

The logo consists of the word "FINECO" in a bold, yellow, sans-serif font, centered within a blue rounded rectangle. The background of the entire slide is a composite image: the left side features a dark blue field of glowing blue bokeh lights and a vertical stream of white binary code (0s and 1s); the right side shows a close-up of a human eye with a reflection of a green landscape and a blue sky in the iris.

FINECO

Digital by nature Human by choice

**CHANGE IS GOOD.
SUSTAINABLE CHANGE IS BETTER.**

2025 SUSTAINABILITY INSIGHTS

Digital, with a real heart.

This is how we create value:
by simplifying, educating,
and guiding. Because every
conscious choice today shapes
the future we will live together
tomorrow.

*"Fineco evolves alongside
a changing world, promoting
sustainable growth for
the benefit of all our
stakeholders. **This is the
path we have followed since
the bank's inception, and
the one we will continue to
pursue.** Strengthened by our
experience, yet with our eyes
set on a future full of great
opportunities."*

Alessandro Foti, CEO and General Manager

We move with the light step of technology
and the care of those who truly listen.
We are constantly evolving, yet we never
lose touch with the world around us.
We combine the speed of data
with the time needed to build trust,
the precision of our tools
with the human value of relationships.

We believe that every conscious
choice is a seed: small at first,
yet capable of changing the future.
We guide, simplify, and make things
possible.

Our work is a daily balance:
between doing and understanding,
between efficiency and meaning.

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How to read it



How to read it

Digital by nature, human by choice
is how we communicate our commitment to environmental, social, and governance (ESG) issues, highlighting the initiatives and results achieved throughout 2024.

The document is divided into two main sections, offering an integrated view of our business model, the values that inspire us, and the actions through which we create value every day. All data and information are updated as of 31/12/2024, unless otherwise specified.

We are Fineco

This section presents our identity and our vision of the world, helping readers understand the kind of bank we strive to be and what we aim to achieve.



Commitment and impacts

How does our way of being translate into action? And what contribution do we make to the development of people, regions, and communities?

Here, we share the environmental and social impacts of our development strategy.



How do we tell the story of our impacts?

This document tells the story of 2024, while looking ahead. It is a snapshot of a year and, at the same time, a statement of intent.

To make our commitment clearer, we have organised the Commitment and impacts section into thematic chapters: each one addresses a strategic dimension – environmental, social, economic, cultural – and illustrates, through words and numbers, what acting responsibly means to us.

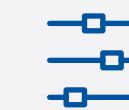
Alongside this analytical perspective, there is also a different point of view: more identity-driven, more value-oriented.

You'll find it in the special section *From Numbers to Meaning*, where sustainability topics are reinterpreted through the words that represent us.

Starting from our identity as FINECO, we build a vocabulary that is also a vision.

Graphic structure and tools for deeper exploration

Three elements designed to enhance the reading experience and provide more immediate access to content:



ACTIVE SECTIONING

Each section is clearly recognisable thanks to a dynamic header that guides the reader through the brochure.



HIGHLIGHTS

Summary boxes spotlight key data, annual results, and the most significant commitments.



LINKS

Embedded throughout the document, they provide quick access to external in-depth content: updated data, digital materials, videos, and online resources.

We are Fineco

IN THIS SECTION

- Fineco at a glance
- Efficiency, innovation, transparency: our path



Fineco at a glance

Technology, expertise, presence

Solid. In constant evolution.

We are among the most advanced banking institutions in Europe in terms of service quality and innovation.

We offer banking, investment, and brokerage services through proprietary platforms designed to be simple, reliable, and accessible.

But we are not just technology.

Our advisory network is one of the largest in Italy.

We stand by our Clients, offering tailored solutions built on dialogue, listening, and trust.

We believe in finance that considers people, the environment, and the future – and we work every day to make it real and accessible to all.

1,451
Employees

3,002
Financial Advisors

1,655,649
Clients



Our purpose

Supporting Clients in taking a responsible approach to their financial lives, in order to create the conditions for a more prosperous and fairer society.



Our mission

We provide high-quality services to our Clients by focusing on two key concepts: **simplicity in banking** and **continuous innovation**. These principles guide both the financial tools we offer and the way we deliver our services.

What we do and how

Our offering integrates banking, investment, and trading services. Advisors, platforms, and apps work together to provide – primarily to retail Clients – simple and effective solutions that meet high standards of sustainability and security. Client protection and satisfaction are at the heart of everything we do.

As a digital-first company, managing IT security and cyber risk has always been our top priority.

94%

satisfied Clients

Source: Kantar Survey, June 2025

The business model



Banking & Credit

Current accounts, cards, loans and payment services



Investing

Tailor-made solution engineered with our Financial Advisors



Brokerage

Cutting-edge tools to invest independently on the financial markets

A connected reality, accessible from everywhere

- Network of Financial Advisors
- Online platforms
- Mobile app

All channels work together to deliver a seamless, consistent, and intuitive experience.

Growth with positive impact

Sustainability drives our development strategies

A continuing journey

“Even today, when I watch a video that tells the story of Fineco, I still get emotional. We were among the first to glimpse a major shift on the horizon coming from the digital world. And we made it the main road of our journey.”

Alessandro Foti, CEO and General Manager



WATCH THE VIDEO ON OUR STORY



Efficiency, innovation, transparency: our path

We aim to simplify, eliminate the unnecessary, and achieve our goals with maximum efficiency. Inspired by our principles, we are on a journey of responsible growth, moving steadily toward the future.

Efficiency, innovation, transparency. Since our inception, these have been our guiding principles – a true mantra. They are the three pillars that drive both our strategic decisions and our day-to-day operations.

Where value is created, how we build growth

Efficiency

Proprietary systems, streamlined processes, and rapid time-to-market.

An operating model that reduces costs and increases flexibility for the Client.



Innovation

We anticipate real needs, simplifying financial life.

We were born digital and have grown by adapting to our Clients.

Innovation is our path to creating value.



Transparency

We are clear and fair in our relationships.

We offer high-quality services at fair, transparent, and responsible prices, to build trust with all stakeholders.





Strong identity, firm principles, clear vision: our growth strategy

“Sustainability has always been an integral part of our identity and the way we operate. Our commitment doesn’t stem from a trend, but from a long-term vision that has consistently driven us to combine economic solidity, social responsibility, and environmental protection. Today, more than ever, we continue to strengthen our responsible growth model, integrating ESG principles into our strategic decisions.”

Lorena Pellicciari, CFO and Chair of the Sustainability Management Committee

We have adopted a [Sustainability Policy](#) and a Sustainability Plan through 2026.

We’ve set ourselves ambitious goals across several key areas, including financial education, responsible finance, innovation, the environment, diversity & inclusion (D&I), the wellbeing of our people, and our commitment to local communities.



**FINANCIAL
EDUCATION**



**RESPONSIBLE
FINANCE**



INNOVATION



**ENVIRONMENTAL
CARE**



**PEOPLE
WELLBEING
AND D&I**



**LOCAL
COMMUNITIES**

From principles to action through clear ESG governance

We act with integrity to build value through trust.

Thanks to a solid and clearly defined governance framework, we translate the values that inspire our daily actions into concrete results.

Our goal is to ensure sustainable and responsible growth for the business, within an organisational system that is attentive, consistent, and well-structured.

An organisational structure designed for sustainability

To oversee social, environmental, and governance issues and place them at the heart of all our decisions, we have integrated sustainability into the Bank's governance.

To this end, we have:

- Established **Sustainability Committees**, both at **board** and **managerial levels**;
- Created a dedicated **Sustainability Unit**, responsible for defining, overseeing, and coordinating the Group's sustainability strategy.

Compliance as a culture, a source of trust

We promote a **culture of compliance** as a lever to build trust through ethical, transparent, and respectful conduct.

We have established rules, policies, controls, and processes that ensure proper behaviour, fairness in relationships, risk prevention, and regulatory compliance.

We believe that every individual is the first line of defense for ethics and risk management.

That's why we foster a culture of individual responsibility, encouraging everyone to act with awareness, in line with shared rules and values.

