13 aprile 2023

Oggetto: Dichiarazione di accettazione della carica di Amministratore

Il sottoscritto Carolina Minio-Paluello nato a Roma il 17 giugno 1970, codice fiscale MLNFRZ74D17F839Z, candidato a ricoprire la carica di Consigliere di Amministrazione di Datrix S.p.A. (la "**Società**") ai sensi di Statuto e delle disposizioni vigenti, in vista dell'Assemblea degli azionisti convocata per il giorno 28 aprile 2023 sotto la propria ed esclusiva responsabilità:

ACCETTA

la suddetta candidatura e, ove nominato, sin d'ora la carica di Amministratore della Società, ritenendo di poter dedicare allo svolgimento diligente dei propri compiti il tempo necessario.

Consapevole delle sanzioni penali, nel caso di dichiarazioni non veritiere e falsità negli atti, richiamate all'articolo 76 del D.P.R. n. 445 del 2000,

DICHIARA

- di non esercitare e/o ricoprire analoghe cariche negli organi gestionali, di sorveglianza e di controllo in imprese o gruppi di imprese concorrenti della Società e di impegnarsi a osservare le disposizioni di cui all'art. 2390 cod. civ;
- di non ricadere in alcuna situazione di ineleggibilità, incompatibilità e decadenza prevista in relazione alla carica di Amministratore dalla legge, dalla regolamentazione e dallo Statuto Sociale della Società e di possedere i requisiti prescritti dalla normativa vigente per l'assunzione di tale carica;
- in particolare, di possedere i requisiti di onorabilità stabiliti per i membri degli organi di controllo con regolamento emanato ai sensi dell'art. 148, comma 4 del decreto legislativo n. 58/1998, come richiamato dall'art. 147-*quinquies* dello stesso decreto
- di impegnarsi a produrre, su richiesta della Società, la documentazione idonea a confermare la veridicità dei dati dichiarati.

Preso atto di quanto stabilito dal combinato disposto degli artt. 147-*ter* e 148, comma 3, del decreto legislativo n. 58/1998:

DICHIARA INFINE

di possedere i requisiti di indipendenza così come definiti dalle citate disposizioni del decreto legislativo n. 58/1998.

Il sottoscritto si impegna a comunicare tempestivamente al Consiglio di Amministrazione della Società eventuali variazioni del contenuto della presente dichiarazione e a rendere, nel caso, una nuova dichiarazione sostitutiva.

Essendo informato, ai sensi e per gli effetti del Regolamento Generale sulla Protezione dei dati personali - Regolamento (UE) 2016/679 e della normativa pro tempore vigente, che i dati personali raccolti saranno trattati dalla Società, anche con strumenti informatici, esclusivamente nell'ambito del procedimento per il quale la presente dichiarazione viene resa, autorizza la stessa a procedere al loro trattamento e con le pubblicazioni di legge per tale finalità.

Allega alla presente, quale parte integrante, il proprio *curriculum vitae* aggiornato, illustrativo delle caratteristiche personali e professionali ed evidenza degli incarichi di amministrazione e controllo ricoperti in altre società.

Luogo e data

In fede

Londra, 13 aprile 2023

Carolina Minio-Paluello

+44 (0) 7785 394 312 | carolina.minio@gmail.com | LinkedIn

Senior Financial Executive Serving Premier Asset Mgt & Fin Services Companies | Climate /Social Impact Strategy Builder & Champion | Sustainable & Impact (SDG) Investing | Protecting & Improving the Bottom Line| DEI |

Client-centric senior financial executive with a quantitative background (PhD, Finance, worked with Bob Litterman at Goldman Sachs Asset Management), and deep experience serving premier asset management and financial services companies. *Passionate about bringing creativity and innovation to the field of sustainable investments, and leveraging quant/technology training for the benefit of multiple constituencies seeking greater investment customization.*

Expertise: customized solution investing based on extensive client (institutional, private banks, retail platforms) interaction, including achieving net-zero priorities; sustainable and impact (SDG- aligned) investing; and combined quant and fundamental approaches to deliver more efficient construction and implementation of customized portfolios. **Additional expertise** in Natural Capital, working with NGOs to identify conservation projects/generate returns from selling carbon credits and branding of new investment solutions; block-chain technology to deliver personalized investment tokens.

