alternative asset manager with AUM €28.0 billion, over 450 institutional and HNWI investors served, and a wide range of investment solutions. The Group is globally engaged in the promotion, management and valuation of investment funds in the real estate, private equity and credit sectors, as well as in investment solutions.

DE AGOSTINI

	Real Estate	Credit	Private equity	Multi-Asset / Multi-Manager
	DEA CAPITAL REAL ESTATE SGR	DEA CAPITAL ALTERNATIVE FUNDS SGR	DEA CAPITAL ALTERNATIVE FUNDS SGR	QUAESTIO CAPITAL MANAGEMENT
AUM (€)	13.5 billion*	3.2 billion	2.5 billion	8.8 billion
Key Data	55 Funds and 1 SICAF ~670 Properties Rentals ~€390 million	5 Funds 33 Companies GBV > €30 billion	18 Funds >100 T-P Funds 1000 Companies	17 internal "Pools" 37 T-P "Pools"
Products	• Core/Core+ • Value Added • Pan-European	• Turnaround/Special Situation • Debtor-in-possession • Shipping • NPE	• Global FoFs • Food & Beverage • Agri-Business • Sviluppo Sostenibile	• Multi-Asset/ Multi-Manager Platform • "Pool" strategies

Investment Solutions

€28.0 billion AuM

70+ Funds Managed

~ 300 Employees

~ 450 Investors

* Includes the AMC and overseas branches
Data as of 31 December 2023.
Source: Group Report 2023.

DeA Capital Real Estate at a glance

1st AMC
in Real Estate in Italy (1)
€12.8 billion AUM

DEA CAPITAL REAL ESTATE SGR

55 AIFs and
1 SICAF

151 Employees

~640 Asset

150 Investors

Over **700** tenants

20 AIFs
~€3.5 billion OMV
classified as **Art. 8 SFDR**

€2.4 billion
Loans

2023 Performance

+2 New AIFs
+1 Advisory Contract

~€290 million CAPEX
made in 2023

~€900 million

17 AIFs
with rating

GRESB

~€450 million
Sales

~43% / €5 billion OMV
With certifications or pre-certifications

LEED WELL BREEAM fitwel

Data as of 31 December 2023.

Our Investors

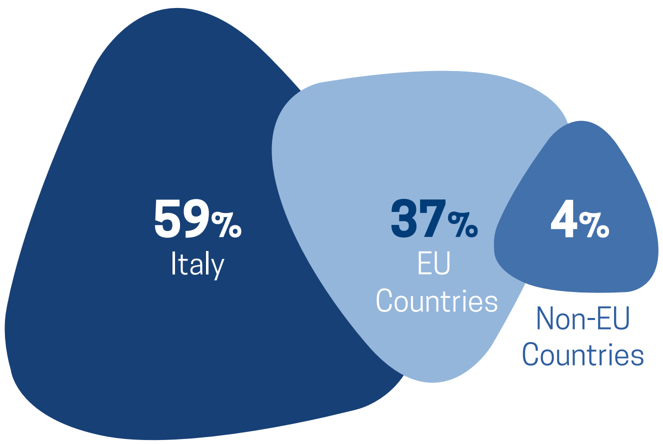
Historically, DeA Capital RE has mainly targeted Italian investors, both institutional and high-profile (e.g. foundations and pension funds), which represent a large share of the subscribers of the AIFs under management. In recent years, the AMC, thanks in part to regulatory developments (i.e. AIFMD Directive), has extended fund raising activities to international investors, established in major European countries, who have shown growing interest in our country and in particular in alternative investments.

At DeA RE, **understanding the needs of investors and communicating the vision of both the company** and the DeA Capital Group has always played a pivotal role and enables us to deliver investment projects that create value for all stakeholders involved. This has become even more relevant in the market context we are currently experiencing, which is characterised by high uncertainty and volatility, where the **ability to advise investors and guide them in selecting investment solutions that are appropriate to their needs is crucial.**

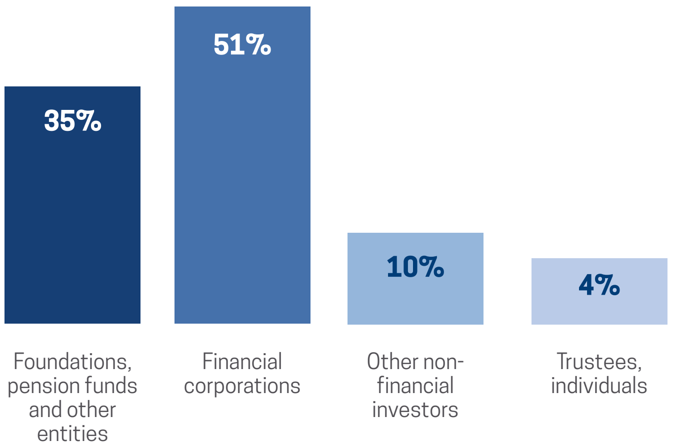
One of DeA Capital RE's objectives is to actively engage its subscribers, and issues related to sustainability and ESG factors are becoming an increasingly integral part of our dialogue with investors, in different ways depending on the product in question, for all the new investment solutions that we may propose and for newly established products under management.

Investor engagement takes place in a variety of ways, including through dedicated meetings and the organising of and/or participation in national and international roadshows, such as MIPIM, as well as face-to-face meetings aimed at enhancing products' ESG strategies.

Investor distribution by geographic area



AUM distribution by Investor profile



1 A RESPONSIBLE COMPANY

Governance bodies

BOARD OF DIRECTORS

The Board of Directors consists of 7 members, 3 of whom meet the requirements on independence. The Board of Directors is vested with broad powers for the ordinary and extraordinary management of the Company.

Gianluca Grea	Independent Chair
Emanuele Caniggia	Chief Executive Officer ***Most senior decision-maker on ESG***
Daniela Becchini	Independent Director
Stefania Boroli	ESG Expert Director
Andrea Casarotti	Director
Gianandrea Perco	Director
Severino Salvemini	Independent Director

BOARD OF STATUTORY AUDITORS

The Board of Statutory Auditors represents the statutory body responsible for auditing the Company and is composed of 3 statutory auditors and 2 alternate auditors.
Unless otherwise provided for in the relevant legislation, the General Shareholders' Meeting is responsible for appointing the Board of Statutory Auditors.

Gian Piero Balducci	Chair
Barbara Castelli	Permanent Auditor
Annamaria Esposito Abate	Permanent Auditor

SUPERVISORY BODY

The Supervisory Body is appointed by the Board of Directors and is composed of 3 members who possess the necessary autonomy, independence and professionalism.
The Supervisory Body shall have autonomous powers of initiative and control and shall be responsible for monitoring compliance with the requirements of the 231

Maurizio Bortolotto	Chair
Davide Bossi	Member
Luca Voglino	Member

Gender diversity within the

5 men **71%**

2 women **29%**

Age within the BoD

Under 50 years **29%**

Over 50 years **71%**

Since July 2022, the AMC has appointed an **"ESG contact person" ("ESG Expert Adviser"), who has special expertise** and who is also called upon to support the Board Committees on ESG matters. In line with this expectation, the ESG Expert Adviser has received specific Business Sustainability training.

DeA RE has adopted a Code of Ethics and a Control Model under legislative Decree no. 231/2001 to ensure ethical conduct, compliance with the law and the Company's reliability in general.

Pursuant to the requirements of **Directive 2014/65/EU** on markets in financial instruments (**MiFID II**), to ensure and promote transparency, DeA Capital Real Estate SGR:

- has adopted a **policy on conflicts of interest** for managing transactions with related parties and/or involving potential conflicts of interest;
- publishes an **information document** pursuant to the Regulation on intermediaries adopted by Consob under resolution no. 20307 of 15 February 2018 and its subsequent amendments and additions.

Board committees

RISK AND CONTROL COMMITTEE

The Risk and Control Committee—composed of 3 directors, 2 of which are independent—has advisory and proactive functions toward the Board of Directors vis-à-vis matters of internal control and risk management for the AMC and AIFs, including sustainability.
It also expresses its views on all transactions involving a potential conflict of interest within the Board of Directors' remit, as well as on environmental, social and governance sustainability.

Gianluca Grea	Independent Chair
Daniela Becchini	Independent Director
Gianandrea Perco	Director

REMUNERATION COMMITTEE

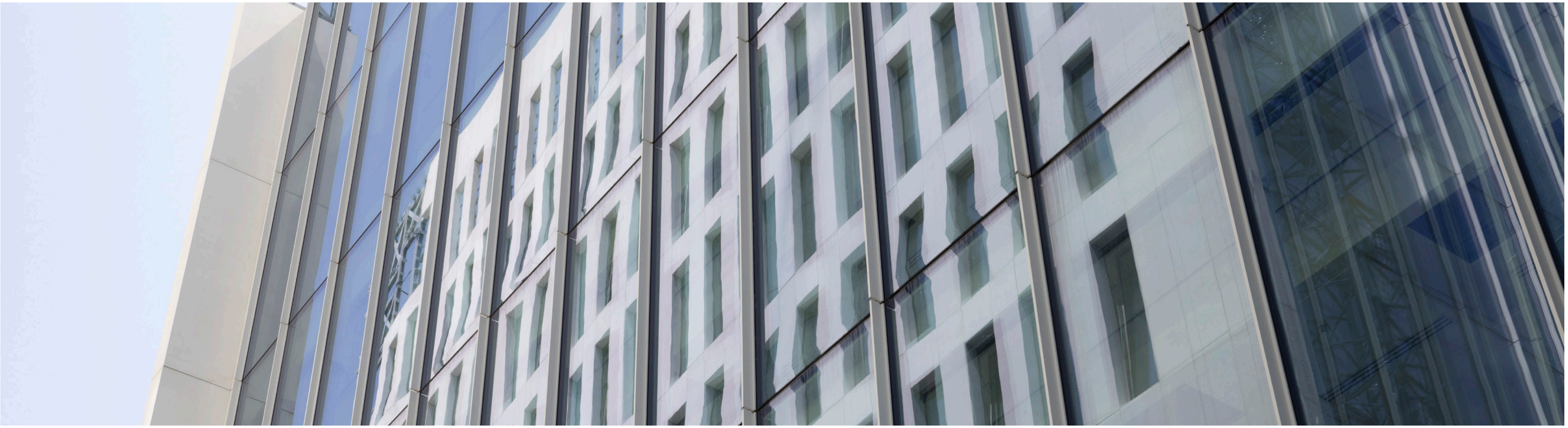
The Remuneration Committee (composed of 3 directors, 2 of whom are independent) assists the Board of Directors on the remuneration and incentive policies adopted by the Company, including ESG aspects.
In this context, the Committee examines and makes general proposals and recommendations on the remuneration and incentive schemes for the most relevant directors and staff who have strategic responsibilities and can affect the risk profile of the AMC and the AIFs under management, including sustainability.

