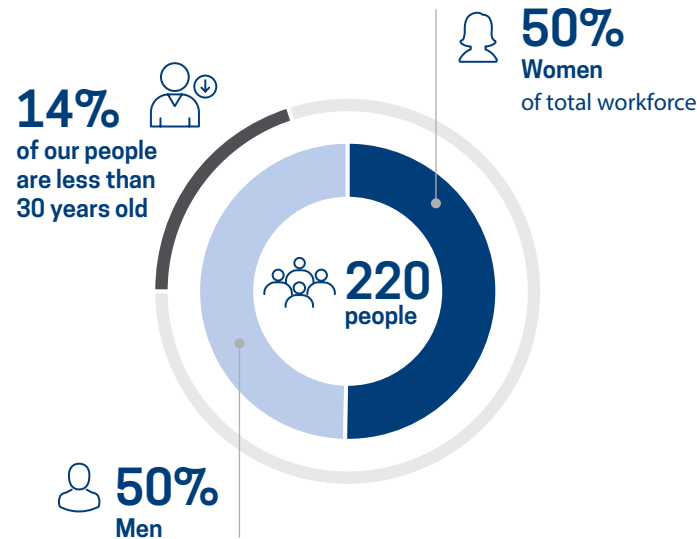


People, welfare, and training

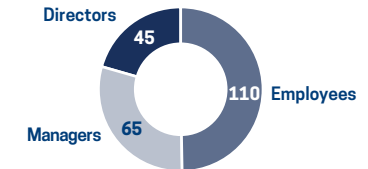
Our People

People are at the center of DeA Capital's choices: the Group strongly believes that the protection of people and the full enhancement of each collaborator, in compliance with the principles of inclusion and equal opportunities, is the solution to build a stimulating work environment, capable of increasing the well-being, productivity and professional growth.

Given the pattern of growth that is characterizing all the companies in the DeA Capital Group, the indicators have improved considerably over the years, given the **close attention paid to gender, contract type and the search for "talent"**, especially among the under-30s.



Total by position number



The overall data of the group, show an almost perfect gender balance, at 50%.

This outstanding outcome is the result of a deep attention that each company has tried to achieve over the years,

aware of the importance of this KPI in the management of the various activities. DeA Capital, as manager of the Platform, finds itself with an employee's gender result that allows it to reach its long-term objective immediately.

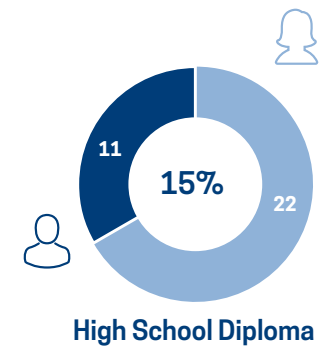
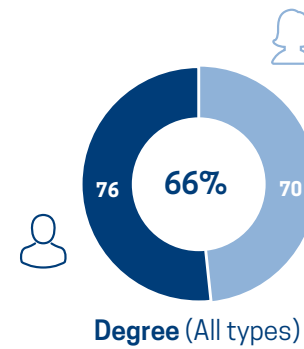
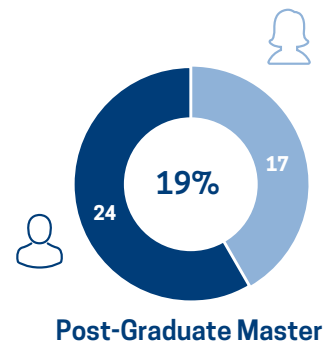
People, welfare, and training



85% of people within the company have at least a bachelor's degree

At the end of 2021, 85% of employees among the Group have a high level of education through postgraduate or degree programs.

Educational background



People, welfare, and training

Welfare initiatives

DeA Capital is aware that balancing work and personal life is an important aspect for creating conditions that allow the full expression and development of their professional potential, favoring the creation of shared, lasting, and sustainable value. Therefore, intending to secure the loyalty of its employees, increasing their well-being and their work-life balance, the Company adopts innovative incentive policies and tools for the benefit of the Beneficiaries.

Aside the classic tools in place (MBO, LTI, etc.), a Corporate incentive mechanism has been envisaged to allow beneficiaries the use of Welfare Services according to the terms and conditions indicated in the **Corporate Welfare Regulations**. The Welfare services include:

- contribution to supplementary pension schemes;
- reimbursement of expenses for spouses, children and other family members;
- works and services such as health care, subscriptions to sports activities and travel for educational, recreational and/or religious purposes;
- shopping and fuel vouchers;
- supplementary insurance schemes.

