



HALF-YEARLY NON-FINANCIAL REPORT OF THE CDP GROUP 2023



Guide to interpretation

The Cassa Depositi e Prestiti Group (hereinafter also the “Group”) has been reporting on sustainability, in accordance with regulatory requirements, since 2017. This year it is publishing its first Half-Yearly Non-Financial Report.

The document, drawn up on a voluntary basis, aims to carry out an interim monitoring of the main non-financial indicators and to provide timely disclosure thereof illustrating to all stakeholders the evolution of the activities undertaken and the main results achieved in the first half year.

The indicators reported were selected from those subject to annual reporting and include some “Global Reporting Initiative Sustainability Reporting Standards” defined by the “Global Reporting Initiative (GRI)”. The “GRI Content Index” section at the foot of the document offers details of the reported indicators, with reference to the guidelines adopted.

The figures contained in this Report, published on

22 September 2023, refer to the first half of 2023 (1 January - 30 June), unless otherwise indicated, and to the main projects developed by the CDP Group during the period.

Where not specified, the economic values are to be considered in euro.

The quantitative indicators have been taken directly from the databases of the Group Companies subject to Management and Coordination and aggregated by the Parent Company to provide an overall representation of the economic, social and environmental performance. As concerns the scope of reporting, the Report presents figures for the Parent Company and for those companies it directly controls and over which it exercises management and coordination (the “Group”), namely CDP Equity S.p.A., CDP Immobiliare S.r.l.¹, CDP Real Asset SGR S.p.A., CDP Reti S.p.A., Fintecna S.p.A. and Simest S.p.A.²

Thus in this specific case, the following companies/entities and their subsidiaries, where applicable, while fully consolidated on a line-by-line basis, are not subject to said management and coordination,

and thus do not come within the scope of the Group Half-Yearly Non-Financial Report: Terna S.p.A., Fincantieri S.p.A., SNAM S.p.A., Italgas S.p.A., Ansaldo Energia S.p.A., Fondo Italiano di Investimento SGR S.p.A., CDPE Investimenti, Stark Two, Melt 1, Fly One, Florence One, CDP Ventures, Valvitalia, the funds FIV Plus, FIV Extra, FNT-Sub-Fund A, Fondo Sviluppo, FT1, FNAS - Fondo Nazionale Abitare Sostenibile, FoF Private Debt and Fondo Italiano Consolidamento e Crescita.

The document, prepared by the Sustainability Development, Monitoring and Reporting Unit and drawn up with reference to the “Global Reporting Initiative Sustainability Reporting Standards”, was brought to the attention of the Risk and Sustainability Committee, which provided the Board of Directors with a non-binding opinion, and was approved, together with the Consolidated Half-Yearly Financial Report, by the Board of Directors of the Parent Company Cassa Depositi e Prestiti S.p.A. on 1 August 2023.

For information on this report please contact sostenibilita@cdp.it.

¹ In implementation of the guidelines of the 2022-2024 Strategic Plan, in June 2022 CDP BoD approved the reorganisation of the Group’s real estate area. The reorganisation plan involves the concentration of real estate activities in just two competence centres, CDP Real Asset SGR and Fintecna, and the liquidation of CDP Immobiliare.

² Within the scope of consolidation of the Group, SIMEST is excluded from the calculation of deployed resources.

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GUIDE TO INTERPRETATION

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MAIN KPIS

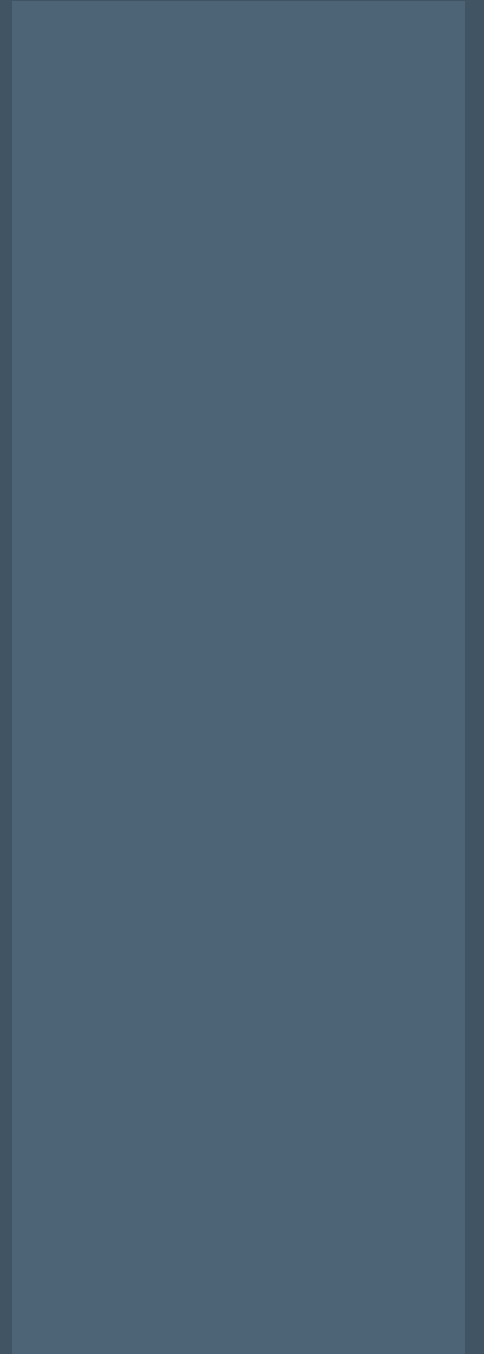
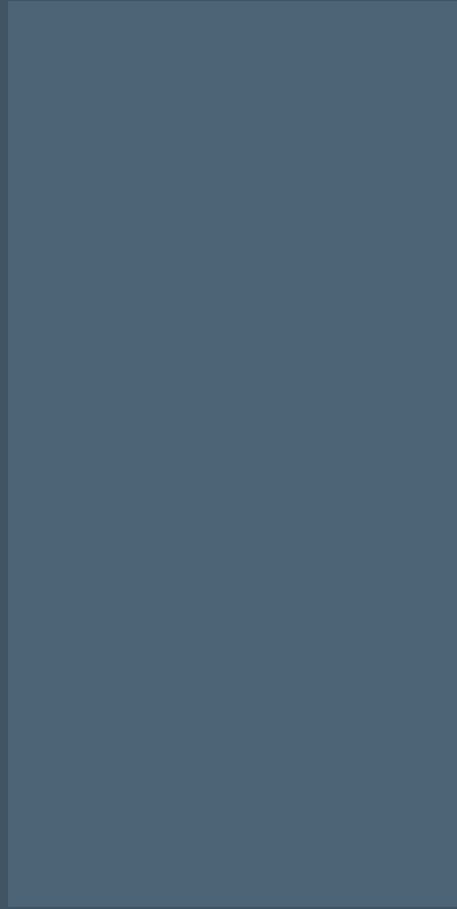
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ANNEX

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EXECUTIVE SUMMARY



11.5 billion
RESOURCES DEPLOYED
OF WHICH 71% ON THE 10 AREAS OF INTERVENTION



SOCIAL INFRASTRUCTURE
406 million



ENERGY TRANSITION
913 million



SAFEGUARDING LOCAL AREAS
713 million



CIRCULAR ECONOMY
21 million



DIGITISATION
285 million



TECHNOLOGICAL INNOVATION
721 million



CAPITAL MARKET
182 million



SUPPORT TO STRATEGIC SUPPLY CHAINS
3,626 million



TRANSPORT/LOGISTICS HUBS
1,250 million



INTERNATIONAL COOPERATION
77 million

MAIN KPIs

>42,400

TRAINING HOURS, **91%** OF EMPLOYEES INVOLVED

1,616

HOURS DONATED TO THE "PROTAGONISTI D'IMPATTO" PROJECT

-1.7%

GENDER PAY GAP

>600

SUPPORTED SOCIAL INFRASTRUCTURE, INCLUDING:

- **139** SCHOOLS AND 17,217 STUDENTS
- **232** HOSPITALS AND 5,223 BEDS
- **3** FACILITIES FOR THE ELDERLY
- **228** SOCIAL HOUSING UNITS FOR 644 BENEFICIARIES

76%

ENERGY FROM RENEWABLE SOURCES

~30

COMPANIES SERVED FOR DIGITISATION AND INNOVATION

93

COMPANIES FROM THE STRATEGIC SUPPLY CHAINS SERVED

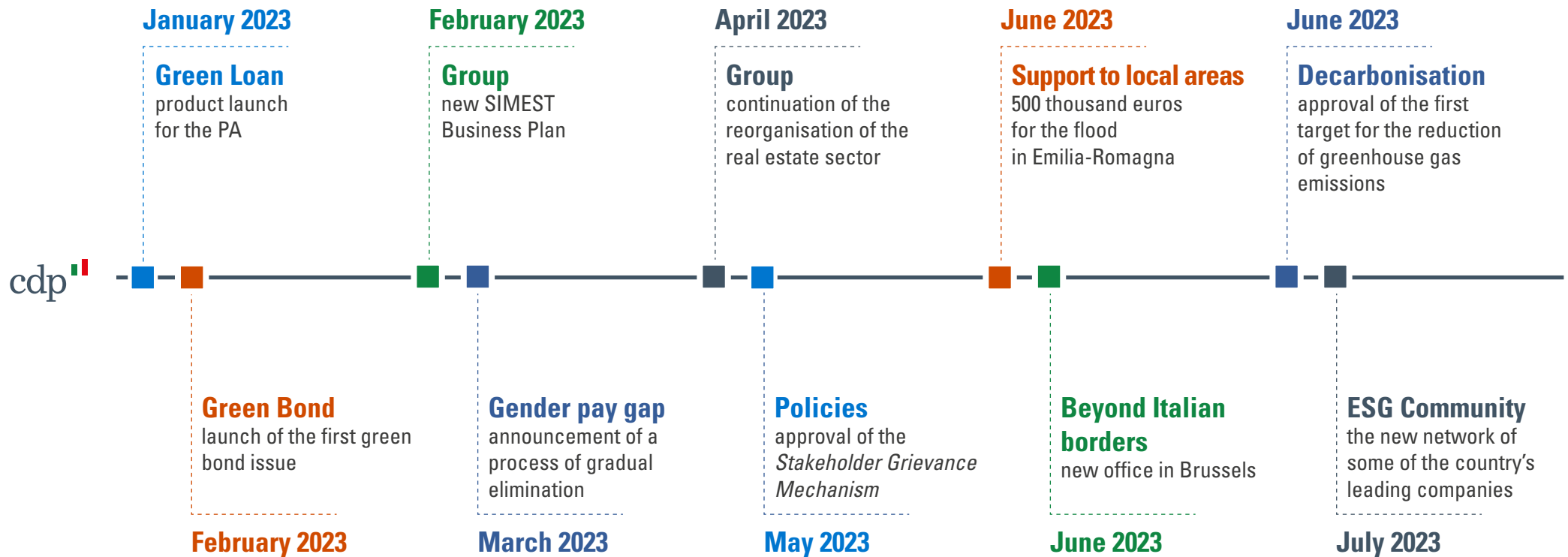
10

TARGET COUNTRIES IN THE BUSINESS MATCHING NETWORK

~60%

OF CONTRACTS WITH SUPPLIERS HOLDING ENVIRONMENTAL CERTIFICATIONS AND **73%** WITH SUPPLIERS HOLDING SOCIAL AND GOVERNANCE CERTIFICATIONS

Highlights



1 Overview

In the first half of 2023, the CDP Group strengthened its commitment to the country's sustainable, inclusive and long-term development, continuing to leverage its strategic assets: the responsible use of financial resources, people and ongoing dialogue with stakeholders.

