



**We are  
what  
we do**

Summary  
of sustainability  
activities

**HDI**  
ASSICURAZIONI

Facts before words, concrete actions rather than promises.  
**The *Action* is at the core of our vision of sustainability.**  
We are aware of the need to act quickly and decisively by implementing measurable initiatives and projects to promote widespread, lasting well-being.



An average of  
578 HDI Employees  
in 2023



€ 8,253.98 mln  
invested as of  
31.12.2023



4 Areas of  
“Action”



PRI  
subscription



Participation within  
the Forum for  
Sustainable Finance  
since 2011



8 SDGs pursued  
in 2023 through  
investment  
portfolios



Members of the  
Sustainable Finance  
Partnership of Borsa  
Italiana

# HDI vision of sustainability: Action at the centre

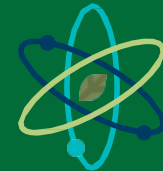
In 2011, the Company made the decision to join the Forum for Sustainable Finance, adopting a clear, **sustainable and responsible investment** strategy. With this in mind, consistent with the principles of Sustainable and Responsible Investment (SRI), the greatest goal is to create shared value, for the investor and society as a whole, and to be aligned with the highest international industry standards.

→ With the Talanx AG Group, of which we are a part, we have signed up to the UN [PRI](#) ("Principles for Responsible Investment") with the aim of encouraging the spread of sustainable and responsible investment among institutional investors. In addition, since 2019, the Group has decided to contribute to the achievement of 8 SDGs (sustainable development goals) promoted by the United Nations.

Below are the many interpretations of HDI's sustainability vision of 'Action'



'Actions' for the future



'Actions' to innovate



'Actions' for the people



'Actions' for the environment



**Action for the future**

## Action for the future

### Our *Action for the future*

represents a radical change that affect our entire corporate strategy, by embracing a new way of being, thinking and acting in a sustainable manner. This is the only way for our commitment to reach far, beyond the horizon.



Role of the **Finance-ALM and Sustainability Committee**



Publication of the **report on the Company's PAI**



Commitment to evaluate all investments according to **negative screening** criteria. In addition, about 30% of investments are also evaluated by an external entity according to ESG criteria



Assessment of the **carbon footprint of the investment portfolio**, considering all investments and the weight of our investment on the issuer or company



Update of the **Non-Life Underwriting ESG Policy**; integration of **KPIs of sustainability** in the Remuneration Policy and inclusion of carbon footprint-based indicators in the corporate supplementary contract

## Action for the future

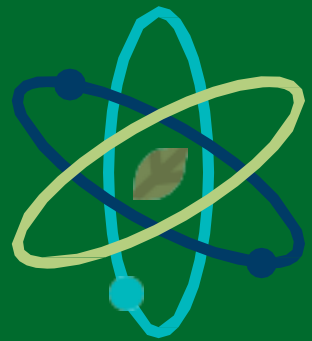
- Our governance system entrusts the Finance-ALM and Sustainability Committee with the supervision of issues relating to **sustainable investments** and has **signed the 6 principles of the PRI** – Principles for Responsible Investment. Following this commitment, we have embarked upon an investment management policy inspired by sustainability criteria, adopting and making public our **ESG Policy** (Sustainable and Responsible Investment Policy), which integrates the traditional financial investment process with assessments related to environmental, social and good governance factors. With this in mind, we have defined our **ESG roadmap**, outlining the path to **sustainable growth**, and annually prepare the **ESG report**, which is approved by the Board of Directors.
- During the year, we published the Company's PAI report, i.e., the 'Statement on the Main Negative Effects of Investment Decisions on Sustainability Factors', and internally presented the **ESG Risk Assessment**, which assesses the potential impacts of risks and opportunities related to ESG factors.

**Over time, HDI Assicurazioni has built a governance structure that considers sustainability issues in a careful and responsible manner, integrating it into our corporate strategy and choosing to focus on investments that align to our vision.**



## Action for the future

- In accordance with rules defined by the ESG Policy and the Code of Ethics, we have evaluated all of our **investments according to negative screening criteria**, avoiding companies or sectors that are not aligned with our own parameters and values, whilst all **investments** related to **sustainable** products (about 30% of the total) have been evaluated by a **third party** in accordance with **ESG criteria**, finding that all ESG portfolio ratings have a certified score of at least 3.5 out of 5 (where 1 represents a weak ESG profile and 5 a strong ESG profile and that the 3-5 score range represents a 'certified ESG' product). We also undertake engagement and active shareholding actions to positively influence the ESG strategies of the companies in which it has invested. Lastly, by assessing the **CO<sub>2</sub> Intensity** of the investment portfolio several times during the year, we found a **40.8% reduction** in emission intensity from Dec. 31, 2019 to Dec. 31, 2023.
- We have updated and approved the **Non-Life ESG Underwriting Policy**, with the aim of integrating sustainability issues within the Non-Life business, particularly during the initial underwriting phase, and we have introduced an **ESG policy for Life underwriting**, in order to identify and manage technical and reputational risks. In addition, we have included indicators based on **carbon footprint** in the company's supplementary contract and integrated **sustainability goals and KPIs** (Key Performance Indicators) within the Company's Remuneration Policy, representing more of a concrete commitment to encouraging **business behaviors and decisions that promote environmental, social and economic sustainability**.