Gianluca Grea	Independent Chair
Daniela Becchini	Independent Director
Andrea Casarotti	Director

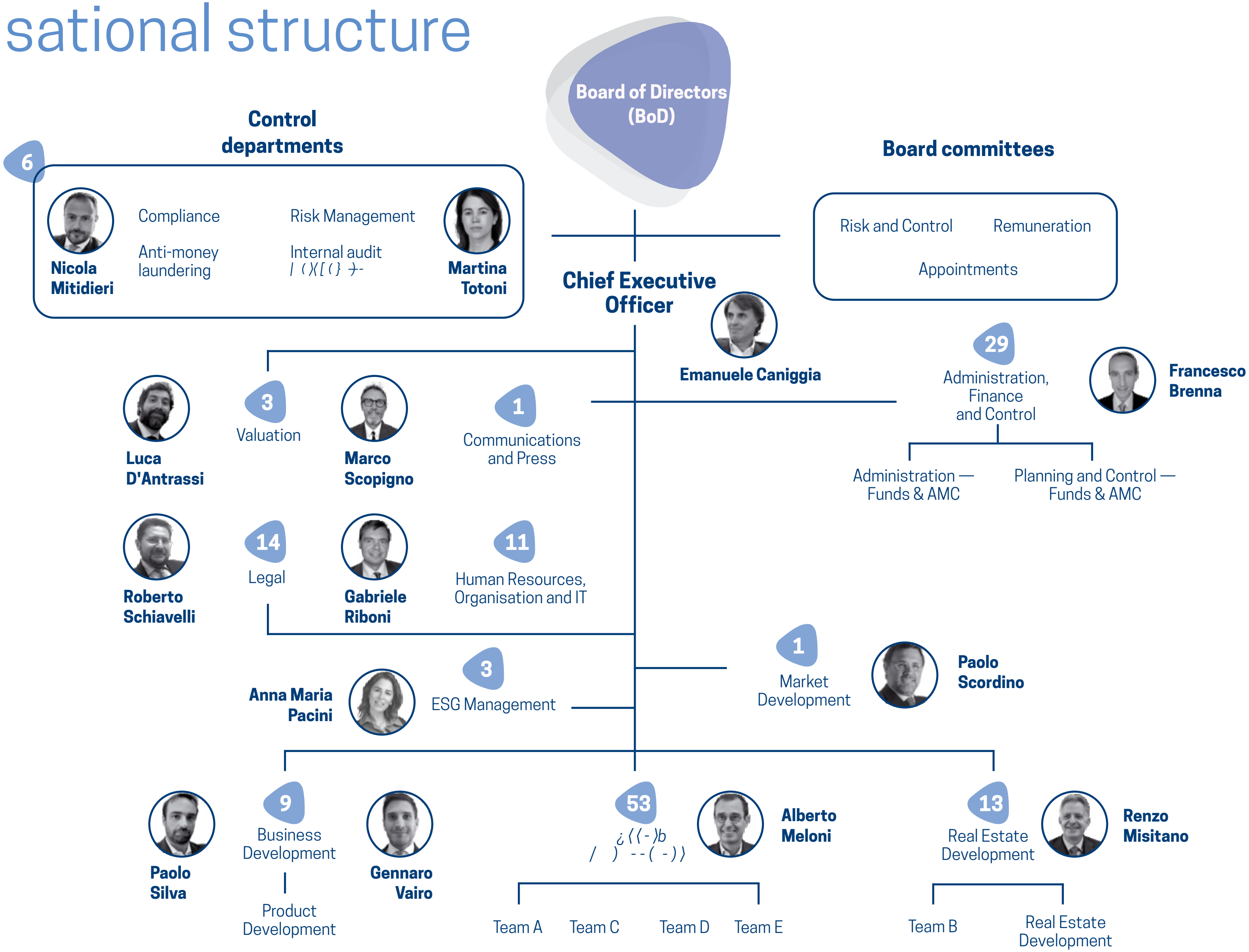
APPOINTMENTS COMMITTEE

The Appointments Committee (composed of 3 directors, 2 of whom are independent) supports the Board of Directors in appointing and co-opting directors, in said body's self-assessment process and in verifying the suitability of its members, also in relation to sustainability issues.

Severino Salvemini	Independent Chair
Stefania Boroli	**ESG Expert** Director
Gianluca Grea	Independent Director



Organisational structure



ESG roles and responsibilities

DeA Capital RE extends **sustainability risk governance to all levels** of management, administration and control.

BOARD OF DIRECTORS

Defines ESG policies and approves the ‖ [—{ , corporate strategies and strategies for AIFs, the ESG Action Plan and the classification of SFDR products.

BOARD COMMITTEES

Assess and monitor ESG factors within their remit and report to the Board of Directors.

CHIEF EXECUTIVE OFFICER

Responsible for supervising and implementing ESG strategies and ensures decision-making on ESG aspects.

ESG MANAGEMENT ’ “ ‖ ¿ ▪ \ / “ \ \

- Acts as a reference point for ESG matters and handles relations with internal and external stakeholders, collecting their requests.
- Establishes initiatives to improve ESG performance and effectiveness in applying sustainability principles.
- Proposes and coordinates operational implementations for integrating ESG principles into processes and internal legislation.
- Collects the results of the ESG Action Plan and reports to the Governance Bodies.
- Coordinates data collection and prepares regular reporting on ESG matters required by internal and external legislation.

COMMUNICATION AND PRESS DEPARTMENT

Report activities and progress in applying ESG principles to the market, in coordination with the ESG Management Department and the relevant Directors/departments.

DIRECTORS/FIRST-LINE DEPARTMENTS MANAGERS

Ensure the application of ESG principles within their Directorate/Department, and communicate ESG activities and their progress, coordinating with the ESG Management Department and the Communication and Press Department.

The Asset Management Director, the Real Estate Development Director and the Heads of the Business Development Department propose the classification of products under the SFDR to the Board of Directors for approval.

DIRECTORS/SECOND-LINE DEPARTMENTS MANAGERS

Responsible for assessing and monitoring ESG factors, and for collecting the information necessary for reporting, including regulatory reporting, for their own activities.

CONTROL DEPARTMENTS

Ensure their control activities on ESG matters and help to collect the information required to compile the relevant reports, including those aimed at the Governance Bodies.

Governance and business ethics

POLICIES, PROCEDURES AND CODES OF CONDUCT

The AMC **promotes ethical, legal and transparent behaviour in all business activities** and especially in managing relations with customers, staff and all relevant stakeholders.

To this end, the AMC has **put in place an internal control and risk management framework that meets international best governance practices and takes into account European supervisory legislation** (e.g. AIFMD, MiFID, AML-CFT etc.), ensuring the proper management of conflicts of interest and business risks, including those related to money laundering, terrorism and corruption.

As regards Legislative Decree no. 231/2001, on the companies' administrative liability, the AMC has adopted a model that **provides for organisational safeguards to prevent criminal offences from being committed in the context of business activity and has established a whistleblowing procedure in order to channel any reports**, including anonymous reports, on identified issues and/or potential breaches of internal and external legislation, including with regard to ESG profiles.

Particular attention is also paid when it comes to **selecting the counterparties with which DeA Capital RE operates** (suppliers, partners, outsourcers) **and to verifying accreditation requirements** (economic and financial soundness, regularity of contributions and taxes, professional qualifications, compliance with ESG standards and requirements, adoption of a code of ethics etc.).

CORPORATE GOVERNANCE AND CODES OF CONDUCT

- **Regulations on Corporate Bodies**
- **Code of Ethics and 231 Model**
- **Remuneration Policy**
- **Policy on Conflicts of Interest and Related Parties**
- **Inside Information Management**
- **Staff Rules (Code of Conduct)**
- **Relationships with the public administration and third parties**
- **Whistleblowing**

OTHER ESG POLICIES AND PROCEDURES

- **ESG Strategies**
- **ESG Management**
- **New AIFs and investments**
- **Supplier Register, Procurement and Construction Management**
- **Risk policy**
- **Anti-Money Laundering Policy**
- **Privacy policy**
- **Risk RAF, Business Continuity Plan, Cybersecurity**

Corporate environmental impact

COMPANY CAR FLEET

The company's green initiatives include the increased use of hybrid company vehicles with lower fuel consumption and emissions, which in 2023 was 70%, in line with the year before. This activity has led to **a reduction in models' potential GHG emission values by 33.67%** (in terms of nominal value).

SITE EMISSIONS AND CONSUMPTION

Since 2021, DeA Capital RE has signed a contract to supply 100% renewable electricity for its offices in Milan and Rome; in particular, emissions are cancelled out thanks to the purchase of GO (Guarantee of Origin) energy.

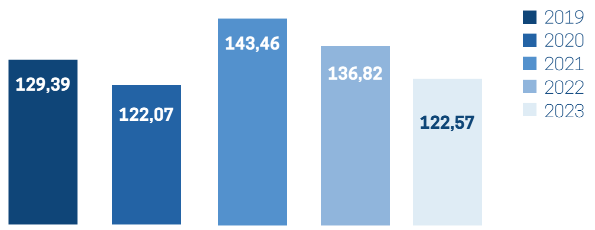
Furthermore, the AMC has defined an action plan to ensure stable monitoring of its sites' consumption and the correction of any unjustifiable increases.

The results of site consumption monitoring activities for 2023 are as follows:

(i) lower electricity consumption (also used for running heating and cooling systems).

(ii) gas consumption substantially in line with previous years (present in the Rome office only).

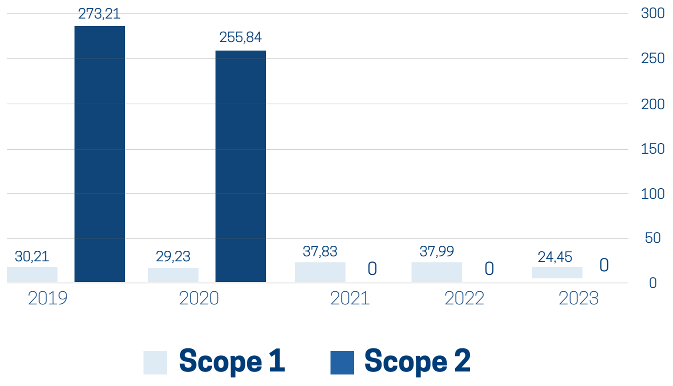
Energy intensity trend (kWh/m²)



100% Green Energia da Fonte Rinnovabile

Green Power

GHG emissions (tCO_2 eq.) – *Market*



Scope 2 market-based GHG emissions for the three-year period 2021–2023 are 0 and have allowed the AMC to avoid the following emissions:

- **291.30 tCO2 eq in 2021;**
- **271.72 tCO2 eq in 2022;**
- **122.57 tCO2 eq in 2023.**

Notes: Scope 1 emissions are direct GHG emissions from assets owned or operationally controlled by the company. Scope 2 emissions include indirect emissions from the generation of purchased or acquired electrical power, steam, heat or cooling consumed by the organisation. Scope 2 emissions were calculated using the market-based method in order to take into account the supply contracts actually signed by the AMC.

Gender diversity and the pay gap

DeA Capital RE understands that sustainability and corporate growth are underpinned by the value of its people. The AMC firmly believes that human capital is a resource that must be protected, valued and enhanced, respecting the principles of gender parity and racial equality.

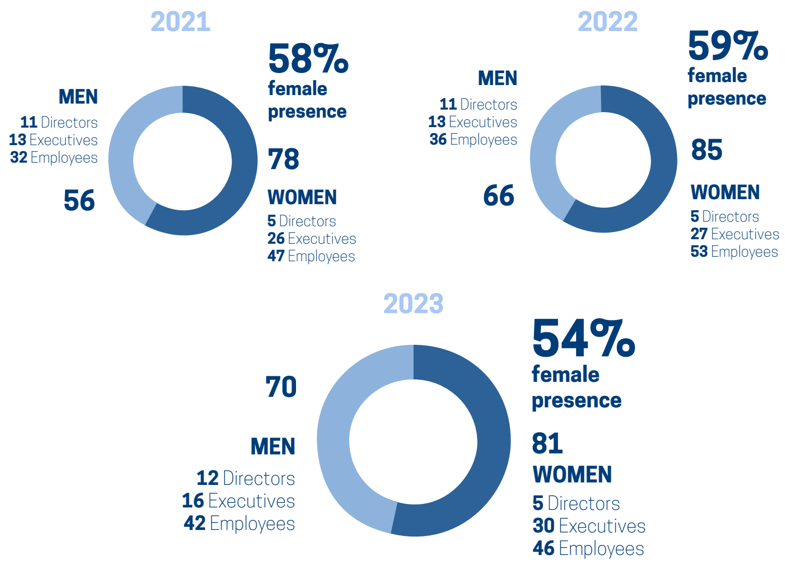
As such, **the AMC has always been committed to attracting and retaining the best talent and giving them the best conditions to grow personally and professionally**, ensuring an inclusive, stimulating and dynamic working environment that protects the well-being of both the individual and the group. **Particular attention is paid recruiting younger resources** through institutional relations with Italy's major universities and through internshipsaimed at learning the "fundamentals" of the trade and preparing participants for a subsequent stable employment relationship.

