

*NCI Credit Opportunity Fund A/S ("NCIC") is a debt investment company. The company is managed by NCI Advisory I A/S ("NCIA"). NCIC invest in HY bonds issued by companies in Northern Europe.*

*As debt investors, we have no influence on companies like shareholders have. We can indirectly seek to influence potential and existing investments by enquiring the relevant companies about their ESG policies and inform them about our ESG view, but we have no power to directly impact their ESG policies. During the investment phase, in cases where we have direct negotiations with the borrower, we can through dialogue seek to positively influence the borrower's ESG-related topics. We are typically not a majority investor and, as such, that limits our influence. Our influence is predominantly in connection with the investment decision as we can decide not to invest if potential investments have insufficient focus on ESG. Thereby we signal and inform companies about our view on their ESG policies.*

## **POLICY FOR RESPONSIBLE INVESTMENTS**

### **1. Scope**

- 1.1. This policy covers NCIC's policy on responsible investments, ESG-related risks and NCIC's principles in relation to NCIC's activities as debt investor within bonds.
- 1.2. The policy was drawn up in accordance with Regulation 2019/2088/EU of the European Parliament and of the Council of 27 November 2019 on sustainability-related information in the financial services sector (the "Disclosure Regulation").
- 1.3. This policy covers all ESG issues, including sustainability. It applies to NCIC, and NCIA which manages NCIC. The policy has been approved by both NCIC's and NCIA's board of directors.

### **2. Introduction**

- 2.1. We actively work within the UN Global Compact (The Ten Principles) which concerns human rights, the environment and working conditions, as well as the recommendations of the Committee on Corporate Governance.
- 2.2. We are continuously working with a culture of integrity that meets fundamental human rights, and our ambition is to influence to improve society and improve the prospects of our planet.
- 2.3. We stay focused on ESG conditions and engage and influence where we can so that the objectives and principles set out in point 2.1 are pursued.

### **3. Principles in relation to responsible investment including new investors**

- 3.1. Using our investment and monitoring framework outlined in appendix 1, we include ESG in our daily work in connection with assessing each investment decision as well as monitoring existing investments.
- 3.2. NCIC integrates ESG-related data where data is available, and we seek additional data where appropriate.
- 3.3. NCIC refrains from investing in companies that i) use child labour, ii) produce, distribute and/or trade with pornographic content, iii) produce, distribute and/or trade with controversial weapons (anti-personnel mines, cluster munitions, chemical, biological and nuclear weapons), iv) do not have a practice of free religion, equality thinking or tolerate racist attitude, v) which do not operate within the laws and regulations, and/or vi) which do not exhibit and live up to the right moral and ethical standards.

- 3.4. NCIC refrains from investing in companies that achieve an E, S, or G rating of 1, or a combined ESG rating of 1. If an existing investment develops into an E, S, G, or combined ESG rating of 1, actions will be taken in accordance with our investment and monitoring framework outlined in appendix 1.
  - 3.5. As long as our principles in 3.3 & 3.4 are observed, NCIC is not categorically prohibited from investing in specific industries or companies. There are several industries that have a significant negative climate footprint and here it is essential for NCIC that a specific company has a targeted ESG strategy and is actively working on improving the company's climate footprint.
  - 3.6. NCIC strives to achieve long-term attractive returns where assessment of ESG conditions is an integral part of each potential investment case.
  - 3.7. ESG monitoring is an integral part of our portfolio monitoring. Besides the initial ESG rating done when new investments are made, we track the companies including their track record in relation to ESG. We report on the various metrics in our investment and monitoring framework on an interim basis to the boards of the companies we manage, and as part of our regular reporting to our investors, as well as in our annual report.
  - 3.8. NCIC aims to support the development and use of sustainable financial products, where its economically viable, by investing in bonds such as Sustainability-Linked Bonds (SLBs) and Green Bonds.
  - 3.9. When considering new investors into NCIC, we apply a holistic approach where we, in addition to the ESG principles outlined in this policy, also consider any reputation risk for NCIC.
  - 3.10. NCIC promotes the above environmental and/or social (E/S) characteristics with an expected minimum allocation of 80% of the portfolio, cf. NCIC's pre-contractual disclosure of SFDR Delegated Regulation Annex II. The minimum allocation represents the portion of NCI's assets that have been screened to promote its E/S characteristics.
- 4. Publication, reporting, approval, and review**
- 4.1. This policy is publicly available and can be accessed at [www.nciadvisory.com](http://www.nciadvisory.com).
  - 4.2. NCIC will comment in the annual report on this policy as well as developments during the year.
  - 4.3. At least once a year, the policy is reviewed and approved by NCIC's Board of Directors.

