

ESG Annual Report

IMM Holdings, Inc.

December 2022



Message from CEO

IMM Holdings is the holding company of Korea's leading private capital management firm with 16 years of diverse investment experiences, comprising IMM Private Equity and IMM Credit & Solutions.

IMM missions are outlined as the following:

Seek investment returns to our investors, support growth of our portfolio companies, and instill pride in IMM employees. To realize the three missions above, IMM has developed “4S” which encapsulates our investment philosophy. “4S” stands for “Stable Profitability,” “Social Responsibility,” “Sound Professionalism,” and “Steadfast Relationship.”

As the need to adapt to the post-COVID-19 era rises, we see the emerging significance of corporate “sustainability” and ESG. As Korea's leading private capital management firm, IMM Holdings has preemptively established and implemented the ESG management system into practice by operating a risk management team specialized in ESG. Further efforts are being made to establish and improve the ESG management system of IMM Holdings and our portfolio companies.

In October 2022, we held the ‘AGM (Annual General Meeting)’ with domestic and foreign investors in three years. Through AGM we not only shared management performance, business plans, and ESG activities but also tried to take this opportunity to improve understanding and trust in this company.

Furthermore, to attain Social Responsibility, one of our investment philosophies, we established IMM Hope Foundation in 2013 and have been awarding scholarships every year since. We are continuing to award scholarships to more than 350 students through 60 different educational institutions.

All employees of IMM Holdings are deeply aware of the social responsibility assigned to us. We will do our best to offer investment returns to our investors, benefit the portfolio companies, and contribute to the society as a whole.

Thank you,

CEO, I. J. Song



2022 ESG Highlights



IMM Holdings ESG Framework

April 2021



Declaration of Support

May 2021



Joined UNPRI



ESG Policies based on major initiatives

ESG Statement

ESG Monitoring Pre & Post Investment Execution



To establish and implement ESG strategies & policies

ESG-dedicated Group

Actively leading discussions on ESG issues

- Participated in ESG related forum 'The 1st Economic Research Forum' hosted by Daishin Economic Research Institute
- Participated in the 2022 'ESG Issue Review Webinar' by Shin & Kim LLC
- Appeared on KBS Newsroom for an ESG Investment Interview

IMM Portfolio ESG Activities

- Joined international initiatives related to climate change
TCFD (Hanatour, Genuone Sciences, Able C&C), CDP (Hanssem)



Material policy based on circular usability

Achieved **45% Recycling Rate**

- Electric Vehicles for 2022 Corporate Vehicles

2 Vehicles; Expected reduction in **하나투어**
Scope1 Greenhouse Gas Emission



Fostering Female Leaders

Ratio of Female Managers: 50%

1



Cosmetics
Donations in
3 years

KRW 4.1 Bn

2



Pharmaceutical
Donations in
2022

KRW 844 Mn

3



Residential
Project Supported

101 Houses
567 Families

IMM Holdings ESG Activities



Focusing on investments in eco-friendly fields

Korea Battery & ESG PEF Management



IMM
Hope
Foundation

Beneficiary Institutions

60+ institutions

Beneficiary Students

350+ students

Donation Amount

KRW 11+Bn



2014-2019 Until the Covid-19 Pandemic

6 Consecutive Years

of Community Service

Shared the management performance and business plans of IMM Holdings to
strengthen investors' trust

Held the **AGM** (Annual General Meeting)



Agenda

ESG Annual Report | IMM HOLDINGS

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I . IMM Holdings Overview



IMM Holdings Overview

IMM ESG Framework

IMM Portfolio ESG Activities

IMM Holdings ESG Activities



IMM Holdings, Inc. is a holding company of leading Korean Private Capital Management Firms,
IMM Private Equity (“IMM PE”) and IMM Credit & Solutions (“ICS”)

Company Overview¹

| Category | Details |
|------------------|--|
| Title | IMM Holdings, Inc. (hereinafter “IMM Holdings”) |
| Headquarters | 12F Gangnam Finance Center, 152, Teheran-ro, Gangnam-gu, Seoul, Korea |
| Personnel | 47 executives and employees (40 investment and management professionals) |
| AUM ² | USD 7.4 billion (44 buyouts and growth capital investments) |

Awards

| | |
|------|--|
| 2015 | ● “PEF of the Year” at the 2015 Seoul Economic Daily Securities Awards |
| 2016 | ● “Best PEF Fundraising Leader” at the 13th Money Today Korea IB Awards Selected as Private Equity International 300 (162nd in the world) |
| 2019 | ● “Partner of the Year” by the Korea Teachers and Staff Mutual Aid Association “PEF of the Year” at the 2019 Seoul Economic Daily Securities Awards |
| 2020 | ● “Best PE Buyer” Korea Capital Markets thebell League Table Awards “Best PEF Deal Leader” at the 17th Money Today Korea IB Awards |
| 2021 | ● Selected as Private Equity International 300 (114th in the world) |
| 2022 | ● “Best PE House” Korea Capital Markets thebell League Table Awards “Best PEF Solutions Leader” at the 19th Money Today Korea IB Awards PEF Sector Gold Award at the 24th Maekyung Securities Awards “Creative management” at KASBA Best Business Practice Awards |

1. Including IMM PE & ICS

2. As of December 2022, Asset Under Management (based on cumulative PEF commitments under management; converted by the exchange rate of KRW 1,150 per USD 1)

Key Portfolio¹

Assets under management: USD 7.4 billion,
44 cumulative cases of buyouts and growth capital investments

Buyout Investment Strategies



Buyout (12 cases)

- Hollys F&B (exited)
- Taihan Cable and Solution (exited)
- W Concept (exited)
- Able C&C
- AirFirst (Formerly Linde Korea)
- Hanatour Service

- CAP (exited)
- Tailim Packaging/Paper (exited)
- Hyundai LNG Shipping
- Genuone Sciences (Formerly Kolmar Korea CDMO)
- Pet Friends
- Hanssem

Growth Capital (32 cases)

- 18 exits incl. Handok & Genexine
- Korea Shipbuilding & Offshore Engineering/Hyundai Samho Heavy Industries
- K Bank, SOCAR, Kidari Studio
- Woori / Shinhan Financial Group
- Kyobo Life Insurance, Mars Entertainment Group
- Bear Robotics, Megazone Cloud
- SK Enmove, Daejoo Electronic Materials, L&F, Samsung Life Insurance



IMM Holdings, with its wholly owned subsidiaries **IMM PE** and **ICS** (collectively “IMM”), is a leading comprehensive Private Capital Management firm in Korea with strong value creation capability

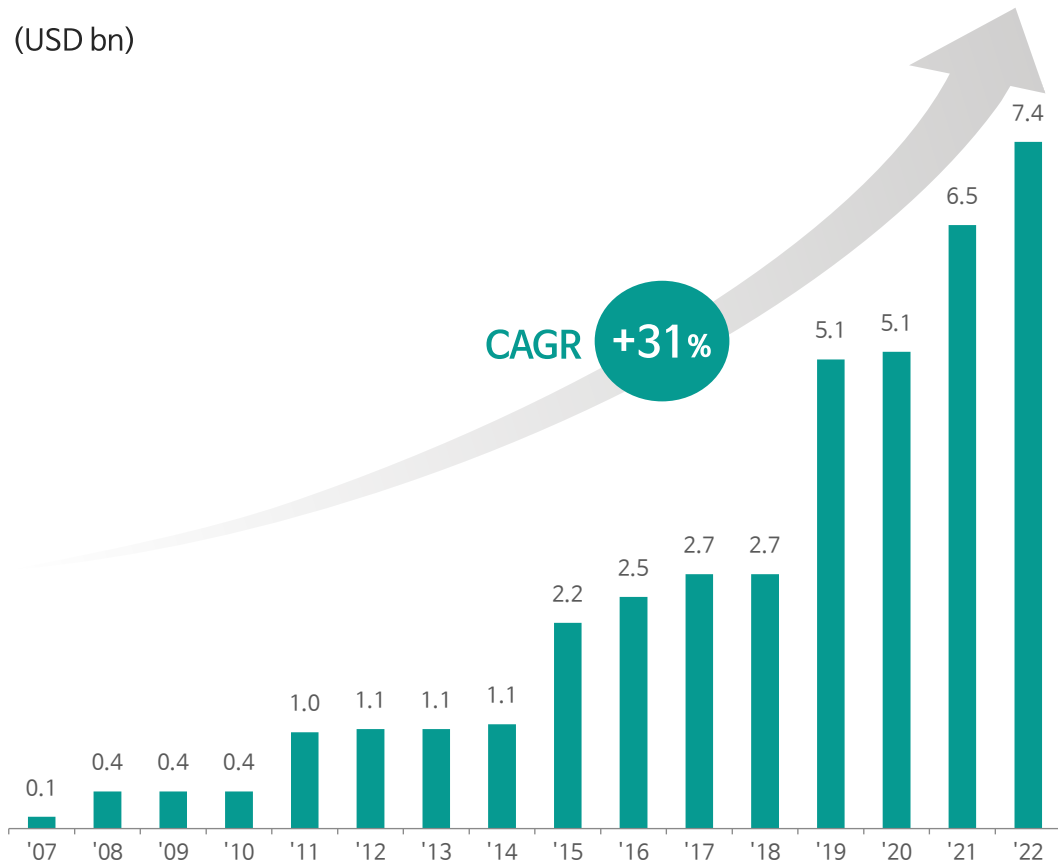




IMM Highlight¹

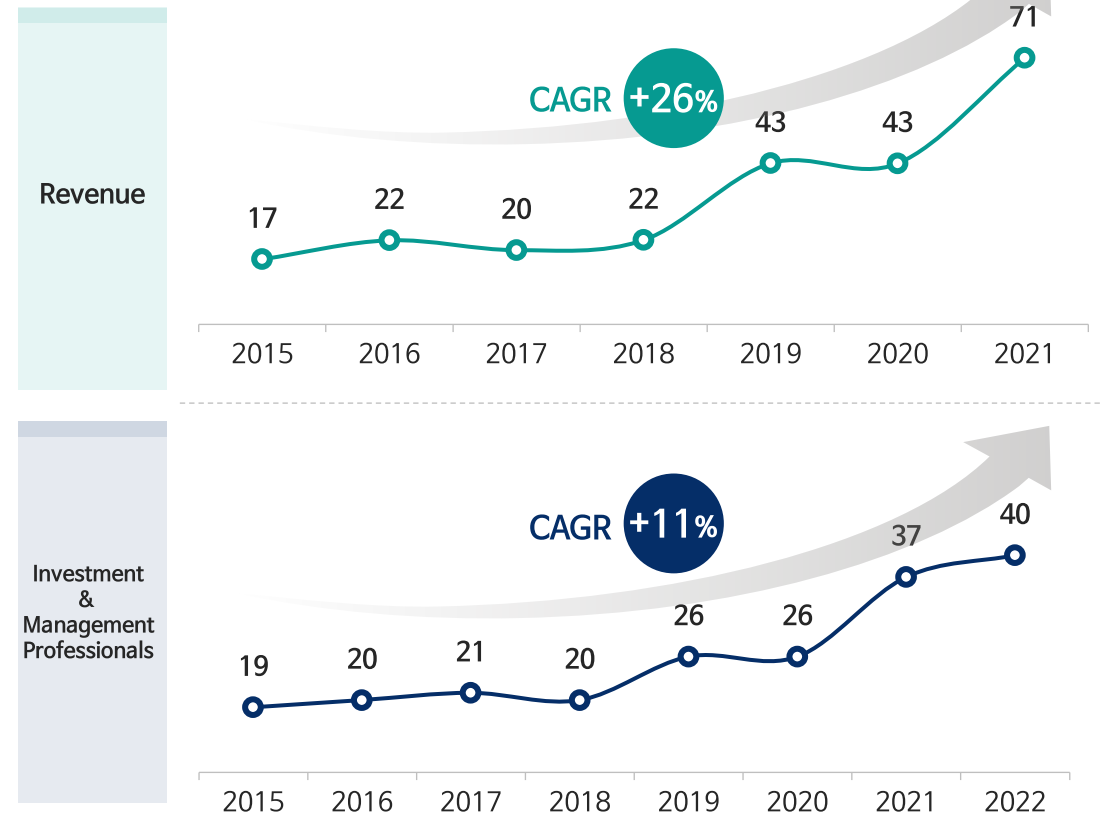
AUM by Year²

(USD bn)