We apply market rules fairly and consistently, guided by our **Integrity Charter**, our **Code of Conduct**, and – at the foundation – our **Code of Ethics**.

To learn more, download:

Integrity Charter, Code of Conduct and Compliance Culture



Code of Ethics



The 5 key principles of a compliance culture

01

"Tone from the Top"

The example set by top management

02

Solid governance processes

03

Continuous training

04

Communication and active engagement

05

Performance management aligned with our values

An integrated, forward-looking risk vision

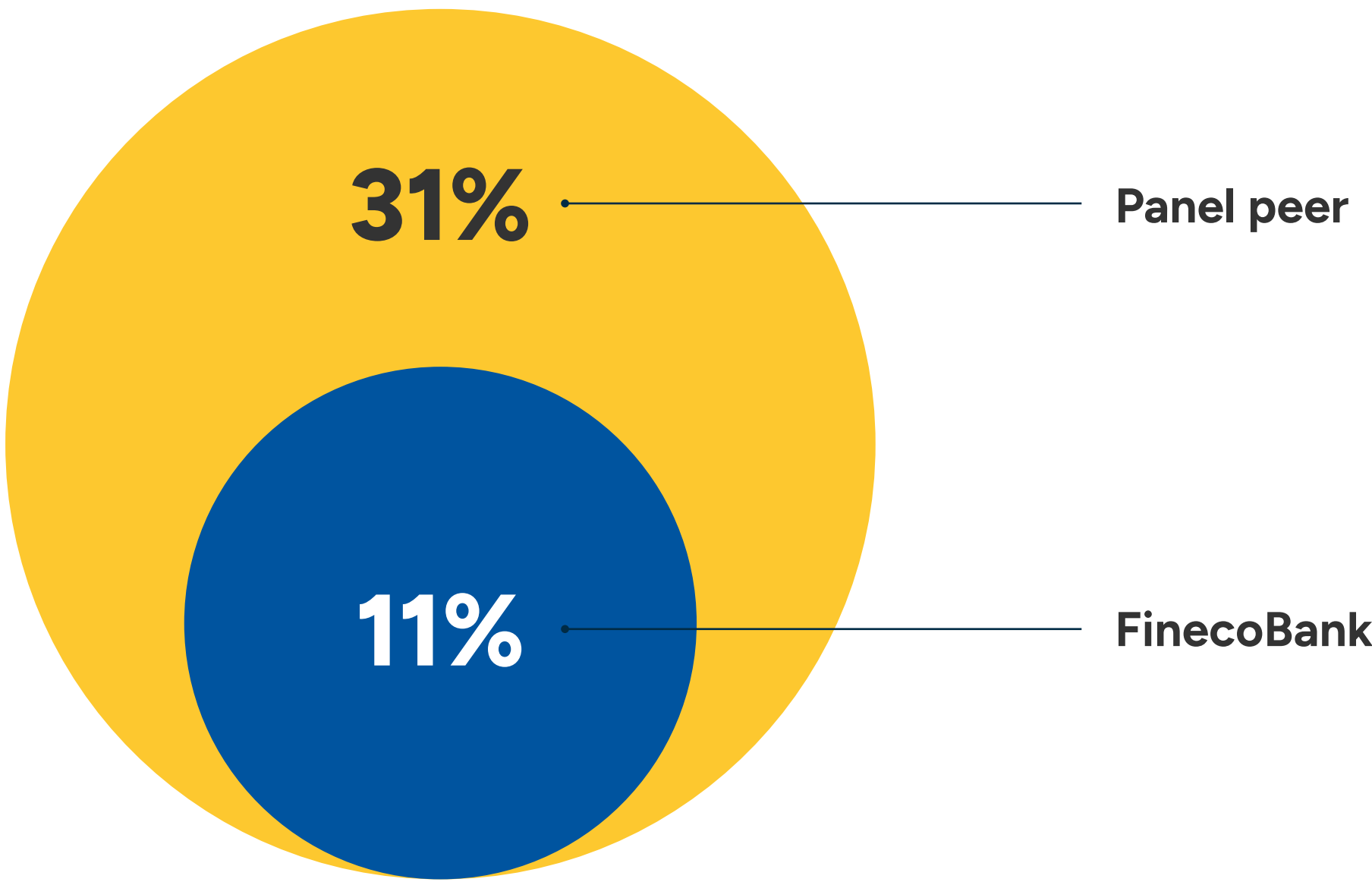
We promote a risk culture based on shared values and consistent behaviors – essential for ensuring sustainable and less-volatile profitability over the long term.

In line with the evolution of our sustainability strategy, we have integrated sustainability indicators into our risk

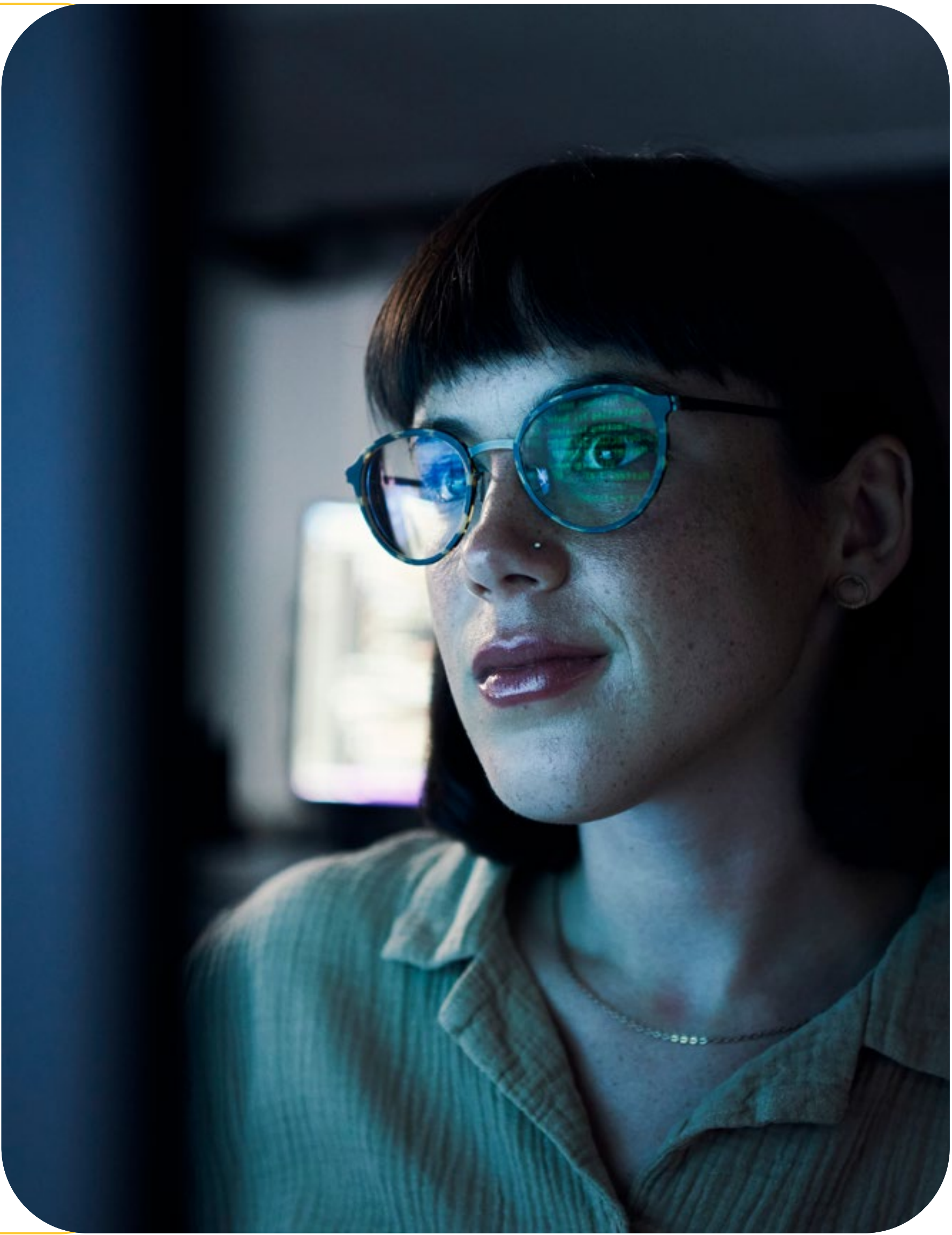
management framework.

