



KRINGs PAI statement & Sustainability Disclosures

KRINGs Sustainability Approach

Principal adverse sustainability impacts statement – KRING Management ApS ('KRING')

This 'Principal adverse sustainability impacts statement' ('Statement') has been prepared pursuant to Articles 3–5 of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector ('Regulation').

Summary

KRING is a family of impact funds. We co-create and invest in new sustainable ventures together with bold entrepreneurs and leading corporates, who are dedicated to building a positive future together. We currently work with the "KRING Speedbooting 2022 K/S" fund, which focuses on co-creating and investing in companies targeting SDG3 (good health and well-being) and SDG7 (affordable and clean energy).

This Statement is the first such statement published pursuant to Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector and covers the period 1 December 2024 to 31 December 2024. The next statement will be for 1 January 2025 to 31 January 2025.

We consider the principal adverse impacts on sustainability factors when co-creating companies: We co-create and invest in companies based on UN Global Compact's 10 principles. Furthermore we do not co-create and invest in companies within risky sectors. The principles for co-creating and investing in companies, as well as for considering adverse impacts, are established by our Sustainability and ESG Policy and our Codes of Conduct



The most significant adverse impact indicators for us operating in the tech industry are energy usage, CO2-emissions and diversity & inclusion.

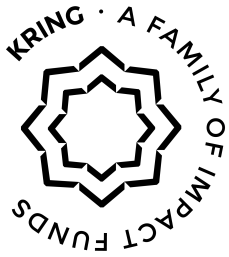
Opsummering

KRING er en familie af impact fonde. Vi bygger nye bæredygtige virksomheder sammen med driftige iværksættere og førende virksomheder, der er dedikeret til at skabe en positiv fremtid sammen. Vi arbejder i øjeblikket med "KRING Speedbooting 2022 K/S"-fonden, der fokuserer på at samskabe virksomheder inden for Verdensmål 3 (sundhed og velvære) og Verdensmål 7 (prisvenlig og ren energi).

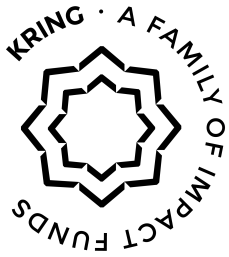
Denne erklæring er den første erklæring, der offentliggøres i henhold til forordning (EU) 2019/2088 om bæredygtighedsrelaterede oplysninger i sektoren for finansielle tjenesteydelser, og dækker perioden 1. december 2024 - 31. december 2024.

Vi tager højde for de væsentligste negative indvirkninger på bæredygtighedsfaktorer, når vi samskaber virksomheder: Vi samskaber virksomheder baseret på UN Global Compacts 10 principper. Desuden er vi ikke medskabere af virksomheder inden for risikofyldte sektorer. Principperne for samskabelse af virksomheder og hensyntagen til negative indvirkninger er fastlagt i vores bæredygtigheds- og ESG-politik og vores adfærdskodeks.

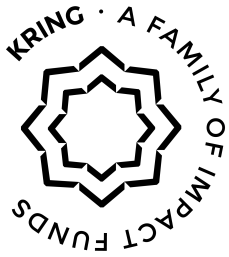
De væsentligste negative påvirkningsindikatorer er energiforbrug, CO2-emissioner og mangfoldighed og inklusion, da vi bygger tech virksomheder.



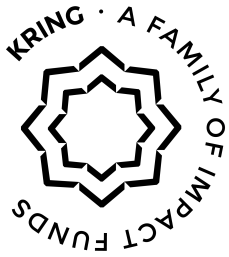
Description of the principal adverse impacts on sustainability factors						
Indicators applicable to investments in investee companies						
Adverse sustainability indicator	Adverse sustainability indicator	Metric	Impact 2024	Impact 2023	Explanation	Actions taken, and actions planned and targets set for the next reference period
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS						
Greenhouse gas emissions						
	1. GHG emissions	Scope 1 GHG emissions	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.
		Scope 2 GHG emissions	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.