Thanks to a strategy based on the identification of 4 macro-challenges for the country (**ecological transition, digitisation, inclusive growth and rethinking value chains**), and 10 priority areas of action, Cassa has been able to profoundly change its approach, no longer basing its financing and investment choices only on risk and return assessments, but also on a third dimension: **the economic, social and environmental impact**.

This evolution in its approach is capable of generating strategic projects and initiatives for the country's growth, in a perspective of additionality and complementarity with respect to the market.

In line with the 2022-2024 Strategic Plan, in the first six months of the year the Group deployed **11.5 billion**, continuing to work closely with companies, start-ups, local authorities and central and international administrations.

In this regard, attention and support to local areas have continued to represent an important boost to the Group's work, as evidenced by the first loan totalling **approximately 30 million** in favour of Consorzio dei Comuni della Valle d'Aosta - Bacinno Imbrifero Montano Dora Baltea, also disbursed through the new **Green Loan**, which will improve the local water supply service and by the opening of new local offices, including in **Brussels**.

This same support never failed to be provided even in the most difficult times, such as in the case of **the floods that hit Emilia-Romagna**, for which CDP allocated **500 thousand euro through the CDP Foundation**, in addition to postponing payment of the instalments due in 2023 for the loans granted by CDP to the affected local authorities. Furthermore, to counter the emergency caused by the war in Ukraine, the CDP Foundation allocated 500 thousand euro and, also thanks to its role in the G7, CDP undertook, together with 18 other global financial institutions, to join the "Ukraine Investment Platform", a platform dedicated to the country's post-war reconstruction.

In the first half of 2023, CDP was also at the forefront on the infrastructure front, as in the case of the project intended to **upgrade the Palermo-Catania railway line**, for which CDP allocated **300 million** together with the European Commission, MEF,

MIT, EIB, FSI and Intesa Sanpaolo. The collaboration with other credit institutions was also key for the establishment of programmes dedicated to the growth of Italian SMEs and Mid Caps such as the **"Sustainability-linked Basket Bond"** amounting to **100 million** issued by Cassa Depositi e Prestiti (CDP), Mediocredito Centrale (MCC) and Banca Sella, the **70 million** investment by **FEI and CDP to Fondo Anima Alternative 2** for SME growth or the **60 million** loan to the Stevanato Group, a global supplier in the pharmaceutical, biotechnology and life sciences industries, carried out in partnership with BNL BNP Paribas in order to reduce the environmental impact.

The commitment to **venture capital and start-ups** also continued, thanks to the official launch of two Funds: the **Green Transition Fund** and the **Digital Transition Fund**, managed by CDP Venture Capital SGR on behalf of the Italian Ministry of Enterprises and Made in Italy as part of the interventions under the National Recovery and Resilience Plan (NRRP). With total assets of **550 million**, the funds aim to boost the growth of innovation ecosystems in the green transition and digitisation sectors.

The first half of 2023 was also characterised by an important endeavour in favour of partner countries, to ensure fair and inclusive development capable of going beyond national borders. More specific-

ly, CDP will mobilise major resources for Rwanda's climate resilience, in collaboration with the European Union, the International Monetary Fund and the World Bank.

In the real estate sector, CDP reorganised its structure through the creation of **CDP Real Asset SGR**, which identified four strategic directions, including the development of social housing infrastructures, the redevelopment of disused public assets, the strengthening of the tourism sector and the growth of the Italian infrastructure market, with a special focus on ESG investments. Tangible proof of this is the Fondo iGeneration, which thanks to an investment of 40 million will convert a former INPS office in the centre of Naples into a university residence with accommodation capacity of almost 500 beds.

Furthermore, the new **SIMEST Business Plan** was approved, having SIMEST joined the Group at the end of 2022, which aims to strengthen its role in supporting the international expansion of Italian companies through four pillars: **sustainable and quality growth, digitisation and operational efficiency, enhancement of people and corporate culture and impact on the local areas and ESG**, which are fully integrated with the priority areas included in the Group Strategic Plan.

CDP's Board of Directors also **integrated the ESG**

plan by approving the first target for the reduction of greenhouse gas emissions, the so-called carbon footprint, of CDP's portfolio relating to loans to the private sector. In the same context, two further steering policies were approved: **the Transport Sector Policy and the Stakeholder Grievance Mechanism Policy**, along with the updating of the **Sustainability Framework**, reference framework for the integration and management of sustainability within CDP's organisational system along the entire value chain.

These results were made possible thanks to the Group's levers: **people, responsible management of financial resources and ongoing dialogue with stakeholders**.

More specifically, with regard to people, as part of its commitment to Equity, Diversity and Inclusion (DEI), CDP announced a process that involves the progressive **elimination of the gender pay gap**.





On the funding front, in addition to the more traditional funding linked to postal savings, new ESG instruments are gradually being added. One example is the **2023 Inaugural Green Bond**, the first Green bond issue, intended to support initiatives with positive environmental impacts including infrastructure investments in the renewable energy, energy and water efficiency, and sustainable mobility sectors.

Lastly, with regard to dialogue with stakeholders, CDP promoted the **ESG Community**, the new network set up with the aim of encouraging an ongoing debate on environmental, social and governance issues and creating more and more synergies between some of Italy's major economic realities.

1.1 ESG plan and performance as at 30 June

CDP continues to be commitment to achieving the objectives set out in the ESG Plan, approved by the Board of Directors in June 2022.

The ESG Plan: performance as at 30 June 2023

CHALLENGES	MAIN COMMITMENTS	PERFORMANCE AS AT 31/12/2022	PERFORMANCE AS AT 30/06/2023
 Climate change and ecosystem protection	<ul style="list-style-type: none"> -50% of CO₂eq emissions by 2024¹ and -100% by 2030¹ -30% in printed paper and toner consumption by 2024² -30% portfolio emissions (tCO₂/M) by 2030³ 	<ul style="list-style-type: none"> -77.5% of CO₂eq emissions -76% per capita printed paper consumption -89% per capita toner consumption Commitment approved in June 2023 	<ul style="list-style-type: none"> 952 tons CO₂eq⁴ 428 printed pages per capita⁴ 0.07 hg of toner per capita⁴ KPIs measured annually
 Inclusive and sustainable growth	<ul style="list-style-type: none"> >85% of employees who express a high level of engagement on an annual basis 90% of employees trained on sustainability on an annual basis 100% of employees with flexible work for 10 days a month 30% of women in top management positions (first and second lines) by 2024 Sustainability objectives accounting for 30% of total MBO objectives 	<ul style="list-style-type: none"> 87% of employees who express a high level of engagement on an annual basis 96% of employees trained on sustainability on an annual basis ~100% of employees with flexible working methods 26% of women in senior management positions Sustainability objectives accounting for 31% of total MBO objectives 	<ul style="list-style-type: none"> KPIs measured annually KPIs measured annually ~100% of employees with flexible working methods 24% of women in senior management positions Sustainability objectives accounting for 32% of total MBO objectives
 Digitisation and innovation	<ul style="list-style-type: none"> Annual investment in transformation accounting for 45% of total ICT investment More than 40% of applications to be cloud-based by 2024 90% of employees involved in the digital community for innovation by 2024 	<ul style="list-style-type: none"> Investment in transformation accounting for 43.5% of total ICT 29% of cloud-based applications⁵ 83% of employees involved in the digital community for innovation 	<ul style="list-style-type: none"> Investment in transformation accounting for 49% of total ICT⁶ 30% of cloud-based applications⁷ 86% of employees involved in the digital community for innovation
 Rethinking value chains	<ul style="list-style-type: none"> More than 70% of purchases from suppliers with social/environmental certifications by 2024⁸ 	<ul style="list-style-type: none"> 76% of purchases from suppliers with social/environmental certifications⁹ 	<ul style="list-style-type: none"> 66% of purchases from suppliers with social/environmental certifications⁹

¹ Data related to the Group Companies, understood as CDP S.p.A. and the companies it directly controls and over which it exercises management and coordination. Emissions related to Scope1, Scope2 (market-based methodology) and Scope3 (related to business travel). 2019 baseline.

² Data related to the Group Companies, understood as CDP S.p.A. and the companies it directly controls and over which it exercises management and coordination. 2019 baseline.

³ Emission intensity reduction target, relating to the portfolio of direct loans of the business units Enterprise Loans, Infrastructure and International Cooperation and Development Finance Loans - solely for the component of loans to private companies. Activities relating to the Public Administration and Equity are not included in the scope. 2022 baseline.

⁴ The reduction performance compared to the baseline is measured annually.

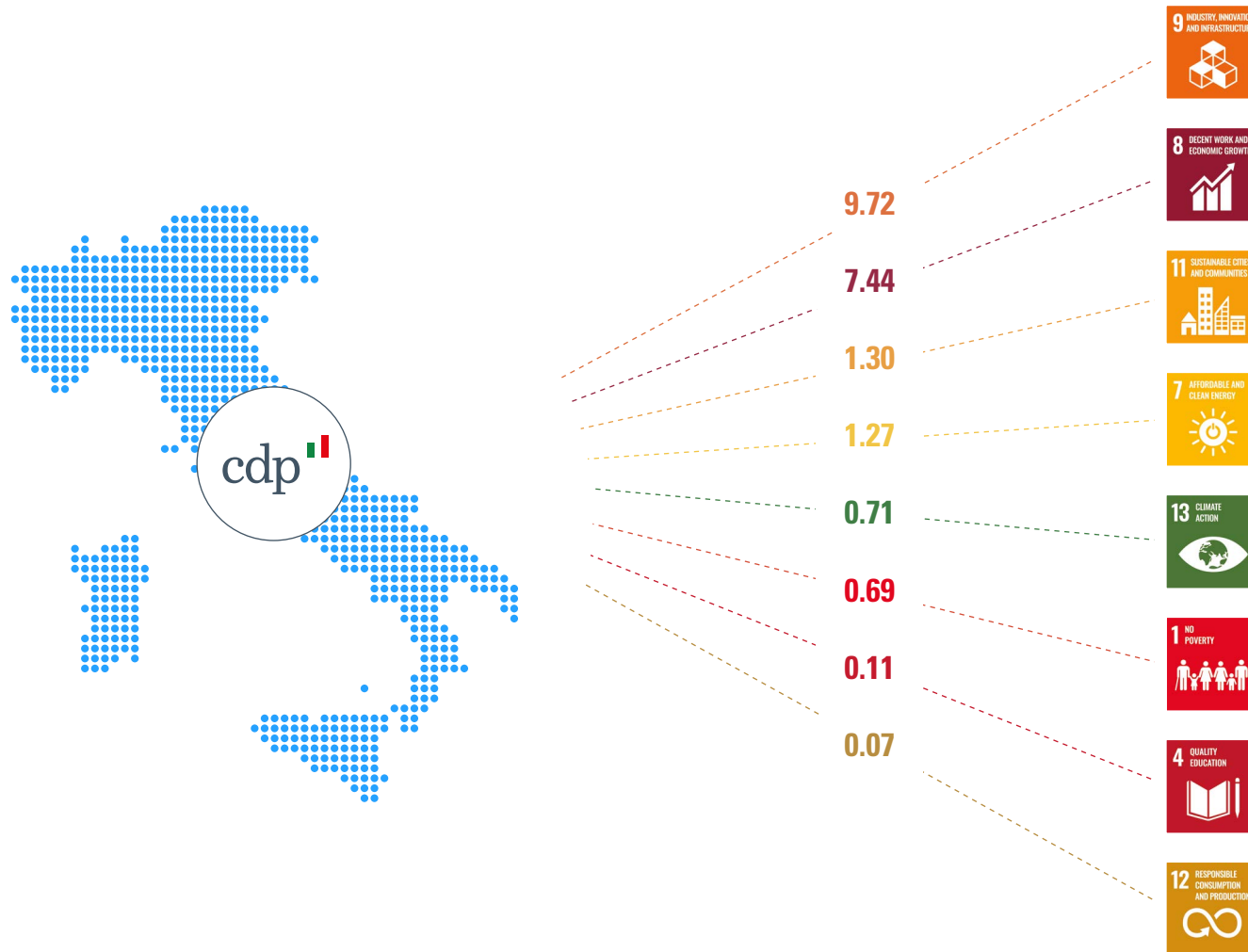
⁵ At Group level the figure stands at 32% of cloud-based applications.