Training activities

DeA Capital considers training to be one of the processes that aim to create value for people and its participated companies.

Training ensures the employability of and the possibility, for the Group, to have the correct skills for the present and the future through the development of capital.

In 2021 DeA Capital and participated companies' employees received an average of 28 hours of training.

Group Training



220
number of
employees



28
hours of training
delivered per
employee in 2021



35%
of training
on ESG Topics



53%
of training
for women



People, welfare, and training

Corporate Social Responsibility

DeA Capital is controlled by the De Agostini Group.

During its long history, the De Agostini Group has always been ready to support cultural initiatives that promote civil and social progress, mainly through projects and undertakings launched in conjunction with public and private bodies to safeguard Italy's artistic, historical, scientific and humanistic heritage and promote philanthropic activities that are part of a highly articulated CSR process.

The main initiatives include:

- Support of the **“Leonardo da Vinci” Science and Technology Museum** in Milan;
- **AidAF-EY Chair in Family Business** at **Bocconi University**;

- Belonging to **“I 200 del FAI”**, a group of generous patrons that supports **FAI** – Italian Environmental Fund and the **Coccia Theatre** in Novara.

In 2007, the shareholders of the De Agostini Group set up the De Agostini Foundation in order to better organize the funding activities promoted in the Novara area, as well as in Italy and abroad, with the aim of giving back to the community part of the added value generated by the entrepreneurial activities of the Group.

The Foundation is active in four main areas: **Disability, Education and Training, Social Inclusion** and **Emergencies**.

One of the objectives of the De Agostini Foundation is to **involve the Group's employees in social responsibility projects** that represent a bridge between the Foundation, the De Agostini Group companies and its employees: **three actors for a common purpose**.

In such a favourable context for Corporate Social Responsibility activities, DeA Capital has both adhered to a number of group initiatives and developed independent activities and projects, often in line with its business and social needs.



MUSEO
NAZIONALE
DELLA SCIENZA
E DELLA
TECNOLOGIA
LEONARDO
DA VINCI



FAI FONDO
AMBIENTE
ITALIANO



To further commit towards employees' wellbeing and to pay the right attention towards its community, DeA Capital has decided to participate into an internal competition organized by the De Agostini Foundation for the assignment of scholarships in 2021 to capable students

and children of employees of Italian companies controlled by the De Agostini Group. The competition will assign three scholarships worth 5,000 euros each and it is reserved for the students that attend the last year of high school, as an incentive to continue their studies.

People, welfare, and training



Social Project 1+1=3 Insieme Per Un Progetto Sociale

Fondazione De Agostini together with **De Agostini S.p.A.**, **Gruppo De Agostini Editore** and **DeA Capital** has launched and promoted an initiative aimed at employees.

This is a social responsibility project called “1+1=3 INSIEME PER UN PROGETTO SOCIALE”.

Employees, individually or in groups, presented a project in the field of physical and intellectual disability, promoted by a third sector organization. Fondazione De Agostini and DeA Capital made available a total amount of € 30,000 which was assigned to the winning project.



MIP – DeA Capital Esg Talent

Starting from 2021, **DeA Capital** has launched a partnership with the **MIP Politecnico di Milano Graduate School of Business**, aimed at a mutual collaboration concerning the “International Master in Sustainable Finance” in the two editions to be held at the MIP premises in the academic years 2021/2022 and 2022/2023. As part of this initiative, DeA Capital will assign two scholarships for admission to the “International Master in Sustainable Finance” in 2022.

“The partnership with MIP Polytechnic of Milano and the involvement in the International Master in Sustainable Finance represents a unique opportunity to help students who wish to confront one of the greatest challenges of all times, allowing them to put their skills to benefit a cause. This represents another important opportunity for DeA Capital to confirm its commitment to promoting sustainable development.”



The Next Project

The DeA Capital Group has decided to launch - with the support of a qualified external partner (The Adecco Group) - **the NEXT Project** (New Empowerment for Young Talent).

The aim of the project is, on the one hand, to assess the growth potential and development needs of our youngest resources (up to 35 years of age and with at least 1 year of seniority in the company) and, on the other, to encourage self-awareness of their soft skills, strengths and areas for improvement, through a consolidated methodology and the use of ad hoc selected tools.