



SUSTAINABILITY POLICY

Owner of the Policy BSH Sustainability

Version and resolution Version 1.0 as approved on 11.25.2022 by the Board of Directors of BSH

Recipients All companies of the Sella group

Revisions

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1. POLICY STATEMENT

The policy defines the principles and guidelines on sustainability which are transversally applicable to all the businesses in which the Group operates as well as to the areas serving the businesses.

The Sella group is guided by the awareness that economic results cannot be separated from the positive impact on the environment and the community. For this reason, it has always paid particular attention to the issue of sustainability and is committed to a process aimed at constantly improving its positive impact on the various stakeholders.

In particular, the Sella group has defined its strategy and positioning on ESG issues with a long-term vision. The guidelines defined in this document must be included in the internal regulations that specifically govern the areas identified as "material"¹ by both the stakeholders and the Group with particular, but not exclusive focus on credit policies, own account and third party investment policies, risk management, selection and management of human resources, suppliers' selection, incentive system and remuneration, as well as real estate management.

2. REFERENCE REGULATION

The main regulatory references are shown below:

External legislation:

- European Commission's strategy for sustainable finance (Strategy for Financing the Transition to a Sustainable Economy);
- Legislative Decree 231/2001 Regulation of the administrative liability of legal persons, companies and associations even without legal status;
- EU Directive 2014/95 on the disclosure of non-financial information and information on diversity by certain companies and certain large groups;
- EU Regulation 852/2020 on the EU Taxonomy of eco-friendly activities;
- EU Regulation 2088/2019 (SFDR) on sustainability reporting in the financial services sector;
- Directive (EU) 2014/65 (so-called MiFID II) and related Community and national regulations, with particular reference to the requirements on sustainable finance;
- Bank of Italy Circular letter No. 285 «Supervisory Provisions for Banks»;
- Legislative Decree no. 34/2020 ("Relaunch Decree") - Mobility Manager and home-work travel plan;
- Guidelines of the supervisory authorities on sustainability.

Internal regulations:

- Code of Ethics;
- internal code of conduct and self-regulation;
- Corporate Governance Project;
- Risk Control Policy;
- Credit Policy;

¹The process of identifying "material" topics is regulated in the Non-financial Statement Policy.

- Investment Services Policy;
- Guidelines for the sustainable investment of the financial Instruments' portfolio;
- Human Resources Policy;
- Remuneration policies of the Sella group
- Principles and guidelines of the incentive system of the Sella group;
- Purchasing Policy;
- Non-financial statement Policy.

3. UPDATE METHOD

The Policy and its subsequent updates are approved by the Board of Directors of the Parent Company Banca Sella Holding, the company responsible for the management and coordination function of the banking group. The Sustainability Service of Banca Sella Holding takes care of the drafting and review whenever the conditions exist.

Any changes and updates to this document or its single chapters, except for those concerning the reference to external and internal regulations, are subject to the approval of the Parent Company's Board of Directors. Changes to the individual chapters are shown in the "Review" section, which keeps a trace of the changes made and relevant review dates.

4. RECIPIENTS

The Policy is intended for all companies that fall within the scope of the Group.

SOCIETA'	APPLICAZIONE (A = applicare totalmente P = applicare proporzionalmente)
Axerve	A
Banca Patrimoni Sella & C.	A
Banca Sella	A
Banca Sella Holding	A
Centrico	A
Centrico Selir	A
Codd&Date Srl	A
Codd&Date Suisse	A
Consorzio di Vigilanza Sella	A
dPixel	A
Fabrick	A
Immobiliare Lanificio Maurizio Sella	A
Miret	A
Nephis	A
Sella Broker	A
Sella Fiduciaria	A
Sella India Software Service	A
Sella Leasing	A
Sella Personal Credit	A
Sella SGR	A
Sella Venture Partners SGR	A
Smartika	A
Vipera Iberica	A
Vipera Mena	A