⁶ Share of investments in innovation and transformation compared to the ICT budget of CDP Spa.

⁷ At Group level the figure stands at 36% of cloud-based applications.

⁸ Expenditure items do not include tax, legal and strategic advice.

⁹ The figure refers to the average between the percentage of purchases with environmental certifications and that related to purchases with social certifications.

SDGs Mapping (figures in EUR billion)¹⁰

1.2 The contribution to the SDGs of the 2030 Agenda

The country's sustainable development is a crucial element for CDP, which actively participates to contribute to the achievement of the sustainable development goals of the United Nations 2030 Agenda, as evidenced by the way in which the Goals fully match the Group's mission, strategy and operations.

Through the **SDGs Mapping** methodology - an exercise developed internally starting from 2019 to measure CDP's commitment to the 2030 Agenda - CDP continued the process of reporting the resources deployed by the Group with respect to their potential contribution to the 17 objectives.

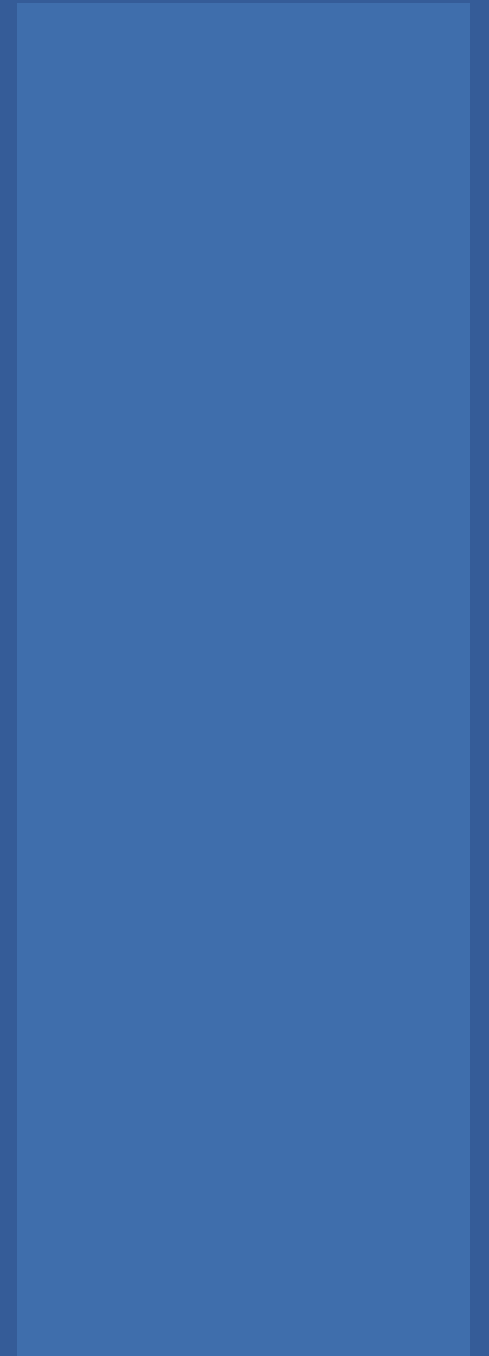
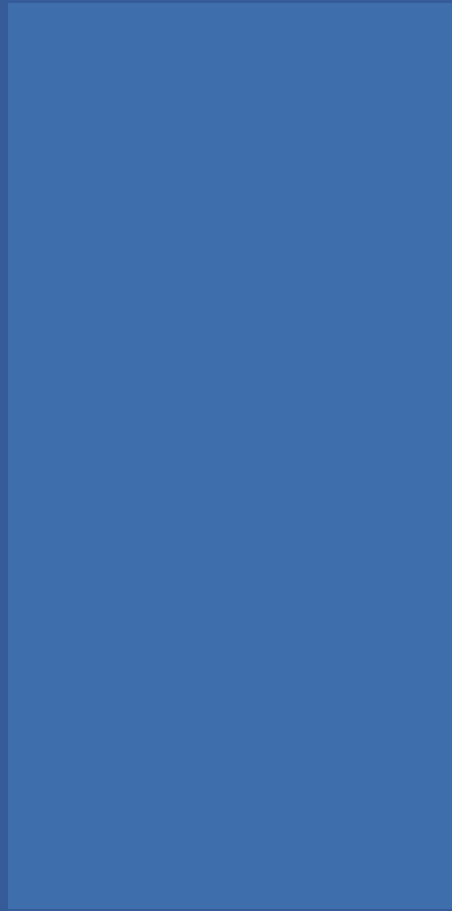
The measurement consists of associating the reference SDGs to each transaction, a match that occurs when it is possible to allocate one or more of the 169 reference targets set out in the Agenda to the *outcome* promoted by the transaction.

The half-yearly analysis records a resource distribution in line with past years. For more information on the methodology, reference is made to the dedicated section of the 2022 Integrated Report.

¹⁰ The representation includes the SDGs to which the greatest number of resources was associated.

PERFORMANCE:

THE LEVERS AND THE 4 CHALLENGES OF THE PLAN



2 LEVERS

People, financial resources, dialogue, listening and stakeholder engagement are the strategic levers with which the CDP Group addresses the four main challenges of the 2022-2024 Strategic Plan in support of the creation of economic, social and environmental value for the country.

For the CDP Group, building a sustainable future means managing financial capital responsibly and actively engaging both its internal and external stakeholders in a structured process capable of anticipating their expectations and gaining a better understanding of the context, as well as of the associated risks and opportunities.

2.1 People

People are the centre around which all the Group's operations revolve, with the commitment to creating a stable, inclusive and diversified work environment in terms of personal skills and expertise, promoting the dissemination of a respectful and diverse culture.



1,893 total employees,
of which **1,867** on permanent contracts

55%

MEN

45%

WOMEN

Training continues to be a crucial factor for people's growth. Indeed, through a rich and flexible training provision, the aim is to contribute to increasing people's skills and motivation, aligning them with the Group's challenges and objectives. Among the most noteworthy training initiatives was the **Master in Local Finance**. The course lasted **4 months**, took place over the course of **10 days** for a total of **70 hours** in the classroom and covered the basics of the budget analysis of local authorities, the differences between local, public authorities and Regions, spanning from the analysis of public subsidiaries, to the management of financial crises and instability and international comparisons.

As a further support to people's development, internal mentoring courses were activated (65 trained mentors), individual coaching and team coaching programmes with external partners, also leveraging on the pool of certified internal coaches, for a total of over 100 courses activated.



>**42,400** training hours



91% of employees trained

Types and hours of training



63%

Across-the-board training (includes issues on the fight against money-laundering and corruption)



26%

Technical training



5%

Training on occupational health and safety



5%

Training on social, environmental and diversity and inclusion issues



1%

Other issues

The Group also continued its commitment to promoting a culture based on diversity, fairness and inclusion:



-1.7% of the gender pay gap compared to the end of 2022¹ through the launch of a process aimed at reducing the pay gap;



Launch of **meetings and workshops dedicated to inclusion issues** including: a pilot project on inclusive language developed in six modules;



Organisation of workshops on “Inclusive Leadership” dedicated to senior management and corporate top management. Launch of **Inclusion Lab**: a workshop dedicated to exploring inclusive strategies and practices;



Creation of the **Accessiweb widget** to make the cdp.it website accessible;



+4 pp: % of women in technical positions (so-called STEM)².

Aware of the importance of promoting a more flexible working environment, geared towards employee well-being and a better work-life balance, the

CDP Group signed a supplementary agreement on **Remote Working**, which will allow those with specific personal and family needs to take advantage of additional flexible working days on a monthly basis as opposed to the maximum limit of 10 days previously identified.

~100%

employees in Remote Working mode

Furthermore, with the aim of promoting the inclusion of new parents and supporting shared and equal parenting, the *booklet* “**CDP Parenting Guide**” was created, which summarises practical information to allow colleagues to gain a better understanding of the protections provided by law and the additional services made available by the company.

Finally, since the involvement of people takes place through initiatives aimed at sharing ideas and interests even outside the workplace, this led to the concept of **Open Agorà**, a new space where colleagues can meet, exchange ideas and showcase their talents and passions.

The project, one of the winners of the Call4Idea ESG on the Innova Platform, is an example of how in the CDP Group the involvement of people is a virtuous circle which can give rise to new ideas and opportunities for mutual exchange and discussion.

Digital family day

FOCUS

On 16 June, the Rome and Milan offices opened their doors to over 170 children of employees for the 2023 edition of the Digital Family Day.

It was a unique opportunity to let the little ones discover where their parents work and, at the same time, to offer an engaging and fun experience in the technology sector.

The children were able to discover how robots work and learn the fundamental principles of coding through interactive workshops that stimulated their creativity and curiosity, thanks to a practical experience that made the abstract concepts of technology more tangible and understandable.



¹ The figures do not include Simest in the scope of consolidation as at 2022.

² Versus Q1 of 2023.

2.2 Stakeholders

To the Group liaising with stakeholders effectively means being proactive through constructive dialogue with the parties concerned so as to encourage the co-creation of value and sharing responsibilities but also being reactive in responding to stakeholder requests and concerns, showing its willingness to listen and resolve any problems raised.

In the wake of a cooperation that was strengthened last year with the first Multistakeholder Forum, the opportunities for engagement continued in the first half of 2023 through the main initiatives:



Launch of the **ESG Community**



Opening of the office in **Brussels**



Stakeholder Grievance Mechanism policy



Activation of the **Controversy Management** process



ASviS course - CDP for a **sustainable PA**



Brainstorming meeting on stakeholder engagement initiatives

ESG Community: ongoing dialogue to address the challenges of sustainability

FOCUS

What is it?

A new network of debates on environmental, social and governance issues that brings together some of the country's leading economic realities.

The community was launched on 4 July 2023 with an event at the Rome office in Via Goito, which saw the involvement of 25 companies and over 100 participants attending in person.

The event included thematic round-table conferences in the morning and a plenary session in the early afternoon, together with representatives of the MEF and ACRI, where the participating companies had the opportunity to share their experiences and *best practices*.

Purpose

The initiative, promoted by CDP, aims to establish a relationship based on ongoing dialogue to share best practices and promote synergies with the aim of tackling sustainability challenges in a systemic way. Some of the topics covered by the community include: the future of non-financial reporting, the involvement of civil society stakeholders, diversity, fairness and inclusion.

It will meet twice a year to address the most current issues on sustainable development.

Participants

The ESG Community includes the Group companies and the main investee companies: Ansaldo Energia, Autostrade per l'Italia, CDP Equity, CDP Real Asset SGR, CDP Reti, CDP Venture Capital, ENI, Euronext, Fincantieri, Fintecna, Fondo Italiano di Investimento SGR, Greenit, Italgas, NEXI, Open Fiber, Polo Strategico Nazionale, Poste Italiane, Renovit, Saipem, Simest, Snam, Terna, Hotelurist (TH Resorts), Gruppo Trevi, Valvitalia and Webuild.

Furthermore, CDP's BoD approved the “**Stakeholder Grievance Mechanism Policy**”, a mechanism for reporting the environmental and social impacts of the projects financed by CDP in the context of international cooperation and development finance.

The policy aims to improve the impact of operations, reducing the related risks and promoting accountability for CDP's actions.

The project intended to support local territories also continued, thanks to the inauguration of the **new European representative office in Brussels** which will allow European operations to be strengthened, thereby encouraging joint efforts on key issues for sustainable development.

