



PUBLIC TRANSPARENCY REPORT

2025

STIC Investments

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About this report

PRI reporting is the largest global reporting project on responsible investment.

It was developed with investors, for investors. PRI signatories are required to report publicly on their responsible investment activities each year. In turn, they receive a number of outputs, including a public and private Transparency Report.

The public Transparency Reports, which are produced using signatories' reported information, provide accountability and support signatories to have internal discussions about their practices and to discuss these with their clients, beneficiaries, and other stakeholders. This public Transparency Report is an export of the signatory's responses to the PRI Reporting Framework during the 2025 reporting period. It includes the signatory's responses to core indicators, as well as responses to plus indicators that the signatory has agreed to make public.

In response to signatory feedback, the PRI has not summarised signatories' responses – the information in this document is presented exactly as it was reported.

For each of the indicators in this document, all options selected by the signatory are presented, including links and qualitative responses. In some indicators, all applicable options are included for additional context.

Disclaimers

Legal Context

PRI recognises that the laws and regulations to which signatories are subject differ by jurisdiction. We do not seek or require any signatory to take an action that is not in compliance with applicable laws. All signatory responses should therefore be understood to be subject to and informed by the legal and regulatory context in which the signatory operates.

Responsible investment definitions

Within the PRI Reporting Framework Glossary, we provide definitions for key terms to guide reporting on responsible investment practices in the Reporting Framework. These definitions may differ from those used or proposed by other authorities and regulatory bodies due to evolving industry perspectives and changing legislative landscapes. Users of this report should be aware of these variations, as they may impact interpretations of the information provided.

Data accuracy

This document presents information reported directly by signatories in the 2025 reporting cycle. This information has not been audited by the PRI or any other party acting on its behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented.

The PRI has taken reasonable action to ensure that data submitted by signatories in the reporting tool is reflected in their official PRI reports accurately. However, it is possible that small data inaccuracies and/or gaps remain, and the PRI shall not be responsible or liable for such inaccuracies and gaps.

Table of Contents

Module	Page
SENIOR LEADERSHIP STATEMENT (SLS)	4
OTHER RESPONSIBLE INVESTMENT REPORTING OBLIGATIONS (ORO)	6

SENIOR LEADERSHIP STATEMENT (SLS)

SENIOR LEADERSHIP STATEMENT

SENIOR LEADERSHIP STATEMENT

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
SLS 1	CORE	N/A	N/A	PUBLIC	Senior Leadership Statement	GENERAL

Section 1. Our commitment

- Why does your organisation engage in responsible investment?
- What is your organisation's overall approach to responsible investment, and what major responsible investment commitment(s) have you made?

STIC Investments has maintained an unwavering commitment to responsible investment since its founding in 1999. Guided by the philosophy of "Contribution to the Society through Our Investment," we believe that capital should go beyond generating financial returns—it must foster sustainable growth, promote responsible corporate behavior, and create lasting value for society. Building a better world through right investments is not a slogan; it is the foundation of our identity and purpose. At STIC, responsible investment is not a parallel function—it is an essential part of who we are and how we operate. In an era of growing global uncertainty and systemic risks, we believe that long-term, value-oriented, and accountable investment practices are the most effective path to cultivating trust-based partnerships and delivering sustainable growth. We remain committed to continuously enhancing our ESG systems, strengthening climate-related risk management, and fulfilling our role as a responsible steward of institutional capital—creating value not only for today's investors but for future generations.

Our key commitments include:

- ESG Integration Across the Investment Lifecycle ESG considerations are methodically embedded into every stage of the investment process:
 - Screening: Application of a formal exclusion list to eliminate high-risk sectors from investment consideration.
 - Due Diligence: Use of advanced ESG risk matrices and sector-specific indicators to identify material risks and opportunities.
 - Investment Approval: ESG-related findings are reviewed by the ESG Committee as an integral part of the investment decision-making process.
 - Post-Investment Monitoring: Customized ESG Key Performance Indicators (KPIs) are developed for each portfolio company, with regular reviews conducted to ensure continuous alignment with ESG goals.
- Climate Risk Management We have begun aligning our internal practices with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and have initiated carbon-related data collection across STIC.

These steps lay the groundwork for Scope 1 and 2 greenhouse gas emissions tracking and for building a more comprehensive climate risk management framework.

- Disclosure and Transparency In support of greater accountability, STIC has published a standalone Sustainability Report. This demonstrates our ongoing commitment to transparent, consistent, and verifiable communication with stakeholders regarding our ESG practices and performance.