Growth Trend of Revenue and # of Professionals

(USD mn, # of people)

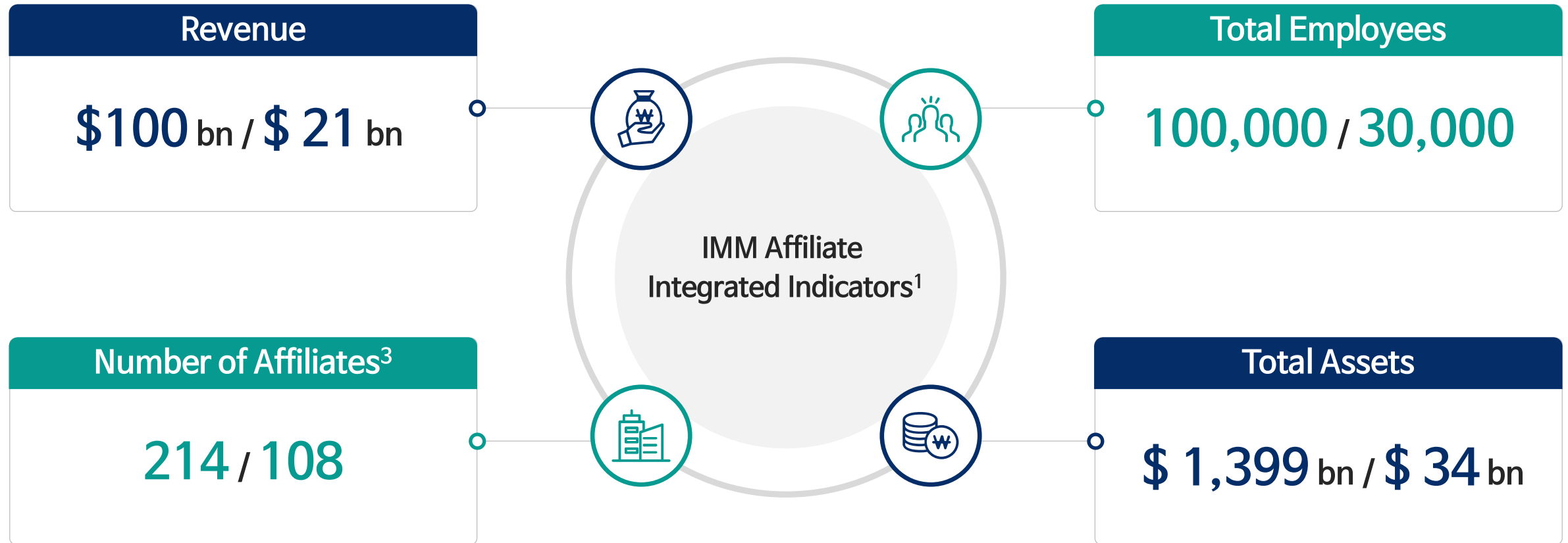


1. Consolidated number of IMM Holdings, IMM PE, ICS

2. Based on cumulative commitments excluding liquidated PEF; converted by the exchange rate of KRW 1,150 per USD 1



2021 Consolidated financials including/excluding financial institutions²



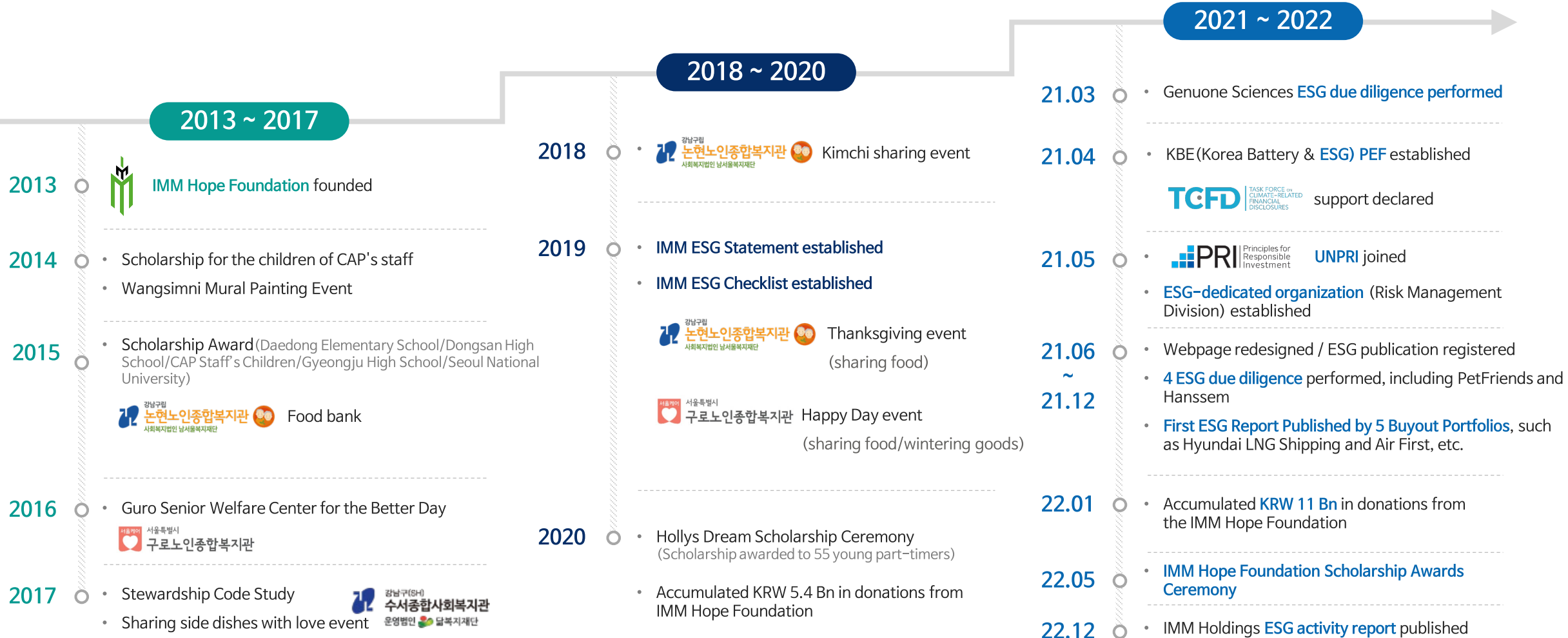
1. Aggregated number of IMM Holdings, IMM PE, ICS ; converted by the exchange rate of KRW 1,150 per USD 1

2. Woori Financial Group, Shinhan Financial Group, K Bank, Kyobo Life Insurance, Samsung Life Insurance

3. The figure combines both parent companies and their subsidiaries



IMM ESG Milestone





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II. ESG Framework

IMM Holdings Overview

IMM ESG Framework

IMM Portfolio ESG Activities

IMM Holdings ESG Activities



4”S” Investment Philosophy and ESG

Stable Profitability

“Achieve differentiated investment returns based on strong investment fundamentals”

Sound Professionalism

“Fulfill fiduciary duty with utmost good faith and pursue excellence throughout the whole process of investment, value creation and exit”



Social Responsibility

“Seek mutually beneficial results for all interested parties by adhering to socially responsible investment goals”

Steadfast Relationship

“Build long-term trust with our investors, portfolio companies and counterparties”



Environmental



Social



Governance

IMM Holdings achieves **differentiated returns** under the investment philosophy "4S" established in 2011, considering social responsibility and **building long-term relationships** which are reflected in **sustainability initiatives** at the internal fund/portfolio level



Joined **key ESG global initiatives** and adopted **ESG policies** based on these key initiatives

1 UN PRI Signatory



Joined in May 2021; IMM ESG Policies are based on the **ideology that considers UN PRI fundamental principles**

UN PRI Principles

- 1 We will incorporate ESG issues into investment analysis and decision-making processes.
- 2 We will be active owners and incorporate ESG issues into our ownership policies and practices.
- 3 We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- 4 We will promote acceptance and implementation of the Principles within the investment industry.
- 5 We will work together to enhance our effectiveness in implementing the Principles.
- 6 We will each report on our activities and progress towards implementing the Principles.

2 TCFD Declaration of Support

Corporate Governance

Disclose the organization's governance around climate-related risks and opportunities.

Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks



Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material

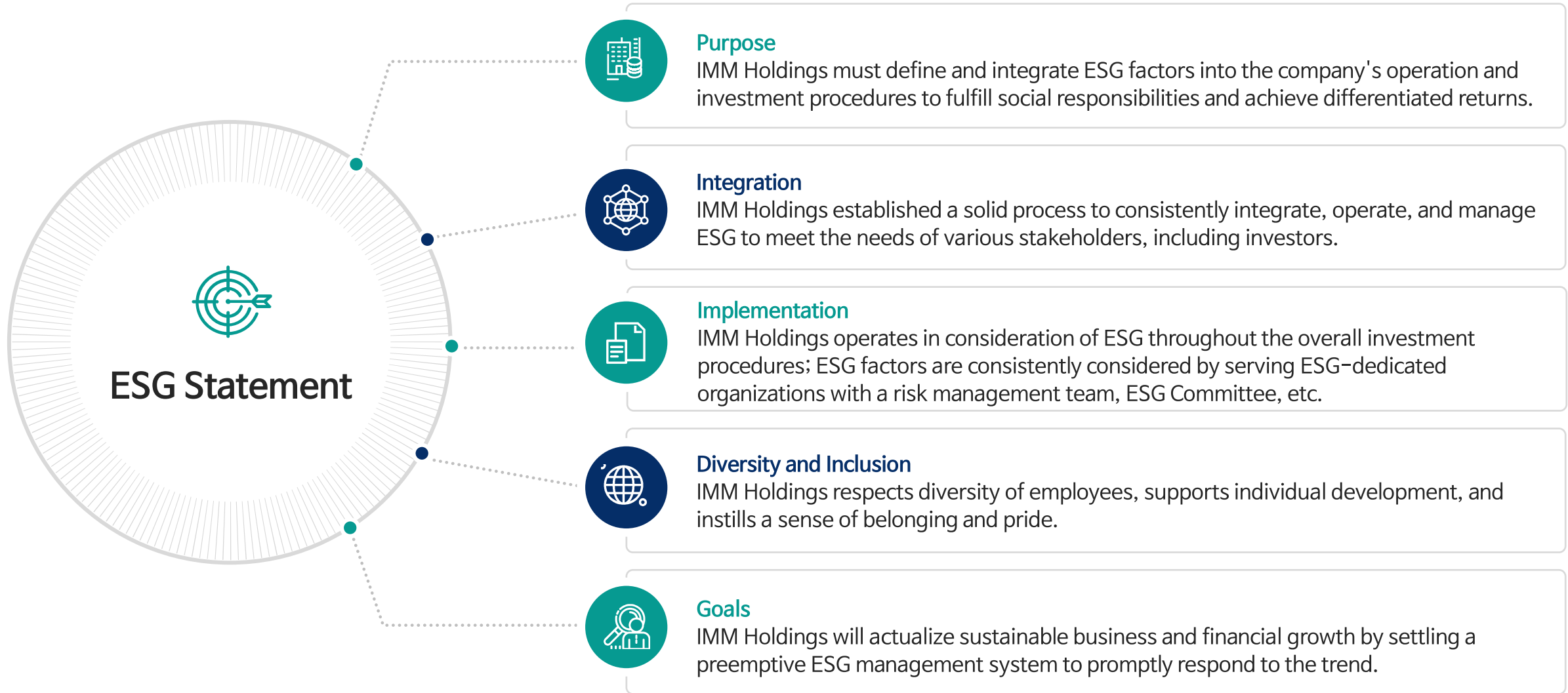
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material

