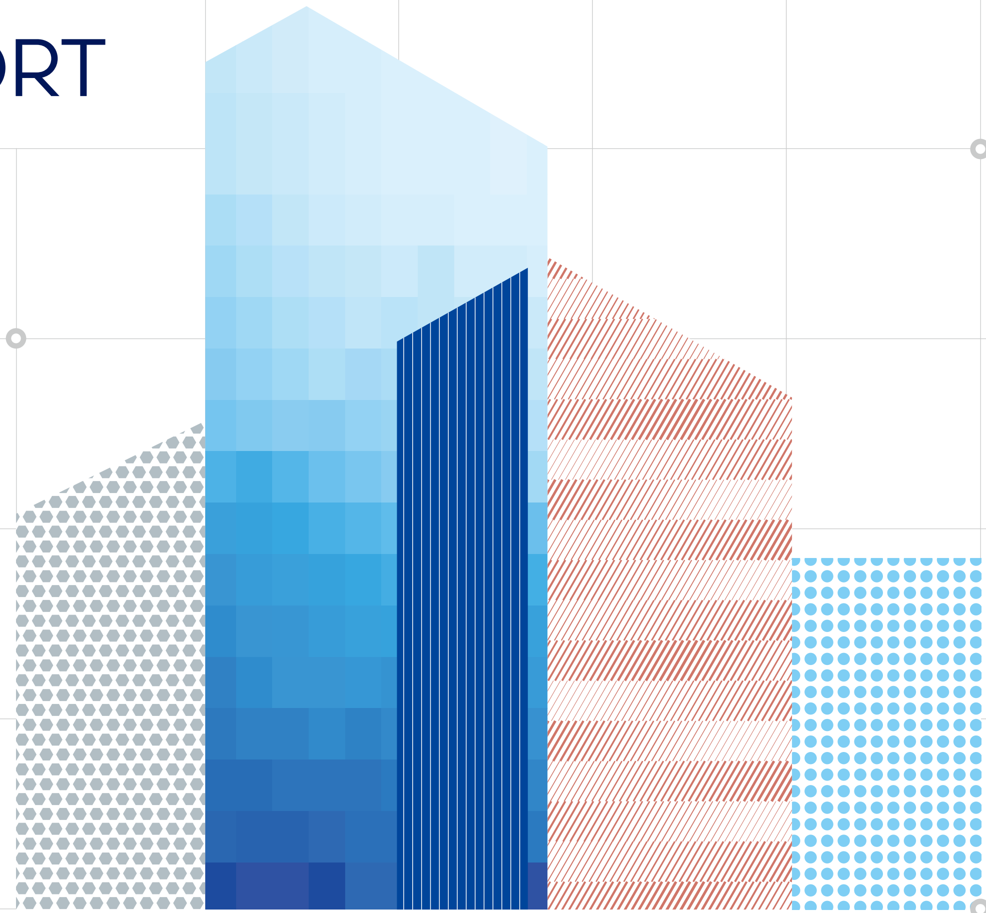
STIC INVESTMENTS

2025 SUSTAINABILITY REPORT



ABOUT THIS REPORT

Report Overview

STIC Investments published its first Sustainability Report in 2023 to share its financial and ESG performance with a broad range of stakeholders. Since 2023, STIC Investments has published a Sustainability Report each year, documenting its diverse ESG initiatives. This report is broadly composed of 'Chapter 1. Introduction,' which introduces STIC Investments; 'Chapter 2. Responsible Investment,' addressing ESG in the investment process as a private equity fund manager; and 'Chapter 3. Sustainable Management,' addressing ESG in corporate management as a KOSPI-listed company.

Reporting Period and Scope

This report focuses on sustainable management activities and performance from January to December 2025, with certain activities and performance from before and after this period also included. The reporting scope centers on STIC Investments but, where necessary, includes content on its subsidiaries STIC Ventures and STIC Alternative Asset Management, as well as its overseas offices.

Reporting Cycle

Annual(first published in 2023)

Contact

For inquiries regarding this report, please contact the following.

STIC Investments ESG Team

12, Teheran-ro 78-gil, Gangnam-gu, Seoul, Republic of Korea

E-mail esg@sticinvestments.com

Website https://sticinvestments.com

Cover Story

The intricate grid and the solidly constructed framework on the cover of this report symbolize STIC Investments' rigorous governance system and risk management capabilities. The small circles placed at the intersections of the grid represent the mutually beneficial network connected around STIC Investments, signifying the starting point of social impact through which each investment spreads into positive change across society as a whole.

CONTENTS

1 Introduction

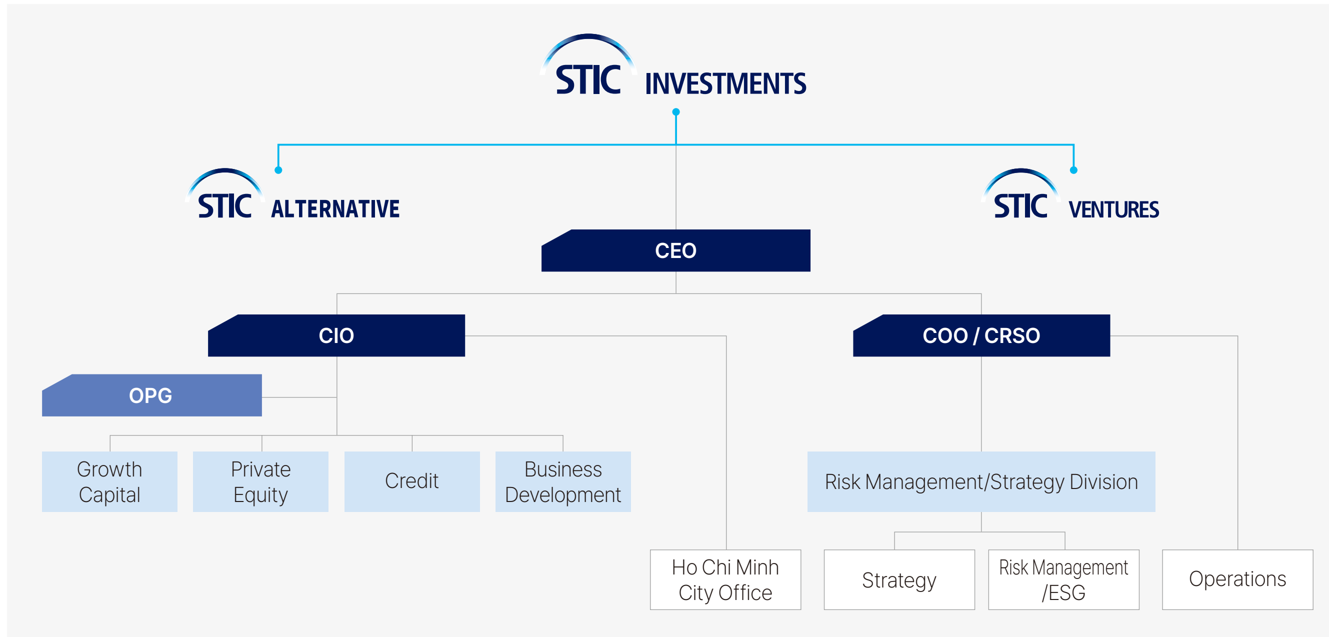
Company Overview

(As of April 2026)

Company Profile

STIC Investments is a KOSPI-listed private equity fund manager that has built trust through 27 years of investment know-how and expertise. Since its establishment in 1999, STIC Investments has accumulated extensive investment experience and outstanding performance across diverse industries and economic cycles. From its early years, the firm has continued to invest both domestically and overseas, and currently operates a Ho Chi Minh City Office.

Company Name	STIC Investments, Inc.
Date of Establishment	June 1982 (July 1999 prior to merger)
CEO	Dong Guel Kwak, Shin Woo Kang
Headquarters	12, Teheran-ro 78-gil, Gangnam-gu, Seoul
Number of Employees	72 (as of April 2026)



Overseas Investments

KRW 2.1T+

Since its first overseas investment in 2001, STIC Investments has invested approximately KRW 2.1 trillion overseas to date.

Foreign-invested Funds

KRW 860B+

Since attracting capital from Mitsubishi of Japan in 2001, STIC Investments has secured approximately KRW 862.4 billion in capital commitments from overseas to date.

AUM*

KRW 7T+

Since its establishment in July 1999, STIC Investments has achieved cumulative AUM of approximately KRW 9.53 trillion and currently manages approximately KRW 7 trillion through 14 blind funds and 9 project funds.

Portfolio Companies

120+

Since launching its Private Equity operations in 2006, STIC Investments has invested in more than 120 companies, including approximately 35 overseas portfolio companies.

Partner Investment Experience

200+

STIC Investments maintains an extensive investment network through its partners, who collectively possess more than 200 years of investment experience.

* Based on committed capital

Company Overview

Key Milestones

1999 ~ 2008

1999
Establishment of STIC Investments

2008
Establishment of Ho Chi Minh City Office

2016 ~ 2019

2016
Formation of STIC Special Situation Fund I

2017
Adoption of Stewardship Code

2018
- Establishment of STIC Alternative
- Spin-off of STIC Ventures

2019
Formation of STIC Special Situation Fund II

2021 ~ 2023

2021
- Establishment of ESG Policy and ESG Team
- Formation of STIC Global Innovation Growth Fund: first ESG-compliant fund
- Registration as a UN PRI signatory
- KOSPI Debut of STIC Investments

2022
Declaration as a TCFD supporter

2023
- First Publication of Sustainability Report
- Formation of STIC Opportunities Fund III
- Formation of STIC K-Growth Fund

2024 ~ 2025

2024
First Publication of UN PRI Transparency Report

2025
- Formation of STIC Hybrid Credit Fund
- First Human Rights Impact Assessment

Investment Strategy

Introduction

As an institutional private equity fund(PEF) manager, STIC Investments offers a broad investment spectrum tailored to companies' growth stages and investment approaches through three investment divisions, each with a differentiated investment strategy.
Its subsidiary, STIC Ventures, executes venture capital investments in early-stage companies and growth-stage small-sized enterprises located in Korea and abroad.
Another subsidiary, STIC Alternative Asset Management, offers an alternative to traditional investment assets, conducting domestic and overseas real estate and infrastructure investments, fund-of-funds investments, and non-performing loan(NPL) acquisitions.

STIC INVESTMENTS

Growth Capital Division

The Growth Capital Division focuses on corporate growth, supplying growth capital to and investing in small and medium-sized enterprises(SMEs) in Korea and abroad

Private Equity Division

The PE Division, centered on a buyout strategy, carries out investments specialized in industry paradigm shifts and companies' preemptive business restructuring.

Credit Division

The Credit Division pursues more stable credit-strategy investments for domestic mid-sized and large corporations, in forms such as direct lending, mezzanine, and structured equity investment.

STIC VENTURES

YOUR PARTNER FOR SUCCESS

STIC Ventures identifies and invests in venture companies with high growth potential.

STIC ALTERNATIVE

STIC Alternative Asset Management invests in real estate and infrastructure as an alternative to traditional investment assets.

Investment Strategy

Growth Capital Division

The Growth Capital Division's key strategy is to supply growth capital to and invest in small and medium-sized enterprises(SMEs) in Korea and abroad. As part of this strategy, it also conducts overseas investment through collaboration with the Ho Chi Minh City Office.
Formed in 2021, the Growth Capital Division's STIC Global Innovation Growth Fund is STIC Investments' first ESG-practicing fund, making investment decisions for every transaction through ESG due diligence and the resolution process of the ESG Committee.
In addition, by attracting capital from the Asian Infrastructure Investment Bank(AIIB)—which regards a manager's ESG capabilities as an important evaluation criterion—the firm achieved the formation of the STIC Asia Infrastructure Innovation Fund in 2022. Building on these achievements, STIC Investments was selected that same year by the Korea Development Bank as an 'Outstanding ESG Manager.'