Date: 03/04/2025

NCI Credit Opportunity Fund A/S

Approved by the Board:

## **Appendix 1 – Investment and Monitoring Framework for ESG**

### **Covering NCIC and the manager NCIA (together defined as “NCIA”)**

#### **Scope**

Referring to the Policy for Responsible Investments, the Board of directors of NCIA has approved the following processes for ensuring that the Policy for Responsible Investments is implemented, and that further development will be initiated over time.

#### **Timeline**

The investment and monitoring framework outlined in this appendix will take effect from 1 January 2025. It will be applied to all new investment considerations and, during the first half of 2025, be applied to all existing investments, meaning that an ESG rating is calculated on each investment as well as portfolio level. The scoring will also be included in the reporting to the Boards, starting from 1 January 2025.

#### **Application to new potential investments**

When presenting new investment proposals to the Board for approval NCIA must, prior to presenting the investment proposal and in addition to the credit, structural and legal analysis, also analyse the ESG profile of a potential investment and give an ESG rating, based on this investment and monitoring framework.

NCIA will refrain from proposing investments to the board in issuers or companies achieving an E, S, or G rating of 1, or a combined ESG rating of 1.

#### **Update intervals and obligation to keep track**

An ESG rating will be given to each new potential investment. The ratings for investments will generally be re-assessed once a year except if there are specific circumstances that warrant a re-evaluation.

The portfolio rating will be updated each time the composition of the portfolio changes.

NCIA must keep historic track of the development over time.

#### **Dealing with negative rating trends on investments**

NCIA will, in relation to any investment, discuss relevant ESG issues with the management of the investment and potentially also the owner(s).

For any existing investment which develops into a combined rating of 1, or an individual E, S, or G rating of 1, more emphasis will be put on ESG to motivate management and/or the owners of a potential investment to seek and improve conditions which would subsequently improve our rating. It will be a key criterion for investing (or not divesting) that the target has a commitment to improve the ESG situation. In case this doesn't happen within a reasonable time, NCIA will discuss with the Board whether the investment should be exited or in case of refinancing whether reinvestment should be undertaken.

As the investments are in debt and NCIA is not owners of the investment, NCIA can only raise ESG issues and come with its evaluation and recommendations, but we are not involved in any decision taking.

#### **We use MSCI's ratings methodology to pick what matters – but we ultimately assign the investment ratings**

The ESG analysis will be based on the MSCI framework. MSCI splits ESG into E, S and G, further subdivided into 10 themes, which are again further subdivided into a range of issues.

The three pillars will thus be applied to each investment, but which themes and issues deemed relevant for each industry (MSCI ESG Industry Materiality Map), and therefore also for a company, and what weights should be given to each issue, will be based on the MSCI ratings methodology.

Which rating given under each component, is subjectively assessed by NCIA.

NCIA has defined its own rating system for each subcomponent in the MSCI framework.

The possible ratings are as follows:

- 4: Management and company is genuinely committed to ESG.
- 3: Management and company has taken steps to integrate ESG.
- 2: Management and company demonstrates a little commitment to ESG.
- 1: Management and company demonstrates very limited or no commitment to ESG.

## **Calculation of ratings**

### Individual investment rating

For each theme selected by MSCI for a relevant industry, in which a given potential investment operates, a rating of 1 to 4 will be applied, multiplied by the percentage weight given to it by MSCI. The sum of all the weighted ratings is the investment rating in accordance with our investment and monitoring framework under ESG.

### Portfolio rating

The simple average of each investment's rating in the portfolio.

## Appendix 2 – Example of rating using NCIA’s Investment and Monitoring Framework for ESG

This is an example of a company in the healthcare industry, where MSCI provides the relevant ESG issues in relation to the industry, the individual weights of the issues, and where NCIA rates the industry as well as the specific company in relation to the industry, ultimately resulting in a rating of 3.00 for this company.

