



ESG Strategy of Wickenkamp Consulting

ESG Principles

The sustainability of investments and their compliance with best-in-class environmental, social and governance (ESG) principles are of critical importance for Wickenkamp Consulting and an essential element of its business strategy. The management of Wickenkamp Consulting is conscious of its duty to encourage and support socially responsible behavior of its staff and business partners within the means available to the company.

Given our long-standing experience as an investment advisor and intermediary we are convinced that the value of an investment is also determined by the sustainability of the corporate strategy and the approach to environmental, social and governance issues. Hence, the analysis and evaluation of sustainability drivers and risks form a central part of the due diligence of investment opportunities.

The management and staff of Wickenkamp Consulting are striving to fulfil their social responsibility. Above and beyond complying with legal and regulatory rules Wickenkamp Consulting firmly believes that a close and mutually trustful partnership with its clients and other business partners is best ensured through high standards of integrity and fairness in business behavior.

Investment Advice and brokerage

ESG aspects play a critical role when evaluating investment and intermediation opportunities. In the context of a due diligence process Wickenkamp Consulting places heavy emphasis on a thorough examination of the ESG principles and processes of the fund manager (GP) and their implementation at portfolio company level. Furthermore, Wickenkamp Consulting investigates any potential adverse sustainability implications of an investment and incorporates them in its overall assessment.

Of equal importance as their approach to sustainability risks is a GP's attitude towards the ESG strategies and goals of their respective investors (LPs). A good understanding of the latter is vital for Wickenkamp Consulting to ensure that the ESG principles of its clients are explicitly considered by a GP in their investment strategy alongside the clients' other investment preferences and restrictions as well as their risk budget.

Wickenkamp Consulting is applying the same scrutiny when acting as an investment intermediary and subjects any investment product to careful scrutiny with respect to its fit with the potential investor's ESG strategy.

Remuneration Policy

The remuneration policy of Wickenkamp Consulting is aligned with its strategic objectives and principles and encourages the support of sustainability principles by its employees.