

SFDR Article 5:

Integration of ESG risks in the remuneration policy

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REMUNERATION AND INTEGRATION OF SUSTAINABILITY RISKS

This section refers to the requirements of Article 5 of Regulation (EU) 2019/2088 for financial market participants and financial advisors to disclose how remuneration principles relate to the integration of sustainability risks disclosed under Article 3 of the SFDR.

All Havn Capital staff and investment professionals are remunerated as employees, with a combination of fixed and variable remuneration. Remuneration is linked to portfolio performance, as well as personal objectives.

Havn Capital believes sustainability isn't just about mitigating risks; it's a key driver of success. Our investment approach integrates the consideration of both sustainability risks and opportunities throughout the entire process. This means we identify companies that not only manage environmental and social responsibility well, but also see these aspects as opportunities for value creation.

By partnering with our portfolio companies, we turn sustainability into a competitive advantage. We use our expertise to help them avoid potential risks and unlock the full potential of sustainable practices. This creates a win-win situation, generating financial returns and positive environmental and social impact.

Havn's investment thesis is centred around investing in companies that have CO_{2e} avoidance as part of their value proposition. Further, Havn maintains the strong conviction that commitment to ESG is value accretive and imperative to enhanced investment performance and exit prospects. Employee compensation is, therefore, inextricably linked to both CO_{2e} avoidance and ESG performance.