Strengths: collaborative, goal-oriented, resilient; continuous learner, critical thinker, relationship builder, able to unify people to work towards a common goal; work effectively in challenging environments. *Seek position* where I can contribute to how technology (greater digital/personalized interactions) enables investors to direct capital to tackle climate/social challenges. *Unwavering commitment to DEI.*

Professional Experience

Arabesque AI, London, UK **Oct 2022 -**

CEO

Leading the growth of a technology platform, powered by ESG data and AI alpha, that empowers portfolio managers build customized model portfolios at scale.

Schroders, London, UK **2019 – Jun 2022**

Global Head of Product, Marketing, Solutions and Quant

Global Management Committee Member. ***Protected/improved bottom line***, by ***increasing client-centricity*** and therefore longevity*:* built a sustainability brand.

- **Drove the strategy for Sustainability** by developing cross-team collaboration:
  - **Transformed 75% of the Group AUMs (~$300B of client assets) into sustainable strategies, protecting and improving the bottom line**
  - Focused on client needs by building a **Climate Solutions approach**, enabling clients to channel assets towards transition, mitigation and conservation projects
  - **Built** natural capital portfolios to protect carbon sinks and generate an additional yield for the portfolio by selling carbon credits
  - Grew sustainability brand awareness by creating the 'Beyond Profit' marketing campaign
- **Met growing client demand for** thematic Sustainable Development Goals (SDG) aligned portfolios by leading the fusion of quantitative and fundamental business into a quantamental dimension **that generated $50M in revenue pipeline** within two years
- **Improved the bottom line** by enabling a continuous product design aligned to customer needs and faster fund-launch processes through a restructure of the product function
- Working closely with Operations on the blockchain infrastructure project, created personalised investment tokens that reflected investors' impact preferences
- **Actively fostered a more equitable, diverse and inclusive workforce.**

Lombard Odier Investment Managers (LOIM), London **2013 – 2019**

Limited Partner, Global Head of Sales & Solutions **2015 – 2019**

Served as Head of the European and Asian sales teams that covered **both institutional investors** (pension plans, insurance companies, central banks and sovereign wealth funds) and **third-party distributors. Met client needs, and improved LOIM's profitability** by originating a number of ESG bespoke solutions for institutional clients and private banks. Had extensive client interactions to understand demand for **Sustainability** and drive the client agenda.

- Built an Environmental, social and governance (ESG) portfolio diagnostic tool to support/advise institutional clients in their transition of assets towards ESG priorities
- Using proprietary ESG data, led integration of the ESG risk dimension across equities, fixed income and convertibles, **resulting in more than 90% of AUM being defined as "sustainable"**
- Originated several sustainable and impact/SDG-aligned mandates with major private banks in Europe.

Deputy CIO **2013 – 2015**

Enabled greater long-term profitability by building strategies aligned with client needs. Working closely with the investment teams (fixed income, convertibles, equities, multi asset and alternatives), ***increased demand for the product offering*** by making it more appealing to the institutional world.

- **Transformed the systematic fixed income franchise** to become one of the **Company's major pillars of growth** by combining a quantitative approach to portfolio construction with credit analysts' views
- **Strengthened the risk-based multi-asset franchise** by establishing a quant platform across equity, fixed income, and alternatives.

Citi, Markets Division, London 2011 – 2013

Managing Director, EMEA Head, Equity & Private Investor Solutions (EPIS)

Leading the institutional Equity Solutions and cross-asset Private Investor teams, ***reduced volatility and increased client longevity through product diversification***.

- Created new revenue stream (accrual business) that competed with asset mgt products/services
- Grew sales by increasing effectiveness of client interactions through a restructured/downsized sales teams that was better aligned with the regional distribution resources

Goldman Sachs, London 2000 – 2011

GOLDMAN SACHS SECURITIES DIVISION **2009 – 2011**

Managing Director, EMEA Head, Private Investor Product Group (PIPG)

Led the European private investor sales team to change the focus from transactions to accrual-revenue business. Headed PIPG sales in Europe, the team responsible for coverage of clients that sell to private investors. ***Developed products across asset classes.***

- **Broadened the go-to-market strategy across all asset classes** to include funds by training the sales team to distribute accruing P&L strategies
- **Quadrupled AUM of** the GSQuartix Structured Fund **platform** by driving the product design across all asset classes for private and institutional clients in EMEA.

