



**DIVERSITY AND INCLUSION POLICY
OF
GREEN ARROW CAPITAL GROUP**

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1. INTRODUCTION

Green Arrow Capital S.p.A. Società Benefit and all its affiliates¹ (“**GAC**” or the “**Group**”) is an independent financial group specialized in alternative investments across Europe.

GAC represents a one of a kind platform that aims to connect the financial system with the real economy by actively investing and managing funds of clean energy & infrastructure, private equity and private credit.

Founded in 2012, GAC grew rapidly to establish itself as a sustainable return specialist, bringing to market investment strategies designed to protect invested capital and generate sustainable returns, both financial and in terms of ESG goals.

GAC is committed to value creation for its investors and stakeholders. Within its value proposition lies an important consideration for responsible investments in its business philosophy.

The objective of this diversity and inclusion policy (the “**Policy**”) is to communicate and disclose GAC commitment to fostering diversity and inclusion theme.

2. SCOPE

This Policy applies to the Group.

Principles and procedures aimed at protecting the diversity and inclusion of internal and external stakeholders define the Group-wide approach.

3. ACTIONS AND COMMITMENTS

At the Group, it is expected that employees will have a clear and defined career progression within the organization while adhering to the principles of diversity and equal opportunities.

The Group recognizes that its human capital is not only crucial for the successful execution of corporate strategies but also serves as the foundation for the implementation of ethical values as outlined in this Policy.

As a responsible corporate citizen, the Group is committed to positively impacting the communities in which it operates and strives to find optimal solutions for these endeavours.

Under these principles, all initiatives, strategies, and practices implemented to foster a positive and productive work environment, will take into consideration the following objectives:

- A. avoid all forms of discrimination;
- B. reduce the gender pay gap and promote equal opportunities;
- C. create an inclusive work environment;
- D. career Development.

¹ For the purpose of this Policy, the term “affiliates” refers to:

- Green Arrow Capital SGR S.p.A.;
- Green Arrow Asset Selection SARL
- Green Arrow Infrastructure of the Future SARL

and any other company controlled by GAC S.p.A. Società Benefit.

A. Avoid all forms of discrimination

The Group prohibits discrimination based on gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinion, social category, and religious faith.

Any behaviour that creates an intimidating or hostile work environment will not be tolerated and will be dealt with through the Group's disciplinary actions.

B. Reduce the gender pay gap and promote equal opportunities

The Group pursues gender balance, the overcoming of any stereotype, discrimination, or prejudice, and the promotion of actions aimed at fostering equal opportunities, work/life balance, and sharing of family responsibilities.

The human capital management process ensures equitable career development and compensation, from the selection process to ongoing career advancement, through the provision of equal opportunity and fair compensation.

The Group constantly monitors relevant indicators to ensure equal treatment and development, internally.

C. Create an inclusive work environment

The Management commitment to granting equity, inclusion, and non-discrimination has a central role and it is strictly related to the manager's ability to create a work environment open to the expression of all, without discrimination, and to foster innovation and the generation of new ideas and projects.

Human capital management, consistent with ESG principles, has the role of promoter of cultural and organizational change, in collaboration with all other organizational support and business areas.

Internal communications also play an important role to monitor corporate culture and spreading the principles of inclusion and valuing diversity and promoting related initiatives and services.

D. Career Development

Having clear career development can be beneficial for both the company and its employees, as it can help attract and retain top talent and encourage employees to continuously improve and develop their skills.

The skills and talents of each employee shown during the year determine their promotion and career development. Beyond their performance, employees obtain promotions also based on their contribution to their team and the overall business.

4. REFERENCES

External References

In defining its management system diversity & inclusion theme, the Group is inspired by the main international references and standards including:

- The Declaration on Fundamental Principles and Rights at Work and the Fundamental Conventions of the International Labour Organization (ILO);
- The Universal Declaration of Human Rights on Civil and Political Rights and Economic, Social and Cultural Rights;

- The United Nations Conventions on the Rights of Women, Elimination of All Forms of Racial Discrimination, the Rights of the Child, and the Rights of Persons with Disabilities;
- Agenda 2030.

Internal References

- Human Rights Policy

5. POLICY DISSEMINATION AND UPDATING

All those involved in the Group's administration, all those linked to it by an employment relationship are committed to the principles and rights enshrined in the Policy.

The Group also seeks to disseminate these principles externally, including entities working on its behalf as business partners and suppliers.

The Policy is made available to everyone both at the beginning of the employment relationship and on the Group's website. All parties involved will always be kept informed of any updates to the Policy in the face of any changes in regulations rather than national and international standards.