5. SPECIFIC ROLES AND RESPONSIBILITIES

Area / Function	Description
Board of Directors of the Parent Company and the Group Companies	<ul style="list-style-type: none"> ▪ It defines the strategy and positioning on ESG issues and takes them into account within the broader corporate strategies ▪ Approves the objectives and targets for sustainability ▪ Approve this Policy and future changes to it
Board of Directors of Group companies	<ul style="list-style-type: none"> ▪ In line with Group-wide strategies, it takes ESG factors into account when defining its Company's strategies ▪ Declares the Group's objectives and targets within its own Company in line with the activity carried out ▪ Approves and acknowledges this policy and future changes
CEO of the parent company	<ul style="list-style-type: none"> ▪ Proposes the Group's strategy and positioning on ESG issues to the Parent Company's Board of Directors ▪ It oversees the implementation of activities relating to sustainability aimed at implementing the Group's strategy ▪ It agrees with the proposal to amend this policy and gives a positive opinion for its presentation to the Board of Directors
CEO of Group companies	<ul style="list-style-type: none"> ▪ Proposes the Company's strategy on ESG issues in compliance with the principles defined in this Policy and the strategic guidelines of the Parent Company ▪ It oversees the implementation of activities relating to sustainability aimed at implementing its strategy in line with the Group's objectives
Ethics Committee	<ul style="list-style-type: none"> ▪ Defines modifies and updates the ethical principles in force in the Group ▪ Disseminates ethical principles, supervises their respect and perception of them inside and outside the Group ▪ Coordinates the social information in the balance sheet ▪ Formulates the ethical behaviour guidelines that concern all the Group's products and services, as well as the methodological criteria that products with an "ethical" label must comply with (ethical finance products) in the Sella group ▪ Expresses opinions on topics such as the desirability of funding specific sectors, on

	<p>donations</p> <ul style="list-style-type: none"> ▪ Defines the Group's Corporate Social Responsibility policies towards the various stakeholders (shareholders, customers, employees, the community, suppliers, the media, the state, and the environment)
Parent Company Risk Committee	<ul style="list-style-type: none"> ▪ Consistent with its mandate, the Committee supports the Board of Directors in matters relating to the direction, identification, measurement and management of corporate risks including ESG risks²
Parent Company Sustainability Service	<ul style="list-style-type: none"> ▪ It supports the corporate governance bodies in defining sustainability strategies, and objectives and, in cooperation with the Planning, Execution and Management Control area of the Parent Company, in identifying indicators and monitoring KPIs ▪ Coordinates the Group companies on the issue of sustainability in general, supporting them in the transformation phase ▪ It spreads the culture of sustainability and promotes constant alignment between the various realities within the Group ▪ Promotes and coordinates activities aimed at reducing the Group's environmental footprint in line with strategic objectives ▪ Monitors developments external to the Group in ESG areas and brings them to the attention of the Group ▪ Evaluates and monitors the Group's sustainability profile and coordinates the activities necessary for its improvement over time ▪ Oversees the drafting of the Consolidated Non-Financial Statement for its entire life cycle ▪ It supports and coordinates the drafting of guidelines on sustainability issues ▪ Organizes and coordinates the work of the Steering Committee for the supervision and monitoring of the activities allowing for the implementation of corporate strategies as well as the methods for implementing them
Sustainability Services\Contacts of the individual Group Companies or other organizational methods identified by the individual Company based on its operational complexity ³	<p>The individual companies of the Group are organized to:</p> <ul style="list-style-type: none"> ▪ support the respective corporate governance bodies in defining the strategies of their

²In line with the indications of the EBA (“Guidelines on Internal Governance” and “Report on ESG risks management and supervision”), the ECB (“Guide on climate and environmental risks”) and the Bank of Italy (“Supervisory expectations on climate and environmental risks”), which consider ESG risks an integral part of the traditional risk categories (credit, market, operational, liquidity, reputation and strategic).

³ Based on a principle of proportionality, by way of example, it is also possible to identify a Sustainability contact person within the sub-holding company to apply to all companies within the sub-holding company's perimeter.

	<p>Company in line with the guidelines provided by the Parent Company for the achievement of the objectives</p> <ul style="list-style-type: none"> ▪ collaborate with the Parent Company's Sustainability Service on all ESG issues ▪ have coordination on the areas and offices of the respective companies in terms of sustainability and support them in the transformation phase ▪ spread the culture of sustainability ▪ monitor developments external to the Company in ESG areas and bring them to the attention of the Company ▪ promote and coordinate activities aimed at reducing the Company's environmental footprint
Sustainability Steering Committee	<ul style="list-style-type: none"> ▪ Operational coordination meeting to oversee and monitor the activities that allow the implementation of corporate strategies as well as the methods for implementing them
Risk Management of Parent Company and Subsidiary	<ul style="list-style-type: none"> ▪ Consistent with its area of expertise, defines risk measurement and monitoring methodologies to include ESG risks, prioritizing climate and environmental risks
Compliance of the Parent Company and Subsidiaries	<ul style="list-style-type: none"> ▪ Monitors legislative and regulatory requirements related to risks associated with sustainability issues ▪ Recommends changes to the institution's policies and evaluates their practical implementation ▪ Performs compliance risk assessments taking into account laws, rules, regulations, and standards related to sustainability issues ▪ Provides advice and conducts audits of sustainable product offerings
Internal Audit of Parent Company and Subsidiary	<ul style="list-style-type: none"> ▪ Evaluates periodically, based on the approved audit plan, the completeness, consistency, functionality and reliability of the system of internal controls established as well as the effectiveness and efficiency of processes and organization concerning sustainability issues