As at 31 December 2023, DeA Capital RE employs 151 employees, 54% of whom are female, with varied professionalisms and skills and an appropriate mix both in terms of generational and gender diversity. The following graphs show these figures over a three-year period.

Preparatory activities for obtaining the voluntary gender equality certification (so-called "UNI PDR") in 2024 were initiated in 2023.

In terms of the **average pay gap between men and women** (known as the Gender Pay Gap), **as at 31 December 2023, there was a difference of around 16%, with a continuously decreasing and substantially improving trend compared to 2020** (when a gender pay gap of 40% was recorded).

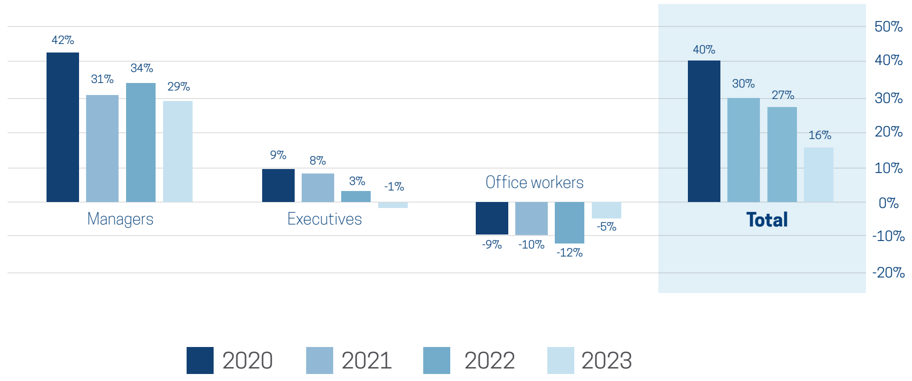
GENDER DIVERSITY 2021/2023



GENDER PAY GAP 2020/2023

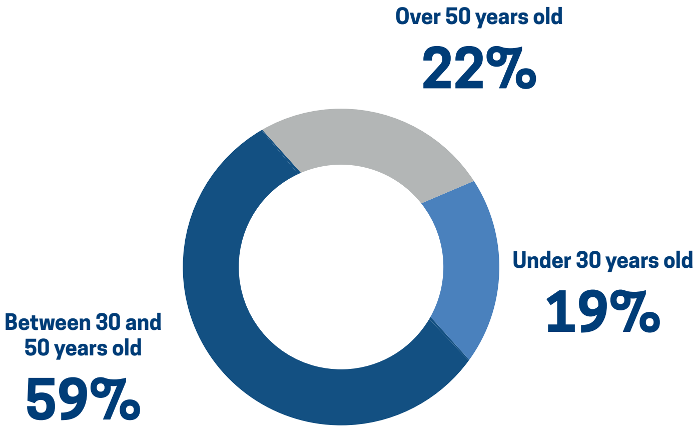
Comparison of men *vs.* women

- 24% since 2020

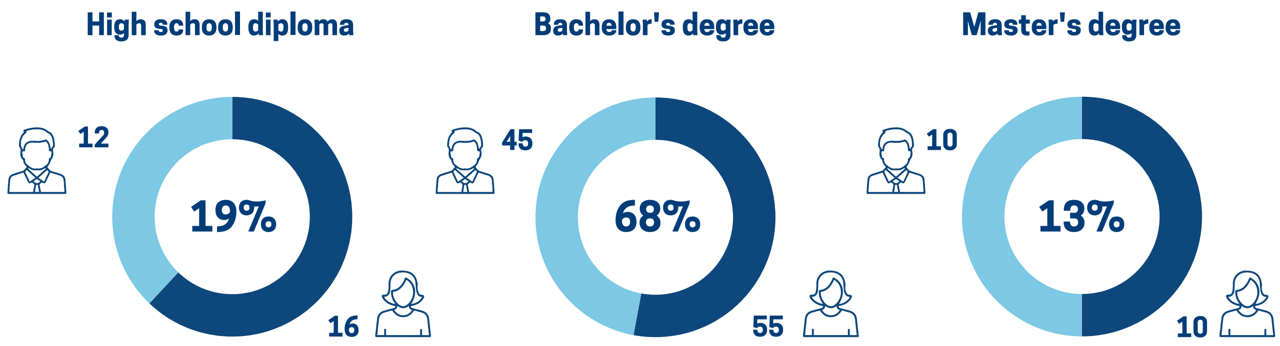


Background, turnover and welfare

DEMOGRAPHIC BACKGROUND



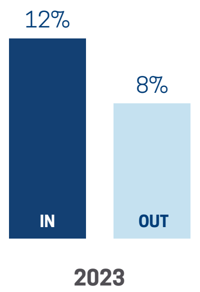
ACADEMIC BACKGROUND



Over 81% of employees have a degree

TURNOVER

An analysis of turnover data—the "balance" between new hires and people leaving the company—shows that, over the years analysed, the trend has improved.
In 2023, the number of people who left the company was more than offset by new hires.



2023 TURNOVER
4%

STABILITY

DeA Capital RE is committed to stability-oriented employment policies and long-term collaboration with its employees. DeA Capital RE therefore **favours permanent contracts over fixed-term contracts** as a means of promoting loyalty and people development.
In 2023, 99% of employees have a permanent contract.

WELFARE INITIATIVES

DeA Capital RE has **developed and implemented a corporate welfare plan consisting of the option to benefit from a wide range of services**, such as family services (education expenses), care for elderly parents, educational, training and recreational initiatives.

ESG remuneration and training

ESG REMUNERATION AND KPIs

The AMC has aligned its staff remuneration and incentive system with sustainable finance regulations and best practices in the financial market, introducing individual objectives on sustainability matters in line with the strategy adopted by the AMC in this regard.

To this end, **the MBO system** has been integrated since 2021. This system determines how variable remuneration is allocated, with **qualitative and quantitative ESG objectives** on ESG performance and sustainability risks for the AMC and AIFs, listed by the assigned responsibilities and role.

With reference to **2023, 42 employees, in addition to the Chief Executive Officer, were assigned specific objectives on ESG matters (known as ESG MBO).**

SPECIFIC ESG TRAINING

DeA Capital RE's commitment to its people is embodied **in how it promotes and implements training activities in order to enhance individual competencies and develop better management skills.**

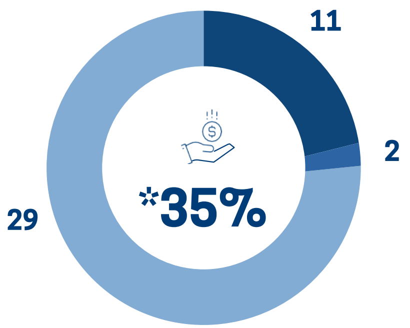
The catalogue of courses delivered throughout the year focused in particular on new regulations governing financial and real estate activities, occupational safety and data protection.

What's more, all employees were given specific training on ESG matters throughout the year, and this training was tailored specifically depending on the staff and business areas.

Since 2021**, the AMC has adopted the "Net Promoted Score" (NPS) method**, a management tool that can be used to **evaluate employees' satisfaction with their training.**

Our people were dedicated and engaged in following their training paths, as demonstrated by the overall evaluation of effectiveness and satisfaction by the staff themselves, who **scored an *overall NPS score* of 8.7/10**, which corresponds to "completely satisfied".

MBO EMPLOYEES WITH ESG OBJECTIVES



Hierarchical level

- First CEO reporting line ([illegible]
- Control functions (reporting to the BoD)
- Beyond the first CEO reporting line

*Employees with MBO

ESG training

100% **employees with ESG training in 2023** → **Aspects covered: Governance and risk management, SFDR Regulation, Responsible investments and ESG**

14 hours of employee training → **of which 100% are related to ESG aspects**

A responsible Group

CREATING VALUE FOR THE COMMUNITY

DeA Capital RE is involved in multiple social responsibility initiatives and projects set up within the Group and coordinated by the De Agostini Foundation and other Group companies.

DeA Capital, also through its controlling De Agostini Group, actually has a long history of social commitment, expressed both through support for civil society and communities and through the fight against climate change.

Over the years, through **numerous philanthropic activities and its support for art and culture in general, De Agostini Group has been involved in numerous projects that are part of a highly articulated path of Corporate Social Responsibility.**

In such a favourable context for Corporate Social Responsibility activities, DeA Capital RE has joined numerous group initiatives and developed independent activities and projects, often in line with its corporate and social needs.

NEW EMPOWERMENT X TALENT PROJECT*b*

THE ADECCO GROUP

Since 2022, DeA Capital Real Estate, together with DeA Capital Group and supported by a qualified external HR partner, has implemented and launched the NEXT (New Empowerment x Talent) project.

The project aims to, first, **assess the potential for growth and development needs of our younger resources** (up to 35 years of age and having worked at the company for at least one year), and second, to **promote self-awareness of one's soft skills, strengths and areas for improvement**, through a consolidated methodology and by using specific ad-hoc tools.

SECOND EDITION 2023: FIGURES

27 participants, namely 15 men and 12 women

100% participation

8 areas and internal departments involved

4 ISTRUZIONE DI QUALITÀ

A responsible Group

PROJECT

1+1=3 INSIEME PER UN PROGETTO SOCIALE

II edition — Italy

Scope: Create a bridge between the Foundation, the companies and the employees of the De Agostini Group

1+1=3 INSIEME PER UN PROGETTO SOCIALE (1+1=3 TOGETHER FOR A SOCIAL PROJECT) is a solidarity initiative promoted by the De Agostini Foundation and the Group intended for employees of De Agostini, De Agostini Editore Group, DeA Capital Group and IGT Lottery with the aim of building a bridge between the Foundation, the Group's companies and its employees: three actors for a common purpose.

The project stems from the desire to make employees of the De Agostini Group more familiar with the activities of the Foundation and to share the values that drive the Group and inspire the day-to-day work of the De Agostini Foundation.

The second edition of the project saw many colleagues get involved, all of whom were invited to present to the Foundation solidarity projects promoted by organisations in the third sector in the field of employing vulnerable people.

The projects selected by the Foundation were then put to an online vote by all colleagues. The following winners were announced:

- **for De Agostini S.p.A. and De Agostini Editore Group, Dall'Orto dei Sensi alla Cucina del Gusto (From the Garden of Senses to the Taste Kitchen) by the Jericho Social Cooperative (Novara);**
- **for DeA Capital, Gerla 2.0 Inserimenti lavorativi e abilità sociali tramite azioni di agricoltura sociale (Gerla 2.0 Employment and social skills through social agriculture), by the Passi e Crinali Association (Rho - Milan);**
- **for IGT Lottery, Al lavoro per i diritti! (Work for rights!) by the Avvocato di Strada ODV association (Bologna).**

The budget allocated for implementing the projects was made available by the Group's companies and doubled by the De Agostini Foundation. All associations to make the shortlist have been offered the opportunity to participate free of charge in a training course on fundraising, organised by Rete del Dono.

SECOND EDITION 2023: FIGURES

27 projects proposed

2235 people were asked to vote for the finalists

1005 people voted, equal to 45%

3 winning projects

8 LAVORO DIGNITOSO E CRESCITA ECONOMICA

A responsible Group

GLOBAL GIVING MONTH

Global Giving Month

I Edition — May 2023 — Milan, Novara, Rome

Scope: enhance employee participation in social volunteering activities

Global Giving Month is an initiative conceived and implemented by the De Agostini Group, supported by the De Agostini Foundation, and aimed at all employees. This corporate volunteering proposal aims to give solid support to certain third-sector organisations in Milan, Novara and Rome.

Global Giving Month is part of the path already outlined by the De Agostini Foundation with the "1+1=3 Together for a social project" initiative to build a bridge between the Foundation, the De Agostini Group companies and its people — three actors for a common goal: to support non-profit companies.

