

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (“ESG”)

IMM PE’s ESG Statement

I. Purpose

The purpose of this policy is to establish IMM’s approach in integrating environmental, social, and governance (ESG) values and minimizing related risks when executing investments. We believe responsible and sustainable investing extends beyond the limits of quantitative and traditional fundamental analysis. We recognize that these environmental, social, and governance (“ESG”) factors can not only impact investment performance, but also expose potential investment risks, and provide an indication of management excellence as well as leadership. As a result, it is important for our investment professionals to understand that ESG factors must be considered when making investment decisions. IMM, as an organization, will incorporate such considerations into our investment and company engagement processes whilst consistently maintaining our fiduciary duty, and actively communicate our progress to develop best practices within the investment community.

II. ESG Integration

The foundation of our approach for responsible and sustainable investing is built on our core philosophy of always serving our investors’ goals and strictly adhering to our fiduciary duty as a fund manager. Given the breadth and diversity of both our investors’ objectives and our investment capabilities across our regional platform, consistent integration, implementation and management of ESG factors to both IMM organization as well as all our investments is essential.

III. ESG Implementation

Board Participation - We seek to actively monitor the portfolio companies to enhance and create value, primarily through active participation on the board of directors for all our portfolio companies. The relevant investment professionals are responsible for raising and addressing ESG factors at the board level. We encourage senior management at the portfolio companies to re-affirm our commitment to ESG and establish definitive action plans to incorporate ESG implementation to everyday operations.

Investment Screening (ESG checklist) – The firm will not invest or become involved through its portfolio companies in any harmful or exploitative activities, including but not limited to: 1) violation of applicable local laws and regulations, 2) production of illegal products, 3) involvement of child labor, 4) production or selling of pornographic material, 5) or activities posing imminent environmental threats.

Investment Committee’s approval – The Investment Committee will consider all the potential risks that may arise from ESG issues regarding the target. The Investment Committee’s approval of generally accepted ESG standards for investment is required before making a final investment decision.

Monitoring - Through regular monitoring of portfolio companies' ESG activities, we help ensure that the management of all our portfolio companies are aware of the importance of ESG, and request that their actions reflect generally accepted ESG standards.

IV. Diversity and Inclusion

IMM is committed to creating an environment that supports equal opportunity for all genders and race, as well as foster an inclusive business environment within our portfolio companies. We have always reinforced the importance of diversity and inclusiveness in the workplace by enabling all employees to achieve their full potential. Embracing diversity of experience, gender, culture, and race is one of the key pillars of our business strategy and we believe that diversity of backgrounds will contribute to providing better insight and value. It provides distinct perspectives that help us make better investment decisions and be better corporate professionals.

Furthermore, we ensure that every member of the team feels valued, safe, respected and empowered so that both men and women in the IMM team can benefit from a rich diversity of experiences. At IMM, we believe in the importance of corporate social responsibility, and incorporate the important aspects of diversity within our ESG principles and goals.

V. Goals

We continue to develop IMM's unique ESG Guidelines through financial analysis of portfolio companies' profitability from ESG activities and non-financial analysis that reflect the company's sustainable value. IMM principles are the foundation of our firm culture, which are client service, teamwork, excellence, personal initiative and accountability, and are fundamental to our long-term sustainability and success. IMM has an ongoing commitment to be responsible as a firm, and maintain a diverse workforce with an active approach to philanthropy.