This integrated vision allows us to manage risks more proactively, in line with our long-term strategic goals and stakeholder expectations.

Lower earnings¹ volatility compared to peers in the past 10 years



¹Compared to a panel of peers made by the main Italian banks and asset gatherers



An active role in global change

We contribute to the development of a sustainable financial system by joining national and international initiatives and networks that promote human rights, inclusion, environmental protection, and integrity.

We firmly believe that our role goes beyond corporate boundaries.

That's why we actively participate in international initiatives and networks that foster human rights, inclusion, environmental protection, and integrity, helping to build a financial system capable of addressing global challenges and generating long-term positive impact.

Our commitment is also reflected in the strong synergy and trust we maintain with key financial institutions, actively participating in dedicated working groups and roundtables.

An internation network for responsible finance



**FinecoBank (2020)
and Fineco AM (2022)**

We adhere to the Ten Principles on human rights, labour, environment, and anti-corruption



FinecoBank (2020)

We assess and improve the environmental and social impact of our banking activities



Fineco AM (2020)

We are committed to integrating ESG criteria into our investment decisions

[LEARN MORE](#)


ESG indices and ratings

Our commitment to sustainability is recognised internationally, as confirmed by leading rating agencies.

The consistency of our approach to responsible finance is reflected in our inclusion in the most recognised international ESG indices, with high ratings, prestigious recognitions, and continuous improvements.

S&P Global



Poor ESG performance → Excellent ESG performance

MSCI



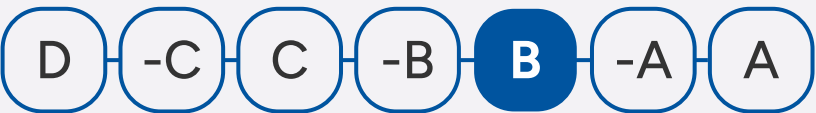
Poor ESG performance → Excellent ESG performance

**standard
ethics**



Poor ESG performance → Excellent ESG performance

CDP
DISCLOSURE INSIGHT ACTION



Poor ESG performance → Excellent ESG performance

[LEARN MORE](#)


Commitment and impacts

IN THIS SECTION

- 2024 in numbers
- Milestones
- Making sense of the numbers
- Financial education
- Responsible finance
- Innovation
- Fineco: the place to be
- Environmental care
- Supporting communities and local development



“Acting sustainably is a core element of the Group’s strategy and objectives: a driver of transformation and a guiding value that steers our decisions toward a more equitable, inclusive, and lasting future, generating long-term positive impacts for all stakeholders.”

Patrizia Albano, Chair of the Corporate Governance and Environmental & Social Sustainability Committee

These pages tell the story of who we truly are.

Facts, figures, initiatives, and results that reflect how we embody sustainability – every single day.



2024 in numbers

+15%

Clients' net inflows
compared to 2023



79%

Funds SFDR Article 8 and 9
(no. of ISIN)

+26%

ESG bonds
compared to 2023

+28%

new Clients onboard
compared to 2023

€141 bn

Clients' total financial assets
+15% compared to 2023



2024 in numbers

+1,500

local events involving
more than 50,000 participants

42

average hours
of training
per Employee

62

average hours
of training per
Financial Advisor



26

financial education
initiatives
hosted by the Bank



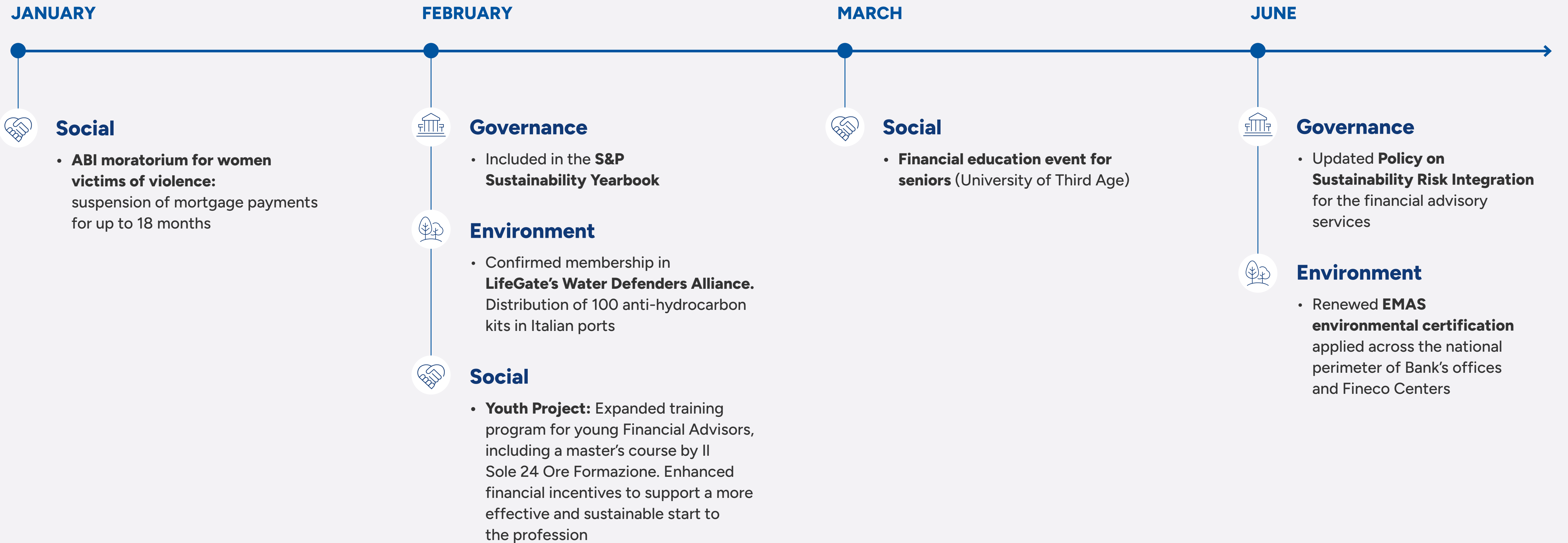
-31%

reduction of Scope 1 and 2
(market-based) emissions
compared to 2021

100%

electric/hybrid
corporate car fleet

Milestones



Milestones

JULY



Governance

- Published the **Global Policy on General Principles for Artificial Intelligence**



Social

- Launched the Financial Education Project **“AlxGirls Summer Tech Camp”** aimed at promoting digital and financial skills among young women
- **New measuers introduced to Support Parenthood at the Bank:**
 - Supplementary parental leave allowance
 - 2 paid days for nursery and kindergarten onboarding
 - Flexible start times for part-time Employees

OCTOBER



Governance

- **“EEE-” rating received from Standard Ethics** (Excellent), with Stable outlook



Social

- Ongoing Financial Education Initiatives **“Conta su di te”** programme continues to promote financial literacy
- Inauguration of the **Fineco Academy**

NOVEMBER



Social

- **New Underage Account** for children of Clients, starting from 8 years old
- Participation in **Financial Education Month** In collaboration with FEduF

DECEMBER



Governance - Social

- **Global Policy on Diversity, Equity & Inclusion** published



Social

- **Launch of the Christmas Charity initiative “A Light for Christmas”**, supporting three key projects:
 - Women’s empowerment and financial literacy
 - Early childhood education (in partnership with Mission Bambini)
 - Pediatric telemedicine (in collaboration with Gaslini Hospital)

Making sense of the numbers

A shared vocabulary that evolves with us. Our sustainable journey begins with who we are.

Numbers tell us a lot, but not everything.

To truly understand where we're headed, we need something more: the words that guide us, the principles that inspire us, the values we live by every day.

These are the letters we choose to tell our idea of sustainability: a concrete commitment, a shared vision, a direction that evolves with us.