The initiative was proposed for the first time in May 2023 to all employees of the Group's Italian companies, offering the opportunity to do a volunteer day at one of the eleven associations selected in collaboration with the Foundation.

The proposal aimed to strengthen the sense of belonging to the De Agostini Group and to be an engagement opportunity for the people who took part, sharing skills and competencies through **the experience of volunteering and giving time to those who need it most.**

The commitment that the De Agostini Group has made to local communities has also won two important awards. Global Giving Month has been recognised as an important form of collaboration between profit and non-profit and an opportunity to implement best practice.

SECOND EDITION 2023 FIGURES

2400 hours of volunteering donated, equal to 31 days of work

381 participants across 3 cities, 76% participation

9 De Agostini Group companies involved

11 third sector associations

AWARDS RECEIVED

Opera Cardinal Ferrari's "Dream Team 2023" Award
The De Agostini Group has received an award from Opera Cardinal Ferrari for having participated with the largest company team in the Carissimi canteen service.
The "Dream Team 2023" award recognises the commitment of the people who participated in Global Giving Month and strengthens virtuous synergy with third-sector entities.

Terzjus Foundation's 2024 National Award "Volunteers@work"
The accolade was awarded thanks to the dedicated commitment to local communities and
the contribution made by all employees of the Group's companies who participated in the first edition of the Global Giving Month corporate volunteer project.

2

ESG FRAMEWORK

Principles adopted

DeA Capital RE has always shared and promoted principles of ethics, legality and respect for human rights and the environment, considering them as the foundations of its strategy.

The AMC is aware that managing ESG-related risks and opportunities and integrating ESG-related factors into the investment process support value creation and growth in the medium-to-long term, since this constitutes an essential element of a sustainable, resilient strategy in the financial and real estate environment.
In order to bolster its leading position in Italy and avoid being passively affected by changes in the market and legislation, the AMC is a member of certain global associations, of which it is a signatory to the principles and to which it reports its activities annually.

Signatory of:

PRI Principles for Responsible Investment

Since 2019, DeA Capital RE has become a signatory to the **United Nations' Principles for Responsible Investments** (known as UN PRI) by initiating a process of gradually integrating the principles into its business strategies and processes.

As a signatory to the UN PRI, the AMC formally undertakes to **comply with the 6 principles.**

In 2023, the AMC approved the questionnaire on 2022 data, based on the new updated reporting framework, the results of which were issued by the PRI in December 2023.

1. **Integrate ESG issues into investment analysis and decision-making processes**
2. **Be an active investor and incorporate ESG aspects into our investment and asset management policies and practices**
3. **Ask for proper communication regarding ESG matters from the assets in which we invest**
4. **Promote acceptance and application of the principles in the financial sector**

Work together to improve our effectiveness in implementing the principles

Report on our activities and progress made in implementing the principles

2023 PARTICIPATION RESULTS BASED ON 2022 DATA

Scorecard		
Policy Governance & Strategy	★★★★☆	**87/100 points**
Direct Real Estate	★★★☆☆	**55/100 points**
Confidence building measures	★★★★☆	**80/100 points**

Principles adopted

WE SUPPORT

Since 2022 DeA Capital RE has been a signatory to the UN Global Compact, acting responsibly and promoting its adoption and compliance with the 10 principles through its Governance in the four identified areas:

1

HUMAN RIGHTS

Principle 1: Support and protect international human rights.

Principle 2: Ensure not to be complicit in human rights abuses.

2

LABOUR

Principle 3: Freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in employment and occupation.

3

ENVIRONMENT

Principle 7: Support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote environmental responsibility.

Principle 9: Encourage the development and diffusion of clean technologies and encourage the development and diffusion of environmentally friendly technologies.

4

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

DeA Capital RE also plays **an active role in promoting sustainability principles and in setting new market standards and practices within the main trade associations in the financial and real estate sector**, by actively participating in the work groups promoted by Assoimmobiliare on the issues of sustainability, governance and regulatory compliance.

CONFINDUSTRIA ASSOIMMOBILIARE

ESG strategies and scopes

The AMC has identified **four pillars, on which its sustainability strategy is based**, aimed at creating value for investors in AIFs under management, for the Group to which it belongs, for the owners and users of the managed assets, as well as for the communities in which they are incorporated.

SUSTAINABILITY IN THE SECTOR

Acting responsibly and promoting sustainability in the sector, adopting a responsible approach to investment to create value and increase industry awareness of the benefits deriving from valorisation of ESG issues.

PEOPLE-ORIENTED

Placing people at the centre by investing in the well-being and professional growth of the people who are part of DeA Capital RE, ensuring a work environment that fosters professional growth and the ability to attract and reta in new talents.

EFFICIENT PROPERTIES

Developing, redeveloping and managing properties that are efficient and sustainable, pursuing energy efficiency objectives and reducing the consumption of resources for assets and actively contributing to the transition towards a low carbon economy.

SUSTAINABLE CITIES

Proactively participating in the creation of sustainable cities of the future aiming at sustainable and inclusive urbanisation, benefiting from the integration of digital and technological.

Exclusions

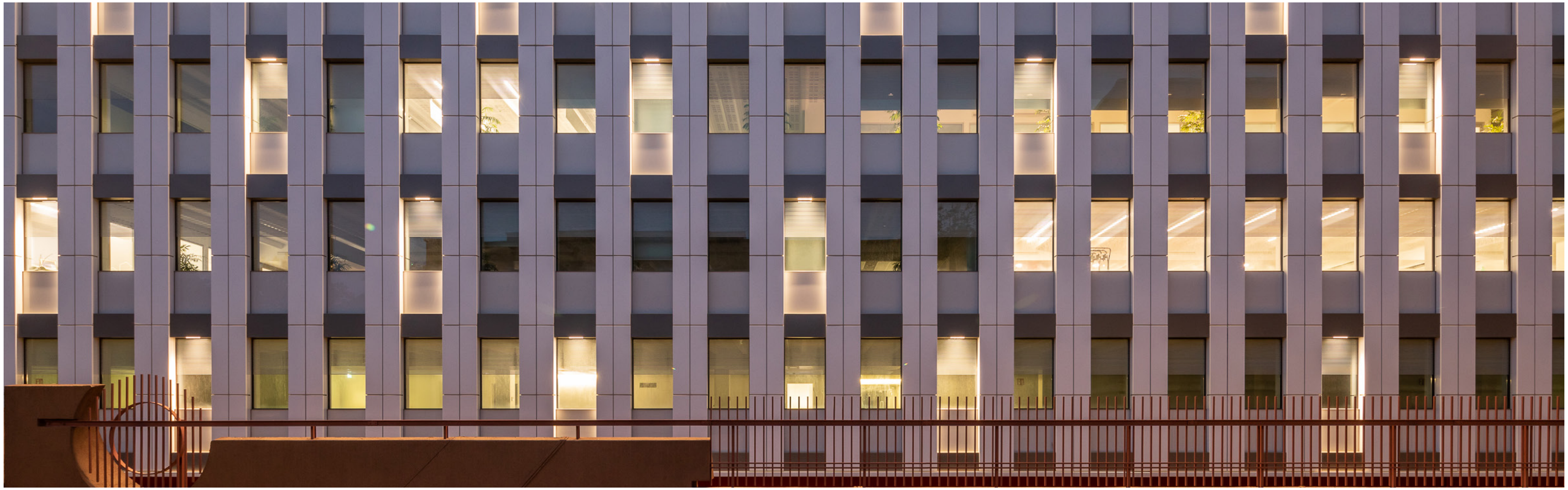
In line with its principles of responsible investment and sustainability strategy, the AMC, through its AIFs, **shall not invest in any project involving:**

- activities that are prohibited under the biodiversity conservation legislation of the country in which the project takes place or under international conventions relating to the protection of biodiversity or cultural resources;
- the development of projects in protected natural areas or that have a negative impact on cultural heritage sites;
- the construction of new buildings for the extraction, storage, transport or production of fossil fuels.

Moreover, the AMC **does not accept tenants with production or marketing activities or operations related to:**

- weapons identified and banned by international treaties and conventions;
- pornography and prostitution;
- substances that are prohibited in the jurisdiction where the property is located;
- negative impacts on endangered or protected wildlife.

This list is not comprehensive and may be extended to include additional excluded and/or prohibited activities, as defined by the AMC and/or the subscribers and potential investors.



Contribution to SDGs

DeA Capital RE's sustainable growth strategy aims to create value for all stakeholders and the community **by helping to achieve the objectives of the United Nations 2030 Agenda for Sustainable Development (known as Sustainable Development Goals — SDGs)**. The SDGs represent a universal language and commitment on sustainability issues and aim to harmonise economic growth, social inclusion and environmental protection.

All the goals set by the United Nations are fundamental to achieving a fair and sustainable society. However, in view of the sector in which we operate, the SDGs we believe we can contribute to most and as a priority by implementing business strategies and investment activity are as follows:

BENCHMARKS

3 Welfare services provided to employees, such as supplementary pension contributions, reimbursement of expenses for spouses, children and other family members, sports subscriptions and travel.

5 Monitoring female presence at the AMC and corporate management; Gender pay Gap; distribution of personnel by age groups.

6 Water efficiency requirements such as rain and wastewater reuse. Progressive implementation of management systems (BMS) to monitor consumption in real estate portfolios.

7 Road Map on the Milan and Rome corporate offices' energy efficiency. Redevelopment projects and increase in the portion of renewable energy in real estate portfolios.

8 Employees on permanent employment contracts. Adopting certifications and standards to ensure safety at work in real estate projects. Services dedicated to local communities.

9 Classification pursuant to Art. 8 or 9 of the SFDR for AIFs. Implementing ESG strategies for new products and AIFs under management.

11 Social strategy for portfolio properties, adopting building health and safety certifications, urbanisation works and community services.

12 Adopting internationally recognised green certifications, energy and water efficiency assessments and targets, actions to safeguard natural areas in real estate portfolios.
Substantially reducing site waste streams by using less raw materials, recycling and reusing.

13 Progressive implementation of management systems (BMS) to monitor consumption in real estate portfolios. Policies for protecting and restoring biodiversity and ecosystems. Preventing and reducing pollution, mitigating climate change for sites and real estate portfolios.

16 Code of Ethics and ad hoc procedures to mitigate risks. Anti-money laundering and counter-terrorism policies, implementing the Organisation, Management and Control Model (Model 231).

Methodological approach

DeA Capital RE **has established a methodological framework intended to analyse, classify and monitor AIFs (under management and in the startup phase) for SFDR and European Taxonomy on sustainable activities purposes.**

The methodology involves carrying out assessments that take into account the strategy and the different characteristics/objectives of AIFs (e.g. income versus development). These assessments are updated over time in line with regulatory developments and practices in the real estate and financial market.

The extent to which the environmental and social characteristics and objectives promoted by AIFs managed with ESG characteristics are achieved, as well as the positive impacts resulting from any development and refurbishment activities, is assessed through **the ESGM Tool, which enables regular monitoring of the AIFs' performance parameters and targets**, which are defined in line with the relevant SFDR strategy and classification.

ASSESSMENT AND CLASSIFICATION

1 ESG preliminary assessment and classification of the Fund for SFDR purposes, based on drivers according to the investment strategy and type of asset under management.

SELECTING ESG PARAMETERS

2 Identifying the parameters to be monitored based on environmental and/or social characteristics and, where applicable, sustainable investment objectives, in accordance with the Taxonomy.

MONITORING ESG PERFORMANCE

3 Monitoring ESG parameters and/or objectives via the ESGM Tool, defining any actions for improvement and reporting according to the SFDR criteria.

