

F2i SGR

Transparency of remuneration policies in relation to the integration of sustainability risks pursuant to Article 5 of EU Regulation 2019/2088

F2i SGR S.p.A. (the “**AMC**”) adopted a remuneration and incentive policy (the “**Policy**”) consistent with the integration of ESG sustainability risks, which is approved annually by the shareholders' meeting, upon the proposal of the Board of Directors.

In accordance with the Policy, at least 10% of the variable component of the compensation of AMC executives and at least 6% of the variable component of the compensation of AMC managers, shall be composed of quantitative ESG targets aimed at strengthening the link of the overall compensation of executives and managers of the AMC with the commitments it has made and/or intends to pursue, with respect to ESG sustainability, also with respect to the managed Funds.

The Policy in force from year to year is made available to all employees on the company intranet.