This is not a glossary. It's our way of looking ahead.

**FUTURE
INNOVATION
NATURE
EDUCATION
CLIENTS
OPPORTUNITY**

FUTURE FAIRNESS FIDELITY

FIND OUT MORE

Responsible finance →

From principles to action through a clear ESG governance →

An integrated, forward-looking risk vision →

Fineco: the place to be →

There is no growth without **FIDELITY**.
There is no fidelity without clarity.

Our **FUTURE** is built this way:
through fair choices, transparent
relationships, and a constant commitment
to doing good and making it known.

Being a bank, for us, means innovating
while staying true to our values.
It means offering tools that are simple,
but never simplistic.

It means speaking clearly, respecting
the rules, and listening.

The future is not an expectation:
it is a responsibility.

That's why we believe in **FAIRNESS**:
in lasting quality, in fair pricing,
in a kind of finance that gives space
and voice to those who invest with
awareness.

HIGHLIGHTS

€652 m

net profit (+7% compared to 2023)

€10 bn

net inflows (+15% compared to 2023
without short-term promotions)

79%

of funds SFDR Article 8 and 9 (No. of ISIN)
available on the platform

0

cases of active or passive corruption

INNOVATION IMPACT INCLUSION INTEGRITY

FIND OUT MORE

Responsible finance →

Tools that make life easier, freeing up more time →

For the people, with the people →

An integrated, forward-looking risk vision →

An active role in global change →

Touching things without leaving a mark?
That's not for us.

Every decision, every service,
every word we choose has an **IMPACT**.
That's what guides us.

It's not just about doing our job well:
we want to do it the right way.

We promote **INCLUSION**, simplify
to enable access, and take responsibility
for our actions.

We don't follow the wave of **INNOVATION**.
We set our own pace.

A pace that brings together ethics
and technology, vision and discipline,
performance and people.

Not to chase change, but to shape it.

With **INTEGRITY**, and with the awareness
that the only real revolution is the one that
truly improves people's lives.

HIGHLIGHTS

10%

of Bank's portfolio invested in ESG bonds

**AI development made available
for Financial Advisors**

74 tonnes

of paper saved thanks to digitalisation

**Certification UNI/PdR 125:2022
for the Gender Equality**

NATURE NETWORKS

FIND OUT MORE

Every day, a savvy choice →

An active role in global change →

Responsible where it matters →

For the people, with the people →

Two simple words.

But they encompass everything.

The **NATURE** of the places we live in.

But also the nature of our actions.

The nature of authentic connections.

And of clean energy, of water to be protected,
of resources to be used with respect.

We are part of a global network.

And part of a local ecosystem.

We act with environmental rigour:
every choice – from mobility to office spaces,
from energy efficiency to digitalisation –
has a clear goal.

But acting alone is not enough.

That's why we build alliances, join
international **NETWORKS**, share practices
and goals to make a real impact.

And then there's our own Network: over three
thousand Financial Advisors, acting every day.
They don't just bring value, they listen to it.

They are our living bond with communities,
our eyes and ears on the real world.

And thanks to them, we know where
we can do more.

HIGHLIGHTS

Adherence to the UN Global
Compact, UN PRI, and the UN PRB

EMAS environmental certification
renewed throughout Italy

Adoption of an **Environmental Policy**
for the Group

9,500 kg

of waste, including plastics and
microplastics, collected from Italian seas
and lakes since 2022, in collaboration
with LifeGate

3,002

Financial Advisors actively
operating in Italy

ETHICS EDUCATION EQUITY ECONOMY

FIND OUT MORE

Financial education →

For the people, with the people →

Responsible finance →

Together with the community, to bring shared value →

Knowledge is the first form of **EQUITY**.

It's what makes it possible to choose, to understand, to participate.

That's why financial **EDUCATION** is an integral part of our identity as a bank.

It's a constant commitment, not only to those who invest, but to anyone who wants to take care of their future.

We believe in the **ETHICS** of business and in an **ECONOMY** that is not reserved for the few, but accessible to all.

And every time we share tools, words, and vision, we take one more step toward that goal.

HIGHLIGHTS

Policy for an Ethical Approach to Artificial Intelligence

+1,500

financial education events

+50,000

total participants

+1,000

students involved in school projects

75%

of participants stated they received useful guidance for managing their savings more consciously

CHANGE CULTURE CLIENTS COMMUNITY

FIND OUT MORE

For the people, with the people →

Financial education →

Responsible finance →

Together with the community, to bring shared value →

Responsible where it matters →

There's a subtle thread that connects the ability to **CHANGE**, a gesture of listening, an investment in the local area.

We call it **CULTURE**. It's made of what we feel, what we absorb, what comes through in our tone, our actions, our everyday choices.

It's our way of being present.

With our **CLIENTS**, whose lives we strive to simplify.

With those who work with us, to whom we offer real opportunities for growth.

With our **COMMUNITIES**, where we aim to be not just visible, but truly present.

It's not built in a day. It can't be imposed.

But it can be nurtured.

And when it works, it shows:
in the trust we generate,
in the quality of our relationships,
in the value we create together.

HIGHLIGHTS

+185,000 hours

of training for the Network

+ 61,000 hours

of training for Employees

+20

solidarity initiatives with communities
and in support of cultural heritage

+28%

new Clients (compared to 2023)

OPPORTUNITY OPENNESS

FIND OUT MORE

Financial education →

For the people, with the people →

Together with the community, to bring shared value →

Opening up. Making room.

This is how we see our role: not to hold back, but to make things accessible.

To new careers, to new OPPORTUNITIES, to those just starting out and those starting over.

To ideas that come from within, but also from the outside.

Because if there's a real way to grow, it's by staying open to change.

For us, OPENNESS means this: transparency that doesn't close in on itself, but becomes dialogue.

Accessibility that turns into concreteness.

Diversity as a resource, cross-pollination as inspiration.

Every person, every story, every path can generate value.

Our job is to recognise it, welcome it, and create space for it to thrive.

HIGHLIGHTS

+300

young Financial Advisors started their professional careers in the past three years through the Youth Project

Open platform with +4,000 available funds from more than 70 asset managers

Financial education

People. Or rather, the individual.
That's where it all begins.

Whether part of our team, a Client, or a member of the communities we live in, our goal is always to offer opportunities for conscious growth.

Financial education is the first step: a strategic lever to promote autonomy, inclusion, and equal opportunity.

Together with the empowerment of individuals, respect for diversity, and support for communities, it lies at the heart of our commitment to creating shared value.

Main achievements of 2024

+1,500 local events

+50,000 participants

Our main goals

Increase the number of financial education events held locally throughout Italy

Expand the availability of online financial education content and events provided by the Bank

Organise ESG-focused events in all commercial areas

Knowing to choose: financial education for informed investing

Knowledge creates opportunity. That's why we place financial education at the heart of our social commitment and sustainability strategy.

It is one of the key goals of our 2026 sustainability plan: a concrete lever to promote inclusion, awareness, and informed decision-making.

Through collaboration among the people of the Bank, Fineco AM, and our Network of Financial Advisors, we build financial literacy where it's needed most – in schools, communities, and among Clients – to turn awareness into opportunity, and opportunity into shared value.

A continuous commitment, through every channel

Nationwide presence

26 initiatives on savings management organised by the Bank, with **over 3,000 participants**

We organise a wide network of in-person and online events to promote financial literacy on topics such as savings, investments, supplementary pensions, behavioural finance, and wealth planning.

FinecoDays and the "Finance for All" series are key moments for accessible education, aimed at both Clients and communities.

We collaborate with FEduF through initiatives like Finecollege, designed for parents to help educate their children on responsible money management.

Collaboration with schools

Partnership with **FEduF**

"Conta su di Te" and **"AlxGirls"** projects

Around **1,000 students** involved

We bring financial education into schools of all levels, in collaboration with FEduF and academic partners, because we believe that a more equitable society begins with people who know how to manage their resources with awareness and responsibility.

With students, we discuss planning and saving, circular economy and sustainability, supplementary pensions, and payment systems.