SEGMENTING FUNDS BASED ON THE MAIN ASSESSMENT DRIVERS OF THE ESG PROFILE

ARTICLE 6 SFDR

PRE-EXISTING AIFS THAT DO NOT INVOLVE ESG CHARACTERISTICS

AIFS THAT INVOLVE ESG RISKS

AIFs that do not promote sustainable investment objectives and/or any environmental or social characteristics, which may involve sustainability risk considerations

- Intended use and remaining duration of the AIF
- Promoting environmental and/or social characteristics in the investment strategy
- Availability of data on ESG characteristics and objectives

ARTICLE 8 SFDR

LIGHT GREEN' ESG FUNDS

AIFs promoting environmental and/or social characteristics

- CapEx dedicated to enhancing environmental and/or social characteristics
- NZEB real estate and/or real estate certification
- Sustainable criteria for materials and energy efficiency in development projects

ARTICLE 9 SFDR

'DARK GREEN' ESG FUNDS

AIFs with a sustainable investment objective and that comply with substantial contribution criteria and the principle of do no significant

- Assessing the degree of sustainability with international standards (e.g. GRESB)
- Investment policy with Taxonomy-aligned sustainable objectives
- Designation of any market indices for assessing ESG performance

ESGM Tool

Since 2021, the AMC has been engaged in developing a Tool for collecting and aggregating KPI data used for monitoring the ESG variables of AIFs under management.

The ESGM Tool, which was used in the beta testing phase in 2022 and released for issuing the 2023 Disclosures, allows variables (drivers) to be analysed and monitored and the ESG score of AIFs classified under Art. 8 of the SFDR to be defined.

The ESGM Tool was developed on the same real estate valuation platform, with a view to aggregating common data and using ESG variables for valuations.

DATA COLLECTION

Collection/updating of data consistent with the SFDR classification and the AIF's environmental and/or social characteristics and objectives.

KPI SELECTION

Configuring parameters and rules for monitoring the environmental and/or social characteristics promoted by the AIF, based on the investment strategy and the types of assets under management (e.g. income, development, social projects etc.).

ESG DASHBOARD MONITORING

Monitoring KPIs and rules established in order to assess ESG performance and consistency with the AIF's SFDR classification; identifying any actions for improvement; regulatory reporting.

ENVIRONMENTAL

Development/Refurbishment

- Environmental remediation and decontamination
- Protection and/or restoration of historical and natural sites
- Low environmental impact
- Materials and short supply chain
- Requirements for construction waste
- Consumption in site activities
- ESG Capex plans
- Environmental and safety management on construction sites

Asset management

- Energy efficiency (APE/EPC)
- Renewable energy presence
- Energy and water consumption
- Harmful emissions (GHG)
- Green leases and/or green loans
- ESG Capex plans
- Green certifications (LEED, BREEAM etc.)

SOCIAL

- Social housing (households in financial distress, students, senior living etc.), health facilities etc.
- Accessibility for people
- Urbanisation works and community services
- Redevelopment/creation of green and planted areas
- Cycle paths and electric charging stations
- Areas dedicated to users' psychological/physical well-being
- Well-being certifications (WELL, FitWel etc.)
- Buildings with smart capacity and connectivity certifications
- / [—b/— [}-

Social framework

Nomisma Real Estate

Since 2021, DeA Capital RE has been working with **Nomisma** S.p.A, a leading research, consulting and business information company specialising in the real estate sector, **to independently assess the social profile of its investments**. The Social Score is calculated based on two components that characterise an asset and, as such, help generate the social impact that the infrastructure has on the territory: Context Score and Building Score.

BUILDING SCORE NOMISMA PRO

This measures the degree of integration of a property with the context in which it is located and its ability to generate well-being and increase quality of life for residents, tenants and the local community.

The building assessment **takes into account 21 variables** related to the urban security and quality that the building is able to ensure, the permeability of the building to the outside world through, for example, the presence of infrastructure spaces open to the public or absence of architectural barriers, the well-being of the building's users and the presence of special services and/or areas to enhance comfort, sociability and inclusivity.

SCOPE	PHENOMENON	VARIABLES
[illegible]	[illegible]	[illegible]
	[illegible]	
Building permeability	[illegible]	
[illegible]	[illegible]	
Comfort and well-being	[illegible]	[illegible]
Sociality and inclusion	[illegible]	

CONTEXT SCORE NOMISMA PRO

This measures the attractiveness of the micro area in which a property is located by assigning a rating that **summarises more than 110** descriptive variables of the context. Context attractiveness is measured differently depending on how the asset is used and is calculated in detail based on the following variables: (i) municipal score, (ii) location of the area within the municipality, (iii) municipal ranking within Italy.

The context assessment takes into account multiple aspects that identify a place's social profile, in particular by using the qualitative and quantitative variables listed below.

ACCESSIBILITY OF THE AREA FOR BUSINESSES [illegible]

ACCESSIBILITY OF THE AREA FOR INDIVIDUALS — [illegible]

CREDIT RELIABILITY — [illegible]

POPULATION — [illegible]

RESIDENTIAL REAL ESTATE — [illegible]

NON-RESIDENTIAL REAL ESTATE — [illegible]

SERVICES — [illegible]

SECURITY — [illegible]

ECONOMIC SOLIDITY OF COMPANIES — [illegible]

Risk management

In order to implement a risk management system appropriate to its organisational structure and compliant with current regulations, DeA Capital RE has set up a specific risk management system, in line with the current regulatory framework, as defined by Directive 2011/61/EU (known as the AIFM Directive), as well as the related national transposing forecasts.

The risk management system is the set of policies, processes and techniques for identifying, assuming, managing, monitoring and mitigating the risks to which the AMC is or may be exposed and to determine and control the level of risk tolerated.

The Company monitors and oversees the risks that may arise in all activities of the asset management process:

- **Market Risk**
- **Credit Risk**
- **Liquidity Risk**
- **Counterparty Risk**
- **Operating Risk**
- **Financial Risk**
- **Concentration Risk**
- **Sustainability Risk**

INTEGRATION OF CLIMATE AND SUSTAINABILITY RISKS

The process of identifying climate risks, and in general assessing sustainability risks, aims to ensure that all risks to which AIFs are exposed are adequately identified, assessed and, where possible, mitigated through appropriate actions.

The AMC has defined, and is gradually adopting, a methodological framework to analyse, classify and monitor AIFs in accordance with the SFDR and the European Taxonomy for Sustainable Activities.

Pursuant to the SFDR, when starting new AIFs or re-opening subscriptions to new investors, the AMC has defined a methodology for assessing, on an ordinary qualitative scale, the likely impact of sustainability risks on AIFs' performance, depending on the investment strategy promoted.

In order to quantitatively estimate the impacts on the value of managed properties arising from climate risks, the AMC is developing a methodology to integrate these risks into its existing risk management model.

The methodology, which is gradually being implemented, uses a bottom-up approach that, through a dedicated tool provided by an international provider, measures the exposure to physical and transition risk, expressed in terms of Climate-VaR, at the individual asset level and subsequently aggregated at the Fund level. The methodology allows for integrated management of all climate risk components, while simultaneously allowing you to distinguish the different contributions in terms of physical and transition risk that determine the overall exposure to climate risk.

Identifying risk at AIF and asset level is intended to identify climate/sustainability risks that may impact performance evolution over the life cycle of investments. Climate and sustainability risks, identified in the above framework, will therefore be measured using a quantitative-qualitative approach, in order to prioritise risks and inform the investment decision-making process.

Wherematerial risks are identified in relation to a specific AIF/asset, further analysis shall be carried out to identify specific improvements to be implemented, if applicable, and to support AIFs/assets over the course of the transition or mitigation actions.

Risk assessment

PHYSICAL

- Extreme heat
- Extreme cold
- Coastal flooding
- River flooding
- Fires
- Extreme events

TRANSITION

- Energy policies for buildings and emissions
- Attractiveness to the market
- Reputation

OTHER

- Risks related to social aspects (safety at work)
- Risks due to poor governance

Asset Value

INSURANCE | ***OPEX*** | ***CAPEX*** | **LEGAL LIABILITY**

INTEGRATING CLIMATE AND SUSTAINABILITY RISKS INTO INVESTMENT PROCESSES

Since 2021, the AMC has started to gradually implement the sustainability risks of investments and AIFs, which will complement the AIFs' existing risk assessment model.

The AMC adopts a process and type-differentiated valuation model for "SFDR Classification" of the AIFs.

KRI differentiation also considers:
(i) characteristics of the AIFs,
(ii) duration of the AIFs,
(iii) the economic capacities of AIFs consistent with business plans and strategies, particularly for products launched before European legislation on sustainability came into force.

Process	Risk assessment activities and key risk indicators (KRI)
Establishment of new AIFs	Ex-ante analysis estimating the likely impact of Sustainability Risks on the AIF's performance at the time of establishment
Investiments	Investment ESG checklist, an instrument that assesses due diligence results and highlights any risk factors of investments and mitigations adopted
Strategies	Annual assessment of exposure to climate-environmental risk by calculating the Climate Value-at-Risk of assets; this includes the two components of physical risk and transition risk (several models, including the CRREM (Carbon Risk Real Estate Monitor) model)
Periodic assessment	Qualitative analysis of sustainability risk when drafting and/or updating the Business Plan

3 SUSTAINABILITY OF OUR PRODUCTS

ESG highlights of the AIFs

SUMMARY ON AIFs WITH ESG CHARACTERISTICS

20 out of **55 AIFs**
+ 1 SICAF compartment
are classified as
ART. 8 SFDR

30% (~€3.5 billion)
of the total OMV 2023
CLASSIFIED AS ART. 8 SFDR

> €5 billion€
of total 2023 OMV with
GREEN & SOCIAL CERTIFICATIONS

12% of AIFs classified as
Art. 8 SFDR with Social Housing
& Healthcare features
OMV IN SOCIAL SCOPE

28% (€3.3 billion)
of the total OMV 2023
WITH ESG RATING
GRESB

€633 million
in **ESG CAPEX**
in AIFs classified
as Art. 8 of the SFDR

AIFs Classification

The AMC conducts in-depth analyses of the strategies and characteristic of AIFs under management, aimed at classifying them under SFDR regulations, with a view to progressively implementing the scope of AIFs classified under Art. 8 of the SFDR, i.e. AIFs that promote, among other aspects, environmental and/or social characteristics linked to the Framework, the defined KPIs, data collection and the objectives set therein.

The ESG Assessment has allowed the Board to approve the classification of 20 AIFs pursuant to Art. 8 of the SFDR.

Furthermore, a scope of AIFs potentially classifiable under Art. 8 in subsequent periods was defined, on which to collect the data necessary for classification and then assess the results and bring their classification to the Board.

Choosing the scope for participating AIFs falls on AIFs whose purpose or assets already had relevant characteristics from an ESG perspective, or products whose characteristics allowed them to be classified as Art. 8 under the SFDR, partly due to the interest expressed by subscribers.

The AMC has set itself targets to steadily increase the assets it intends to classify as Art. 8 among the AIFs already under management before the SFDR enters into force, depending on the life cycle of the products under management.

The gradual increase not only represents the achievement of the objectives set, but also aims to ensure that value is maintained and is indicative of the increased awareness and involvement of business structures and investors.