GOLDMAN SACHS ASSET MANAGEMENT DIVISION **2000 – 2009**

Managing Director, Global Head Client Portfolio Mgt, Quantitative Investment Strategies **2002 – 2009**

In collaboration with institutional, third party and private client sales team, ***built the quantitative business (macro and equities) in Europe, Asia and the Middle East*** by heading client interactions. ***Quantitative business grew from a multi-million to a multi-billion revenue business. Brought investment innovation by breaking the silos between Asset Management and Securities divisions.***

- **Better met client needs through product innovation across both macro** (Global Tactical Asset Allocation [GTAA] overlays, currency and multi-strategy macro hedge funds) **and equity** (long-only, long/short market neutral hedge funds and 130/30 strategies) **franchises**

- **Increased the value proposition for clients by bringing** the best of Asset Management and Securities divisions to develop products in joint venture. This included capital guarantee products as well as implementing strategies developed by the research team, such as GS Sustain Focus List.

Executive Director, Balanced Group **2001 – 2002**
Led, protected and ***strengthened the Balanced franchise by bringing quant macro views in the asset allocation decision.*** Globally led portfolio management of balanced strategies with particular focus on the tactical asset allocation decision by building an Asset Allocation Committee that included both fundamental and quant portfolio managers.

Associate, Institutional Client Research & Strategy Group **2000 – 2001**
Increased client longevity by expanding offerings' scope from a product to a service. Broaden services offered to institutional clients by building the institutional strategic asset allocation advisory services in EMEA. Advised institutional clients on strategic asset allocation issues, using GS ***proprietary Black-Litterman model***.

J.P. Morgan Investment Management, London **1999 – 2000**

Associate, Strategic Investment Advisory Group
Working for the European market, ***broadened client engagement scope and service.*** Optimised portfolios for institutional clients using asset allocation model and multiple currency overlays. Led development of PensionMetrics (tool designed to assist clients with asset/liability studies, and adopted by the Advisory Group). Worked extensively with RiskMetrics.

Education

- **London Business School**, **PhD in Finance** (Thesis: The UK Closed-End Fund Discount), 1998
- **Université Catholique De Louvain, MBA** (Fin), Grande Distinction, ranked 2nd (130 students), 1993
- **Université Libre De Bruxelles**, **BSc** (Economics), Grande Distinction, ranked 4th (400 students), 1992
- **Harvard Business School**, Exec. Education, Leveraging Fintech Innovation to Grow & Compete, 2019.

External Boards & Advisory

- **Datrix AI Solutions Group,** Milan, Italy, Board Member, since 2022.
- **Alpima,** London, UK (portfolio construction & analytics investment service fintech), Advisor, 2022.
- **Natural Capital Research**, Oxford, UK, Board Member, 2021 – 2022. Developed Climate solutions using Natural Capital Research's tools (carbon storage, carbon capture, flood risk reduction, biodiversity)
- **Impact Investing Institute**, London, Advisory Council Member, 2020 – 2022. Worked with the Institute to formulate the role that Impact plays as a third dimension alongside Risk and Return.
- **Blue Orchard**, Zurich, Switzerland, Board Member, 2019 – 2022. Involved in Blue Orchard/Schroders collaboration to create an impact framework across liquid/ less liquid strategies.

Awards, Thought Leadership, Other

- **Salomon Brothers,** PhD Scholarship (1993 – 1996) | **Economic & Social Research Council,** Research Studentship (1995 – 1997) | **Edward Jones** PhD Scholarship (1997 – 1998) | **StyleADVISOR** prize (1997) | **Financial News,** Raising Star (2006) and 100 Most Influential Women in Finance (2007) |
- **Speaker** at international conferences on Hedge Funds, quantitative investments and sustainability
- **Lecturer**, ***London Business School***, Equity Investment & Investment Management, 1993 – 1998 | **Teaching Assistant**, **Internat'l Center for Monetary & Banking Studies**, Geneva, Equity Portfolio Mgt
- **Trilingual** (Italian, French, English)
- Interested in modern art, architecture, theatre, skiing, sailing, tennis and rowing.

Elenco incarichi di amministrazione e controllo ricoperti in società di capitali da parte di Carolina Minio-Paluello

Società	Incarico di amministrazione e controllo	
19-22 Onslow Gardens Freehold Limited	Director	In corso
Arabesque AI	CEO	In corso

London, 13th April 2023