Through projects like "Conta su di Te" and "AlxGirls", we raise awareness among young people about saving, pensions, and the responsible use of money, also helping to reduce gender gaps.

Digital content for everyone

22 videos published on the Fineco website

Webinars available also via live streaming

Participation in the **Financial Education Month**

We create accessible and inclusive digital educational materials.

From the Fineconomy blog to social media channels and YouTube, and through webinars, we offer practical tools to enhance financial awareness.

Every year we take part in the Month of Financial Education, with initiatives focused on saving, retirement planning, and financial awareness.

We also collaborate with financial journalists to explore topics related to financial planning.



Financial education for Private Clients

27 dedicated events on **wealth planning**

Over **1,000 Private Clients** involved

We organise events for our Private Clients, focusing on wealth planning, generational transfer also including business activity, and advanced asset management.

We also involve external professionals to provide specialised insights and strengthen the relationship of trust.

Monitoring and continuous improvement

Learning **surveys** and **final tests**

Ongoing content adaptation

We assess the effectiveness of our initiatives through online surveys, final tests, and direct feedback.

This approach allows us to continuously improve our educational offering, adapting it to emerging needs and the feedback of the communities we engage with.

To find out more on the topic, download:
The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



PROJECTS

CONTA SU DI TE: WHEN FINANCE MEETS THE CLASSROOM



A project that helps students discover how to save, invest, and manage money responsibly, through an innovative and engaging educational journey

In 2024, “Conta Su Di Te” returned for its second edition, confirming its role as one of Fineco Asset Management’s flagship financial education initiatives.

Developed in collaboration with FEduF and Goodpoint, the project involved students from the first four years of upper secondary schools in five Italian cities: Milan, Rome, Naples, Turin, and Bari.

The goal? To help young people build a more conscious and responsible relationship with money, learning about tools, dynamics, and opportunities often left out of traditional school curricula.

From the basics to sustainability

The program offered a four-lesson course, delivered in hybrid format (online and in-person), led by qualified tutors.

Topics included: saving, retirement planning, sustainable economy, investments, and informed

financial choices.

The activities concluded with a gamified final test, designed to boost engagement and make learning more interactive.

More knowledge, more awareness

This year, too, “Conta su di Te” achieved significant results: more than a thousand students participated in the activities, exceeding the numbers of the first edition.

The impact on girls was particularly interesting in developing the tools necessary to achieve their financial independence in the future.

Overall, over half of the students reported a concrete improvement in their financial skills.

Dublin as the final prize

As per tradition, the project ended with a prize contest, where top-performing students competed in interactive quizzes.

The winning school from the previous edition chose Dublin, headquarters of Fineco AM, as the destination for a study trip, offering students a firsthand experience of the international finance world.

An experience that confirmed “Conta su di Te” is more than just a course: it’s an opportunity to open new horizons and imagine the future with greater awareness.

1,000 STUDENTS

involved in the
second edition

5 ITALIAN CITIES

reached: Milan,
Rome, Naples,
Turin, Bari

+

FEMALE STUDENT INTEREST

to develop the
tools necessary
to achieve
their financial
independence



Responsible finance

We follow a transparent, rigorous, and responsible development strategy. Our products and services integrate sustainability criteria and generate value for Clients, society, and the environment.

Main achievements of 2024

10%
of Bank's portfolio
invested in ESG bonds

79%
of Funds SFDR Article
8 and 9 (N° of ISIN)

17%
green mortgages
as a share of total
purchase mortgages

+8,500
opened accounts
since the launch of the
Underage Account²

²Data as of 30/6/2025. As of 31/12/2024 the data was above 1,700

Our main goals

Offer at least
3 ESG certificates

New partnerships
with ESG-focused
investment firms

Expand the range
of funds with a
Fineco ESG Rating
≥ 6 out of 10

Building a responsible finance

The pursuit of balance between ethics, performance, and sustainability is a top priority in every area of our work.

We have set clear goals: to design an offering that meets high sustainability standards, in order to strengthen transparency and awareness.

We aim for a type of finance capable of generating shared value, today and tomorrow.

Our vision of responsibility

Sustainability and transparency in investment products and services

We focus on **fee-based advisory services** to foster **transparent relationships** in the long-term

80% of new funds have a Fineco ESG Rating ≥ 6 out of 10

We aim to build long-term relationships with our Clients, empowering each individual to make informed decisions. That's why we believe in true transparency: Clients know what they are paying and why.

Thanks to the innovative solutions of Fineco AM, we gradually guide Clients toward the equity market with a long-term investment perspective. We do this by combining protection strategies with mechanisms that allow for a gradual increase in equity exposure.

Our offering is evolving toward greater integration with sustainability criteria. Since 2022, we have adopted the Fineco ESG Rating, which assesses the sustainability risk of the products we offer.

For inclusive and conscious finance

Underage Account

Under 30 Account with zero fees on accounts, debit cards, and investment plans

Adherence to the **ABI Moratorium** for Women Victims of Violence

We want access to banking services to be simple and available to everyone. We offer accounts with favorable conditions, such as the Underage Account dedicated to those under 18, to help young people manage money responsibly; the Under 30 Account with no monthly fees and reduced commissions on transactions and investments, the Basic Account A and Basic Account B, designed for individuals with lower incomes or limited pensions.

Fineco has joined the memorandum of understanding to protect women victims of gender-based violence, which includes the suspension of principal payments on mortgages and loans.

[FIND OUT MORE ON THE MEMORANDUM](#)



Financing and building a greener economy

17% green mortgages as a share of total purchase mortgages

Green loans for financing **renewable energy technologies**

Through our credit products, we promote sustainable choices.

We offer green mortgages for the purchase of energy-efficient properties and loans dedicated to renewable energy solutions. Since 2021, we have integrated ESG criteria into the investment decisions of our banking portfolio, with a growing share of ESG bonds.

To find out more on the topic, download:

The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



FINECO AM: THE ASSET MANAGER OF THE GROUP

Tailor-made solutions, tangible sustainability, global partnerships: this is how we build long-term value

Fineco AM is the asset management company of the Group, created to promptly meet Clients' needs with personalised investment solutions aligned with our core values.

Tailor-made and time-to-market

Our ability to quickly develop customised products is one of our key strengths.

This competitive advantage allows us to better meet the real needs of our Clients.

ESG in substance, not just in name

All our products integrate ESG criteria and assessments into investment decisions and are actively monitored for compliance.

We also engage in concrete stewardship activities, especially during shareholder meetings, with selected issuers to promote sustainable behaviors and tangible improvements.

We have aligned with the new ESMA guidelines on fund naming, successfully retaining the "ESG" or "sustainable" label

on 33 out of 42 impacted products, by enhancing their sustainability features.

This achievement positions us among the most consistent and proactive players in the European market.

Global partnerships, shared vision

We collaborate with leading international product houses to offer a comprehensive portfolio aligned with today's challenges.

Together, we also invest with companies in our funds to promote themes such as Diversity & Inclusion and the Paris Climate Agreement goals.

Only shared value

We believe in a transparent, accessible model, because for us, trust is built on simple, clear, and fair choices.

46%

OF AUM

of Fineco AM classified
SFDR article 8 and 9

33

FUNDS CONFIRMED WITH ESG/ SUSTAINABILITY LABELING

after ESMA alignment

PROJECTS

WITH THE UNDERAGE ACCOUNT, CHILDREN LEARN THE VALUE OF MONEY FROM AN EARLY AGE



A tool designed to guide children, from the age of 8, and teens on a journey toward financial awareness and independence

Teaching money management is a form of care. That's why we created an account specifically for minors under 18: a simple, safe, and transparent tool to help them take their first steps in everyday finance, with the support of parents or guardians.

An account designed to grow

The account can be opened and managed by a parent or guardian. It comes with a debit card featuring customisable limits, offering maximum autonomy with full control. All transactions are traceable and manageable via app or web.

Control, safety, freedom

Every feature is designed to provide young users with a protected space to learn how to manage their money. Parents can monitor transactions, set spending limits, and receive real-time notifications. The account does not allow credit lines or speculative operations.