The management of ESG issues is in charge of the several structures involved, in line with the scope and processes of competence of each of them and is regulated in the relative internal regulations. By way of example but not limited to credit policies, investment policies on own account and on behalf of third parties, risk management, management and selection of human resources, selection of suppliers, incentive and remuneration system, and property management.

6. **PRINCIPLES AND RULES**

6.1. [Sella Group and Sustainability](#)

The Sella group has always paid attention to sustainability issues and is committed to a process aimed at constantly increasing its positive impact on the environment and on the community in which it operates and on all stakeholders, creating shared value in the long term.

The Group's Values (Person, Ethics, Trust, Innovation, Entrepreneurship, Openness) and the Purpose, «Meeting people's aspirations, building the sustainable financial ecosystem of the future», are the distinctive elements that guide the Group's approach to sustainability.

The Sella group has defined its strategy and positioning on ESG issues with a long-term vision. The Group strongly believes that the creation of shared value is a guarantee for healthy and lasting growth for itself and all its stakeholders. Based on these elements, it has built a Sustainability Plan, which is an integral part of the Strategic Plan, aimed at translating ambitions into actions and integrating ESG assessments into business choices.

The Plan has a twofold objective:

- constantly improve its social and environmental performance, regenerate the community and have an increasingly useful and positive impact on all stakeholders (direct impact);
- be a promoter of a sustainable economy also through its financial intermediation activity, supporting its customers and all stakeholders in the transition process towards an economy with a positive ESG impact (impact on the ecosystem).

The Sella group believes it is essential, as a matter of consistency, to act on oneself, on one's behaviour and one's environmental and social impact.

Furthermore, the Group is aware that banks and financial intermediation play an important role as enablers of sustainability, it is not only a duty but also an opportunity.

6.2. [The Group's support of the 2030 Agenda](#)

The Sella group is committed to constantly improving its performance concerning SDGs, as it is strongly aware that sustainable development, defined as the development that meets the present needs without causing prejudice on the ability of future generations to satisfy their own, and defined by the UN in the 17 Sustainable Development Goals (so-called SDGs), can only be achieved thanks to the collective commitment of countries, companies and individuals.

The 17 goals define sustainable development considering the environmental, social and economic dimensions:

- Goal 1: End all forms of poverty in the world;
- Goal 2: End hunger, achieve food security, improve nutrition and promote sustainable agriculture;
- Goal 3: Ensure healthy lives and promote well-being for all at all ages;
- Goal 4: Provide inclusive and equitable quality education and learning opportunities for all;
- Goal 5: Achieve gender equality and empower all women and girls;
- Goal 6: Ensure availability and sustainable management of water and sanitation for all;
- Goal 7: Ensure access to affordable, reliable, sustainable and modern energy systems for all;
- Goal 8: Promote inclusive and sustainable economic growth, full and productive employment and decent work for all;

- Goal 9: Build a resilient infrastructure and promote innovation and equitable, responsible and sustainable industrialisation;
- Goal 10: Reduce inequalities within and between countries;
- Goal 11: Create sustainable cities and human settlements that are inclusive, safe and resilient;
- Goal 12: Ensure sustainable consumption and production patterns;
- Goal 13: Promote actions, at all levels, to combat climate change;
- Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development;
- Goal 15: Protect, restore and promote the sustainable use of terrestrial ecosystems
- Goal 16: Promote peaceful and inclusive societies for sustainable development, ensure access to justice for all and build effective, accountable and inclusive institutions at all levels;
- Goal 17: Strengthen the means of implementation and renew the global partnership for sustainable development.

Within the 17 sustainability objectives, the Group has identified those on which, in consideration of its activity, it can do most: objectives 1, 3, 4, 5, 8, 9, 13, 17.

