



**Information in accordance
with the sustainability-related
disclosure requirements in the
financial services sector**



FS Impact Finance
Investing today for a better tomorrow



Information in accordance with the sustainability-related disclosure requirements in the financial services sector*

We as FS Impact Finance** take responsibility for shaping the transformation to a sustainable economy.

We are therefore committed to the Sustainable Development Goals of the United Nations and acknowledge the Paris Agreement on Climate Change.



1. Adverse sustainability impacts at the level of the company

We deliver impact driven financial services to third parties with no financial long-term investments on our own part. For this reason, adverse sustainability impacts on the level of FS Impact Finance are not relevant.

Nevertheless, as mentioned above, our high priority on sustainability is implemented in various ways within FS Impact Finance. For more information reference is made to our **Sustainability Agenda (ESG Policy)**.

2. Consideration of sustainability risks in our investment advisory activities

We do not provide investment advisory services to private investors.

On behalf of our projects and mandates for institutional investors, we report and monitor sustainability risks accordingly.

3. Consideration of sustainability risks in our fund management activities

As part of our financial services provided, we act as fund manager of the **GLS Alternative Investments - Mikrofinanzfonds**. This mutual fund (WKN A142F2/ ISIN LU1309710678) is distributed through GLS Bank, Bochum and its network. Information regarding this fund including statements on sustainability is available on the webpage of [GLS Gemeinschaftsbank eG](https://www.gls-gemeinschaftsbank.de).

* Information pursuant to Art. 3 para. 2, Art. 4 para. 5 lit. a and Art. 5 para. 1 Regulation (EU) 2019/2088 on sustainability-related disclosure requirements in the financial services sector

** FS Impact Finance is the brand of Frankfurt School Financial Services GmbH and its subsidiaries

4. Inclusion of sustainability risks in our remuneration policy

Our remuneration policy is also in line with the consideration of sustainability risks.

The compensation system of FS Impact Finance is designed in such a way that incentives for managers and employees to take disproportionately high risks are avoided and the compensation system does not create a conflict of interest with the monitoring function of our control units. Focus is the sustainability of our companies and to avoid above mentioned risks.

The principles governing the FS Impact Finance compensation system cover both, the compensation system for management and for employees. Their appropriateness is reviewed and adjusted if necessary, at least once a year by the management and the shareholder of FS Impact Finance..

FSIF applies an “equal pay for equal function” principle.

FS Impact Finance combines fixed compensation components and variable compensation (bonus) in the remuneration of our managers and employees. The structure and weighting of the components take into account the tasks and performance of our managers and employees on the one hand and the interests of FS Impact Finance on the other.

The fixed remuneration component represents the main focus of the remuneration and is designed in such a way that a dependency on variable remuneration is excluded. The fixed compensation component is deemed appropriate in internal and external comparison. The personal and professional development of the employees is taken into account.