A first step toward independence

From pocket money deposits to first savings, from ATM withdrawals to contactless payments – the Underage Account is a tool to approach the value of money with responsibility, offering the same transparency and innovation we provide to adults.

+8,500
OPENED ACCOUNTS
SINCE THE LAUNCH OF
THE UNDERAGE ACCOUNT³

³Data as of 30/6/2025.
As of 31/12/2024 the data was above 1,700

Innovation

A simple bank? Only on the surface.

Behind every daily action – a digital signature, checking a portfolio, receiving advice – lies an advanced technological infrastructure, designed to simplify people's lives.

Innovation is our tool to simplify, connect, and empower. It's a concrete way to offer Clients smooth, user-friendly experiences, and to provide advisors with advanced tools to fully express their professionalism.

To innovate means to improve every day

For us, innovation is a continuous process: a mindset before it is a technological strategy.

We constantly monitor the user experience to identify areas for improvement, gather feedback, and turn it into tangible progress.



Tools that make life easier, freeing up more time

We design solutions that make the experience smoother for Clients and more effective for the Financial Advisors. Every feature is created to streamline operational steps, support decision-making, and bridge distances. This allows us to focus on what truly creates value: listening, trust, and ongoing dialogue.



From technology to relationships

An integrated platform that bridges distances

Transactions available online or via web collaboration

A single platform for Financial Advisors and Clients, wherever they are

Digital signature for contracts and transactions

Thanks to a technologically advanced platform and the expertise of our Financial Advisors, we support Clients at every stage of their financial journey.

We do so efficiently and accessibly, also through tools like **web collaboration**, which allows Clients to start, complete, and sign transactions directly from their personal homepage.

Less back office, more value for the Clients

Technology at the service of advisory

Time is a valuable asset to protect and make the most of. We reduce operational tasks for our Financial Advisors to make room for relationships, dialogue, and listening thanks to technology.



Artificial Intelligence in action: a reality

We have adopted a [Global Policy on Artificial Intelligence](#), outlining general principles to ensure ethical, responsible, transparent, and inclusive use of AI.

We've also created an internal team with specialised skills to develop secure, traceable, and human-centred solutions.

AI helps us respond to people's needs more effectively and quickly every day. In the first months of 2025, 2,500 Financial Advisors were already using the first two AI applications, continuing our strategy of equipping professionals with the most advanced tools to constantly improve the quality of service offered to Clients.

To find out more on the topic, download:

The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



PROJECTS

X-NET. ADVISORY THAT NEVER STOPS

Advanced technology, continuous relationships: our cyborg-advisory model

X-Net is the platform that combines the best of digital innovation with the human value of financial advice. It enables an always-open dialogue, wherever Clients and Financial Advisors may be.

A model that empowers, not replaces

X-Net is designed to strengthen relationships, not automate them.

Unlike pure robo-advisory models, here the advisor remains central: they understand needs, build proposals, and guide decisions.

Technology takes care of the rest – saving time, removing unnecessary steps, and ensuring immediacy.

Real-time proposals, anywhere

Each proposal is sent directly to the Client's reserved area or app, where it can be reviewed, explored, and confirmed remotely.

Everything happens smoothly, securely, and with full traceability – no paper forms, no waiting.

Digital signatures, zero paper, more trust

Thanks to integrated tools like Web Collaboration and biometric signature, operations are fast and paperless.

An experience designed for connected Clients and advisors who are free to focus on what truly matters: the relationship.

PAPERLESS ADVISORY SERVICES

with Web Collaboration
and biometric signature

PROPOSALS VISIBLE AND CONFIRMABLE

in real time via app
or reserved area



CLIENTS REACHED

thanks to the cyborg-
advisory model



PROJECTS

AI IN OUR ADVISORY SERVICES



To make our service even more efficient, we have introduced Artificial Intelligence into X-Net

“AI Portfolio”

The main innovation lies in giving Financial Advisors access to a tool trained with our financial logic, enabling them to build personalised portfolios based on each Client’s needs and to analyse the characteristics of existing portfolios.

The new tool can access the entire range of investment funds and ETFs available on Fineco’s open platform, allowing Advisors to further tailor solutions.

In the coming months, the tool will be extended to include additional asset classes.

The Financial Advisor remains central since AI provides suggestions, but it is the Advisor who makes the final decision,

adapting the AI-generated proposals to the Client’s specific risk profile and return objectives.

AI for everyday operations

In addition to the portfolio-building tool, we’ve developed an AI assistant to support Advisors in their daily work.

Designed to speed up document searches, this tool allows Advisors to quickly access circulars, documents, and internal resources, streamlining administrative tasks.



Fineco: the place to be

We are in the right place to grow.

Not just a physical space, nor simply a set of tools and technologies: we are an environment built on relationships, values, and opportunities.

We offer development paths, continuous learning, a focus on wellbeing, active listening, and inclusion.

Because growing together with our people means building a stronger, more forward-looking bank every.



**Gender Equality
Certification
UNI/PdR 125:2022**

Main achievements of 2024

+185,000 hours of training
for the Network

+61,000 hours of Employee
training

Our main goals

**Boosting gender
diversity across
the Network, with
active support
from Network
Managers**

**Ongoing
awareness
initiatives on
Diversity &
Inclusion**

**Additional support
measures for
parenting and
work-life balance**

People and growth at the heart of our sustainability strategy

In our sustainability plan, we prioritise the wellbeing, growth, and inclusion of our people.

We foster an environment that values talent and skills, supports work-life balance, and promotes dialogue, continuous learning, and openness.

Because the value we create is the result of a shared commitment from everyone across the Group.

#ThePlaceToBe

For the people, with the people

Employee empowerment and a culture of growth

1,451 Employees
(58% men, 42% women)

Ongoing **Talent Development**

We are growth-oriented. We see growth as a natural part of our organisation. That's why we invest in every individual through pathways that enhance skills and experience. Through transparent evaluations, targeted training, and continuous knowledge sharing, we create space for talent and the energy that drives our daily evolution.



Diversity, equity & inclusion

Global Policy Diversity, Equity & Inclusion

30% of managerial roles held by women

15% of STEM positions held by women

Equity is a core principle in how we operate: it means ensuring equal opportunities for growth and wellbeing for everyone, while recognising and valuing every difference. In this spirit, we work to reduce gender gaps and promote an increasingly inclusive and respectful environment, also through partnerships with organisations such as Valore D, Fondazione Libellula, and others.

Wellbeing and work-life balance

Low turnover rate: 4%

Absenteeism rate: 2.1%

Active psychological support service

Work quality is tied to people's wellbeing. We offer flexibility, supplementary pension plans, welfare programmes, and services for health and parenting to support our Employees through the different stages of life, standing by their side in everyday challenges.

To find out more on the topic, download: **The 2024 Consolidated Sustainability Reporting**

[CLICK HERE](#)


Network of Financial Advisors: growth and inclusion

3,002 Financial Advisors

Youth Project

Teamwork

Our Financial Advisors support Clients through every stage of their financial life, building tailored solutions and relationships based on trust.

They are never alone: the Bank supports them daily with training, advanced tools, and specialised assistance, such as in tax matters and estate planning.

Our model is based on a three-way relationship – Client, Advisor, Bank – which strengthens and deepens the bond.

This is reflected in Client loyalty and the growth of assets under management.

Through initiatives like the Youth Project, we promote generational renewal and a Network that is increasingly inclusive and representative of a changing world.

With the Teamwork model, we encourage a collaborative approach to financial advisory, sharing specialised expertise to provide a more structured, transparent, and effective service.

Continuous training and skills development for our people

**Technical, managerial,
and soft skills training**

We invest in skill development through training programmes tailored to each individual.

From leadership to soft skills, from ESG culture to safety, and including technical and specialised competencies, our commitment is ongoing.



To find out more on the topic, download:
The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



PROJECTS

YOUTH PROJECT. INVESTING IN TOMORROW'S TALENT

A new master's program, increased financial support, and concrete opportunities to guide the new generation of our Network

Since 2011, through the **Youth Project**, we have been committed to shaping the future of financial advisory by starting with the new generations.

