

CDP is awarded the international Diversity and Inclusion attestation

The assessment was carried out by Bureau Veritas Italia, which rated Cassa Depositi e Prestiti as excellent

The attestation confirms the group's efforts in creating an inclusive working environment

The incorporation of DE&I standards across all processes, along with the proactive approach of top management and employees in promoting these values into the corporate culture, received positive evaluations

Rome, 23 May 2024 – **Cassa Depositi e Prestiti** is increasingly committed to fostering a work environment that upholds the principles of diversity and inclusion. The **'Human Resource Management Diversity and Inclusion'** attestation, awarded to CDP, attests to the progress made in integrating these principles into all processes and the company culture.

Bureau Veritas Italia issued the recognition of compliance with the international standard **'ISO 30415'**, classifying the Group's rating as **excellent**. The result highlights both the attention on **'Diversity, Equity & Inclusion'** principles in governance decisions and in the engagement of external stakeholders, along with the proactive approach of top management in promoting these values throughout the organisation.

The assessment process, which complies with the **first international standard** on **'Diversity & Inclusion'**, has considered the entire framework of human resources management strategies and processes.

In recent years, under the leadership of Chief Executive Officer Dario Scannapieco, the company chaired by Giovanni Gorno Tempini has received significant awards confirming its commitment to **ESG (Environment, Social and Governance) factors**: the Bureau Veritas attestation is thus added to other international accolades, including the world's top ranking in the **"ESG Risk Rating"** of *Morningstar Sustainalytics* within the "Banks" and "Development Banks" sectors and the attestation on gender equality.

Specifically, the **ISO 30415** attestation assesses the progress and achievements made in **seven distinct operational areas**: accountabilities and responsibilities; establishment of a D&I framework; promotion of an inclusive culture; management of human resources across their career path; provision of products and services; procurement and relationships with the supply chain; and interactions with external stakeholders.

The adoption of the standard further supports the attainment of the **goals set forth in the UN 2030 Agenda**, encompassing objectives such as gender equality, reduction of inequalities, promotion of decent employment and increase economic growth.

In a statement, **Maurizio di Fonzo**, Director of People and Organisation at CDP, remarked: *"We are thrilled to receive this new recognition, which highlights our unwavering commitment to cultivating an inclusive and diversity-friendly work environment. We take pride in this recognition, which also reinforces our sense of the responsibility to create a positive impact not just within our company but also in our interactions with all our stakeholders. What has been achieved is a concrete and measurable result and represents a further step in a direction strongly supported by the top management of the Group. We are committed to further investing in our Governance to ensure that inclusion and diversity remain core elements in all our strategic and operational decisions aimed at enhancing human capital".*

Bureau Veritas Italia is a company of the **Bureau Veritas Group**. Founded in 1828 and headquartered in Paris, the company has established itself as a world leader in providing control, verification and certification services across quality, environmental, health, safety, and social responsibility areas. Bureau Veritas' mission is to deliver solutions and services that certify products, assets, and processes to comply with both mandatory and voluntary standards.

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