The Group colleagues also provided a significant contribution to social volunteering projects:

- **212** thousand euro to the Civil Protection Department of the Region for the donation in favour of the communities hit by the flood in Emilia-Romagna;
- **61** colleagues and **45** blood bags collected for the Group's blood donation (Rome and Milan);
- **1,616** hours donated for the “Protagonisti d'impatto” (Impact Protagonists) corporate volunteering program, which involved **232** Group employees who provided assistance to young people in the suburbs with their studies, distributed food parcels to families in need, participated in fundraising for scientific research and helped redevelop public spaces and green areas in the cities.

“PA 2030 - The territorial dimension of the Sustainable Development Goals”, a new training course for the Public Administration

FOCUS

What is it?

Training course created by ASviS with CDP's contribution.

Purpose

The course aims to guide local authorities in seizing the opportunities of sustainable transformation and transferring the tools needed to tackle ESG challenges. It is an e-learning course lasting around 90 minutes, divided into 5 modules enriched by insights, a scenario and a final simulation to put any learned concepts into practice.

Participants

The course is aimed at government bodies, senior managers and civil servants of the Regions, Provinces and Municipalities interested in learning about and investigating the process of transformation of the territories.



Inauguration of the new CDP office in Brussels, 7 June 2023

2.3 Financial resources

Another key lever for the pursuit of the CDP Group's sustainable development goals is the responsible management of financial resources.

CDP finances and invests according to sustainability *policies* that guide business activities to generate positive and measurable impacts in the ESG area. In this context, funding through ESG bond issues plays a key role in order to raise resources on the capital market to direct towards such investments.

For example, the first bond issue in dollars, i.e. the **Yankee Bond** was carried out in April, and raised a total of **1 billion dollars** from institutional investors (45% American).

This bond constitutes the first entry into the US bond market, diversifies funding sources and strengthens the activity aimed at supporting exports of Italian companies.

Main funding sources (stock in billions)

281.7 BILLION

POSTAL SAVINGS

17.8 BILLION

BOND FUNDING

63.8 BILLION

OTHER FUNDING

2023 Inaugural Green Bond

FOCUS

SDGs



CHARACTERISTICS OF THE INITIATIVE

Amount: total amount equal to 500 million

Other information: 6-year maturity and reserved for institutional investors

PURPOSE

The proceeds of the transaction are intended to support green initiatives with positive impacts in environmental terms. In particular, in infrastructure investments in the following sectors:

- renewable energy;
- energy and water efficiency;
- sustainable mobility.

The issue confirms CDP's primary role as an issuer in the sustainable finance sector and further expands the ESG funding instruments offered to the market, following the eight issues already launched since 2017 in Social and Sustainability format under the "CDP Green, Social and Sustainability Bond Framework".



Inclusive and sustainable growth

Resources deployed as at 31/12/2022

1,836 million

Resources deployed as at 30/06/2023

405.7 million



Climate change and ecosystem protection

Resources deployed as at 31/12/2022

4,298 million

Resources deployed as at 30/06/2023

1,646.6 million



Digitisation and innovation

Resources deployed as at 31/12/2022

2,217 million

Resources deployed as at 30/06/2023

1,188.2 million



Rethinking value chains

Resources deployed as at 31/12/2022

12,595 million

Resources deployed as at 30/06/2023

4,953.5 million

3 INCLUSIVE AND SUSTAINABLE GROWTH

RESOURCES

405.7 MILLION

In line with its historical role as partner of the Public Administration, CDP deployed approximately 400 million for the development of social infrastructure in the first six months of 2023.

This is a key area for promoting social and territorial cohesion, also made possible thanks to the cooperation with Local Authorities, Central Administrations and Banking Foundations.

The resources were mainly directed to the Public Administration for the construction, modernisation or adaptation of school and health infrastructure. Furthermore, the housing infrastructures were directed through the operations of CDP Real Asset. More specifically, through the Fondo Investimenti per l'Abitare (FIA), 5 "sustainable housing" projects were completed during the half year, including through the redevelopment of existing properties.



178 local authorities

AREAS OF INTERVENTION



SDGs



7 million to create new wards and upgrade the existing facilities of the Rizzoli Orthopaedic Institute

FOCUS

AMOUNT

7 million

PURPOSE

The loans are aimed at **the creation of two completely renovated Day Surgery and Intensive Care wards, as well as the purchase, replacement and upgrading of systems and equipment.** In particular: (i) The *day surgery ward* will see an **increase in operating theatres from the current 2 to 3** and the creation of larger spaces for the benefit of patients; (ii) the intensive care unit will see an **increase in the number of beds** in order to meet the needs of intensive and sub-intensive care. The project of the new ward aims to **create an innovative environment with a special focus on the comfort of hospitalised patients:** bright, large spaces with clearly marked pathways.

Lastly, CDP also supported local authorities with technical and financial advice for the construction, renovation and adaptation of school and health-care facilities. More specifically, it worked on 33 new projects in the first half of the year, around 90% of which were dedicated to school infrastructure.

School infrastructure



139 schools



17,217 students¹

Infrastructure for healthcare



232 hospitals



5,223 beds¹



3 residential homes for the elderly

Infrastructure for housing



5 projects completed



228 high energy efficiency social housing units for 644 beneficiaries



388 beds in student housing

Redevelopment of the former Olympic Village in Turin

FOCUS



On 10 May, inside the seven buildings of the former Olympic Village MOI (Mercato Ortofrutticolo all'In-grosso - Wholesale Fruit and Vegetable Market) in Turin, a social housing residential complex was inaugurated with around **400 beds**, mainly dedicated to temporary accommodation at special rates for students and young workers. The complex is divided into 7 buildings of 7 floors each, with a total area of **around 15,000 m²** and a common underground garage, for a **total investment of approximately 18 million**.

The initiative is an excellent example of how a unified vision and a strong public-private institutional collaboration were able to reconvert the initial project and the ensuing state of degradation into an **opportunity for urban regeneration** of a symbolic area in the city, the Borgo Filadelfia district. The initiative is promoted by Fondo Abitare Sostenibile Piemonte (FASP), managed by Investire SGR (Banca Finnat Group) with the participation of Fondo Investimenti per l'Abitare managed by CDP Real Asset SGR, Fondazione Compagnia di San Paolo, Fondazione CRT Sviluppo e Crescita, Fondo Social & Human Purpose, Sub-Fund A, managed by REAM SGR - and Piedmont's major banking foundations. The complex is managed by Camplus, the leading Italian provider of *co-living* and *housing* solutions for university students.

¹ The KPIS refer solely to advisory operations (230 hospitals and 29 schools).

3.2 The artistic and archive heritage of the CDP Group

In the first half of 2023, CDP continued to promote initiatives aimed at the conservation, study and enhancement of the Group's artistic and archive heritage. Visits by colleagues to the CDP Museum continued and visits by students (Accademia di Belle Arti di Roma and ISIA - Roma Design) were introduced to promote training activities and dialogue with the new generations.

According to the "widespread museum" logic, new artistic installations were set up at CDP local offices and the production of multimedia and digital contents continued with a view to disseminating the company's artistic heritage.

Finally, new thematic itineraries were inaugurated to explore specific artists and works ("Art and technology, man and machines", "The history of the Palazzo in Via Goito: from the origins of Rome to the present day", "Man in space: discovering new frontiers"), and initiatives were promoted to link the works of the company museum collections with those exhibited in other museums (Casa Balla, exhibition "La Storia di Olivetti. Architettura, Prodotti, Comunicazione" [The History of Olivetti. Architecture, Products, Communication] at WeGil and the exhibition "Arnaldo Pomodoro - Il Grande Teatro delle Civiltà" [Arnaldo Pomodoro - The Great Theatre of Civilizations] at Fendi - Palazzo della Civiltà Italiana).



6 artistic installations

2 for the Naples and Brussels offices and 4 for the Rome head office



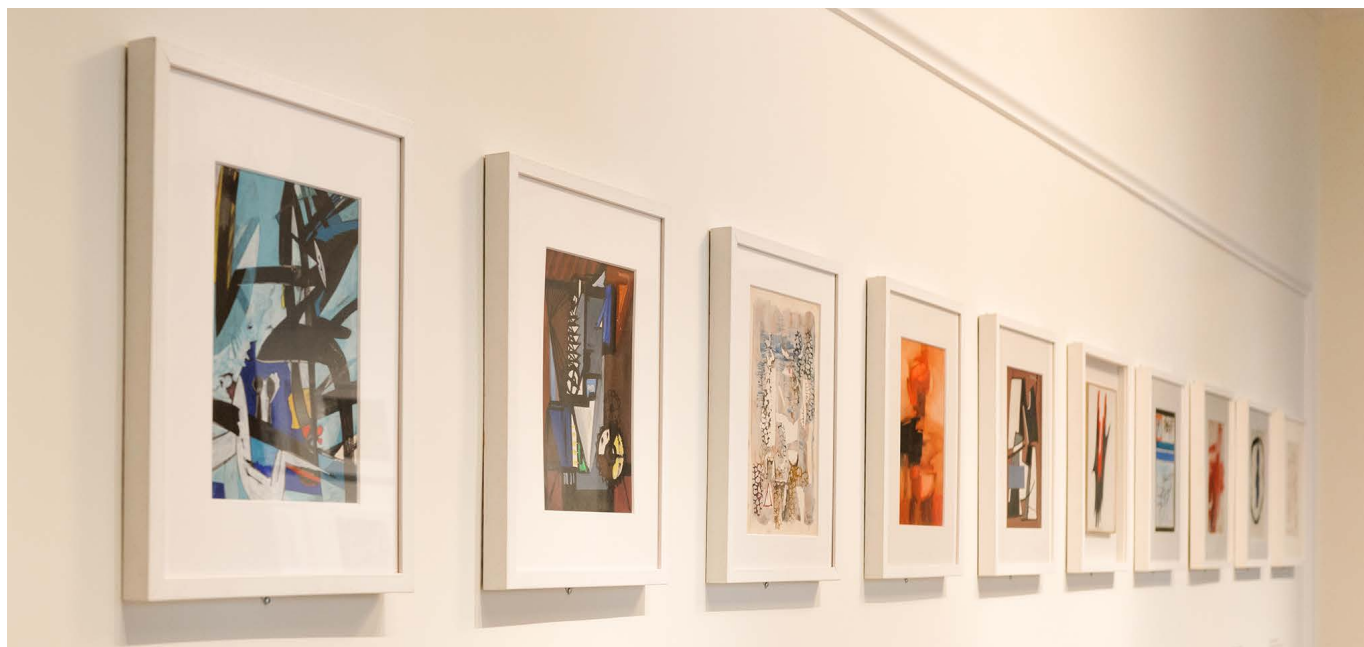
425 guests in 28 guided tours

- 200 guests in 17 guided tours to the CDP Museum;
- 35 students and teachers in 2 guided tours to the CDP Museum;
- 190 guests in 9 guided tours in collaboration with MAXXI-Casa Balla, Associazione Archivio Storico Olivetti and Fendi-Arnaldo Pomodoro.



2 multimedia content

- 2 videos for the "Appointments with Art" series: a digital walk through the works of art of Museo Percorsi d'Arte e di Industria, housed within CDP's Rome office.



The study of the magazine "Civiltà delle Macchine" (Civilisation of Machines), founded in 1953 by Finmeccanica, made it possible to retrace a series of works of art, owned by Fintecna - CDP Group, which combined creativity and industry, art and work.

The CDP Foundation fights educational poverty and supports the population of Ukraine

FOCUS

The CDP Foundation pursues social, environmental, cultural and economic development goals with special attention to initiatives in favour of the younger generations and in support of the South, to which it decided to allocate more than 50% of its resources.

The following initiatives are noted in the first half of 2023:



the “Strumenti per crescere” (Tools to grow) initiative: launched with the social enterprise “Con i Bambini”, aimed at students between the ages of eleven and seventeen in Southern Italy.

