GREEN ARROW
CAPITAL

Disclosure pursuant to Art. 5 SFDR
Transparency of remuneration policies
regarding the integration of sustainability risks

This communication aims to illustrate—pursuant to Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 ("**SFDR**")—the position adopted by Green Arrow Capital SGR S.p.A. (the "**Company**", LEI code 8156002A0330F6E5A549) regarding sustainability.

Pursuant to Article 5 SFDR, the Company has adopted a remuneration and incentive policy (the "**Policy**") aimed at promoting alignment with environmental, social and governance sustainability criteria, ensuring sound and effective management of sustainability risks.

The Policy, in line with the sector regulations and the best practices of reference, provides – among other things – for the possible attribution of a variable part of the remuneration to the achievement of certain performance objectives, including corporate sustainability objectives.

The Policy, approved annually by the Shareholders' Meeting, on the proposal of the Company's Board of Directors, is made available to all employees on the Company intranet.

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