This initiative is designed for recent graduates and young professionals aged between 24 and 38 who aspire to build a stimulating career in a constantly evolving sector.

The Youth Project offers three types of support to help young advisors take their first steps in the profession: training support through a structured program combining technical and relational skills; mentorship

with a dedicated tutor; financial support designed to concretely sustain the start of their professional journey.

Two major innovations

In 2024, we took a further step forward by introducing two key enhancements that strengthen the value of the project: a **new master's program in collaboration with Sole 24 ORE Formazione**, combining technical preparation with the development of soft skills, which are increasingly essential for successful Client relationships; an **increase in financial incentives**, to support the launch of the activity in a more effective and sustainable way.

These initiatives stem from a clear vision: to attract, train, and empower the best talents by offering them concrete tools to grow and thrive within our advisory model.

In the past 3 years, thanks to the Youth Project, around 300 young Financial Advisors have started their careers.

+100
PARTICIPANTS
in the new 2024
master's program

+300
**YOUNG
ADVISORS**
started their careers
over the last 3 years

WELLBEING YOU CAN SEE AND FEEL

600 square metres dedicated to caring for our people

At our Milan headquarters, we've created the Wellbeing Area, a space designed to promote physical and mental wellbeing and encourage a healthier lifestyle.

It's an environment created for those who work with us every day, where comfort meets functionality and sustainability is an integral part of the project.

Recharge, train, connect

The Area meets real needs: taking a restorative break, working out, regaining energy.

But also sharing space with others, discovering a new balance between body and mind, and feeling part of a place that truly cares about people.

A sustainable project, inside and out

Every design choice was guided by our vision of sustainability: simplicity, innovation, and responsibility.

An architecture that pays attention to materials, energy efficiency, and conscious use of space.

"Taking care of people is part of our way of doing business. It's not just a wellbeing choice: it's a sustainability and value strategy."

Marco Longobardi,
Chief People Officer

Environmental care

In every kind of challenge, a bank like ours can be part of the solution. Especially when it comes to climate change: global, urgent, and non-negotiable.

We were born digital. We believe in efficiency, responsible use of resources, and dematerialization.

And we know how to turn vision into reality: through concrete, measurable, and everyday actions.

Main achievements of 2024

100% hybrid or electric car fleet

99.4% of Bank's portfolio aligned with Net-Zero targets

-31% reduction of Scope 1 and 2 (marked-based) emissions vs. 2021

Our main goals

Net-Zero emissions by 2050



Increase in digital solutions



Environmental audit on 100% of global service suppliers



Every day, a savvy choice

Every choice matters: in the materials we use, the behaviors we promote, and the energy we consume.

That's why our environmental strategy operates on two interconnected levels: on one hand, combating climate change; on the other, reducing the impact of our activities through more mindful use of resources.

This commitment translates into daily, concrete, and verifiable actions, through the implementation of an environmental management system certified according to the European EMAS standard of excellence, across the entire national territory.



Committed against climate change

Emission reduction and energy efficiency

We aim to achieve net-zero operational emissions (Scope 1 and 2, market-based) by 2050.

To reach this goal, we are working to make our offices more energy-efficient by upgrading systems and optimising energy consumption.

We are also committed to progressively reducing fossil fuels across our supply chain. For our data centres, we only work with partners who guarantee 100% renewable electricity.

We make our offices more efficient by optimising space, upgrading systems, and streamlining energy use.

**LEARN MORE ABOUT OUR COMMITMENT
TO EMISSION REDUCTION**



Energy from renewable sources

100% renewable energy⁴

150.5 MWh of self-produced energy
from **photovoltaic systems**

100% renewable energy in the DPCs

⁴For the premises with utilities in the Bank's name.

Sustainable mobility

**100% hybrid/electric
car fleet**

**EV charging stations
installed at our offices**

Corporate portal dedicated
to **sustainable mobility**

We have completed the transition to a fully electric/hybrid vehicle fleet and promote sustainable mobility for our Employees through: reimbursement of *bike-sharing* subscriptions, discounts on high-speed train tickets, vouchers for *shared mobility* services, discounted public transport subscriptions.



To find out more on the topic, download:
The 2024 Consolidated Sustainability Reporting

CLICK HERE



Responsible where it matters

Digitalisation and dematerialisation

74 tonnes of paper saved in 2024 thanks to digital signatures and paperless processes

In 2024, we continued to reduce paper usage by accelerating the digitalisation of internal processes and Client services.

Sustainable space management

18 new Fineco Centers were designed and built in 2024 following **Environmental Guidelines**

We design more sustainable spaces by enhancing existing elements, reducing material consumption, and promoting the reuse of furniture and fittings.



Responsible use of materials

Over 40.000 payment cards issued in **recycled PVC**

100% FSC® and EU Ecolabel certified paper used in the Bank's offices

We are progressively converting our consumables: payment cards made from recycled PVC and office paper from certified sources.

In the Fineco Centers, 74% of the paper used is EU Ecolabel certified.

To find out more on the topic, download:
The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



Sustainable supply and procurement practices

3 environmental audits conducted on global service suppliers

Dedicated **training** on **sustainable procurement**

Launch of an **e-shop for Financial Advisors** to buy **certified and sustainable products**

Over 500 products with environmental certifications or sustainable features purchased by the Network

We monitor and raise awareness across the supply chain, integrating ESG criteria into procurement and promoting sustainable practices among Financial Advisors.

Since 2021, we have provided our Network with a Guidelines Handbook for the proper and responsible environmental management of Fineco Centers. The goal is to minimise energy and resource consumption and to prevent and properly manage waste.

In our offices, we are progressively reducing single-use plastic materials and have eliminated plastic water bottles.

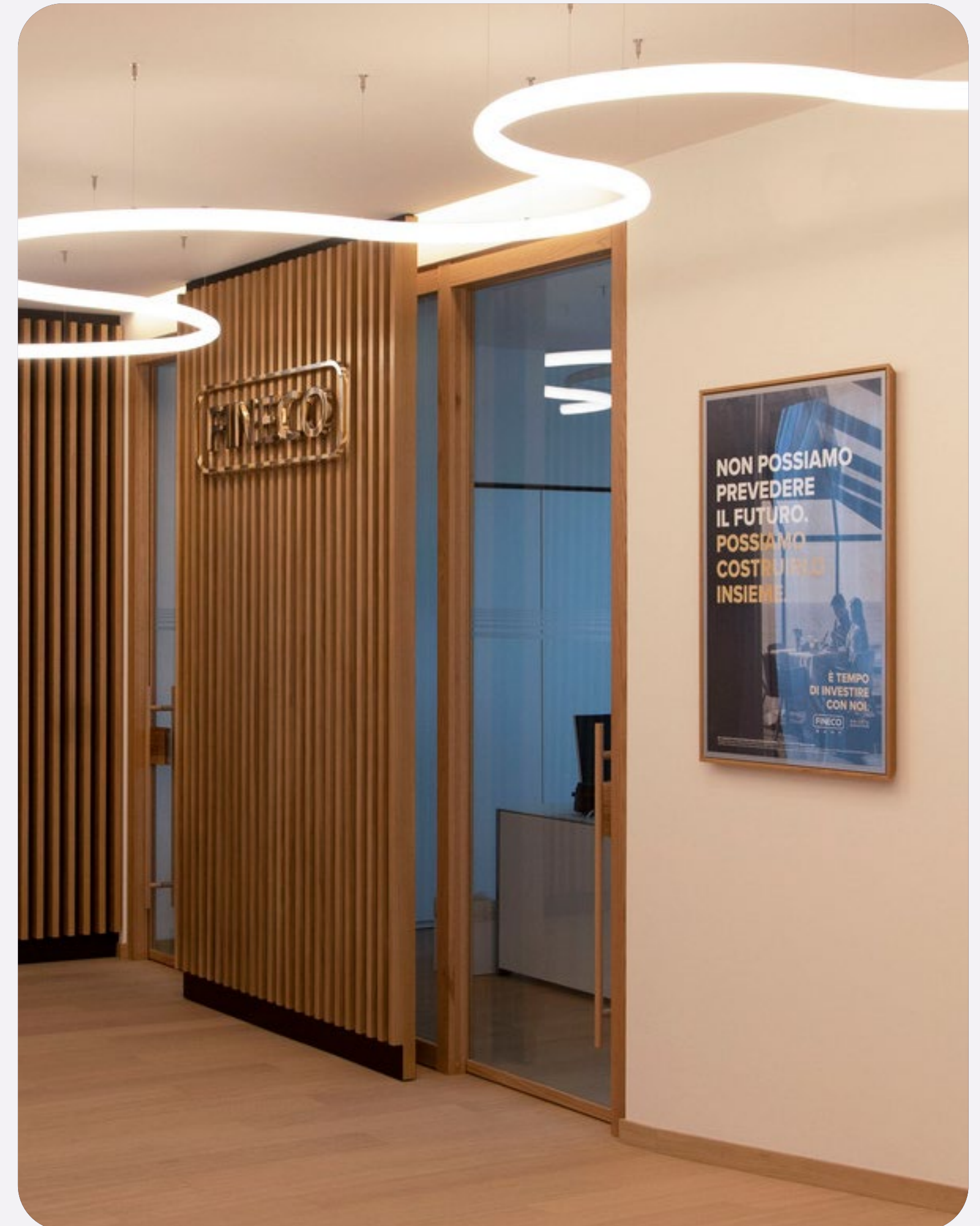
Starting in 2024, Financial Advisors also have access to an e-shop where they can purchase office supplies with leading environmental certifications (e.g., EU Ecolabel, BLAUER ENGEL, FSC®) or sustainable features, such as recycled printing paper and stationery made with recycled materials.