Total AUM	Number of blind funds
KRW 1,841,244 million	6
Number of project funds	**Number of portfolio companies**
2	26

(As of April 2026)

01 ESG Highlight — H Energy

H Energy is a leading Korean company specializing in the development and operation of rooftop solar power plants. By installing solar power plants on the idle rooftops of existing buildings, it produces eco-friendly renewable energy minimizing indiscriminate land development and environmental degradation.
Unlike ground-mounted solar power, H Energy's rooftop solar produces energy in a manner that minimizes damage to nature and actively utilizes existing infrastructure. Through this, it is expanding the renewable energy supply base needed to advance toward a carbon-neutral society, while at the same time practicing its own RE100 initiative and solidifying its position as an eco-friendly company.
STIC Investments made its first investment in H Energy in 2024, and in 2025 further solidified the partnership by acquiring 321 rooftop solar power plant assets together with H Energy. In this way, STIC Investments promotes the energy transition and contributes to the shift toward a carbon-neutral society through its investment in renewable energy production platforms.

Investment Strategy

Private Equity Division

The PE Division focuses on investment opportunities aligned with industry paradigm shifts and companies' preemptive business restructuring, centered on a buyout strategy. The PE division actively identifies emerging investment opportunities within industries newly arising amid paradigm shifts, including Digital Transformation(DT), Energy Transition(ET), and Demographic Change(DC).

Among the investment opportunities arising in the course of corporate restructuring, the PE Division selects as its core investment targets those companies whose growth potential can be further strengthened through STIC Investments' value-enhancement capabilities.

STIC Opportunities Fund III, managed by the PE Division, reflects ESG factors in corporate valuation through ESG due diligence conducted by an external advisory firm. In addition, improvement points identified during the ESG due diligence process are utilized to enhance corporate value in the form of ESG KPIs.

Total AUM
KRW 4,179,252 million

Number of blind funds
5

Number of project funds
3

Number of portfolio companies
15

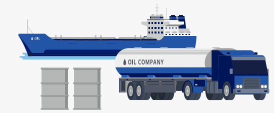
(As of April 2026)

02 ESG Highlight — Daekyung O&T

Daekyung O&T is the largest domestic supplier of eco-friendly feedstock for biodiesel and Sustainable Aviation Fuel(SAF). At the time of STIC Investments' acquisition in 2017, Daekyung O&T was engaged in collecting lard generated during slaughtering processes and processing it into animal feed and industrial oil—an operation with limited alignment to ESG management.

Following its acquisition of Daekyung O&T, STIC Investments introduced an ESG management strategy and pursued a structural business transformation to enhance corporate value. As part of this effort, the company's business model was converted into rendering and used cooking oil refining operations. Concurrently with this restructuring, Daekyung O&T identified new sources of demand aligned with the global carbon-neutrality trend—including biodiesel, Hydrotreated Vegetable Oil(HVO), and bio-naphtha—thereby establishing itself as an eco-friendly recycled-feedstock company.

Underpinned by the firm's proactive ESG policy, Daekyung O&T adopted an ESG management approach and successfully transformed its business structure from a conventional animal-feed feedstock supplier into a sustainable energy feedstock supplier. As a result, the investment achieved a Gross IRR of 19.91% and a MoIC of 2.95x, realizing both financial and ESG value, and Daekyung O&T has become one of the firm's flagship ESG success cases. In recognition of this investment performance, STIC Investments received the 'Best ESG Deal' award at the 21st Korea IB Awards organized by Money Today.



Investment Strategy

Credit Division

The Credit Division seeks to provide optimal financial solutions suited to the nature of credit, responding to the diverse investment opportunities that arise across all stages of a company's growth.
The Credit Division formed its first blind fund, the STIC Hybrid Credit Fund, in 2025. This fund is designed with a stable investment structure by combining a Capital investment strategy that invests in mezzanine and structured equity with a Debt investment strategy—loans and structured loans—that pursues returns above a certain level.

Total AUM	Number of blind funds
KRW 978,215 million	3
Number of project funds	**Number of portfolio companies**
4	6

(As of April 2026)

03 ESG Highlight CHA Healthcare

CHA Healthcare is a comprehensive domestic healthcare company that leads in providing global medical services and building healthcare networks. It oversees the global business division of CHA Medical Group, a leading domestic medical institution, and continues to expand its influence in domestic and overseas markets through hospital operations, medical infrastructure development, and the expansion of bio and healthcare services.
Beyond financial returns, STIC Investments seeks to invest in companies that create positive change for society and industry. Based on this investment philosophy, it selected CHA Healthcare, a global healthcare specialist, as a key investment target.
CHA Healthcare places the safety and quality of life of its patients as its highest values and continuously expands its domestic and overseas medical networks to improve access to healthcare. Under its vision of nurturing companies that grow together with society, STIC Investments continues to collaborate with CHA Healthcare as a partner in practicing ESG management.

Investment Strategy

STIC Ventures

STIC Ventures invests in startups and early- and growth-stage companies with innovation and growth potential. In particular, it is actively building an investment portfolio centered on next-generation growth-driver industries such as ICT, AI, and bio.
In addition, STIC Ventures complies with anti-money laundering(AML) laws and regulations and thoroughly carries out customer due diligence(CDD) procedures prior to each transaction. Furthermore, with the goal of creating quality jobs, it formed the STIC Youth Job Creation Fund in 2019, thereby also contributing to the realization of social value.
STIC Ventures practices ESG management by investing in companies that lead in sustainability and innovation, such as secondary battery companies, alternative meat developers, and food upcycling companies.

Total AUM
KRW 772,600 million

Number of blind funds
7

Number of project funds
1

Number of portfolio companies
144

(As of April 2026)

STIC Alternative Asset Management

Established in 2018, STIC Alternative Asset Management is a general private fund manager that aims to generate stable returns across diverse alternative asset classes—including real estate and infrastructure—beyond traditional investment assets.
In addition, by investing in domestic and overseas real estate and infrastructure based on a medium-risk, medium-return target, it seeks to provide investors with comprehensive alternative investment solutions.

Total AUM
KRW 1,819,437 million

Number of blind funds
1

Number of project funds
36

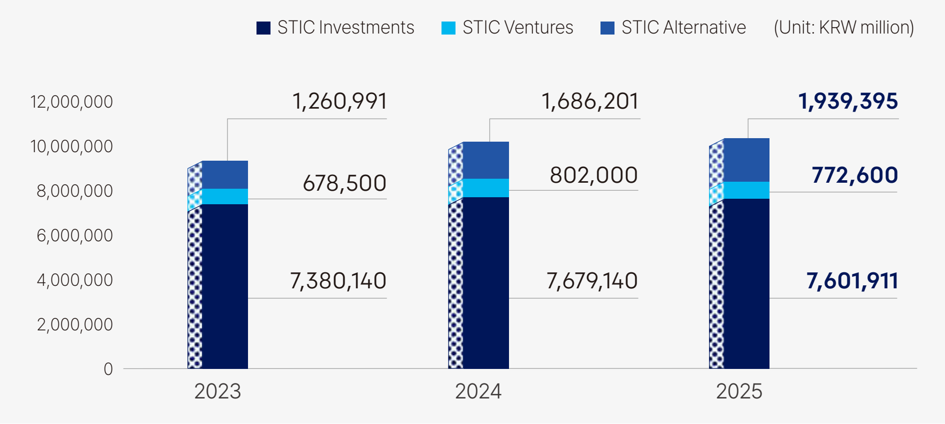
* Included new technology investment funds

(As of April 2026)

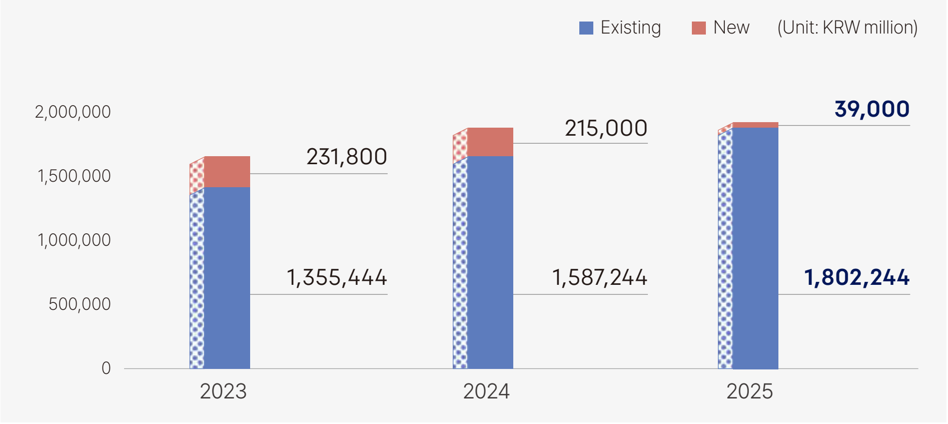
Assets Under Management

As of April 2026, STIC Investments manages approximately KRW 7 trillion through 14 blind funds and 9 project funds. Its subsidiaries STIC Ventures and STIC Alternative Asset Management manage approximately KRW 770 billion and KRW 1.8 trillion, respectively.

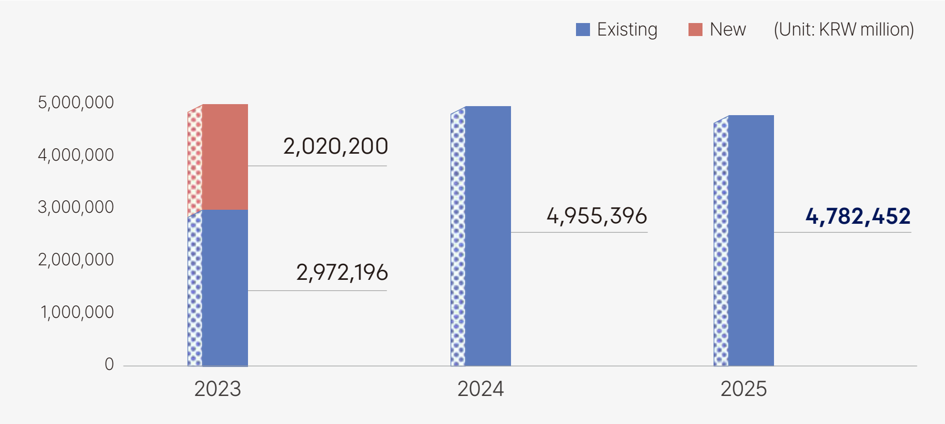
STIC Financial Group AUM



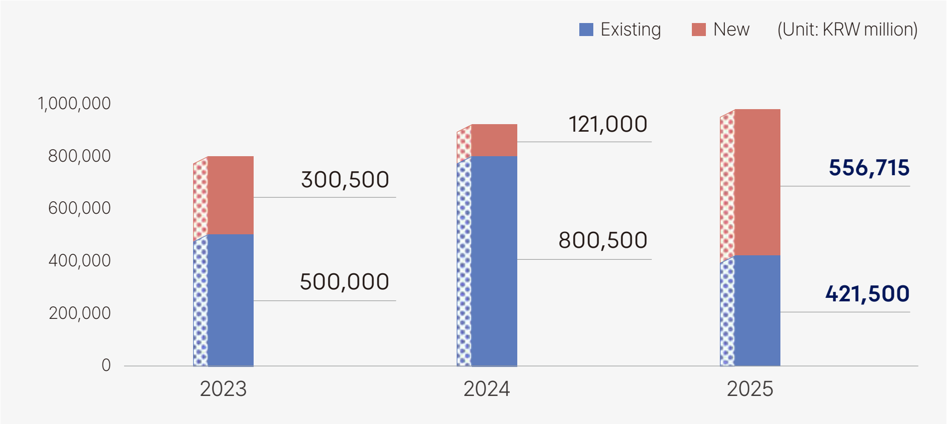
Growth Capital Division AUM



Private Equity Division AUM



Credit Division AUM



Key Portfolio Companies

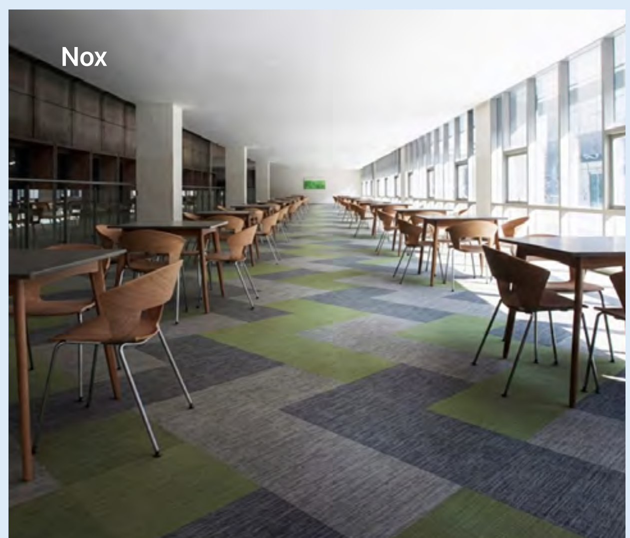
Building on its long investment experience and management capabilities, STIC Investments continues to expand a core portfolio with high marketability and strategic value. In particular, it secures differentiated competitiveness through a range of investment strategies, including Growth Capital, Buyout, and Credit. It also systematically applies investment and management principles aligned with ESG criteria.