Strategy

Metrics and Targets

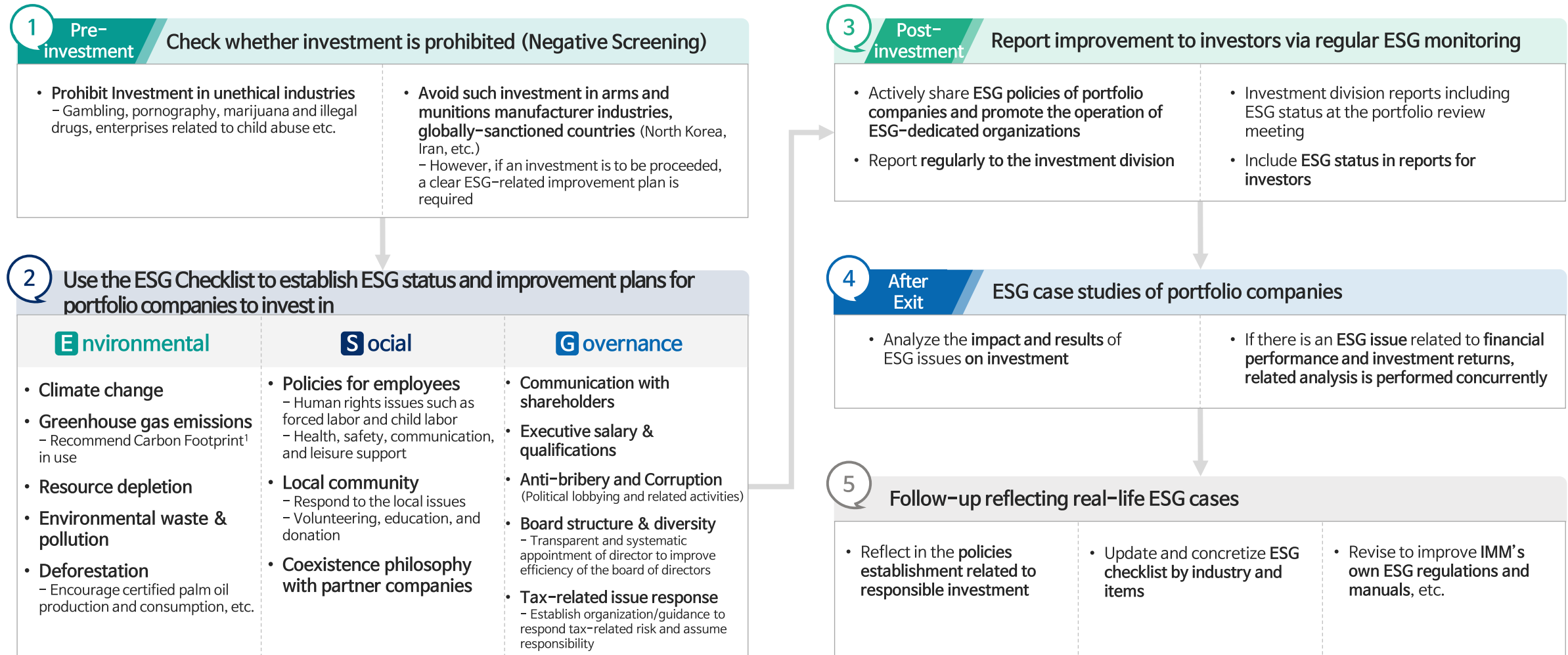


ESG Policy





Continuous ESG policy compliance checks throughout overall investment procedures



1. Carbon footprint: a quantitative indicator of the effect of carbon (greenhouse gas) on climate change in all processes, including raw material collection, production, transportation, distribution, use, and disposal of products and services



ESG Checklist is utilized in the process of investment review to examine the company's current ESG status and establish ESG improvement plans in advance

Negative Screening

Check target companies' contribution to create social value

- ☒ Is the company involved in the production and sale of illegal products?
- ☒ Is the company involved in child abuse or child labor?
- ☒ Is the company involved in industries related to gambling or pornography?
- ☒ Is the company related to countries with global sanctions (North Korea, Iran, etc.)?
- ☒ Is the company related to arms and munitions manufacturing industry?

Social

Labor environment and health/conflicts of interest in community/ employees' relationship

- ☒ Do the employees comply with legal working hours?
- ☒ Do the employees receive quality medical services / other employee benefits?
- ☒ Does the company carry out social contribution activities such as community services?
- ☒ Is the company properly protecting its customer information and compliant with relevant laws and regulations?
- ☒ Does the company implement policies on the employment of socially disadvantaged such as the disabled and young people?
- ☒ Does the company have regulations and facilities for the safety of employees and customers?

Environmental

Climate change/greenhouse gas emissions/resource depletion/ environmental waste and pollution/expansion of clean energy

- ☒ Does the company have appropriate response strategies for domestic and global environmental regulations?
- ☒ Does the company dispose of hazardous waste in an appropriate way?
- ☒ Does the company have policies, visions, and organizations that have a positive impact on the environment?
- ☒ Does the company adopt and operate eco-friendly energy policies?
- ☒ Does the company adopt a competitive environmental policy compared to peer companies in the industry?

Governance

Management incentive system based on long-term performance/Anti-bribery and corruption/political lobbying/tax-related issues

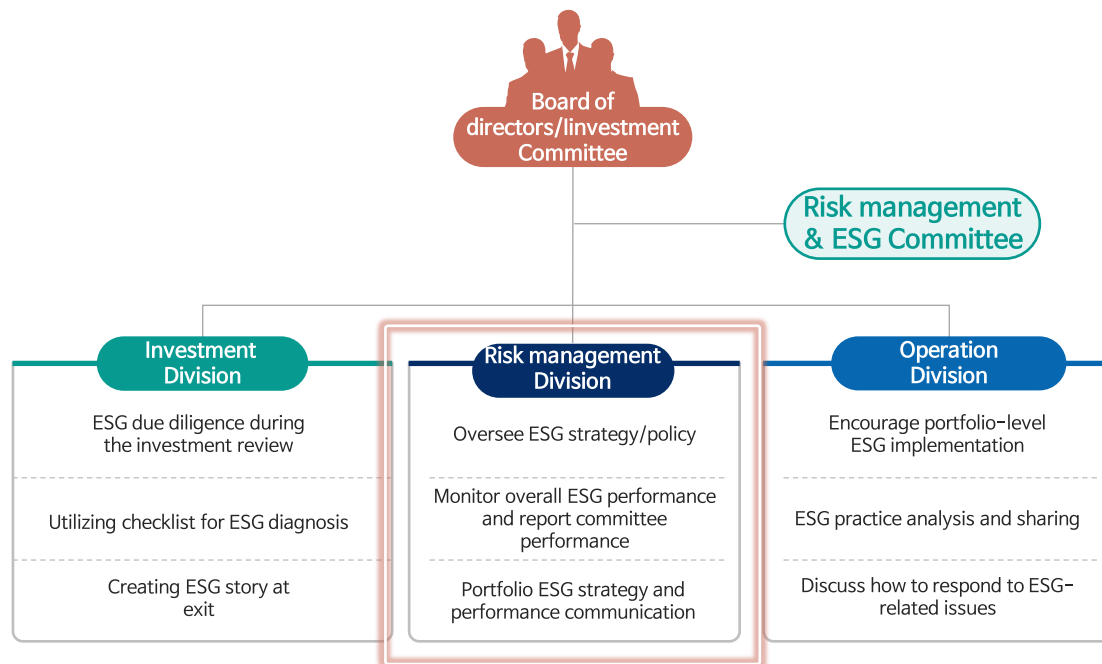
- ☒ Does the company's CEO have the right qualifications and communicate a consistent strategic vision for the company's operations?
- ☒ Is the company's management compensation system linked to long-term performance?
- ☒ Are the regulations and organizations in place to prevent moral hazard (bribery, embezzlement, etc.)?
- ☒ Does the company have specific regulations and procedures for fair disclosure and accounting transparency?
- ☒ Are the company's executives and employees mutually excluded from political and religious influences?
- ☒ Does the company have regulations and organizations that can properly respond to tax-related issues?



IMM operates the company considering ESG and serves **ESG-dedicated organization (Risk management division)** to implement a responsible investment

ESG-dedicated Organization

IMM integrates ESG's core values into internal processes and the risk management division manages ESG systematically.



Role of ESG-dedicated Organization

ESG-dedicated organizations continue to promote and oversee ESG activities in the pre-investment stage and management of portfolio companies.



Oversee ESG management system

- Continue to check ESG policy compliance throughout investment review and execution, check using ESG Checklist, and conduct ESG due diligence during the investment review
 - Prior to investment, examine if the investment is prohibited (Negative Screening)
 - Pre-establish ESG status and improvement plans for potential portfolio companies using ESG Checklist
 - After the investment, report the ESG improvement to investors via regular ESG monitoring
 - After exit, create an ESG case study of the portfolio company and follow up



Encourage IMM ESG activities

- Publish IMM ESG statements and IMM ESG activities on the website and actively communicate with investors and other stakeholders
- Lead social discussions on ESG issues through various means such as media, by also joining major global ESG initiatives
- Contribute to local communities through IMM Hope Foundation and social community services



IMM encourages **portfolio companies to pursue ESG management** such as ESG report publication and ESG ratings enhancement after initial investment

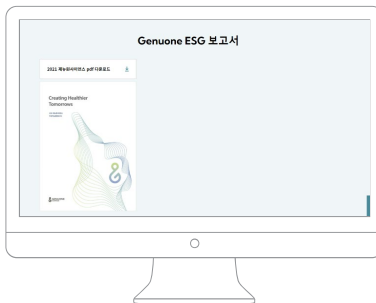
Publication and Disclosure of ESG Reports

1 ESG Report Publication

- Major portfolio companies had no previous experience in the publication of ESG reports
- '2021 Activity Details Report' published on the website (Dec. 2021)
- Monitor to promote annual publication in June-July 2022 onwards

2 Formation of ESG Section on the Corporate Website

- Example of ESG Section on the Genuone Sciences website



Response to ESG Ratings

1 Korea Corporate Governance Service (KCGS) ESG Rating

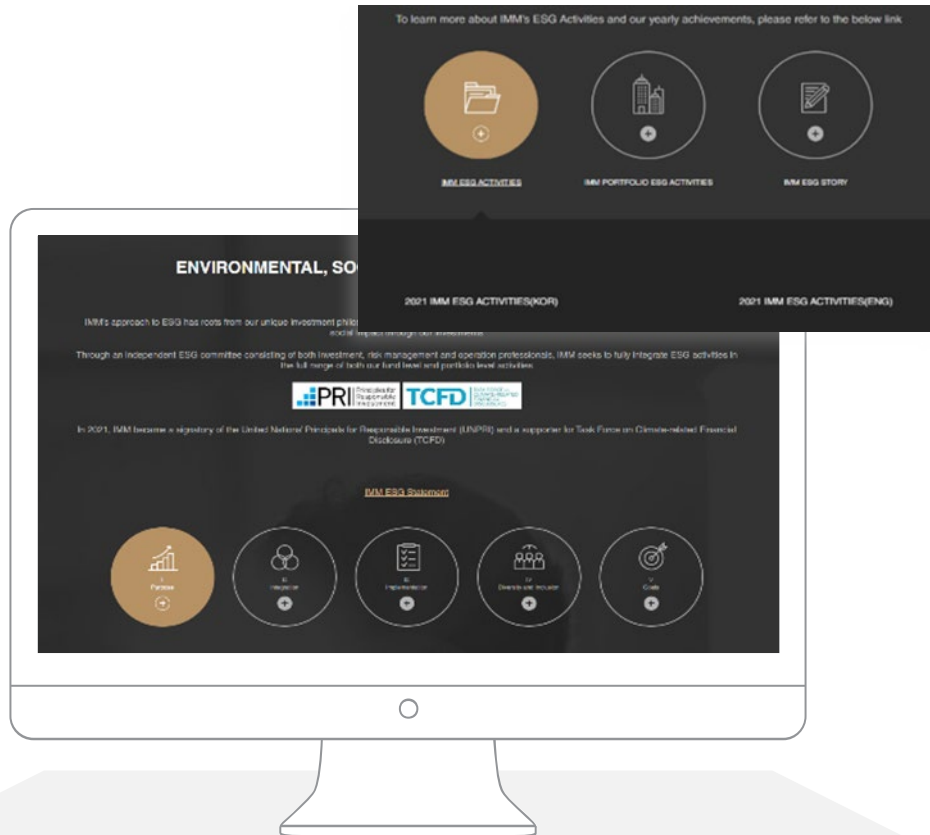
- KCGS evaluates the level of sustainable management of listed companies in Korea every year via thorough evaluation of corporate governance, social responsibility, and environmental management.
- KCGS ESG rating is perceived as the most reliable indicator in Korea and is used to organize KRX social responsibility investment index stocks

2 KCGS ESG Rating of Listed Companies

| Portfolio | Year | Overall ESG rating | Environment | Social | Governance |
|-----------|------|--------------------|-------------|--------|------------|
| Able C&C | 2021 | B+ | C | B+ | B+ |
| | 2022 | B | D | B | B |
| Hanatour | 2021 | B+ | B | A | B+ |
| | 2022 | B+ | B+ | B+ | B+ |
| Hanssem | 2021 | A | B+ | A+ | A |
| | 2022 | A | B+ | A | A |



Active communication with relevant parties, including investors continues through the publication of ESG policies and activities on the corporate website



ESG related documents



ESG Brochure published and regularly updated



Lead social discussions regarding ESG issues through public media, conferences, etc.