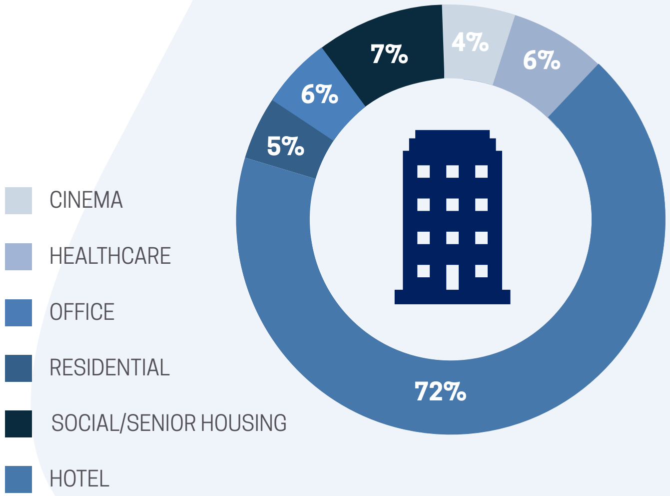
AIFs ART.8	ASSET CLASS
1. Aetmosphere	Residential
2. Altair	Offices
3. AREEF2Palio - Comp. A	Offices
4. Broggi	Offices
5. Civitas Vitae	Affordable housing
6. Diamond Core	Offices
7. Diamond Italian Prop.	Diversified
8. Drive	Offices
9. HighGarden	Residential
10. Housing Sociale Liguria	Affordable housing
11. La Dolce Vita	Senior housing (no investments)
12. Laurus	Offices
13. Leone	Residential
14. Lumiere	Cinemas
15. Milan Development 1	Offices
16. Millenium Luxury	Hotel
17. Park West	Offices
18. Roma Santa Palomba HS	Affordable housing
19. Tessalo	Healthcare
20. DEAREIF I SICAV-RAIF	Diversified (no investments)

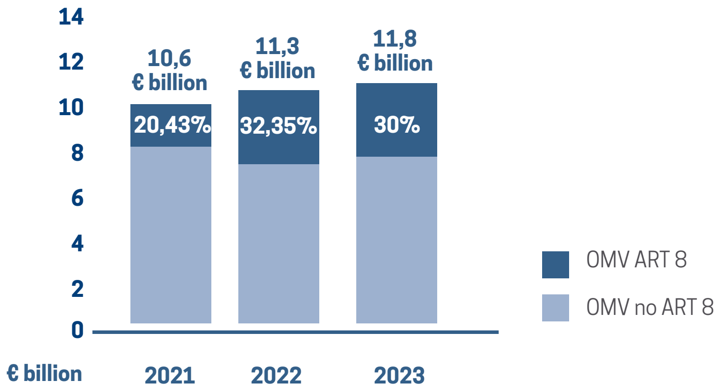
Art. 8 AIFs characteristics

OMV classified as Art. 8
€3,473,506,500
30% of that managed

7 Asset class
with environmental and/or social aspects classified as Art. 8

ART. 8 AIFs REAL ESTATE PORTFOLIO
% BROKEN DOWN BY OMV





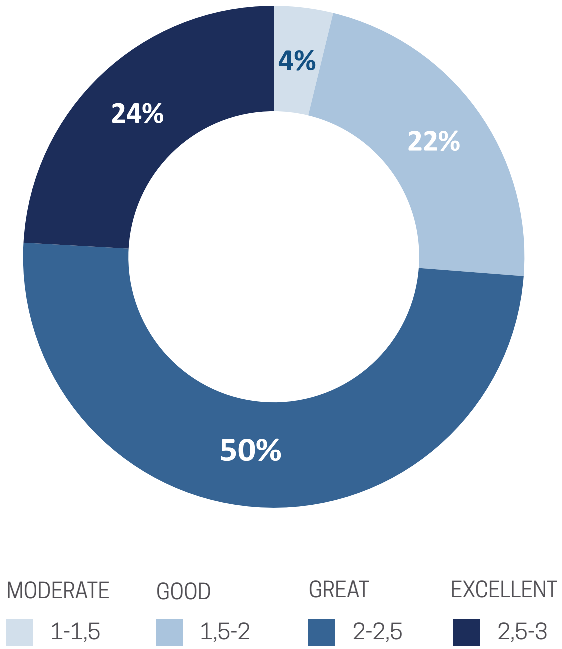
Data as of 31 December 2023.

The slight deviation in Art. 8 assets was affected by the life cycle of the products under management (e.g. split sales) and by the strategies pursued on some new AIFs that have not been structured directly by the AMC (transfers).

ESG Score

The AMC issues an **ESG score annually for Art. 8 AIFs based on the value (OMV) of the assets in scope and calculated by the ESGM Tool through aggregating the results** of the ESG indicators that define the **Framework.**
The score also allows an **assessment of the AIF's sustainability risks in terms of variable hedging and risk mitigation.**

ESG SCORE DISTRIBUTION FOR 2023 OMV



ESG SCORE FRAMEWORK

- E-Climate change mitigation
- E-Pollution prevention and reduction
- E-Biodiversity and ecosystems
- E-Stakeholder Engagement
- E-Circular Economy
- E-Green Certifications
- E-Water
- S-Living standards and welbeing
- S-Decent Work
- S-Social Score
- S-Social Certifications

GRESB rating

GRESB

The AMC has decided to **adhere to the GRESB rating with its own AIFs pursuant to Art. 8 of the SFDR, in order to strengthen the assessment of ESG parameters through an independent third party issuing a rating**.
This examines and compares the degree of maturity in the management of ESG parameters for AIFs and the AMC at national, European and global level.

Interacting with the body and being included within the GRESB network foster the ongoing enhancement of the corporate sustainability strategy and the AIFs.

In fact, the AMC benefits from the results of the assessments and the GRESB benchmark to calibrate its ESG strategy and actions on AIFs, adding value to them.

The scope of participation in GRESB is defined year by year based on the AIFs strategy and the classification scopes under the SFDR.

In 2023, 17 AIFs partecipated to GRESB, including 2 AIFs with dual evaluation (Performance and Development)

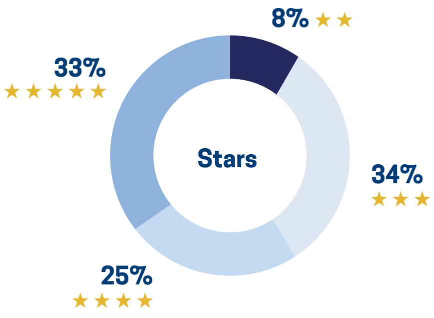
The Head of the ESG Management Department has been a "Member of GRESB Foundation Real Estate Expert Resource Group" since 2022

MANAGEMENT Score
29 out of 30

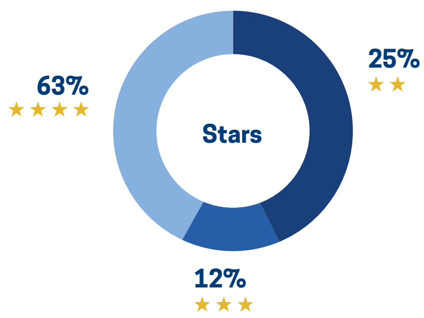
DEVELOPMENT Score
100% > 73

PERFORMANCE Score
100% > 73

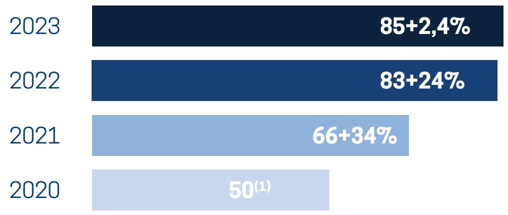
AIFs Development Rating 2023



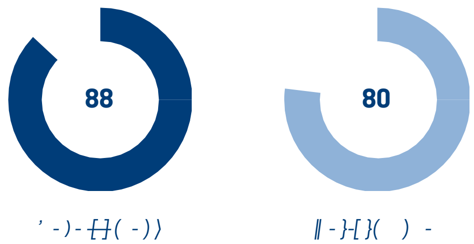
AIFs Performance Rating 2023



Average performance and growth by year



Average scoring performance 2023



(1) 2020 average calculated over 2 participating AIFs.

Social Score

Nomisma

In collaboration with Nomisma Real Estate, the AMC has defined a **Social Score, calculated based on two components that characterise an asset and, as such, help the social impact that the infrastructure has on the territory:**

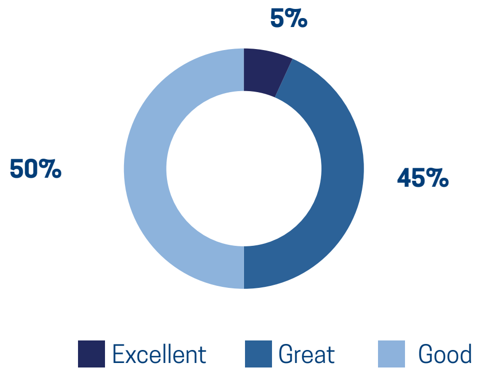
- **The Contest Score gives an acquired social value**
- **While the Building Score signals the ability to create new social value**

The two Scores, on a scale of 0 to 100, determine the Social Score with a varying weighting:

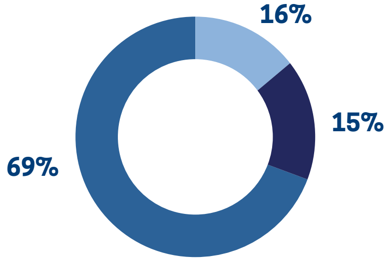
- **Location: Context Score represents 35%**
- **Building's intrinsic characteristics: Building Score represents 65%.**

The valuation is diversified for three real estate uses: residential, commercial, industrial/logistics. Furthermore, for buildings intended for social housing or to provide hospital and healthcare facilities (such as retirement homes), a multiplier coefficient, diversified at territorial level, is applied in the Social Score calculation to emphasize the social value implied in the functional uses in question.

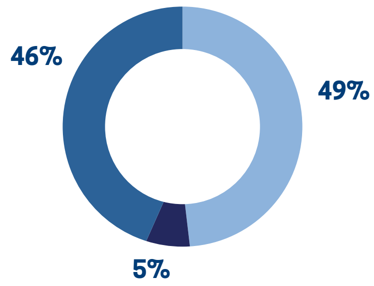
SOCIAL SCORE



CONTEXT SCORE NOMISMA PRO



BUILDING SCORE NOMISMA PRO



Weak < 49	Good 64-50	Great 79-65	Excellent > 80

Real estate certifications

ENVIRONMENTAL CERTIFICATIONS

DeA Capital RE, aware of the need to contribute to an orderly transition towards a low-carbon economy, uses voluntary certification standards LEED, BREEAM and GREENPASS to certify the sustainability level of its assets under management.

Of total OMV
> €5 billion
~43%
79 Properties

53 **Properties certified LEED and/or BREEAM and/or GREENPASS**

31 **Properties pre-certified LEED and BREEAM**

SOCIAL CERTIFICATIONS

Driven by the desire to guarantee end users see the highest performance, the AMC is gradually implementing design strategies in its buildings to provide spaces where wellness and comfort are set as scopes, in line with the voluntary WELL and FiTWel certification protocols.

Of total OMV
> €1.5 billion
~13%
6 Properties

2 **Properties certified WELL and FitWel**

4 **Properties pre-certified WELL and FitWel**

TECHNOLOGICAL CERTIFICATIONS

Moreover, the AMC is gradually implementing specific technologies in its buildings to ensure asset connectivity in line with market demand and tenants' needs, in accordance with voluntary Wired Score certification protocols.

Of total OMV
~ €1 billion
~8%
3 Properties

1 **Property pre-certified *WIRED***

2 **Properties certified *WIRED***

Note: The number of assets and the OMV shown on the "Highlights" pages is calculated by only counting assets with multiple certifications just once.

Tenant engagement

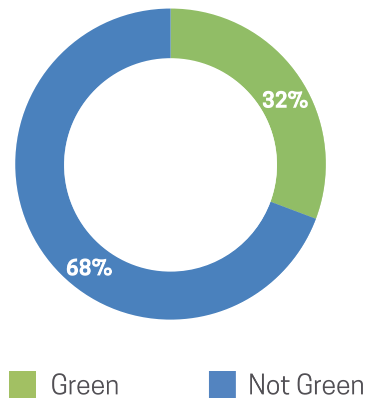
In line with its leading role, the AMC acts as an active interlocutor in the market in question, in order to increase the industry's awareness of the benefits, with particular reference to the economic benefits, deriving from the integration and enhancement of ESG issues.
Many channels have been activated to raise awareness among all stakeholders involved in the company's business chain: in particular for **tenants, whose involvement is fundamental when it comes to collecting the data required to monitor consumption and improve consumption performance.**

GREEN LEASE

The AMC has defined and **adopted the so-called Green Leases, i.e. contracts with clauses linked to environmental and social aspects**, defining common scopes and requirements, also with regard to tenants' cooperation on regularly reporting their consumption data.