We also promote sustainability criteria in events and communication activities, using dedicated guidelines to make more sustainable choices in terms of locations, setups, catering, and merchandising.

To find out more on the topic, download:

The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



PROJECTS

FOR THE HEALTH OF OUR SEAS, TOGETHER WITH THE WATER DEFENDERS ALLIANCE



Supporting technological solutions and concrete actions to protect the Mediterranean Sea

We are an active member of the **Water Defenders Alliance**, promoted by LifeGate: an alliance of businesses, citizens, institutions, research bodies, and universities working together to protect the waters of the Mediterranean.

Our goal is clear and concrete: to deploy advanced, measurable, and science-based technological solutions to combat marine pollution and promote more responsible water resource management.

Technologies and actions in ports

In 2024, we supported new initiatives in Italian ports to prevent oil spills and improve the collection of floating waste.

We delivered reusable absorbent kits in Venice and Palermo and supported the deployment of innovative devices such as **Seabin** and **Pixie Drone**, capable of capturing macro-debris and contributing to the cleaning of port waters.

Seabed cleaning and biodiversity protection

We also promoted a special seabed cleaning operation in Santa Teresa Bay (Gulf of La Spezia), in collaboration with Smart Bay Santa Teresa, ENEA, Verdeacqua, and the Italian Navy.

Thanks to the collaboration with LifeGate, since 2022,

9,500 kg
OF WASTE

has been collected from the waters of Italian seas and lakes



Powered by
LIFEGATE

Territorial development: alongside local communities

We are a bank, but also much more.

We actively participate in community life, supporting those who generate social, cultural, and environmental value.

Our commitment grows together with local communities.

Main achievements of 2024

26

Italian ports involved in the Water Defenders Alliance, in collaboration with LifeGate since 2022

+450,000 €

funds donated to solidarity projects

Our main goals

Partnerships to support culture and preserve and enhance historical and artistic heritage



Partnerships for environmental protection and territorial care



Ongoing support to the community through charity campaigns on the Fineco website



Emergency response initiatives through direct donations and the activation of fundraising campaigns



Shared value: a strategic goal

We listen to local communities and translate their needs into a transparent and shared strategy that generates social value.

Our sustainability plan supports community growth through concrete actions: solidarity projects, cultural initiatives, and environmental programmes.



Together with the community, to bring shared value

Solidarity projects

4 Areas of Impact:

Childhood, Community,
Medical Research &
Health and Arts & Culture

Each year, we select and support projects that respond to the real needs of communities. Our support is concrete and ongoing, guided by a rigorous and transparent process. Once published on our website, donations remain open to Clients for approximately one year.

The section is updated quarterly with 3–4 new projects, reflecting our growing and continuous commitment.

Sponsorships and cultural & environmental partnerships

Partnerships with **FAI, Theatres, and Exhibitions**

Environmental projects with **LifeGate**

We believe that culture and environmental protection are essential elements for collective wellbeing.

We support exhibitions, festivals, urban regeneration projects, and initiatives for environmental preservation.



Ongoing campaigns and charity initiatives

Charity: 9 active projects on the website

3 Christmas projects for 2024

Solidarity campaigns, such as *A helping hand that lights up Christmas*, strengthen the connection with local communities and engage customers and stakeholders in collective action for the benefit of society.

Other supported projects

A broad network of organisations and associations

Each year, we expand our reach by supporting initiatives that promote inclusion, education, health, and culture.

To find out more on the topic, download:
The 2024 Consolidated Sustainability Reporting

[CLICK HERE](#)



PROJECTS

A HELPING HAND THAT LIGHTS UP CHRISTMAS

Through our solidarity campaign, we've brought a light of hope to those going through vulnerable times

In 2024, we once again renewed a tradition that feels deeply ours: the Christmas solidarity campaign **A Helping Hand That Lights Up Christmas**.

Through this initiative, from mid-December to January, we invited our Clients to join us in supporting three meaningful projects dedicated to children, women, and families facing hardship in Italy.

This action is part of a broader commitment, which we've strengthened with the launch of the **Solidarity** section on our website – a space created to gather and promote the projects we support across various areas: childhood, education, health, research, and culture.

Three projects, one shared goal

This year, we chose to support three outstanding organisations:

- **Mission Bambini**, with the *Scintilla* project, dedicated to providing educational pathways and psychological support to children and families in need.
- **Fondazione Albero della Vita**, supporting vulnerable women on their journey toward financial education and

economic independence.

- **Gaslininsieme**, with the *Telemedicine* project, aimed at activating innovative teleconsultation and telemonitoring services at the Gaslini Institute in Genoa, one of Europe's leading pediatric hospitals.

A community engaged

We made it even easier to take part: in addition to a dedicated web page, donations were also promoted through our social media channels using the hashtag #DonaConFineco.

A simple way to engage a wider audience and build, together, a virtuous circle of solidarity.

A growing commitment

With this initiative, we aim to continue offering concrete support to those who need it most.

Because for us, being a bank also means being close to people and their future.

And every gesture, no matter how small, can truly make a difference.

3

IMPACTFUL PROJECTS

supporting children, women, and health

SOLIDARITY SECTION

launched on the Fineco website in 2024

#DONACONFINECO

activated fundraising via social channels

PROJECTS

PROTECTING ITALY'S BEAUTY, TOGETHER WITH FAI

Over 750 sites opened in 400 communities for the FAI Spring Days

For years, we've proudly supported the **FAI Spring Days** as Main Sponsor, the largest national event dedicated to discovering Italy's cultural and landscape heritage.

A weekend of beauty and accessibility

During the two-day event, over **750 extraordinary sites in 400 Italian communities** opened their doors: villas, castles, churches, villages, archaeological sites, natural areas, art collections, and places usually closed to the public.

Promoting Italy, supporting culture

This initiative offers a unique opportunity to experience the richness of Italy while actively supporting FAI's mission to protect and promote our shared heritage.

"Supporting FAI means embracing a shared responsibility: to preserve the beauty, history, and soul of our country. We are proud to play an active role in safeguarding Italy's artistic and cultural heritage for future generations."

Paolo Di Grazia, Vice General Manager and Head of Global Business FinecoBank

What we choose, how we act,
and the passion we bring to everything
we do reflect who we truly are.

THIS IS FINECO.
And it's only a glimpse
of who we're going to be.

**CHANGE IS GOOD.
SUSTAINABLE CHANGE IS BETTER.**

FINECO