ESG Interviews

Young-ho Kim (Partner, IMM PE) in KBS Newsroom interview on ESG investment strategies



ESG Seminar

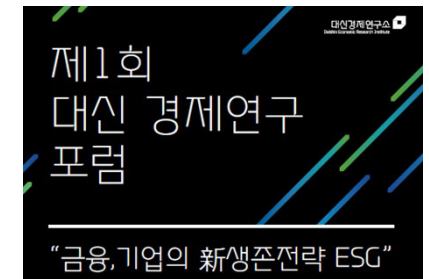
1

GAI 2021

GAI 2021 Global Alternative Investment Insights 2021

2

Daishin ERI



3

2022 ESG Issue Review Webinar hosted by Shin & Kim





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III. IMM Portfolio ESG Activities

IMM Holdings Overview

IMM ESG Framework

IMM Portfolio ESG Activities

IMM Holdings ESG Activities



IMM Portfolio ESG Activity Status by Category

Environmental

- Actively respond to climate-related risks in different industries such as by joining in environmental initiatives
- Manage and improve key environmental indicators such as greenhouse gas emissions and waste generation
- Promote eco-friendly initiatives such as improving packaging materials, introducing EVs, etc.

ESG

Governance

- Aim to improve corporate governance through implementing executive officer systems, holding board meetings, encouraging independent directors, etc.
- Professionally and systematically conduct ESG management through operating ESG-dedicated organizations and ESG committees
- Publish ESG reports regarding ESG activities

Social

- Launch sustainable products to provide customers the opportunity to engage in ESG activities
- Pursue diversity in executives and employees by fostering female leadership and hiring persons with disabilities
- Improve safety management systems for a better working environment and promote mutual growth with suppliers
- Social contribution activities to develop local communities

Identify and respond to main challenges surrounding E, S, G categories reflecting strategic importance and stakeholder sensitivity for each portfolio company



IMM's portfolio companies preemptively respond to climate-related risks via various measures including joining global initiatives etc.

Involvement in Climate Change-related Initiatives

TCFD

Task Force on
Climate-related
Financial
Disclosure

- TCFD recommends companies to apply future forecasting scenarios to analyze potential risks and financial impacts in order to disclose clear information regarding climate-related risks and opportunities that companies will confront
- As of Dec. 2022, 4,000 institutions across 101 jurisdictions are participating as TCFD supporters

| | Status (Dec. '22) | Notes |
|-------------------------|--|--|
| Domestic Companies | 150 companies in total | 61 financial institutions (41%) |
| IMM PE Buyout Portfolio | Hanatour Genuone Sciences AirFirst | 2 Growth Capital Portfolio companies (Shinhan Financial Group, Woori Financial Group) |

CDP

Carbon
Disclosure
Project

- A non-profit organization established in 2000 and based in London that ideates climate change strategies, greenhouse emissions, and reduction efforts across main public companies in 92 countries to ultimately offer data to financial institutions regarding climate change-related opportunities and risk factors
- Hanssem joined CDP in 2022 and intends to manage greenhouse gas emissions at a Scope 3 level based on the initiative's standards

Climate Change responses according to industry characteristics



- IMO  (International Maritime Organization) continues to advocate eco-friendly regulations for ships, and Hyundai LNG Shipping is responding preemptively
- Joined the clean ammonia council
- Seek to join a joint shipping industry ESG enhancement agreement led by KAMCO

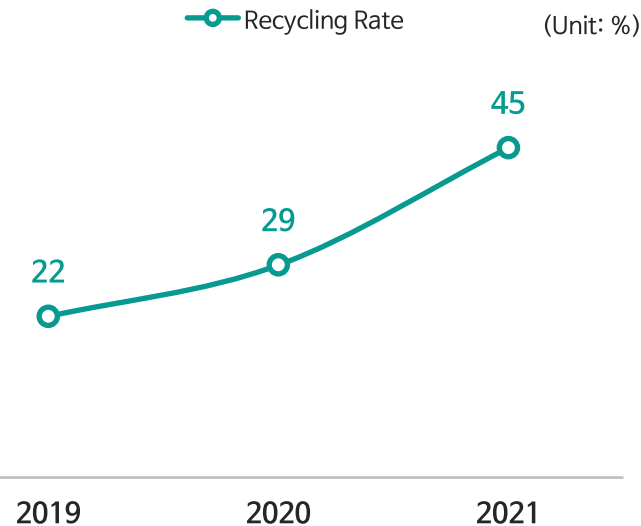


- SAF (Sustainable Aviation Fuel) purchase from Lufthansa Group
- Participate in Lufthansa's 'Compensaid program'
- ESG related MOU signed with Lufthansa
- Plan travel packages that apply SAF and provide eco-friendly goods through the MOU

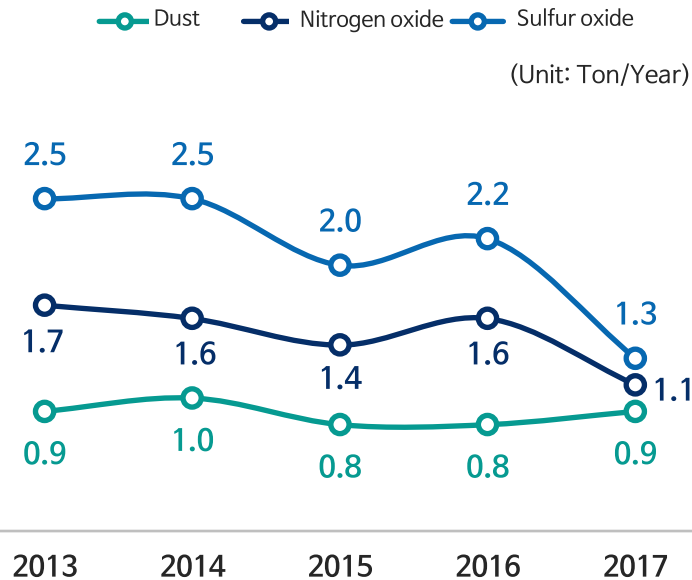


Major indicators such as greenhouse gas emissions and waste generation are managed and improved to reduce environmental pollutants

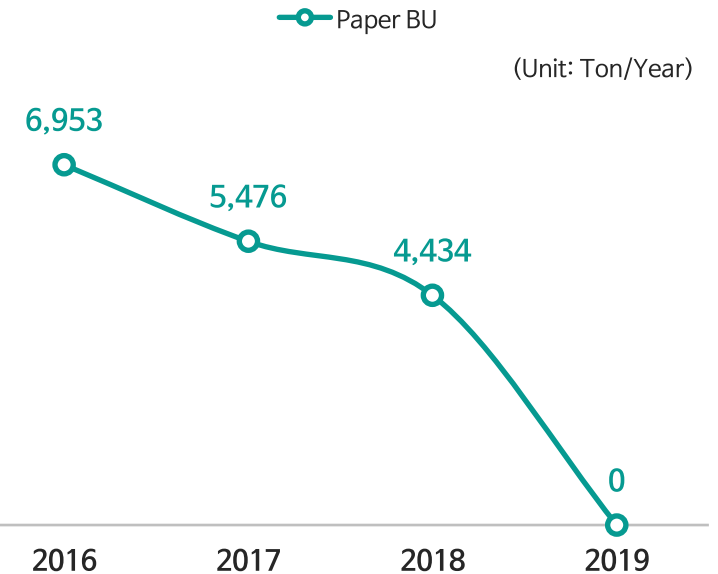
Hanssem Recycling Rate



Improvement in Taihan Cable & Solution Emissions



Tailim Packaging Pollutant(NaOH) Emissions



IMM portfolio companies aim to minimize waste emissions that may cause environmental pollution while managing and reducing major emission indicators for companies at high risk of carbon and pollutant emissions



Foster eco-friendly activities by improving material in consideration of circular usability and recyclability

HANSSEM Improvement Activities

Examples

Materials

1

- Improved circular usability by changing metallic materials which are difficult to filter into a single synthetic resin

Labelling

2

- Changed the label adhesiveness to ease separation (prevent labels leaving traces of adhesion)

Packaging

3

- Changed the synthetic resin packaging to honeycomb
- Changed synthetic resin packaging to paper packaging to reduce recycling contribution fees

Shopping bag

4

- Change from plastic shopping bag to a paper bag
- Changed synthetic resin packaging to paper packaging to reduce recycling contribution fees

Reusable Plastic



SK enmove

- Extend the application of eco-friendly lubricant containers made of recycled plastic to vitalize plastic circulation
- Increased renewable containers of SK ZIC X7 and SK ZIC X7000 product lines following ZIC ZERO, allowing about 100 tons of waste plastic to be recycled annually
- Continued research to supply and develop eco-friendly products that reduce carbon emissions for expansion of waste plastic recycling

Eco-friendly Ink

ABLE C&C
CREATION & COMMUNICATION

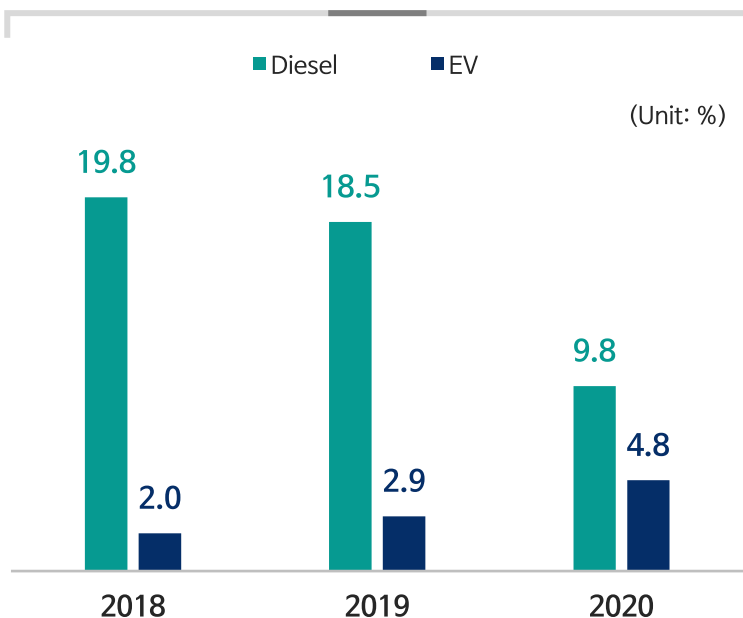
- Apply forestry certified materials to packaging of sweet wormwood products and use eco-friendly soybean oil ink
- Use materials produced in environmentally managed forests certified by the Forest Management Council (FSC)
- Print using eco-friendly soy oil rather than artificial ink
- Protect nature and use environmentally safe raw materials



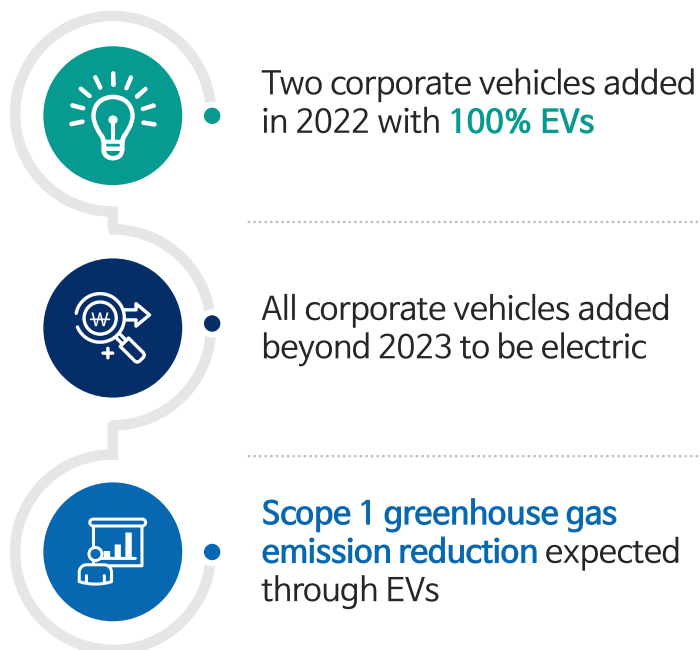


IMM's portfolio companies promote eco-friendly activities such as the usage of electric vehicles