Seoul Air Bus/K Airport Limousine

Interojo

Cleantopia


CHA Healthcare


Nox

H Energy

2 Responsible Investment:

ESG in Investment

ESG Vision and Mission

Founded under the philosophy of 'Contribution to the Society through Our Investment', STIC Investments has, since its inception, strived to fulfill its corporate social responsibility. Now, beyond Korea, it seeks to practice the ESG values of environment, society, and governance as a corporate citizen of the global community.

STIC Investments realizes ESG value based on the ESG vision and mission set out below. Its ESG vision and mission embody STIC Investments' philosophy for sustainable management, and the firm implements ESG value throughout the entire investment process, centered on the three strategic directions of '3C: Core, Comprehensive, Collaboration.'

Vision

Better World through the Right Investments

Mission

We are moving towards a sustainable society through the right investments, embodying ESG values.

3C Values

Core	Comprehensive	Collaboration
We want to solve the core environmental and social problems that our society faces.	We want to make a comprehensive social impact on the globe.	We aim to enact a positive change through collaboration with our stakeholders.

ESG Governance

ESG Policy

In May 2021, STIC Investments established its first ESG Policy, reflecting the six principles of the UN Principles for Responsible Investment(UN PRI). The ESG Policy specifies that ESG considerations are applied throughout the entire investment process—from sourcing investment opportunities to due diligence, investment decision-making, portfolio company value enhancement, and exit. The ESG Policy shares the vision not only of the UN PRI but also of all 17 UN Sustainable Development Goals(UN SDGs). STIC Investments continually revises and strengthens its ESG Policy.

STIC Investments believes that by implementing its ESG Policy, it can foster a sustainable future for the entire social community, including its portfolio companies, shareholders, and limited partners.

Global ESG Initiative Declarations

UN PRI Signatory

The UN Principles for Responsible Investment(UN PRI) is a global initiative established under the leadership of UN Secretary-General Kofi Annan to encourage the integration of ESG into investment decision-making. As of March 2024, there were a total of 5,345 UN PRI signatories, with combined AUM reaching US$128.4 trillion.

Since signing the UN PRI in July 2021, STIC Investments completed its first Transparency Report in July 2024. In this first report, STIC Investments received the highest rating(★★★★★) in the Policy, Governance and Strategy and Direct Private Equity modules, and the second-highest rating(★★★★) in the Confidence Building Measures module. Going forward, STIC Investments intends to further strengthen socially responsible investment grounded in the Principles for Responsible Investment.

TCFD Support

The Task Force on Climate-related Financial Disclosures(TCFD) is a global climate change initiative established by the G20 to encourage the disclosure of the impact of climate change on companies' financial performance. As of 2023, more than 4,850 organizations worldwide had declared their support for the TCFD.

STIC Investments declared its support for the TCFD in August 2022, and published its first TCFD report in June 2024. Through this, it re-established its governance and processes for managing climate-related risks and established a greenhouse gas emissions management system, together with a mid- to long-term carbon neutrality roadmap.

ESG Governance

ESG Organization

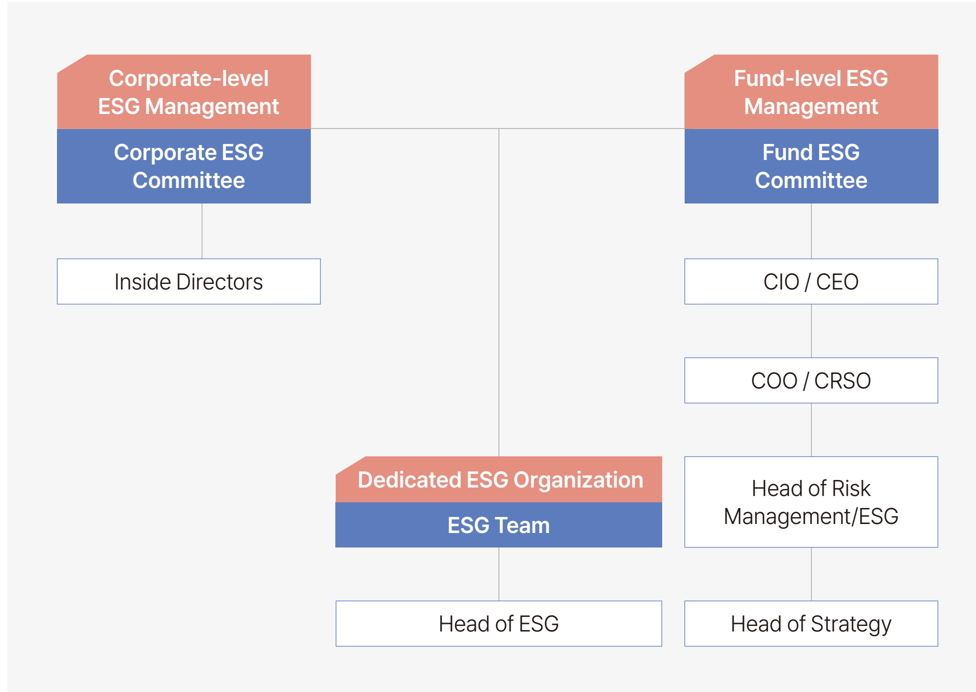
ESG Committee

STIC Investments established its ESG Committee in July 2021. The ESG Committee comprises the Corporate ESG Committee under the Board of Directors and the Fund ESG Committee.
The Corporate ESG Committee oversees the management and supervision of the company's responsible investment management, establishing ESG policies and frameworks and determining measures for their implementation. The Fund ESG Committee resolves ESG matters related to investment decisions for the funds managed by the company.
Currently, a total of three inside directors carry out the duties of the Corporate ESG Committee: Dong Guel Kwak(CIO/CEO), Shin Woo Kang(COO/CRSO), and Jin Ho Chai(Senior Partner/Head of the PE Division). In addition, a total of four members currently carry out the duties of the Fund ESG Committee on a concurrent basis: the CIO/CEO, the COO/CRSO, the Head of Risk Management/ESG, and the Head of Strategy.

ESG Team

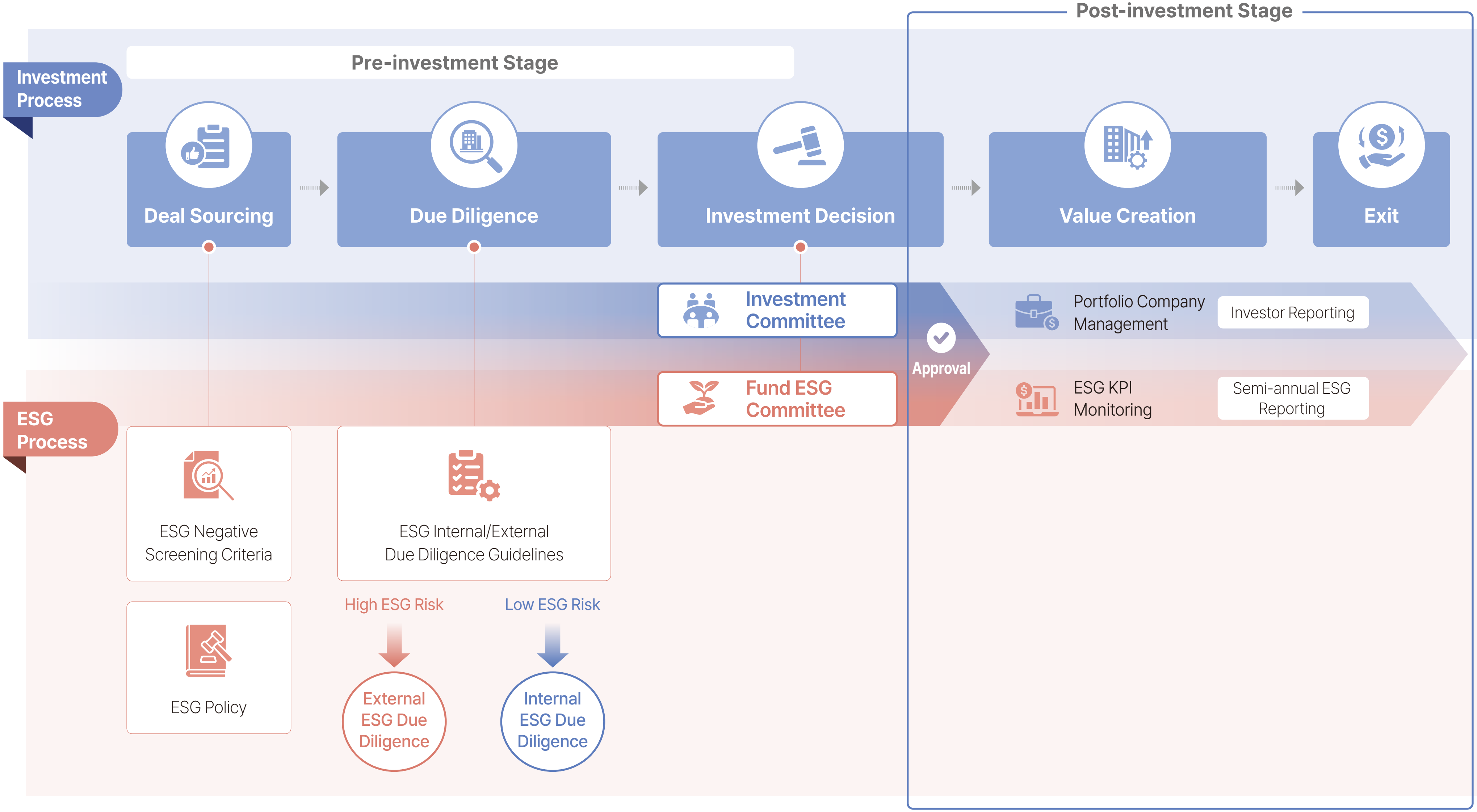
To lead ESG management, STIC Investments established a dedicated ESG organization, the ESG Team, in July 2021. The ESG Team encourages executives and employees to fully understand and implement ESG policies and procedures. It provides ESG-related support to the investment teams so that ESG principles are actively reflected in actual investment decision-making, and it regularly monitors ESG trends related to the company and its funds.
To streamline ESG due diligence on investment targets and to integrate the management of the enterprise-wide ESG strategy, the ESG Team was incorporated into the Risk Management/Strategy Division in 2025.

Organization



ESG Investment Strategy

ESG Across the Entire Investment Process



ESG Investment Strategy

Pre-investment Stage: ESG Due Diligence

Negative Screening

Prior to executing an investment, STIC Investments conducts initial screening of investment targets through a Negative Screening procedure for socially harmful companies.

ESG Risk Assessment

For investment targets that have passed the negative screening procedure, ESG risks are assessed through the ESG internal/external due diligence guidelines. Through this process, the company determines whether to conduct ESG due diligence internally or to draw on the advice of external ESG experts.

ESG Due Diligence

To identify the ESG risks and opportunities of an investment target, a full assessment is conducted based on the ESG due diligence questionnaire. Once the assessment is complete, risks and opportunities are prioritized and designated according to their materiality and ease of application, in order to derive short- and long-term tasks.

Final ESG Decision

The due diligence results, including ESG-related risks and opportunity factors, are then submitted to the Investment Committee and the Fund ESG Committee for investment deliberation, and are reflected in the final investment decision.

01 CASE Duksan Electera

Duksan Electera's principal business is the manufacture and sale of electrolytes for secondary batteries, contributing to the development of the electric vehicle(EV) industry. The EV industry is a representative eco-friendly industry that reduces greenhouse gas emissions compared with conventional internal-combustion-engine vehicles, and it is drawing attention as a key area for achieving carbon neutrality.