Implementation of the Green Leases commenced as early as 2021, proceeded on the majority of leases within the scope of AIFs classified as Art. 8, but was also extended, where possible, to new Art 6. AIFs contracts.

In 2023, the AMC recorded a Green Lease rate of 32% on contracts active in Art. 8 AIFs.

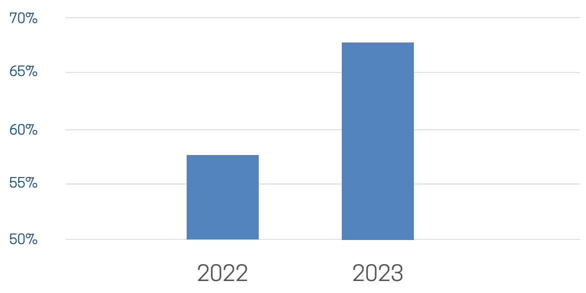


TENANT SURVEY

Furthermore, with the aim of progressively increasing tenants' awareness on sustainability issues, DeA **verifies its tenants' perception and awareness of ESG issues each year through a survey.**

In 2023, the AMC reported a response rate of 67.6% from participants, compared to 57% in 2022.

The total average from the responses is 6.98, indicating a neutral overall perception, which is lower than it was in 2022. In particular, questions on activities relating to Property and Facility Management services scored worse than questions on activities carried out by the AMC, highlighting the need to include ESG matters in outsourcing contracts and related SLAs an objective already included in the AMC's ESG Action Plan.



ESG capex

CAPEX is a key building block on the pathway towards sustainability in real estate.

Investments in terms of improving energy performance and contributing to the pursuit of the AIFs' ESG objectives are one of the levers through which real estate management and valorisation can be channelled.
In this sense, the AMC has identified accounting items among capitalised costs that positively impact environmental and social aspects, namely ESG capex.

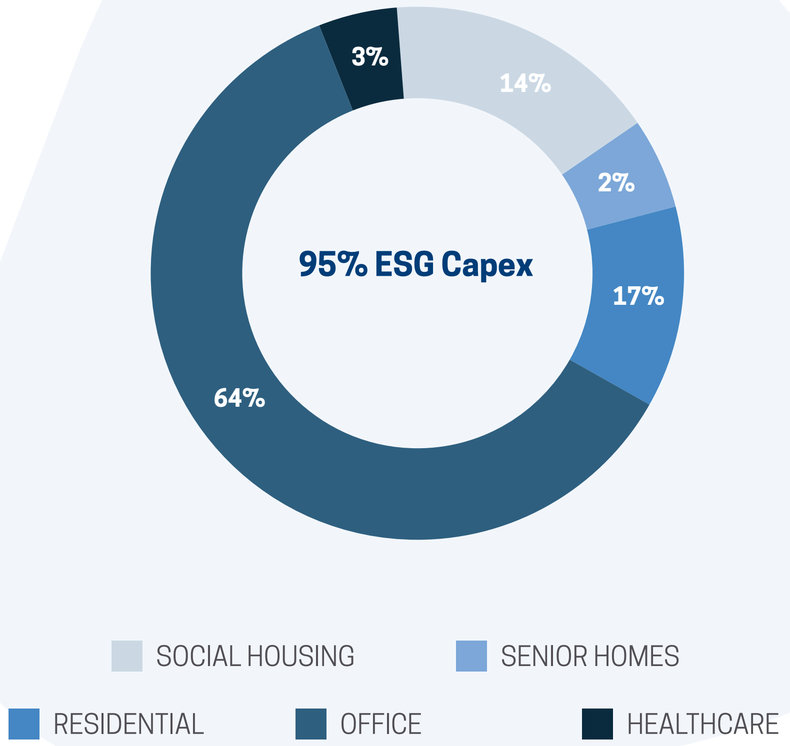
Therefore, **the economic value of ESG capex is equivalent to works and services that have a real impact on AIFs' environmental and social scopes.**

ESG Capex(1) for Art. 8 AIFs only

666 **€ million in CAPEX**

633 **€ million in ESG CAPEX**

CAPEX FOR ASSET CLASS - ART. 8 AIFs



CAPEX(1) as at 31.12.2023

Green Loan

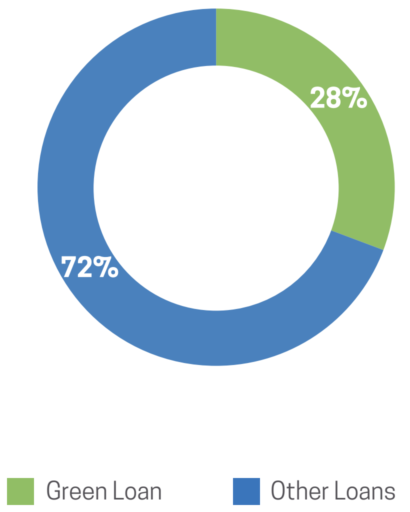
Among its various objectives, the AMC aims to progressively improve the financial structure of AIFs under management through steadily increasing the **use of green financing (known as *Green Loans*).**

Green Loans are intended to **finance or refinance projects (whether investment or refurbishment) that can be classified as "green"**, or have a positive environmental impact, based on specific standards (e.g. Green Loan Principles developed by the International Capital Market Association), which require, among other formalities, certain guaranteed results (EPC energy rating and voluntary high-level building certificates) as well as periodic reporting to certify how the loan proceeds are being used and the results achieved.

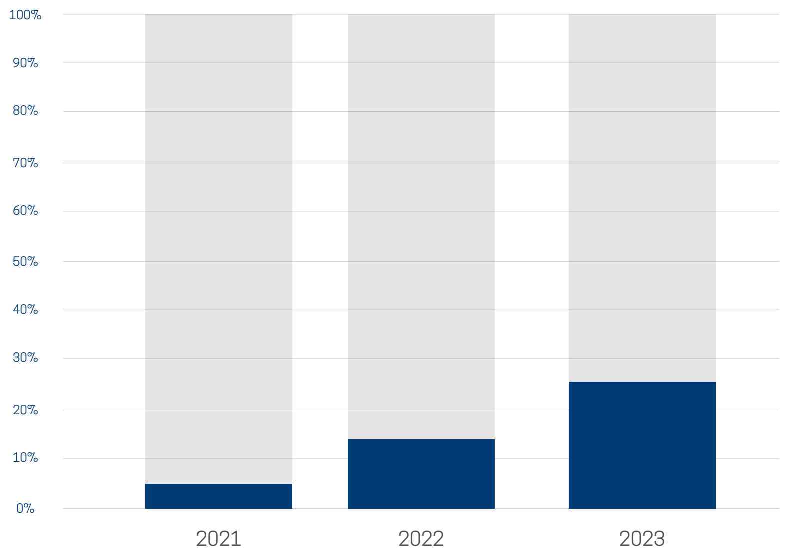
The AMC continued its work of gradually implementing Green Loans **in 2023, 6 Green Loans out of 33 active loans were agreed, representing 28% of the total.**

% GREEN LOAN OF THE TOTAL AS AT 2023

Over €611 million in green loans



GREEN LOAN GROWTH OVER THE LAST THREE YEARS



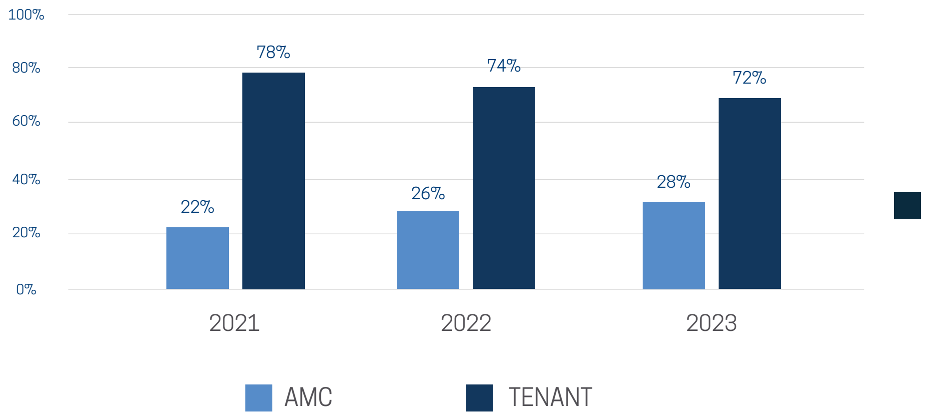
Consumption data

The AMC is **committed to maximising the efficiency of the real estate owned by AIFs classified under Art. 8 of the SFDR**, including through implementing management solutions and refurbishments that positively reduce energy and water consumption and overall improve environmental performance.

Data is constantly collected in order to define medium-term efficiency and consumption reduction targets and for the purpose of SFDR reporting and participating in the GRESB rating.

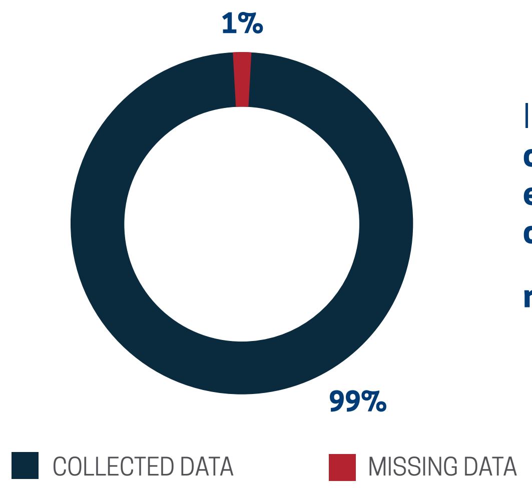
Despite the difficulties in retrieving data held exclusively by tenants, thanks in part to strengthening its operational structures and using special tools, **the AMC is able to maximise the collection of data, which is also used for preparing SFDR Disclosures, helping to define the AIFs' ESG score.**

ACCRUAL-WEIGHTED ENERGY CONSUMPTION (Tenant vs AMC)



Engaging with tenants has led to excellent collection results, especially given that a large part of consumption and its associated emissions are linked to the tenants themselves.

GENERAL DATA COVERAGE

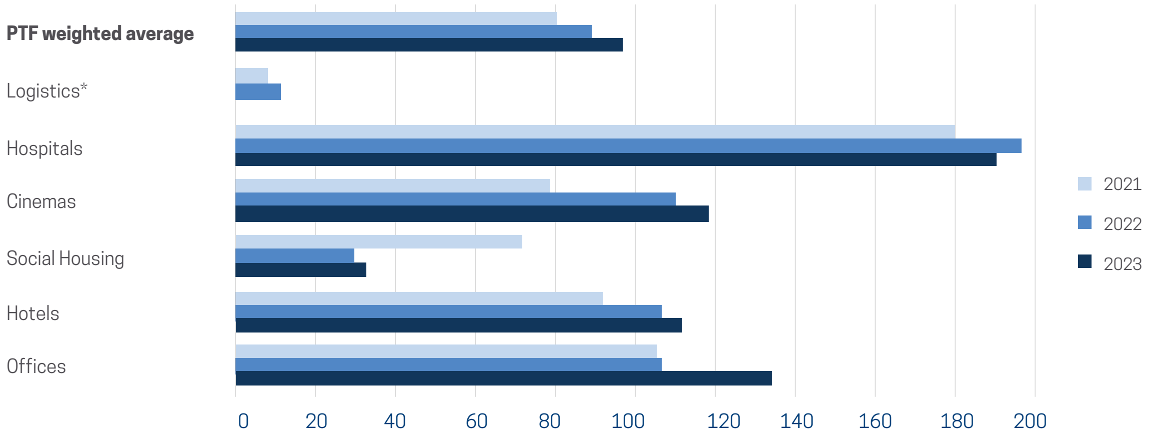


In 2023, **overall collection of energy and water consumption data reached 99%**

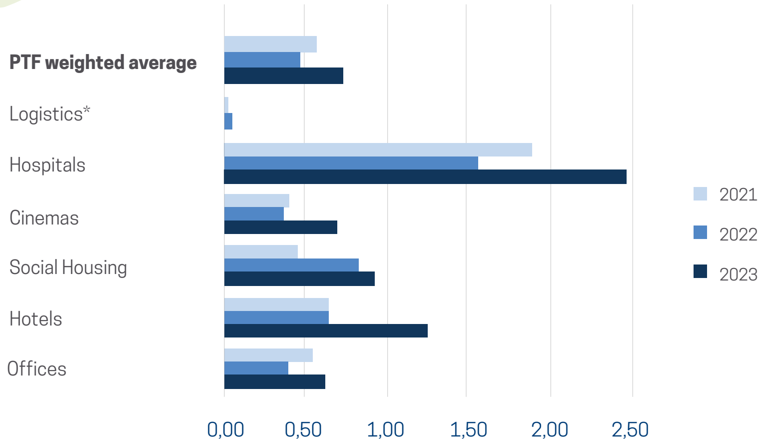
100% of consumption for meters owned by the AMC was collected, while 98% of consumption for meters owned by tenants was collected.