Section 2. Annual overview

- Discuss your organisation's progress during the reporting year on the responsible investment issue you consider most relevant or material to your organisation or its assets.
- Reflect on your performance with respect to your organisation's responsible investment objectives and targets during the reporting year. Details might include, for example, outlining your single most important achievement or describing your general progress on topics such as the following (where applicable):
 - refinement of ESG analysis and incorporation
 - stewardship activities with investees and/or with policymakers
 - collaborative engagements
 - attainment of responsible investment certifications and/or awards

In 2024, STIC Investments designated the practical execution of ESG strategy and the enhancement of our climate strategy as its most material responsible investment priorities. Our efforts focused on embedding ESG principles not only in high-level policies but across the entire investment lifecycle—translating strategic commitments into tangible, operational outcomes. We strengthened our ESG due diligence framework through an upgraded questionnaire and the integration of sector-specific ESG risk considerations. This allowed for earlier and more precise identification of key ESG risks and value-creation opportunities. ESG due diligence results were formally reviewed by the ESG Committee during investment deliberations, ensuring that sustainability factors were meaningfully incorporated into final decision-making. Reflecting our growing emphasis on climate risk, we launched a carbon data collection initiative in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

We commenced the compilation of Scope 1 and 2 emissions data, establishing a foundational dataset to inform long-term decarbonization strategies and support enhanced investor reporting. To further strengthen implementation capabilities, ESG training sessions were conducted across the firm. These programs contributed to institutionalizing ESG awareness throughout the firm and ensuring that sustainability considerations are consistently reflected in everyday investment practices. In 2024, STIC made meaningful progress on both internal ESG system enhancement and external stakeholder recognition. These outcomes reflect the increasing depth of our ESG integration and the growing confidence in our role as a responsible private equity manager. Key achievements included: ■ UN PRI Transparency Report o Policy, Governance & Strategy: ★★★★★ o Direct Private Equity: ★★★★★ o Confidence Building Measures: ★★★★ ■ Domestic ESG Ratings and Awards o B+ Rating – Korea Corporate Governance Service (KCGS) o A Rating – Sustainvest o Best ESG Private Equity Manager – 2024 Financial Investment Awards (eDaily) o Best ESG Deal – 21st Korea IB Awards (MoneyToday).

Section 3. Next steps

- What specific steps has your organisation outlined to advance your commitment to responsible investment in the next two years?

Over the next two years, STIC Investments will build upon its existing ESG foundation to further embed responsible investment practices across all aspects of the firm. Our objective is to move beyond integration toward impact—ensuring that ESG execution leads to measurable improvements in portfolio performance, stakeholder value, and long-term climate resilience.

- Deepening ESG Integration We aim to reinforce ESG integration throughout the full investment lifecycle by: o Embedding ESG-linked value creation plans into new investments, with clearly defined objectives and KPIs o Enhancing ESG review protocols at the Fund ESG Committee level
- Scaling Climate Risk and Net-Zero Readiness Aligned with our TCFD roadmap, we will: o Develop a phased and actionable strategy for reducing greenhouse gas emissions o Initiate exploration of Scope 3 emissions data
- Expanding ESG Capacity and Reporting To reinforce both implementation and accountability, we will: o Continue publishing an annual standalone Sustainability Report

Section 4. Endorsement

'The Senior Leadership Statement has been prepared and/or reviewed by the undersigned and reflects our organisation-wide commitment and approach to responsible investment'.

Name

Joonho LEE

Position

Head of ESG, Managing Partner

Organisation's Name

STIC Investments

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'This endorsement applies only to the Senior Leadership Statement and should not be considered an endorsement of the information reported by the above-mentioned organisation in the various modules of the Reporting Framework. The Senior Leadership Statement serves as a general overview of the above-mentioned organisation's responsible investment approach. The Senior Leadership Statement does not constitute advice and should not be relied upon as such. Further, it is not a substitute for the skill, judgement and experience of any third parties, their management, employees, advisors and/or clients when making investment and other business decisions'.

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OTHER RESPONSIBLE INVESTMENT REPORTING OBLIGATIONS (ORO)

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OTHER RESPONSIBLE INVESTMENT REPORTING OBLIGATIONS

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
ORO 1	CORE	N/A	N/A	PUBLIC	Other Responsible Investment Reporting Obligations	6

During the reporting year, to which international or regional ESG-related legislation(s) and/or regulation(s) did your organisation report?