While Duksan Electera's business model thus aligns with STIC Investments' ESG investment themes, the nature of its business—manufacturing electrolytes, which are chemical substances—required a preliminary review of the potential ESG risks associated with handling chemicals. Accordingly, STIC Investments conducted due diligence by external ESG experts to identify early and respond proactively to ESG risks that could arise in key areas such as the environment, worker health and safety, and local communities. Based on the due diligence findings, the necessary remediation measures for Duksan Electera's domestic and U.S. business sites have been established as an ESG improvement roadmap and KPI tasks and are currently being monitored. In addition, the ESG due diligence report has been posted on the company's website to share the company's potential ESG risks with stakeholders.

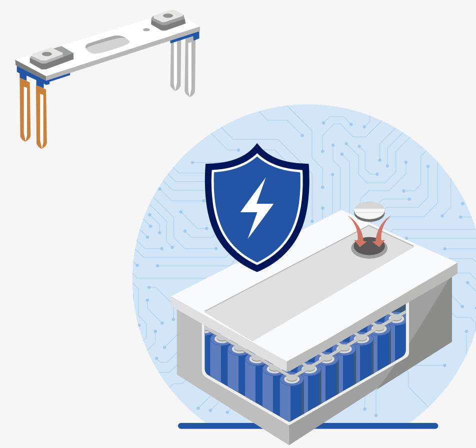
ESG Investment Strategy

Post-investment Stage: ESG Monitoring and Management

Following an investment decision, STIC Investments encourages investee companies, through close collaboration with their management, to reflect ESG factors in their management and to create opportunities to practice sustainable management. To this end, it establishes a long-term ESG improvement roadmap and designates the matters to be achieved on a priority basis as specific ESG KPIs.
Upon closing of the investment, key ESG management information and value-creation opportunities from before and after the investment are provided to potential acquirers

02 CASE **Shinheung SEC**

Shinheung SEC, a manufacturer of safety components for secondary batteries, is building an ESG management system through close collaboration with STIC Investments in order to respond to domestic and overseas supply-chain ESG regulatory requirements.
Shinheung SEC carried out ESG advisory work together with STIC Investments over an investment process of approximately six months, from the signing of the ESG due diligence agreement in August 2021 to the completion of the ESG framework in February 2022. Through this process, a total of 18 improvement tasks were identified, among which the establishment of a supplier evaluation and management system, the formulation of a carbon neutrality strategy, and the establishment of an ethical management system were set as the key priority tasks.
STIC Investments monitors Shinheung SEC's process of establishing its ESG system through a quarterly ESG KPI monitoring framework. As part of its ESG improvement tasks, Shinheung SEC conducted an ESG assessment of its suppliers in 2024, consisting of self-assessments and on-site due diligence. In addition, in 2024 Shinheung SEC opened an in-house café and hired employees with disabilities, thereby practicing non-discriminatory employment.



Stewardship Code

Establishment and Implementation of the Stewardship Code

In June 2017, STIC Investments was confirmed as a participating institution in the Korea Stewardship Code of the Korea Corporate Governance Service. STIC Investments has established and implemented its own Stewardship Code in accordance with the 'Principles on the Stewardship Responsibilities of Institutional Investors' announced by the Stewardship Code Enactment Committee of the Korea Corporate Governance Service.

As the Financial Services Commission announced amendments to the Stewardship Code guidelines in 2024, STIC Investments revised its Stewardship Code in July 2024, supplementing items related to corporate value-up and the UN Principles for Responsible Investment(UN PRI).

The STIC K-Growth Fund, formed in December 2023, reports on its compliance with the Stewardship Code at its regular general meetings in accordance with the fund's articles of incorporation.

Principle 01

As fiduciaries managing and operating the assets of others, such as clients and beneficiaries, institutional investors should formulate and disclose a clear policy to faithfully fulfill their responsibilities.

Principle 02

Institutional investors should formulate and disclose an effective and clear policy on how to resolve conflicts of interest that they actually face, or may face, in the course of fulfilling their fiduciary responsibilities.

Principle 03

Institutional investors should regularly monitor investee companies so as to preserve and enhance the value of their investment assets by improving the mid- to long-term value of those companies.

Principle 04

While aiming to build consensus with investee companies, institutional investors should, where necessary, establish internal guidelines on the timing, procedures, and methods for carrying out activities to fulfill their fiduciary responsibilities.

Principle 05

Institutional investors should formulate and disclose a voting policy, including guidelines, procedures, and detailed standards for the faithful exercise of voting rights, and should also disclose the specific details of, and reasons for, their voting so that the appropriateness of such voting can be assessed.

Principle 06

Institutional investors should report regularly to their clients and beneficiaries on their exercise of voting rights and their fiduciary responsibility activities.

Principle 07

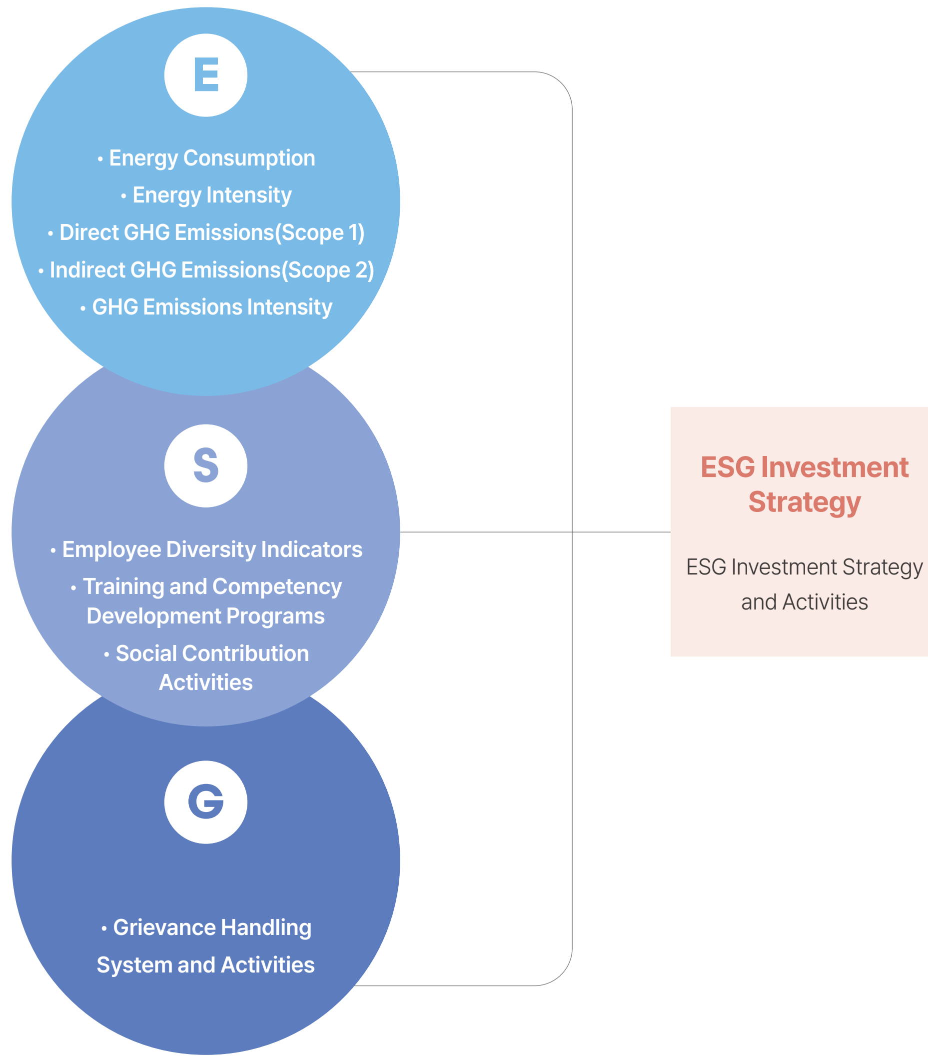
Institutional investors should possess the capabilities and expertise necessary to actively and effectively fulfill their fiduciary responsibilities.

ESG Materiality

STIC Investments conducted a materiality assessment to systematically manage ESG risks and to enhance the alignment of its Sustainability Report with international disclosure standards. The materiality assessment comprehensively reflected both the financial impact of ESG issues on the company and their environmental and social impact. This materiality assessment was conducted by comprehensively considering the following factors:

- Expertise of the ESG Team
- Sustainability Accounting Standards Board(SASB) Asset Management & Custody Activities industry standard
- Recommendations of the Task Force on Climate-related Financial Disclosures(TCFD)
- Expectations and requirements of key stakeholders
- Core issues recognized as important within STIC Investments

Based on this analysis, ESG issues with a material impact on the company's business activities were derived with reference to the SASB and TCFD frameworks, and the final material issues were identified through review by the ESG Team. The results of the materiality assessment were reflected in the disclosure of the Sustainability Report after reporting to, and resolution by, the ESG Committee under the Board of Directors.



UN Sustainable Development Goals

STIC Investments' responsible investment activities and corporate management are linked to 9 of the 17 UN Sustainable Development Goals(UN SDGs). The company's ESG activities contribute to the UN SDGs through two channels: direct contribution through corporate operations and indirect contribution through its investment portfolio. SDGs 12 and 13 are generating meaningful outcomes through both channels.

Aligning ESG initiatives with UN SDGs

SUSTAINABLE DEVELOPMENT GOALS

Direct contribution

Contribution to the SDGs through STIC Investments' own management activities

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

Indirect contribution

Contribution to the SDGs through the business impact of investee companies

3 GOOD HEALTH AND WELL-BEING
7 AFFORDABLE AND CLEAN ENERGY

Direct + Indirect contribution

Contribution through both corporate operations(direct) and the investment portfolio(indirect)

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Investment portfolio – indirect

H Energy, CnerG

Growth Capital Division

7 AFFORDABLE AND CLEAN ENERGY
13 CLIMATE ACTION

Daekyung O&T

Private Equity Division

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

CHA Healthcare

Credit Division

3 GOOD HEALTH AND WELL-BEING

UN Sustainable Development Goals

Corporate operations – direct

Section	UN SDGs	Key Achievements
Environmental Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 15 LIFE ON LAND	Resource circulation activities including PET bottle reduction, tumbler usage, and capsule recycling(SDG 12). Biodiversity conservation through sponsoring "Peace Forest" creation and organizing plogging campaigns(SDG 15).
Climate Change Response	13 CLIMATE ACTION	Management of Carbon Neutrality Roadmap, TCFD, and Scope 1, 2 & 3 emissions(SDG 13).
Human Rights Management	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Protection of vulnerable groups including women and pregnant employees(SDG 5). Ensuring a safe working environment(SDG 8). Human rights impact assessment, grievance redress channels, and human rights management policy(SDG 16).
Talent Management	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH	Setting a target of 20% or more for new female hires, and providing parental leave and paternity leave(SDG 5). Operating a labor-management council and an RSU(Restricted Stock Units) compensation system(SDG 8).
Social Contribution	15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS	Supporting tree planting for the "Forest of Happiness" in Siheung-si through donations to Peace Forest(KRW 14,861,000)(SDG 15). Sponsoring social contributions based on partnerships, including sisterhood ties with the Akh Unit, charity walk donations, and support for the Korea Baduk Association(SDG 17).
Board Governance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Establishing a transparent governance structure through 62.5% outside directors(as of April 2026), 4 committees, and quarterly disclosures based on FPAUM(SDG 16).
Risk Management	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Building internal control systems, including compliance regulations, AML(Anti-Money Laundering) guidelines, a code of ethics, and an ethical management hotline(SDG 16).

2025 ESG Highlights

The 2024, 2025 Financial Investment Awards by Edaily

Best ESG Private Equity Manager

Korea Institute of Corporate Governance and Sustainability: B+(2024, 2025)

Integrated

Environmental Social Governance

Sustinvest: Selected as a top-tier company among financial services sector firms with assets under KRW 500 billion(2024, 2025)

BB Evaluation Grade

January 2026

Corporate Value-up Plan Announcement

March 2026

Cancellation of treasury shares

2,907,338 Shares

Fund ESG Committee

14 Meetings

Jaewon Industrial 2024, 2025

Community Social Contribution Recognition Certification

Obtainment

H Energy

ISO9001, ISO27001

Certifications Achievement

Shinheung SEC

2025 Sustainability Report Publication

September 2025

First Human Rights Impact Assessment

STIC U-23 Baduk Championship Sponsor:

KRW **100** million

'One Step, One Won' Charity Walk Donation:

KRW **29,722,000**

3

Sustainable Management:

ESG in Operation

Environmental Management

Environmental Management System

Environmental Management Governance

STIC Investments practices eco-friendly management by establishing a management system for environmental management. The Chief Operating Officer(COO), who serves as a representative director, supervises key environmental management performance and oversees decision-making related to environmental risks, including climate change response. The ESG Team is responsible for the practical work of overall environmental management, including climate change response. In addition, key environmental performance is reviewed by the ESG Committee at least once a year.