Increase Socar Car Sharing and EVs



EVs as Hanatour's Corporate Cars



EV Charging Station at Hanssem



Through Socar, our main eco-friendly portfolio, we promote the expansion of the shared vehicle economy, the use of EVs, and installing charging stations as part of efforts to reduce greenhouse emissions for Hanatour and Hanssem



IMM's portfolio companies have an environmental management system following international standards

Certified by International Standards



ISO
(International Organization
for Standardization)

- Non-governmental organization established in Geneva, Switzerland
- Purpose of establishment: to promote international exchange of goods and services, international standardization in academia, technical and economic activities, and the development of related activities
- ISO was established on Oct. 24, 1946, with 25 countries holding a conference in London, England, and was officially launched and operated on February 23, 1947.
- Consists of 167 member companies and 809 technical committees / subcommittees as of 2022
- Numerous management system standards are developed, established, and revised along with product and scientific technology standards

ISO 14001 (Environmental Management) Certified



ISO 14001
(Environmental Management
System)

- Part of system that manages products, services, and activities carried out by a company that establishes **standards for systematic management of activities associated with products or services of an organization relevant to environmental impact**, similar to a management system to manage the quality of products or services

Certified Portfolios

Buyout Cases





Provide opportunities for customers to participate in ESG initiatives through sustainable product development in relation to diversity and local community

Cases of Hanatour's Sustainable Travel Packages

1

Products contributed to local community



Jeju Daum Stay Project: Revitalizing Vacancies

- Project Daum is a collaborative project between Hanatour and startup ‘Dajayo’ for a mission to revitalize vacancies in Jeju
- An option for building new accommodations aside, the project has upcycled existing vacancies, which contributed to protecting environment and delivering the ‘Jeju-like’ spatial value
- Developed new travel packages to ease rising vacancies problem in Jeju

2

Inbound ESG travel package



Jeju Wellness

- Hanatour participated in the “1st Korea Wellness Tourism Festa” held by Korea Tourism Organization
- Proposed Wellness’s representative products including Jeju and other provinces
- The products include ‘oath of sound travel event’, which represents the value of Wellness’s travel culture, appreciating pure regional value, and provided Hanatour points to “3 ESG oath event” participants

3

Outbound ESG travel package



Hawaii Sustainable Travel Package

- Hanatour is developing/proposing/selling sustainable outbound travel packages, which covers US, Switzerland, Spain, Japan, and other countries
- The package includes vegan shop tour, natural soap facility tour and other eco-friendly tours
- Also, tumbler challenge, eco-bag challenge, zero waste, as one of environment protection initiatives



Practice customer-oriented management activities for providing better services

Implement customer satisfaction program

Implementing active customer satisfaction programs as one of sustainable management activities across portfolio companies



[Before Service]

- Hanssem analyzes customer VOC and quality data collected from multi-channels and identifies ‘before service’, which requires preemptive measures, preventing customer’s dissatisfaction with the products or services

| Service Program | Description | Period |
|----------------------------------|---|----------------------------|
| Visiting Service, ‘Kitchen Bach’ | Provide pre-checkout services; three times for three years after sales (Waterpipe, Hardware along with two other major items) | 2019.04.01 ~ |
| Sleepingcode, Thermal Pad BS | Free of charge on parts replacement for thermal pad breakdown of few products | 2020.12.23 ~ 2021.02.28 |
| 1-month BS package | Provide aftercare service post completion of house remodeling (Product/service description, quality check) | 2021.01.11 ~ |

Consumer Centered Management Certification

Consumer Centered Management (CCM)



- Review companies’ management activities in a consumer perspective; evaluated by Korea Consumer Agency and certified by Fair Trade Commission
- Evaluate overall customer satisfaction: management’s interests in CCM, CRM, customer dissatisfaction/satisfaction monitoring system
- Certificates issued on a 2-year basis

Portfolio CCM Certification Cases



Certified for six consecutive years
(2012 ~ 2021)



Certified for six consecutive years
(2012 ~ 2021)



Practice diversity-oriented management through fostering female leaders and hiring the disabled

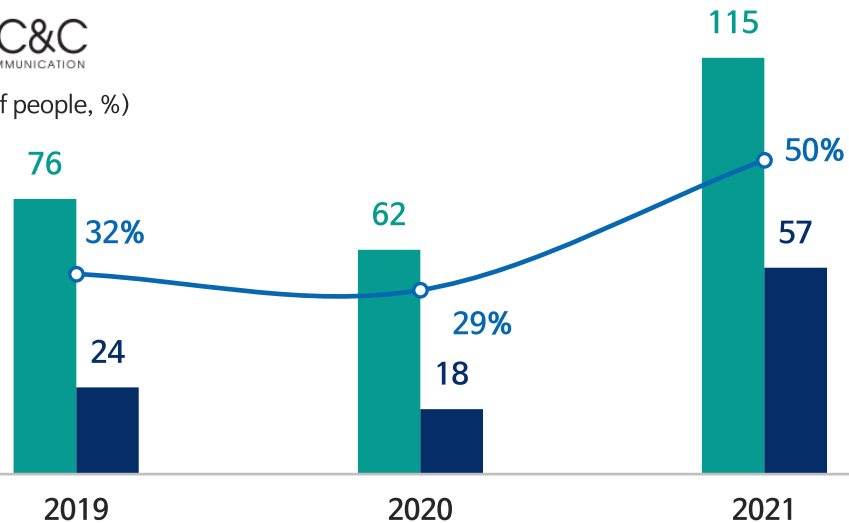
Foster Female Leaders

Able C&C and Hanatour are contributing to foster female leaders, proven by female CEOs from IMM's main portfolios

(# of female managers in Able C&C)

ABLE C&C
CREATION & COMMUNICATION

(Unit: # of people, %)



■ Total # of managers ■ Female Managers —○— Female %

Disability Hiring

Key portfolio companies implement disability hiring programs with detailed consideration of job requirement and the type of employment

HOLLYS COFFEE

Hollys Coffee, Nominated as “Excellent Employer for the Disabled”



Chosun Biz, 2018. 10. 08.

Hollys F&B announced on the 8th that it has been selected as the "2018 Excellent Employer for the Disabled" held by the Korea Employment Agency for Persons with Disabilities (KEAD). Since 2002, KEAD has reviewed the employment and maintenance for the persons with disabilities, the severely disabled and women, and selected "excellent employers for employment for persons with disabilities" every year. This year, 28 companies, including Hollys F&B, were selected as "excellent employers of disability employment" through screening.

...Hollys F&B is actively recruiting the disabled by running a talent recommendation program in connection with the 'Job Support Center for the Disabled'. Hollys F&B's employment rate for the disabled is 8%, the highest in the industry, exceeding the mandatory employment rate of 2.9% for companies designated by the Ministry of Employment and Labor.



Implement systemic trouble solution process at work, employee welfare system contributing to work/life balance, and prevent rights infringements

Family-friendly Program

Running family-friendly programs enabling work/life balance through maternity/parental and other vocational leaves upon employees' choice



[Certificates for outstanding Family-friendly companies]

- Held by the 'Ministry of Gender Equality and Family'
- Certificates for companies implementing family-friendly programs, contributing to work/life balance via the Ministry's evaluation process

Family-friendly Program Cases

AIRFIRST

- Welfare points, personal congratulatory grants
- Scholarship support for the employee's children
- Group injury insurance system, comprehensive examination system

HANSSEM

- Welfare points for pregnant families to both male and female employees
- 2 shortened work hours/paid work hours during pregnancy
- 1+ year of statutory parental leave, in-house daycare center

In-house Counseling Center



AirFirst in-house trouble solution program

- Run an in-house trouble solution program for settling work issues since Aug. 2020
- Every agenda and procedure are bound to absolute confidentiality
 - Troubles anonymously collected from troubles report center
 - Counsel with center member and the member decides whether to report to the CEO
 - Report made immediately to CEO if necessarily
 - Measures taken directly by CEO or by personnel committee and notified to the center member



Genuone Helpline

- Genuone Helpline is a channel that reports unfair acts or other irregularities by executives and employees of the company and external parties as well
- It is responsible for creating a 'SPEAK UP' culture by providing channels for internal employees and external officials to communicate directly
- Report Cases
 - Violations of accounting-related laws and standards, embezzlement of public funds, improper use or abuse of company assets, and other illegal/corruption and misconduct
 - Bribery related to listed companies, unfair profits for related parties, and unfair trade practices



Implement and **improve Safety Management System** to promote workplace safety

AIRFIRST **Safety Health Environment (SHE) Policy**

1 Systemic and comprehensive management by SHEQ

- The dedicated organization, the Department of Environmental Safety (SHEQ), is committed to reflecting the value of safety, health and environmental protection in all business activities
- In June 2021, the company produces and distributes SHE guidebooks throughout the company to maintain and promote the safety and health of employees through its management procedures and domestic laws in order to preserve company assets and improve production efficiency

2 Safety and Health Environment (SHE) Guidebook distribution throughout the company

- Partners who enter and exit the workplace shall submit a safety work plan in advance, and the recipients of the safety work permit provide safety training such as workplace safety rules, record and prepare the training results, and store them for a year
- To improve safety awareness, safety management education and training are conducted regularly, prioritizing the safety of employees
- In addition to training for executives and employees, take the lead in enhancing safety awareness by providing safety training for partners to form a safe working environment



Safety Management System

Advanced system for enhancing workplace safety and preventing accidents

- Establish a safety management strategy in accordance with the management policy of 'Building a corporate culture based on HSQS (Health, Safety and Quality Management System)'.
- The company conducts a best-in-class safety operation and employee health management through analyzing accidents, inspecting safety, minimizing risks, establishing emergency response system, and training regular emergency preparation..

- Safe operation and secure safe working environment
- Accident prevention through risk factor prediction, identification, risk assessment, and risk management
- Continuous improvement of health and safety managements
- Induce workers to practice autonomously for an accident-free environment

Selected as an excellent safety management shipping company

Selected as an excellent safety management shipping company at the 60th anniversary event of Korea Shipping in June 2020



IMM portfolio companies possess **internalized quality control and health/safety management system**, which meets international standards matched for customers

ISO 9001 (Quality Management) Certificate



ISO 9001
(Quality management System)

- The CEO is the center of ensuring whether all members of the organization have an enterprise-wide management system through customer requirements, customer satisfaction, and quality
- Standards for consistently delivering products/services that meet customer and legal requirements, improving customer satisfaction, and addressing risks/opportunities associated with organizational goals

Portfolios with the certificate

Buyout Cases



ISO 45001 (Safety/Health Management) Certificate



ISO 45001
(Occupational health and safety management System)

- Standards for managing safety and health risks and achieving intended outcomes of safety and health management systems (such as continuous improvement of safety and health performance)
- Helps to establish a global foundation for worker safety standards and inspections available to partners across all industries/countries, and within corresponding supply chains

Portfolios with the certificate

Buyout Cases





Explore mutual growth opportunities with partners through constructive communication

Partners Communication System

Grievance Handling Procedure

- If reports of misconduct are received, investigations are made to prevent further grievance
 - Improvements checked on a regular basis
 - Annual Survey: subject to entire related parties
 - VOC(Voice of Customer): Collected directly from partners
 - Online Audit Office: Reports made anonymously via website

Annual Partners Meeting

- On a quarterly/semi-annual basis

| Type | # of Partners | Example |
|--------------------|---------------|--|
| Furniture | 15 | Raw materials procurement issues Rising raw material prices |
| Kitchen | 16 | Sharing ownership issues Partners operation plans |
| Building Materials | 24 | Sharing vision of each individual division Meetings for quality enhancement |