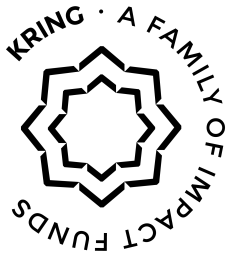
		Scope 3 GHG emissions	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.
		Total GHG emissions	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.
	2. Carbon footprint	Scope 1-3 GHG emissions generated by investee companies per million EUR invested, expressed as a weighted average	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.
	3. GHG intensity of investee companies	Scope 1-3 GHG emissions per million EUR of revenue of investee companies, expressed as a weighted average	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.



	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	0	0	KRING do not co-create or invest in companies active in the fossil fuel sector	
	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage of total energy sources	N/A	N/A		Currently, we do not have detailed enough energy numbers to report but expect to be able to do so for 2025.
	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	0	0	KRING do not co-create or invest in companies in the high impact climate sector	



Biodiversity						
	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	0%	0%	KRING do not co-create or invest in companies with site/operations located in or near to biodiversity-sensitive areas where activities of those companies negatively affect those areas	
Water						
	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	0 t/mEUR	0 t/mEUR	KRING do not co-create or invest in companies, that have direct emissions of toxic substances, nitrates, phosphates and pesticides	
	Waste					



	9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	0 t/mEUR	0 t/mEUR	KRING do not co-create or invest in companies that generate hazardous waste or radioactive waste	
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						
Social and employee matters						
	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0%	0%	KRING's Sustainability and ESG policy requires all co-created companies to be based on UN Global Compact	



	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance/complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	0%	0%	KRING's Sustainability and ESG policy requires all co-created companies to be based on UN Global Compact and has a complaints handling mechanism	
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	Triba: -2% Conceivio: +38% Aescolab: 0% Sequene: 0%	0%	Method: "Uncorrected gender pay gap" = The difference between male and female employees' average gross hourly wages, expressed as a percentage of male employees' average gross hourly wages. Both co-founders and ordinary employees are included - but not hourly employees or consultants.	



	13. Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	0%	0%		
	14. Exposure to controversial weap_x0002_ons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0%	0%	KRING do not co-create or invest in companies that are involved in the manufacture or selling of controversial weapons	

Description of principal adverse sustainability impacts

KRING is a family of impact funds and we build tech companies. We are working on creating and investing in companies for our SB22 fund targeting SDG3 (good health and well-being) and SDG7 (affordable and clean energy).

Our SDG3-companies are focused on early intervention and targeting root causes. Topics include but are not limited to Prevention, Early Detection, Chronic Diseases (Prevention, Management & Reversal), Biological Clocks and Functional medicine. The drivers should be based on Behavioral science, AI/Data, Diagnostics, Education (Gamification).



Our SDG7-companies are focused on supporting Netzero by 2050 goals. Topics include but are not limited to energy renovation and optimization. We work and co-create companies based on UN Global Compact's 10 principles.

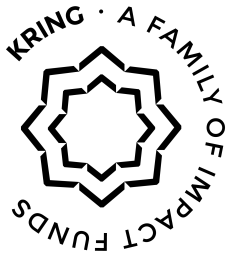
The most significant adverse impact indicators for us operating in the tech industry are energy usage, CO₂-emissions and diversity & inclusion. Other potential adverse impacts such as ethical business practices, labor practices, data security and corporate governance issues we mitigate through strict processes and using expert advisors when making key decisions. Diversity & Inclusion issues – especially related to gender – is an area we mitigate when choosing business ideas, talent and investors.

Description of policies to identify and prioritize principal adverse sustainability impacts

Our policies for mitigating sustainability risks include Policy for Sustainability and ESG and Code of Conduct for KRING eco-system.

Actions to mitigate principal adverse sustainability impacts include:

- We do not co-create companies in areas with sustainability risks such as weapons, toxic substances, hazardous or radioactive waste, fossil fuels, high impact climate sectors, biodiversity, tobacco, porn, alcohol or gambling for money.
- We co-create companies based on UN Global Compact's 10 principles
- All investors, founders, employees etc are onboarded in UN Global Compact
- We follow up on adherence to our Policy on Sustainability and ESG annually
- We update identifications of ESG risks and adverse sustainability impacts annually



Remuneration policies:

The payment of management and employees in KRING is a combination of a fixed salary and for access to carried interests for partners in the SB22 fund. This is regulated by the Limited Partners Agreement for SB22.