Environmental Policy

To proactively respond to various environmental risk factors and continuously improve its environmental performance, STIC Investments established an Environmental Policy in 2023 and posted it on its website. The Environmental Policy contains STIC Investments' declaration to build monitoring and management processes for environmental risks based on environmentally friendly management.

Environmental Management

Environmental Management Activities

Environmental Management Training

In November 2025, personnel from STIC Investments' ESG Team attended specialized training on 'Understanding LCA and Carbon Footprint,' enhancing their expertise in calculating greenhouse gas emissions.

In addition, since establishing its ESG framework in 2021, STIC Investments has identified the ESG-related risks and opportunities of investment targets through ESG due diligence for each investment and reflected them in its investment decisions. In particular, for ESG due diligence conducted through external advisory firms, a due diligence briefing session is held with all members in attendance, including the ESG Committee. Through these sessions, STIC Investments discusses not only the due diligence findings but also the latest trends and issues related to climate change and the environment, thereby achieving an effect equivalent to conducting company-wide training.

Biodiversity Conservation Activities

For biodiversity conservation, since 2024 STIC Investments has donated a portion of the proceeds from its 'One Step, One Won Charity Walk' donation to 'Peace Forest,' a civic group that carries out forest-creation projects. In 2025, it delivered a total of KRW 14,861,000 to 'Peace Forest.' The company's funds supported a tree-planting project to create the 'Forest of Happiness' in Siheung, Gyeonggi-do in 2025, through which 500 black pine trees were planted.

Environmental Management

Environmental Management Activities

Resource Circulation Activities

Under the belief that small everyday actions are the starting point of resource circulation, STIC Investments first introduced its 'No PET Bottles' campaign in 2023. The campaign discontinues the provision of bottled water by each office and encourages all executives and employees to practice the eco-friendly habit of using tumblers instead of single-use plastics. Since the campaign began, the number of bottled-water purchases decreased from 8,260 in 2023 to 7,560 in 2025, achieving a reduction in PET bottle usage.

In addition, to foster a culture of resource circulation within the company, STIC Investments has operated a 'Nespresso Capsule Recycling' campaign since 2024. Through this campaign, STIC Investments participates in Nespresso's official recycling program, collecting used capsules in dedicated bins and returning them through designated collection channels, thereby contributing to a virtuous cycle of resources.

Eco-friendly Social Contribution Activities

Since 2024, STIC Investments has partnered with 'People&Com' to begin donating decommissioned IT equipment. By delivering end-of-use IT equipment to vulnerable groups, it achieves both resource recycling and the creation of social value. In 2025, it donated 5 laptops, 2 desktops, and 3 monitors.

On November 22, 2025, STIC Investments' in-house hiking club conducted a plogging activity in connection with its regular autumn hike. The 8 participants in the autumn hike carried out litter-collection volunteer work in the Dobongsan area, contributing to the improvement of the local environment.

Climate Change Response

Climate Change Response Roadmap

STIC Investments is a private equity fund manager that conducts active investment activities by building a global network based in Korea and across Asia. STIC Investments strives to reduce its carbon footprint across all of its business activities and systematically manages not only its own operational performance but also the ESG performance of its portfolio companies. Through this, it actively supports the sustainable growth of its portfolio companies.
STIC Investments first established its Climate Change Response Roadmap in 2023, and has since regularly updated the existing roadmap and supplemented its detailed implementation targets.

	2025 Performance	Short-term Target ~ 2026	Mid-term Target 2026 ~ 2030	Long-term Target 2030 ~
Target	Cumulative Scope 1+2 GHG emission reductions compared with 2023 2.1 tCO_2e	Cumulative Scope 1+2 GHG emission reductions compared with 2023 20 tCO_2e at least	Cumulative Scope 1+2 GHG emission reductions by 2030 50 tCO_2e at least	Achieve internal emissions Net Zero by 2025
Key Tasks	Disclose a climate change response strategy based on GHG emissions in the Sustainability Report	Advance the methodology for calculating GHG emissions - Refine measurement of internal emissions(Scope 1, 2)	Respond to global climate change disclosures	Internalize the climate risk management system

Climate Change Response

Climate Change Strategy

Identification of Climate Change Risk Factors

As a private equity fund manager, STIC Investments recognizes climate change and the resulting changes in the business environment as significant risk factors as well as opportunity factors, and is making active efforts to respond to them proactively.

To this end, STIC Investments analyzed the environment surrounding its portfolio companies and defined the potential impacts of climate change. It is also systematically establishing short-, mid-, and long-term measures to respond to climate change.

Definition		Manner of Occurrence			
Physical Risk	Economic losses arising from an increase in extreme weather such as typhoons, floods, or heat waves, and from long-term changes in climate patterns.	Occurrence of natural disasters due to extreme weather, etc.	Production disruptions and recovery costs due to physical damage to factories, facilities, etc.	Deterioration of corporate profitability and financial position, decline in investment returns, etc.	**Decline in portfolio companies' profitability and reputational risk in attracting future investment**
Transition Risk	Economic losses that may arise from a rapid transition to a low-carbon economy driven by government climate change responses.	Imposition of, or increase in, carbon taxes in accordance with government policies.	Increased costs from emissions, centered on high-carbon -emitting industries.	Deterioration of corporate profitability and financial position, decline in investment returns, etc.	

Identification of Climate-Related Risk Factors

Category	Type	Materiality	Expected Timing	Climate Change Factor	Business impact on STIC Investments and its portfolio companies
Physical Risk	Acute	High	Short-term and mid- to long-term	• Increased frequency and intensity of natural disasters such as floods and typhoons, and of extreme weather events such as heat waves	• Decline in the collateral value of portfolio company assets, damage to facilities and equipment, and deteriorating profitability due to reduced production capacity • Potential increase in insurance premiums and reduced insurance availability for high-risk asset classes • Compensation payouts such as life and property insurance for employees and customers • Decline in production efficiency due to power outages and inability to commute caused by sudden extreme weather
	Chronic	Low	Mid- to long-term	• Long-term changes in climate patterns causing sea-level rise, rising average temperatures, and chronic extreme heat	• Increased sunk costs and operating costs for portfolio companies within related industries • Chronic climate change risks driving up electricity costs across industries, and decreased operating profit due to impacts on supply chains and logistics

Climate Change Response

Climate Change Strategy

Identification of Climate Change Risk Factors

Identification of Climate-Related Risk Factors

Category	Type	Materiality	Expected Timing	Climate Change Factor	Business impact on STIC Investments and its portfolio companies
Transition Risk	Market	High	Short-term and mid- to long-term	• Increased volatility in energy and carbon prices	• Possible fluctuations in investment returns due to increased financial uncertainty for portfolio companies • Increased operating costs and deteriorating profitability for energy-intensive companies
		Medium	Mid- to long-term	• Changes in supply and demand for raw materials, goods, and services	• Increased operating costs for portfolio companies, such as energy and raw material prices and waste disposal costs
		Low	Mid- to long-term	• Changes in consumer behavior	• Decline in sales due to reduced demand for high-carbon-emitting products
	Policy and Legal	High	Short-term and mid- to long-term	• Strengthening of climate change regulations and policies • Requirements for portfolio companies to manage climate risks and disclose environmental information	• Increased operating costs and profitability issues for portfolio companies due to strengthened global climate change policies and related tax systems • Asset Revaluation • Increased due diligence personnel and costs related to climate change during investment review • Decline in trust due to failure to meet investor and customer requirements, and the possibility of investment capital withdrawal
	Techno-logy	Low	Mid- to long-term	• Litigation by stakeholders against companies that fail to comply with climate change regulations and policies	• Decline in the value of companies and portfolio companies due to litigation
		Low	Mid- to long-term	• Calls for the transition of production processes and facilities to low-carbon technologies	• Decline in profitability due to early depreciation and disposal of existing carbon-intensive assets • Investment costs incurred for the transition to and adoption of low-carbon technologies
	Reputa-tion	Medium	Mid- to long-term	• Reputational deterioration of particular industries or companies due to rapid changes in consumer awareness, such as preferences for eco-friendly and low-carbon options	• Deteriorating profitability due to reduced demand for products or services • Possibility of investors or customers raising greenwashing issues regarding portfolio companies' due diligence results • Insufficient climate change risk management and response by portfolio companies lowers credit rating agency and ESG ratings, which negatively affects corporate creditworthiness

Climate Change Response

Climate Change Strategy

Climate Change Response Scenario Analysis

STIC Investments analyzed the impact of transition risks on its business based on the Network for Greening the Financial System(NGFS) Net Zero 2050 and Below 2°C scenarios. For physical risks, it conducted analysis based on the Shared Socioeconomic Pathways(SSP) scenarios. The SSP scenarios are emission scenarios adopted in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change(IPCC), presenting pathways that reflect, together with the intensity of radiative forcing as of 2100, changes in socioeconomic system factors such as future population, economic growth, and energy use.

Transition Risk Scenario Analysis

STIC Investments' investment portfolio is composed of industries such as manufacturing and ICT, where carbon emissions and electricity use are key risk factors, and risks are expected to gradually expand as climate change response policies are strengthened.
Accordingly, STIC Investments analyzed the Network for Greening the Financial System(NGFS) Net Zero 2050 and Below 2°C scenarios, assuming a situation in which carbon costs and energy costs are formed at high levels. The analysis estimated that, under the Below 2°C scenario, carbon costs would rise from USD 5.74 in 2025 to USD 259.23 in 2045, and industrial electricity costs from USD 28.87 in 2025 to USD 36.39 in 2045. It is assessed that there is a high likelihood of deteriorating profitability in related industries due to future increases in carbon and energy costs.

STIC Investments' Response to Transition Risk

STIC Investments invests in carbon-intensive industries such as domestic and overseas secondary battery manufacturing and agriculture. In its future investment plans, with reference to the Network for Greening the Financial System(NGFS) scenarios, the firm intends to refrain from investing in carbon-based companies and to shift its strategic direction toward energy-based businesses such as power generation.

Physical Risk Scenario Analysis

STIC Investments analyzed the physical risks to its investment portfolio based on the Shared Socioeconomic Pathways(SSP) scenarios of the Intergovernmental Panel on Climate Change (IPCC).
The analysis found that the Asian region would commonly face increased risks of coastal flooding and outbreaks of infectious diseases. In particular, Korea and Vietnam were projected to face increased flood risks, while Vietnam and Malaysia were projected to face increased risks of typhoons and storm surges.

STIC Investments' Response to Physical Risk

As STIC Investments invests in various countries across Asia, it plans to conduct investment reviews by analyzing the risk level of each country based on climate change scenarios. As increased risks of coastal flooding and infectious diseases are anticipated, the firm plans to closely review the locations of portfolio companies and to expand investment in industries that can provide solutions for responding to the related risks.

Climate Change Response

Greenhouse Gas Emissions Management

STIC Investments established a mid- to long-term carbon neutrality roadmap and an environmental management disclosure system in 2023, and since 2024 has systematically measured and managed Scope 1, 2, and 3 greenhouse gas emissions at its Seoul headquarters. As STIC Investments' Seoul headquarters currently occupies a leased building, there are limitations to precise calculation; however, greenhouse gas emissions are calculated based on related cost data.

STIC Investments' total greenhouse gas emissions at its Seoul headquarters in 2025 were 362.2 tCO_2e. In detail, this comprised 324.3 tCO_2e on-site(Scope 1, 2) and 37.87 tCO_2e off-site(Scope 3). In 2025, Scope 1+2 emissions temporarily increased year-on-year, owing to higher electricity and steam consumption associated with office space expansion and an increase in the number of employees. However, emissions intensity improved from 0.47 to 0.43 tCO_2e/KRW 100 million, and STIC Investments intends to strengthen its management activities to achieve its greenhouse gas emissions targets.