Pursuing Mutual Growth

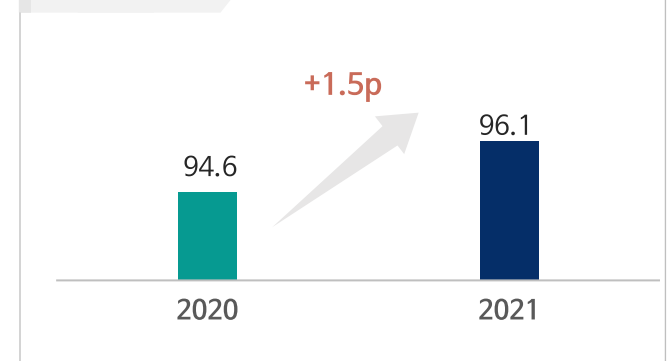


Partner Evaluation Cases

Acquired A-Rank evaluation from Samsung Electronics Co., LTD

- AirFirst received A-rank evaluation from Samsung Electronics through comprehensive evaluation process conducted by SEC
- Results made through stringent screening of numerous SEC partners
- Screening criteria include not only financial stability and product quality, but also ESG factors

Evaluation Score





Continuously pursue ‘win-win’ growth strategies between local community and portfolio companies

ABLE C&C ESG Campaign



- ‘Able+’, an ESG campaign with a mission to create a more beautiful world
- ESG campaign featuring Able C&C’s management philosophy for a healthy life where all women find their own beauty and confidence
- The meaning of the campaign by each word is: add “plus (+)” to the English expression “able” of Able C&C’s mission, “I can do it,” and shaping it as a “heart”

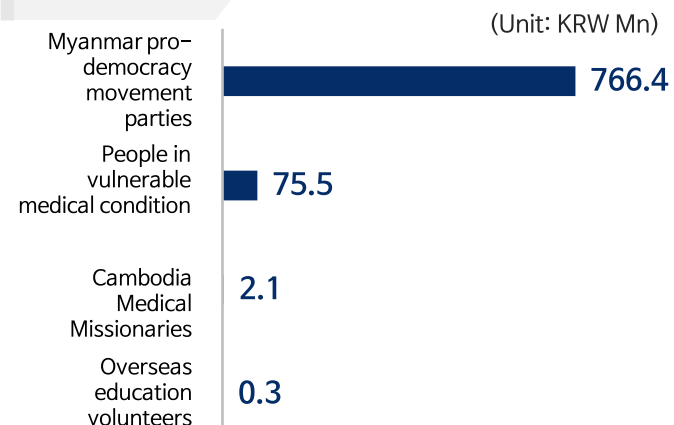
2020~2022 cosmetics donation amount

KRW 4.1+ Bn

GENUONE SCIENCES Medicine Donation Case

- Genuone sciences **donated a total of KRW 800 million** worth of medicine during 2021 to create a better society for everyone
- Delivered donations to organizations such as the ‘Medical Aid For Children’ and the ‘Volunteers for Educational Services in Asia’, dedicated to children's health, and are used to provide medical support for the vulnerable

2021 Donation Status



HANSSEM Housing Improvement Project

- Hanssem operates businesses in all areas of home living, focusing on home remodeling, and **provides furniture, household goods, and household goods necessary for the vulnerable families** in the local community
- In response to the Ministry of Health and Welfare's children's rights project DreamStart, it is **sponsoring low-income single-parent and grandchildren households** every month in cooperation with children's welfare departments in Mapo-gu, Siheung-si, and Ansan
- In islands and remote areas, Hanssem participated in the ‘KBS 1TV Accompany program’ as a sponsor which established **a sustainable local community**

101

Household Support Cases

Mapo/Siheung/Ansan Companion in 2021

567

of Families

Accumulated from Feb. 2015









Efforts for **improving governance** by implementing executive officer system and other viable options

Executive Officer System in Buyouts

| Portfolio | Job Title | Name |
|----------------------|----------------------------------|---------------|
| Hyundai LNG Shipping | Representative Executive Officer | Gyubong Lee |
| | Executive Officer | Jangpal Choi |
| Able C&C | Representative Executive Officer | Eugene Kim |
| AirFirst | Executive Officer | Hanyong Yang |
| Genuone Sciences | Executive Officer | Samsu Lee |
| Pet Friends | Executive Officer | Hyunshin Yoon |
| Hanssem | Executive Officer | Jintae Kim |
| | Executive Officer | Haewoong Park |

Board Participation Status¹




| Name | Company List |
|---|--|
|  I. J. Song | <ul style="list-style-type: none"> Registered director of: Hyundai LNG Shipping, Hyundai Samho Heavy Industries, Able C&C, AirFirst, Hana tour, Genuone Sciences, Pet Friends, Hanssem. |
|  Youngho Kim | <ul style="list-style-type: none"> Registered director of Hanssem |
|  Donghan Son | <ul style="list-style-type: none"> Registered director of Hyundai LNG Shipping, AirFirst, Pet Friends, Bear Robotics, Megazone Cloud |
|  Haejun Lee | <ul style="list-style-type: none"> Registered director of Able C&C, So Car, Mars Entertainment Group, Kidari Studio, Genuone Sciences, Hanssem |
|  Chanwoo Park | <ul style="list-style-type: none"> Registered director of Hanatour, SK enmove |
|  Jeonggyun Kim | <ul style="list-style-type: none"> Registered director of Able C&C, Genuone Sciences, Hanssem |

Encouraging Industry Experts to Participate as Outside Directors²

| Portfolio | Name | Career |
|----------------------|----------------|---|
| Hyundai LNG Shipping | Seungyoung Lee | Vice Chairman, LF Asset Management (Risk Management) |
| AirFirst | Joohwan Choi | Strategy Development, Shinhan (Admin) |
| Able C&C | Geumjoo Kwak | Psychology Professor, Seoul National University |
| | Sunghee Jung | Member of the Seoul National University Diversity Committee. |
| | Kyuan Jeon | Accounting Professor, Soongsil University |
| Genuone Sciences | Munho Jung | Corporate Law Specialist |
| | Jaehyun Lee | Bio sector Specialist |
| Hanatour | Moonhyun Kim | Dean of Hankuk University of Foreign Studies, specializing business management (Accounting) |
| | Sangman Han | Marketing Professor at Sungkyunkwan University |
| | Hyeryun Yoo | Taesung Accounting Corporation |
| | Inhwan Jang | Standing Advisor at law firm baren |
| Hanssem | Jaeyeon Cha | Executive Director of Finance and Management Planning |
| | Sangtek Kim | Non-executive management advisor at Seoul Guarantee Insurance |
| | Chunseok Choi | President, Lotte Shopping's Supermarket Business Department |



IMM Portfolio companies operate within management systems that promote information security, anti-bribery, and business continuity

| [Classification] | [Description] | [Company with Certificates] |
|---|--|---|
| 1 ISO 27001 (Information Security) | Information Security Management System <ul style="list-style-type: none"> • Information security management standard that shapes how management systems should be structured to enhance information security • Stringent assessment and verification required on 11 areas regarding information security such as policies, technical protection, physical protection, management security, access to information, and 133 items are required • Focuses on identifying, assessing, and managing risks in the information processing |  |
| 2 ISO 37001 (Anti-Bribery) | Anti-Bribery Management System <ul style="list-style-type: none"> • Assessment system that establishes policies for anti-bribery and evaluates whether each department follows the checklist • The recent trend in the pharmaceutical industry is to pursue an international anti-bribery management system |  |
| 3 ISO 22301 (Business Continuity) | Business Continuity Management System <ul style="list-style-type: none"> • International standards that identify the implication of potential threats to an organization and their impact on business operational threats; equip the organization with resilience and effective response capacity to protect the interests and activities of stakeholders |  |



IMM portfolio companies operate ESG-dedicated organizations and ESG committees to implement ESG management professionally and systematically

ESG-dedicated Organization

1 Buyout Portfolio Companies with ESG-dedicated Organization



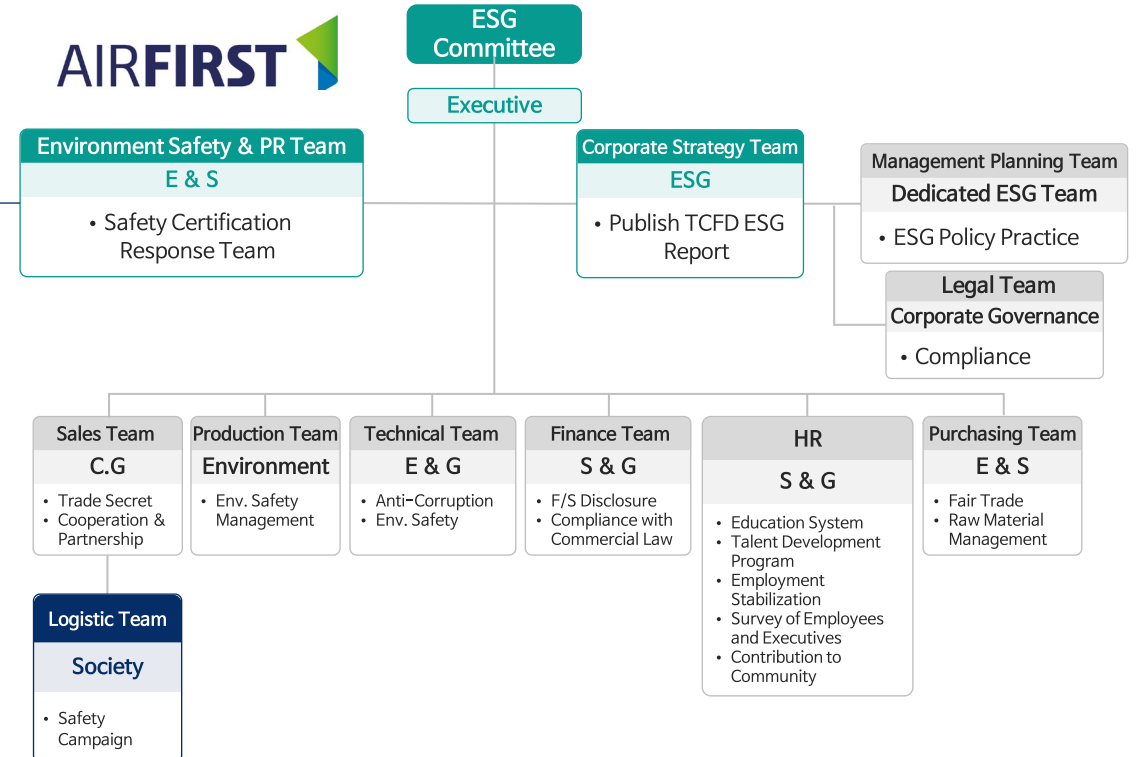
- ESG-dedicated organizations within AirFirst, Hanatour, and Genuone Sciences were established after IMM PE's acquisitions

2 Key Roles of ESG-dedicated Organization

- The ESG organization conducts interviews with employees in charge to identify the current status of ESG management and establishes detailed tasks
- Establish and operate internal monitoring and periodic assessment process while immediately executing short-term tasks
- Internalize and systemize ESG management principles by preemptively managing and establishing mid- to long-term projects

ESG Committee

AirFirst, Hanatour, Genuone Sciences, and Hanssem operate ESG committees in which executives participate in ESG agenda discussion





Publish ESG reports on major ESG activities on the corporate website

ESG Report Publication

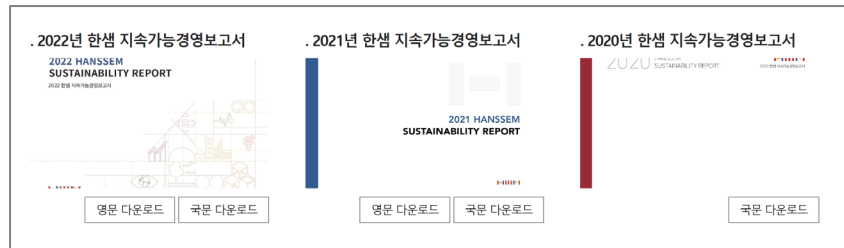
1 Publication of ESG Report

- Major portfolio companies had no previous experience in the publication of ESG reports
- ‘2021 Activity Details Report’ published on the website (Dec. 2021)
- Plan to publish activity reports annually in the future

2 Acquisition of Sustainable Management Report Certification (AA1000)

- Most of the major portfolio companies have earned the AA 1000 certification
- AA 1000 is certified in accordance with GRI standards

3 Publication of English Report for Overseas Stakeholders



ESG Section on Website

ESG activities and policies published on the corporate website provide access to various stakeholders

- Example of ESG Section on the Genuone Sciences website





IMM Portfolio Companies won multiple ESG awards and recognized for the ESG management



Award History

1 2022 K-ESG Grand Prize for Comprehensive ESG in the Furniture and Interior Industry Section

- Hosted by Dong-a Ilbo, a media company in Korea, and sponsored by the Ministry of Trade, Industry, and Energy, Ministry of Employment and Labor, Ministry of Science and ICT, Ministry of SMEs
- The objective is to promote companies and institutions that commit to their social responsibilities through continuous and various ESG management activities

2 2022 Ministry of Environment Award in Korea Instructure of Service Industry CSR/ESG Section

- Hosted by Korea Instructure of Service Industry and sponsored by 11 government agencies, including the National Assembly
- The objective is to recognize companies that promote social benefit through environmental management, ethical management, and community service as well as to enhance sustainable enterprise value through CSR & ESG management.