The sustainability and ESG requirements to management and employees are established in KRINGs Policy for Sustainability and ESG and Code of Conduct for KRING Eco-system. Here it is also established that KRING may over time terminate the corporation with management and employees in case of lack of compliance with the Policy and Code of Conduct.

Engagement policies

We co-create and invest in companies where we have an ongoing close dialogue. This also includes dialogues about risk mitigations and adherence to the UN Global Compact.

References to international standards.

We co-create and invest in companies on the basis of UN Global Compact's 10 principles. These principles are established in the KRING Sustainability and ESG policy, Code of Conduct for the KRING eco-system and the Code of Conduct for suppliers.

We also align with OECD guidelines for Multinational Enterprises and UN Guiding Principles on Business and Human Rights in terms of governance documents, risk identification, complaints mechanism and communication.

Description of policies to identify and prioritise principal adverse impacts on sustainability factors
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The executive management of KRING Management ApS has approved the KRING Sustainability and ESG policy on 31. December 2024. The policy establishes the sustainability and ESG requirements for co-creation of new companies - including identification and mitigations of adverse impacts on sustainability factors. The executive management is responsible for implementing the policy.



Identification of adverse impacts has been conducted by combining knowledge in the management of KRING Management ApS based on their combined 50 years of experience in the start up, venture capital and tech industry with information of the most common sustainability and ESG risks in the industry. KRING Management ApS has over the past 15 years developed and implemented a setup that mitigate significant risks related to regulation, compliance, human rights, workers rights, anti-corruption etc for co-created companies to ensure a strong foundation for the companies survival and profit. The most significant sustainability and ESG risks for KRING Management ApS is thus limited to energy usage, CO2 emissions and diversity & inclusion.

Sources for identification of adverse impacts includes interviews with the management, KRINGs principles for co-creation processes and risk mitigations and OpenAI concerning ESG risk and opportunities in the start-up, tech and venture capital industry.

References to international standards

KRING Management ApS co-create companies on the basis of UN Global Compacts 10 principles. These principles are established in the KRING Sustainability and ESG policy, Code of conduct for the KRING eco-system and the Code of Conduct for suppliers. The most significant adverse impact indicators are energy usage, CO2-emissions and diversity & inclusion. These data will be collected from companies in the portfolio on an annual basis. KRING Management ApS do not use climate scenario analysis, as we are building tech companies that are not significantly affected by climate change.

Historical comparison

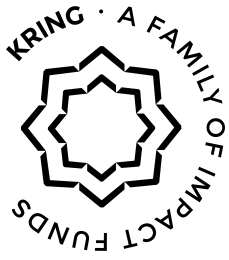
KRING Management ApS has not described the negative impacts on sustainability factors prior to this reporting.

Table 2						
Additional climate and other environment-related indicators						
Adverse sustainability indicator	Adverse impact on sustainability factors (qualitative or quantitative)	Metric				
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS						
Emissions						



	4. Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement	100%	N/A	As KRING builds tech companies, CO2 emissions are a risk.	Currently, we do not have a specific plan on how to align with the Paris Agreement for all co-created companies
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Table 3						
Additional indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters						
Adverse sustainability indicator	Adverse impact on sustainability factors (qualitative or quantitative)	Metric				
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS						



Social and employee matters						
	4. Lack of a supplier code of conduct	Share of investments in investee companies without any supplier code of conduct (against unsafe working conditions, precarious work, child labour and forced labour)	0%	0%	KRINGs policy for sustainability and ESG established that all co-created companies must use a Code of Conduct for suppliers based on UN Global Compacts 10 principles.	Currently, we do not have a specific plan on how to align with the Paris Agreement for all co-created companies