STIC Investments has no manufacturing facilities requiring combustion equipment; however, as it operates business vehicles, mobile combustion was calculated as Scope 1. Scope 2 was calculated based on electricity and steam consumed in the offices, and Scope 3 was calculated based on greenhouse gas emissions from capital goods and business travel.

STIC Investments will further strengthen its greenhouse gas emissions management going forward. In addition, it intends to expand its Scope 3 emission sources beyond the current level to enhance the level of disclosure regarding greenhouse gas emissions.

Scope of STIC Investments GHG Emissions Calculation

	Emission Source	Description
Scope 1	Mobile Combustion	Emissions from operating business vehicles
Scope 2	Electricity	Emissions from office electricity use
	Steam	Emissions from office steam use
Scope 3	Category 2(Capital Goods)	Emissions from the acquisition of capital goods
	Category 6 (Business Travel)	Emissions based on employees' domestic and overseas business travel distance

STIC Investments GHG Emissions

(Unit: tCO_2e)

Category	2023	2024	2025
Scope 1	72.5	65.5	69.9
Scope 2	244.1	241.3	254.4
Scope 1+2	316.6	306.8	324.3

(Unit: tCO_2e/KRW 100 million)

Category	2023	2024	2025
Scope 1+2 Emissions Intensity	0.40	0.47	0.43

(Unit: tCO_2e)

Category	Emission Source	2023	2024	2025
Scope 3	Category 2(Capital Goods)	21.35	18.11	15.92
	Category 6(Business Travel)	25.19	19.85	21.95
	Total	**46.54**	**37.96**	**37.87**

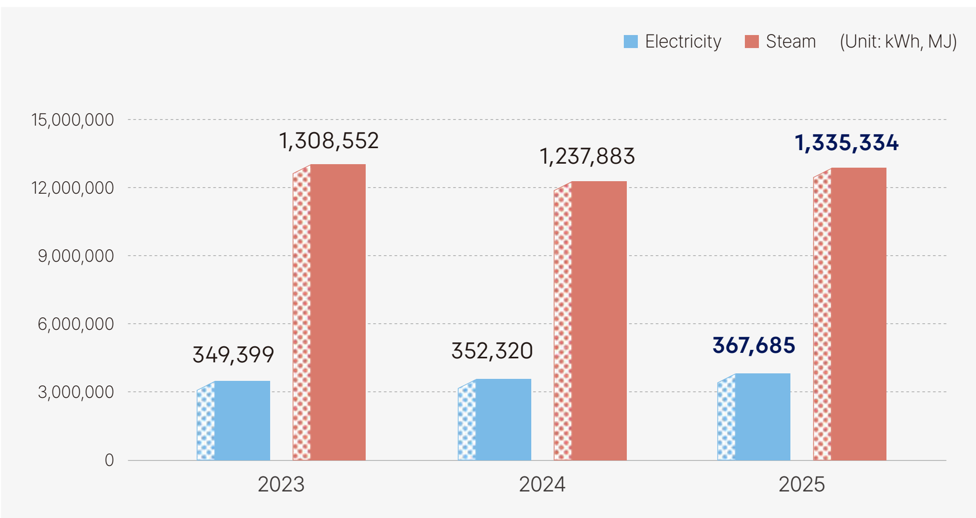
Climate Change Response

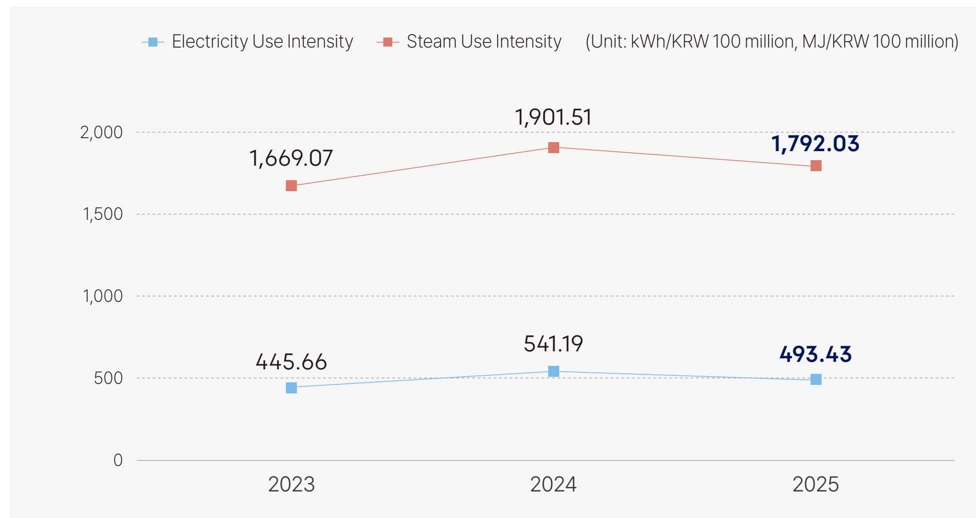
Energy Consumption Management

Based on the mid- to long-term carbon neutrality roadmap and environmental management disclosure system established in 2023, STIC Investments has systematically managed the environmental performance of its Seoul headquarters since 2023. As STIC Investments' Seoul headquarters currently occupies a leased building, there are limitations to precise calculation; however, energy consumption is calculated based on related cost data.

STIC Investments' energy consumption is divided into electricity and steam (hot water, heating). In 2025, the Seoul headquarters' electricity consumption was 367,685 kWh, and steam consumption was 1,335,334 MJ.

STIC Investments Energy Consumption





Human Rights Management

Human Rights Management System

Human Rights Management Policy

STIC Investments has established and operates a Human Rights Management Policy to actively practice human rights management and to prevent human rights violations that may arise across its management activities. This policy applies to all executives and employees of the company, and the company also encourages all stakeholders with whom it maintains business relationships—such as customers, suppliers, and investee companies—to comply with the Human Rights Management Policy.

STIC Investments specifies, as the basic principles of its human rights management, the prohibition of discrimination, the prohibition of forced and child labor, and the guarantee of freedom of association and collective bargaining, and operates the following detailed compliance requirements for each stakeholder group.

Basic Principles of the Human Rights Management Policy

Principle of Non-discrimination	Principle of Prohibition of Forced and Child Labor	Principle of Guaranteeing Freedom of Association and Collective Bargaining	Principle of Ensuring Health and Safety	Principle of Preventing and Prohibiting Workplace Harassment

Human Rights Management Roadmap

	2025 Performance	Short-term Target ~ 2026	Mid-term Target 2026 ~ 2030	Long-term Target 2030 ~
Target	Human Rights Management System **Introduce**	Human Rights Management System **Establish**	Human Rights Management System **Advance**	Culture of Respect for Human Rights **Internalize**
Key Tasks	• Conduct first Human Rights Impact Assessment	• Supplement the Human Rights Management Policy • Systematize human rights violation remedy procedures	• Establish a grievance reporting channel with enhanced anonymity and accessibility • Introduce a regular human rights violation monitoring system	• Establish an employee job-stress self-assessment system • Strengthen manager-led organizational culture improvement activities • Improve employee benefits programs

Human Rights Management

Human Rights Risk Management

Conducting the Human Rights Impact Assessment

To systematically manage potential human rights risks, STIC Investments conducted its first Human Rights Impact Assessment in September 2025 in collaboration with an external advisory firm. As a result of the assessment, which comprised a total of 114 detailed indicators across 8 human rights risk areas, STIC Investments was assessed to have an overall sound human rights management system, with an achievement rate of 82.1%.

Human Rights Impact Assessment Procedure

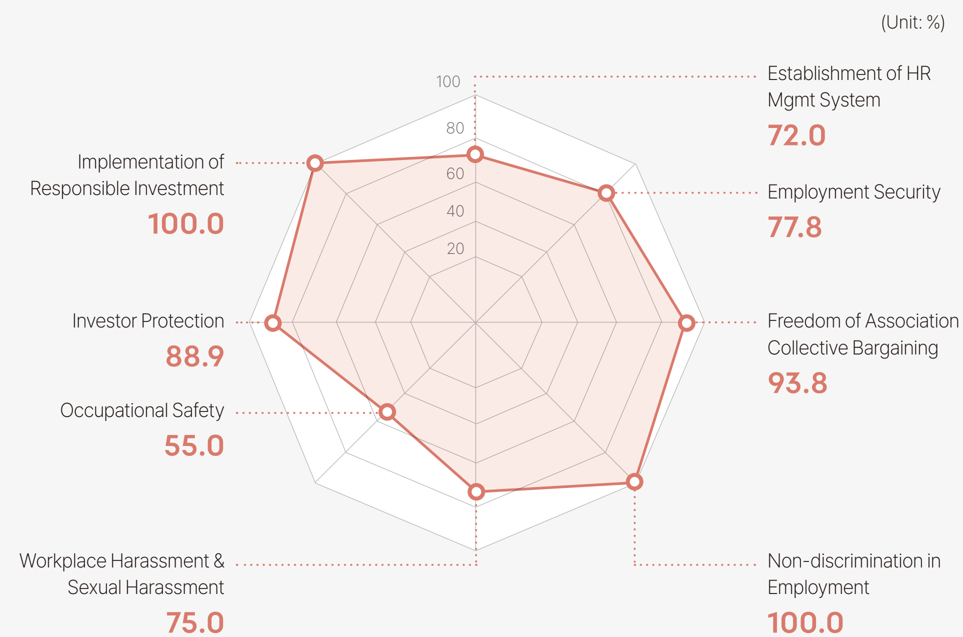
Selection of human rights risk areas and relevant stakeholders → Human Rights Status Survey → Human Rights Impact Assessment → Materiality Assessment → Implementation of improvement measures

Human Rights Areas	Establishment of a human rights management system, ensuring employment stability, guaranteeing freedom of association and collective bargaining, non-discrimination in employment, workplace harassment and sexual harassment, ensuring occupational safety, investor protection, and implementation of responsible investment
Stakeholder Areas	Employees (including non-regular, female, disabled, foreign, and pregnant employees), subsidiaries, suppliers, and fund investors
Assessment Method	Written assessment of the human rights management system, an anonymous human rights status survey of employees, and in-depth assessment by an external advisory firm and the ESG Team

Human Rights Impact Assessment Results

The Human Rights Impact Assessment found that STIC Investments maintains an overall stable human rights management system. However, to internalize human rights management and strengthen its effectiveness, systematic improvement was found to be necessary in the following three areas going forward.

First, strengthening the institutionalization of the human rights management system; second, advancing the system for responding to human rights violations; and third, strengthening the job-stress management system through improvements in working hours and employee benefits.



Human Rights Management

(As of April 2026)

Human Rights Risk Management

Identification of Human Rights Risks and Derivation of Improvement Tasks

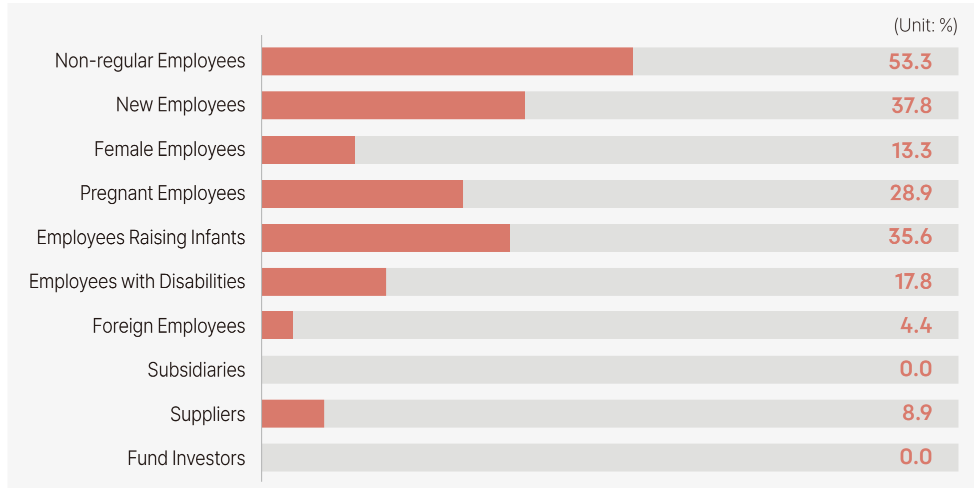
Based on the results of the 2025 Human Rights Impact Assessment, STIC Investments intends to implement improvement tasks in stages for the three areas with relatively low achievement rates.

