NavigareCapital

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Remuneration

Navigare Capital Partners' remuneration policy reflects the objectives of corporate governance as well as sustainable and long-term value creation for the investors.

The remuneration policy meets, among other things, the requirements under EU Regulation (EU) 2019/2088 to describe how sustainability risks are handled in relation to remuneration.

Responsible investing is a central element of Navigare Capital Partners' investment strategy, integrated into the entire investment process and all key decisions from deal origination to exit. This integration is ensured via the careful consideration of sustainability – covering relevant environmental, social and governance (ESG) topics – through clear and guiding principles as well as measurable KPIs in every process and decision across the entire value chain.

Sustainability risks are integrated in the overall risk parameters in the remuneration policy to determine the remuneration in Navigare Capital Partners, just as the remuneration policy aims to prevent financial incentives for excessive risk-taking with respect to sustainability risks, which may lead to adverse negative consequences for the return to our investors.

Performance reviews are linked to the remuneration process and consider the performance of the employees and the partners in carrying out Navigare Capital Partners' investment processes which contain specific ESG requirements.

Overall, the following principles are set out in the remuneration policy:

- Navigare Capital Partners shall be able to attract, develop and retain high-performing and motivated employees in a competitive international market.
- The employees, including the partners, shall be offered competitive and market aligned remuneration packages.
- The employees, including the partners, shall feel encouraged to create sustainable results.
- A sound risk management culture with respect to sustainability risks and other relevant risks is promoted and excessive risk-taking is not encouraged.

Information on the remuneration of the Board of Directors and the Executive Board is available in the published annual reports.[1]

[1] Information on the remuneration for 2021 are disclosed in the 2022 annual report.