Image 1 – SDGs on which the Sella group can influence the most



6.3. Governance

The Group defines and reviews its ambition, strategy and positioning on ESG issues with a long-term vision. Based on these elements, which are an integral part of the Business Plan, an activity plan is defined which makes it possible to translate ambitions into behaviours, products and services and integrate ESG assessments into business decisions.

Regarding the governance that the Sella group has adopted to fully implement the Plan, please refer to paragraph 5 "Roles and responsibilities" of this document.

Furthermore, the Sustainability Plan is associated with specific targets which are also reflected in the Group's incentive system.

6.4. Environment

The Sella group is aware that protecting the environment is a priority and implementing behaviours reducing global warming and combating climate change, preserving the future of the planet, are a fundamental prerequisites for healthy and sustainable development in the long term and a duty of everyone, businesses and citizens.

Environmental sustainability, therefore, refers to the concept of responsibility of a subject towards other subjects and in particular towards future generations: an ethical responsibility, even before a legal one.

From this point of view, the Group's approach is to be the promoter of a sustainable economy both through the constant improvement of its environmental performance, in what we have defined as "direct impact", and through financial intermediation to support customers and the other stakeholders in the transition process towards a lower environmental impact of their activities, in what we have defined as "impact on the ecosystem".

The Sella group, starting from the good results already achieved, has set itself the objective of continuing its process of constant improvement through efficient use of energy resources, the use of renewable sources as well as promoting sustainable behaviours and lifestyles.

At the same time, the Group is willing to support customers and other stakeholders in the transition process through consultancy activities alongside a wide range of dedicated products and services and the support of initiatives and activities that contribute to the achievement of this objective.

For the Group's environmental guidelines please refer to annex 7.1 of this document.

6.5. [Social field](#)

Group values⁴ guide our behaviour daily and in line with the Purpose, they are the natural foundations of its activities in the social context.

In particular, people and innovation play a fundamental role: the attention and valorisation of people, inclusion and equal opportunities, both towards employees and co-operators, and with customers, shareholders and all stakeholders, and the constant drive towards innovation that is open, collaborative, accessible and at the service of customers, are the basis of our choices and our behaviour.

The Sella group is aware of the importance of a healthy and efficient banking and financial system as a prerequisite for the balanced and sustainable development of the socio-economic context. In this sense, it has always contributed to the economic and social development of the communities in which it operates with its role as a financial intermediary in support of deserving realities and initiatives and by supporting and supporting its stakeholders with local initiatives.

The Group works to support the local area by providing products and services capable of meeting the needs of families and businesses and establishing quality, long-lasting relationships with them based on the ability to serve customers' interests, satisfaction and mutual trust. Having a positive impact on the local area means supporting healthy and long-term growth, through the creation of shared value and returning to the community the trust and support that have accompanied the Group's history in line with the "giving back" principle.

For the Group's guidelines in the social field please refer to annex 7.2 of this document.

6.6. [ESG Risk Management](#)

Sustainability has become an integral part of the Group's strategies and in line with the sound and prudent management that has always characterized the Group, the need to equip itself with tools and methodologies

⁴The values of the Group are: Person, Ethics, Trust, Innovation, Initiative, Openness.

for identifying, measuring and monitoring ESG risks becomes of particular importance. Furthermore, the transition process towards a "greener" economy mainly impacts climatic and environmental risk factors. The fundamental risk control principles, from identification to mitigation, are regulated in the Group Risk Control Policy⁵.

6.7. [Supervision and monitoring](#)

The Group Sustainability Service, in co-operation with the Sustainability Offices/contact persons of the individual companies and business lines, supports the corporate governance bodies in coordinating and monitoring the effective implementation of the activity plan on sustainability as well as the achievement of the targets also through the organization of the dedicated internal working group.

Furthermore, in cooperation with the Planning, Execution and Management Control Area of the Parent Company and the relative contacts at the level of the individual Group companies, the monitoring of sustainability indicators and KPIs falls within the corporate reporting tools.

Concerning the drafting of the Consolidated Non-Financial Statement, please refer to the specific policy called " Non-financial Statement Policy".

⁵ The Group Risk Control Policy will be time by time aligned with the progressive implementation of the Group's planned ESG risk framework.

7. ANNEXES

7.1. Environmental Guidelines

Foreword

The Sella group is aware that protecting the environment is a priority and implementing behaviours that reduce global warming and combat climate change, preserving the future of the planet, are a necessary prerequisite for healthy and sustainable development in the long term and a duty of everyone, businesses and citizens.