To this end, guidelines for preventing workplace sexual harassment and for preventing and responding to workplace harassment were established, and the Human Rights Management Policy was revised to strengthen its alignment with global human rights initiatives.

Human Rights Risk Areas	Improvement Tasks
Human Rights Management System Strengthening Institutionalization	• Strengthening the alignment of the Human Rights Management Policy with global initiatives • Conducting Human Rights Impact Assessments regularly • Introducing human rights-related items into partner performance KPIs
Human Rights Violations Advancing the Response System	• Introduction of guidelines for preventing workplace sexual harassment and workplace harassment • Establishment of a human rights violation reporting channel on the internal intranet
Improvement of Working Hours and Employee Benefits	• Improving the job-stress management system • Improving employee benefits programs • Enhancing employee awareness of the compensation system

Groups Vulnerable to Human Rights Risks

STIC Investments identified its employees, customers, shareholders and fund investors, suppliers and investee companies, and local communities as stakeholders, and conducted a Human Rights Impact Assessment. According to the 2025 Human Rights Impact Assessment, the stakeholders below were identified as the groups most vulnerable in terms of human rights in the course of the company's business operations.



Operation of Grievance Handling Channels

STIC Investments operates a grievance handling system to identify human rights violation issues among its stakeholders. STIC Investments has established guidelines for preventing workplace harassment and workplace sexual harassment, and receives reports of employee grievances through a reporting center on its internal intranet that guarantees anonymity. Received grievances are investigated by the responsible department and committee, after which the company pursues remedies and institutional improvements to prevent recurrence.

Talent Management

Organizational Culture Management

Employee Diversity

STIC Investments has established diversity targets so that employee diversity goes beyond mere non-discrimination to strengthen organizational competitiveness. In accordance with these diversity targets, the company monitors recruitment status by gender and age to continuously manage employee diversity through quantitative indicators.

Short-term Target 2023 ~ 2026 — Embrace a diverse workforce

Strategy: Secure gender diversity

Target: Female hiring ratio of at least 20% among new recruits

Mid- to Long-term Target 2026 ~ 2030 — Establish an inclusive organizational culture

Strategy: Develop female leaders

Target: Female hiring ratio of at least 30% among new recruits

Operation of the Labor-Management Council

STIC Investments operates a Labor-Management Council so that employees can express diverse opinions and participate in management. The Labor-Management Council functions as a formal communication channel that regularly discusses key issues such as employee benefits and the work environment. Through this, it strengthens internal communication and continuously contributes to protecting employees' rights and interests and improving the work environment.

Date	Agenda	Status
2025.03.14.	Office Renovation	Office renovation due to additional lease of the 12th floor (expansion of the main conference room and lounge)
2025.06.20.	Social Contribution Activity	First-half activities of the charity walk donation(05.01~06.30)
2025.09.26.	New Employee OJT	OJT for new hires in the first half(07.24~07.25)
	Influenza Vaccination	Employee influenza vaccination(~11.30)
	Sports Event	STIC employee team-building event, Namsan hike(10.24)
	Social Contribution Activity	Second-half activities of the Walk-for-Donation campaign (09.01~10.31)
2025.12.19.	Statutory Mandatory Training	Sexual harassment prevention, personal information protection, disability awareness, workplace harassment prevention, Anti-Gift & Corruption(~12.31)
	Donation of Decommissioned IT Equipment	Donation of decommissioned IT equipment to a social enterprise

Talent Management

Organizational Culture Management

Employee Fellowship Events

To foster an organizational culture in which employees can communicate organically, STIC Investments holds a Global Workshop at the beginning of each year. At the Global Workshop held in January 2025, all employees of the three STIC Financial Group companies—including STIC Ventures and STIC Alternative—attended and shared STIC's management vision. In addition, at the employee Namsan hiking event held in October 2025, employees of the three STIC Financial Group companies strengthened their unity through the hike.

In-house Clubs

STIC Investments operates various in-house clubs to strengthen the bonds among employees and foster a healthy organizational culture. Furthermore, by actively supporting club activities, it encourages a creative culture in which employees can voluntarily plan and participate. The operation of these in-house clubs has become one of the important factors that enhance members' sense of belonging and contribute to establishing a sustainable corporate culture.

Family-friendly Work Environment

STIC Investments operates various programs to create a flexible and family-friendly work environment, and has reflected them in its employment rules so that employees can easily access them. In addition, as part of its flexible work arrangements, the company has introduced a staggered work-hours system and a selective work-hours system, which employees have actually utilized.

Article 26 of these employment rules specifies maternity protection leave, spousal maternity leave, and family care leave, ensuring that employees can be free from concerns related to childbirth and childcare. In addition, Article 37 of the employment rules specifies parental leave.

2025 Global Workshop

Autumn Hiking Event

Talent Management

Employee Training

STIC Investments supports job training and soft-skills training so that all employees can combine a high level of expertise with a strong sense of professional ethics. In addition, to help employees understand and respond to the changing market environment, it invites external experts to conduct regular in-house special lectures on economic conditions and industry trends. Through this, it supports employees' steady self-development and continuous career management.

2025

02. 10.
One-Day Coaching on XBRL Financial Disclosure for the 2024 Annual Report

04. 11. ~ 07. 11.
Innovative Inside/Outside Directors Leadership Course

06. 12. ~ 06. 13.
KOSPI Market Listed Companies Disclosure Officers Workshop

09. 11. ~ 09. 12.
Listed Companies Internal Accounting Control Managers Workshop

10. 13. ~ 12. 31.
- Workplace Sexual Harassment Prevention Training
- Personal Information Protection Training
- Disability Awareness Improvement Training
- Workplace Bullying Prevention Training
- Anti-Gift & Corruption Training(Kim Young-ran Act)

10. 31.
KOSPI Market Listed Companies Disclosure Officers Workshop

11. 24. ~ 11. 25.
Understanding LCA (Life Cycle Assessment) and Carbon Footprint

11. 28.
K-VOTE and Proxy Voting Operations Briefing Session

12. 24.
KICPA(Korean Institute of Certified Public Accountants) Classroom Training

2 4 6 9 10 11 12

- Professional Training
- Competency Training
- Statutory Mandatory Training
- Environmental Management Training

Social Contribution

Social Contribution Activities

(As of April 2026)

Based on its vision of corporate social responsibility, STIC Investments seeks to build a sustainable corporate ecosystem. Through social contribution activities in which employees take the lead, it contributes to local communities and, furthermore, strives to address social issues on a global scale. To this end, it has established social contribution targets and manages the performance of its social contribution activities.

	~ 2026	2026 ~ 2030	2030 ~
Key Tasks	**Short-term** • Maintain annual donations of at least KRW 100 million for 2 or more years	**Mid-term** • Maintain annual donations of at least KRW 100 million for 5 or more years • Conduct employee volunteer activities at least once a year	**Long-term** • Establish a performance evaluation system for social contribution activities • Increase the employee participation rate in social contribution activities

One Company, One Military Unit Partnership: UAE Akh Unit

In 2018, STIC Investments became the first among sponsors of overseas-deployed units to conclude a 'One Company, One Military Unit' partnership with the Akh Unit, a Korean special forces unit dispatched to the United Arab Emirates (UAE). Since the first partnership, STIC Investments has continuously supported the Akh Unit, donating KRW 23,476,000 (USD 16,000) in 2025.

One Step, One Won Charity Walk Donation

STIC Investments holds its 'One Step, One Won Walk-for-Donation' event, in which all employees participate, twice a year. The 'One Step, One Won Walk' is STIC Investments' flagship donation event in which all employees take part, with each step employees walk directly translating into donations. The first-half proceeds of KRW 16,688,000 and second-half proceeds of KRW 13,034,000 in 2025 were delivered to the 'Merry Year Foundation' and 'Peace Forest.'

Sponsorship of the Korea Baduk Association

To fulfill its social responsibility for nurturing Korean Baduk talent and developing the culture, STIC Investments has sponsored the Korea Baduk Association with KRW 100 million annually since the end of 2024. The 'STIC U-23 Baduk Championship' was held in 2025, and the 'STIC Cup Challenge Baduk League' is scheduled to be held in 2026.

UAE Akh Unit Welfare Improvement Donations

KRW 23.476 million

1 Step 1 Won Donations

Total KRW 29.722 million

The Korea Baduk Association Donations

KRW 100 million a year

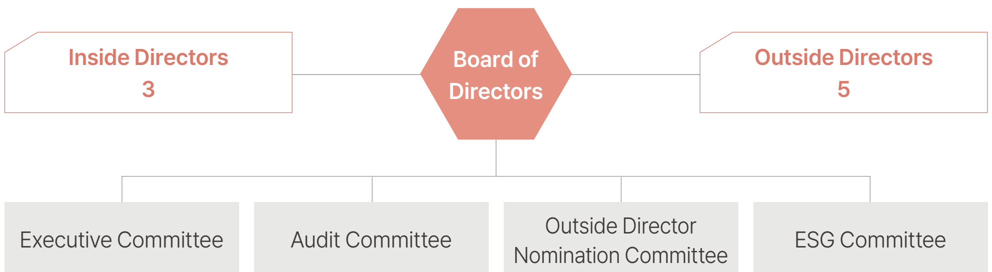
Board Governance

Board Composition

(As of April 2026)

Board Status

STIC Investments' Board of Directors comprises a total of 8 directors: 3 inside directors and 5 outside directors. The Board is chaired by Myun Wook Kang, an outside director. Within the Board, a total of four committees are established and operated: the Executive Committee, the Audit Committee, the Outside Director Nomination Committee, and the ESG Committee.



Board Independence

STIC Investments' Outside Director Nomination Committee, under the Board of Directors, recommends outside directors with diverse expertise and experience according to objective criteria. The committee reviews and recommends outside director candidates by comprehensively considering candidates' integrity, expertise, and potential contribution to enhancing corporate value.

Board Diversity and Expertise

STIC Investments' Board of Directors is composed of experts in various fields, including finance, management, finance/accounting, risk, and global. In particular, at the regular general meeting of shareholders on March 27, 2026, outside directors David Yhonsung Choi and Lee Chi Haeng, who possess extensive global experience, and outside director Bo Hoon Kim, who has accounting expertise, were newly appointed. Going forward, the expertise and balance of the Board's decision-making are expected to be further strengthened based on this expertise in each field.

Board Members

Category	Name	Key Career	Board Skills Matrix				
			Finance	Management	Finance/Accounting	Risk	Global
Inside Director	Dong Guel Kwak	Current) CEO, STIC Investments / Former) Samsung Securities	●	●	●		
	Shin Woo Kang	Current) CEO, STIC Investments / Former) CIO, Korea Investment Corporation	●			●	●
	Jin Ho Chai	Current) Head of PE Division, STIC Investments / Former) CEO, Golden Pole	●	●	●		
Outside Director	Myun Wook Kang	Current) Head of Financial Coordination, DB Group / Former) Head of the Fund Management Division (CIO), National Pension Service	●	●			
	Sung Hoon Koo	Current) Advisor, Kim & Chang / Former) CEO, Samsung Securities	●	●			
	David Yhonsung Choi	Current) Endowed Chair Professor, Loyola Marymount University / Former) Strategy Director, Titan Corporation	●	●			●
	Lee Chi Haeng	Former) Partner, SoftBank Vision Fund / Former) Vice President, GIC Special Investments Pte Ltd	●				●
	Bo Hoon Kim	Current) Head of Deal Division, Eji Accounting Corporation / Former) Partner, Financial Advisory Division, Deloitte Anjin LLC			●	●	

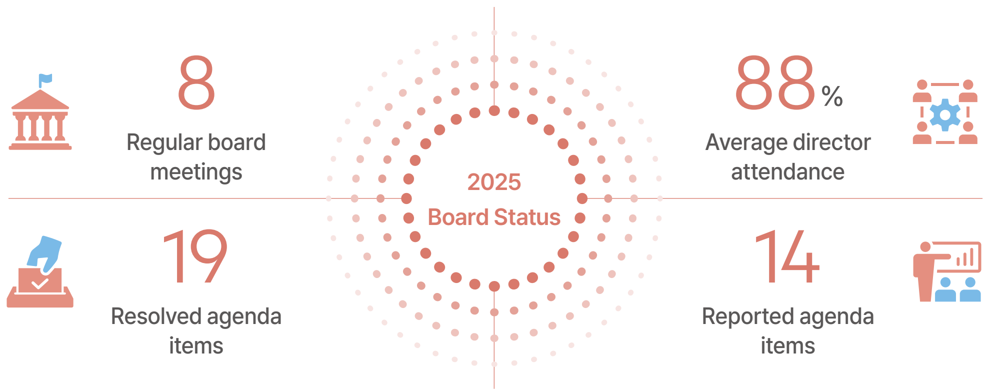
Board Governance

(As of April 2026)

Board Operation

Board Activities

STIC Investments held a total of 8 board meetings in 2025. A total of 33 agenda items were resolved and reported at these meetings. To ensure that each director can sufficiently review the agenda, board agenda items are, in principle, notified 7 days before the meeting, with exceptions made only for urgent matters.