The project aims to help bridge the STEAM skills gap currently existing in the country, generating a positive impact on Italy’s human, social and economic capital. **7 projects** were selected, which will receive a total contribution of **3 million**.



the call for tenders “A Scuola per il futuro” (At school for the future): makes available a budget of **1.5 million** to third sector and non-profit bodies and organisations.

The objective is to support new initiatives or those under development to combat school drop-out rates, in such a way as to act on the phenomena underlying the interruption or delays during first and second grade high schools through training courses, extra-curricular initiatives, *summer camps*, but also orientation and training courses dedicated to teaching staff.



the call for tenders in support of Ukraine: 500 thousand euro in support of non-profit organisations and social enterprises, which will thus be able to launch or expand the hospitality and assistance activities dedicated to Ukrainian refugees in Italy, through the creation of training, work and recreational opportunities, and in Ukraine and in the border areas through the supply of basic necessities.



Thanks to the “Emergenza Ucraina” (Emergency Ukraine) call for tenders, the CDP Foundation will finance the three projects presented by the United Nations High Commissioner for Refugees, by Emergency and by Terra Felix.

4 CLIMATE CHANGE AND ECOSYSTEM PROTECTION

RESOURCES

1,647 MILLION

AREAS OF INTERVENTION



SDGs



The Group is constantly committed to combating climate change and protecting the ecosystem by directing its operations towards 3 areas of action: energy transition, safeguarding of local areas and circular economy.

In the first half of 2023, a total of 1.6 billion was allocated to this key challenge.

As evidence of the commitment to combating climate change, in June, in the context of the ESG plan, the Board of Directors approved the first target for the reduction of greenhouse gas emissions, the so-called carbon footprint, of CDP's portfolio relating to loans to the private sector. The Group's commitment to containing CO₂ emissions is also re-

flected in the adoption of a sustainable work environment, including through the achievement of objectives aimed at the reduction of its environmental consumption.



28 enterprises¹



48 local authorities

50 million for the growth of the railway fleet and for new Salcef patents

FOCUS

STRATEGIC GUIDELINES



SDGs



AMOUNT

50 million

PURPOSE

The loan is intended to **support new investments to be made in Italy, in the infrastructure and transport area** and will cover: **(i)** the development of the fleet of vehicles intended for the construction and maintenance of railway lines, with a view to greater production and environmental efficiency; **(ii)** the redevelopment and renewal of the Group's factories for the production of railway sleepers and rolling stock; **(iii)** the conception of patents for new innovative products.

¹ The figure does not include transactions intermediated by financial institutions.

4.1 Energy transition



913 million



17 enterprises²



29 local authorities

80% of the resources were directed to leading Italian companies operating in the electricity and natural gas infrastructure sectors.

Over 10% of the resources went to finance the energy transition projects of 9 national companies, including in order to consolidate their global positioning.

Among the various initiatives, a memorandum of understanding was also entered into between CDP and the Italian Civil Aviation Authority (ENAC) for the implementation of investments that will make the airport areas and infrastructures managed by the authority sustainable in terms of energy.

The Group supports the country's energy transition, in line with the objectives of the 2030 Integrated National Energy and Climate Plan, including with equity investments. Among the transactions completed through CDP Equity, the capital increase in Green IT is highlighted.

50 million to Plenitude for the construction of charging stations

FOCUS

STRATEGIC GUIDELINES



ENERGY
TRANSITION

SDGs



AMOUNT

50 million

PURPOSE

The loan is intended to support the investments of the company Be Charge S.r.l. (subsidiary of Plenitude) related to the construction of infrastructure for recharging electric vehicles in Italy and Europe (**400 stations with 5,700 charging points and 57 hydrogen refuelling areas in three years**). CDP also acted as *implementing partner* for Italy, facilitating its access to the Connecting Europe Facility programme and the assignment of a 50.4 million interest-free loan granted by the European Commission to build a network of **over 2,000 "ultra-fast" charging points** in Italy, Spain, France, Austria, Germany, Portugal, Slovenia and Greece.

² The figure does not include transactions intermediated by financial institutions.

4.2 Safeguarding of local areas



713 million



95% through 3 funds dedicated to natural disasters



16 local authorities

The safeguarding and maintenance of the local territories play an increasingly important role, particularly in Italy, for the protection of the environment, for the safety and well-being of citizens, as well as for the development of the entrepreneurial fabric, with special reference to key sectors of the Italian economy such as agriculture and tourism.

The Group allocated over 700 million to the protection of the territory with measures mainly aimed at the revitalisation and reconstruction of the areas severely hit by the earthquake.

30 million to Consorzio BIM to improve the water supply service in Valle d'Aosta

FOCUS

STRATEGIC GUIDELINES



SAFEGUARDING OF THE TERRITORY

SDGs



AMOUNT

approximately 30 million (20 million of which from Green Loan)

PURPOSE

The loan in favour of Consorzio BIM (Bacino Imbrifero Montano) is aimed at supporting investments in the water infrastructure of Valle d'Aosta, allowing numerous municipalities in the Region to carry out modernisation and efficiency interventions.

In the context of a **loan totalling 30 million, 20 million is in the format of the new "Green Loan"**, the product launched in collaboration with the EIB to encourage sustainable investments under facilitated financial terms, through a credit ceiling of 200 million targeted at four priority areas: green economy and water resources, energy efficiency, public transport, waste treatment.

4.3 Circular economy



20.5 million



12 directly served enterprises³



3 local authorities

The CDP Group contributes to the implementation of initiatives aimed at facilitating the transition from a linear to a circular economy model, promoting a resource management approach that is compatible with global population growth and the progressive scarcity of essential raw materials.

Most of the resources, totalling over 19 million, were directed to financing the circular models of 12 companies.

With a view to creating synergies and complementarities with Development Banks and other Promotional Institutions of other National Promotional Banks and Institutions (NPBIs), CDP confirmed its participation in JICE, the joint initiative on the circular economy, launched in 2019 by CDP, EIB, Caisse des Dépôts, Instituto de Crédito Oficial, KfW and Bank Gospodarstwa Krajowego.

Over 8 million with the “Circular Economy” Sustainable Growth Fund for ten companies

FOCUS

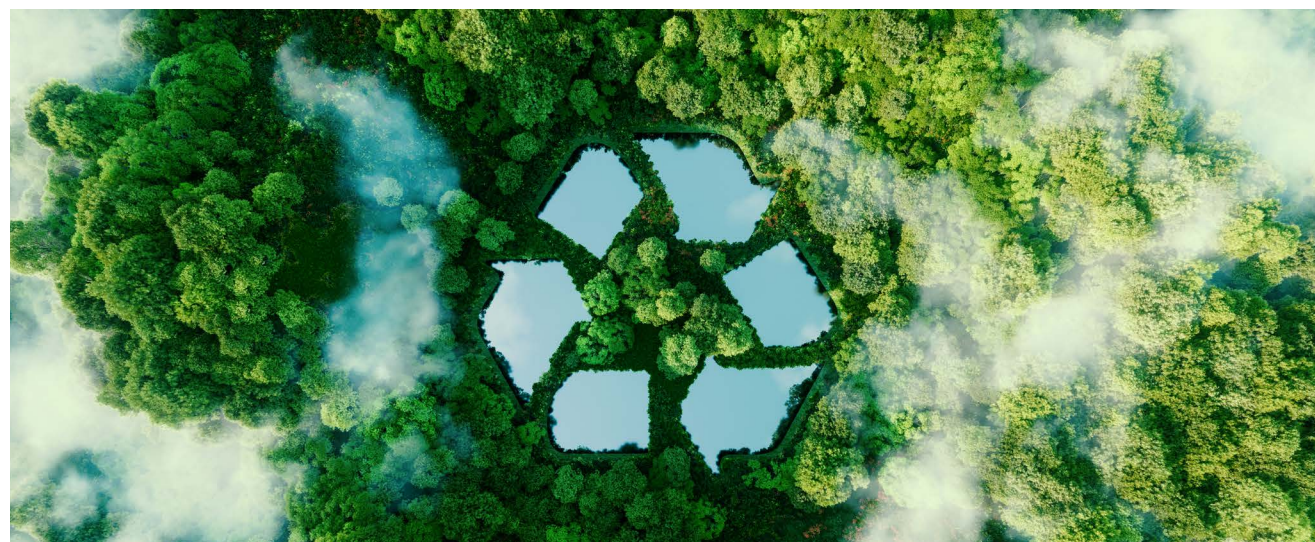
CDP RESOURCE ALLOCATION

157 million

PURPOSE

The Revolving Fund Supporting Enterprises is aimed at granting subsidised medium to long-term loans (up to 15 years) in co-financing with the banking system to enterprises of all sizes, with measures targeted at specific sectors.


Among the active measures, the FCS Circular Economy call for tenders, in collaboration with MIMIT, is intended to **promote research and development projects for the reconversion of production processes in the circular economy area.**




³ 10 enterprises served through the FRI - Circular economy call for tenders.

4.4 Commitment to a sustainable working environment

The CDP Group’s commitment to environmental protection also entails minimising the negative impacts of its offices on the external environmental and social context.

 **76%** of electricity from renewable sources

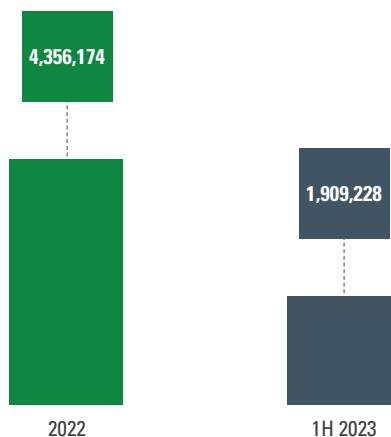
 **53.3%** of special waste disposed of with recovery codes (vs 47.28% in 2022)

 renewal of the *shared* electric moped rental service for employees

The first half of the year was characterised by an increase in the workforce and by a change in the scope dictated by the closure of the Benedetto Croce office and the annexation of the Simest office. These factors, combined with the context of a complete resumption of post-pandemic operations, affected consumption and emission levels proportionally but in line with the objectives of the ESG Plan⁴.

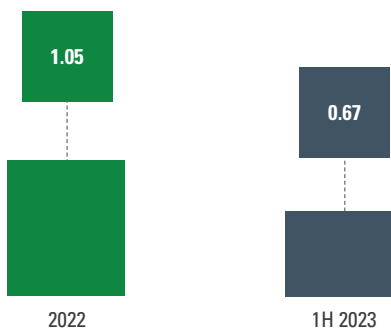
Compared to the 2022 figure, there was an increase in emission levels in the first half of 2023 following an overall increase in natural gas consumption and business travel.

Electricity consumption (kWh)



Specifically, against an overall increase in employees compared to 2022, it is possible to observe a trend in electricity consumption that is consistent with total consumption in 2022 and in line with the targets set for 2024.

Per capita emission intensity (tCO₂e/n)*



*The figure refers to total emissions considering Scope 2 Location-Based emissions

The Group’s consumption is constantly monitored by the environmental and social management systems adopted by the companies.

CDP documents and implements its systems by keeping them active and continuously improving them in compliance with the requirements of the UNI ISO 45001:2018 and ISO 14001 standards, establishing the procedures to achieve and meet such requirements in full.



Interior of the CDP office in via Goito, Rome

4 Reference is made to the commitments in the ESG Plan on page 9.

5 DIGITISATION AND INNOVATION

RESOURCES

1,188 MILLION

In light of the fundamental role that the topics of innovation and digitisation play as enablers of an increasingly sustainable future, in the first half of 2023 the CDP Group was once again committed to supporting technological projects and innovative initiatives in line with the guidelines identified by the Strategic Plan, as well as by the objectives of the European Green Deal, the 2030 Agenda and the National Recovery and Resilience Plan (NRRP).