- (A) Corporate Sustainability Reporting Directive (CSRD) [European Union]
- (B) Directive on AIFM (2011/61/EU) [European Union]
- (C) Enhancing climate-related disclosures by asset managers, life insurers and FCA-regulated pension providers (PS21/24) [United Kingdom]
- (D) EU Taxonomy Regulation [European Union]
- (E) Improving shareholder engagement and increasing transparency around stewardship (PS19/13) [United Kingdom]
- (F) IORP II (Directive 2016/2341) [European Union]
- (G) Law on Energy and Climate (Article 29) [France]
- (H) MiFID II (2017/565) [European Union]
- (I) Modern Slavery Act [United Kingdom]
- (J) PEPP Regulation (2019/1238) [European Union]
- (K) PRIIPS Regulation (2016/2340 and 2014/286) [European Union]
- (L) Regulation on the Integration of Sustainability Risks in the Governance of Insurance and Reinsurance Undertakings (2021/1256) [European Union]
- (M) SFDR Regulation (2019/2088) [European Union]
- (N) SRD II (Directive 2017/828) [European Union]
- (O) The Occupational Pension Schemes Regulation on Climate Change Governance and Reporting [United Kingdom]
- (P) Climate Risk Management (Guideline B-15) [Canada]
- (Q) Continuous Disclosure Obligations (National Instrument 51-102) [Canada]
- (R) Disposiciones de Carácter General Aplicables a los Fondos de Inversión y a las Personas que les Prestan Servicios (SIEFORE) [Mexico]
- (S) Instrucciones para la Integración de Dactores ASG en Los Mecanismos de Revelación de Información para FIC (External Circular 005, updated) [Colombia]
- (T) Provides for the creation, operation, and disclosure of information of investment funds, as well as the provision of services for the funds, and revokes the regulations that specifies (CVM Resolution No. 175) [Brazil]
- (U) SEC Expansion of the Names Rule [United States of America]
- (V) SEC Pay Ratio Disclosure Rule [United States of America]
- (W) ASIC RG65 Section 1013DA Disclosure Guidelines [Australia]
- (X) Circular to Licensed Corporations: Management and Disclosure of Climate-related Risks by Fund Managers [Hong Kong SAR]
- (Y) Financial Investment Services and Capital Markets Act (FSCMA) [Republic of Korea]
- (Z) Financial Instruments and Exchange Act (FIEA) [Japan]
- (AA) Financial Markets Conduct Act [New Zealand]
- (AB) Guiding Opinions on Regulating the Asset Management Business of Financial Institutions [China]
- (AC) Guidelines on Environmental Risk Management for Asset Managers [Singapore]
- (AD) Guidelines on Sustainable and Responsible Investment Funds [Malaysia]
- (AE) Modern Slavery Act (2018) [Australia]

- (AF) Stewardship Code for all Mutual Funds and All Categories of AIFs [India]
- (AG) ADGM Sustainable Finance Regulatory Framework [United Arab Emirates]
- (AH) JSE Limited Listings Requirements [South Africa]
- (AI) Other
- (AJ) Other
- (AK) Other
- (AL) Other
- (AM) Other
- (AN) Not applicable; our organisation did not report to any ESG-related legislation and/or regulation during the reporting year.

Indicator	Type of indicator	Dependent on	Gateway to	Disclosure	Subsection	PRI Principle
ORO 2	CORE	N/A	N/A	PUBLIC	Other Responsible Investment Reporting Obligations	6

During the reporting year, to which voluntary responsible investment/ESG frameworks did your organisation report?

- (A) Asset Owners Stewardship Code [Australia]
- (B) Código Brasileiro de Stewardship [Brazil]
- (C) New Zealand Stewardship Code
- (D) Principles for Responsible Institutional Investors (Stewardship Code) [Japan]
- (E) Stewardship Code [United Kingdom]
- (F) Stewardship Framework for Institutional Investors [United States of America]
- (G) CFA Institute ESG Disclosure Standards for Investment Products [Global]
- (H) Guidelines on Funds' Names using ESG or Sustainability-related Terms [European Union]
- (I) Luxflag ESG Label [Luxembourg]
- (J) RIAA Responsible Investment Certification Program [Australia]
- (K) SRI Label [France]
- (L) ANBIMA Code of Regulation and Best Practices of Investment Funds [Brazil]
- (M) Code for Institutional Investors 2022 [Malaysia]
- (N) Code for Responsible Investing in South Africa (CRISA 2) [South Africa]
- (O) Corporate Governance Guidelines [Canada]
- (P) Defined Contribution Code of Practice [United Kingdom]
- (Q) European Association for Investors in Non-Listed Real Estate Vehicles (INREV) Guidelines [Global]
- (R) Global ESG Benchmark for Real Assets (GRESB) [Global]
- (S) Global Impact Investing Network (GIIN) Impact Reporting and Investment Standards (IRIS+) [Global]
- (T) OECD Guidelines for MNEs - Responsible Business Conduct for Institutional Investors [Global]
- (U) UN Guiding Principles (UNGPs) on Business and Human Rights [Global]
- (V) Net Zero Asset Managers (NZAM) Initiative [Global]
- (W) Net-Zero Asset Owner Alliance (NZAOA) [Global]
- (X) **Recommendations of the Taskforce for Climate-related Financial Disclosure (TCFD) [Global]**
- (Y) The Net Zero Investment Framework (NZIF) 2.0 [Global]
- (Z) Recommendations of the Taskforce for Nature-related Financial Disclosure (TNFD) [Global]
- (AA) Global Reporting Initiative (GRI) Standards [Global]
- (AB) IFC Performance Standard [Global]
- (AC) International Sustainability Standards Board (ISSB) Standards [Global]
- (AD) Sustainability Accounting Standards Board (SASB) Standards [Global]
- (AE) Other
- (AF) Other
- (AG) Other
- (AH) Other
- (AI) Other
- (AJ) Not applicable; our organisation did not report to any voluntary responsible investment/ESG frameworks during the reporting year.