**Action to innovate**

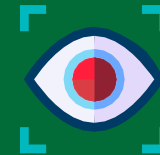


## Action to innovate

Our ***Action to innovate*** is a continuous desire to experiment, searching for new solutions, products and offers with a sustainable soul. Advanced projects: digital projects, i.e., an app or infrastructural projects, i.e., our headquarters designed in accordance with the LEED approach.



Commitment to creation of products with **sustainability features**



**Cybersecurity strategy, data and privacy management**



**USGBC Certification**



Involvement in numerous **networking, sustainability and innovation** initiatives

## Fare per innovare

- In recent years, we created numerous products with sustainability features (including “Progetto Investimento Flex” and “Sella Multi Solution”), launched sustainability initiatives and participated in & supported Investment Funds and entrepreneurial realities with a **positive impact** (including Oltreventure, BarCamper and Wonderful Italy).
- As regards technological infrastructures, we have adopted cutting-edge solutions for customers, such as Payment & Collection Engine and “HDI Insieme”, a telematic policy with a dedicated App, implementing an accurate **Cybersecurity** and data and privacy management strategy. Since 2023, we have adopted a specific **ESG Policy** to extend the sustainable approach to the processes and activities of IT facilities as well.

**Our sustainability values are aligned with innovation. In this sense, we have promoted the creation of new commercial proposals in line with the highest standards of sustainability by adopting physical and digital infrastructures that can respond responsibly to the needs of customers and the corporate structure.**



## Action to innovate

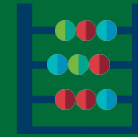
- Our headquarters in Rome – located in the prestigious Palazzo Italia, in the EUR district – is also aligned with our vision of sustainable innovation. The **headquarters** have been built according to the **LEED** (Leadership in Energy and Environmental Design) **approach**, obtained **USGBC certification** for **energy efficiency**, the adoption of “**plastic free**” policies and the integration of the “Agile” model, with spaces and furnishings designed specifically to encourage the sharing of ideas, projects and culture.
- We actively contribute to **sustainability** and **innovation** initiatives. We have joined **PRI** (Principles for Responsible Investment), **PSI** (Principles for Sustainable Insurance), and the **UN Global Compact**. We have participated in the Forum for **Sustainable Finance** and the **Task Force on Climate-related Financial Disclosures**. We are partners of “Euronext Sustainability Week” and the “Bancassicurazione2023: Assicuriamoci un futuro sostenibile” event organized by ANIA and ABIEventi, and members of the Pool Ambiente, the Consortium for Insurance and Reinsurance of Environmental Damage Liability.



**Action for people**

## Action for people

**Action for people** means the continual and consistent development of our collaborators, believing in their talent, investing in the improvement of their skill set and well-being. Further broadening our focus to the community, supporting numerous initiatives consistent with our values.



More than **8,700** hours of training provided in 2023



~**15** hours of training per employee delivered during 2023



More than **800** hours of training provided on sustainability issues in 2023



Engagement, growth and **awareness** activities on **sustainability** issues for Group people



Adoption of the **Diversity and Inclusion** Policy



Participation and support for **community, third sector** and **sports** initiatives, including inclusive and unified

## Action for people

- Regarding employee growth, we have developed a **structured training plan** that includes both mandatory training and tailored activities, such as those involving employees of different ages to encourage intergenerational interaction and collaboration, those dedicated to integrating ESG factors into the company, and sustainability update courses for the sales network. In this perspective, training and awareness activities on sustainability topics are also planned, with particular attention to the **climate crisis**.
- In order to actively engage the people of the Group throughout the year, we have organized numerous **engagement, entertainment and awareness-raising activities**, such as “Sabato Extralavorativo” (Sustainability Day), corporate Yoga course, HDI Family Day, company tournaments, Career Days and charity raffle.