AREAS OF INTERVENTION



DIGITISATION



INNOVATION



CAPITAL MARKET

CDP plays a key role in these issues, including through the development of technological infrastructures and support for innovation and technological transformation for enterprises and start-ups. To this end, over 95% of the resources granted by the Group in the first half of the year directed investments by companies aimed at promoting their digital transition and guaranteeing a better competitive positioning.

SDGs



1,007 million deployed in digitisation and innovation projects



28 enterprises¹



2 local authorities

120 million in favour of Prysmian group

FOCUS

STRATEGIC GUIDELINES



TECHNOLOGICAL INNOVATION

SDGs



AMOUNT

120 million

PURPOSE

Thanks to the loan, the Prysmian Group, world leader in the cable systems sector, **will invest in research and development to upgrade its networks**, with a focus on the implementation of innovative technologies, contributing to the consolidation of business digitisation processes and at the same time at the reduction of emissions in favour of the energy transition. The project is in line with the Paris Agreements, the directives of the European Green Deal and Horizon Europe in the context of renewable and clean energy production.

¹ The figure does not include transactions intermediated by financial institutions.

However, the development of all players in the innovation chain is also aided by private equity and venture capital, fundamental instruments for the purposes of strengthening the capital market.

Through **CDP Equity**, in the first half of 2023:



the investment in the Infrastructure FOF, managed by CDP Real Asset, was subscribed in the amount of **300 million**, which intends to support the growth of the Italian market in the sector and pursues the objective of encouraging the development of projects with environmental and social aims;



the investment in the International FOF, managed by CDP Venture Capital, was subscribed in the amount of **150 million**, which will focus on investment funds operating in technological innovation sectors, from digital to *life science*;



investments **up to 75 million** in Fondo Italiano Tecnologia e Crescita II and **up to 250 million** in Fondo Italiano Consolidamento e Crescita II were approved. Both funds are managed by Fondo Italiano d'Investimento.

On the other hand, two new funds were activated under the NRRP through **CDP Venture Capital**:

Slamp grows abroad with SIMEST's support*

FOCUS

STRATEGIC GUIDELINES



TECHNOLOGICAL INNOVATION



ENERGY TRANSITION

AMOUNT

510 thousand euro, 127.5 thousand euro of which interest-free

PURPOSE

Through Fondo 394, SIMEST granted a 1.4 million loan to Slamp, a leading company in the sector of design lamps, with a production entirely consisting of flexible, resistant and durable cold-cut technopolymers, without CO₂ emissions, with low energy consumption and the total recycling of processing waste that is then transformed into new objects.

The loan enabled the company to innovate its business processes, implementing new digital software, as well as to consolidate assets and create a new e-commerce platform. Slamp participated in the Salone del Mobile (Furniture Fair) in Milan where it presented its products entirely made with exclusive and eco-sustainable materials.

* SIMEST resources are not included in the total deployed by the Group.

250 MILLION

GREEN TRANSITION FUND

300 MILLION

DIGITAL TRANSITION FUND

The two Funds will facilitate investments in innovative start-ups and SMEs in the ecological and digital transition areas, as well as indirect investments in venture capital funds.

40% of the resources will be earmarked for investments in the South of Italy regions.

Galaxia, the national technology transfer hub for the development of new enterprises dedicated to the aerospace sector

FOCUS

CHARACTERISTICS OF THE TRANSACTION

Amount

Total assets of approximately 30 million over the next 4 years, to invest in over 30 new enterprises in the *proof-of-concept* (prototyping) and *seed* phases

Promoters

Politecnico di Torino and Sapienza University of Rome

Other information

The transaction is led by the Technology Transfer fund of CDP Venture Capital in partnership with Obloo

PURPOSE

Galaxia, the National Technology Transfer Hub for Aerospace, was created to **give a concrete boost to the development of start-ups** conceived within research laboratories specialised in the sector. With total target assets of **around 30 million over the next 4 years**, the Hub will focus on the various application areas of aerospace: from *upstream* solutions - such as engines, rockets and satellites, sub-orbital space vehicles, telemetry instruments and technologies for mission control centres - to *downstream* solutions - *remote sensing* technologies for Earth observation, satellite navigation and communication technologies and integrated applications of satellite navigation systems for specific applications - as well as in enabling technologies and the transfer of the main technologies from space to earth (*spin-out*) and from earth to space (*spin-in*).

The project is carried out in collaboration with Politecnico di Torino, Sapienza University of Rome and involves other important Italian universities. The European Space Agency and the Italian Space Agency are the technical advisors of the project. The transaction is led by the Technology Transfer fund of CDP Venture Capital in partnership with Obloo.



5.1 Innovation goes hand-in-hand with people

A number of new initiatives were launched in the first half of the year to develop a culture of innovation, including:



Unlock the future: the initiative that aims to strengthen people's innovation and digital transformation skills. After an initial assessment, specific training activities were launched: from the *boot camp*, a fast track process to accelerate digital skills and promote new projects, to *Digital Breakfasts* with industry experts, up to online courses focused on innovation and new technology trends;



Innovation Evangelists: a group of employees who promote openness to change, the exploration of innovative ideas and the adoption of new technologies and emerging methodologies;



Call for Solution: to collect innovative solutions and offer opportunities for growth and development to projects proposed by startups and SMEs.

ICT Sustainability Framework

FOCUS

The project, born out of an idea of the INNOVA open innovation portal and implemented by a group of colleagues from the ICT team, entails the **definition of a sustainability framework to mitigate the environmental impact of data centres, devices and networks** of a direct and indirect type (scopes 1 and 2).

The framework will move along three lines of action:

- Measurement of the ICT carbon footprint;
- Reduction of emissions, thanks to technical-operational countermeasures;
- Offsetting of the share of emissions that cannot be reduced through environmental projects.

Furthermore, in the first half of 2023, a new integrated technological platform was created which enables the digitisation of the ICT risk analysis and the monitoring of cyber risk to strengthen security and operational safeguards.

Finally, keeping in mind the growing importance of information security, a series of initiatives were carried out to promote a cybersecurity culture, including:

- **Cyber Palace:** gamification initiative, which works like a real digital *escape room*, where colleagues can challenge one another in a virtual space by putting themselves in the shoes of a *hacker* or a *cyber defender*;
- **CISO Community:** the network of IT security managers of the Group's investee companies was strengthened with the new «Innova4CISO» function, to launch challenges and identify new ideas within the Community.

47%

INVESTMENTS IN INNOVATION AND TRANSFORMATION²

36%

OF CLOUD-BASED APPLICATIONS

86%

DIGITAL PROTOCOLS

² Share of investments in innovation and transformation compared to the Group's ICT budget.

6 RETHINKING VALUE CHAINS

RESOURCES

4,954 MILLION

AREAS OF INTERVENTION



STRATEGIC SUPPLY CHAINS



TRANSPORT AND LOGISTICS HUBS



INTERNATIONAL COOPERATION

SDGs



The current situation of vulnerability of the value chains requires strong actions by institutions and the world of finance to make them more resilient to possible future crises. One of our country's main challenges and on which the CDP Group's actions continue to focus is that of promoting modern and

sustainable value chains through the development of high-tech segments, the reduction of goods moved by road, logistics costs and dependence on foreign strategic supply chains. Added to this is the mobilisation of resources in Development Finance for International Cooperation.



102 enterprises¹



82 local authorities

60 million in favour of the sustainable growth of the Stevanato Group

FOCUS

STRATEGIC GUIDELINES



TECHNOLOGICAL INNOVATION



STRATEGIC SUPPLY CHAINS

SDGs



AMOUNT

60 million

PURPOSE

Encouraging the energy transition and **promoting investment and employment in Italy** are the objectives of the two agreements entered into by the Stevanato Group with BNL BNP Paribas and CDP for a **total value of 130 million**. In particular, CDP granted a **60 million loan** for new investments in technological innovation, the purchase of cutting-edge machinery and the modernisation of production facilities. The agreements are **"ESG linked"**, i.e. the achievement of specific environmental impact reduction objectives corresponds to a benefit in terms of reduction in the cost of financing.

¹ The figure does not include transactions intermediated by financial institutions.

6.1 Support to strategic supply chains



~3.6 billion for strategic supply chains



93 enterprises²

The Group continued to be committed to supporting the country's entrepreneurial fabric. The activities focused on promoting dimensional growth, the positioning of companies in the market segments with the highest value added and the development of exports and international expansion.

To this end, the activity of the Business Matching digital platform intensified, so as to strengthen relations between Italian and international companies. During the first half of the year, the platform expanded to include the United States, South Africa and Brazil, thus reaching ten target countries since its opening.

The Group also supports the dimensional growth of enterprises with equity investments. Among the transactions completed through CDP Equity, particularly worthy of note was the acquisition of additional shares in the share capital of Ansaldo Energia and Valvitalia Finanziaria S.p.A.

150 million to Banca Popolare di Sondrio for the growth of Italian enterprises

FOCUS

STRATEGIC GUIDELINES



ENERGY
TRANSITION



STRATEGIC
SUPPLY CHAINS



DIGITISATION

SDGs



AMOUNT

150 million

PURPOSE

The resources will enable the **SMEs** and **Mid-Caps** supported by BPS to be able to **meet liquidity needs** related to inflationary phenomena and the international geopolitical context. Furthermore, the beneficiary companies will also be able to invest in the purchase of machinery, software and digital technologies, as well as launch new measures on production facilities for energy efficiency, including through the installation of plants for the production of energy from renewable sources.

² The figure does not include transactions intermediated by financial institutions.

6.2 Transport and logistics hubs



>1.2 billion for transport and logistics hubs



82 local authorities



9 enterprises³

CDP intervenes to increase the competitiveness of the national economic system and to bridge territorial gaps, providing loans to the General Government (such as the 25 million loan for sustainable mobility in Emilia-Romagna), improving the technical quality of investments, developing partnerships and activating public-private synergies, (such as the upgrading of the Palermo-Catania high-speed line). Furthermore, in the first half of the year, the *advisory* activity was expanded to include new projects distributed in 14 regions, aimed at expanding and reducing the environmental impact of the local public transport, ports and road systems.



>81 million for the railway network



>2 million for bicycle mobility



375 million for the motorway network



50 million for port works



~644 million for Local Public Transport



>46 million for local road networks

375 million to modernise the network of Autostrade Alto Adriatico

FOCUS

STRATEGIC GUIDELINES



TRANSPORT AND LOGISTICS HUBS

SDGs



AMOUNT

750 million, of which 375 million by way of CDP share and 375 million by way of EIB share

PURPOSE

The loan is intended **for the modernisation and expansion of the sections** managed by Autostrade Alto Adriatico, which constitute a strategic infrastructure for the national logistics network and which represent a crucial junction in connections between Eastern and Western Europe.

The project, which will have major positive economic and social repercussions on the territory and local communities, entails the safety improvement of the infrastructure, the decongestion of traffic and the maintenance of employment levels.

³ The figure does not include transactions intermediated by financial institutions.

6.3 International cooperation and development finance

In order to combat climate change and promote inclusive and sustainable growth, CDP, as a development financial institution, acts as a manager of public resources or a lender using its own resources and plays an active role in European and international partnerships. During the half year, CDP invested in three funds in Africa and in the Western Balkans, to support local business development and the renewable energy sector. In the area of third-party resource management, resources were allocated to the ministries of 4 countries (Ethiopia, Zambia, Bolivia and the Maldives) and to leading international agencies, including the Food and Agricultural Organization.

With the aim of promoting the *accountability* of CDP's actions, the Stakeholder Grievance Mechanism Policy was adopted for the processing of any requests from civil society relating to current or potential negative environmental and social impacts generated by projects financed by CDP within the International Cooperation and Development Finance Area.

