



## LEADING BY EXAMPLE ON ESG

Reflecting the key principle that, as an organisation, we should lead by example in the green and social transition, we wish to maintain our leadership position on the ESG global landscape.

### ENVIRONMENT

#### » Net Zero on portfolio emissions

Disclosure of first set of sectoral targets on Oil&Gas, Power and Automotive

#### » Our greenhouse gas emissions

**14%**

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



Net Zero by 2030<sup>A</sup>

#### » Electricity from renewables

**87%**

use on our premises

#### » Plastic-free achievement



Single-use plastic items were progressively removed from all canteens, cafeterias and coffee and vending machines

### SOCIAL

#### » Corporate citizenship and philanthropic initiatives

**€36.5m**

contribution to communities

#### » Education and awareness

**239k**

Financial Education beneficiaries

**50k**

ESG Awareness beneficiaries

#### » UniCredit Foundation

**c.€5.7m**

disbursed by UniCredit Foundation

**>€1.5m**

granted as scholarships and fellowships to students and researchers

### GOVERNANCE

#### » Global policies

- Strong framework on **controversial sectors**
- DE&I Global Policies and Guidelines on **inclusive language & recruitment** and gender transition

#### » Strong diversity and inclusion framework

**42%**

women in BoD

**43%**

women in GEC

**36%**

women in Leadership Team



**43%**

international presence Leadership Team

**33%**

international presence in BoD

**64%**

international presence in GEC

Employee Networks on 5 diversity strands and broader DE&I across Group countries

<sup>A</sup> 2030 target on own emission.