Environmental sustainability, therefore, refers to the concept of responsibility of a subject towards other subjects and in particular towards future generations: an ethical responsibility, even before a legal one.

From this point of view, the Group's approach is to be the promoter of a sustainable economy both through the constant improvement of its environmental performance, in what we have defined as "direct impact", and through financial intermediation to support customers and the other stakeholders in the transition process towards a lower environmental impact of their activities, in what we have defined as "impact on the ecosystem".

Principles and guidelines

In this context, the Sella group believes that it is fundamental, also in a logic of consistency, to act primarily on oneself and one's behaviour. Therefore, starting from the good results already achieved, the objective was set to continue along the virtuous path in a process of constant improvement. At the same time, the Group wants to support customers and other stakeholders in the transition process by sharing the experience and knowledge acquired and creating partnerships in an open logic with other companies and start-ups.

The Sella group integrates environmental impact issues into corporate strategies, business assessments and risk management, favouring a data-driven approach that is essential for defining quantitative targets and constant monitoring of results.

In particular, the Sella group carries out activities in the following areas:

- reducing climate-changing gas emissions and contributing to the responsible use of energy resources through:
 - Limitation of energy consumption
 - Increasing energy efficiency of headquarters and branches
 - Use of energy from renewable sources
 - Increasing the self-production of energy up to a quantity equal to or greater than one's consumption
- promoting sustainable mobility initiatives which materialize, by way of example but not limited to:
 - fostering hybrid work
 - provision of tools for remote participation in meetings, conferences and events
 - limiting travel by plane and car
 - transition to a car fleet with a lower environmental impact consisting mainly of fully electric and plug-in hybrid vehicles
 - incentivising the use of public transport (trains, buses, metro) or micro-mobility (bikes, scooters)
 - promoting car sharing and carpooling

- zeroing the impact of the Group's CO2 emissions which cannot be avoided, also in consideration of the technologies available from time to time, through compensation by supporting projects with a high positive environmental impact certified by an internationally recognized third party body
- combating climate change, contribute to biodiversity and the protection of ecosystems through the planting of trees, even if these interventions can not be taken into account for offsetting purposes
- fostering circular economy criteria (reduction, reuse, recycling and recovery) in the choice and management of the products and materials used by the Group. It means introducing these evaluation elements in the purchase phase, the management phase and the disposal phase. The goal is to reduce waste, minimize waste production, and maximize separate collection
- promoting the sharing of sustainability principles and culture among all stakeholders, in particular employees, co-operators, representatives, shareholders, customers and suppliers, to generate aware, responsible and sustainable behaviours and lifestyles through training, information and engagement initiatives. Particular attention is paid to reducing the impact on the environment through, for example, attention to energy consumption, waste, waste management, nutrition and mobility
- in the assessment of suppliers, together with the other requirements, giving preference to those who adopt sustainable management practices and technologies and who supply products and services with a lower environmental impact. It takes the form of the introduction of ESG requirements in the supplier evaluation and selection process, as well as in the choice, where the nature of the supply makes it possible and appropriate, of goods accompanied by environmental certifications. By way of a non-exhaustive example, the main areas are mentioned:
 - paper: minimizing paper consumption through the digitization of processes and the awareness of employees, co-workers and customers. For the part of consumption that cannot be eliminated, use recycled paper or eco-sustainable certified paper;
 - stationery products: constant evolution of the product catalogue that can be purchased from internal offices to contribute to the mitigation of the Group's environmental impacts;
 - electricity: purchasing, whenever possible, electricity from renewable sources accompanied by a certificate of origin;
 - electrical equipment: prefer equipment at high energy efficiency, allowing for repairability, reuse and recycling;
 - outsourcing: the outsourcing of activities must not lead to a worsening of the Group's environmental impact, including an indirect one. If this requirement cannot be met, also in consideration of the partner's other areas of assessment, this element must be highlighted in the approval process;
- during the renovation and construction of new premises, preferring materials, fittings and systems that make it possible to achieve high energy efficiency and contain the environmental impact
- when organizing internal and external events, implementing actions aimed at minimizing the environmental impact. The main aspects to pay attention to, in all cases in which it is possible, by way of example but not limited to, are: avoiding the use of paper material and, if necessary, preferring recycled or eco-sustainable paper, evaluating the environmental impact also in the choice of fittings and gadgets, avoiding the use of plastic and, if necessary, preferring recycled and recyclable plastic, preferring catering companies that use local and seasonal products, choosing menus with low environmental impact dishes, minimizing the use of packaging and implementing waste sorting
- constantly increasing the portion of the Group's assets represented by loans and investments in "sustainable" projects, initiatives and realities by supporting customers and other stakeholders in the process of transitioning to an economy at a lower environmental impact, through flanked consultancy activities to a wide range of dedicated products and services, particularly in the area of credit disbursement, corporate investment banking and investment services. Tangibly this implies:

- measuring the environmental impact of the Group's portfolio and defining a decarbonization path that takes into adequate consideration international agreements and European commitments by defining objectives and intermediate approach targets
- evaluating the ESG profile of client companies, understanding their needs, helping them to acquire, where necessary, awareness of the relevance of the ecological transition in their respective businesses
- supporting customers through consultancy activities, the constant evolution of the range of products and services as well as the creation of specialist centres
- introducing climate and environmental risk in assessing the creditworthiness of the counterparties
- integrating ESG factors into investment strategies in proprietary securities, paying particular attention to environmental issues
- enabling the understanding of the environmental impacts of customers' investment choices
- fostering innovation, digitization and the diffusion of technologies capable of reducing the environmental impact towards the entire value chain of the Group, also through initiatives and partnerships.

The Sella group undertakes to transparently inform its stakeholders about projects undertaken and the results achieved. The reporting of the Group's environmental impacts is carried out at least annually using internationally recognized standards.

The competent Areas and Services for the areas defined in this document are required to set out the Group's environmental policies in their internal regulations to ensure their full implementation.

7.2. [Social guidelines](#)

Foreword

These guidelines are drafted in line with the Group's Purpose, Values and Code of Ethics and have the purpose of providing the Group with a formal document that provides indications regarding the initiatives and actions to be implemented within the ambit of the social-related activities.

The Group's Values (Person, Ethics, Trust, Innovation, Entrepreneurship, Openness) guide our behaviour daily and in line with the Purpose "To meet people's aspirations, building the sustainable financial ecosystem of the future" are the natural foundations of the Group activities in the social context. In particular, people and innovation play a fundamental role: the attention and valorisation of people, inclusion and equal opportunities, both towards employees and co-operators, and with customers, shareholders and all stakeholders, and the constant tension towards open, collaborative, accessible and customer service innovation are the basis of our choices and our behaviour.

The Sella group is aware of the importance of a healthy and efficient banking and financial system as a prerequisite for the balanced and sustainable development of the socio-economic context. In this sense, it has always contributed to the economic and social development of the communities in which it operates with its role as a financial intermediary in support of deserving realities and initiatives and by supporting and supporting its stakeholders with local initiatives.

The Group works to support the local area by providing products and services capable of meeting the needs of families and businesses and establishing quality, long-lasting relationships with them based on the ability to serve customers' interests and on mutual satisfaction and trust. Having a positive impact on the local area means supporting healthy and long-term growth, through the creation of shared value and returning to the community the trust and support that have accompanied the Group's history in line with the "giving back" principle.

Principles and guidelines

Aware of this role towards its stakeholders and of the will to implement tangible actions to generate the widest possible positive impact on its social fabric, it is necessary to define the priority areas of intervention on which to concentrate one's interventions.

The Group primarily focuses its attention and support on initiatives related to:

- the stimulus and contribution to entrepreneurship, as a recognized positive social value, in particular by supporting economic initiatives dedicated to young people and women;
- recognizing the value of work, commitment, professionalism and active participation in the enhancement of the ecosystem;
- the education and development of knowledge, as a fundamental element for the growth and enhancement of people able to generate a significant social impact, promoting projects and initiatives aimed at bringing people closer to the issues of the world of work, business and of innovation;
- culture in all its forms as an opportunity for growth and enrichment of people;
- health and scientific research;
- the reduction of inequalities, inclusion and to gender equality and opportunities in every context.

In supporting projects and initiatives on these issues, the Group prefers an approach aimed as much as possible at measures that are evaluated according to a logic of effectiveness and which allow for continuity, over time. These guidelines are disseminated to the entire Group so that the individual companies take them into account in their assessment of interventions in the social sphere, with the option of supporting further project areas if deemed worthy.

Banca Sella Holding, as a Parent Company, allocates an amount each year to support worthy social initiatives. Group companies are invited to allocate an additional annual amount for the same purposes.