The figure consists of three horizontal bar charts, each representing a different ESG category: Environmental, Social, and Governance. Each chart lists various issues along the y-axis and shows their average weight as a percentage on the x-axis. The bars are color-coded by sector: teal for Environmental, yellow for Social, and blue for Governance. A red circle highlights the 'Carbon Emissions' issue in the Environmental chart.

### Environmental

Issue	Average Weight
Carbon Emissions	5%
Biodiversity & Land Use	-
Raw Material Sourcing	-
Product Carbon Footprint	-
Climate Change Vulnerability	-
Water Stress	-
Financing Environmental Impact	-
Packaging Material & Waste	-
Electronic Waste	-
Opportunities in Renewable Energy	-
Toxic Emissions & Waste	-
Opportunities in Green Building	-
Opportunities in Clean Tech	-

### Social

Issue	Average Weight
Labor Management	20.1%
Product Safety & Quality	20.1%
Privacy & Data Security	19.7%
Human Capital Development	-
Community Relations	-
Consumer Financial Protection	-
Supply Chain Labor Standards	-
Insuring Health & Demographic Risk	-
Controversial Sourcing	-
Access to Communications	-
Access to Finance	-
Access to Health Care	-
Opportunities in Nutrition & Health	-
Chemical Safety	-
Responsible Investment	-
Health & Safety	-

### Governance

Issue	Average Weight
Governance	35.1%
Ownership & Control	-
Board	-
Pay	-
Accounting	-
Business Ethics	-
Tax Transparency	-

				MSCI weight *		
			NCIA Industry	NCIA Industry	NCIA Company	MSCI weight * NCIA Company rating
Pillar	Issue	MSCI weight	Rating	Rating	Rating	
E	Carbon Emissions	5.0%	3	0.15	3	0.15
S	Labor Management	20.1%	3	0.60	3	0.60
S	Product Safety & Quality	20.1%	3	0.60	3	0.60
S	Privacy & Data Security	19.7%	2	0.39	3	0.59
G	Governance	35.1%	2	0.70	3	1.05
				<b>2.45</b>		<b>3.00</b>

## Appendix 3 – ESG self-assessment

## Financials

## Asset Management & Custody Banks

 Search for a sub-industry

Clear

## Environmental

Issue	Average Weight
Carbon Emissions	5%
Opportunities in Green Building	0.2%
Toxic Emissions & Waste	0.2%
Product Carbon Footprint	
Climate Change Vulnerability	
Water Stress	
Biodiversity & Land Use	
Raw Material Sourcing	
Fragrance Environmental Impact	
Packaging Material & Waste	
Electronic Waste	
Opportunities in Clean Tech	
Opportunities in Renewable Energy	

## Social

Score	Average Weight
Human Capital Development	23.4%
Responsible Investment	17.1%
Privacy & Data Security	11.8%
Insuring Health & Demographic Risk	0.1%
Labor Management	
Health & Safety	
Supply Chain Labor Standards	
Product Safety & Quality	
Chemical Safety	
Consumer Financial Protection	
Community Relations	
Controversial Sourcing	
Access to Communications	
Access to Finance	
Access to Health Care	
Opportunities in Nutrition & Health	

Issue	Average Weight
Governance	42.2%
Ownership & Control	
Board	
Pay	
Accounting	
Business Ethics	
Tax Transparency	

			MSCI weight *			
Pillar	Issue	MSCI weight	NCIA	NCIA	NCIA	MSCI weight *
			Industry Rating	Industry Rating	Company Rating	NCIA Company rating
E	Carbon Emissions	5.0%	3	0.15	2	0.10
E	Opportunities in Green Building	0.2%	3	0.01	2	0.00
E	Toxic Emissions & Waste	0.2%	3	0.01	3	0.01
S	Human Capital Development	23.4%	3	0.70	3	0.70
S	Responsible Investment	17.1%	3	0.51	3	0.51
S	Privacy & Data Security	11.8%	3	0.35	3	0.35
S	Insuring Health & Demographic Risk	0.1%	3	0.00	3	0.00
G	Governance	42.2%	3	1.27	3	1.27
		<b>100.0%</b>		<b>3.00</b>		<b>2.95</b>