

PROGRESSIO SGR S.p.A.

*TRANSPARENCY OF REMUNERATION POLICIES WITH
REGARD TO THE INTEGRATION OF SUSTAINABILITY RISKS
PURSUANT TO REGULATION (EU) 2019/2088*

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Art. 5 - Transparency of remuneration policies with regard to the integration of sustainability risks

Progressio SGR S.p.A. ("Progressio") is required to adopt sound and prudent compensation and incentive policies that reflect and promote sound and effective risk management and do not encourage risk-taking that is inconsistent with the risk profiles and regulations of the funds it manages. In application of this principle, Progressio's compensation policies do not encourage sustainability risk-taking.

In particular, the assessment of the results taken into account by Progressio for the purpose of assigning the variable remuneration is carried out net of any negative impact deriving - ex ante or ex post - from the sustainability risks assumed.