3 2022 Minister of Trade, 'Industry, and Energy Award for Distinguished Service in Sustainable Management Section'

- The biggest government award in the sustainable, domestic management, and ESG sector hosted by the Ministry and the Korea Productivity Center

AIRFIRST Award History



2021 Minister for Trade, Industry, and Energy Award for Distinguished Service in Sustainable Management Section

- Won the 2021 Minister for Trade, Industry and Energy's Award at the Sustainable Management Section held at the Korea Chamber of Commerce and Industry
- The award ceremony is to stimulate sustainable management by promoting corporate participation in generating social value and rewarding companies that promotes sustainable management

“Hanssem” Selected by ESG Korea

ESG Korea aired on YTN selected “Hanssem” as a leading company





ESG Annual Report | IMM HOLDINGS

IV. IMM Holdings ESG Activities

IMM Holdings Introduction

IMM ESG Framework

IMM Portfolio ESG Activities

● IMM Holdings ESG Activities



IMM Holdings ESG Progress by Area

Environmental

- ▶ Declared support for TCFD to respond to climate change and encouraged portfolio companies to join
- ▶ Successfully formed and is operating KBE PEF focusing on green investing sectors
- ▶ Promote various campaigns where employees can participate in environmentally-friendly activities

ESG

Governance

- ▶ Actively engage with relevant parties including investors by publishing ESG policies and reports on corporate websites
- ▶ Hold an annual AGM to share IMM Holdings' current status and business plans to strengthen trust
- ▶ Operate a risk-dedicated team to better manage ESG risk

Social

- ▶ Operate a system that encourages employees to instill a sense of engagement and self-esteem
- ▶ Donate regularly through the IMM Hope Foundation
- ▶ Employ social companies such as Bear.Better to contribute to local communities
- ▶ Encourage portfolio companies to hire the disabled and persons of distinguished service

IMM Holdings, as a leading private capital management firm in Korea, continuously **engages in ESG activities**



IMM Holdings declared **its support for TCFD to respond to climate change-related risks** in April 2021, **encouraging its portfolio companies to support as well**

TCFD Overview of Recommendation

TCFD Recommendations

Task Force on Climate-related Financial Disclosure

- Methodology for climate-related information disclosure that was discussed during ESG of the 2015 G20 Finance Ministers and Central Bank Council: (1) Establish a dedicated organization (2) Plan strategies (3) Define management process (4) Recommend to disclose targets and measurement
- TCFD recommends companies to analyze financial implications and potential risks based on forecasted scenarios to provide transparent information regarding potential climate change-related risks and opportunities
- There is no requirement or membership fee now; Defining and reporting its standards after declaring support would suffice



Corporate Governance

Disclose of corporate governance risks and opportunities associated with climate change

Risk Management

Disclose how organizations identify, assess and manage climate change-related risks



Disclosure of the existing and potential impact of climate change-related risks and opportunities on critical business, strategy and financial plans

Strategy

When relevant information's implication is financially significant, disclose indicators that assess and identify risks and opportunities as well as measures to respond

Indicators and Goals



IMM Holdings successfully forms and operates KBE PEF that focuses on investments for environment-friendly sectors

KBE Fund Overview

| | |
|---------------|--|
| Name | Korea Battery & ESG Private Equity Fund (KBE PEF) |
| Date | KRW 500 billion-sized fund established in July 2021 |
| Objective | Plans to find and foster domestic companies with technology and high potential that engage in the ESG-related sector |
| Primary Focus | Core materials for electric vehicle batteries such as anode and cathode production, recycling metals used for batteries, recycling polymer products such as wasted plastic, environmental-friendly industrial materials such as bio-plastic technology |
| | <div>Investment Background</div> <ul style="list-style-type: none"> Accelerated paradigm shift from internal combustion-based cars to electric vehicle (EV) as the world emphasizes more on environment Rapid growth expected in environment-friendly materials such as EV battery, which is a crucial component of the EV battery industry and bioplastic materials |

KBE Portfolio Company



L&F Co., Ltd.

- A leading EV core battery material manufacturing firm founded in July 2000, specializing in Pure-Play cathode material
- The firm is selected by a leading EV cathode material manufacturer in the world and is a major supplier to global battery manufacturers such as LG Energy Solution and SK On



Daejoo Electronic Materials Co., Ltd.

- Electronic material company that manufactures silicon anode material that is considered a next-generation anode along with stable existing electronic material business in other areas
- The first company in the world that commercialized silicon anode and the only domestic company that Volkswagen Group selected via LG Energy Solution to supply silicon anode for their high-end EV model



IMM Holdings promotes various campaigns through which employees can participate in environment-friendly activities

1 Effort to reduce waste plastics

Contributed to the recycling rate of PET bottles by using bottles without label



The Ministry of Environment enforced all water bottles to be unlabeled 2026 onward as the unlabeled water bottles are conducive to reducing waste plastic

2 Offer iPad to employees



Provide employees with iPads to reduce paper usage

3 Employ EV as a corporate vehicle

Efforts to reduce greenhouse gas emissions by employing EV as new corporate vehicles starting in 2022



In addition, the firm is promoting campaigns such as providing mugs and glass cups to employees to reduce disposable product usage



Respect the diversity of all employees and operate a system that encourages individual growth and instill a sense of belonging and pride

Percentage of Female Employees

At the end of 2022, 42% of employees at IMM Holdings are females and we strive to promote gender diversity in employment



System for Motivating Employees

1 Support employee training expense

- Self-development expenses are provided to all employees every year which can be used for various purposes such as language study
- Provide external training programs necessary for employee empowerment

2 Opportunities to participate in seminars

- Provide opportunities to participate in domestic and overseas seminars to develop employee competency and expand networks

3 Partnerships to maximize organizational royalty

- As an independent private capital management company based on partnerships, provide opportunities for employees to grow as stakeholders of the company
- Apart from the founding members, all 4 partners were promoted to partners through long-term service as an employee



IMM Holdings established **IMM Hope Foundation** in 2013 and is active on it in order to contribute to the local community and fulfill social responsibilities

IMM Hope Foundation

| | |
|---------------------------|--|
| Established Year | 2013 |
| Purpose of Establishment | To discover and nurture young talents who will contribute to social development as part of realizing social responsibility, which is one of IMM's investment thesis |
| Recipients | Future talent with infinite potential to change the world through challenges even under difficult circumstances (nurturing a wide range of talents from elementary school to college students) |
| Scholarship Award Process | <div> <div>1</div> <div>2</div> <div>3</div> </div> <div> <div>Selection of payable institutions (employee recommendation)</div> <div>Scholarship student application submission</div> <div>Selection of scholarship students and payments of scholarships</div> </div> |
| Application Process | Elementary School: Applicants elected by school recommendation Middle/High School, University: Applicants, selected by foundation |
| Donation Process | <p>Deliver the desired donor to the person in charge of the IMM Hope Foundation and pay at least twice the amount donated to the donor (matching grant)</p> <p>Students are selected during summer and winter vacations and scholarships are provided to elementary/middle/high school students on a monthly basis, and college students at the time of payment of tuition for each semester</p> |

Activities

of beneficiary institutions

60+

of beneficiary students

250+

Donation amount

KRW 11 Bn (accumulated)

Employee donation amount¹

KRW 1.3 Bn (accumulated)

IMM Hope Foundation Scholarship Award Ceremony

- Held in May 2022
- Rejuvenated employees' social responsibility, encouraged their participation, and provided talented students selected by IMM Hope Foundation the opportunity to connect with and learn from our employees



1. Total amount donated by employees of not only IMM PE, but also IMM Holdings and IMM Investment



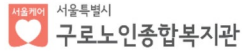
Promote regular **social contribution activities** to contribute to the local community

Social Contribution Activities

Purpose of Activities

To offer employees' support to those in need

Sponsoring Agency



2016–2017

- 2016. Guro Senior Welfare Center Food Sharing Activities
- 2017. Suseo Social Welfare Center Food Sharing Activities

2014–2015

- 2014. Wangsimni Mural Painting Activities
- 2015. Nonhyeon Senior Welfare Center Food Sharing Activities

History of Community Service

- 2018. Nonhyeon Senior Welfare Center Kimchi Sharing Activities
- 2019. Nonhyeon Senior Welfare Center Food Sharing Activities

Due to COVID-19, activities were stopped but they will resume after pandemic ends

2018–2019

2020–2022



Strive to fulfill social responsibilities by utilizing social enterprises and promoting the employment of persons with disabilities and distinguished service

Utilization of social enterprises

IMM Holdings continues to hold transactions with Bear Better and is planning to utilize more social enterprises in the future

BEAR.BETTER.



[Bear Better]

- Social enterprise that employs people with developmental disabilities
- Founded in June 2012, it currently employs 240+ persons with development disabilities
- Accumulated experience in job development and employment management for persons with development disabilities, and aims to further expand the employment within the company and society

Better.Copy

Business that makes business cards and printed materials; Used in producing PEF T&I

Monitoring employment status of people with disabilities and distinguished service

Employment status of people with disabilities in major portfolios



- IMM Holdings continues to monitor the employment status of the disabled in its major portfolios
- Portfolio managers share future improvement plans and failures of implementations
- Hence, encouraged employment of the disabled

Employment status of persons of distinguished service

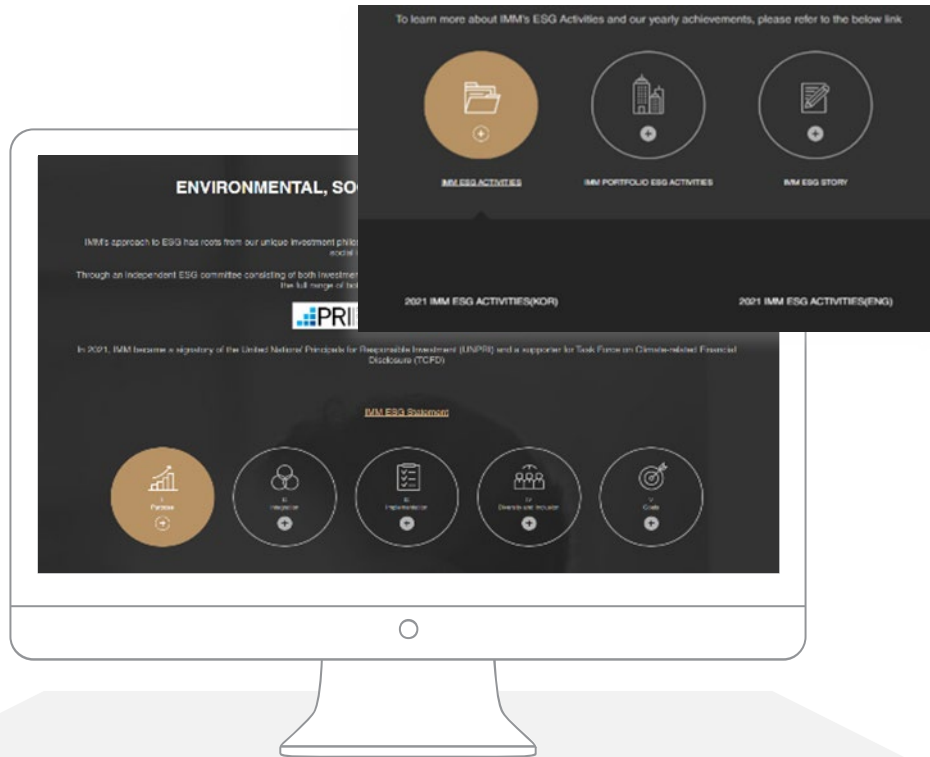


국가보훈처

- Persons of distinguished service and their families are given priorities in employment, but there are still many companies that do not meet the number of persons of distinguished service employed, mandated by the government
- IMM Holdings regularly monitors the status of employment of persons of distinguished service in terms of social responsibility