77.2

 MILLION

FOR COOPERATION AND
DEVELOPMENT FINANCE

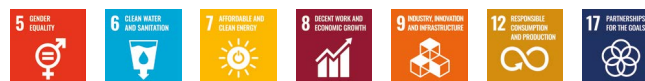
56 million to the Government of Ethiopia for sustainable growth and the country's resilience to climate change

FOCUS

STRATEGIC GUIDELINES



SDGs



AMOUNT

56 million from the resources of the Revolving Fund for International Cooperation & Development Finance (MEF)

PURPOSE

The loans are aimed at supporting three project streams of relevance to the improvement of economic and social conditions in Ethiopia: **(i)** support for the inclusive and sustainable development of four integrated agro-industrial parks, in as many regions of the country; **(ii)** optimisation of the management of water resources both at the federal and local levels of the Awash basin and of the Wabi Shebelle basin; **(iii)** backing investments in the coffee sector with the aim of increasing its volumes, quality and value and supporting the Ethiopian Coffee and Tea Authority (ECTA).

The anticipated impacts consist respectively **of the increase in the involvement of the private sector in the agro-industry**, with positive effects in terms of increased production and the creation of new jobs in rural areas; **of the improvement of water resources** aimed at boosting resilience to increasingly adverse climatic conditions; **of improving the quality, safety and traceability of food** in the agro-industrial sector.

6.4 Sustainable supply chain

CDP promotes responsible and conscious procurement by verifying the suitability of its suppliers through the Procurement Portal in the pre-contractual phase and, during the performance of the services, by constant monitoring the ESG qualification parameters on the pool of suppliers through a *vendor rating* mechanism for the assessment of the main dimensions.

In light of the new procurement code, the digitisation of the procurement processes has already been completed and integration initiatives with *Robot Process Automation* technologies are currently underway. A new organisation model geared towards the end-to-end management of procurement procedures is operational, with a single interface dedicated to the individual departments.

Initiatives on ESG and DEI issues were put in place with the monitoring of sustainability indicators, the adoption of award criteria dedicated to diversity and inclusion and the promotion of a *Green Procurement Policy*.

59%

CONTRACTS ENTERED INTO WITH SUPPLIERS THAT POSSESS ENVIRONMENTAL CERTIFICATIONS

73%

CONTRACTS ENTERED INTO WITH SUPPLIERS THAT POSSESS SOCIAL AND GOVERNANCE CERTIFICATIONS

The CPO Community: cooperation and innovation to create value in procurement

FOCUS

What is it?

A network of procurement professionals that generates value through dialogue and cooperation on issues of mutual interest, in order to achieve a sustainable evolution of processes, for the purposes of responsible procurement.

Purpose

The Community is based on four pillars:

- traceability and transparency;
- culture and expertise;
- innovation and collaboration;
- sustainability and inclusion.

The aim is to plan and implement joint initiatives aimed at improving negotiation practices, adopting new technological solutions, implementing innovation projects, sharing ESG, diversity and inclusion policies and tools.

Participants

The initiative involves the Purchasing Directors of some of the companies owned by the CDP Group: Ansaldo Energia, Autostrade per L'Italia, Eni, Fincantieri, Fintecna, Italgas, Nexi, Open Fiber, National Strategic Pole, Poste Italiane, Saipem, Snam, Terna, Trevi, Webuild.

ANNEX

OF THE 2023 HALF-YEARLY NON-FINANCIAL REPORT

People at the heart of things: the numbers

Breakdown of personnel

GRI 2-7 Employees and GRI 2-8 Workers who are not employees

All CDP Group employees are covered by national collective bargaining agreements.

The notice period and rules for consultations and negotiations on operational changes that potentially may have a significant impact on personnel are governed by laws in force (Italian Law 428/1990) and the provisions of collective bargaining agreements.

Breakdown of the workforce¹

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Employees	No.	861.00	1,032.00	1,893.00	699.00	892.00	1,591.00
Contractors	No.	33.00	44.00	77.00	47.00	57.00	104.00
Internships	No.	4.00	4.00	8.00	3.00	4.00	7.00
Total	No.	898.00	1,080.00	1,978.00	748.00	954.00	1,702.00

Total number of employees by work contract and gender

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Permanent contracts	No.	850.00	1,017.00	1,867.00	693.00	883.00	1,576.00
Fixed-term contracts	No.	11.00	15.00	26.00	6.00	9.00	15.00
Total	No.	861.00	1,032.00	1,893.00	699.00	892.00	1,591.00

¹ The Annual Financial Report reports a workforce of 1,861 employees working for those companies subject to management and coordination, a difference of 32 employees compared to the figure given in the Half-Yearly Financial Report.

This difference is due to the different method of measurement adopted for the Half-Yearly Non-Financial Report to fully satisfy the reporting requirements of GRI Standard 2-7.

The employee numbers shown in the Half-Yearly Financial Report are measured on a labour force basis, a rationale that:

- includes all personnel employed, personnel seconded IN for over 50%, personnel on maternity and parental leave and leave, and personnel seconded OUT <50% (personnel seconded at exactly 50% are counted as remaining with their company of origin);
- excludes from the count the personnel seconded OUT for over 50%, the personnel seconded IN for less than 50%, interns, external staff and corporate bodies.

In contrast, the calculation for the Half-Yearly Non-Financial Report has been made on an employee basis, i.e. all the present and absent personnel enrolled in the employee register, regardless of the percentage of allocation, have been counted.

Total number of employees by work contract and gender

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Full-time	No.	843.00	1,031.00	1,874.00	687.00	891.00	1,578.00
Part-time	No.	18.00	1.00	19.00	12.00	1.00	13.00
Total	No.	861.00	1,032.00	1,893.00	699.00	892.00	1,591.00

Total number of employees by work contract and geographical area

	unit	1H 2023				2022			
		Italy	Europe	Rest of the world	Total	Italy	Europe	Rest of the world	Total
Full-time	No.	1,865.00	9.00	0	1,874.00	1,572.00	6.00	0	1,578.00
Part-time	No.	19.00	0	0	19.00	13.00	0	0	13.00
Total	No.	1,884.00	9.00	0	1,893.00	1,585.00	6.00	0	1,591.00

Total number of employees by work contract and geographical area

	unit	1H 2023				2022			
		Italy	Europe	Rest of the world	Total	Italy	Europe	Rest of the world	Total
Permanent contracts	No.	1,858.00	9.00	0	1,867.00	1,570.00	6.00	0	1,576.00
Fixed-term contracts	No.	26.00	0	0	26.00	15.00	0	0	15.00
Total	No.	1,884.00	9.00	0	1,893.00	1,585.00	6.00	0	1,591.00

GRI 401-1 New employee hires and employee turnover

Personnel joining the company by age group and gender

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
aged <=29	No.	14.00	24.00	38.00	32.00	42.00	74.00
aged 30-50	No.	46.00	38.00	84.00	90.00	85.00	175.00
aged >= 51	No.	5.00	3.00	8.00	7.00	12.00	19.00
Total	No.	65.00	65.00	130.00	129.00	139.00	268.00
Rate of new hires	%	10.69	8.27	9.33	18.45	15.58	16.84

Personnel joining the company by geographical area

	unit	1H 2023		2022	
		2023		2022	
Italy	No.	128.00		265.00	
Europe	No.	2.00		3.00	
Rest of the world	No.	0.00		0.00	
Total	No.	130.00		268.00	

Personnel leaving the company by age group and gender

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
aged <=29	No.	2.00	5.00	7.00	12.00	28.00	40.00
aged 30-50	No.	4.00	17.00	21.00	17.00	44.00	61.00
aged >= 51	No.	3.00	5.00	8.00	33.00	37.00	70.00
Total	No.	9.00	27.00	36.00	62.00	109.00	171.00
Turnover rate	%	12.00	12.00	12.00	9	12	11

Personnel leaving the company by geographical area

	unit	1H 2023		2022	
		2023		2022	
Italy	No.	35.00		170.00	
Europe	No.	1.00		1.00	
Rest of the world	No.	0.00		0.00	
Total	No.	36.00		171.00	

Training and development

GRI 404-1 Average hours of training per year per employee

Total annual hours of training

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	1,366.37	2,932.18	4,298.55	1,862.45	4,322.81	6,185.26
Middle managers	No.	8,963.51	12,560.07	21,523.58	14,211.96	18,539.77	32,751.73
Office workers	No.	8,498.75	8,117.50	16,616.25	11,999.89	11,405.22	23,405.11
Total	No.	18,828.63	23,609.75	42,438.38	28,074.30	34,267.80	62,342.10

Hours of training per year per capita by professional category and gender

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Hours of training per capita for senior managers	No.	34.16	23.65	26.21	49.01	34.86	38.18
Hours of training per capita for middle managers	No.	20.85	22.71	21.90	39.15	37.68	38.31
Hours of training per capita for office personnel	No.	21.74	22.87	22.27	40.27	41.32	40.78
Hours of training per capita for employees	No.	21.87	22.88	22.42	40.16	38.42	39.18

Hours of personnel training by category and topic

Hours of technical training

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	720.12	1,091.02	1,811.14	381.58	1,057.55	1,439.13
Middle managers	No.	2,226.17	3,388.30	5,614.47	5,071.59	6,158.55	11,230.14
Office workers	No.	1,837.60	1,759.47	3,597.07	3,333.59	4,036.82	7,370.41
Total	No.	4,783.89	6,238.79	11,022.68	8,786.76	11,252.92	20,039.68
Of which hours of training on cyber-security for senior managers	No.	7.45	22.50	29.95	44.45	138.00	182.45
Of which hours of training on cyber-security for middle managers	No.	85.02	116.67	201.69	473.71	775.94	1,249.65
Of which hours of training on cyber-security for office personnel	No.	44.19	21.00	65.19	404.68	408.67	813.35
Of which Total hours of training on cyber-security	No.	136.66	160.17	296.83	922.84	1,322.61	2,245.45

Hours of training on development of across-the-board skills

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	545.00	1,541.79	2,086.79	1,032.23	2,071.18	3,103.41
Middle managers	No.	5,370.37	7,625.24	12,995.61	6,069.24	8,201.59	14,270.83
Office workers	No.	5,254.09	5,045.85	10,299.94	6,065.02	5,400.81	11,465.83
Total	No.	11,169.46	14,212.88	25,382.34	13,166.49	15,673.58	28,840.07

Hours of training on occupational health and safety themes

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	46.00	178.00	224.00	226.00	493.00	719.00
Middle managers	No.	400.00	581.00	981.00	901.01	1,556.00	2,457.01
Office workers	No.	342.00	482.00	824.00	747.00	568.92	1,315.92
Total	No.	788.00	1,241.00	2,029.00	1,874.01	2,617.92	4,491.93

Hours of training on sustainability and environmental topics

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	9.50	11.50	21.00	103.63	255.17	358.8
Middle managers	No.	170.04	131.14	301.18	1066.99	1368.01	2435
Office workers	No.	124.68	85.58	210.26	836.64	611.54	1448.18
Total	No.	304.22	228.22	532.44	2007.26	2234.72	4241.98

Hours of training on anti-money laundering and anti-corruption

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	6.00	47.22	53.22	29.27	158.46	187.73
Middle managers	No.	286.66	318.50	605.16	217.54	278.00	495.54
Office workers	No.	315.50	279.89	595.39	243.56	218.71	462.27
Total	No.	608.16	645.61	1,253.77	490.37	655.17	1,145.54

Average hours of training on Diversity and Inclusion themes

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	36.25	32.40	68.65	69.90	187.70	257.60
Middle managers	No.	449.53	400.88	850.41	730.32	831.41	1,561.73
Office workers	No.	491.87	378.72	870.59	629.43	496.86	1,126.29
Total	No.	977.65	812.00	1,789.65	1,429.65	1,515.97	2,945.62