Art. 8 AIFs' consumptions

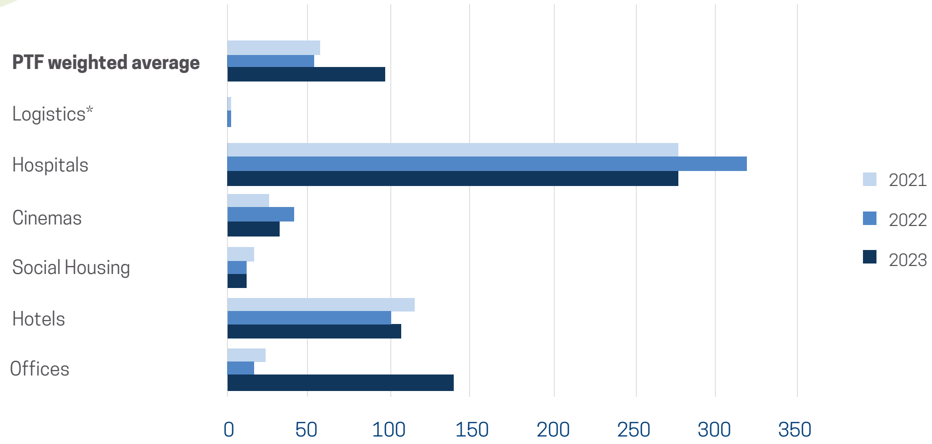
ENERGY CONSUMPTION INTENSITY (ELECTRICITY, REMOTE HEATING, SOLAR PRODUCTION) IN KWH/M²



WATER CONSUMPTION INTENSITY IN M³



GAS CONSUMPTION INTENSITY IN KWH/M²



(*) The logistics asset class has been removed from scope due to tenants' difficulty in obtaining consumption

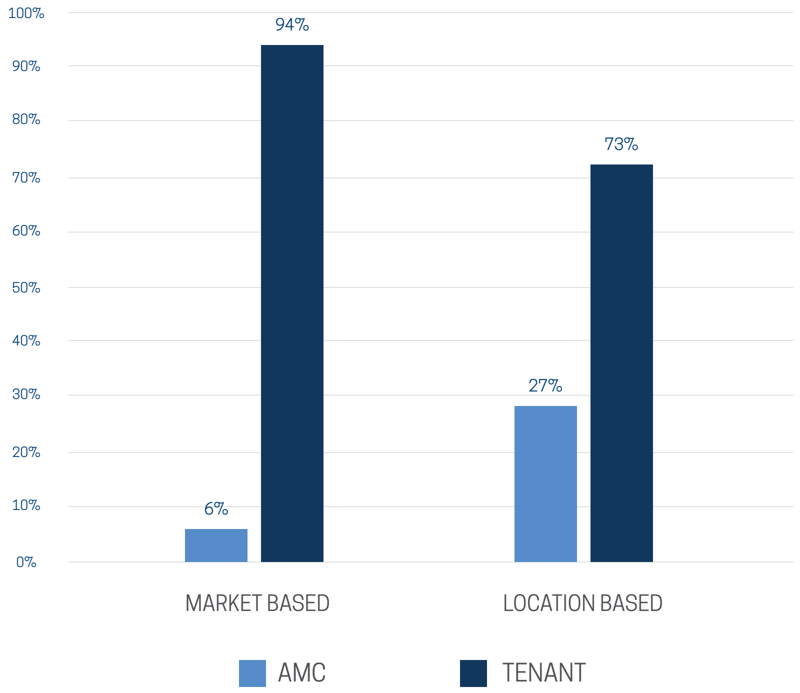
GHG emissions calculation

The AMC's scopes include gradually improving the Art. 8 AIFs under management through **gradually reducing direct emissions, i.e. emissions attributable to the AMC itself.**

In line with best practices, DeA Capital RE calculates GHG emissions using the following two approaches:

- **Location Based**: counts emissions from consumption by applying national average emission factors for the different countries in which energy is purchased.
- **Market Based**: calculates GHG emissions using emission factors relating to the sources from which the purchased energy comes, in line with the provisions of the supply contract and taking into account any purchase of renewable energy from sources certified under "Guarantee of Origin" ("GO").

DISTRIBUTION OF 2023 EMISSIONS BY ACCRUAL
(Tenant vs AMC)

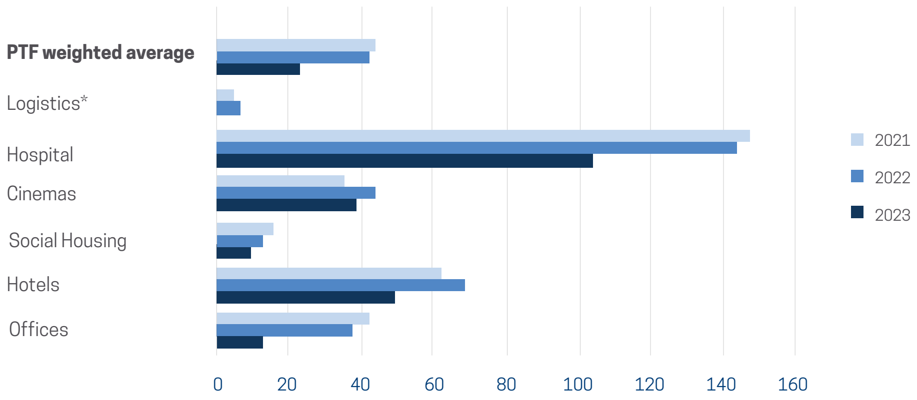


GHG emissions are calculated based on Scope 1, 2 and 3 as defined by the GHG Protocol, according to which emissions from energy consumption in owner-controlled spaces are classified as Scope 1 or 2, while emissions from energy consumption in tenant-controlled spaces are classified as Scope 3, as shown in the table.

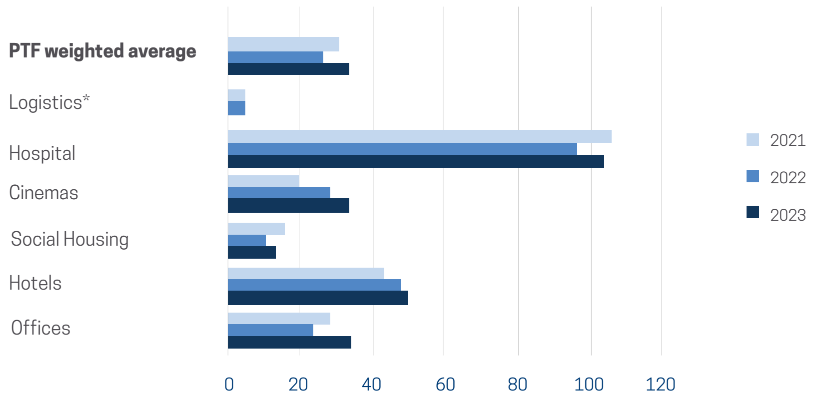
Energy from which emissions arise	Control exercised by the owner/landlord	Scope GHG Protocol
Gas	**Owner (DeA)**	***Scope 1***
Remote heating and/or cooling	**Owner (DeA)**	***Scope 2***
Electricity	**Owner (DeA)**	***Scope 2***
Gas	**Conductor**	***Scope 3***
Remote heating and/or cooling	**Conductor**	***Scope 3***
Electricity	**Conductor**	***Scope 3***

GHG emissions

MARKET-BASED EMISSION INTENSITY BY ASSET CLASS IN KG CO_2 EQ/M^2[22]



LOCATION-BASED EMISSION INTENSITY BY ASSET CLASS IN KG CO_2 EQ/M^2



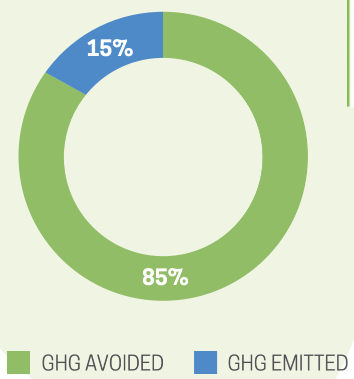
PURCHASE OF GUARANTEE OF ORIGIN (GO) CERTIFICATES

Since 2021, the AMC **has been committed to reducing GHG emissions from AIFs classified under Art. 8 of the SFDR, including through purchasing energy Guarantees of Origin.**

This commitment allows the AMC to slash emissions of the properties managed by Art. 8 AIFs and its offices to zero. The AMC also virtuously feeds into the European renewable energy market, which is called upon to compensate end-user demands.

(*) The logistics asset class has been removed from scope due to tenants' difficulty in obtaining consumption

GHG AVOIDED ON SCOPE 2 (AMC HEADED)



100%
Energia Rinnovabile

In 2023 AVOIDED GHGs represented

85% of the total

equal to **4407 tonnes CO_2**

4 NEXT STEPS

Next steps

2023 saw a new ESG Action Plan be defined with targets for 2025, harmonised with the plan presented to the Supervisory authorities on Sustainability Risk Management, which mainly focuses on strengthening sustainability metrics, and is based on emerging standards in the financial and real estate markets, and on consolidating the processes, activities and systems implemented, especially regarding the collection and analysis of data relating to ESG factors, progressively increasing quality and historical depth.

The commitment to engage the supply chain, and in particular property and facility management outsourcers, is one of the main objectives under the new ESG Action Plan, which aims to include sustainability metrics and SLAs in both existing contracts and new contracts to be signed.

The AMC is also active in the Assoimmobiliare tables launched in 2023, lending its experience to the market by helping to define and harmonise the methodologies, including KPI calculations, in order to ensure comparability of the data used by Italy's reference market to inform stakeholders. Moreover, the AMC, through the De Agostini Group, is already working hard to define the integrated sustainability reporting framework, pursuant to the Corporate Sustainability Reporting Directive (CSRD), in the context of the parent company's consolidated financial statements.

The main corporate and product objectives mainly relate to:

- Obtaining UNI PDR 125 certification for the AMC, demonstrating its commitment to Diversity, Equality and Inclusion (DEI).
- Continuously increasing the percentage of ¿ l / classified under Art. 8 of the SFDR, also with regard to products established in the past.
- Enhancing the sustainability risk assessment adopted by more precisely defining national benchmarks, which are currently still being defined.
- Optimising consumption data collection, thanks in part to connecting electronic systems in new or redeveloped assets.
- Consolidating active contributions to studies and research by collaborating with universities and professional associations, including those located abroad.
- Participating in market-recognised ratings and benchmarks to ensure independent third-party assessments that objectively certify the results achieved.

Contacts

If you are interested in receiving further details about our ESG strategy, please contact our team @

esgmanagement-re@deacapital.com