Committees under the Board

STIC Investments operates a total of four committees under the Board of Directors: the Executive Committee, the Audit Committee, the Outside Director Nomination Committee, and the ESG Committee. The Audit Committee is composed entirely of outside directors with independence and expertise, contributing to the establishment of responsible governance through its independent oversight of the Board.

Executive Committee	3 Inside Directors
Audit Committee	4 Outside Directors
Outside Director Nomination Committee	5 Outside Directors
ESG Committee	3 Inside Directors

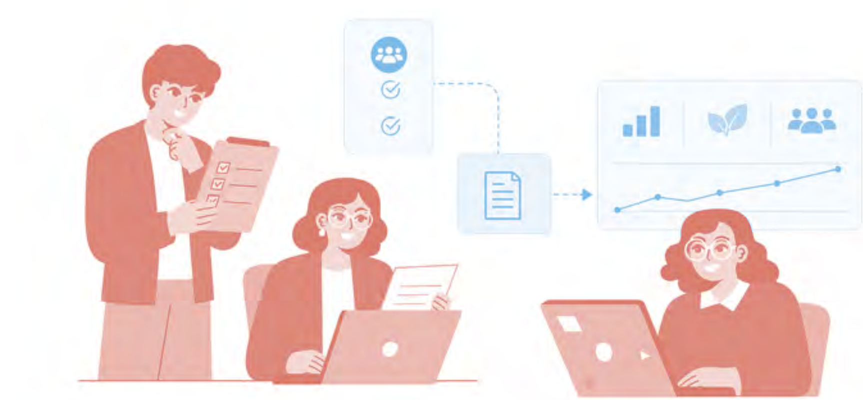
Board Evaluation

Board Evaluation

STIC Investments' Board of Directors and its committees conduct an evaluation of their own activities at least once a year. The Board reviews the results of these self-evaluations so that the Board and its committees can be operated effectively.

Executive Performance Indicators

STIC Investments reflects not only financial performance indicators but also non-financial performance indicators in its partner performance evaluations. In particular, it reflects and manages ESG materiality items—the promotion of ESG investment and the improvement of organizational culture—in its executive non-financial performance indicators.



Board Governance

(As of April 2026)

Shareholder-friendly Management

Stakeholder Communication

STIC Investments seeks to create long-term and balanced value through continuous communication with various stakeholders, including shareholders, fund investors, investee companies, and employees.

To strengthen communication with shareholders, it shares annual results, future outlook, and plans at the regular general meeting of shareholders, and transparently discloses key management matters.

In addition, it operates a dedicated organization for fund investors and has secured specialized IR personnel to respond to overseas institutional investors, thereby strengthening its global-level communication capabilities.

Corporate Disclosure based on Fee-Paying Assets Under Management(FPAUM)

Since 2025, STIC Investments has disclosed quarterly business results in Korean and English based on fee-paying assets under management(FPAUM) to enhance information accessibility. This approach is a Non-GAAP performance reporting framework, centered on management and performance fees, that is adopted by global private equity fund managers. Through this, it supports investors in supplementing GAAP-based financial and operating performance indicators and in analyzing the company's financial performance more effectively.

Announcement of the Corporate Value-up Plan

In January 2026, STIC Investments announced its Corporate Value-up Plan, strengthening trust with shareholders and clarifying its commitment to shareholder return. The plan includes mid-to long-term targets through 2028 for the company's key financial and non-financial indicators, such as the grant and cancellation of treasury-share-based Restricted Stock Units(RSUs) and the diversification of the Board's composition.

Shareholder Return

Through the Corporate Value-up Plan announced on January 19, 2026, STIC Investments is pursuing the advancement of its shareholder return framework with the goal of achieving an average annual total shareholder return(TSR) of around 20%, while also achieving shareholder return by canceling 2,907,338 previously acquired treasury shares on March 27, 2026.

Mid- to Long-term Shareholder Return Policy

To encourage long-term performance creation and the enhancement of corporate value, STIC Investments introduced a Restricted Stock Unit(RSU) compensation program in 2025. RSUs are a compensation program under which shares are granted upon meeting certain performance conditions and tenure requirements, designed so that employee compensation is linked to the company's mid- to long-term performance. Through this, STIC Investments seeks to align the interests of employees and shareholders and to strengthen the foundation for sustainable growth.

STIC Investments made its first RSU grant of 150,000 shares in 2025 and plans to grant 2.7 million of its treasury shares to employees in stages. Through a compensation structure linked to long-term performance, it seeks to promote responsible decision-making and achieve the enhancement of corporate value.

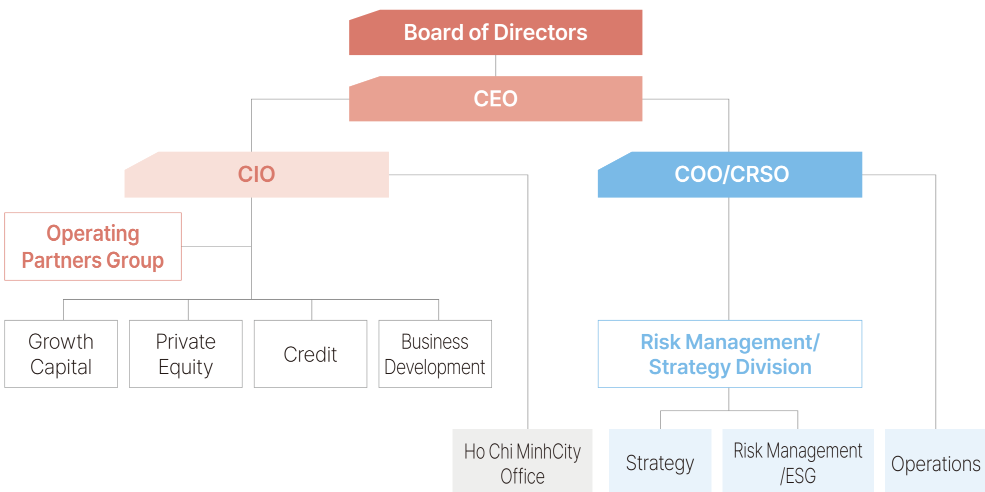
Risk Management

Risk Management System

STIC Investments operates a risk management system to review the various risk factors in its corporate management and investment processes. The standing risk management organization participates in key decision-making related to fund management and investment, and carries out independent activities to eliminate or minimize risks.

Risk Management Governance

(As of April 2026)



Name	Position	Responsibilities	Remarks
Shin Woo Kang	Senior Partner	Overall oversight of risk management and compliance	COO/CRSO
Joon Ho Lee	Partner	Compliance monitoring, verification of compliance with laws and fund articles of incorporation, legal due diligence, and legal support for investments and exits	Compliance Officer Head of Risk Management/ESG
Do Haeng Lee	Partner	Oversight of risk management, financial due diligence, portfolio company monitoring, and analysis of portfolio company financial statements	Financial Risk Head of Strategy
Dong Hyuk Oh	Managing Director	Financial due diligence, portfolio company monitoring, and oversight of portfolio company financial statement analysis	Financial Risk

Regulations Underlying Risk Management

STIC Investments regards legal compliance as a core principle of corporate management and has established regulations related to risk management. By thoroughly reviewing relevant laws and regulations in key management and investment decision-making processes, it is establishing a culture of responsible decision-making.

Risk Management Regulations	Stipulate matters necessary for risk management in relation to the company's fund management
Compliance Regulations	Stipulate matters to be observed by executives and employees in the course of performing their duties
Guidelines on Anti-Money Laundering	Stipulate matters concerning anti-money laundering
Information Protection Pledge	Blocks the use of undisclosed information and insider information

Risk Management

Risk Management Activities

Compliance Training

STIC Investments' Risk Management Office conducts regular compliance training for its employees. It provides remote training through monthly meetings attended by all company employees, and continuously shares recent legal amendments through email notices and internal intranet announcements. In addition, in 2025 the Compliance Officer provided training on amendments to the Commercial Act at partner meetings on two occasions.

No.	Title	Date
PR036-50703	Form for Prior Approval Application for Stock Trading by Executives and Employees	2026-02-27
PR036-50146	Key Contents of the 2nd Amended Commercial Act(Aug 25, 2025)	2025-08-29
PR036-50047	Amended Commercial Act(July 3, 2025) and its Expected Ripple Effects	2025-07-04
PR036-49919	Judicial Precedent Recognizing Restrictions on Voting Rights of Director-Shareholders in General Shareholder Meeting Agenda for Approving Director Compensation Limits	2025-05-08
PR036-49721	Amendment to Subordinate Statutes of the Capital Market Act for M&A System Improvement(Enforced on Nov 26, 2024)	2025-01-06
PR036-49720	Amendment to Subordinate Statutes of the Capital Market Act for Improving the Treasury Stock System of Listed Companies(Enforced on Dec 31, 2024)	2025-01-06
PR036-49703	National Assembly Passes the Framework Act on Artificial Intelligence(Enforced on Jan 2026)	2024-12-31
PR036-49698	Supreme Court Ruling Changing the Criteria for Determining Ordinary Wage(Dec 19, 2024)	2024-12-23
PR036-49301	Prior Disclosure System for Insider Trading in Listed Companies Enforced on July 24(Summary of Confirmed Legislation)	2024-07-22
PR036-48741	Proposed Amendment to the Enforcement Decree of the Capital Market Act Regarding Insider Trading in Listed Companies(Enforced on July 24)	2024-03-05
PR036-48664	Amended Monopoly Regulation and Fair Trade Act Exempting Business Combination Reports for PEF Establishment and Concurrent Executive Positions Under 1/3(Enforced on Aug 7, 2024)	2024-02-02
PR036-48662	FSC Announces Plans to Improve the Treasury Stock System	2024-02-01
PR036-48661	Amendment to the Capital Market Act Regarding the Prior Disclosure System for Insider Trading in Listed Companies(Enforced on July 24, 2024)	2024-02-01
PR036-48360	Time Required for Business Combination Reporting	2023-10-20
PR036-48182	Legislative Notice of Proposed Amendments to the Commercial Act Regarding Appraisal Rights, Electronic Shareholder Meetings, etc.	2023-08-28

Employee Stock Transaction Reporting System

To prevent conflicts of interest, STIC Investments' Risk Management Office operates a system for reporting employees' stock transactions and balances. It strictly prohibits the use of undisclosed information through its Compliance Regulations, and requires employees to obtain prior approval from the Compliance Officer when conducting private transactions such as in domestic listed securities.

Ethical Management

Code of Ethics

STIC Investments has established its own Code of Ethics, codifying and complying with the matters that all executives and employees of the company must practice. The Code of Ethics comprises work ethics, ethics toward investors, ethics toward the company, ethics toward shareholders, ethics toward society, and ethics toward the profession.

Hotline Operation

STIC Investments operates a reporting channel so that any stakeholder can report violations of its ethics norms. Through the 'Ethics Management Hotline' on its website, which is also available to external stakeholders, it receives reports of unethical work conduct, violations of the 'Anti-Gift & Corruption Act,' and other irregularities and misconduct. In addition, the hotline thoroughly protects the identity of the reporter and the content of the report so that reporting can be carried out safely.

STIC Investments is a company that **realizes ESG value**.
To this end, it seeks to communicate directly
not only with our stakeholders but also with a diverse audience.

If you have any inquiries regarding this Sustainability Report, please contact esg@sticinvestments.com.

STIC INVESTMENTS