**At HDI Assicurazioni we firmly believe that people are the real engine of change and will make the difference in achieving a more inclusive and sustainable world. For this reason, employee training and community support is of paramount importance to HDI.**



# Action for people

- With attention to human rights, inclusion, and workers' conditions, we have adopted a **diversity and inclusion policy**. We provide employees with an annual benefit for corporate welfare, offer a health insurance policy covering the entire family, and have updated the corporate website to make it accessible to everyone through Accessiway. Additionally, to promote a culture based on ethics and transparency, we have implemented a platform for reporting any violations of the Code of Ethics, even anonymously.
- We have long been supporting the crucial issue of **combating violence against women**. To raise awareness on this matter, we have installed a series of **red benches** within the schools of the IX Municipality of Rome, and for one week in November 2023, we installed a red bench as a symbol for women victims of violence in the square of Palazzo Italia, the Company's headquarters in Rome. Furthermore, we actively support the organization Differenza Donna to help women reclaim a **life free from violence**. Community engagement is central to our strategy: we actively participate in organizing meetings and partnerships to enhance cultural exchange and opportunities for information and networking. We collaborate with universities by participating in **Career Days** and financing Master's programs aimed at identifying talents to be integrated into our organization. Additionally, we are involved in secondary education through the project "Nel Senso Giusto," an initiative for road safety education for students. In a philanthropic perspective, we support organizations and foundations that operate in support of the community such as Filonlus, L'Albero della Vita, Banco Alimentare, and AIRC. Lastly, we are partners in numerous **sports teams and initiatives**. We support ASD Fly Sport Molise in Wheelchair Basketball. In women's basketball, we stand by the women's team of Basket Schio (Serie A). In football, we sponsor S.P.A.L. and serve as the Insurance Partner for both the male and female teams of AS Roma. In motorsport, we compete with Dennis Foggia in Moto2 and are the Official Partner of the Porsche Carrera Cup Italia.



# Action for the environment



## Action for the environment

From our carbon footprint to ESG policies and ratings, our ***Action for the environment*** underpins a concrete and responsible commitment that impacts our entire world: offices, investments, employees and suppliers. An important first step dedicated to the only planet we have.



Significant reductions in greenhouse gas emissions from our offices



Green travel management procedure and modernization of the Group's car fleet



Biodiversity and total water footprint offset projects



Adoption of an ESG policy and rating for all suppliers

# Action for the environment

- In order to increase awareness of the impact our activities have on the environment, since 2022, **we have been calculating the greenhouse gas emissions of all our offices** and have conducted a **carbon footprint analysis according to the UNI EN ISO 14064-1:2019 standard**. In 2023, we continued our path of reducing greenhouse gas emissions through significant initiatives such as **transitioning to renewable sources of electricity, renewing the company fleet, and implementing a sustainable mobility policy**. In light of these objectives, we have decided to **purchase electricity exclusively from renewable sources** (wind, solar, and hydroelectric) for all our locations.
- Regarding **mobility**, we have integrated sustainability aspects into a dedicated procedure for managing business trips, in order to make more environmentally **responsible choices** and **reduce our carbon footprint**. Additionally, we have incentivized the creation of a "**green**" **corporate fleet** by gradually replacing all conventional vehicles with electric and full hybrid cars, which currently make up half of the company fleet. We conducted a questionnaire aimed at estimating the emissions associated with the home-work commute of HDI employees.

**We aim to be at the forefront of the fundamental challenges affecting the environment and in particular the climate crisis, actively engaging and implementing short and long-term concrete actions.**



## Fare per l'ambiente

- We have supported and developed **biodiversity** projects related to **beekeeping**, linking the sale of sustainable products to the adoption of beehives and a honey garden at an urban apiary in Rome. Also, with the aim of reducing the environmental impact of our activities, since 2021, we have introduced a **paperless policy** and a **plastic-free campaign** aimed at removing PET bottles from the vending machines at the HDI headquarters in Palazzo Italia, allowing us to reduce consumption by approximately 900 kg of plastic per year. We have established a partnership with WAMI through which the liters of water used by our locations throughout the year are balanced by providing the equivalent number of liters to communities without access to this resource. This "water equal office" project, carried out with Oxfam, aims to provide drinking water to 4 communities in the village of Rockwood, Sri Lanka.
- In order to manage our **relationship with suppliers from a sustainability perspective**, we have adopted an **ESG policy and rating** with the majority of our suppliers, subjecting them to a questionnaire on these issues and mapping approximately 60 appraisers, 30 body shops, and 52 insurers. Additionally, we have formed a partnership with Carglass, which has enabled us to **avoid the emission of over 18,572 kg of CO<sub>2</sub>** by obtaining their **green certification** through the repair of auto glass instead of replacement.

# We are what we do

**We are what we do and we do this in order to offer customers individual solutions based on values of sustainability. Ensuring the well-being of the planet and of tomorrow's generation is the most challenging insurance. But it is a commitment that we want to embody with seriousness and concreteness, more and more each day.**

**Learn more about our concept of sustainability  
→ [www.hdiassicurazioni.it/sustainability](http://www.hdiassicurazioni.it/sustainability)**

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