Hours of training on other topics

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	5.50	28.25	33.75	19.84	99.25	119.09
Middle managers	No.	55.75	120.00	175.75	155.48	145.98	301.46
Office workers	No.	136.00	83.00	219.00	144.34	71.70	216.04
Total	No.	197.25	231.25	428.50	319.66	316.93	636.59

Protecting diversity

GRI 405-1 Diversity of governance bodies and employees

Breakdown of employees by gender and professional category

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
Senior managers	No.	40.00	124.00	164.00	38.00	124.00	162.00
Middle managers	No.	430.00	553.00	983.00	363.00	492.00	855.00
Office workers	No.	391.00	355.00	746.00	298.00	276.00	574.00
Total	No.	861.00	1,032.00	1,893.00	699.00	892.00	1,591.00

Senior managers by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	No.	0.00	0.00	0.00	0.00	0.00	0.00
aged 30-50	No.	27.00	66.00	93.00	28.00	68.00	96.00
aged >= 51	No.	13.00	58.00	71.00	10.00	56.00	66.00
Total	No.	40.00	124.00	164.00	38.00	124.00	162.00

Middle managers by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	No.	6.00	7.00	13.00	7.00	11.00	18.00
aged 30-50	No.	307.00	429.00	736.00	269.00	389.00	658.00
aged >= 51	No.	117.00	117.00	234.00	87.00	92.00	179.00
Total	No.	430.00	553.00	983.00	363.00	492.00	855.00

Office personnel by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	No.	107.00	151.00	258.00	79.00	122.00	201.00
aged 30-50	No.	213.00	165.00	378.00	168.00	121.00	289.00
aged >= 51	No.	71.00	39.00	110.00	51.00	33.00	84.00
Total	No.	391.00	355.00	746.00	298.00	276.00	574.00

Breakdown of personnel by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	No.	113.00	158.00	271.00	86.00	133.00	219.00
aged 30-50	No.	547.00	660.00	1,207.00	465.00	578.00	1,043.00
aged >= 51	No.	201.00	214.00	415.00	148.00	181.00	329.00
Total	No.	861.00	1,032.00	1,893.00	699.00	892.00	1,591.00

Senior managers by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	%	0.00	0.00	0.00	0.00	0.00	0.00
aged 30-50	%	1.43	3.49	4.91	1.76	4.27	6.03
aged >= 51	%	0.69	3.06	3.75	0.63	3.52	4.15
Total	%	2.11	6.55	8.66	2.39	7.79	10.18

Middle managers by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	%	0.32	0.37	0.69	0.44	0.69	1.13
aged 30-50	%	16.22	22.66	38.88	16.91	24.45	41.36
aged >= 51	%	6.18	6.18	12.36	5.47	5.78	11.25
Total	%	22.72	29.21	51.93	22.82	30.92	53.74

Office personnel by age group and gender

	1H 2023				2022		
	unit	F	M	Total	F	M	Total
aged <=29	%	5.65	7.98	13.63	4.97	7.67	12.63
aged 30-50	%	11.25	8.72	19.97	10.56	7.61	18.1
aged >= 51	%	3.75	2.06	5.81	3.21	2.07	5.28
Total	%	20.66	18.75	39.41	18.73	17.35	36.08

Number of disabled employees and protected workers

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Disabled employees	No.	32.00	19.00	51.00	24.00	18.00	42.00
Protected workers	No.	14.00	5.00	19.00	10.00	4.00	14.00
Total	No.	46.00	24.00	70.00	34.00	22.00	56.00

Salary gap**Women/men salary gap**

	unit	1H 2023	2022
Women/men salary gap as a percentage	%	-19.70	-21.40

Heads of Organisational Units**Heads of Organisational Units**

	unit	1H 2023			2022		
		F	M	Total	F	M	Total
Senior managers	No.	35.00	113.00	148.00	34.00	120.00	154.00
Middle managers	No.	116.00	194.00	310.00	95.00	168.00	263.00
Office workers	No.	5.00	4.00	9.00	1.00	1.00	2.00
Total	No.	156.00	311.00	467.00	130.00	289.00	419.00

The need to guide the ecological transition: the figures

GRI 302-1 Energy consumption within the organisation

Energy consumption in GJ

	unit	Year	
		1H 2023	2022
Total energy consumption in GJ	GJ	9,901.63	18,986.12

Fuel consumption within the organisation in GJ²

	unit	Year	
		1H 2023	2022
Conversion of diesel consumption into GJ	GJ	149.88	310.38
Conversion of petrol consumption into GJ	GJ	291.99	9.92
Conversion of natural gas consumption into GJ	GJ	2,586.54	2,983.59
Total non-renewable fuel consumed	GJ	3,028.41	3,303.89
Total renewable fuel consumed	GJ		
Percentage of total fuel consumed from non-renewable sources	%		17.40

Electricity consumption within the organisation³

	unit	Year	
		1H 2023	2022
Total electricity purchased from the grid	kWh	1,909,228.00	4,356,174.00
Total electricity purchased from the grid in GJ	GJ	6,873.22	15,682.23
Electricity from renewable sources purchased from the grid	kWh	1,454,752.00	4,038,562.00
Electricity from renewable sources purchased from the grid in GJ	GJ	5,237.11	14,538.82
Percentage of electricity from renewable sources purchased	%	76	92.7
Electricity from non-renewable sources purchased from the grid	kWh	454,476.00	317,612.00
Electricity from non-renewable sources purchased from the grid in GJ	GJ	1,636.11	1,143.40
Percentage of electricity from non-renewable sources purchased	%	24	7.29

² The conversion factors used to calculate energy consumption in GJ were those published by ISPRA updated as at 2022.

³ The conversion factors used to calculate consumption in GJ of diesel, petrol and natural gas were those published by ISPRA in its "National Standard Parameters Table" inclusive of figures updated as at 2022.

GRI 302-3 Energy intensity⁴

Electricity consumption within the organisation

		Year	
	unit	1H 2023	2022
Energy intensity (electricity consumption)	MWh/n	0.97	2.56
Energy intensity (total energy consumption)	GJ/n	3.47	11.16

GRI 305-1 Direct emissions (Scope 1)⁵

		Year	
	unit	1H 2023	2022
Diesel	tons CO ₂ eq	10.54	21.96
Petrol	tons CO ₂ eq	19.00	0.67
Natural gas	tons CO ₂ eq	146.55	170.37
Total direct emissions	tons CO₂eq	176.09	192.99

GRI 305-2 Location-based indirect emissions (Scope 2)⁶

		Year	
	unit	June 2023	2022
Electricity purchased from the grid (source: Energy consumption sheet)	tons CO ₂ eq	589.76	1,131.73
Total	tons CO₂eq	589.76	1,131.73

GRI 305-2 Market-based indirect emissions (Scope 2)

		Year	
	unit	June 2023	2022
Electricity from non-renewable sources purchased from the grid (residual mix)	tons CO ₂ eq	207.70	145.15
Total	tons CO₂eq	207.70	145.15

⁴ The ratio includes energy consumption within the organisation.

⁵ The emission factors used to calculate emissions from diesel, petrol and natural gas consumption were those published by DEFRA inclusive of figures updated as at 2022.

⁶ The calculation methods used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, were the two methods specified in the standard. The market-based method considers electricity supplies, taking account of the certificates acquired by the Group which certify electricity supplies coming from renewable sources. If the organisation does not fully cover its electricity requirements with these certificates, or if it does not have any, an emission factor associated with the production of electricity from the national grid is used for the remainder. Emissions with the location-based method, on the other hand, are calculated by using the total consumption of electricity used by the organisation, regardless of the source used, multiplying it by the average emission factor associated with the national energy mix. Scope 2 emissions calculated with the location-based and market-based methods are expressed in tonnes of CO₂ and not in CO₂ equivalent, since the percentage of methane and nitrous oxide has a negligible effect on total GHG emissions (CO₂ equivalents) as can be deduced from the relevant technical literature.

305-3 Other indirect GHG emissions (Scope 3)

	unit	Year	
		1H 2023	2022
Indirect emissions from business travel	tons CO ₂ eq	568.42	473.19
Total	tons CO₂eq	568.42	473.19

Total greenhouse gas emissions

	unit	Year	
		1H 2023	2022
“GHG emissions - Scopes 1 + 2 + 3 (considering location-based Scope 2 emissions)”	tons CO ₂ eq	1334.27	1797.91
GHG emissions - Scopes 1 + 2 + 3 (considering market-based Scope 2 emissions)	tons CO ₂ eq	952.20	811.33

305-4 Emissions intensity (Scope 1 + Scope 2 + Scope 3)

	unit	Year	
		1H 2023	2022
GHG emissions intensity (considering location-based Scope 2 emissions)	tCO ₂ eq/total workforce”	0.67	1.06
GHG emissions intensity (considering market-based Scope 2 emissions)	tCO ₂ eq/total workforce”	0.48	0.48

GRI CONTENT INDEX 2022

Declaration on use	The CDP Group has presented a report with reference to the GRI Standards for the period 1 January - 30 June 2023
Used GRI 1	GRI 1 - Foundation - 2021 version

GRI Standard	Disclosure	Location	Notes	
GRI 2: General disclosures 2021	GRI 2-1 Organisational details	Guide to interpretation Overview		
	GRI 2-2 Entities included in the organisation's sustainability reporting	Guide to interpretation		
	GRI 2-3 Reporting period, frequency and contact point	Guide to interpretation		
	GRI 2-4 Restatements of information	There were no significant restatements of information with respect to the previous year of reporting.		
	GRI 2-6 Activities, value chain and other business relationships		Overview	
			3 Inclusive and sustainable growth	
			4 Climate change and ecosystem protection	
			5 Digitisation and innovation	
	6 Rethinking value chains			
GRI 2-7 Employees	Annex - People at the heart of things: the numbers			
GRI 2-8 Workers who are not employees	Annex - People at the heart of things: the numbers			
GRI 2-30 Collective bargaining agreements	All CDP Group employees are covered by national collective bargaining agreements.			
GRI 203: Indirect economic impacts 2016	GRI 203-1 Infrastructure investments and services supported	3 Inclusive and sustainable growth		
		4 Climate change and ecosystem protection		
		5 Digitisation and innovation		
		6 Rethinking value chains		
GRI 302: Energy 2016	GRI 302-1 Energy consumption within the organisation	Annex - The need to guide the ecological transition: the figures		
	GRI 305-1 Direct GHG emissions (Scope 1)	Annex - The need to guide the ecological transition: the figures		
GRI 305: Emissions 2016	GRI 305-2 Indirect GHG emissions from energy consumption (Scope 2)	Annex - The need to guide the ecological transition: the figures		
	GRI 305-3 Other indirect GHG emissions (Scope 3)	Annex - The need to guide the ecological transition: the figures		
	GRI 305-4 GHG emissions intensity	Annex - The need to guide the ecological transition: the figures		
GRI 401: Employment 2016	GRI 401-1 New employee hires and employee turnover	Annex - People at the heart of things: the numbers		
GRI 404: Training and education 2016	GRI 404-1 Average hours of training per year per employee	Annex - People at the heart of things: the numbers	In this document, the half-yearly and non-annual average hours have been reported as required by the indicator since the reporting period covers a period of 6 months.	
GRI 405: Diversity and equal opportunity 2016	GRI 405-1 Diversity of governance bodies and employees	Annex - People at the heart of things: the numbers		

CASSA DEPOSITI E PRESTITI

Società per Azioni

REGISTERED OFFICE

Via Goito 4
00185 Rome, Italy
T. +39 06 4221 1

Share capital

4,051,143,264.00 euro fully paid up

Registered at the CCIAA (Chamber of Commerce) of Rome,
Economic and Administrative Index (REA) No. 1053767

Tax ID Code and registration in the Companies' Register of Rome

80199230584

VAT number

07756511007

Contact Centre

800.020.030

For further information and feedback:

sostenibilita@cdp.it

Creativity and page layout by

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