

ESG policy

HealthCap integrates sustainability risks in its decision-making process as set out in HealthCap's environmental, social and corporate governance (ESG) policy.

Disclosures

Article 4 of EU Regulation (EU 2019/2088) on sustainability-related disclosures in the financial services sector (SFDR) requires fund managers to make a clear statement as to whether or not they consider the "principal adverse impacts" of investment decisions on sustainability factors. While ESG matters are formally included within its investment due diligence, HealthCap does not currently consider the adverse impacts of investment decisions on sustainability factors in the manner prescribed by Article 4 of the SFDR because there is not yet sufficient and satisfactory data available to allow HealthCap to adequately assess the potential adverse impact of its investment decisions on sustainability factors. HealthCap will continue to evaluate the requirements and information available for assessing such effects in the future.

Remuneration policy

HealthCap's remuneration policy is applicable for all employees. The overall ambition is to promote long-term commitment to creating sustainable value for all stakeholders. Sustainability risks are assessed and documented and is an integral part of the documentation underlying any investment recommendation. The remuneration of relevant HealthCap employees is designed to achieve sound risk taking and includes appropriate consideration of sustainability risks in accordance with the SFDR. Remuneration is not linked to any performance measurements that may encourage undesirable risk-seeking behavior.