IMM Holdings actively communicates with investors and other stakeholders by publishing ESG policies and ESG activity reports on the corporate website



Publish ESG-related documents



Publish ESG activity reports and regular updates



AGM is held every year to share the current status and business plans of IMM Holdings and thereby strengthen trust with investors

AGM (Annual General Meeting)

▶ AGM Summary

- Around October every year, share fund performance and business plans to existing and potential investors
- CEOs of buyout portfolio companies directly hold company IR activities
- Provide opportunities for communication among domestic and foreign investors

▶ 2022 AGM Summary

- Around 70 organizations and about 300 employees from domestic and foreign organizations including pension fund (e.g. National Pension Service) were invited
- CEOs of portfolio companies, such as AirFirst and Pet Friends shared their business status with investors
- Conducted surveys and received feedbacks to improve future AGMs

Distribution of participating institutions

Portfolio
31%

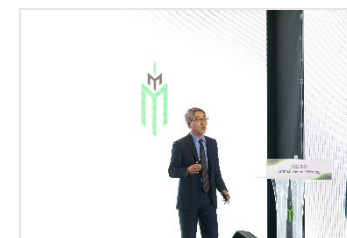


Investor
69%

100% of survey attendees responded that they will attend the event next year

2022 AGM

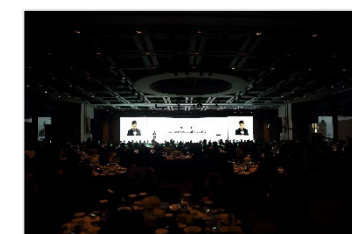
IMM Overview & Portfolio CEO Presentation



Networking Opportunities



Reception Event & Entertainment





Company’s know-hows and M&A market insights are shared via ICM, Seminar, and PEF T&I to promote mutual growth with investors and other stakeholders

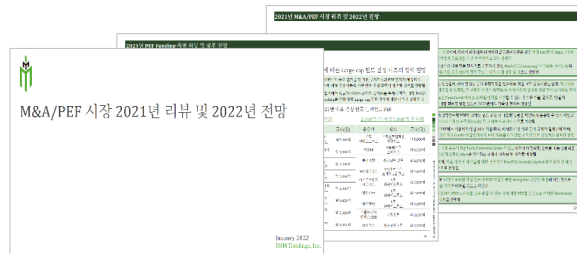


ICM

Summary

- ICM(Investment Consensus Meeting) has been held annually since 2013
- In early January, all investment professionals gather to review the previous year’s domestic M&A cases and the PEF market and discuss fund management strategies of the year
- At the beginning of the year, we visit each investor individually and deliver related session

Output Example



Regular Seminar

- Invite experts in various fields related to fund management such as M&A market trends and investment-related regulatory directions
- Hold four regular seminars every year (over 70 sessions in total since 2008)
- As the importance of tech increases, hold ‘Tech Trend Education and Tech Expert Networking Sessions’ for investors



PEF Trend & Insight

- Provide analysis of the domestic and foreign PEF markets and major M&A environment along with insights from major M&A case studies
- Published in Korean/English and provided in booklets and soft copies every two months (provided more than 80 times since 2009)



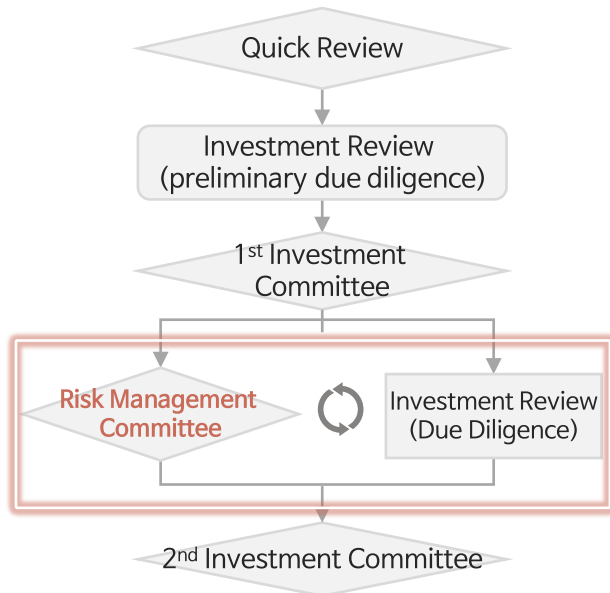


IMM Holdings operates a risk management committee and risk management organization to professionally and systematically manage company-wide risks including ESG

Risk Management Committee

Implement systematic risk management by requiring the risk management committee's vote in the investment decision-making process

Investment Review Process

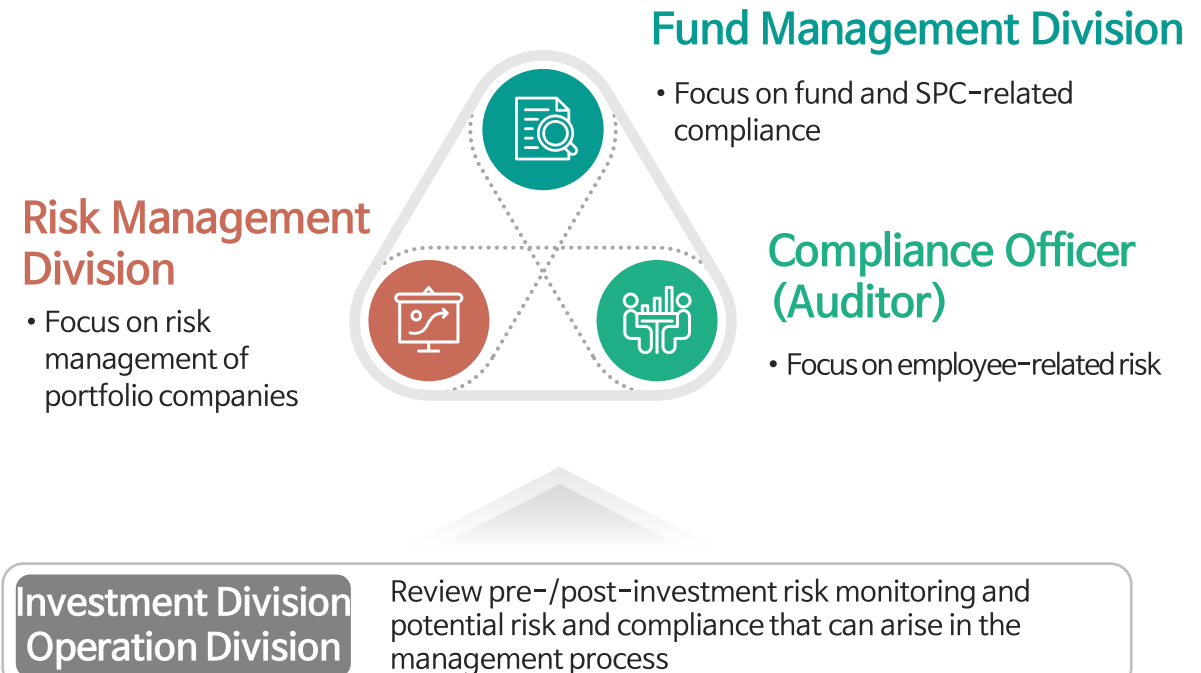


Risk Management Committee

- **Requirement of Risk Management Committee meeting** after the 1st Investment Committee
→ 2nd Investment Committee cannot be held without a consent of the Risk Management Committee
- **The head of the Risk Management Division** participates as a member of the Investment Committee **to check overall investment risk factors**
- The Risk Management Committee **confirms ESG management level of potential portfolio companies** through ESG checklist, etc.

Risk Management Organization

Risk management organization is composed of individuals with risk-related expertise; all divisions are mutually cooperating





In order to prevent conflicts of interest without harming the interests of investors, we have a **compliance system**, which includes continuous education on the Code of Ethics & Conduct and requires new employees to sign a pledge when joining the company

금융투자상품 매매거래 관련 가이드라인

2016.09.26
2021.08.06 개정

기본원칙

- 출자와 및 회사와의 사이에서 이해충돌 여지가 없도록 주의할 것을 주시요.
- 투기가 아닌 건전한 투자의 성격에 부합되도록 주의할 것을 주시요.
- 포트폴리오 회사 및 투자결정대상 회사의 재무정보에 근거한 대략적, 시계조 중, 발행에 위배되거나 기타 임의적으로 부당한 행위를 하지 않도록 주의할 것을 주시요.
- 과다수행에 자질이 없도록, 근무시간 중 **공은, 대대거래를 피함하여 주시요**(근무시간 내 대대거래횟수가 과도할 경우 임의적 성과평가에 반영될 예정입니다).

제외개별

- 임의원은, 본인의 재산으로 증권시장에 상장된 지분증권, 증권예탁증권, 관련사채 및 유상증권(주식, 주식관련사채, 주식증권, 주식리펀트 등을 의미: 이하 통칭하여 "상장증권"이라 하며, 증권시장에 상장되지 않은 이러한 금융투자상품들을 통칭하여 "비상장증권"이라 합니다)을 매매하는 경우 **본인의 실명으로 개별된 본인의 계좌를 통해서만** 매매하여 주시요. 단, 아래 경우는 준법감시인에게 신고 후 별도의 절차를 통하여 매매할 수 있습니다:
 1. 제1차 금융투자상품별 구분·설정하여야 하는 경우
 2. 조세특례제한법에 따라 조세특례를 받기 위하여 별도의 계좌를 개설하는 경우
 3. 상속, 증여(유증은 포함), 담보권의 행사, 대물변제의 수령 등으로 취득한 상장증권등을 매매하는 경우
- 회사가 상장증권등의 매매와 관련하여 설정을 요청하는 경우 성실히 협조하여 주시요.

상장증권등의 매매원칙

- 임의원의 상장증권등에 대한 본인 재산으로의 투자는 정기투자를 원칙으로 하며,

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윤리 강령

제정 2008.02.01
개정 2013.03.06

본인은 아이엘엘프라이비제퍼티의 임직원으로서 윤리적, 도덕적 가치관을 바탕으로 제반 법규를 준수하여 사회로부터 신망 받는 부가자로서 성실과 신의를 다 할 수 있도록 다음의 윤리 강령을 준수 할 것을 결의한다.

1. 임직원은 회사의 경영이념을 공유하고 회사가 추구하는 목표와 가치를 공감하여 회사업무 방침에 따라 각자에게 부여된 사명을 성실히 수행한다.
2. 임직원의 회사내외의 상하 및 동료간의 원활한 의사소통, 상호신뢰를 바탕으로 하는 조직분화를 창출해 나간다.
3. 임직원은 주어진 직무를 최선을 다해 정당한 방법으로 수행하고 업무와 관련된 제반 관련법규와 회사의 규정을 준수한다.
4. 임직원은 회사와 이해가 상충되는 어떠한 행위나 관행이 발생하지 않도록 노력하며 회사와 개인 또는 부사간의 이해가 상충될 경우에는 회사의 이익을 우선적으로 생각하고 행동한다.
5. 임직원은 업무상 취득한 내부정보를 이용하여 임직원(본인 및 배우자, 직계존비속 포함)의 명의로 회사 및 회사가 업무실행사항으로 운용하는 펀드에서 투명한 상장주식 및 비상장주식(이하 "관련주식")에 대한 거래를 하지 않는다. 단, 임직원이 회사의 입사 전에 관련주식을 보유하고 있는 경우, 1년 이내에 매각하여 매각일로부터 일주일 이내에 관련본부장에게 해당 내역을 보고한다.
6. 임직원은 관련주식을 포함한 본인 및 본인의 배우자, 직계비속이 보유한 주식거래보고서를 매 6월말, 12월말 기준으로 정기적으로 관련본부장에게 제출한다. 본 윤리강령 실시 후 첫 번째의 주식거래보고서는 시행일 기준 일주일 이내에 관련본부장에게 제출한다.
7. 임직원은 부가자, 과다부회사(합계 부가자 예상되는 회사 포함)등을 포함한



Guidelines for trading financial investment vehicles



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